



JPC Staff Birthday Party

Sick Leave Taken for 2016/2017 Financial Year

Department	Period	Hours	Total Sick Days	% Absenteeism Rate
Office of the CEO	2016-2017	15	61	0.04%
Finance & SCM	2016-2017	34	181	0.13%
Information Technology	2016-2017	9	39	0.03%
Client Business Operations	2016-2017	23	158	0.11%
Corporate Services	2016-2017	20	113	0.08%
Outdoor Advertising	2016-2017	3	10	0.01%
Portfolio Management	2016-2017	366	1 493	1.06%
Total Sick Leave Days		470	2 055	1.46%

The above graph indicates the absenteeism rate of 1.46% for JPC in the 2016/2017 financial year. In comparison to South African organisations' norm of 1.5%, absenteeism in JPC is slightly lower by 0.04%. This serves as a reflection that line management is on track with managing employee absence properly and in alignment with the leave management policies. This also shows that employees are not abusing sick leave. Reducing absenteeism has helped the organisation to meet productivity and service delivery demands despite the capacity gaps.