

University Hospitals
of Morecambe Bay 
NHS Foundation Trust

Workforce Monitoring Information 2018/19



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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 2018/19.

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 care group 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 (National Workforce Race Equality Standard)

- Sexual Orientation (Local Sexual Orientation Workforce Equality Metrics)

- Disability (National Workforce Disability Equality Standard)

- Gender Pay Gap Report

2. Overview

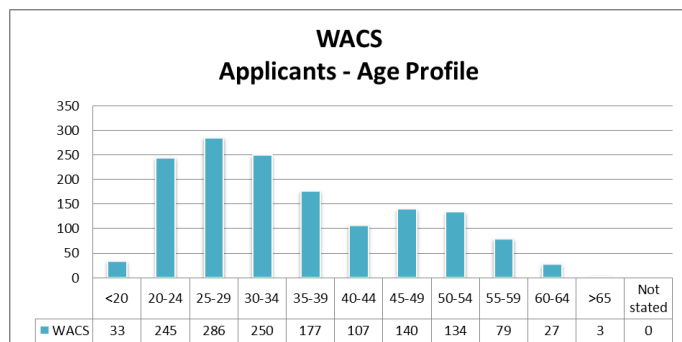
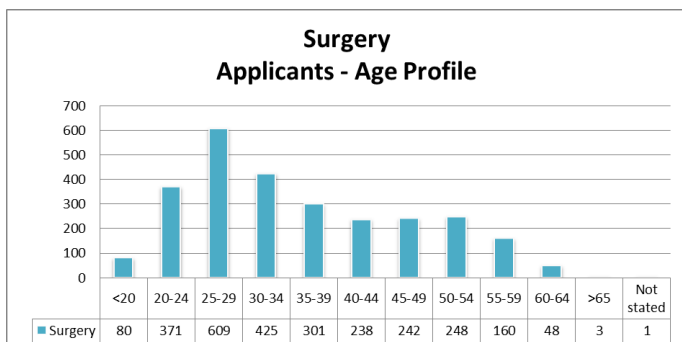
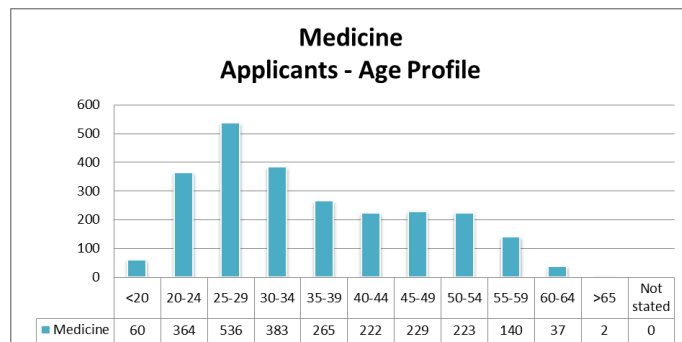
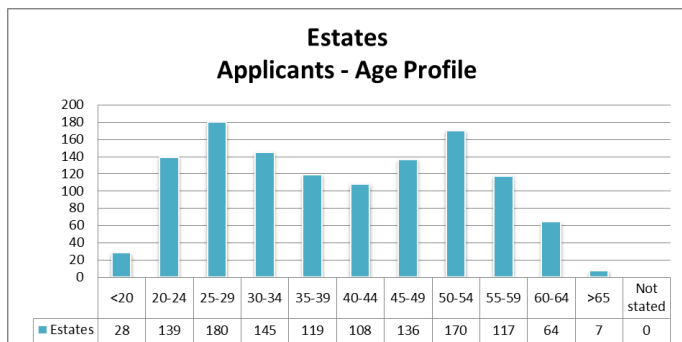
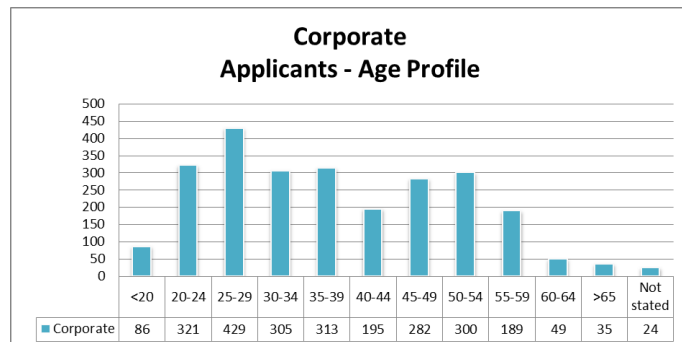
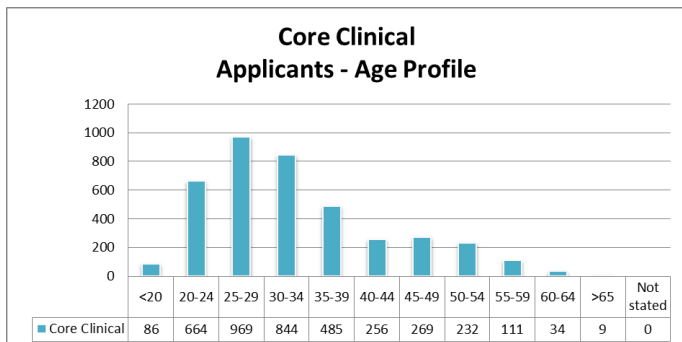
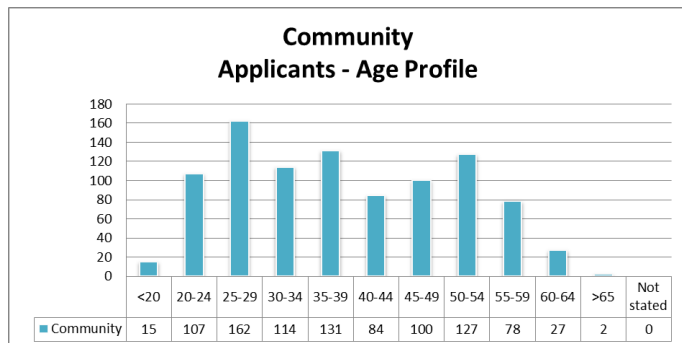
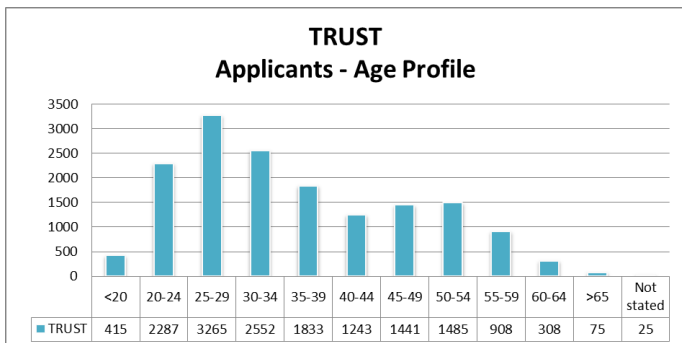
2.1. High Level Summary

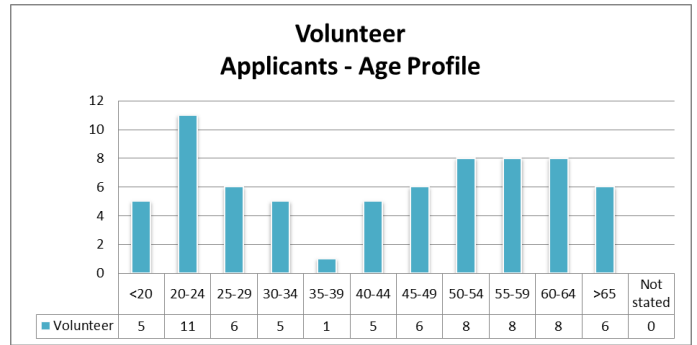
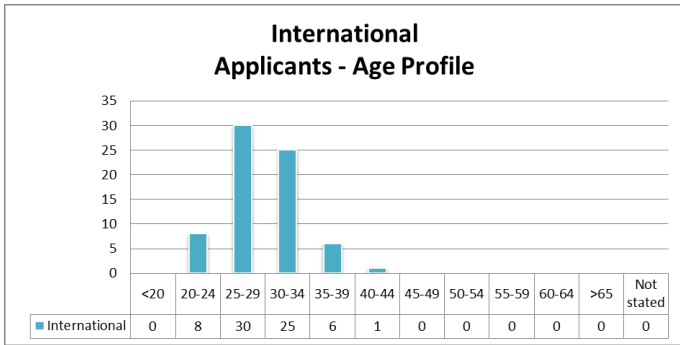
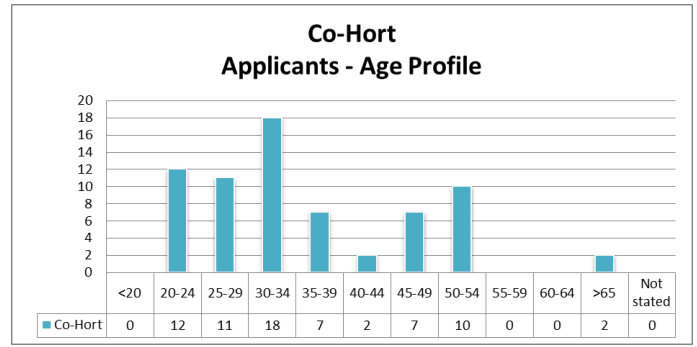
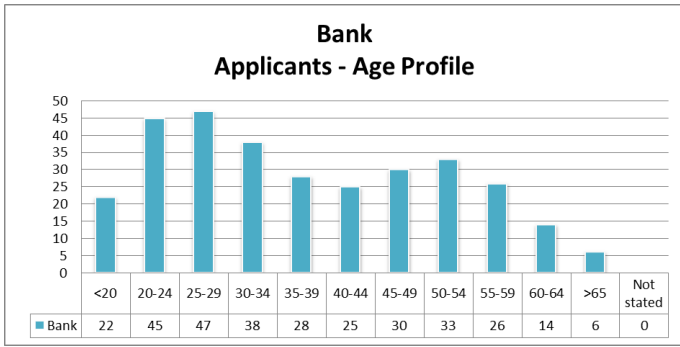
Care Groups	Equality Monitoring Indicators									
	Age	Disability	Ethnic Origin	Gender		Gender Identity	Marital Status	Maternity	Religion/Belief	Sexual Orientation
	Largest Age Group	% Declared a Disability	% White British	Male	Female	N/A	% Married/Civil Partnerships	% Currently on Maternity Leave	% Christian	% LGB
TRUST	50-54	2.52%	84.00%	18.67%	81.33%	No Data	55.75%	2.34%	40.60%	1.19%
Community Services	50-54	1.75%	64.06%	6.88%	93.12%	No Data	61.38%	2.10%	3466.00%	0.23%
Core Clinical Services	45-49	3.52%	90.10%	17.02%	92.98%	No Data	56.61%	2.04%	42.74%	1.20%
Corporate Services	50-54	3.46%	89.77%	28.72%	71.28%	No Data	54.89%	1.35%	40.45%	1.50%
Estates & Facilities	55-59	3.43%	93.44%	43.07%	56.93%	No Data	53.80%	0.89%	43.22%	0.75%
Medicine	50-54	1.96%	84.94%	15.34%	84.66%	No Data	51.75%	2.87%	43.37%	1.61%
Surgery & Critical Care	50-54	2.25%	81.88%	19.28%	80.72%	No Data	55.36%	2.54%	39.86%	1.59%
Womans and Children's	50-54	1.75%	86.98%	7.14%	81.33%	No Data	59.52%	4.13%	40.00%	0.79%

3. Applicants

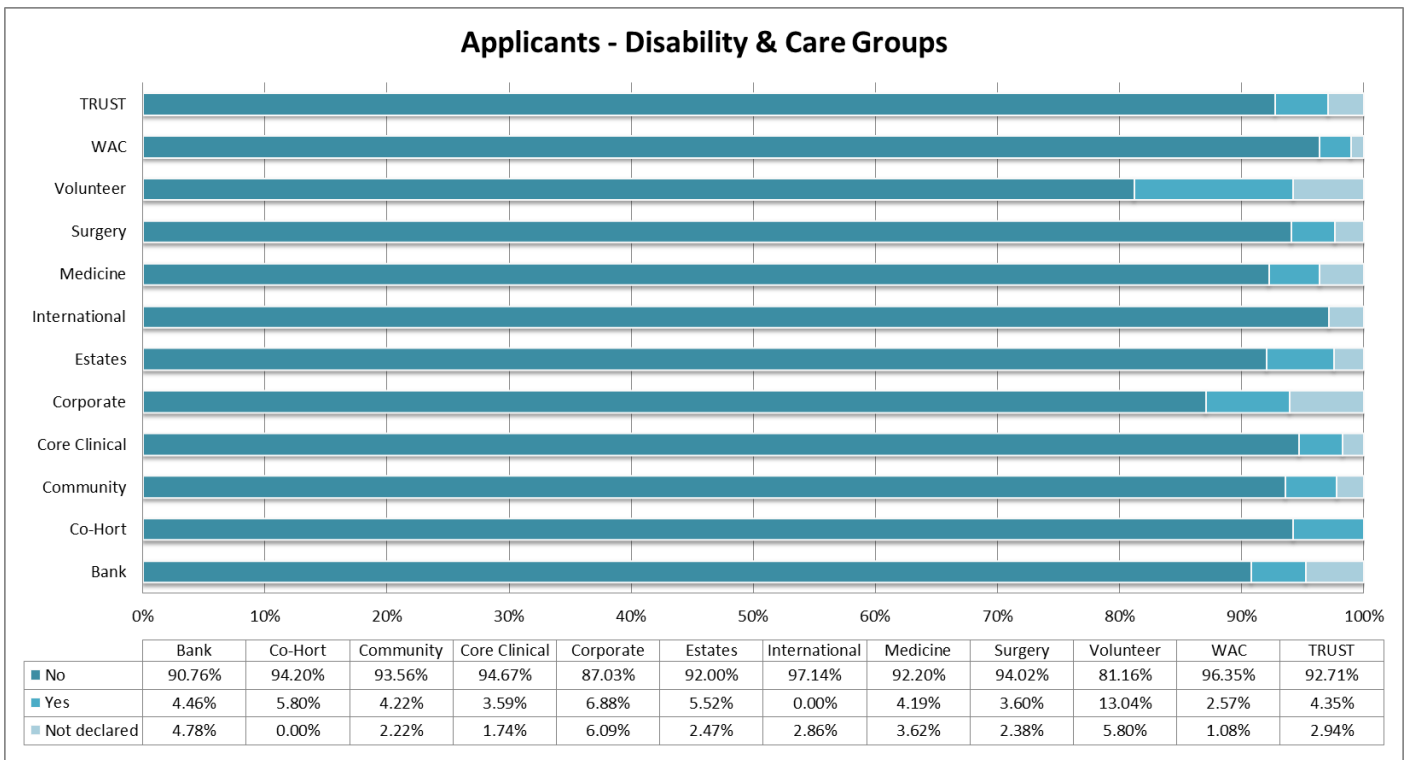
The figures presented here show applicants for roles within University Hospitals of Morecambe Bay NHS Foundation Trust during the financial year 2018/19. The figures are categorised according to the organisation as a whole and care groups within the Trust. Bank workers and volunteer applicants are included.

3.1 Age

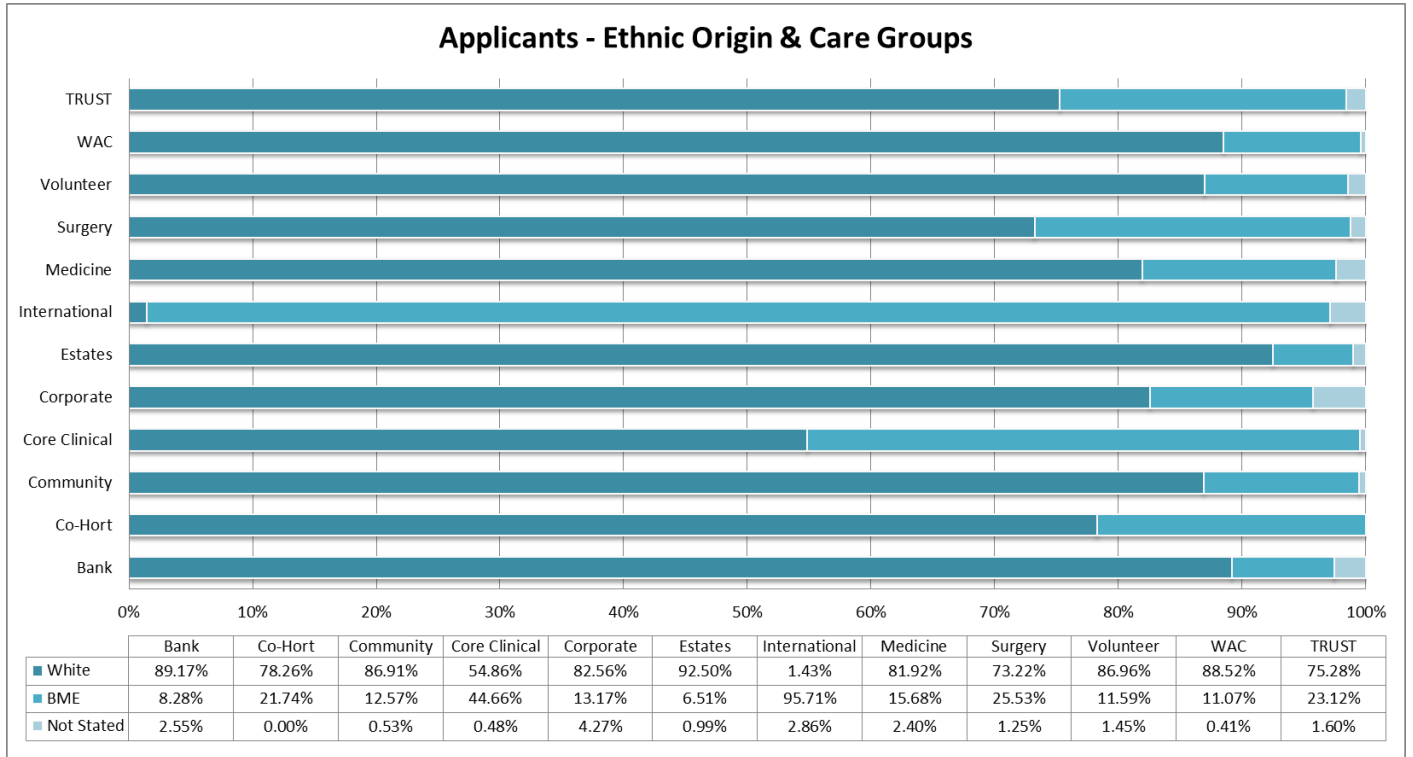




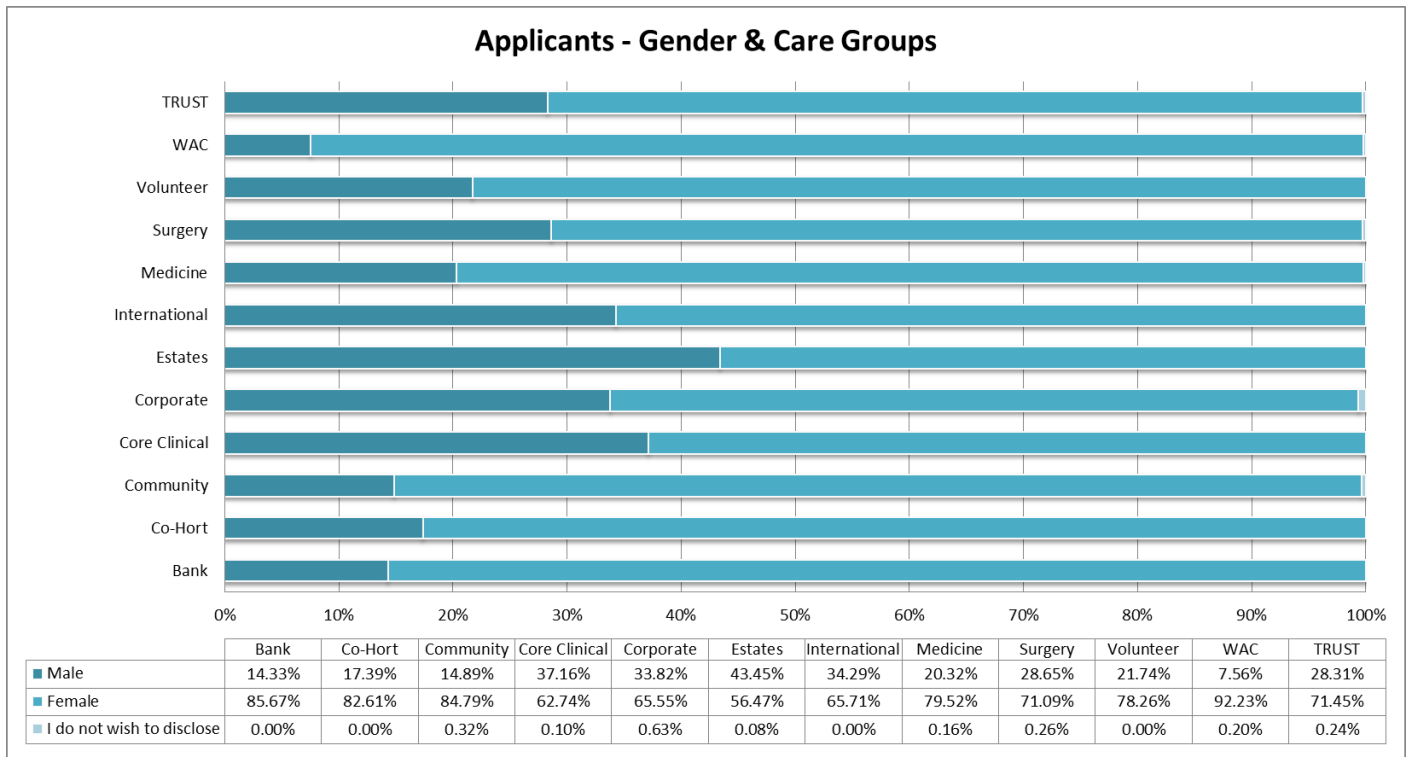
3.2 Disability



3.3 Ethnic Origin



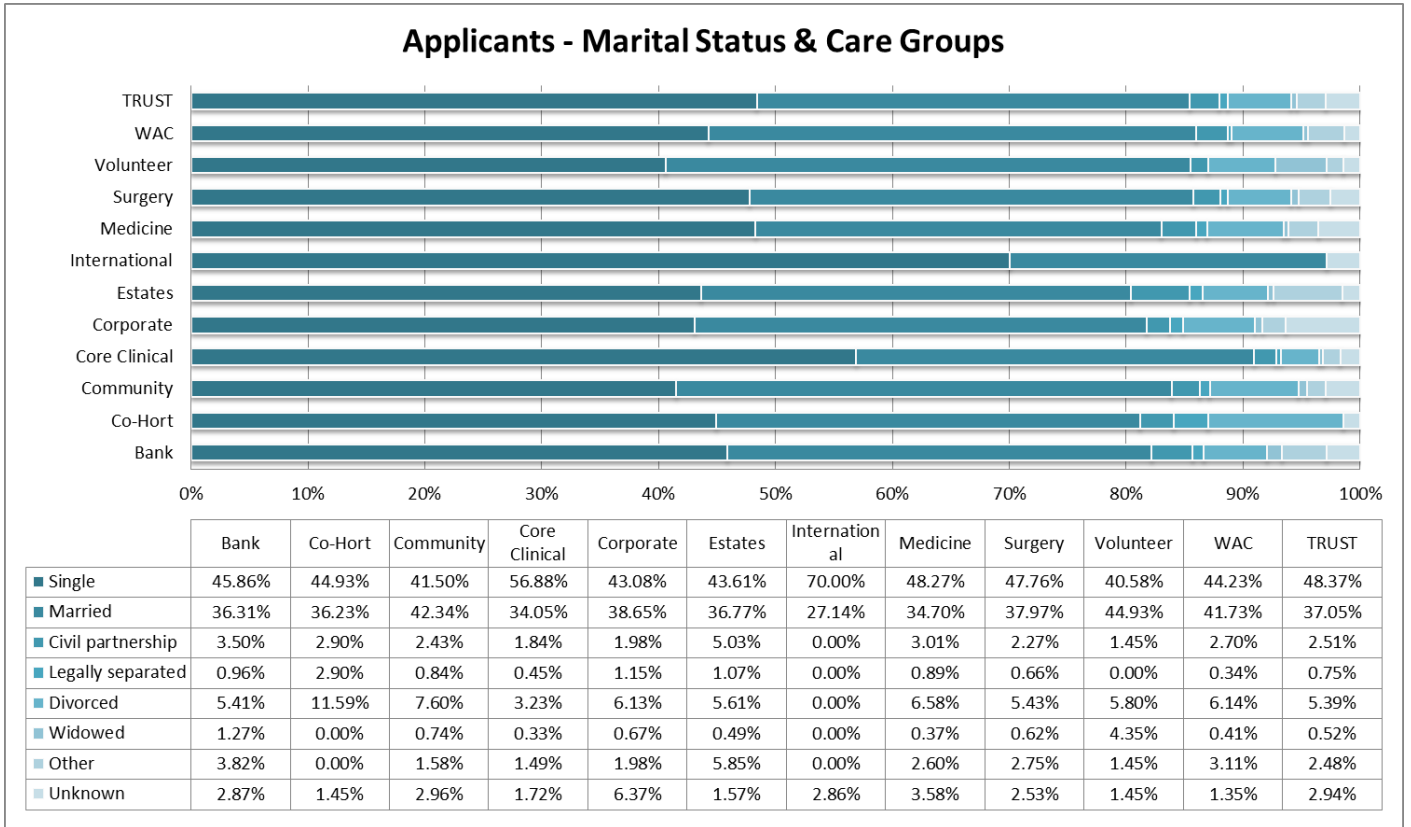
3.4 Gender



3.5 Gender Identity

Information on gender identity is not currently collected.

