

2013 PUBLIC SERVICE SICK LEAVE STATISTICS

SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	% LOST DAYS ¹	AVERAGE DAYS LOST PER FTE
Public Service	32.0	338.8	370.8	4.3%	9.5

Note that:

- In previous years, the cost of sick leave was estimated on the basis that all sick leave was paid at the full rate of pay.
- In 2013, sick leave in the majority of sectors may have been paid at different rates including full pay, half pay, pension rate of pay and some absences were unpaid. 2013 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.
- If costs were estimated at the full rate of pay for every absence, costs of sick leave for 2013 in the Public Service would be estimated at €412.3 million.
- These figures represent over 245,000 Public Service Full-Time Equivalents. Non-Commercial State Agencies, 3rd Level Institutions and the Educational and Training Boards are not included.

SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	% LOST DAYS	AVERAGE DAYS LOST PER FTE
Civil Service	4.0	42.5	46.5	4.5%	10.3

Note that:

- Five Offices, who have not previously been included in sick leave statistics, have been included for the first time for 2013 (Chief State Solicitor's Office, Law Reform Commission, National Library of Ireland, Shared Services, Ombudsman for Children's Office);
- the costs are based on the direct salary cost of sick leave based on periods spent on full pay (83.76%), half pay (7.08%), pension rate of pay (7.15%) and unpaid (2.01%);
- the % Lost Days is calculated on the basis of a Standard Working Year of 229 days (i.e. 365 - weekends - public holidays - 22 days annual leave).

¹ **NOTE:** The formula for % Lost Days 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 DAYS	AVERAGE DAYS LOST PER FTE
Defence Forces	0.6	6.1	6.7	3.2%	7.4

Note the **Department of Defence** has advised that:

- 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 2013 was taken at full pay;
- the % Lost Days 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).

Education	Teachers	3.8	55.1	58.9	3.2% (P)	5.9
					3.9% (PP)	6.5
	SNAs	0.7	6.8	7.5	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 2013/2014 school year;
- 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 and average SNA salary of €30,000 per annum;
- costs are based on periods spent on full pay with relevant adjustments made for unpaid sick leave.
- there was no sick leave at half pay or pension rate of pay in the Education Sector in 2013;
- the % Lost Days 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).

Local Government	4.6	44.6	49.2	4.7%	10.6
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Note the **Local Government Management Agency** has advised that:

- the costs are estimated using the average daily earnings rate of €184 per local authority employee;
- the costs are based on periods spent on full pay (83.76%), half pay (7.08%), pension rate of pay (7.15%) and unpaid (2.01%);
- the % Lost Days is calculated on the basis of a Standard Working Year of 227 days (i.e. 365 - weekends - public holidays - 24 days annual leave).

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SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	% LOST DAYS	AVERAGE DAYS LOST PER FTE
Health Sector	17.0	159.5	176.5	4.7%	10.6

Note the **Department of Health** has advised that:

- the figures outlined above relate to the HSE and Section 38 agencies and includes staff from the Children & Families Agency who were HSE employees until 31/12/2013;
- the costs are based on average basic pay costs and do not include the costs of allowances. In previous years some non-salary costs were included which did not relate directly to sick leave, these have not been included for 2013;
- the costs are based on periods spent on full pay (83.76%), half pay (7.08%), pension rate of pay (7.15%) and unpaid (2.01%) (i.e. Civil Service % used as similar scheme in both sectors). These may be adjusted as the Health Sector is currently attempting to identify confirmation of appropriate % specific to the sector;
- the % Lost Days is calculated on the basis of a Standard Working Year of 225 days (i.e. 365 - rest days - public holidays - 26 days annual leave).

Justice	Gardaí	1.1	21.8	22.9	4.7%	10.7
	Garda					
	Civilians	0.2	2.6	2.8	5.4%	12.4

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 periods spent on full pay (95.94%), half pay (1.77%), pension rate of pay (1.79%) and unpaid (0.5%);
- Superintendents and Chief Superintendents had a pay reduction on 1st July 2013;
- 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;

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- the % Lost Days is calculated on the basis of a Standard Working Year of 229 days (i.e. 365 - rest days - public holidays - annual leave);

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 (83.76%), half pay (7.08%), pension rate of pay (7.15%) and unpaid (2.01%);
- the % Lost Days is calculated on the basis of a Standard Working Year of 229 days (i.e. 365 - weekends - public holidays - 22 days annual leave).