Monitoring Sickness Absence

PACE currently monitors sickness absence by using Breathe HR and the Bradford Factor. If you have a long-term sickness absence (over 10 days) or multiple occasions or short-term sickness over a rolling 12-month period, you will be asked to meet with your manager to:

- explore the underlying reasons for your absence,
- discuss any support that is needed and, if appropriate,
- set attendance targets which will be regularly reviewed.

If targets are set but not met and there are unexplained issues with attendance, you could receive a warning, and ultimately you might be dismissed.