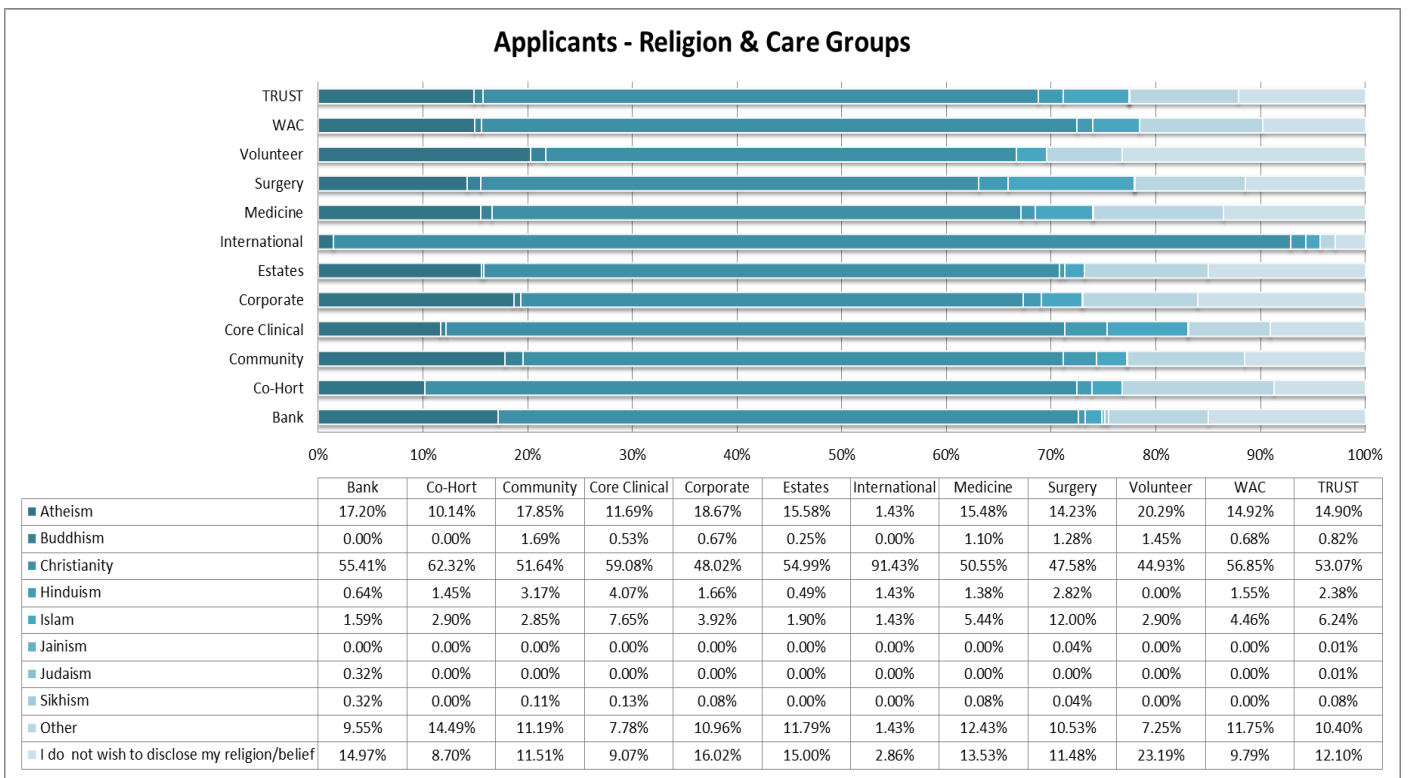
3.6 Marital Status



3.7 Maternity

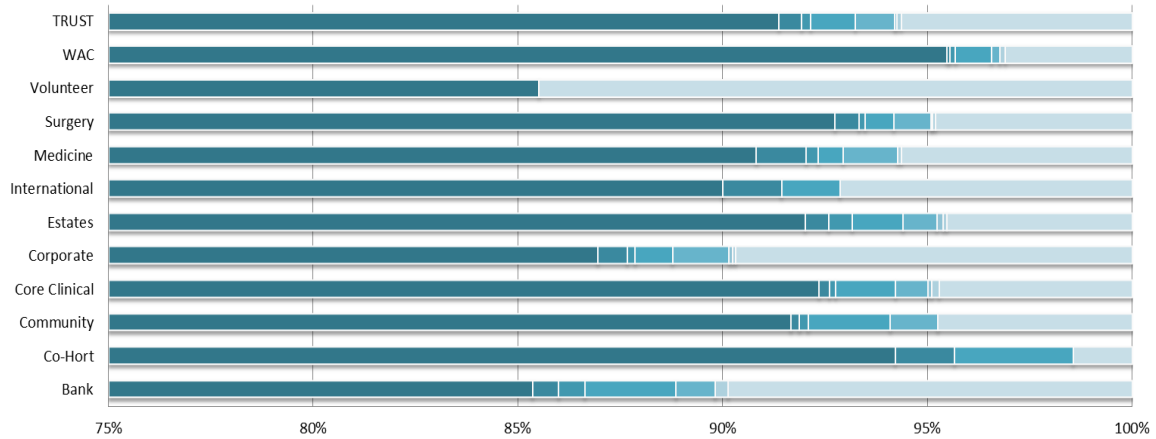
Information on maternity is not currently collected.

3.8 Religion/Belief



3.9 Sexual Orientation

Applicants - Sexual Orientation & Care Groups

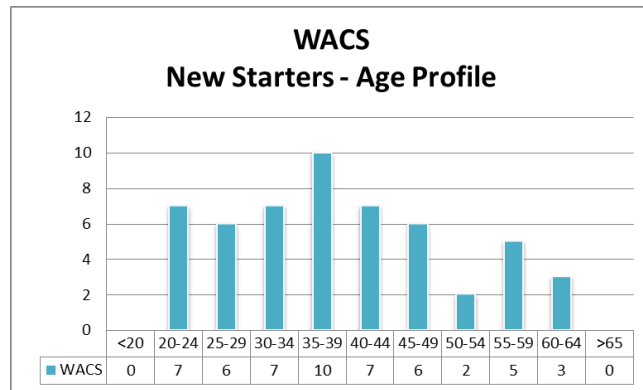
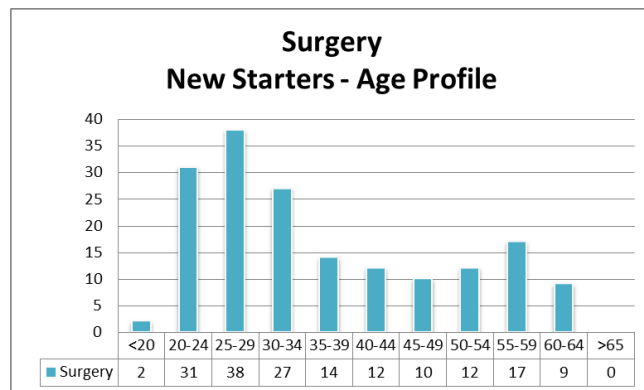
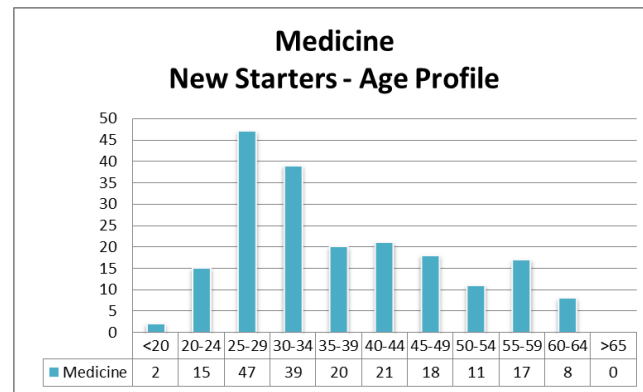
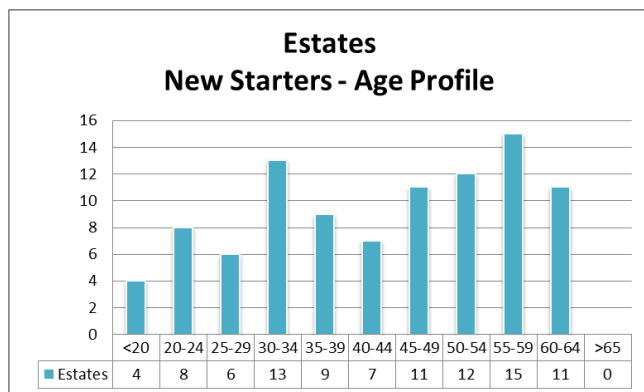
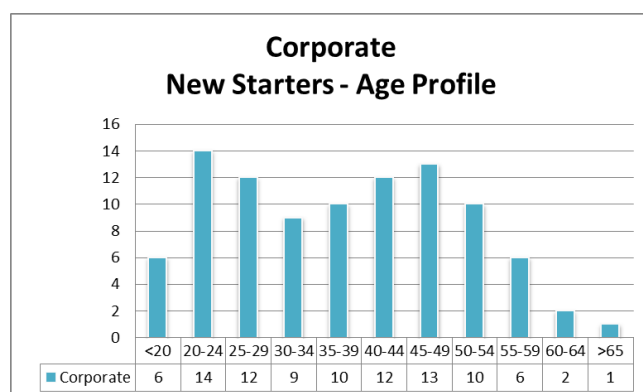
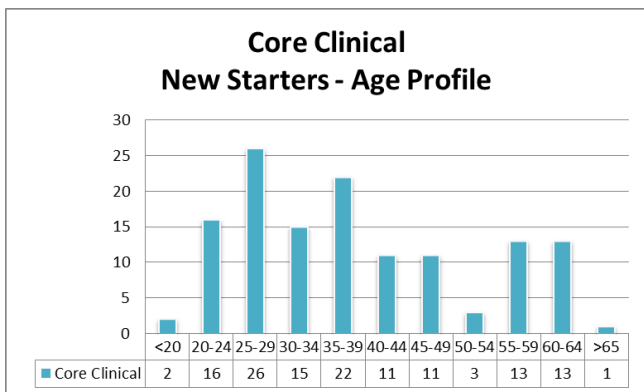
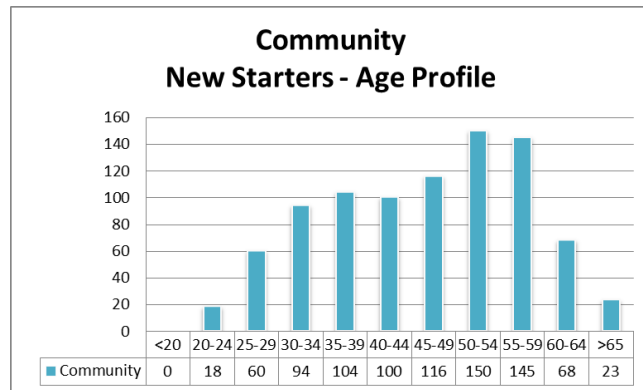
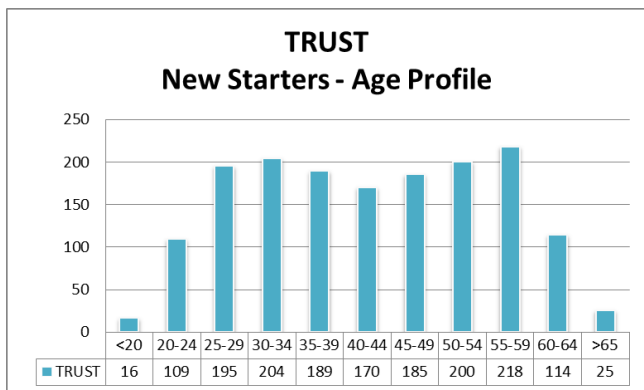


	Bank	Co-Hort	Community	Core Clinical	Corporate	Estates	International	Medicine	Surgery	Volunteer	WAC	TRUST
■ Heterosexual or Straight	85.35%	94.20%	91.66%	92.35%	86.95%	92.00%	90.00%	90.82%	92.74%	85.51%	95.48%	91.37%
■ Gay	0.64%	1.45%	0.21%	0.25%	0.71%	0.58%	1.43%	1.22%	0.59%	0.00%	0.07%	0.56%
■ Lesbian	0.64%	0.00%	0.21%	0.15%	0.20%	0.58%	0.00%	0.28%	0.15%	0.00%	0.14%	0.22%
■ Bisexual	2.23%	2.90%	2.01%	1.47%	0.91%	1.24%	1.43%	0.61%	0.70%	0.00%	0.88%	1.09%
■ Gay or Lesbian	0.96%	0.00%	1.16%	0.78%	1.38%	0.82%	0.00%	1.34%	0.92%	0.00%	0.20%	0.95%
■ Other sexual orientation not listed	0.00%	0.00%	0.00%	0.10%	0.08%	0.16%	0.00%	0.00%	0.04%	0.00%	0.00%	0.06%
■ Undecided	0.32%	0.00%	0.00%	0.18%	0.08%	0.08%	0.00%	0.08%	0.07%	0.00%	0.14%	0.11%
■ I do not wish to describe my sexual orientation	9.87%	1.45%	4.75%	4.72%	9.69%	4.53%	7.14%	5.65%	4.81%	14.49%	3.11%	5.65%

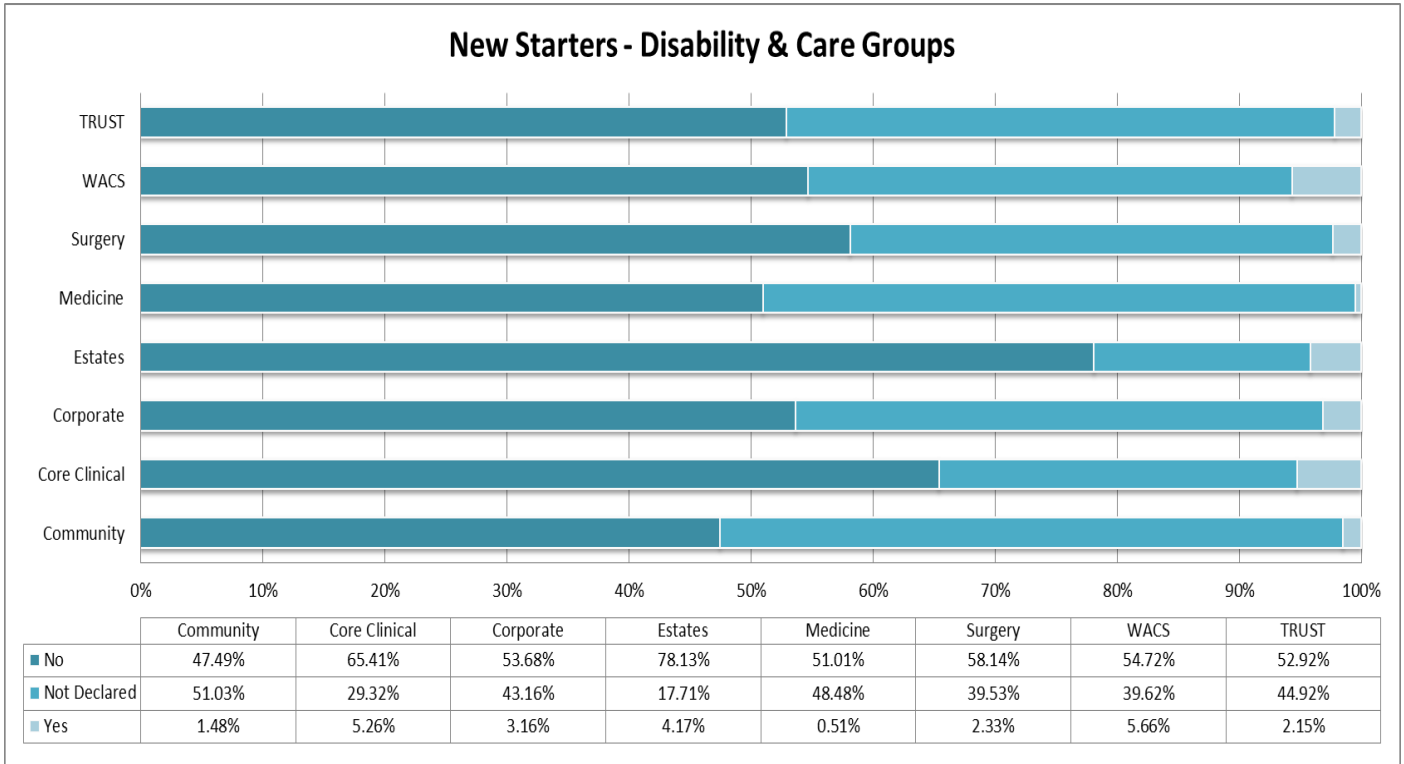
4. New Starters

The figures presented here show the number of new starters with University Hospitals of Morecambe Bay NHS Foundation Trust during the financial year 2018/19. The figures are categorised according to the organisation as a whole and care groups within the Trust.

4.1 Age

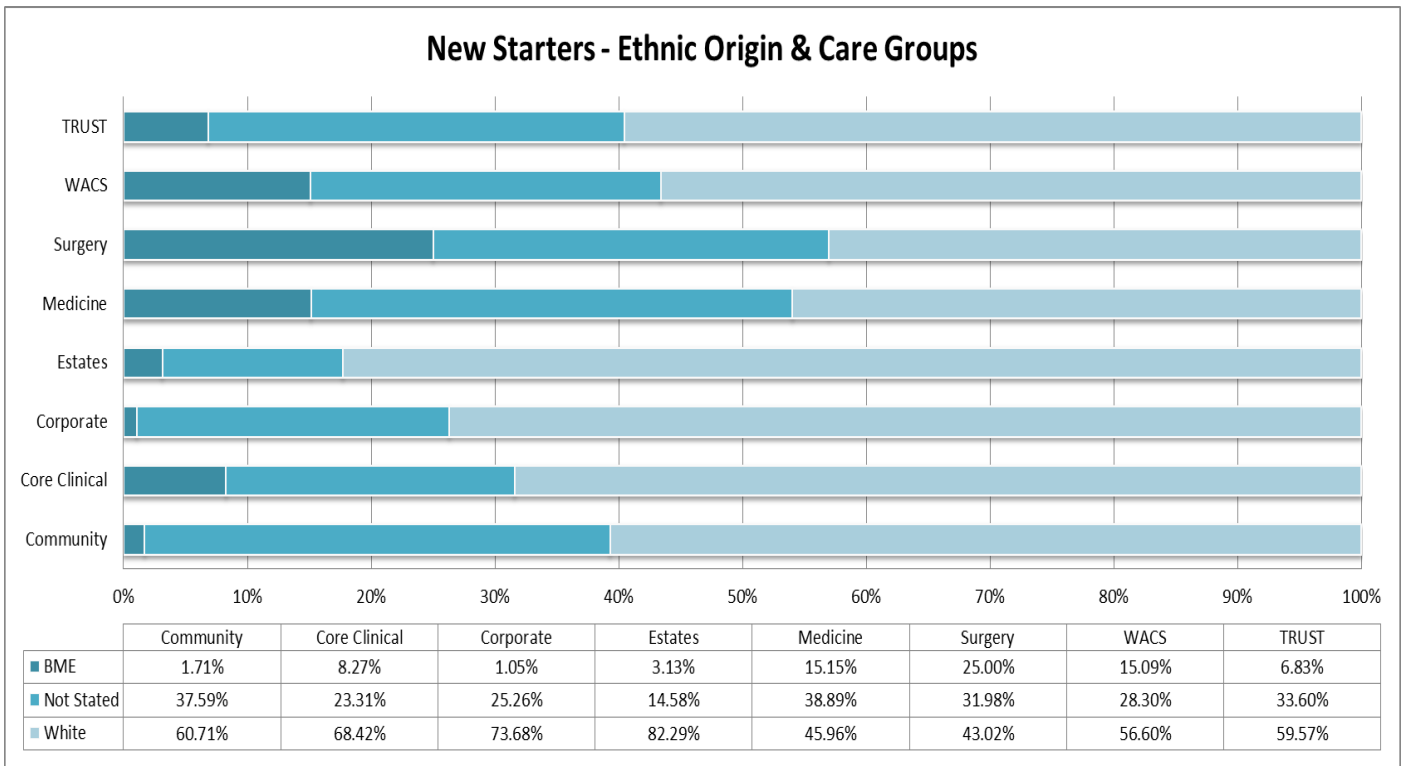


4.2 Disability



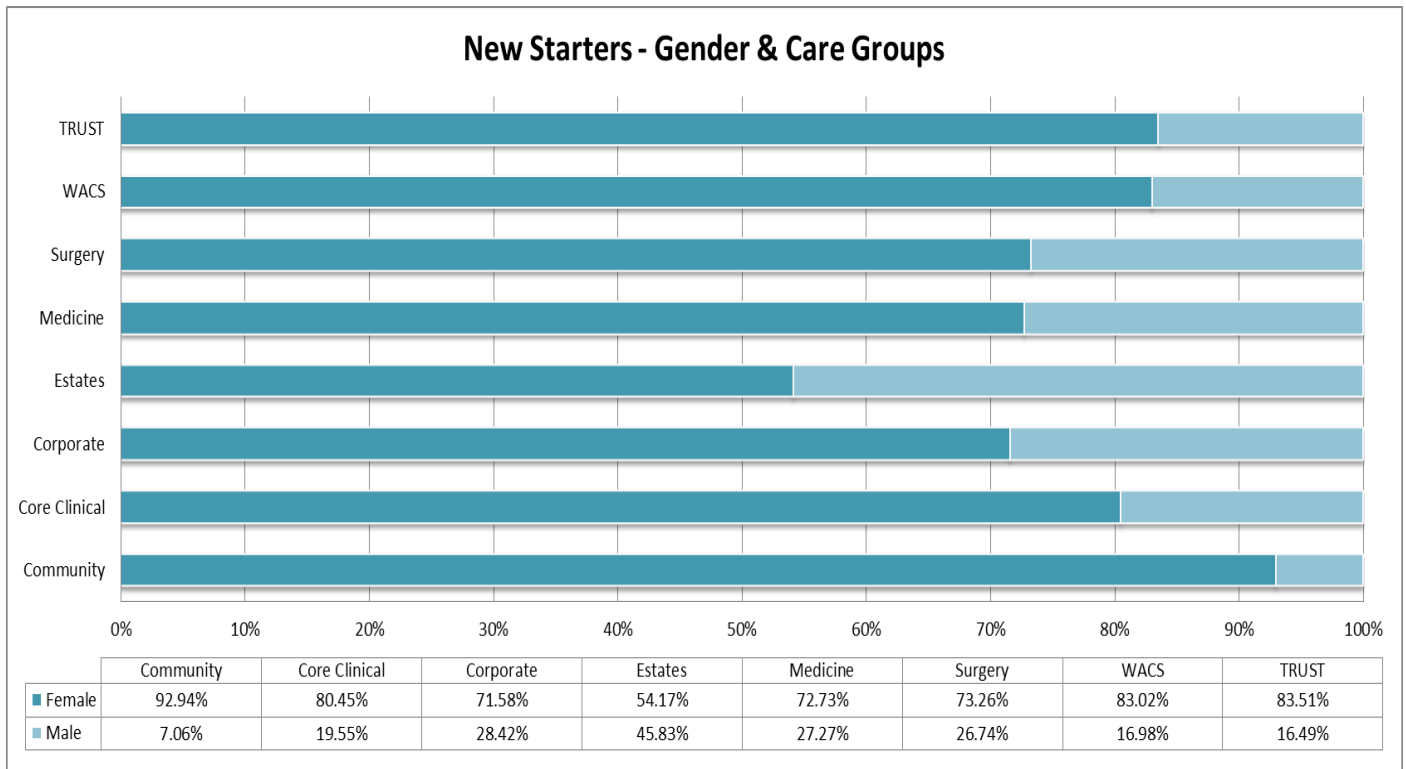
Overall 2.15% of new starters considered themselves to have a disability. 44.92% chose not to disclose this information.

