

Absence benchmarking

Intention

- To produce benchmark data for HE Sector
 - Absence rates
 - Cause of absence

Benefits

- Demonstrates need for OH support
- Demonstrates worth of OH Service

Data collection

- Calendar year 2010
- Absence rate
 - Work days/ person
 - % long-term [>4 weeks]
- Staff categories
 - All *or* Academic & Support
 - Further breakdown by staff category, if available

Categorising cause

HSE/IOM Classification 25 Categories	ICD-10 18 Categories	HEOPs 17 Categories
Anxiety/stress/depression/other psychiatric illnesses	F00-F99 Mental and behavioural disorders	Mental & Behavioural Disorders
Substance abuse - incl alcoholism & drug dependence		
Back Problems	M00-M99 Diseases of the musculoskeletal system and connective tissue	Musculo-skeletal
Other musculoskeletal problems - (exclude back problems- include neck problems)		
Cold, Cough, Flu - Influenza	J00-J99 Diseases of the respiratory system	Respiratory disease
Asthma		
Chest & respiratory problems - (exclude nose & throat problems, asthma, cold, cough, flu)		
Benign and malignant tumours, cancers	C00-D48 Neoplasms	Cancer
Blood disorders (e.g. anaemia)	D50-D89 Diseases of the blood and blood-forming organs	Blood disorders
Heart, cardiac & circulatory problems	I00-I99 Diseases of the circulatory system	Circulatory disease
Ear, nose, throat (ENT)	H60-H95 Diseases of the ear and mastoid process	ENT
Dental and oral problems	K00-K93 Diseases of the digestive system	Digestive system disease
Gastrointestinal problems (e.g. abdominal pain, gastroenteritis, vomiting, diarrhoea) - exclude dental and oral problems		
Eye problems	H00-H59 Diseases of the eye and adnexa	Eye problems
Endocrine / glandular problems (e.g. diabetes, thyroid, metabolic problems)	E00-90 Endocrine, nutritional and metabolic diseases	Endocrine/ metabolic disease
Genitourinary & gynaecological disorders - exclude pregnancy related disorders	N00-N99 Diseases of the genitourinary system	Genito-urinary disease
Infectious diseases	A00-B99 'Certain infectious & parasitic diseases'	Infections
Burns, poisoning, frostbite, hypothermia	V01-Y98 External causes of morbidity and mortality	Injury
Injury, fracture	S00-T98 Injury, poisoning and certain other consequences of external causes	
Nervous system disorders - exclude headache/migraine	G00-G99 Diseases of the nervous system	Nervous system disorders
Pregnancy related disorders	O00-O99 Pregnancy, childbirth and the puerperium	Pregnancy-related absence
Skin disorders	L00- L99 Diseases of the skin and subcutaneous tissue	Skin disorders
Headache / migraine	U00-U99 Codes for special purposes	Other
Other known causes (nec) - not elsewhere classified in SA scheme		
Unknown causes / Not specified		

Implementation

- Pledge
 - To take part
- Prepare
 - Involve HR colleagues
 - Collect baseline data
 - staff numbers
 - Staff categories
 - Absence categories
 - Set-up on-line survey questionnaire
- Participate
 - Extract data

Analysis & report

- Volunteer needed