

<b>Committee</b>	<b>Dated:</b>
Establishment Committee – For Information	12/03/2020
<b>Subject:</b> Flu Vaccination Scheme – Review of Year 1	<b>Public</b>
<b>Report of:</b> Chrissie Morgan, Director of HR	<b>For Information</b>
<b>Report author:</b> Colette Hawkins, Corporate HR	

### Summary

In February 2019 the Establishment Committee approved the introduction of the flu vaccination scheme. This scheme applies to all employees and members who do not already qualify for a free flu vaccination.

The scheme was in place for the 2019/20 flu season and 88 employees/members reclaimed the cost of a private flu vaccination.

The scheme has been well received across the organisation, both at the City of London Corporation and at the institutions.

### Recommendation

Members are asked to:

- Note the report.

### Main Report

#### Background

1. In February 2019 the Establishment Committee approved the introduction of the flu vaccination scheme for employees and members. This scheme was in place for the 2019/20 flu season.

#### Current Position

2. Employees and members, who do not qualify for a free flu vaccination, may reclaim up to a maximum of £15 for a private flu vaccination.
3. This year a total of 88 employees/members reclaimed the cost of a private flu vaccination, at a total cost of £1,105.79. This is approximately 2% of the workforce. The table below shows the breakdown of claims per department.

<b>Department</b>	<b>Number of Claims</b>	<b>Cost</b>
Barbican	5	£65.47
Built Environment	8	£98.95
Chamberlains	8	£101.45
City of London Police	8	£91.44
City of London School	1	£9.00
City of London School for Girls	1	£11.69
City Surveyors	7	£88.14
Community & Children's Services	7	£85.60
Comptroller & City Solicitor's	2	£24.68
GSMD	10	£134.40
Markets & Consumer Protection	6	£76.95
Members	3	£39.99
Open Spaces	12	£156.91
Town Clerk's	10	£121.12
<b>TOTAL</b>	<b>88</b>	<b>£1,105.79</b>

4. Data on employees/members who are entitled to, and actually had, a free flu vaccination is not held by the City Corporation.
5. A year-on-year comparison of sickness absence data due to cold, cough, flu (influenza) has shown that there has been a slight decrease in absences related to this reason (see table below) over the past 12 months.

<b>Absence Reason</b>	<b>Date</b>	<b>Percentage of working days lost in year</b>
Cold, Cough, Flu (Influenza)	31 January 2019	11.05%
Cold, Cough, Flu (Influenza)	31 January 2020	10.83%

6. It is not possible to identify a direct correlation between the introduction of the flu vaccination scheme and the decrease in sickness absence due to cold, cough, flu (influenza) after one year. However, the scheme does demonstrate the City Corporation's commitment to supporting the wellbeing of all employees / members.

### **COVID-19 (Coronavirus)**

7. The City Corporation is monitoring the situation on COVID-19 (also known as the Coronavirus) and is taking the lead from Public Health England. Information is

available to all staff via the intranet and information has been provided to Chief Officers for dissemination.

8. Although it is not connected to the COVID-19 employees have been reminded of the flu vaccination scheme. This may result in additional employees claiming reimbursement for a private flu vaccination over the next few months.

## **Conclusion**

9. The City Corporation is committed to supporting the wellbeing of all employees / members. The flu vaccination scheme contributes to the Corporate Plan outcome – people enjoy good health and wellbeing.

## **Appendices**

- None

## **Background Papers**

- Establishment Committee – 26 February 2019: Flu Vaccinations
- Establishment Committee – 3 December 2018: Flu Vaccinations

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