

Departmental Short-Term Disability Absences 2013 to 2016 (IPP)

	Headcount	Lost Sick Days Per Eligible Employee	Lost Sick Hours Per Eligible Employee	% Of Staff That Take Zero Sick Time	Paid Sick Days Per Eligible Employee	Paid Sick Hours Per Eligible Employee	Total Cost Paid
City Housing Hamilton							
2016	116	11.9	83.6	28.3 %	11.6	81.1	\$300,618
Incidental Sick Absence	116	3.0	21.3	33.1 %	2.8	19.3	\$74,860
Significant Sick Absence	116	7.9	55.3	83.5 %	7.9	55.2	\$205,144
Modified Sick Absence	116	0.9	6.0	91.3 %	0.9	6.0	\$18,905
Chronic Sick Absence	116	0.1	1.0	97.6 %	0.1	0.7	\$1,709
2015	113	12.0	83.9	26.4 %	11.7	81.8	\$307,628
Incidental Sick Absence	113	2.6	18.1	38.0 %	2.5	17.3	\$66,195
Significant Sick Absence	113	7.9	55.0	76.0 %	7.8	54.5	\$207,171
Modified Sick Absence	113	1.0	7.2	91.5 %	1.0	7.2	\$24,026
Chronic Sick Absence	113	0.5	3.6	98.4 %	0.4	2.8	\$10,236
2014	108	8.5	59.5	28.2 %	8.3	58.3	\$193,531
Incidental Sick Absence	108	2.9	20.1	34.2 %	2.7	18.9	\$69,626
Significant Sick Absence	108	4.9	34.6	87.2 %	4.9	34.5	\$110,968
Modified Sick Absence	108	0.7	4.8	94.0 %	0.7	4.8	\$12,937
Chronic Sick Absence	108			100 %			
2013	99	9.3	65.0	35.4 %	9.0	63.2	\$195,965
Incidental Sick Absence	99	3.0	20.9	39.8 %	2.8	19.8	\$66,353
Significant Sick Absence	99	5.9	41.3	85.0 %	5.8	40.6	\$120,800
Modified Sick Absence	99	0.4	2.8	95.6 %	0.4	2.8	\$8,812
Chronic Sick Absence	99			100 %			

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City Manager's Office							
2016	184	5.7	39.6	33.8 %	5.5	38.5	\$260,655
Incidental Sick Absence	184	2.3	15.8	36.3 %	2.1	15.0	\$125,292
Significant Sick Absence	184	2.5	17.5	92.2 %	2.5	17.3	\$104,837
Modified Sick Absence	184	0.5	3.2	95.1 %	0.5	3.2	\$15,662
Chronic Sick Absence	184	0.4	3.1	99.0 %	0.4	3.0	\$14,865
2015	169	4.8	33.3	42.1 %	4.6	32.2	\$208,859
Incidental Sick Absence	169	2.1	14.6	44.7 %	1.9	13.6	\$103,456
Significant Sick Absence	169	2.2	15.1	93.7 %	2.1	15.0	\$90,880
Modified Sick Absence	169	0.1	0.9	96.8 %	0.1	0.9	\$4,869
Chronic Sick Absence	169	0.4	2.6	98.9 %	0.4	2.6	\$9,653
2014	156	4.4	30.8	36.3 %	4.3	30.3	\$174,815
Incidental Sick Absence	156	2.1	14.6	38.7 %	2.0	14.1	\$96,565
Significant Sick Absence	156	2.1	14.6	93.5 %	2.1	14.6	\$71,184
Modified Sick Absence	156	0.2	1.6	97.6 %	0.2	1.6	\$6,906
Chronic Sick Absence	156	0.0	0.1	99.4 %	0.0	0.0	\$160
2013	148	5.9	41.6	44.6 %	5.8	40.8	\$223,577
Incidental Sick Absence	148	2.0	14.0	47.0 %	1.9	13.2	\$83,248
Significant Sick Absence	148	3.5	24.2	94.0 %	3.5	24.2	\$126,210
Modified Sick Absence	148	0.5	3.4	97.6 %	0.5	3.4	\$14,119
Chronic Sick Absence	148			100 %			

