

Response by email to:  
xxxxx

Direct Line: xxxxx

Web Site: [www.dft.gov.uk](http://www.dft.gov.uk)

Our Ref: FOI F0008047

Date: 04/10/2011

Dear xxxxx

### **Freedom of Information Act Request – F0008047**

Thank you for your request made under the Freedom of Information Act e-mailed on 26 August 2011.

You asked:

**“I would like to know how many working days were lost due to (a) illness and (b) stress/anxiety of employees in the DfT in each of the last three years.”**

### **Response**

The Department for Transport was formed in 2002 and is made up of a Central Department DfT(c) and seven Executive Agencies as follows:

Highways Agency (HA)  
Driver & Vehicle Licensing Agency (DVLA)  
Driving Standards Agency (DSA)  
Vehicle & Operator Services Agency (VOSA)  
Maritime & Coastguard Agency (MCA)  
Vehicle Certification Agency (VCA)  
Government Car & Despatch Agency (GCDA)

This response covers both the central department and our executive agencies. Annexe A provides the number of working days lost due to illness for each of the last three years. Annexe B provides the number of working days lost due to mental disorders for each of the last three years.

Please note that to maintain consistency across Government the Cabinet Office sickness catalogue is used to define types of sickness. The absence category used to define periods of absence due to stress/anxiety is mental disorders. This category also includes other related illnesses such as mood affective disorders, disorders of personality and behaviour, and schizophrenia.

You may wish to be aware that the Department is dealing proactively with attendance management issues. We have trigger points which alert line managers to potential attendance issues. We have a process whereby cases of stress, anxiety or depression are referred to the Department's Medical Adviser for advice and have guidance on reasonable adjustments that may be required.

We undertake various initiatives to improve sickness absence including, holding monthly meetings with the Health Adviser to monitor progress on cases and to raise issues at the earliest opportunity, regular reviews of serious sick absences are conducted to ensure that appropriate actions are being taken or support given.

If you are unhappy with the way the Department has handled your request or with the decisions made in relation to your request you may complain within two calendar months of the date of this letter by writing to the Department's Information Rights Unit at:

Zone D/04  
Ashdown House  
Sedlescombe Road North  
Hastings  
East Sussex TN37 7GA  
E-mail: [FOI-Advice-Team-DFT@dft.gsi.gov.uk](mailto:FOI-Advice-Team-DFT@dft.gsi.gov.uk)

Please see attached details of DfT's complaints procedure and your right to complain to the Information Commissioner.

If you wish to discuss any of the above, please contact xxxxx in our Press Office on xxxxx. Please remember to quote the reference number above in any future communications.

Yours sincerely

**xxxxxx**

## **Your right to complain to DfT and the Information Commissioner**

You have the right to complain about the way in which your request for information was handled and/or about the decision not to disclose all or part of the information requested. In addition a complaint can be made that DfT has not complied with its FOI publication scheme.

Your complaint will be acknowledged and you will be advised of a target date by which to expect a response. Initially your complaint will be re-considered by the official who dealt with your request for information. If, after careful consideration, that official decides that his/her decision was correct, your complaint will automatically be referred to a senior independent official who will conduct a further review. You will be advised of the outcome of your complaint and if a decision is taken to disclose information originally withheld this will be done as soon as possible.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

## Annexe A:

The number of working days lost due to illness for each of the last three years calculated on full time equivalent figures, together with the number of staff (full time equivalent figures, to nearest whole figure) and the percentage of working days lost due to illness.

	The number of working days lost due to illness	Number of staff (FTE)	% of working days lost due to illness	The number of working days lost due to illness	Number of staff (FTE)	% of working days lost due to illness	The number of working days lost due to illness	Number of staff (FTE)	% of working days lost due to illness
	2008/09			2009/10			2010/11		
<b>DfT c</b>	9877.07	1902.00	2.31%	10764	1963.00	2.44%	7791	1772.00	1.95%
<b>DVLA</b>	55752.51	6329.00	3.92%	46640.95	5906.00	3.51%	42234.98	5864.00	3.20%
<b>DSA</b>	31442.47	2574.00	5.43%	31266.85	2525.00	5.50%	27448.26	2434.00	5.01%
<b>GCDA</b>	3095	315.00	4.37%	2531	310.00	3.63%	1932.00	228.00	3.77%
<b>HA</b>	27796	3416.00	3.62%	28626.8	3747.00	3.40%	32227.86	3545.00	4.04%
<b>MCA</b>	7535.77	1128.00	2.97%	10022	1157.00	3.85%	7668.9	1071.00	3.18%
<b>VCA</b>	683	136.00	2.23%	725.5	139.00	2.32%	642	142.00	2.01%
<b>VOSA</b>	22986	2638.00	3.87%	25222	2444.00	4.59%	20000.9	2282.00	3.90%
<b>Total</b>	<b>159167.82</b>	<b>18438.00</b>	<b>3.84%</b>	<b>155799.10</b>	<b>18191.00</b>	<b>3.81%</b>	<b>139945.90</b>	<b>17338.00</b>	<b>3.59%</b>

## Annexe B:

The number of working days lost due to mental disorders for each of the last three years calculated on full time equivalent figures, together with the number of staff (full time equivalent figures, to the nearest whole figure), and the percentage of working days lost due to mental disorders.

	The number of working days lost due to mental disorders	Number of staff (FTE)	% of working days lost due to mental disorders	The number of working days lost due to mental disorders	Number of staff (FTE)	% of working days lost due to mental disorders	The number of working days lost due to mental disorders	Number of staff (FTE)	% of working days lost due to mental disorders
	2008/09			2009/10			2010/11		
<b>DfT c</b>	2348.08	1902.00	0.55%	2016	1963.00	0.46%	1144	1772.00	0.29%
<b>DVLA</b>	13147.5	6329.00	0.92%	10742.7	5906.00	0.81%	9432.16	5864.00	0.71%
<b>DSA</b>	6120.14	2574.00	1.06%	6143.99	2525.00	1.08%	4408.38	2434.00	0.80%
<b>GCDA</b>	120	315.00	0.17%	74	310.00	0.11%	48	228.00	0.09%
<b>HA</b>	5540	3416.00	0.72%	5822.59	3747.00	0.69%	7194.24	3545.00	0.90%
<b>MCA</b>	918	1128.00	0.36%	2170	1157.00	0.83%	1987.3	1071.00	0.82%
<b>VCA</b>	35	136.00	0.11%	58.5	139.00	0.19%	163	142.00	0.51%
<b>VOSA</b>	3688	2638.00	0.62%	4195	2444.00	0.76%	3155.9	2282.00	0.61%
<b>Total</b>	<b>31916.72</b>	<b>18438.00</b>	<b>0.77%</b>	<b>31222.8</b>	<b>18191.00</b>	<b>0.76%</b>	<b>27532.98</b>	<b>17338.00</b>	<b>0.71%</b>