

# **Workforce Equality Report**

**April 2010 – March 2011**

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Human Resources Department  
17 June 2011

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## **Introduction**

This report illustrates the diversity of the workforce in North Cumbria University Hospitals NHS Trust and identifies areas of note. The framework for workforce monitoring is outlined in the Trust's Single Equality Scheme (September 2010) and monitoring, reporting and publishing the statutory monitoring contributes to the Trust meeting its wider obligations to promote equality.

The data includes composition of the workforce, recruitment, starters, leavers, promotions training and employee relations data.

Statistics for sexual orientation and religion/belief have been reported, however the low number of staff giving information makes it difficult to draw meaningful conclusions

### **Local population in Cumbria**

Current information available for Cumbria indicates that

- 36.5% of households have one person or more with a limiting long-term illness (2001 census)
- The estimate in 2009 for the BME population was 4.0%
- 82% of the population said that they were Christian, 0.6 declared faiths including Buddhist, Hindu, Jewish, Muslim and Sikh, 10.4% declared no religion and 7% did not state (2001 census).

### **Data Sources**

Data is extracted from the Electronic Staff Record (ESR) and from NHS Jobs for recruitment.

A validation exercise concentrating on personal data was carried out in December 2010. This has led to some improvement to data, particularly for disability and religion/belief. Individuals can choose not to supply information which can be identified by 'I do not wish to declare' or 'Not stated'. Where no information is held and the individual has not stated that they do not wish to declare the system will show 'undefined'. There is still a high level of unknown data in some categories and it remains a challenge to achieve sufficient disclosure of some of the diversity information to give meaningful data.

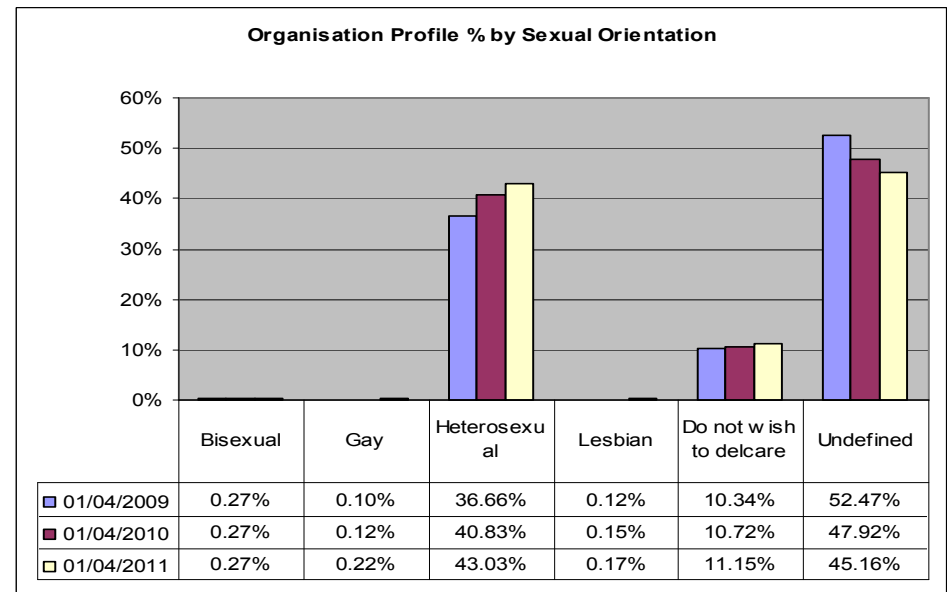
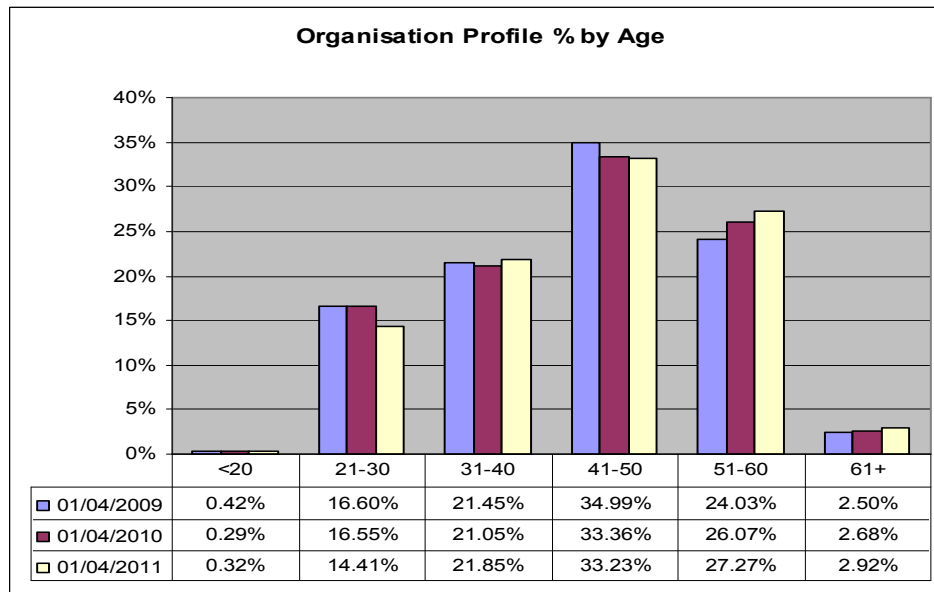
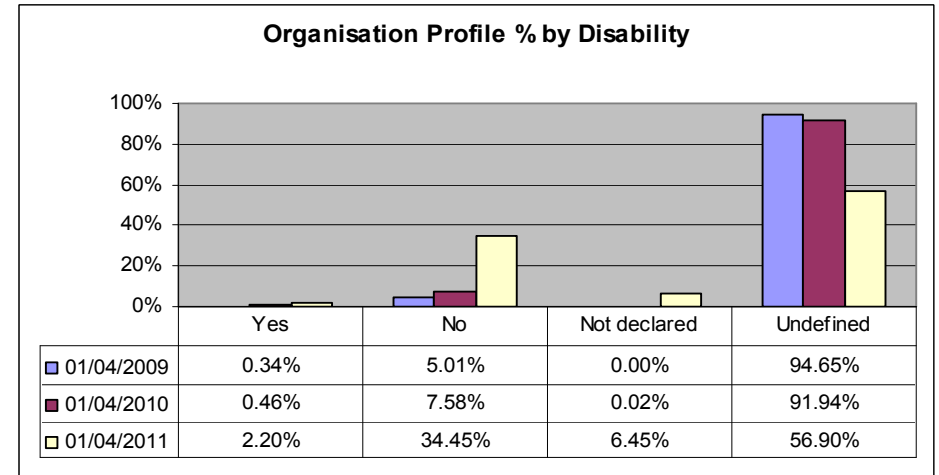
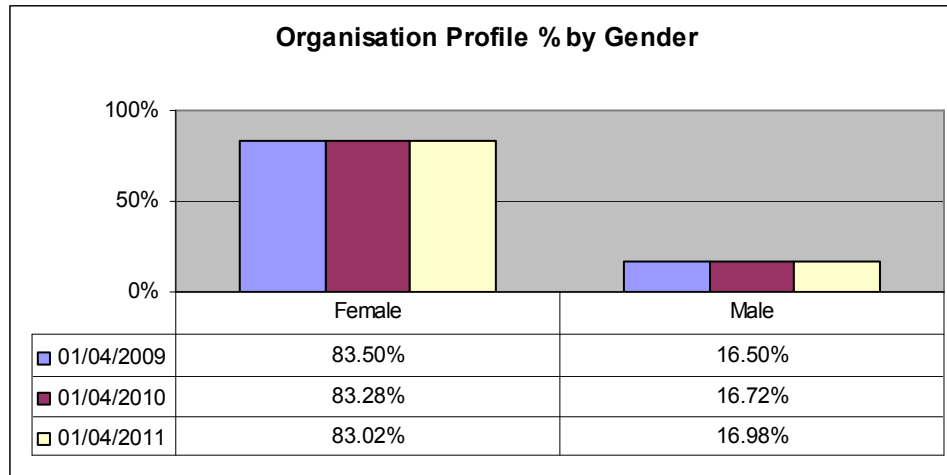
Unless specifically stated data in the report includes Bank workers (workers who are on zero hours and work as and when required).

