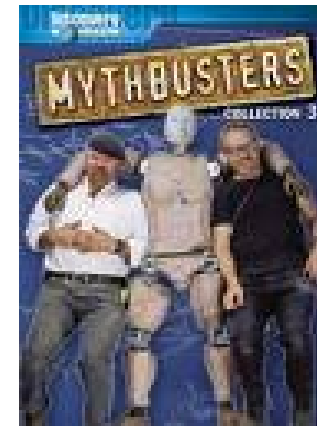


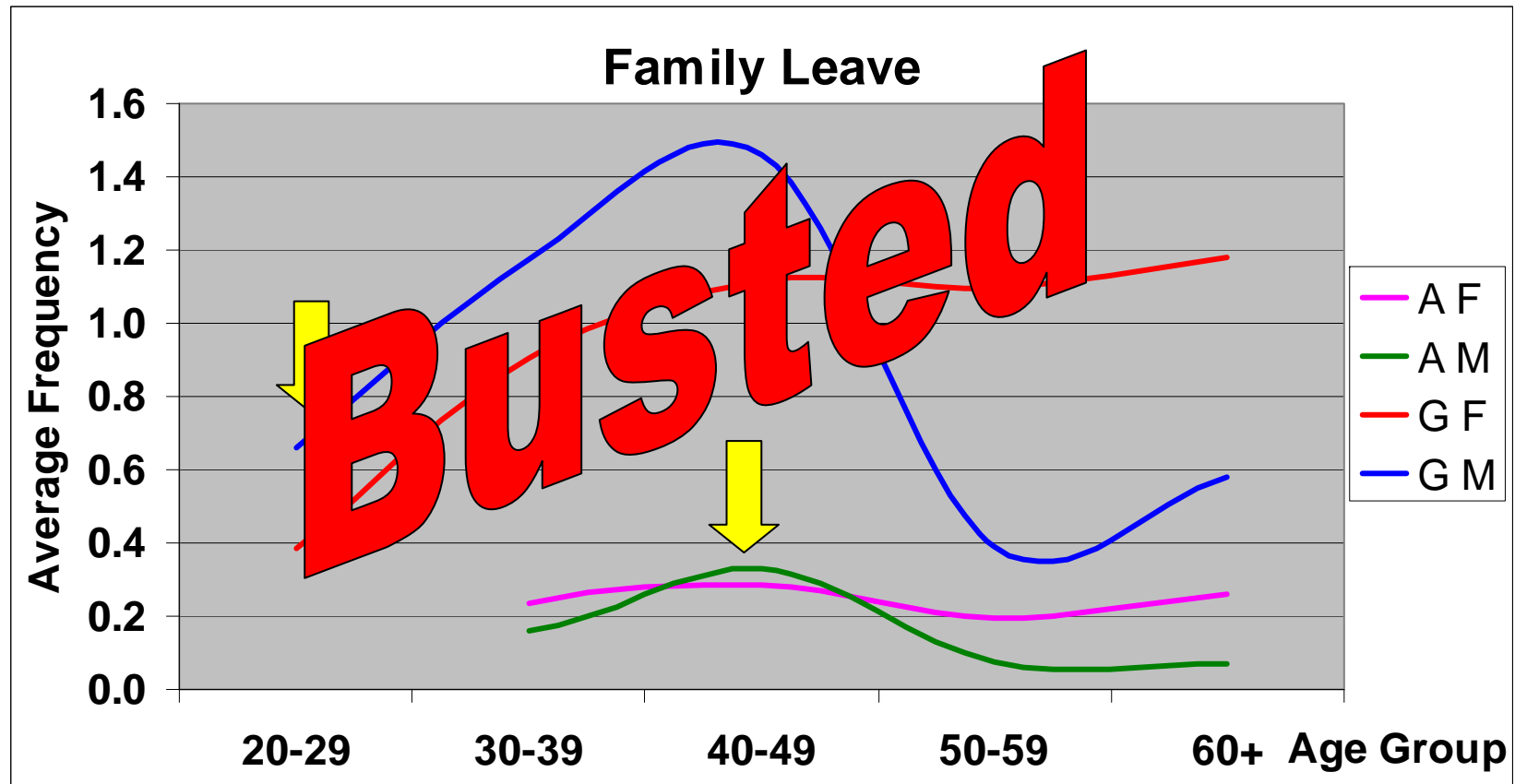
Factors that influence the Use of Sick Leave

