

# 2015 PUBLIC SERVICE SICK LEAVE STATISTICS AND TRENDS 2013 - 2015

SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE % <sup>1</sup>	AVERAGE DAYS LOST PER FTE
Public Service	30.5	287.4	317.9	3.9%	8.5
<p>Note that:</p> <ul style="list-style-type: none"> <li>- In 2015, 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. 2015 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.</li> <li>- These figures represent over 250,000 Public Service Full-Time Equivalents. The majority of Non-Commercial State Agencies, 3rd Level Institutions and the Educational and Training Boards are not included.</li> </ul>					
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
Difference 2014-2015	↑ 0.5m	↓ 1.9m	↓ 1.4m	↓ 0.1%	↓ 0.2
Difference from 2013 to 2015	Cumulative cost difference since 2013			Absenteeism rate difference since 2013	
	↓ 3.5m	↓ 100.9m	↓ 104.4m	↓ 0.4%	↓ 1.0

<sup>1</sup> 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
<b>Civil Service</b>	<b>3.8</b>	<b>35.1</b>	<b>38.9</b>	<b>4.4%</b>	<b>10.2</b>

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).

<b>2013</b>	<b>4.0m</b>	<b>42.5m</b>	<b>46.5m</b>	<b>4.5%</b>	<b>10.3</b>
<b>2014</b>	<b>3.6m</b>	<b>40.1m</b>	<b>43.7m</b>	<b>4.4%</b>	<b>10.1</b>
<b>2015</b>	<b>3.8m</b>	<b>35.1m</b>	<b>38.9m</b>	<b>4.4%</b>	<b>10.2</b>
<b>Difference 2014-2015</b>	<b>↑ 0.2m</b>	<b>↓ 5.0m</b>	<b>↓ 4.8m</b>	<b>→ 0.0%</b>	<b>↑ 0.1</b>

<b>Difference from 2013 to 2015</b>	<b>Cumulative cost difference since 2013</b>			<b>Absenteeism rate difference since 2013</b>	
	<b>↓ 0.6m</b>	<b>↓ 9.8m</b>	<b>↓ 10.4m</b>	<b>↓ 0.1%</b>	<b>↓ 0.1</b>

SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE %	AVERAGE DAYS LOST PER FTE
<b>Local Government</b>	<b>4.3</b>	<b>35.0</b>	<b>39.3</b>	<b>4.3%</b>	<b>9.7</b>

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 the direct salary cost of sick leave based on periods spent on full pay (75.27%), half pay (6.07%), TRR/PRP (9.84%) and unpaid (8.82%);
- 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).

<b>2013</b>	<b>4.6m</b>	<b>44.6m</b>	<b>49.2m</b>	<b>4.7%</b>	<b>10.6</b>
<b>2014</b>	<b>4.4m</b>	<b>35.5m</b>	<b>39.9m</b>	<b>4.3%</b>	<b>9.7</b>
<b>2015</b>	<b>4.3m</b>	<b>35.0m</b>	<b>39.3m</b>	<b>4.3%</b>	<b>9.7</b>
<b>Difference 2014-2015</b>	<b>↓ 0.1m</b>	<b>↓ 0.5m</b>	<b>↓ 0.6m</b>	<b>→ 0.0%</b>	<b>→ 0.0</b>

<b>Difference from 2013 to 2015</b>	<b>Cumulative cost difference since 2013</b>			<b>Absenteeism rate difference since 2013</b>	
	<b>↓ 0.5m</b>	<b>↓ 18.7m</b>	<b>↓ 19.2m</b>	<b>↓ 0.4%</b>	<b>↓ 0.9</b>

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SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE %	AVERAGE DAYS LOST PER FTE
<b>Defence Forces</b>	<b>0.5</b>	<b>6.0</b>	<b>6.5</b>	<b>3.2%</b>	<b>7.4</b>

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

- The costs are estimated based on the average pay per rank of the individual availing of sick leave. For 2015 the weighted average cost per sick leave day was €97 per day;
- Sick leave related pay deductions totalled €35,500 in 2015;
- 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 Public Service Sick Leave Scheme.