## Staff in Post

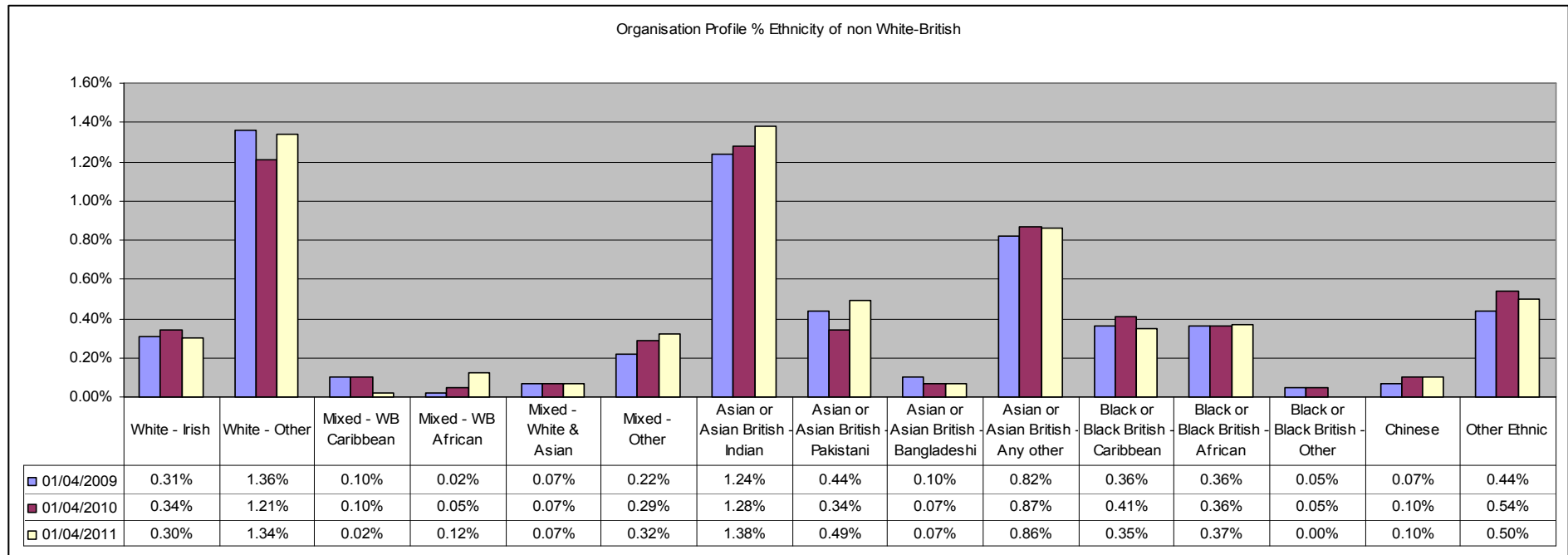
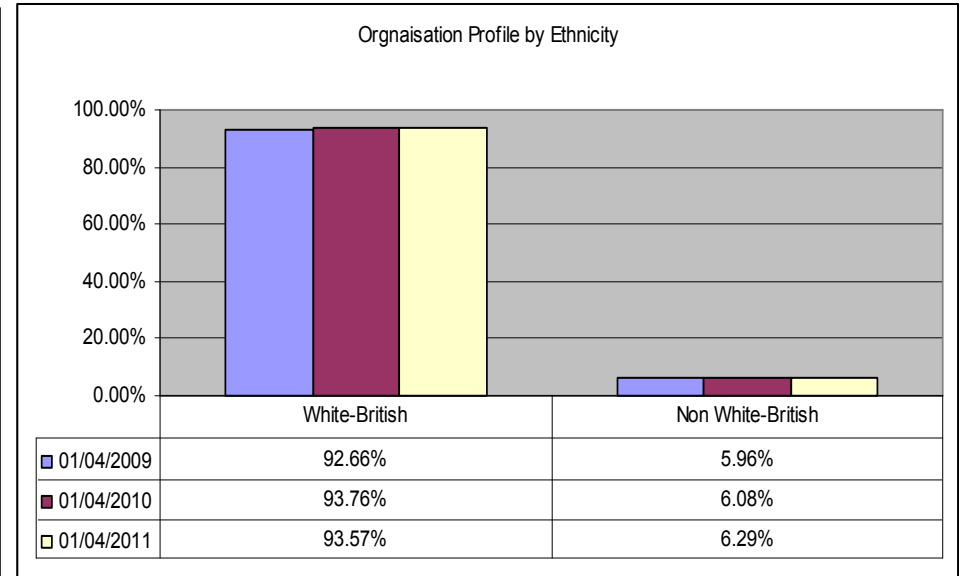
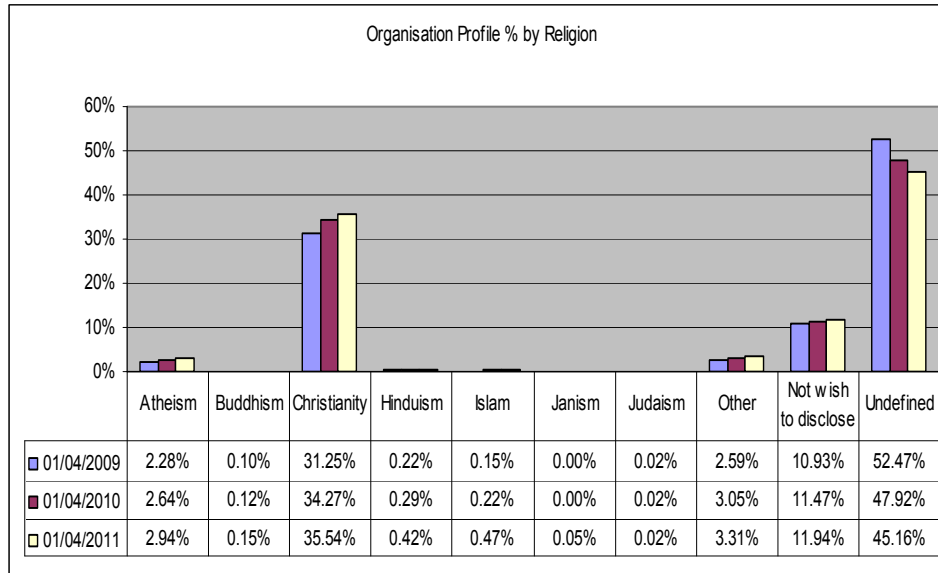
| Staff Group                         | Mar 10                | Mar 2010    | Mar 2011              | Mar 2011    |
|-------------------------------------|-----------------------|-------------|-----------------------|-------------|
|                                     | Whole Time Equivalent | Headcount   | Whole Time Equivalent | Headcount   |
| Additional Professional & Technical | 112.41                | 139         | 92.87                 | 110         |
| Additional Clinical Services        | 507.25                | 794         | 470.33                | 762         |
| Admin & Clerical                    | 677.97                | 872         | 671.46                | 851         |
| Allied Health Professionals         | 140.84                | 196         | 132.79                | 195         |
| Estates & Facilities                | 178.22                | 239         | 201.50                | 275         |
| Healthcare Scientists               | 72.83                 | 76          | 64.61                 | 68          |
| Medical & Dental                    | 308.40                | 358         | 298.06                | 366         |
| Nursing & Midwifery (Registered)    | 1,098.83              | 1,454       | 1,069.19              | 1,439       |
| <b>Trust</b>                        | <b>3096.76</b>        | <b>4425</b> | <b>3000.82</b>        | <b>4066</b> |

The Trust had 4066 employees at March 2011 equivalent to 3000.82 Whole Time Equivalent (WTE). This represents a reduction of 359 from March 2010 (8.11%). Nursing and Midwifery staff represents the largest group, accounting for 35.4% of the workforce.

