

STAFF SICKNESS ABSENCE

FOURTH QUARTER: 1st October 2019 – 31st December 2019

The staff absence level for the fourth quarter in 2019 was 3.73%

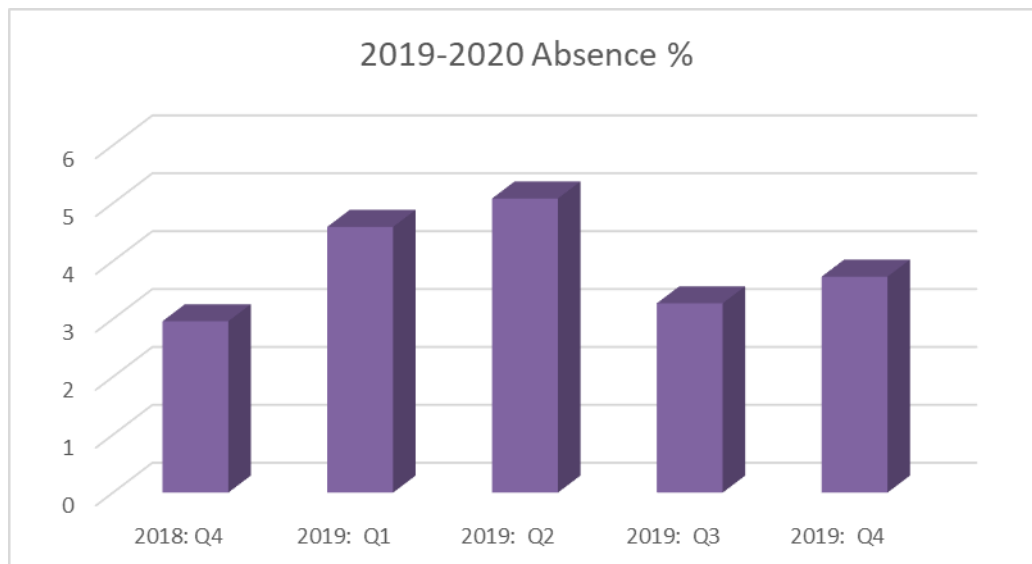
FOURTH QUARTER

Lecturing staff absence was 5.26% (3.42%)

Support staff absence was 2.2% (3.13%)

Summary:

The level of staff absence represents a slight increase of 0.46% when compared to the third quarter of 2019.



When compared to the quarter 4 absence figures over the last four years, this level of absence is lower than the average figure of 5.02%.

The highest absence level this quarter is within lecturing staff at 5.26%. This is an increase of 1.84% on the previous quarter. The support staff absence decreased again in quarter 4 by 0.93%. Long term absences have increased slightly this quarter by 0.38% and short term absences have increased slightly by 0.27%.

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 gastrointestinal problems and cold, cough, flu symptoms. The HR team met with all members of staff that were absent due to anxiety to support their return to work.