

University Hospitals
of Morecambe Bay 
NHS Foundation Trust

Workforce Monitoring Information 2017/18



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1. Executive Summary

At University Hospitals of Morecambe Bay NHS Foundation Trust (UHMB), we believe that the provision of equality of opportunity to patients, their families and carers, and staff is fundamental to ensuring that our hospitals are a Great Place to be Cared For; Great Place to Work.

This document supports the Trust's Annual Report (available on the Trust's webpages) and provides employee monitoring data for the financial year 2017/18.

Understanding current workforce data is important, to inform further exploration of data with staff and staff side, to drive improvement in employment practice and employee experience for different groups.

A high level summary is provided detailing the Trust's Equality Monitoring Indicators.

Detailed data follows, which includes organisation wide and divisional unit breakdown of protected characteristics and:

- Applicants for posts at UHMB

- New Starters

- Staff in Post (including analysis by pay band and working patterns)

- Leavers

Further workforce information, including additional metrics relating to employee experience is available on our webpages for the protected characteristics of:

- Race (Workforce Race Equality Standard)

- Sexual Orientation (LGBT Workforce Equality Metrics)

2. Overview

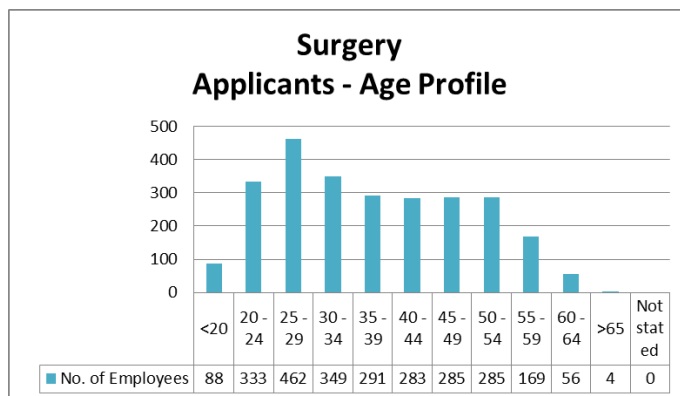
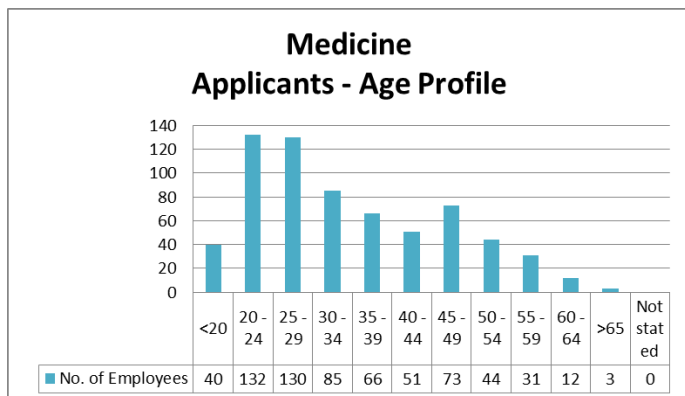
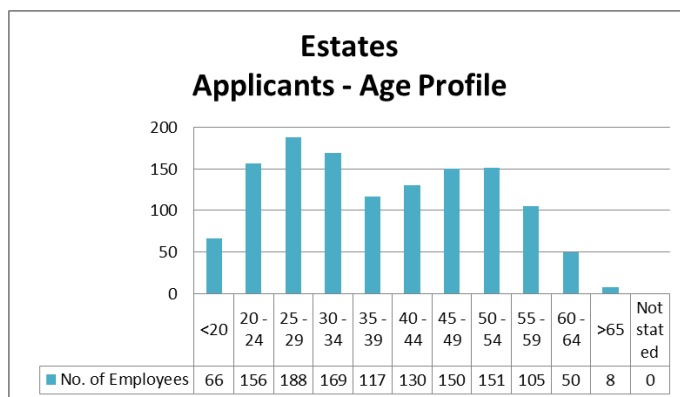
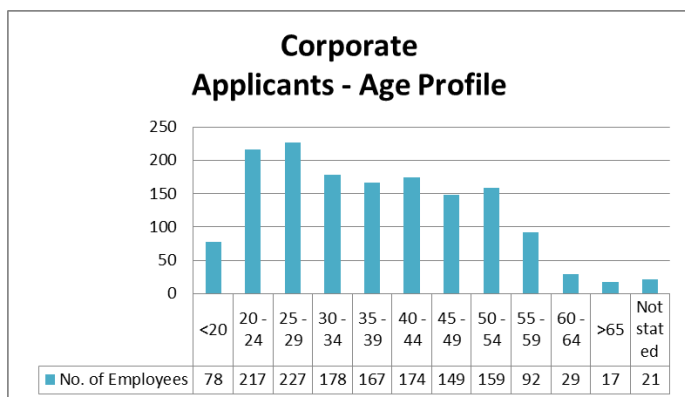
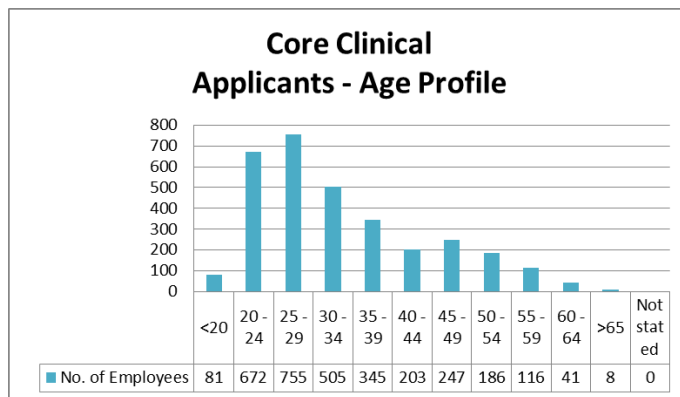
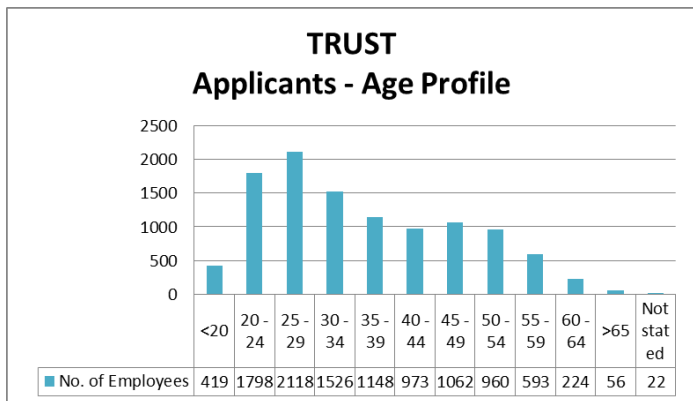
2.1. High Level Summary

Divisional Business Units	Equality Monitoring Indicators									
	Age	Disability	Ethnic Origin	Gender		Gender Identity	Marital Status	Maternity	Religion/Belief	Sexual Orientation
	Largest Age Group	% Declared a Disability	% White British	Male	Female	N/A	% Married/Civil Partnerships	% Currently on Maternity Leave	% Christian	% LGB
TRUST	50-54	2.19%	89.90%	20.05%	79.95%	No Data	54.38%	2.06%	40.50%	1.19%
Core Clinical Services	45-49	3.01%	92.52%	17.88%	82.12%	No Data	55.88%	1.85%	41.01%	0.97%
Corporate Services	50-54	3.22%	92.17%	28.18%	71.82%	No Data	54.91%	1.13%	42.83%	1.77%
Estates & Facilities	50-54	3.23%	95.38%	42.62%	57.38%	No Data	52.46%	0.77%	42.77%	0.77%
Medicine	50-54	1.59%	88.92%	14.12%	85.88%	No Data	50.347%	2.32%	41.85%	1.45%
Surgery & Critical Care	50-54	1.57%	85.29%	19.42%	80.58%	No Data	55.27%	1.94%	38.16%	1.27%
Womans and Children's	50-54	1.32%	89.09%	6.12%	93.88%	No Data	60.33%	4.46%	36.86%	0.66%

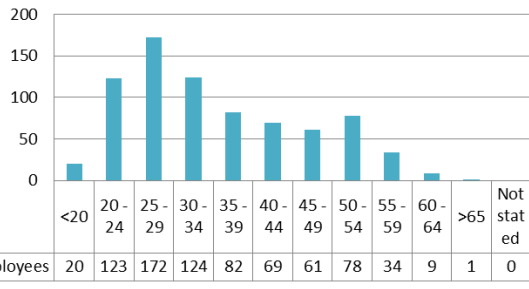
3. Applicants

The figures presented here show applicants for roles within University Hospitals of Morecambe Bay NHS Foundation Trust during the financial year 2017/18. The figures are categorised according to the organisation as a whole and divisions within the Trust. Bank workers and volunteer applicants are included.

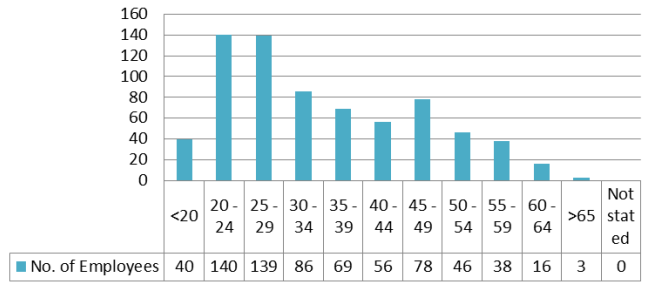
3.1 Age



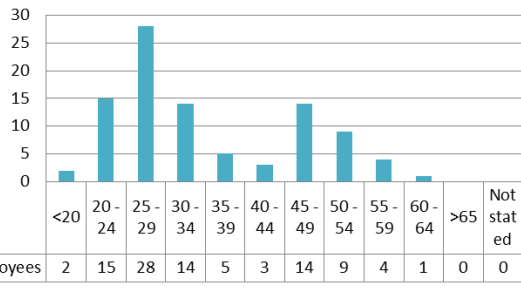
WACS Applicants - Age Profile



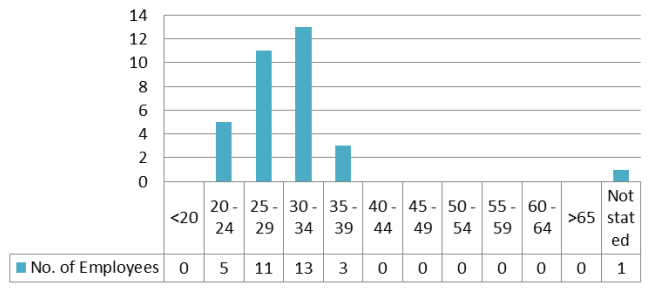
BANK Applicants - Age Profile



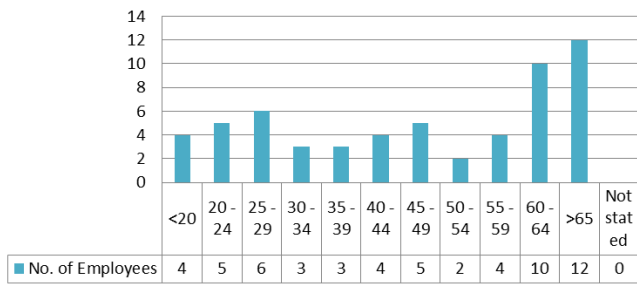
Cohort Applicants - Age Profile



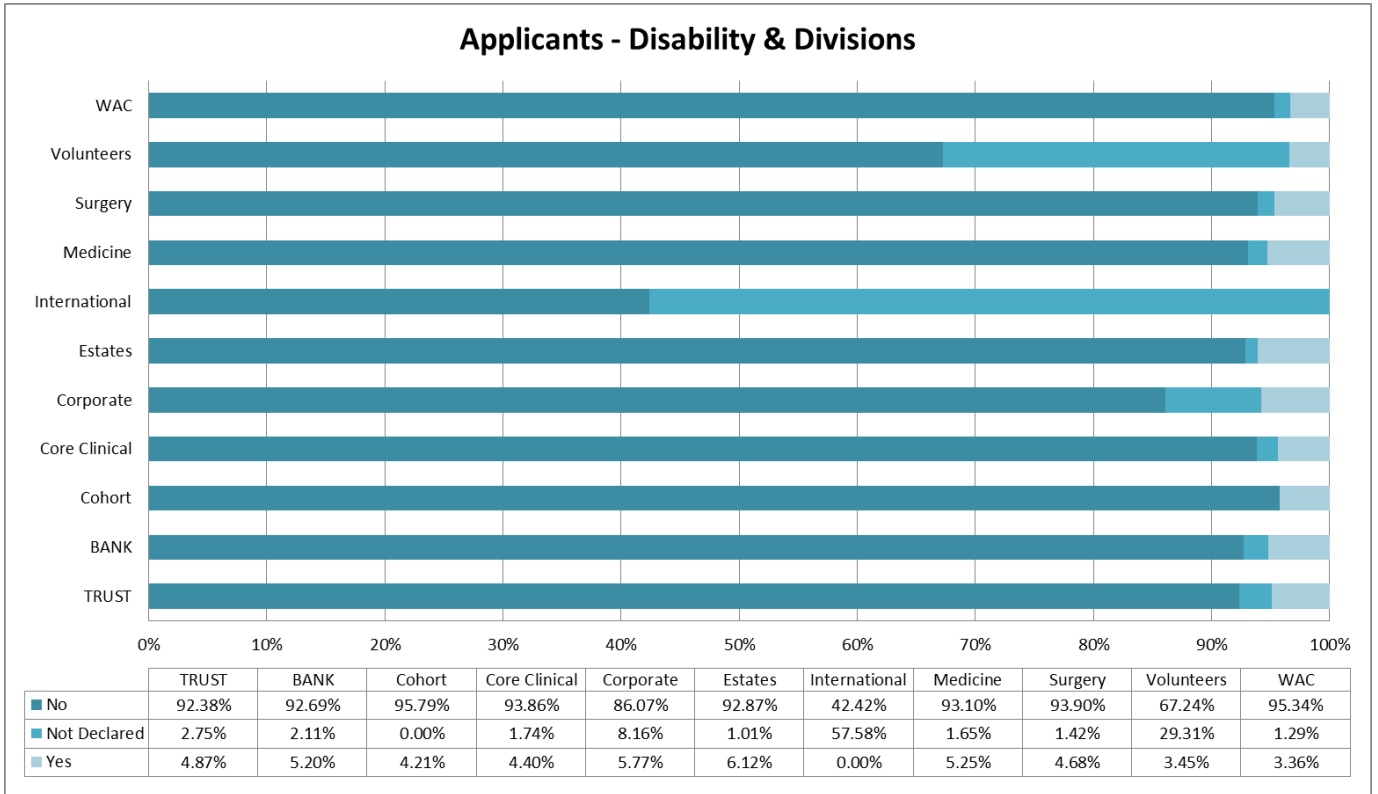
International Applicants - Age Profile



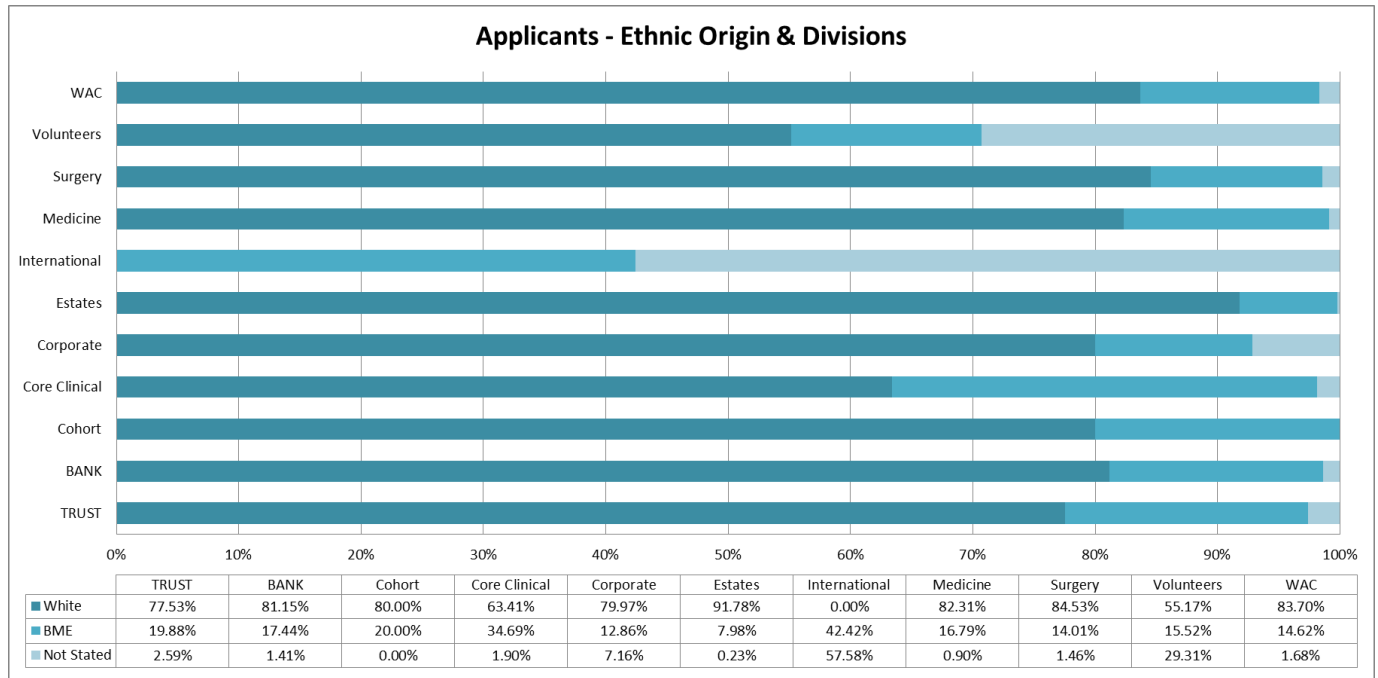
Volunteer Applicants - Age Profile



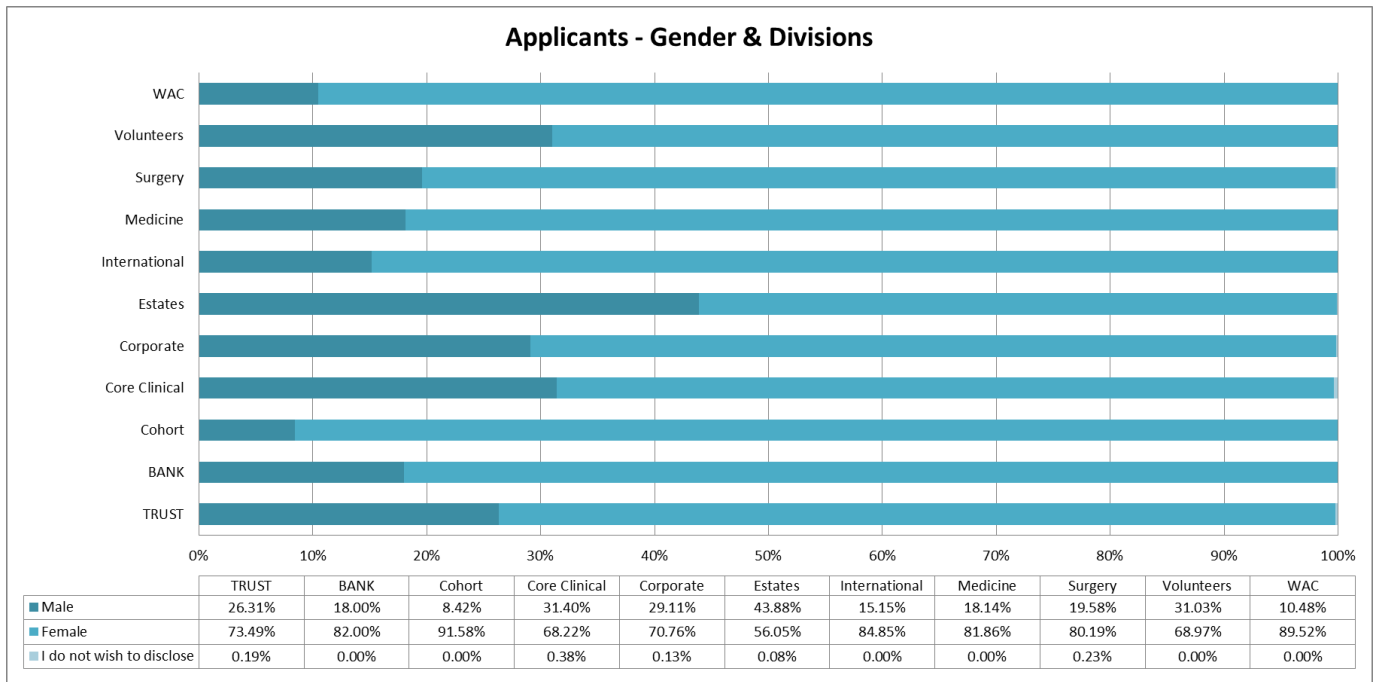
3.2 Disability



3.3 Ethnic Origin



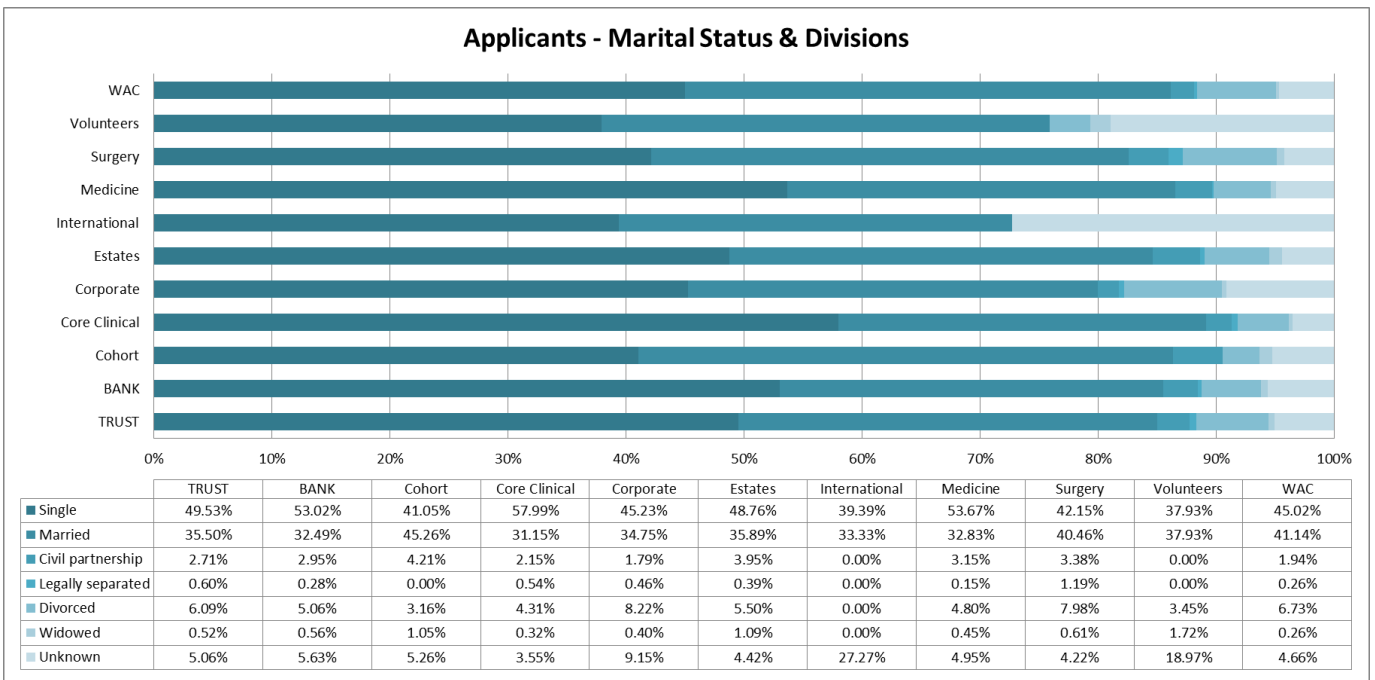
3.4 Gender



3.5 Gender Identity

Information on gender identity is not currently collected.

