

Under Performing Indicator Recovery Plan

2021/22 Quarter Three

Indicator Name

Working days lost to sickness

Current Performance

Target: 1.375

Performance: 1.88

Historic Performance

Column1	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	1.88
Q4	1.38	1.01	1.64	1.08	

Reasons for Current Under Performance

Sickness reporting is broken down into two categories and the total is shown for the quarter. In Q3 the number of days lost due to long-term sickness absence is very high and this has negatively impacted the overall value. A long-term sickness absence is 20 days or more. There was a significant increase in new long-term absences in Q3.

Actions to Improve Under Performance

(or reasons why this is not necessary)

HR continue to monitor all absences and with regard to long-term absences liaise with and support managers who are in touch with the staff member to help support the staff member successfully back into the workplace.