4.3 Ethnic Origin



Overall 59.57% of new starters described their ethnic origin as “White” whilst 6.83% described themselves as belonging to a Black, Minority or Other Ethnic group. 33.60% preferred not to state their ethnic origin. Surgery (25.00%) care group had the largest proportion of BME new staff members.

4.4 Gender

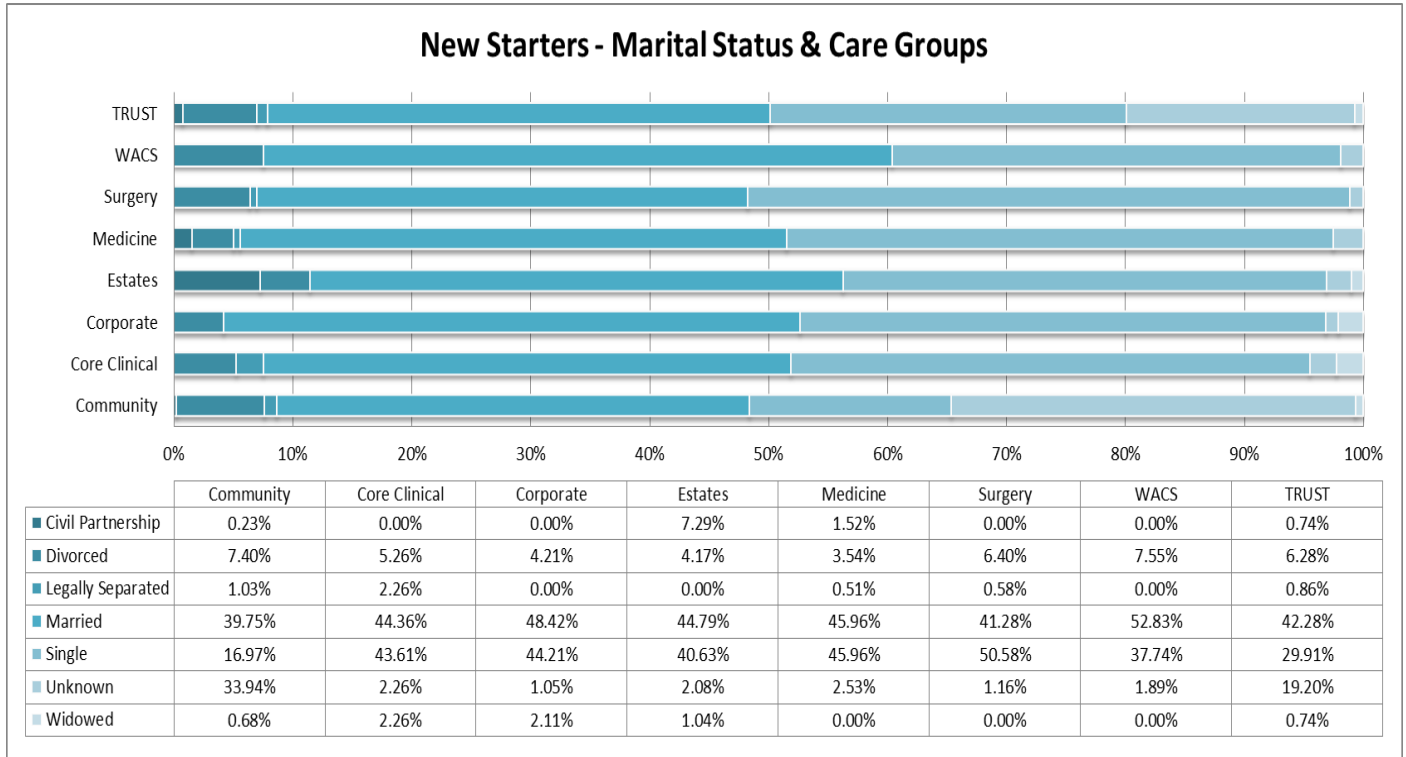


Overall, 83.51% of new starters were female whilst 16.49% were male. The care group with the most equal male/female ratio was Estates with 45.83% male and 54.17% female. In the Community care group only 7.06% of new starters were male.

4.5 Gender Identity

Information on gender identity is not currently collected.

4.6 Marital Status

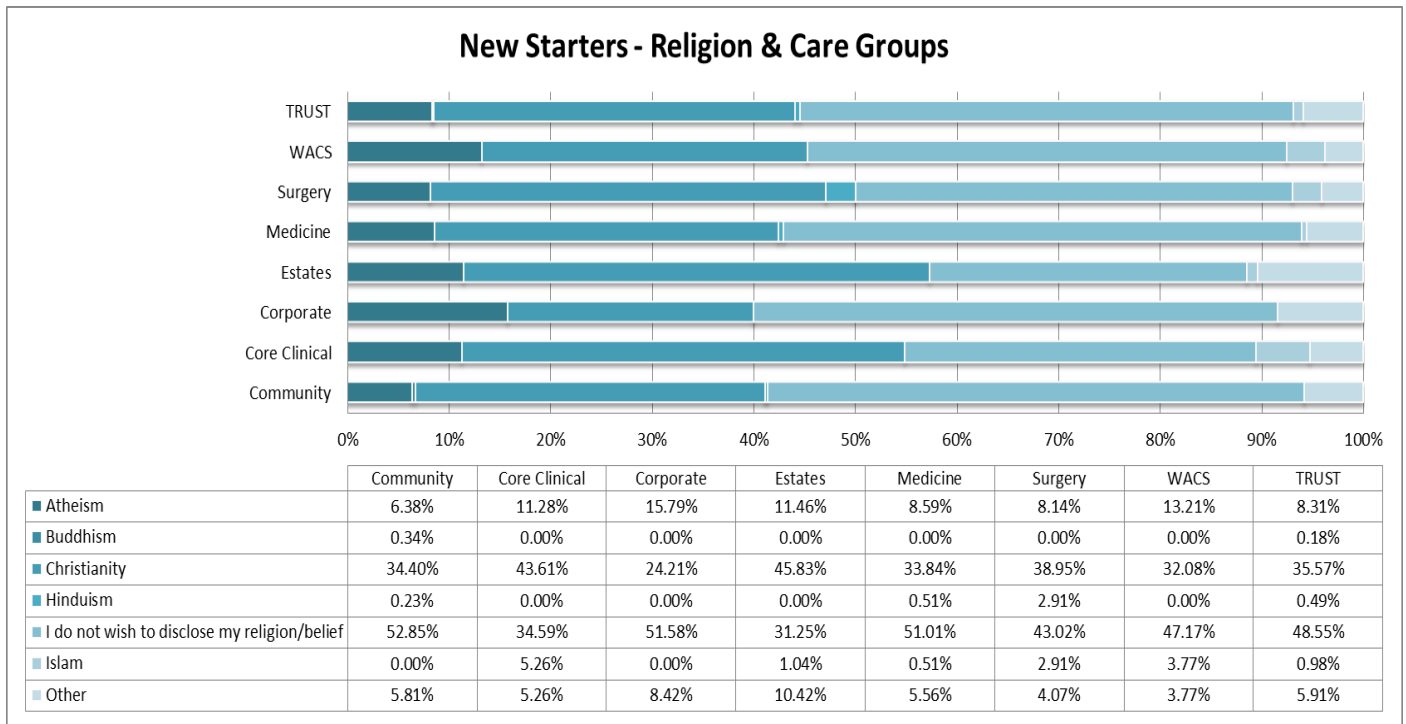


Overall, 43.02% of new starters described themselves as either married or in a civil partnership. The largest individual group amongst new starters was married which accounted for 42.28% of all new starters.

4.7 Maternity

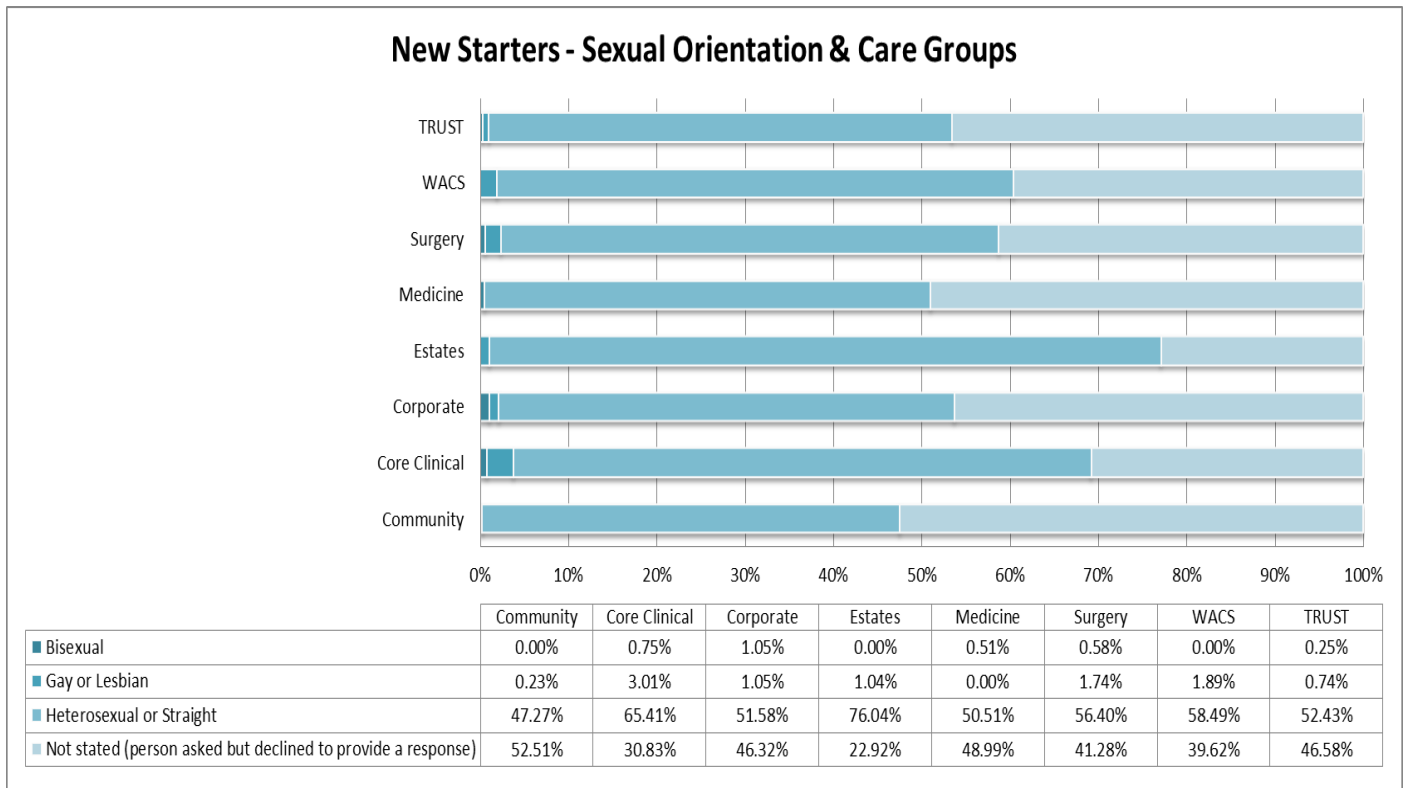
Information on Maternity is not currently collected, however new starts would not normally be on maternity leave upon commencement of post.

4.8 Religion / Belief



The most common religion / belief overall was Christianity which accounted for 35.57% of all new starters. The next largest group was Atheism at 8.31%. 5.91% described their religion / belief as 'Other' whilst 48.55% preferred not to disclose their religion / belief.

4.9 Sexual Orientation



Overall 0.99% of new starters described themselves as Lesbian, Gay or Bisexual. 46.58% 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 2019.

5.1 Our Workforce

5.1.1. Staff Groups

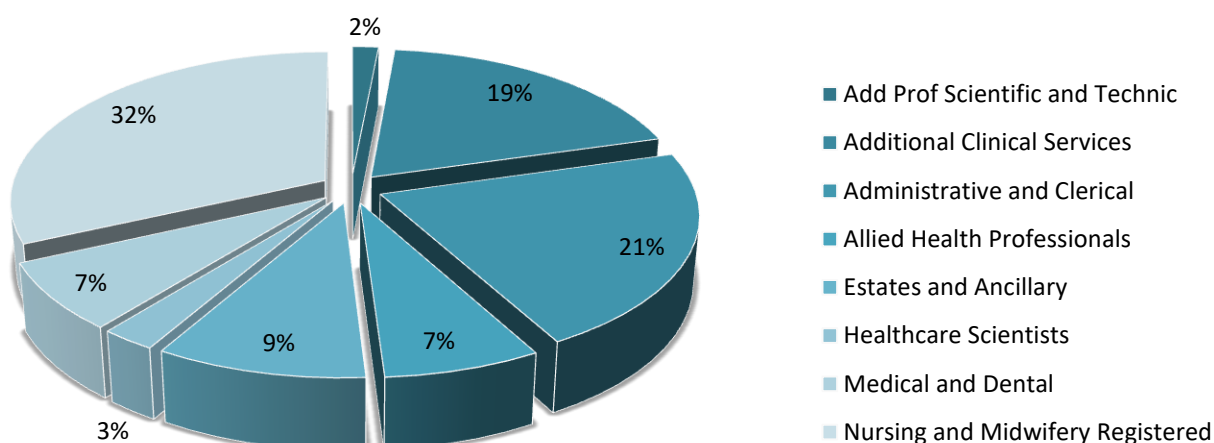
The largest group of staff is 'Nursing and Midwifery Registered' which accounts for just less than a third (31.78%) of all employees.

'Administrative and Clerical' is the next largest staff group and accounts for 21.38% of the workforce.

19.04% 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	102	85.79	1.52%
Additional Clinical Services	1278	1045.37	19.04%
Administrative and Clerical	1435	1226.94	21.38%
Allied Health Professionals	473	387.03	7.05%
Estates and Ancillary	633	499.79	9.43%
Healthcare Scientists	165	146.75	2.46%
Medical and Dental	493	467.10	7.35%
Nursing and Midwifery Registered	2133	1821.07	31.78%
Grand Total	6712	5679.83	100.00%

% Headcount by Staff Group



5.1.2 Pay Bands

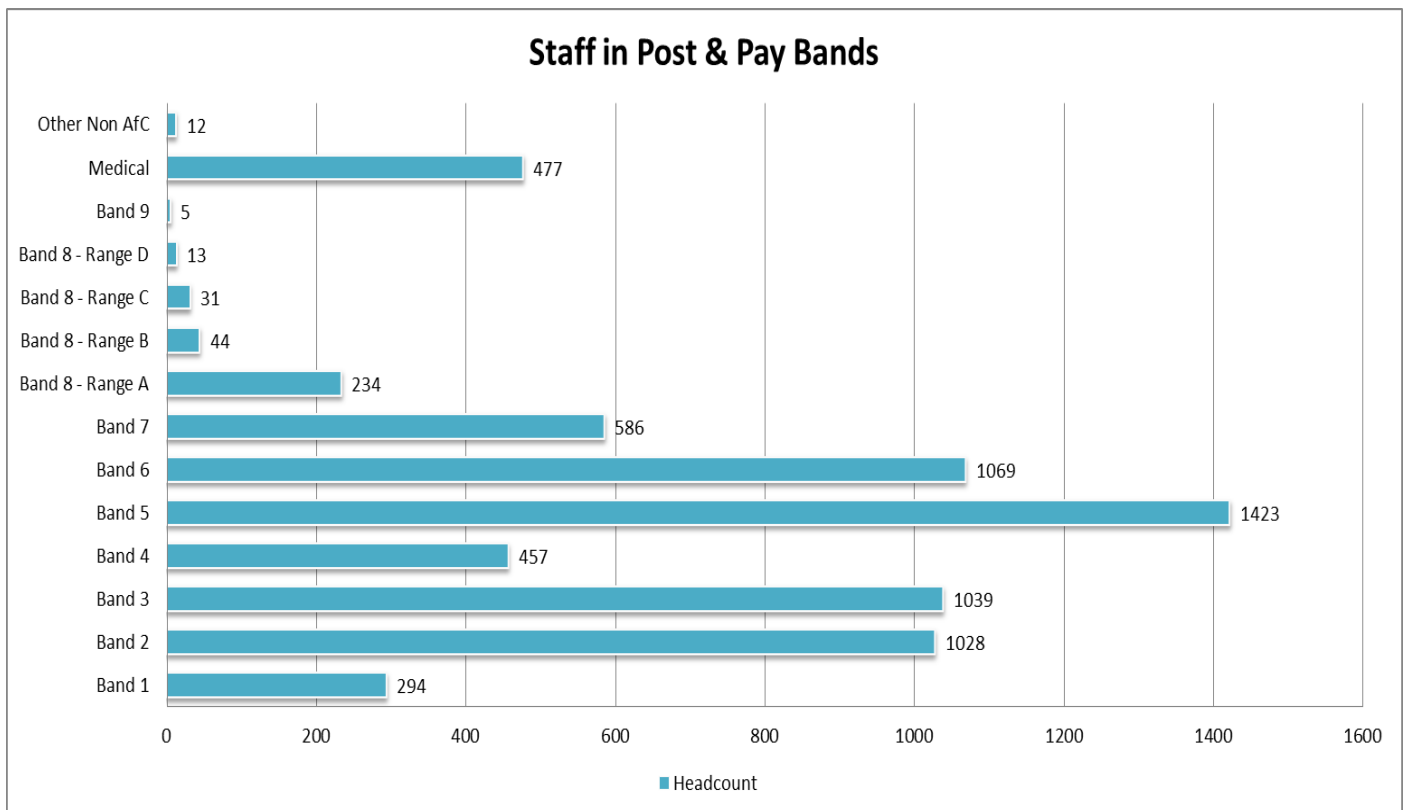
University Hospitals of Morecambe Bay NHS Foundation Trust employs their staff in line with the nationally agreed 'Agenda for Change' and Medical and Dental pay banding systems.

The largest cohort of staff are Band 5s which account for 21.20% of the workforce.

Band 1 staff make up 4.38% of the workforce and are primarily domestic assistants.

7.29% 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	294	202.65	4.38%
Band 2	1028	822.77	15.32%
Band 3	1039	836.89	15.48%
Band 4	457	387.90	6.81%
Band 5	1423	1226.00	21.20%
Band 6	1069	899.34	15.93%
Band 7	586	522.35	8.73%
Band 8 - Range A	234	217.71	3.49%
Band 8 - Range B	44	43.35	0.66%
Band 8 - Range C	31	28.75	0.46%
Band 8 - Range D	13	14.00	0.19%
Band 9	5	5.00	0.07%
Medical	477	467.10	7.11%
Other Non AfC	12	6.03	0.18%
Grand Total	6712	5679.83	100.00%

