

Metric
Sickness Absence Days Per Employee - All Absence
Sickness Absence Days Per Employee - STS Absence
Sickness Absence Days Per Employee - LTS Absence
FTE Days Lost
No. of Staff with 5 or more occurrences of sickness absence
No. of Staff with 10 or more days sickness absence
Total Staff who hit a Trigger Point
No. of Potentially Preventable Absences (Long Term Sickness)
No. of Unavoidable Absences (Long Term Sickness)
No. of Absences with no recorded reason - (Long Term Sickness)

Definition

This includes all sickness absence and divides the total number of days lost by the total number of FTE to generate the average days lost per FTE employee

This includes all short-term sickness absence (less than 20 days) and divides this by the total number of FTE to generate the average days lost per FTE employee

This includes all long-term sickness absence (more than 20 days) and divides this by the total number of FTE to generate the average days lost per FTE employee

This shows the total number of days lost to sickness absence over the last rolling 12 months

This shows the number of employees that have hit a sickness absence trigger point for 5 or more occasions of absence

This shows the number of employees that have hit a sickness absence trigger point for 10 or more days of absence

This shows the number of employees that have hit a sickness absence trigger point for either 5 occasions of absence or 10 or more days of absence

This shows the number of occasions of Long Term Sickness that are deemed as potentially preventable over the last rolling 12 months

This shows the number of occasions of Long Term Sickness that are deemed 'unavoidable' over the last rolling 12 months

This shows the number of occasions of Long Term Sickness that has been recorded on Business World without an absence reason

Potentially Preventable & Unavoidable Absences

The categorisation of potentially preventable, unavoidable & unrecorded absences is to prompt conversation to say if an area has a high number of potentially preventable absences, why is this?

This list isn't designed to be exhaustive and each case will need to be looked at on an individual basis, but if an area has a high number of potentially preventable LTS cases, this should prompt discussion to see what measures can be put in place to avoid this.