Item No. 12

Meeting Date **Wednesday 9th June 2021**

Glasgow City
Integration Joint Board
Finance, Audit and Scrutiny Committee

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

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Attendance Management

Purpose of Report:	To advise the IJB Finance, Audit and Scrutiny Committee of the latest absence levels across Glasgow City Health and Social Care Partnership.

Background/Engagement:	Scotland's road map out of covid restrictions focuses Glasgow City HSCP on recovery planning, supporting staff previously shielding back into the workplace safely and ensuring staff's mental health and wellbeing at work is a priority.

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

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:

Reference to National Health & Wellbeing Outcome:	Outcome 9 – Resources are used effectively and efficiently in the provision of health and social care services.

Personnel:	Requirement to maintain level of scrutiny and implement action plans to maximise attendance.

Carers:	N/A
Provider Organisations:	N/A
Equalities:	N/A
Fairer Scotland Compliance:	N/A
Financial:	Cost pressure arises from need to cover absence in staff groups.
Legal:	N/A
Economic Impact:	N/A
Sustainability:	N/A
Sustainable Procurement and Article 19:	N/A
Risk Implications:	There is a risk that increasing absence levels impact on the efficiency of services and where replacement staff are required, a financial impact.
Implications for Glasgow City Council:	As stated above
Implications for NHS Greater Glasgow & Clyde:	As stated above

1. High Level Absence Comparison

1.1 Latest absence trends for Social Work and Health, comparing monthly/quarterly absence data to 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-19 related absences.

Table 1 Social Work – Period Figures (P11-13 covers Q4 i.e. 19/12 to 31/03)

	2020/21	2020/21	2020/21	2021/22		2019/20	2019/20	2019/20	2020/21
	P11	P12	P13	P1&2		P11	P12	P13	P1&2
ADL Yearly Target 10.2 / 0.2 per week	0.8	0.8	1.2	1.2		0.8	0.8	1.2	1.2
OVERALL	1.4	1.4	2.1	1.6		1.5	1.3	2.1	1.6
Resources	0.8	0.9	1.5	0.8		0.9	0.9	1.1	1.0
Adult Services	0.7	0.9	1.8	1.2		1.2	1.1	1.5	1.7
Public Protection & Complex Care	0.5	0.6	1.1	1.0		0.9	0.8	1.1	0.5
Children's Services	0.9	0.9	1.8	1.2		1.1	1.1	1.5	1.0
Older People's Services	0.8	0.9	1.3	1.5		0.7	0.7	1.5	0.8
Care Services	2	1.9	2.6	2.1		1.9	1.7	2.8	2.2

Table 2 Health – Monthly Figures (Month Mar-Apr)

Glasgow City Sickness %	Mar-20	Apr-20		Mar-21	Apr-21
Grand Total	**6.37% (R)**	**5.71% (R)**		**5.10% (R)**	**4.88% (R)**
Resources	4.78% (R)	4.1% (R)		4.34% (R)	4.72% (G)
Adult Services	6.69% (R)	5.9% (R)		5.16% (R)	5.08% (R)
Public Protection and Complex Care	8.09% (R)	9.6% (R)		5.37% (R)	4.22% (R)
Children's Services	5.59% (R)	5.3% (R)		4.58% (R)	4.81% (R)
Older People	7.35% (R)	5.8% (R)		6.14% (R)	5.54% (R)
Health Improvement	3.88% (G)	1.6% (G)		5.06% (R)	3.50% (G)
Clinical Director	7.32% (R)	6.9% (R)		0% (G)	0.13% (G)

2. Covid-19 Absences

2.1 Social Work

The following data shows the total number of Covid-19 absences between 7/12/20 to 25/4/21. The latest figure equates to 2% out of a total workforce of 7376 employees that were off due to a covid related absence.

