

Departmental Short-Term Disability Absences 2015 to 2017 (IPP)

City Housing Hamilton	Significant Sick Absence	Modified Sick Absence	Incidental Sick Absence	Chronic Sick Absence	Total (All categories)
2017					
Headcount	121	121	121	121	121
Lost Sick Calc. Days* Per Eligible Employee	7.7	1.2	3.2	1.9	14.0
Lost Sick Hours Per Eligible Employee	53.6	8.7	22.1	13.5	97.9
% Of Staff That Take Zero Sick Time	83.3 %	92.0 %	31.2 %	96.4 %	27.5 %
Paid Sick Calc. Days* Per Eligible Employee	7.5	1.2	2.9	1.7	13.4
Paid Sick Hours Per Eligible Employee	52.7	8.7	20.1	12.1	93.7
Lost Productivity Cost Paid	\$186,373	\$31,650	\$86,409	\$29,270	\$333,702
2016					
Headcount	116	116	116	116	116
Lost Sick Calc. Days* Per Eligible Employee	7.9	0.9	3.0	0.1	12.0

Lost Sick Hours Per Eligible Employee	55.5	6.0	21.3	1.0	83.7
% Of Staff That Take Zero Sick Time	83.5 %	91.3 %	33.1 %	97.6 %	28.3 %
Paid Sick Calc. Days* Per Eligible Employee	7.9	0.9	2.8	0.1	11.6
Paid Sick Hours Per Eligible Employee	55.3	6.0	19.3	0.7	81.2
Lost Productivity Cost Paid	\$205,532	\$18,905	\$74,881	\$1,709	\$301,027
2015					
Headcount	113	113	113	113	113
Lost Sick Calc. Days* Per Eligible Employee	7.9	1.0	2.6	0.5	12.0
Lost Sick Hours Per Eligible Employee	55.0	7.2	18.1	3.6	83.9
% Of Staff That Take Zero Sick Time	76.0 %	91.5 %	38.0 %	98.4 %	26.4 %
Paid Sick Calc. Days* Per Eligible Employee	7.8	1.0	2.5	0.4	11.7
Paid Sick Hours Per Eligible Employee	54.5	7.2	17.3	2.8	81.8
Lost Productivity Cost Paid	\$207,171	\$24,026	\$66,195	\$10,236	\$307,628

City Manager's Office	Significant Sick Absence	Modified Sick Absence	Incidental Sick Absence	Chronic Sick Absence	Total (All categories)
2017					
Headcount	108	108	108	108	108
Lost Sick Calc. Days* Per Eligible Employee	4.9	0.2	1.6	0.0	6.8
Lost Sick Hours Per Eligible Employee	34.3	1.7	11.5	0.1	47.5
% Of Staff That Take Zero Sick Time	93.8 %	94.5 %	47.7 %	99.2 %	45.3 %
Paid Sick Calc. Days* Per Eligible Employee	4.9	0.2	1.6	0.0	6.7
Paid Sick Hours Per Eligible Employee	34.3	1.7	10.9	0.0	46.8
Lost Productivity Cost Paid	\$132,701	\$7,148	\$54,809	\$0	\$194,657
2016					
Headcount	109	109	109	109	109
Lost Sick Calc. Days* Per Eligible Employee	1.0	0.2	1.9		3.0
Lost Sick Hours Per Eligible Employee	6.7	1.4	13.1		21.3

% Of Staff That Take Zero Sick Time	95.8 %	97.5 %	43.3 %	100.0 %	40.8 %
Paid Sick Calc. Days* Per Eligible Employee	1.0	0.2	1.8		3.0
Paid Sick Hours Per Eligible Employee	6.7	1.4	12.7		20.8
Lost Productivity Cost Paid	\$23,252	\$4,671	\$65,186		\$93,109
2015					
Headcount	102	102	102	102	102
Lost Sick Calc. Days* Per Eligible Employee	3.4	0.2	1.5		5.1
Lost Sick Hours Per Eligible Employee	23.8	1.3	10.4		35.5
% Of Staff That Take Zero Sick Time	92.1 %	96.5 %	56.1 %	100.0 %	52.6 %
Paid Sick Calc. Days* Per Eligible Employee	3.4	0.2	1.4		5.0
Paid Sick Hours Per Eligible Employee	23.8	1.3	10.1		35.2
Lost Productivity Cost Paid	\$86,484	\$4,353	\$46,070		\$136,908

