



Item No. 17

Meeting Date Wednesday 7th February 2018

Glasgow City Integration Joint Board Finance and Audit Committee

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

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ATTENDANCE MANAGEMENT

Purpose of Report:	To advise IJB Finance and Audit Committee of Quarter 3 2017/18 absence levels across Glasgow City Health and Social Care Partnership.
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Background/Engagement:	Social Work and Health Services continue to monitor sickness absence and aim to achieve below absence targets set. Lower sickness absence is desirable for service delivery and efficiency.
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Recommendations:	The IJB Finance and Audit 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 25 of the plan
The 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:	None
Provider Organisations:	None
Equalities:	None
Financial:	Cost pressure arises from need to cover absence in staff groups
Legal:	None
Economic Impact:	None
Sustainability:	None
Sustainable Procurement and Article 19:	None
Risk Implications:	Service imperatives are managed across care groups as required
Implications for Glasgow City Council:	As stated above
Implications for NHS Greater Glasgow & Clyde:	As stated above

1. Quarter 3 2017/18

1.1 The data for Quarter 3 October to December 2017 is shown below in Tables 1 & 2.

Table 1 - High Level Quarter Comparison (% / ADL)

Service	Employee Numbers	2016/17				2017/18
		Q4	Q3	Q2	Q1	Q3
Social Work	3821 Headcount	5.60% 2.7 ADL	6.50% 3.3 ADL	6.00% 2.8 ADL	5.30% 2.5 ADL	6.8% 3.2ADL
Health	4361.06 WTE	6.28%	6.47%	6.09%	6.10%	6.16%

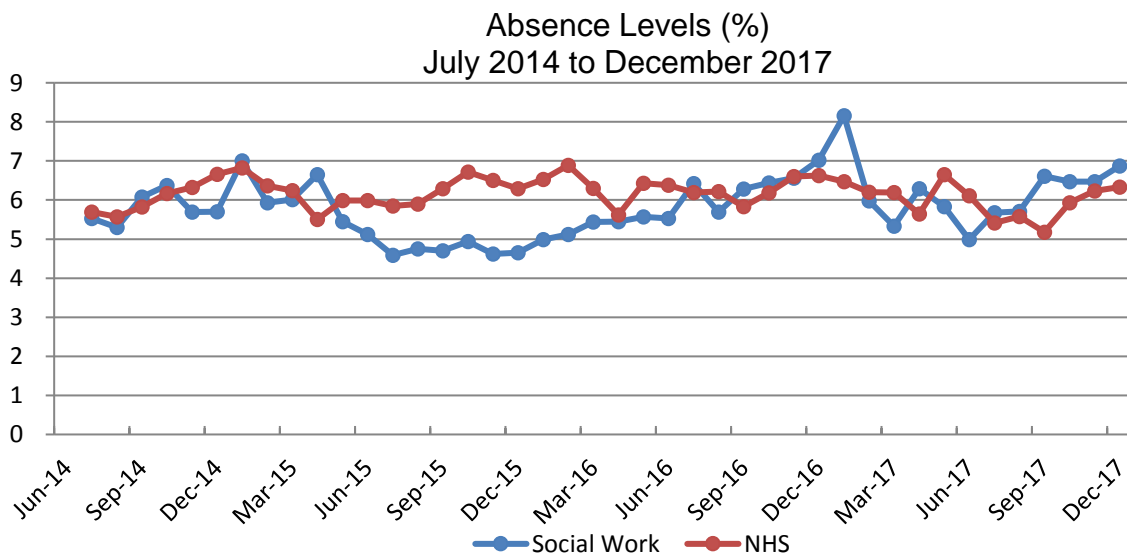
Table 2 – Service Level Quarter Comparison (%)

Service	Social Work		Health	
	2016/17	2017/18	2016/17	2017/18
	Q3	Q3	Q3	Q3
North East	4.93%	8.01%	6.97%	6.57%
North West	6.77%	3.93%	6.86%	6.54%
South	7.77%	6.27%	6.00%	6.44%
Mental Health Central	n/a	n/a	6.24%	1.84%
All Other *	8.59%	6.69%	4.37%	4.63%

