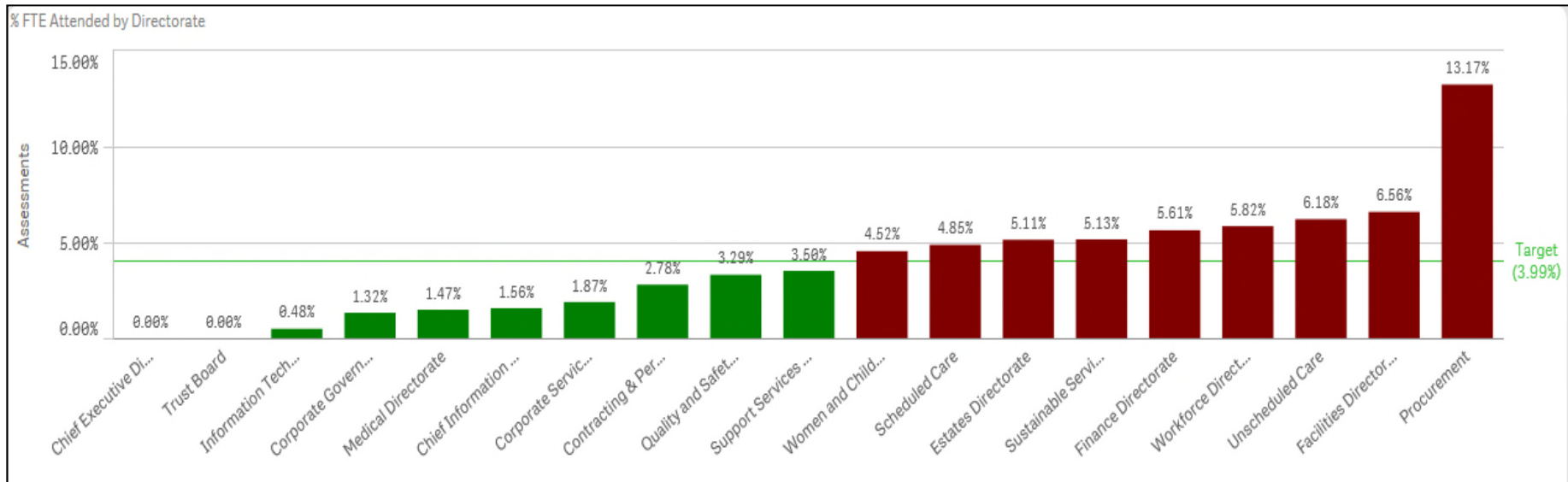
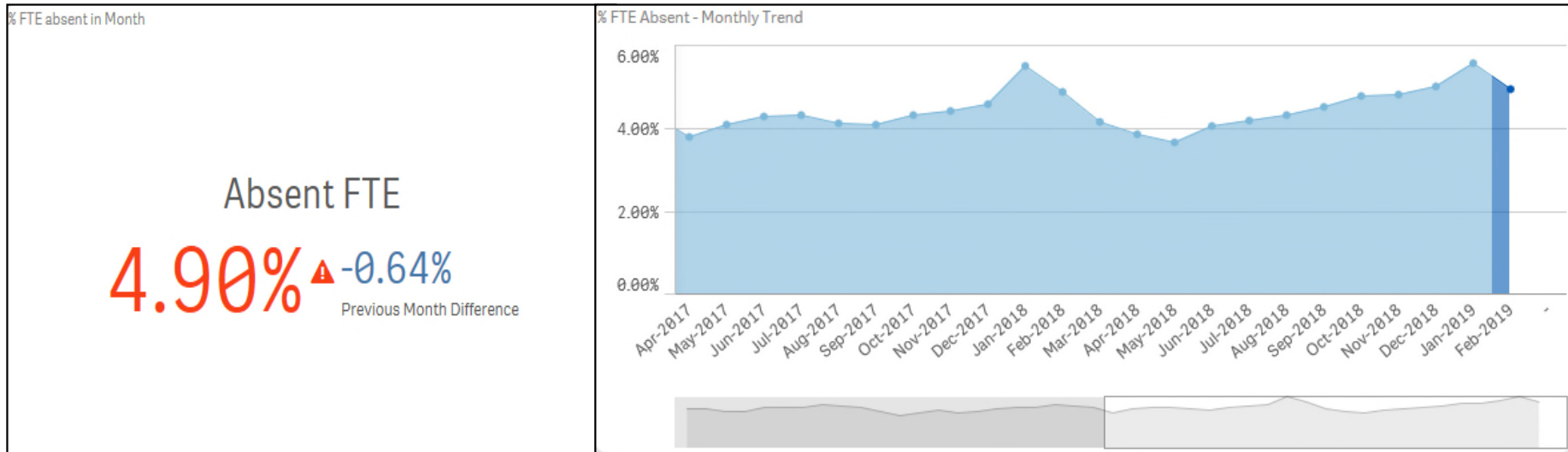


