











2018 PUBLIC SERVICE SICK LEAVE STATISTICS AND TRENDS 2013 – 2018

SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE % ¹	AVERAGE DAYS LOST PER FTE
Public Service	35.2	346.3	381.5	4.2%	9.2
<p>Note that:</p> <ul style="list-style-type: none"> - In 2018, sick leave in the majority of sectors was paid at different rates including full pay, half pay, pension rate of pay (PRP), Temporary Rehabilitation Remuneration (TRR) rate, and some absences were unpaid. 2018 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 approximately 274,000 Public Service Full-Time Equivalents. The majority of Non-Commercial State Agencies, 3rd Level Institutions and the Educational and Training Boards are not included. - Public Service Pay restoration measures introduced in 2018 and the increase in employment across a number of sectors have both had an upward impact on costs reported on this year. 					
2013	32.0m	338.8m	370.8m	4.3%	9.5
2014	30.0m	289.3m	319.3m	4.0%	8.7
2015	30.5m	287.4m	317.9m	3.9%	8.5
2016	32.8m	304.6m	337.4m	4.1%	8.9
2017	32.4m	309.1m	341.5m	4.0%	8.8
2018	35.2m	346.3m	381.5m	4.2%	9.2
Difference 2017-2018	↑ 2.8m	↑ 37.2m	↑ 40.0m	↑ 0.2%	↑ 0.4
Difference from 2013 to 2018	Cumulative cost difference since 2013			Absenteeism rate difference since 2013	
	↑ 0.9m	↓ 157.3m	↓ 156.4m	↓ 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.











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SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE %	AVERAGE DAYS LOST PER FTE
Civil Service	4.2	39.4	43.6	4.4%	10.0
Note that: <ul style="list-style-type: none"> - The Civil Service figures include a small number of Public Service Bodies for reporting purposes - The costs are based on the direct salary cost of sick leave based on periods spent on full pay (74.12%), half pay (11.69%), TRR/PRP (11.24%) and unpaid (2.95%). - 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). - Public Service Pay restoration measures introduced in 2018 and the increase in employment across a number of sectors have both had an upward impact on costs reported on this year. 					
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
2016	4.2m	35.1m	39.3m	4.6%	10.4
2017	3.9m	35.7m	39.6m	4.4%	10.1
2018	4.2m	39.4m	43.6m	4.4%	10.0
Difference 2017-2018	 0.3m	 3.7m	 4.0m	 0.0%	 0.1
Difference from 2013 to 2018	Cumulative cost difference since 2013			Absenteeism rate difference since 2013	
	 0.3m	 27.1m	 27.4m	 0.1%	 0.3

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SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE %	AVERAGE DAYS LOST PER FTE
Local Government	4.2	39.2	43.4	4.5%	10.2
<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 (74.03%), half pay (7.2%), TRR/PRP (11.85%) and unpaid (6.92%). - 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
2015	4.3m	35.0m	39.3m	4.3%	9.7
2016	4.3m	36.8m	41.1m	4.4%	10.1
2017	4.3m	38.1m	42.4m	4.5%	10.2
2018	4.2m	39.2m	43.4m	4.5%	10.2
Difference 2017-2018	0.1m	1.1m	1.0m	0.0%	0.0
Difference from 2013 to 2018	Cumulative cost difference since 2013			Absenteeism rate difference since 2013	
	1.5m	38.4m	39.9m	0.2%	0.4

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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	9.7	10.2	4.2%	9.7
<p>Note the Department of Defence has advised that:</p> <ul style="list-style-type: none"> - The costs are estimated based on the average pay per rank of the individual availing of sick leave. For 2018 the weighted average cost per sick leave day was €115.17 per day. - 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). - The Defence Forces are not subject to the terms of the Public Service Sick Leave Scheme. 					
2013	0.6m	6.1m	6.7m	3.2%	7.4
2014	0.5m	5.4m	5.9m	2.8%	6.4
2015	0.5m	6.0m	6.5m	3.2%	7.4
2016	0.5m	6.5m	7.0m	3.5%	7.9
2017	0.5m	8.2m	8.7m	3.7%	8.4
2018	0.5m	9.7m	10.2m	4.2%	9.7
Difference 2017-2018	 0.0m	 1.5m	 1.5m	 0.5%	 1.3
Difference from 2013 to 2018	Cumulative cost difference since 2013			Absenteeism rate difference since 2013	
	 0.5m	 5.3	 4.8m	 1.0%	 2.3