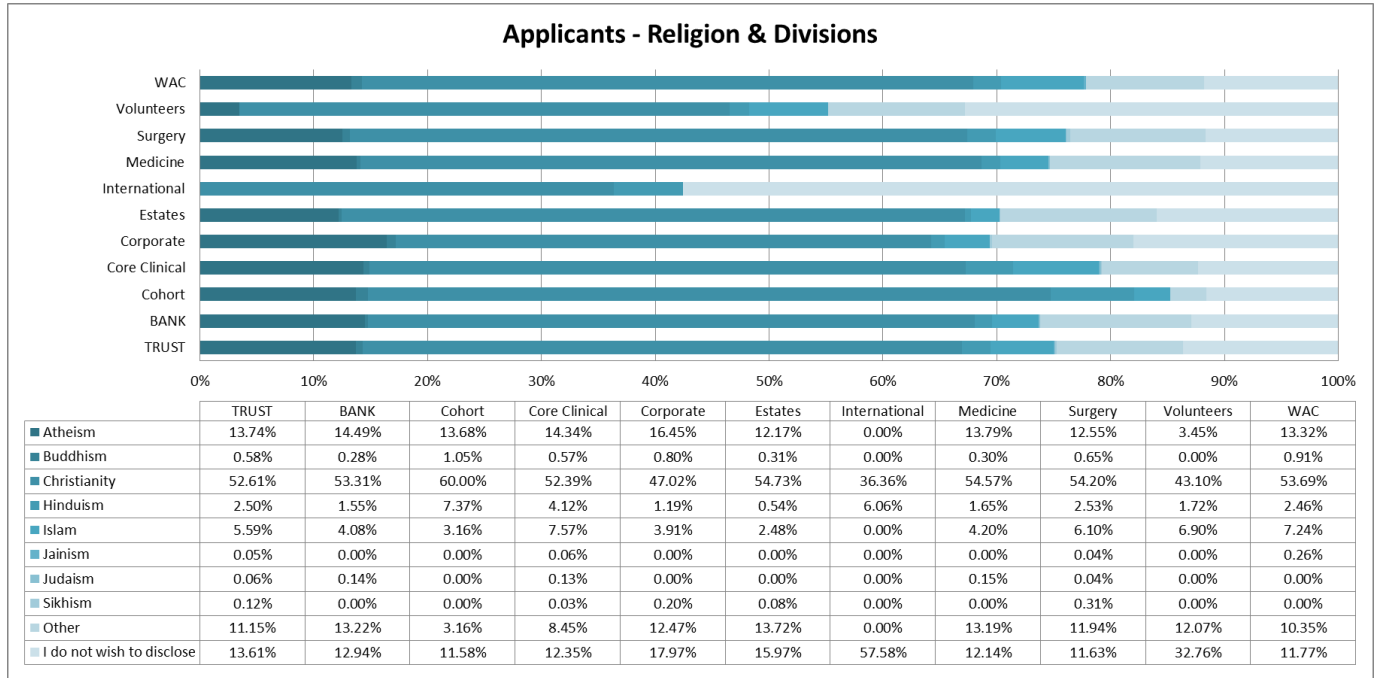
3.6 Marital Status



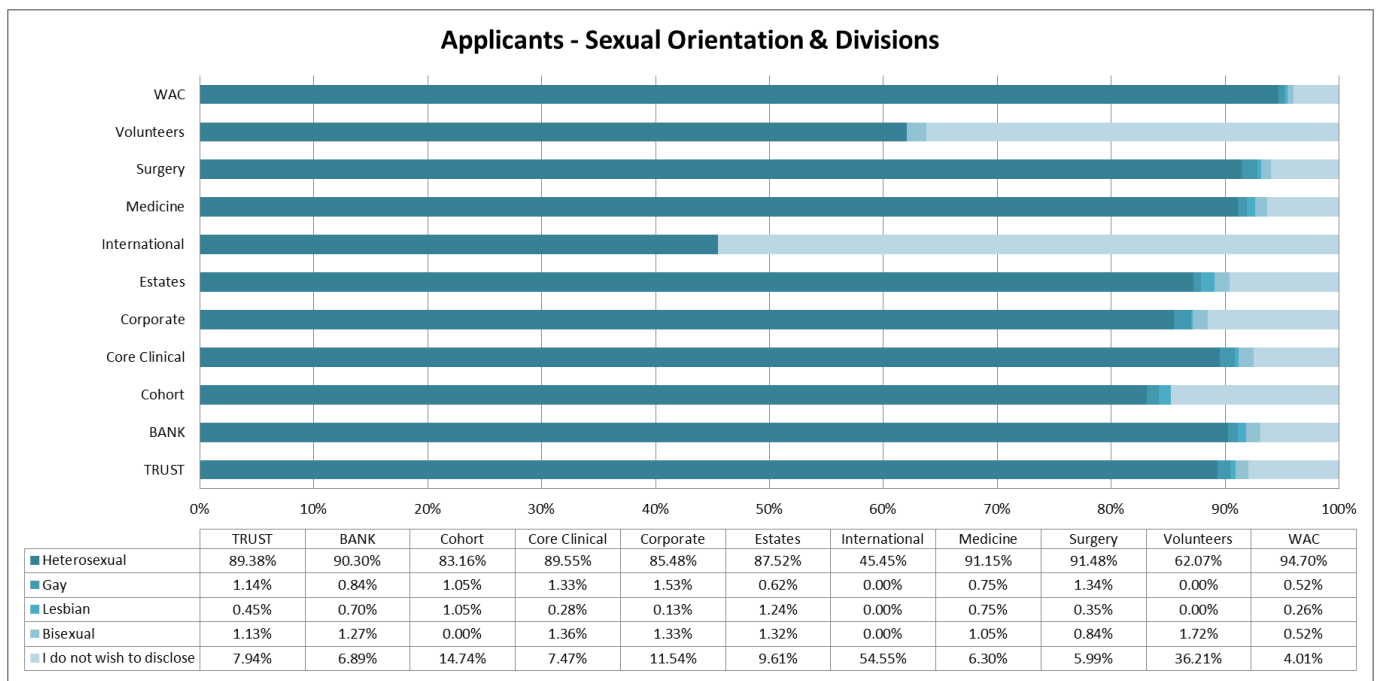
3.7 Maternity

Information on maternity is not currently collected.

3.8 Religion/Belief



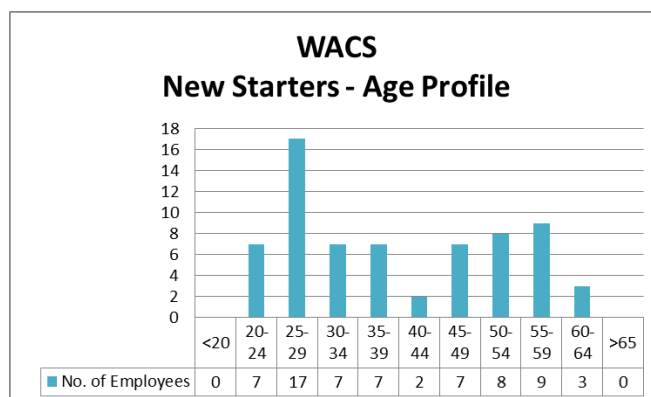
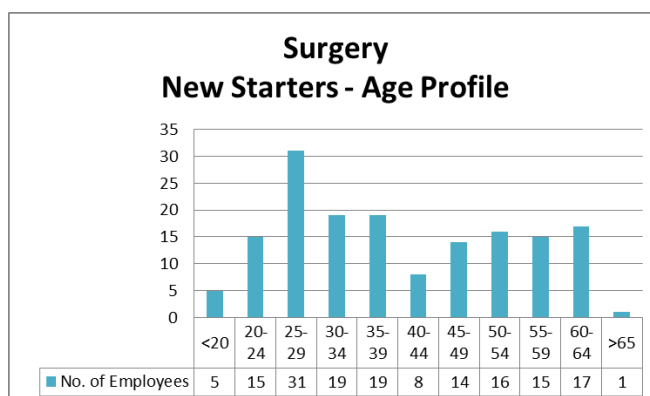
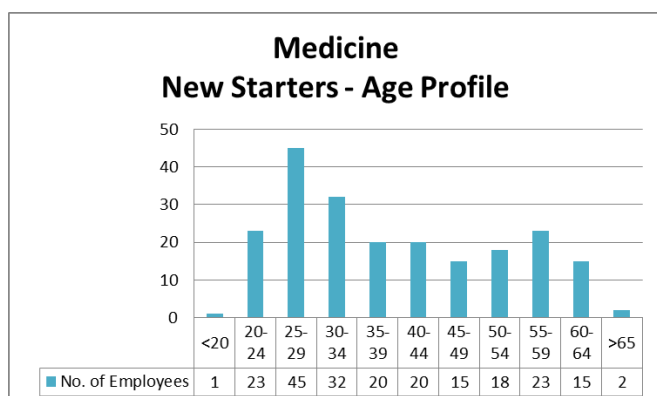
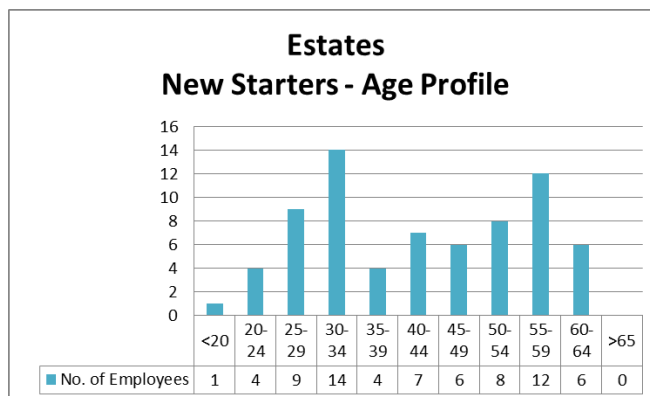
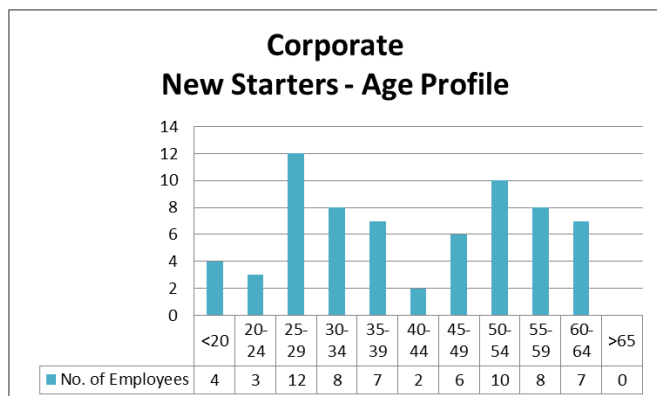
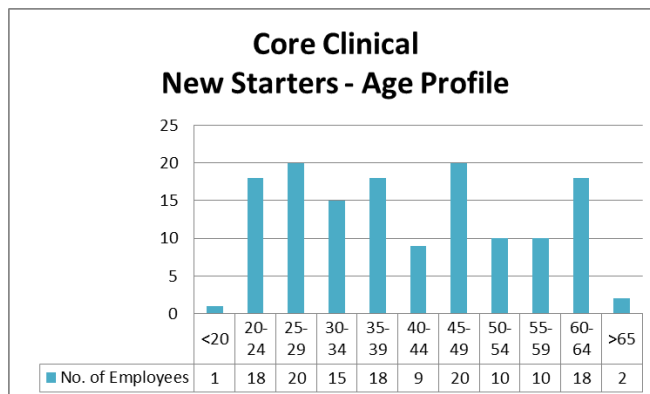
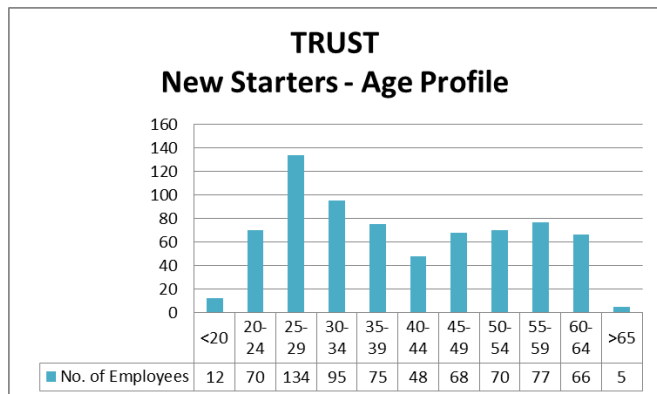
3.9 Sexual Orientation



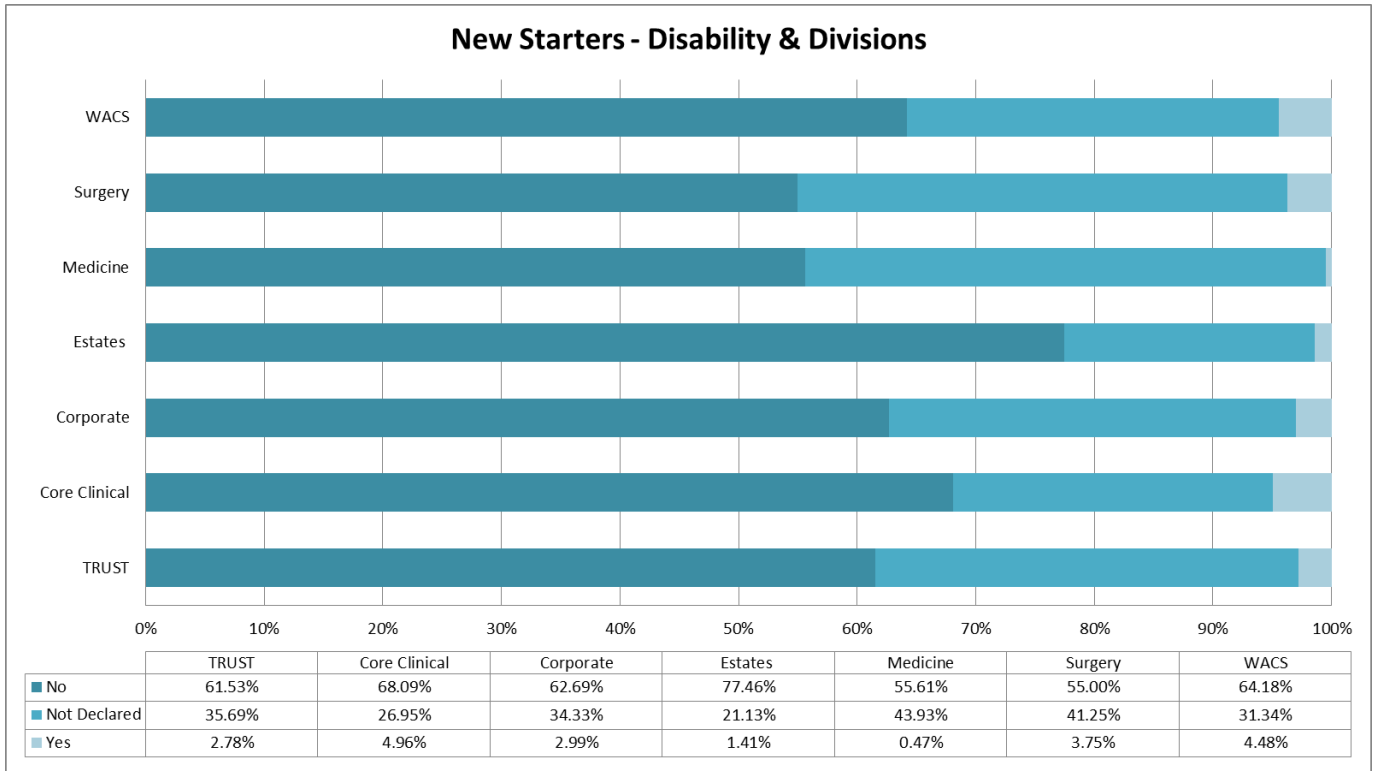
4. New Starters

The figures presented here show the number of new starters with University Hospitals of Morecambe Bay NHS Foundation Trust during the financial year 2017/18. The figures are categorised according to the organisation as a whole and divisions within the Trust.

4.1 Age

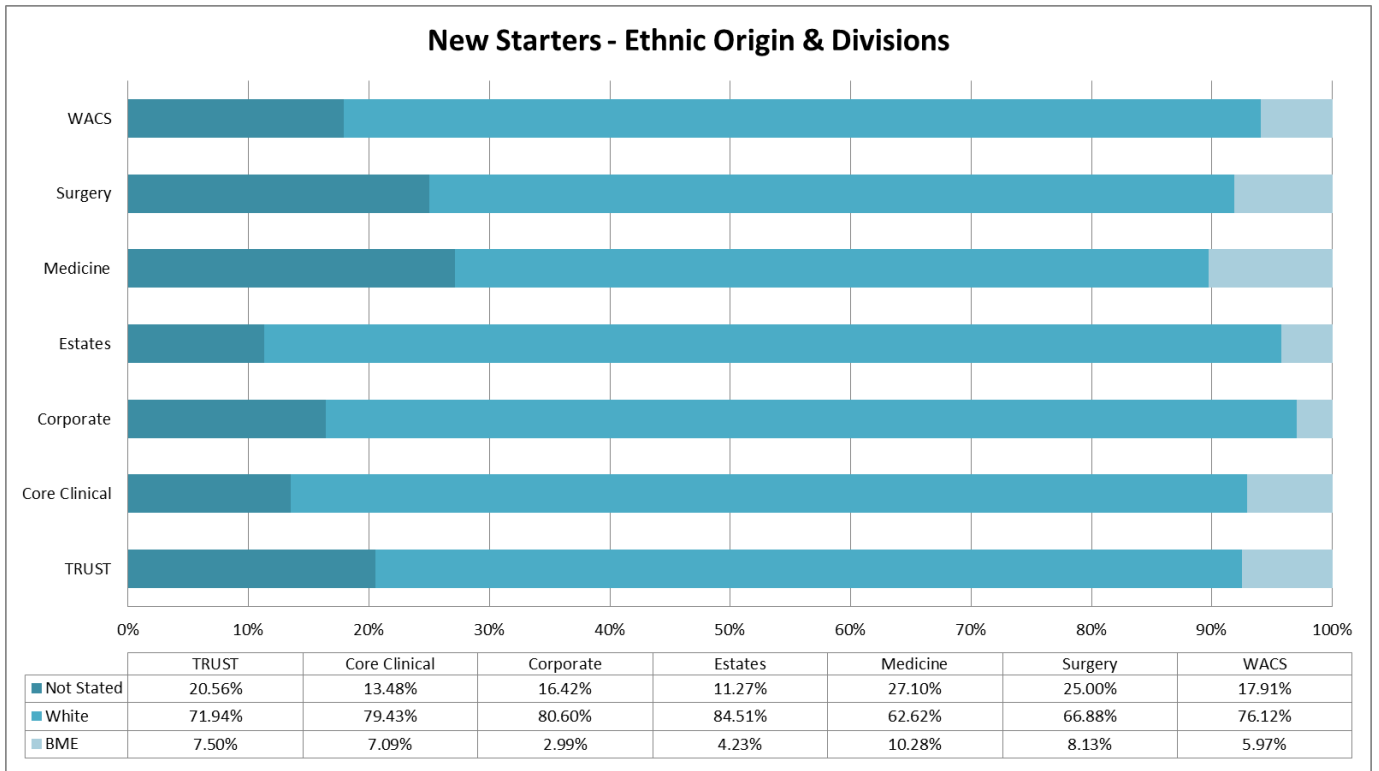


4.2 Disability



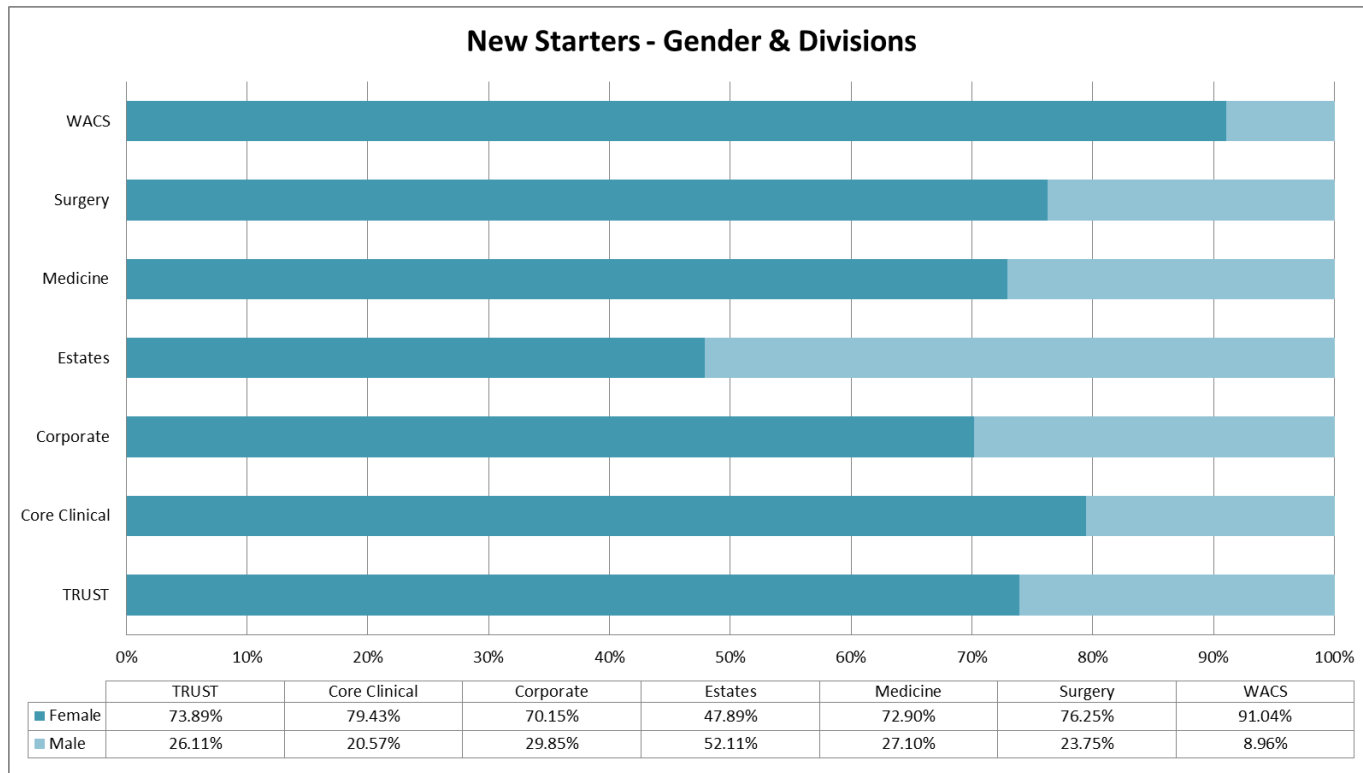
Overall 2.78% of new starters considered themselves to have a disability. 35.69% chose not to disclose this information.

