

2014 PUBLIC SERVICE SICK LEAVE STATISTICS AND TRENDS 2013 - 2014

SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE %	AVERAGE DAYS LOST PER FTE
Public Service	30.0	289.3	319.3	4.0%	8.7

Note that:

- In 2014, sick leave in the majority of sectors may have been paid at different rates including full pay, half pay, pension rate of pay (PRP), Temporary Rehabilitation Remuneration (TRR) rate, and some absences were unpaid. 2014 costs have been adjusted to reflect the different rates of pay. Where costs have been adjusted this will be indicated sector by sector to reflect the sick leave schemes and patterns in place in each sector.
- These figures represent over 245,000 Public Service Full-Time Equivalents. The majority of Non-Commercial State Agencies, 3rd Level Institutions and the Educational and Training Boards are not included.

2013	32.0m	338.8m	370.8m	4.3%	9.5
2014	30.0m	289.3m	319.3m	4.0%	8.7
Difference	↓ 2.0m	↓ 49.5m	↓ 51.5m	↓ 0.3%	↓ 0.8

SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE %	AVERAGE DAYS LOST PER FTE
Civil Service	3.6	40.1	43.7	4.4%	10.1

Note that:

- Sick Leave Statistics for 2014 include additional organisations who have been included for the first time in 2014 (Office of Government Procurement, Office of Public Works industrial grades);
- The Civil Service figure includes a small number of Public Service Bodies, included in this category purely 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 (68.93%), half pay (12.30%), TRR/PRP (14.05%) and unpaid (4.72%);
- 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
Difference	↓ 0.4m	↓ 2.4m	↓ 2.8m	↓ 0.1%	↓ 0.2

¹ **NOTE:** The formula for Lost Time Rate % is the Total Number of Working Days lost to sick absences divided by the number of working days in a standard working year multiplied by the number of Full Time Equivalents (FTEs) in the sector.

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SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE %	AVERAGE DAYS LOST PER FTE
Defence Forces	0.5	5.4	5.9	2.8%	6.4
<p>Note the Department of Defence has advised that:</p> <ul style="list-style-type: none"> - The costs are estimated based on pay of €102 per day (i.e. average salary across all ranks); - All sick leave taken in the Defence Forces in 2014 was taken at full pay; - The Lost Time Rate % is calculated on the basis of a Standard Working Year of 228 days (i.e. 365 - rest days/army holidays - public holidays - 20 days annual leave). 					
2013	0.6m	6.1m	6.7m	3.2%	7.4
2014	0.5m	5.4m	5.9m	2.8%	6.4
Difference	↓ 0.1m	↓ 0.7m	↓ 0.8m	↓ 0.4%	↓ 1.0

SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE %	AVERAGE DAYS LOST PER FTE	
Education	Teachers	3.7	52.7	56.4	3.2% (P)	5.8
					3.7% (PP)	6.2
	SNAs	0.7	6.7	7.4	4.9% (P)	9.0
					3.2% (PP)	5.3

Note the **Department of Education & Skills** has advised that: *P = Primary; PP = Post-Primary;

- Figures provided are in respect of the 2014 calendar year. Previously this sector reported on a school year basis (i.e. 2013 figures relate to the 2013/2014 school year);
- The Public Service Sick Leave Scheme applied from 1st September 2014, before which there was no access to sick leave at half pay/PRP.
- The Education and Training Board (ETB) Teachers/SNAs are not included as data is not available centrally as they are paid directly by the individual ETBs;
- Costs are based on average teacher salary of €56,000 per annum/average SNA salary of €30,000 per annum;
- The costs are based on the direct salary cost of sick leave based on periods spent on:
 - o For Teachers: full pay (88.79%), half pay (0.35%), TRR (0.83%) and unpaid (10.03%);
 - o For SNAs: full pay (71.76%), half pay (0.58%), TRR (0.91%) and unpaid (26.84%);
- Prior to September 2014, SNAs only had access to 91 days at full pay in a rolling 12 month period which accounts for a higher rate of unpaid sick leave;
- The Lost Time Rate % is calculated on the basis of a Standard Working Year of 183 days at Primary level and 167 days at Post-Primary level (i.e. 365 - weekends – school closures).

NOTE: 2013 – 2014 Trends are not provided for the Education Sector due to the change between reporting periods between 2013 and 2014 as outlined above.

