

NHS WESTERN ISLES

BOARD MEETING

Meeting date:	30 November 2022
Item:	10.1
Title:	Workforce Report August 2022
Responsible Executive/Non-Executive:	Gordon Jamieson, Chief Executive
Report Author:	Diane MacDonald, HR Manager

1 Purpose

This is presented to the Board for:

- Awareness
- Discussion

This report relates to a:

- Emerging issue
- Local policy

This aligns to the following NHSScotland quality ambition(s):

- Safe
- Effective
- Person Centred

2 Report summary

2.1 Situation

The report provides workforce statistics for the month of August 2022. Detail is provided on workforce composition, attendance and recruitment.

2.2 Background

The report allows management to consider current workforce statistics highlighting any specific pressures in terms of attendance and recruitment that need to be addressed.

2.3 Assessment

Assessment is provided in the body of the report.

2.3.1 Quality/ Patient Care

N/A

2.3.2 Workforce

Workforce numbers remain stable with the age profile continuing to be skewed to over 40. Three year analysis shows NHS Western Isles is attracting younger people into the workforce than in previous years.

Turnover remains stable and is not a rate that is a cause of concern. The greatest number of retirements is from the Nursing/Midwifery family but 7 newly qualified nurses have recently been recruited in August 2022.

Sickness absence remains steady within 5% and 6%. The highest rates are in Dental Support and Healthcare Sciences.

The greatest reason for sickness absence continues to be mental health reasons followed by Musculoskeletal.

Recruitment has been successful in the majority of nursing posts. Catering, AHP's, mental health and medical staff are proving difficult to recruit to.

2.3.3 Financial

N/A

2.3.4 Risk Assessment/Management

N/A

2.3.5 Equality and Diversity, including health inequalities

N/A

2.3.6 Other impacts

N/A

2.3.7 Communication, involvement, engagement and consultation

There are no implications on consultation, within the report.

2.3.8 Route to the Meeting

This has been previously considered by the following groups as part of its development. The groups have either supported the content, or their feedback has informed the development of the content presented in this report.

Corporate Management Team 11.11.22

2.4 Recommendation

- **Awareness** – For Members' information only.
- **Discussion** – Examine and consider the implications of a matter.

3 List of appendices

The following appendices are included with this report:

- Workforce Report August 2022