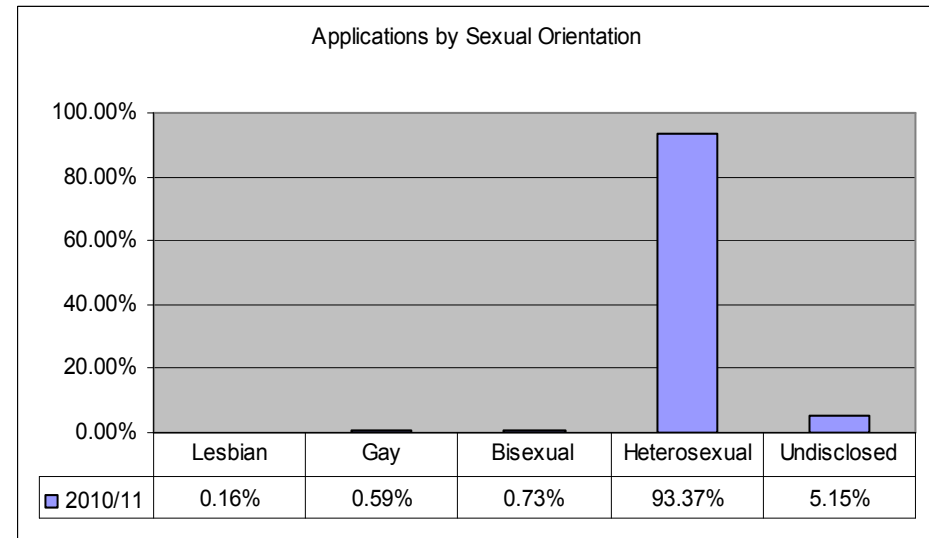
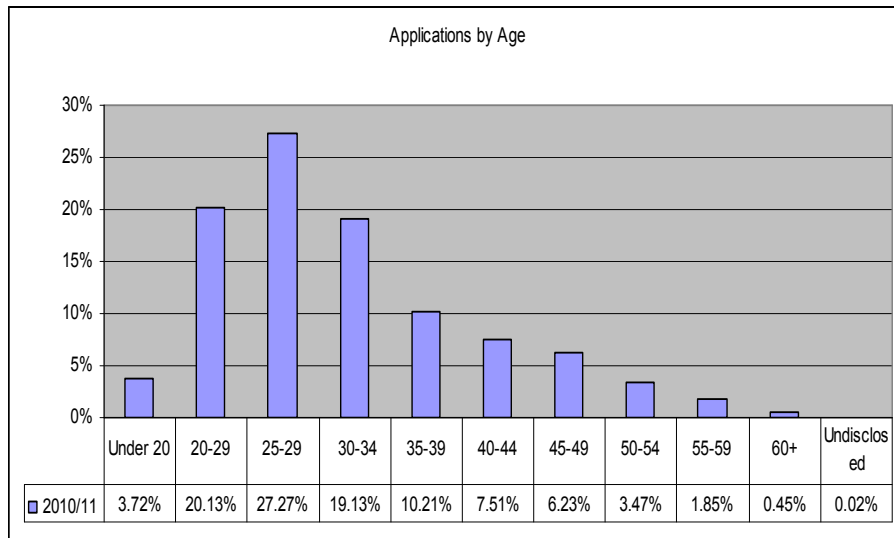
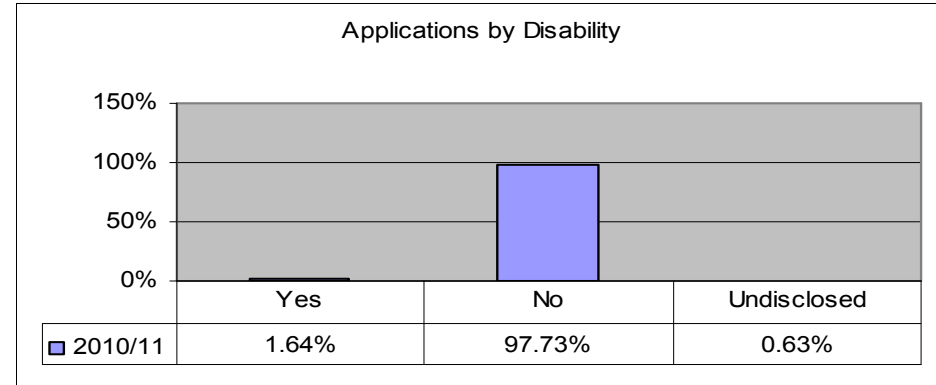
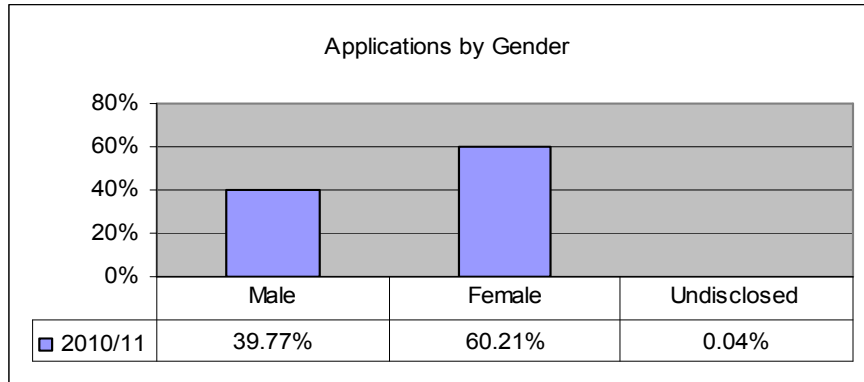
## Organisation Profile



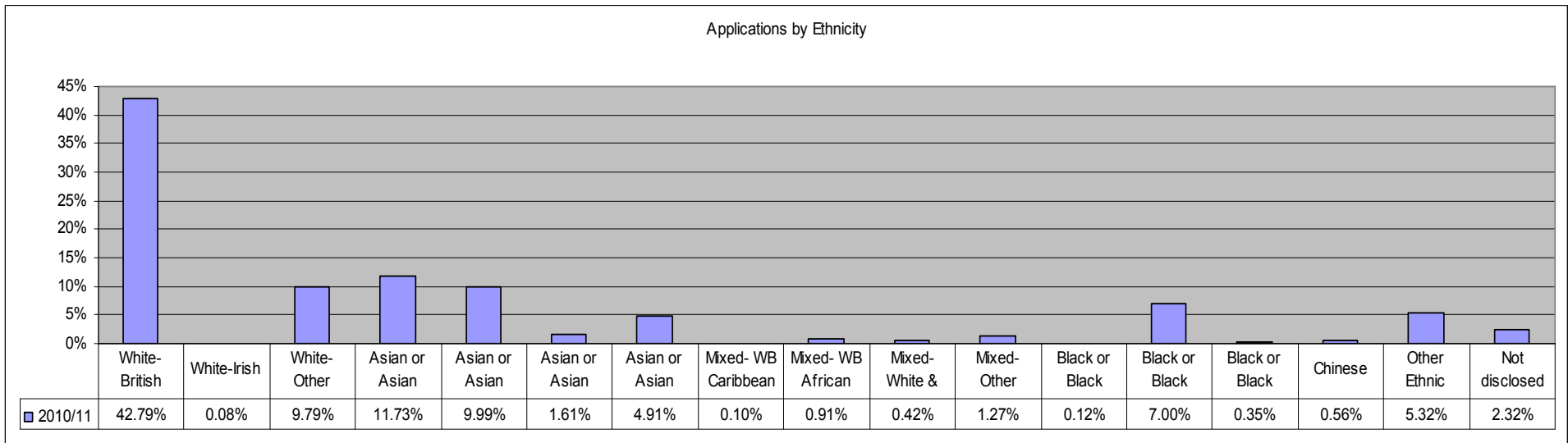
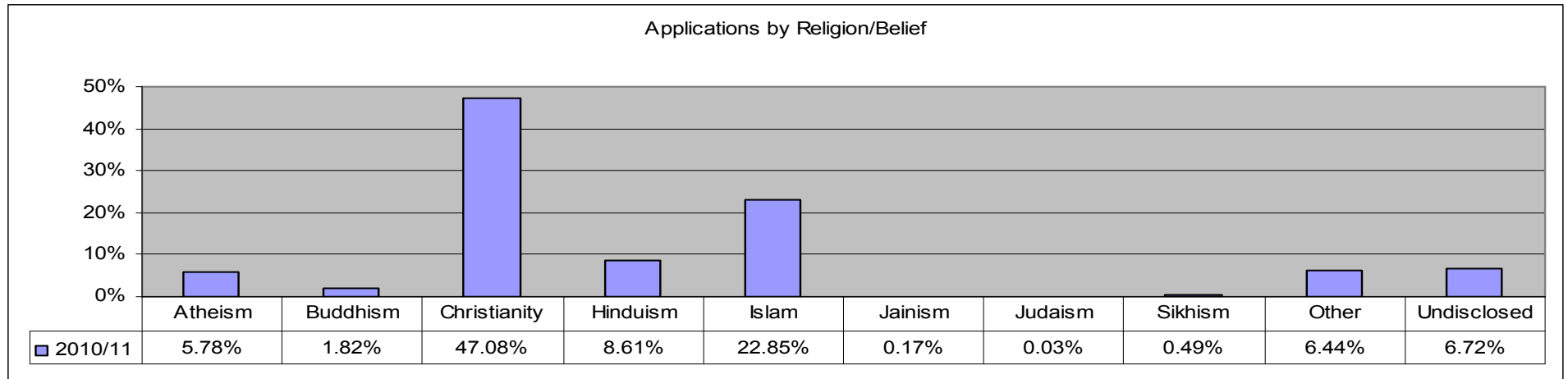
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## Recruitment Applications 2010/11

