



NHS FORTH VALLEY

This report relates to
Item the agenda

AREA PARTNERSHIP FORUM

Workforce Information Report
Quarter 4 January - March 2022

Linda Donaldson
Director of HR
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Introduction

This paper provides information on the NHS Forth Valley workforce from January to March 2022. The purpose of this report is to highlight to the Area Partnership Forum the patterns of absence within NHS Forth Valley within the final quarter of 2021/2022. The report also provides information regarding general workforce patterns within NHS Forth Valley and, where necessary, highlights exceptions to the norm and describes any implications for the service.

NHS Forth Valley sickness absence performance trajectory

The following charts demonstrate the sickness absence performance for all areas within NHS Forth Valley against the target performance trajectory for Quarter 4 2021/22.

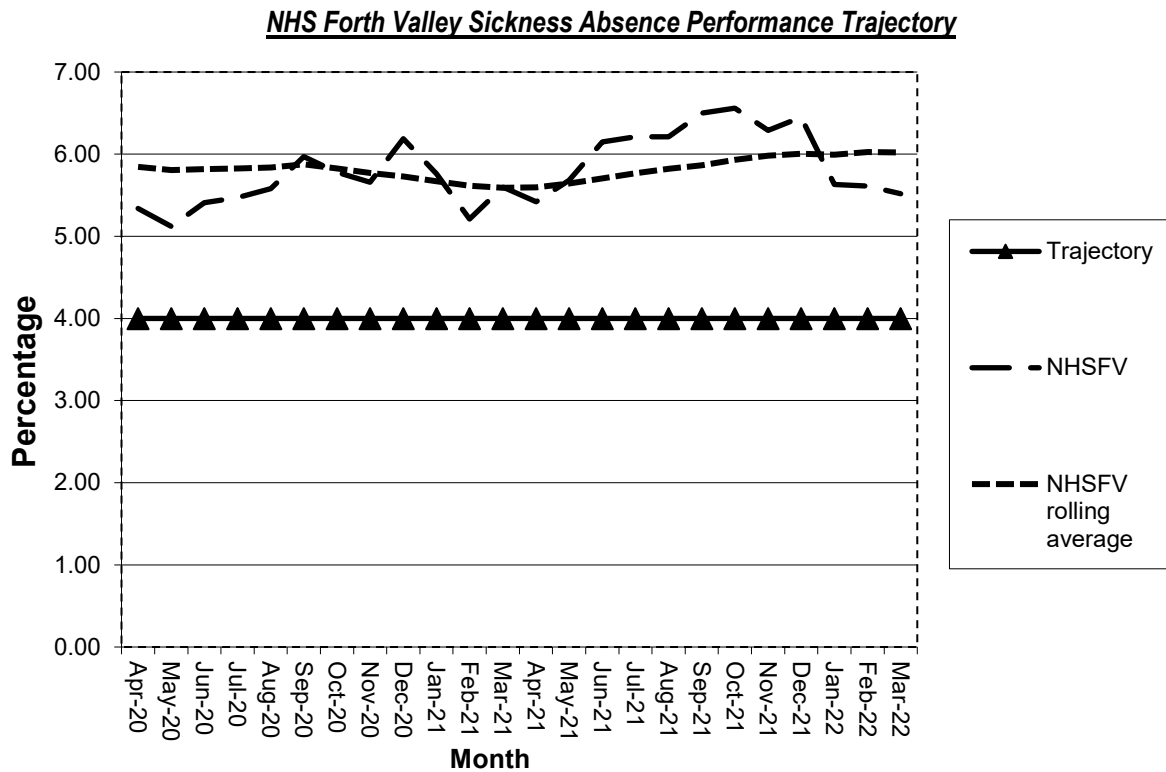


Chart 1

As can be seen from chart 1 NHS Forth Valley is currently performing above the revised trajectory both on a point in time basis and on a rolling average basis for the year to date, and the individual monthly trend has been variable over the three months in the reporting period.

Sickness Absence Performance Trajectory by Service Area

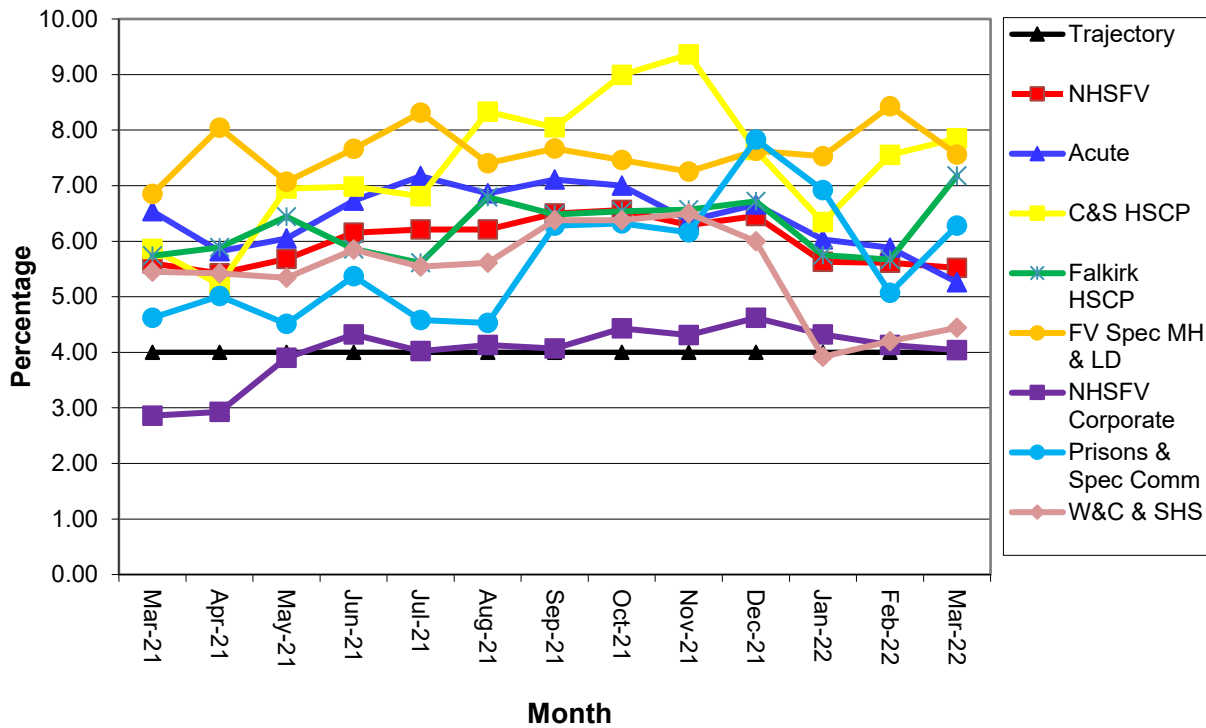


Chart 2

Chart 2 shows that all areas have consistently tracked above the trajectory during Quarter 4.

NHS Forth Valley

For the purposes of this report NHS Forth Valley comprises the following services from March 2021.

- **Acute Services**
- **Corporate Services**
- **Clackmannanshire and Stirling HSCP**
- **Falkirk HSCP**
- **Forth Valley Specialist Mental Health & Learning Disability Services**
- **Prison Healthcare & Specialist Community Health Services**
- **Women & Children & Sexual Health Services**

And the following Job Families as defined by SWISS

- **Admin Services and Managers**
- **Allied Health Professionals**
- **Health Science Services (mainly laboratory staff)**
- **Medical and Dental**
- **Medical & Dental Support***
- **Nursing and Midwifery**
- **Nursing and Midwifery (Unregistered)**

- **Other Therapeutic***
- **Personal and Social Care***
- **Support Services**

Two new job families were introduced nationally in March 2007 and staff began to be assimilated into a third new job family from January 2008. Data for these groups is now routinely present in all reported information obtained from SWISS from January 2008 onwards. Additionally, numbers of staff in the “other” category are reducing over time and this category should eventually disappear completely. However, this additional realignment means that it is not possible to make comparisons with job family data for the previous financial year except at an NHS Forth Valley overall and Unit/CHP level.

Medical and Dental Support includes Physicians’ Assistants, Dental Care Practitioners, in particular dental nurses and technicians. Theatre services, including theatre practitioners have also been grouped under medical and dental support. These staff were previously categorised under Qualified/Unregistered Nurses and Midwives or Healthcare Scientists.

Other Therapeutic staff includes Clinical Psychology / Therapy / Counselling, Genetic Counselling, Optometry, Pharmacy and Play specialists who were previously categorised as either Allied Health Professions or Healthcare Scientists.

Personal and Social Care staff includes groups such as Chaplains and clinical staff (except Medical & Dental staff) working in areas such as Sexual Health and Health Promotion but numbers in this group are still minimal. It is likely that there will be some further realignment of staff currently assimilated into other job families as the definition of this grouping becomes clearer.

NHS Forth Valley Absence Rates

As previously indicated final quarter absence rates within NHS Forth Valley have tracked above the target trajectory. This section of the report identifies absence rates for the services and job families identified above during this period.

