

# NHS FIFE WORKFORCE REPORT

**31 MARCH 2021**

## INTRODUCTION

Using information obtained extracted from the electronic Employee Support System (eESS), the National Recruitment System (Jobtrain) and the East Region Workforce Dashboard this report provides an overview on the composition of the workforce as at 31<sup>st</sup> March 2021.

## OVERVIEW

As at 31<sup>st</sup> March 2021, there was 9,437 (7,721.92 whole time equivalent) staff engaged across the three principle divisions within NHS Fife. Inclusive of bank workers, 10,696 employees were engaged by NHS Fife on one or more contracts.

Breakdown by Organisational Hierarchy (31 March 2021)			Whole Time Equivalent	Headcount
Area	Division	Directorate		
NHS Fife	Acute Services Division	Acute Services Head Office	11.20	12
		Emergency Care & Medicine	1,057.61	1,224
		Planned Care & Surgery	982.90	1,152
		Women & Children	827.27	994
	Corporate Services Division	Estates Facilities	804.88	1,150
		Pharmacy Services	213.44	245
		Public Health	290.82	383
		Other Corporate Functions	611.88	731
	Health & Social Care Partnership	East Division	545.05	684
		Fife Wide Division	1,761.02	2,071
		West Division	615.85	814
Grand Total			7,721.92	9,437

## JOB FAMILY BREAKDOWN

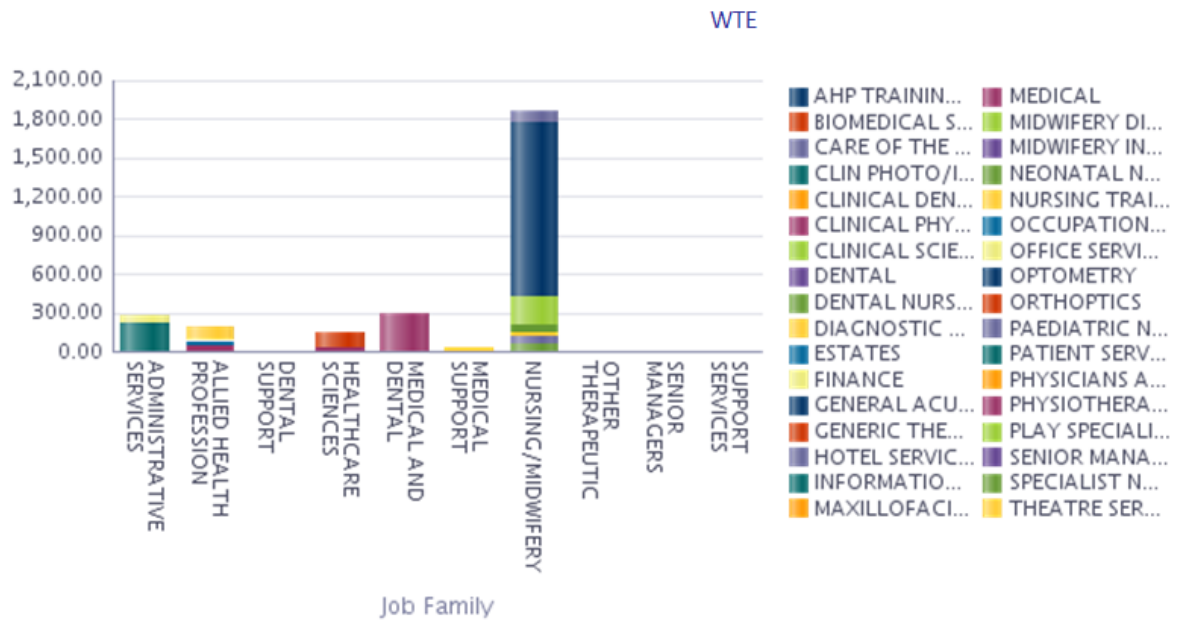
The majority of clinical staff are engaged within the Acute Services or Health and Social Care Partnership Divisions, with support functions including Administrative and Clerical or Estates and Facilities staff predominantly engaged within the Corporate Services Division. The breakdown of Job jobs within each Division is summarised in the table and graphs below.

### Breakdown by Job Family and Age Group as at 31/03/2021

Breakdown by Job Family and Age Group as at 31/03/2021		Total Headcount	Percentage						
Job Family	Job Sub Family		Under 20	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	65 +
ADMINISTRATIVE SERVICES Total		1,550	0.1%	7.2%	16.4%	25.5%	35.5%	11.4%	3.9%
ALLIED HEALTH PROFESSION Total		823	0.1%	10.9%	26.7%	28.7%	26.6%	5.5%	1.5%
DENTAL SUPPORT Total		79	0.0%	10.1%	26.6%	31.6%	26.6%	5.1%	0.0%
HEALTHCARE SCIENCES Total		177	0.0%	7.3%	26.6%	30.5%	27.7%	6.8%	1.1%
MEDICAL AND DENTAL Total		575	0.0%	9.2%	28.5%	30.4%	25.9%	4.0%	1.9%
MEDICAL SUPPORT Total		36	0.0%	2.8%	27.8%	30.6%	36.1%	2.8%	0.0%
NURSING/MIDWIFERY Total		4,540	0.0%	14.2%	23.1%	22.6%	30.6%	7.8%	1.6%
OTHER THERAPEUTIC Total		393	0.0%	15.3%	32.6%	26.7%	22.4%	2.8%	0.3%
PERSONAL AND SOCIAL CARE Total		117	0.9%	16.2%	17.1%	29.1%	29.1%	4.3%	3.4%
SENIOR MANAGERS Total		19	0.0%	0.0%	0.0%	21.1%	57.9%	10.5%	10.5%
SUPPORT SERVICES Total		1,139	1.0%	8.2%	15.5%	17.3%	38.2%	15.1%	4.8%
Grand Total		9,437	0.2%	11.6%	22.1%	23.9%	31.3%	8.5%	2.3%

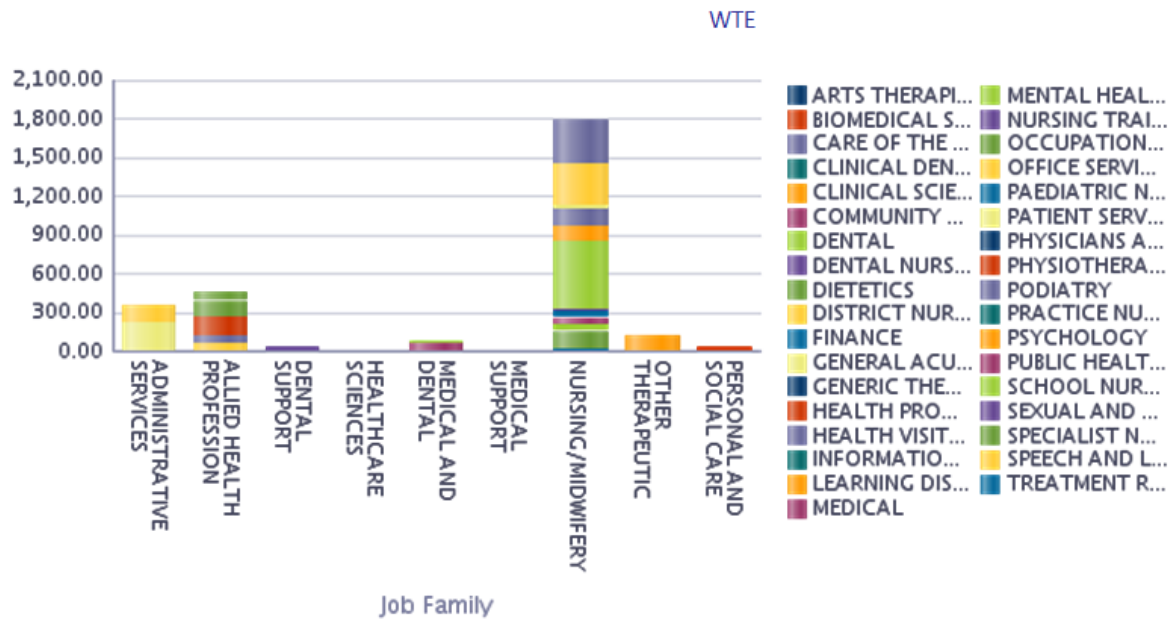
### Acute Services Division - Count 3,399 / WTE 2,878.98

#### Graph by Job Family and Sub Job Family as at 31/03/2021



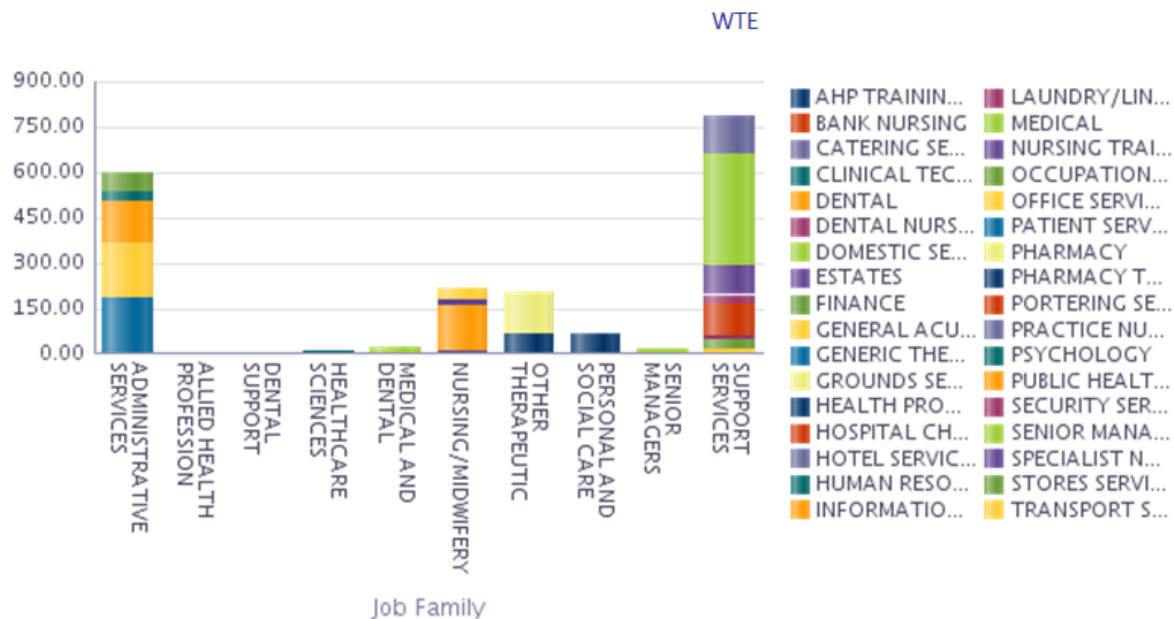
Fife H&SC Partnership - Count 3,565 / WTE 2,921.91