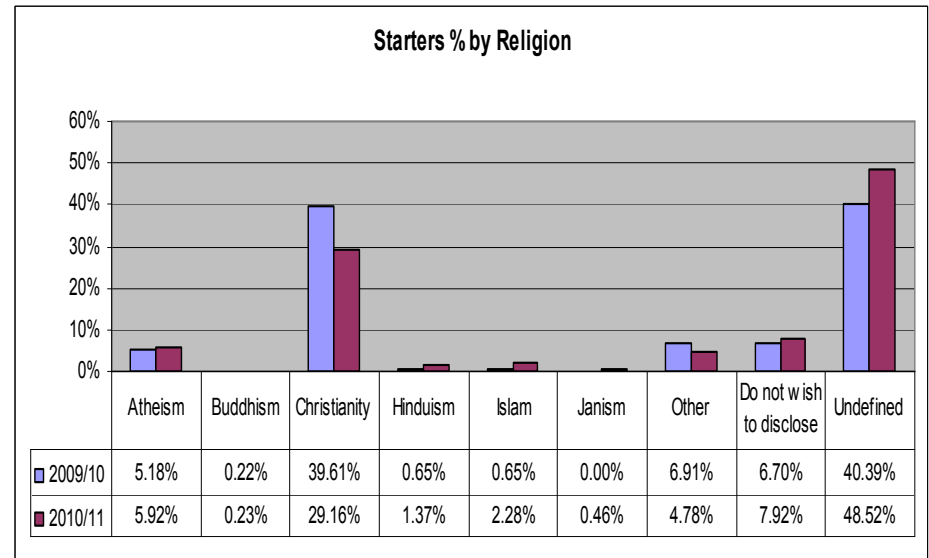
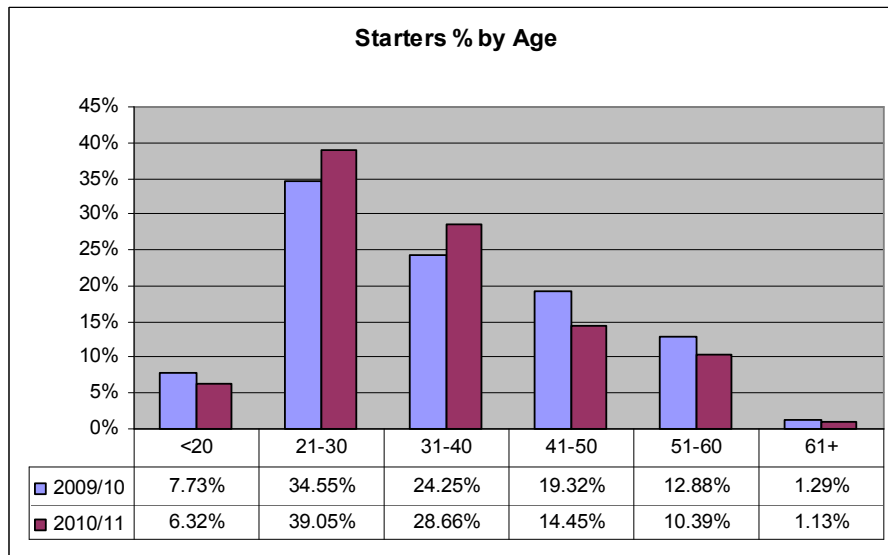
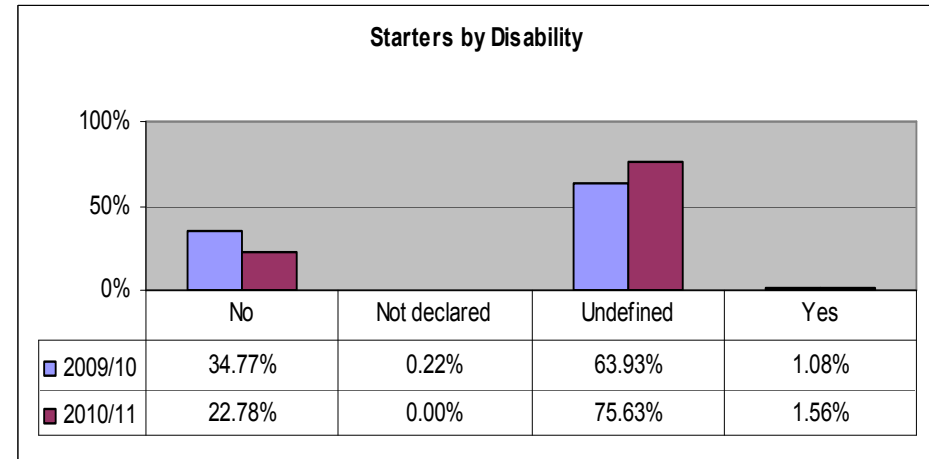
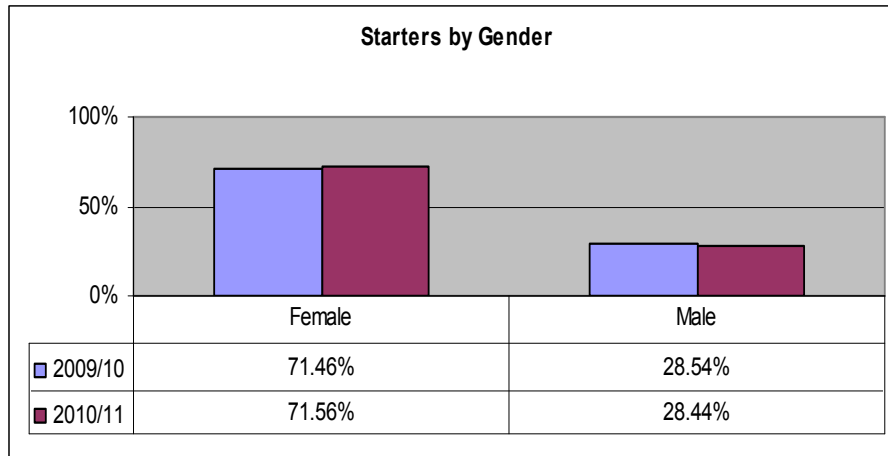