NHS Forth Valley Sickness Absence Rates by Job Family Quarter 4 2021/22

Absence % by Job Family NHS Forth Valley

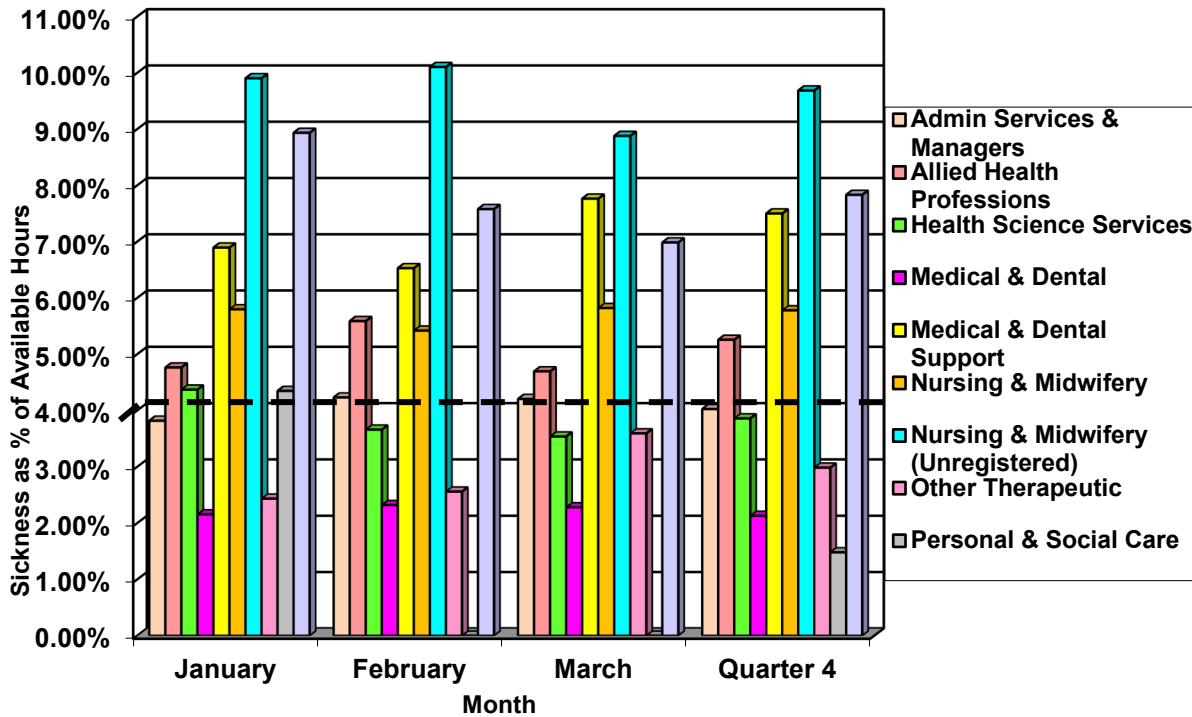


Chart 3

Chart 3 displays overall sickness absence for NHS Forth Valley. During Quarter 4 2021/22 overall sickness absence was **5.67%** (a decrease of **0.76%** on the third quarter of 2021/22). The highest rates of sickness absence recorded were:

- Unregistered Nurses – **9.68%**
- Support Services – **7.83%**
- Medical & Dental Support – **7.50%** (but small in-post headcount)
- Nursing & Midwifery – **5.78%**
- Allied Health Professions – **5.25%**
- Admin Services & Managers – **4.02%**

All other Job Families were at or below the 4% target for the final quarter of 2021/22.

Overall sickness absence for NHS Forth Valley during the year April 2021 – March 2022 was **6.02%** with the highest overall annual rates being:

- Unregistered Nurses – **10.68%**
- Support Services – **7.71%**
- Medical & Dental Support – **7.14%** (but small in-post headcount)

Personal & Social Care – **7.08%** (but minimal in-post headcount)
Nursing and Midwifery – **6.29%**
Healthcare Sciences – **5.00%**
Allied Health Professions – **4.85%**
Admin Services & Managers – **4.48%**

All other job families were at or below the 4% target for the year 2021/22

The following tables show the detail of absence by job family for each individual Service and include an average headcount per month of staff off sick in each group over the three months of Quarter 4 of 2021/22..

Headcounts of Staff off Sick and Absence Rates by Job Family – Quarter 4 2021/22

Job Family	Acute Q3		Acute Q4		Clackmannanshire & Stirling HSCP Q3		Clackmannanshire & Stirling HSCP Q4		Falkirk HSCP Q3		Falkirk HSCP Q4	
	Av Sick Head Count	Overall % Absence	Av Sick Head Count	Overall % Absence	Av Sick Head Count	Overall % Absence	Av Sick Head Count	Overall % Absence	Av Sick Head Count	Overall % Absence	Av Sick Head Count	Overall % Absence
Admin Services & Managers	78	6.14%	59	5.30%	4	8.69%	12	3.72%	8	5.68%	7	4.15%
Allied Health Professions	33	6.06%	32	4.87%	14	5.52%	10	4.14%	27	4.73%	18	4.41%
Health Science Services	34	5.61%	24	3.42%								
Medical & Dental	10	1.04%	11	1.29%								
Medical & Dental Support	7	7.26%	7	8.01%								
Nursing & Midwifery	202	7.22%	169	6.45%	32	6.33%	29	5.04%	42	7.26%	33	6.46%
Nursing & Midwifery Unregistered	109	11.01%	104	8.72%	28	15.57%	30	16.84%	23	8.54%	24	9.41%
Other Therapeutic	0	0.35%	0	0.75%					0	1.52%		
Personal & Social Care									0	5.27%	0	6.77%
Support Services	5	6.65%	3	6.19%								
Total	479	6.68%	409	5.71%	77	8.64%	81	7.21%	100	6.61%	82	6.21%

Table 1a

Headcounts of Staff off Sick and Absence Rates by Job Family – Quarter 4 2021/22 ctd

Job Family	FV Specialist MH & LD Services Q3		FV Specialist MH & LD Services Q4		NHSFV Corporate Q3		NHSFV Corporate Q4		Prisons & Specialist Community Services Q3		Prisons & Specialist Community Services Q4	
	Av Sick Head Count	Overall % Absence	Av Sick Head Count	Overall % Absence	Av Sick Head Count	Overall % Absence	Av Sick Head Count	Overall % Absence	Av Sick Head Count	Overall % Absence	Av Sick Head Count	Overall % Absence
Admin Services & Managers	5	4.30%	1	1.28%	45	3.35%	41	3.06%	12	5.27%	7	6.89%
Allied Health Professions	10	5.54%	10	11.53%					1	8.27%	4	15.44%
Health Science Services					8	3.92%	8	5.38%				
Medical & Dental					1	1.07%	2	2.44%	4	2.19%	3	4.54%
Medical & Dental Support							1	1.56%	14	10.91%	8	7.31%
Nursing & Midwifery	48	5.97%	39	6.20%	6	2.27%	7	3.50%	33	6.88%	33	5.89%
Nursing & Midwifery Unregistered	40	12.52%	38	11.39%	2	3.11%	3	6.83%	10	11.35%	21	12.36%
Other Therapeutic	12	4.41%	10	4.64%	20	3.11%	19	2.56%	1	10.52%	3	3.47%
Personal & Social Care												
Support Services					60	9.31%	53	8.05%				
Total	115	7.45%	98	7.82%	143	4.46%	135	4.16%	75	6.78%	80	7.32%

Table 1b

Headcounts of Staff off Sick and Absence Rates by Job Family – Quarter 4 2021/22 ctd

Job Family	Women & Children & SHS Q3		Women & Children & SHS Q4		NHSFV Overall Q3		NHSFV Overall Q4	
	Av Sick Headcount	Overall % Absence	Av Sick Headcount	Overall % Absence	Av Sick Headcount	Overall % Absence	Av Sick Headcount	Overall % Absence
Admin Services & Managers	15	3.62%	13	2.72%	167	4.72%	140	4.02%
Allied Health Professions	9	3.52%	7	2.21%	93	5.23%	81	5.25%
Health Science Services					42	5.22%	32	3.86%
Medical & Dental	3	2.66%	4	4.59%	18	1.43%	19	2.13%
Medical & Dental Support					21	9.04%	15	7.50%
Nursing & Midwifery	83	7.14%	75	4.48%	446	6.83%	385	5.78%
Nursing & Midwifery Unregistered	32	9.02%	27	5.52%	243	11.02%	248	9.68%
Other Therapeutic	2	1.00%	2	0.63%	36	3.41%	34	2.98%
Personal & Social Care	0	4.35%			1	2.59%	0	1.48%
Support Services					65	9.03%	57	7.83%
Total	145	6.29%	128	4.19%	1134	6.44%	1013	5.67%

