

**STAFF SICKNESS ABSENCE
FIRST QUARTER: 1st January 2018 – 31st March 2018**

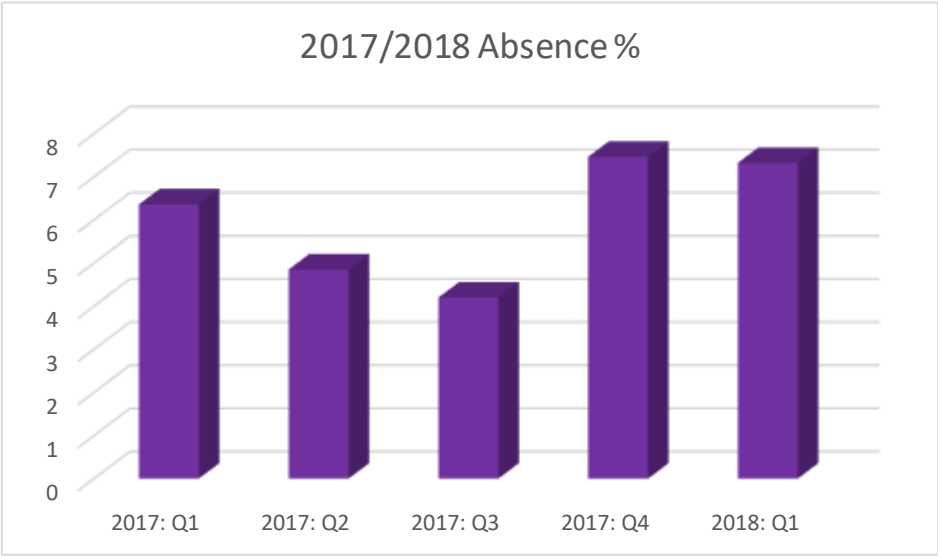
The staff absence level for the first quarter in 2018 was 7.32%

FIRST QUARTER

Lecturing staff absence was 7.57%
Support staff absence was 7.03%

Summary:

The level of staff absence represents a decrease of 0.14% when compared to the fourth quarter of 2017.



When compared against the first quarter figures reported over the last four years, this level of absence is higher than the average figure of 5.11%.

The highest absence level this quarter is with the lecturing staff. However, there were a higher number of instances of absence in the support staff. This reflects the number of longer-term absences within the lecturing staff. Longer-term absences have increased slightly by 0.13% and short-term absences have decreased by 0.2%.

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 illness and there is no recurring pattern.