

# High Sick Leave Consumption Public Health & Wellness



KPI Owner: Tammy Anderson

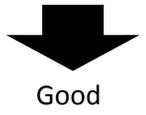
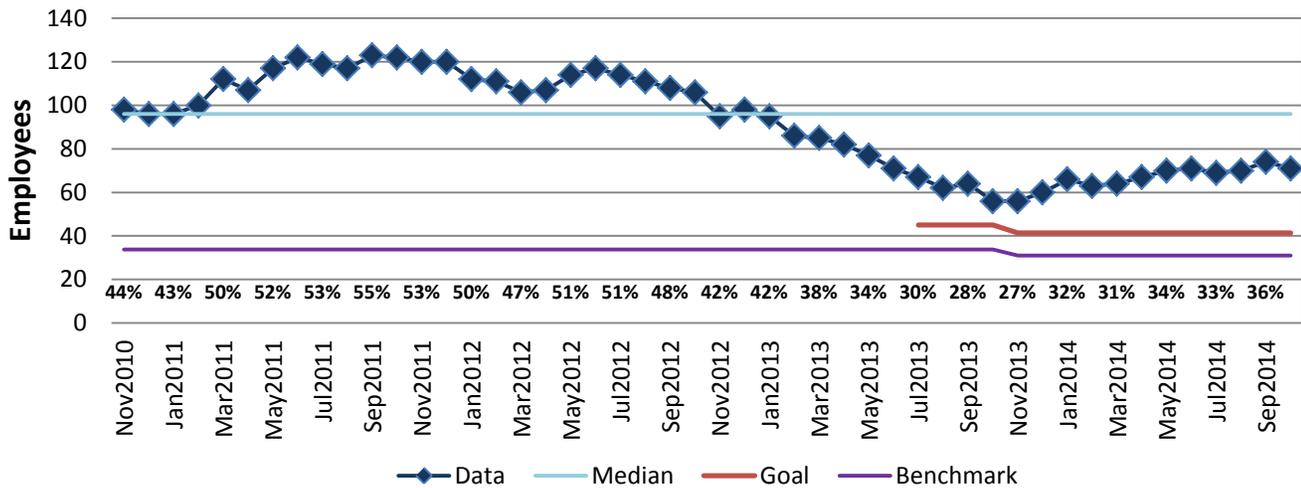
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY12 - 45% of total employees (115) Goal: Reduce the number of employees with high sick leave consumption to no more than 20% of the total number of Public Health and Wellness employees by June 30, 2015. Benchmark: 15% calendar year 2012	Data Source: Payable Time PeopleSoft Goal Source: Enterprise KPI for productivity Benchmark Source: OPI sick leave study	Plan-Do-Check-Act Step 3: Determine and quantify root causes 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 Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Collect data on explanatory factors associated with sick leave usage

## How Are We Doing?

Oct2013-Oct2014 12 Month Avg Goal	Oct2013-Oct2014 12 Month Average		Oct2014 Goal	Oct2014 Actual	
<b>41</b>	<b>67</b>		<b>41</b>	<b>71</b>	
Employees	Employees		Employees	Employees	

## High Sick Leave Consumption



The seven basic quality tools, "5 Whys" technique, brainstorming and other methods will be applied to the measure graphed above. The purpose of using the tools/methods is to understand what makes performance less than desirable if performance is not best in class.