Graph by Job Family and Sub Job Family as at 31/03/2021



Corporate Services - Count 2,508 / WTE 1,921.02

Graph by Job Family and Sub Job Family as at 31/03/2021

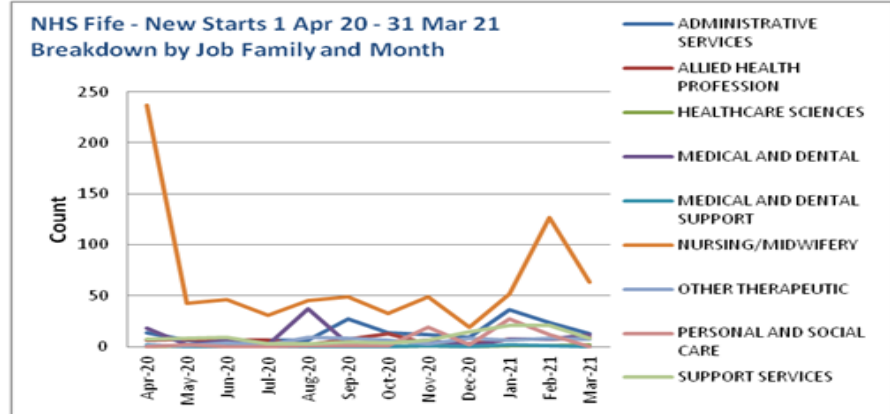


## NEW STARTS

For the year ending 31<sup>st</sup> March 2021, 1,399 applicants commenced in post (including new assignments). The breakdown of this recruitment activity was broadly consistent with the job family breakdown across the organisation, and is provided in the tables below.

New Starts by Job Family / Sub Job Family (Non Nursing & Midwifery) 01/04/2020 and 31/03/2021		EESS ID HEADCOUNT
JOB FAMILY	SUB JOB FAMILY	
ADMINISTRATIVE SERVICES	FINANCE	6
	HUMAN RESOURCES	5
	INFORMATION SYSTEMS/TECHNOLOGY	21
	OFFICE SERVICES	37
	PATIENT SERVICES	102
	SENIOR MANAGERS	1
ALLIED HEALTH PROFESSION	ARTS THERAPIES	1
	DIAGNOSTIC RADIOGRAPHY	15
	DIETETICS	11
	GENERIC THERAPIES	1
	OCCUPATIONAL THERAPY	18
	PHYSIOTHERAPY	19
	PODIATRY	4
	SPEECH AND LANGUAGE THERAPY	7
HEALTHCARE SCIENCES	BIOMEDICAL SCIENCES LIFE	4
	CLINICAL PHYSIOLOGY	4
MEDICAL AND DENTAL	DENTAL	4
	MEDICAL	101
MEDICAL AND DENTAL SUPPORT	CLINICAL DENTAL TECHNICIAN	1
	DENTAL NURSING	2
	PHYSICIANS ASSISTANT	1
	THEATRE SERVICES	2
OTHER THERAPEUTIC	PHARMACY	23
	PHARMACY TECHNICIANS	12
	PSYCHOLOGY	28
PERSONAL AND SOCIAL CARE	HEALTH PROMOTION	64
	HOSPITAL CHAPLAINCY	1
SUPPORT SERVICES	CATERING SERVICES	21
	DOMESTIC SERVICES	56
	ESTATES	12
	GROUND SERVICES	1
	PORTERING SERVICES	20
TOTAL		605

Nursing & Midwifery New Starts by Sub Job Family 01/04/2020 and 31/03/2021		EESS ID HEADCOUNT
JOB FAMILY	SUB JOB FAMILY	
NURSING/MIDWIFERY	CARE OF THE ELDERLY NURSING	66
	COMMUNITY CHILDREN'S NURSING	1
	DISTRICT NURSING	40
	GENERAL ACUTE NURSING	378
	HEALTH VISITOR NURSING	14
	LEARNING DISABILITIES NURSING	7
	MENTAL HEALTH NURSING	27
	MIDWIFERY DIRECT CC	39
	NEONATAL NURSING DIRECT CC	6
	NURSING TRAINING/ADMIN/MGT	4
	PAEDIATRIC NURSING	1
	PUBLIC HEALTH NURSING	166
	SCHOOL NURSING	9
	SEXUAL AND REPRODUCTIVE HEALTH	4
	SPECIALIST NURSING	23
	TREATMENT ROOM NURSING	9
Grand Total		794



## TURNOVER & LEAVERS

Turnover for the year 2020/21 across NHS Fife was 4.04%. The breakdown of turnover by Organisation Hierarchy is provided in the table below.

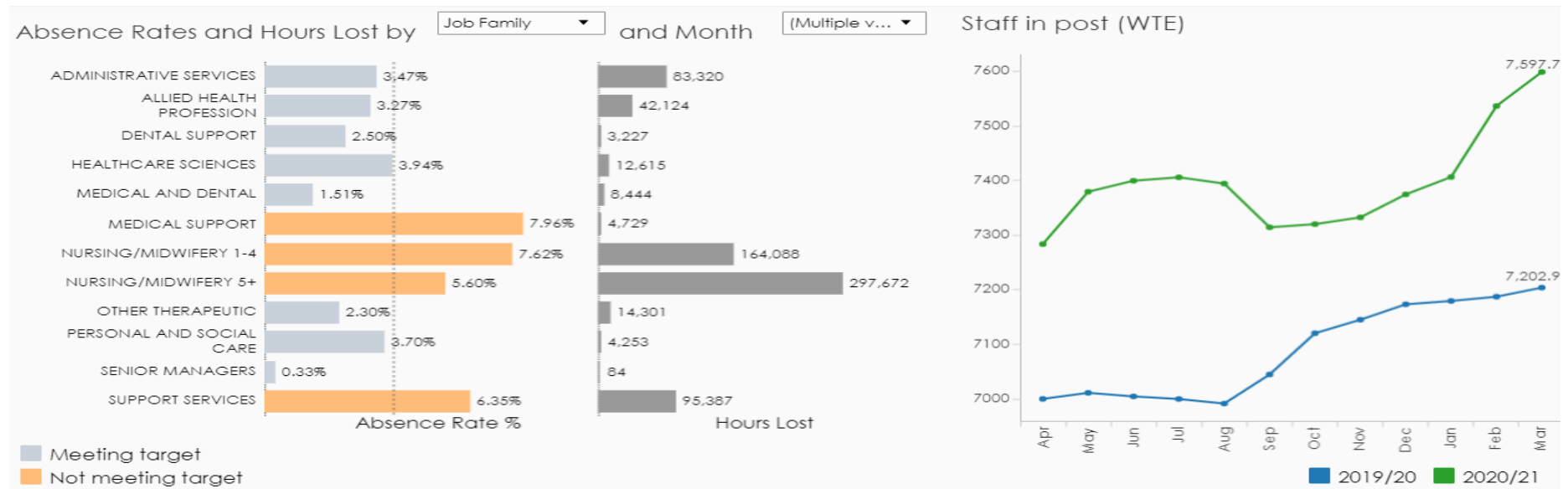
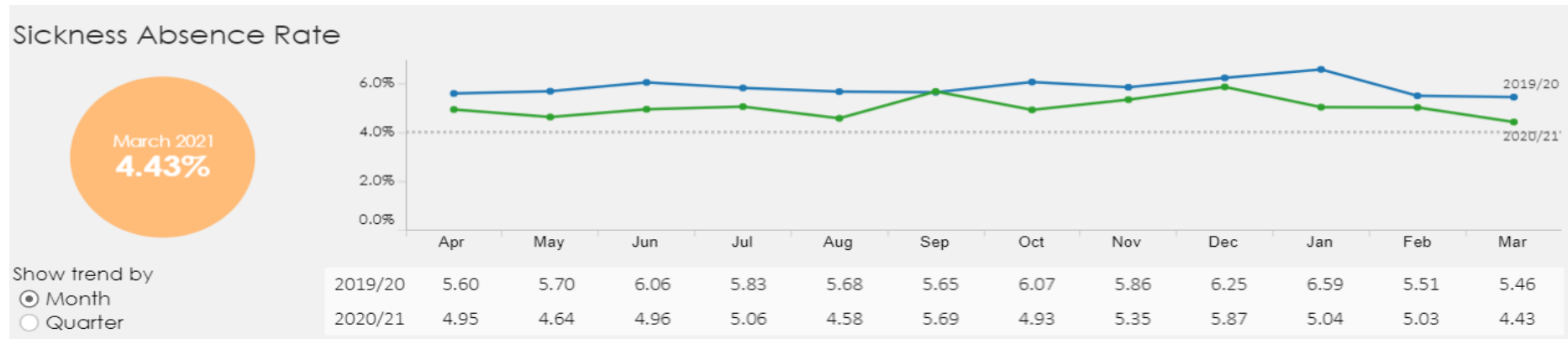
Leavers and Turnover by Organisational Hierarchy 31st March 2021			YearServiceCount	YearServiceCount	YearServiceCount	YearServiceCount
Area	Division	Directorate	2020	Leavers	2021	Turnover
NHS Fife	Acute Services Division	Acute Services Head Office	11	-	12	-
		Emergency Care & Medicine (Dir)	1186	52	1224	4.32%
		Planned Care & Surgery (Dir)	1113	37	1152	3.27%
		Women, Children & Clinical Services (Dir)	995	19	994	1.91%
	Corporate Services Division	Estates Facilities	1134	44	1150	3.85%
		Pharmacy Services	227	11	245	4.66%
		Public Health	30	11	383	5.33%
		Other Corporate Functions	722	84	731	11.56%
	Health & Social Care Partnership	East Division	702	23	684	3.32%
		Fife Wide Division	2081	68	2071	3.28%
		West Division	771	21	814	2.65%
Grand Total			8892	370	9437	4.04%

*Turnover - is 2.Leavers divided by 1.Year1 add 3.Year2 divided by 2 and multiplied by 100*

*E.g - (2.Leavers / ((1.Year1 + 3.Year2)/2))\*100*

## SICKNESS ABSENCE

The sickness absence trend line for 2020/21 is shown in the graph below. The trend has continued to be lower than the sickness absence levels recorded throughout the previous year, although does not incorporate Covid-19 related absences recorded as Special Leave.

