

## Resilience - Evidence-Based Assessment

Your manager will assess and consider any action to mitigate the impact of your absence against the needs of the service. This builds team and organisational resilience.

It is recognised that each employee's absence record is unique; therefore, consideration of your situation will be based on the circumstances of each period of absence leading up to this point.

The structure of each team configuration and impact on service delivery may also be different within and across teams.

Your manager must ensure their decision is fair and reasonable in the circumstances. The following chart shows the factors your manager will consider when making their decision.