

## **NHS Lanarkshire Board Workforce Update - February 2021**

### **Redeployment**

Over the last 6 weeks, whole system staffing and service has been reviewed by the Crosscutting group, led by the Director of NMAHPs. This has supported the deployment of staff to support the increased workforce demand in the acute and subsequently in the C-19 vaccination programme.

In the Acute, site staff were redeployed from theatres and outpatient clinics to support ITU and opening of additional beds. In addition, c.12 WTE physiotherapy staff have been deployed to ITU and c.40 WTE community nurses (50% North and South H&SCP) were deployed acute wards for a 3 week period.

Since commencement of the vaccination programme approximately c.70 WTE existing staff have been temporarily deployed to support the programme. This includes AHPs (c. 16 WTE) and Nursing (c.54TE) staff released from the service either on a part-time or full-time period.

### **Recruitment**

The main recruitment focus over the last month has been to deliver the target staffing for the vaccine programme; this includes 128.8 WTE B2 Admin, 128.8 WTE B3 Vaccinators, 107.3 WTE Registrant, 8 B7 Team Leaders, 1 B8 Service Manager. In addition, there has been recruitment to staff bank (Internal, external, students, independent contractors).

It is anticipated that by early March 2021 the majority of the substantive workforce will have been recruited and commenced, enabling the release of temporarily deployed staff. However, this will require to be reviewed in line with the revised delivery model.

### **Mutual Aid**

In order to utilise the availability of workforce resources from our partners within North/South Lanarkshire Council and latterly NHS Greater Glasgow and Clyde, a Memorandum of Understanding (MoU) between NHS Lanarkshire and the respective organisations was established. The MoU covers the core principles for any staff group, including those deployed through mutual aid and those identified resources temporarily being deployed to support NHS Lanarkshire from North & South Lanarkshire Council and the duration of such arrangements. An Addendum for specific services/staff groups has also agreed in conjunction with each requirement/staff grouping as necessary.

At present there are a total of 27 staff (headcount) from North and South Lanarkshire Council who are temporarily deployed to support NHS Lanarkshire's Test & Protect Service, Respiratory Assessment Centres, Primary Care Services and our local Vaccination Telephone Helpline. Through mutual aid, NHS Glasgow and Clyde have offered work via their staff bank for specific vaccination centres (Ravenscraig) to

support the additional targets set by Scottish Government regarding the delivery of priority groups.

Discussions are ongoing at present with our local authority colleagues to scope out further requirements in relation to additional temporary workforce resources, primarily to continue to support with activity at our Vaccination Centres across Lanarkshire. Robust processes for day to day operational management issues and supervision for staff supporting such services are in place.

All formal employment matters including terms and conditions of service for staff who are covered within the MoU, via temporary deployment or mutual aid, remains with their respective employers therefore the risk to NHS Lanarkshire relating to matters of employment for these defined cohorts of staff is categorised as low.

### **Staff Absence**

The sickness absence rate as at December 2020 is 6.03% which exceeds the 4% level set by NHS Scotland. This has reduced slightly from November 2020 (6.25%). Sickness Absence rates do not include C-19 related absence; this is reported separately.

C-19 related absence peaked early December with 280 staff recorded absent with a C-19 related reason. This figure reduced late December to an average of 200 staff absent per day. With the introduction of shielding on 4th January 2021 the number of staff recorded absent due to a C-19 related reason increased peaking at 399. Data for February 2021 shows the number of staff absent due to a C-19 related reason is beginning to decline, predominantly due to a reduction in C-19 positive and Self Isolating.

### **Symptomatic testing**

This occurs where staff are symptomatic and present for testing at Law House. 2022 tests have been taken since 1st October by staff or their household members. 496 have been found positive, isolated and referred to T&P. Within the last 4 weeks there has been a steady fall in tests requested to an average of 50 per week. At the peak in April this figure was around 150 per day.

Staff can still obtain a test at the UK test sites and are encouraged to report all +ve tests to manager and Occupational Health.

### **Asymptomatic testing**

This form of testing is to ensure earliest identification & management of +ve cases to prevent outbreak scenarios. It is a rapidly developing field and utilises both PCR (lab) and LFD (home) tests.

Government policy is evolving but currently PCR testing remains a weekly requirement in specific areas with vulnerable patients. This includes Oncology, Care of the Elderly and Old Age Psychiatry & Learning Difficulties. Testing is voluntary and all staff are

encouraged to uptake tests. Currently uptake is high in Oncology and Care of the Elderly and low to moderate in Old Age Psychiatry/Learning Difficulties.

LFD testing is a rapid format providing a result within 30 mins. SG has requested that all patient facing staff receive the ability to test twice weekly. Initially for hospital based staff this has recently been expanded to community staff and is in the process of further extending to independent contractors in primary care.

An estimated 14,000 staff are in range, with 13,355 kits having been distributed to date. Monitoring appears to show that approximately 6,000 staff are testing weekly. This figure may be higher as there have been issues recording data on the national reporting site. To date 32,383 tests have been undertaken with 144 +ve cases identified (0.4%)

### **Staff Vaccination**

29,216 staff have been scheduled to be vaccinated as at 11th February.

This is broken down to approximately:

- 20,500 NHS & NHS Contractors (including students)
- 8,000 Social care staff
- 700 Independent/private healthcare/3rd sector orgs

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