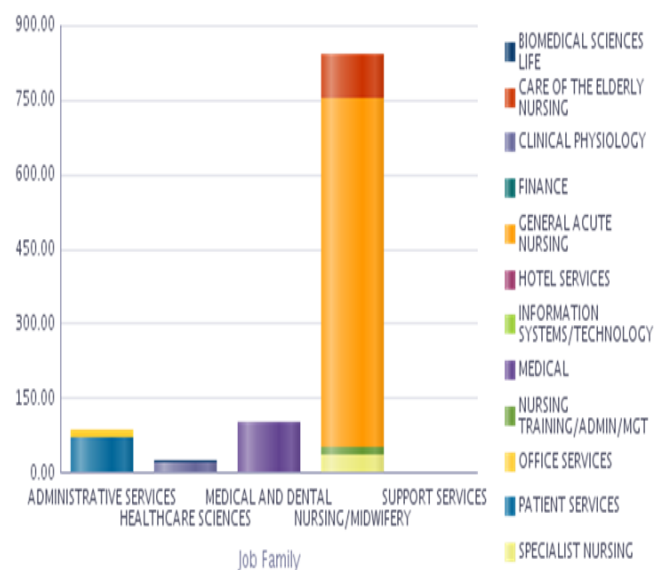


# ACUTE SERVICES DIVISION BREAKDOWN

# EMERGENCY CARE & MEDICINE

## OVERVIEW

Emergency Care & Medicine - Breakdown of Job Family, Sub Job Family and Band / Grade as at 31 03 2021		WTE													Grand Total
Job Family	Job Sub Family	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A	Band 8B	Band 8D	Clinical Fellow	Consultant	Medical & Dental Training Grades	Medical & Dental Carer Grades	
ADMINISTRATIVE SERVICES	FINANCE								3.00						3.00
	INFORMATION SYSTEMS/TECHNOLOGY				1.00										1.00
	OFFICE SERVICES	2.16	2.32	4.60		2.00				2.00					13.08
	PATIENT SERVICES	19.03	9.18	41.98	1.60										71.79
HEALTHCARE SCIENCES	BIOMEDICAL SCIENCES LIFE	0.43	1.00	3.00											4.43
	CLINICAL PHYSIOLOGY		5.60	1.80	1.00	4.17	5.55	1.96							20.07
MEDICAL AND DENTAL	MEDICAL										19.90	70.84	5.21	6.24	102.18
NURSING/MIDWIFERY	CARE OF THE ELDERLY NURSING	38.36	5.69	1.00	31.93	7.00	6.00								89.99
	GENERAL ACUTE NURSING	135.12	71.56	3.00	368.84	67.23	50.02	3.00							698.76
	NURSING TRAINING/ADMIN/MGT						8.83	7.00	2.00						17.83
	SPECIALIST NURSING		1.07		3.52	13.63	15.32	1.00							34.53
SUPPORT SERVICES	HOTEL SERVICES	0.80													0.80
Grand Total		195.89	96.42	55.38	407.89	94.02	85.71	12.96	5.00	2.00	19.90	70.84	5.21	6.24	1057.46

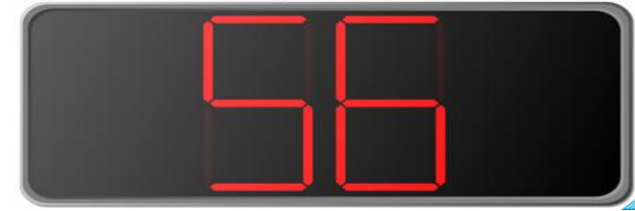


Leavers and Turnover by Organisational Hierarchy 31st March 2021			YearServiceCount	YearServiceCount	YearServiceCount	YearServiceCount
Area	Job Family	Job Sub Family	2020	Leavers	2021	Turnover
Emergency Care & Medicine	Grand Total		1191	56	1243	4.60%
	ADMINISTRATIVE SERVICES	FINANCE	3	0	3	
		INFORMATION SYSTEMS/TECHNOLOGY	1	2	1	200.00%
		OFFICE SERVICES	14	0	17	
		PATIENT SERVICES	91	0	92	
	ADMINISTRATIVE SERVICES Total		109	2	113	1.80%
	HEALTHCARE SCIENCES	BIOMEDICAL SCIENCES LIFE	5	0	5	
		CLINICAL PHYSIOLOGY	25	0	24	
	HEALTHCARE SCIENCES Total		30	0	29	
	MEDICAL AND DENTAL	MEDICAL	142	18	150	12.33%
	MEDICAL AND DENTAL Total		142	18	150	12.33%
	NURSING/MIDWIFERY	CARE OF THE ELDERLY NURSING	95	6	102	6.09%
		GENERAL ACUTE NURSING	757	29	791	3.75%
		NURSING TRAINING/ADMIN/MGT	20	1	19	5.13%
		SPECIALIST NURSING	39	0	40	
	NURSING/MIDWIFERY Total		909	36	950	3.87%
	SUPPORT SERVICES	HOTEL SERVICES	-	0	1	
	SUPPORT SERVICES Total		1	0	1	

## RECRUITMENT ACTIVITY

Positions Advertised and Applications Received - 2020/21	Job_Family	Positions Advertised	Total Applications
Acute - Emergency Care & Medicine	Administrative Services	10	1,334
	Healthcare Sciences	2	144
	Medical and Dental	26	909
	Nursing and Midwifery	146	4,958

Average Duration between Application to Unconditional Offer (days)