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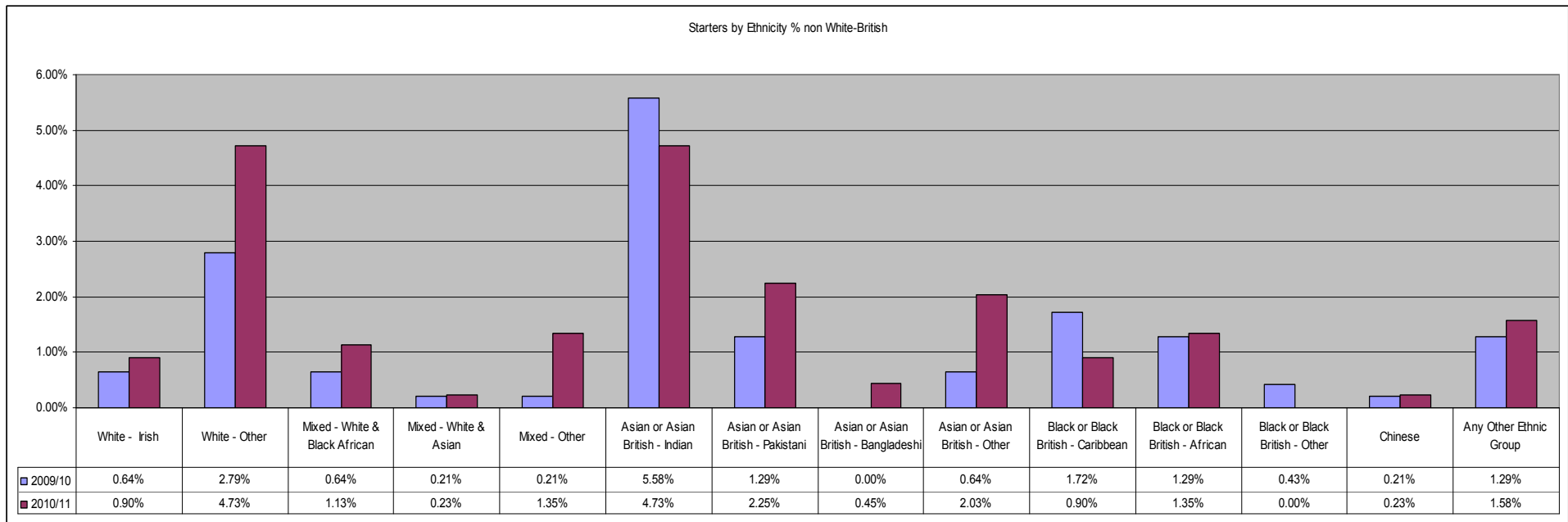
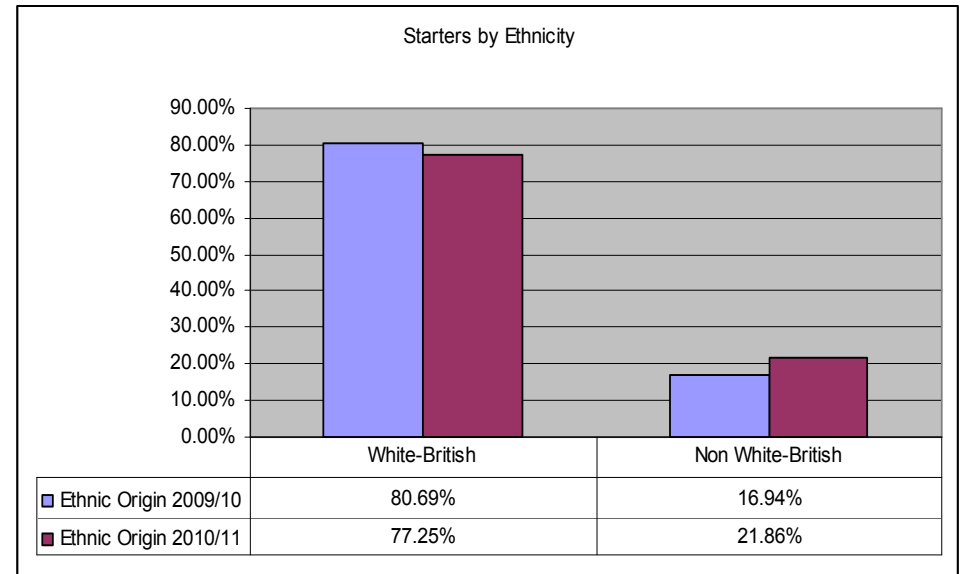
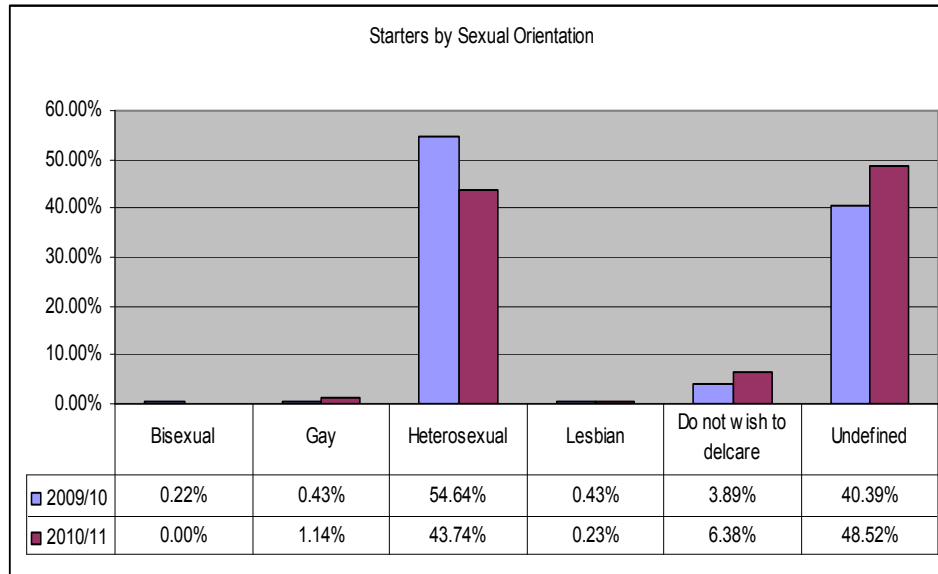