Eight Myths

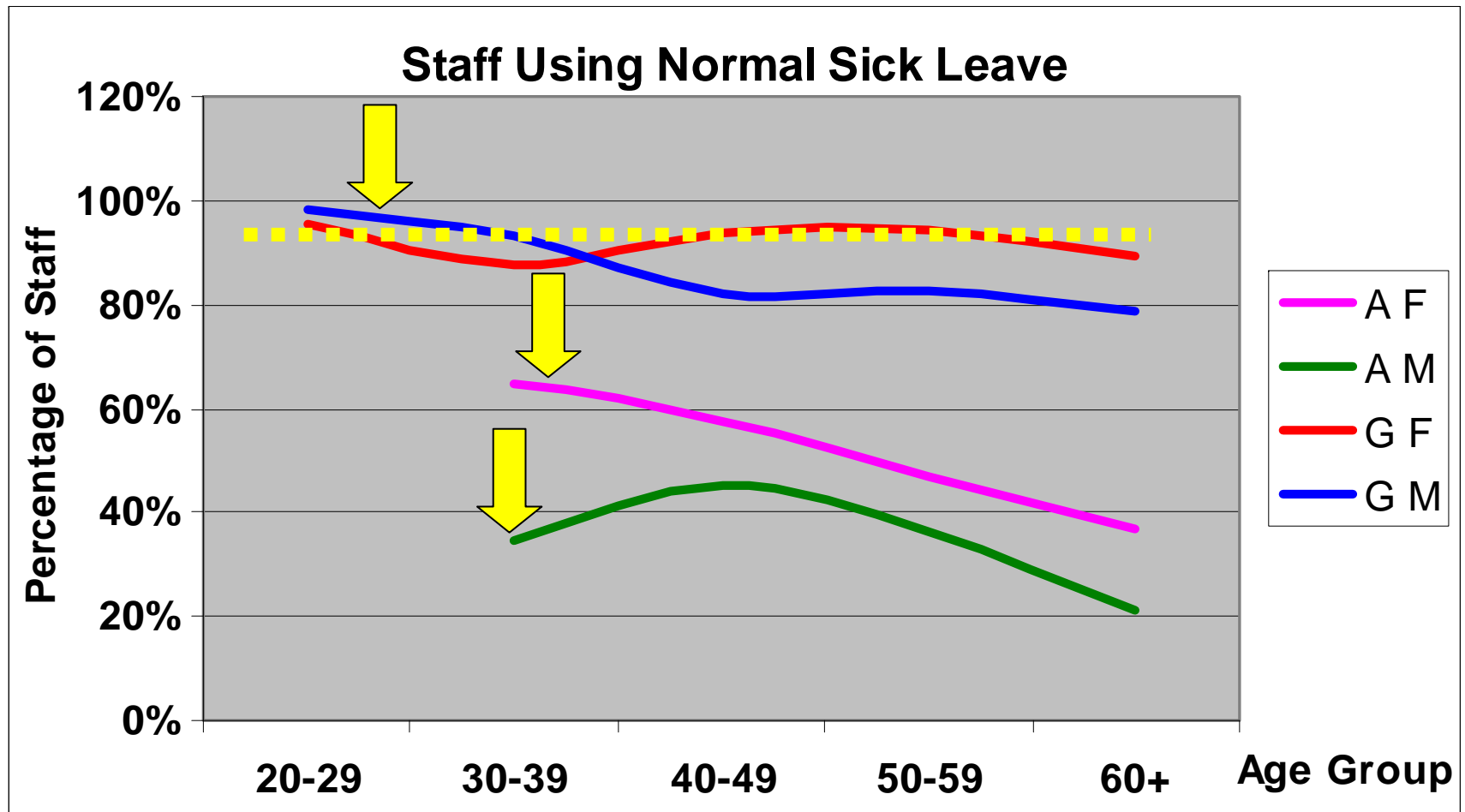
1. Women take more family leave than men
2. Young people are healthier
3. Men are healthier than women
4. The rich are healthier
5. Spring – the season of hope
6. Academics are healthier than General staff
7. Staff take more sick leave on Mondays
8. Friday is the least productive day



