

# RECOVERY PLAN UNDER-PERFORMING INDICATOR

Q3 2019/20

Working Days Lost Due to Sickness Absence

## INDICATOR NAME

## CURRENT PERFORMANCE

<b>Outturn</b>	2.06
<b>Target</b>	1.375

## HISTORIC PERFORMANCE

	<b>Q3 2018/19</b>	<b>Q4 2018/19</b>	<b>Q1 2019/20</b>	<b>Q2 2019/20</b>
<b>Outturn</b>	1.47	1.01	1.33	1.13
<b>Target</b>	1.875	1.875	1.375	1.375

## REASONS FOR CURRENT UNDERPERFORMANCE

In Q3 there was a very high number of long-term absences and unusually at the same time a higher than average number of short-term absences.

More than half of those who were on long-term sickness absence in Q3 have returned to work in Q4.

With regard to the short-term absence figures, there were a significant number of absences of between 10 and 14 days, of these all have returned to work either within Q3 or at the beginning of Q4.

A review of sickness absence will take place in Q4, but it is anticipated that the target will be met for the whole year.

A report is being prepared for Management Board on how well we are managing absence as a Council, particularly focusing on short term absence. This will include an action plan for positive, preventative measures.

We will review again in Q4.

## PROPOSED ACTIONS TO CORRECT UNDERPERFORMANCE (OR REASONS WHY NO ACTION NECESSARY)