

Island Health Performance Measures

Sick Time



Year to Date Performance	6.6	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 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 March 2025, Island Health was not meeting the target.

What actions are we taking?

Island Health continues to expand health and wellness initiatives, such as site-based self-care initiatives, development of a psychological health and safety management system, and a new mobile application to support staff wellbeing. Island Health has also implemented a fatigue policy to reduce burnout and support safe, high-quality patient care.