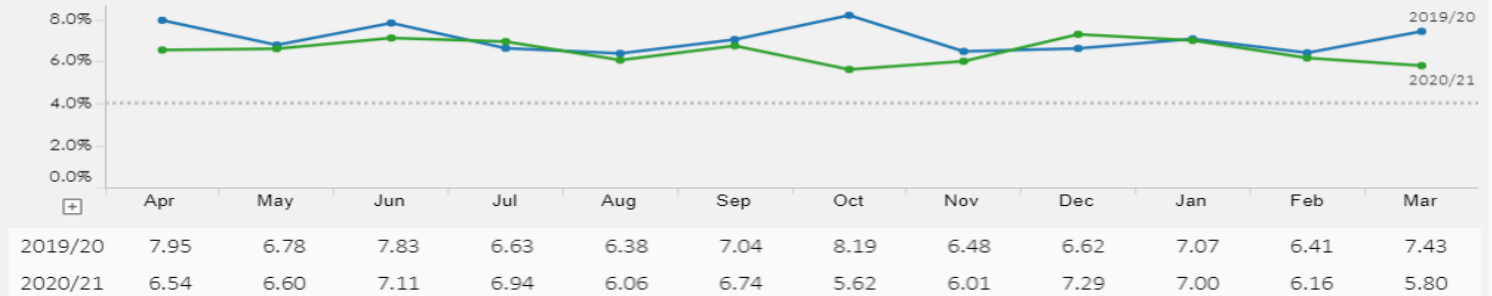


## SICKNESS ABSENCE TRENDS

### Sickness Absence Rate



Show trend by  
☒ Month  
☐ Quarter



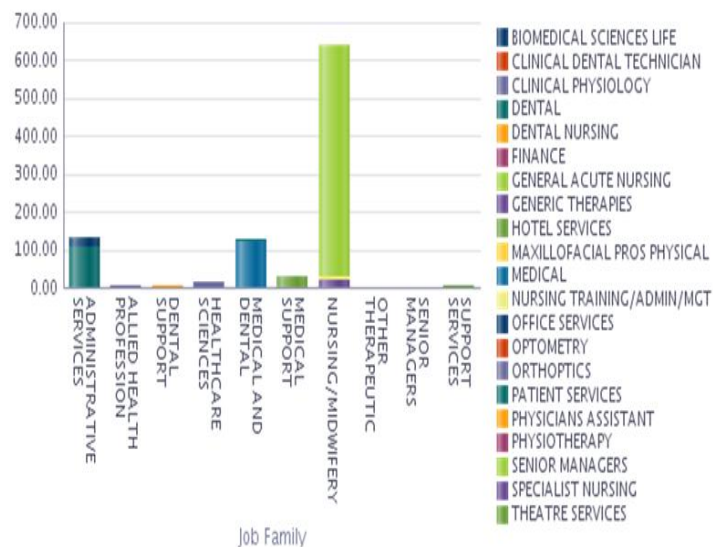


## ACUTE SERVICES DIVISION BREAKDOWN

## PLANNED CARE & SURGERY

### OVERVIEW

Planned Care & Surgery - Breakdown of Job Family, Sub Job Family and Band / Grade as at 31 03 2021		WTE													Grand Total
Job Family	Job Sub Family	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A	Band 8B	Band 8D	Clinical Fellow	Consultant	Medical & Dental Training Grades	Medical & Dental Carer Grades	
ADMINISTRATIVE SERVICES	FINANCE		1.00												1.00
	OFFICE SERVICES	5.00	10.87	5.38	2.00					1.00					24.25
	PATIENT SERVICES	24.16	16.96	63.95	1.00	3.00									109.07
ALLIED HEALTH PROFESSION	GENERIC THERAPIES		1.60												1.60
	ORTHOPTICS		1.00			4.20	0.80	0.60							6.60
	PHYSIOTHERAPY								1.00						1.00
DENTAL SUPPORT	CLINICAL DENTAL TECHNICIAN					2.86									2.86
	DENTAL NURSING	1.00			5.39	2.21									8.59
HEALTHCARE SCIENCES	BIOMEDICAL SCIENCES LIFE							1.00							1.00
	CLINICAL PHYSIOLOGY		4.36	0.92		6.21	1.80		1.00						14.29
	MAXILLOFACIAL PROS PHYSICAL						1.00								1.00
MEDICAL AND DENTAL	DENTAL											4.00		1.00	5.00
	MEDICAL										2.60	87.15	10.19	25.52	125.47
MEDICAL SUPPORT	PHYSICIANS ASSISTANT						3.00								3.00
	THEATRE SERVICES	1.00	1.00		14.27	12.51	1.00								29.77
NURSING/MIDWIFERY	GENERAL ACUTE NURSING	124.15	36.55	7.85	325.50	74.60	34.45	2.43							605.53
	NURSING TRAINING/ADMIN/MGT							7.00	3.40						10.40
	SPECIALIST NURSING				3.72	8.25	10.35	1.00							23.32
OTHER THERAPEUTIC SUPPORT SERVICES	OPTOMETRY						3.07								3.07
	HOTEL SERVICES	6.00													6.00
<b>Grand Total</b>		<b>161.31</b>	<b>73.33</b>	<b>78.10</b>	<b>351.88</b>	<b>113.85</b>	<b>55.46</b>	<b>12.03</b>	<b>5.40</b>	<b>1.00</b>	<b>2.60</b>	<b>91.15</b>	<b>10.19</b>	<b>26.52</b>	<b>983.82</b>



Leavers and Turnover by Organisational Hierarchy 31st March 2021				YearServiceCo	YearServiceCo	YearServiceCo	YearServiceCo
Area	Job Family	Job Sub Family		2020	Leavers	2021	Turnover
Planned Care & Surgery	<b>Grand Total</b>			1113	39	1151	3.45%
	ADMINISTRATIVE SERVICES	FINANCE		1	-	1	
		OFFICE SERVICES		25	-	28	
		PATIENT SERVICES		127	2	130	1.56%
	<b>ADMINISTRATIVE SERVICES Total</b>			153	2	159	1.28%
	ALLIED HEALTH PROFESSION	GENERIC THERAPIES		2	-	3	
		ORTHOPTICS		8	1	8	12.50%
		PHYSIOTHERAPY		1	-	1	
	<b>ALLIED HEALTH PROFESSION Total</b>			11	1	12	8.70%
	DENTAL SUPPORT	CLINICAL DENTAL TECHNICIAN		3	1	3	33.33%
		DENTAL NURSING		10	-	11	
	<b>DENTAL SUPPORT Total</b>			13	1	14	7.41%
	HEALTHCARE SCIENCES	BIOMEDICAL SCIENCES LIFE		1	-	1	
		CLINICAL PHYSIOLOGY		16	-	17	
		MAXILLOFACIAL PROS PHYSICAL		1	-	1	
	<b>HEALTHCARE SCIENCES Total</b>			18	0	19	
	MEDICAL AND DENTAL	DENTAL		5	-	5	
		MEDICAL		158	11	165	6.81%
	<b>MEDICAL AND DENTAL Total</b>			163	11	170	6.61%
	MEDICAL SUPPORT	PHYSICIANS ASSISTANT		3	-	3	
		THEATRE SERVICES		29	-	32	
	<b>MEDICAL SUPPORT Total</b>			32	0	35	
	NURSING/MIDWIFERY	GENERAL ACUTE NURSING		682	24	692	3.49%
		NURSING TRAINING/ADMIN/MGT		11	-	11	
		SPECIALIST NURSING		19	-	27	
	<b>NURSING/MIDWIFERY Total</b>			711	24	730	3.33%
	OTHER THERAPEUTIC	OPTOMETRY		5	-	5	
	<b>OTHER THERAPEUTIC Total</b>			5	0	5	
	SUPPORT SERVICES	HOTEL SERVICES		6	-	6	
				6	0	6	

## RECRUITMENT ACTIVITY

Positions Advertised and Applications Received - 2020/21	Job_Family	Positions Advertised	Total Applications
Acute - Planned Care & Surgery	Administrative Services	16.00	1,552.00
	Allied Health Professions	1.00	8.00
	Medical and Dental	24.00	612.00
	Medical Support	1.00	13.00
	Nursing and Midwifery	113.00	5,114.00
	Support Services	1.00	56.00

Average Duration between Application to Unconditional Offer (days)

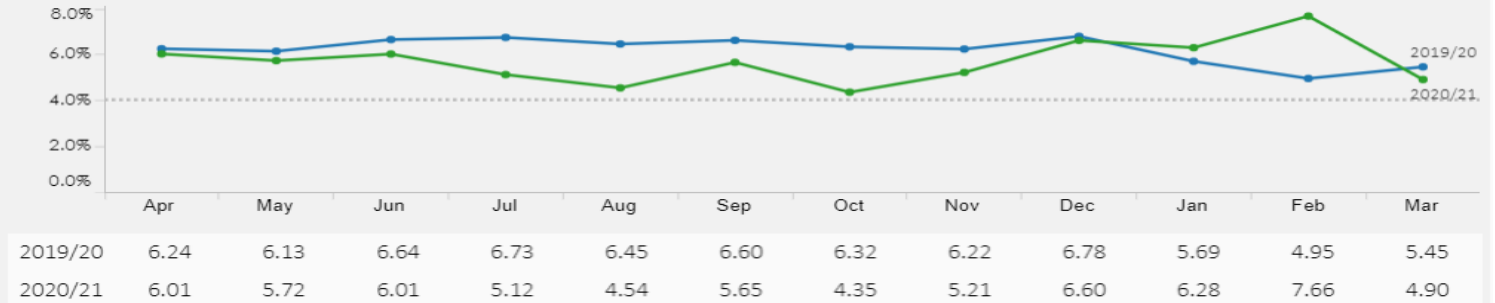


## SICKNESS ABSENCE TRENDS

### Sickness Absence Rate



Show trend by  
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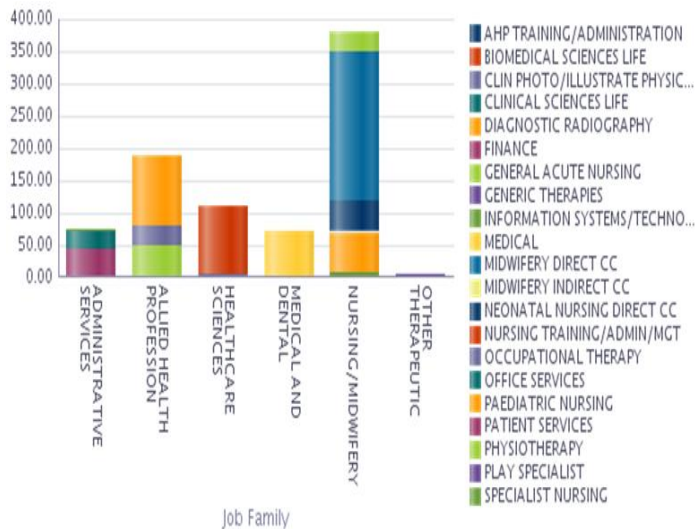


# ACUTE SERVICES DIVISION BREAKDOWN

# WOMEN, CHILDREN, CLINICAL SUPPORT & ACCESS

## OVERVIEW

Women, Children, Clinical Support & Access - Breakdown of Job Family, Sub Job Family and Band / Grade as at 31 03 2021		WTE													Grand Total
Job Family	Job Sub Family	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A	Band 8B	Band 8D	Clinical Fellow	Consultant	Medical & Dental Training Grades	Medical & Dental Care Grades	
ADMINISTRATIVE SERVICES	FINANCE		1.40												1.40
	INFORMATION SYSTEMS/TECHNOLOGY			1.00	1.40		1.00	1.00							4.40
	OFFICE SERVICES	3.97	6.53	5.68	7.15			1.00		1.00	2.00				27.33
	PATIENT SERVICES	24.26	4.32	13.82			1.00								43.40
ALLIED HEALTH PROFESSION	AHP TRAINING/ADMINISTRATION								1.00						1.00
	DIAGNOSTIC RADIOGRAPHY	7.40	24.52	3.40	11.41	28.76	26.90	4.00	2.00	1.00					109.39
	GENERIC THERAPIES						0.80								0.80
	OCCUPATIONAL THERAPY		0.94	4.01	7.88	10.41	6.52	1.55							31.31
HEALTHCARE SCIENCES	PHYSIOTHERAPY	0.53	3.47	7.98	7.00	16.13	8.99	3.37							47.47
	BIOMEDICAL SCIENCES LIFE		26.71	5.20	7.00	37.48	13.24	8.89	5.00	1.00	1.00				105.53
	CLIN PHOTO/ILLUSTRATE PHYSICAL			1.00	1.00		1.00								3.00
	CLINICAL SCIENCES LIFE		0.50												0.50
MEDICAL AND DENTAL	MEDICAL											61.62	2.02	4.91	69.56
NURSING/MIDWIFERY	GENERAL ACUTE NURSING	7.26	1.64		14.16	4.19	2.17								29.42
	MIDWIFERY DIRECT CC	30.12	5.58	15.92	10.81	135.48	30.50	2.00							230.41
	MIDWIFERY INDIRECT CC									1.00					1.00
	NEONATAL NURSING DIRECT CC	4.63		4.92	17.91	12.08	7.75	1.00							48.28
	NURSING TRAINING/ADMIN/MGT							0.96	1.00						1.96
	PAEDIATRIC NURSING	7.95	0.92	2.23	30.34	14.59	4.00	0.67							60.69
	SPECIALIST NURSING					4.25	2.00		1.00						7.25
OTHER THERAPEUTIC	PLAY SPECIALIST	0.69		2.49											3.19
Grand Total		86.82	76.54	67.65	116.05	263.37	105.87	24.44	10.00	4.00	3.00	61.62	2.02	4.91	827.30