## Starters

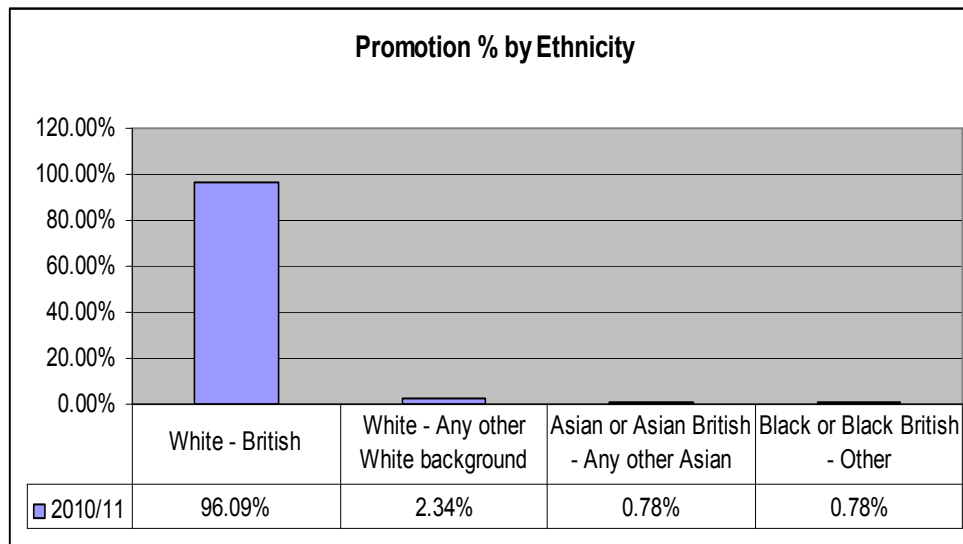
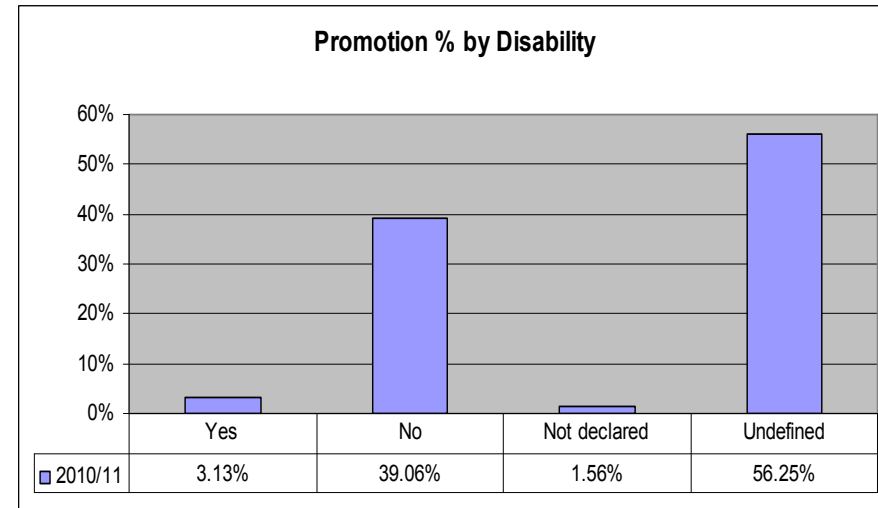
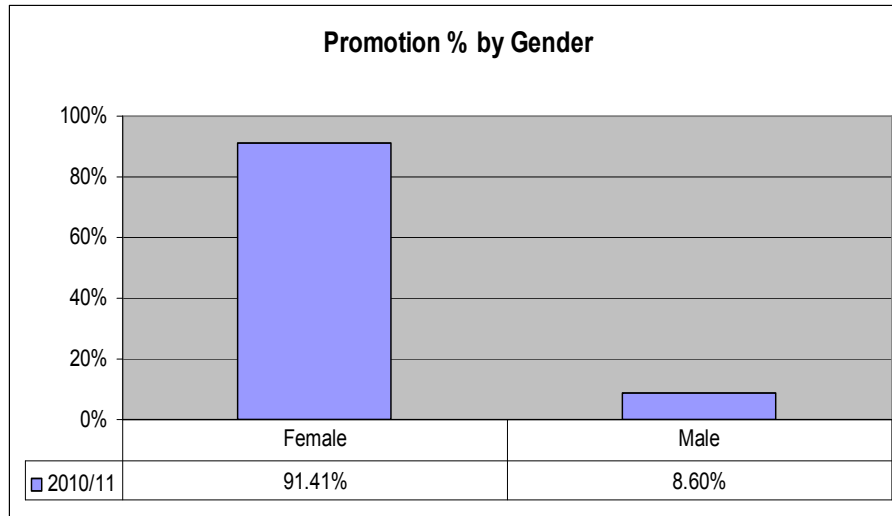


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There were 466 starters in 09/10 and 444 in 2010/11. Professional qualifications can take 3-4 years post school and therefore posts available to the 16-20 year age range is more limited.

## Promotions

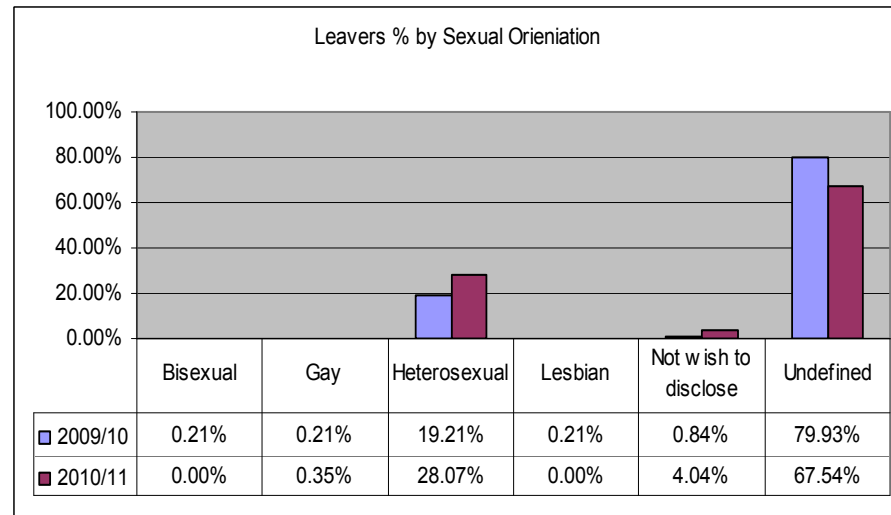
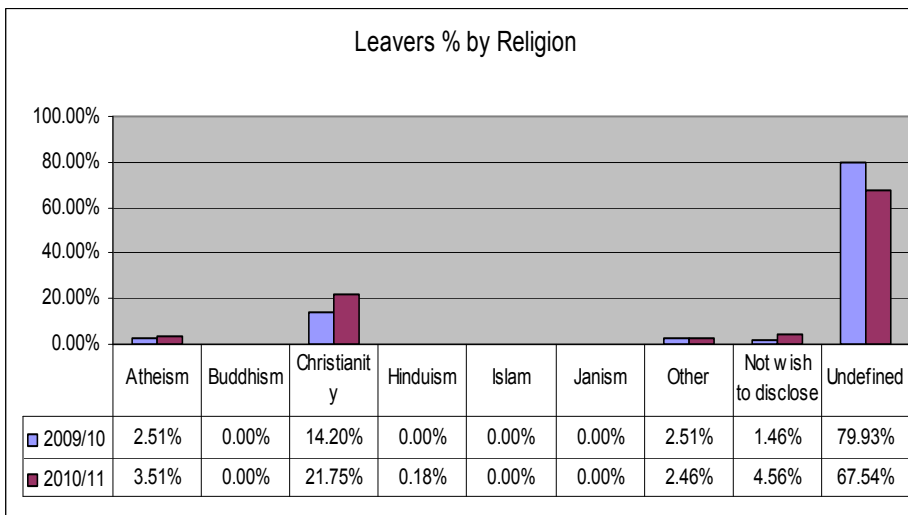
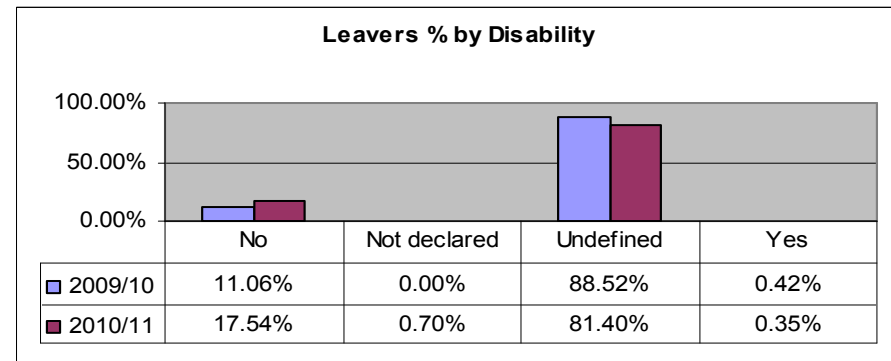
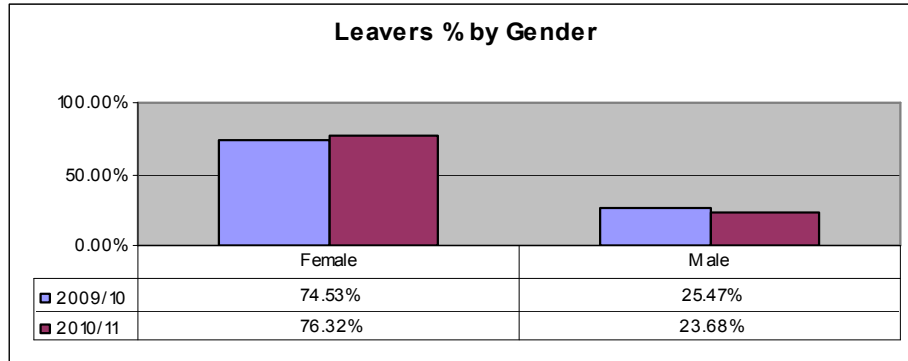


