



# Item No. 12

Meeting Date Wednesday 9<sup>th</sup> December 2020

## Glasgow City Integration Joint Board Finance, Audit and Scrutiny Committee

**Report By:** Sharon Wearing, Chief Officer, Finance and Resources

**Contact:** Christina Heuston, Assistant Chief Officer, HR

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### ATTENDANCE MANAGEMENT

<b>Purpose of Report:</b>	To advise the IJB Finance, Audit and Scrutiny Committee of the latest absence levels across Glasgow City Health and Social Care Partnership.
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<b>Background/Engagement:</b>	During the Covid-19 pandemic, priorities have been focussed on supporting essential services, managers and staff in working safely at work and returning to the workplace safely.
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<b>Recommendations:</b>	The IJB Finance, Audit and Scrutiny Committee is asked to: a) note the content of this report.
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### Relevance to Integration Joint Board Strategic Plan:

As detailed in page 22 of the plan.

Glasgow City Integration Joint Board is committed to ensuring that the people of Glasgow will get the health and social care services they need at the right time, the right place and from the right person.

### Implications for Health and Social Care Partnership:

<b>Reference to National Health &amp; Wellbeing Outcome:</b>	Outcome 9 – Resources are used effectively and efficiently in the provision of health and social care services.
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<b>Personnel:</b>	Requirement to maintain level of scrutiny and implement action plans to maximise attendance.
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<b>Carers:</b>	N/A
<b>Provider Organisations:</b>	N/A
<b>Equalities:</b>	N/A
<b>Fairer Scotland Compliance:</b>	N/A
<b>Financial:</b>	Cost pressure arises from need to cover absence in staff groups.
<b>Legal:</b>	N/A
<b>Economic Impact:</b>	N/A
<b>Sustainability:</b>	N/A
<b>Sustainable Procurement and Article 19:</b>	N/A
<b>Risk Implications:</b>	There is a risk that increasing absence levels impact on the efficiency of services and where replacement staff are required, a financial impact.
<b>Implications for Glasgow City Council:</b>	As stated above
<b>Implications for NHS Greater Glasgow &amp; Clyde:</b>	As stated above

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**1. High Level Absence Comparison**

1.1 Latest absence trends for Social Work and Health, comparing Quarter 2 2020/21 to the same quarter last year. Table 1 highlights Social Work figures in Average Days Lost and Table 2 highlights Health figures in Percentage Absence. Tables 1 & 2 exclude Covid related absences.

**Table 1 Social Work – Period Figures (P5-7 covers Quarter 2 i.e. 4/7 to 24/9)**

	2020/21			2019/20		
	P5	P6	P7	P5	P6	P7
<b>ADL Yearly Target 10.2 0.2 per week</b>	0.8	0.8	0.8	0.8	0.8	0.8
<b>OVERALL</b>	1.0	1.1	1.1	1.1	1.0	1.2
Resources	0.7	0.8	0.9	0.9	1.0	1.0
Adult Services	0.6	0.7	0.5	1.0	1.2	0.8
Public Protection & Complex Care	0.5	0.4	0.5	0.4	0.5	0.6
Children’s Services	0.7	0.7	0.7	1.1	1.1	1.0
Older People’s Services	0.8	1.2	0.8	1.1	1.0	1.0
Care Services	1.3	1.4	1.4	1.3	1.4	1.5

**Table 2 Health – Monthly Figures (Month 07-09 covers Quarter 2)**

	2020/21			2019/20		
	07	08	09	07	08	09
<b>Ave % Yearly Target is 4%</b>	4%	4%	4%	4%	4%	4%
<b>OVERALL</b>	5.4	5.61	6.07	6.61	6.44	6.29
Resources	3.2	2.3	2.3	5.0	3.9	4.3
Adult Services	6.65	6.78	6.91	7.3	7.3	7.2
Public Protection & Complex Care	6.5	8.9	8.9	7.5	7.5	6.5
Children’s Services	4.0	3.4	3.4	5.0	5.3	5.0
Older People’s Services	5.0	6.0	6.0	7.1	6.3	6.0
Health Improvement	1.5	2.2	2.2	5.2	5.1	5.4
Clinical Director	0.2	1.0	1.0	4.0	5.6	5.5

