

Appendix 5

Sickness Deep Dive September 2019

Trust Overall:

The Trust's sickness absence target for short term sickness is 3.6% with the rolling cumulative and end of financial year target being 4.00%.

In September 2019 the Trust's overarching figure for short term sickness (STS) absence is 2.24%, which is consistently under the Trust's target. The rolling cumulative figure is 4.93%, this is over the Trust target however there has been a downward trajectory of the cumulative figure since April 2019 as the Trust started the financial year at 5.06% therefore in the first quarter are sickness absence has improved by 0.13%.

Divisional Sickness Data:

Luton Adults

The top causes of sickness absence within this division across all recorded staff groups that reported sickness absence is due to 'gastrointestinal problems' and 'anxiety/stress/depression/other psychiatric illness'. Long term sickness absence has been the main contributor to this sickness absence rate with August 2019 being especially high at 5.03%, however this has significantly reduced in September 2019 to 1.43%. The divisions rolling sickness absence is currently high at 6.44% however September is the third month in a row where this figure has fallen. Unfortunately there have been some really poorly staff, one of whom is currently on LTS absence due to having a terminal illness, however two employees have returned to work during September. The HRBP/HRA team within Luton are working with managers to ensure that staff who are currently on sickness absence are being managed appropriately and in line with 'people first'. They have recently set up Sickness Clinics for managers which are being really well received.

Luton Children's

The top causes for sickness absence are 'Gastrointestinal' for most staff groups but for the Administrative and clerical staff group this is due to 'anxiety/stress/depression/other psychiatric illness'.

Unfortunately both short term sickness absence (3.64%) and the rolling cumulative sickness absence rate (4.55%) are both high. The cumulative rate has been reasonably steady in recent months only fluctuating by 1%, however at the start of the financial year this was at 4.30% so there has been a 0.25% increase this quarter.

There have been a few members of staff who have been on LTS 97 from July to September 2019 but as of September 2019 3 members of staff have returned to work.

As above the HRBP/HRA team are working closer with managers and the same sickness clinics are open to all Luton managers.

Ambulatory Care

Dental:

Dental services have a consistently high cumulative sickness absence and currently as of September 2019 is at 7.15% however there has been a downward trajectory as the sickness absence started the financial year at 8.07% which is a 0.92% improvement. LTS within this service is the major cause of the sickness absence as the STS is at 0.84% in September 2019.

The major cause of sickness absence for this service is for cold and coughs for the additional clinical services staff group (33.33%), Head and Injury and Fracture for the Clerical and Administrative staff group (40%) and for Allied health professionals this is for gastrointestinal (40%). There were lower reports of stress and anxiety.

Children & Young People Services

The top causes for sickness absence are Gastrointestinal and Cold and Cough for the Additional Clinical services staff group (18.42%), Head/migraine and gastrointestinal for the clerical and administrative staff group (18.42%), cold and coughs for the AHP staff group (25%), stress and anxiety for the Nursing and Midwifery staff group at (22.78%).

All services within the division are under the Trust target for STS. Unfortunately all service areas apart from the School Immunisation team are over the Trust's cumulative target.

Cambs Children & Young people (Universal) - have been consistently above the Trust average for cumulative sickness absence, in September they were at 6.27%, this is a reduction from the start of the financial year when this was at 6.84%. Again this is mainly contributable to LTS.

Cambs Children & Young people (Specialist) - again have a consistently higher cumulative sickness absence which was at 4.58% in September 2019.

Norfolk 0-19 HCP - the cumulative sickness absence is 5.33% which is mainly due to LTS, the service currently have two members of staff on LTS who have some complex health conditions and are being managed with support.

Dynamic Health

STS is well managed and within the Trust target. The cumulative sickness is currently under Trust target at 3.97% and there has also been a downward trajectory since the beginning of the financial year which started the year at 4.80%.

There is currently only one member of staff who is on LTS who is been visited and kept in contact with their line manager with a hope of a phased return to be agreed shortly. The main causes of absence are due to headaches/migraines, ENT and cold and coughs.

Oliver Zangwill Centre & ECHIS

Marginal sickness activity 0% reported for STS and LTS in September with the cumulative rate being 1.18%

Beds Neuro-Rehab and Acquired Brain Injury

Marginal sickness activity 0.85% reported for STS and 01% LTS in September with the cumulative rate being 3.51% this again has reduced significantly since the being of the financial year which started at 4.79%, the main cause is due to cold and coughs and flu.

iCaSH

STS well managed and under the Trust target at 1.44%. The cumulative sickness peaked this financial year in July 2019 when it was 5.07% however this has now reduced to 4.76% which is still above the Trust cumulative target but again in a downward trajectory.

There were five members of staff on LTS at the start of September however 3 have returned in month. One is awaiting a OH referral. All are being well managed. The main causes of sickness absence have been recorded as being for stress and anxiety (15.38%), cold, cough and flu (10.26%) and gastrointestinal (35.90%).

Bedfordshire Children's

Bedfordshire 0-19 Universal

STS is below the Trust target at 2.04% as of September 2019, however the cumulative is consistently above the Trust average with September being at 5.95%. This is mainly due to LTS there were three members of staff who started September 2019 on LTS however two have since returned to work with one planning to return in November. This should significantly improve the cumulative sickness absence.

Bedfordshire Children's Specialist

Good rate of STS at 1.30% with the cumulative sickness absence rate reducing to 3.46% which are both under the Trust targets. As of the start of September there was one member of staff on LTS who has since returned on a phased return.

The main causes of sickness absence across the service are due to gastrointestinal (20.34%), cold/cough and flu (20.34%) and anxiety and stress (15.25%).