



2001 Sick Leave Analysis

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Section I

Executive Summary

2001 Sick Leave Analysis Executive Summary

Responding to the needs of health board members, the Newfoundland & Labrador Health Boards Association (NLHBA) commenced in 1997 and thereafter annually, compiling, summarizing and comparing sick leave data for all boards. Members have found this analysis to be useful in evaluating the use of sick leave within their organizations in relation to other boards and assisting in the implementation and/or administration of attendance management programs.

Data

In April 2002 all boards were asked to submit sick leave data for the previous year. Unless stated otherwise in the report, the data presented is based on the calendar year 2001. It should also be noted that the method of data collection is somewhat inconsistent across board members. Some boards have very detailed and sophisticated reporting systems while others struggle to summarize their data manually. Given the varied method of data collection, it is uncertain whether all boards are using identical coding for data collection. Despite this we feel the data is reflective of the sick leave usage and costs.

The 2001 sick leave report captures direct and replacement sick leave costs, the number of full-time equivalents (FTE's) and the total paid sick leave hours. Each of these categories is reported by bargaining unit/management group for each respective board.

Costs

The total sick leave cost for the health system continues to rise. In 1997 the cost was \$33.3 million (**Chart 1**) which increased by 8.3%, 9.7%, and 5.4% (**Chart 4**) for each year thereafter. It is interesting to note that replacement costs for the period 1997 – 2001 have decreased from 10.7% in 1998 to 4.9% in 2001 (**Table 2**).

A contributing factor to the increase in total sick leave cost in 2001 was the salary increase that was provided to various union groups. For example, NAPE and CUPE received 5% effective April 1, 2001 and AAHP, 5% effective July 1, 2001. Another factor to consider when reviewing comparative data is that employers with a relatively small number of employees can experience dramatic percentage changes given the low number of employees. When reviewing the comparative data for 2000, it must be noted there were a number of occupational reviews which significantly increased the salary of many groups.

Sick Leave Hours

The use of sick leave hours is of fundamental importance in evaluating the effectiveness of any absentee program. As a stand-alone item actual sick leave hours are not linked to costs and as such provide a more realistic benchmark for an increase or decrease in the use of sick leave. The overall number of sick leave hours has been steadily increasing over the last five years. In 1997 1.4 million hours of sick leave were taken rising to 1.7 million in 2001 (**Table 5**). Although the hours taken for sick leave continue to rise, the rate of increase is gradually declining.

In 1998 the rate of increase for sick leave hours as compared to 1997 was 5.8% (**Chart 9**). In 1999 the rate of increase was 5.4% and in 2000 the rate was 4% (**Chart 9**). It is encouraging to note that the rate of increase for 2001 was only 1% and that five of fourteen boards had a decline in the number of sick leave hours used in 2001 in comparison to 2000 (**Chart 9**).

The Labour Relations Department of NLHBA would be pleased to provide a further breakdown of information relation to your organization. Please contact Maureen Harvey, Research Analyst at 364-7701 Ext. 310 or mharvey@nlhba.nf.ca

Section II

Sick Leave Data

**Newfoundland & Labrador Health Boards Association
2001 Sick Leave Data**

Province Wide Summary by Employer

	Total FTE's	Paid Sick		Replacement	Total Cost
		Leave Hrs	Sick Leave Cost	Cost	
HCC-SJ	5,602.28	567,735	\$10,420,067	\$3,991,019	\$14,411,085
NCTRF	101.62	10,359	\$187,497	\$65,772	\$253,268
H&CS-SJ	391.65	47,923	\$1,032,438	\$259,212	\$1,291,650
AHCIB	816.39	121,320	\$1,924,440	\$1,144,839	\$3,069,279
H&CS-E	255.70	23,235	\$567,485	\$83,530	\$651,015
PHCC	842.34	114,977	\$1,952,494	\$1,402,105	\$3,354,599
CEHCIB	806.11	122,731	\$2,024,665	\$1,216,977	\$3,241,641
CWHC	1,189.13	126,775	\$2,173,870	\$1,317,630	\$3,491,500
H&CS-C	229.35	17,099	\$392,180	\$44,116	\$436,296
WHCC	1,700.80	259,168	\$4,497,963	\$3,203,623	\$7,701,586
H&CS-W	283.50	16,874	\$360,439	\$7,179	\$367,618
GRHSB	457.00	36,920	\$611,662	\$192,192	\$803,855
HLC	522.38	41,695	\$730,176	\$318,579	\$1,048,755
NSG BRD	1,145.00	190,559	\$3,142,151	\$1,665,931	\$4,808,082
TOTAL	14,343.25	1,697,369.68	\$30,017,526	\$14,912,703	\$44,930,229

Province Wide Summary by Group

	Total FTE's	Paid Sick		Replacement	Total Cost
		Leave Hrs	Sick Leave Cost	Cost	
Management	845.98	36,537.12	1,027,333.90	128,659.47	1,155,993.37
Non Union/Non Mgt	400.66	20,323.87	304,095.13	97,587.78	401,682.91
NAPE HS	5,711.83	779,806.38	11,179,357.04	6,427,609.19	17,606,966.23
NAPE GS	420.17	41,348.65	935,439.32	114,661.83	1,050,101.15
NAPE LX	786.23	74,176.79	1,582,809.64	654,487.26	2,237,296.90
CUPE HS	1,640.24	250,454.17	3,423,721.65	2,326,133.31	5,749,854.96
NLNU	3,886.60	453,065.71	10,572,952.53	5,106,150.21	15,679,102.74
AAHP	651.54	41,656.99	991,817.00	57,413.81	1,049,230.81
TOTAL	14,343.25	1,697,369.68	\$30,017,526	\$14,912,703	\$44,930,229

Newfoundland & Labrador Health Boards Association
2001 Direct Sick Leave Cost

Table 1

	MGT	NUNM	NAPE HS	NAPE GS	NAPE LX	CUPE HS	NLNU	AAHP	2001 Total
HCC-SJ	\$322,817	\$79,288	\$4,119,952	\$0	\$631,456	\$0	\$4,690,591	\$575,962	\$10,420,067
NCTRF	\$13,721	\$7,314	\$87,044	\$0	\$25,174	\$0	\$42,664	\$11,579	\$187,497
H&CS-SJ	\$0	\$3,387	\$192,714	\$493,776	\$6,701	\$0	\$306,833	\$29,026	\$1,032,438
AHCIB	\$22,852	\$5,638	\$1,137,918	\$0	\$114,002	\$0	\$629,877	\$14,153	\$1,924,440
H&CS-E	\$94,893	\$0	\$82,995	\$171,765	\$0	\$0	\$166,211	\$51,621	\$567,485
PHCC	\$51,187	\$62,978	\$991,663	\$0	\$150,105	\$0	\$642,761	\$53,800	\$1,952,494
CEHCIB	\$37,763	\$25,841	\$919,473	\$0	\$203,927	\$205,852	\$603,501	\$28,306	\$2,024,665
CWHC	\$82,457	\$14,558	\$495,548	\$0	\$141,997	\$699,162	\$678,822	\$61,326	\$2,173,870
H&CS-C	\$70,138	\$0	\$80,753	\$85,072	\$0	\$0	\$149,915	\$6,303	\$392,180
WHCC	\$189,066	\$70,616	\$806,435	\$0	\$226,467	\$1,497,699	\$1,631,594	\$76,085	\$4,497,963
H&CS-W	\$3,994	\$0	\$68,678	\$132,461	\$0	\$10,550	\$95,338	\$49,418	\$360,439
GRHSB	\$3,962	\$13,321	\$20,230	\$15,298	\$28,529	\$285,870	\$234,297	\$10,155	\$611,662
HLC	\$50,015	\$2,926	\$241,096	\$37,068	\$54,450	\$94,902	\$244,978	\$4,740	\$730,176
NSG BRD	\$84,469	\$18,227	\$1,934,857	\$0	\$0	\$629,685	\$455,569	\$19,344	\$3,142,151
2001 Total	\$1,027,334	\$304,095	\$11,179,357	\$935,439	\$1,582,810	\$3,423,722	\$10,572,953	\$991,817	\$30,017,526
2000 Total	\$1,048,702	\$274,227	\$9,851,107	\$789,934	\$1,464,488	\$3,431,163	\$9,978,723	\$772,028	
1999 Total	\$1,029,024	\$263,501	\$9,917,493	\$631,493	\$1,350,694	\$2,975,943	\$8,622,358	\$754,699	
1998 Total	\$1,064,847	\$238,485	\$8,915,731	\$601,553	\$1,143,382	\$2,579,623	\$8,154,757	\$690,181	
1997 Total	\$1,002,627	\$301,106	\$8,298,465	n/a	\$1,032,822	\$2,783,941	\$7,687,021	\$572,372	

Newfoundland & Labrador Health Boards Association
2001 Direct Sick Leave Cost

	2001 Total	% Change	2000 Total	% Change	1999 Total	% Change	1998 Total	% Change	1997 Total
HCC-SJ	\$10,420,067	5.0%	\$9,921,569	3.1%	\$9,621,376	10.8%	\$8,686,782	1.9%	\$8,520,871
NCTRF	\$187,497	54.9%	\$121,005	-4.3%	\$126,405	-22.0%	\$161,968		n/a
H&CS-SJ	\$1,032,438	18.7%	\$869,811	7.5%	\$809,141	10.9%	\$729,790	136.5%	\$308,575
AHCIB	\$1,924,440	0.3%	\$1,919,491	24.3%	\$1,543,861	6.5%	\$1,449,821	9.5%	\$1,324,009
H&CS-E	\$567,485	42.1%	\$399,334	6.1%	\$376,350	24.1%	\$303,169	39.8%	\$216,929
PHCC	\$1,952,494	10.2%	\$1,771,361	23.4%	\$1,434,968	7.1%	\$1,340,381	41.3%	\$948,604
CEHCIB	\$2,024,665	1.2%	\$2,000,245	16.0%	\$1,725,085	9.4%	\$1,576,210	0.0%	\$1,576,726
CWHC	\$2,173,870	-0.1%	\$2,176,768	13.4%	\$1,920,186	38.6%	\$1,385,048	-26.4%	\$1,881,700
H&CS-C	\$392,180	13.9%	\$344,249	117.9%	\$157,951	-46.1%	\$292,910	34.0%	\$218,510
WHCC	\$4,497,963	4.6%	\$4,299,030	12.3%	\$3,827,253	13.1%	\$3,384,988	-5.4%	\$3,579,431
H&CS-W	\$360,439	8.0%	\$333,753	-6.0%	\$354,960	-4.2%	\$370,615		Inc In WHCC
GRHSB	\$611,662	3.9%	\$588,495	15.4%	\$510,049	12.2%	\$454,711	12.1%	\$405,523
HLC	\$730,176	15.0%	\$634,826	-2.4%	\$650,132	6.4%	\$611,215	24.5%	\$491,098
NSG BRD	\$3,142,151	40.9%	\$2,230,435	-10.3%	\$2,487,487	-5.8%	\$2,640,952	19.7%	\$2,206,377
2001 Total	\$30,017,526								
2000 Total		8.7%	\$27,610,372						
1999 Total				8.1%	\$25,545,204				
1998 Total						9.2%	\$23,388,561		
1997 Total								7.9%	\$21,678,354

Newfoundland & Labrador Health Boards Association
2001 Replacement Cost

Table 2

	MGT	NUNM	NAPE HS	NAPE GS	NAPE LX	CUPE HS	NLNU	AAHP	2001 Total
HCC-SJ	\$2,013	\$4,131	\$1,961,399	\$0	\$199,223	\$0	\$1,788,219	\$36,033	\$3,991,019
NCTRF	\$0	\$0	\$37,096	\$0	\$0	\$0	\$28,675	\$0	\$65,772
H&CS-SJ	\$0	\$115	\$49,103	\$85,587	\$0	\$0	\$111,697	\$12,709	\$259,212
AHCIB	\$0	\$0	\$626,655	\$0	\$71,888	\$0	\$446,295	\$0	\$1,144,839
H&CS-E	\$49,588	\$0	\$4,790	\$22,666	\$0	\$0	\$537	\$5,949	\$83,530
PHCC	\$5,885	\$43,423	\$797,162	\$0	\$88,309	\$0	\$467,327	\$0	\$1,402,105
CEHCIB	\$342	\$13,737	\$681,428	\$0	\$98,710	\$141,562	\$280,853	\$345	\$1,216,977
CWHC	\$18,447	\$6,302	\$389,652	\$0	\$68,279	\$494,538	\$340,414	\$0	\$1,317,630
H&CS-C	\$0	\$0	\$26	\$0	\$0	\$0	\$44,090	\$0	\$44,116
WHCC	\$41,044	\$23,028	\$676,335	\$0	\$107,037	\$1,101,924	\$1,253,057	\$1,197	\$3,203,623
H&CS-W	\$0	\$0	\$3,168	\$3,912	\$0	\$98	\$0	\$0	\$7,179
GRHSB	\$0	\$1,525	\$16,960	\$1,372	\$465	\$134,533	\$37,337	\$0	\$192,192
HLC	\$5,626	\$1,785	\$168,524	\$1,125	\$20,577	\$52,189	\$68,753	\$0	\$318,579
NSG BRD	\$5,715	\$3,541	\$1,015,310	\$0	\$0	\$401,289	\$238,896	\$1,180	\$1,665,931
2001 Total	\$128,659	\$97,588	\$6,427,609	\$114,662	\$654,487	\$2,326,133	\$5,106,150	\$57,414	\$14,912,703
2000 Total	\$88,220	\$84,050	\$6,298,032	\$76,820	\$680,018	\$2,487,412	\$4,426,849	\$69,020	
1999 Total	\$44,752	\$61,298	\$6,680,989	\$61,639	\$501,620	\$2,161,872	\$4,542,229	\$74,395	
1998 Total	\$205,976	\$75,035	\$5,484,097	\$16,125	\$468,476	\$1,803,493	\$4,629,752	\$82,611	
1997 Total	\$59,825	\$127,930	\$4,708,960	n/a	\$362,861	\$1,729,133	\$4,669,690	\$36,779	

Newfoundland & Labrador Health Boards Association
2001 Replacement Cost

	2001 Total	% Change	2000 Total	% Change	1999 Total	% Change	1998 Total	% Change	1997 Total
HCC-SJ	\$3,991,019	5.9%	\$3,769,884	-10.0%	\$4,188,812	13.3%	\$3,695,676	19.5%	\$3,091,681
NCTRF	\$65,772	201.4%	\$21,822	-23.6%	\$28,562	2.3%	\$27,919		n/a
H&CS-SJ	\$259,212	44.6%	\$179,305	84.7%	\$97,074	-42.0%	\$167,335	111.8%	\$79,013
AHCIB	\$1,144,839	-9.7%	\$1,267,500	11.0%	\$1,141,557	7.1%	\$1,066,318	-1.7%	\$1,084,798
H&CS-E	\$83,530	2353.2%	\$3,405	-93.5%	\$52,022	28.0%	\$40,634	-57.0%	\$94,508
PHCC	\$1,402,105	18.4%	\$1,184,020	15.9%	\$1,021,468	19.8%	\$852,884	31.9%	\$646,446
CEHCIB	\$1,216,977	0.4%	\$1,212,719	5.2%	\$1,152,809	8.1%	\$1,066,823	-1.3%	\$1,081,107
CWHC	\$1,317,630	-1.8%	\$1,341,998	11.1%	\$1,207,683	13.1%	\$1,068,245	6.1%	\$1,006,390
H&CS-C	\$44,116	-33.8%	\$66,599	10.5%	\$60,268	61.3%	\$37,368		n/a
WHCC	\$3,203,623	1.4%	\$3,158,163	22.7%	\$2,574,743	6.9%	\$2,409,178	-6.2%	\$2,569,680
H&CS-W	\$7,179	-49.2%	\$14,127	-70.5%	\$47,837	-57.3%	\$112,134		Inc In WHCC
GRHSB	\$192,192	-6.8%	\$206,133	3.2%	\$199,662	6.8%	\$186,952	49.7%	\$124,903
HLC	\$318,579	1.3%	\$314,436	19.3%	\$263,489	11.4%	\$236,471	-14.4%	\$276,247
NSG BRD	\$1,665,931	13.3%	\$1,470,311	-29.7%	\$2,092,810	16.4%	\$1,797,628	9.6%	\$1,640,404
2001 Total	\$14,912,703								
2000 Total		4.9%	\$14,210,421						
1999 Total				0.6%	\$14,128,793				
1998 Total						10.7%	\$12,765,566		
1997 Total								9.2%	\$11,695,178