Table 1c

Absence Rates by Service – Quarter 4 2021/22

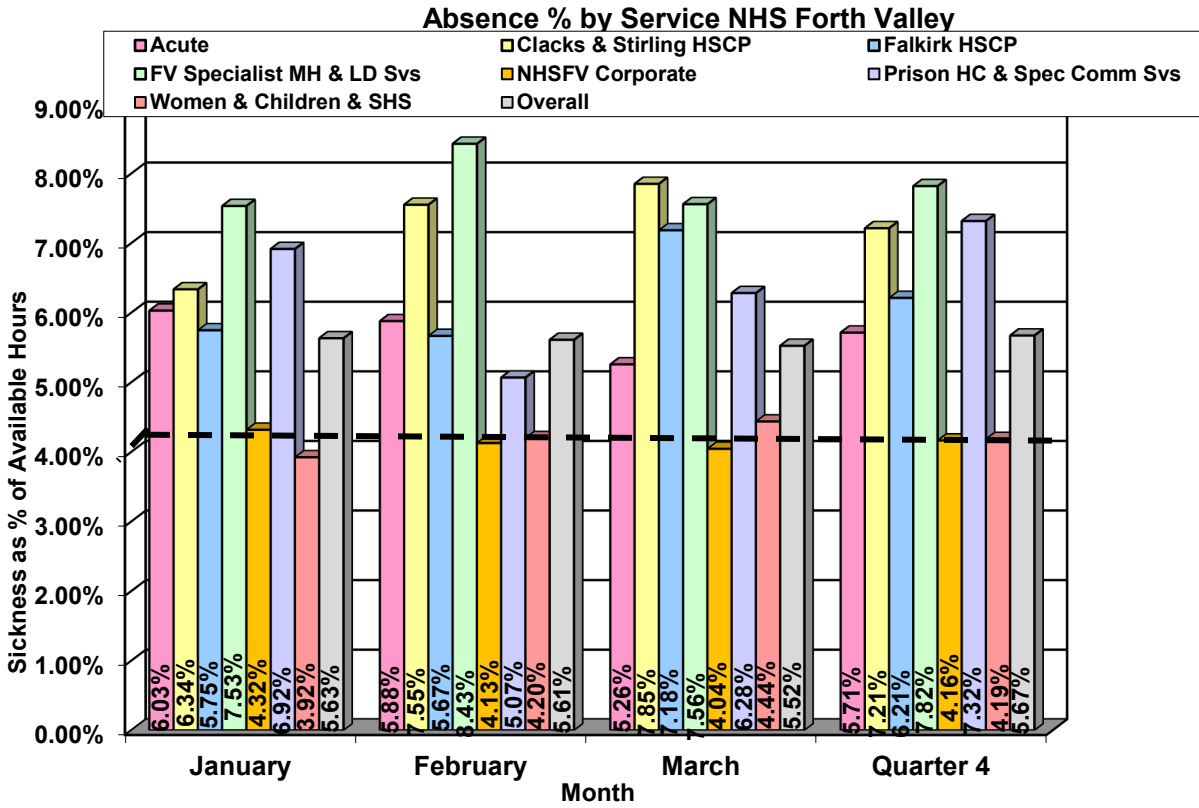


Chart 4

As illustrated in Chart 4 no Service achieved the 4% target over Quarter 4.

- Acute Services – **5.71%**
- Clackmannanshire & Stirling HSCP – **7.21%**
- Falkirk HSCP – **6.21%**
- FV Specialist MH & LD Services – **7.82%**
- NHSFV Corporate – **4.16%**
- Prison HC & Specialist Community Services – **7.32%**
- Women & Children & Sexual Health Services – **4.19%**

Overall sickness absence rate for NHS Forth Valley for the year April 2021 – March 2022 was **6.02%**

- Acute Services – **6.41%**
- Clackmannanshire & Stirling HSCP – **7.49%**
- Falkirk HSCP – **6.29%**
- FV Specialist MH & LD Services – **7.66%**
- NHSFV Corporate – **4.11%**
- Prison HC & Specialist Community Services – **5.74%**
- Women & Children & Sexual Health Services – **5.45%**

This represents a significant challenge over the coming months with Nursing & Midwifery staff of all grades and Support Services staff remaining key targets for action. All Services require to achieve significant reductions over the coming months as shown in Table 2.

Required Reduction in Absence Rates to Achieve 4% Target by Service

	Quarter 4 %	Reduction required to achieve 4% target	2021 -2022 Overall %	Reduction required to achieve 4% target
Acute	5.71%	1.71%	6.41%	2.41%
Clackmannanshire & Stirling HSCP	7.21%	3.21%	7.49%	3.49%
Falkirk HSCP	6.21%	2.21%	6.29%	2.29%
FV Specialist MH & LD Services	7.82%	3.82%	7.66%	3.66%
NHSFV Corporate	4.16%	0.16%	4.11%	0.11%
Prisons & Specialist Community Services	7.32%	3.32%	5.74%	1.74%
Women, Children & Sexual Health Services	4.19%	0.19%	5.45%	1.45%
NHSFV Overall	5.67%	1.67%	6.02%	2.02%

Table 2

The following charts show the sickness absence rates within each of the Clinical Units within Acute Services, both HSCPs and Corporate Services during Quarter 4.