Leavers and Turnover by Organisational Hierarchy 31st March 2021			YearServiceCo	YearServiceCo	YearServiceCo	YearServiceCo
Area	Job Family	Job Sub Family	2020	Leavers	2021	Turnover
Women, Children, Clinical Support & Access	Grand Total		963	23	994	2.35%
	ADMINISTRATIVE SERVICES	FINANCE	2	-	2	
		INFORMATION SYSTEMS/TECHNOLOGY	4	-	5	
		OFFICE SERVICES	32	-	35	
		PATIENT SERVICES	51	2	56	3.74%
	ADMINISTRATIVE SERVICES Total		89	2	98	2.14%
	ALLIED HEALTH PROFESSION	AHP TRAINING/ADMINISTRATION	-	-	1	
		DIAGNOSTIC RADIOGRAPHY	117	2	129	1.63%
		GENERIC THERAPIES	1	-	1	
		OCCUPATIONAL THERAPY	39	-	42	
		PHYSIOTHERAPY	61	3	57	5.08%
	ALLIED HEALTH PROFESSION Total		218	5	230	2.23%
	HEALTHCARE SCIENCES	BIOMEDICAL SCIENCES LIFE	121	1	115	
		CLIN PHOTO/ILLUSTRATE PHYSICAL	3	-	3	
		CLINICAL SCIENCES LIFE	1	-	1	
	HEALTHCARE SCIENCES Total		124	1	118	
	MEDICAL AND DENTAL	MEDICAL	80	4	83	4.91%
		MEDICAL AND DENTAL Total	80	4	83	4.91%
	NURSING/MIDWIFERY	GENERAL ACUTE NURSING	37	-	36	
		MIDWIFERY DIRECT CC	276	8	287	2.84%
		MIDWIFERY INDIRECT CC	1	-	1	
		NEONATAL NURSING DIRECT CC	54	3	56	5.45%
		NURSING TRAINING/ADMIN/MGT	2	-	2	
		PAEDIATRIC NURSING	71	-	72	
		SPECIALIST NURSING	8	-	8	
	NURSING/MIDWIFERY Total		448	11	461	2.42%
	OTHER THERAPEUTIC	PLAY SPECIALIST	4	-	4	
	OTHER THERAPEUTIC Total		4	0	4	

## RECRUITMENT ACTIVITY

Positions Advertised and Applications Received - 2020/21	Job_Family	Positions Advertised	Total Applications
Acute - Women & Children/Clinical Support	Administrative Services	9	1149
	Allied Health Professions	24	1587
	Healthcare Sciences	9	434
	Medical and Dental	16	169
	Medical Support	1	23
	Nursing and Midwifery	13	1214

Average Duration between Application to Unconditional Offer (days)

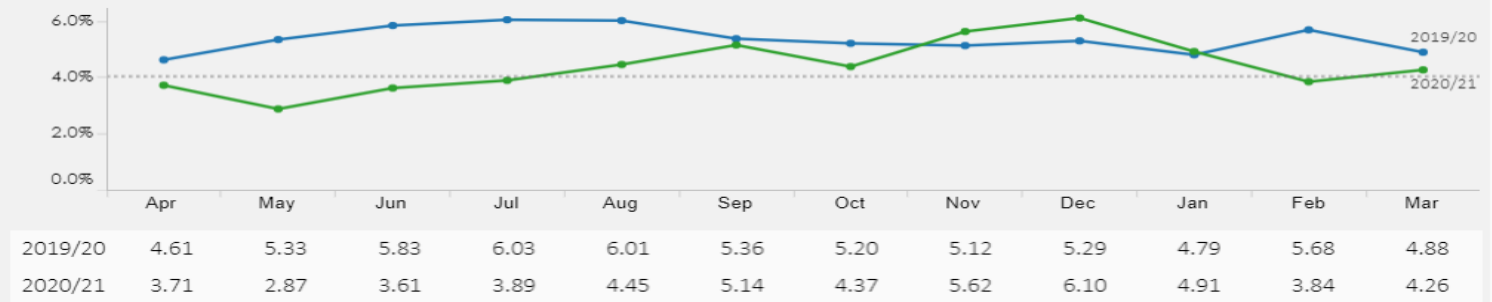


## SICKNESS ABSENCE TRENDS

### Sickness Absence Rate

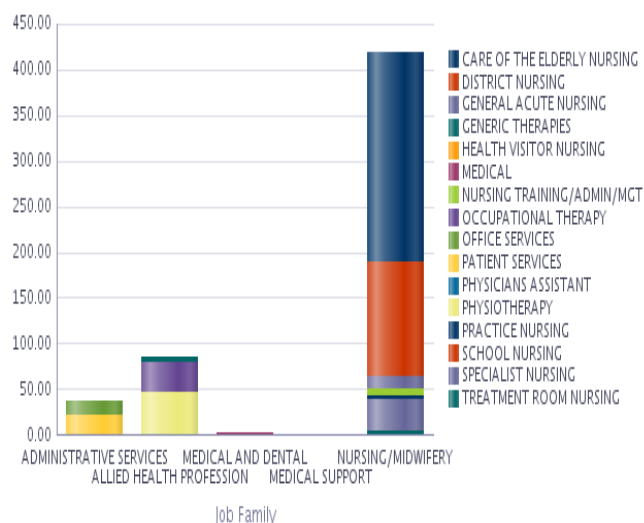


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☒ Month  
☐ Quarter



## OVERVIEW

East Division - Breakdown of Job Family, Sub Job Family and Band / Grade as at 31 03 2021		WTE													Grand Total
Job Family	Job Sub Family	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A	Band 8B	Band 8D	Clinical Fellow	Consultant	Medical & Dental Training Grades	Medical & Dental Carer Grades	
ADMINISTRATIVE SERVICES	OFFICE SERVICES	2.51	5.48	2.93	1.20	3.00	0.85								15.98
	PATIENT SERVICES	7.02	10.64	2.72		1.00									21.38
ALLIED HEALTH PROFESSION	GENERIC THERAPIES		5.72												5.72
	OCCUPATIONAL THERAPY		9.12	1.00	1.00	14.50	5.65	2.00							33.28
	PHYSIOTHERAPY		17.79	4.17	1.00	14.44	8.30	1.00							46.70
MEDICAL AND DENTAL	MEDICAL											1.60		1.11	2.71
MEDICAL SUPPORT	PHYSICIANS ASSISTANT				1.00										1.00
NURSING/MIDWIFERY	CARE OF THE ELDERLY NURSING	96.80		1.00	104.51	15.48	10.00								227.78
	DISTRICT NURSING	1.27	15.69		75.46	26.19	8.00								126.61
	GENERAL ACUTE NURSING	1.57	2.27		4.16	2.97	0.91								11.87
	HEALTH VISITOR NURSING			1.00	0.64										1.64
	NURSING TRAINING/ADMIN/MGT					1.00		2.00	3.00						6.00
	PRACTICE NURSING				0.72	3.13									3.85
	SCHOOL NURSING							0.91							0.91
	SPECIALIST NURSING	13.51	1.62		11.32	4.70	2.80	1.40							35.35
	TREATMENT ROOM NURSING				2.50	1.00									3.50
Grand Total		122.67	68.33	12.82	203.51	87.42	36.51	7.31	3.00	1.60	0.00	1.60	0.00	1.11	544.27



Leavers and Turnover by Organisational Hierarchy 31st March 2021			YearServiceCo	YearServiceCo	YearServiceCo	YearServiceCo
Area	Job Family	Job Sub Family	2020	Leavers	2021	Turnover
East Division	Grand Total		707	24	684	3.45%
	ADMINISTRATIVE SERVICES	OFFICE SERVICES	18	-	20	
		PATIENT SERVICES	31	2	30	6.56%
	ADMINISTRATIVE SERVICES Total		49	2	49	4.08%
	ALLIED HEALTH PROFESSION	GENERIC THERAPIES	7	-	8	
		OCCUPATIONAL THERAPY	39	2	40	5.06%
		PHYSIOTHERAPY	65	2	61	3.17%
	ALLIED HEALTH PROFESSION Total		111	4	109	3.64%
	MEDICAL AND DENTAL	MEDICAL	4	1	5	22.22%
	MEDICAL AND DENTAL Total		4	1	5	22.22%
	MEDICAL SUPPORT	PHYSICIANS ASSISTANT	1	-	1	
	MEDICAL SUPPORT Total		1	0	1	
	NURSING/MIDWIFERY	CARE OF THE ELDERLY NURSING	296	10	273	3.51%
		DISTRICT NURSING	161	6	160	3.74%
		GENERAL ACUTE NURSING	18	1	16	5.88%
		MENTAL HEALTH NURSING	1	-	2	
		NURSING TRAINING/ADMIN/MGT	6	-	6	
		PRACTICE NURSING	3	-	5	
		SCHOOL NURSING	1	-	1	
		SPECIALIST NURSING	49	-	51	
		TREATMENT ROOM NURSING	6	-	6	
	NURSING/MIDWIFERY Total		541	17	520	3.20%

## RECRUITMENT ACTIVITY

Positions Advertised and Applications Received - 2020/21	Job_Family	Positions Advertised	Total Applications
East Division	Administrative Services	21	1,162
	Allied Health Professions	26	514
	Medical and Dental	4	7
	Medical Support	1	13
	Nursing and Midwifery	75	1,743

Average Duration between Application to Unconditional Offer (days)