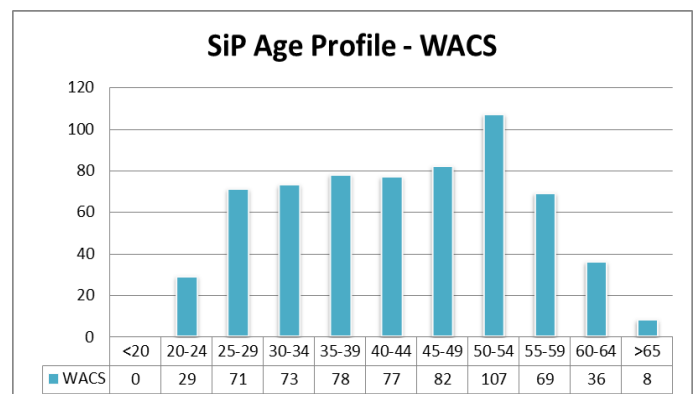
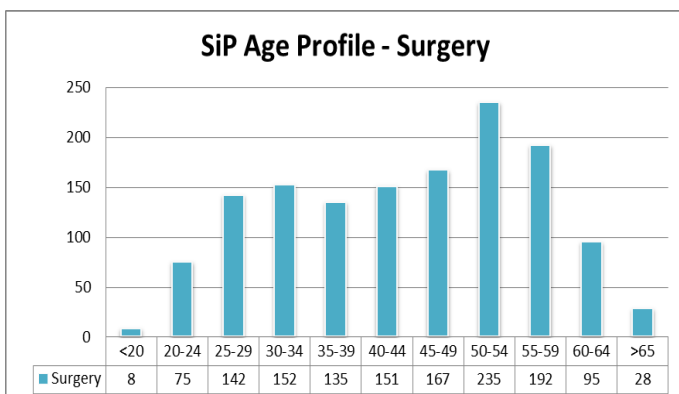
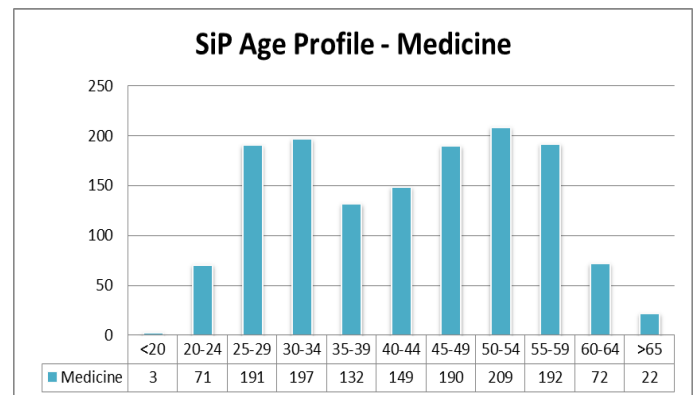
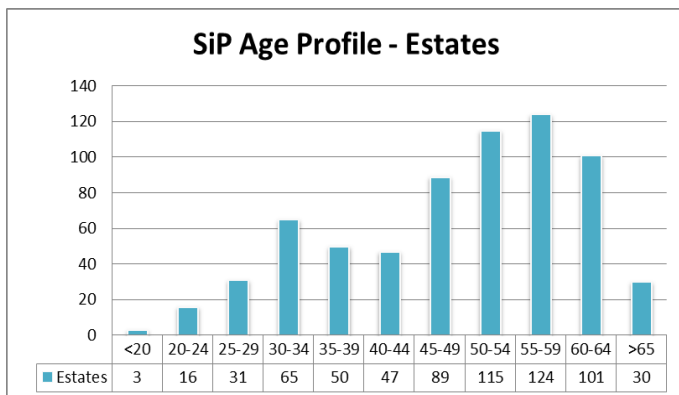
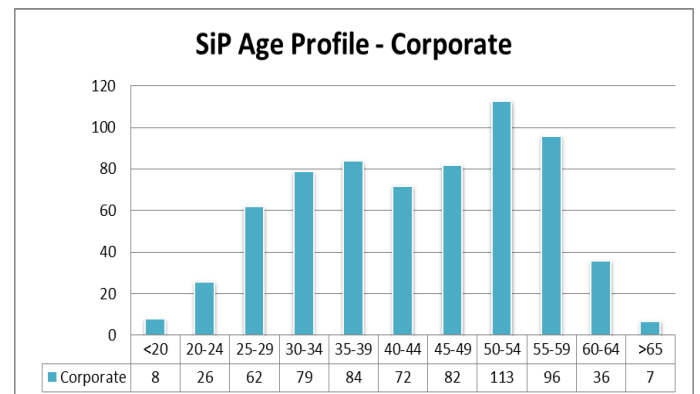
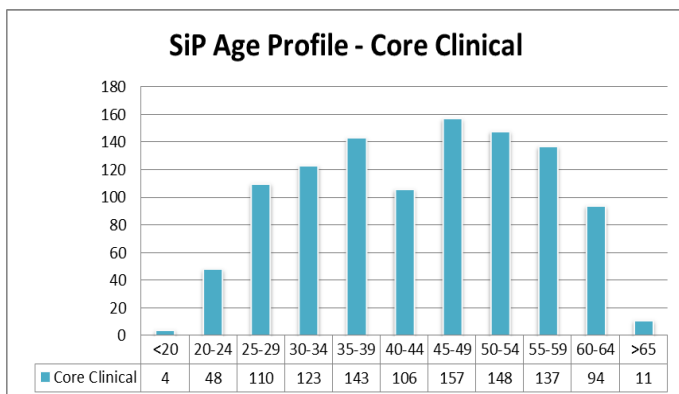
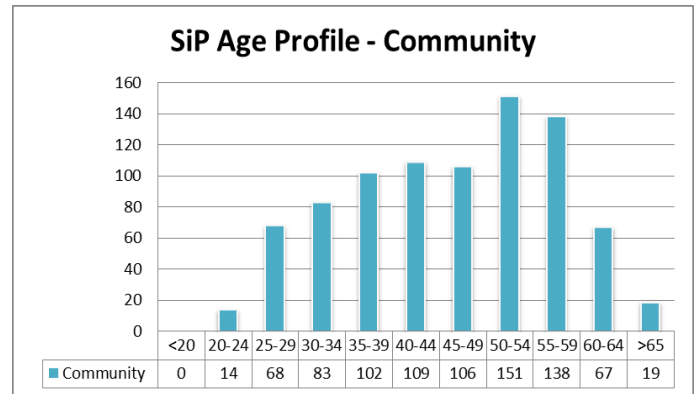
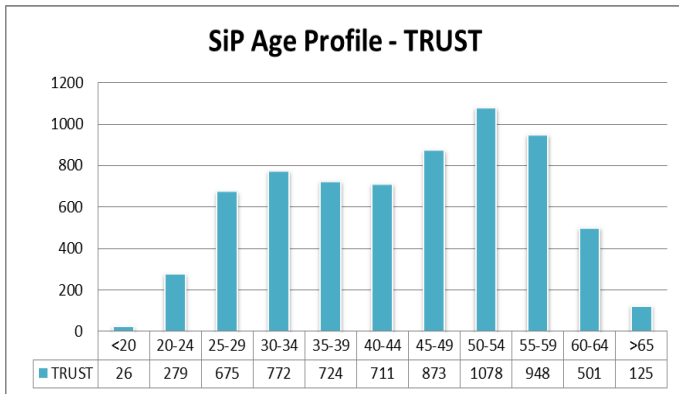


5.1.3 Working Patterns

Working Pattern	Headcount	FTE	Headcount %	FTE %
Full Time	3597	3601.20	53.59%	63.40%
Part Time	3115	2078.63	46.41%	36.60%
Grand Total	6712	5679.83	100.00%	100.00%

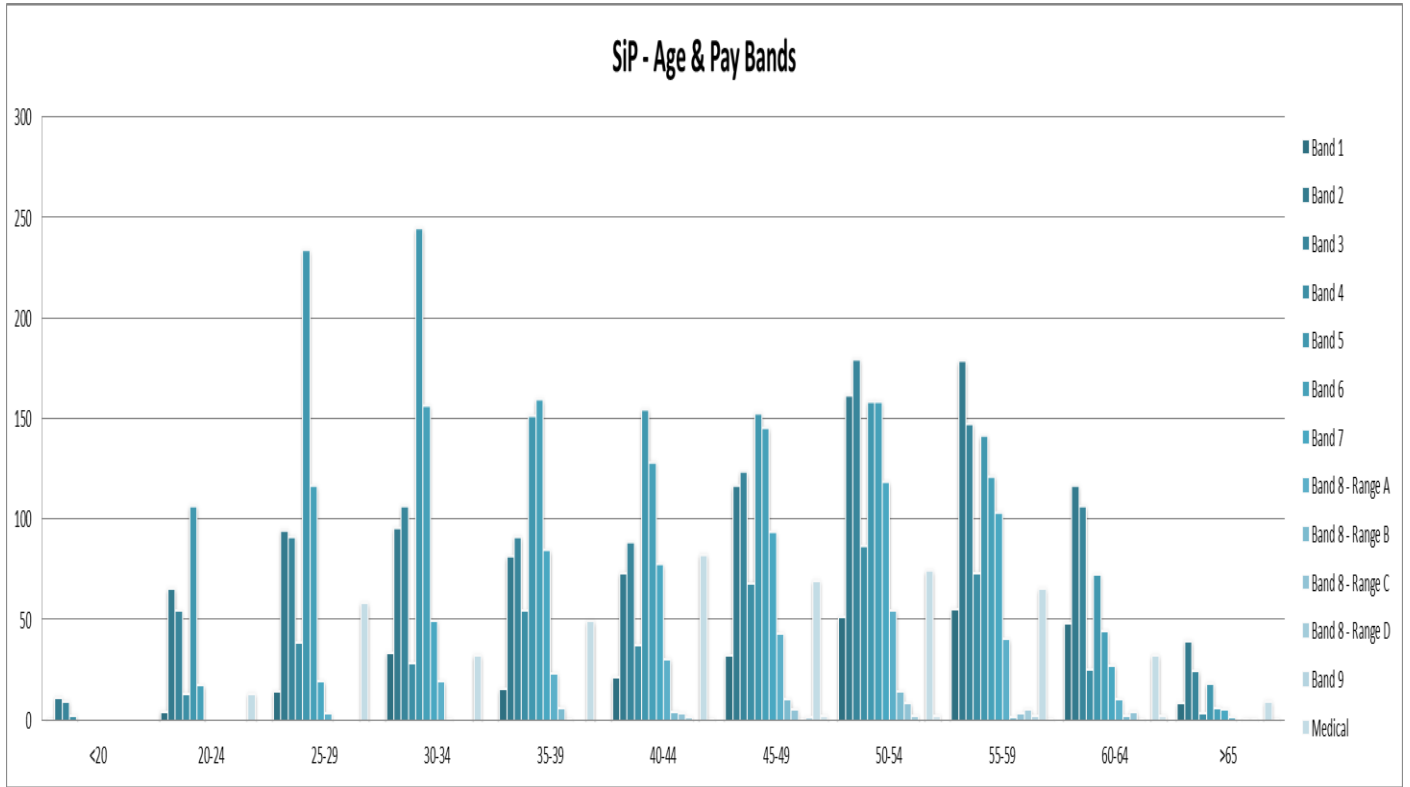
5.2 Age

5.2.1 Age: Trust & Care Groups

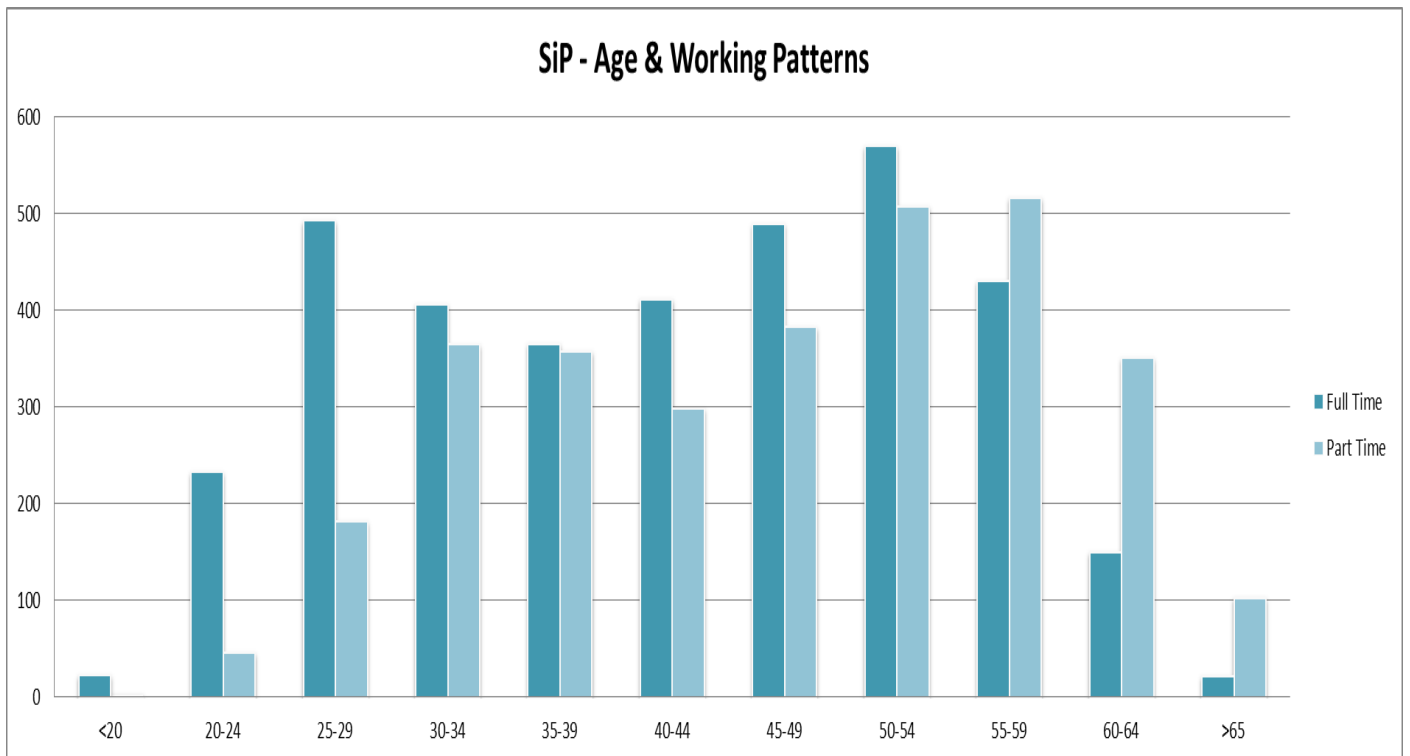


45.89% of the total workforce are in their 30s or 40s. Under 20s make up just nearly half a per cent (0.39%) of the workforce whilst 9.33% are aged 60 or over.

5.2.2 Age & Pay Bands

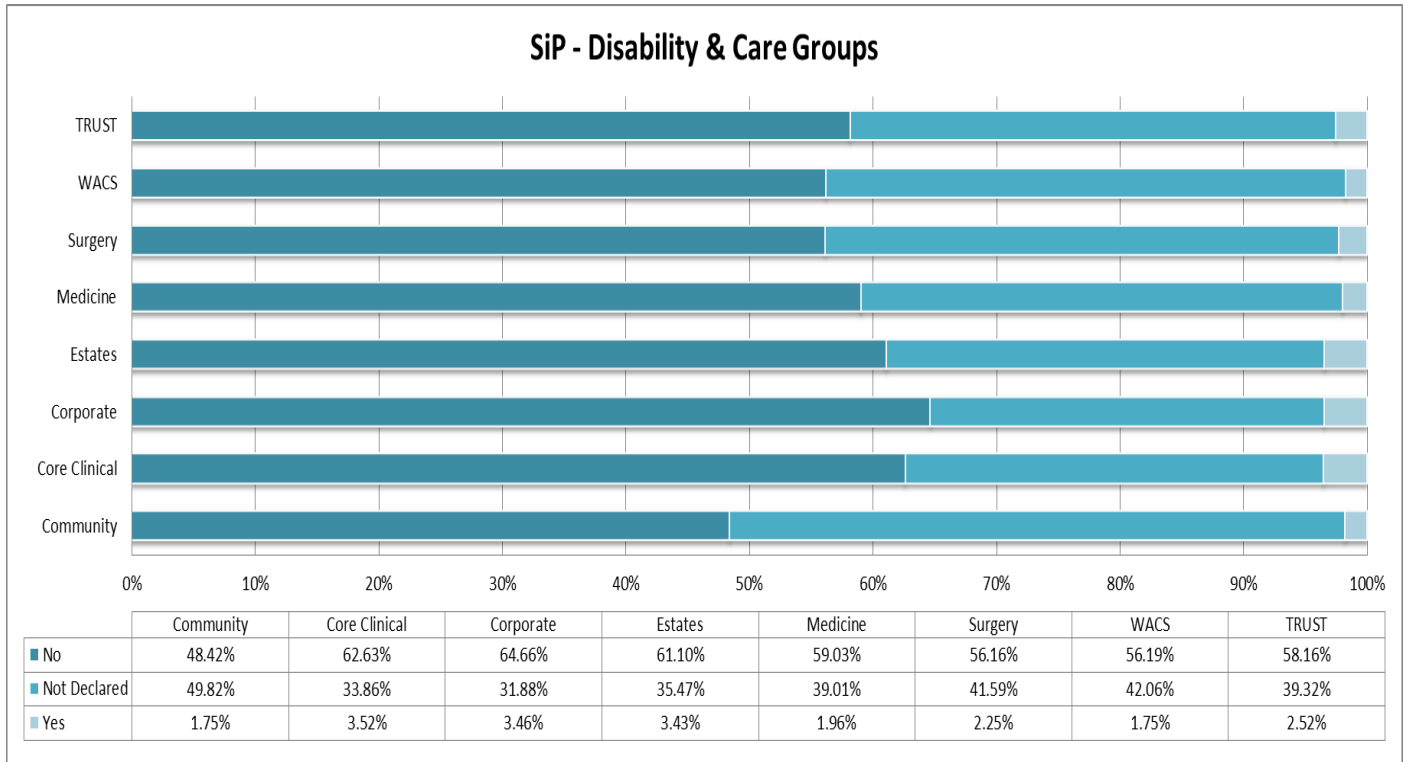


5.2.3 Age & Working Patterns



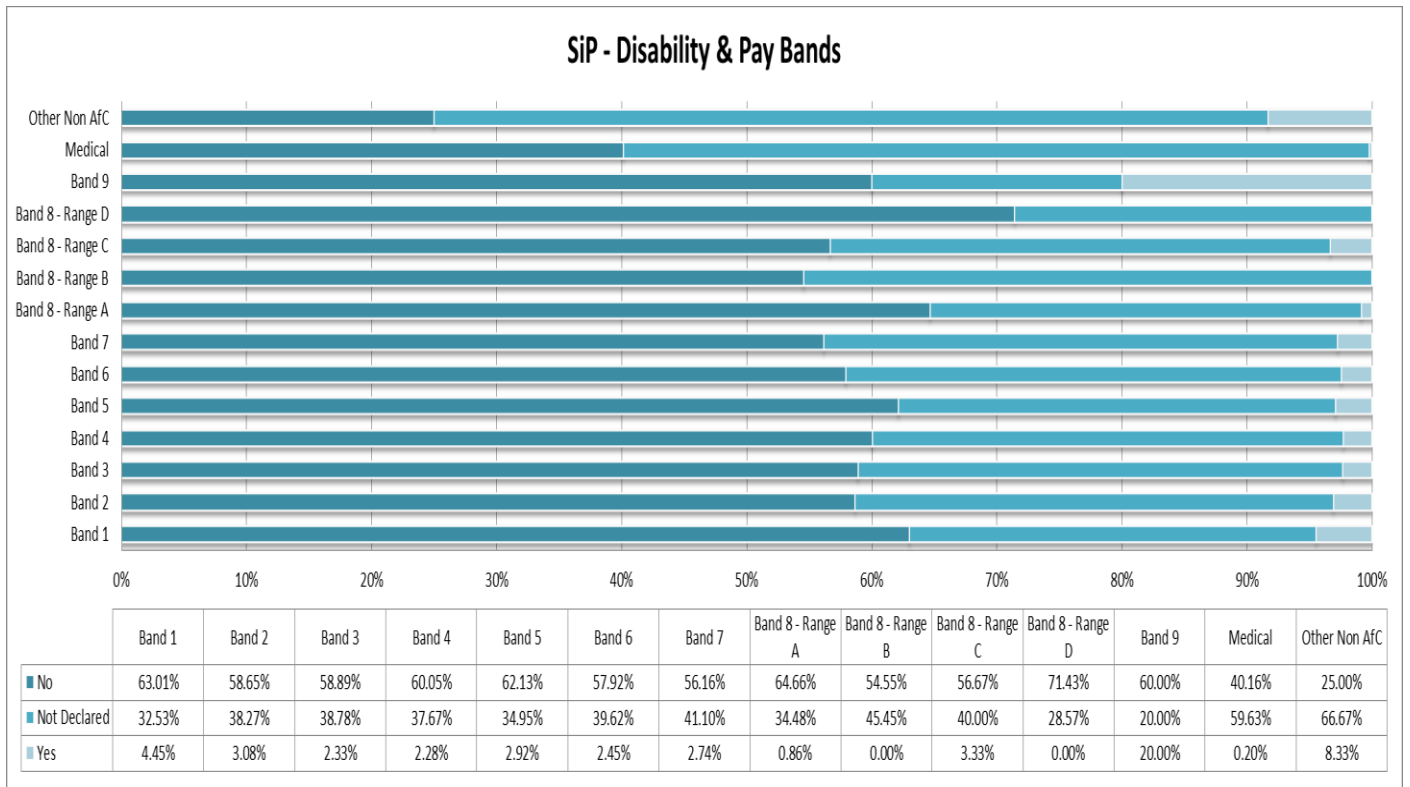
5.3 Disability

5.3.1 Disability: Trust & Care Groups

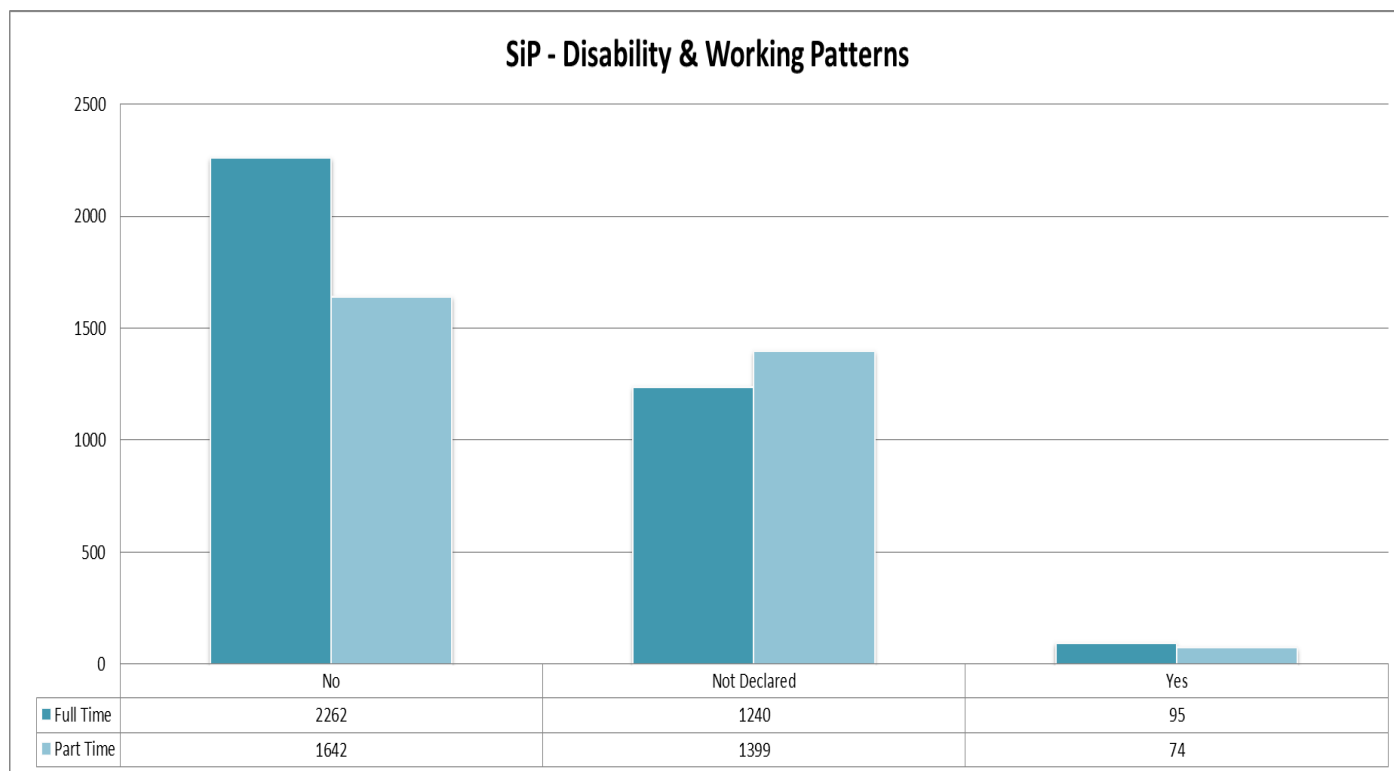


Overall just over 2.50% of the workforce considers themselves to have a disability. However, 39.32% of the workforce has not declared.

