

Under Performing Indicator Recovery Plan

2021/22 Quarter Two

Indicator Name

Working days lost due to sickness.

Current Performance

Target: 1.375

Performance: 1.63

Historic Performance

Column1	16/17	17/18	18/19	19/20	20/21	21/22
Q1		0.83	1.26	1.33	1.07	1.13
Q2		1.41	1.64	1.13	0.58	1.63
Q3		1.41	1.47	2.06	0.92	
Q4		1.38	1.01	1.64	1.08	

Reasons for Current Under Performance

The underperformance for Q2 in sickness absence is not entirely unexpected as following the end of lockdown, more people are going back to socialising and social distancing requirements reduced and we have seen a return of general sickness absences such as colds and other more common viruses.

The Council in Q2 also had a significant long-term absence figure.

It is unfortunate that in Q2 both the short and long-term absences were higher.

Actions to Improve Under Performance

(or reasons why this is not necessary)

We will continue to monitor. Flu vouchers have been offered and provided to staff during October and November. Those who are 50 or over have had the opportunity to have a free flu jab through their GP or local chemist.