# Workforce Performance Update

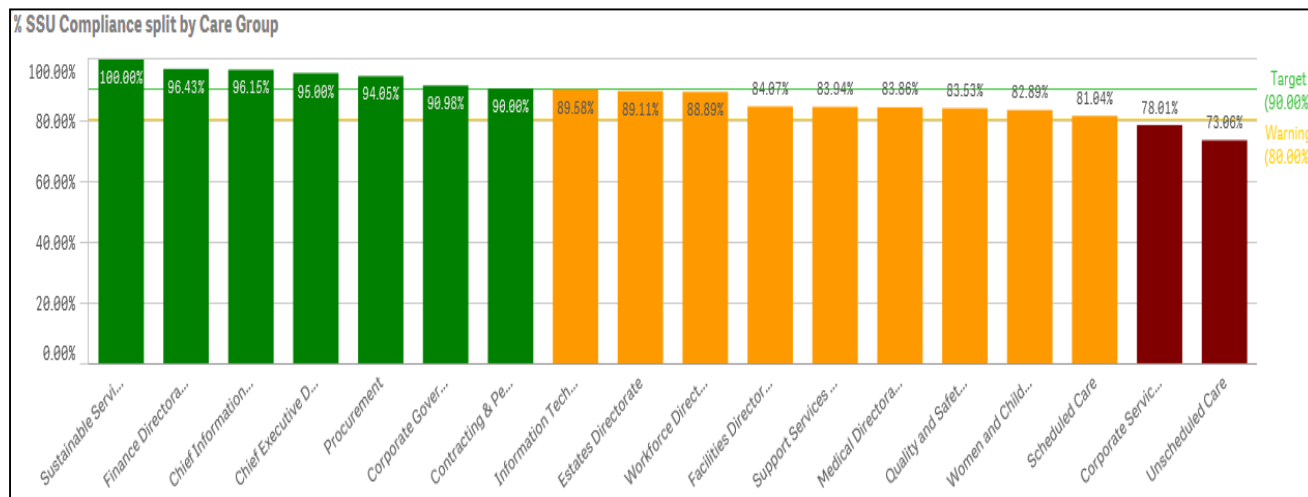
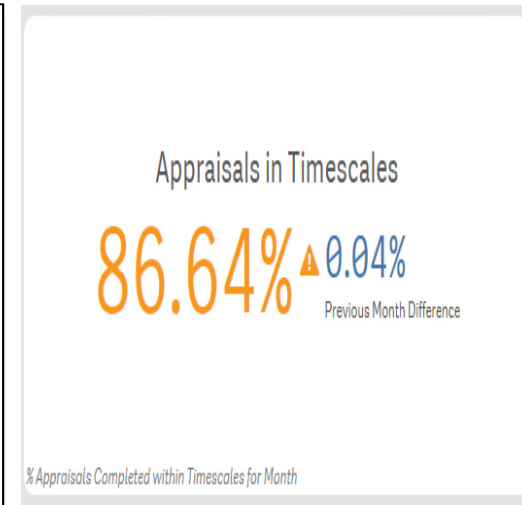
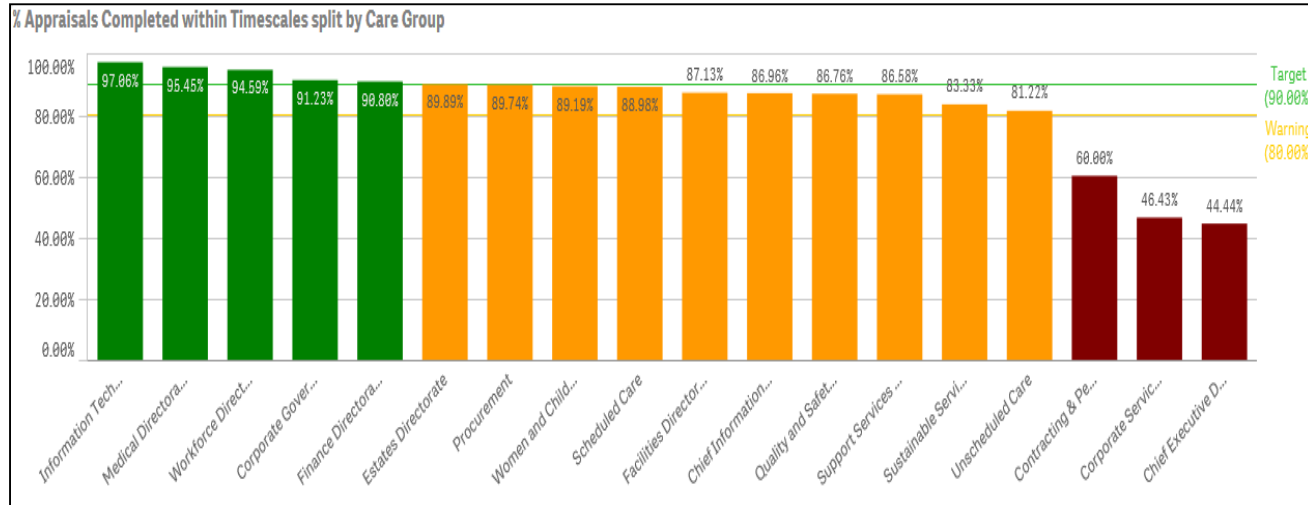