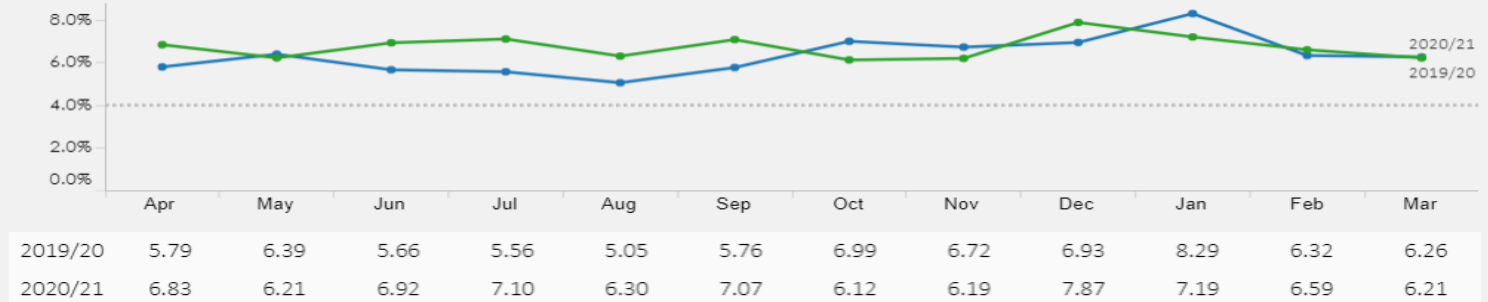
## SICKNESS ABSENCE TRENDS

### Sickness Absence Rate



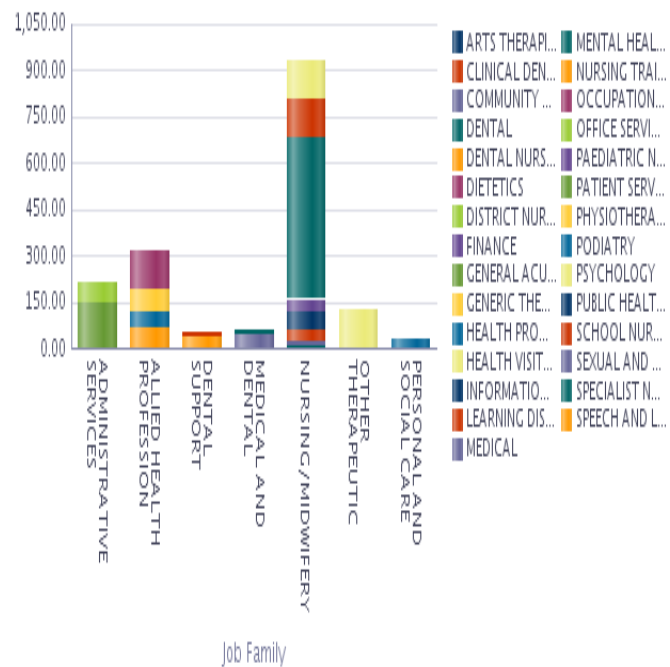
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- ☒ Month  
☐ Quarter



## OVERVIEW

Fife Wide Division - Breakdown of Job Family, Sub Job Family and Band / Grade as at 31 03 2021		WTE																Grand Total
Job Family	Job Sub Family	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A	Band 8B	Band 8C	Band 8D	Band 9	Clinical Fellow	Consultant	Medical & Dental Training Grades	Medical & Dental Carer Grades		
ADMINISTRATIVE SERVICES	FINANCE								0.93									0.93
	INFORMATION SYSTEMS/TECHNOLOGY	1.00	1.00			0.64		0.80										3.44
	OFFICE SERVICES	5.97	25.83	19.07	7.52	9.03	2.00	1.00										70.41
	PATIENT SERVICES	21.49	63.37	58.45	1.80	1.00												146.11
ALLIED HEALTH PROFESSION	ARTS THERAPIES					1.80	1.20											3.00
	DIETETICS		5.09	1.00	5.50	21.80	18.86	6.70		1.00								59.95
	GENERIC THERAPIES			1.00														1.00
	OCCUPATIONAL THERAPY		10.34	3.80	14.79	17.77	10.87	3.90	2.00									63.47
	PHYSIOTHERAPY	1.00	4.28	4.21	10.00	22.22	25.46	7.13	2.00									76.30
	PODIATRY		3.57	0.40	2.00	27.53	17.26	1.79	1.00	1.00								54.54
	SPEECH AND LANGUAGE THERAPY		9.52	1.00	3.00	26.80	18.90	5.80	1.00									66.02
DENTAL SUPPORT	CLINICAL DENTAL TECHNICIAN		4.20	0.00	2.20	3.40	2.00											11.80
	DENTAL NURSING	1.80	1.62	29.40	7.23	2.00												42.05
MEDICAL AND DENTAL	DENTAL															21.59		21.59
	MEDICAL												1.00	28.60	0.01	14.13		43.73
NURSING/MIDWIFERY	COMMUNITY CHILDREN'S NURSING			1.80														1.80
	DISTRICT NURSING						3.00											3.00
	GENERAL ACUTE NURSING				1.00													1.00
	HEALTH VISITOR NURSING	0.72	12.80	13.47	0.80	1.00	97.27											126.06
	LEARNING DISABILITIES NURSING		51.31		49.04	14.69	3.00	1.00										119.05
	MENTAL HEALTH NURSING	2.60	155.85	2.00	192.49	123.91	32.20	9.00	5.00	1.00								524.05
	NURSING TRAINING/ADMIN/MGT							4.00	1.00	2.00								7.00
	PAEDIATRIC NURSING		5.13	6.44	5.33	11.60	6.40	1.00										35.90
	PUBLIC HEALTH NURSING		1.51		21.40	6.56	18.40	3.80	2.00									53.67
	SCHOOL NURSING	12.31	1.89	2.89	9.81	11.52	3.00											41.43
	SEXUAL AND REPRODUCTIVE HEALTH SPECIALIST NURSING		3.61		3.54	4.91		1.00										13.06
						9.50	1.00											10.50
OTHER THERAPEUTIC	PSYCHOLOGY		2.80	7.50	1.20	22.50	28.30	28.00	17.33	11.50	5.00	1.00						125.13
PERSONAL AND SOCIAL CARE	HEALTH PROMOTION		5.87	0.75	10.59	7.93	5.80	1.00	0.91									32.84
Grand Total		46.89	369.60	153.19	349.23	348.11	294.91	75.92	33.17	16.50	5.00	1.00	1.00	28.60	21.60	14.13		1758.85



Leavers and Turnover by Organisational Hierarchy 31st March 2021			YearServiceCo	YearServiceCo	YearServiceCo	YearServiceCo
Area	Job Family	Job Sub Family	2020	Leavers	2021	Turnover
File Wide Division	<b>Grand Total</b>		2031	79	2070	3.80%
	ADMINISTRATIVE SERVICES	FINANCE	1	0	1	
		INFORMATION SYSTEMS/TECHNOLOGY	5	0	4	
		OFFICE SERVICES	95	5	88	5.46%
		PATIENT SERVICES	181	6	188	3.25%
	<b>ADMINISTRATIVE SERVICES Total</b>		282	11	281	3.91%
	ALLIED HEALTH PROFESSION	ARTS THERAPIES	3	0	4	
		DIETETICS	63	0	73	
		GENERIC THERAPIES	3	0	1	
		OCCUPATIONAL THERAPY	86	9	77	11.04%
		PHYSIOTHERAPY	87	0	98	
		PODIATRY	66	0	63	
		SPEECH AND LANGUAGE THERAPY	77	0	81	
	<b>ALLIED HEALTH PROFESSION Total</b>		385	9	397	2.30%
	DENTAL SUPPORT	CLINICAL DENTAL TECHNICIAN	18	1	15	6.06%
		DENTAL NURSING	50	0	49	
	<b>DENTAL SUPPORT Total</b>		68	1	64	1.52%
	MEDICAL AND DENTAL	DENTAL	29	1	30	3.39%
		MEDICAL	55	4	56	7.21%
	<b>MEDICAL AND DENTAL Total</b>		84	5	86	5.88%
	NURSING/MIDWIFERY	COMMUNITY CHILDREN'S NURSING	2	0	3	
		DISTRICT NURSING	3	0	3	
		GENERAL ACUTE NURSING	1		1	
		HEALTH VISITOR NURSING	156	4	1147	0.61%
		LEARNING DISABILITIES NURSING	141	3	129	2.22%
		MENTAL HEALTH NURSING	586	23	578	3.95%
		NURSING TRAINING/ADMIN/MGT	6	1	7	15.38%
		PAEDIATRIC NURSING	48	1	42	2.22%
		PUBLIC HEALTH NURSING	55	2	59	3.51%
		SCHOOL NURSING	48	2	49	4.12%
		SEXUAL AND REPRODUCTIVE HEALTH	17	1	18	5.71%
		SPECIALIST NURSING	14	1	13	7.41%
	<b>NURSING/MIDWIFERY Total</b>		1077	38	1049	3.57%
	OTHER THERAPEUTIC	PSYCHOLOGY	150	13	151	8.64%
	<b>OTHER THERAPEUTIC Total</b>		150	13	151	8.64%
	PERSONAL AND SOCIAL CARE	HEALTH PROMOTION	45	2	42	4.60%
	<b>PERSONAL AND SOCIAL CARE Total</b>		45	2	42	4.60%

## RECRUITMENT ACTIVITY

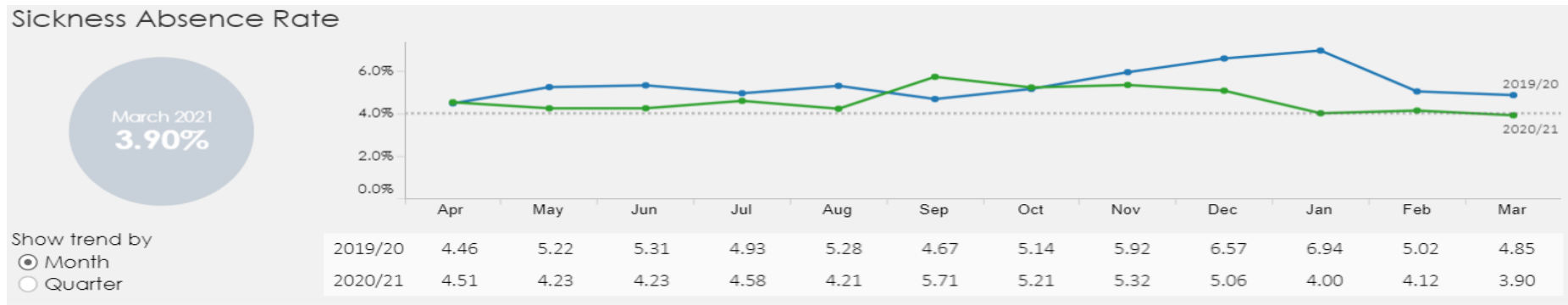
Positions Advertised and Applications Received - 2020/21	Job_Family	Positions Advertised	Total Applications
	Administrative Services	30	1,453
	Allied Health Professions	57	797
	Medical and Dental	16	67
	Nursing and Midwifery	81	1,233
	Other Therapeutic	32	389
	Personal and Social Care	9	245
	Senior Managers	4	41