**2. Covid Absences**

**2.1 Social Work**

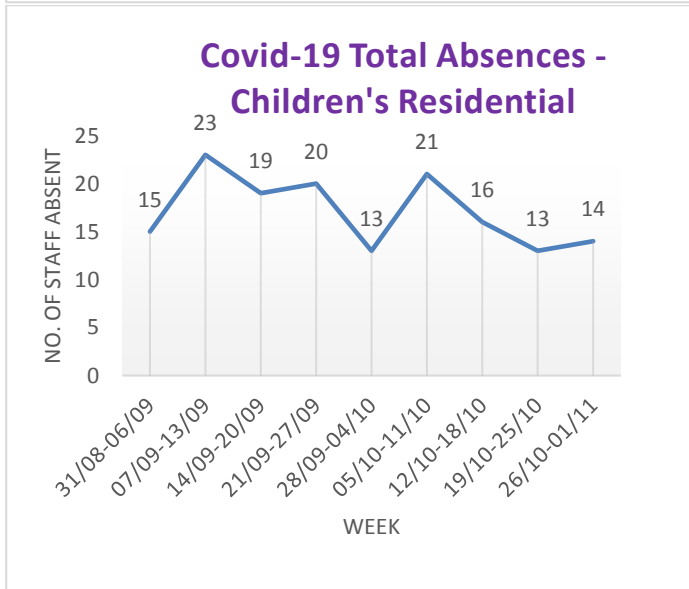
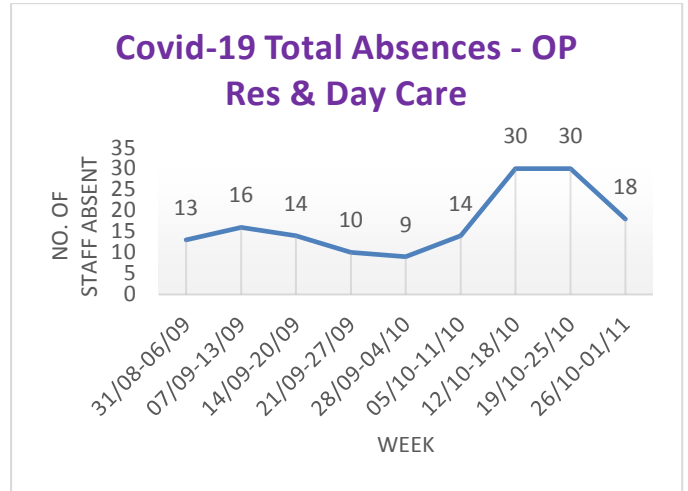
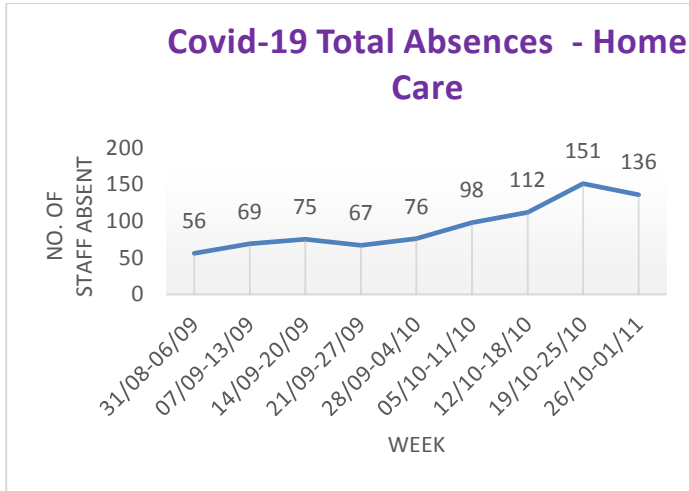
The following data shows total number of covid-19 absences between 31/8/20 to 1/11/20.

Period	Covid-19	Covid-19 Childcare	Covid-19 Dependents Care	Covid-19 Self Isolate	Covid-19 Shielding	Covid-19 UHC	Total
26/10 to 1/11	57	6	1	116	12	8	200
19/10 to 25/10	47	4	1	157	10	7	226
12/10 to 18/10	27	2	0	139	9	5	182
5/10 to 11/10	24	1	1	116	10	4	156
28/9 to 4/10	12	1	1	79	11	7	111
21/9 to 27/9	8	0	1	68	12	21	110
14/9 to 20/9	11	0	0	84	8	22	125

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<b>7/9 to 13/9</b>	9	0	0	81	14	25	129
<b>31/8 to 6/9</b>	12	0	2	45	15	32	106

**2.2 Covid-19 Absence Trends by Essential Care Groups**



**2.3 Health**

The following data shows total number of covid-19 absences between 31/8/20 to 1/11/20.

Period	Covid-19	Covid-19 Positive	Covid-19 Household Related - Self Isolate	Covid-19 Quarantine	Covid-19 Self Displaying Symptoms - Self Isolate	Covid-19 Test & Protect Isolation	Covid-19 UHC	Total
<b>26/10 to 1/11</b>	5	23	38	7	17	27	2	119
<b>19/10 to 25/10</b>	11	28	51	3	22	31	0	146
<b>12/10 to 18/10</b>	6	19	44	10	26	12	1	118
<b>5/10 to 11/10</b>	9	18	46	12	20	20	1	126
<b>28/9 to 4/10</b>	3	8	30	5	12	15	1	74
<b>21/9 to 27/9</b>	5	14	40	6	15	41	0	121
<b>14/9 to 20/9</b>	3	5	33	13	22	21	2	99
<b>7/9 to 13/9</b>	7	5	32	4	11	10	3	72

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31/8 to 6/9	9	5	61	2	20	14	1	112
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### **3. Recovery / Action Plans**

- 3.1 Ongoing support to managers and front line staff continues to be the priority, ensuring risk assessments are completed for staff previously shielding and those with underlying health conditions, categorised by the Scottish Government as the Critically Vulnerable Groups. Robust guidance on safely returning to the workplace has been implemented to ensure everyone is complying with necessary safety measures.
- 3.2 Work is well underway to support staff and encourage managers to support their staff working from home. Coaching support within the HSCP specifically around wellbeing is a priority, to support a culture that cares for its workforce and can contribute to local recovery planning.

### **4. Recommendations**

- 4.1 The IJB Finance, Audit and Scrutiny Committee is asked to:
  - a) note the content of this report.