

Island Health Performance Measures

Sick Time



Year to Date Performance	6.1	Performance Assessment	 Red
Island Health Target	Less than or equal to 5.7	Performance is significantly outside acceptable range; take action and monitor progress.	

What do we measure and why?

The Sick Time rate is an indicator of the health and capacity of the workforce (including employee safety and engagement). It also provides an indication of future risk for Long-Term Disability claims.

The Sick Time ratio is calculated as the number of hours of scheduled work time that were paid as sick leave, divided by hours of paid work divided by 100.

A reduction in the Sick Time rate means healthier workers who are better able to provide high quality care, and avoidance of extra costs for overtime or for relief workers to fill in for those who are sick.

What is the target?

Island Health's target is 5.7 or less.

Lower values are better.

How are we doing?

As of November 2023, Island Health is not meeting the target.

What actions are we taking?

Island Health is revitalizing its attendance promotion program and providing the required supports for those with medical conditions impacting their ability to work. Supports are available for people to return to work and health after illness. Psychological safety standards are being implemented with the aim of preventing mental harm in the workplace. Stress sessions are provided to address the impacts of longer term stressors on staff.