Acute Services Absence by Directorate – Quarter 4 2021/22

NHS Forth Valley Acute Services % Absence by Directorate

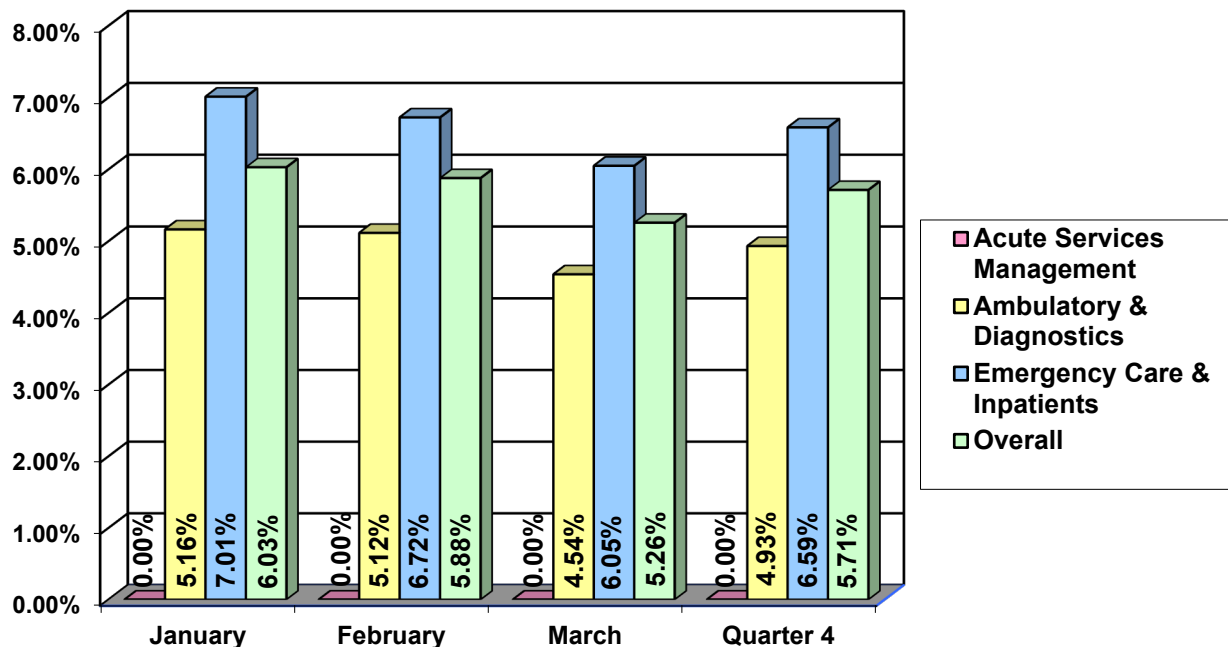


Chart 5a

Clackmannanshire & Stirling HSCP Absence by Directorate – Quarter 4 2021/22

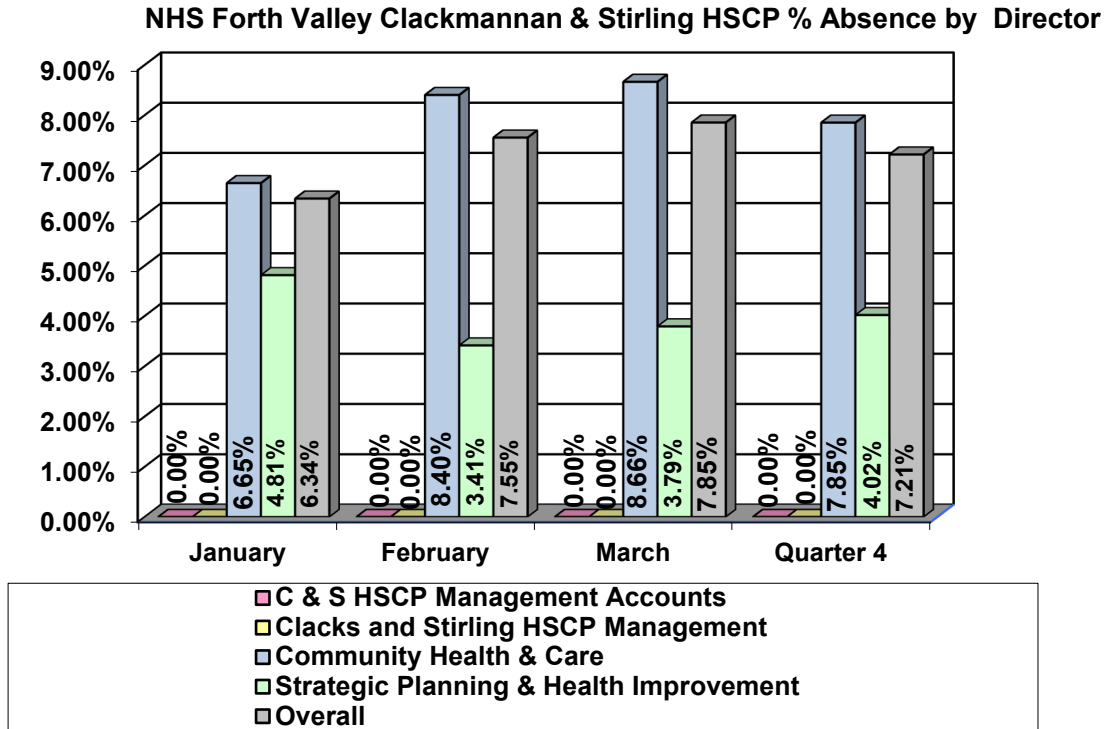


Chart 5b

Falkirk HSCP Absence by Directorate – Quarter 4 2021/22

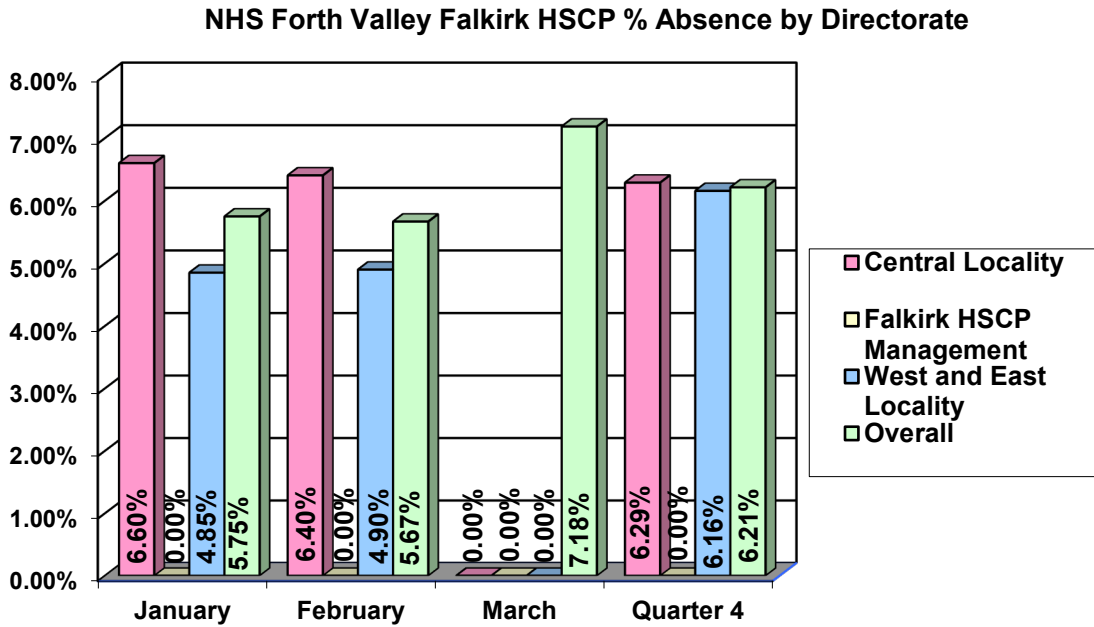


Chart 5c

NHSFV Corporate Absence by Directorate – Quarter 4 2021/22

NHS Forth Valley Corporate Services % Absence by Director

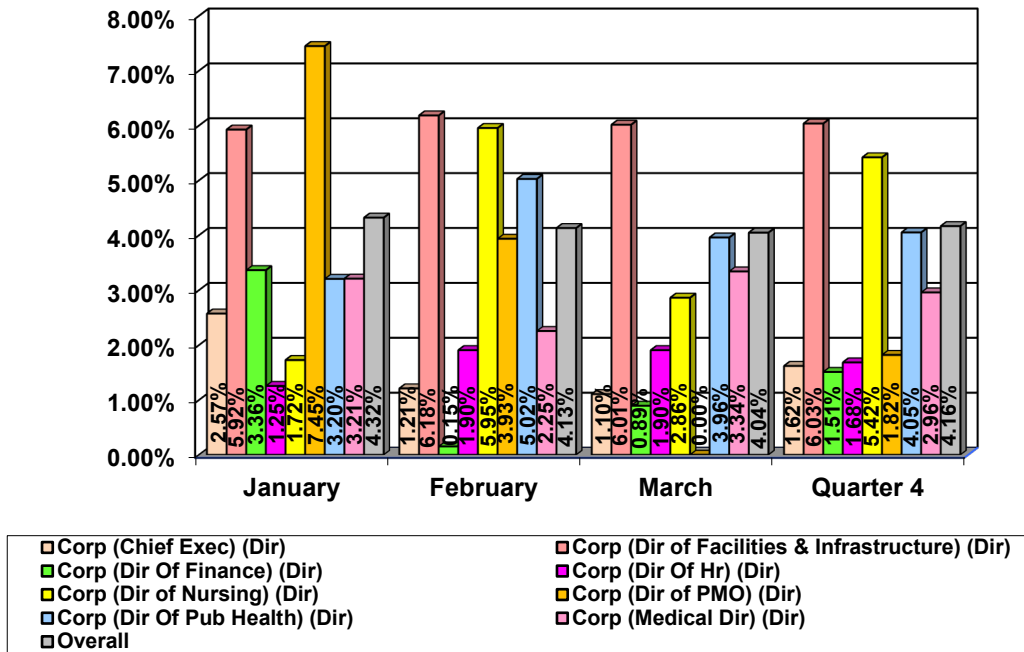


Chart 5d

Of the Directorates with any absence, only the Chief Executive, Director of Finance, Director of HR, Director of PMO and Medical Director achieved the 4% sickness absence target during Quarter 4.

Table 3 shows the reduction required by Service and Directorate to achieve the targets over the coming months. Figures in plain text show areas already achieving the 4% target, figures in italic text are within 1.5% of the 4% target on a point in time basis and figures in bold text are more than 1.5% away from achieving the 4% target on a point in time basis.

Service	Directorate	Quarter 4 %	Reduction required to achieve 4% target	2021–2022 Overall %	Reduction required to achieve 4% target
Acute	Acute Services Management		Achieved	0.48%	Achieved
	Ambulatory & Diagnostics	4.93%	0.93%	5.74%	1.74%
	Emergency Care & Inpatients	6.59%	2.59%	7.18%	3.18%
	Acute Overall	5.71%	1.71%	6.41%	2.61%
Clackmannanshire & Stirling HSCP	C & S HSCP Management Accounts		Achieved		Achieved
	Clacks and Stirling HSCP Management		Achieved	0.58%	Achieved
	Community Health & Care	7.85%	3.85%	7.72%	3.72%
	Strategic Planning & Health Improvement	4.02%	0.02%	4.67%	0.67%
	C&S HSCP Overall	7.21%	4.21%	7.49%	3.49%
Falkirk HSCP	Central Locality	6.29%	2.29%	6.76%	2.76%
	Falkirk HSCP Management		Achieved		Achieved
	West and East Locality	6.16%	2.16%	5.87%	1.87%
	Falkirk HSCP Overall	6.21%	2.21%	6.29%	2.29%
FV Specialist MH & LD Services Overall		7.82%	3.82%	7.66%	3.66%
NHSFV Corporate	Chief Executive	1.62%	Achieved	0.79%	Achieved
	Director of Estates & Facilities	6.03%	2.03%	5.76%	1.76%
	Director of Finance	1.51%	Achieved	2.62%	Achieved
	Director of HR	1.68%	Achieved	3.33%	Achieved
	Director of Nursing	5.42%	1.42%	3.29%	Achieved
	Director of PMO	1.82%	1.82%	1.98%	Achieved
	Director of Public Health & Planning	4.05%	0.05%	3.24%	Achieved
	Medical Director	2.96%	Achieved	3.11%	Achieved
Corporate Overall	4.16%	0.16%	4.11%	0.11%	
Prisons & Specialist Community Services Overall		7.32%	3.32%	5.74%	1.74%
Women & Children & SHS Overall		4.19%	0.19%	5.45%	1.45%
NHSFV Overall		5.67%	1.67%	6.02%	2.02%

