



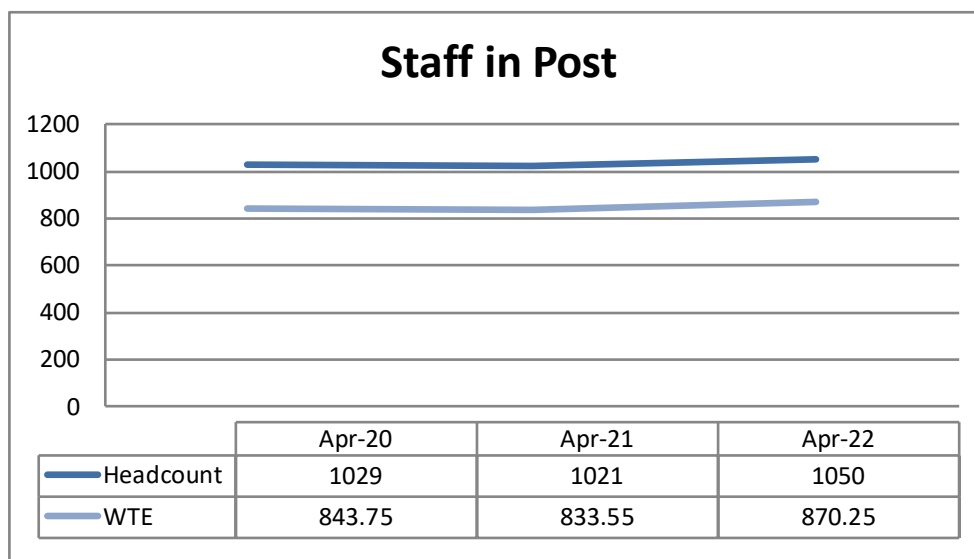
# **WORKFORCE REPORT**

## **April 2022**

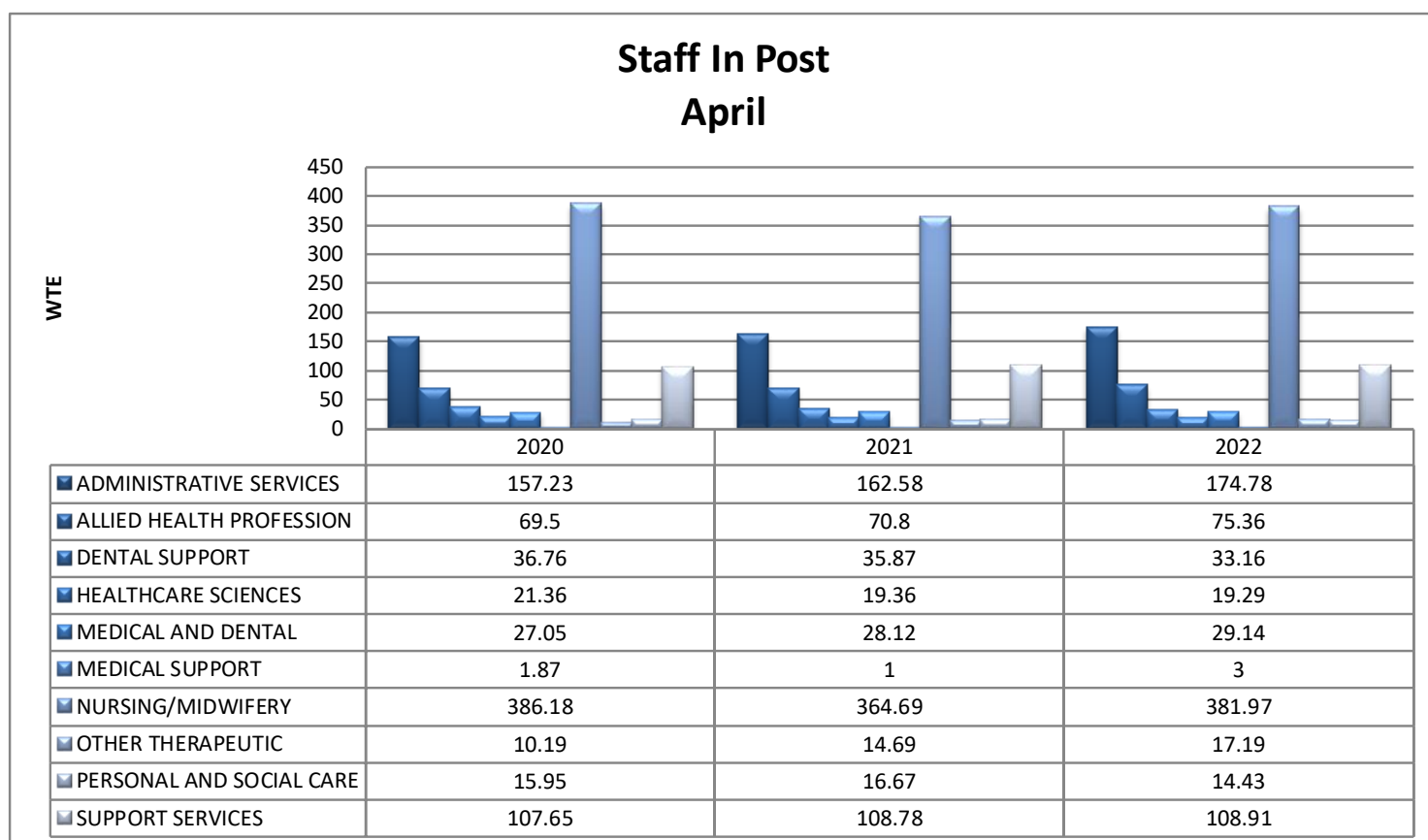
## 1. WORKFORCE COMPOSITION

### 1.1 Staff in post

On 30<sup>th</sup> April 2022 NHS Western Isles has a total