

Island Health Performance Measures

Sick Time



Year to Date Performance	6.2	Performance Assessment	 Yellow
Island Health Target	Less than or equal to 5.7	Performance is outside acceptable range; monitor and take action as appropriate.	

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 early warning indicator for potential 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 2024, Island Health was not meeting the target.

What actions are we taking?

Island Health is committed to supporting staff wellness through targeted initiatives, including the expansion of health and wellness initiatives and supports, evaluation of support services, and development of a psychological health and safety management system.