

# Absence Benchmarking

Can HEOPS add value to their  
institutions through benchmarking?

# Categories for HEOPS Benchmarking Absence Reporting

- Staff Categories
- Absence Rate Calculations
- Absence Reason

# Staff Categories

# Rate Calculations

- **Calendar days or working days?**

Calendar / Working / Don't Know

- **Absence Measures?**

Average days per person / Absence Rate (%) /  
Average length of absence / don't know

- **Bradford score?**

Yes / No / Don't Know

# HSE Sickness Absence Recording Tool

1. Anxiety/stress/depression/other psychiatric illnesses
2. Back Problems
3. Other musculoskeletal problems - (exclude back problems- include neck problems)
4. Cold, Cough, Flu - Influenza
5. Asthma
6. Chest & respiratory problems - (exclude nose & throat problems, asthma, cold, cough, flu)
7. Headache / migraine
8. Benign and malignant tumours, cancers
9. Blood disorders (e.g. anaemia)
10. Heart, cardiac & circulatory problems
11. Burns, poisoning, frostbite, hypothermia
12. Ear, nose, throat (ENT)
13. Dental and oral problems
14. Eye problems
15. Endocrine / glandular problems (e.g. diabetes, thyroid, metabolic problems)
16. Gastrointestinal problems (e.g. abdominal pain, gastroenteritis, vomiting, diarrhoea) - exclude dental and oral problems
17. Genitourinary & gynaecological disorders - exclude pregnancy related disorders
18. Infectious diseases
19. Injury, fracture
20. Nervous system disorders - exclude headache/migraine
21. Pregnancy related disorders
22. Skin disorders
23. Substance abuse - incl alcoholism & drug dependence
24. Other known causes (nec) - not elsewhere classified in SA scheme
25. Unknown causes / Not specified

## Simplified Sickness Absence Reporting

1. ASTHMA	10. INFECTIOUS DISEASE
2. CANCER / TUMOURS	11. MINOR ILLNESS
3. CHEST CONDITIONS (record ASTHMA separately)	12. MUSCULOSKELETAL (UPPER)
4. CIRCULATION & HEART PROBLEMS	13. MUSCULOSKELETAL (LOWER)
5. DENTAL PROBLEMS	14. NERVOUS SYSTEM PROBLEMS
6. DIGESTIVE CONDITIONS	15. OTHER
7. EYE PROBLEMS	16. PREGNANCY RELATED
8. GENTOURINARY	17. PSYCHOLOGICAL PROBLEMS
9. GLANDULAR PROBLEMS	18. SKIN PROBLEMS

# Next Steps

- How many agree to benchmark absence?
- Should a group pilot it first?
- Timescales to start?
- Frequency of Reporting?
- Who will take lead responsibility?
- What other benchmarks could OH collect?