Corporate Services	Significant Sick Absence	Modified Sick Absence	Incidental Sick Absence	Chronic Sick Absence	Total (All categories)
2017					
Headcount	428	428	428	428	428
Lost Sick Calc. Days* Per Eligible Employee	4.8	0.4	2.7	0.4	8.3
Lost Sick Hours Per Eligible Employee	33.7	2.8	18.9	2.5	57.9
% Of Staff That Take Zero Sick Time	88.1 %	95.6 %	35.8 %	97.7 %	31.2 %
Paid Sick Calc. Days* Per Eligible Employee	4.8	0.4	2.5	0.3	7.9
Paid Sick Hours Per Eligible Employee	33.3	2.8	17.5	1.8	55.4
Lost Productivity Cost Paid	\$532,350	\$37,112	\$297,330	\$21,843	\$888,635
2016					
Headcount	428	428	428	428	428
Lost Sick Calc. Days* Per Eligible Employee	3.8	0.4	2.8	0.6	7.6
Lost Sick Hours Per Eligible Employee	26.4	3.1	19.3	4.3	53.1

% Of Staff That Take Zero Sick Time	88.5 %	94.5 %	34.7 %	97.4 %	31.3 %
Paid Sick Calc. Days* Per Eligible Employee	3.7	0.4	2.6	0.5	7.3
Paid Sick Hours Per Eligible Employee	26.2	3.1	18.1	3.8	51.0
Lost Productivity Cost Paid	\$370,200	\$39,758	\$291,001	\$45,756	\$746,715
2015					
Headcount	416	416	416	416	416
Lost Sick Calc. Days* Per Eligible Employee	4.4	0.3	2.7	0.2	7.6
Lost Sick Hours Per Eligible Employee	30.5	2.3	18.8	1.6	53.1
% Of Staff That Take Zero Sick Time	90.4 %	95.8 %	37.8 %	98.7 %	34.9 %
Paid Sick Calc. Days* Per Eligible Employee	4.3	0.3	2.5	0.2	7.3
Paid Sick Hours Per Eligible Employee	30.3	2.3	17.5	1.2	51.3
Lost Productivity Cost Paid	\$426,946	\$26,694	\$271,219	\$11,587	\$736,446

Healthy & Safe Communities (without Hamilton Fire)	Significant Sick Absence	Modified Sick Absence	Incidental Sick Absence	Chronic Sick Absence	Total (All categories)
2017					
Headcount	1,574	1,574	1,574	1,574	1,574
Lost Sick Calc. Days* Per Eligible Employee	6.0	0.7	5.0	0.8	12.5
Lost Sick Hours Per Eligible Employee	41.8	5.2	34.8	5.6	87.4
% Of Staff That Take Zero Sick Time	85.5 %	93.6 %	28.8 %	96.3 %	24.5 %
Paid Sick Calc. Days* Per Eligible Employee	5.9	0.7	4.3	0.6	11.5
Paid Sick Hours Per Eligible Employee	41.2	5.1	30.1	4.5	80.8
Lost Productivity Cost Paid	\$2,051,970	\$232,702	\$1,747,568	\$234,220	\$4,266,460
2016					
Headcount	1,580	1,580	1,580	1,580	1,580
Lost Sick Calc. Days* Per Eligible Employee	6.1	0.7	4.8	0.7	12.4
Lost Sick Hours Per Eligible Employee	42.9	5.3	33.7	4.9	86.8

% Of Staff That Take Zero Sick Time	84.4 %	94.2 %	29.0 %	96.6 %	23.9 %
Paid Sick Calc. Days* Per Eligible Employee	6.0	0.7	4.1	0.6	11.5
Paid Sick Hours Per Eligible Employee	42.2	5.3	29.0	4.2	80.5
Lost Productivity Cost Paid	\$1,973,871	\$225,156	\$1,650,660	\$195,007	\$4,044,693
2015					
Headcount	1,541	1,541	1,541	1,541	1,541
Lost Sick Calc. Days* Per Eligible Employee	5.8	0.6	4.9	0.8	12.0
Lost Sick Hours Per Eligible Employee	40.3	4.1	34.3	5.3	84.0
% Of Staff That Take Zero Sick Time	84.2 %	94.0 %	29.9 %	97.5 %	24.9 %
Paid Sick Calc. Days* Per Eligible Employee	5.7	0.6	4.2	0.7	11.1
Paid Sick Hours Per Eligible Employee	39.7	4.0	29.3	4.7	77.6
Lost Productivity Cost Paid	\$1,783,124	\$184,061	\$1,622,982	\$201,597	\$3,791,763