headcount of 1050 (870.25 WTE) employees. This compares with 1021 (833.55 WTE) employees at 30<sup>th</sup> April 2021.

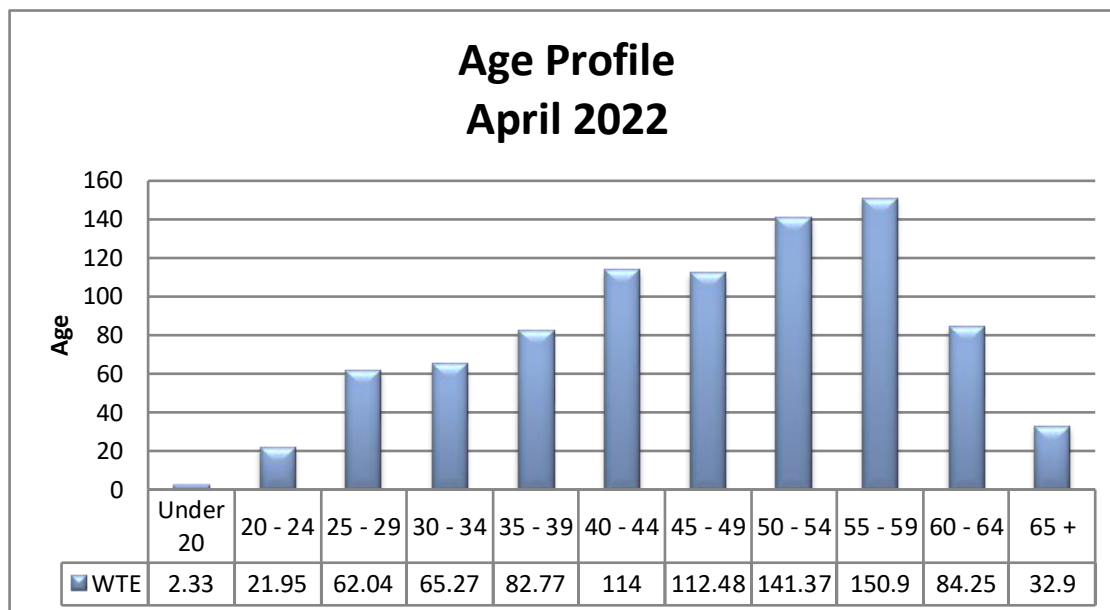


During the past year, demand for staff has increased due to the Covid 19 pandemic.