Newfoundland & Labrador Health Boards Association
2001 Total Sick Leave Cost

(Direct + Replacement) **Table 3**

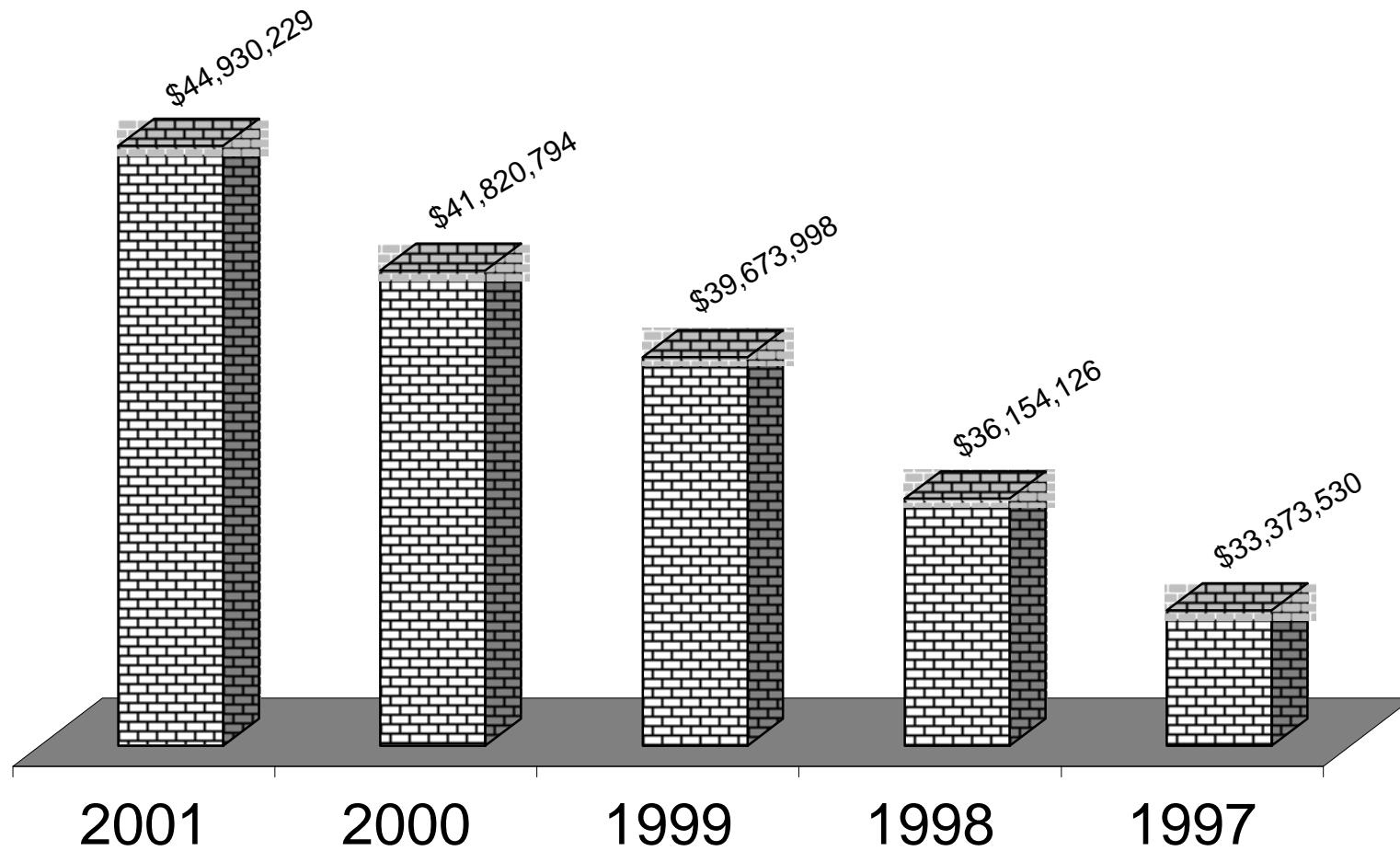
	MGT	NUNM	NAPE HS	NAPE GS	NAPE LX	CUPE HS	NLNU	AAHP	2001 Total
HCC-SJ	\$324,830	\$83,420	\$6,081,351	\$0	\$830,680	\$0	\$6,478,809	\$611,995	\$14,411,085
NCTRF	\$13,721	\$7,314	\$124,141	\$0	\$25,174	\$0	\$71,340	\$11,579	\$253,268
H&CS-SJ	\$0	\$3,503	\$241,817	\$579,363	\$6,701	\$0	\$418,530	\$41,735	\$1,291,650
AHCIB	\$22,852	\$5,638	\$1,764,573	\$0	\$185,891	\$0	\$1,076,172	\$14,153	\$3,069,279
H&CS-E	\$144,481	\$0	\$87,785	\$194,431	\$0	\$0	\$166,748	\$57,570	\$651,015
PHCC	\$57,072	\$106,400	\$1,788,825	\$0	\$238,414	\$0	\$1,110,088	\$53,800	\$3,354,599
CEHCIB	\$38,105	\$39,578	\$1,600,902	\$0	\$302,636	\$347,414	\$884,354	\$28,651	\$3,241,641
CWHC	\$100,904	\$20,860	\$885,200	\$0	\$210,275	\$1,193,700	\$1,019,236	\$61,326	\$3,491,500
H&CS-C	\$70,138	\$0	\$80,780	\$85,072	\$0	\$0	\$194,005	\$6,303	\$436,296
WHCC	\$230,110	\$93,645	\$1,482,770	\$0	\$333,505	\$2,599,623	\$2,884,651	\$77,283	\$7,701,586
H&CS-W	\$3,994	\$0	\$71,846	\$136,373	\$0	\$10,649	\$95,338	\$49,418	\$367,618
GRHSB	\$3,962	\$14,847	\$37,190	\$16,670	\$28,994	\$420,404	\$271,634	\$10,155	\$803,855
HLC	\$55,640	\$4,712	\$409,621	\$38,193	\$75,026	\$147,092	\$313,731	\$4,740	\$1,048,755
NSG BRD	\$90,184	\$21,768	\$2,950,167	\$0	\$0	\$1,030,974	\$694,465	\$20,524	\$4,808,082
2001 Total	\$1,155,993	\$401,683	\$17,606,966	\$1,050,101	\$2,237,297	\$5,749,855	\$15,679,103	\$1,049,231	\$44,930,229
2000 Total	\$1,136,923	\$358,278	\$16,149,139	\$866,754	\$2,144,506	\$5,918,575	\$14,405,572	\$841,048	
1999 Total	\$1,073,776	\$324,799	\$16,598,482	\$693,132	\$1,852,314	\$5,137,815	\$13,164,587	\$829,093	
1998 Total	\$1,270,823	\$313,520	\$14,399,828	\$617,678	\$1,611,859	\$4,383,116	\$12,784,509	\$772,793	
1997 Total	\$1,062,451	\$429,035	\$13,007,425	n/a	\$1,395,683	\$4,513,074	\$12,356,712	\$609,151	

Newfoundland & Labrador Health Boards Association
2001 Total Sick Leave Cost

	2001 Total	% Change	2000 Total	% Change	1999 Total	% Change	1998 Total	% Change	1997 Total
HCC-SJ	\$14,411,085	5.3%	\$13,691,453	-0.9%	\$13,810,188	11.5%	\$12,382,458	6.6%	\$11,612,552
NCTRF	\$253,268	77.3%	\$142,827	-7.8%	\$154,967	-18.4%	\$189,887		n/a
H&CS-SJ	\$1,291,650	23.1%	\$1,049,116	15.8%	\$906,214	1.0%	\$897,126	131.5%	\$387,588
AHCIB	\$3,069,279	-3.7%	\$3,186,991	18.7%	\$2,685,418	6.7%	\$2,516,138	4.5%	\$2,408,807
H&CS-E	\$651,015	61.6%	\$402,739	-6.0%	\$428,373	24.6%	\$343,803	10.4%	\$311,437
PHCC	\$3,354,599	13.5%	\$2,955,381	20.3%	\$2,456,436	12.0%	\$2,193,265	37.5%	\$1,595,050
CEHCIB	\$3,241,641	0.9%	\$3,212,964	11.6%	\$2,877,893	8.9%	\$2,643,033	-0.6%	\$2,657,833
CWHC	\$3,491,500	-0.8%	\$3,518,766	12.5%	\$3,127,869	27.5%	\$2,453,293	-15.1%	\$2,888,090
H&CS-C	\$436,296	6.2%	\$410,848	88.3%	\$218,219	-33.9%	\$330,278	51.2%	\$218,510
WHCC	\$7,701,586	3.3%	\$7,457,193	16.5%	\$6,401,995	10.5%	\$5,794,166	-5.8%	\$6,149,111
H&CS-W	\$367,618	5.7%	\$347,880	-13.6%	\$402,797	-16.6%	\$482,749		Inc In WHCC
GRHSB	\$803,855	1.2%	\$794,627	12.0%	\$709,711	10.6%	\$641,664	21.0%	\$530,426
HLC	\$1,048,755	10.5%	\$949,263	3.9%	\$913,620	7.8%	\$847,686	10.5%	\$767,345
NSG BRD	\$4,808,082	29.9%	\$3,700,746	-19.2%	\$4,580,298	3.2%	\$4,438,581	15.4%	\$3,846,781
2001 Total	\$44,930,229								
2000 Total		7.4%	\$41,820,794						
1999 Total				5.41%	\$39,673,998				
1998 Total						9.7%	\$36,154,126		
1997 Total								8.3%	\$33,373,530

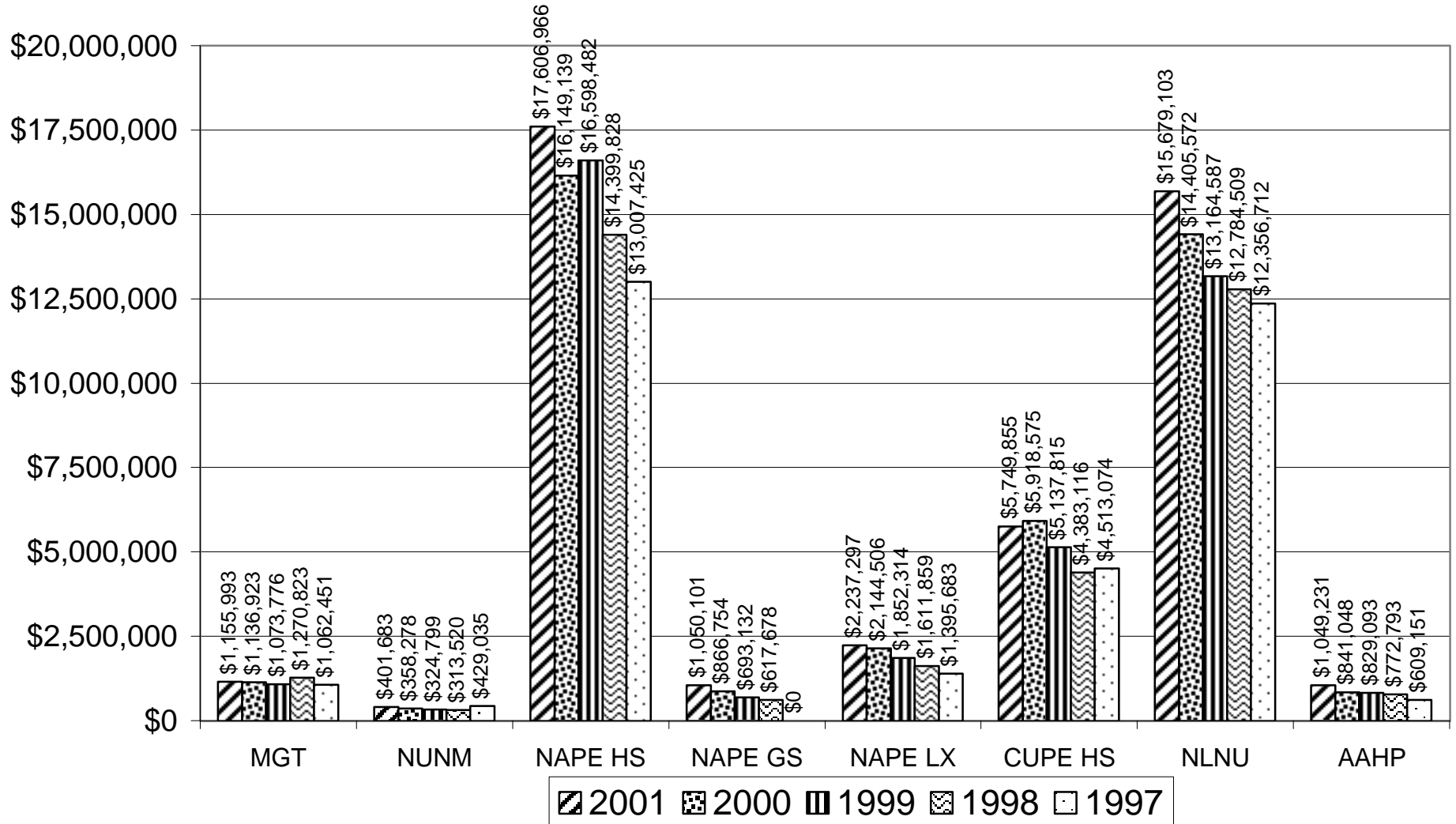
Chart 1

Total Sick Leave Cost Comparison by Year - System Wide



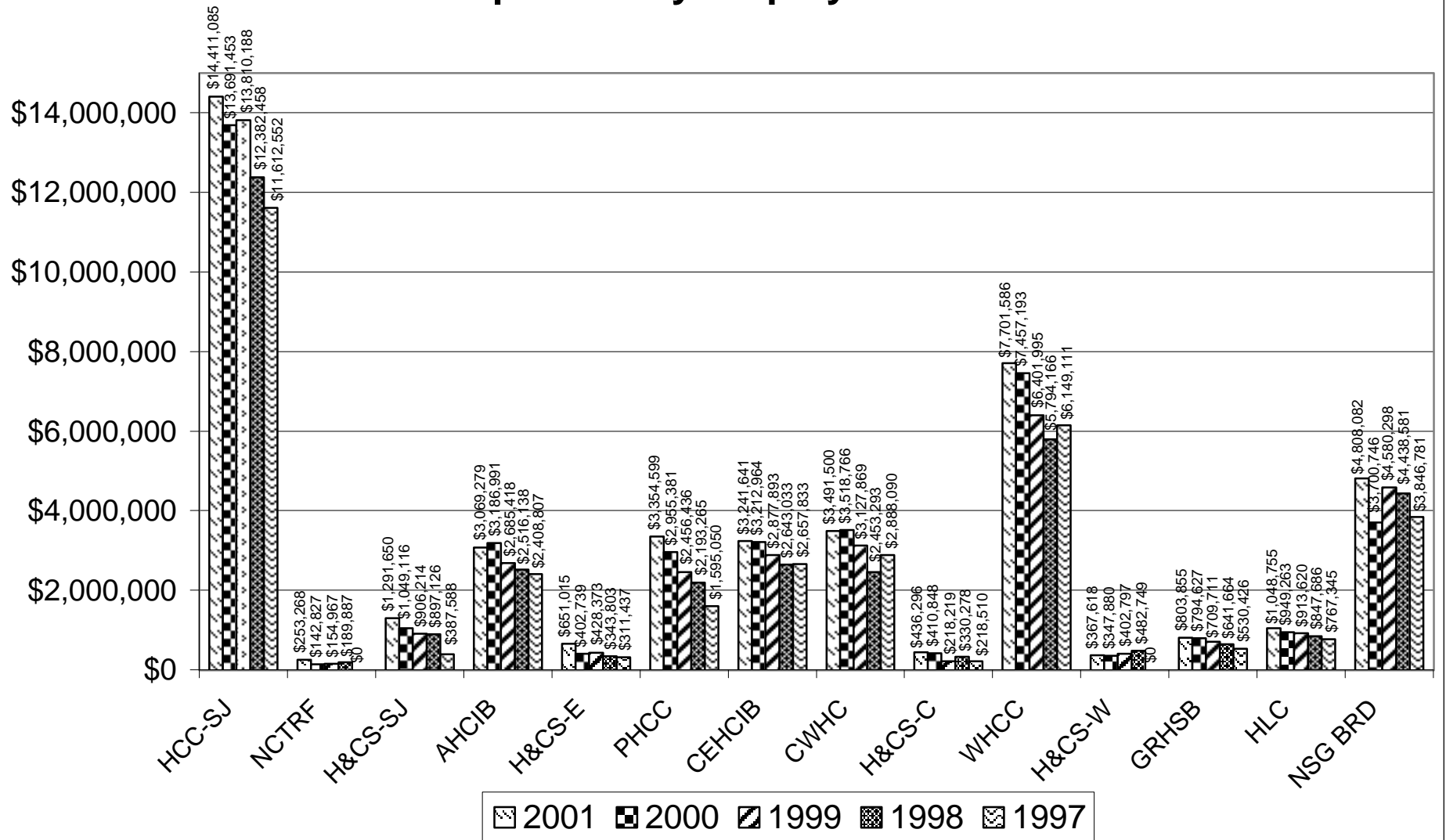
Total Sick Leave Cost Comparison by Group & Year

