



absence

Managing Staff Sickness Absence

William H. Lange

Managing Staff Sickness Absence:

The management of staff sickness absence in the Department for Transport and its agencies Great Britain: National Audit Office, 2007-06-08 Ministers have challenged all Departments to reduce their 2004 sickness rates by 30% by 2010 This report looks at the sickness levels in the Department of Transport and its seven executive agencies which average 10 4 days sickness for each full time employee compared to a Civil Service average of 9 8 days However the performance is varied The central Department and four agencies have sickness levels at or below comparable organisations but three agencies have higher levels and the Driving Standards Agency and the Driver and Vehicle Licensing Agency have absence rates of 13 1 and 14 day respectively If there is going to be a significant change there needs to be action at the corporate and individual business level Corporately there needs to be targets for each part of the Department tailored to circumstances quality standards for recording sickness with the provision of management information a consistent framework for evaluating initiatives and sharing good practice At a business level more could be done to ensure that line managers were aware of their responsibilities and improve intervention in long term cases

The Management of Staff Sickness Absence in the National Probation Service Great Britain: National Audit Office, Sir John Bourn, 2006-04-26 This NAO report examines sick leave in the National Probation Service which was running at 12 3 days per person in the 2004 05 period at a cost of 31 6 million A number of recommendations have been set out as follows That the National Probation Directorate should agree with the Chief Probation Officer a consistent minimum standard for collecting and reporting sickness absence data in their areas This in turn could be used to produce comparative analyses and offer a basis to diagnose the causes of sickness absence An upgrade in some areas of their information technology systems should occur so that better management information can be compiled All probation areas should implement the mandatory elements of the national policy on sickness absence All Chief Officers should review their action plans for reducing sickness absence Sickness absence should be managed effectively but sympathetically by including return to work interviews along with a means of distinguishing between avoidable and unavoidable sickness absences and addressing the culture of absenteeism Long term sickness absence should be reviewed as a matter of urgency Policies relating to work life balance should be implemented nationally

Managing People Hall, Alison, 2003-10-01 This work is a practical guide to people management for line managers in Higher Education It guides readers through the employment cycle from recruitment to parting company addressing en route those issues that cause line managers to lose most sleep

EBOOK: Managing People Alison Hall, 2003-10-16 The most important asset of any university or college is its staff yet the majority of line managers in higher education institutions are not appointed on the basis of their experience of or expertise in managing people This book is a practical guide to people management for these managers With contributions from Professor Robin Middlehurst Tom Kennie and Catherine Simm Alison Hall guides readers through the employment cycle from recruitment to parting company addressing en route those issues that cause line

managers to lose most sleep Illustrated throughout with case studies and examples of best practice the book provides a guide to effective and legal recruitment and selection managing the crucial early days of an appointment leadership team building measuring performance and appraisal managing tricky situations such as sickness absence discipline stress harassment and grievances handling the end of an employment relationship fairly Managing People will be essential reading for HE managers staff in Human Resource departments consultants and students and staff involved in HR courses **Managing Staff Sickness Absence**,2000 A handbook designed to help governing bodies and head teachers address their responsibility for managing staff sickness absence It provides guidance on the monitoring of both short and long term absence procedures for governors and committees medical examinations and financial costs associated with absence **Managing Sickness Absence and Return to Work**,2004 Offers practical advice and suggests steps you can take to help employees following injury ill health or the onset of disability This book aims to help you reduce sickness absence improve competitiveness and the productivity of your business as well as protecting the well being of your employees It is suitable for employee representatives

Managing Sickness Absence Daniel Barnett,2022-12-31 Everyone gets ill even those with the strongest constitutions need to take sick leave from time to time However there is no denying that sickness absence is expensive for employers and that this cost has grown further over the past couple of years thanks to the Covid 19 pandemic The pandemic has helped put a spotlight on the importance of a well structured framework for managing sickness absence one that supports the health needs of employees and enables firm action if staff try to take advantage Taking the time to monitor and measure sickness absence should help identify not only those few employees who are prone to pulling a sickie but also bigger patterns or problems within the workforce Central to the sickness absence framework are some basic tools and principles which are fundamental to getting it right This book is an in depth look at managing the problems of short term intermittent and long term absence It examines the mechanics of sickness absence management how basic principles can help form the building blocks of a solid foundation from which to deal with trickier issues the tools available to help employers manage absence dealing with stress dealing with pregnancy related illness making reasonable adjustments handling returning to work dismissal holidays and sickness absence recurring absences **The Principles and Practice of Management** Edward Franz Leopold Brech,1975 **People Management** ,2008 **Journal of the Institute of Personnel Management** ,1928

Managing Employee Well-being Donald Currie,2001 **Managing Employee Relations in the Hotel and Catering Industry** Rosemary Lucas,1995 Looks at issues within employee relations in the hospitality industry **Job Retention and Rehabilitation Pilot** Katharine Nice,Patricia Thornton,2004 **Industrial Welfare and Personnel Management** ,1961 **Personnel Management** ,1986-07 **Business Organisation and Management** ,1927 **Health Services Management Research** ,1994 **Absence Management** Trevor Bolton,Susan Hughes,2001 This text is written for busy managers both HR and general who are concerned about the rates of absenteeism in their organization It explores dimensions of absence

and looks at strategies and tactics that can be used to reduce the problems also examining the methods many employers find to be most effective **Office Management Series** American Management Association,1924 **The American Management Association and Its Predecessors** William H. Lange,1928

Enjoying the Tune of Appearance: An Psychological Symphony within **Managing Staff Sickness Absence**

In some sort of eaten by displays and the ceaseless chatter of quick conversation, the melodic beauty and emotional symphony produced by the published word frequently diminish in to the backdrop, eclipsed by the persistent noise and disturbances that permeate our lives. Nevertheless, nestled within the pages of **Managing Staff Sickness Absence** a wonderful literary treasure overflowing with raw emotions, lies an immersive symphony waiting to be embraced. Constructed by an elegant musician of language, that fascinating masterpiece conducts readers on a mental trip, skillfully unraveling the concealed tunes and profound influence resonating within each carefully constructed phrase. Within the depths of this emotional analysis, we can examine the book's key harmonies, analyze its enthralling writing type, and submit ourselves to the profound resonance that echoes in the depths of readers souls.

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