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Make It **Happen**  
We Value **Respect**  
Together We **Achieve**

# Workforce Sickness – February 2019



# Workforce – Appraisals and Training February 2019



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

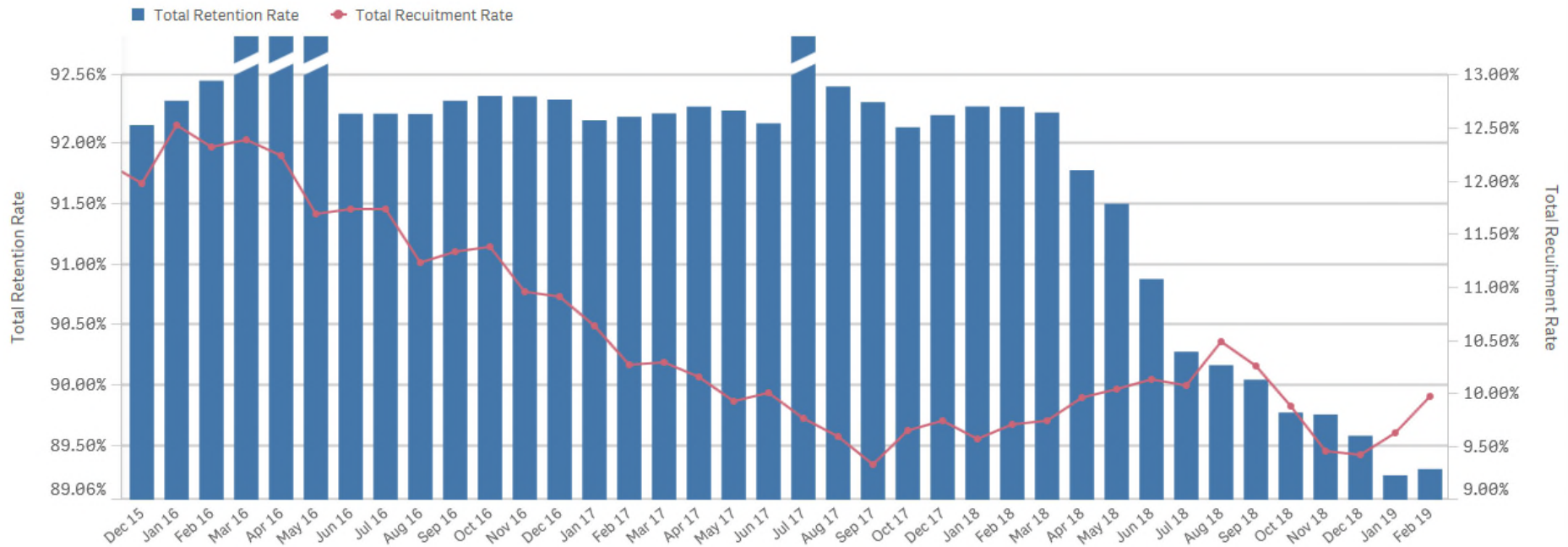
Recruitment Rate

9.96%

Retention Rate

89.30%

Retention Overlaid with Recruitment



Cover page	
Meeting	Trust Board
Agenda Item No.	11
Paper Title	Flu Vaccination Campaign Update
Date of meeting	4 <sup>th</sup> April 2019
Date paper was written	March 2019
Responsible Director	Workforce Director
Author	Charlotte Banks and Paula Dabbs, OD Team
Executive Summary	
<p>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.</p> <p>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.</p> <p>The flu vaccination campaign for 2018/19 has now closed.</p>	
Previously considered by	

The Board is asked to:			
<input type="checkbox"/> Approve	<input type="checkbox"/> Receive	<input checked="" type="checkbox"/> Note	<input type="checkbox"/> 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:				
<input checked="" type="checkbox"/> Safe	<input type="checkbox"/> Effective	<input checked="" type="checkbox"/> Caring	<input type="checkbox"/> Responsive	<input type="checkbox"/> Well-led

Link to strategic objective(s)	<p>Select the strategic objective which this paper supports</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> PATIENT AND FAMILY Listening to and working with our patients and families to improve healthcare</li> <li><input checked="" type="checkbox"/> SAFEST AND KINDEST Our patients