Workforce Performance Update
**Workforce Sickness – February 2019**

Absence FTE: 4.90% △ -0.64%

Previous Month Difference

% FTE Absent - Monthly Trend

% FTE Attended by Directorate

Target: 3.99%
There is a “stretch” target of 100% but the Trust Performance Board has recognised that this should be 90% for both Appraisals and SSU.
Staff Turn Over February 2019— exc. Junior Doctors

Recruitment Rate
9.96%

Retention Rate
89.30%
Executive Summary

The Flu Campaign for 2018/19 has achieved its target of vaccinating 75% of frontline health care workers. 75.37% of frontline healthcare workers were vaccinated this year with 12% of the total sample opting out. The main reason for opting out this year was that staff were concerned about the possible side effects of the vaccine, followed by needle phobia.

It has been agreed that the Workforce Team prepares to hand over the campaign to the Infection Prevention Control (IPC) Team. A clear handover is in place.

The flu vaccination campaign for 2018/19 has now closed.

The Board is asked to:

- [ ] Approve
- [ ] Receive
- [x] Note
- [ ] Take Assurance

To formally receive and discuss a report and approve its recommendations or a particular course of action

To discuss, in depth, noting the implications for the Board or Trust without formally approving it

For the intelligence of the Board without in-depth discussion required

To assure the Board that effective systems of control are in place

Link to CQC domain:
- [x] Safe
- [ ] Effective
- [x] Caring
- [ ] Responsive
- [ ] Well-led

Select the strategic objective which this paper supports

- [ ] PATIENT AND FAMILY Listening to and working with our patients and families to improve healthcare
- [x] SAFEST AND KINDEST Our patients and staff will tell us they feel safe and received kind care
- [ ] HEALTHIEST HALF MILLION Working with our partners to promote 'Healthy Choices' for all our communities
- [ ] LEADERSHIP Innovative and Inspiration Leadership to deliver our ambitions
- [x] OUR PEOPLE Creating a great place to work

Link to Board Assurance Framework risk(s)
| **Equality Impact Assessment** | Stage 1 only (no negative impact identified)  
Stage 2 recommended (negative impact identified and equality impact assessment attached for Board approval) |
|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| **Freedom of Information Act (2000) status** | This document is for full publication  
This document includes FOIA exempt information  
This whole document is exempt under the FOIA |
| **Financial assessment** | *Is there a financial impact associated with the paper?* |
Flu Vaccination Campaign Update

1. Total uptake and opt-out rates

<table>
<thead>
<tr>
<th></th>
<th>Total numbers</th>
<th>Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of frontline HCW</td>
<td>4706</td>
<td>100%</td>
</tr>
<tr>
<td>Uptake of vaccine by frontline HCW</td>
<td>3547</td>
<td>75.37%</td>
</tr>
<tr>
<td>Opt-out of vaccine by frontline HCW</td>
<td>564</td>
<td>12%</td>
</tr>
</tbody>
</table>

2. Higher-risk areas

<table>
<thead>
<tr>
<th>Area name</th>
<th>Total number of frontline staff</th>
<th>Number who have had vaccine</th>
<th>Number who have opted-out</th>
<th>Staff redeployed? Y/N</th>
<th>Actions taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>ITU/critical care</td>
<td>107</td>
<td>93</td>
<td>14</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Neonatal</td>
<td>81</td>
<td>60</td>
<td>21</td>
<td>N</td>
<td></td>
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<tr>
<td>Haematology</td>
<td>64</td>
<td>56</td>
<td>9</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Oncology</td>
<td>132</td>
<td>119</td>
<td>13</td>
<td>N</td>
<td></td>
</tr>
</tbody>
</table>

3. Actions taken to reach 100% uptake ambition

Maintained our local campaign- Flu Busters as it is known within the organisation
Use of Peer vaccinators
Use of both static and walkabout sessions
Increased number of sessions provided by Occupational Health services (purchase additional capacity)
Use of centrally held bleep for service areas to request a vaccinator
Incentive for free fruit and bottle of water
More robust collation of information from staff who have accessed vaccine via other routes
Specific workforce champions supporting peer vaccinators

4. Reasons given for opt-out

<table>
<thead>
<tr>
<th>Reason</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>I don’t like needles</td>
<td>176</td>
</tr>
<tr>
<td>I don’t think I’ll get flu</td>
<td>103</td>
</tr>
<tr>
<td>I don’t believe the evidence that being vaccinated is beneficial</td>
<td>26</td>
</tr>
<tr>
<td>I’m concerned about possible side effects</td>
<td>235</td>
</tr>
<tr>
<td>I don’t know how or where to get vaccinated</td>
<td></td>
</tr>
<tr>
<td>It was too inconvenient to get to a place where I could get the vaccine</td>
<td>24</td>
</tr>
<tr>
<td>The times when the vaccination is available are not convenient</td>
<td></td>
</tr>
<tr>
<td>Other reason</td>
<td></td>
</tr>
</tbody>
</table>