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Community & Emergency Services (No Fire)							
2016	1,219	13.6	95.1	21.4 %	12.5	87.4	\$3,275,856
Incidental Sick Absence	1,219	5.5	38.5	26.3 %	4.7	32.6	\$1,388,860
Significant Sick Absence	1,219	6.5	45.5	83.3 %	6.4	44.5	\$1,537,471
Modified Sick Absence	1,219	0.7	5.2	93.7 %	0.7	5.2	\$166,678
Chronic Sick Absence	1,219	0.9	6.0	96.4 %	0.7	5.1	\$182,846
2015	1,180	13.5	94.5	22.4 %	12.4	86.5	\$3,166,073
Incidental Sick Absence	1,180	5.7	39.8	27.3 %	4.8	33.4	\$1,380,093
Significant Sick Absence	1,180	6.4	44.8	82.8 %	6.3	44.0	\$1,475,272
Modified Sick Absence	1,180	0.6	4.5	93.3 %	0.6	4.5	\$151,879
Chronic Sick Absence	1,180	0.8	5.3	97.4 %	0.7	4.6	\$158,829
2014	1,170	14.3	99.8	22.8 %	13.3	93.2	\$3,278,892
Incidental Sick Absence	1,170	5.5	38.5	26.3 %	4.7	33.0	\$1,314,679
Significant Sick Absence	1,170	8.1	56.9	82.8 %	8.0	55.8	\$1,828,784
Modified Sick Absence	1,170	0.6	3.9	94.3 %	0.6	3.9	\$119,458
Chronic Sick Absence	1,170	0.1	0.6	99.4 %	0.1	0.5	\$15,970
2013	1,159	11.6	81.2	24.6 %	10.7	75.1	\$2,657,299
Incidental Sick Absence	1,159	5.0	35.2	28.7 %	4.3	30.3	\$1,180,114
Significant Sick Absence	1,159	6.1	42.5	83.5 %	5.9	41.3	\$1,373,714
Modified Sick Absence	1,159	0.5	3.4	94.4 %	0.5	3.4	\$103,470
Chronic Sick Absence	1,159			100 %			

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Corporate Services							
2016	349	7.2	50.1	33.5 %	6.8	47.9	\$570,220
Incidental Sick Absence	349	2.7	19.1	37.2 %	2.6	17.9	\$227,290
Significant Sick Absence	349	3.6	24.9	89.0 %	3.5	24.6	\$285,883
Modified Sick Absence	349	0.4	2.6	95.0 %	0.4	2.6	\$28,663
Chronic Sick Absence	349	0.5	3.4	97.4 %	0.4	2.8	\$28,384
2015	344	8.3	57.8	37.1 %	8.0	56.1	\$660,517
Incidental Sick Absence	344	2.6	18.1	40.4 %	2.4	17.0	\$209,855
Significant Sick Absence	344	5.2	36.4	89.2 %	5.2	36.3	\$422,550
Modified Sick Absence	344	0.4	2.7	95.4 %	0.4	2.7	\$26,178
Chronic Sick Absence	344	0.1	0.6	98.9 %	0.0	0.2	\$1,935
2014	337	6.2	43.5	39.3 %	6.1	42.4	\$471,632
Incidental Sick Absence	337	2.4	16.6	42.5 %	2.2	15.6	\$186,341
Significant Sick Absence	337	3.5	24.6	89.7 %	3.5	24.6	\$265,923
Modified Sick Absence	337	0.3	2.2	97.4 %	0.3	2.2	\$19,368
Chronic Sick Absence	337			100 %			
2013	346	7.2	50.1	36.2 %	7.0	49.2	\$533,179
Incidental Sick Absence	346	2.5	17.4	41.5 %	2.4	16.8	\$200,291
Significant Sick Absence	346	4.3	29.9	88.3 %	4.2	29.7	\$304,484
Modified Sick Absence	346	0.4	2.7	96.5 %	0.4	2.7	\$28,404
Chronic Sick Absence	346			100 %			

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Planning & Economic Development							
2016	486	8.5	59.4	29.7 %	8.1	57.0	\$1,039,693
Incidental Sick Absence	486	3.1	21.8	33.6 %	2.9	20.1	\$364,947
Significant Sick Absence	486	4.3	30.0	88.8 %	4.3	29.8	\$573,017
Modified Sick Absence	486	0.3	2.1	96.6 %	0.3	2.1	\$35,843
Chronic Sick Absence	486	0.8	5.4	97.7 %	0.7	4.9	\$65,886
2015	469	8.9	62.4	32.5 %	8.7	60.8	\$970,689
Incidental Sick Absence	469	2.9	20.4	37.8 %	2.7	18.9	\$328,807
Significant Sick Absence	469	5.6	39.0	86.7 %	5.6	38.9	\$595,572
Modified Sick Absence	469	0.4	2.8	94.9 %	0.4	2.8	\$44,513
Chronic Sick Absence	469	0.0	0.2	99.4 %	0.0	0.1	\$1,797
2014	443	8.2	57.5	33.1 %	8.1	56.4	\$830,720
Incidental Sick Absence	443	2.9	20.5	37.0 %	2.8	19.6	\$315,174
Significant Sick Absence	443	5.0	34.7	87.7 %	4.9	34.5	\$484,347
Modified Sick Absence	443	0.3	2.3	96.7 %	0.3	2.3	\$31,198
Chronic Sick Absence	443			100.0 %			
2013	431	10.2	71.3	36.1 %	10.0	69.8	\$983,663
Incidental Sick Absence	431	2.7	19.0	41.8 %	2.5	17.8	\$269,512
Significant Sick Absence	431	7.0	49.0	84.8 %	7.0	48.7	\$669,840
Modified Sick Absence	431	0.5	3.3	94.8 %	0.5	3.3	\$44,311
Chronic Sick Absence	431			100 %			

