

### Appendix 3

#### Absence and Turnover performance results – as at Quarter 4 2021/22

##### Improve Measures - Absence

	Target %age	Quarter 1	Quarter 2	Quarter 3	Quarter 4
		Apr - June	Apr - Sept	Apr - Dec	Apr - Mar
Community & Enterprise	5.0%	5.7%	5.9%	6.4%	7.7%
Education	3.0%	3.8%	3.6%	4.5%	6.1%
Finance & Corporate	3.2%	3.1%	3.4%	3.6%	3.6%
Housing & Technical	4.5%	3.8%	4.8%	5.5%	4.9%
Social Work	5.3%	6.4%	7.0%	7.3%	7.1%
Council Wide	4.5%	4.6%	4.8%	5.5%	5.9%

##### Improve Measures - Turnover

	Target %age	Quarter 1	Quarter 2	Quarter 3	Quarter 4
		Apr - June	Apr - Sept	Apr - Dec	Apr - Mar
Community & Enterprise	5.0%	1.4	3.0%	3.9%	5.3%
Education	5.0%	0.5	1.9%	2.5%	3.4%
Finance & Corporate	5.0%	0.9	2.0%	2.3%	3.5%
Housing & Technical	5.0%	0.6	1.7%	2.5%	3.5%
Social Work	5.0%	1.5	3.2%	4.8%	6.5%
Council Wide	5.0%	0.9	2.4%	3.3%	4.4%