Chart 2

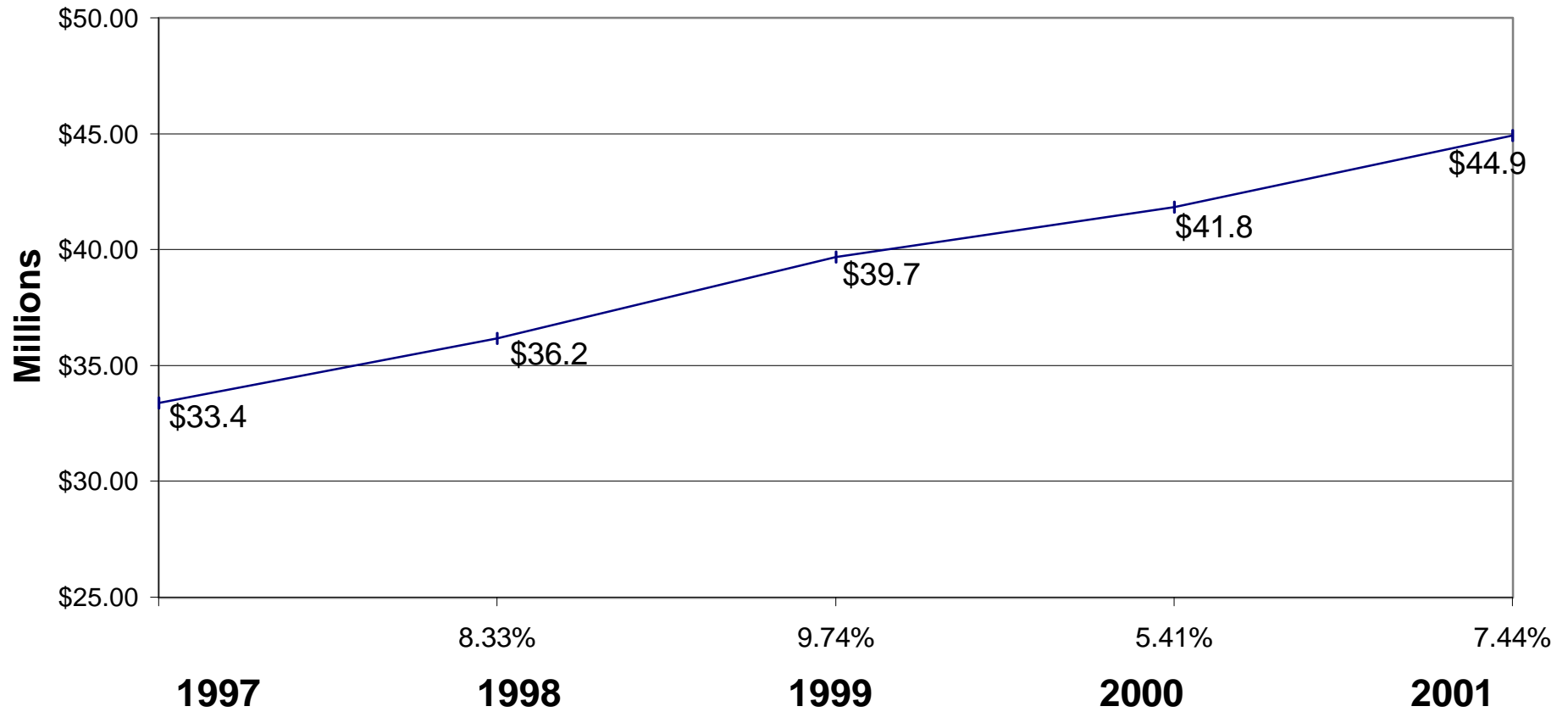


Total Sick Leave Cost Comparison by Employer & Year

Chart 3



Percent Change of Total Sick Leave Cost - From 1997- 2001 Inclusive



Newfoundland & Labrador Health Boards Association
2001 Total FTE's

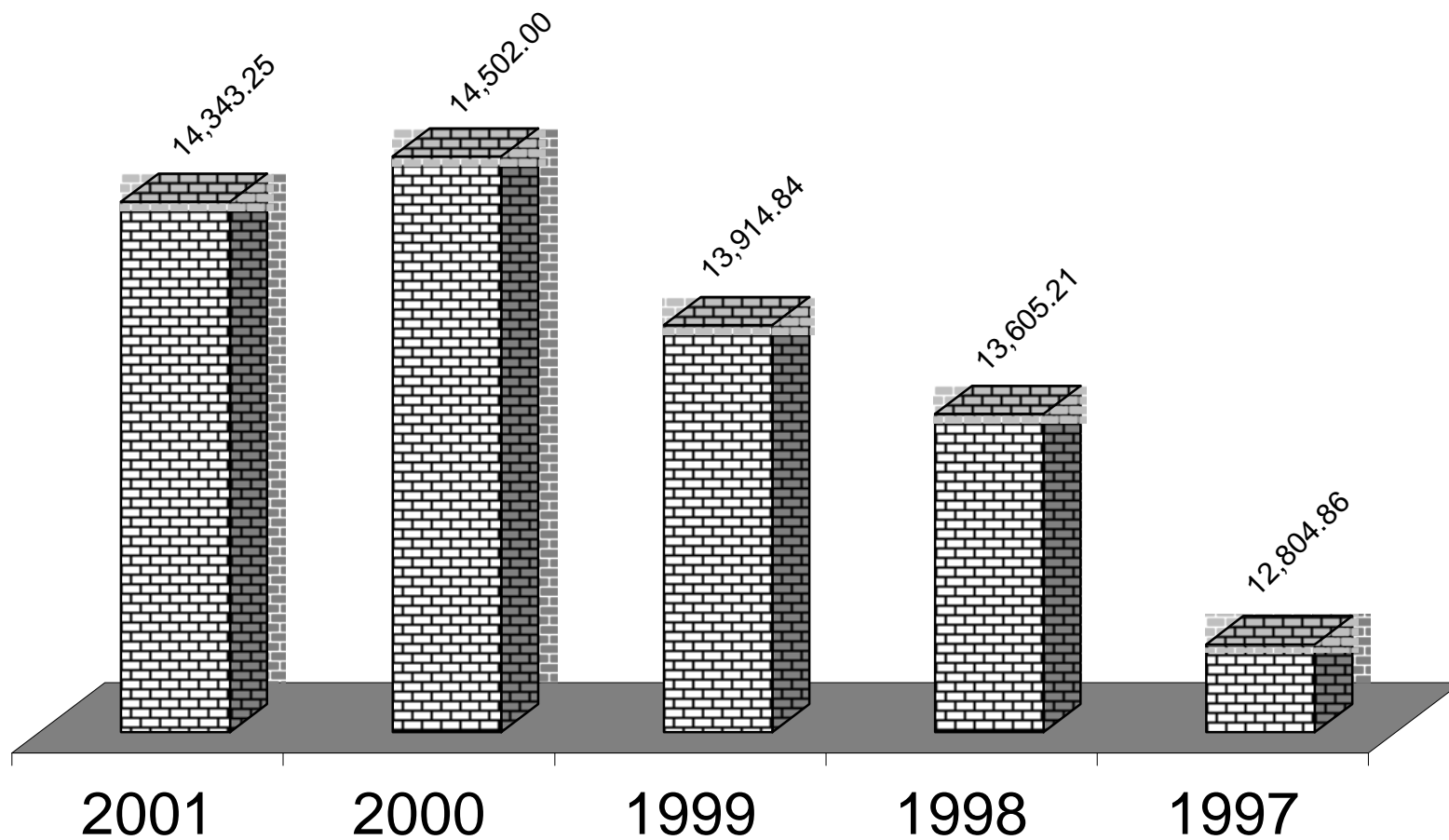
Table 4

	MGT	NUNM	NAPE HS	NAPE GS	NAPE LX	CUPE HS	NLNU	AAHP	2001 Total
HCC-SJ	272.03	72.31	2,607.87	0.00	400.90	0.00	1,884.08	365.09	5,602
NCTRF	10.95	4.11	40.98	0.00	18.46	0.00	24.12	3.00	102
H&CS-SJ	0.00	4.50	92.55	172.25	2.00	0.00	97.05	23.30	392
AHCIB	43.15	15.09	504.73	0.00	42.88	0.00	195.49	15.05	816
H&CS-E	31.00	3.00	59.40	72.00	0.00	0.00	72.30	18.00	256
PHCC	52.76	26.84	473.13	0.00	67.10	0.00	194.36	28.15	842
CEHCIB	54.00	42.48	350.54	0.00	53.55	68.65	214.04	22.85	806
CWHC	68.98	24.85	308.12	0.00	72.67	408.97	267.28	38.26	1,189
H&CS-C	29.00	0.00	56.75	55.50	0.00	0.00	75.50	12.60	229
WHCC	90.70	44.90	339.00	0.00	87.90	649.00	435.30	54.00	1,701
H&CS-W	35.00	4.00	57.00	83.00	0.00	15.50	59.00	30.00	284
GRHSB	32.50	27.60	14.80	6.80	18.30	222.00	124.80	10.20	457
HLC	43.31	97.48	160.06	30.62	22.47	51.12	103.78	13.54	522
NSG BRD	82.60	33.50	646.90	0.00	0.00	225.00	139.50	17.50	1,145
2001 Total	845.98	400.66	5,711.83	420.17	786.23	1,640.24	3,886.60	651.54	14,343
2000 Total	844.53	354.59	5,892.83	407.80	775.07	1,708.17	3,915.63	600.61	
1999 Total	820.85	345.39	5,738.38	409.46	751.59	1,720.66	3,547.21	581.30	
1998 Total	866.53	322.72	5,708.65	389.99	720.53	1,596.50	3,440.19	560.10	
1997 total	814.30	392.26	5,163.10	n/a	694.55	1,802.75	3,462.37	475.54	

Newfoundland & Labrador Health Boards Association
2001 Total FTE's

	2001 Total	% Change	2000 Total	% Change	1999 Total	% Change	1998 Total	% Change	1997 Total
HCC-SJ	5,602	1.3%	5,529	6.1%	5,210	4.4%	4,993	10.0%	4,539
NCTRF	102	1.6%	100	3.2%	97	10.8%	87		n/a
H&CS-SJ	392	-0.1%	392	-2.8%	403	2.6%	393	85.3%	212
AHCIB	816	-3.6%	847	1.5%	835	7.6%	775	0.0%	776
H&CS-E	256	4.8%	244	1.9%	239	13.4%	211	34.2%	157
PHCC	842	-1.1%	852	10.2%	773	2.2%	756	1.2%	747
CEHCIB	806	-2.1%	823	0.3%	821	-0.2%	822	-2.2%	841
CWHC	1,189	0.8%	1,180	23.8%	953	1.8%	936	-3.2%	968
H&CS-C	229	2.4%	224	6.2%	211	-7.4%	228	86.4%	122
WHCC	1,701	-4.4%	1,779	-1.7%	1,810	0.0%	1,810	-20.4%	2,274
H&CS-W	284	3.1%	275	-15.9%	327	13.3%	289		Inc In WHCC
GRHSB	457	1.6%	450	2.6%	438	2.7%	427	-0.6%	429
HLC	522	9.7%	476	4.6%	455	12.9%	403	-7.8%	437
NSG BRD	1,145	-14.1%	1,333	-0.7%	1,343	-4.3%	1,403	7.7%	1,303
2001 Total	14,343								
2000 Total		-1.1%	14,502	4.2%					
1999 Total					13,915	2.3%			
1998 Total							13,605	6.3%	
1997 Total									12,805