4.3 Ethnic Origin



Overall 71.94% of new starters described their ethnic origin as “White” whilst 7.50% described themselves as belonging to a Black, Minority or Other Ethnic group. 20.56% preferred not to state their ethnic origin. Medicine (10.28%) division had the largest proportion of BME new staff members.

4.4 Gender

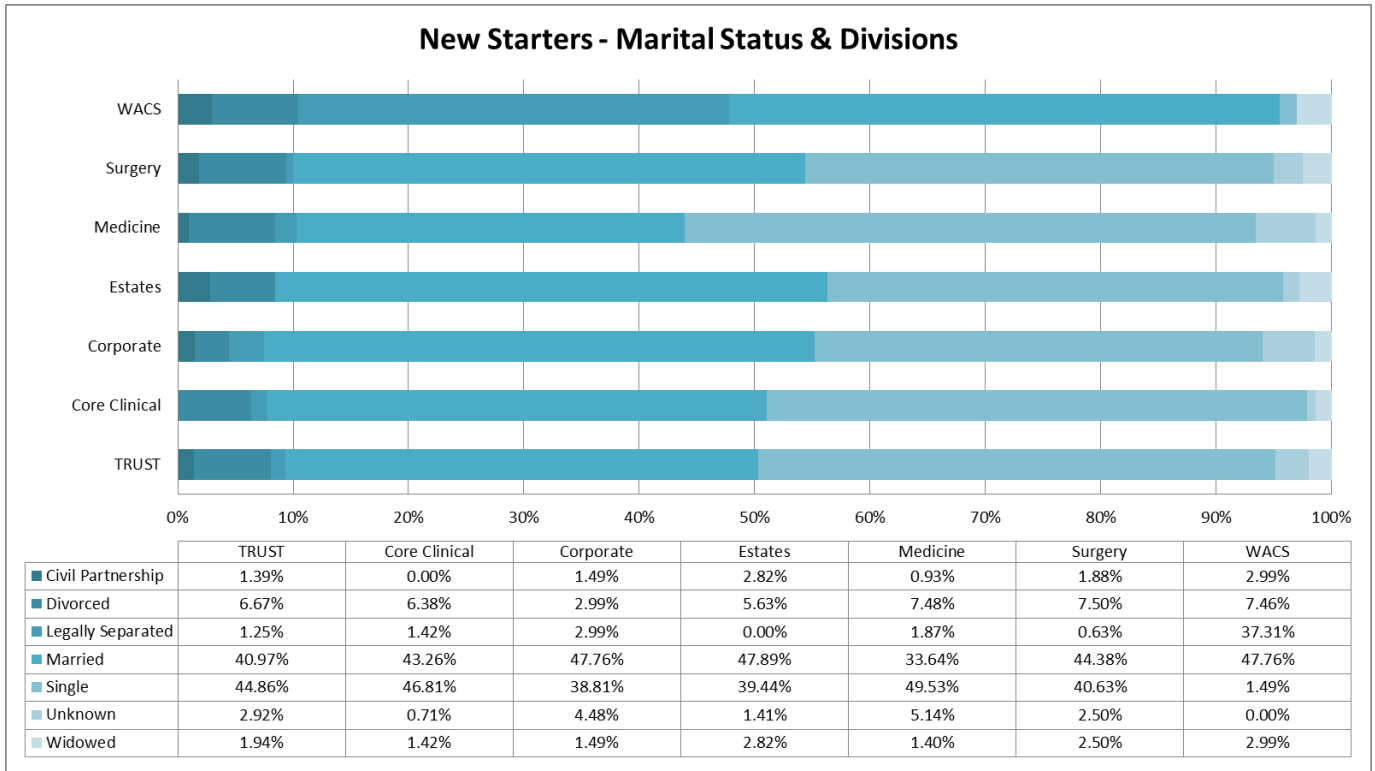


Overall, 73.89% of new starters were female whilst 26.11% were male. The division with the most equal male/female ratio was Estates with 52.11% male and 47.89% female. In the Women’s and Children’s division only 8.96% of new starters were male.

4.5 Gender Identity

Information on gender identity is not currently collected.

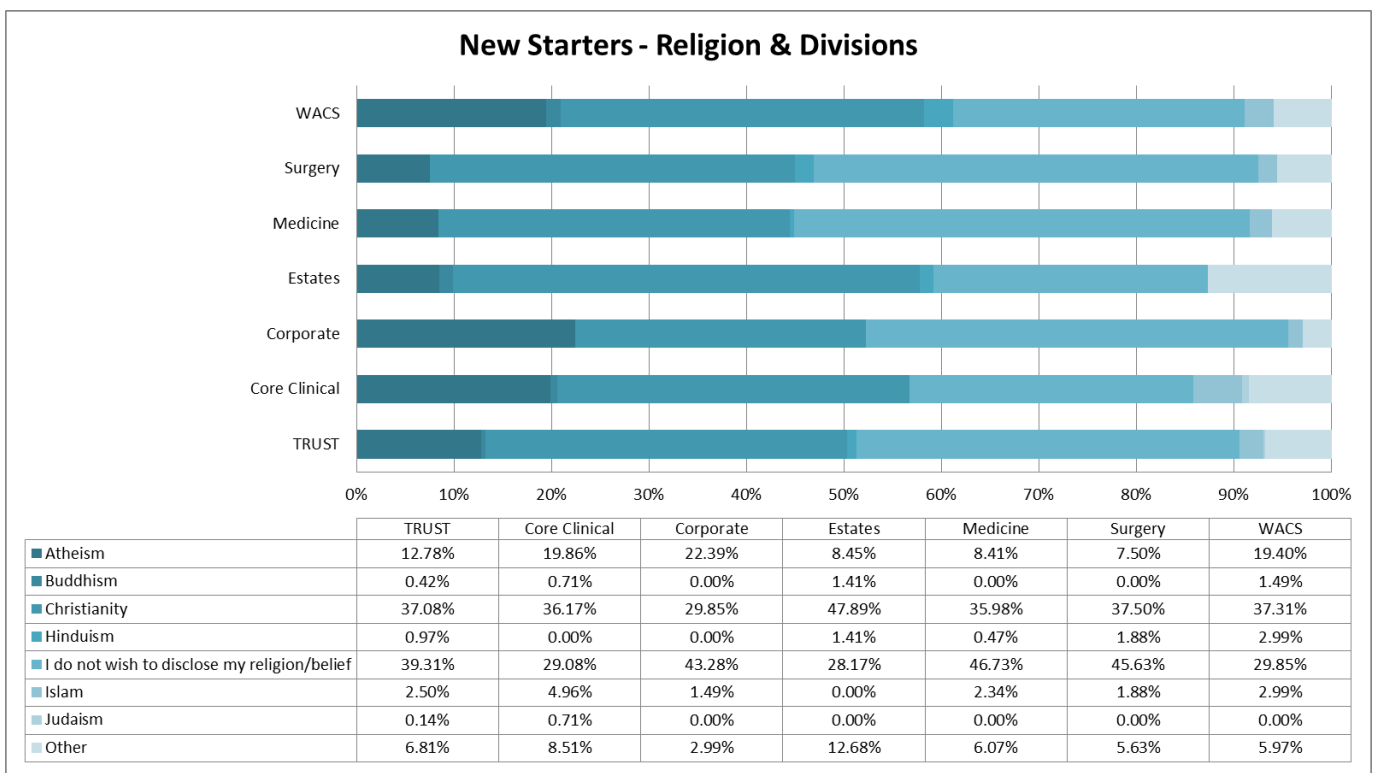
4.6 Marital Status



Overall, 42.36% of new starters described themselves as either married or in a civil partnership. The largest individual group amongst new starters was single which accounted for 44.86% of all new starters.

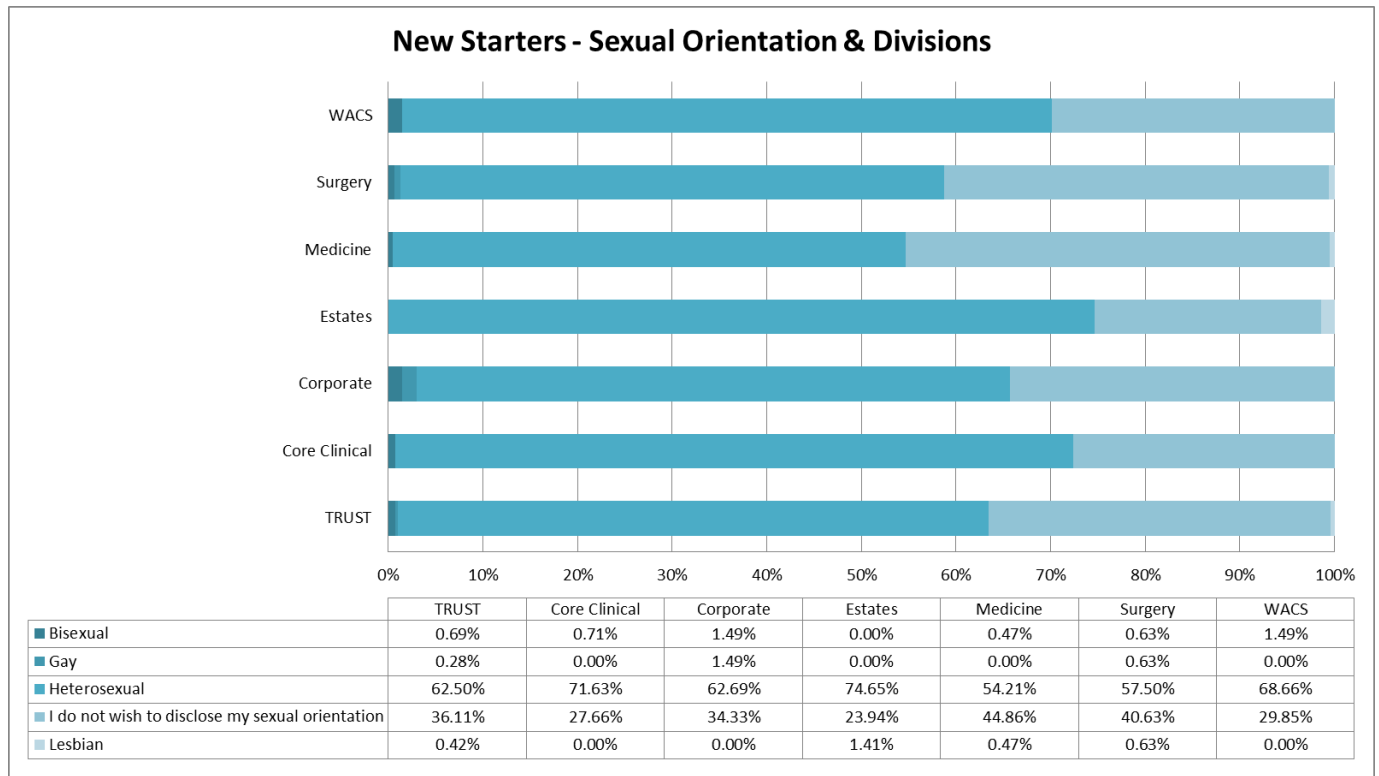
4.7 Maternity - Information on Maternity is not currently collected, however new starts would not normally be on maternity leave upon commencement of post.

4.8 Religion / Belief



The most common religion / belief overall was Christianity which accounted for 37.08% of all new starters. The next largest group was Atheism at 12.78%. 6.81% described their religion / belief as 'Other' whilst 39.31% preferred not to disclose their religion / belief.

4.9 Sexual Orientation



Overall 1.39% of new starters described themselves as Lesbian, Gay or Bisexual. 36.11% did not wish to disclose this information.

5. Staff In Post

The figures presented here show the staff in post at University Hospitals of Morecambe Bay NHS Foundation Trust as at 31st March 2018.

5.1 Our Workforce

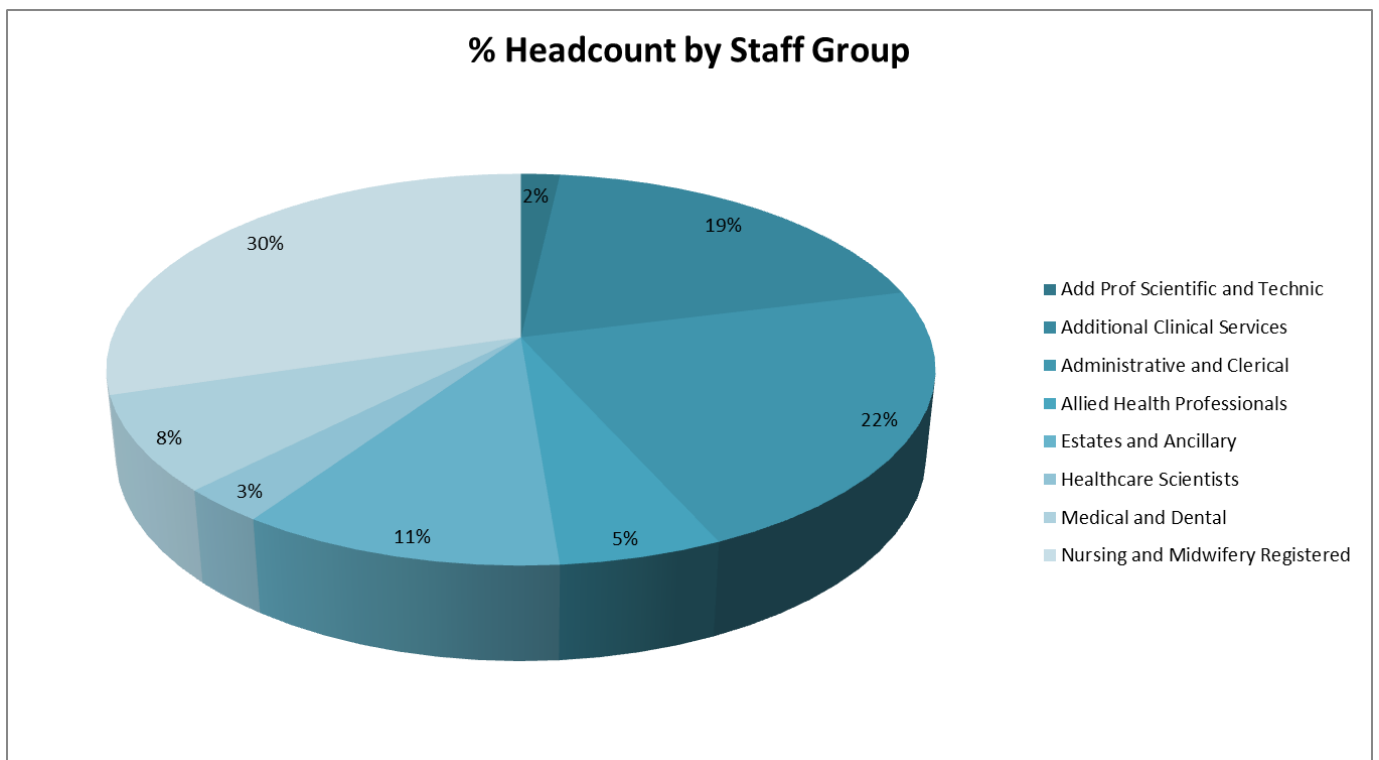
5.1.1. Staff Groups

The largest group of staff is 'Nursing and Midwifery Registered' which accounts for just less than a third (29.67%) of all employees.

'Administrative and Clerical' is the next largest staff group and accounts for 22.19% of the workforce.

19.29% of the workforce belongs to 'Additional Clinical Services'. These are Healthcare Support Workers and other Support staff on 'Agenda for Change' pay bands 1 to 4.

Staff Group	Headcount	FTE	%
Add Prof Scientific and Technic	100	85.19	1.78%
Additional Clinical Services	1085	901.39	19.29%
Administrative and Clerical	1248	1070.63	22.19%
Allied Health Professionals	308	259.57	5.48%
Estates and Ancillary	609	478.66	10.83%
Healthcare Scientists	162	145.72	2.88%
Medical and Dental	444	418.05	7.89%
Nursing and Midwifery Registered	1669	1438.58	29.67%
Grand Total	5625	4797.79	100.00%



5.1.2 Pay Bands

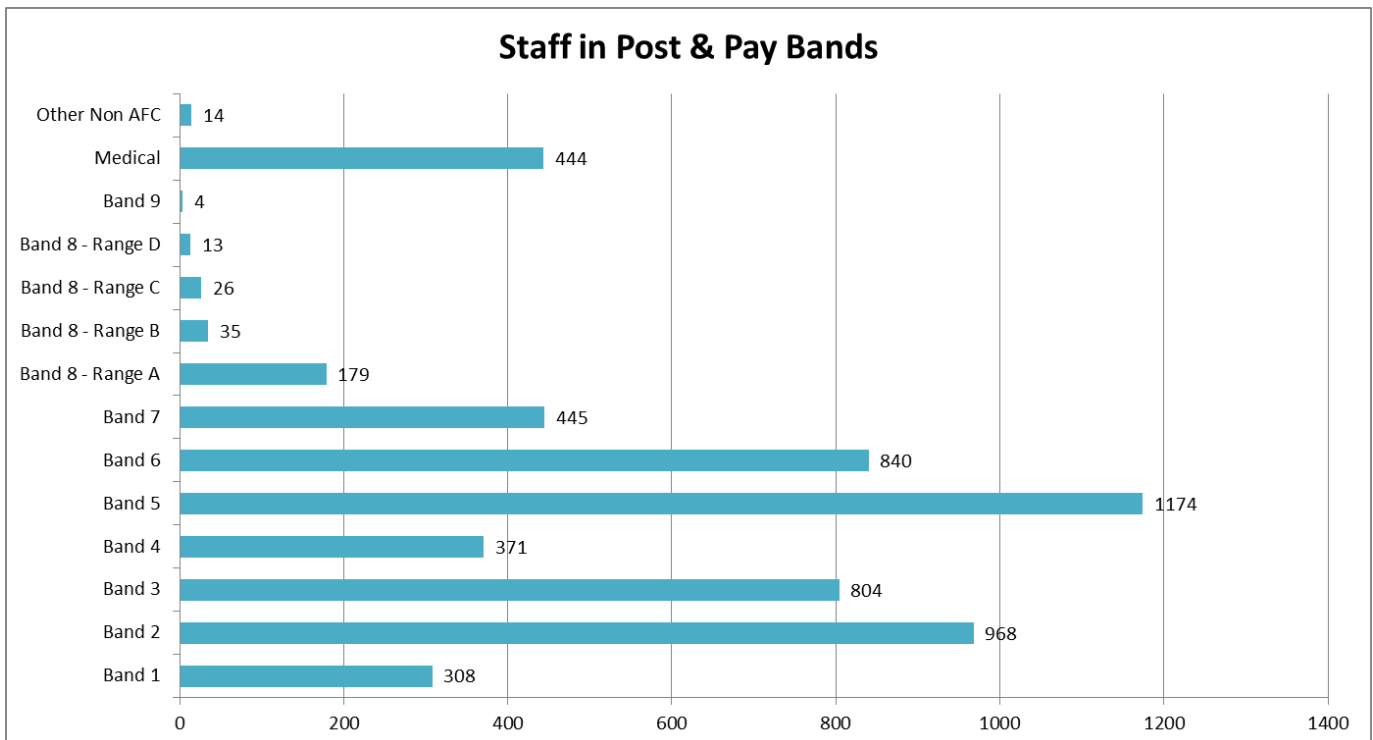
University Hospitals of Morecambe Bay NHS Foundation Trust employs their staff in line with the nationally agreed 'Agenda for Change' and Medical and Dental pay banding systems.

The largest cohort of staff are Band 5s which account for 20.87% of the workforce.

Band 1 staff make up 5.48% of the workforce and are primarily domestic assistants.

8.14% of the workforce are on Non 'Agenda for Change' pay bands. These consist of Medical Staff, and other Ad Hoc pay grades.

