

Meeting of
Lanarkshire NHS Board
26 November 2008

Lanarkshire NHS Board
14 Beckford Street
Hamilton ML3 0TA
Telephone 01698 281313
Fax 01698 423134
www.nhslanarkshire.co.uk



**Subject: Local Delivery Plan
HEAT Sickness Target of 4% by March 2009**

1. PURPOSE

To update the Board on progress in working towards the achievement of a 4% sickness level by March 2009.

2. SICKNESS RATES FOR SEPTEMBER 2008

Position is as follows:

The tables now include details of how many staff employed in each area/locality/division and whether they are included on the Easy Project or not. Also for the organisational figures I have included the long term absence date.

a) NHS Lanarkshire	Actual August	Target September	Actual September	Long Term Over 1 month September
NHS Lanarkshire	4.84%	4.92%	4.88%	2.95%
b) By Divisions				
Acute	5.47%	4.71%	4.70%	2.72%
CHP North	3.23%	4.64%	4.94%	3.03%
CHP South	4.00%	5.37%	5.34%	3.58%
PSSD	8.53%	6.97%	7.29%	4.53%
All Others	3.42%	4.13%	3.72%	2.28%
c) Doing Well Ares where 4% Achieved.				
	w.t.e.	%	On Easy	
Wishaw Locality	360.03	3.67%	✓	
Corporate (Finance, HR Modernisation Team & Planning.	404.34	3.48%	✗	
Salus	127.11	3.48%	✗	

Cont'd/.....

d) Room for Improvement

	w.t.e.	%	On Easy
→ Cancer	76.65	4.29%	✘
→ Airdrie Locality	286.40	4.17%	✘
→ Bellshill Locality	435.69	5.91%	✓
→ Cumbernauld Locality	171.34	5.06%	✘
→ Motherwell Locality	303.67	4.75%	✘
→ PSSD	669.36	7.29%	✓
→ Coatbridge Locality	376.21	5.47%	✓
→ East Kilbride	337.70	6.22%	✓
→ E-Health	295.68	5.00%	✘
→ Emergency & Medical Services	1879.60	5.39%	✘
→ Surgical & Critical Care	1452.49	4.26%	✘
→ Women's & Diagnostics	1420.21	4.79%	✓
			[Women's only]
→ Clydesdale Locality	358.13	5.10%	✓
→ Hamilton Locality	298.69	4.51%	✘

You will see from the figures that although we have sustained an organisational figure of 4.8%, there has been a significant shift in the performance of particular areas.

From the attached trajectory we are still on target however the challenge will be to maintain our position as proportionately the rate of progress has slowed down.

3. PRO-ACTIVE MANAGEMENT

As evident by some of the figures above, Management Teams are proactively managing sickness levels through performance management policies as appropriate. For October the volume of attendance issues being managed through performance management and disciplinary policies is as follows:

	Investigations	Disciplinary Action	Formal Counselling	Terminations	Ill Health Terminations
North CHP	1	1	1	-	-
South CHP	1	1	-	-	1
PSSD	9	3	4	-	3
Acute	4	4	-	1	-
Others	-	-	-	-	-
Total October	15	9	5	1	4
C/fwd figure	50	31	22	2	11
Grand Total	65	40	27	3	15

You will note a significant increase in activity in PSSD as a consequence of high numbers of long term absence and a targetted action plan has been developed and implemented to take this forward.

Cont'd/.....

4. EASY PROJECT

The Project is concentrating on moving forward as many areas as possible to Easy. As at the 1 December 2008 over 9,000 wte will be on the project, with over 3800 wte going live in November.

There have been a number of concerns from Staff Side Representatives on the implementation of the project and we have agreed to organise a Seminar with them on 24 November 2008. At the Seminar we will be discussing progress to date and what we can do to manage long-term absence more effectively.

5. DECISION REQUIRED BY BOARD

The Board is required to note progress to date.

