

# High Sick Leave Consumption PARC



KPI Owner: Gerald Howell

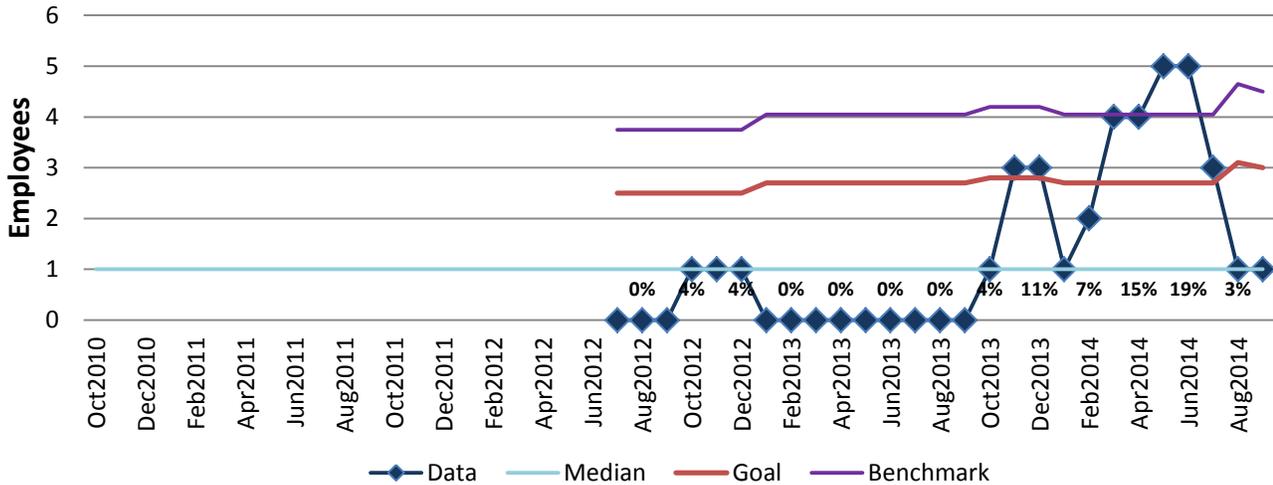
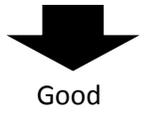
Process: Sick Leave Management

| Baseline, Goal, & Benchmark   | Source Summary  | Continuous Improvement Summary   |
|---|---|--|
| Baseline: June 2013, 0 Employees<br>Goal: Compared to a baseline of zero employees, reduce the number of employees with high sick leave consumption to 3 employees (<10%) in (July 2014-June 2015)<br>Benchmark: 11% LMG Top Quartile Oct2014 | Data Source: Payable Time Peoplesoft<br>Goal Source: PARC Scope Summary<br>Benchmark Source: OPI Sick Leave Study | Plan-Do-Check-Act Step 8: Monitor and diagnose<br>Measurement Method: The number of employees in a department who have used 9 or more out of 12 sick days in a 12 month period<br>Why Measure: Promote a culture where sick time is used appropriately<br>Next Improvement Step: Encourage the use of the Wellness Center, adherence to safe work practices and appropriate dress for the weather. |

## How Are We Doing?

| Oct2013-Sep2014<br>12 Month Goal | Oct2013-Sep2014<br>12 Month Actual |  | Sep2014 Goal | Sep2014 Actual |  |
|----------------------------------|------------------------------------|--|--------------|----------------|--|
| <b>3</b>                         | <b>3</b>                           |  | <b>3</b>     | <b>1</b>       |  |
| Employees                        | Employees                          |  | Employees    | Employees      |  |

## High Sick Leave Consumption



**Pareto analysis is not necessary because there is no gap between the goal and current performance**