

Sickness Absence of full-time and part-time salaried judges

The standard measure of sickness absence is Average Working Days Lost (AWDL) per staff year, representing the number of working days lost to sickness in a 12 month period per person on average, taking into account the full-time equivalence (FTE) of part-time individuals, and those that took up an appointment or left within the period on a pro-rata basis.

Centrally held judicial data does not currently support the calculation of AWDL. Available figures show the sum total number of working days lost, irrespective of the FTE or period worked for those that joined or left within the period, not taking into account the number of individuals/staff years to which the figures pertain.

As the total working days lost figures do not include any sense of scale, it is difficult to interpret or derive meaning from such figures, or compare across groups, or to a baseline measure (such as the Civil Service AWDL). Alone, these figures would be of little value. Accordingly, to help put the working days lost figures into context, the number of incidences of sick and the number of individuals that took sickness absence within the period have also been presented to provide a sense of scale to assist with comparison.

Due to the nature of sickness absence, there is a high risk of disclosure, and in accordance with the Data Protection Act 1998, standard means of prevention of breaching data protection legislation have been implemented, via suppression of values pertaining to fewer than 5 individuals, and aggregation to a higher level (less granularity) where suppression is insufficient to prevent disclosure (i.e. where suppressed values could otherwise be deduced in conjunction with other figures).

Table 1.1: Sickness Absence - days lost¹, incidences of sick², and individuals taking sick leave³, by primary appointment, for full-time salaried judges (excluding non-legal members)

Appointment	2015/16			2016/17		
	Days	Incidences	Individuals	Days	Incidences	Individuals
Court of Appeal Judge	-	-	-	~	~	~
High Court Judge	~	~	~	393	8	7
Masters, Registrars, Costs Judges and District Judges (Principal Registry of the Family Division)	~	~	~	31	14	8
Judge Advocates, Deputy Judge Advocates	~	~	~	~	~	~
Circuit Judge	3,079	241	156	3,410	301	185
Recorder	-	-	-	~	~	~
District Judge	2,889	269	150	2,521	438	188
District Judge (MC)	679	19	14	816	143	54
Courts total	6,947	540	328	7,238	908	445
Presidents, Chamber Presidents, Deputy and Vice Presidents	~	~	~	~	~	~
Tribunal Judge	1,612	120	66	1,943	168	84
Regional, Deputy Regional Tribunal Judge	-	-	-	~	~	~
Employment Judge	549	58	28	715	58	30
Regional Employment Judge	~	~	~	~	~	~
Tribunals total	2,375	188	101	2,728	232	119
Total	9,321	728	429	9,965	1,140	564

1. The number of working days lost in total to sickness absence within the period.

2. Incidences of sickness absence refers to the number of occasions on which sickness absence was taken, irrespective of the duration, during the period. Individuals are counted for each time they took sickness absence and may appear multiple times.

3. Individuals counts the unique number of individuals that took sickness absence, irrespective of the duration or the number of instances during the period.

- represents 0

~ values of 5 or fewer individuals suppressed to prevent disclosure, and where combination with other figures might facilitate disclosure. Sickness absence is particularly sensitive with a high possibility of serious risk of disclosure where low numbers of individuals are concerned.

Table 1.2: Sickness Absence - days lost¹, incidences of sick², and individuals taking sick leave³, by primary appointment for part-time salaried judges (excluding non-legal members)

Appointment	2015/16			2016/17		
	Days	Incidences	Individuals	Days	Incidences	Individuals
Courts total	981	84	49	895	118	57
Tribunals total	750	108	54	1,828	136	71
Total	1,730	192	103	2,723	254	128

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Further granularity not provided for this table due to the risk of disclosure

Table 2.1: Sickness Absence - days lost¹, incidences of sick², and individuals taking sick leave³, by region for full-time salaried judges (excluding non-legal members)

Region	2015/16			2016/17		
	Days	Incidences	Individuals	Days	Incidences	Individuals
London	1,806	150	82	1,998	275	127
Midlands	1,264	90	46	1,205	215	69
North East	305	75	44	465	98	57
North West	1,251	71	51	963	90	54
South East	990	114	72	1,082	135	75
South West	1,155	19	18	1,214	69	46
Wales	177	21	15	312	26	17
Upper Tribunal	176	28	13	182	50	22
First Tier Tribunal	1,647	99	58	1,802	119	63
Other Tribunal	552	61	30	744	63	34
Total	9,321	728	429	9,965	1,140	564

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Table 2.2: Sickness Absence - days lost¹, incidences of sick², and individuals taking sick leave³, by region for part-time salaried judges (excluding non-legal members)

Region	2015/16			2016/17		
	Days	Incidences	Individuals	Days	Incidences	Individuals
London	333	29	15	182	39	20
Midlands	50	9	7	65	12	6
North East	~	~	~	~	~	~
North West	359	22	13	487	31	13
South East	90	17	8	129	22	10
South West	~	~	~	~	~	~
Wales	~	~	~	~	~	~
Upper Tribunal	~	~	~	177	21	12
First Tier Tribunal	556	56	30	1,094	69	35
Other Tribunal	170	44	19	557	46	24
Total	1,730	192	103	2,723	254	128

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Table 3.1: Sickness Absence - days lost¹, incidences of sick², and individuals taking sick leave³, by reason for full-time salaried judges (excluding non-legal members)

Reason	2015/16				2016/17			
	Days	Incidences	Individuals	% of total days	Days	Incidences	Individuals	% of total days
Infections	561	117	74	6%	351	127	73	4%
Respiratory system	629	184	108	7%	931	274	139	9%
Mental health/stress	1,752	37	18	19%	1,668	35	22	17%
Musculoskeletal	1,187	64	38	13%	1,038	72	36	10%
Injuries/Operations	2,255	111	70	24%	2,046	126	82	21%
Other	2,246	107	52	24%	2,683	205	59	27%
Unknown	693	108	69	7%	1,249	301	153	13%
Grand Total	9,321	728	429	100%	9,965	1,140	564	100%

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Other includes cancer, heart conditions, kidney disease, strokes, circulatory conditions, and other illnesses and conditions not fitting within the other groupings.

Table 3.2: Sickness Absence - days lost¹, incidences of sick², and individuals taking sick leave³, by reason for part-time salaried judges (excluding non-legal members)

Reason	2015/16				2016/17			
	Days	Incidences	Individuals	% of total days	Days	Incidences	Individuals	% of total days
Infections	254	48	29	15%	304	61	37	12%
Respiratory system	188	51	25	11%	310	71	42	12%
Mental health/stress	635	20	9	37%	840	17	8	32%
Musculoskeletal	61	13	9	4%	~	~	~	~
Injuries/Operations	163	16	11	9%	472	26	11	18%
Other	397	29	10	23%	623	37	15	24%
Unknown	34	15	10	2%	~	~	~	~
Grand Total	1,730	192	103	100%	2,625	244	128	100%

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For context, in the Civil Service as a whole, the latest published AWDL per staff year figure is 7.0

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/667464/Civil_service_sickness_absence_data_for_the_year_ending_31_March_2017.pdf