

**Core Directorates of the Scottish Government:**

Director-General Communities  
Director-General Corporate  
Director-General Economy  
Director-General Education and Justice  
Director-General Health and Social Care  
Director-General Net Zero  
Director-General Scottish Exchequer  
Director-General Strategy and External Affairs

**Table 1: Staff years used in AWDL calculations by year**

	Year				
	Jan 2018 - Dec 2018	Jan 2019 - Dec 2019	Jan 2020 - Dec 2020	Jan 2021 - Dec 2021	Jan 2022 - Dec 2022
Total staff years	5,945	6,720	7,250	7,867	8,769

Table 1, note 1: Staff years refers to number of people working in the area throughout the year - sum of pro rata FTE calculation which takes into account the proportion of the year worked for staff who joined or left part year, e.g. 0.5 years could represent a full year of 18.5 hours per week or 6 months working as a full-time employee.

Table 2: Staff with a sickness absence by year

	Year				
	Jan 2018 - Dec 2018	Jan 2019 - Dec 2019	Jan 2020 - Dec 2020	Jan 2021 - Dec 2021	Jan 2022 - Dec 2022
Staff with a sickness absence	4,080	4,721	3,878	4,749	6,673

Table 2, note 1: Staff with a sickness absence refers to the headcount of staff who had at least one sickness absence reported in the given 12 month period. **This is not directly comparable to the staff years for the same period**, as the latter is based on staff counts adjusted to account part time working and staff who were not in post for the full year.

**Table 3: Scaled sick days - averages and maximums by year**

	Year				
	Jan 2018 - Dec 2018	Jan 2019 - Dec 2019	Jan 2020 - Dec 2020	Jan 2021 - Dec 2021	Jan 2022 - Dec 2022
Average number of (scaled) days per sick absence	3.2	3.3	3.4	3.2	3.5
Highest number of sick days for an individual absence	224.6	224.6	225.4	223.8	223

Table 3, note 1: Scaled sick days refers to the number of working days absence in the last 12 months, i.e. calculations exclude weekends and public and privilege holidays from the period of sickness. A weighting is also applied to spells over 125 working days to account for annual leave not taken and subtract this, pro rata, from the number of days off sick, assuming a working year of 225 days. This includes all lengths of absence.

**Table 4: Scaled sick days by reason for absence and year**

Reported reason for absence	Year				
	Jan 2018 - Dec 2018	Jan 2019 - Dec 2019	Jan 2020 - Dec 2020	Jan 2021 - Dec 2021	Jan 2022 - Dec 2022
Accidents, Poisonings and Violence (External Cause)	2,637	1,940	1,233	1,080	1,650
Complications of Pregnancy, Childbirth and the Puerperium	667	1,095	665	909	984
Congenital Anomalies	[c]	[c]	[c]	0	[c]
Disease of the Respiratory System	8,287	8,886	7,075	10,745	23,700
Diseases of Blood and Blood Forming Organs	[c]	[c]	[c]	134	[c]
Diseases of the Circulatory System	643	531	814	804	585
Diseases of the Digestive System	1,067	1,068	943	820	1,323
Diseases of the Genito-Urinary System	755	1,036	1,175	1,265	1,207
Diseases of the Musculoskeletal System and Connective Tissue	2,749	3,080	2,517	2,273	2,883
Diseases of the Nervous System and Sense Organs	2,631	3,162	2,538	2,140	2,704
Endocrine, Nutritional and Metabolic Diseases	435	80	249	170	290
Infective and Parasitic Diseases	1,663	2,186	1,234	1,149	1,572
Mental Disorders	2,899	4,221	4,009	3,190	3,936
Neoplasms	897	1,678	1,791	1,962	1,942
Not given	5,897	6,022	4,658	4,798	5,933
Stress, anxiety & emotional upset	7,947	10,148	10,096	12,757	13,375
Symptoms and Ill-Defined Conditions	6,704	8,659	4,694	6,611	8,858
<b>Total</b>	<b>45,961</b>	<b>53,922</b>	<b>43,788</b>	<b>50,804</b>	<b>71,031</b>

Table 4, note 1: Scaled sick days refers to the number of working days absence in the last 12 months, i.e. calculations exclude weekends and public and privilege holidays from the period of sickness. A weighting is also applied to spells over 125 working days to account for annual leave not taken and subtract this, pro rata, from the number of days off sick, assuming a working year of 225 days. This includes all lengths of absence.

Table 4, note 2: [c] indicates a figure suppressed to protect confidential information. This may be where a figure relates to a small number of staff or where additional suppression has been required to prevent calculation of another figure suppressed for that reason.

**Table 5: Average Working Days Lost by reasons for absence and year**

Reported reason for absence	Year				
	Jan 2018 - Dec 2018	Jan 2019 - Dec 2019	Jan 2020 - Dec 2020	Jan 2021 - Dec 2021	Jan 2022 - Dec 2022
Accidents, Poisonings and Violence (External Cause)	0.4	0.3	0.2	0.1	0.2
Complications of Pregnancy, Childbirth and the Puerperium	0.1	0.2	0.1	0.1	0.1
Congenital Anomalies	[c]	[c]	[c]	0.0	[c]
Disease of the Respiratory System	1.4	1.3	1.0	1.4	2.7
Diseases of Blood and Blood Forming Organs	[c]	[c]	[c]	0.0	[c]
Diseases of the Circulatory System	0.1	0.1	0.1	0.1	0.1
Diseases of the Digestive System	0.2	0.2	0.1	0.1	0.2
Diseases of the Genito-Urinary System	0.1	0.2	0.2	0.2	0.1
Diseases of the Musculoskeletal System and Connective Tissue	0.5	0.5	0.3	0.3	0.3
Diseases of the Nervous System and Sense Organs	0.4	0.5	0.4	0.3	0.3
Endocrine, Nutritional and Metabolic Diseases	0.1	0.0	0.0	0.0	0.0
Infective and Parasitic Diseases	0.3	0.3	0.2	0.1	0.2
Mental Disorders	0.5	0.6	0.6	0.4	0.4
Neoplasms	0.2	0.2	0.2	0.2	0.2
Not given	1.0	0.9	0.6	0.6	0.7
Stress, anxiety & emotional upset	1.3	1.5	1.4	1.6	1.5
Symptoms and Ill-Defined Conditions	1.1	1.3	0.6	0.8	1.0
<b>Total</b>	<b>7.7</b>	<b>8.0</b>	<b>6.0</b>	<b>6.5</b>	<b>8.1</b>

Table 5, note 1: Average Working Days Lost is the number of scaled sick days for the given reason divided by total staff years.

Table 5, note 2: [c] indicates a figure suppressed to protect confidential information. This may be where a figure relates to a small number of staff or where additional suppression has been required to prevent calculation of another figure suppressed for that reason.

**Table 6: Percentage working days lost to illness by year**

	Year				
	Jan 2018 - Dec 2018	Jan 2019 - Dec 2019	Jan 2020 - Dec 2020	Jan 2021 - Dec 2021	Jan 2022 - Dec 2022
Total	3.4%	3.6%	2.7%	2.9%	3.6%

Table 6, note 1: Percentage working days lost refers to the number of scaled sick days as a percentage of the total working days available in a given year. A working year is assumed to be 225 days, so the total working days available may be calculated by multiplying the total staff years figure by 225.

Table 6, note 2: Percentage working days lost due to a specific illness may be calculated by dividing the scaled sick days provided for each illness in table 4 by the relevant staff years figure from table 1 multiplied by 225, multiplying the result by 100.