Planning and Economic Development	Significant Sick Absence	Modified Sick Absence	Incidental Sick Absence	Chronic Sick Absence	Total (All categories)
2017					
Headcount	483	483	483	483	483
Lost Sick Calc. Days* Per Eligible Employee	6.1	0.5	2.9	0.1	9.6
Lost Sick Hours Per Eligible Employee	43.0	3.4	20.4	0.7	67.5
% Of Staff That Take Zero Sick Time	87.2 %	95.2 %	38.3 %	98.1 %	32.9 %
Paid Sick Calc. Days* Per Eligible Employee	6.1	0.5	2.8	0.1	9.4
Paid Sick Hours Per Eligible Employee	42.9	3.4	19.3	0.4	66.0
Lost Productivity Cost Paid	\$750,669	\$59,146	\$360,664	\$6,605	\$1,177,085
2016					
Headcount	482	482	482	482	482
Lost Sick Calc. Days* Per Eligible Employee	4.3	0.3	3.1	0.8	8.5
Lost Sick Hours Per Eligible Employee	30.3	2.2	21.8	5.4	59.7

% Of Staff That Take Zero Sick Time	89.0 %	96.6 %	34.1 %	97.7 %	30.1 %
Paid Sick Calc. Days* Per Eligible Employee	4.3	0.3	2.9	0.7	8.2
Paid Sick Hours Per Eligible Employee	30.0	2.2	20.0	5.0	57.2
Lost Productivity Cost Paid	\$575,568	\$35,972	\$362,766	\$65,886	\$1,040,193
2015					
Headcount	465	465	465	465	465
Lost Sick Calc. Days* Per Eligible Employee	5.6	0.4	2.9	0.0	9.0
Lost Sick Hours Per Eligible Employee	39.4	2.8	20.2	0.2	62.7
% Of Staff That Take Zero Sick Time	86.5 %	94.9 %	38.2 %	99.4 %	32.9 %
Paid Sick Calc. Days* Per Eligible Employee	5.6	0.4	2.7	0.0	8.7
Paid Sick Hours Per Eligible Employee	39.2	2.8	18.8	0.1	61.0
Lost Productivity Cost Paid	\$596,850	\$44,576	\$325,233	\$1,797	\$968,457

Public Works	Significant Sick Absence	Modified Sick Absence	Incidental Sick Absence	Chronic Sick Absence	Total (All categories)
2017					
Headcount	1,932	1,932	1,932	1,932	1,932
Lost Sick Calc. Days* Per Eligible Employee	8.2	0.3	4.0	1.0	13.6
Lost Sick Hours Per Eligible Employee	57.7	2.4	27.9	7.3	95.3
% Of Staff That Take Zero Sick Time	83.2 %	95.2 %	30.6 %	96.4 %	24.7 %
Paid Sick Calc. Days* Per Eligible Employee	8.2	0.3	3.6	0.8	12.9
Paid Sick Hours Per Eligible Employee	57.1	2.4	25.4	5.7	90.6
Lost Productivity Cost Paid	\$3,162,481	\$129,151	\$1,627,360	\$279,398	\$5,198,390
2016					
Headcount	1,898	1,898	1,898	1,898	1,898
Lost Sick Calc. Days* Per Eligible Employee	8.4	0.6	3.7	1.1	13.9
Lost Sick Hours Per Eligible Employee	58.9	4.4	26.2	7.9	97.4

% Of Staff That Take Zero Sick Time	81.5 %	94.1 %	34.1 %	96.2 %	26.3 %
Paid Sick Calc. Days* Per Eligible Employee	8.3	0.6	3.4	1.0	13.4
Paid Sick Hours Per Eligible Employee	58.4	4.4	24.0	6.8	93.6
Lost Productivity Cost Paid	\$3,202,990	\$207,733	\$1,468,617	\$344,820	\$5,224,159
2015					
Headcount	1,848	1,848	1,848	1,848	1,848
Lost Sick Calc. Days* Per Eligible Employee	8.1	0.5	3.8	0.8	13.3
Lost Sick Hours Per Eligible Employee	56.7	3.8	26.9	5.7	93.1
% Of Staff That Take Zero Sick Time	82.1 %	94.5 %	33.3 %	97.2 %	26.3 %
Paid Sick Calc. Days* Per Eligible Employee	8.0	0.5	3.5	0.7	12.8
Paid Sick Hours Per Eligible Employee	56.2	3.8	24.8	4.8	89.6
Lost Productivity Cost Paid	\$2,961,234	\$183,910	\$1,444,216	\$222,345	\$4,811,704

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.

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.