

Under Performing Indicator Recovery Plan

2021/22 Quarter Four

Indicator Name

Working days lost to sickness

Current Performance

Target: 1.375

Performance: 1.63

Historic Performance

	18/19	19/20	20/21	21/22
Q1	1.26	1.33	1.07	1.13
Q2	1.64	1.13	0.58	1.63
Q3	1.47	2.06	0.92	1.90
Q4	1.01	1.64	1.08	1.63

Reasons for Current Under Performance

Sickness reporting is broken down into two categories and the total is shown for the quarter. In Q4 the number of days lost due to short-term absence was higher compared to previous quarters in 2020-21. The long-term absence figure reduced compared to days lost in Q3 and Q2.

Actions to Improve Under Performance

(or reasons why this is not necessary)

HR continue to monitor all absences and support managers who are managing absences to enable staff to successfully return to work.