

RECOVERY PLAN UNDER-PERFORMING INDICATOR

Q3 2019/20

Working Days Lost Due to Sickness Absence

INDICATOR NAME

CURRENT PERFORMANCE

Outturn	2.06
Target	1.375

HISTORIC PERFORMANCE

	Q3 2018/19	Q4 2018/19	Q1 2019/20	Q2 2019/20
Outturn	1.47	1.01	1.33	1.13
Target	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)