¹ **NOTE:** The formula for Lost Time Rate % is the Total Number of Working Days lost to sick absences divided by the number of working days in a standard working year multiplied by the number of Full Time Equivalents (FTEs) in the sector.

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Local Government	4.4	35.5	39.9	4.3%	9.7
<p>Note the Local Government Management Agency has advised that:</p> <ul style="list-style-type: none"> - The costs are estimated using the average daily earnings rate of €184 per local authority employee; - The costs are based on the direct salary cost of sick leave based on periods spent on full pay (79.57%), half pay (3.86%), TRR/PRP (4.02%) and unpaid (12.55%); - The Lost Time Rate % is calculated on the basis of a Standard Working Year of 227 days (i.e. 365 - weekends - public holidays - 24 days annual leave). 					
2013	4.6m	44.6m	49.2m	4.7%	10.6
2014	4.4m	35.5m	39.9m	4.3%	9.7
Difference	↓ 0.2m	↓ 9.1m	↓ 9.3m	↓ 0.4%	↓ 0.9

SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE %	AVERAGE DAYS LOST PER FTE
Health Sector	16.1	134.2	150.3	4.3%	9.6
<p>Note the Department of Health has advised that:</p> <ul style="list-style-type: none"> - The figures outlined above relate to the HSE and Section 38 agencies; - The costs are based on average basic pay costs; - The costs are based on periods spent on full pay (65.35%) and half pay (20.6%) and TRR/PRP (14.05%*) and excluding unpaid leave. The Civil Service % for TRR/PRP was used as it could not be identified in the Health Sector. - The Lost Time Rate % is calculated on the basis of a Standard Working Year of 225 days (i.e. 365 - rest days - public holidays - 26 days annual leave). 					
2013	17.0m	159.5m	176.5m	4.7%	10.6
2014	16.1m	134.2m	150.3m	4.3%	9.6
Difference	↓ 0.9m	↓ 25.3m	↓ 26.2m	↓ 0.4%	↓ 1.0

¹ **NOTE:** The formula for Lost Time Rate % is the Total Number of Working Days lost to sick absences divided by the number of working days in a standard working year multiplied by the number of Full Time Equivalents (FTEs) in the sector.

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SECTOR		SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE %	AVERAGE DAYS LOST PER FTE
Justice	Gardaí	0.8	12.4	13.2	3.4%	7.7

Note the **Department of Justice & Equality** has advised that:

Gardaí

- The costs relate to salaries only and do not include the cost of allowances;
- The costs are calculated using the midpoint of the PPC Pay Scale for each rank;
- The costs are based on the direct salary cost of sick leave based on periods spent on full pay (68.93%), half pay (12.30%), TRR/PRP (14.05%) and unpaid (4.72%) – (i.e. Civil Service % used as same scheme in both sectors).
- The figures relate to ordinary illness for Gardaí only. Injuries on Duty are not included;
- Sick absences for Gardaí are recorded as the number of calendar days that a member is absent and may include weekends and rest days. In order to estimate the working days lost, the number of sick leave days recorded were adjusted by a factor of 5/7;
- It should be noted that Gardaí generally work a roster over 10 weeks, working 10 hours, 6 days on and resting for 4 days;
- The Lost Time Rate % is calculated on the basis of a Standard Working Year of 229 days (i.e. 365 - rest days - public holidays – annual leave);

2013	1.1m	21.8m	22.9m	4.7%	10.7
2014	0.8m	12.4m	13.2m	3.4%	7.7
Difference	↓ 0.3m	↓ 9.4m	↓ 9.7m	↓ 1.3%	↓ 3.0

Justice	Garda Civilians	0.2	2.3	2.5	5.3%	12.1
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Garda Civilians

- Figures for the Garda Civilians exclude part-time cleaners and service attendants;
- The costs are based on the direct salary cost of sick leave based on periods spent on full pay (68.93%), half pay (12.30%), TRR/PRP (14.05%) and unpaid (4.72%);
- 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	0.2m	2.6m	2.8m	5.4%	12.4
2014	0.2m	2.3m	2.5m	5.3%	12.1
Difference	→ 0.0m	↓ 0.3m	↓ 0.3m	↓ 0.1%	↓ 0.3

¹ **NOTE:** The formula for Lost Time Rate % is the Total Number of Working Days lost to sick absences divided by the number of working days in a standard working year multiplied by the number of Full Time Equivalents (FTEs) in the sector.