The largest increases have been in Administrative Services (vaccination administration) and Other Therapeutic (Primary Care Pharmacy).

## 1.2 Age Profile

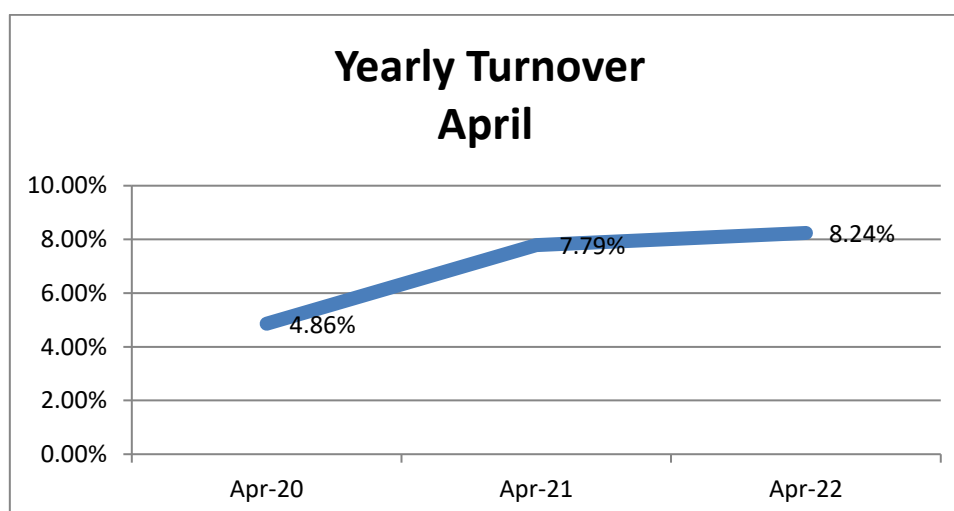


The workforce is ageing with 48% of employees aged over 50 and the highest proportion of employees in the age 55-59 category. NHS Western Isles' interim workforce plan details further information on the age profile for nursing and midwifery where 14.25% (63 employees) were in the 60+ age group. This sees the possibility of employees retiring at any point in the coming 12 months.

NHS WI is seeking to recruit apprentices in a variety of posts during 2022. The aim is to bring young people into the workforce and develop them in the longer term. There are wider community benefits of providing opportunity for school leavers who wish to remain living and working in the Western Isles.

## 1.2 Turnover

High rates of employee turnover in an organisation can indicate a loss of organisational knowledge, increased costs in recruitment of new employees and costs of induction and training.



Data as at 30<sup>th</sup> April 2022

There has been an increase in turnover in 2021, which is due to the employment of student nurses for a fixed term period during the Covid 19 Pandemic. Turnover continues to increase into 2022, which could be linked to the long-term nature of the Pandemic.

There were changes to the retirement scheme, which could have resulted in a greater number of retirements in March 2022, however analysis shows that this is not the case. Retirements over the past 4 years are set out below:

