

Under Performing Indicator Recovery Plan

2022/23 Quarter Four

Indicator Name

Working days lost to sickness

Current Performance

Target: 1.375

Performance: 1.79

Historic Performance

Column1	16/17	17/18	18/19	19/20	20/21	21/22	22/23
Q1		0.83	1.26	1.33	1.07	1.13	1.32
Q2		1.41	1.64	1.13	0.58	1.63	1.35
Q3		1.41	1.47	2.06	0.92	1.90	1.43
Q4		1.38	1.01	1.64	1.08	1.63	1.79

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 long-term absence was particularly high compared to the three previous quarters.

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. Managers have a consistent approach to supporting staff on long-term absence and the Council has very good results where the vast majority of long-term absentees return to work.