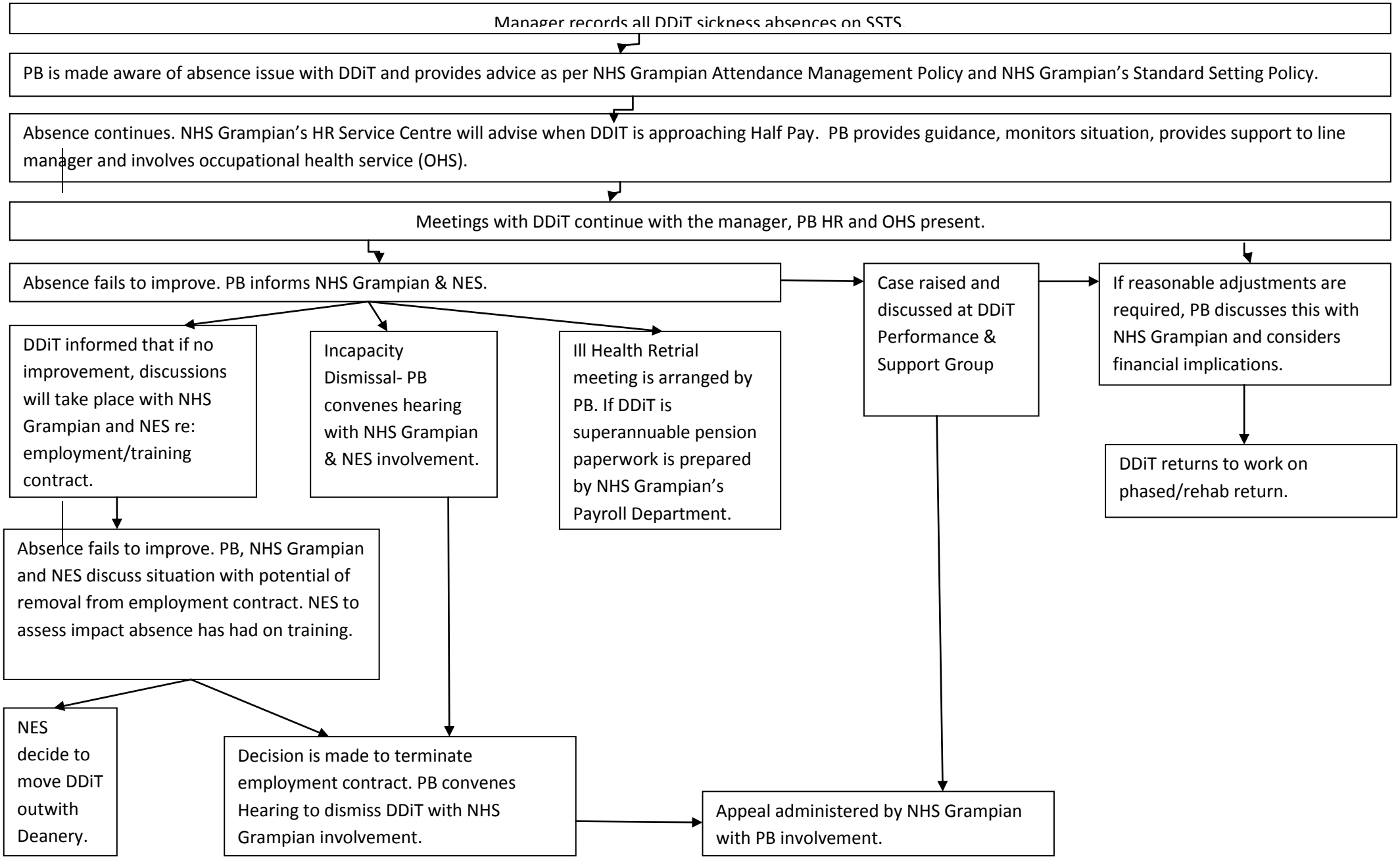Sickness Absence Process North Region