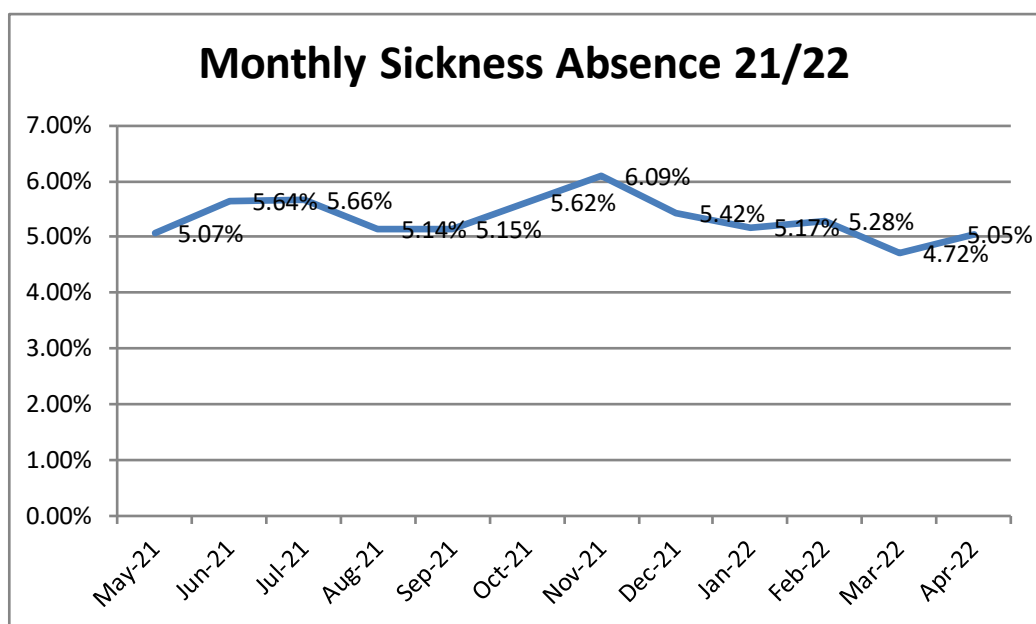
Year	Number of Employees Retiring
2018/19	19
2019/20	27
2020/21	27
2021/22	20

## ATTENDANCE

### 2.1 Sickness Absence

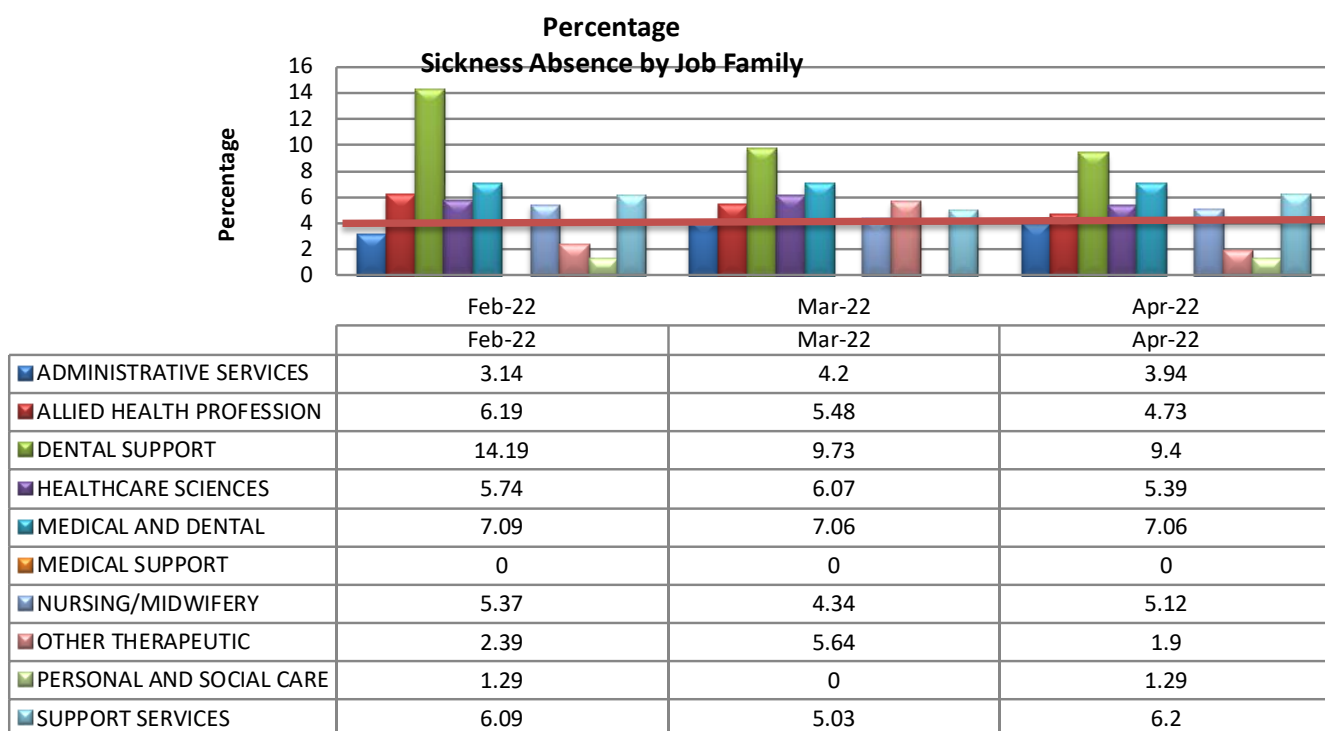
#### 2.1.1 Sickness absence rate over time

