



Item No. 17

Meeting Date Wednesday 9th September 2020

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.
Background/Engagement:	<p>Since the outbreak of coronavirus (COVID-19) in March 2020, the priority has been supporting essential key workers across the city to be able to come to work, whilst also implementing supportive measures for staff that remained at home.</p> <p>New absence codes were created on GHSCP systems for those absent due to COVID-19 and are not reflected in the sickness absence figures contained within this report.</p> <p>As Government announcements and guidance has been updated, HR Recovery Planning is now focused on supporting more of the workforce back to work, adopting a flexible approach to this where required.</p>
Recommendations:	<p>The IJB Finance, Audit and Scrutiny Committee is asked to:</p> <p>a) note the content of this report.</p>

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.

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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

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1. High Level Absence Comparison

1.1 Latest absence trends for Social Work and Health, comparing Quarter 1 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.

Table 1 Social Work – Period Figures (P1-4 covers Quarter 1 i.e. 1/4 to 3/7)

*P1 is 2 rather than 4 weeks long	2020/21				2019/20			
	P1*	P2	P3	P4	P1*	P2	P3	P4
ADL Yearly Target 10.2 0.2 per week	0.4	0.8	0.8	0.8	0.4	0.8	0.8	0.8
OVERALL	0.4	1.2	1.2	1.1	0.5	1.0	1.0	1.1
Resources	0.3	0.7	0.8	0.6	0.4	0.7	0.7	0.9
Adult Services	0.5	1.3	1.0	0.7	0.6	1.2	1.0	1.0
Public Protection & Complex Care	0.1	0.3	0.3	0.4	0.3	0.6	0.6	0.6
Children's Services	0.3	0.7	0.8	0.8	0.5	1.0	0.9	1.1
Older People's Services	0.2	0.6	0.8	0.8	0.5	1.0	1.0	1.1
Care Services	0.5	1.6	1.6	1.4	0.7	1.2	3.2	1.2

Table 2 Health – Monthly Figures (Month 04-06 covers Quarter 1)

	2020/21			2019/20		
	04	05	06	04	05	06
Ave % Yearly Target is 4%	4%	4%	4%	4%	4%	4%
OVERALL	5.72	5.58	5.55	6.07	6.21	5.85
Resources	4.1	2.4	2.1	5.69	4.28	3.6
Adult Services	6.1	6.3	6.8	6.55	6.46	6.7
Public Protection & Complex Care	9.6	8.5	5.3	4.25	6.48	7.6
Children's Services	5.3	4.7	4.2	6.25	6.41	4.7
Older People's Services	5.8	6.2	5.8	6.22	6.72	5.9
Health Improvement	1.6	1.1	1.8	3.05	3.48	4.4
Clinical Director	6.9	2.3	2.0	2.80	5.22	3.4
Hosted	2.4	3.0	*	n/a	n/a	n/a

* Hosted now included within Adult Services figure

2. Flu Vaccination Programme 2020

2.1 Social Work

1000 flu vaccinations have been ordered through the Council's Occupational Health Provider. This is the maximum number that is available, therefore, staff within our Care Homes, will receive the flu vaccination onsite over the coming months, starting in September.

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1000 vouchers have been ordered for staff who expressed an interest in receiving the flu vaccination through the Boots Voucher Scheme. They will redeem their voucher at a Boots store local to them, commencing mid-September to December this year, although staff will be encouraged to receive the flu vaccination as early as possible.

We anticipated an increase in uptake this year due to the coronavirus pandemic, with staff wishing to take preventative measures in order to maintain good health.

2.2 Health

NHS flu vaccination programme for staff has yet to be confirmed. However, the priority for the NHS and in scope to obtain the vaccination through either GP surgeries or local community pharmacies, are the over 65s and under 65s with underlying health conditions.

Last year's programme involved drop-in clinics for staff across various NHSGGC sites and through Occupational Health.

3. Action Plans

- 3.1 Attendance Management Action Plans are currently being reviewed as part of GHSCP's Recovery Planning Strategy and will be reported at future Committee meetings.
- 3.2 Absence trends continue to be monitored with priority focus within staff groups that show consistently high levels of absence.

4. Recommendations

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