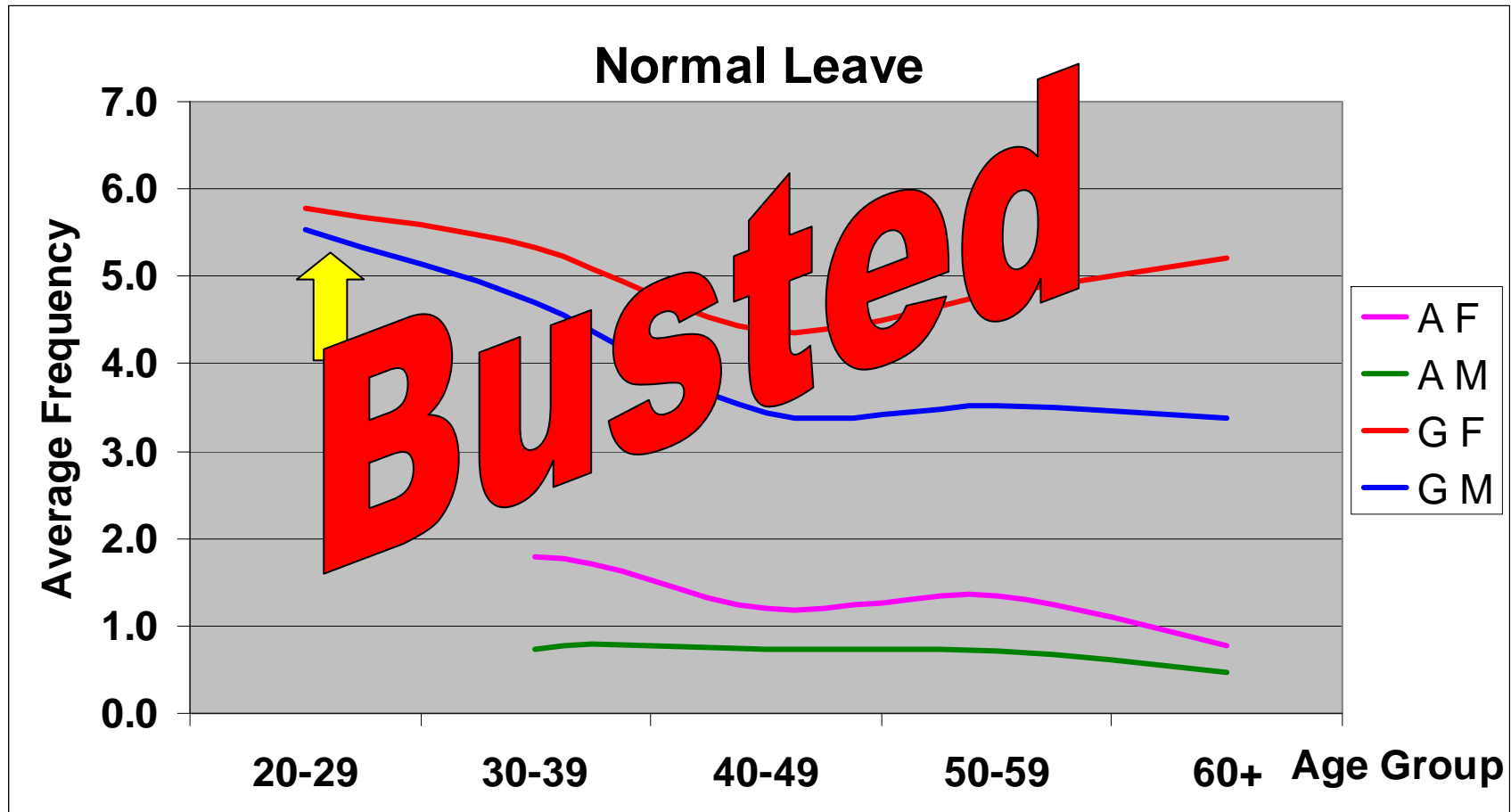
1. Men and Family Leave



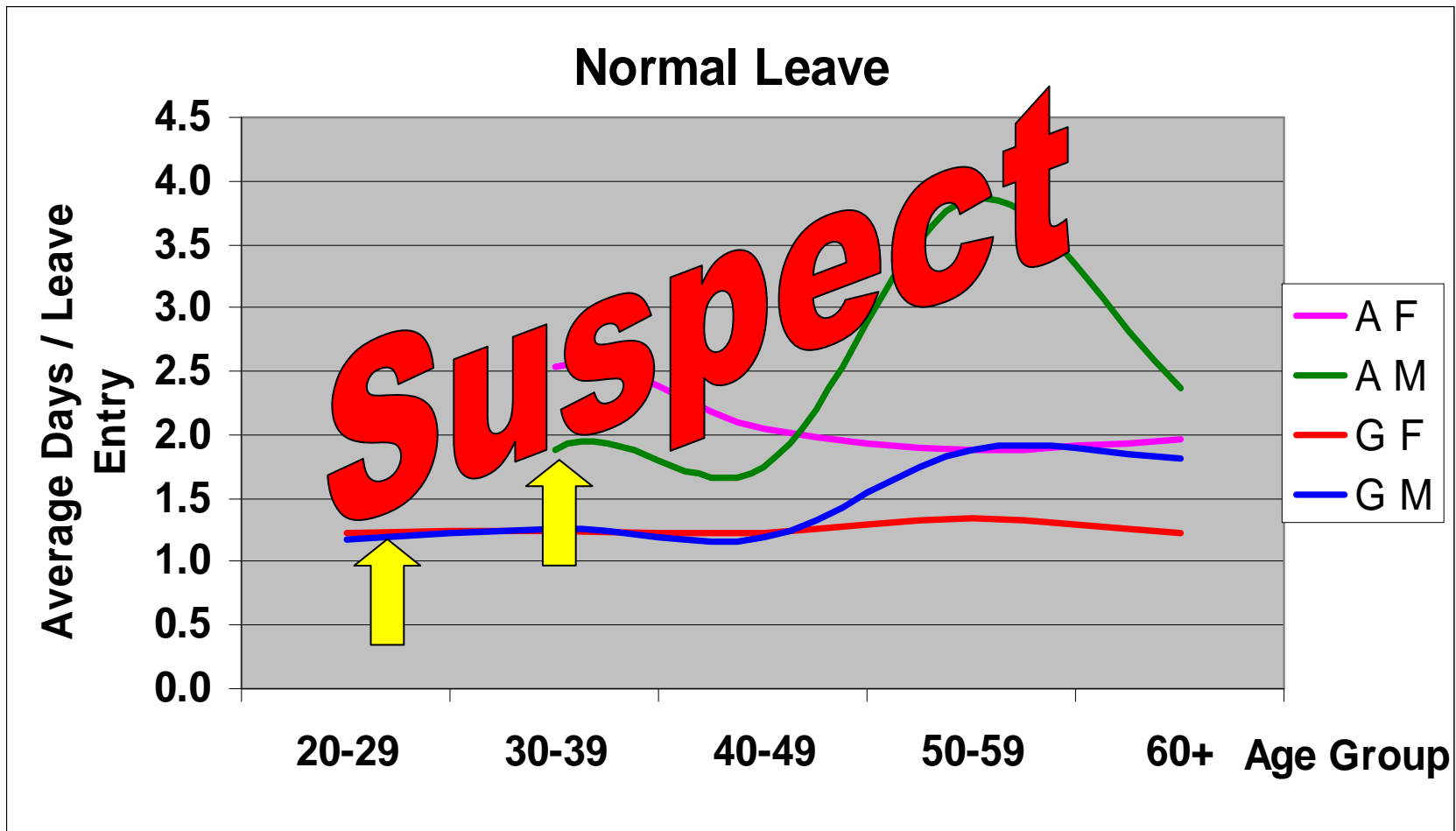
2. Healthy Young Workforce



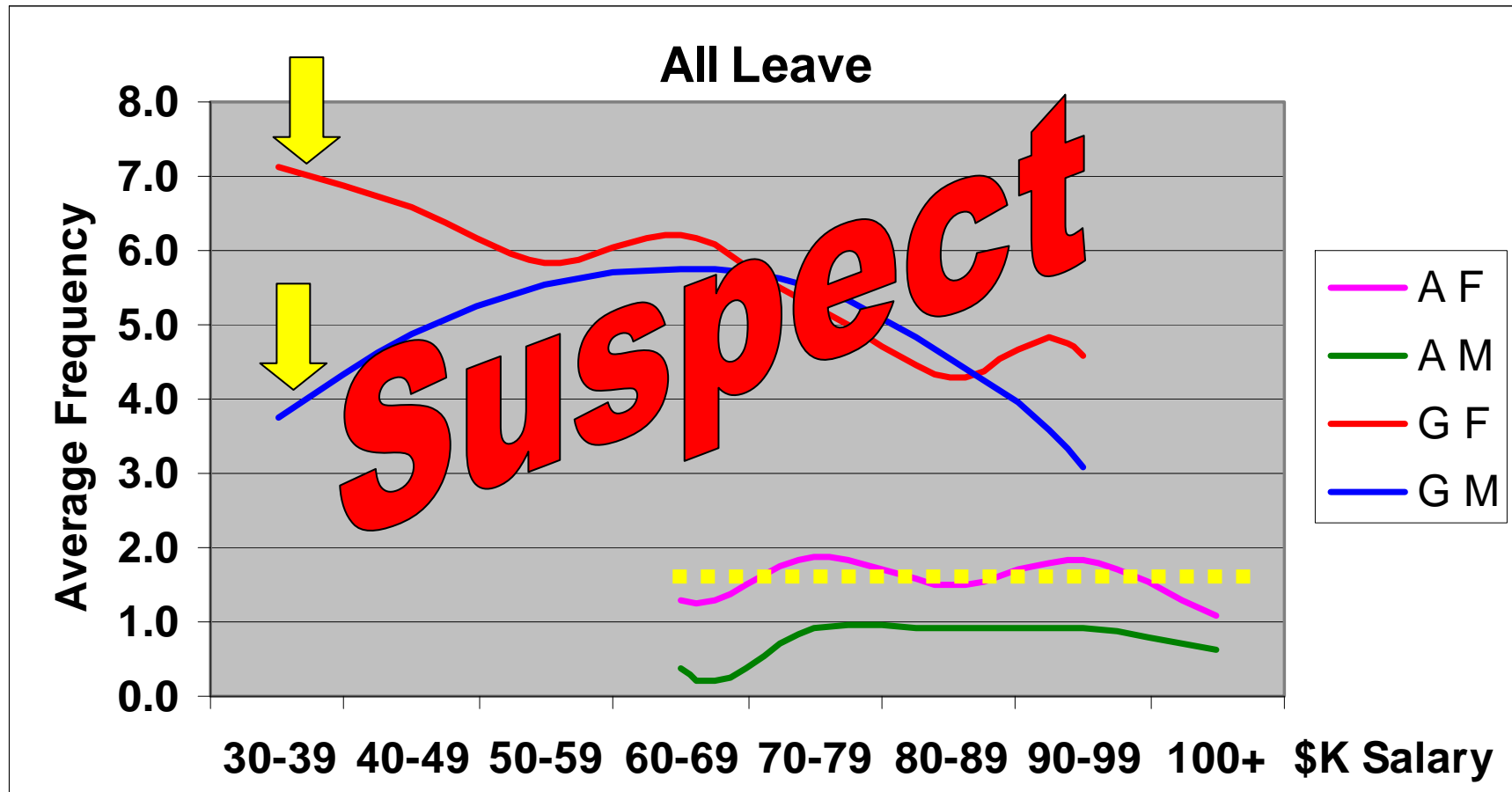
2. Healthy Young Workforce



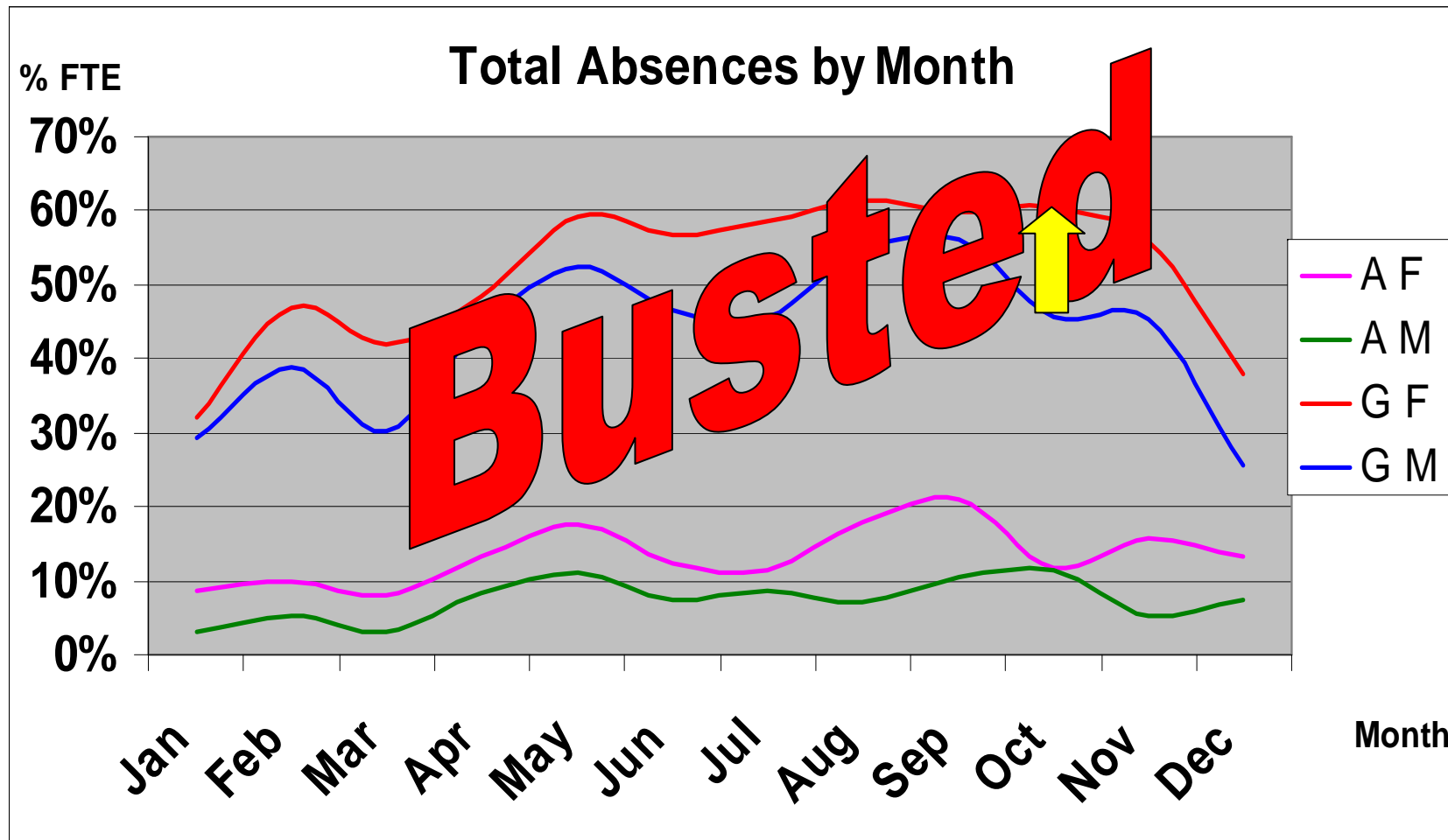
3. Men are healthier



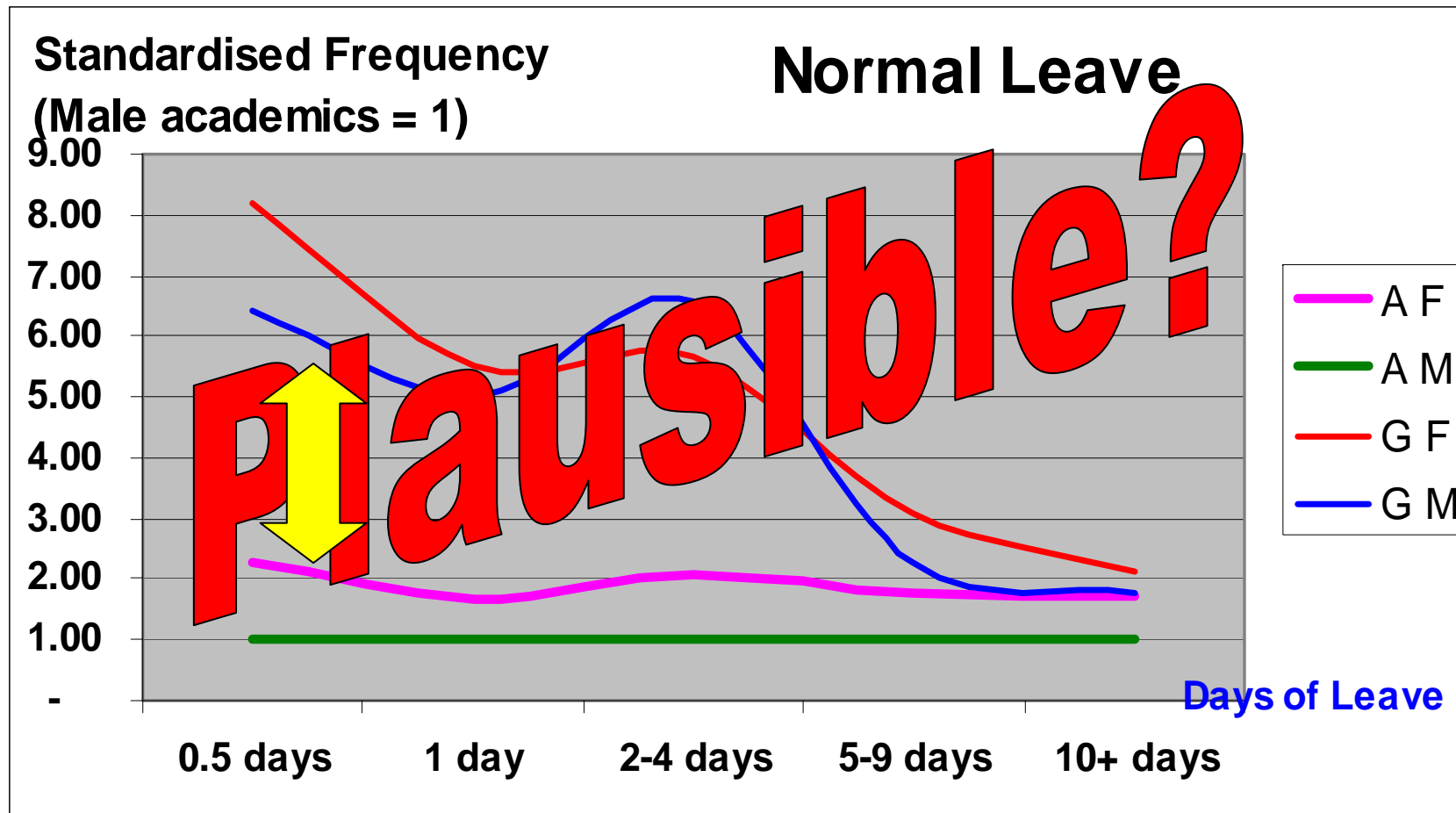
4. The rich are healthier