The graph shows the sickness absence trend over the past 12 months.

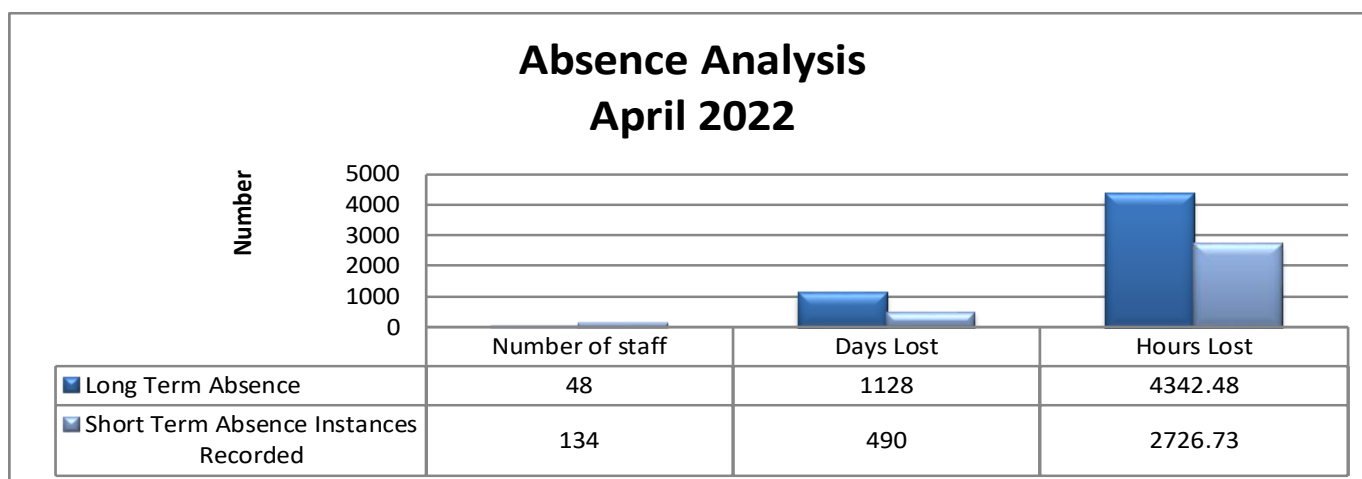


All managers have been invited to training on attendance management in May and June to ensure consistent application of policy and procedure across the organisation.

### 2.1.2 Sickness Absence by Job Family 1<sup>st</sup> February 2022 – 30<sup>th</sup> April 2022



### 2.1.3 Short Term and Long Term Absence



Long term absence is an absence greater than 28 days. Whilst there are a greater number of staff recording short term absence, long term absence accounts for a greater proportion of days/hours lost.

#### 2.1,4 Sickness absence by Reason – April 2022

	Apr-22
Absence Reasons	Days Lost
Anxiety/Stress/ Depression/Other Psy Illness	374
Other Known Causes not Otherwise Classified	243
Other Musculoskeletal Problems	226
Heart, Cardiac, Circulatory Problems	150
Unknown Causes/Not Specified	107
Chest & Respiratory Problems	98
Injury/Fracture	72
Back Problems	71
Gastro- Intestinal Problems	63
Benign Malignant Tumours	60
Cold, Cough, Influenza	59
Headache/Migrane	38
Ear, Nose, Throat	33
Blood Disorders	13
Genitourinary & Gynae Problems ex Pregnancy	6
Dental, Oral Problems	4
Endocrine/Glandular Problems	1
<b>Total Days Lost</b>	<b>1618</b>