FTE Comparison by Year - System Wide



FTE Comparison by Group & Year

Chart 6

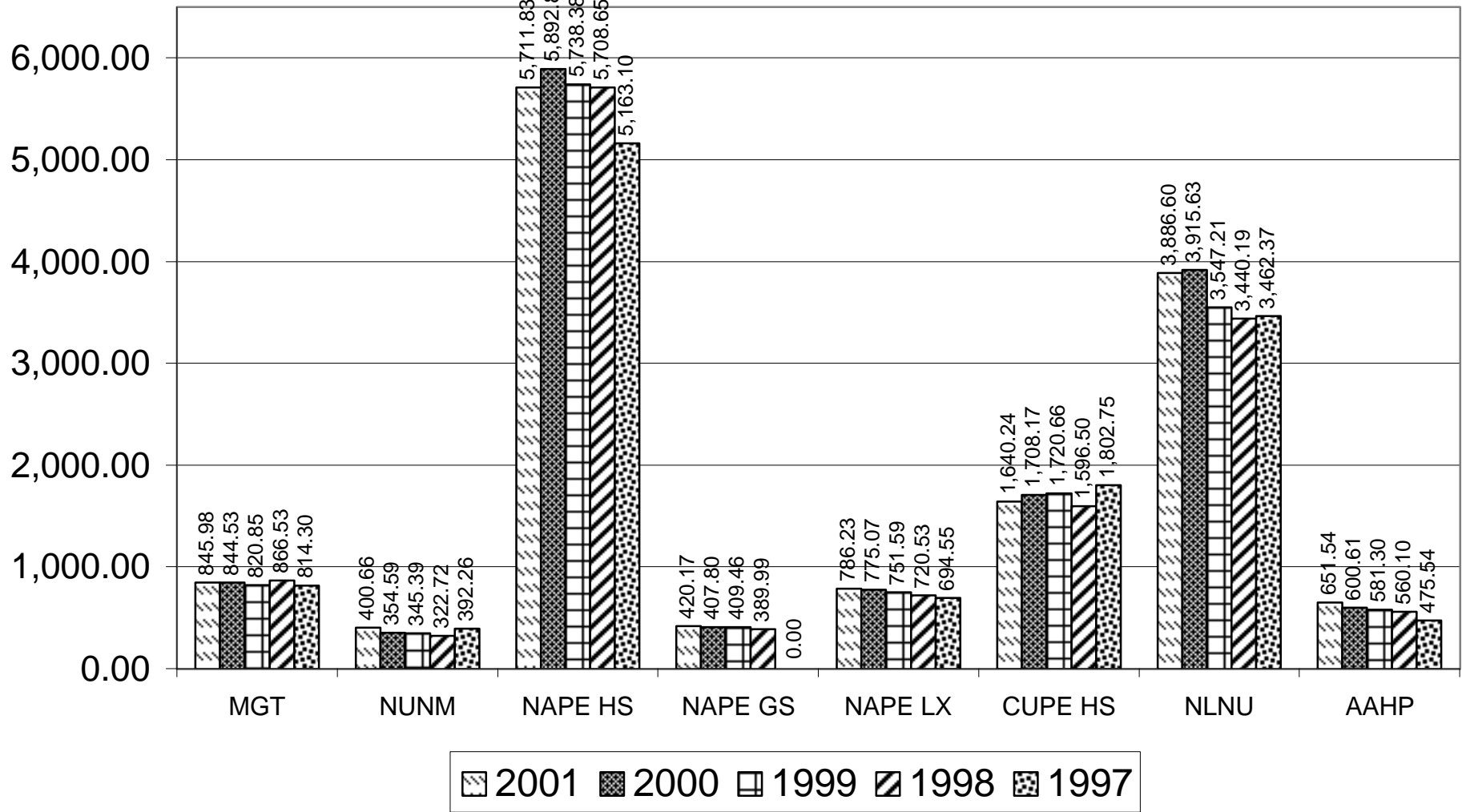


Chart 7

FTE Comparison by Employer & Year

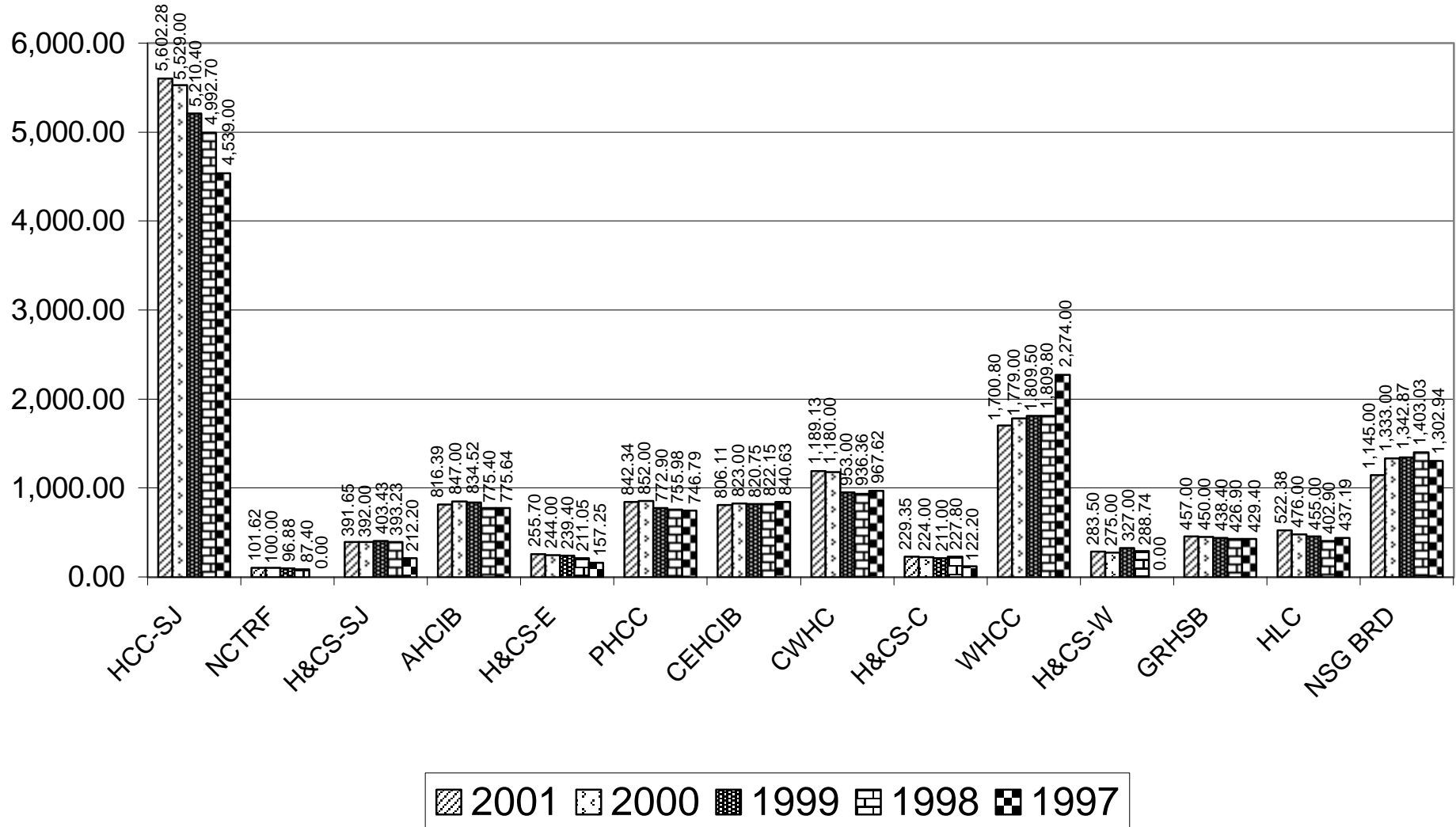
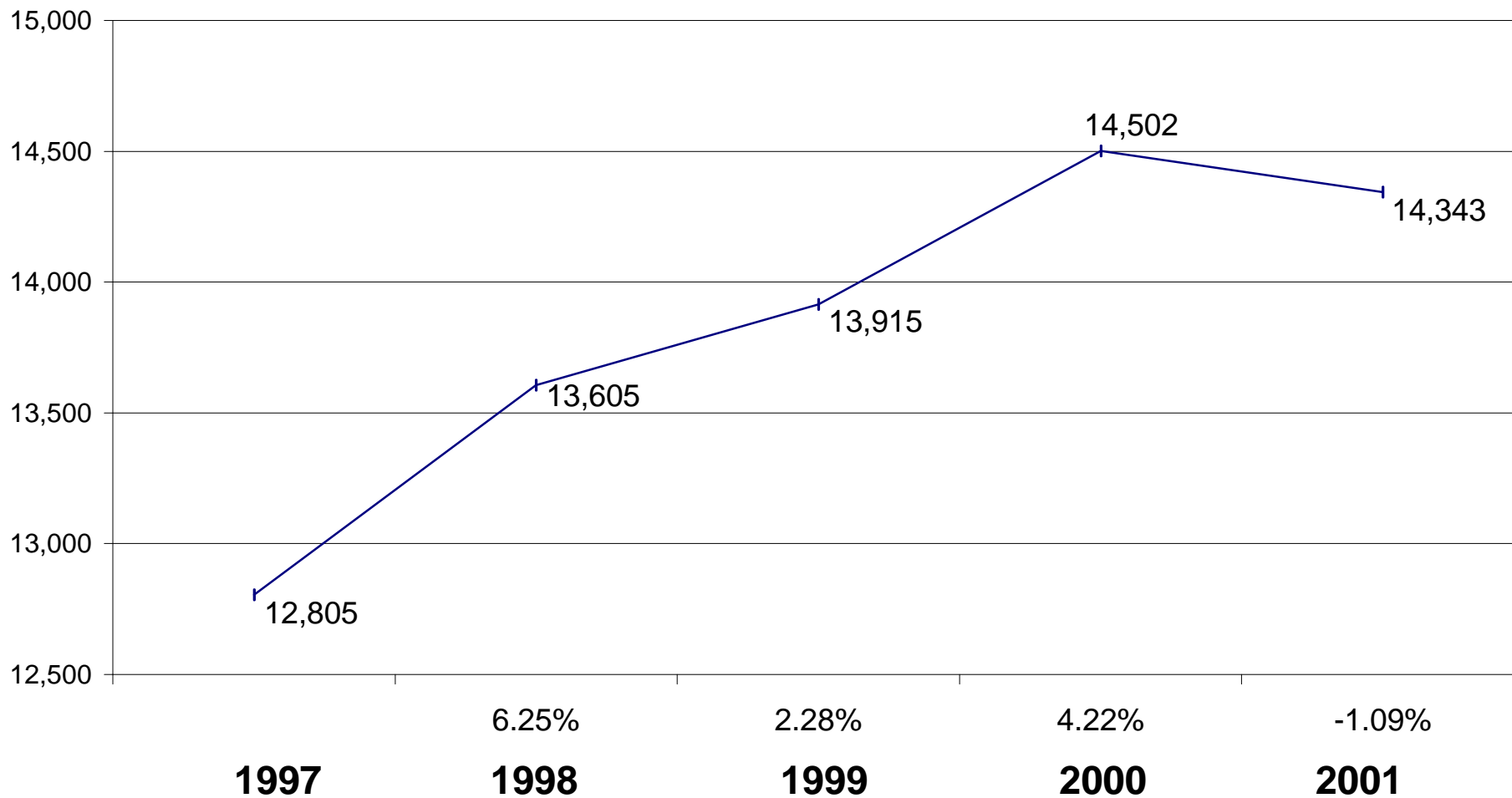


Chart 8

**Percent Change In Total FTE's -
From 1997 - 2001 Inclusive**



Newfoundland & Labrador Health Boards Association
2001 Total Sick Leave Hours

Table 5

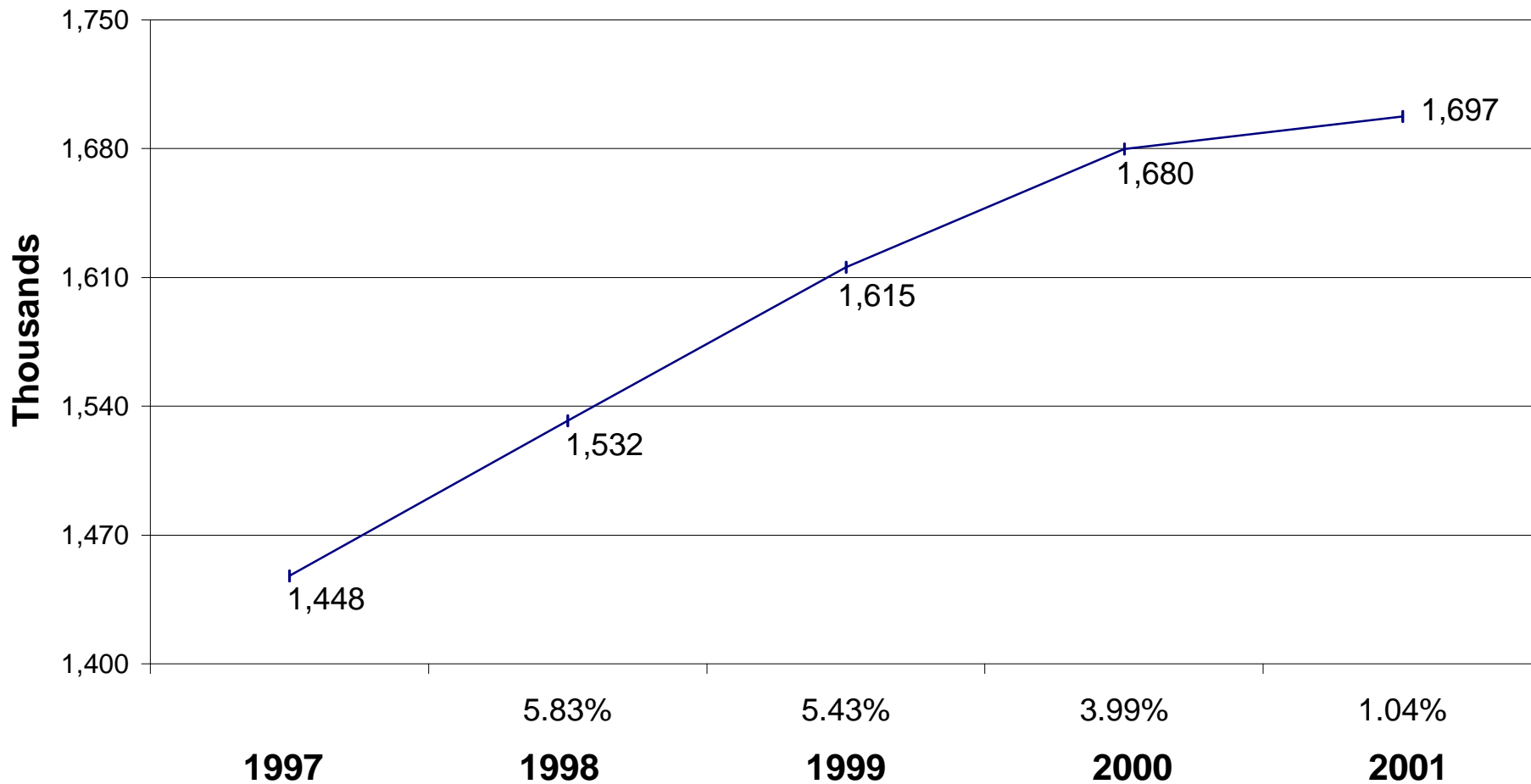
	MGT	NUNM	NAPE HS	NAPE GS	NAPE LX	CUPE HS	NLNU	AAHP	2001 Total
HCC-SJ	12,135	5,232	294,634	0	30,448	0	201,096	24,191	567,735
NCTRF	521	481	6,213	0	965	0	1,730	450	10,359
H&CS-SJ	0	165	12,098	21,838	341	0	12,248	1,233	47,923
AHCIB	733	338	86,873	0	4,909	0	27,899	569	121,320
H&CS-E	2,274	0	4,776	7,341	0	0	6,692	2,152	23,235
PHCC	1,843	4,047	72,765	0	6,888	0	27,232	2,204	114,977
CEHCIB	1,378	1,874	65,949	0	9,771	14,153	28,271	1,334	122,731
CWHC	3,201	1,057	34,037	0	6,365	50,444	29,172	2,499	126,775
H&CS-C	1,820	0	5,670	3,511	0	0	5,713	385	17,099
WHCC	7,511	4,930	57,670	0	10,418	107,009	68,347	3,283	259,168
H&CS-W	112	0	4,118	6,076	0	754	3,870	1,945	16,874
GRHSB	102	752	1,597	633	1,221	21,911	10,262	444	36,920
HLC	2,025	213	17,355	1,951	2,852	6,804	10,293	202	41,695
NSG BRD	2,884	1,236	116,051	0	0	49,379	20,241	768	190,559
2001 Total	36,537	20,324	779,806	41,349	74,177	250,454	453,066	41,657	1,697,370
2000 Total	40,866	19,694	750,785	38,312	74,044	264,589	457,254	34,371	
1999 Total	43,041	18,968	762,266	33,564	71,344	232,207	418,193	35,871	
1998 Total	49,329	16,706	722,847	33,391	60,579	206,650	408,273	34,417	
1997 Total	41,833	22,449	677,797	n/a	54,372	222,223	401,190	27,865	

Newfoundland & Labrador Health Boards Association
2001 Total Sick Leave Hours

	2001 Total	% Change	2000 Total	% Change	1999 Total	% Change	1998 Total	% Change	1997 Total
HCC-SJ	567,735	-1.1%	574,037	-1.3%	581,515	8.1%	537,832	0.3%	536,489
NCTRF	10,359	66.6%	6,217	-13.1%	7,154	-15.0%	8,417		n/a
H&CS-SJ	47,923	5.4%	45,450	6.0%	42,891	6.1%	40,412	142.9%	16,639
AHCIB	121,320	-1.1%	122,618	11.7%	109,800	11.0%	98,962	3.6%	95,512
H&CS-E	23,235	22.5%	18,968	-6.1%	20,199	30.3%	15,501	42.0%	10,913
PHCC	114,977	5.7%	108,816	14.2%	95,267	5.2%	90,570	41.7%	63,917
CEHCIB	122,731	-2.9%	126,367	9.9%	114,943	15.4%	99,583	-9.2%	109,620
CWHC	126,775	-7.6%	137,203	10.1%	124,575	11.0%	112,248	-17.1%	135,402
H&CS-C	17,099	13.1%	15,113	96.9%	7,676	-50.4%	15,479	50.3%	10,302
WHCC	259,168	-2.3%	265,176	7.6%	246,460	10.3%	223,524	-6.5%	239,189
H&CS-W	16,874	5.4%	16,004	-13.3%	18,460	-12.7%	21,140		Inc In WHCC
GRHSB	36,920	0.8%	36,637	9.9%	33,347	2.7%	32,485	19.6%	27,164
HLC	41,695	8.7%	38,345	-2.1%	39,151	7.2%	36,510	11.9%	32,618
NSG BRD	190,559	12.8%	168,965	-2.9%	174,015	-12.8%	199,530	17.4%	169,965
2001 Total	1,697,370								
2000 Total		1.0%	1,679,916						
1999 Total				4.0%	1,615,454				
1998 Total						5.4%	1,532,192		
1997 Total								5.8%	1,447,729

Chart 9

**Percent Change of Total Sick Leave Hours -
From 1997 - 2001 Inclusive**



Newfoundland & Labrador Health Boards Association

Table 6

2001 Average Sick Leave Cost

(cost/FTE's)