Average Duration between Application to Unconditional Offer (days)



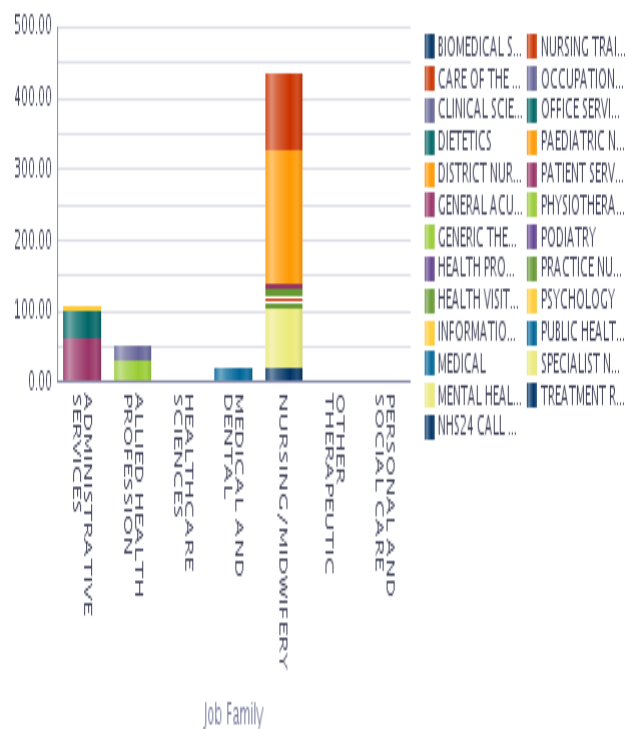


SICKNESS ABSENCE TRENDS



## OVERVIEW

West Division - Breakdown of Job Family, Sub Job Family and Band / Grade as at 31 03 2021		WTE													Grand Total
Job Family	Job Sub Family	Band2	Band3	Band4	Band5	Band6	Band7	Band8A	Band8B	Band8D	Clinical Fellow	Consultant	Medical & Dental Training Grades	Medical & Dental Carer Grades	
ADMINISTRATIVE SERVICES	INFORMATION SYSTEMS/TECHNOLOGY		0.35		2.60	2.00									4.95
	OFFICE SERVICES	2.55	7.40	10.98	4.27	3.82	2.33	0.00	6.00	1.00					38.35
	PATIENT SERVICES	20.86	34.81	3.84	1.53	1.00									62.04
ALLIED HEALTH PROFESSION	DIETETICS						0.90								0.90
	GENERIC THERAPIES		1.33												1.33
	OCCUPATIONAL THERAPY		3.00	1.75	5.20	8.11	1.00	2.00							21.06
	PHYSIOTHERAPY	0.39	5.00	4.60	1.00	7.12	8.40	1.00							27.51
	PODIATRY						0.40								0.40
HEALTHCARE SCIENCES	BIOMEDICAL SCIENCES LIFE					1.48									1.48
	CLINICAL SCIENCES LIFE		1.00												1.00
MEDICAL AND DENTAL	MEDICAL											4.25		13.87	19.12
NURSING/MIDWIFERY	CARE OF THE ELDERLY	39.46	2.91		58.04	5.92	3.00								109.33
	NURSING	0.93	27.35	1.00	87.74	46.76	23.75								187.53
	DISTRICT NURSING					7.89									7.89
	GENERAL ACUTE NURSING														
	HEALTH VISITOR NURSING						10.20								10.20
	MENTAL HEALTH NURSING		1.00												1.00
	NURSING				2.17		0.80	2.64							5.61
	TRAINING/ADMIN/MGT														
	PAEDIATRIC NURSING		0.80	0.00	1.72										2.52
	PRACTICE NURSING					4.02	1.80								5.82
	PUBLIC HEALTH NURSING						1.00								1.00
	SPECIALIST NURSING	11.05		0.93	30.88	26.08	15.76								84.70
	TREATMENT ROOM NURSING	10.48	0.92		5.14	1.50									18.04
OTHER THERAPEUTIC	PSYCHOLOGY					0.96	1.00		0.60						2.56
PERSONAL AND SOCIAL CARE	HEALTH PROMOTION						1.50								1.50
Grand Total		85.72	85.87	23.10	200.29	116.67	71.84	5.64	6.60	1.00	1.00	4.25	0.00	13.87	615.85



Leavers and Turnover by Organisational Hierarchy 31st March 2021			YearServiceCo	YearServiceCo	YearServiceCo	YearServiceCo
Area	Job Family	Job Sub Family	2020	Leavers	2021	Turnover
West Division	<b>Grand Total</b>		776	23	814	2.89%
	ADMINISTRATIVE SERVICES	INFORMATION SYSTEMS/TECHNOLOGY	4	-	6	
		OFFICE SERVICES	48	3	47	6.32%
		PATIENT SERVICES	112	2	115	1.76%
	<b>ADMINISTRATIVE SERVICES Total</b>		162	5	166	3.05%
	ALLIED HEALTH PROFESSION	DIETETICS	1	-	1	
		GENERIC THERAPIES	2	-	2	
		OCCUPATIONAL THERAPY	24	-	27	
		PHYSIOTHERAPY	39	1	38	2.60%
		PODIATRY	1	-	1	
	<b>ALLIED HEALTH PROFESSION Total</b>		67	1	69	1.47%
	HEALTHCARE SCIENCES	BIOMEDICAL SCIENCES LIFE	3	-	2	
		CLINICAL SCIENCES LIFE	1	-	1	
	<b>HEALTHCARE SCIENCES Total</b>		4	0	3	
	MEDICAL AND DENTAL	MEDICAL	28	1	33	3.28%
	<b>MEDICAL AND DENTAL Total</b>		28	1	33	3.28%
	NURSING/MIDWIFERY	CARE OF THE ELDERLY NURSING	126	5	125	3.98%
		DISTRICT NURSING	206	3	233	1.37%
		GENERAL ACUTE NURSING	8	-	12	
		HEALTH VISITOR NURSING	10	1	11	9.52%
		MENTAL HEALTH NURSING	1	-	1	
		NURSING TRAINING/ADMIN/MGT	5	-	7	
		PAEDIATRIC NURSING	2	-	3	
		PRACTICE NURSING	9	1	8	11.76%
		PUBLIC HEALTH NURSING	1	-	1	
		SPECIALIST NURSING	114	4	107	3.62%
		TREATMENT ROOM NURSING	32	2	32	6.25%
	<b>NURSING/MIDWIFERY Total</b>		512	16	538	3.05%
	OTHER THERAPEUTIC	PSYCHOLOGY	2	-	3	
	<b>OTHER THERAPEUTIC Total</b>		2	0	3	
	PERSONAL AND SOCIAL CARE	HEALTH PROMOTION	1	-	2	
	<b>PERSONAL AND SOCIAL CARE Total</b>		1	0	2	

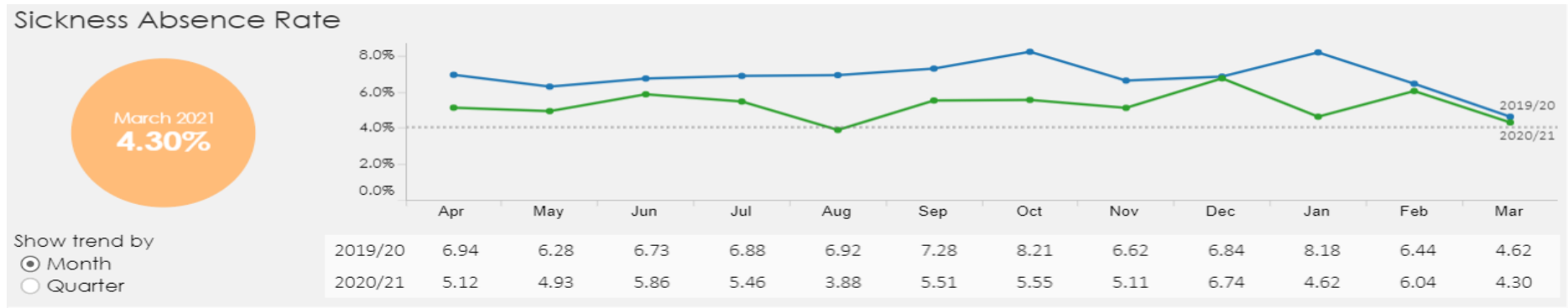
## RECRUITMENT ACTIVITY

DIVISIONNAME	Job_Family	Count of Jobs	App Count
West Division	Administrative Services	30	2,093
	Allied Health Professions	8	338
	Medical and Dental	8	148
	Medical Support	1	9
	Nursing and Midwifery	79	2,152
	Other Therapeutic	1	52

Average Duration between Application to Unconditional Offer (days)



