Appendix 1: Sickness Absence by Directorate as at 31 October 2018

Sickness Absence by Directorates - 01 November 2017 to 31 October 2018

Sickness - Working Days Lost															
	HeadCount			Total				Long Term		Medium Term		Short Term			
Directorate (CFE Split)	Head Count at End of October 2018	Head Count at End of October 2017	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		Total Average Per Person Per Year (Previously Reported)
Agency Workers	173	130	151.5	0		0.00	↔	0	0.00	0	0.00	0	0.00		0.00
Adult Services	668	654	661	8763	6.46%	13.26	↑	5222	7.90	1524	2.31	2018	3.05		12.30
Children's Services and Education	186	194	190	1167	3.17%	6.14	↓	568	2.99	181	0.95	418	2.20		6.15
Children's Social Care	477	437	457	5077	4.70%	11.11	↓	3283	7.18	585	1.28	1209	2.65		11.25
Community and Communication	212	206	209	982	1.97%	4.70	↓	255	1.22	250	1.20	476	2.28		5.02
Culture and City Development	336	328	332	1757	2.67%	5.29	↑	953	2.87	184	0.55	620	1.87		4.69
Executive	24	16	20	92	1.54%	4.62	↑	0	0.00	46	2.30	46	2.32		4.31
Finance and Information Services	279	285	282	1348	2.03%	4.78	↓	605	2.14	167	0.59	577	2.05		4.89
Housing, Neighbourhood and Building Services	872	850	861	8407	4.16%	9.76	↓	4471	5.19	1339	1.55	2597	3.02		9.95
Human Resources, Legal and Performance	117	119	118	415	1.48%	3.52	↑	148	1.26	63	0.53	204	1.73		3.37
PCC Schools	1888	2276	2082	18223	5.47%	8.75	↓	10578	5.08	2136	1.03	5509	2.65		9.36
Portsmouth International Port	74	76	75	1289	6.71%	17.19	↑	922	12.29	169	2.25	198	2.65		16.37
Public Health	34	51	42.5	417	5.75%	9.81	↓	236	5.55	52	1.22	129	3.03		11.08
Regeneration	373	369	371	2760	3.93%	7.44	↓	1569	4.23	402	1.08	789	2.13		7.95
Total (Including PCC Schools)	5540	5861	5700.5	50696		8.89	↓	28810	5.05	7096	1.24	14790	2.59		9.03
Total (Excluding PCC Schools)	3652	3585	3618.5	32474		8.97	↑	18231	5.04	4961	1.37	9282	2.57		8.84
Total (Excluding PCC Schools but including Agency Workers)	3825	3715	3770	32474		8.61	↑	18231	4.84	4961	1.32	9282	2.46		8.49

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