

Appendix 1: Sickness Absence by Directorate 31 January 2016

Sickness Absence by Directorates - 01 February 2015 to 31 January 2016

Sickness - Working Days Lost														
Directorate	Headcount			Total			Direction	Long Term		Medium Term		Short Term		Average per Person per Year (Previously reported at EC)
	Headcount This Year	Headcount Last Year	Average Headcount	Working Days Lost To Sickness	% Working Days Lost To Sickness	Average per person per Year		Working Days Lost	Average per Person per Year	Working Days Lost	Average per Person per Year	Working Days Lost	Average per Person per Year	
Adult Services	736	788	762	8945	6.26%	11.74	↔	5003	6.57	1679	2.20	2263	2.97	11.74
Children's Services and Education	215	239	227	1600	3.98%	7.05	↓	893	3.93	168	0.74	539	2.37	7.41
Children's Social Care	322	386	354	3711	5.14%	10.48	↓	2140	6.05	691	1.95	880	2.49	10.74
Community and Communication	212	231	221.5	2181	4.61%	9.85	↓	1154	5.21	425	1.92	602	2.72	10.33
Culture and City Development	233	233	233	1160	2.58%	4.98	↑	599	2.57	75	0.32	486	2.09	3.86
Executive	19	24	21.5	66	1.39%	3.07	↑	0	0.00	25	1.16	41	1.91	1.71
Finance and Information Services	294	296	295	2055	3.09%	6.97	↑	1106	3.75	356	1.21	593	2.01	6.46
Human Resources, Legal and Procurement	133	146	139.5	606	1.97%	4.34	↑	198	1.42	169	1.21	239	1.71	4.23
Integrated Commissioning Service	34	35	34.5	69	1.02%	2.00	↓	0	0.00	26	0.75	43	1.25	2.53
Portsmouth International Port	80	83	81.5	867	4.35%	10.64	↓	600	7.36	95	1.17	172	2.11	10.92
Property and Housing	912	891	901.5	6995	3.45%	7.76	↓	3276	3.63	1204	1.34	2515	2.79	8.77
Public Health	136	54	95	511	1.77%	5.38	↑	179	1.88	113	1.19	219	2.31	4.41
Regulatory Services, Community Safety and Troubled Families	86	82	84	382	2.01%	4.55	↓	195	2.32	58	0.69	129	1.54	4.88
Transport, Environment and Business Support	322	415	368.5	3812	7.40%	10.34	↑	2520	6.84	480	1.30	812	2.20	9.44
PCC Schools	2723	2689	2706	20518	4.17%	7.58	↓	10258	3.79	3205	1.18	7055	2.61	7.85
Total (Including Schools)	6457	6592	6525	53478	4.21%	8.20	↓	28121	4.31	8769	1.34	16588	2.54	8.37
Total (Excluding Schools)	3734	3903	3819	32960	4.23%	8.63	↓	17863	4.68	5564	1.46	9533	2.50	8.74
Agency Workers	142	136	139	8		0.06	↓	0	0.00	0	0.00	8	0.06	0.56
Total (Excluding Schools but including Agency Workers)	3876	4039	3958	32968		8.33	↓	17863	4.51	5564	1.41	9541	2.41	8.4

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