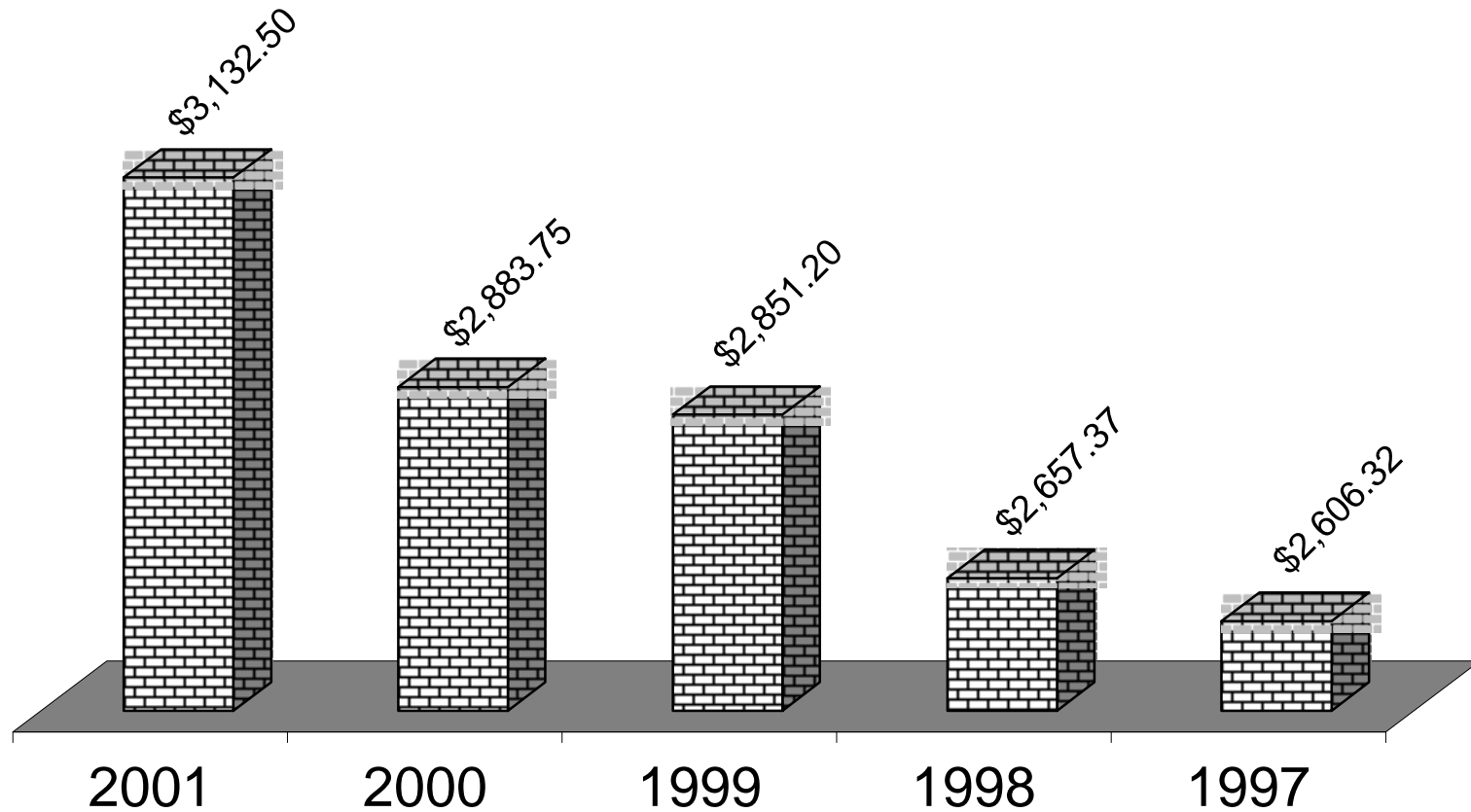
	MGT	NUNM	NAPE HS	NAPE GS	NAPE LX	CUPE HS	NLNU	AAHP	2001 Avg Cost/FTE per ER
HCC-SJ	\$1,186.70	\$1,096.50	\$1,579.82		\$1,575.10		\$2,489.59	\$1,577.59	\$2,572.36
NCTRF	\$1,253.06	\$1,779.44	\$2,124.07		\$1,363.72		\$1,768.83	\$3,859.75	\$2,492.31
H&CS-SJ		\$752.74	\$2,082.27	\$2,866.62	\$3,350.70		\$3,161.60	\$1,245.76	\$3,297.97
AHCIB	\$529.59	\$373.62	\$2,254.51		\$2,658.63		\$3,222.04	\$940.39	\$3,759.57
H&CS-E	\$3,061.06	\$0.00	\$1,397.22	\$2,385.63			\$2,298.91	\$2,867.83	\$2,546.01
PHCC	\$970.18	\$2,346.42	\$2,095.96		\$2,237.03		\$3,307.07	\$1,911.18	\$3,982.48
CEHCIB	\$699.32	\$608.32	\$2,623.02		\$3,808.16	\$2,998.58	\$2,819.57	\$1,238.79	\$4,021.34
CWHC	\$1,195.38	\$585.85	\$1,608.30		\$1,953.99	\$1,709.57	\$2,539.74	\$1,602.87	\$2,936.18
H&CS-C	\$2,418.55		\$1,422.97	\$1,532.82			\$1,985.62	\$500.22	\$1,902.32
WHCC	\$2,084.52	\$1,572.74	\$2,378.87		\$2,576.42	\$2,307.70	\$3,748.21	\$1,408.98	\$4,528.21
H&CS-W	\$114.11	\$0.00	\$1,204.87	\$1,595.91		\$680.66	\$1,615.90	\$1,647.27	\$1,296.71
GRHSB	\$121.91	\$482.65	\$1,366.87	\$2,249.66	\$1,558.99	\$1,287.70	\$1,877.38	\$995.56	\$1,758.98
HLC	\$1,154.81	\$30.02	\$1,506.29	\$1,210.59	\$2,423.23	\$1,856.46	\$2,360.55	\$350.06	\$2,007.65
NSG BRD	\$1,022.63	\$544.09	\$2,990.97			\$2,798.60	\$3,265.73	\$1,105.37	\$4,199.20
2001 Avg Cost	\$1,366.45	\$1,002.55	\$3,082.54	\$2,499.23	\$2,845.60	\$3,505.50	\$4,034.14	\$1,610.39	\$3,132.50
2000 Avg Cost	\$1,346.22	\$1,010.40	\$2,739.08	\$2,125.44	\$2,766.85	\$3,464.86	\$3,678.99	\$1,400.32	
1999 Avg Cost	\$1,308.13	\$940.38	\$2,892.54	\$1,692.79	\$2,464.53	\$2,985.96	\$3,711.25	\$1,426.27	
1998 Avg Cost	\$1,466.57	\$971.49	\$2,522.46	\$1,583.83	\$2,237.05	\$2,745.45	\$3,716.22	\$1,379.74	
1997 Avg Cost	\$1,304.74	\$1,093.75	\$2,519.31	n/a	\$2,009.48	\$2,503.44	\$3,568.86	\$1,280.97	

Newfoundland & Labrador Health Boards Association

2001 Average Sick Leave Cost

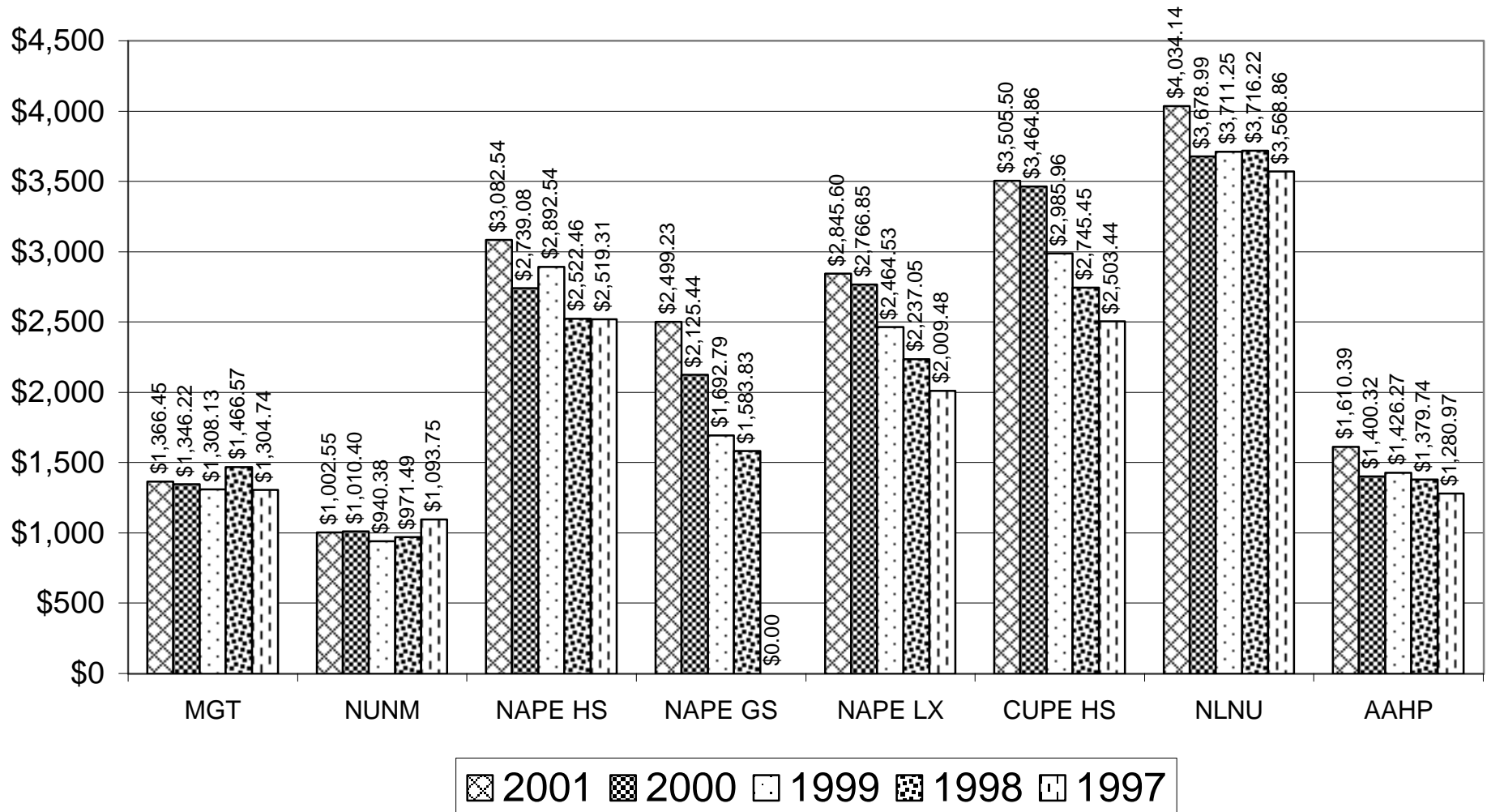
	2001 Avg Cost/FTE per ER		2000 Avg Cost/FTE per ER		1999 Avg Cost/FTE per ER		1998 Avg Cost/FTE per ER		1997 Avg Cost/FTE per ER
	ER	% Change	ER	% Change	ER	% Change	ER	% Change	ER
HCC-SJ	\$ 2,572.36	3.9%	\$2,476.28	-6.6%	\$2,650.50	6.9%	\$2,480.11	-3.1%	\$2,558.39
NCTRF	\$ 2,492.31	74.4%	\$1,429.41	-10.6%	\$1,599.58	-26.4%	\$2,172.62		n/a
H&CS-SJ	\$ 3,297.97	23.1%	\$2,678.71	19.3%	\$2,246.27	-1.5%	\$2,281.43	24.9%	\$1,826.52
AHCIB	\$ 3,759.57	-0.1%	\$3,763.26	16.9%	\$3,217.92	-0.8%	\$3,244.96	4.5%	\$3,105.57
H&CS-E	\$ 2,546.01	54.3%	\$1,650.45	-7.8%	\$1,789.36	9.8%	\$1,629.01	-17.7%	\$1,980.52
PHCC	\$ 3,982.48	14.8%	\$3,469.82	9.2%	\$3,178.21	9.5%	\$2,901.22	35.8%	\$2,135.87
CEHCIB	\$ 4,021.34	3.0%	\$3,905.86	11.4%	\$3,506.42	9.1%	\$3,214.78	1.7%	\$3,161.72
CWHC	\$ 2,936.18	-1.5%	\$2,980.99	-9.2%	\$3,282.13	25.3%	\$2,620.03	-12.2%	\$2,984.74
H&CS-C	\$ 1,902.32	3.9%	\$1,831.28	77.1%	\$1,034.21	-28.7%	\$1,449.86	-18.9%	\$1,788.13
WHCC	\$ 4,528.21	8.0%	\$4,191.32	18.5%	\$3,537.99	10.5%	\$3,201.55	18.4%	\$2,704.09
H&CS-W	\$ 1,296.71	2.3%	\$1,267.32	2.9%	\$1,231.80	-26.3%	\$1,671.91		n/a
GRHSB	\$ 1,758.98	-0.4%	\$1,766.62	9.1%	\$1,618.87	7.7%	\$1,503.08	21.7%	\$1,235.27
HLC	\$ 2,007.65	0.6%	\$1,995.80	-0.7%	\$2,008.88	-4.5%	\$2,103.96	19.9%	\$1,755.18
NSG BRD	\$ 4,199.20	51.2%	\$2,777.30	-18.6%	\$3,410.83	13.3%	\$3,009.62	1.9%	\$2,952.39
2001 Avg Cost	\$ 3,132.50								
2000 Avg Cost		8.6%	\$2,883.75						
1999 Avg Cost				1.1%	\$2,851.20				
1998 Avg Cost						7.3%	\$2,657.37		
1997 Avg Cost								2.0%	\$2,606.32

Average Sick Leave Cost/FTE Comparison by Year - System Wide



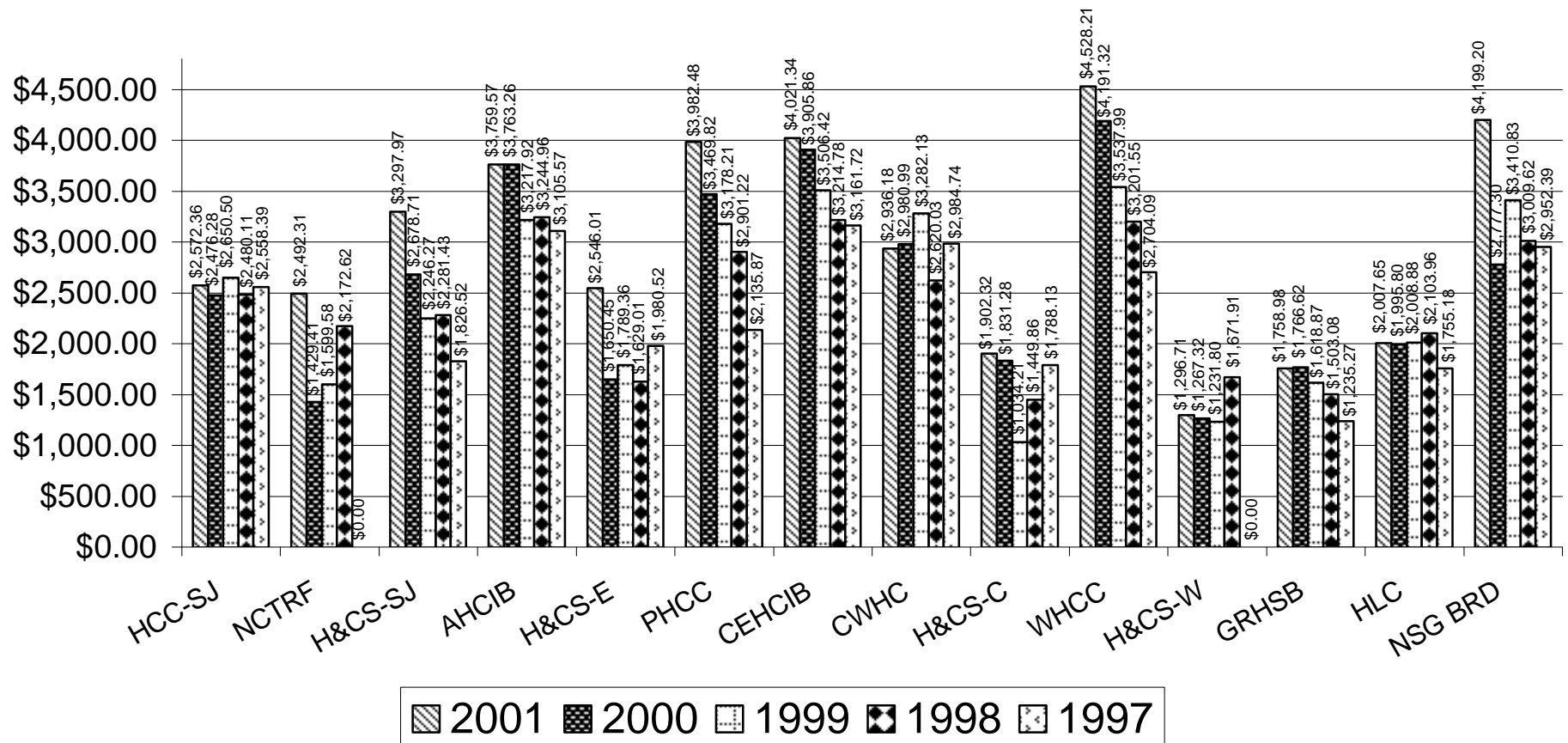
Average Sick Leave Cost/FTE Comparison by Group and Year