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SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE %	AVERAGE DAYS LOST PER FTE
Health Sector	18.8	169.1	187.9	4.6%	10.4

Note the **Health Service Executive** has advised that:

- The overall staffing figures have increased over the period by 3,361 WTE
- The increase in the Cost per Worker has also substantially increased (from €44,348 to €45,556). This is impacted by the Public Service Stability Agreement (PSSA) that runs from 2018 to 2020.
- On 1 January 2018 annualised salaries were increased by 1%. This was followed by a further increase of 1% in October 2018
- It should be noted that these figures do not include Pay Rate changes in relation to the other IR issues such as New Entrants / Nurse Agreements / Task Transfer / Paternity Leave etc.
- Health sector absence is calculated on the basis of lost hours as a percentage of available hours for HSE & Section 38 Voluntary Hospitals & Agencies.
- Unlike some other sectors, the health service operates 24 hours services, for 365 days a year; Lost days are calculated on the basis of % lost time applied to a standard working year of 225 days.
- For patient safety reasons it is not permissible for health service employees who are ill to attend work where there is a risk of infection to others and this impacts absence rates.
- Costs are calculated based on average basic pay costs by staff category adjusted for notional periods on half pay and TRR/PRP.

2013	17.0m	159.5m	176.5m	4.7%	10.6
2014	16.1m	134.2m	150.3m	4.3%	9.6
2015	16.4m	145.4m	161.8m	4.2%	9.5
2016	17.6m	157.0m	174.6m	4.5%	10.2
2017	16.9m	152.0m	168.9m	4.4%	9.9
2018	18.8m	169.1m	187.9m	4.6%	10.4
Difference 2017-2018	↑ 1.9m	↑ 17.1m	↑ 19.0m	↑ 0.2%	↑ 0.5

Difference from 2013 to 2018	Cumulative cost difference since 2013			Absenteeism rate difference since 2013	
	↑ 0.8m	↓ 39.8m	↓ 39.0m	↓ 0.1%	↓ 0.2

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SECTOR		SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE %	AVERAGE DAYS LOST PER FTE
Education	Teachers	5.1	59.2	64.3	3.3% (P)	5.9
					3.4% (PP)	5.7
	SNAs	1.2	11.9	13.1	5.5% (P)	10.0
					4.5% (PP)	7.5

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

- 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 because they are paid directly by the individual ETBs.
 - The workforce reported on in the Education Sector has changed since 2014 with the number of teachers and SNAs increasing by almost 14% and 24% respectively.
 - Costs are based on average annual salaries (excluding PRSI) as follows:-Primary teacher: €57,200 Post Primary teacher: €58,300, Primary SNA: €32,300 and Post Primary SNA: €31,800. Average annual salary costs have increased throughout 2018.
 - The costs are based on the direct salary cost of Sick Leave based on periods spent on:
 - For Teachers: full pay (80.4%), half pay (6.16%), TRR (12.14%) and unpaid (1.30%)
 - For SNAs: full pay (74.63%), half pay (6.20%), TRR (16.73%) and unpaid (2.44%)
 - The 'Lost Time Rate' % is calculated on the basis of 183 tuition days at Primary level and 167 tuition days at Post-Primary level.
 - Prior to September 2014, SNAs only had access to 91 days at full pay in a rolling 12 month period.
 - The number of FTEs employed in the Education Sector has increased as follows: Primary Teachers: 2.35%, Post Primary Teachers: 3.65%, Primary SNA: 8.43%, Post Primary SNA: 11.07%
- Pregnancy Related Illness and Certified illness have increased across both sectors and categories.

Teachers	2014	3.7m	52.7m	56.4m	3.2% (P)	5.8
					3.7% (PP)	6.2
	2015	3.8m	45.3m	49.1m	3.0% (P)	5.5
					3.2% (PP)	5.3
	2016	4.4m	47.6m	52.0m	3.0% (P)	5.5
					3.4% (PP)	5.7
	2017	4.6m	50.1m	54.7m	3.0% (P)	5.5
					3.4% (PP)	5.6
	2018	5.1m	59.2m	64.3m	3.3%(P)	5.9
					3.4% (PP)	5.7

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Difference 2017-2018	Teachers	↑ 0.5m	↑9.1m	↑ 9.6m	↑ 0.3% (P)	↑ 0.4
					→ 0.0% (PP)	↑ 0.1
Teachers	Difference 2014-2018	<u>Cumulative cost difference since 2014</u>			<u>Absenteeism rate difference since 2014</u>	
		↑ 3.1m	↓ 8.6m	↓ 5.5m	↑ 0.1% (P)	↑ 0.1 (P)
					↓ 0.3% (PP)	↓ 0.5 (PP)