Table 3 – Covid-19 Absences

Period	Covid-19	Covid-19 Childcare	Covid-19 Dependents Care	Covid-19 Self Isolate	Covid-19 Shielding	Covid-19 UHC	Total
19/04 to 25/04	9	0	2	5	131	2	**149**
12/04 to 18/04	10	0	2	15	130	2	**159**
05/04 to 11/04	12	0	1	28	130	2	**173**
29/03 to 04/04	36	0	1	24	127	3	**191**
22/03 to 28/03	40	1	1	35	127	3	**207**
15/03 to 21/03	42	2	1	34	122	4	**205**
08/03 to 14/03	44	1	2	27	106	6	**186**
01/03 to 07/03	61	2	2	33	104	7	**209**
22/02 to 28/02	59	3	0	29	116	11	**218**
15/02 to 21/02	85	3	3	51	117	11	**270**
08/02 to 14/02	81	2	1	62	106	11	**263**
01/02 to 07/02	96	1	2	84	107	14	**304**
25/01 to 31/01	94	5	1	102	92	13	**307**
18/01 to 24/01	106	11	1	139	86	12	**355**
11/01 to 17/01	77	11	1	149	82	12	**332**
04/01 to 10/01	74	11	5	123	51	10	**274**
07/12 to 13/12	47	8	0	36	9	5	**105**

