











2016 PUBLIC SERVICE SICK LEAVE STATISTICS AND TRENDS 2013 – 2016

SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE % ¹	AVERAGE DAYS LOST PER FTE
Public Service	32.8	304.6	337.4	4.1%	8.9
<p>Note that:</p> <ul style="list-style-type: none"> - In 2016, 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. 2016 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 259,000 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
2015	30.5m	287.4m	317.9m	3.9%	8.5
2016	32.8m	304.6m	337.4m	4.1%	8.9
Difference 2015-2016	↑ 2.3m	↑ 17.2m	↑ 19.5m	↑ 0.2%	↑ 0.4
Difference from 2013 to 2016	Cumulative cost difference since 2013			Absenteeism rate difference since 2013	
	↓ 2.7m	↓ 135.1m	↓ 137.8m	↓ 0.2%	↓ 0.6

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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Civil Service	4.2	35.1	39.3	4.6%	10.4
Note that: <ul style="list-style-type: none"> - Sick Leave Statistics for 2016 include organisations who have been included for the first time (National Gallery of Ireland); - 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 (72.28%), half pay (10.88%), TRR/PRP (12.96%) and unpaid (3.88%); - 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
2016	4.2m	35.1m	39.3m	4.6%	10.4
Difference 2015-2016	 0.4m	 0.0m	 0.4m	 0.2%	 0.2
Difference from 2013 to 2016	Cumulative cost difference since 2013			Absenteeism rate difference since 2013	
	 0.4m	 17.2m	 17.6m	 0.1%	 0.1

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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	4.3	36.8	41.1	4.4%	10.1
Note the Local Government Management Agency has advised that:					
<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 (75.65%), half pay (5.78%), TRR/PRP (11.38%) and unpaid (7.19%); - 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
Difference 2015-2016	0.0m	1.8m	1.8m	0.1%	0.4
Difference from 2013 to 2016	<u>Cumulative cost difference since 2013</u>			<u>Absenteeism rate difference since 2013</u>	
	0.8m	26.5m	27.3m	0.3%	0.5

SECTOR	SELF-CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE %	AVERAGE DAYS LOST PER FTE
Defence Forces	0.5	6.5	7.0	3.5%	7.9
Note the Department of Defence has advised that:					
<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 2016 the weighted average cost per sick leave day was €97 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 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
Difference 2015-2016	0.0m	0.5m	0.5m	0.3%	0.5
Difference from 2013 to 2016	<u>Cumulative cost difference since 2013</u>			<u>Absenteeism rate difference since 2013</u>	
	0.3m	0.4m	0.7m	0.3%	0.5

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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	17.6	157	174.6	4.5%	10.2

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

- Absence rates (% lost time) are calculated as lost hours of a percentage of available hours;
- 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. This can have an impact on absence rates. It should also be noted that health sector operates 24 hours services, for 365 days a year;
- Lost days are calculated on the basis of % lost time applied to a normal standard working year of 225 days;
- Costs are calculated based on average basic pay costs by staff category adjusted for notional periods on half pay and TRR/PRP;
- Health sector employment has increased by 10.6% since late 2013. The rate of change has not been uniform, with varying rates of change across different categories of staff. This has had an upward impact on the costs reported;
- The figures outlined above relate to the HSE and Section 38 agencies.

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
Difference 2015-2016	↑ 1.2m	↑ 11.6m	↑ 12.8m	↑ 0.3%	↑ 0.7

Difference from 2013 to 2016	<u>Cumulative</u> cost difference since 2013			Absenteeism rate difference since 2013	
	↓ 0.9m	↓ 41.9m	↓ 42.8m	↓ 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
Education	Teachers	4.4	47.6	52.0	3.0% (P)	5.5
					3.4% (PP)	5.7
	SNAs	0.9	8.7	9.6	5.1% (P)	9.3
					2.7% (PP)	4.5

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 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 8.5% and 18.5% respectively. This has an impact on the costs reported on.
- Costs are based on average salaries (excluding PRSI) as follows:- Post Primary teacher : €58,000, Primary teacher: €55,000, Post Primary SNA: €29,000 and Primary SNA: €30,000
- The costs are based on the direct salary cost of sick leave based on periods spent on:
 - o For Teachers: full pay (77.07%), half pay (6.08%), TRR (10.21%) and unpaid (6.64%);
 - o For SNAs: full pay (75.31%), half pay (6.26%), TRR (12.75%) and unpaid (5.68%);
- 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
	2016	4.4m	47.6m	52.0m	3.0% (P)	5.5
					3.4% (PP)	5.7
Difference 2015-2016	Teachers	↑ 0.6m	↑ 2.3m	↑ 2.9m	↗ 0.0% (P)	↗ 0.0
					↑ 0.2% (PP)	↑ 0.4
Teachers	Difference 2014-2016	<u>Cumulative cost difference since 2014</u>			<u>Absenteeism rate difference since 2014</u>	
		↑ 0.8m	↓ 12.5m	↓ 11.7m	↓ 0.2% (P)	↓ 0.3 (P)
					↓ 0.3% (PP)	↓ 0.5 (PP)

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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
Difference 2015-2016	SNAs	↑ 0.1m	↑ 1.0m	↑ 1.1m	↑ 0.6% (P)	↑ 0.5 (P)
					↓ 0.2% (PP)	↓ 0.4 (PP)
SNAs	Difference 2014- 2016	<u>Cumulative cost difference since 2014</u>			<u>Absenteeism rate difference since 2014</u>	
		↑ 0.3m	↑ 3.0m	↑ 3.3m	↑ 0.5% (P)	↑ 0.3 (P)
					↓ 0.5% (PP)	↓ 0.8 (PP)

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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	10.3	11.1	2.8%	6.3
Note the Department of Justice & Equality has advised that:						
<u>Gardaí</u>						
<ul style="list-style-type: none"> - 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 (72.28%), half pay (10.88%), TRR/PRP (12.96%) and unpaid (3.88%) – (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
Difference 2015-2016		→ 0.0m	↑ 0.1m	↑ 0.1m	→ 0.0%	→ 0.0
Difference from 2013 to 2016		Cumulative cost difference since 2013			Absenteeism rate difference since 2013	
		↓ 0.9m	↓ 32.5m	↓ 33.4m	↓ 1.9%	↓ 4.4
Justice	Garda Civilians	0.2	2.5	2.7	5.4%	12.4
<u>Garda Civilians</u>						
<ul style="list-style-type: none"> - 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 (72.28%), half pay (10.88%), TRR/PRP (12.96%) and unpaid (3.88%); - 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
Difference 2015-2016		→ 0.0m	→ 0.0m	→ 0.0m	↑ 0.1%	↑ 0.3
Difference from 2013 to 2015		Cumulative cost difference since 2013			Absenteeism rate difference since 2013	
		→ 0.0m	↓ 0.5m	↓ 0.5m	→ 0.0%	→ 0.0