Chart 11



Average Sick Leave Cost/FTE Comparison by Employer and Year

Chart 12



2001 Average Sick Leave Cost/FTE Comparison by Group

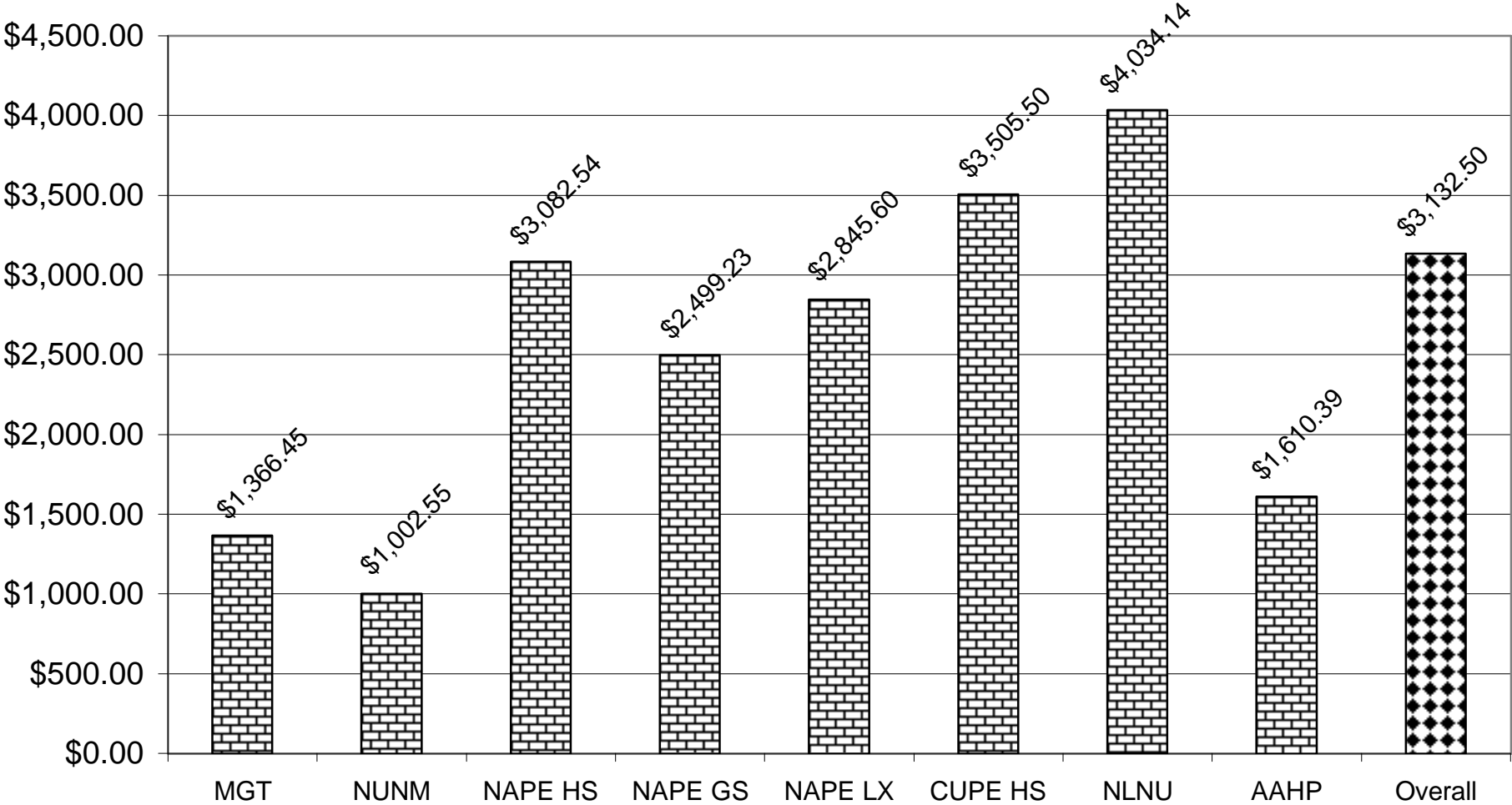
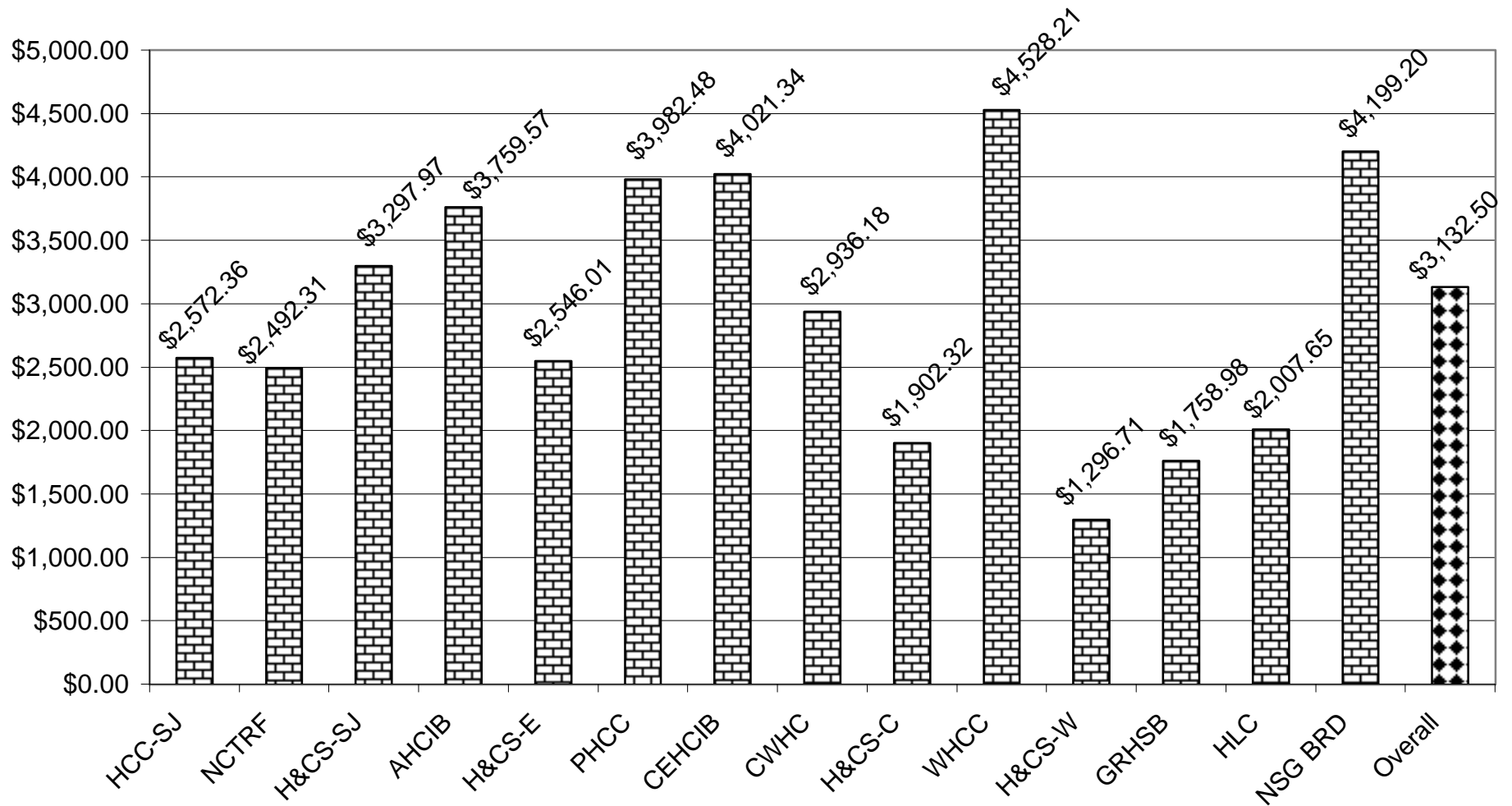
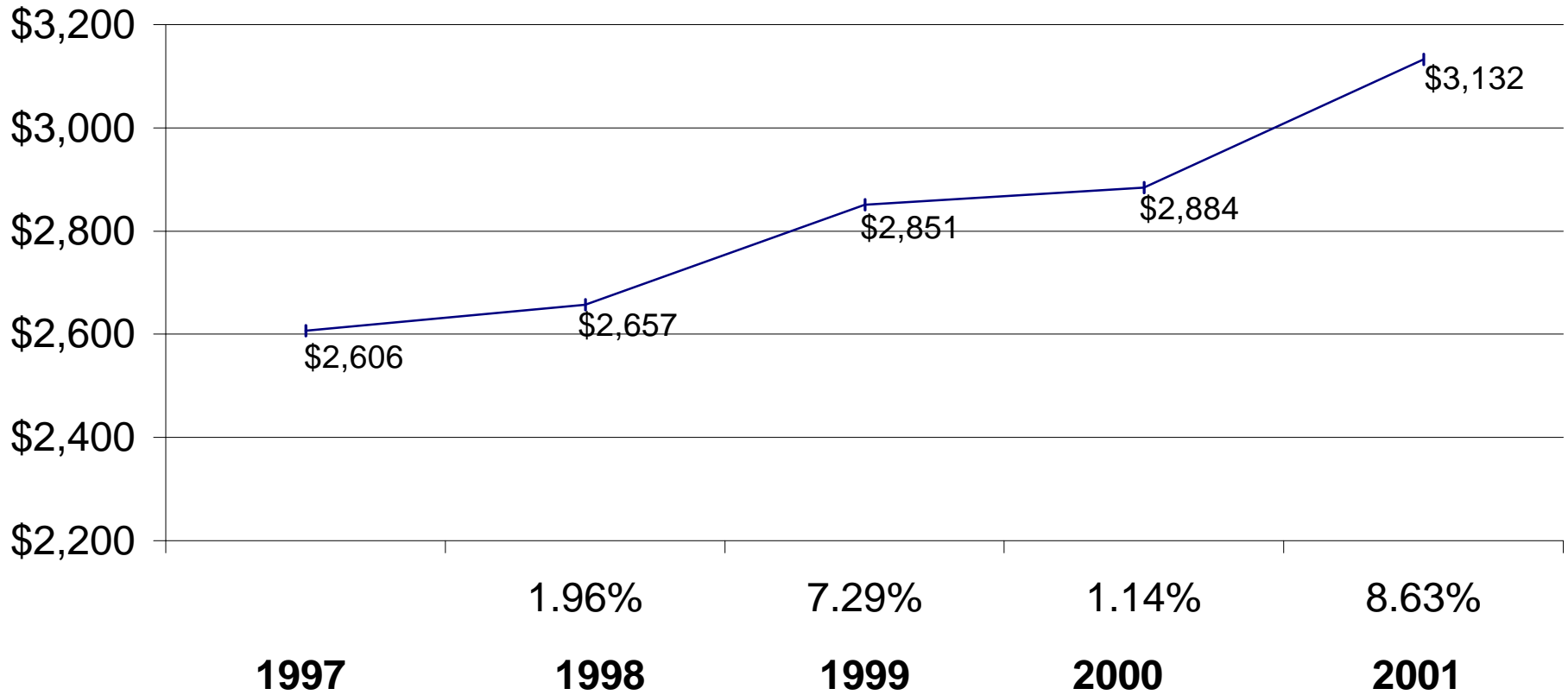


Chart 14

2001 Average Sick Leave Cost/FTE Comparison by Employer



Percent Change of Average Sick Leave Cost - From 1997 - 2001 Inclusive



Newfoundland & Labrador Health Boards Association
2001 Average Sick Leave Days per FTE

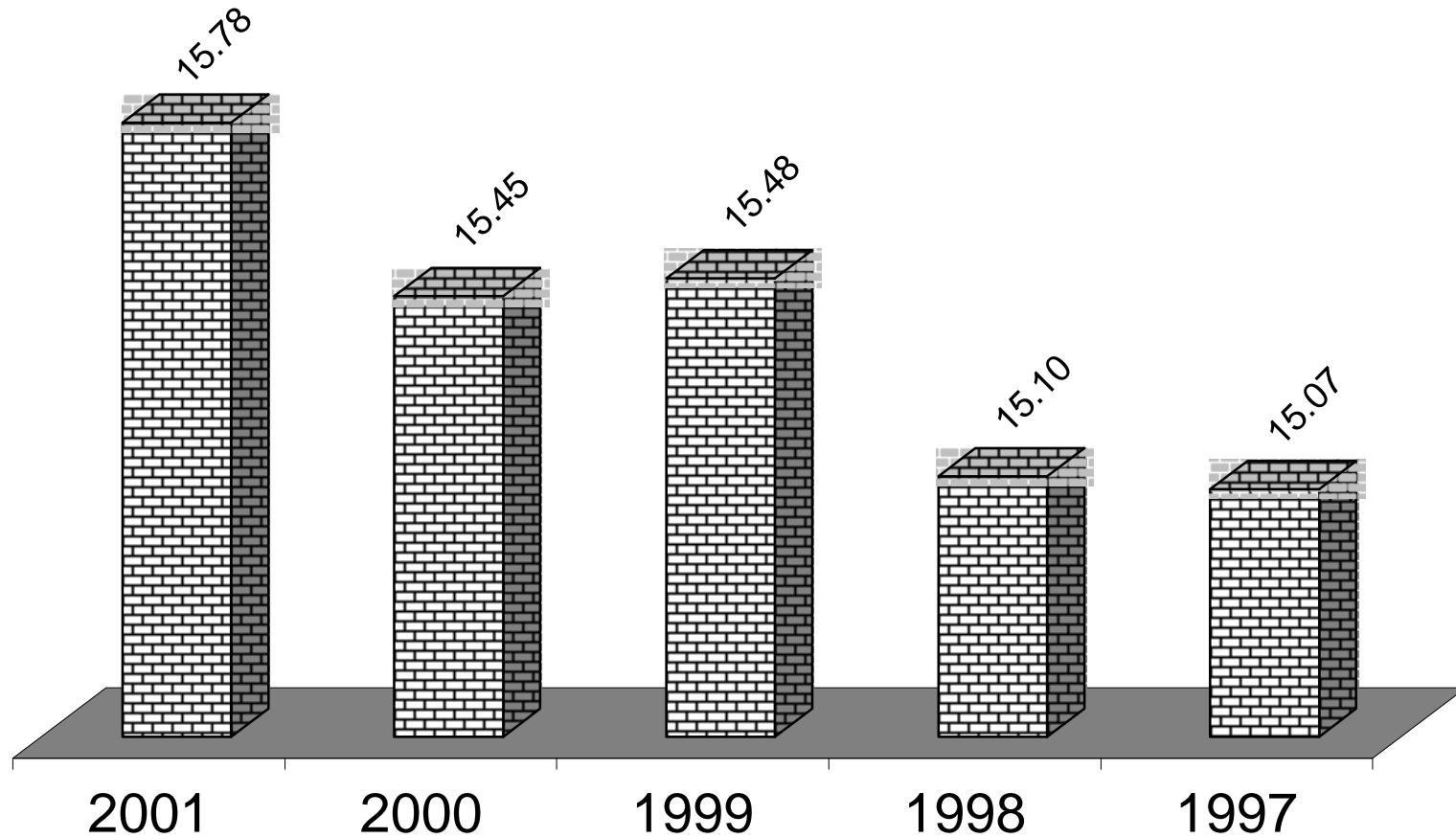
Table 7
(Hrs/FTE's)/7.5 except NAPE LX which is (Hrs/Fte's)/7
NOTE: Prior to 2000 figures used divisor of 8

	MGT	NUNM	NAPE HS	NAPE GS	NAPE LX	CUPE HS	NLNU	AAHP	2001 Avg Days/ER
HCC-SJ	5.95	9.65	15.06		10.85		14.23	8.83	13.51
NCTRF	6.34	15.59	20.22		7.47		9.56	20.00	13.59
H&CS-SJ		4.89	17.43	16.90	24.36		16.83	7.05	16.31
AHCIB	2.26	2.99	22.95		16.35		19.03	5.04	19.81
H&CS-E	9.78	0.00	10.72	13.59			12.34	15.94	12.12
PHCC	4.66	20.10	20.51		14.66		18.68	10.44	18.20
CEHCIB	3.40	5.88	25.08		26.07	27.49	17.61	7.78	20.30
CWHC	6.19	5.67	14.73		12.51	16.45	14.55	8.71	14.21
H&CS-C	8.37		13.32	8.43			10.09	4.07	9.94
WHCC	11.04	14.64	22.68		16.93	21.98	20.93	8.11	20.32
H&CS-W	0.43	0.00	9.63	9.76		6.48	8.75	8.64	7.94
GRHSB	0.42	3.63	14.39	12.40	9.53	13.16	10.96	5.80	10.77
HLC	6.23	0.29	14.46	8.49	18.13	17.75	13.22	1.99	10.64
NSG BRD	4.65	4.92	23.92			29.26	19.35	5.85	22.19
2001 Avg Days	5.76	6.76	18.20	13.12	12.58	20.36	15.54	8.52	15.78
2000 Avg Days	6.45	7.41	16.98	12.53	13.65	20.65	15.57	7.63	
1999 Avg Days	6.99	7.32	17.71	10.93	13.56	17.99	15.72	8.23	
1998 Avg Days	8.28	6.90	16.88	11.42	12.01	17.26	15.82	8.19	
1997 Avg Days	6.85	7.63	17.50	n/a	11.18	16.44	15.45	7.81	

Newfoundland & Labrador Health Boards Association
2001 Average Sick Leave Days per FTE

