

MANAGERS KEEP TRACK OF STAFF ABSENTEEISM ON FEBRUARY'S "NATIONAL SICKIE DAY"

Submitted by: Century PR

Friday, 6 February 2009

MANAGERS KEEP TRACK OF STAFF ABSENTEEISM ON FEBRUARY'S "NATIONAL SICKIE DAY"

Think you've got away with throwing a sickie on "national sickie day" – Monday 2 February? - well think again.

If getting up and struggling into work through the snow seemed too much trouble, and you stayed at home, don't think your boss won't notice.

More and more managers are tracking absenteeism in the workplace, which is estimated to cost £13 billion a year in the UK, with workers taking an average of eight days off a year.

And with estimates that as many as one in ten days off are bogus, bosses are particularly keen to analyse patterns of absence to identify malingerers.

"It is an accepted fact that companies with a well managed and highly motivated workforce do not have high levels of sickness," said Phil Brown, Managing Director of Youmanage, which supplies online HR support.

"Particularly in a recession, companies can ill afford not to keep track of absenteeism which, if it goes unnoticed for long period, can be hugely damaging to a business or a department.

"So if, for instance, someone was absent on a snowy day, their manager may very well want to know if they have a history of taking days off on Mondays, or Fridays, or perhaps during school holidays, and if they did, making further enquiries.

"We believe that, with the right tools, managers can follow up lost days and take the appropriate action, as well as being pro-actively alerted to suspicious patterns of absence so they can investigate the cause.

"The bottom line is they need to protect the profitability of the business."

Whereas traditionally many of these staff records were buried in filing cabinets, or spreadsheets, Youmanage's online toolkit allows managers to call them up at the click of a mouse, from anywhere they have access to the internet.

Workers who continually throw sickies should beware – a line manager can swiftly discover their unusual pattern of absenteeism without having to rely on memory, calling up the HR department or rifling through paper records.

Youmanage's online system stores individual employee records, from basic details such as start time,

salary and contact numbers, to training, personal development, targets, holidays, time-off-in-lieu and sickness absence. It can also send e-mail alerts when deadlines for action arrive.

Managers do not have to be in the office to access the system – it can be reached over the internet from home, another office, or a laptop.

The package comes with a complete set of template letters, with bespoke company letter heads as well as notes and guidance tailored to the company's policies and current legislation.

Editor's Note: For further information contact Century PR on tel: 024 76 228881.