Pay Band	Headcount	FTE	%
Band 1	308	206.07	5.48%
Band 2	968	793.51	17.21%
Band 3	804	657.64	14.29%
Band 4	371	324.53	6.60%
Band 5	1174	1014.84	20.87%
Band 6	840	723.89	14.93%
Band 7	445	407.56	7.91%
Band 8 - Range A	179	169.03	3.18%
Band 8 - Range B	35	34.40	0.62%
Band 8 - Range C	26	24.85	0.46%
Band 8 - Range D	13	13.00	0.23%
Band 9	4	3.43	0.07%
Medical	444	418.05	7.89%
Other Non AFC	14	7.00	0.25%
Grand Total	5625	4797.79	100.00%

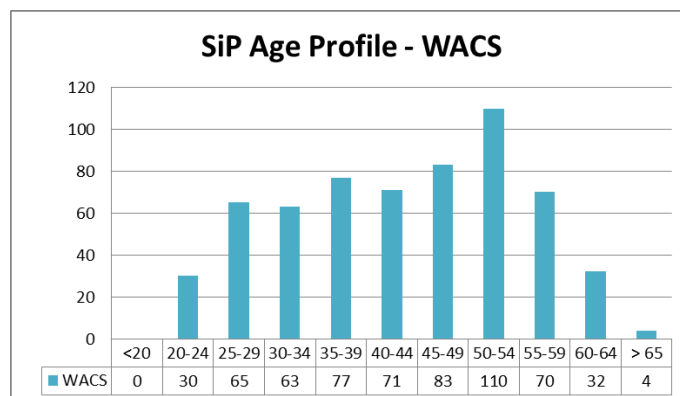
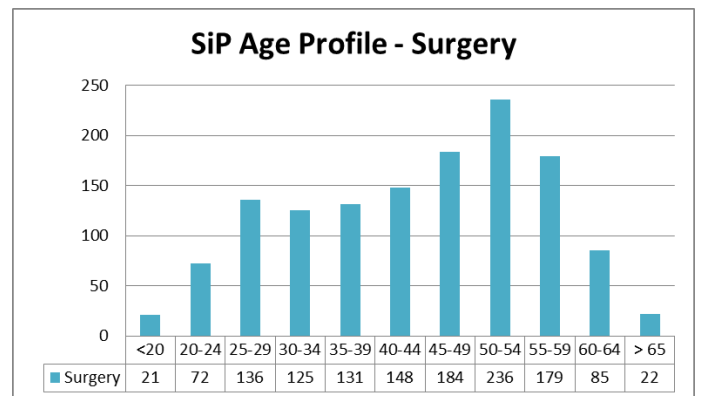
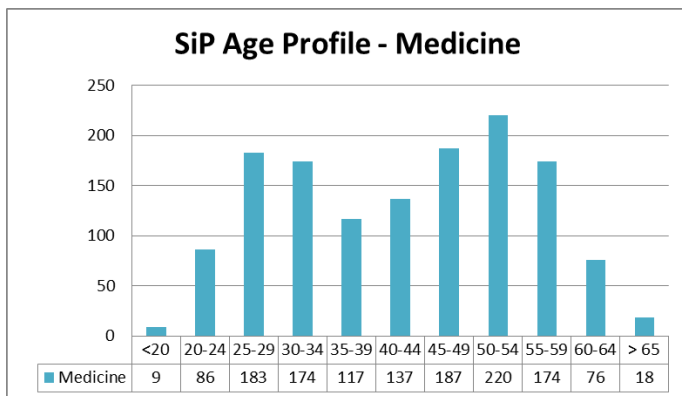
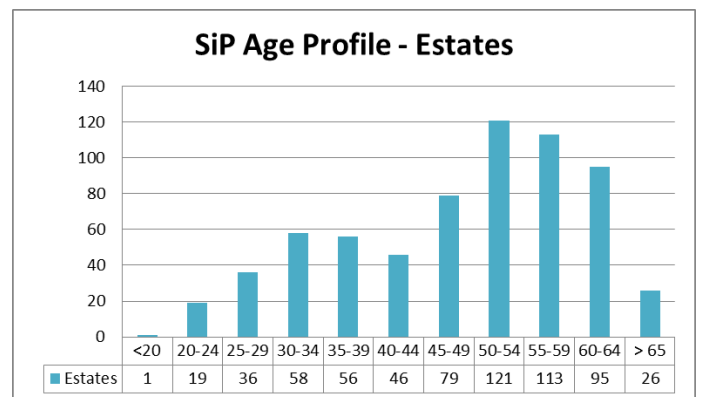
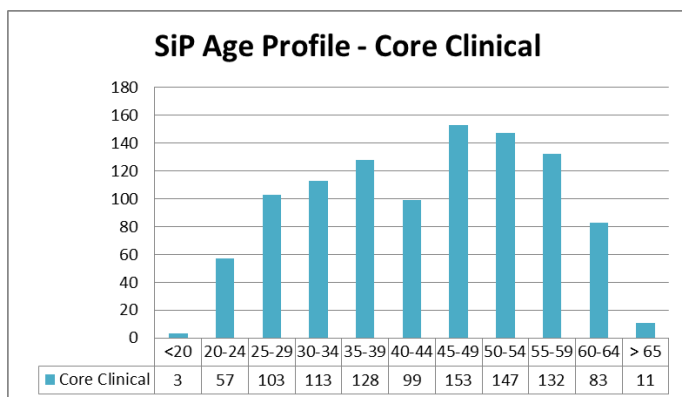
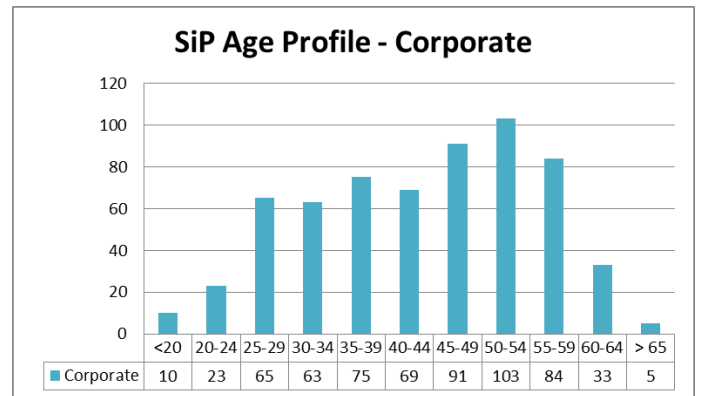
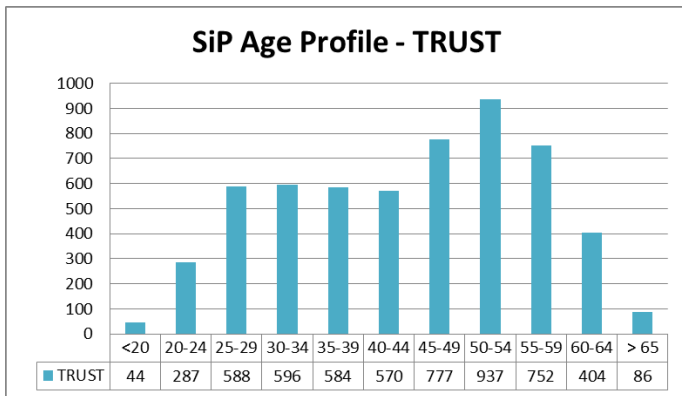


5.1.3 Working Patterns

Working Pattern	Headcount	FTE	Headcount %	FTE %
Full Time	3128	3137.00	55.61%	65.38%
Part Time	2497	1660.79	44.39%	34.62%
Grand Total	5625	4797.79	100.00%	100.00%

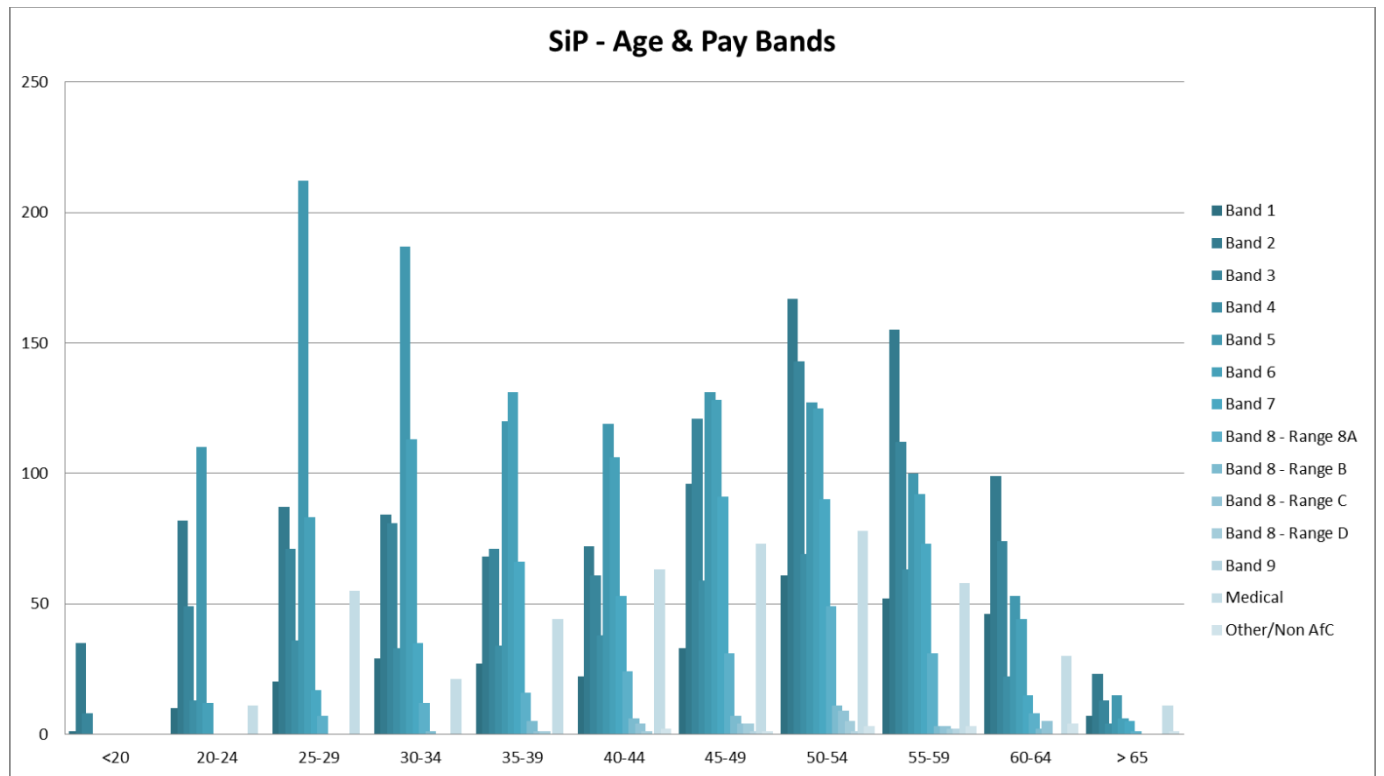
5.2 Age

5.2.1 Age: Trust & Divisions

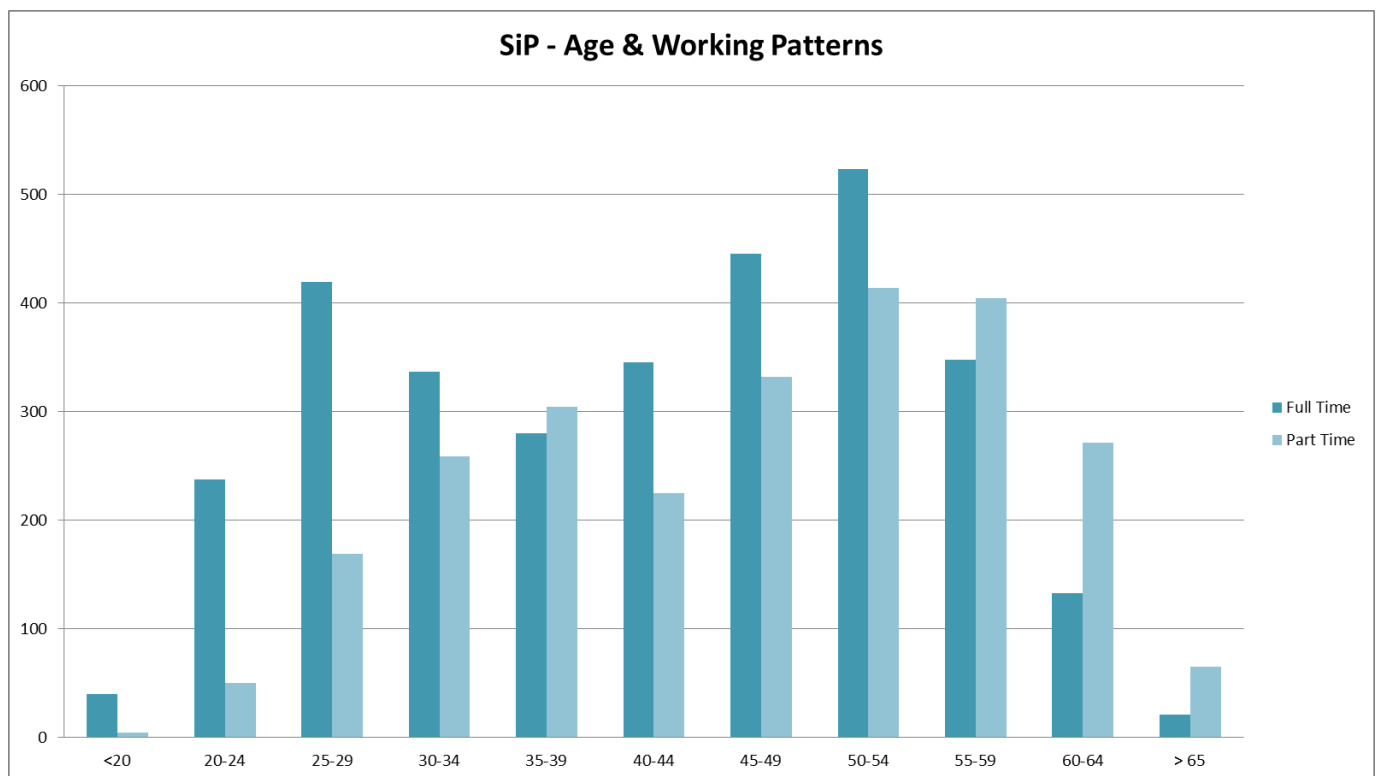


44.92% of the total workforce are in their 30s or 40s. Under 20s make up just nearly one per cent (0.78%) of the workforce whilst 8.71% are aged 60 or over.

5.2.2 Age & Pay Bands

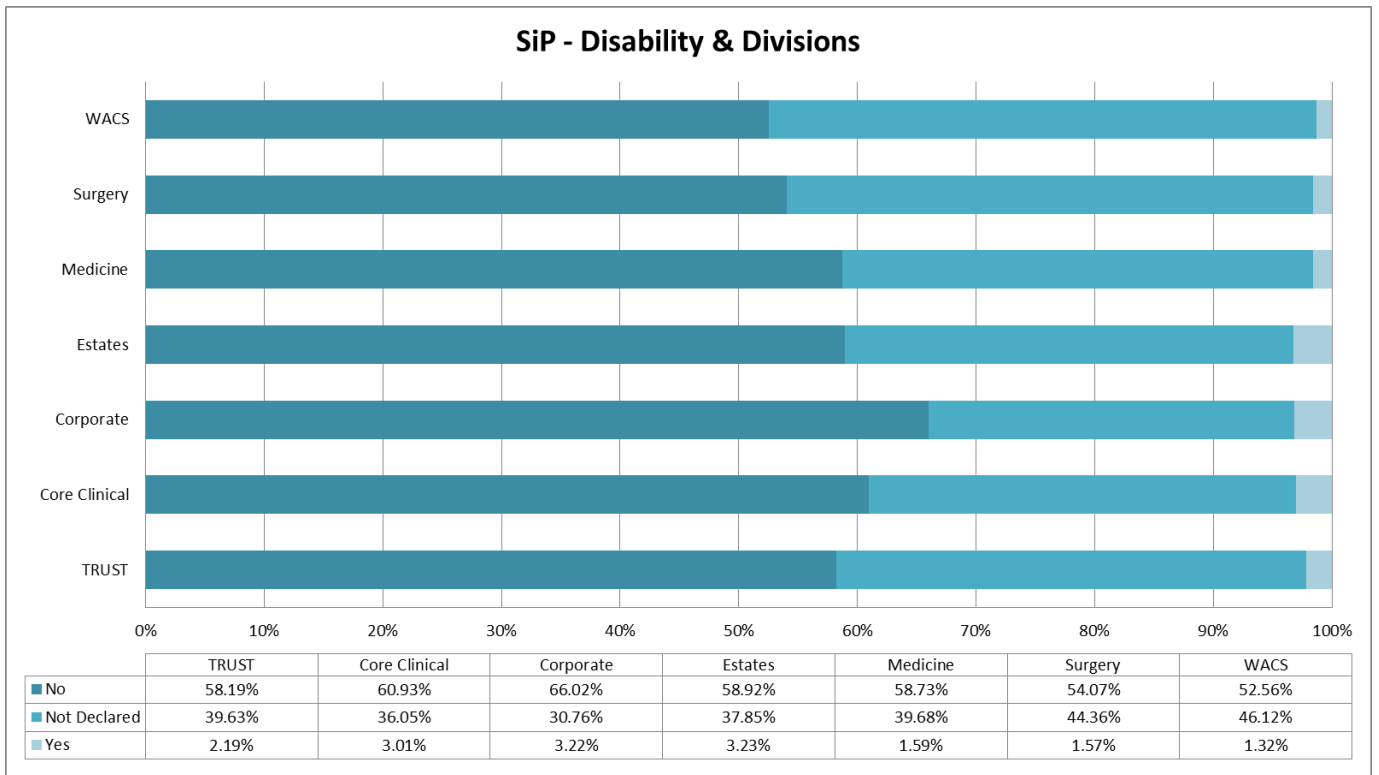


5.2.3 Age & Working Patterns



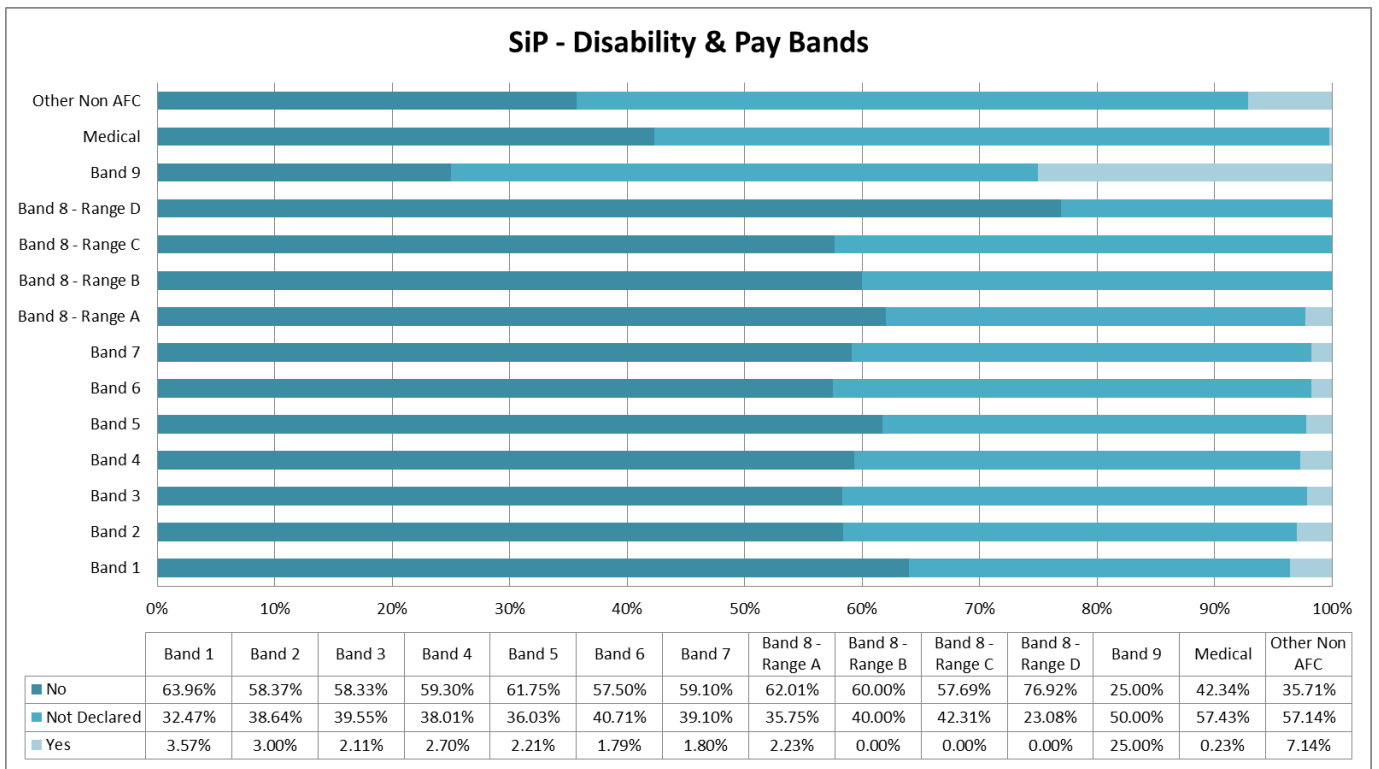
5.3 Disability

5.3.1 Disability: Trust & Divisions

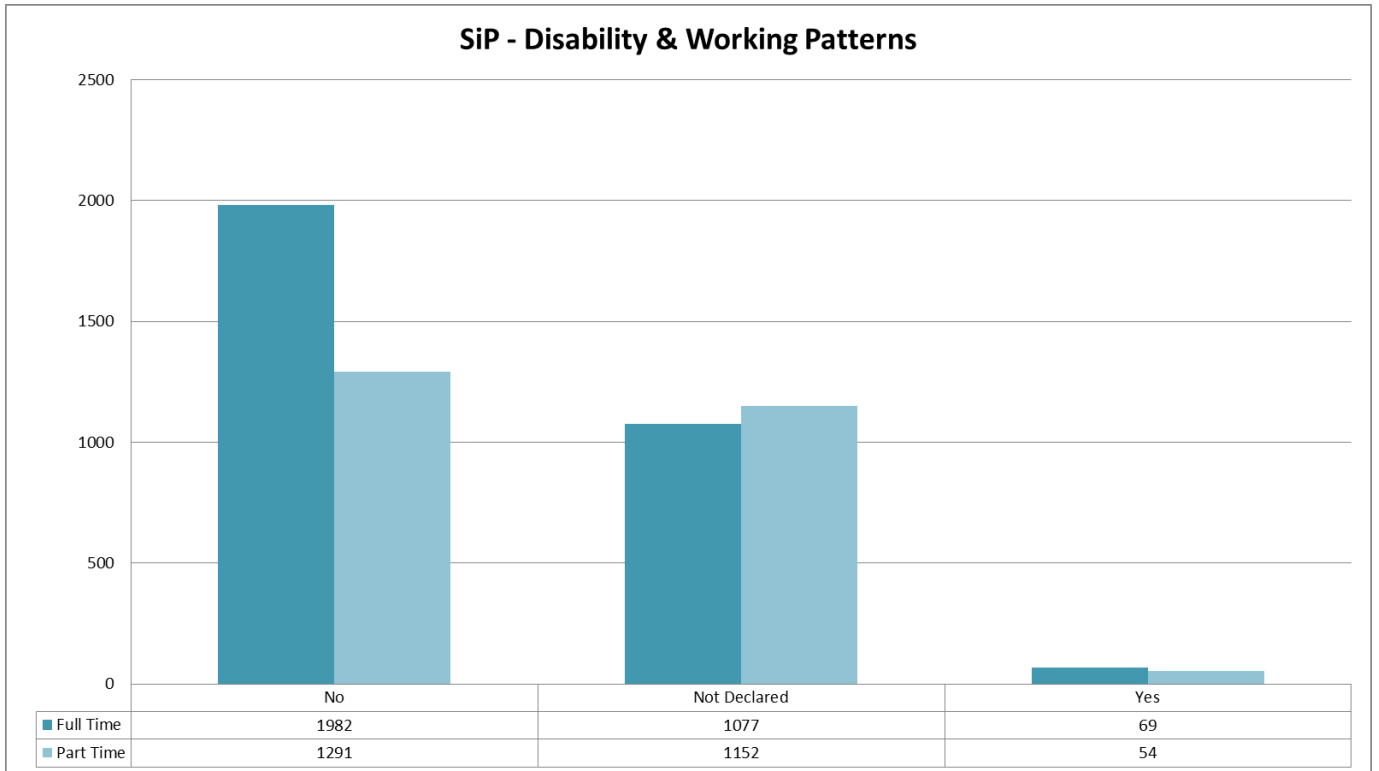


Overall just over 2% of the workforce considers themselves to have a disability. However, 39.63% of the workforce has not declared.