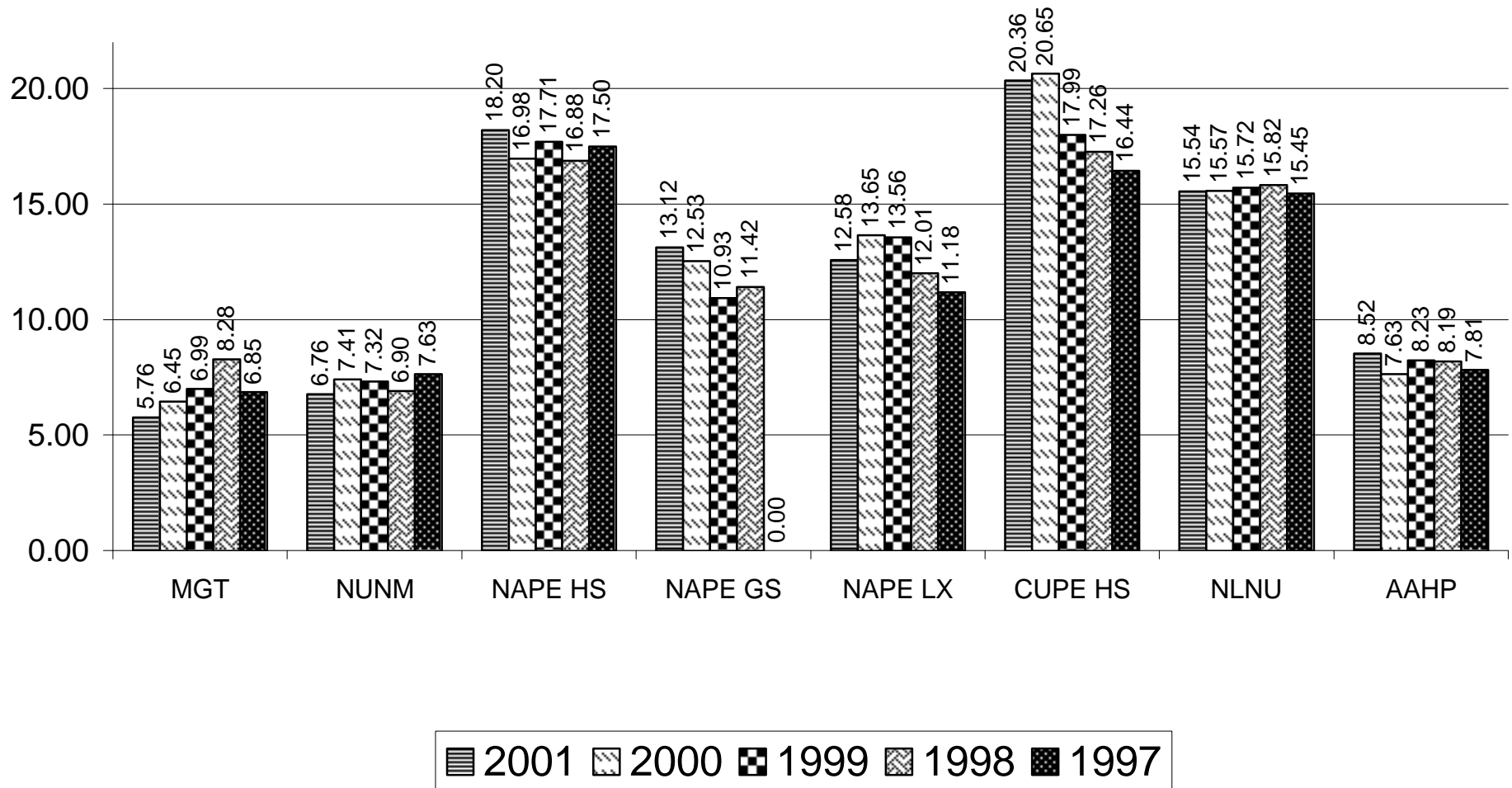
	2001 Avg Days/ER	% Change	2000 Avg Days/ER	% Change	1999 Avg Days/ER	% Change	1998 Avg Days/ER	% Change	1997 Avg Days/ER
HCC-SJ	13.51	-2.4%	13.84	-7.0%	14.88	3.6%	14.36	-8.9%	15.76
NCTRF	13.59	63.8%	8.30	-15.7%	9.85	-23.3%	12.84		n/a
H&CS-SJ	16.31	5.5%	15.47	9.1%	14.18	3.5%	13.70	31.1%	10.45
AHCIB	19.81	2.6%	19.31	10.1%	17.54	3.1%	17.02	3.7%	16.42
H&CS-E	12.12	16.9%	10.36	-7.9%	11.25	14.9%	9.79	5.8%	9.25
PHCC	18.20	6.9%	17.03	3.7%	16.43	2.9%	15.97	40.0%	11.41
CEHCIB	20.30	-0.9%	20.48	9.7%	18.67	15.6%	16.15	-7.1%	17.39
CWHC	14.21	-8.3%	15.50	-11.1%	17.43	9.1%	15.98	-14.4%	18.66
H&CS-C	9.94	10.7%	8.98	85.2%	4.85	-46.5%	9.06	-19.4%	11.24
WHCC	20.32	2.3%	19.87	9.4%	18.16	10.3%	16.47	17.5%	14.02
H&CS-W	7.94	2.1%	7.77	3.2%	7.53	-22.8%	9.76		inc in WHCC
GRHSB	10.77	-0.8%	10.86	7.1%	10.14	-0.1%	10.15	20.4%	8.43
HLC	10.64	-1.0%	10.75	-6.4%	11.48	-5.0%	12.08	21.4%	9.95
NSG BRD	22.19	31.2%	16.91	-2.1%	17.28	-8.9%	18.96	9.0%	17.39
2001 Avg Days	15.78								
2000 Avg Days		2.2%	15.45						
1999 Avg Days				-0.2%	15.48				
1998 Avg Days						2.5%	15.10		
1997 Avg Days								0.2%	15.07

Average Sick Days/FTE Comparison by Year - System Wide



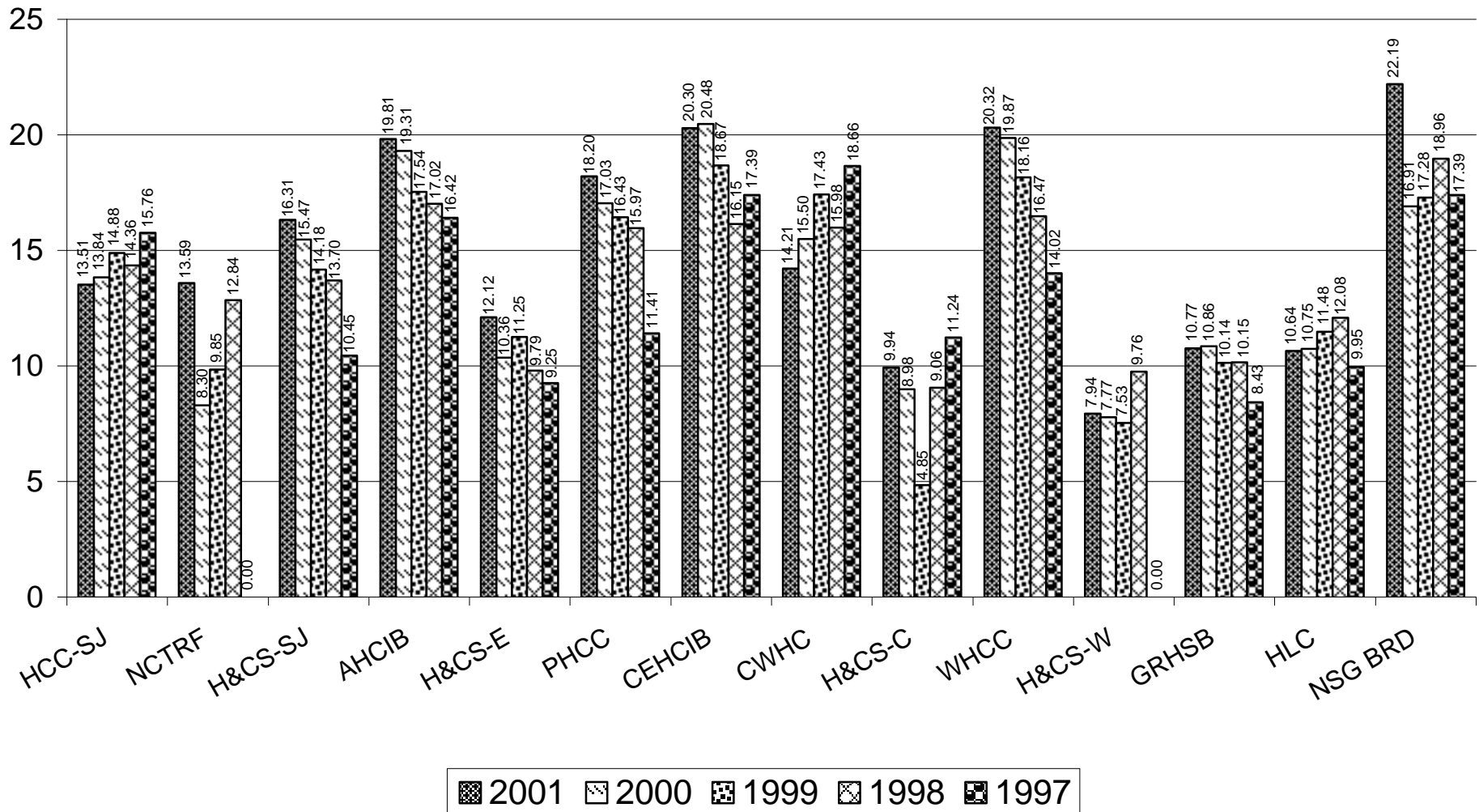
Average Sick Leave Days/FTE Comparison by Group & Year

Chart 17



Average Sick Leave Days/FTE Comparison by Employer and Year

Chart 18



2001 Average Sick Leave Days/FTE Comparison by Group

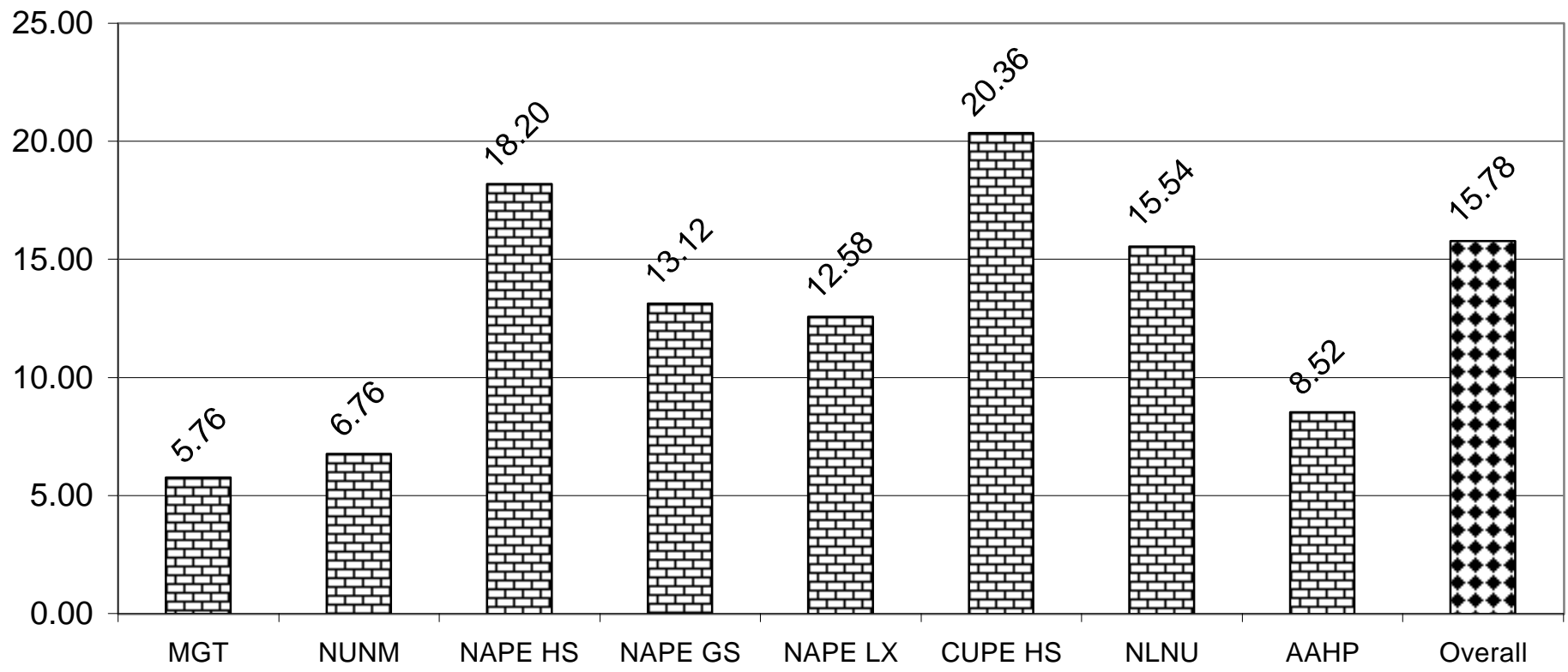


Chart 20

2001 Average Sick Leave Days/FTE Comparison by Employer

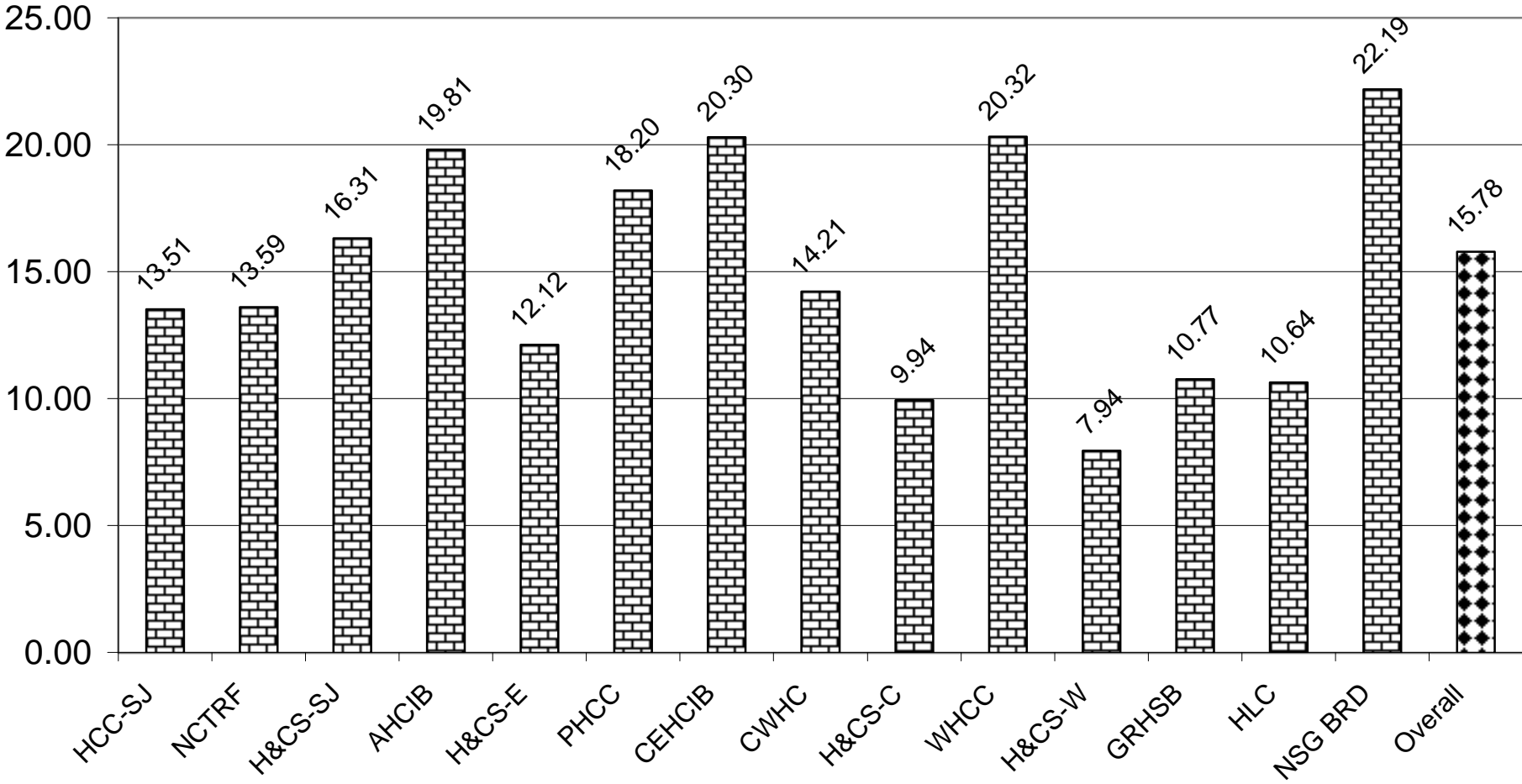
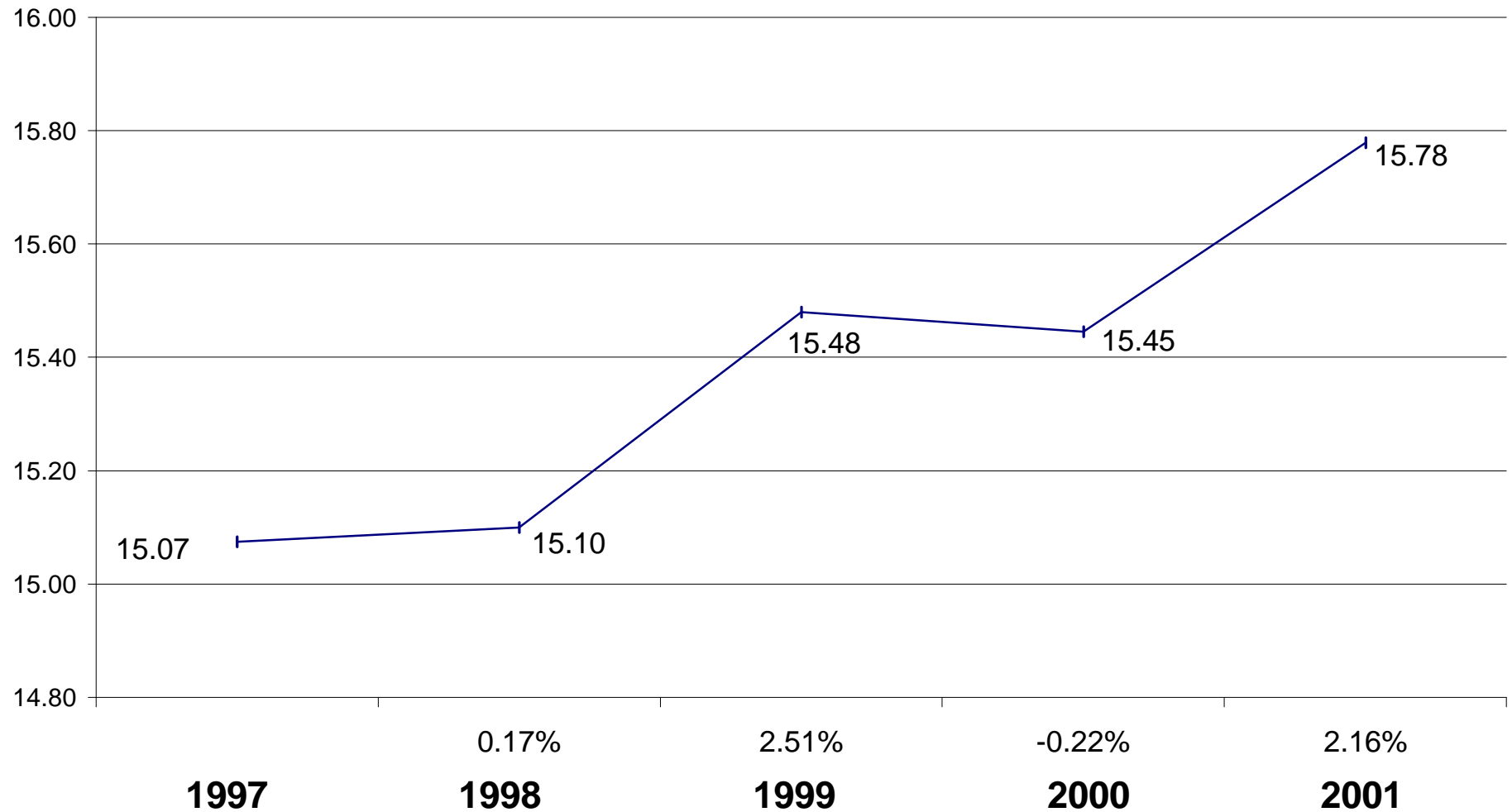