For the purposes of the report a promotion is defined as an increase of 1 grade or more (

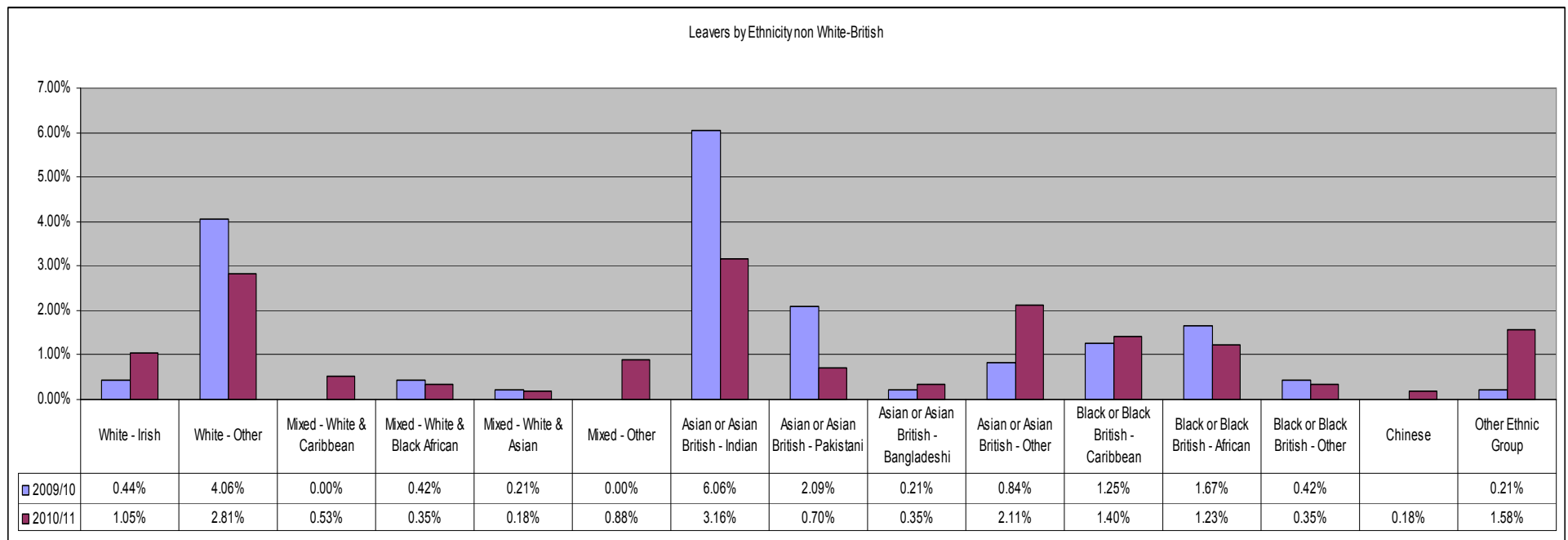
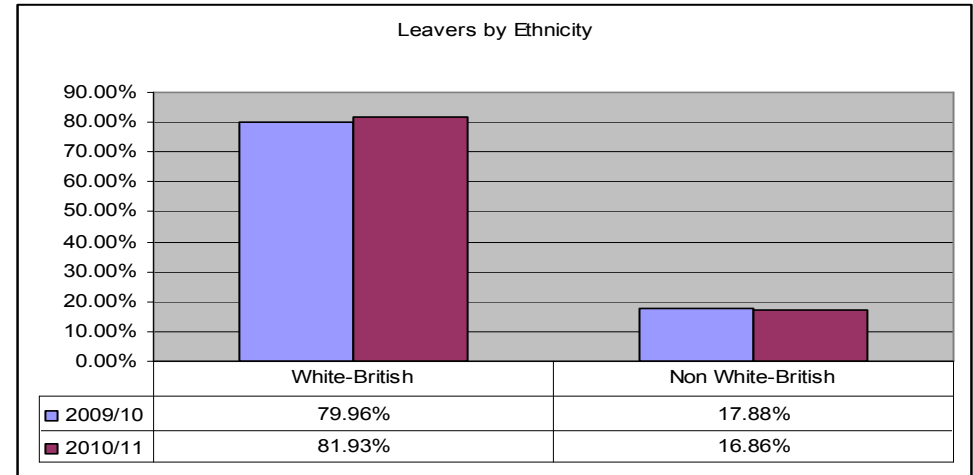
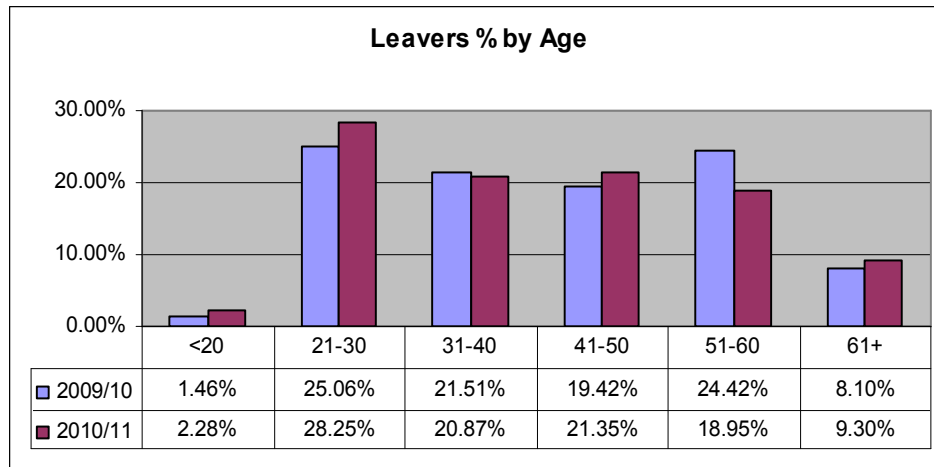
During 2010/2011 there were 128 individual grade increases.

Reasons for increase may include applying for a different role, re-banding, developmental posts which include a period at a lower grade.

