

NHS Board Meeting
26 May 2021

Lanarkshire NHS Board
Kirklands
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SUBJECT: WORKFORCE REPORT

1. PURPOSE

The Workforce Report is coming to the Board:

For approval	<input type="checkbox"/>	For endorsement	<input type="checkbox"/>	To note	<input checked="" type="checkbox"/>
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2. ROUTE TO THE BOARD

The Quarterly Workforce Report has been:

Prepared	<input type="checkbox"/>	Reviewed	<input checked="" type="checkbox"/>	Endorsed	<input type="checkbox"/>
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by the Human Resources Forum and will be presented to Staff Governance Committee on 7 June (due to the timing of meetings it was not possible to present to the SGC prior to Board).

3. SUMMARY OF KEY ISSUES

Sickness absence remains above the 4% target, however has remained relatively flat during the pandemic – it is worth recognising, however, that all Covid-19 related absence is not reported as sickness but rather as Special Leave. Healthcare Support Worker standards are behind where they require to be primarily due to the large number of new starts recruited to support the Board's pandemic response. This along with Appraisals is an area requiring focus over the next quarter.

Workforce position reflects an over establishment within administrative services of 8.19% - this is being driven by two large cohorts of recruitment to support the Test and Protect Service and the Covid Vaccination Programme – totalling ~200 WTE. There is non-recurring funding associated with these programmes and the workforce is employed on a fixed-term basis due to the nature of the pandemic therefore long-term exposure is limited.

4. STRATEGIC CONTEXT

This paper links to the following:

Corporate objectives	<input checked="" type="checkbox"/>	AOP	<input type="checkbox"/>	Government policy	<input type="checkbox"/>
Government directive	<input type="checkbox"/>	Statutory requirement	<input type="checkbox"/>	AHF/local policy	<input type="checkbox"/>
Urgent operational issue	<input type="checkbox"/>	Other	<input type="checkbox"/>		

5. CONTRIBUTION TO QUALITY

This paper aligns to the following elements of safety and quality improvement:

Three Quality Ambitions:

Safe	<input type="checkbox"/>	Effective	<input checked="" type="checkbox"/>	Person Centred	<input type="checkbox"/>
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Six Quality Outcomes:

Everyone has the best start in life and is able to live longer healthier lives; (Effective)	<input type="checkbox"/>
People are able to live well at home or in the community; (Person Centred)	<input type="checkbox"/>
Everyone has a positive experience of healthcare; (Person Centred)	<input type="checkbox"/>
Staff feel supported and engaged; (Effective)	<input type="checkbox"/>
Healthcare is safe for every person, every time; (Safe)	<input type="checkbox"/>
Best use is made of available resources. (Effective)	<input checked="" type="checkbox"/>

6. MEASURES FOR IMPROVEMENT

Healthcare Support Worker standards and Appraisals are areas requiring focus over the next quarter.

7. FINANCIAL IMPLICATIONS

None.

8. RISK ASSESSMENT/MANAGEMENT IMPLICATIONS

The Workforce risks are being mitigated therefore the long-term exposure is limited.

9. FIT WITH BEST VALUE CRITERIA

This paper aligns to the following best value criteria:

Vision and leadership	<input type="checkbox"/>	Effective partnerships	<input type="checkbox"/>	Governance and accountability	<input type="checkbox"/>
Use of resources	<input type="checkbox"/>	Performance Management	<input checked="" type="checkbox"/>	Equality	<input type="checkbox"/>
Sustainability Management	<input type="checkbox"/>				

10. EQUALITY AND DIVERSITY IMPACT ASSESSMENT

Not applicable.

11. CONSULTATION AND ENGAGEMENT

This report was discussed by the Human Resources Forum and will be presented to Staff Governance Committee on 7 June (due to the timing of meetings it was not possible to present to the SGC prior to Board).

12. ACTIONS FOR THE BOARD

The Board is asked to:

Approve	<input type="checkbox"/>	Endorse	<input type="checkbox"/>	Identify further actions	<input type="checkbox"/>
Note	<input checked="" type="checkbox"/>	Accept the risk identified	<input type="checkbox"/>	Ask for a further report	<input type="checkbox"/>

13. FURTHER INFORMATION

For further information about any aspect of this paper, please contact:

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 May 2021