


Island Health Performance Measures

Sick Time



Year to Date Performance	6.2	Performance Assessment	 Red
Island Health Target	Less than or equal to 5.6	Performance is significantly outside acceptable range; take action and monitor progress.	

What do we measure and why?

The 'Sick Time' indicator is a ratio of sick leave hours to 100 hours of paid work.

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.

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

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 for 2018/19 is 5.6 or less. Rates above 6.0 will be flagged as red, being significantly outside the acceptable range and requiring action.

How are we doing?

In 2018/19, Island Health did not meet the target. The sick time rate is higher than the previous year. Island Health's sick time rate was higher than the BC average in 2018.

What actions are we taking?

Island Health has an attendance promotion program focusing on those employees with high absence patterns without a disclosed medical condition.

Island Health is focused on improving hand hygiene, and increasing the number of employees who receive influenza immunizations to prevent illness and protect patients. New psychological safety standards are also being implemented with the aim of preventing psychological harm in the workplace.