

ABSENTEEISM

The cost of employee absence to Australian business has been put as high as \$10 billion p.a.

Do you have a problem?

This is not always an easy question to answer. Unfortunately there is no regular collection of statistics on work absence undertaken in Australia. Furthermore absence rates are known to differ according to industry type. Studies into the issue over the years have however provided informed estimates and thus some basis for comparison.

As everyone knows, absence costs

Whilst some absence is unavoidable and even desirable, unnecessary absence places additional strain the financial and other business costs and can reduce the quality and quantity of what is produced.

Whilst absenteeism is more critical in some environments than others some cost is inevitable.

The origins of absence

There is no single cause. Research has revealed a plethora of factors which can be grouped under four general headings:

- Personal factors
- Job related factors
- Industry type and economic factors
- Organisational and work group culture

Raising attendance levels

As with so many human issues - there is no magic bullet. The following four steps may provide a useful method of approach.

Establish measures:	determine the current absence rate for your business and its sub units. (T1) and compare it with the estimates for Australian business as a whole.
Investigate cause(s):	conduct an investigation to discover the most significant causes of avoidable absence in your organisation.
Implement strategies:	implement attendance strategies in line with the causes of the problem.
Evaluate the results:	once again determine the current absence rate for your business and its sub units. (T2) and compare with (T1) above.

Specific Strategies

Many approaches have been developed. Some of these are listed on the attachment. The important thing is to choose the interventions which will address the specific circumstances of your business.

To explore in greater detail contact:

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