Table 3

Absence Rates Showing Long Term/Short Term Split by Job Family Quarter 4 2021/22

**NHS Forth Valley Overall Absence Summary
2021/2022 summary of Short/Long Absences**

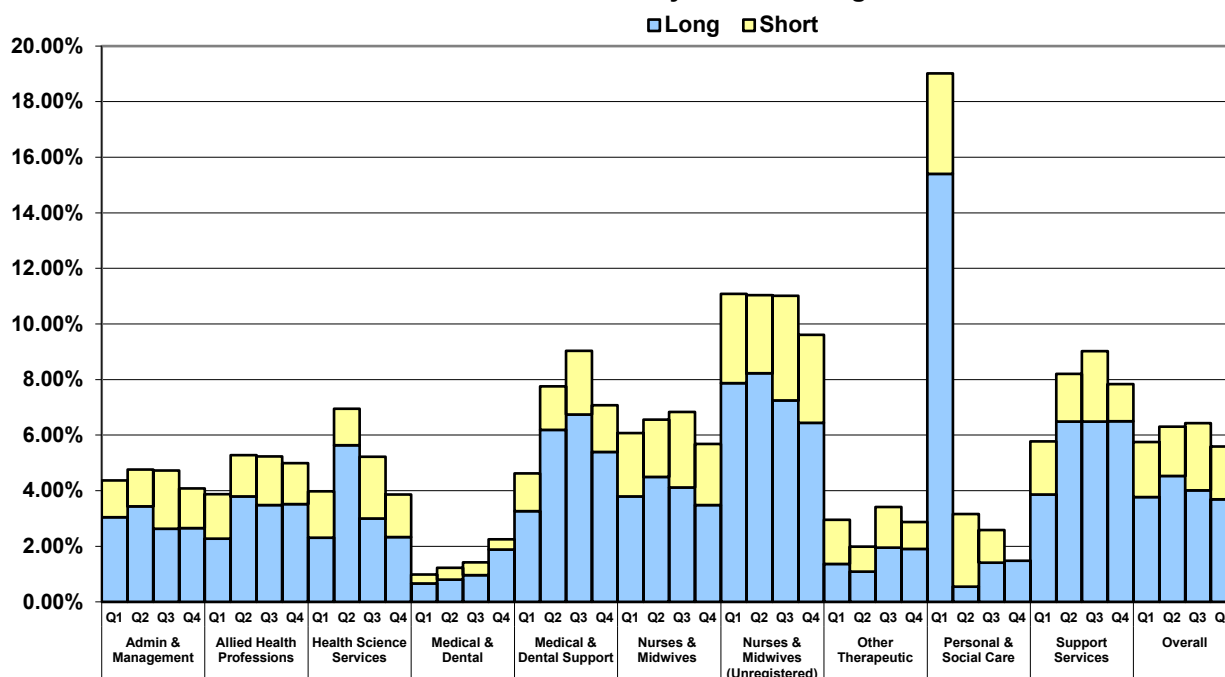


Chart 6

Chart 6 compares the levels of long term and short term sickness absences over Quarter 4 of 2021/22. There is no clear pattern to the make-up of sickness absence among the job families with **66.13%** of all absence (on average) being long term for Quarter 4 as a whole and **66.49%** of all absence being long term for the year as a whole.

Of the Job Families with any long term sickness only Registered Nurses & Midwives (**61.34%**) and Healthcare Sciences (**60.43%**) had **less** than 65% of all absences (on average) accounted for by long term sickness over Quarter 4 as a whole while only Healthcare Sciences (**64.17%**), Registered Nurses & Midwives (**63.18%**), Personal & Social Care (**63.17%**) and Other Therapeutic (**56.06%**) had less than 65% of all absences accounted for by long term sickness over the year as a whole.

Chart 7 shows the same information by Service. The average rates of long term sickness over the quarter were:

- Acute Services – **63.44%**
- Clackmannanshire & Stirling HSCP – **67.26%**
- Falkirk HSCP – **64.47%**
- FV Specialist MH & LD Services – **68.34%**
- NHSFV Corporate – **70.43%**
- Prison HC & Specialist Community Services – **68.51%**
- Women & Children & Sexual Health Services – **68.51%**

and over the year as a whole were:

- Acute Services – **64.63%**
- Clackmannanshire & Stirling HSCP – **71.04%**
- Falkirk HSCP – **69.10%**

FV Specialist MH & LD Services – 68.82%
 NHSFV Corporate – 67.65%
 Prison HC & Specialist Community Services – 64.46%
 Women & Children & Sexual Health Services – 65.41%

**NHS Forth Valley Overall Absence Summary
 2021/2022 summary of Short/Long Absences**

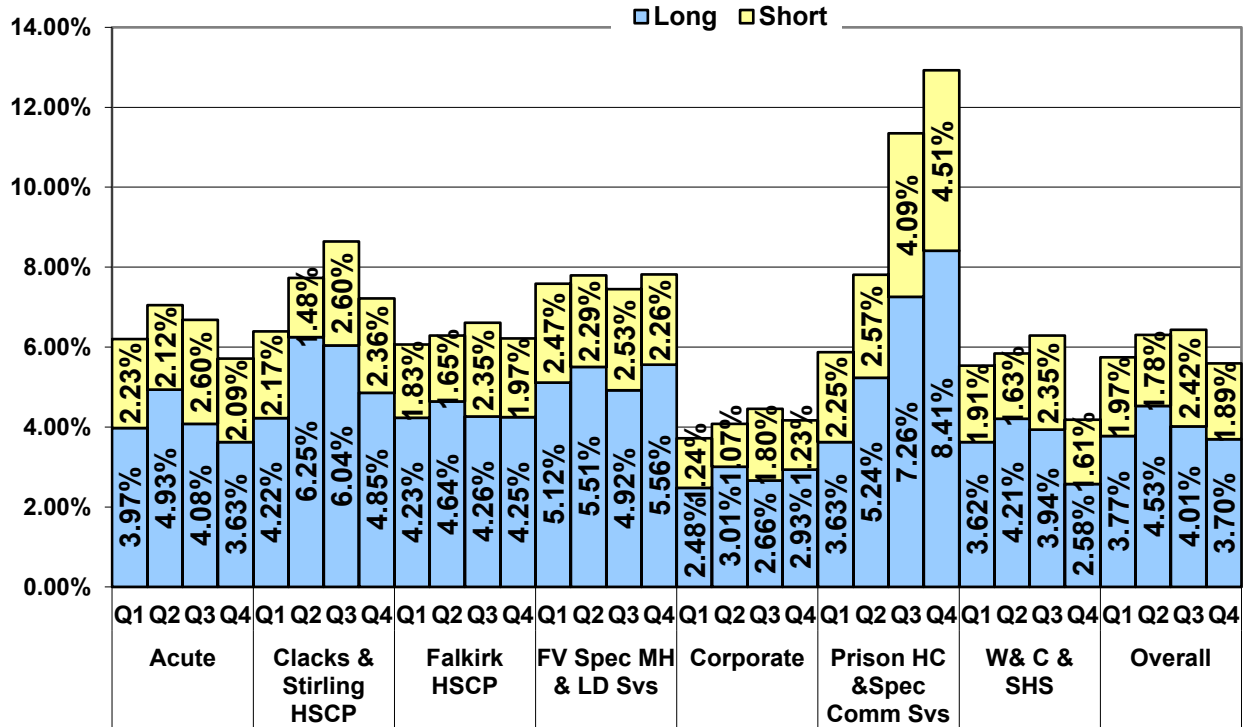


Chart 7

Within the individual Directorates which had any long term sickness, only Community Health & Care, Strategic Care & Health Improvement, West & East Locality, Specialist Mental Health & Learning Disabilities Director of Estates & Facilities, Director of Nursing and Medical Director had **more** than 65% of absence on average attributable to long term sickness during Quarter 4 2021/22. Over the year as a whole only the Ambulatory & Diagnostics, Community Health & Care, Strategic Care & Health Improvement, Central Locality, West & East Locality, Specialist Mental Health & Learning Disabilities, Director of Estates & Facilities, Director of Finance, Director of HR, Prisons & Specialist Community Services and Women & Children & Sexual Health Services, had **more** than 65% of absence attributable to long term sickness.

SSTS is fully rolled out across NHS Forth Valley, except for a small handful of staff whose terms and conditions of service do not fit the system's base rules and who cannot currently be input into the system. Table 4 shows the top 10 reasons for sickness absence in NHS Forth Valley overall during Quarter 4 of 2021/22 and Table 4a compares the relative sickness absence due to Anxiety/Stress/Depression/Other Psychiatric Illness with the grouped categories related to musculo-skeletal type conditions and infection type conditions during the same time period while Tables 1b and 1c show the same information for the year as a whole.

