Civil Service Sick Leave Stats 2015

SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE %	AVERAGE DAYS LOST PER FTE
Civil Service	3.8	35.1	38.9	4.4%	10.2

Note that:

- Sick Leave Statistics for 2015 include organisations who have been included for the first time (Irish Human Rights and Equality Commission. Road and Safety Authority);
- The Civil Service figures include a small number of Public Service Bodies for reporting purposes (e.g. National Library of Ireland, Ordnance Survey Ireland);
- The costs are based on the direct salary cost of sick leave based on periods spent on full pay (72.26%), half pay (11.35%), TRR/PRP (13.96%) and unpaid (2.43%);
- The Lost Time Rate % is calculated on the basis of a Standard Working Year of 229 days (i.e. 365 - weekends - public holidays - 22 days annual leave).

2013	4.0m	42.5m	46.5m	4.5%	10.3
2014	3.6m	40.1m	43.7m	4.4%	10.1
2015	3.8m	35.1m	38.9m	4.4%	10.2
Difference 2014-2015	⬆ 0.2m	⬇ 5.0m	⬇ 4.8m	➡ 0.0%	⬆ 0.1

Difference from 2013 to 2015	Cumulative cost difference since 2013			Absenteeism rate difference since 2013	
	⬇ 0.6m	⬇ 9.8m	⬇ 10.4m	⬇ 0.1%	⬇ 0.1

- The 2015 Sick Leave Statistics (most recent) published by my Department evidenced that the level of absenteeism in the Civil Service had not fallen despite the introduction of the Public Service Sick Leave Scheme.
- In 2015, the average number of days lost per Full-Time Equivalent (FTE) in the Civil Service was one of the highest in the public service at **10.2 days**.
- In 2015, the lost time rate of sick leave in the Civil Service is **4.4%**, 0.5% higher than the public service average.
- **The 2016 Sick Leave Statistics will be published shortly**.

Q&A'S

What needs to happen to address absenteeism?

- Strong Leadership in departments to tackle this cultural acceptance of absenteeism
- CSMB and Secretaries General to prioritise and tackle absence issue through identifying why we have such high absence in parts of the civil service and how we can reduce it – We need to increase engagement and commitment in parts of the service
- Increase capability to deal with performance and absence issues

- o Line Managers
- o HR units
- We need to proactively support people while they are sick and help them to get back to work once they are recovered – where they do not do this – despite all the efforts of the employer – we should dismiss people. We should not tolerate continuous absence from the workplace.

What has DPER done to address this level of absenteeism?

Central initiatives to date include:

- Redesign of the policy framework
    - o Access to paid sick leave significantly reduced
    - o Discipline and Underperformance policies redesigned
    - o Handbook to assist in the management of cases
    - o Capability policy (being developed and focussing in the first instance on the management of absenteeism)
    - o Guidance on managing staff with a disability (2017)

- Ongoing training and support
    - o All HR teams offered training on new underperformance and discipline framework (2016)
    - o Line manager training framework in place (2017 onwards)
    - o HR capability – Employee Relations Network: collaborative learning with departments, DPER HR Policy, CMO, CSEAS and legal input
    - o Ongoing support on a case by case basis (including employment law advice)
    - o Mediation service for workplace disputes (centrally supported)
    - o Reporting across the sector