<b>2013</b>	<b>0.6m</b>	<b>6.1m</b>	<b>6.7m</b>	<b>3.2%</b>	<b>7.4</b>
<b>2014</b>	<b>0.5m</b>	<b>5.4m</b>	<b>5.9m</b>	<b>2.8%</b>	<b>6.4</b>
<b>2015</b>	<b>0.5m</b>	<b>6.0m</b>	<b>6.5m</b>	<b>3.2%</b>	<b>7.4</b>
<b>Difference 2014-2015</b>	<b>0.0m</b>	<b>0.6m</b>	<b>0.6m</b>	<b>0.4%</b>	<b>1.0</b>
<b>Difference from 2013 to 2015</b>	<b>Cumulative cost difference since 2013</b>			<b>Absenteeism rate difference since 2013</b>	
	<b>0.2m</b>	<b>0.8m</b>	<b>1.0m</b>	<b>0.0%</b>	<b>0.0</b>

SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE %	AVERAGE DAYS LOST PER FTE
<b>Health Sector</b>	<b>16.4</b>	<b>145.4</b>	<b>161.8</b>	<b>4.2%</b>	<b>9.5</b>

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

- 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 (6.98%) and exclude unpaid leave.
- 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).

<b>2013</b>	<b>17.0m</b>	<b>159.5m</b>	<b>176.5m</b>	<b>4.7%</b>	<b>10.6</b>
<b>2014</b>	<b>16.1m</b>	<b>134.2m</b>	<b>150.3m</b>	<b>4.3%</b>	<b>9.6</b>
<b>2015</b>	<b>16.4m</b>	<b>145.4m</b>	<b>161.8m</b>	<b>4.2%</b>	<b>9.5</b>
<b>Difference 2014-2015</b>	<b>0.3m</b>	<b>11.2m</b>	<b>11.5m</b>	<b>0.1%</b>	<b>0.1</b>
<b>Difference from 2013 to 2015</b>	<b>Cumulative cost difference since 2013</b>			<b>Absenteeism rate difference since 2013</b>	
	<b>1.5m</b>	<b>39.6m</b>	<b>40.9m</b>	<b>0.5%</b>	<b>1.1</b>

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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	3.8	45.3	49.1	3.0% (P)	5.5
					3.2% (PP)	5.3
	SNAs	0.8	7.7	8.5	4.8% (P)	8.8
					2.9% (PP)	4.9

Note the **Department of Education & Skills** has advised that:

\*P = Primary; PP = Post-Primary;

- The Public Service Sick Leave Scheme applied from 1<sup>st</sup> 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;
- The workforce reported on in the Education Sector has changed since 2014 with the number of teachers and SNAs increasing by almost 5% and 10% respectively. This has an impact on the costs reported on.
- 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 (78.92%), half pay (3.72%), TRR (6.11%) and unpaid (11.25%);
  - o For SNAs: full pay (71.99%), half pay (5.92%), TRR (9.27%) and unpaid (12.82%);
- Prior to September 2014, SNAs only had access to 91 days at full pay in a rolling 12 month period;
- "The Lost Time Rate % is calculated on the basis of 183 tuition days at Primary level and 167 tuition days at Post-Primary level".

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
Difference 2014-2015	Teachers	↑ 0.1m	↓ 7.4m	↓ 7.3m	↓ 0.2% (P)	↓ 0.3
					↓ 0.5% (PP)	↓ 0.9

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
Difference 2014-2015	SNAs	↑ 0.1m	↑ 1.0m	↑ 1.1m	↓ 0.1% (P)	↓ 0.2
					↓ 0.3% (PP)	↓ 0.4

**NOTE:** 2013 Statistics and 2013 – 2014/5 Trends are not provided for the Education Sector due to the change between reporting periods between 2013 and 2014. Previously figures for 2013 would relate to the 2013/2014 school year whereas since 2014 statistics the Education Sector reports on a calendar year basis.

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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	10.2	11.0	2.8%	6.3

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 (72.26%), half pay (11.35%), TRR/PRP (13.96%) and unpaid (2.43%) – (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 - 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
2015	0.8m	10.2m	11.0m	2.8%	6.3
Difference 2014-2015	→ 0.0m	↓ 2.2m	↓ 2.2m	↓ 0.6%	↓ 1.4

Difference from 2013 to 2015	Cumulative cost difference since 2013			Absenteeism rate difference since 2013	
	↓ 0.6m	↓ 21.0m	↓ 21.6m	↓ 1.9%	↓ 4.4

Justice	Garda Civilians	0.2	2.5	2.7	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 (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	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
Difference 2014-2015	→ 0.0m	↑ 0.2m	↑ 0.2m	→ 0.0%	→ 0.0

Difference from 2013 to 2015	Cumulative cost difference since 2013			Absenteeism rate difference since 2013	
	→ 0.0m	↓ 0.4m	↓ 0.4m	↓ 0.1%	↓ 0.3