

**STAFF SICKNESS ABSENCE**

**THIRD QUARTER: 1<sup>st</sup> October 2017 – 31<sup>st</sup> December 2017**

**The staff absence level for the fourth quarter in 2017 was 7.46%**

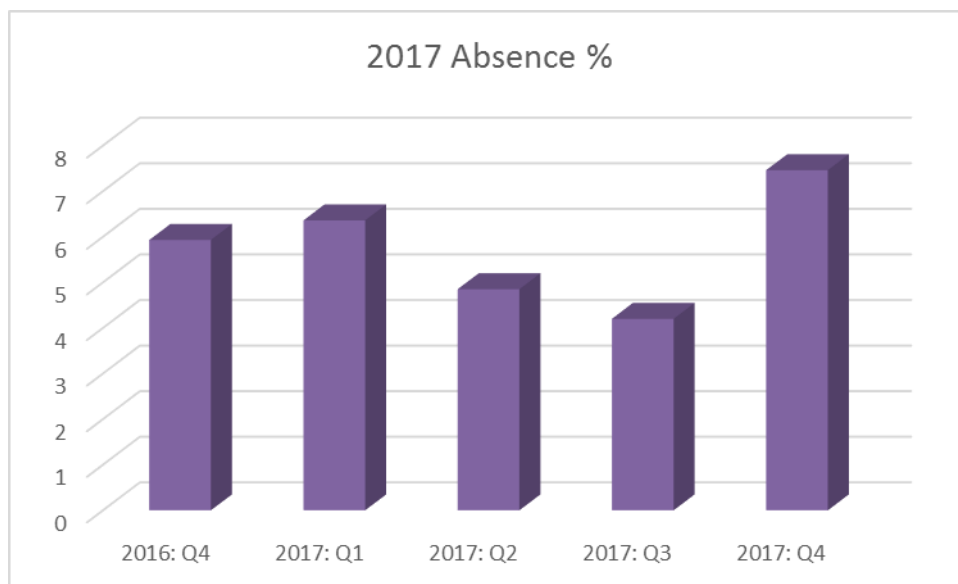
**FOURTH QUARTER**

Lecturing staff absence was 7.62%

Support staff absence was 7.3%

Summary:

The level of staff absence represents an increase of 3.26% when compared to the third quarter of 2017.



This figure is higher than the previous three quarter figures. When compared against the fourth quarter figures reported over the last four years, this level of absence is higher than the average figure of 5.33%.

The highest absence level this quarter is with the lecturing staff. Overall long term absences have increased by 1.94% and short term absences have increased by 0.57%.

As we have seen previously, there are a small number of mainly longer absences within some areas in the College. This has remained a focus for the HR team and absence review meetings have been scheduled alongside the use of Occupational Health, where appropriate.

The predominant reasons for short term absences this quarter was again cold,cough,flu – influenza. The longer term absences have increased due to staff that have experienced difficult personal circumstances.