

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY J. RENOUF OF ST. BRELADE
QUESTION SUBMITTED ON MONDAY 2ND DECEMBER 2024
ANSWER TO BE TABLED ON MONDAY 9TH DECEMBER 2024**

Question

“For each of the last 5 years, will the Chair confirm how many Government employees have had periods of long-term sickness of –

- (a) more than 6 months but less than 12 months; and
- (b) 12 months and longer?”

Answer

The data provided below is based on what we currently hold in our HR systems:

Year	6-12 Months	12+ Months
2020	4	0
2021	19	4
2022	13	8
2023	12	3
2024 (Year to date at 30 November)	27	0

This data summarises the number of days sick leave an employee has taken in each year. If an employee's absence spans across years, the days are split into each year. The data standardises each day based on 7.4 hours, that means each absence day is calculated by looking at the hours lost and dividing it by 7.4.

In 2020, during the pandemic, the Government focused on providing critical services and the reporting of sickness was not entered into the HR systems in the usual way. Sickness absences were underreported as a result. Since then, steps have been taken to ensure that line managers are logging sickness absence for their staff and new systems have been introduced that have improved the accuracy of reporting.