5.3.2 Disability & Pay Bands



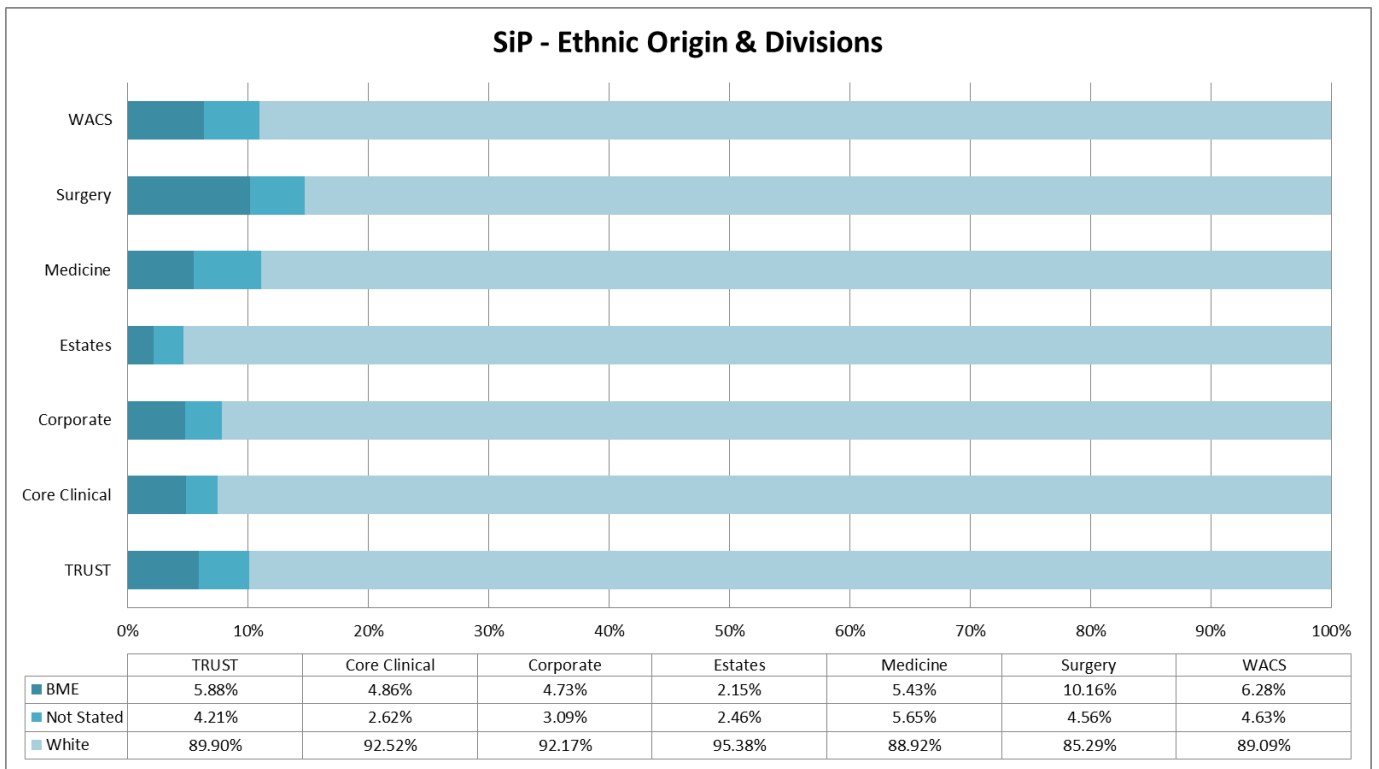
5.3.3 Disability & Working Patterns



Overall, 123 members of staff consider themselves to have a disability. Of those, 69 worked full time whilst 54 worked part time.

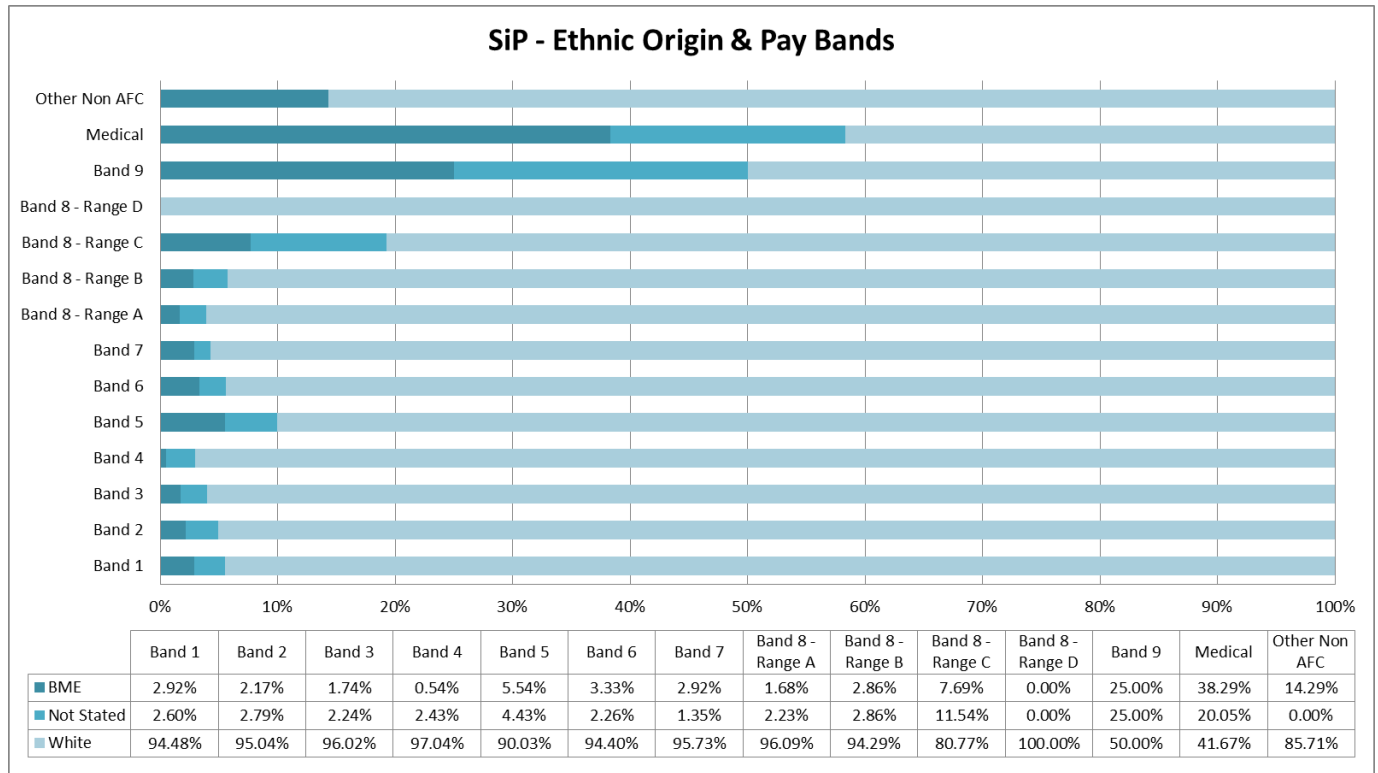
5.4 Ethnic Origin

5.4.1 Ethnic Origin: Trust & Divisions



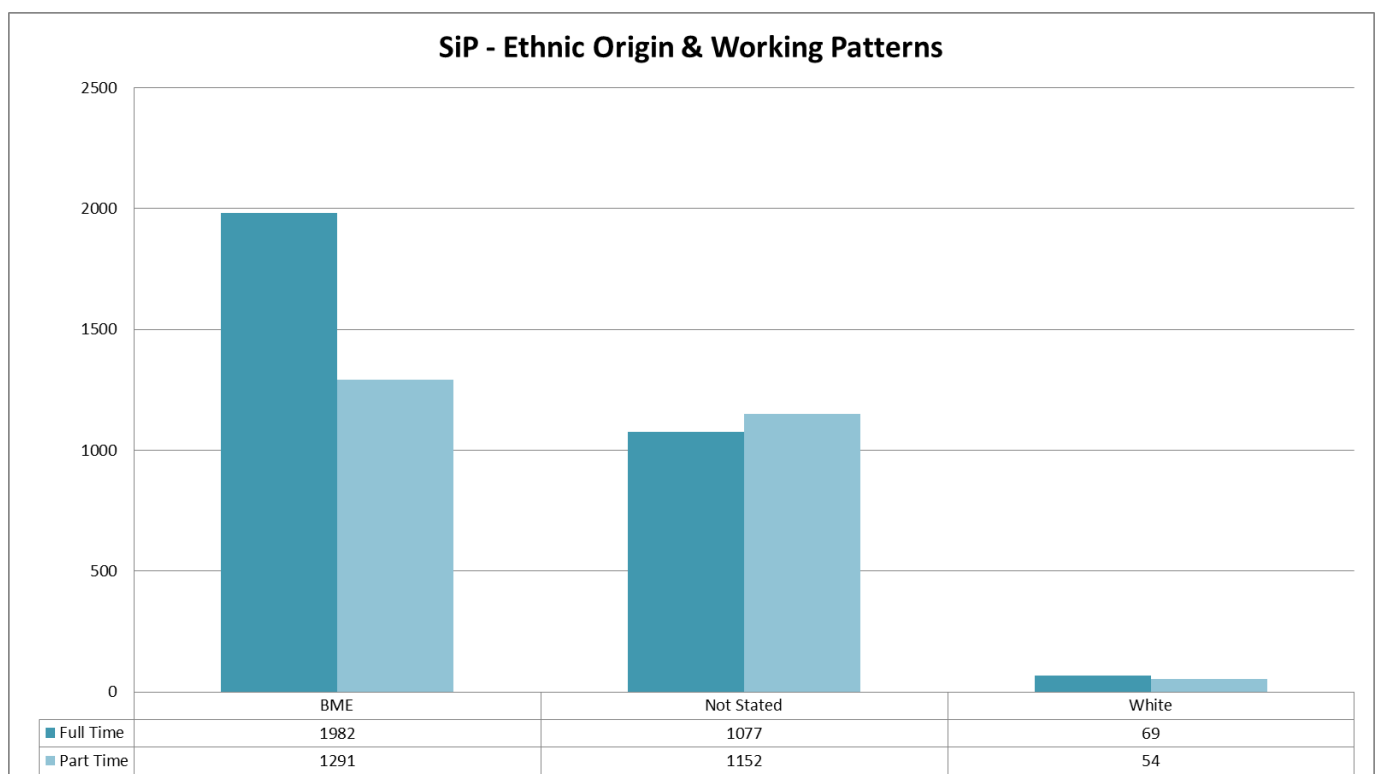
Overall 89.90% of the workforce describe their ethnic origin as “White” whilst 5.88% describe themselves as belonging to a Black, Minority or Other Ethnic group. 4.21% prefer not to state their ethnic origin. The Surgical Division had the largest proportion of BME staff members at 10.16% followed by the Women’s and Children’s Division with 6.28%

5.4.2 Ethnic Origin & Pay Bands



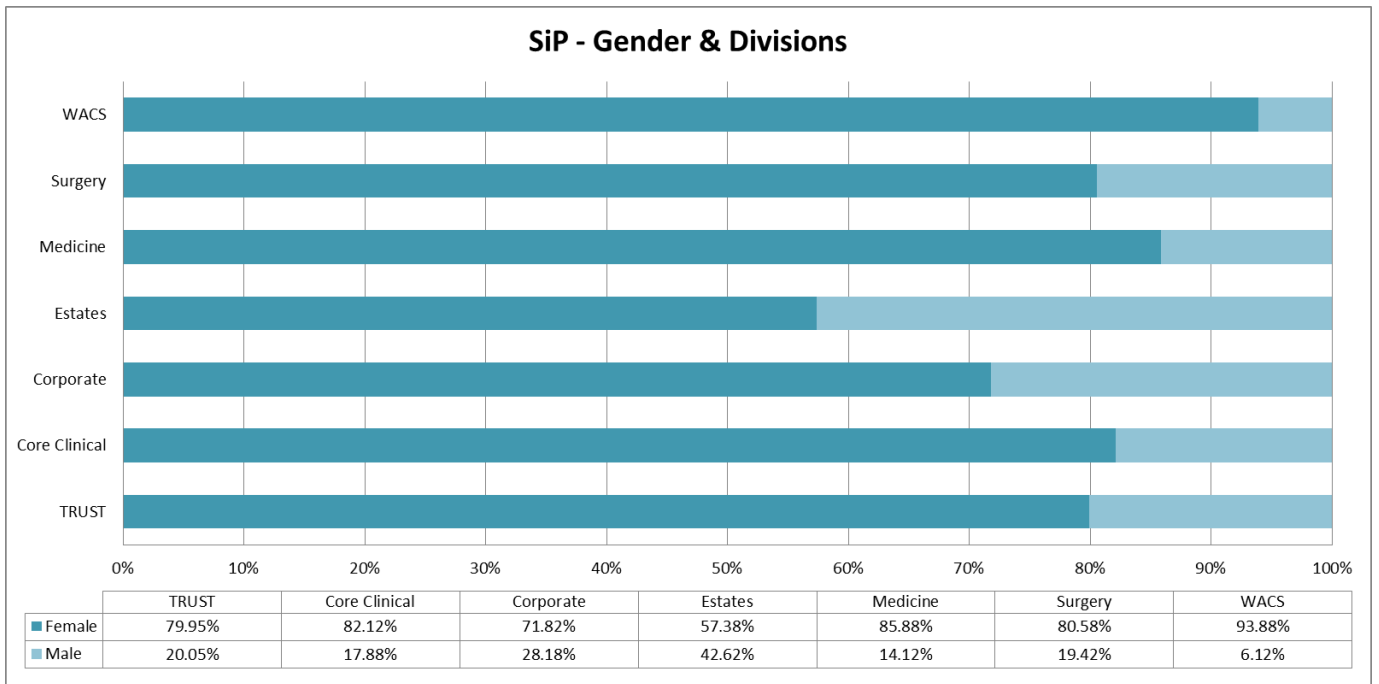
BME staff members account for 38.29% of staff on Medical paygrades, and 14.29% of Other / Non AfC.

5.4.3 Ethnic Origin & Working Patterns



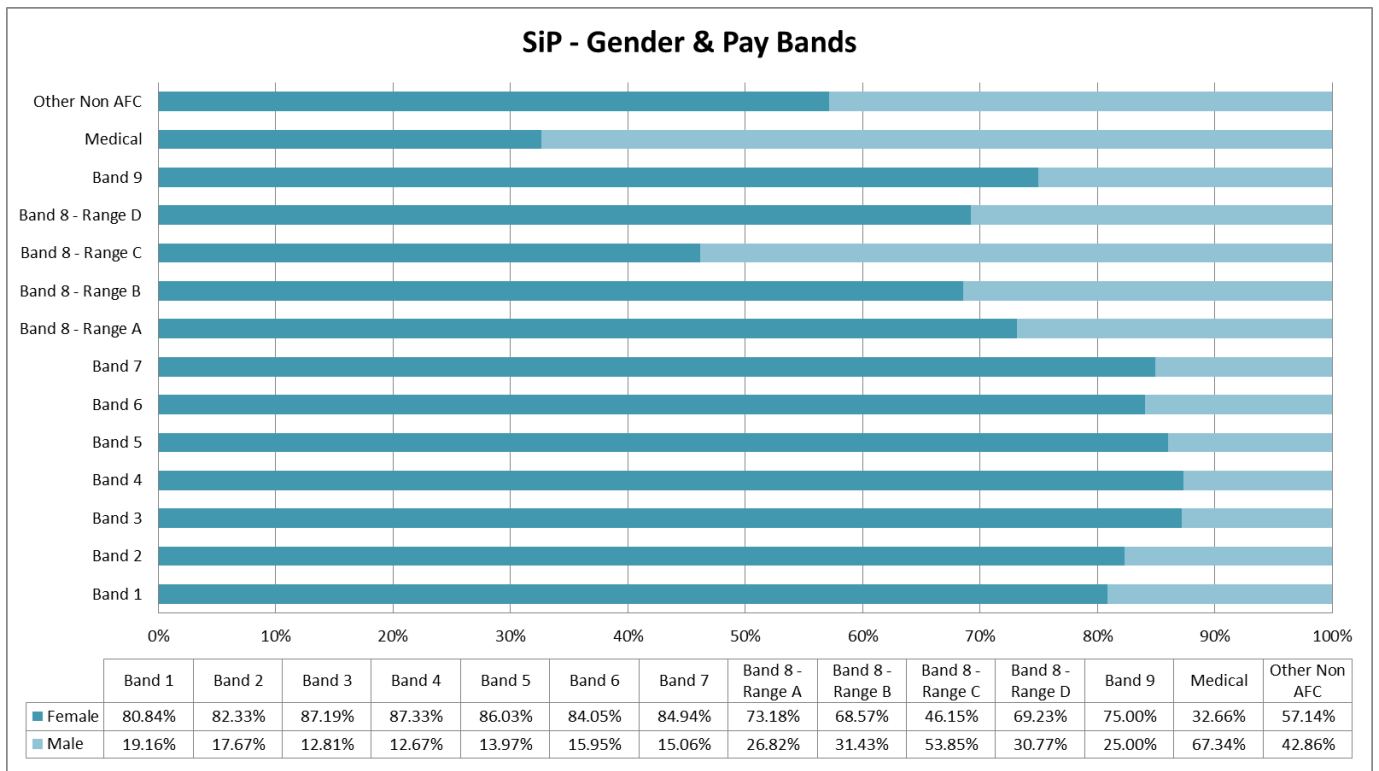
5.5 Gender

5.5.1 Gender & Staff in Post



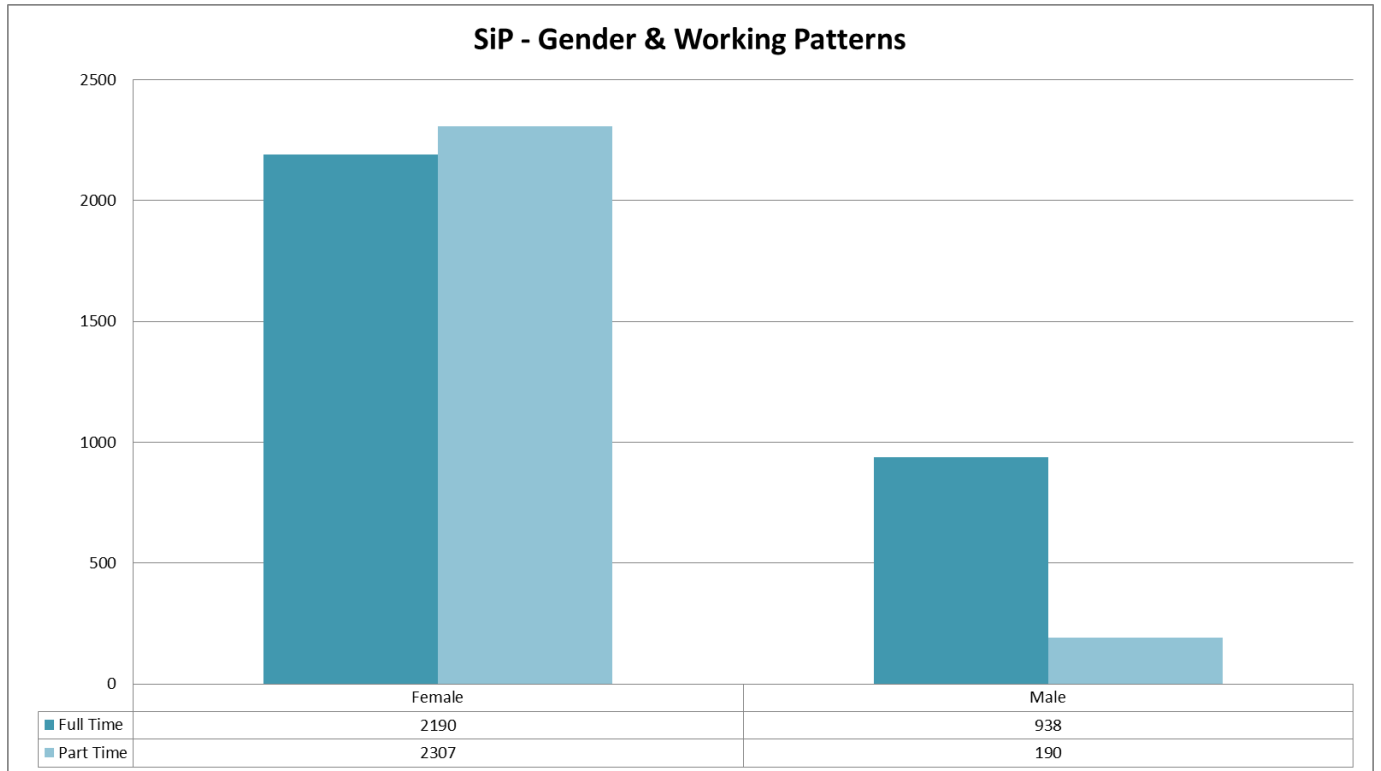
Overall 79.95% of the workforce is female. Estates and Facilities have the closest ratio of male / female staff with 57.38% female and 42.62% male. Almost 94.00% of staff in the Women’s and Children’s Division are female.

5.5.2 Gender & Pay Bands



Men account for more than 67% of staff on Medical pay scales.

5.5.3 Gender & Working Patterns

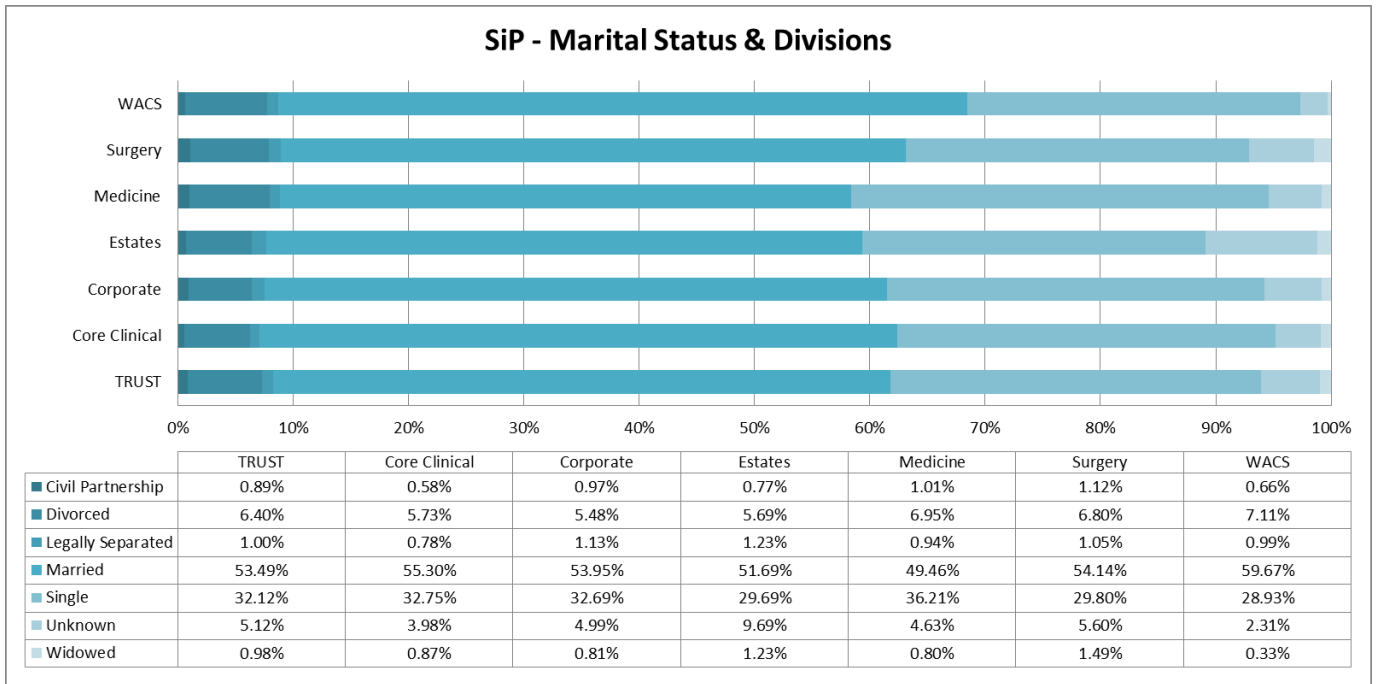


5.6 Gender Identity

Information on Gender Identity is not currently collected.