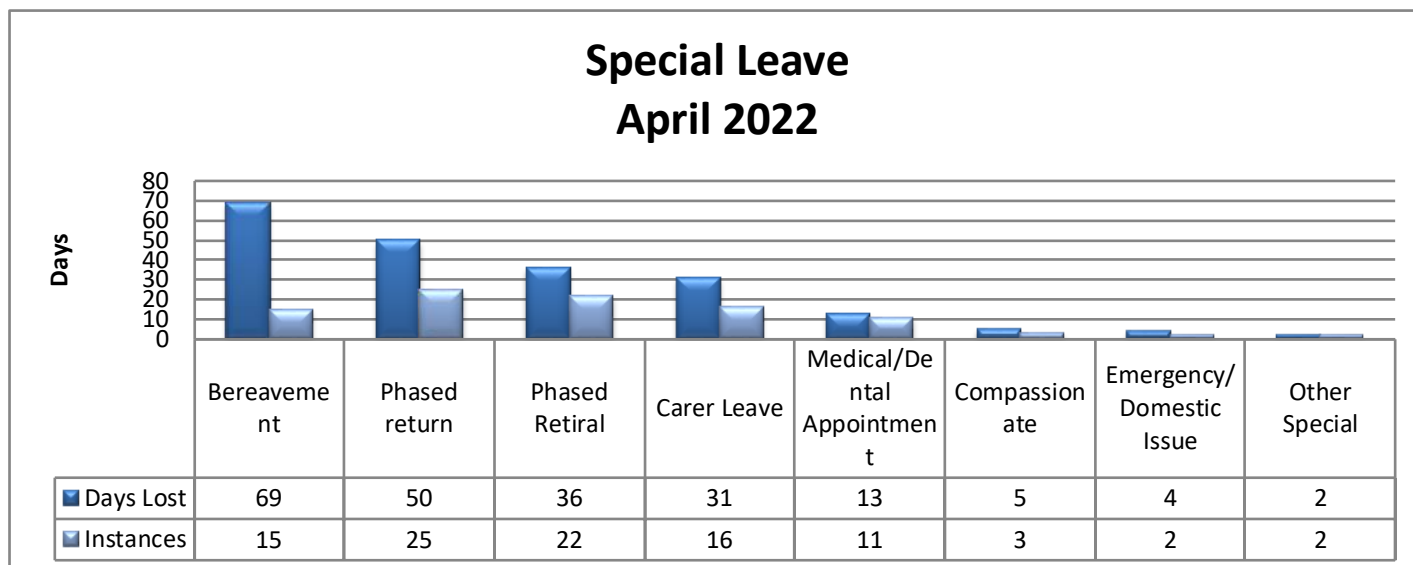
The greatest reason for sickness absence in March 2022 continues to be Anxiety/Stress/Depression/Other Psychiatric Illness. The data does not show whether this could be related to work or factors outside work. The Health and Safety Executive have reported work related stress, depression or anxiety had shown signs of increasing. In 2020/21 the rate was higher than the 2018/19 pre-pandemic levels. Statistically higher levels were found in health, social work and education.<sup>1</sup>

One of the other main reasons for absence was musculoskeletal problems, which is not uncommon in a female, ageing workforce where there is a degree of physical effort and moving and handling.

<sup>1</sup> Work related stress, anxiety or depression statistics in Great Britain, 2021, Health And Safety Executive, 16 December 2021

