

High Sick Leave Consumption Emergency Services



KPI Owner: Tonya Sangester

Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY16 average 62.7 empl./pay period Goal: Reduce the percent of employees with high sick leave to 10% Benchmark: 7.47% LMG Top Quartile 05/07/16	Data Source: Payable Time Peoplesoft Goal Source: Dept Management Team Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 3: Determine and quantify root causes Measurement Method: # of employees who used 9 or more out of 12 sick days in a 12 month period; rate calculated by dividing by total employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Identify root causes

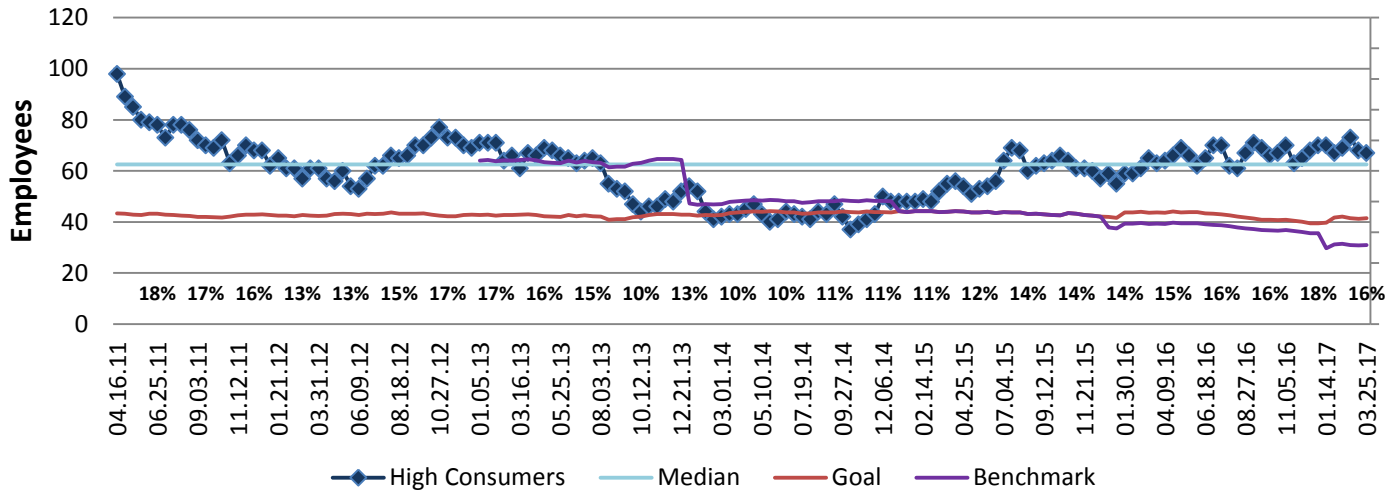
How Are We Doing?

04.12.15-03.25.17 Rolling 52wk Avg Goal	04.12.15-03.25.17 Rolling 52wk Avg		03.27.16-03.25.17 Goal	03.27.16-03.25.17 Actual	
42	67		42	67	
Employees	Employees		Employees	Employees	

High Sick Leave Consumption



Good



HSLC by Division

