

# High Sick Leave Consumption Economic Development



KPI Owner: Rebecca Fleischaker

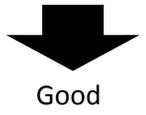
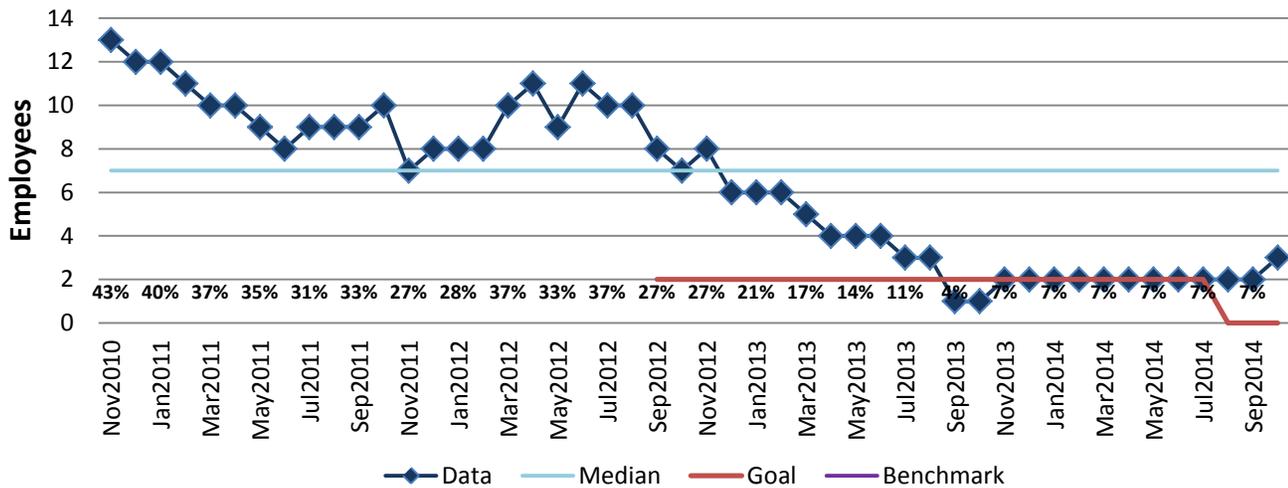
Process: Time & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY13, 50 employees Goal: September 12-July 14: no more than two employees. Updated August 14: Zero employees  Benchmark: 11% LMG Top Quartile Oct2014	Data Source: Payable Time Peoplesoft  Goal Source: Enterprise KPI for productivity  Benchmark Source: OPI sick leave study	Select Plan-Do-Check-Act Step 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: Monitor to ensure that level of high sick consumption is maintained

## How Are We Doing?

Oct2013-Oct2014 12 Month Avg Goal	Oct2013-Oct2014 12 Month Average		Oct2014 Goal	Oct2014 Actual	
<b>2</b>	<b>2</b>		<b>0</b>	<b>3</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.**