

adopting this approach were more likely to report decreasing absence levels (40%) compared to those without a target (9%).

The median absence rate for the APS in 2009–10 was 10.5 days per employee, which is a slight increase on last year's result of 10.2 days. Across agencies, the levels of workplace absence varied widely, from 3.9 to 23.5 days per employee as illustrated in Table 2.2. Most absence rates were less than 16.0 days per employee, similar to last year, however two small agencies had absence rates of 20.9 and 23.5 days per employee due to small numbers of employees taking substantial periods of leave.

Generally, absence rates varied by agency size—smaller agencies reported lower levels of absence than did larger agencies. Median levels of absence increased for all agency sizes this year: small (from 8.0 days per employee in 2008–09 to 8.7 days per employee this year), medium (from 10.4 to 10.7 days per employee) and large (from 12.4 to 12.6 days per employee).

Table 2.2: Levels of workplace absence^(a) by APS agency, 2009–10

Absence per employee (days)	Measure ^(b)	Agency Size		
		Small (Median = 8.7 days)	Medium (Median = 10.7 days)	Large (Median = 12.6 days)
0.0 to <6.0	FTE	Cancer Australia, FFMA, NOPSA, Screen Australia	—	—
	Headcount	—	DCCEE	—
6.0 to <8.0	FTE	ACIAR, AFMA, AOFM, ASADA, CGC, FSANZ, GBRMPA, AHRC, MDBA, NWC, OPC, OPH, Productivity Commission	ANAO, Austrade, Federal Court, PM&C	BOM
	Headcount	NCA	—	DFAT
8.0 to <10.0	FTE	ACLEI, AIFS, EOWA, FMC, NBA, ORER	AIHW, AusAID, AWM, NMA	DEWHA, Treasury
	Headcount	NFSA, ONA, Organ and Tissue Authority	FWO, Geoscience Australia	AGD
10.0 to <12.0	FTE	AAT, ANMM, ARPANSA, Ombudsman	ACCC, ACMA, AEC, APSC, Comcare, DBCDE, DHA, FWA, ITSA, NHMRC, RET—	ABS, ASIC, Defence, DIISR
	Headcount	APVMA, ARC, CrimTrac, NNTT, Privacy Commissioner, TSRA	—	Finance
12.0 to <14.0	FTE	SWA	ACC, AUSTRAC, CDPP, Family Court, NAA, NLA	Centrelink, Customs and Border Protection, DEEWR, DIAC, DHS, FaHCSIA, IP Australia
	Headcount	ABCC	—	Infrastructure
14.0 to 23.5	FTE	AIATSIS, ATSB, PSR, SSAT	AHL, ComSuper, MRT/RRT	ATO, DAFF, DoHA, DVA, Medicare Australia
	Headcount	RAM	—	—

Notes: (a) To maximise data comparability, agencies were asked to provide data on a full-time equivalent (FTE) basis where possible, although agencies were also able to report using a headcount measure. Of the 98 agencies surveyed, 19 provided data on a headcount basis.

(b) The absence rate is higher when using the FTE measure for agencies with part-time employees, in comparison to using the headcount measure. This is likely to have a marginal effect in most agencies but caution should be exercised in making direct comparisons between agencies.

Source: Agency survey