and staff will tell us they feel safe and received kind care</li> <li><input type="checkbox"/> HEALTHIEST HALF MILLION Working with our partners to promote 'Healthy Choices' for all our communities</li> <li><input type="checkbox"/> LEADERSHIP Innovative and Inspiration Leadership to deliver our ambitions</li> <li><input checked="" type="checkbox"/> OUR PEOPLE Creating a great place to work</li> </ul>
	Link to Board Assurance Framework risk(s)

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Equality Impact Assessment	<ul style="list-style-type: none"><li><input checked="" type="radio"/> Stage 1 only (no negative impact identified)</li><li><input type="radio"/> Stage 2 recommended (negative impact identified and equality impact assessment attached for Board approval)</li></ul>
Freedom of Information Act (2000) status	<ul style="list-style-type: none"><li><input checked="" type="radio"/> This document is for full publication</li><li><input type="radio"/> This document includes FOIA exempt information</li><li><input type="radio"/> This whole document is exempt under the FOIA</li></ul>
Financial assessment	<i>Is there a financial impact associated with the paper?</i>

### Flu Vaccination Campaign Update

#### 1. Total uptake and opt-out rates

	Total numbers	Rates
<b>Number of frontline HCW</b>	4706	100%
<b>Uptake of vaccine by frontline HCW</b>	3547	75.37%
<b>Opt-out of vaccine by frontline HCW</b>	564	12%

#### 2. Higher-risk areas

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

#### 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

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