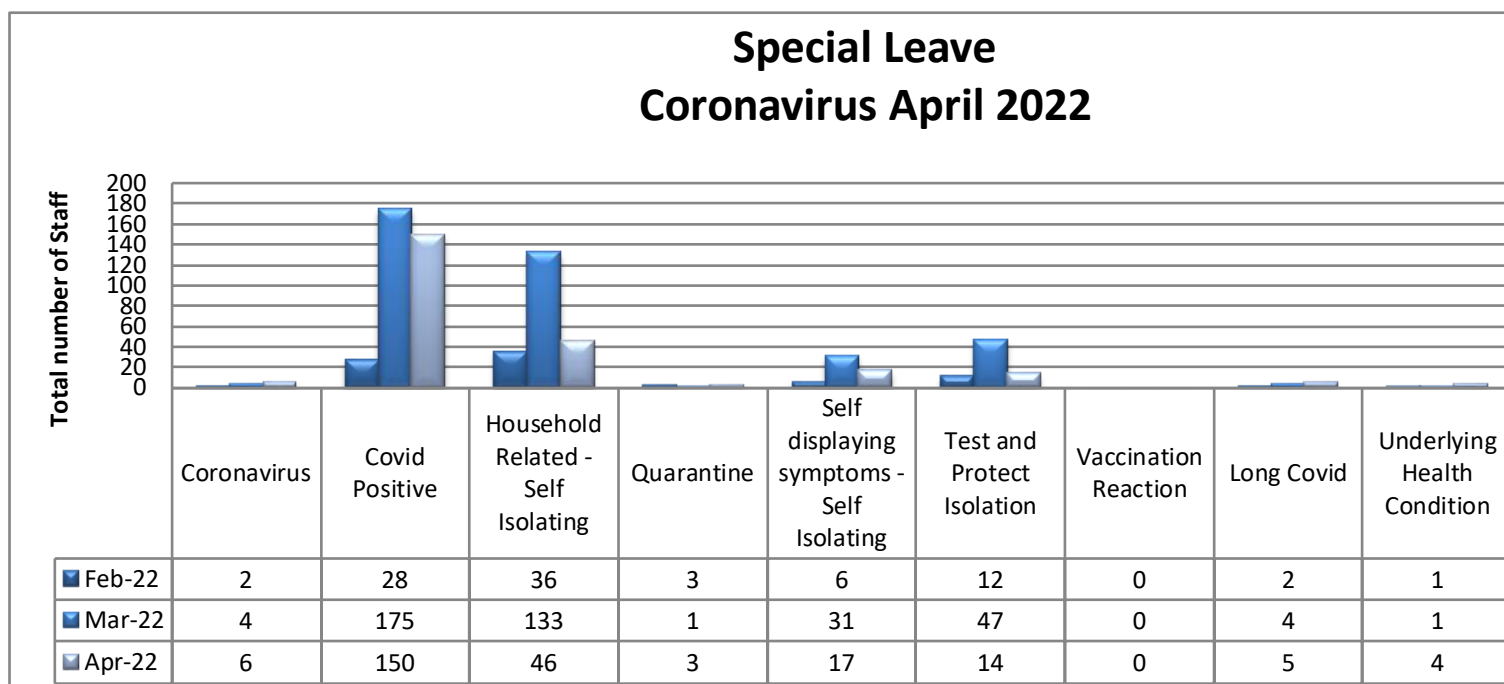
## 2. Special leave

### 3.1 Special Leave



Special leave is allocated as per NHS Western Isles Policy. Phased return following sickness absence is an important support for those who have been absent, allowing them to return to the workplace and this will assist with reducing sickness absence rates.