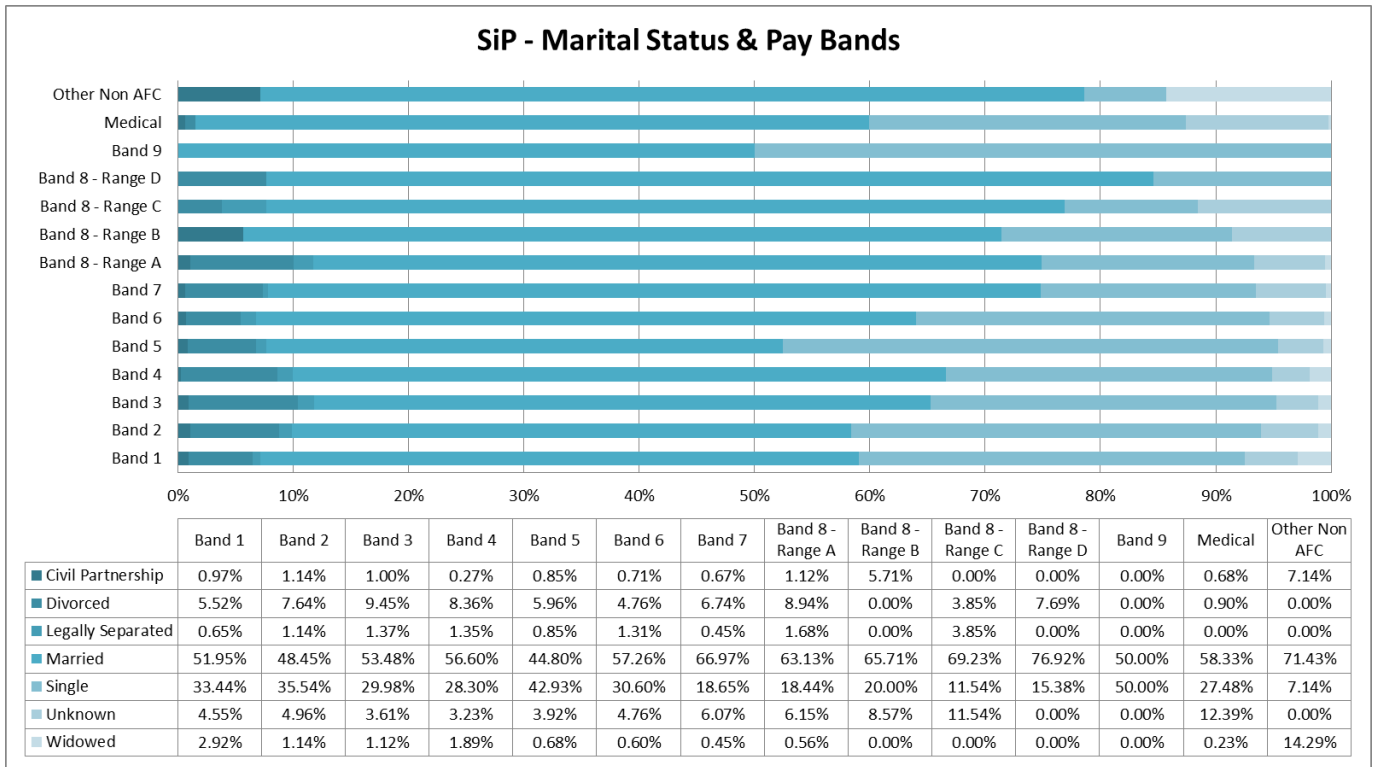
5.7 Marital Status

5.7.1 Marital Status: Trust & Divisions

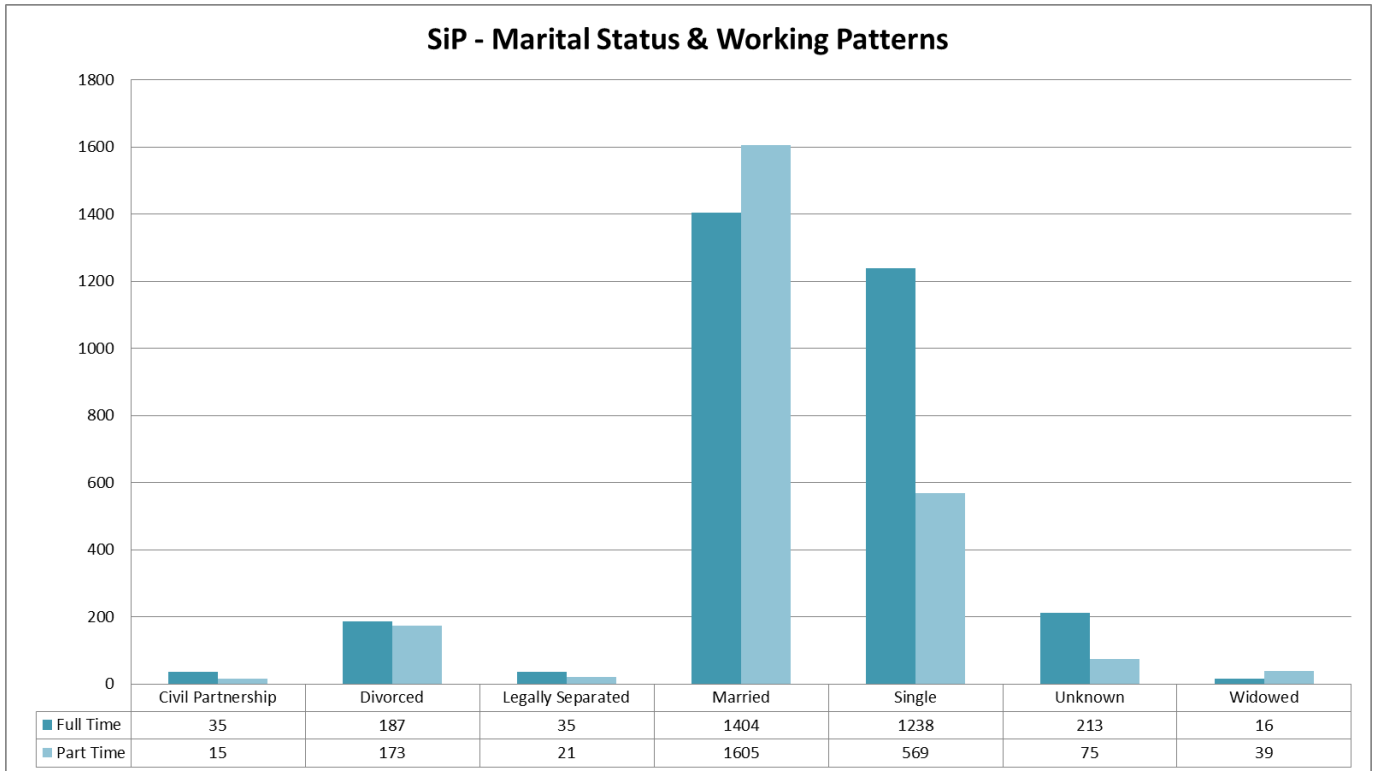


Overall over 54.38% of the workforce are either married or in a civil partnership. 32% are single whilst 5.12% have not stated their marital status.

5.7.2 Marital Status & Pay Bands



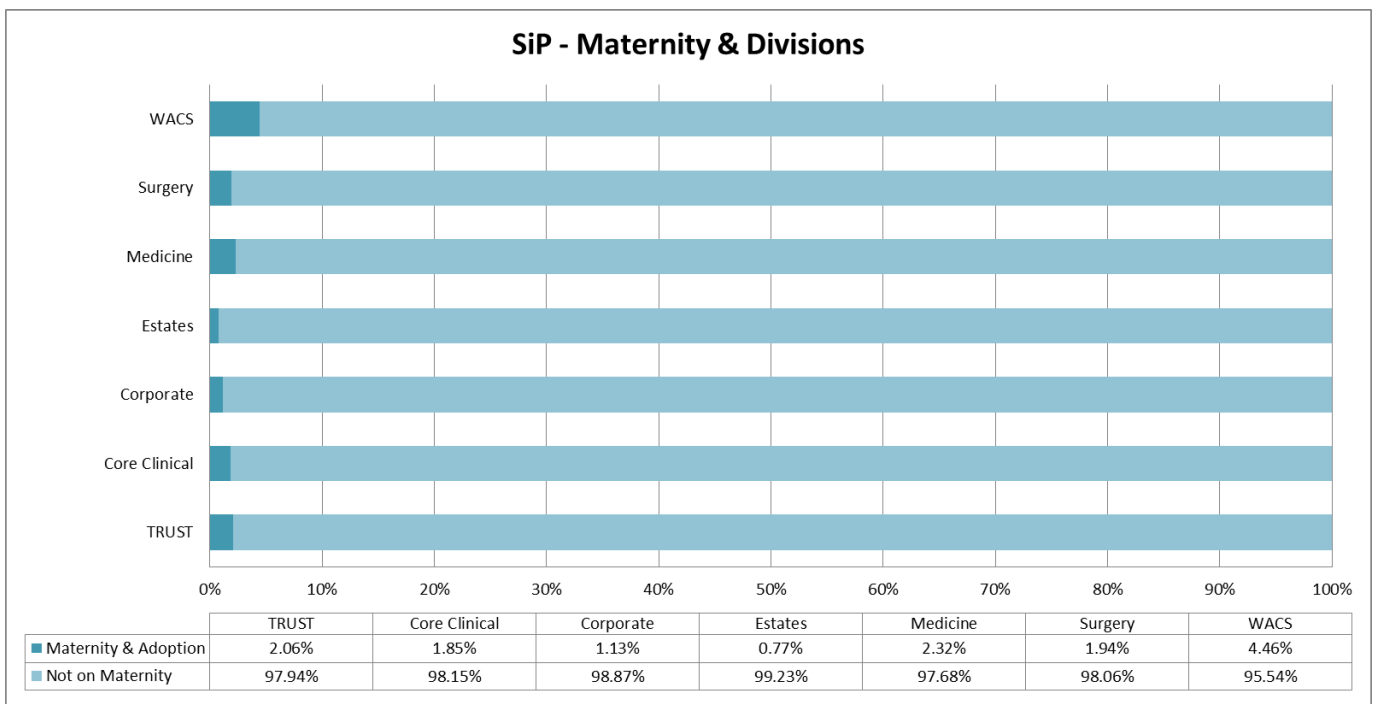
5.7.3 Marital Status & Working Patterns



A greater proportion of staff with a marital status of Civil Partnership, Divorced, Legally Separated, Single and Unknown work full time than part time. For staff members who are Married or Widowed, there is a greater proportion that work part time than full time.

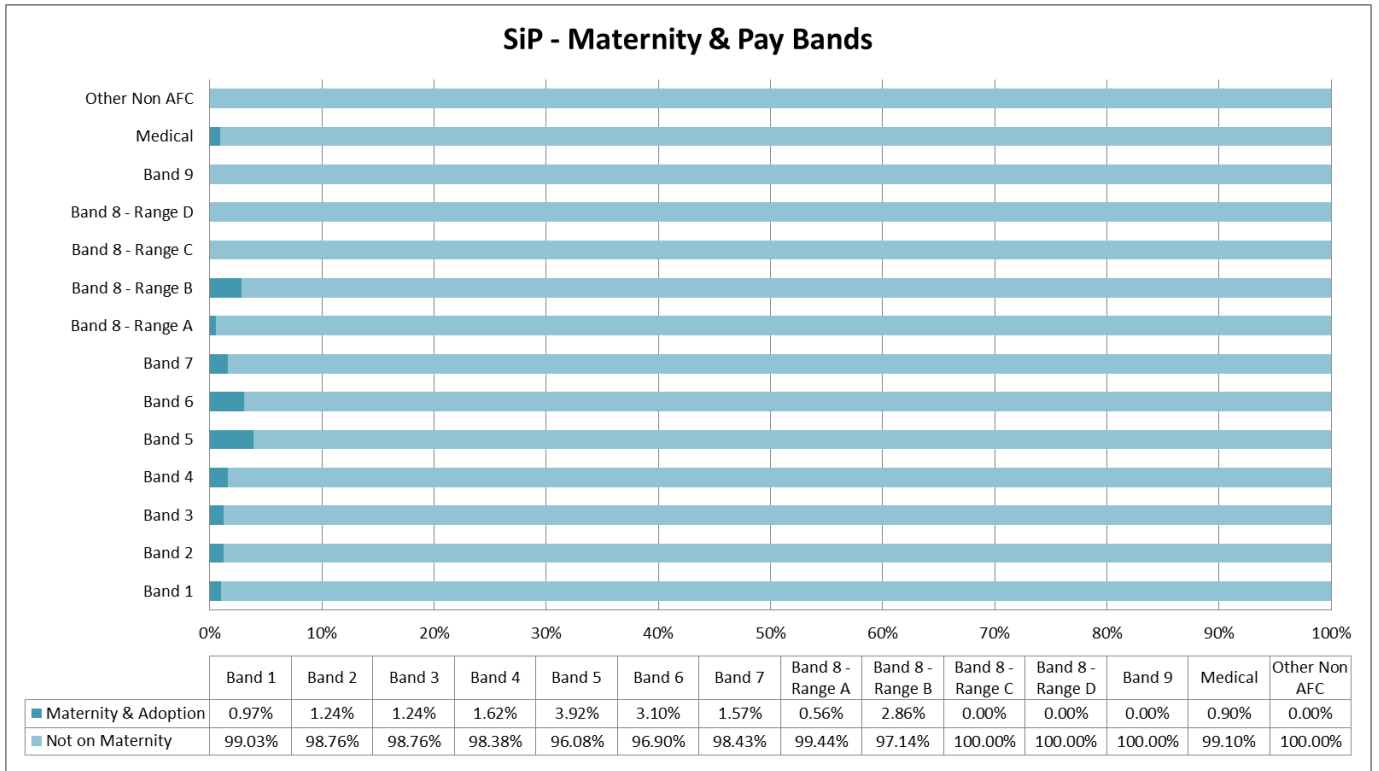
5.8 Maternity

5.8.1 Maternity: Trust & Divisions



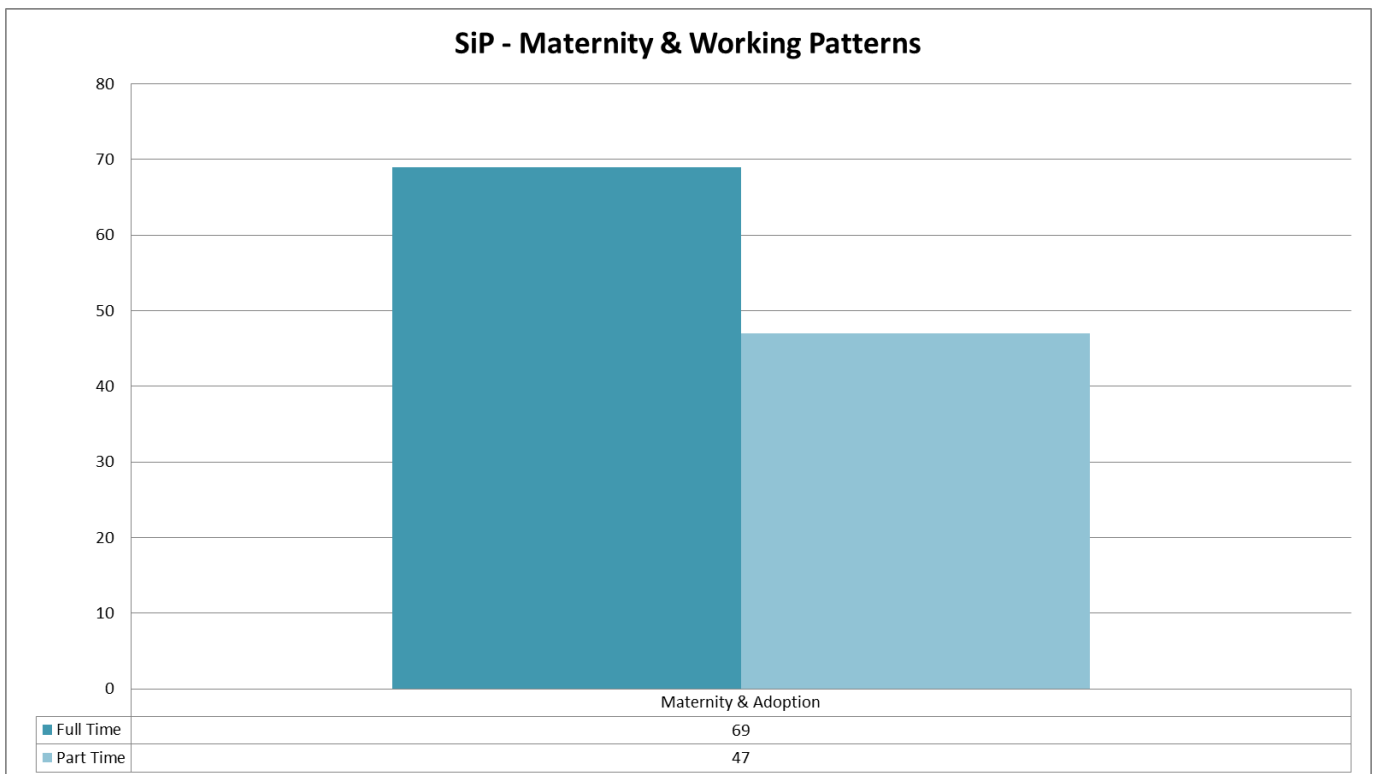
Overall 2.06% of the workforce were on maternity or adoption leave.

5.8.2 Maternity & Pay Bands



This graph shows that the pay band with the highest proportion of staff on maternity leave were those staff on Band 5 Agenda for Change with 3.10%. No staff members on pay bands 8c, 8d, 9 or Other/Non AfC were on maternity or adoption leave.

