

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD  
BY SENATOR K.L. MOORE  
ANSWER TO BE TABLED ON TUESDAY 8th SEPTEMBER 2020**

**Question**

Will the Chair provide the sickness rate for the Government of Jersey for 2019 in the same format that it was expressed in the annual report and accounts for 2018 and previous years?

**Answer**

We measure the average number of days lost to sickness absence, known as average working days lost (AWDL), based on the number of full-time equivalent employees. In 2019 we had an AWDL of 5.6 days, a noticeable decrease from the 2018 figure of 8.9 days, which is broadly comparable with the trend in the UK public sector.

We continue to monitor the effectiveness of the Managing Attendance Policy which was reviewed in 2017 to ensure that it was being applied, as intended, to assist the sensitive management of attendance problems.

We also continued to promote employees' health and wellbeing through initiatives which led to the approval of a new employee wellbeing strategy aimed at supporting our workforce in the delivery of their roles and ultimately assisting with the reduction of sickness absence levels moving forward.

In the Annual Report and Accounts for 2019, the figures were not included in the same format as 2018 as they did not afford any cause for concern.