Again, because of the change in reporting structure in March 2021, it is not possible to provide comparable data for the previous quarter

NHS Forth Valley Overall Top 10 Reasons for Absence During Quarter 4

Absence Reason Description	% of Hours Lost Q3	% of Hours Lost Q4	Rank
Anxiety/Stress/Depression/Other Psychiatric Illness	30.29%	32.39%	1
Other Musculoskeletal Problems	7.38%	7.46%	2
Other Known Causes Not Elsewhere Classified	5.45%	7.07%	3
Gastro-Intestinal Problems	6.36%	7.07%	4
Back Problems	6.61%	5.98%	5
Cold/Cough/Flu	8.55%	5.40%	6
Unknown Causes/Not Specified	5.69%	5.14%	7
Injury/Fracture	4.85%	4.60%	8
Chest & Respiratory Problems	5.21%	3.94%	9
Benign & Malignant Tumours/Cancers	2.90%	3.76%	10

Table 4

Absence Reason Description	% of Hours Lost Q3	% of Hours Lost Q4	Rank
Anxiety/Stress/Depression/Other Psychiatric Illness	30.29%	32.39%	1
Other Musculoskeletal, Injury/Fracture & Back Problems	18.83%	18.04%	2
Gastro-Intestinal, Cough/Cold/Flu & Chest & Respiratory Problems	20.12%	16.41%	3

Table 4a

NHS Forth Valley Overall Top 10 Reasons for Absence During 2021/22

Absence Reason Description	% of Hours Lost 2021/22	Rank
Anxiety/Stress/Depression/Other Psychiatric Illness	32.33%	1
Other Musculoskeletal Problems	9.12%	2
Gastro-Intestinal Problems	6.86%	3
Back Problems	6.68%	4
Injury/Fracture	6.00%	5
Other Known Causes Not Elsewhere Classified	5.75%	6
Unknown Causes/Not Specified	4.85%	7
Cold/Cough/Flu	4.60%	8
Chest & Respiratory Problems	3.92%	9
Benign & Malignant Tumours/Cancers	3.14%	10

Table 4b

Absence Reason Description	% of Hours Lost 2021/22	Rank
Anxiety/Stress/Depression/Other Psychiatric Illness	32.33%	1
Other Musculoskeletal, Injury/Fracture & Back Problems	21.80%	2
Gastro-Intestinal, Cough/Cold/Flu & Chest & Respiratory Problems	15.38%	3

Table 4b

Although “Anxiety/Stress/Depression/Other Psychiatric Illness was the top single reason for absence over Quarter 4 in NHS Forth Valley overall, collectively “Back Problems”, “Injury Fracture” and “Other Musculoskeletal Problems” accounted for 18.04% of all recorded reasons for absence during Quarter 4 (and for 21.80% of all recorded reasons for absence during the year 2021/22). Similarly “Gastro-intestinal Problems”, “Cough/Cold/Flu” and “Chest & Respiratory problems” collectively accounted for a further 16.41% of all recorded reasons for absence during Quarter 4 (and for 15.38% of all recorded reasons for absence during the year 2021/22).

Summary of Sickness Absence Information

Overall in Quarter 4 2021/22 NHS Forth Valley breached the target trajectory for sickness absence on both a point in time and rolling average basis. The high levels of absence within the Nursing and Midwifery and Support Services categories continue to have a significant impact on the overall rate, and this is particularly noticeable in levels of long term sickness absence compared to other staff groups.

There are key challenges in terms of sickness absence management that require to be addressed in order that NHS Forth Valley can achieve or better the performance trajectory.

NHS Forth Valley workforce composition & distribution

During the final quarter of 2021/22 there was an average total of 6925 (5917.50 WTE) staff working within NHS Forth Valley, an increase in average headcount of 185 and an increase of 194.62 average WTE compared to Quarter 3 of 2021/22. No Job Families except for Unregistered Nurses (+102, +93.32 WTE), Other Therapeutic (+42, +32.95), Allied Health Professions (+30, +26.03 WTE), Registered Nurses/Midwives (+28, +35.92 WTE), Medical & Dental (-26, -10.82 WTE), Admin Services & Managers (+14, +19.68 WTE) and Medical & Dental Support (-13, -10.58) had a change in average headcount of more than 7 or a change in average WTE of more than 7.54 WTE (up or down). For reporting purposes these have been allocated to the following job families

- Admin Services & Managers – 1207 (1056.18 WTE)
- Allied Health Professionals – 682 (553.89 WTE)
- Healthcare Sciences – 244 (210.55 WTE)
- Medical & Dental – 421 (354.82 WTE)
- Medical & Dental Support – 87 (72.28 WTE)
- Nursing & Midwifery – 2482 (2218.60 WTE)
- Nursing & Midwifery (Unregistered) – 1087 (929.03 WTE)
- Other Therapeutic – 366 (302.30 WTE)
- Personal & Social Care – 8 (5.85 WTE)
- Support Services – 343 (214.01 WTE)

NHS Forth Valley Workforce Distribution by Job Family – Quarter 4 2021/22

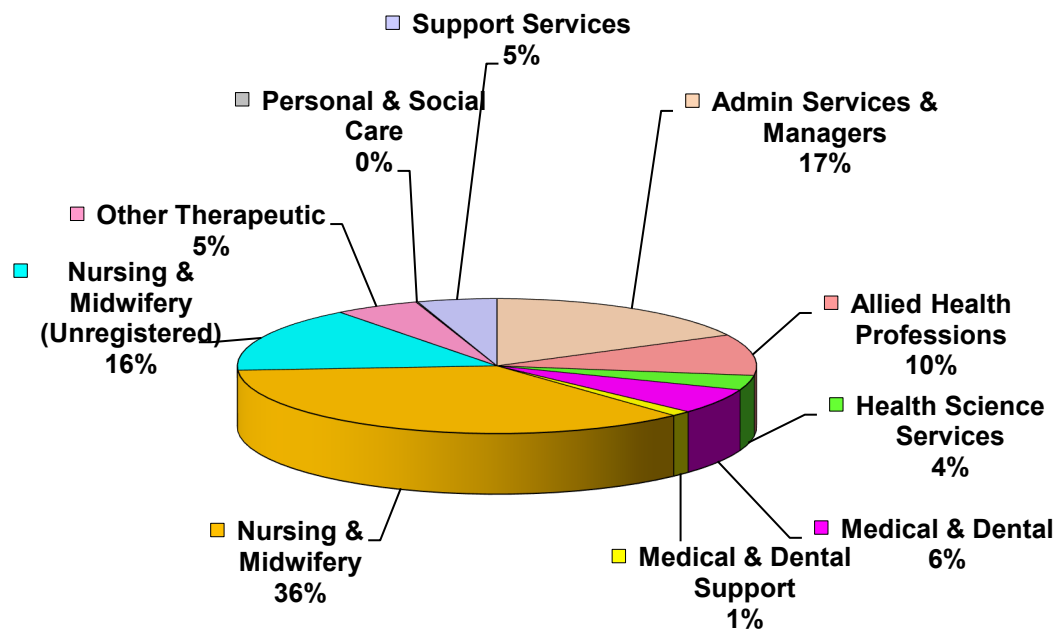


Chart 8

Chart 8 identifies the relative proportion of staff within each Job Family

NHS Forth valley Workforce Distribution by Service - Quarter 4 2021/22

NHS Forth Valley Workforce Distribution by Service

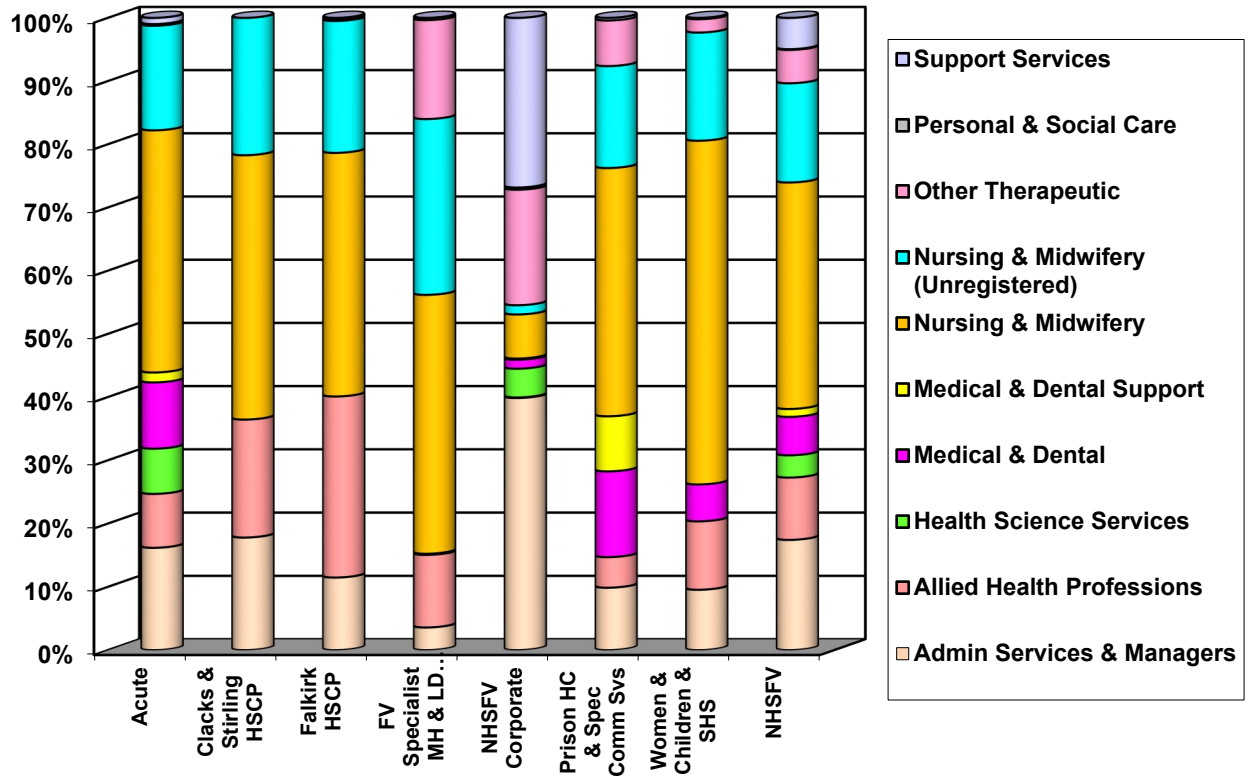


Chart 9

Chart 9 illustrates how the workforce is distributed across NHS Forth Valley.