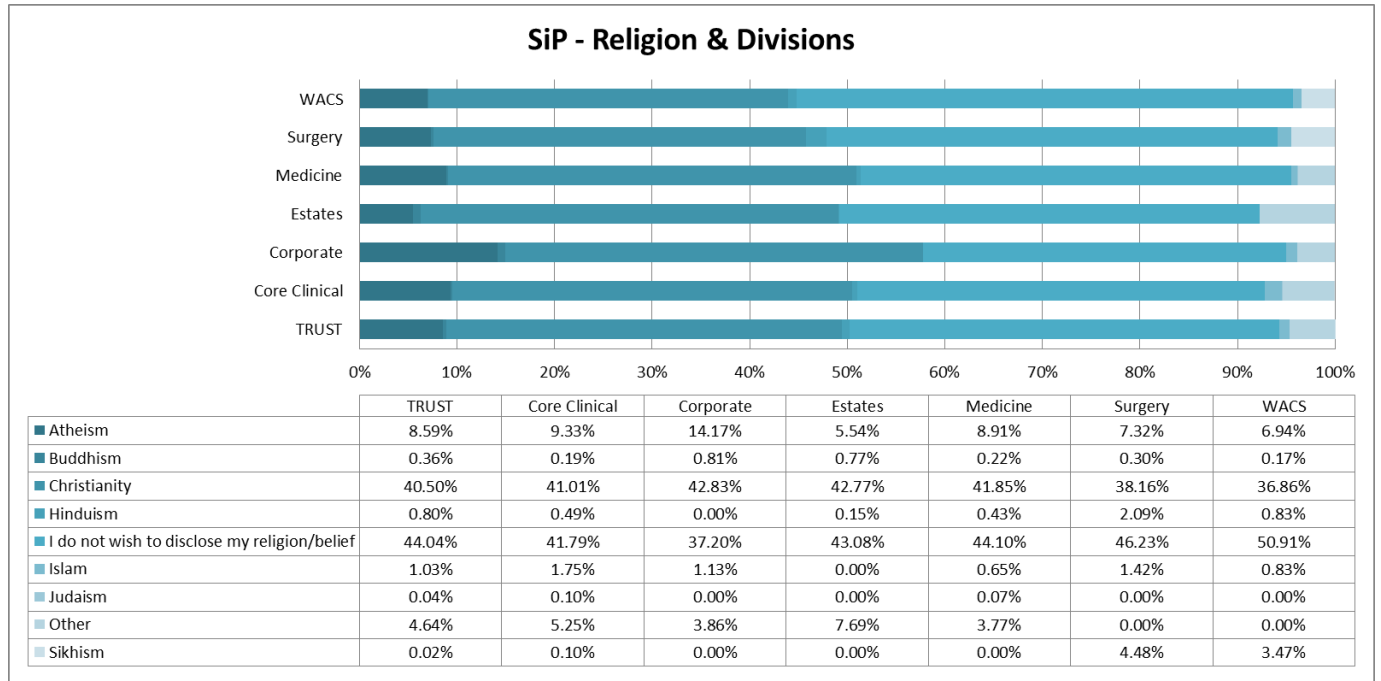
5.8.3 Maternity & Working Patterns



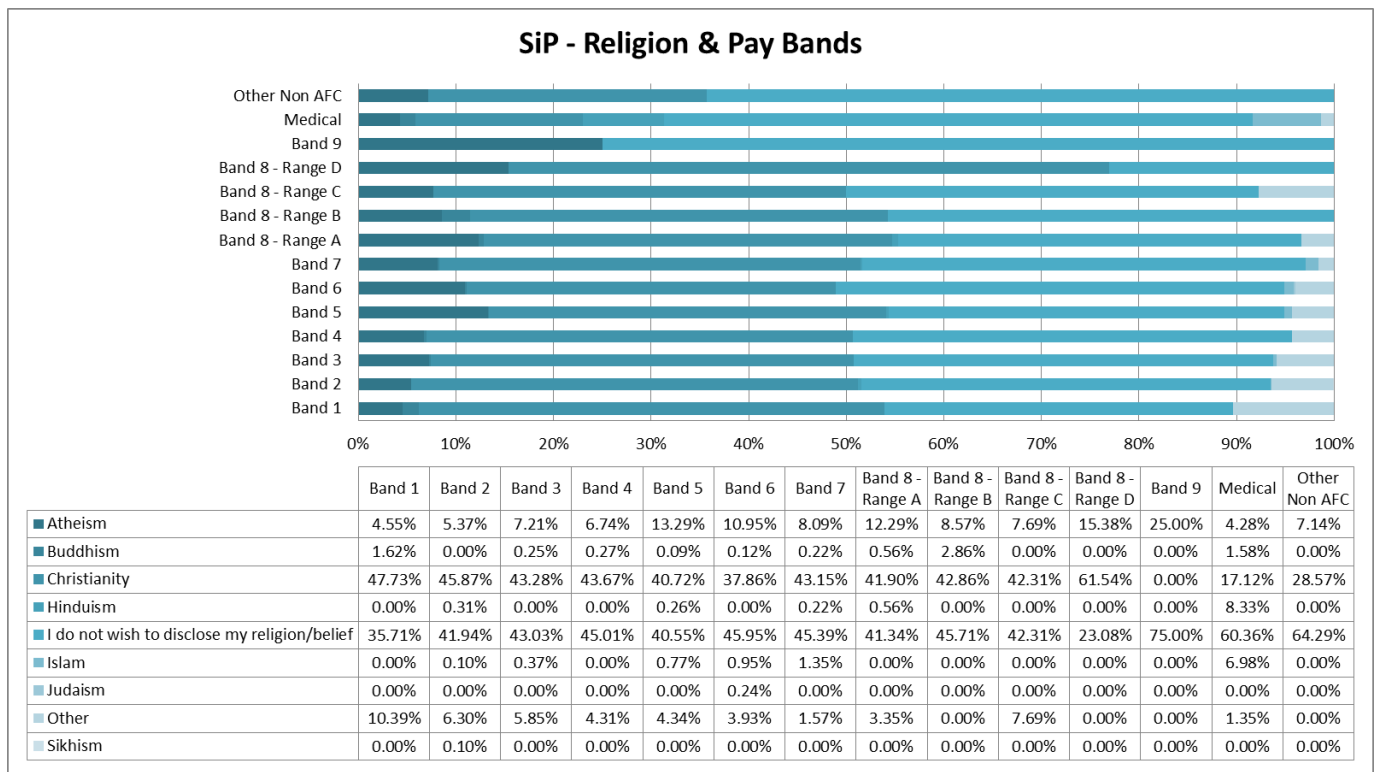
5.9 Religion

5.9.1 Religion / Belief: Trust & Divisions

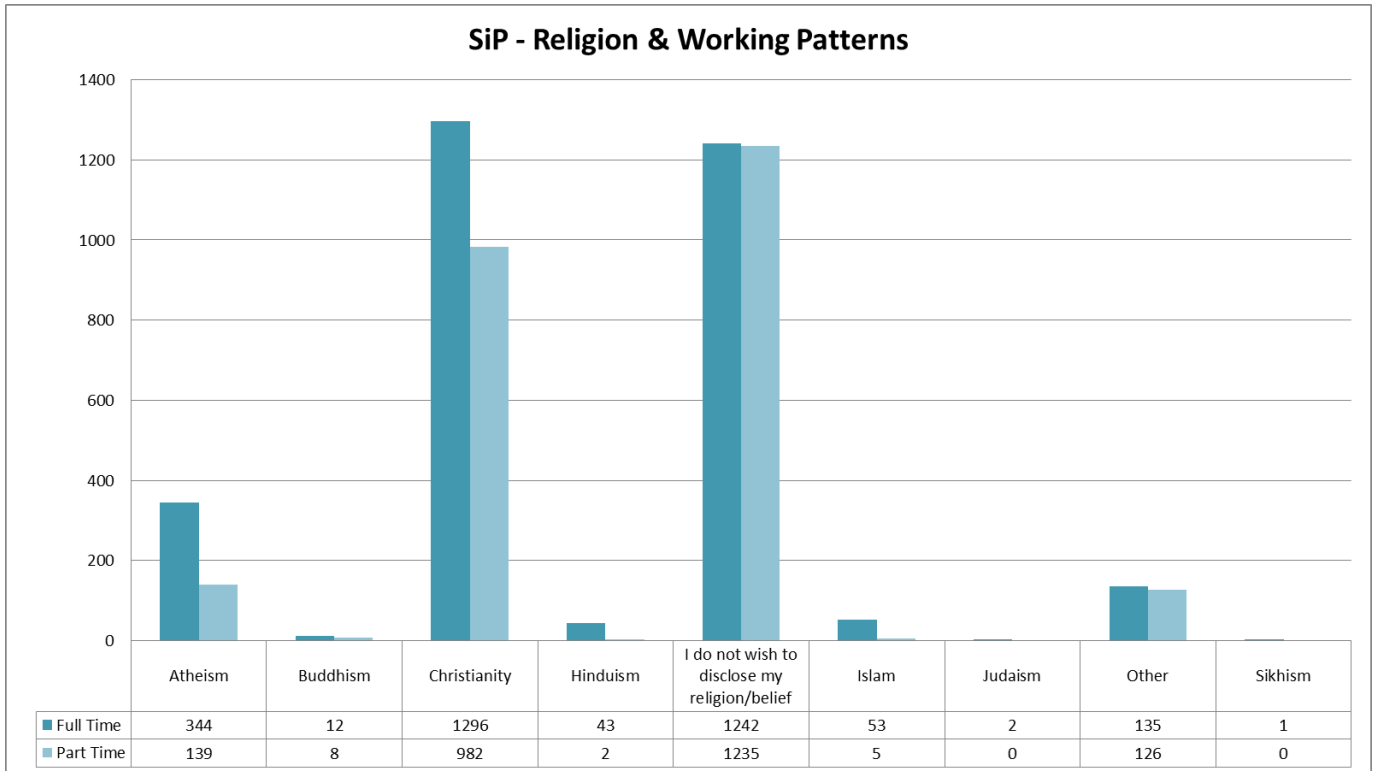
The most common religion / belief overall was Christianity which accounted for 40.50% of the workforce. The next largest single group was Atheism at 8.59%. 4.64% described their religion / belief as 'Other' whilst 44.04% preferred not to disclose their religion / belief.



5.9.2 Religion / Belief & Pay Bands

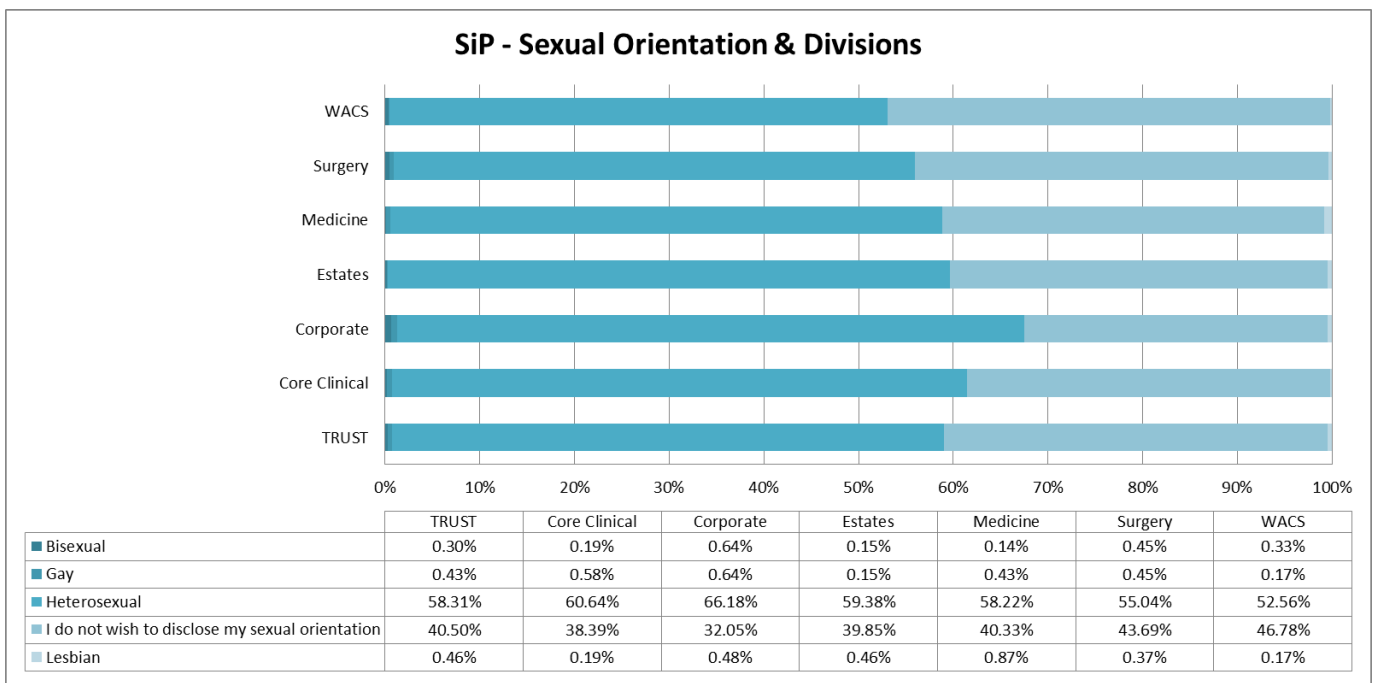


5.9.3 Religion / Belief & Working Patterns



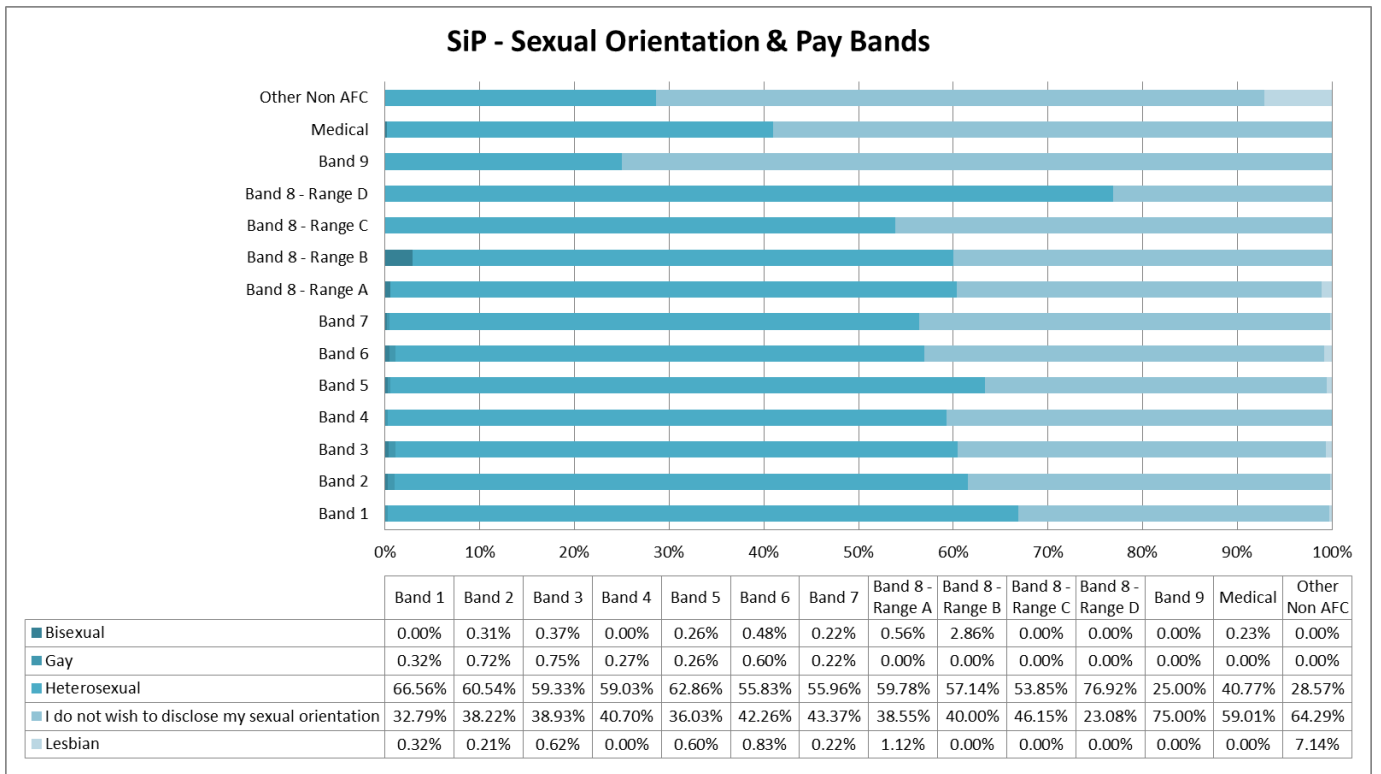
5.10 Sexual Orientation

5.10.1 Sexual Orientation: Trust & Divisions

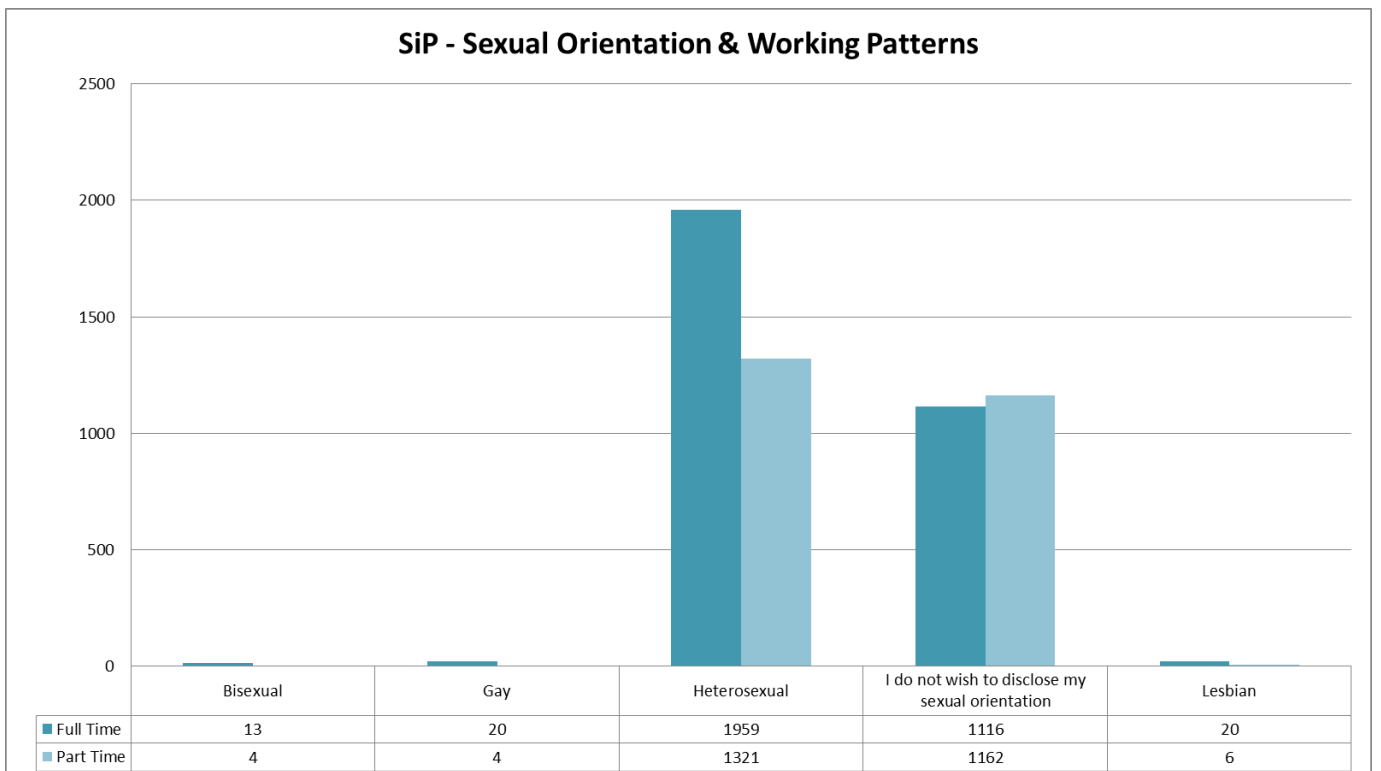


Overall 1.19% of the workforce described their sexual orientation as Lesbian, Gay or Bisexual. 40.50% do not wish to disclose this information. Women's and Children's division have a high percentage of staff who have not disclosed this information.

5.10.2 Sexual Orientation & Pay Bands



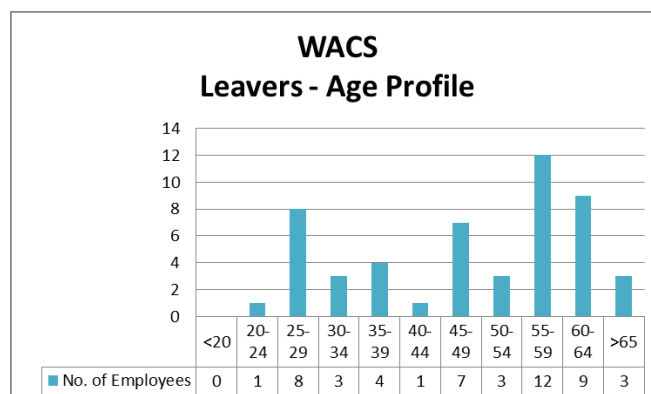
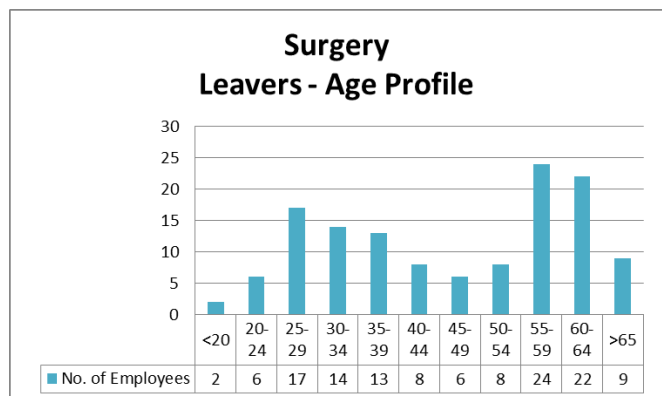
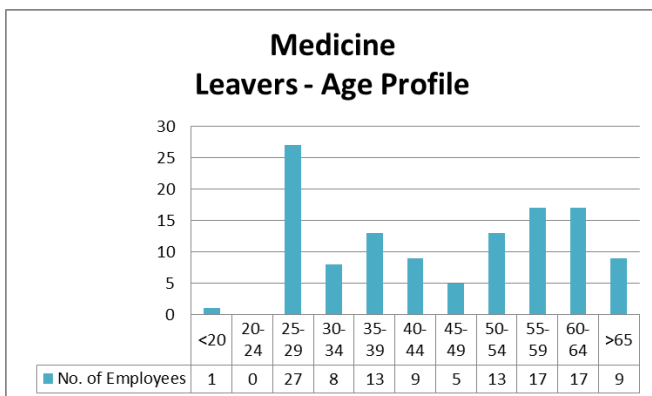
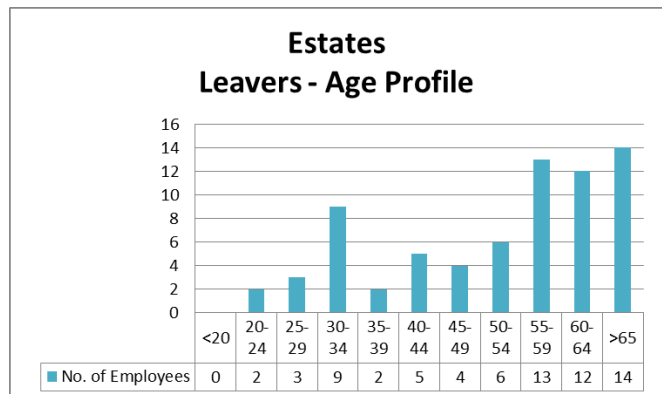
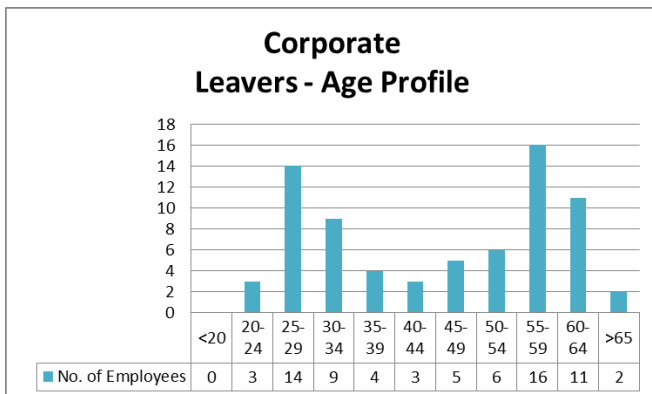
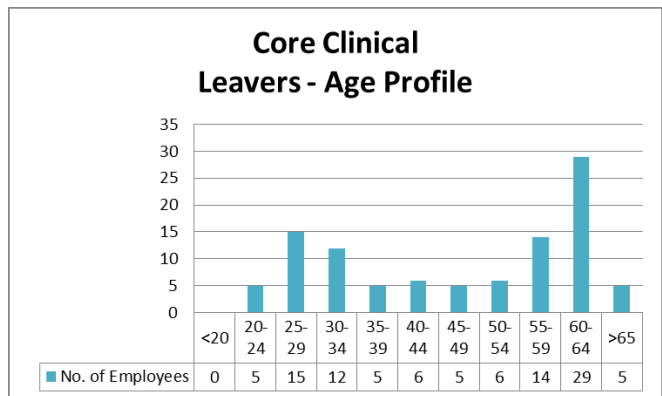
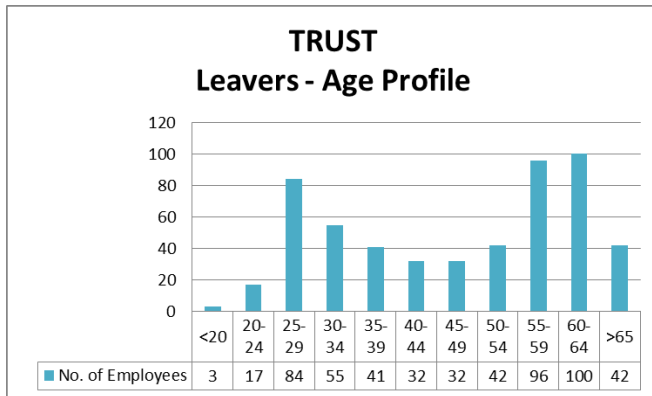
5.10.3 Sexual Orientation & Working Patterns



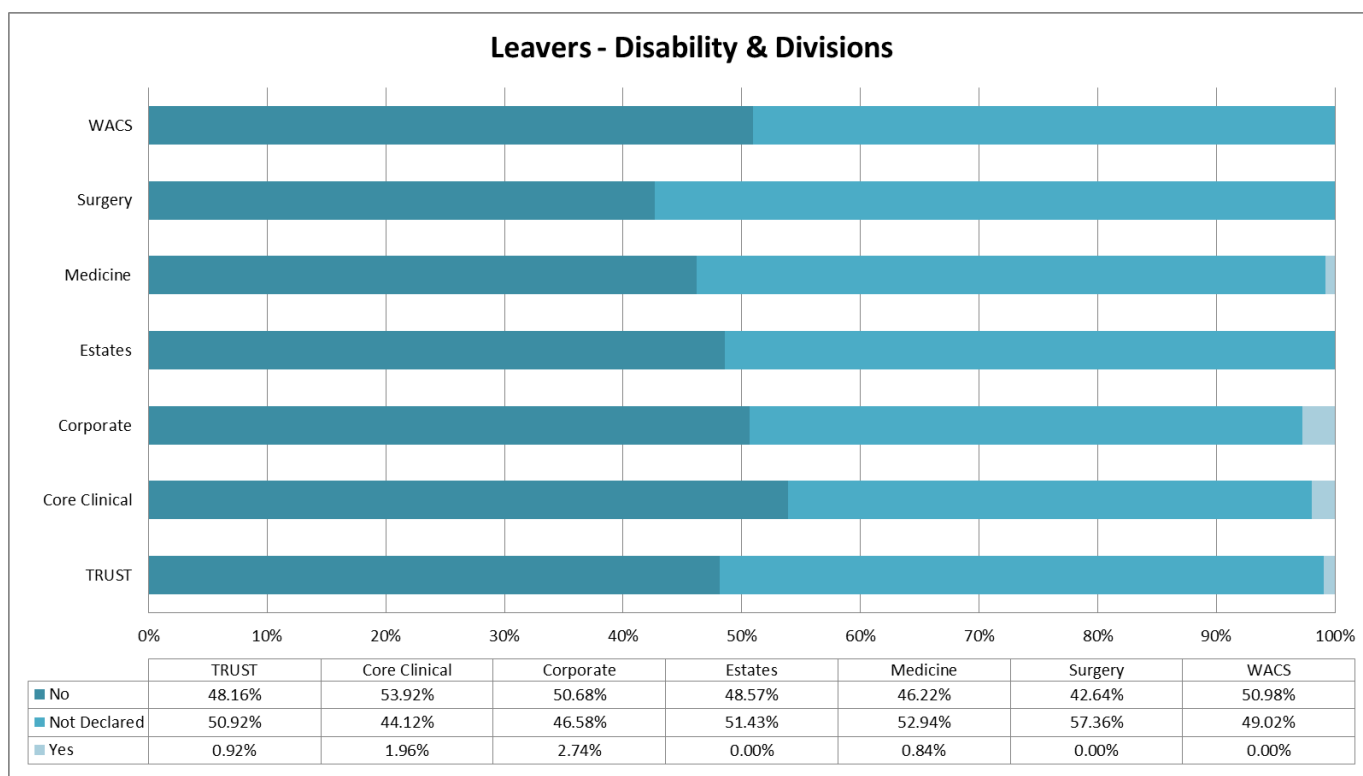
6. Leavers

The figures presented here show the leavers with University Hospitals of Morecambe Bay NHS Foundation Trust during the financial year 2017/18. The figures are categorised according to the organisation as a whole and divisions within the Trust.