Chart 21

Percent Change In Average Sick Leave Days/FTE - From 1997 - 2001 Inclusive



**Newfoundland & Labrador Health Boards Association
2001 Sick Leave Data**

Health Care Corporation of St. John's

	Total FTE's	Paid Sick Leave Hrs	Sick Leave Cost	Replacement Cost	Total Cost
Management	272.03	12,135.00	\$322,817	\$2,013	\$324,830
Non Union/Non Mgt	72.31	5,231.58	\$79,288	\$4,131	\$83,420
NAPE HS	2,607.87	294,633.75	\$4,119,952	\$1,961,399	\$6,081,351
NAPE GS					
NAPE LX	400.90	30,447.95	\$631,456	\$199,223	\$830,680
CUPE HS					
NLNU	1,884.08	201,095.76	\$4,690,591	\$1,788,219	\$6,478,809
AAHP	365.09	24,191.18	\$575,962	\$36,033	\$611,995
Total	5,602.28	567,735.22	\$10,420,067	\$3,991,019	\$14,411,085

Newfoundland Cancer Treatment & Research Foundation

	Total FTE's	Paid Sick Leave Hrs	Sick Leave Cost	Replacement Cost	Total Cost
Management	10.95	520.50	\$13,721		\$13,721
Non Union/Non Mgt	4.11	480.50	\$7,314		\$7,314
NAPE HS	40.98	6,213.25	\$87,044	\$37,096	\$124,141
NAPE GS					
NAPE LX	18.46	965.00	\$25,174		\$25,174
CUPE HS					
NLNU	24.12	1,730.00	\$42,664	\$28,675	\$71,340
AAHP	3.00	450.00	\$11,579		\$11,579
Total	101.62	10,359.25	\$187,497	\$65,772	\$253,268

Health & Community Services - St. John's Region

	Total FTE's	Paid Sick Leave Hrs	Sick Leave Cost	Replacement Cost	Total Cost
Management					
Non Union/Non Mgt	4.50	165.00	\$3,387	\$115	\$3,503
NAPE HS	92.55	12,097.88	\$192,714	\$49,103	\$241,817
NAPE GS	172.25	21,838.15	\$493,776	\$85,587	\$579,363
NAPE LX	2.00	341.00	\$6,701		\$6,701
CUPE HS					
NLNU	97.05	12,248.43	\$306,833	\$111,697	\$418,530
AAHP	23.30	1,232.75	\$29,026	\$12,709	\$41,735
Total	391.65	47,923.21	\$1,032,438	\$259,212	\$1,291,650

**Newfoundland & Labrador Health Boards Association
2001 Sick Leave Data**

Avalon Health Care Institutions Board

	Total FTE's	Paid Sick Leave Hrs	Sick Leave Cost	Replacement Cost	Total Cost
Management	43.15	732.50	\$22,852		\$22,852
Non Union/Non Mgt	15.09	338.25	\$5,638		\$5,638
NAPE HS	504.73	86,873.37	\$1,137,918	\$626,655	\$1,764,573
NAPE GS					
NAPE LX	42.88	4,908.50	\$114,002	\$71,888	\$185,891
CUPE HS					
NLNU	195.49	27,899.12	\$629,877	\$446,295	\$1,076,172
AAHP	15.05	568.50	\$14,153		\$14,153
Total	816.39	121,320.24	\$1,924,440	\$1,144,839	\$3,069,279

Health & Communtiy Services - Eastern Region

	Total FTE's	Paid Sick Leave Hrs	Sick Leave Cost	Replacement Cost	Total Cost
Management	31.00	2,274.00	\$94,893	\$49,588	\$144,481
Non Union/Non Mgt	3.00				
NAPE HS	59.40	4,776.00	\$82,995	\$4,790	\$87,785
NAPE GS	72.00	7,341.00	\$171,765	\$22,666	\$194,431
NAPE LX					
CUPE HS					
NLNU	72.30	6,692.00	\$166,211	\$537	\$166,748
AAHP	18.00	2,152.00	\$51,621	\$5,949	\$57,570
Total	255.70	23,235.00	\$567,485	\$83,530	\$651,015

Peninsulas Health Care Corporation

	Total FTE's	Paid Sick Leave Hrs	Sick Leave Cost	Replacement Cost	Total Cost
Management	52.76	1,842.75	\$51,187	\$5,885	\$57,072
Non Union/Non Mgt	26.84	4,046.59	\$62,978	\$43,423	\$106,400
NAPE HS	473.13	72,764.96	\$991,663	\$797,162	\$1,788,825
NAPE GS					
NAPE LX	67.10	6,887.50	\$150,105	\$88,309	\$238,414
CUPE HS					
NLNU	194.36	27,231.66	\$642,761	\$467,327	\$1,110,088
AAHP	28.15	2,203.73	\$53,800		\$53,800
Total	842.34	114,977.19	\$1,952,494	\$1,402,105	\$3,354,599

**Newfoundland & Labrador Health Boards Association
2001 Sick Leave Data**

Central East Health Care Institutions Board

	Paid Sick		Replacement		Total Cost
	Total FTE's	Leave Hrs	Sick Leave Cost	Cost	
Management	54.00	1,377.74	\$37,763	\$342	\$38,105
Non Union/Non Mgt	42.48	1,874.26	\$25,841	\$13,737	\$39,578
NAPE HS	350.54	65,949.31	\$919,473	\$681,428	\$1,600,902
NAPE GS					
NAPE LX	53.55	9,771.30	\$203,927	\$98,710	\$302,636
CUPE HS	68.65	14,152.64	\$205,852	\$141,562	\$347,414
NLNU	214.04	28,271.43	\$603,501	\$280,853	\$884,354
AAHP	22.85	1,334.00	\$28,306	\$345	\$28,651
Total	806.11	122,730.68	\$2,024,665	\$1,216,977	\$3,241,641

Central West Health Corporation

	Paid Sick		Replacement		Total Cost
	Total FTE's	Leave Hrs	Sick Leave Cost	Cost	
Management	68.98	3,201.25	\$82,457	\$18,447	\$100,904
Non Union/Non Mgt	24.85	1,056.94	\$14,558	\$6,302	\$20,860
NAPE HS	308.12	34,036.66	\$495,548	\$389,652	\$885,200
NAPE GS					
NAPE LX	72.67	6,365.29	\$141,997	\$68,279	\$210,275
CUPE HS	408.97	50,444.24	\$699,162	\$494,538	\$1,193,700
NLNU	267.28	29,171.64	\$678,822	\$340,414	\$1,019,236
AAHP	38.26	2,499.25	\$61,326		\$61,326
Total	1,189.13	126,775.27	\$2,173,870	\$1,317,630	\$3,491,500

Health & Community Services - Central Region

	Paid Sick		Replacement		Total Cost
	Total FTE's	Leave Hrs	Sick Leave Cost	Cost	
Management	29.00	1,820.25	\$70,138		\$70,138
Non Union/Non Mgt					
NAPE HS	56.75	5,669.75	\$80,753	\$26	\$80,780
NAPE GS	55.50	3,510.50	\$85,072		\$85,072
NAPE LX					
CUPE HS					
NLNU	75.50	5,713.25	\$149,915	\$44,090	\$194,005
AAHP	12.60	384.75	\$6,303		\$6,303
Total	229.35	17,098.50	\$392,180	\$44,116	\$436,296

**Newfoundland & Labrador Health Boards Association
2001 Sick Leave Data**

Western Health Care Corporation

	Paid Sick		Replacement		Total Cost
	Total FTE's	Leave Hrs	Sick Leave Cost	Cost	
Management	90.70	7,511.00	\$189,066	\$41,044	\$230,110
Non Union/Non Mgt	44.90	4,929.50	\$70,616	\$23,028	\$93,645
NAPE HS	339.00	57,670.40	\$806,435	\$676,335	\$1,482,770
NAPE GS					
NAPE LX	87.90	10,418.00	\$226,467	\$107,037	\$333,505
CUPE HS	649.00	107,009.40	\$1,497,699	\$1,101,924	\$2,599,623
NLNU	435.30	68,346.60	\$1,631,594	\$1,253,057	\$2,884,651
AAHP	54.00	3,283.20	\$76,085	\$1,197	\$77,283
Total	1,700.80	259,168.10	\$4,497,963	\$3,203,623	\$7,701,586

Health & Community Services - Western Region

	Paid Sick		Replacement		Total Cost
	Total FTE's	Leave Hrs	Sick Leave Cost	Cost	
Management	35.00	112.00	\$3,994		\$3,994
Non Union/Non Mgt	4.00				
NAPE HS	57.00	4,117.63	\$68,678	\$3,168	\$71,846
NAPE GS	83.00	6,076.00	\$132,461	\$3,912	\$136,373
NAPE LX					
CUPE HS	15.50	753.50	\$10,550	\$98	\$10,649
NLNU	59.00	3,869.75	\$95,338		\$95,338
AAHP	30.00	1,944.63	\$49,418		\$49,418
Total	283.50	16,873.50	\$360,439	\$7,179	\$367,618

Grenfell Regional Health Services Board

	Paid Sick		Replacement		Total Cost
	Total FTE's	Leave Hrs	Sick Leave Cost	Cost	
Management	32.50	101.50	\$3,962		\$3,962
Non Union/Non Mgt	27.60	752.00	\$13,321	\$1,525	\$14,847
NAPE HS	14.80	1,597.20	\$20,230	\$16,960	\$37,190
NAPE GS	6.80	632.50	\$15,298	\$1,372	\$16,670
NAPE LX	18.30	1,220.50	\$28,529	\$465	\$28,994
CUPE HS	222.00	21,911.10	\$285,870	\$134,533	\$420,404
NLNU	124.80	10,261.60	\$234,297	\$37,337	\$271,634
AAHP	10.20	443.50	\$10,155		\$10,155
Total	457.00	36,919.90	\$611,662	\$192,192	\$803,855

**Newfoundland & Labrador Health Boards Association
2001 Sick Leave Data**

Health Labrador Corporation

	Total FTE's	Paid Sick Leave Hrs	Sick Leave Cost	Replacement Cost	Total Cost
Management	43.31	2,025.00	\$50,015	\$5,626	\$55,640
Non Union/Non Mgt	97.48	213.25	\$2,926	\$1,785	\$4,712
NAPE HS	160.06	17,355.00	\$241,096	\$168,524	\$409,621
NAPE GS	30.62	1,950.50	\$37,068	\$1,125	\$38,193
NAPE LX	22.47	2,851.75	\$54,450	\$20,577	\$75,026
CUPE HS	51.12	6,804.13	\$94,902	\$52,189	\$147,092
NLNU	103.78	10,293.22	\$244,978	\$68,753	\$313,731
AAHP	13.54	202.00	\$4,740		\$4,740
Total	522.38	41,694.85	\$730,176	\$318,579	\$1,048,755

**Newfoundland & Labrador Health Boards Association
2001 Sick Leave Data**

Provincial Nursing Homes

(St. John's Nursing Home Board & Pentcostal Home)

	Paid Sick		Replacement		Total Cost
	Total FTE's	Leave Hrs	Sick Leave Cost	Cost	
Management	82.60	2,883.63	\$84,469	\$5,715	\$90,184
Non Union/Non Mgt	33.50	1,236.00	\$18,227	\$3,541	\$21,768
NAPE HS	646.90	116,051.23	\$1,934,857	\$1,015,310	\$2,950,167
NAPE GS					
NAPE LX					
CUPE HS	225.00	49,379.16	\$629,685	\$401,289	\$1,030,974
NLNU	139.50	20,241.25	\$455,569	\$238,896	\$694,465
AAHP	17.50	767.50	\$19,344	\$1,180	\$20,524
Total	1,145.00	190,558.77	\$3,142,151	\$1,665,931	\$4,808,082

St. John's Nursing Home Board

	Paid Sick		Replacement		Total Cost
	Total FTE's	Leave Hrs	Sick Leave Cost	Cost	
Management	78.60	2,883.63	\$84,469	\$5,715	\$90,184
Non Union/Non Mgt	31.50	1,236.00	\$18,227	\$3,541	\$21,768
NAPE HS	590.90	104,263.73	\$1,772,518	\$910,463	\$2,682,981
NAPE GS					
NAPE LX					
CUPE HS	225.00	49,379.16	\$629,685	\$401,289	\$1,030,974
NLNU	131.10	18,657.50	\$418,648	\$211,636	\$630,284
AAHP	17.50	767.50	\$19,344	\$1,180	\$20,524
Total	1,074.60	177,187.52	\$2,942,891	\$1,533,824	\$4,476,715

Pentecostal Senior Citizens Home

	Paid Sick		Replacement		Total Cost
	Total FTE's	Leave Hrs	Sick Leave Cost	Cost	
Management	4.00				
Non Union/Non Mgt	2.00				
NAPE HS	56.00	11,787.50	\$162,339	\$104,847	\$267,186
NAPE GS					
NAPE LX					
CUPE HS					
NLNU	8.40	1,583.75	\$36,921	\$27,260	\$64,181
AAHP					
Total	70.40	13,371.25	\$199,260	\$132,107	\$331,367

Appendix "A"

Memorandum Requesting Sick Leave Data from Employers



Mailing Address

P.O. Box 8234
 St. John's, NF
 A1B 3N4

Delivery Address

Board of Trade Building
 66 Kenmount Road
 St. John's, NF
 A1B 3V7

TO: Regional Human Resources Managers

**FROM: Maureen Harvey
 Research Analyst, Labour Relations**

DATE: April 5, 2002

Telephone (709)364-7701 (ext. 310)

Facsimile (709)364-6460

Email: mharvey@nlhba.nf.ca

Web Site: www.nlhba.nf.ca

We are once again preparing the annual report on sick leave for the year 2001.

In keeping with previous years employers are asked to complete the following table for the year 2001:

GROUP	TOTAL FTE'S	SICK LEAVE HOURS PAID	SICK LEAVE COST	REPLACEMENT COST
Management			\$	\$
Non Union			\$	\$
NAPE (HS)			\$	\$
NAPE (GS)			\$	\$
NAPE (LX)			\$	\$
CUPE			\$	\$
NLNU			\$	\$
AAHP			\$	\$
TOTAL			\$	\$

To ensure that consistent data is reported the following definitions are put forward:

2000	A period of 26 pay periods between January 1 st and December 31 st . (A notation, including details, should be made, if the results cannot be reported for this period. It is recognized that some employers may only be able to report on a fiscal Apr - Mar basis)
FTE	The sum of permanent full-time, permanent part-time, temporary full-time and temporary part-time employees' hours for the year, divided by the "normal" (i.e. a full-time employee's hours of work) for the same period. Does not include overtime
Sick Leave Hours Paid	Sick leave hours used and paid, excluding Workers' Compensation
Sick Leave Cost	The cost associated with sick leave hours paid to an employee utilizing sick leave benefits.
Replacement Cost	The cost associated with the replacement of an individual utilizing sick leave benefits.

We request that this information be forwarded no later than **April 30, 2002** and we thank you for your anticipated cooperation.

Should you have any questions regarding the foregoing, please do not hesitate the undersigned or 364-7701 ext. 310. or via e-mail at mharvey@nhba.nf.ca

Thank you

Maureen Harvey
Research Analyst
Department of Labour Relations