NHS Forth Valley In-Post Part-time/Full-time Contract Distribution by Job Family – Quarter 4 2021/22

**NHS Forth Valley % Distribution of Whole-time/Part-time Staff in Post by Service
March 2022**

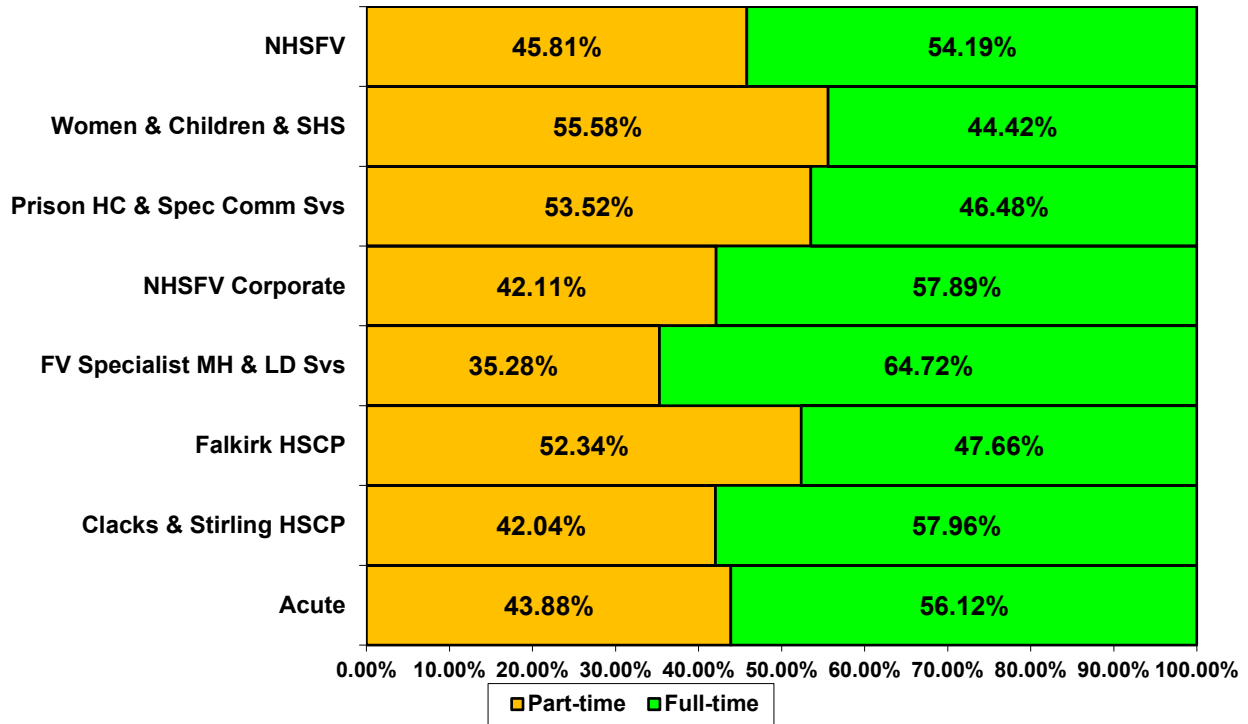


Chart 10

Chart 10 identifies the distribution of part-time and full-time staff within each service. Women, Children & Sexual Health Services have the highest percentage of part-time staff and FV Specialist MH & LD Services the lowest. Overall there was a decrease of 0.63% in the percentage of part-time staff compared to the third quarter of 2021/22.

**NHS Forth Valley % Distribution of Whole-time/Part-time Staff in Post by Job Family
March 2022**

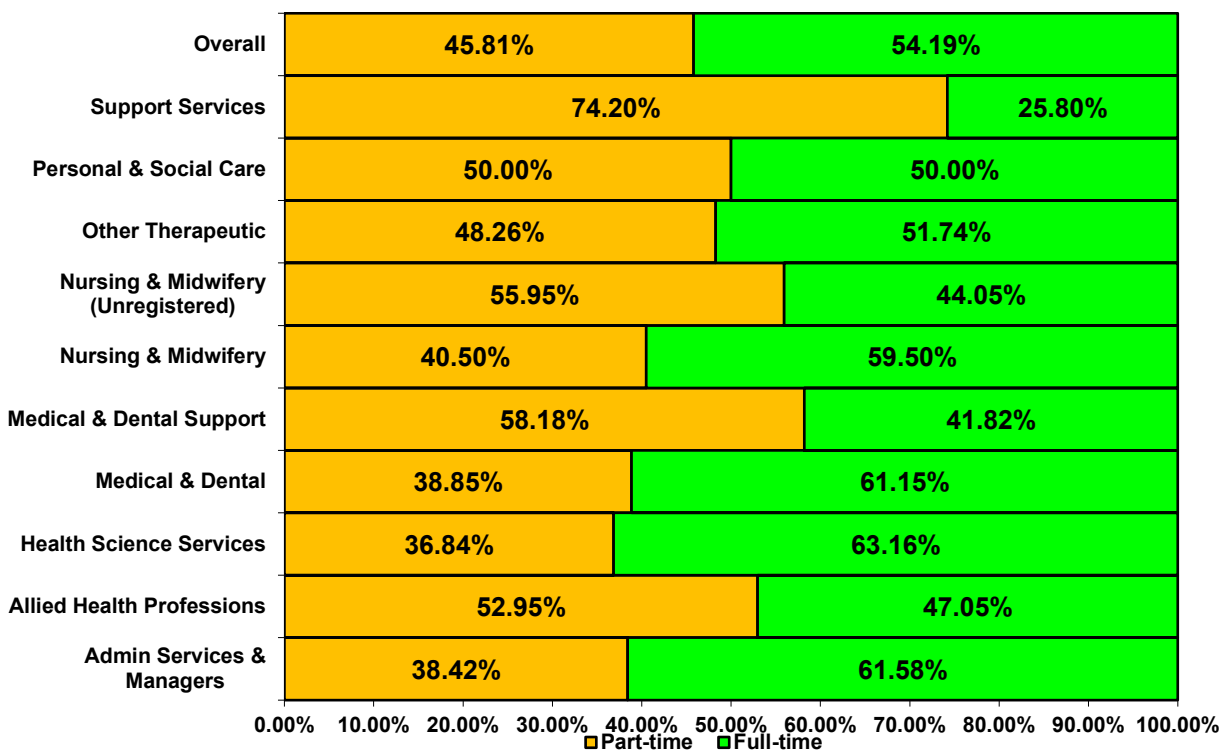


Chart 11

Chart 11 identifies the distribution of part-time and full-time staff within each staff group. The highest percentages of part-time staff are in the Support Services, Medical and Dental Support, Unregistered Nurses, Allied Health Professions and Personal & Social Care.

NHS Forth Valley turnover

Overall turnover for Quarter 4 2021/22 is 3.47% (an increase of 0.75% on Quarter 3 of 2021/22).

Table 5 shows the turnover by Service for Quarter 4 2021/22. Turnover was highest in FV Specialist MH & LD Services (5.41%) and lowest in Clackmannanshire & Stirling HSCP (2.31%). In fact, Acute Services saw the widest spread of turnover during the quarter.

	Acute	Clacks & Stirling HSCP	Falkirk HSCP	FV Specialist MH & LD Services	NHSFV Corporate	Prisons & Specialist Community Services	Women, Children & Sexual Health Services	NHSFV Overall
Admin Services & Managers	3.01%	1.30%	1.40%	9.84%	4.52%	6.21%	4.29%	3.73%
Allied Health Professions	2.20%	3.72%	6.16%	7.69%	0.00%	0.00%	6.62%	4.55%
Health Science Services	6.29%				0.00%			4.92%
Medical & Dental	2.86%			0.00%	0.00%	6.03%	3.51%	3.33%
Medical & Dental Support	2.38%				0.00%	0.00%		1.15%
Nursing & Midwifery	3.32%	1.66%	3.74%	4.74%	7.38%	5.20%	3.20%	3.63%
Nursing & Midwifery (Unregistered)	1.81%	3.19%	3.07%	2.54%	11.76%	2.53%	2.99%	2.58%
Other Therapeutic	0.00%		0.00%	5.64%	2.82%	0.00%	4.84%	3.28%
Personal & Social Care			0.00%		0.00%		0.00%	0.00%
Support Services	3.85%			0.00%	1.92%	0.00%		2.04%
Overall	3.07%	2.31%	4.41%	5.41%	3.52%	3.88%	3.68%	3.47%

