

# High Sick Leave Consumption Public Health & Wellness



KPI Owner: Chief of Staff

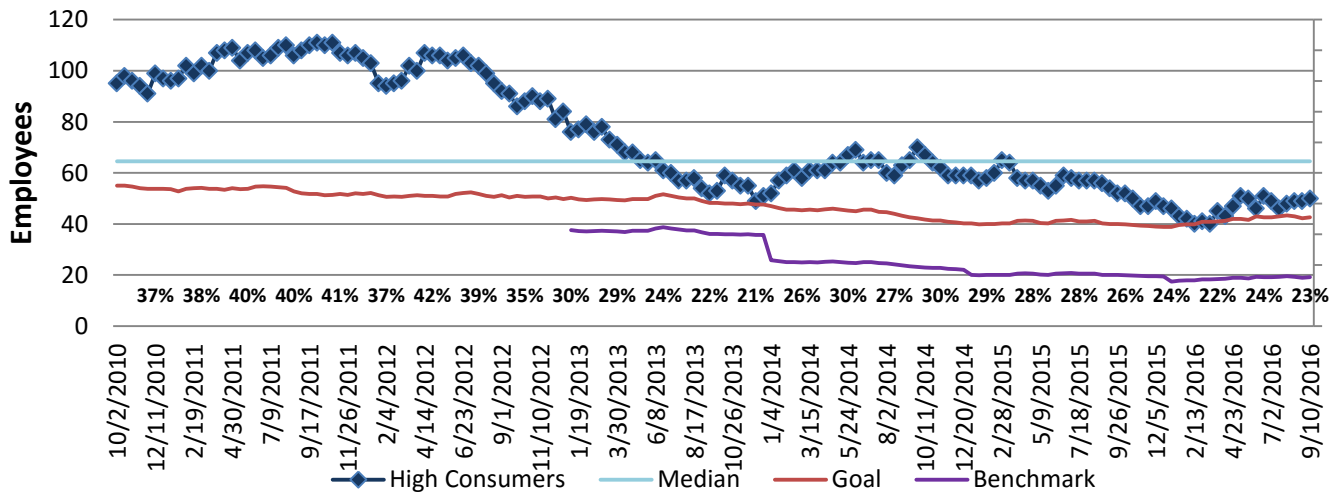
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY12 - 45% (115) of total employees 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: 8.72% LMG Top Quartile 12/19/15	Data Source: Payable Time Peoplesoft  Goal Source: Scope Summary  Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 8: Monitor and diagnose 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: Collect data on explanatory factors associated with sick leave usage

### How Are We Doing?

09.28.14-09.10.16 Rolling 52wk Avg Goal	09.28.14-09.10.16 Rolling 52wk Avg		09.13.15-09.10.16 Goal	09.13.15-09.10.16 Actual	
<b>41</b>	<b>47</b>		<b>43</b>	<b>50</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.