| **Table 4: Multiple linear regression analysis coefficientsa** | | | |
| --- | --- | --- | --- |
| **Predictors** | **Unstandardised coefficients (CI +/- 95%)** | **Standardised coefficients (Beta)** | **t-value** |
| (Intercept) | 1.646\*\*\*  (.784 – 2.509) | - | 3.808 |
| Average caseload per WTE employee | 0.048\*\*\*  (0.027 – 0.069) | .497 | 4.542 |
| Vacancy rate | -0.000  (-0.036 – 0.034) | -.003 | -.034 |
| Volunteer (Y/N) | 0.713  (-0.188 – 1.615) | .173 | 1.578 |
| Observations: 74  Adjusted R2 :0.195  F-statistic 6.911\*\*\* | | | |
| a. Dependent variable: Log sick days taken over the last six months *\*p<0.05 \*\*p<0.01 \*\*\*p<0.001* | | | |