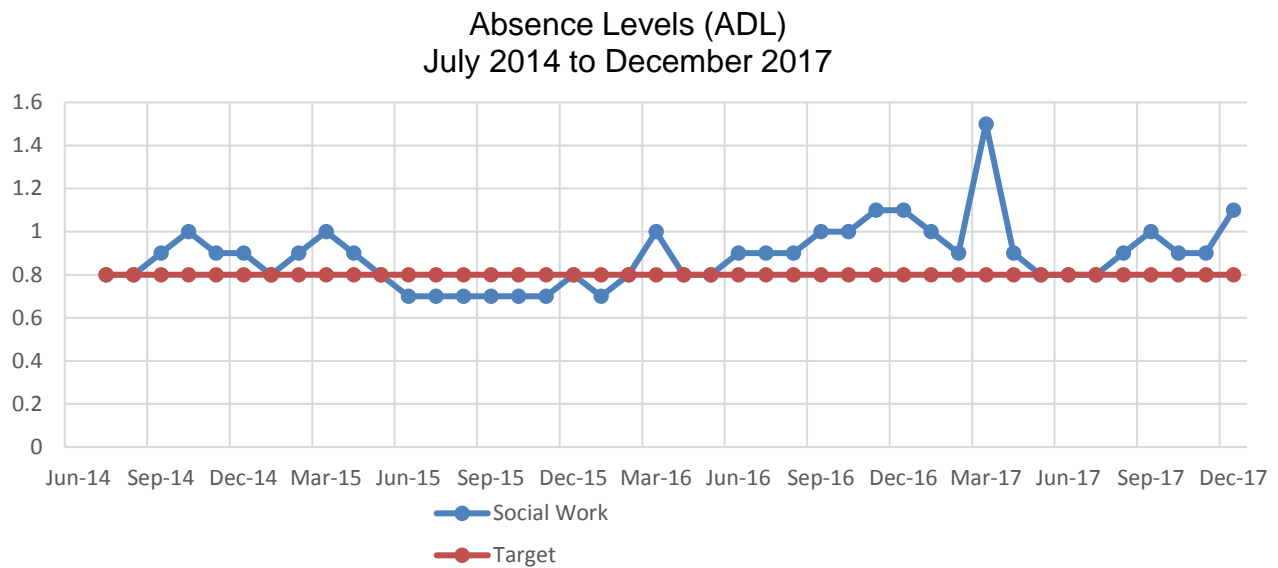
* SWS All Other category includes Residential Services in Older People and Children

2. Percentage Absence Trends

2.1 Chart 1 shows percentage absence trends for Social Work and Health.



2.2 Chart 2 shows the rolling monthly trend for average days lost (ADL) for Social Work.



3. Occupational Health Categories (Absence Reasons)

3.1 The table below shows absence reasons for Social Work in Quarter 3 and Quarter 2.

ABSENCE REASON	2017/18 QUARTER 3				2017/18 QUARTER 2			
	LTA Days	STA Days	LTA Rate %	STA Rate %	LTA Days	STA Days	LTA Rate %	STA Rate %
Cardiovascular	475.0	88.5	5.28%	2.64%	378.0	87.5	5.10	3.72
Endocrine	0.0	12.0	0.00%	0.36%	6.0	4.0	0.08	0.17
Gastro-Intestinal	447.6	446.0	4.97%	13.29%	407.0	390.5	5.46	16.61
Gynae/Genito-Urinary	321.0	148.0	3.57%	4.41%	256.0	157.0	8.43	6.67
Miscellaneous	644.5	138.0	7.16%	4.11%	553.0	130.5	7.42	5.55
Muscoskeletal	1,601.5	495.5	17.79%	14.77%	1,345.0	443.7	18.06	1.85
Neoplasm	261.0	2.5	2.90%	0.07%	406.0	6.0	5.45	0.25
Nervous System	295.0	126.5	3.28%	3.77%	244.5	71.0	3.28	3.02
Post-Op	1,020.0	226.0	11.33%	6.74%	713.0	97.0	9.57	42.04
Psychological	3,313.5	568.0	36.81%	16.93%	2,799.5	547.5	37.59	23.29
Respiratory Tract	589.0	1,065.0	6.54%	31.74%	309.0	347.0	4.14	14.76
Skin	34.0	39.0	0.38%	1.16%	30.0	69.0	0.40	2.93
TOTAL	9,002.1	3,355.0			7,447.0	2,350.7		

- 3.2 The top two reasons for long term sickness are Psychological and Musculoskeletal conditions. This is consistent with previous quarters/years.
- 3.3 However, the main reason for short term sickness in quarter 3 is Respiratory conditions. The number of days lost has increased significantly in quarter 3 compared to the previous quarter.
- 3.4 Flu Vaccination Programmes for staff are promoted every year by local Health Improvement Teams and also a service provided by the Council's Occupational Health Provider.

4. Recommendations

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