**Leavers**

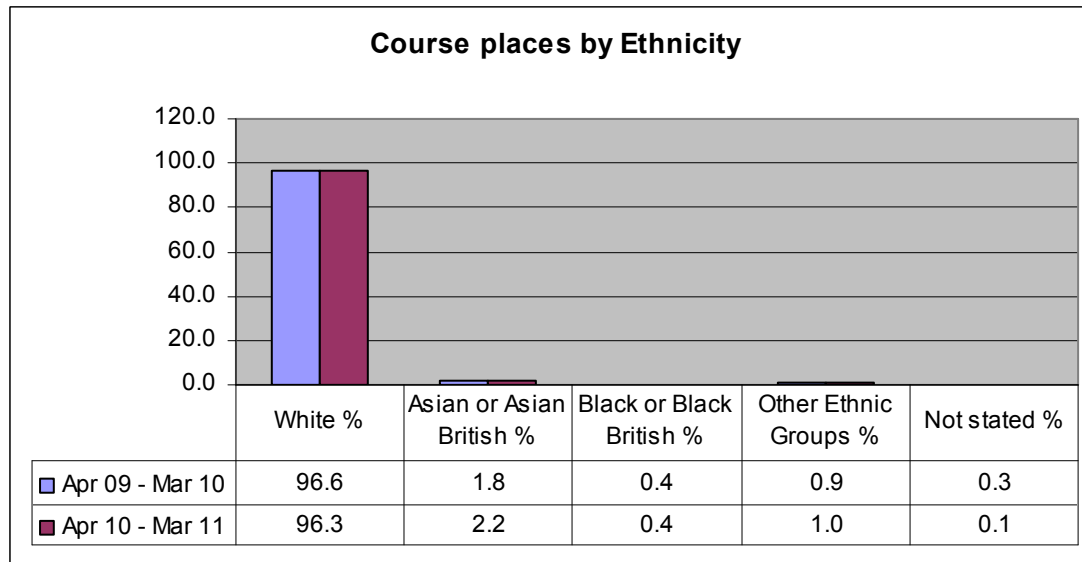
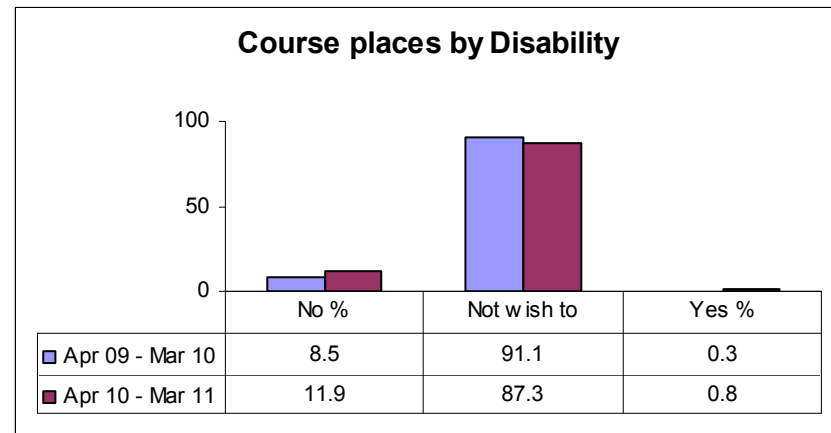
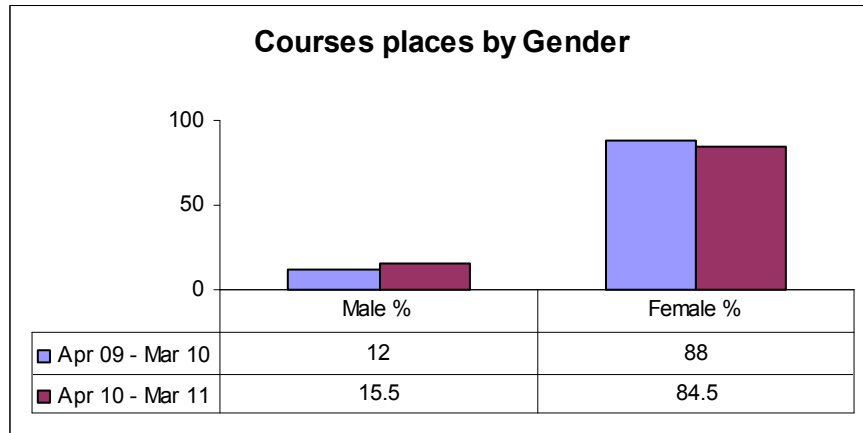


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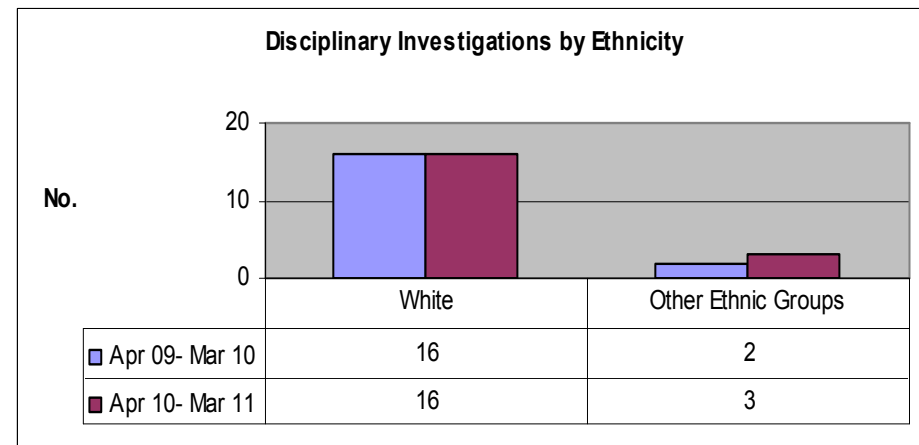
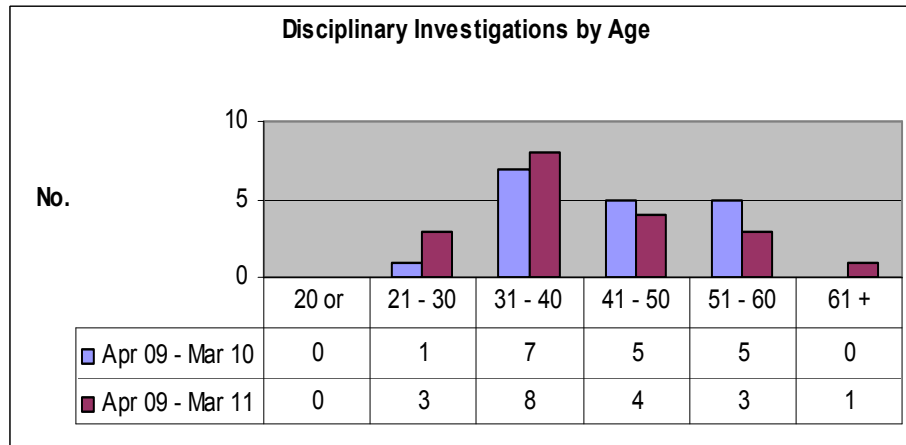
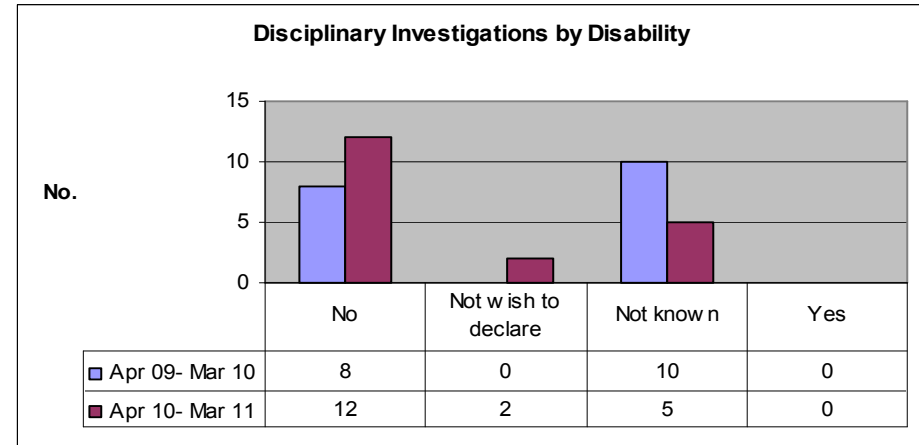
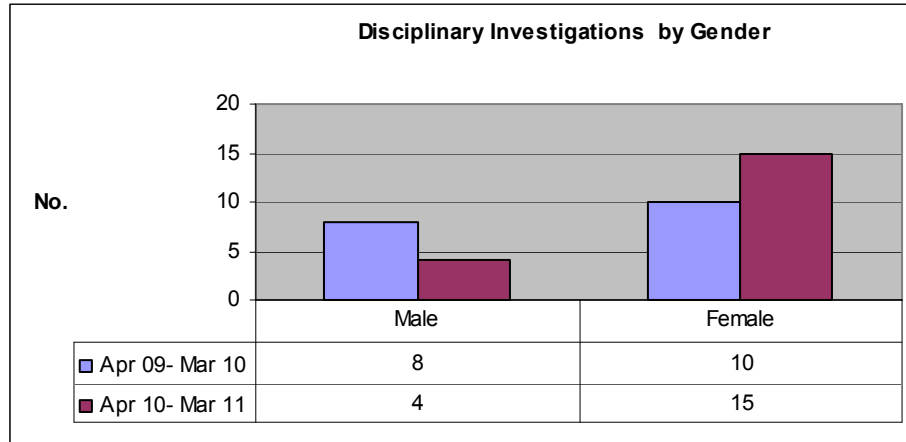


There were 479 leavers in 09/10 and 570 in 2010/11

**Training**



## Employee Relations – Disciplinary Investigations



Disciplinary investigations are very low in relation to the number of staff employed – 0.47% in 2010/11

**Employee Relations – Individual Grievances resolved**