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Public Health							
2016	361	8.3	58.1	32.8 %	8.1	56.7	\$745,645
Incidental Sick Absence	361	2.5	17.7	37.9 %	2.4	16.7	\$252,078
Significant Sick Absence	361	4.8	33.8	89.2 %	4.8	33.6	\$423,684
Modified Sick Absence	361	0.8	5.3	95.9 %	0.8	5.3	\$57,975
Chronic Sick Absence	361	0.2	1.3	97.4 %	0.1	1.0	\$11,909
2015	361	7.1	49.6	33.8 %	6.9	48.6	\$622,490
Incidental Sick Absence	361	2.4	16.5	39.0 %	2.3	15.9	\$241,501
Significant Sick Absence	361	3.7	25.6	88.9 %	3.6	25.5	\$306,693
Modified Sick Absence	361	0.4	2.6	96.2 %	0.4	2.6	\$31,925
Chronic Sick Absence	361	0.7	5.0	98.0 %	0.7	4.7	\$42,371
2014	346	6.9	48.2	35.8 %	6.8	47.3	\$596,331
Incidental Sick Absence	346	2.3	16.2	38.9 %	2.2	15.5	\$213,617
Significant Sick Absence	346	4.1	29.0	90.0 %	4.1	28.9	\$351,031
Modified Sick Absence	346	0.4	2.7	95.0 %	0.4	2.7	\$29,511
Chronic Sick Absence	346	0.0	0.3	98.7 %	0.0	0.2	\$2,172
2013	349	7.6	53.4	31.7 %	7.5	52.5	\$635,011
Incidental Sick Absence	349	2.5	17.8	37.3 %	2.4	17.1	\$233,799
Significant Sick Absence	349	4.5	31.3	87.2 %	4.4	31.1	\$355,165
Modified Sick Absence	349	0.6	4.3	94.1 %	0.6	4.3	\$46,047
Chronic Sick Absence	349			100 %			

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Public Works							
2016	1,898	13.8	96.9	26.3 %	13.3	93.1	\$5,190,528
Incidental Sick Absence	1,898	3.7	26.2	34.1 %	3.4	24.0	\$1,462,001
Significant Sick Absence	1,898	8.4	58.5	81.6 %	8.3	57.9	\$3,176,846
Modified Sick Absence	1,898	0.6	4.4	94.0 %	0.6	4.4	\$208,367
Chronic Sick Absence	1,898	1.1	7.8	96.2 %	1.0	6.8	\$343,314
2015	1,847	13.3	93.1	26.3 %	12.8	89.6	\$4,804,024
Incidental Sick Absence	1,847	3.8	26.9	33.3 %	3.5	24.8	\$1,442,059
Significant Sick Absence	1,847	8.1	56.7	82.1 %	8.0	56.2	\$2,956,035
Modified Sick Absence	1,847	0.5	3.8	94.5 %	0.5	3.8	\$183,605
Chronic Sick Absence	1,847	0.8	5.7	97.2 %	0.7	4.8	\$222,325
2014	1,830	11.8	82.9	28.0 %	11.5	80.5	\$4,236,242
Incidental Sick Absence	1,830	3.6	25.2	33.7 %	3.4	23.5	\$1,346,395
Significant Sick Absence	1,830	7.5	52.7	83.6 %	7.4	52.1	\$2,670,378
Modified Sick Absence	1,830	0.6	4.3	94.8 %	0.6	4.3	\$196,502
Chronic Sick Absence	1,830	0.1	0.8	99.2 %	0.1	0.6	\$22,966
2013	1,800	12.4	87.0	27.8 %	12.1	84.5	\$4,237,473
Incidental Sick Absence	1,800	3.8	26.3	33.9 %	3.5	24.6	\$1,355,104
Significant Sick Absence	1,800	8.3	58.0	82.9 %	8.2	57.4	\$2,763,794
Modified Sick Absence	1,800	0.4	2.7	95.8 %	0.4	2.6	\$118,575
Chronic Sick Absence	1,800			100 %			

- Incidental sick absences are those that are less than 6 days in the Income Protection Plan and are managed primarily by an employee's supervisor. These absences are primarily due to common ailments like colds, infections, respiratory illnesses, gastrointestinal illnesses, viruses, or minor injuries, and do not require a sick claim form. These sick absences continued as the primary focus for front-line management in 2015.
- Significant sick absences are those that are 6 days up to 130 days in the Income Protection Plan, require a medical claim form(s) and are additionally managed by Return to Work Services staff in Human Resources. These absences are caused by more serious medical conditions, including cancers, fractures, traumatic injuries, mental illness, cardiovascular conditions, nervous disorders, as well as surgeries.
- Modified sick absences are for those employees who are involved in graduated return to work programs and are paid for partial sick days. An increase in modified sick time reflects greater participation in return to work and therefore less unproductive costs.
- Chronic Sick Absence: Either a chronic condition (disease) of long duration and generally slow progression or a long term condition which has fluctuating periods of poor health and deterioration or relapse while the person generally maintains a level of functionality. These are self-identified by employees and tracked as part of the Attendance Support Program.