

Glasgow City Integration Joint Board Finance, Audit and Scrutiny Committee

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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.
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Background/Engagement:	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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Recommendations:	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:

Reference to National Health & Wellbeing Outcome:	Outcome 9 – Resources are used effectively and efficiently in the provision of health and social care services.
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Personnel:	Requirement to maintain level of scrutiny and implement action plans to maximise attendance.
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Carers:	N/A
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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

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1. High Level Absence Comparison

- 1.1 Latest absence trends for Social Work and Health, comparing Quarter 3 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-19 related absences.

Table 1 Social Work – Period Figures (P8-10 covers Quarter 3 i.e. 25/09 to 18/12)

	2020/21					2019/20				
	P8	P9	P10	P11	P12	P8	P9	P10	P11	P12
ADL Yearly Target 10.2 / 0.2 per week	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8
OVERALL	1.2	1.3	1.4	1.4	1.4	1.2	1.3	1.4	1.5	1.3
Resources	0.9	1.0	1.0	0.8	0.9	1.0	1.0	1.2	0.9	0.9
Adult Services	0.6	0.8	0.6	0.7	0.9	1.0	1.1	1.2	1.2	1.1
Public Protection & Complex Care	0.8	0.7	0.7	0.5	0.6	0.7	0.7	0.9	0.9	0.8
Children's Services	0.9	0.9	1.0	0.9	0.9	1.0	1.1	1.2	1.1	1.1
Older People's Services	0.9	1.1	1.1	0.8	0.9	0.6	0.5	0.5	0.7	0.7
Care Services	1.6	1.8	1.8	2.0	1.9	1.4	1.5	1.7	1.9	1.7

Table 2 Health – Monthly Figures (Month Oct-Dec covers Quarter 3)

Glasgow City Sickness %	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20
Grand Total	5.59%	5.99%	5.79%	5.03%	4.87%	6.54%	6.68%	6.24%	6.95%	6.20%
Resources	4.57%	5.73%	4.6%	2.87%	2.89%	5.0%	6.0%	4.8%	7.4%	5.8%
Adult Services	6.54%	6.49%	6.48%	5.46%	5.32%	7.1%	6.8%	6.5%	7.3%	6.6%
Public Protection and Complex Care	8.64%	9.34%	7.9%	3.91%	3.38%	6.4%	5.4%	8.8%	7.1%	6.6%
Children's Services	3.64%	4.14%	4.9%	4.3%	4.0%	6.6%	6.3%	5.9%	6.4%	5.3%
Older People	5.41%	6.40%	6.0%	6.13%	5.82%	6.3%	7.8%	6.9%	7.5%	6.9%
Health Improvement	2.93%	5.27%	3.3%	3.3%	4.58%	4.3%	5.0%	3.6%	5.1%	3.7%
Clinical Director	3.07%	2.13%	2.5%	1.32%	0%	1.0%	2.2%	0.2%	7.4%	5.0%

2. Covid-19 Absences

2.1 Social Work

The following data shows the total number of Covid-19 absences between 2/11/20 to 14/3/21.

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
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

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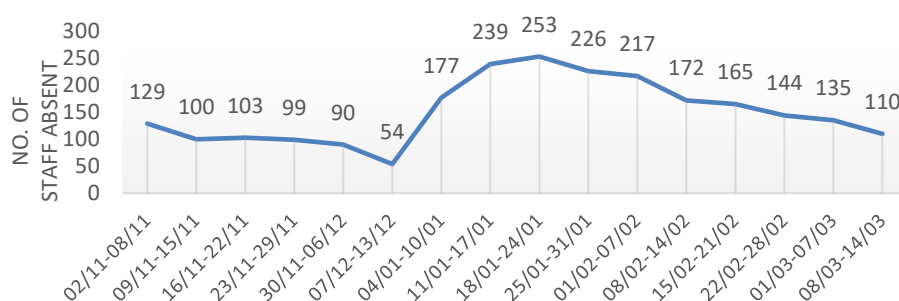
Period	Covid-19	Covid-19 Childcare	Covid-19 Dependents Care	Covid-19 Self Isolate	Covid-19 Shielding	Covid-19 UHC	Total
15/02 to 21/02	85	3	3	51	117	11	270
08/02 to 14/02	81	2	1	62	106	11	263
01/02 to 07/02	96	1	2	84	107	14	304
25/01 to 31/01	94	5	1	102	92	13	307
18/01 to 24/01	106	11	1	139	86	12	355
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
30/11 to 06/12	49	10	0	55	9	6	129
23/11 to 29/11	58	5	0	81	10	5	159
16/11 to 22/11	63	6	2	90	11	6	178
09/11 to 15/11	46	6	4	89	11	5	161
02/11 to 08/11	44	4	3	114	8	5	178

There is currently a total workforce of 7376, therefore, the latest reporting on Covid-19 type absences equates to 2.5%.