5.3.2 Disability & Pay Bands



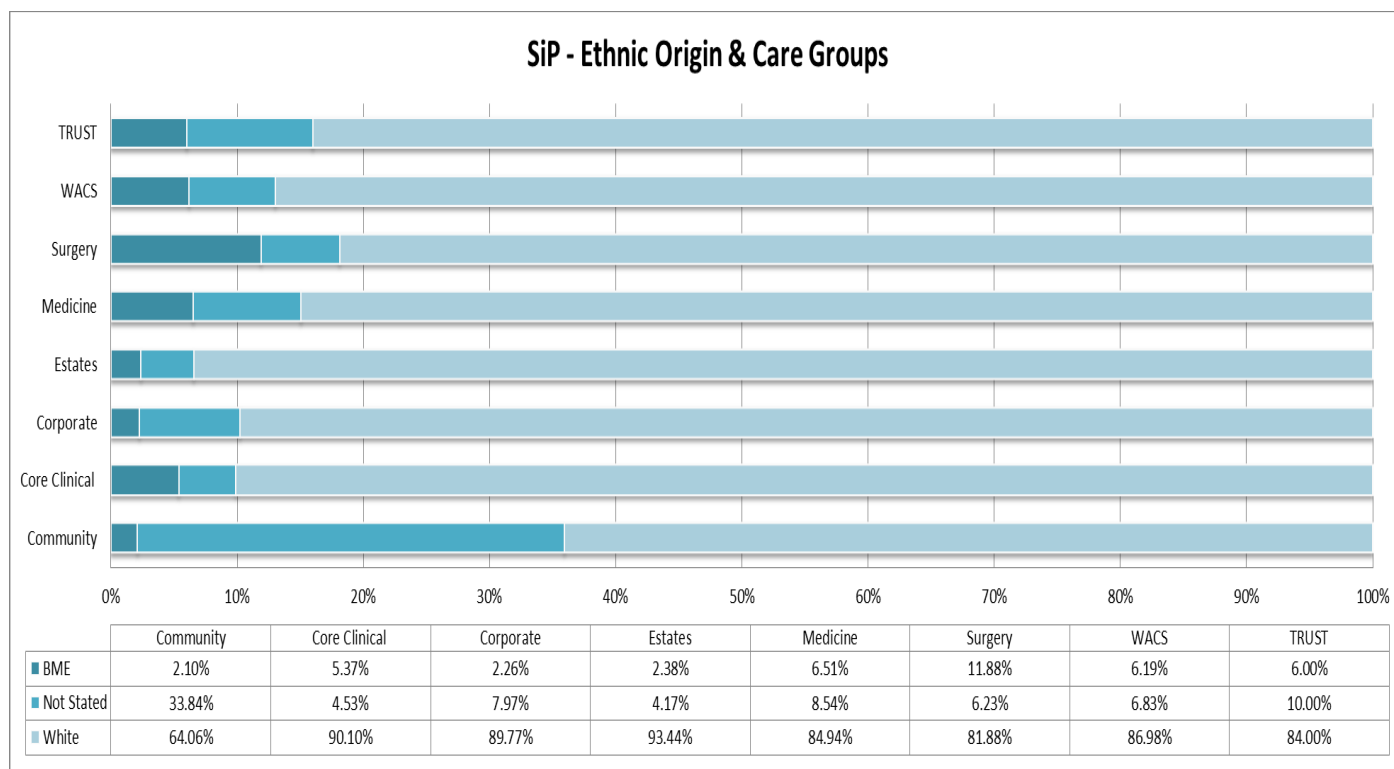
5.3.3 Disability & Working Patterns



Overall, 169 members of staff consider themselves to have a disability. Of those, 95 worked full time whilst 74 worked part time.

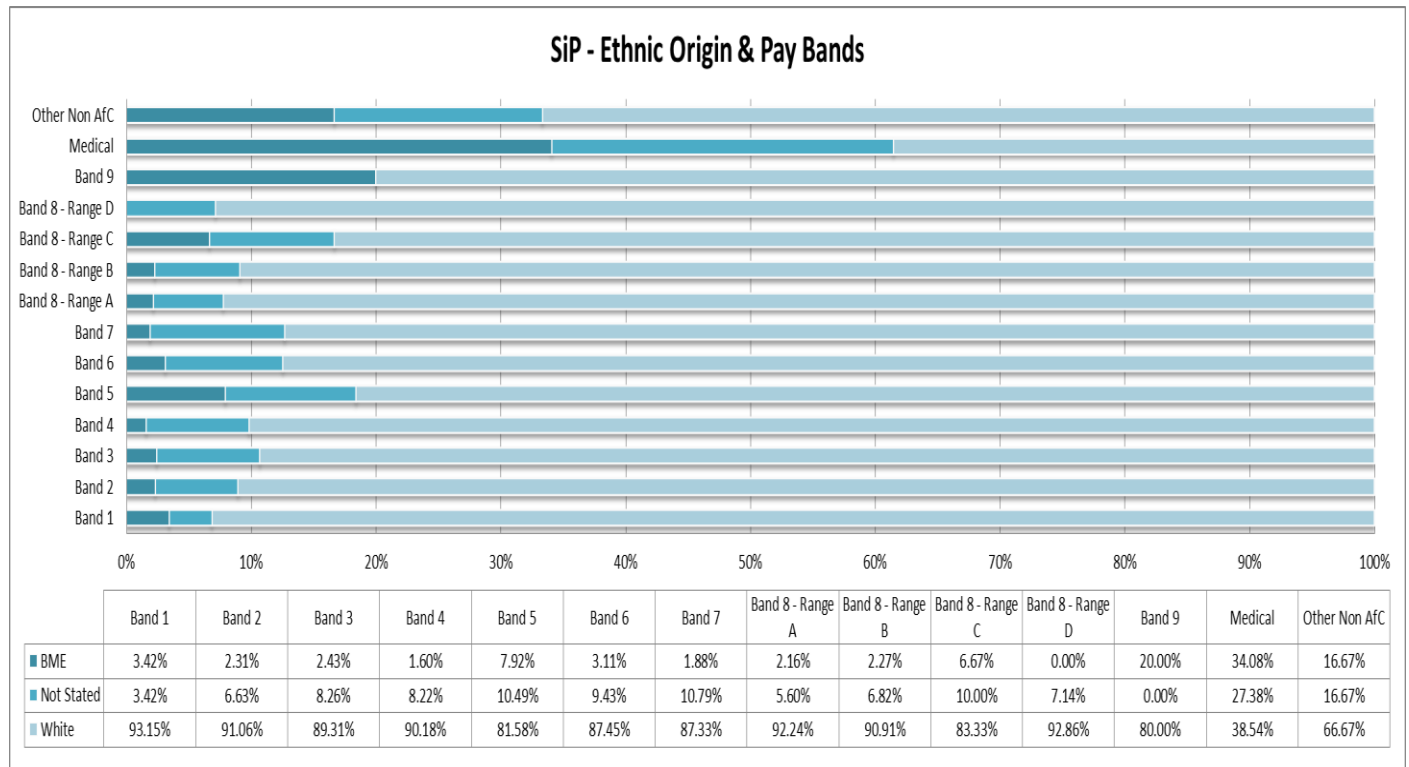
5.4 Ethnic Origin

5.4.1 Ethnic Origin: Trust & Care Groups



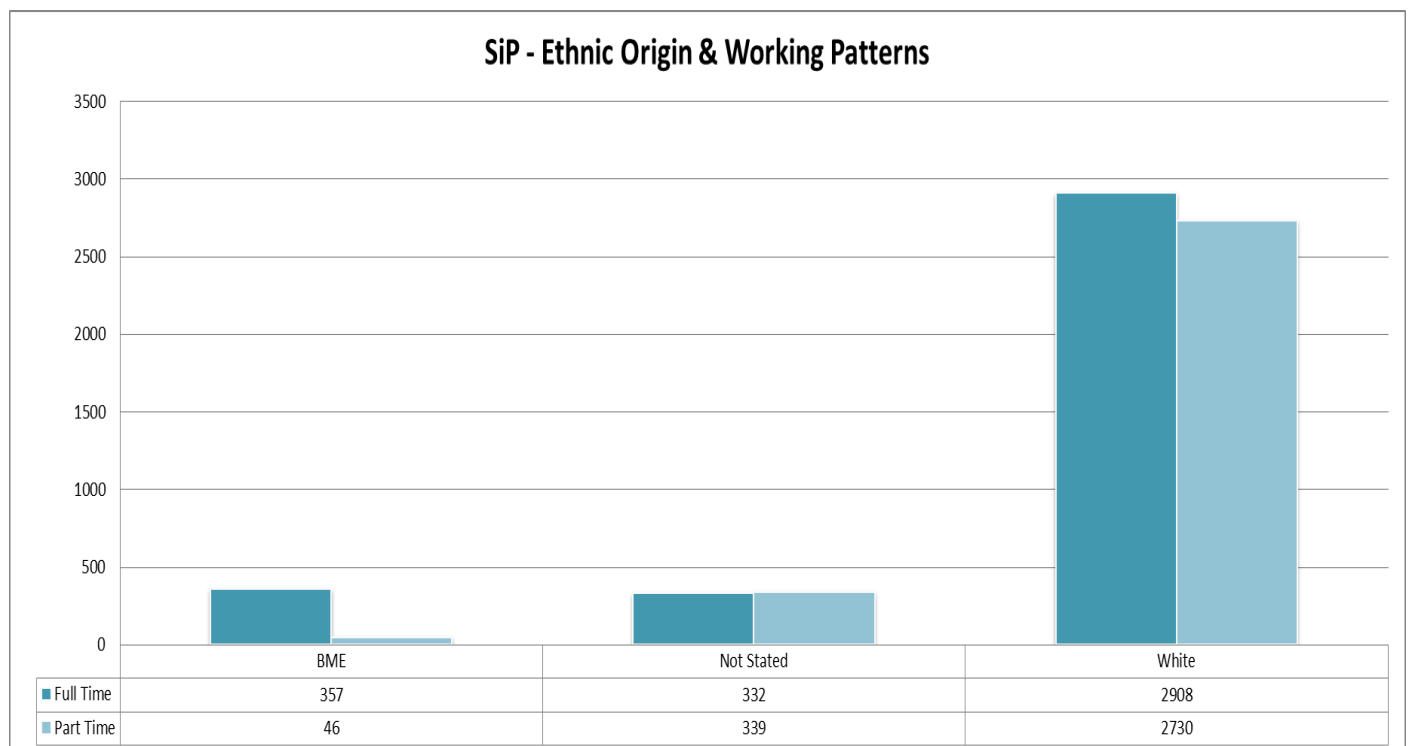
Overall 84.00% of the workforce describe their ethnic origin as “White” whilst 6.00% describe themselves as belonging to a Black, Minority or Other Ethnic group. 10.00% prefer not to state their ethnic origin. The Surgical care group had the largest proportion of BME staff members at 11.88% followed by the Medicine care group with 6.51%

5.4.2 Ethnic Origin & Pay Bands



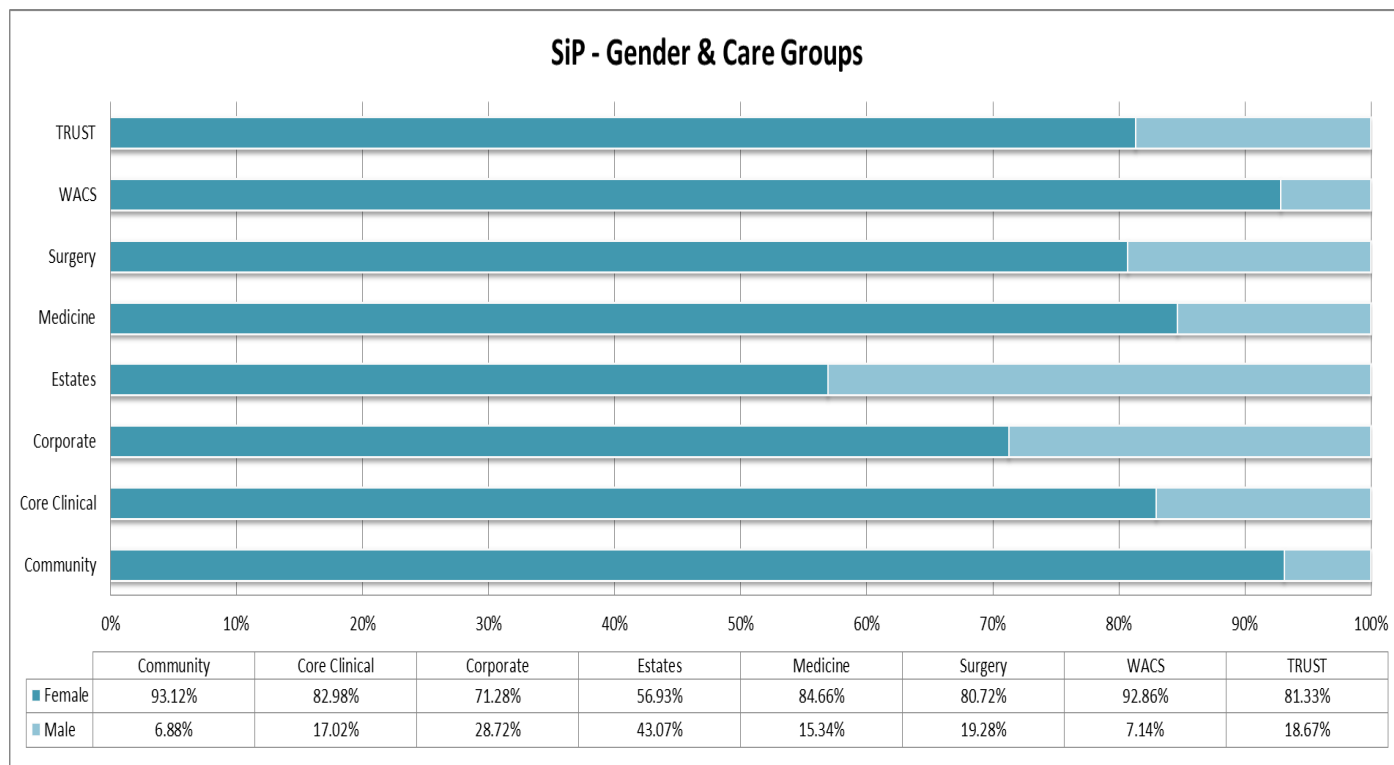
BME staff members account for 34.08% of staff on Medical paygrades.

5.4.3 Ethnic Origin & Working Patterns



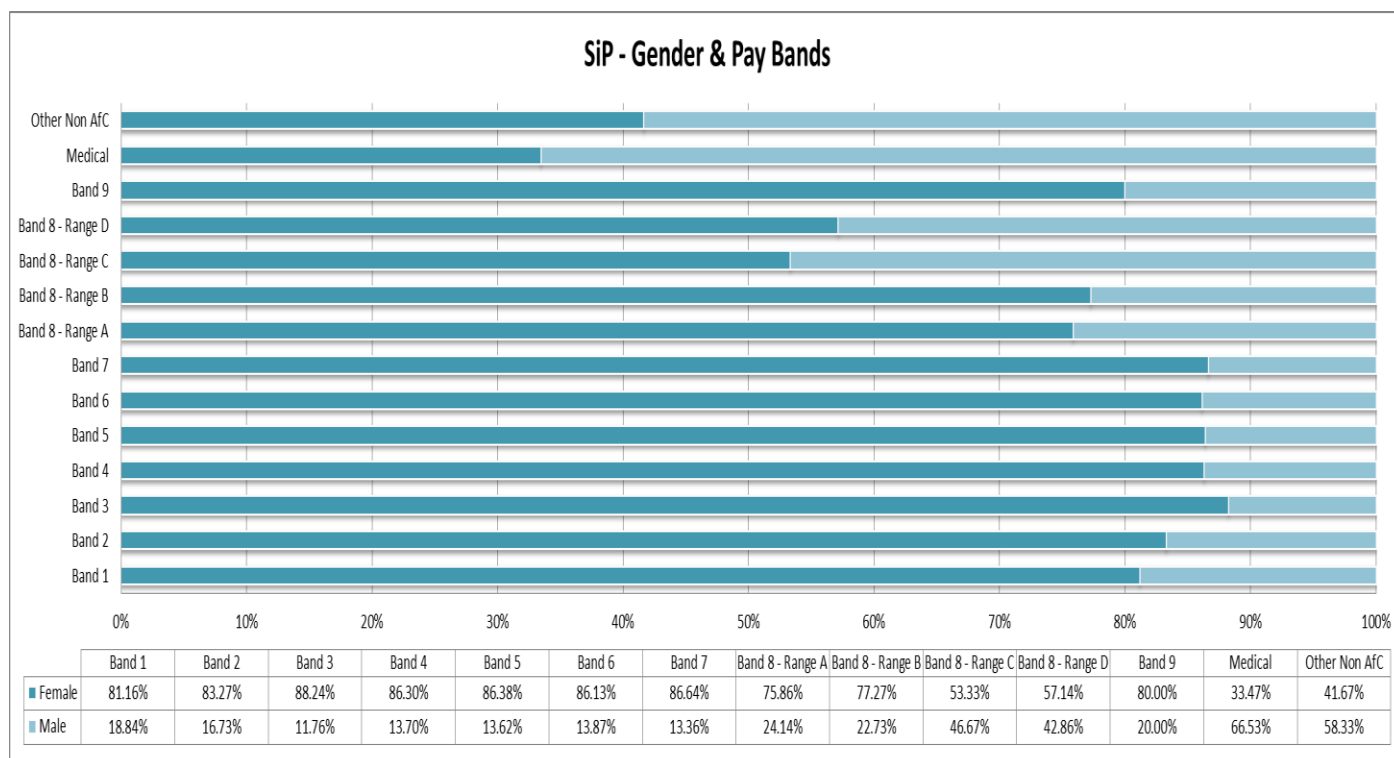
5.5 Gender

5.5.1 Gender & Staff in Post



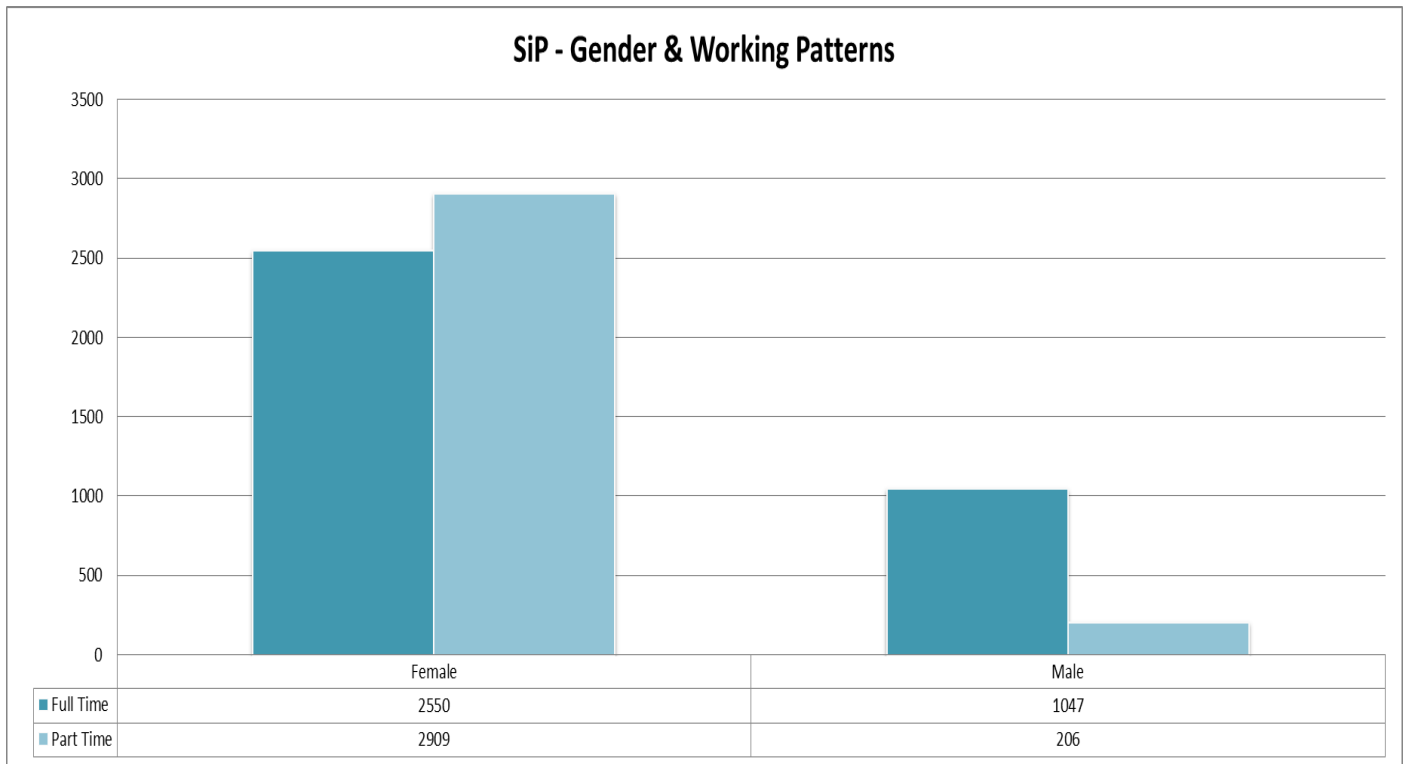
Overall 81.33% of the workforce is female. Estates and Facilities have the closest ratio of male / female staff with 56.93% female and 43.07% male. Almost 94.00% of staff in the Community care group are female.

5.5.2 Gender & Pay Bands



Men account for more than 65% of staff on Medical pay scales.

5.5.3 Gender & Working Patterns

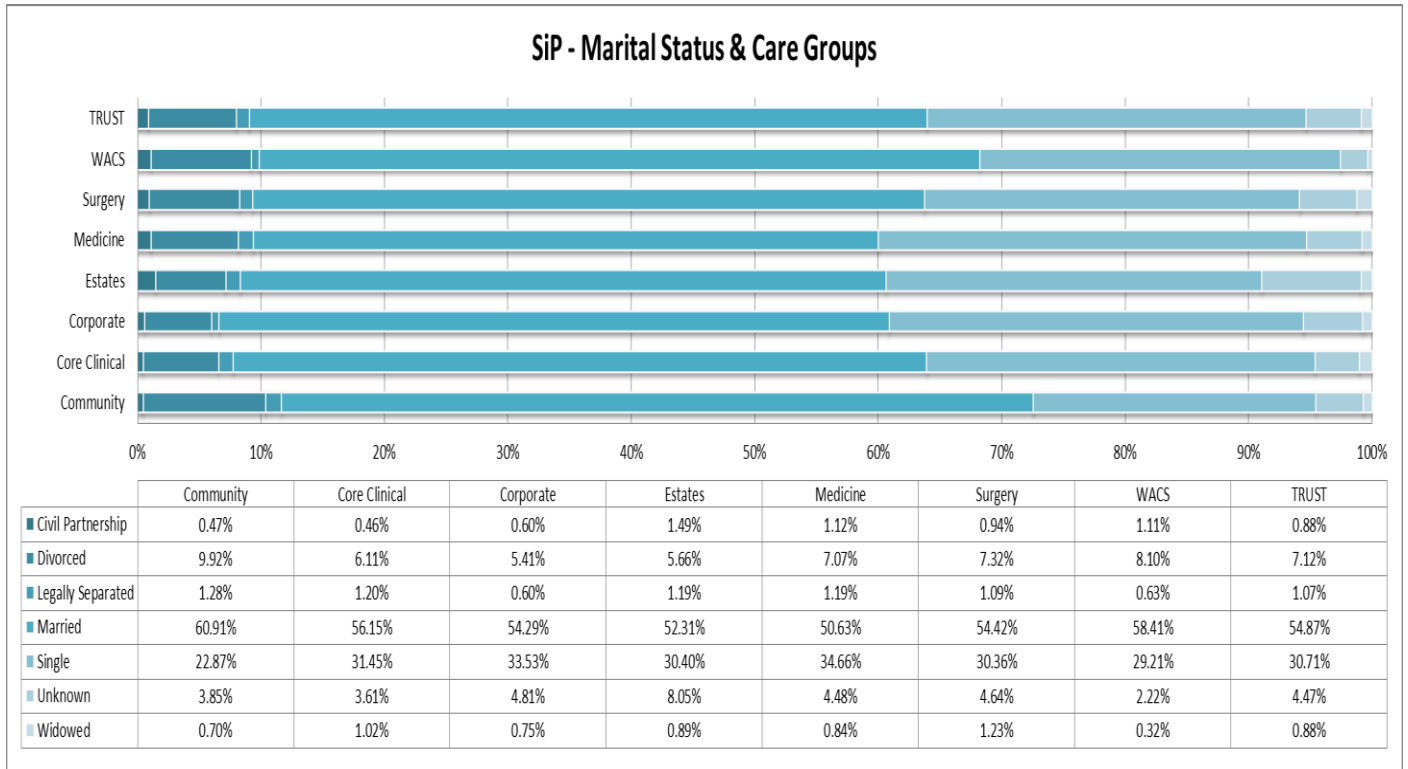


5.6 Gender Identity

Information on Gender Identity is not currently collected.