5. Spring, the season of hope



6. Academics are healthier



7 & 8. Monday-itis

e.g. Single Day Absences

Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun
		1085	862	869	874	874		
	Sun + Mon (2) (1)					Fri + Sat (1) (2)		
Sat + Sun + Mon (3) (2) (1)						Fri + Sat + Sun (1) (2) (3)		
	1085		862	869	874		874	

7 & 8. Monday-itis

Actual Days of Sickness by Day of the Week						
Sick Leave	Half day	1 day	2 days	3 days	4 days	5 days
Start Day						
Mon.	1/2	1/2/3	2/3/4	3/4/5	4/5/6	5/6/7/8/9
Tues.	← 1/2	1	2	3	4/5/6	7
Wed.	1/2	1	2	3/4/5	6	7
Thurs.	1/2			5	6	7
Fri.	1/2				6	7

Plus possibly Sat & Sun

7 8

868 (1 day) + 164 (2 days) + 68 (3 days) to give an expected 1100 entries

Start Day	Number of entries in 2008 by length					
	half day	1 day	2 days	3 days	4 days	5 days
Monday	98	1085	250	107	36	82
Tuesday	104	862	156	68	55	17
Wednesday	107	869	171	138	18	6
Thursday	111	874	246	39	14	12
Friday	101	874	26	15	7	2
Average no. of entries	104	868	164	68	26	27
% of Total 1-5 days		75.3%	14.2%	5.9%	2.3%	2.3%

Orange = 6 days of absence

Grey = 7 days of absence

7 & 8 Monday-itis

Actual 1085 entries
Calculated 1100 entries

Start Day	Ratio of Actual to Expected Entries					
	0.5 days	1 day	1.5 days	2 days	2.5 days	3 days
Mon.	0.94	0.99	1.00	1.00	1.46	1.46
Tues.	1.00	0.99	1.00	0.83	1.84	1.84
Wed.	1.03	1.00	1.14	1.38	0.65	0.65
Thur.	1.07	1.01	0.96	1.44	1.08	1.30
Fri.	0.97	0.79	1.00	0.56	0.54	0.22