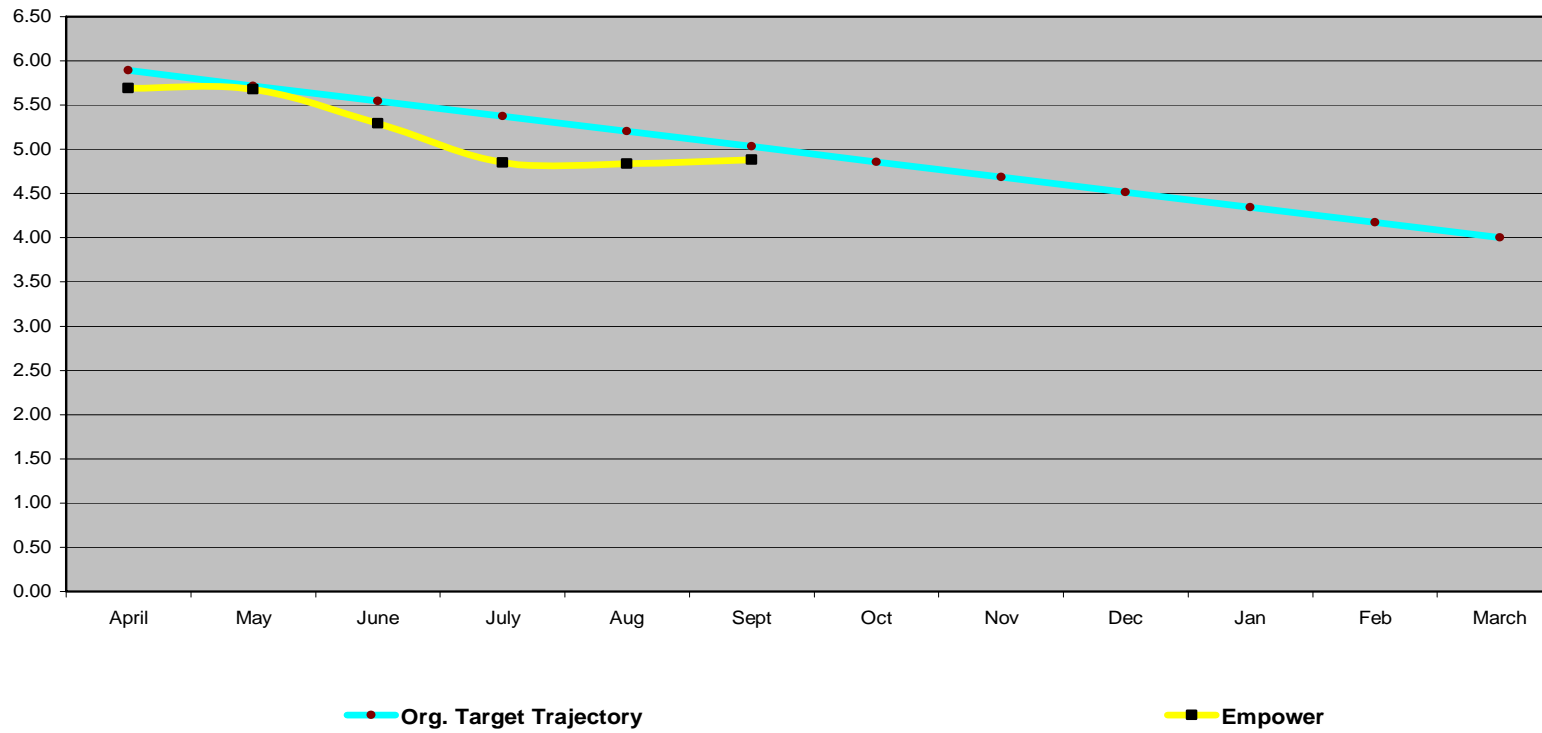
6. FURTHER INFORMATION

For further information or clarification of any issue in this paper please contact Lynne Khindria, Director of Human Resources, on 01698 245168.

LYNNE KHINDRIA
HR Director

19 November 2008

Sickness Absence Rates and Target Trajectory Financial Year 2008/2009



Graph above highlights the Linear (Empower) trend over the financial year. Over the twelve month period there will be an Organisational Target Trajectory, (blue line), and an actual monthly achieved sickness absence rate, (yellow line).