Table 5

NHS Forth Valley Leavers by Job Family January - March 2022

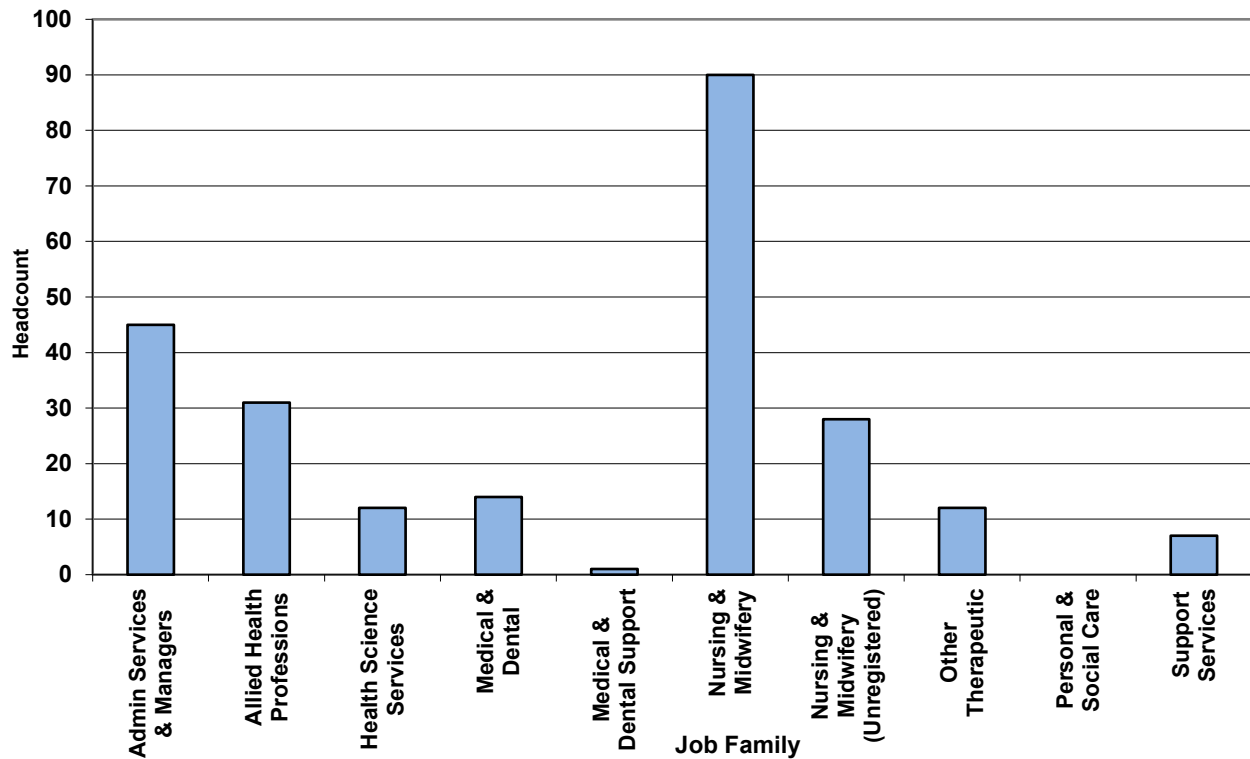


Chart 12

Chart 12 indicates that Nursing & Midwifery (90), Admin Services & Managers (45), Allied Health Professions (31) and Unregistered Nurses (28) saw the greatest number of leavers from NHS Forth Valley in Quarter 4 but, this is not an unusual pattern in any of these groups.

NHS Forth Valley Age Distribution of Leavers by Service January - March 2022

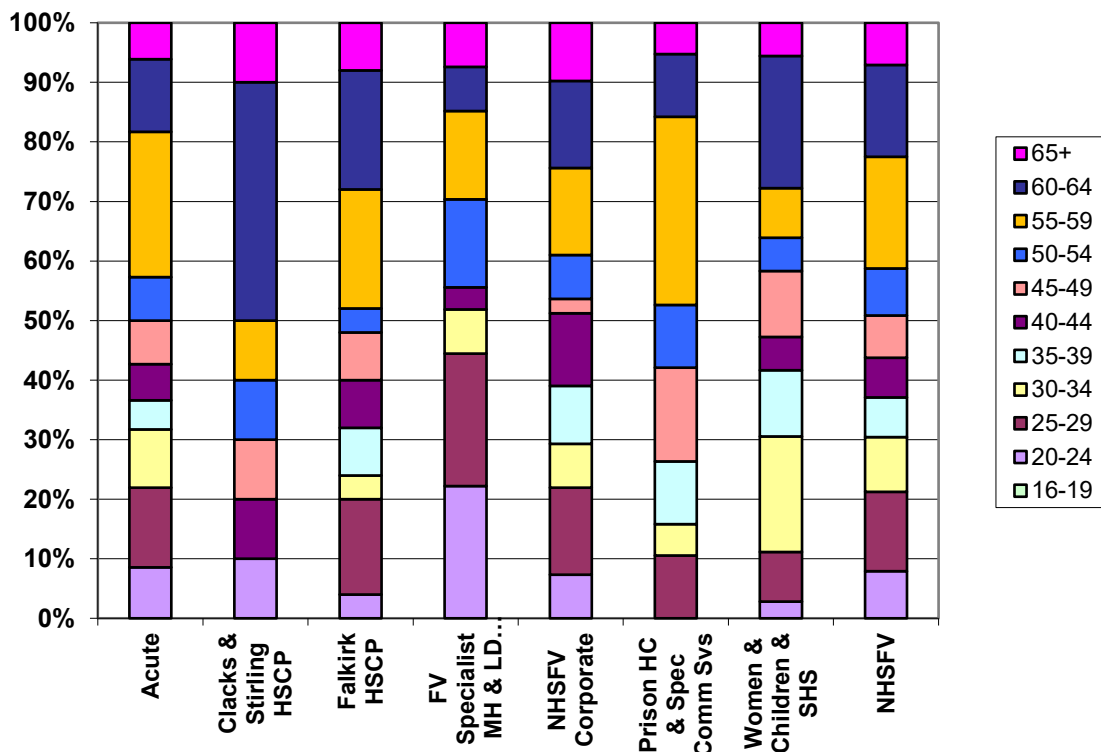


Chart 13

Chart 13 represents the leavers from NHS Forth Valley within each age bracket by Service. Numbers of leavers were lower in the under 45 age bracket (43.75%) than those aged 45+ with 22.50% of leavers aged 60+ (and 41.25% aged 55+). However as previously indicated the majority of leavers are within the administrative, medical and nursing fields that traditionally see movement as junior members of staff seek promotional or career development opportunities in other areas.

NHS Forth Valley Reasons for Leaving

Table 6 identifies the reason given for leaving the organisation. The top three most frequently given “reasons for leaving” were “New Employment with NHS Scotland”, “Retirement - Age” and “Voluntary Resignation – Other”. Table 7 indicates the destination of leavers from NHS Forth Valley. The most frequently recorded destinations were “NHS Scotland”, “Retired” and “Other/declined”. This may be a result of Managers seeking assistance on completing the information in eESS. However, it may not be possible to eliminate the use of the “Other” and “Other/Declined” categories completely if leavers are reluctant to tell the organisation this information or else suggests that further work still needs to be done on exit interviews to collect the information.

ALL NHSFV LEAVERS JANUARY - MARCH 2022

Reason for Leaving Description	Headcount	Rank
Death In Service	<=5	
Dismissal	<=5	
End of Fixed Term Contract	9	
Ill Health	6	
New employment with NHS outwith Scotland	<=5	
New employment with NHS Scotland	77	1
Other	17	4
Retirement - age	55	2
Retirement Other	14	5
Vol. resignation - Other	49	3
Vol. resignation - Promotion	<=5	
Total	240	

Numbers <=5 not shown as personally identifiable

Table 6

ALL NHSFV LEAVERS JANUARY- MARCH 2022

Leaving Destination	Total	Rank
Abroad - EEA country	<=5	
Abroad non-EEA country	<=5	
Died	<=5	
Education Sector	<=5	
Further Education/Training	6	
General Practice	<=5	
NHS Rest of UK	<=5	
NHS Scotland	77	1
No Employment	16	4
Other Private Sector	14	5
Other Public Sector	8	
Other/declined	25	3
Prison Service	<=5	
Private Health Organisation	<=5	
Retired	75	2
Self employed	<=5	
Social Care Vol/Priv.Org.	<=5	
Total	240	

Numbers <=5 not shown as personally identifiable

Table 7

Conclusion

The workforce information presented above indicates a stable situation with largely planned changes in workforce composition however there are key challenges in terms of sickness absence management that require to be addressed in order that NHS Forth Valley can continue to achieve or better the NHS Forth Valley performance trajectory.

Recommendation

The Area Partnership Forum is asked to note the content of this report and to comment on the suggestions for further information which could be provided in future reports.

The Workforce information report will be produced on a quarterly basis with the next report covering the period from 1 April to 30 June 2022.

Reviewed by

Name	Designation	Signature
Elaine Bell	Associate Director of HR	

Approved by

Name	Designation	Signature
Linda Donaldson	Director of Human Resources	