

**WRITTEN QUESTION TO THE CHIEF MINISTER  
BY THE CONNÉTABLE OF ST. LAWRENCE  
ANSWER TO BE TABLED ON TUESDAY 6th OCTOBER 2009**

**Question**

“Would the Chief Minister advise the Assembly of the total number of lost man hours, by Department, as the result of all sickness absence (to include self certification, if and where applicable, of less than three days) for the years 2004 to 2008 inclusive.

In each case, please identify:

- a) the number of man hours lost per employee group;
- b) the total (actual) financial cost per Department to cover all payments for every sickness absence (including any self certification of less than three days);
- c) the total (actual) financial cost per Department of overtime paid or temporary staff employed to cover those employees with continuous sickness absence of more than 12 weeks?”

**Answer**

- Unfortunately, the department only has up to date information for 2008 onwards. From 2004 until October 2007 (the implementation date for HRIS) data was held on many separate systems. From October 2007, HRIS was populated with sickness absence data and the first full year of data was therefore 2008, however we have been able to produce sickness data for the periods 1st July 2007 – 30th June 2008 and 1st July 2008 – 30th June 2009 as shown below.

**Question**

In each case, please identify:

- a) the number of man hours lost per employee group:

**Answer**

In total:

1st July 07 – 30th June 08 = 390,807 hours lost  
1st July 08 – 30th June 09 = 397,047 hours lost

**States of Jersey**  
**Sickness Absence Reporting by Department**  
**From Date 01/07/07 To 30/06/08**

	<b>Core Actual FTE</b>	<b>Total Sick Hours</b>	<b>Total Sickness Days</b>	<b>% Sick Rate</b>	<b>Average Sick Days</b>
	<b>30/06/2009</b>	<b>30/06/2009</b>	<b>30/06/2009</b>		
Chief Minister's Department	182.7	6998.2	945.7	2.3	5.2
Economic Development	63.5	1469.8	198.5	1.4	3.1
Jersey Airport	183.5	10794.7	1422.9	3.5	7.8
Jersey Harbours	90.0	2857.5	380.9	1.9	4.2
Education, Sport & Culture	1494.6	64591.4	10253.5	3.3	6.9
Health & Social Services	2231.2	164883.3	21996.2	4.4	9.9
Home Affairs	653.0	46289.3	5697.0	3.9	8.7
Housing	59.2	6137.9	813.2	6.1	13.7
Planning and Environment	116.3	6468.0	873.7	3.3	7.5
Social Security	130.2	9356.7	1262.9	4.3	9.7
Transport and Technical Services	461.9	46102.9	6056.7	5.8	13.1
Jersey Car Parks	22.0	3962.2	522.0	10.5	23.7
Jersey Fleet Management	23.0	1257.6	165.6	3.2	7.2
Treasury and Resources	236.0	11510.1	1555.4	2.9	6.6
States Assembly	29.5	2007.8	271.3	4.1	9.2
Non Ministerial States Funded	168.0	6120.2	827.0	2.2	4.9
Non Min SFB-Overseas Aid	1.2	0.0	0.0	0.0	0.0
<b>Grand Total</b>	<b>6145.7</b>	<b>390807.6</b>	<b>53242.3</b>	<b>3.9</b>	<b>8.7</b>

**States States of  
Jersey**  
**Sickness Absence Reporting by Department**  
**From Date 01/07/08 To 30/06/09**

	<b>Core Actual FTE</b>	<b>Total Sick Hours</b>	<b>Total Sickness Days</b>	<b>% Sick Rate</b>	<b>Average Sick Days</b>
	<b>30/06/2009</b>	<b>30/06/2009</b>	<b>30/06/2009</b>		
Chief Minister's Department	191.4	9874.8	1333.6	3.1	7.0
Economic Development	65.4	1640.6	221.5	1.5	3.4
Jersey Airport	185.4	10386.7	1359.8	3.3	7.3
Jersey Harbours	86.7	8144.6	1081.3	5.5	12.5
Education, Sport & Culture	1509.1	69439.9	10955.0	3.5	7.3
Health & Social Services	2243.3	170423.8	22744.5	4.5	10.1
Home Affairs	674.6	42102.8	5172.5	3.5	7.7
Housing	37.6	2451.0	328.7	3.9	8.7
Planning and Environment	117.4	4927.3	665.8	2.5	5.7
Social Security	128.6	6630.6	895.8	3.1	7.0
Transport and Technical Services	490.8	46721.2	6131.7	5.5	12.5