2.2 Tables 4, 5 and 6 below highlight Covid-19 Absence Trends by Essential Care Groups.

Table 4 Covid-19 Absences – Home Care

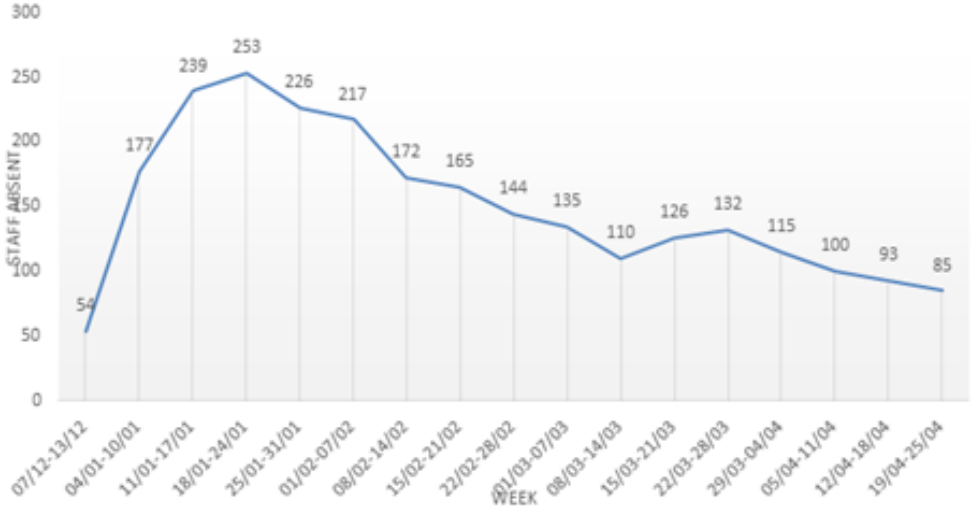


Table 5 Covid-19 Absences - Older People Residential & Day Care

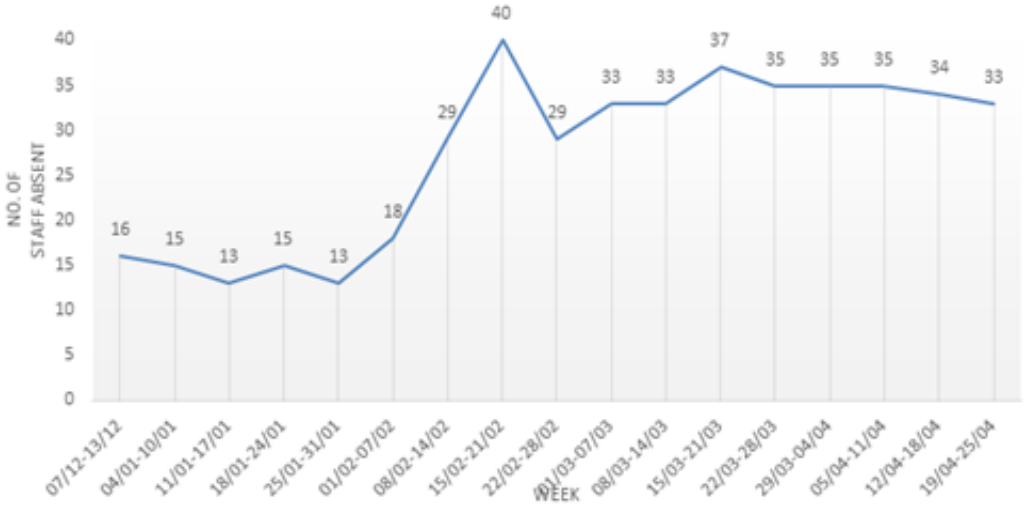
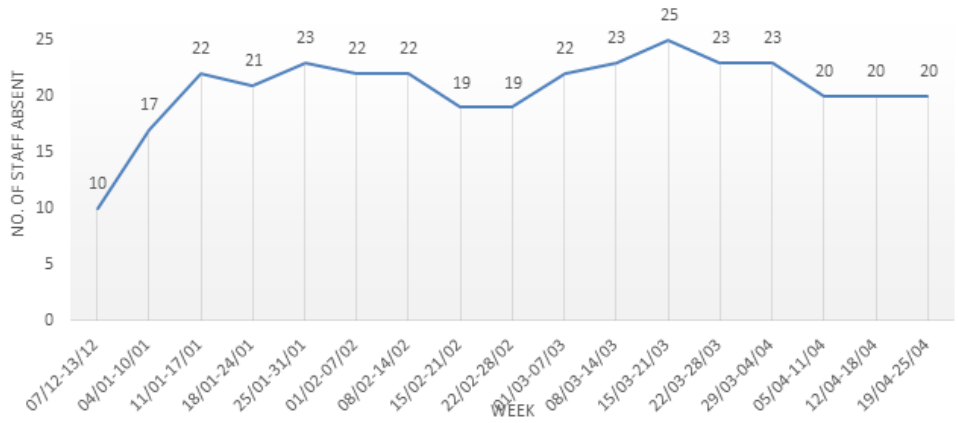


Table 6 Covid-19 Absences – Children's Residential



2.3 Health

The following data shows the total number of Covid-19 absences between 29/3/21 to 2/5/21. The latest figure equates to 1.9% out of a total workforce of 4584 employees that were off due to a covid related absence.

Period	Coronavirus	Coronavirus – Covid 19 Positive	Coronavirus – Household Related – Self Isolating	Coronavirus – Quarantine	Coronavirus – Self displaying symptoms – Self Isolating	Coronavirus – Test and Protect Isolation	Coronavirus – Underlying Health Condition	Coronavirus – Long Covid	Grand Total
29/03/2021	4	1	2		5	2	5		19
05/04/2021	3	3	8		4	2	6	1	27
12/04/2021			7		2	1	2	1	13
19/04/2021	1		2		3	2	2	1	11
26/04/2021	1	2	6		4		1	1	15
Grand Total	9	6	25	0	18	7	16	4	85

3. Health and Wellbeing

3.1 Managers will continue to support staff safely back into the workplace, with a review of risk assessments undertaken for those previously shielding.

3.2 Both Glasgow City Council and NHSGGC have employee health and wellbeing strategies that have recently been developed, which is taking into consideration the impact the pandemic has had on our workforce. These strategies will be relied upon to help focus on developing local wellbeing action plans to suit the needs of the different staff groups across Glasgow City Health and Social Care Partnership.

4. Recommendations

4.1 The IJB Finance, Audit and Scrutiny Committee is asked to:

a) note the content of this report.