

Appendix 1: Sickness Absence by Directorate 28 February 2017

Sickness Absence by Directorates - 01 February 2016 to 31 January 2017

Directorate	Sickness - Working Days Lost														Total Average Per Person Per Year (Previously Reported)
	HeadCount			Total				Long Term		Medium Term		Short Term			
	Head Count at End of January 2017	Head Count at End of January 2016	Average HeadCount	Working Days Lost To Sickness	% Working Time Lost	Average Per Person Per Year	Trend	Working Days Lost To Sickness	Average Per Person Per Year	Working Days Lost To Sickness	Average Per Person Per Year	Working Days Lost To Sickness	Average Per Person Per Year		
Agency Workers	103	127	115	0		0.00	↔	0	0.00	0	0.00	0	0.00	0.00	
Adult Services	633	736	684.5	10699	8.43%	15.63	↑	7107	10.38	1485	2.17	2107	3.08	14.17	
Children's Services and Education	263	230	246.5	1351	2.71%	5.48	↑	461	1.87	246	1.00	644	2.61	4.95	
Children's Social Care	310	322	316	3101	4.37%	9.81	↓	1758	5.56	500	1.58	843	2.67	11.17	
Community and Communication	204	213	208.5	1376	2.91%	6.60	↑	524	2.51	308	1.48	544	2.61	6.57	
Culture and City Development	324	295	309.5	1197	1.87%	3.87	↓	375	1.21	229	0.74	592	1.91	3.94	
Executive	17	19	18	119	2.72%	6.62	↑	70	3.86	17	0.93	33	1.83	5.12	
Finance and Information Services	311	312	311.5	2106	2.87%	6.76	↓	1097	3.52	284	0.91	725	2.33	7.41	
Human Resources, Legal and Performance	114	125	119.5	377	1.44%	3.15	↑	177	1.48	48	0.40	152	1.27	2.52	
Integrated Commissioning Service	24	34	29	212	3.64%	7.31	↑	42	1.46	104	3.57	66	2.29	5.16	
PCC Schools	2878	2661	2769.5	20009	5.09%	7.22	↑	9444	3.41	2938	1.06	7628	2.75	7.13	
Portsmouth International Port	81	79	80	668	3.21%	8.35	↓	360	4.50	104	1.30	204	2.55	9.24	
Property and Housing	821	850	835.5	7593	3.98%	9.09	↑	4010	4.80	1104	1.32	2478	2.97	8.56	
Public Health	70	134	102	900	5.75%	8.82	↓	482	4.73	151	1.48	267	2.61	8.96	
Regulatory Services and Community Safety	65	83	74	366	2.41%	4.94	↑	240	3.24	32	0.43	94	1.27	3.15	
Transport, Environment and Business Support	309	322	315.5	2871	5.60%	9.10	↓	1748	5.54	422	1.34	702	2.22	9.41	
Total (Including PCC Schools)	6424	6415	6419.5	52944		8.25	↑	27895	4.35	7971	1.24	17078	2.66	8.07	
Total (Excluding PCC Schools)	3546	3754	3650	32935		9.02	↑	18451	5.06	5034	1.38	9450	2.59	8.78	
Total (Excluding PCC Schools but including Agency Workers)	3649	3881	3765	32935		8.75	↑	18451	4.90	5034	1.34	9450	2.51	8.46	

Definition of periods of absence: Long-term absence: 21 days or more, Medium Term absence: 8 to 20 days, Short Term absence: 7 days or less