SECTOR		SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE %	AVERAGE DAYS LOST PER FTE
Education						
SNAs	2014	0.7m	6.7m	7.4m	4.9% (P)	9.0
					3.2% (PP)	5.3
	2015	0.8m	7.7m	8.5m	4.8% (P)	8.8
					2.9% (PP)	4.9
	2016	0.9m	8.7m	9.6m	5.4% (P)	9.3
					2.7%(PP)	4.5
	2017	1.1m	10.0m	11.1m	5.3% (P)	9.7
					4.4% (PP)	7.3
	2018	1.2m	11.9m	13.1m	5.5% (P)	10.0
					4.5%(PP)	7.5
Difference 2017-2018	SNA's	↑ 0.1m	↑ 1.9m	↑ 2.0m	↑ 0.2%(P)	↑ 0.3
					↑ 0.1% (PP)	↑ 0.2
SNAs	Difference 2014-2018	<u>Cumulative cost difference since 2014</u>			<u>Absenteeism rate difference since 2014</u>	
		↑ 1.2m	↑ 11.5m	↑ 12.7m	↑ 0.6% (P)	↑ 1.0 (P)
					↑ 1.3% (PP)	↑ 2.2 (PP)

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Justice	Gardaí	1.0	14.9	15.9	3.2%	7.2

Note that An Garda Síochána have advised that:

Gardaí

- The costs relate to salaries only and do not include the cost of allowances
- Public Service Pay Restoration was applied to sworn member salaries in January and October 2018
- In the course of 2018 the number of serving members increased by 4.2%
- The costs are based on periods spent on full pay (74.12%), half pay (11.69%), TRR/PRP (11.24%) and unpaid (2.95%) – (i.e. Civil Service % used as the same scheme applies 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 4 rest days.
- 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	1.1m	21.8m	22.9m	4.7%	10.7
2014	0.8m	12.4m	13.2m	3.4%	7.7
2015	0.8m	10.2m	11.0m	2.8%	6.3
2016	0.8m	10.3m	11.1m	2.8%	6.3
2017	0.9m	12.4m	13.3m	2.9%	6.6
2018	1.0m	14.9m	15.9m	3.2%	7.2
Difference 2017-2018	↑ 0.1m	↑ 2.5m	↑ 2.6m	↑ 0.3%	↑ 0.6
Difference from 2013 to 2018	Cumulative cost difference since 2013			Absenteeism rate difference since 2013	
	↓ 1.2m	↓ 48.8m	↓ 50.0m	↓ 1.5%	↓ 3.5

Sick Leave Statistics for An Garda Síochána are recorded and reported on from the Sick Absence Management System (SAMS). The SAMS provides limited data in support of robust analysis of sick leave absences. A report published by the Garda Inspectorate recommended the implementation of a Human Resource Information Management System to rectify the inconsistencies and information gaps identified. (Changing Policing in Ireland, Nov 2015). The Policing Authority have noted that these recommendations have yet to be fully implemented.

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Justice	Garda Civilians	0.2	2.9	3.1	5.2%	11.8
<p>Note that An Garda Síochána have advised that:</p> <p><u>Garda Civilians</u></p> <ul style="list-style-type: none"> - Figures for the Garda Civilians exclude part-time cleaners and service attendants. - Public Service Pay Restoration was applied to all civil service salaries in January and October 2018 - In the course of 2018 the number of civilian members increased by 7.7%. - The costs are based on periods spent on full pay (74.12%), half pay (11.69%), TRR/PRP (11.24%) and unpaid (2.95%) – (i.e. Civil Service % used as the same scheme applies in both sectors). - 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
2015		0.2m	2.5m	2.7m	5.3%	12.1
2016		0.2m	2.5m	2.7m	5.4%	12.4
2017		0.2m	2.6m	2.8m	5.2%	11.9
2018		0.2m	2.9m	3.1m	5.2%	11.8
Difference 2017-2018		→ 0.0m	↑ 0.3m	↑ 0.3m	→ 0.0%	↓ 0.1
Difference from 2013 to 2018		Cumulative cost difference since 2013			Absenteeism rate difference since 2013	
		→ 0.0m	↓ 0.2m	↓ 0.2m	↓ 0.2%	↓ 0.6