Jersey Car Parks	21.0	2792.4	367.8	7.7	17.5
Jersey Fleet Management	23.0	1287.1	169.4	3.2	7.4
Treasury and Resources	235.6	11078.4	1497.1	2.8	6.4
States Assembly	30.8	1114.5	150.6	2.2	4.9
Non Ministerial States Funded	164.4	8032.0	1085.3	2.9	6.6
Non Min SFB-Overseas Aid	1.4	0.0	0.0	0.0	0.0
<b>Grand Total</b>	<b>6206.3</b>	<b>397047.5</b>	<b>54160.5</b>	<b>3.9</b>	<b>8.7</b>

<b>SOJ Sickness Absence Data</b>				
	<b>01 July 07 - 30 June 08</b>		<b>01 July 08 - 30 June 09</b>	
<b>Public Sector Total absence for all SOJ Paygroups including the groups listed below</b>				
	<b>3.9%</b>	<b>8.7</b>	<b>3.9%</b>	<b>8.7</b>
<b>Uniformed services figures</b>				
<b>Prison</b>	<b>5.7%</b>	<b>12.9</b>	<b>3.0%</b>	<b>7.0</b>
<b>Police</b>	<b>3.6%</b>	<b>8.1</b>	<b>3.8%</b>	<b>8.6</b>
<b>Fire</b>	<b>3.4%</b>	<b>5.9</b>	<b>3.3%</b>	<b>5.8</b>
<b>Average</b>	<b>4.2%</b>	<b>9.0</b>	<b>3.4%</b>	<b>7.1</b>
<b>Other main groups</b>				
<b>Manual workers</b>	<b>5.9%</b>	<b>13.4</b>	<b>5.6%</b>	<b>12.6</b>
<b>Civil Servants</b>	<b>3.1%</b>	<b>7.0</b>	<b>3.2%</b>	<b>7.2</b>
<b>Teachers</b>	<b>3.2%</b>	<b>6.3</b>	<b>3.4%</b>	<b>6.7</b>
<b>Average</b>	<b>4.1%</b>	<b>8.9</b>	<b>4.0%</b>	<b>8.8</b>

## Benchmark data

<b>CIPD 2009 Annual Survey report</b>	<b>% Time Lost</b>	<b>Average no. of days</b>
UK Public sector	4.3	9.7
UK All sectors	3.3	7.4
UK Manuals Public Sector	5.1	12.1
UK CIVIL SERVICE (last web published data 2006/07)	4.1	9.3

### Question

- b) the total (actual) financial cost per Department to cover all payments for every sickness absence (including any self certification of less than three days);

### Answer:

The department does not have the information available in the format requested. As there are numerous pay groups with many different grades within each pay group, the system does not directly cost certificated sickness against individuals pay. To provide accurate costs for sickness would require manual intervention and a separate calculation made against every employee. If the Connetable specifically requires this information, it can be produced but it will require several days work for the HR and Payroll staff to perform the calculations.

### Question

- c) the total (actual) financial cost per Department of overtime paid or temporary staff employed to cover those employees with continuous sickness absence of more than 12 weeks?"

### Answer:

The information requested is not available without an individual review of every employee who has been off work for more than 12 weeks. This would be a significant piece of work and very time consuming.

I would like to invite the Connétable of St Lawrence to meet with HR staff to understand how sickness absence is currently managed throughout the States and seek to address any remaining issues that lie behind the question. Absence data needs to be seen in context. The fact that the States computer system does not make it easy to obtain states-wide reports does not mean that the issue of capturing absence data and more importantly, managing the people is not being done appropriately. Both the HR team and departmental management actively manage sickness throughout the States. We are aware that stated levels of absence are considered high but in overall comparison are slightly better than the UK Public Sector. It is recognised that there is still room for improvement and we are trying to reduce absence wherever possible for example, the States of Jersey operates a partial return to work scheme. This scheme enables an employee to safely return to work earlier than otherwise expected on a rehabilitation basis and under the guidance of the Occupational Health Department.