The service embarked on a recruitment drive at the beginning of 2020 to increase staffing within Home Care and Care Homes as part of the normal recruitment campaign. However, the workforce increased even further in March / April, taking on sessional staff and students to address staffing issues as a result of the pandemic, as a number of staff were advised to shield and stay at home, in line with the Scottish Government advice and guidance.

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

Table 4 Covid-19 Absences – Home Care



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

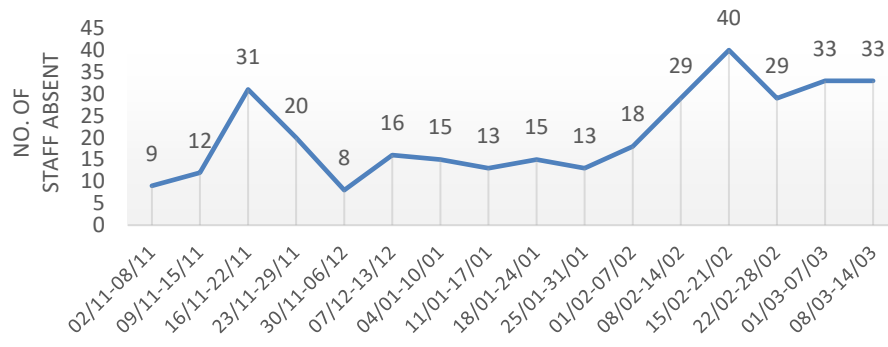
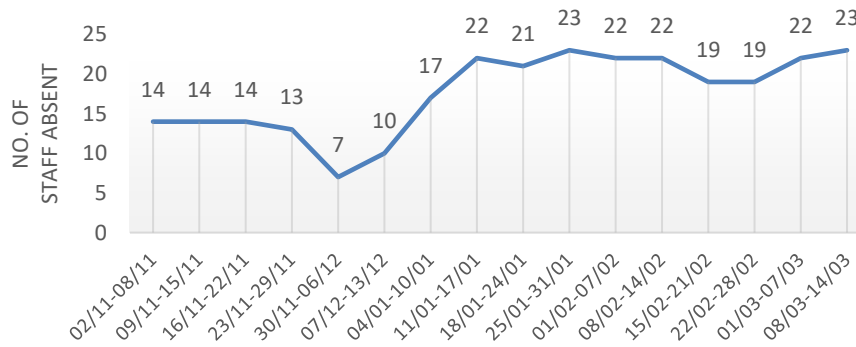


Table 6 Covid-19 Absences – Children’s Residential



2.3 Health

The following data shows total number of Covid-19 absences between 2/11/20 to 28/3/21.

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
02-Nov	5	14	31	2	10	11	1	74
09-Nov	2	9	31	2	8	14	1	67
16-Nov	9	20	19		14	16	8	86
23-Nov	9	12	21		10	11	9	72
30-Nov	10	18	21	1	13	7	5	75
07-Dec	8	18	15	3	8	7	1	60
14-Dec	3	11	16	1	11	8	1	51
21-Dec	5	8	13		6	5	8	45
28-Dec	1	21	10	2	8	13	5	60
04-Jan	7	24	18	1	12	15	42	119
11-Jan	17	33	14	1	13	15	9	102

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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
18-Jan	16	25	20	3	18	3	8	93
25-Jan	25	23	17	1	9	10	3	88
01-Feb	21	10	13	1	16	7	8	76
08-Feb	8	5	9		4	1	5	32
15-Feb	12	1	15	1	3	22	4	58
22-Feb	9	1	12	2	7	3	4	38
01-Mar	4	1	5		4	1	3	18
08-Mar	5	2	11		3		5	26
15-Mar	4		6	1	2		2	15
22-Mar			1		1		1	3

There is currently a total workforce of 4584, therefore, the latest reporting on Covid-19 type absences equates to 0.1%

3. Health and Wellbeing

- 3.1 Managers will continue to follow the guidance on staff safely returning to the workplace in the coming months and a review of risk assessments undertaken for those in the shielding category will take place, where there are changes in health conditions, to ensure appropriate supports are implemented before any return is achieved.
- 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.
- 3.3 The flu vaccination programme for social work staff was essential to get up and running at an early stage in 2020 and the priority staff group to receive the vaccination, was our residential staff within our 5 Older People Care Homes. There was an 86% uptake from staff and the remaining 14% were in scope to receive the vaccination via their GP surgery.

The overall position of staff vaccinated across Social Work in 2020, compared to the previous year, had shown an increase of 63% which has been the most positive uptake of staff wishing to receive the flu vaccination at work, compared to any other year.

4. Recommendations

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