

<b>Financial Year 2017 to 2018</b>	
1. Staff headcount (at 30 <sup>th</sup> April 2018)	6454
2. Count of stress related absences	635
3. Days lost to sickness absence and AWDL*	43822.2 (AWDL 7.76)
4. Days lost to stress related absence and AWDL*	4752.1 (AWDL 0.85)

\*AWDL is average working days lost per full time equivalent employee

**Notes on the table:**

1. Staff in this instance refers to directly employed staff in core Scottish Government directorates (excluding agencies and other bodies)

2. Stress related absence is any absence where the reason given was stress, anxiety or emotional upset (this includes work related stress). This figure gives the number of stress related absences, not the number of staff who have had an absence. One staff member could have multiple counts of stress absence included here.

3&4. Sickness absences cost are not held so days lost has been provided instead as requested. Sick days are adjusted to exclude weekends and public and privilege holidays and spells over 125 days are weighted to account for annual leave not taken which is subtracted, pro rata, from the number of days off sick (assumes a working year of 225 days).

AWDL is calculated to account for different staff working patterns and consists of sick days divided by staff years. Staff years is adjusted to take into account part-time hours and length of employment. e.g. 0.5 staff years could either represent a full year of 18.5 hours per week or 6 months working as a full time employee, or a combination of part-time and part-year.