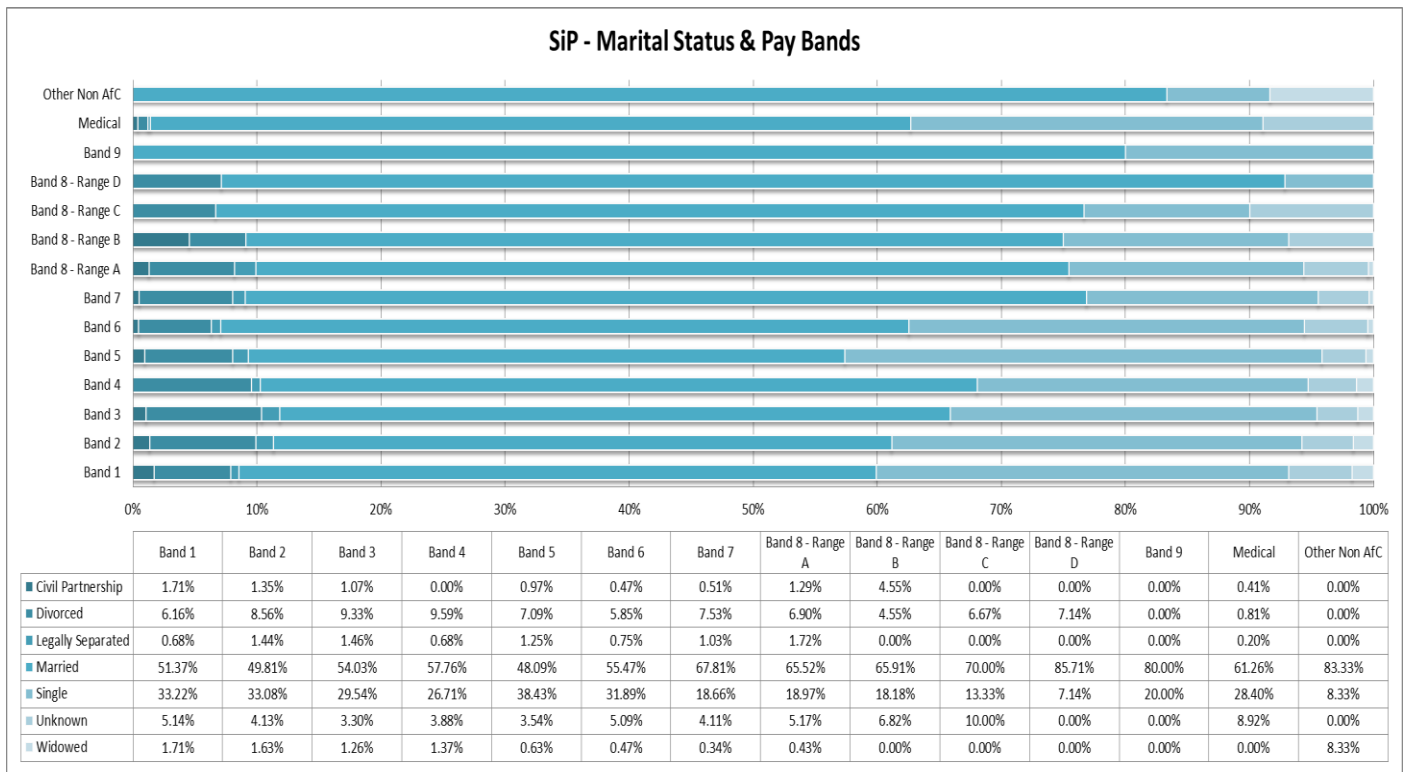
5.7 Marital Status

5.7.1 Marital Status: Trust & Care Groups

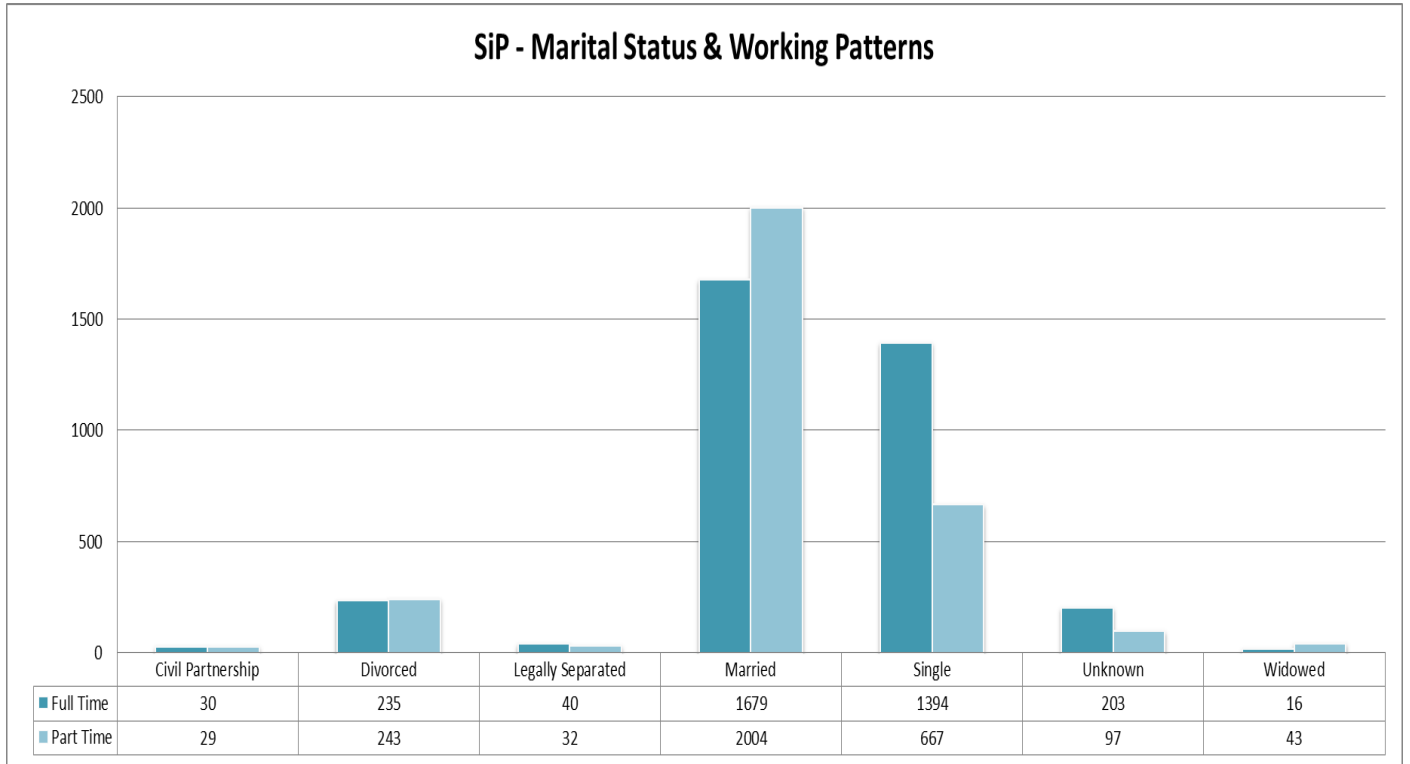


Overall over 55.75% of the workforce are either married or in a civil partnership. 30.71% are single whilst 4.47% have not stated their marital status.

5.7.2 Marital Status & Pay Bands

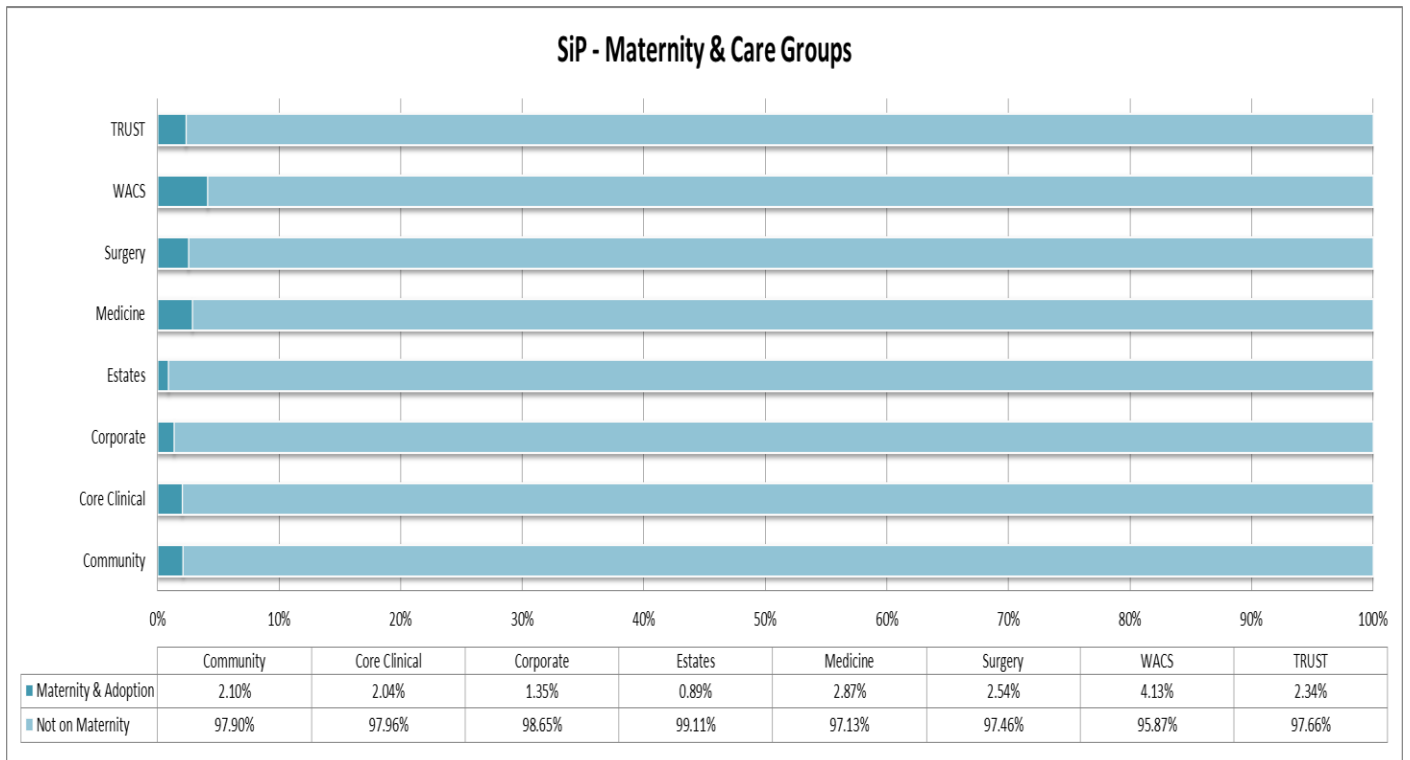


5.7.3 Marital Status & Working Patterns



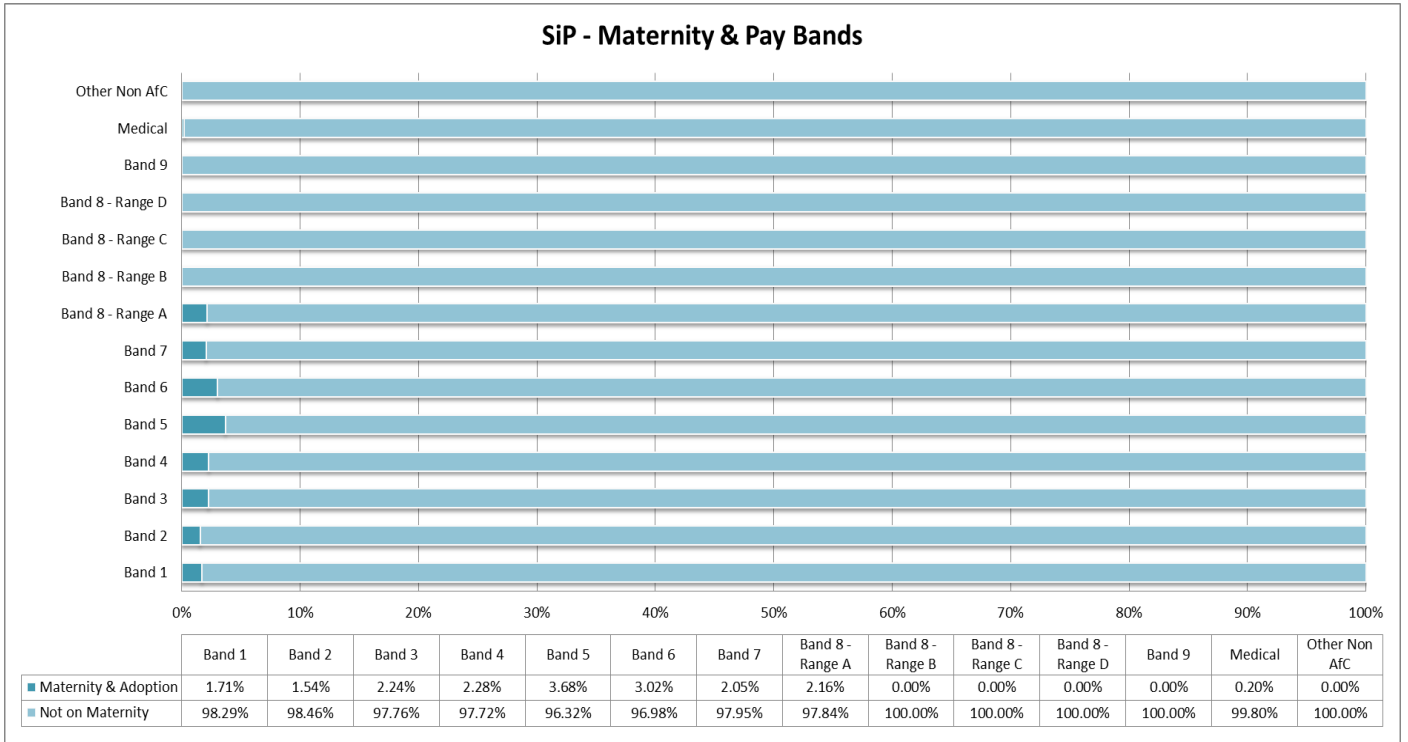
5.8 Maternity

5.8.1 Maternity: Trust & Care Groups



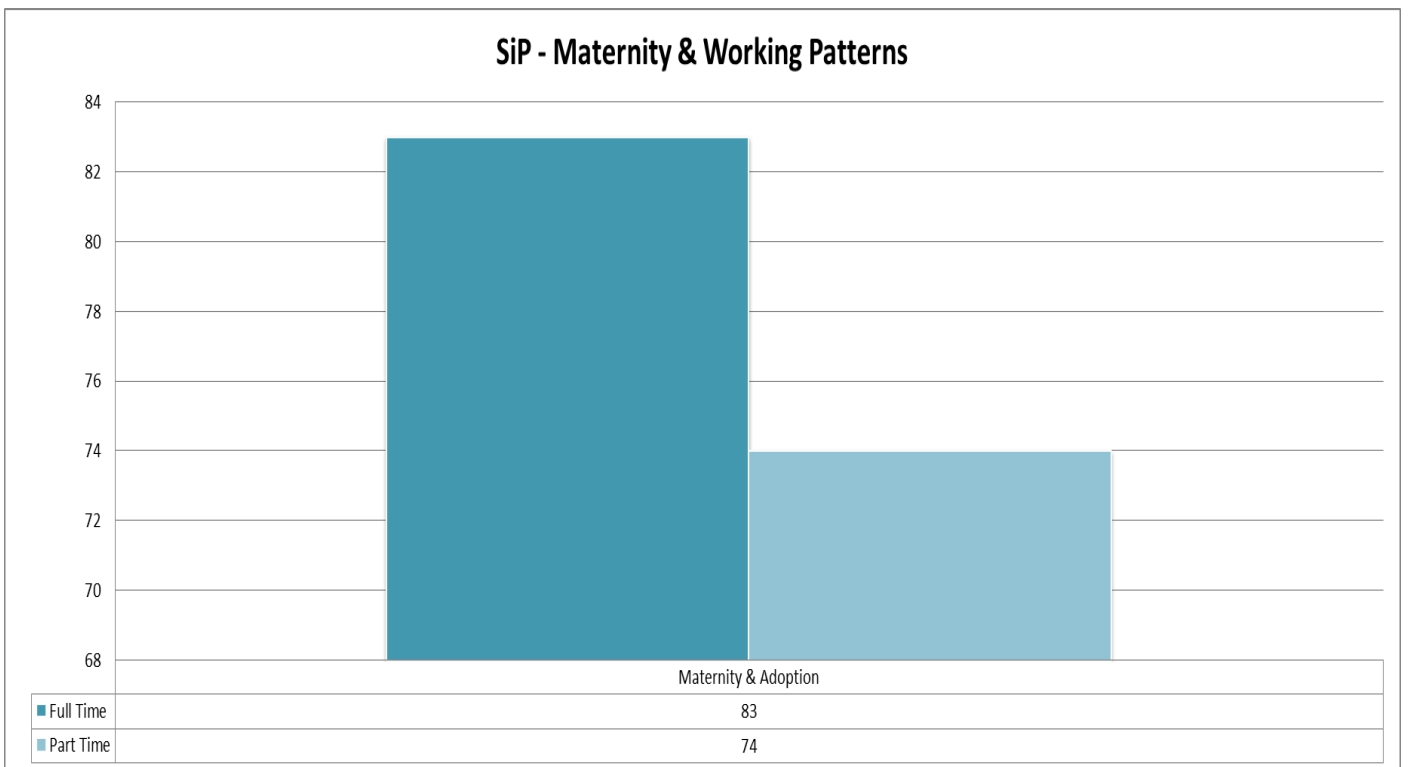
Overall 2.34% of the workforce were on maternity or adoption leave.

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 3.68%. No staff members on pay bands 8a, 8b, 8c, 8d, 9 or Other/Non AfC were on maternity or adoption leave.

