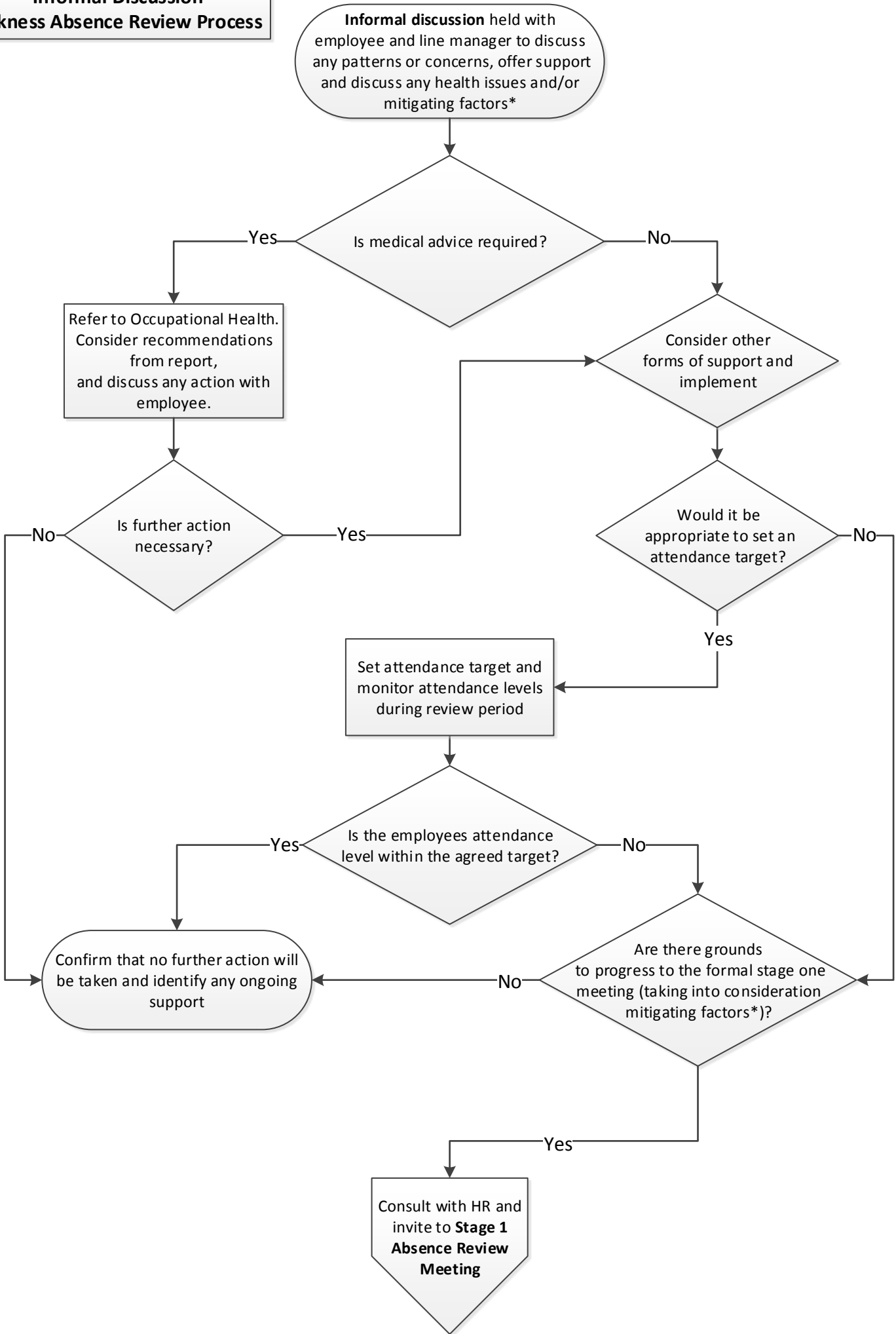


**Informal Discussion
Sickness Absence Review Process**



* Mitigating factors may include pregnancy or disability related absences or one off absences such as broken bones or surgery.