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Indicator Name	22/23 Q4 YTD Value	22/23 Q4 Target	23/24 Q4 Target	Proposed 24/25 Q4 Target	Lead Officer
Average number of sick days per employee (FTE) per year lost through sickness absence	7.4	6.0	7.0	6.5	Sarah Lawrie - Business Manager - Human Resources & Training
% staff turnover	New for Q1 23/24	New for Q1 23/24	13.0%	13.0%	Sarah Lawrie - Business Manager - Human Resources & Training