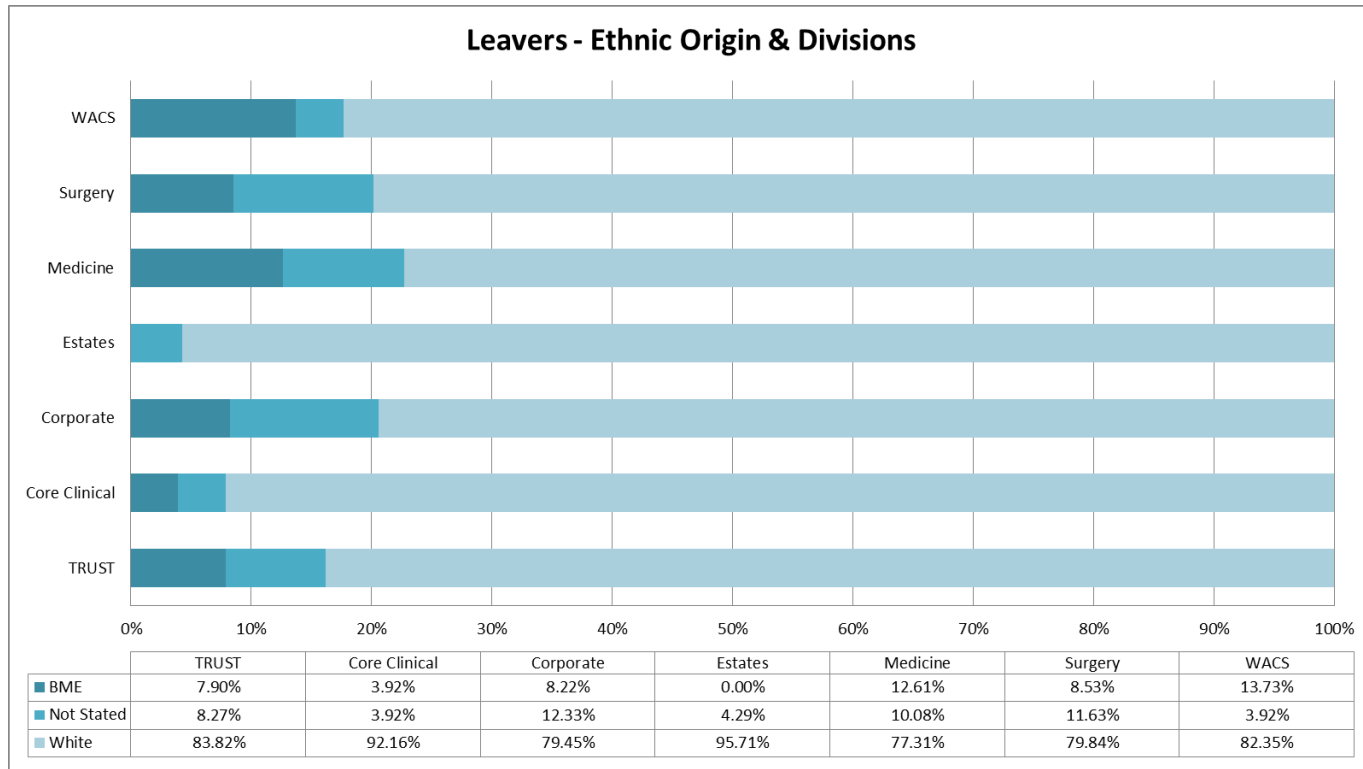
6.1 Age



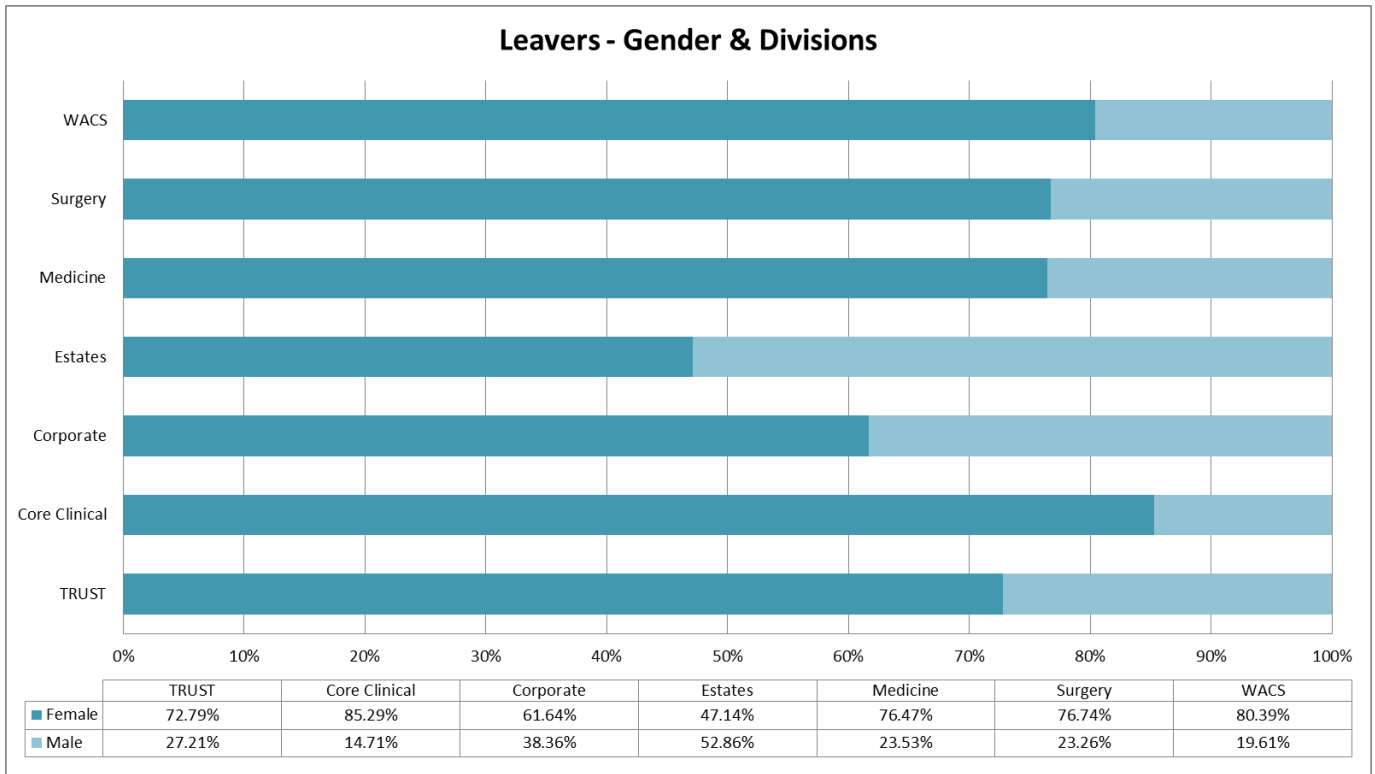
6.2 Disability



6.3 Ethnic Origin



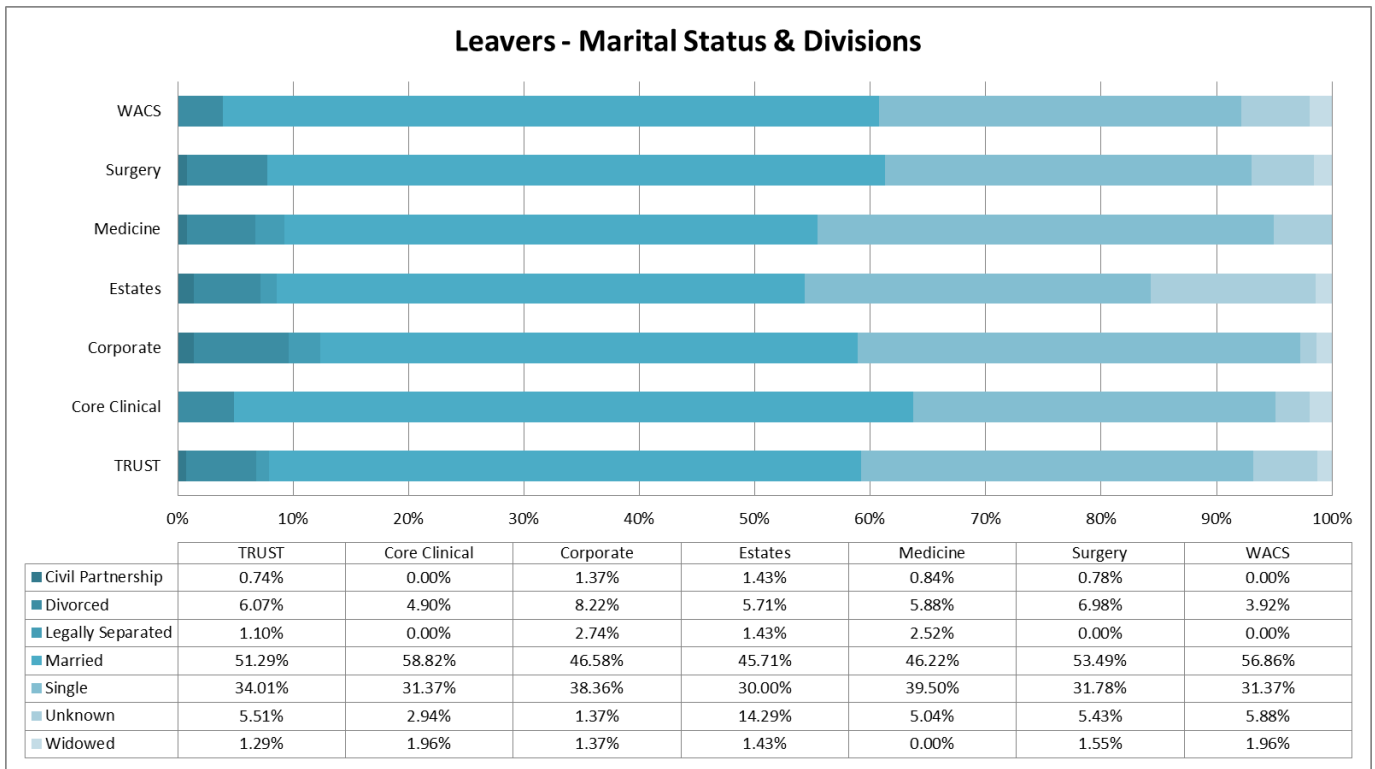
6.4 Gender



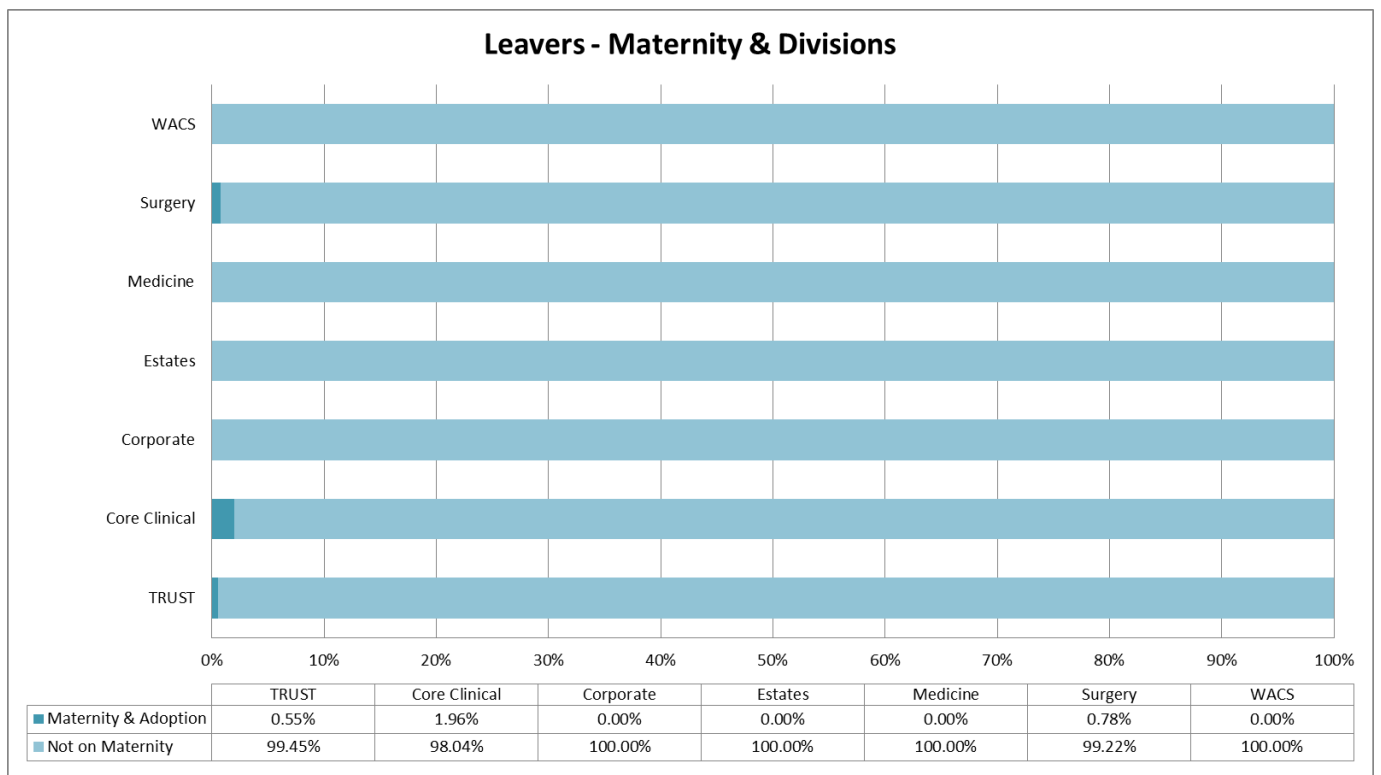
6.5 Gender Identity

Information on gender identity is not currently collected

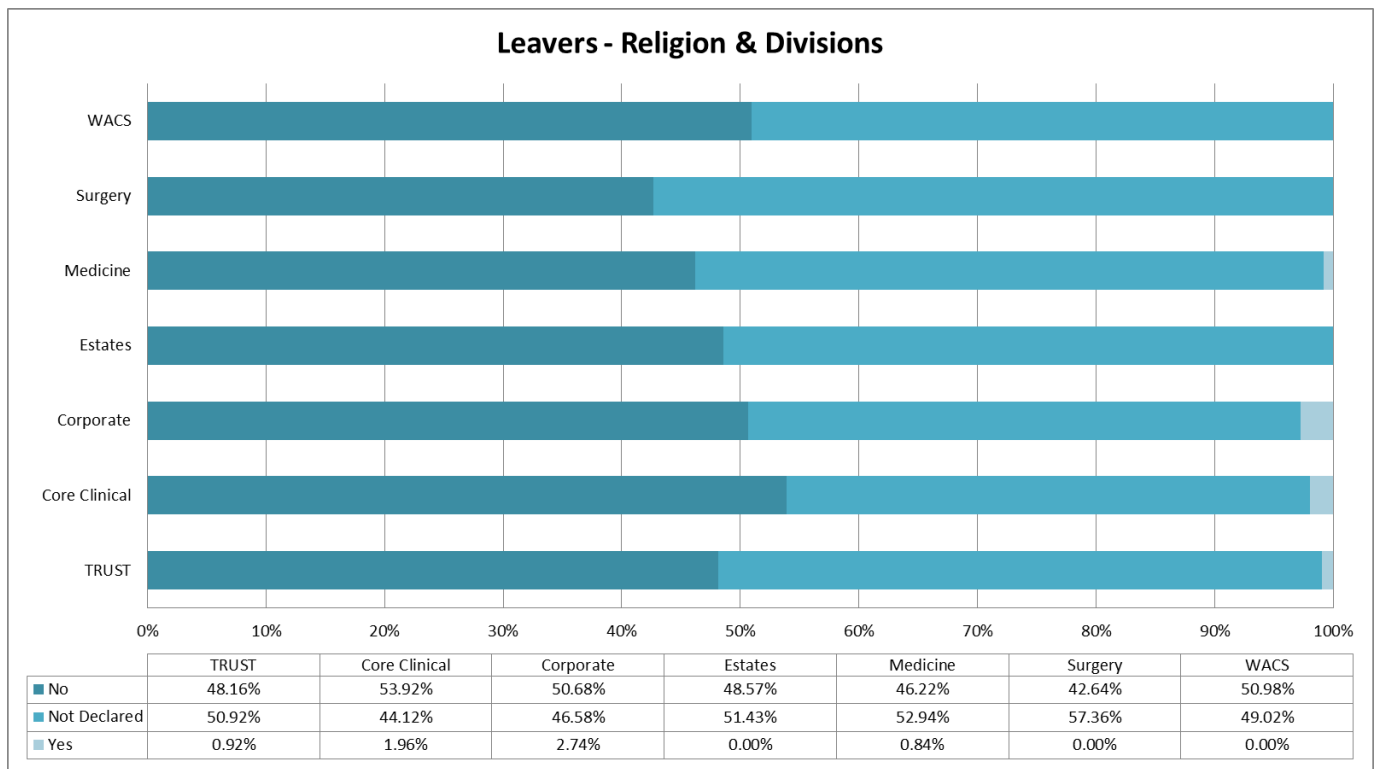
6.6 Marital Status



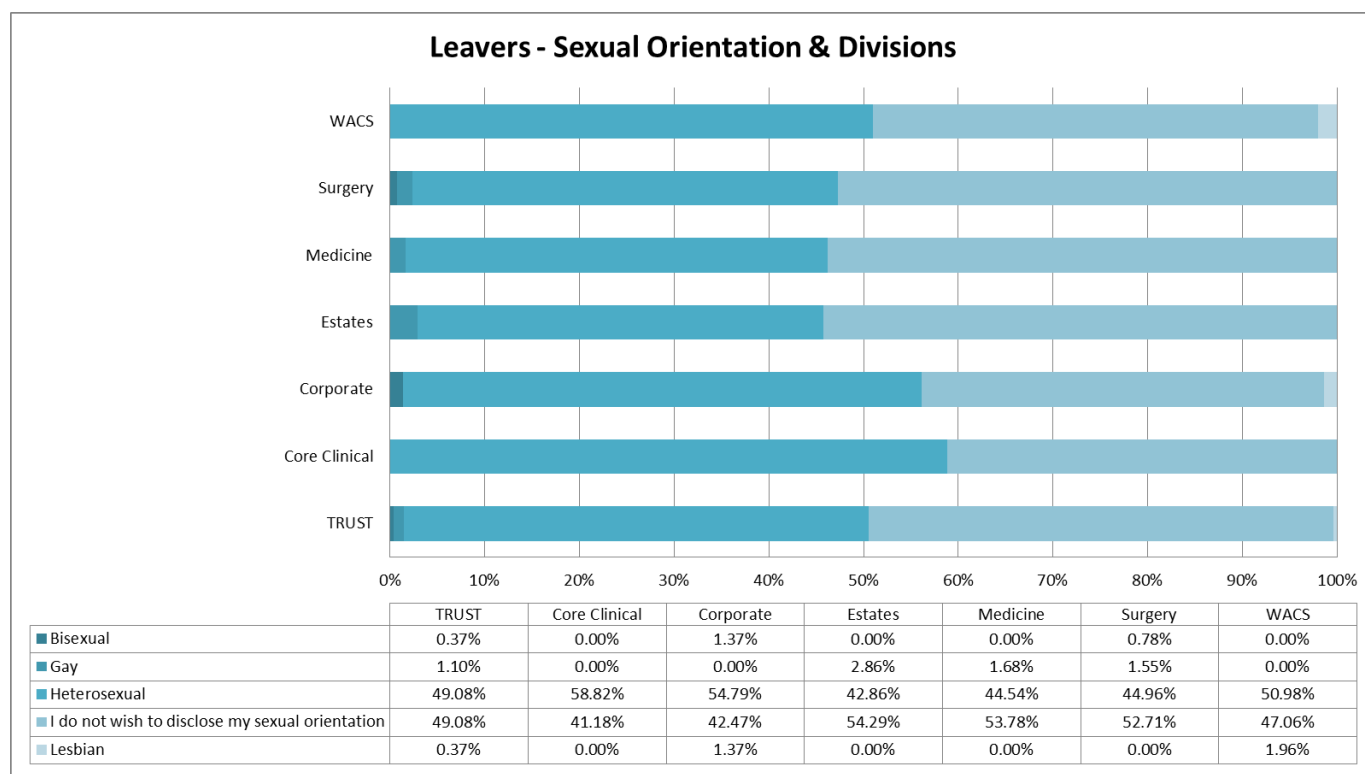
6.7 Maternity



6.8 Religion/Belief



6.9 Sexual Orientation



7. Conclusion

This report has summarised UHMB’s workforce data in relation to protected characteristics for 2017/18.

Detailed workforce metrics, with data regarding employee experience have been published for Race and Sexual Orientation during 2017/18. Similar data is being prepared for Disability.

Through the Trust’s new structures and systems for Inclusion and Diversity (detailed in the Towards Inclusion Annual Report) these metrics are being reviewed by staff and staff side, using data to drive exploration and discussion, to drive improvements in representation of our local population, and employee experience.