### 3.2 Covid Special Leave

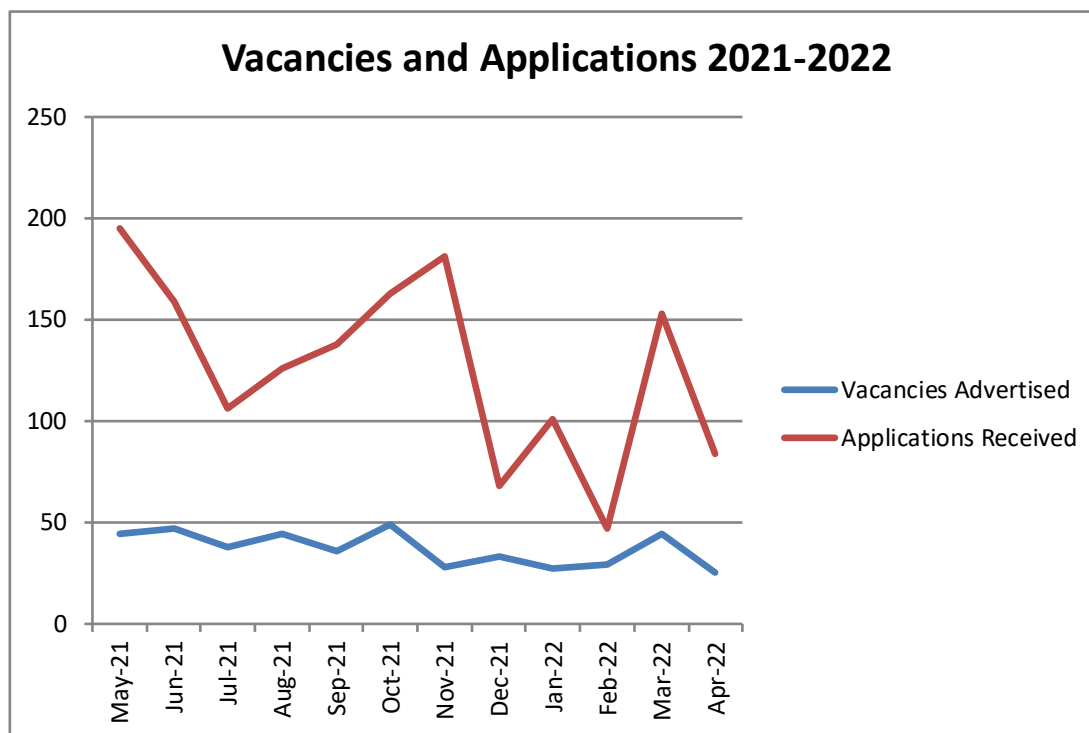


Covid special leave was significantly higher in March due to the high rates of community transmission but decreased in April.

### 3 RECRUITMENT

#### 3.1 Posts Advertised

A total of 444 posts have been advertised over the last 12 months with 1521 applications received. This is an average of 3.4 applications per post.



Any peaks in recruitment applications generally relate to interest in specific jobs. For example, in November 2021 a medic FY1 in General Surgery attracted 53 applicants. In March 2022, a Specialist Biomedical Scientist post attracted 41 applicants and a Healthcare Support Worker had 17 applicants. There will also be seasonal trends as periods over Christmas or through summer school holidays traditionally attract less applicants, whereas January is a time when people tend to look for a new job and submit applications.



### 3.2 Vacancies advertised throughout April

The table below shows vacancies that have been advertised in April and whether or not a successful appointment was made. There are some that have been advertised a number of times and are difficult to recruit to. The themes in hard to recruit posts are specialist skills (medics, AHPs, mental health) with shortages across the country in hospitality/catering, and remote more isolated location (posts in Uist & Barra).

April 2022 Vacancies Advertised	Times	Applications
Sterile Services Technician 093730	1	6
Bank Domestic Assistant 100664	2	2
Liaison and Diversion Practitioner 100038	2	0
Community Psychiatric Nurse 100485	2	0
Return to Practice Nurse Surgical 096209	1	2
Return to Practice Nurse Medical 2 096213	1	0
Return to Practice Nurse Erisort/Med 2 096219	1	0
Healthcare Assistant Erisort/Med 2 096224	1	5
Consultant in Public Health Medicine 096695	2	0
Lead Clinical Pharmacist 096810	1	0
Specialist Generalist Podiatrist 099298	8	1
Catering Assistant 100001	4	2
Staff Nurse Medical 2 100097	4	8
Rheumatology Hand Condition OT 098369	8	0
Staff Nurse Medical 2 098557	4	10
Lead Nurse Acute Services 098670	1	1
Cook/Chef 098820	2	1
Staff Nurse Theatre 099195	3	8
Senior Charge Nurse Medical 2 099246	4	1
Arthroplasty Practitioner 099253	2	1
Bank Pharmacy Support Worker 091658	1	5
Healthcare Assistant Medical 1 099417	2	28
Director of Dentistry 100024	2	1
Community Psychiatric Nurse CAMHs 100075	4	1
Pre Registration Trainee Pharmacy Technician 100238	1	1