

## STAFF SICKNESS ABSENCE

**FIRST QUARTER: 1<sup>st</sup> January 2020 – 31<sup>st</sup> March 2020**

**The staff absence level for the first quarter in 2020 was 6.79%**

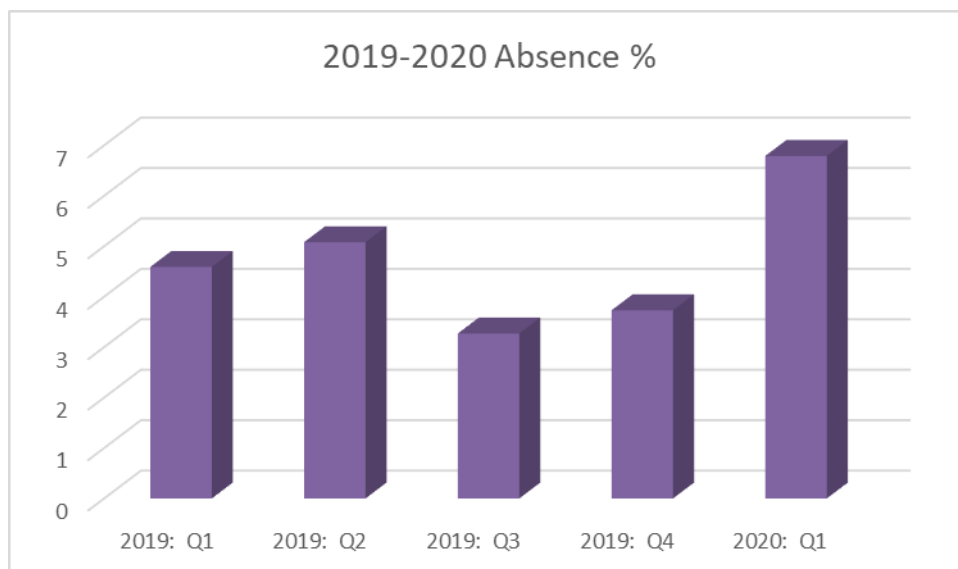
### FIRST QUARTER

Lecturing staff absence was 8.03% (4.61% Increase)

Support staff absence was 5.54% (3.34% Increase)

#### Summary:

The level of staff absence represents an increase of 3.06% when compared to the fourth quarter of 2019.



When compared to the quarter 1 absence figures over the last four years, this level of absence is slightly higher than the average figure of 6.03%.

The highest absence level this quarter is within lecturing staff at 8.03%. This is an increase of 4.61% on the previous quarter. The support staff absence also increased by 3.34%. Long term absences have increased by 2.4% and short term absences have increased slightly by 0.16%.

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, chest and respiratory 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.