

## Appendix 1: Sickness Absence by Directorate

### Sickness Absence by Directorates - 01 August 2014 to 31 July 2015

Directorate	Average Headcount	Working Days Lost to Sickness	Total		Long Term		Medium Term		Short Term		Average Number of Occasions per Person per year	Average per Person per Year (Previously Reported)
			% Working Days Lost To Sickness	Average per person per year	Working Days Lost	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		
Adult Services	792	9676.50	6.13%	12.22	5569.41	7.03	1677.48	2.12	2429.61	3.07	1.79	12.75
Children's Services and Education	239	2056.57	4.68%	8.60	1280.00	5.36	141.78	0.59	634.79	2.66	1.59	7.19
Children's Social Care	365	3890.77	4.86%	10.66	2369.22	6.49	601.12	1.65	920.43	2.52	1.58	11.18
Community and Communication	233	2487.65	4.49%	10.68	1441.64	6.19	399.61	1.72	646.41	2.77	1.64	10.94
Culture and City Development	240	832.88	1.85%	3.47	233.00	0.97	100.09	0.42	499.78	2.08	1.15	3.72
Executive	21.5	36.03	0.70%	1.68			8.00	0.37	28.03	1.30	1.02	1.69
Finance and Information Services	292	1609.20	2.39%	5.51	735.34	2.52	281.41	0.96	592.46	2.03	1.32	5.40
Human Resources, Legal and Procurement	147.5	598.05	1.71%	4.05	195.00	1.32	161.65	1.10	241.40	1.64	1.06	3.51
Integrated Commissioning	35	74.53	1.01%	2.13	0.00	0.00	12.00	0.34	62.53	1.79	0.89	2.81
Portsmouth International Port	84	979.00	4.65%	11.65	704.00	8.38	91.00	1.08	184.00	2.19	1.23	10.24
Property and Housing	881	7928.46	4.09%	9.00	4030.45	4.57	1263.95	1.43	2634.06	2.99	1.73	9.11
Public Health	55	402.03	3.76%	7.31	148.64	2.70	71.76	1.30	181.63	3.30	2.22	6.40
Regulatory Services, Community Safety and Troubled Families	85	467.95	2.30%	5.51	199.32	2.34	73.12	0.86	195.50	2.30	1.20	5.59
Transport, Environment and Business Support	386.5	3421.09	5.09%	8.85	2002.28	5.18	570.65	1.48	848.17	2.19	1.34	8.53
PCC Schools	2403	21552.65	5.32%	8.97	10854.08	4.52	3039.08	1.26	7659.49	3.19	1.93	8.30
<b>Total (Including PCC Schools)</b>	<b>6212.50</b>	<b>56013.34</b>	<b>4.61%</b>	<b>9.02</b>	<b>29762.36</b>	<b>4.79</b>	<b>8492.70</b>	<b>1.37</b>	<b>17758.28</b>	<b>2.86</b>	<b>1.71</b>	<b>8.77</b>
Internal Agency (Agency Workers)	179	100.38		0.56	0.00	0.00	25.74	0.14	74.64	0.42	0.26	0.54
<b>**Total (Excluding PCC Schools)</b>	<b>3988.50</b>	<b>34561.07</b>	<b>4.26%</b>	<b>8.67</b>	<b>18908.28</b>	<b>4.74</b>	<b>5479.36</b>	<b>1.37</b>	<b>10173.43</b>	<b>2.55</b>	<b>1.51</b>	<b>8.73</b>

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