

South Australia Department for Corrective Services Saves Sick Leave with AIFP

Overview

A group of Correctional Services Officers selected using the AIFP Profiling System had 57% less dropouts and about half the amount of sick leave during the first two years of employment when compared to a group selected without profiling. Significantly fewer officers who had been selected with AIFP took any sick leave at all. Using the AIFP Profiling System saved the Department a total of 3,234 sick days over the first two years.

Background

The South Australia Department for Corrective Services has been using the AIFP Profiling System since January 1999. In that time, over 1000 candidates for the role of Correctional Services Officer have been tested with the AIFP battery of tests. In early 2001, the Work and Stress Research Group at the University of South Australia completed an independent study to determine whether concrete, measurable advantages in sick-leave reduction had been realised as a result of the South Australia Department for Corrective Services using the AIFP Profiling System.

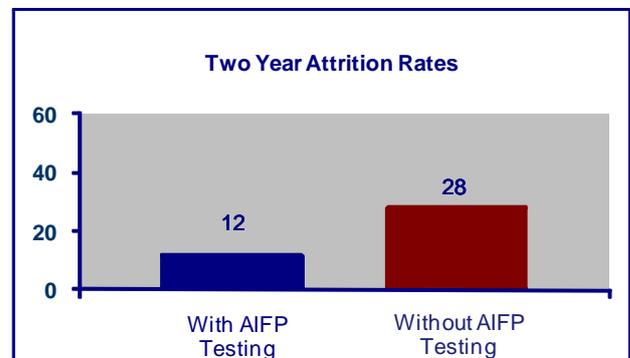
Methodology

Research was done using 147 Correctional Services Officers who had been selected for employment using the AIFP Profiling System and 116 officers who had been selected before the AIFP Profiling System had been introduced into the Department. Sick leave records for all of these employees were examined and tallied. As the AIFP Profiling System had been in use for 100 weeks at the time of the study, records for only the first 100 weeks of the non-AIFP screened officers were used.

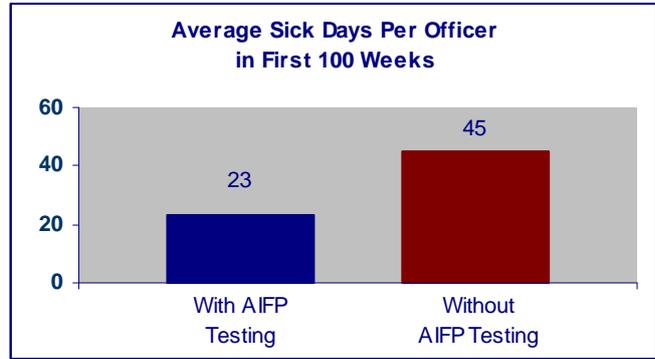
Results of the South Australian Study

The study found that over the two years 12 officers screened using the AIFP Profiling System resigned compared to 28 officers resigning in the unscreened group.

Officers screened with AIFP also took only **half as many sick days overall as the officers admitted without AIFP screening.** Specifically, over the course of the first 100 weeks, officers hired without the AIFP screening averaged 45 sick days, (the equivalent of nine five-day weeks), compared to 23 sick days for those screened by AIFP. This finding indicates that **AIFP screening can cut the number of sick days for an intake group in half** during their first two years of service.



Furthermore, in the initial 100-week period after commencement of the job, only 66% of officers screened with the AIFP battery took any sick leave at all, compared to 81% of officers admitted without AIFP screening.



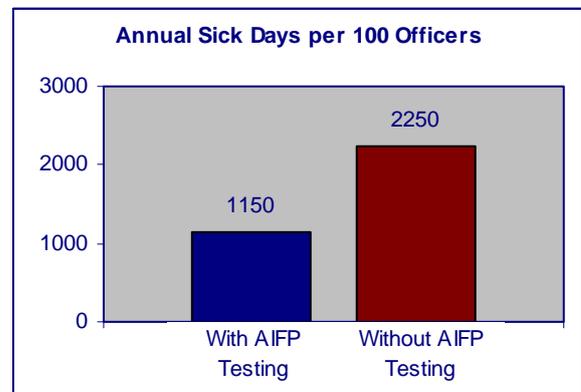
Implications of the South Australian Study

Compared to the 116 officers hired without use of the AIFP Profiling System, those **officers hired through AIFP selection used a total of 3,234 fewer sick days in their first two years. This represents an average reduction of 22 sick days per employee over the two years, or a savings of 11 sick days per Corrections Officer per year** when using the AIFP Profiling System. In terms of reduced sick leave alone, the AIFP Profiling System has provided the South Australian Department for Corrective Services with substantial monetary savings over the last two years.

This means that other departments using AIFP could potentially save 1,100 sick days over two years for each group of 100 officers screened by the AIFP Profiling System.

Reduced turnover and less sick days taken are both indicators that officers are probably more satisfied in their jobs. This would therefore also result in:

- Improved morale
- Better quality of inmate care.
- More effective teamwork
- Fewer stress claims
- Fewer reportable incidents and lowered legal risk



For more information on this or other studies, or to discuss how AIFP can help your organisation recruit the best possible candidates for your public safety positions, please contact us.

Australian Institute of Forensic Psychology

Suite 1, 651 Canterbury Road
Surrey Hills, VIC 3127
Australia

Phone: (03) 9898 2061
Fax: (03) 9898 0602
Email: selection@aiofp.com.au

Visit us at
www.aiofp.com.au

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