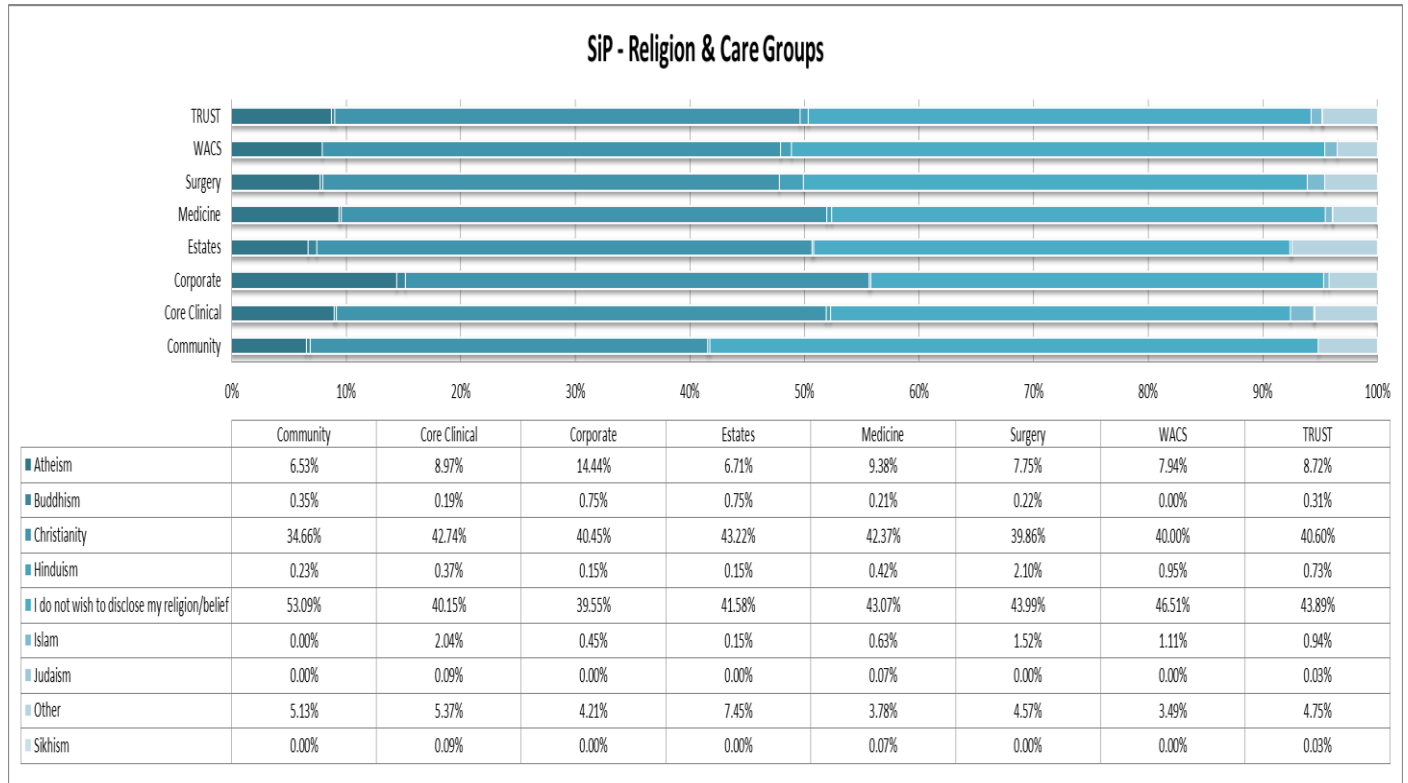
5.8.3 Maternity & Working Patterns



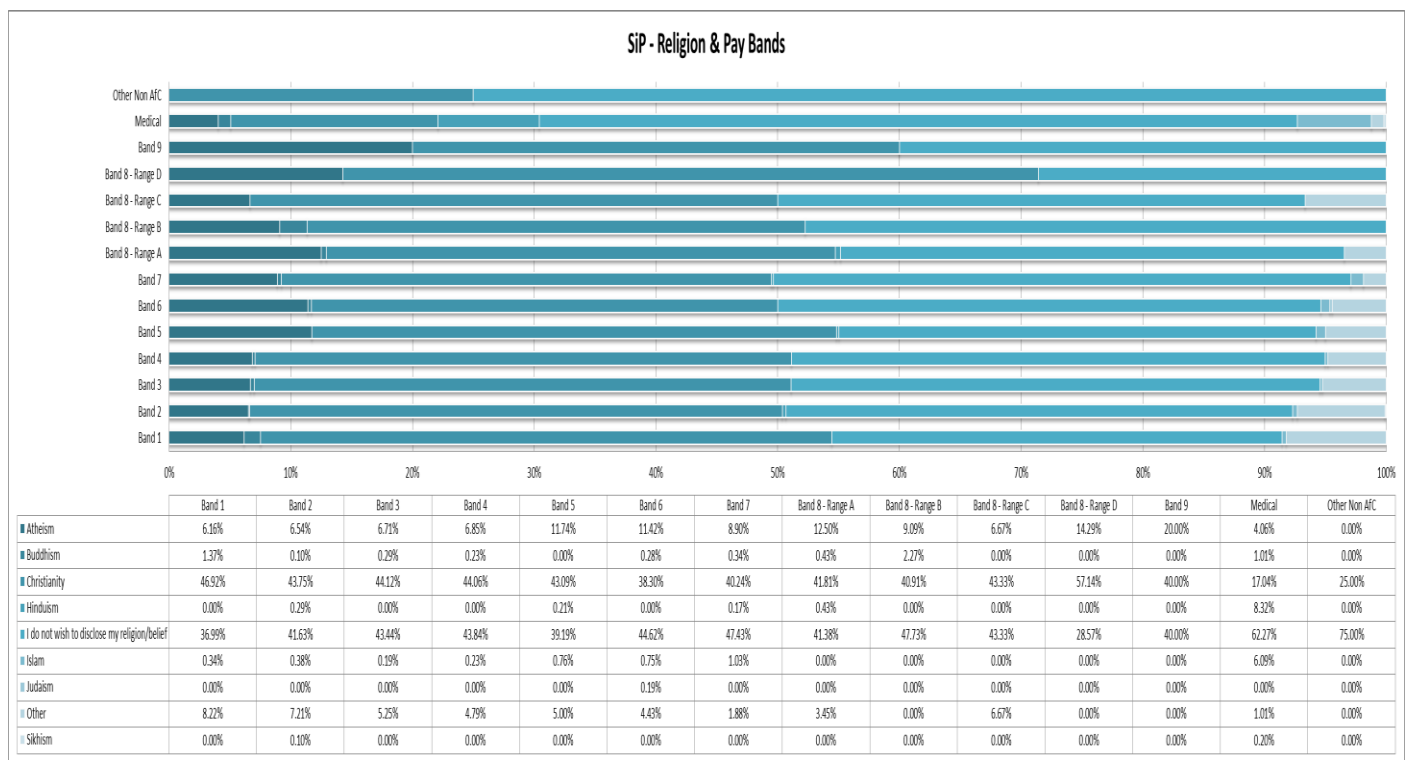
5.9 Religion

5.9.1 Religion / Belief: Trust & Care Groups

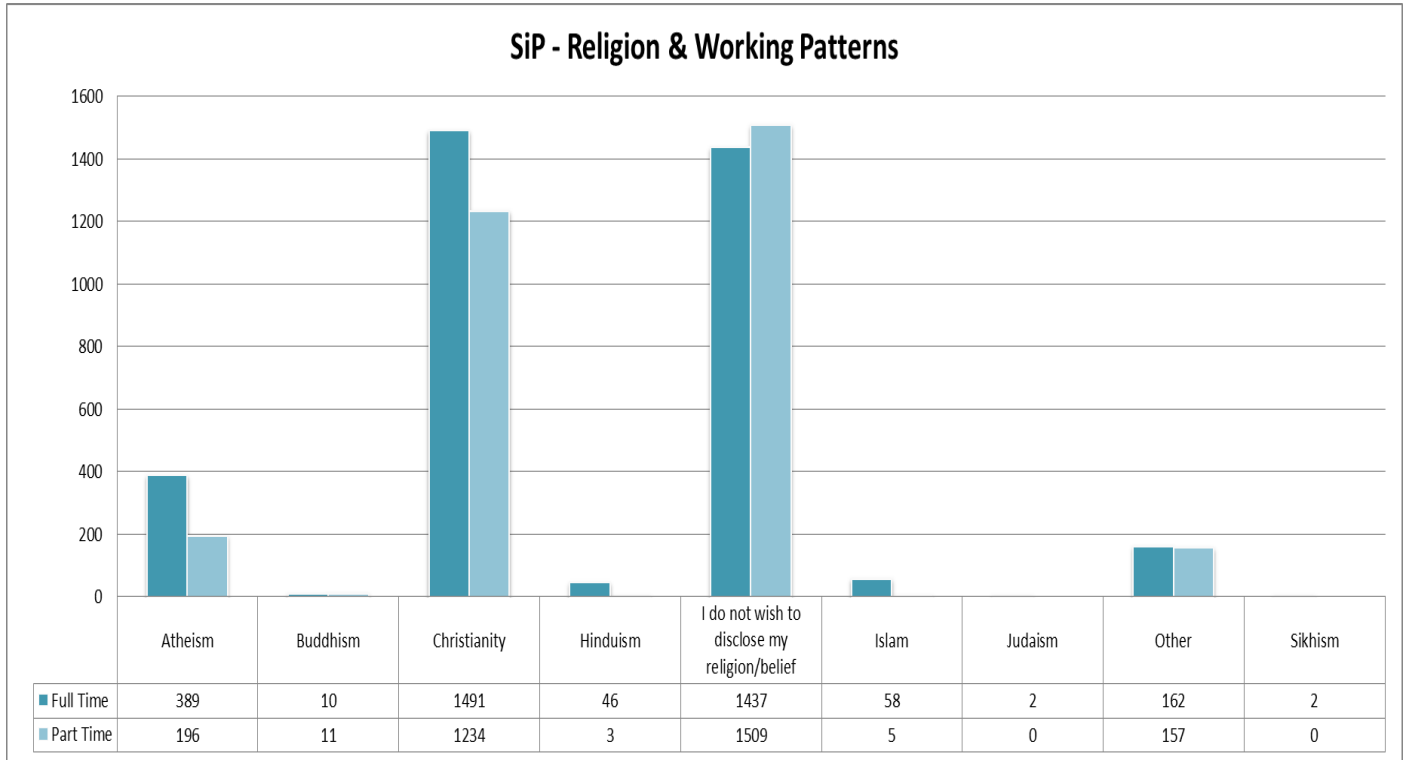
The most common religion / belief overall was Christianity which accounted for 40.60% of the workforce. The next largest single group was Atheism at 8.72%. 4.75% described their religion / belief as 'Other' whilst 43.89% preferred not to disclose their religion / belief.



5.9.2 Religion / Belief & Pay Bands

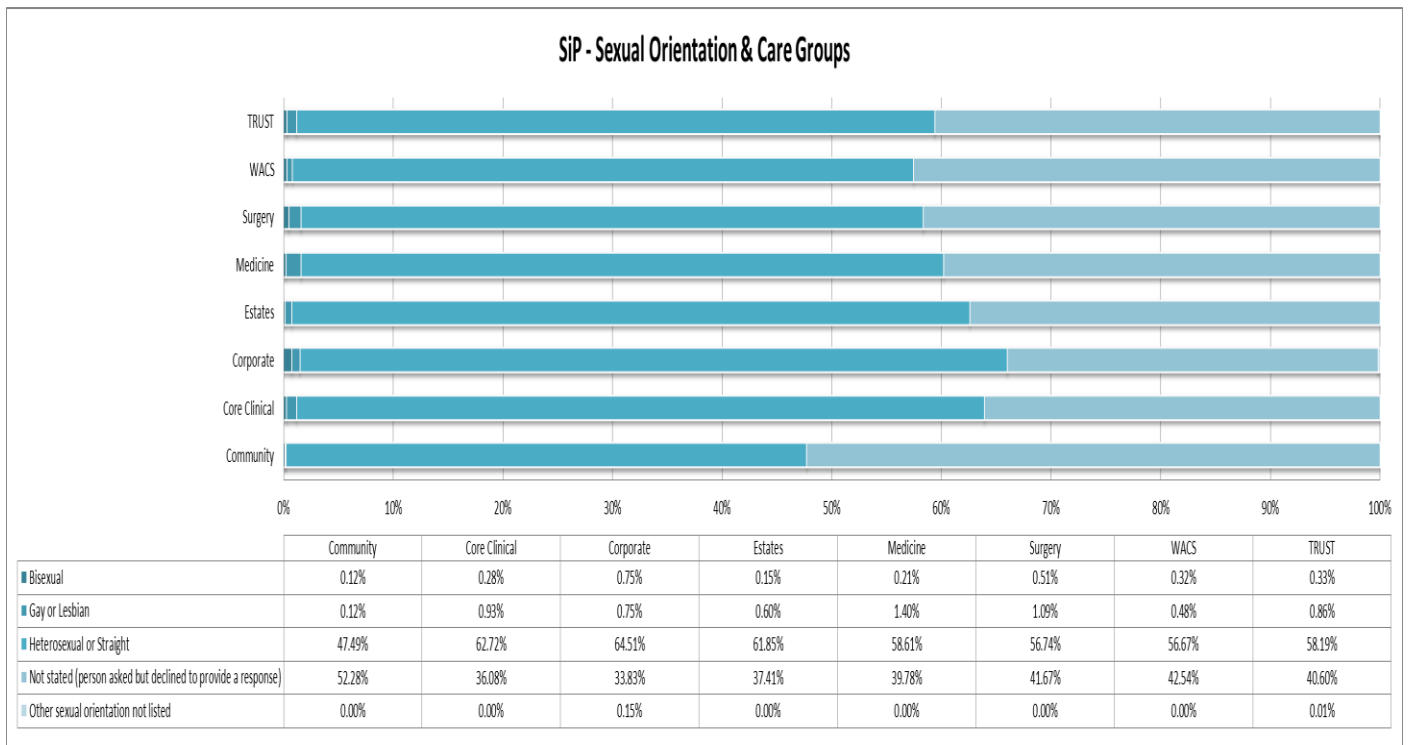


5.9.3 Religion / Belief & Working Patterns



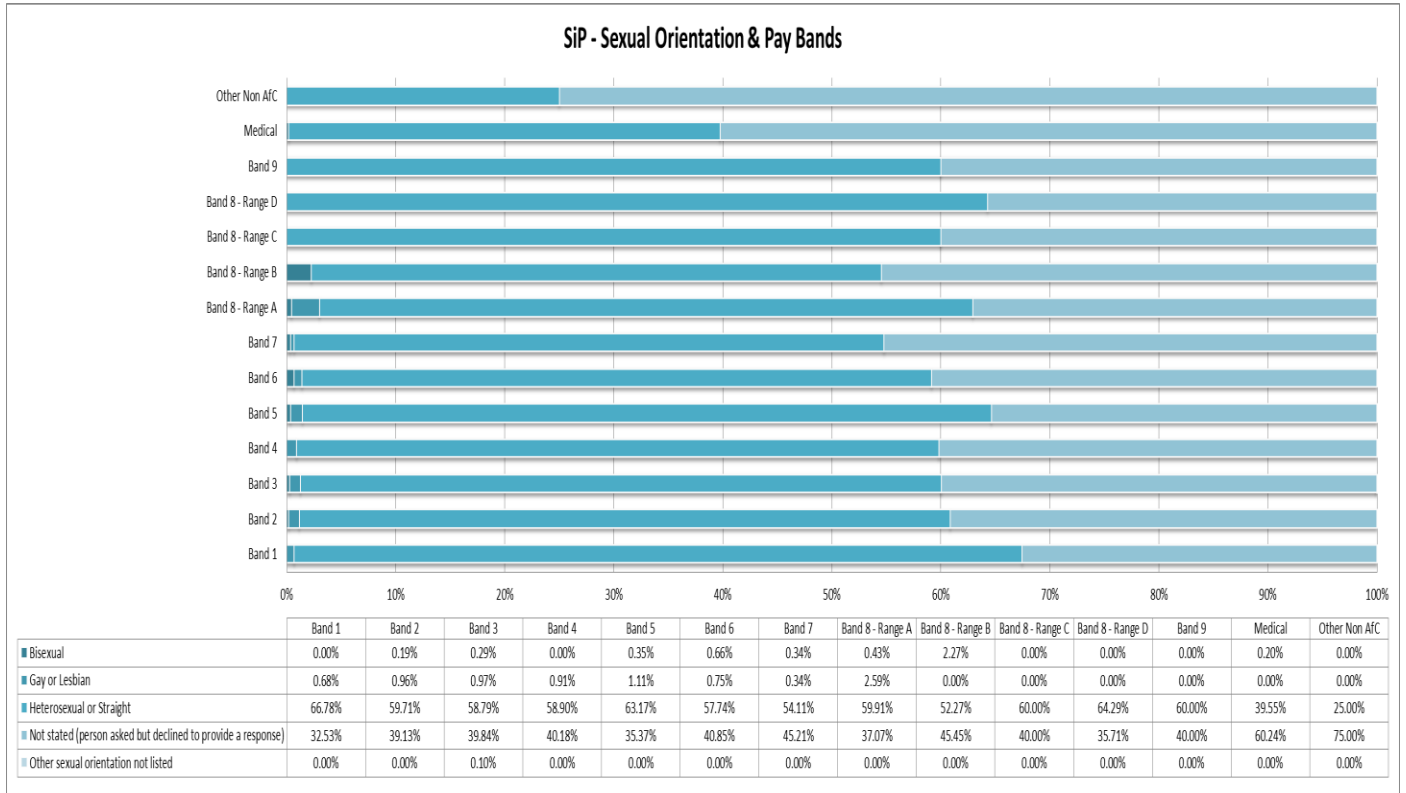
5.10 Sexual Orientation

5.10.1 Sexual Orientation: Trust & Care Groups

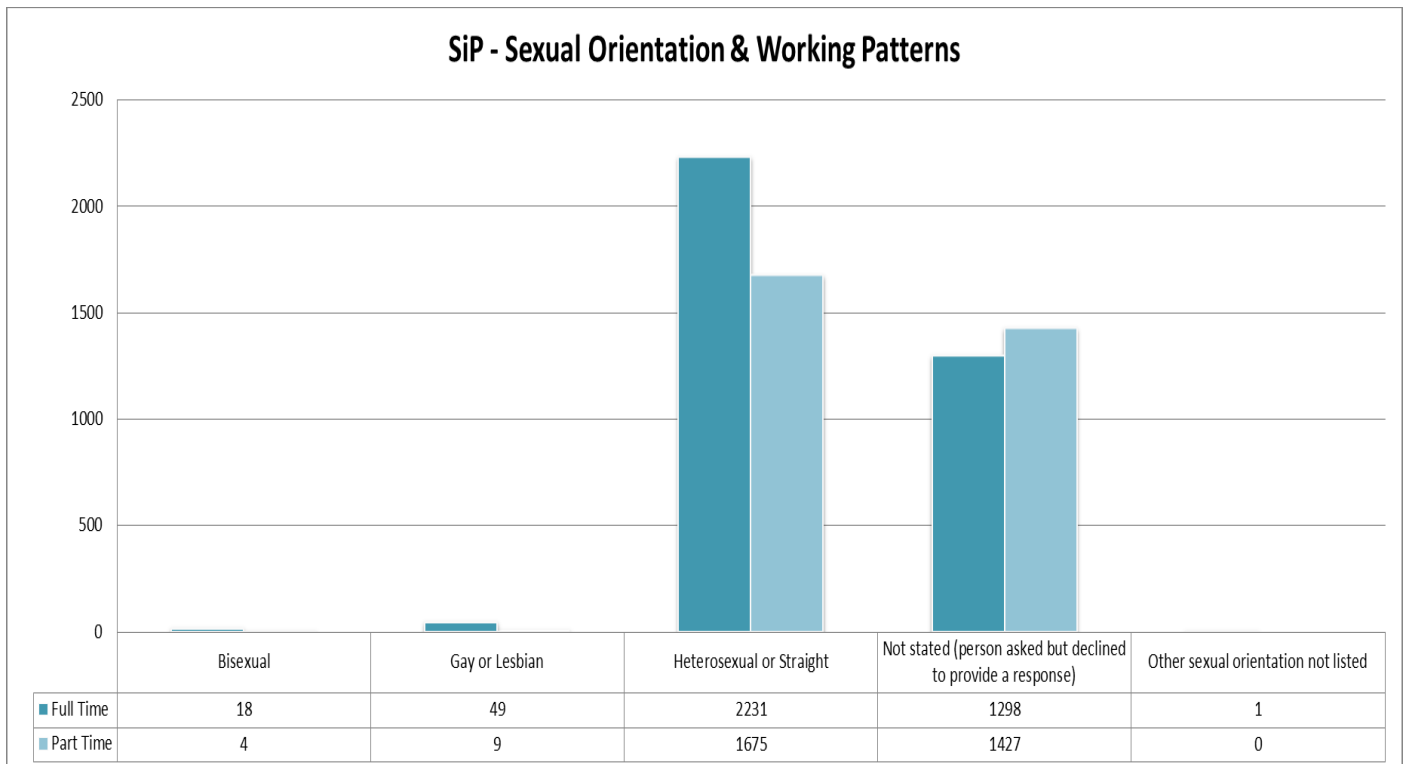


Overall 1.19% of the workforce described their sexual orientation as Lesbian, Gay or Bisexual. 40.60% do not wish to disclose this information. Community care group have a high percentage of staff who have not disclosed this information.

5.10.2 Sexual Orientation & Pay Bands



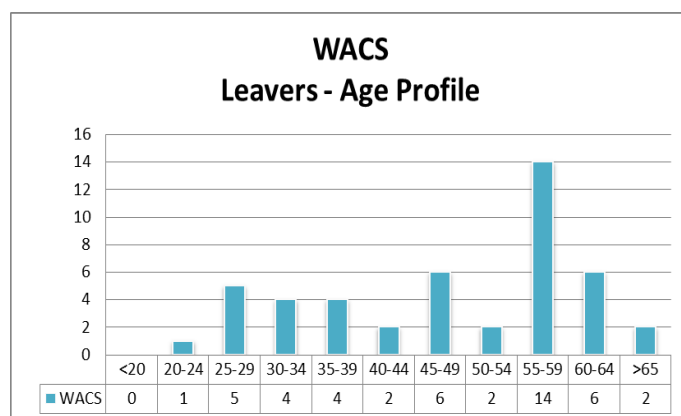
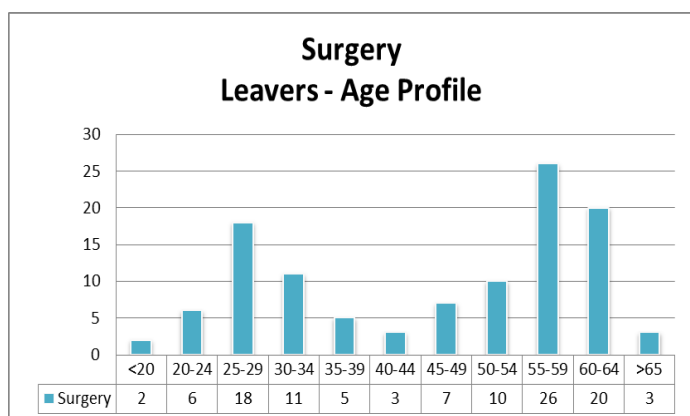
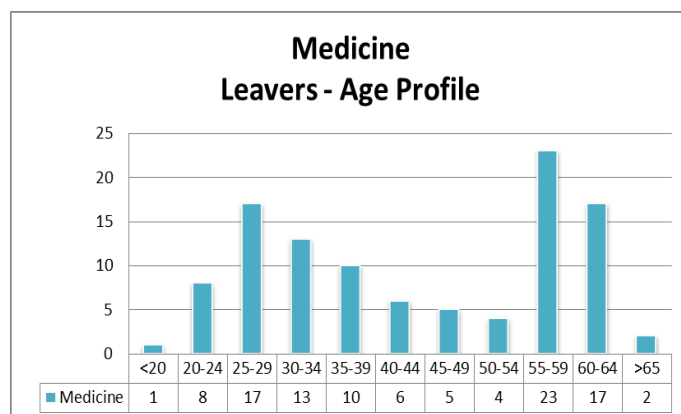
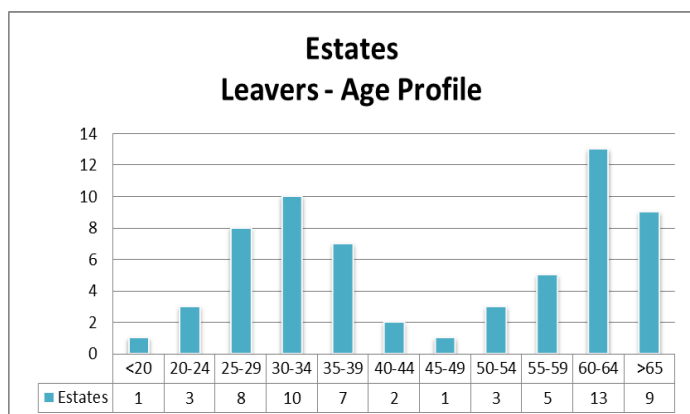
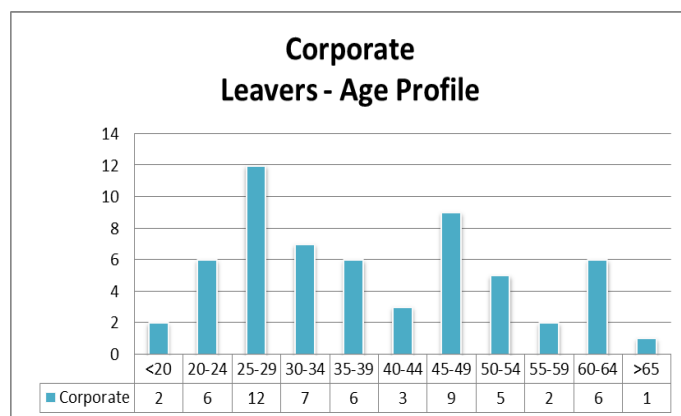
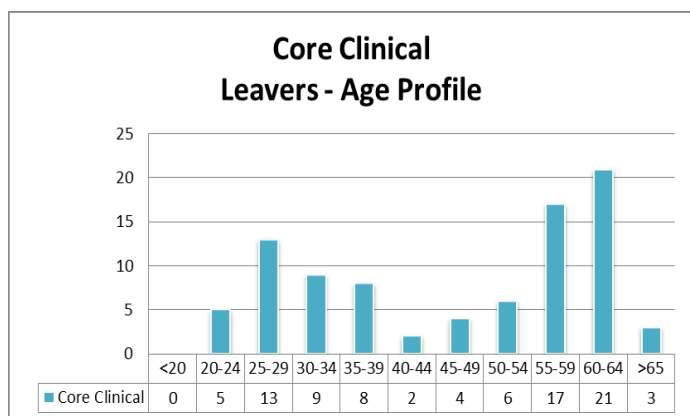
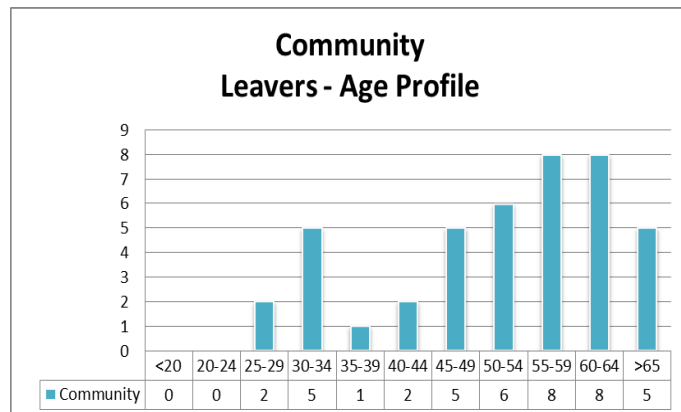
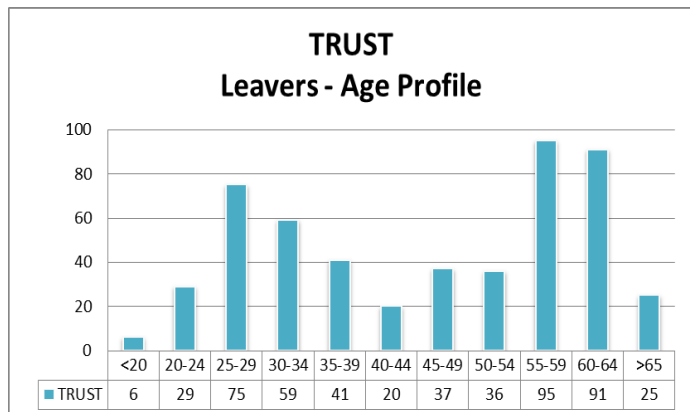
5.10.3 Sexual Orientation & Working Patterns



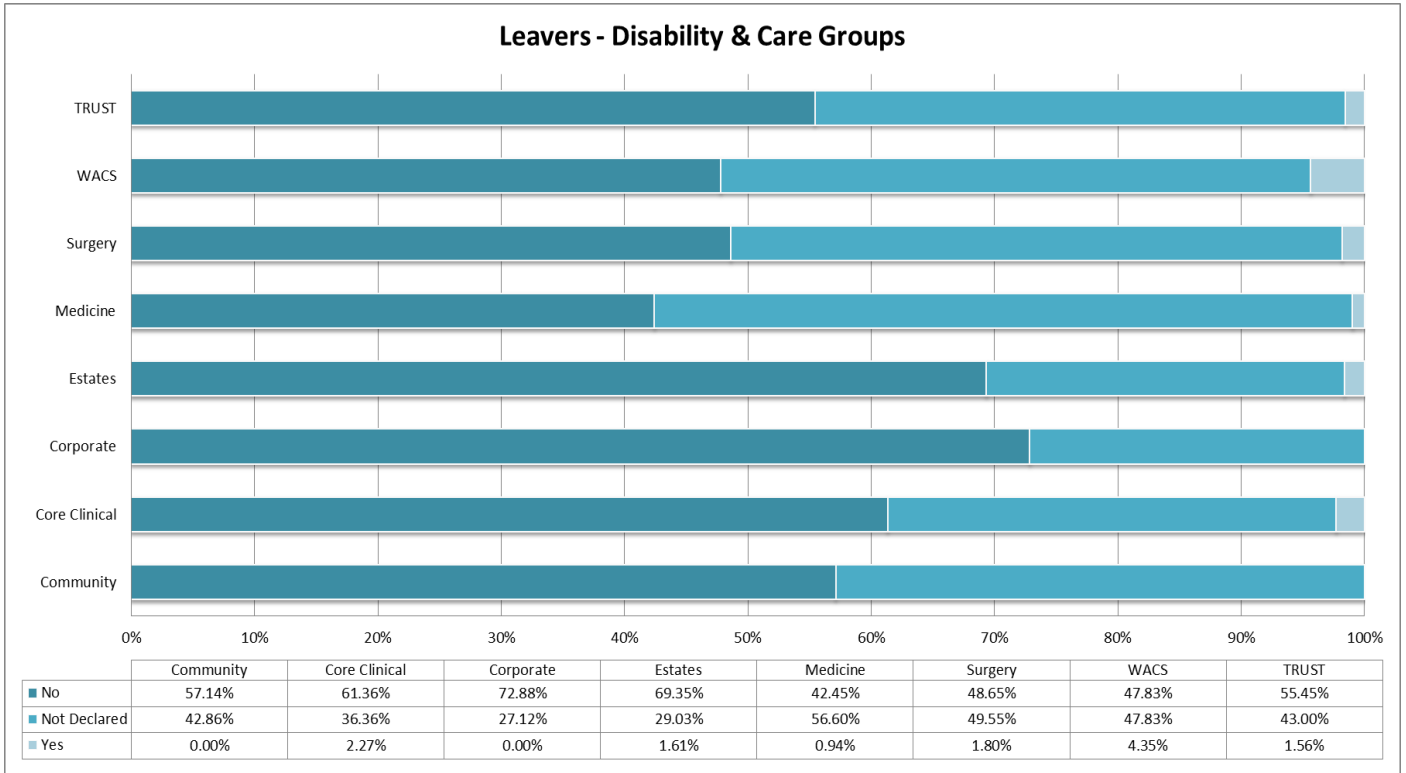
6. Leavers

The figures presented here show the leavers with University Hospitals of Morecambe Bay NHS Foundation Trust during the financial year 2018/19. The figures are categorised according to the organisation as a whole and care groups within the Trust.

