

Our reference: FOI 15499

Date: 15/02/2008

Freedom of Information Act 2000

I refer to your request for information relating to sick absence which was received on 25/01/08.

I am writing to confirm that the Department of Finance and Personnel (DFP) has now completed its search for this information and you can find our response enclosed.

As you are aware your request was also transferred to other departments and you should receive replies direct from them, where appropriate.

If you feel that information we have provided does not fully meet your request please contact me at 02890 526725 in the first instance. You have the right to request that the Department formally review this decision and if you wish to do so, please write to DFP Information Management Unit, 1st Floor, ISU Building, Rosepark, Upper Newtownards Road, Belfast BT4 3NR.

If after such an internal review you are still unhappy with the response, you have the right to appeal to the Information Commissioner at Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF, who will undertake an independent review.

If you have any queries about this letter, please contact me. Please remember to quote the reference number above in any future communications.

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Yours sincerely

Ann Torrens

**Ann Torrens
Corporate Services Group Information Manager**

ANSWERS TO FOI 15499

Question 1(a)

Under Freedom of Information Act 2000 can you tell me how many days on average does a civil servant take sick absences each year over the past 3 financial years from each department?

Answer

Under Section 21 of the FOI Act 2000 an absolute exemption applies to the release of this information as it is already in the public domain, within the report entitled 'Sick Absence in the Northern Ireland Departments 2006-2007' which is published on the DFP Internet Site. Please refer to sections 1.2.and 1.3.of the report, which can be accessed at www.dfpni.gov.uk/index/about-us/publications/pubs-what-we-publish/pub-research/pub-res-sick-absence.htm

Question 1(b)

Can these figures show each grade from Chief Executive of each department down to the lowest graded worker?

Answer

The Department does not hold the requested information for other departments. The information shown in the table below refers only to DFP. The Department does not have a breakdown of the absence figures for the Senior Civil Service – these are incorporated within the figure shown for G7+ below.

ABSENTEEISM BY GRADE LEVEL

Days Lost per Staff Year by Grade Level 2004/2005 – 2006/2007

YEAR	G7+	DP	SO	EO1	EO11	AO	AA
04/05	7.6	7.9	8.4	15.6	16.0	19.8	15.6
05/06	5.1	9.7	8.8	13.3	16.6	17.9	15.0
06/07	7.2	9.7	8.7	9.2	13.6	17.6	16.6

Questions 2 and 3 (answered together)

2. Under Freedom of Information Act 2000 can you tell me how many civil servants broke your trigger points (10 rolling days per annum or 4 periods per annum)?
3. Under Freedom of Information Act 2000 can you tell me how many civil servants who broke the trigger points A) received a written warning, B) were then dismissed from post and C) had a medical problem/condition that ultimately resulted in their dismissal.

Answer

DATE	NO OF OFFICERS CONSIDERED FOR A WARNING	NO OF OFFICERS WHO RECEIVED WARNINGS	NO OF OFFICERS WHO WERE DISMISSED FROM POST	NO OF OFFICERS WHO HAD A MEDICAL PROBLEM/CONDITION THAT ULTIMATELY RESULTED IN THEIR DISMISSAL
*04/05	768	159	NIL	NIL
05/06	711	91	4	4
06/07	733	100	4	4

***Any officer absent prior to 1ST July 04 on long term sick absence would not have been considered for warning action, CSC 7/04 implemented from this date.**