Actual 246 entries
Calculated 258 entries

Green = lower than expected
Orange = higher than expected

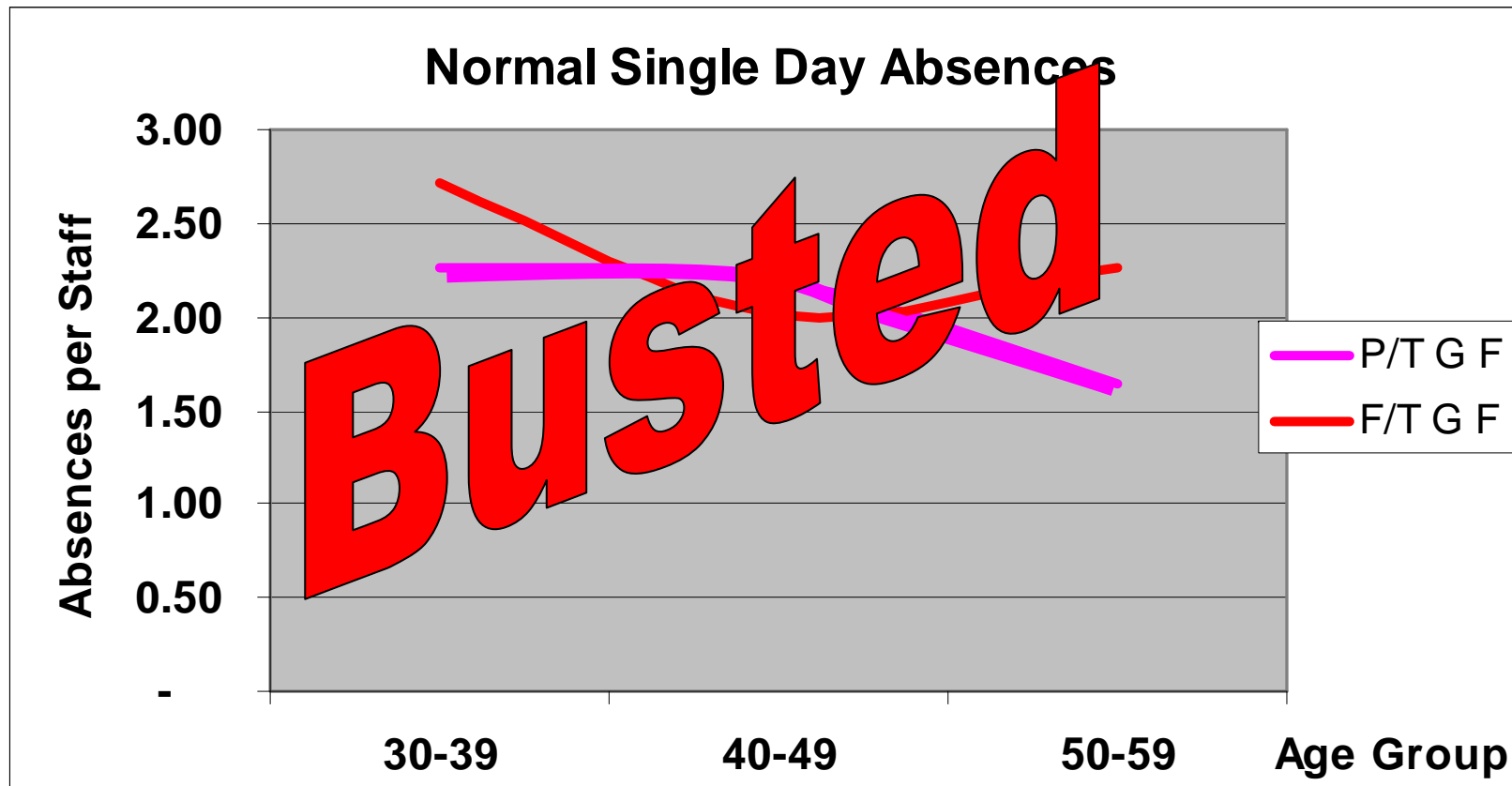


7 & 8. Monday-itis - Conclusions

- Monday does not have a higher level of sick leave than other days of the week.
- Less staff are on sick leave on a Friday than expected.

Busted

9. Part-Time is Better





How can this data be used?

- ❑ Health and well-being program design
- ❑ Absence management programs
- ❑ Profiling sick leave use
- ❑ Improve benchmarking data
 - ❖ young vs old
 - ❖ male vs female
 - ❖ academic vs general