

The Relationship between security incidents and Absenteeism in the Emergency Department

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Aim: This study will aim to explore the relationship between Sir Charles Gairdner Hospital's (SCGH) emergency nurse's absenteeism rates and security incidents in the ED through the analysis of retrospective monthly data from RoStar used in conjunction with security department data of security incidents each day. **Definition of absenteeism:** The Australian faculty of occupational medicine defines absenteeism as not coming to work when scheduled; this is measured in frequency and in duration. Two types of absenteeism are identified; culpable (voluntary or unapproved) and non-culpable (voluntary or approved). **Significance of the study:** The importance of understanding this relationship is the fiscal burden, low workplace morale and disruption to patient care resultant from cyclical absenteeism. The relevance and significance of understanding absenteeism is real, the health sector reports 9.8% absenteeism compared with 7% average from the public sector, psychological stress is six times higher than the general population and career abandonment is high. Major contributory factors of absenteeism are sickness, job related stress burn out and unresolved workplace conflict. **Fiscal and cultural impact's of absenteeism:** Absenteeism in Australia's annually accounts for a \$30billion burden to business and government organisations. In the current climate of budget pressures absenteeism is a growing concern for management, contributing to a volatile employment climate and costly staffing alternatives. Explanatory variables will be the security incident and the independent variable is the number of sick days taken. Control variables will be patient acuity and the characteristic of the department. **Purpose of presentation:** to illustrate the findings and describe any found relationship, describe plans for future development and scope for future research into resilience in nursing.

Keywords: absenteeism, nursing, burnout, resilience, security, violence, aggression, emergency