

Civil Service Sickness Absence Data for the year ending 31 March 2018

This page presents an overview of sickness absence in the Civil Service in the year ending 31st March 2018. Civil servants do many of the most important jobs in the public services, ranging from coastguards to vets and lawyers to meteorologists. Most have public facing roles, working in job centres, in our court system or as contact centre staff or personal advisers.

Good health and wellbeing, visible through low levels of sickness, can help, not only to improve employees' quality of life, but is a key part in increasing their levels of motivation and engagement.

The Civil Service sickness absence data is published annually as one of its core transparency commitments, and is calculated from figures collected each calendar quarter from every Civil Service department. The Civil Service sickness absence data represents the absences due to sickness of approximately 430,075 Civil Service employees¹.

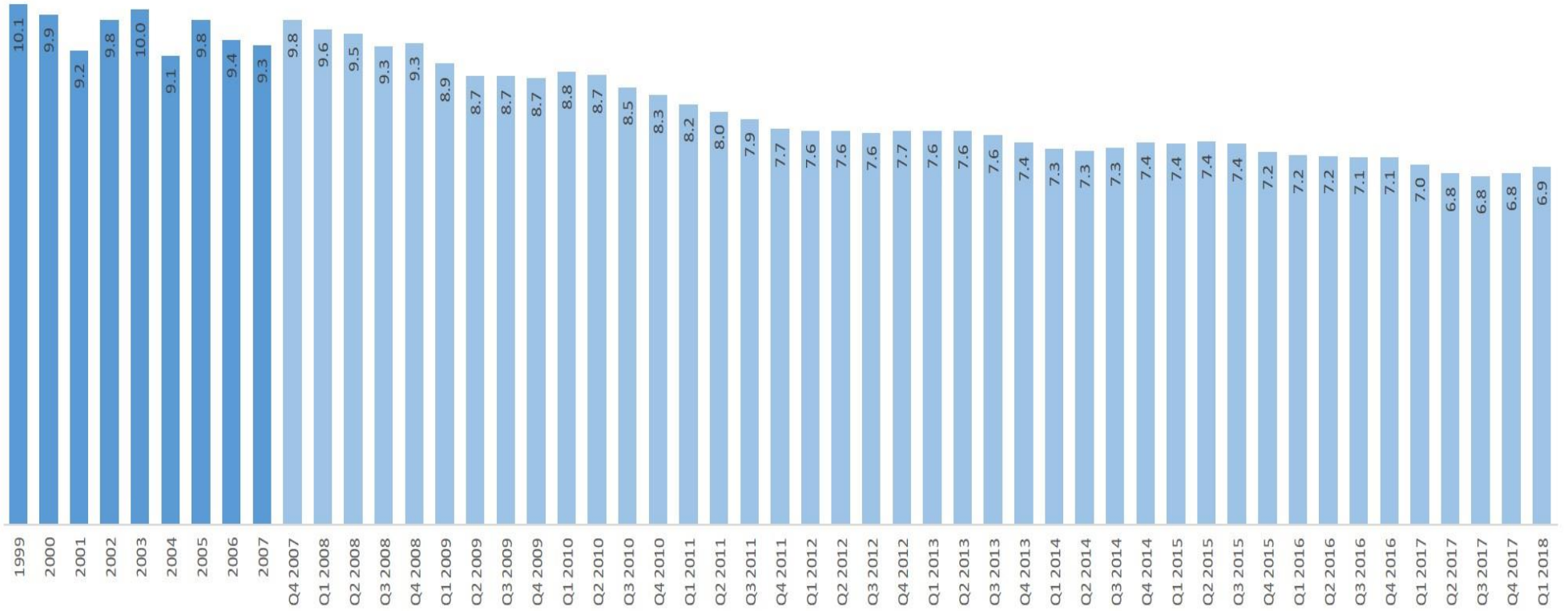
Sickness absence in the Civil Service is measured using Average Working Days Lost (AWDL) per staff year. For simplicity AWDL per staff year is referred to as AWDL throughout this page.

(AWDL) per staff year² is 6.9 days, 0.1 day higher than its lowest recorded level (Q2 - Q4 2017). AWDL per person³ stands at 5.9 days, lower than the level seen in the public sector (8.5) but higher than that seen in the private sector (5.6), as reported by CIPD (May 2018).

The Civil Service continues to improve its approach to health and wellbeing to help employees access the support they need to stay in or return to work and fulfil their potential.

ADWL (per staff year) since 1999

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¹ The Office for National Statistics reported that Civil Service employment on 31 March 2018 was 430,075 in the statistical bulletin Civil Service statistics, UK: 2018.

² AWDL per Staff Year – the total number of working days lost across the year divided by the total number of potential staff years. AWDL per staff year is the most accurate measure of sickness absence. It uses a 'manpower factor' of Total Working Days Available against a full time equivalent of 260. This makes it representative of the total available days lost against the total working days truly available (e.g. it correctly accounts for part time staff, new entrants and leavers during the period).

³ AWDL per person - total days lost divided by total headcount. AWDL per person is the standard measure used to assess sickness absence levels in the public and private sectors, so we include the headline Civil Service AWDL per person only for comparative purposes with other sectors.