

Silver Command Group:	Workforce & Wellbeing
Purpose:	To provide an overview of decisions made by COVID-19 Workforce & wellbeing Silver Command Groups since the last Board meeting on 25 March 2020.
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Situation

This briefing note outlines where NHS Lanarkshire has had to deviate from normal HR Directorate operating procedures in order to response to COVID-19.

Background

Business continuity plans have been enacted and work prioritised to support the COVID-19 response.

Assessment

- In the last 4 months, 1638 offers of employment have been made (as at 24/4/20) – of this 542 were bank (33%) and 1,096 (67%) were substantive. A very small number of the substantive posts are fixed term appointments over establishment e.g. 3 Biomedical Scientist, 3 Senior Managers, 9 Radiographers, 59 Bank Workers (although to date only 6 accepted firm offer).

The bank workers include 40 casual council workers who have joined to support PSSD. These colleagues were afforded a fastrack recruitment process and a local induction. If these colleagues wish to remain on the staff bank long term, they will be required to complete their Core LearnPro Training and undertake standard NHSL StaffBank pre-employment checks (PVG and OH in particular).

- Circa 300 nursing students (mix of 3rd /2yrs) have commenced a 6 month fixed term contracts – these staff are over establishment.
26 Medical students have commenced as interim FY1s (funded through NES).
- Manual Handling and PaMoVA staff training competence has been extended from 3yrs to 4 yrs. Manual Handling training for new employees has been reduced to ½ day to manage the increase in demand. Follow up on site training on hoists is planned to complete training after commencement of employment.
- Occupational Health screening signposting applicants with chronic illness, are pregnant, or over 70s to SG guidance (DL 2020 30.3.20). If the guidance states that their condition is one whereby they should work from home, and they declare this, then their application will not be progressed. Risk reviewed by CLO and they confirmed low risk due to nature of roles (patient facing) and urgent need for additional staff.

- Staff testing has continued to focus on saving “days from isolation”. Note:
 - Symptomatic employees must isolate for 7 days.
 - Staff member must isolate for 14 days. if household member is symptomatic,

When the staff member or household member is found negative by testing, then the staff member can return to work next shift (assuming they are well enough). To date 3313 staff have been referred, 2203 (1487 NHSL/ 716 UKG Centre (Airport)) tested with 493 positive results. Total estimated days saved are 7559. The differential between those referred and those tested is due to numerous factors; ineligible, unable to drive to test site or availability of test slots.

- 15 NHSL staff (8 nursing, 5 AHPs and 2 Pharmacist) have attended Louisa Jordan induction. These staff may be called upon when the first 40 bed area is opened. If further staffing is required, we would look to source these from the NES portal of returners.
- There are a range of DL and circulars which may be of interest these can be found at www.stac.scot.nhs.uk/coronavirus-covid-19

Recommendations

The NHS Lanarkshire Board is asked to note the above actions.

For more information:

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