

## STAFF SICKNESS ABSENCE

**THIRD QUARTER: 1<sup>st</sup> July 2019 – 30<sup>th</sup> September 2019**

**The staff absence level for the third quarter in 2019 was 3.27%**

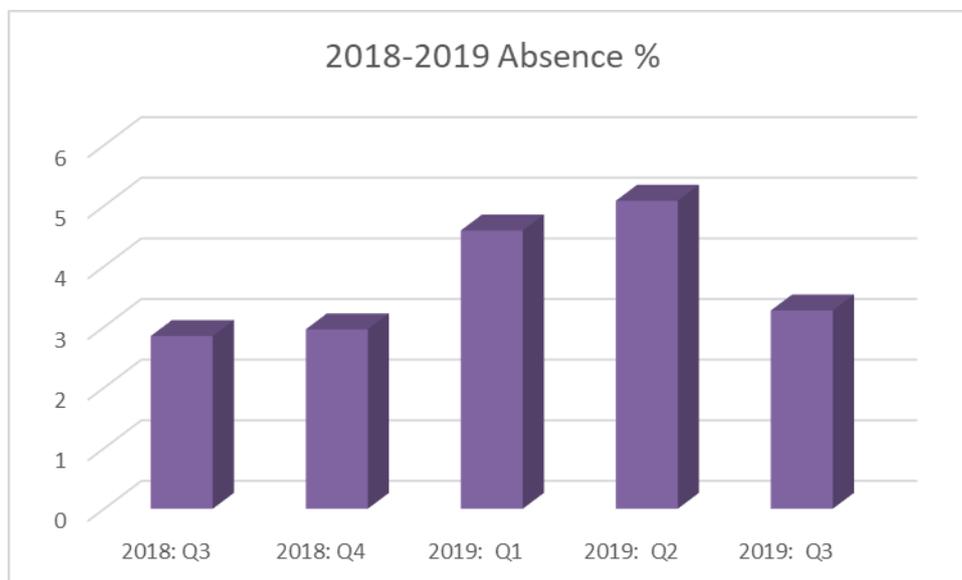
### THIRD QUARTER

Lecturing staff absence was 3.42% (4.01%)

Support staff absence was 3.13% (6.14%)

#### Summary:

The level of staff absence represents a decrease of 1.81% when compared to the second quarter of 2019.



This figure is lower than the previous quarter of 5.08%. When compared to the absence figures over the last four years, this level of absence is lower than the average figure of 3.38%.

The highest absence level this quarter is within lecturing staff at 3.42%. This is however a decrease of 0.59% on the previous quarter. The support staff absence decreased by 3.01%. Long term absences have decreased this quarter by 1.18% 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 gastrointestinal problems and anxiety. The HR team met with all members of staff that were absent due to anxiety to support their return to work.