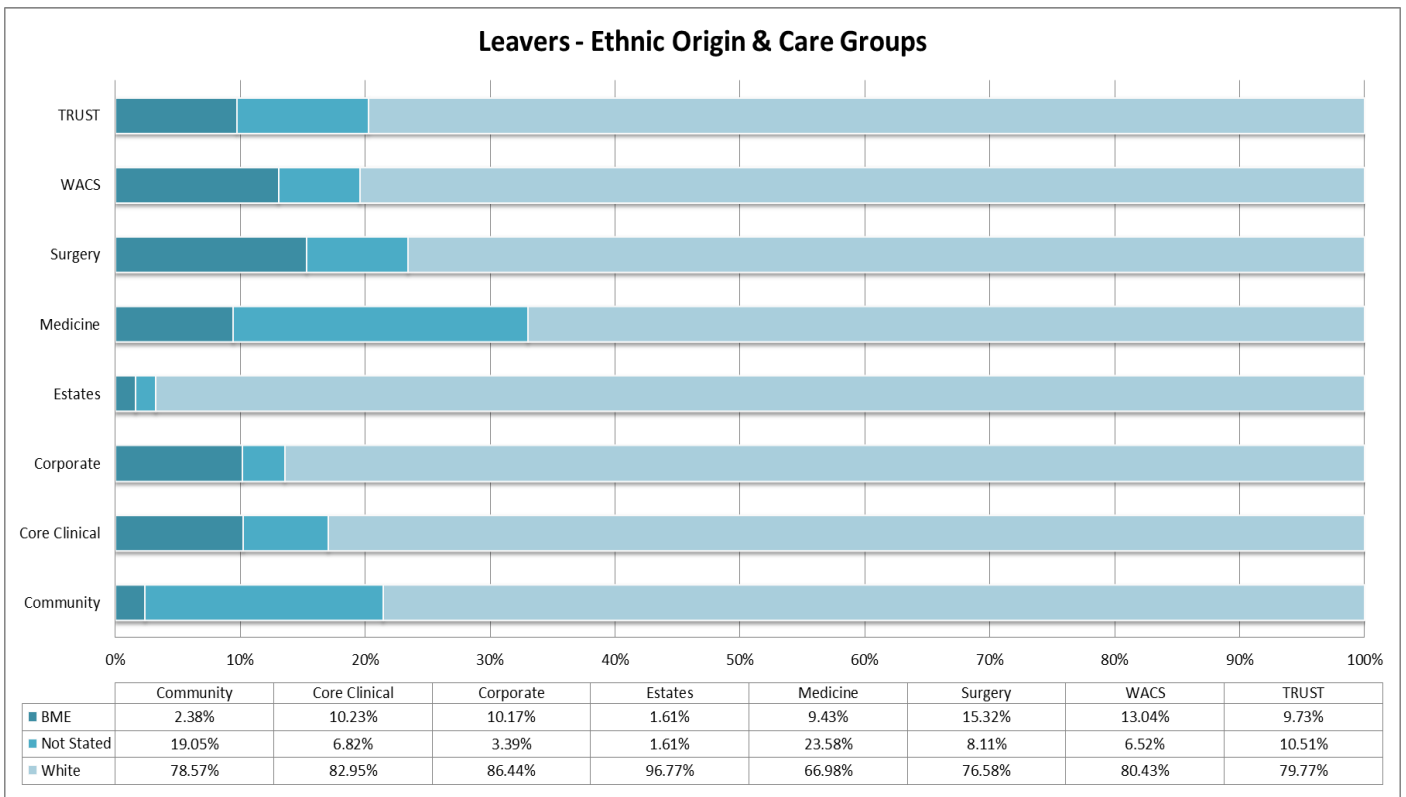
6.1 Age



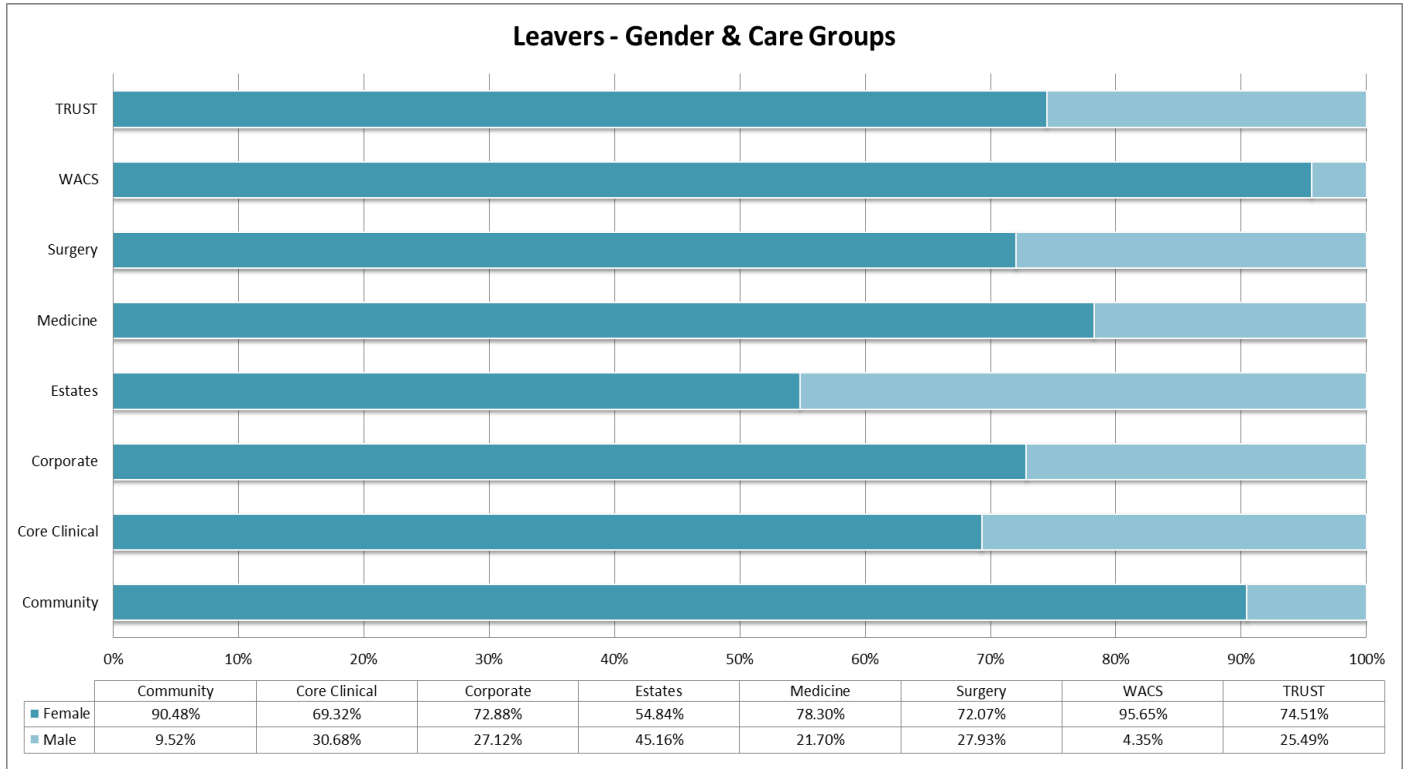
6.2 Disability



6.3 Ethnic Origin



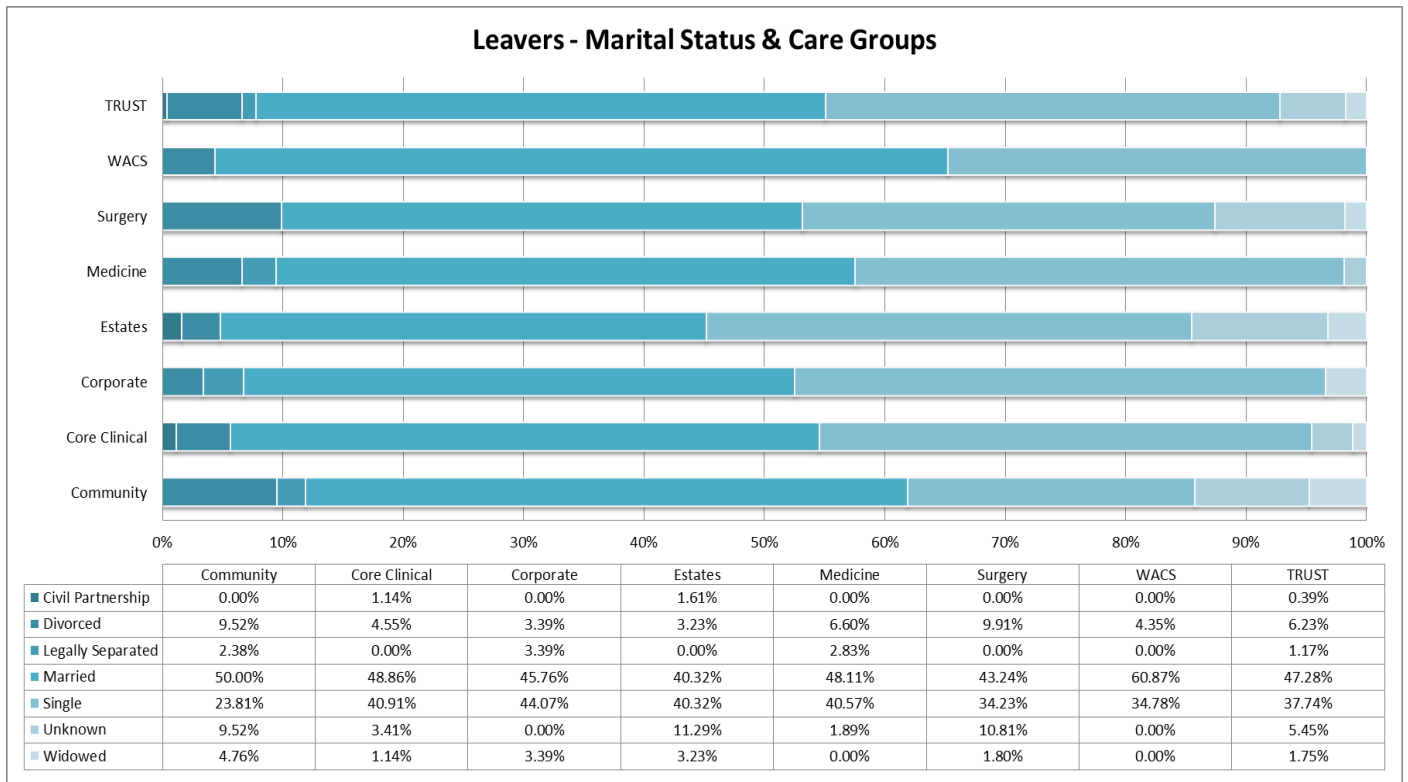
6.4 Gender



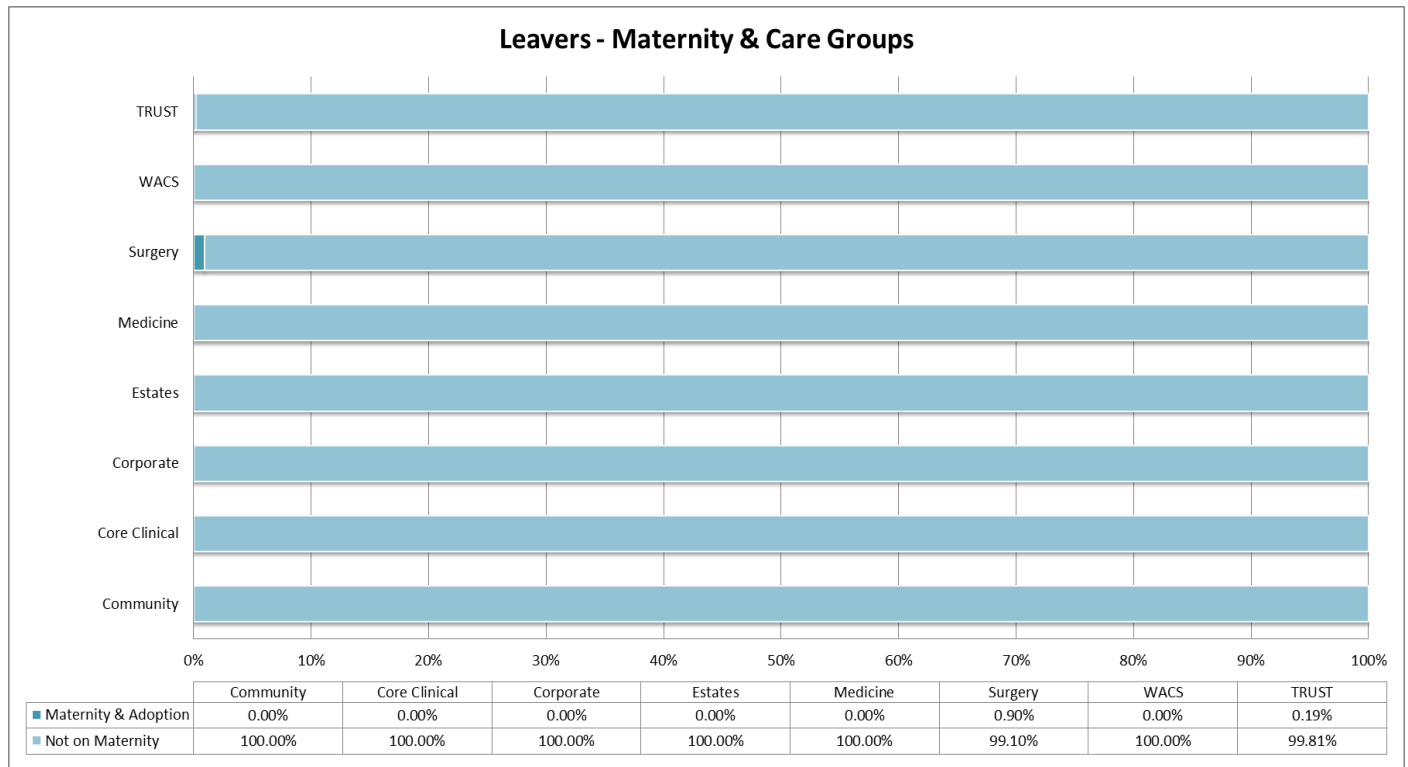
6.5 Gender Identity

Information on gender identity is not currently collected

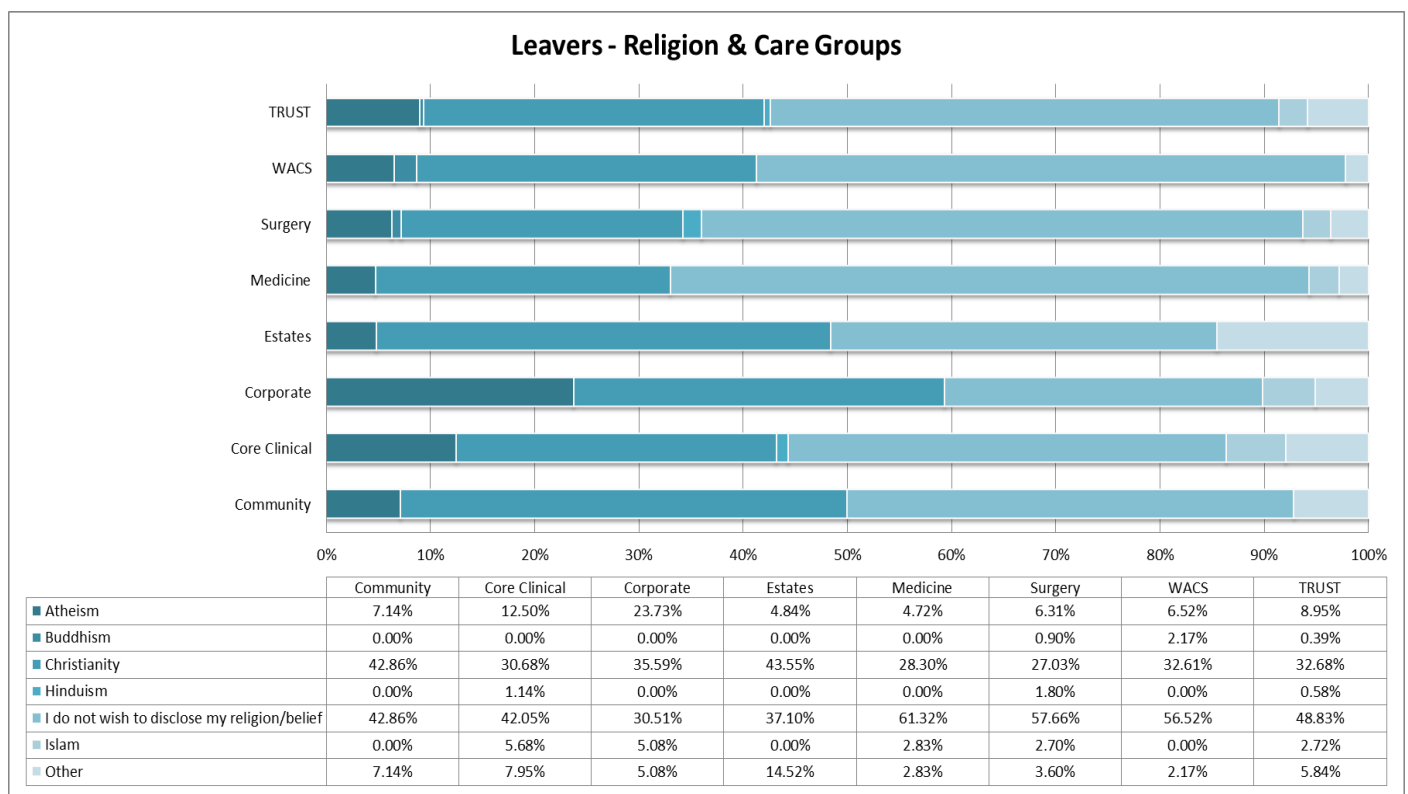
6.6 Marital Status



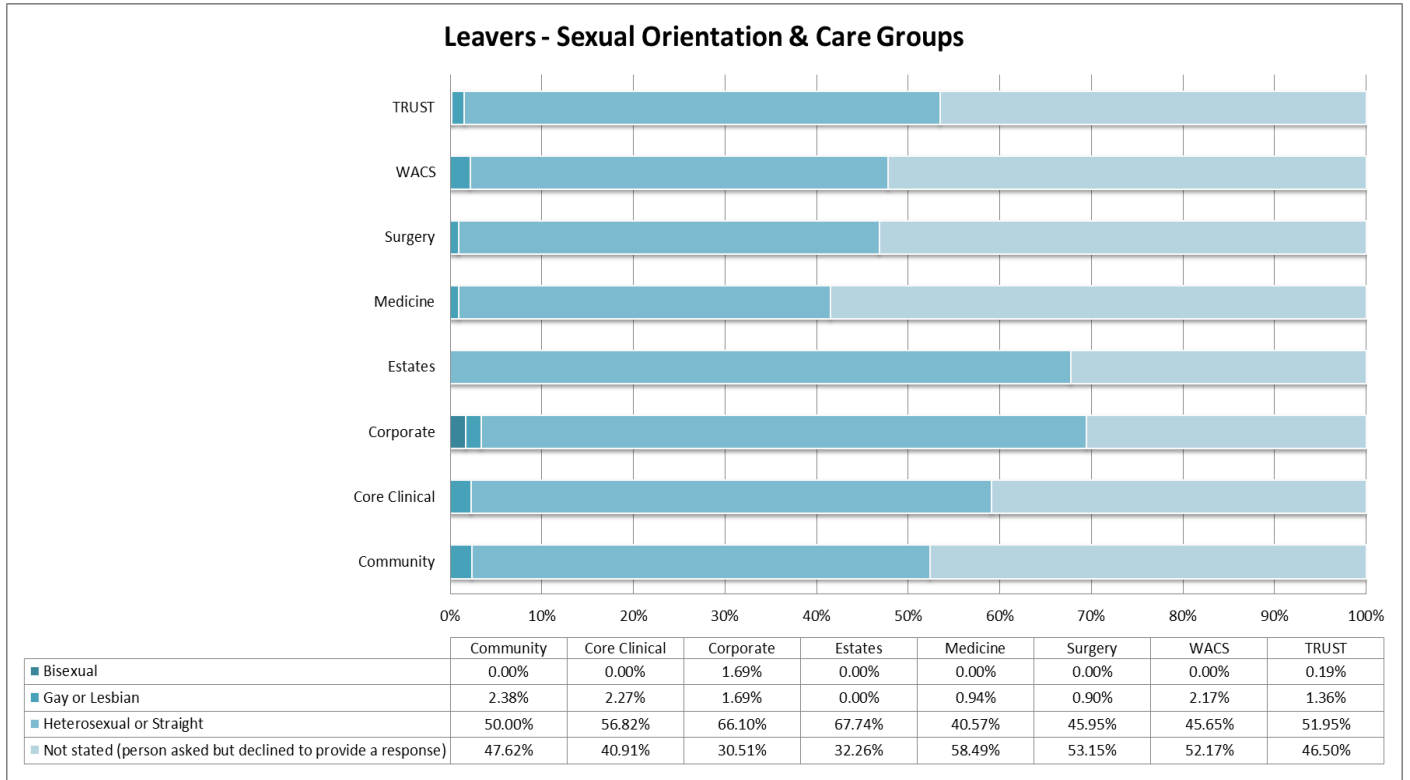
6.7 Maternity



6.8 Religion/Belief



6.9 Sexual Orientation



7. Conclusion

This report has summarised UHMB's workforce data in relation to protected characteristics for 2018/19

Detailed workforce metrics, with data regarding colleague experience are also published for Race, Disability, Gender and Sexual Orientation.

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