

Meeting of
Lanarkshire NHS Board
29 October 2008

Lanarkshire NHS Board
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**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 AUGUST 2008

Position is as follows:

| a) | NHS Lanarkshire | Year End March 2008 | Actual July | Target Aug | Actual Aug |
|-----------|---|--------------------------------|------------------------|-----------------------|-----------------------|
| | NHS Lanarkshire | 6.10% | 4.85% | 5.06% | 4.84% |
| b) | By Divisions | | | | |
| | Acute | 6.25% | 4.72% | 4.83% | 5.47% |
| | CHP North | 5.89% | 4.16% | 4.75% | 3.23% |
| | CHP South | 6.31% | 4.67% | 5.6% | 4.00% |
| | PSSD | 9.25% | 8.67% | 7.46% | 8.53% |
| | All Others | N/A | 4.27% | 4.39% | 3.42% |
| c) | Doing Well areas where 4% Achieved | | | | |
| | → Airdrie Locality | | 1.3% | | |
| | → Bellshill Locality | | 3.66% | | |
| | → Cumbernauld Locality | | 2.63% | | |
| | → Motherwell Locality | | 3.39% | | |
| | → Wishaw Locality | | 1.88% | | |
| | → Clydesdale Locality | | 3.34% | | |
| | → Hamilton Locality | | 3.98% | | |
| | → Corporate (Finance, HR, Modernisation Team and Planning) | | 3.10% | | |
| | → Salus | | 3.61% | | |

Cont'd/.....

d) Room For Improvement

| | |
|--------------------------------|-------|
| → Coatbridge Locality | 5.55% |
| → East Kilbride | 4.59% |
| → E-Health | 4.21% |
| → Emergency & Medical Services | 6.42% |
| → Surgical and Critical Care | 4.61% |
| → Women's & Diagnostics | 5.27% |

The main areas of concern are in Acute and PSSD. In Acute the two staff groups that are experiencing difficulty in achieving sustained improvement are Nursing/Midwifery and Administrative/Clerical. The following steps are being taken to secure improvement.

- To re-prioritise the timetable for the cascade of the Easy Programme to services in Acute particularly Emergency and Medical Services.
- To undertake an audit of all staff who were reported absent in August to monitor what actual action was taken by Management Teams to manage the situation.

In PSSD there is a high proportion of long-term sickness absence and action plans are being implemented to move this forward and with effect from the end of August the majority of the staff are now in the Easy Programme.

3. PRO-ACTIVE MANAGEMENT

As evident by some of the figures above, Management Teams are closely and proactively managing sickness levels supported by the Easy Programme. For September the volume of disciplinarys associated with poor attendance is as follows:

| | Investigations | Disciplinary Action | Formal Counselling | Terminations | Ill Health Terminations |
|--------------------|----------------|---------------------|--------------------|--------------|-------------------------|
| North CHP | 2 | 2 | - | - | 1 |
| South CHP | - | - | - | - | 1 |
| PSSD | 1 | 1 | - | - | 3 |
| Acute | 3 | 3 | - | - | - |
| Others | 1 | 1 | - | - | - |
| Total September | 7 | 7 | 0 | 0 | 5 |
| C/fwd figure | 43 | 24 | 22 | 2 | 6 |
| Grand Total | 50 | 31 | 22 | 2 | 11 |

4. EASY PROJECT/PROGRAMME

The Easy Programme early intervention by Occupational Services continues to be cascaded across NHS Lanarkshire. In addition they are looking at the following areas:

- Extra resource has been allocated to the Staff Physiotherapy to address access.
- The Employee Counselling Service now works closely with the Easy Project.

→ The Easy Project is looking at how we embed the management of staff absence on the Agenda for all Management Teams.

5. DECISION REQUIRED BY THE BOARD

The Board is asked to note progress.

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
Director Human Resources

22 October 2008