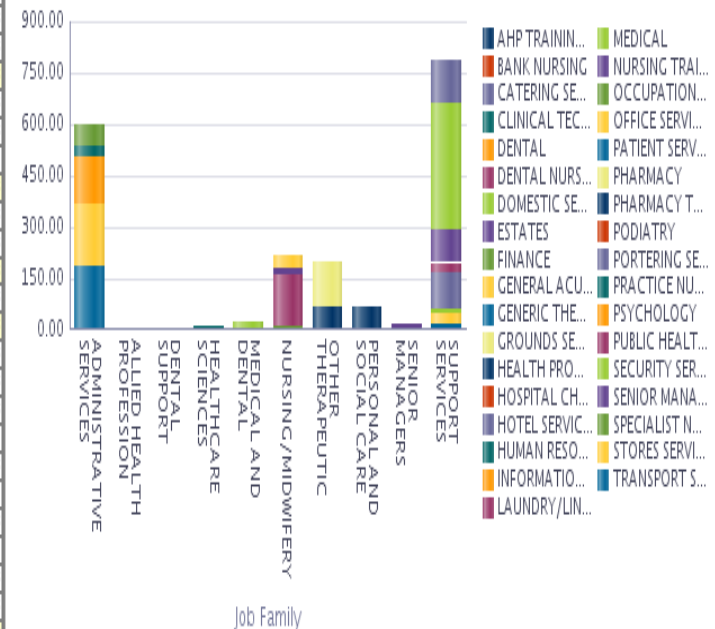
SICKNESS ABSENCE TRENDS



## OVERVIEW

Corporate Services - Breakdown of Job Family, Sub Job Family and Band / Grade as at 31 03 2021		WTE																Grand Total
Job Family	Job Sub Family	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A	Band 8B	Band 8C	Band 8D	Band 9	Senior Managers	Consultant	Medical & Dental Training Grades	Medical & Dental Carer Grades		
ADMINISTRATIVE SERVICES	FINANCE	1.00	9.98	18.63	7.16	5.60	11.56	3.00	2.00		1.00						59.93	
	HUMAN RESOURCES		9.44	8.53	3.20	5.22	3.60	1.00	2.00	2.00							34.99	
	INFORMATION SYSTEMS/TECHNOLOGY	10.53	9.00	15.73	39.75	37.77	18.63	2.00	2.00	1.00	3.00						139.42	
	OFFICE SERVICES	9.53	39.66	52.42	28.22	19.27	10.19	11.80	4.43	2.00							177.51	
	PATIENT SERVICES	116.60	24.01	26.15	6.60	8.20	3.00	2.00									186.55	
	SENIOR MANAGERS												16.81				16.81	
ALLIED HEALTH PROFESSION	AHP TRAINING/ADMINISTRATION				0.60	0.80						1.00					2.40	
	GENERIC THERAPIES		1.50							1.00							2.50	
	OCCUPATIONAL THERAPY						1.00										1.00	
DENTAL SUPPORT	DENTAL NURSING					1.00											1.00	
HEALTHCARE SCIENCES	CLINICAL TECHNOLOGY LIFE					6.80	1.00										7.80	
MEDICAL AND DENTAL	DENTAL													1.00		1.00	2.00	
	MEDICAL													5.67	1.80	16.96	24.42	
NURSING/MIDWIFERY	GENERAL ACUTE NURSING		5.40	3.00	7.40	18.88	3.40										38.08	
	NURSING TRAINING/ADMIN/MGT					12.40	1.40	3.00	3.00								19.80	
	PRACTICE NURSING						1.00										1.00	
	PUBLIC HEALTH NURSING	15.39	50.49	3.09	48.04	22.47	6.76	1.80	1.00		2.43						151.46	
	SPECIALIST NURSING					2.52	4.00										6.52	
OTHER THERAPEUTIC	PHARMACY	26.43	12.80	1.00	3.00	10.00	29.25	39.60	10.04	2.28	1.00	1.00					136.40	
	PHARMACY TECHNICIANS			17.70	36.48	6.01	2.50										62.69	
	PSYCHOLOGY					1.00											1.00	
PERSONAL AND SOCIAL CARE	HEALTH PROMOTION				56.16	3.00	1.00	0.60									60.76	
	HOSPITAL CHAPLAINCY					3.17	1.00										4.17	
SUPPORT SERVICES	CATERING SERVICES	105.05	12.04	4.00		2.00											123.09	
	DOMESTIC SERVICES	340.45	25.25	1.93													367.64	
	ESTATES	4.88	11.00	42.80	9.56	17.40	4.00	4.00		1.00							94.64	
	GROUND SERVICES	1.63															1.63	
	HOTEL SERVICES						2.00	2.00									4.00	
	LAUNDRY/LINEN SERVICES	22.11	4.45		1.00												27.57	
	PORTERING SERVICES	98.02	6.87														104.89	
	SECURITY SERVICES	12.01	1.00			1.00											14.01	
	STORES SERVICES	6.83	14.60	8.00	2.00	1.00		1.00									33.43	
	TRANSPORT SERVICES	13.38															13.38	
Grand Total		783.88	237.48	202.99	249.19	185.50	105.29	71.80	24.47	9.28	7.43	2.00	16.81	6.67	1.80	16.96	1922.54	

Leavers and Turnover by Organisational Hierarchy 31st March 2021			YearServiceCo	YearServiceCo	YearServiceCo	YearServiceCo
Area	Job Family	Job Sub Family	2020	Leavers	2021	Turnover
Corporate Services	<b>Grand Total</b>		2111	153	2513	6.62%
	ADMINISTRATIVE SERVICES	FINANCE	68	4	65	6.02%
		HUMAN RESOURCES	37	-	39	
		INFORMATION SYSTEMS/TECHNOLOGY	134	9	146	6.43%
		OFFICE SERVICES	190	6	204	3.05%
		PATIENT SERVICES	218	9	237	3.96%
	<b>ADMINISTRATIVE SERVICES Total</b>		647	28	691	4.19%
	ALLIED HEALTH PROFESSION	AHP TRAINING/ADMINISTRATION	5	-	4	
		GENERIC THERAPIES	1	-	3	
		OCCUPATIONAL THERAPY	1	-	1	
	<b>ALLIED HEALTH PROFESSION Total</b>		7	0	8	
	DENTAL SUPPORT	DENTAL NURSING	-	-	1	
	<b>DENTAL SUPPORT Total</b>		0	0	1	
	HEALTHCARE SCIENCES	CLINICAL TECHNOLOGY LIFE	8	-	8	
	<b>HEALTHCARE SCIENCES Total</b>		8	0	8	
	MEDICAL AND DENTAL	DENTAL	1	-	2	
		MEDICAL	47	3	50	6.13%
	<b>MEDICAL AND DENTAL Total</b>		48	3	52	6.00%
	NURSING/MIDWIFERY	BANK NURSING	7	-	8	
		GENERAL ACUTE NURSING	38	56	44	136.53%
		NURSING TRAINING/ADMIN/MGT	25	-	23	
		PRACTICE NURSING	1	-	1	
		PUBLIC HEALTH NURSING	4	1	220	0.89%
		SPECIALIST NURSING	3	1	8	18.18%
	<b>NURSING/MIDWIFERY Total</b>		78	63	304	32.98%
	OTHER THERAPEUTIC	PHARMACY	151	7	160	4.50%
		PHARMACY TECHNICIANS	62	3	70	4.55%
		PSYCHOLOGY	1	-	1	
	<b>OTHER THERAPEUTIC Total</b>		214	10	230	4.50%
	PERSONAL AND SOCIAL CARE	HEALTH PROMOTION	3	3	66	8.70%
		HOSPITAL CHAPLAINCY	7	1	7	14.29%
	<b>PERSONAL AND SOCIAL CARE Total</b>		10	4	73	3.64%
	SENIOR MANAGERS	SENIOR MANAGERS	16	4	17	24.24%
	<b>SENIOR MANAGERS Total</b>		16	4	17	24.24%
	SUPPORT SERVICES	CATERING SERVICES	170	9	173	5.25%
		DOMESTIC SERVICES	598	18	628	2.94%
		ESTATES	94	5	99	5.18%
		GROUND'S SERVICES	3	-	3	
		HOTEL SERVICES	6	1	4	20.00%
		LAUNDRY/LINEN SERVICES	35	-	34	
		PORTERING SERVICES	117	4	127	3.28%
		SECURITY SERVICES	16	-	15	
		STORES SERVICES	33	1	35	2.94%
		TRANSPORT SERVICES	15	3	15	20.00%
	<b>SUPPORT SERVICES Total</b>		1083	41	1130	3.71%



## RECRUITMENT ACTIVITY

DIVISIONNAME	Job_Family	Count of Jobs	App Count
Corporate Services	Administrative Services	115	7208
	Allied Health Professions	1	3
	Executive Level	5	72
	Medical and Dental	10	52
	Nursing and Midwifery	43	3283
	Other Therapeutic	69	1596
	Personal and Social Care	2	25
	Support Services	60	8469

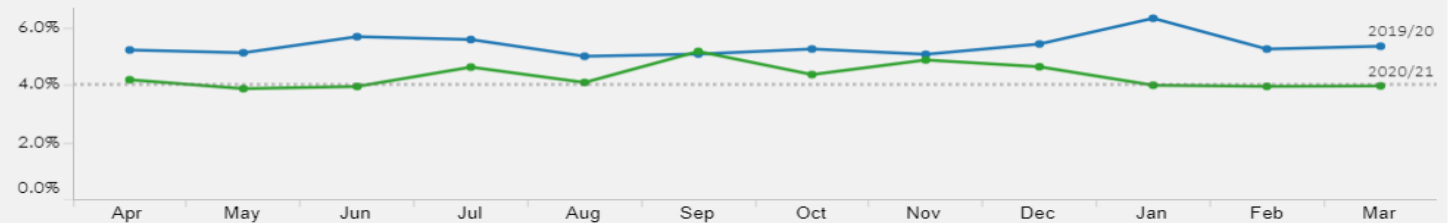
Average Duration between Application to Unconditional Offer (days)



## SICKNESS ABSENCE TRENDS

### Sickness Absence Rate

March 2021  
**3.96%**



Show trend by

☒ Month

☐ Quarter

2019/20	5.21	5.11	5.67	5.57	4.99	5.07	5.24	5.06	5.42	6.31	5.24	5.34
2020/21	4.17	3.86	3.94	4.61	4.08	5.16	4.35	4.86	4.62	3.98	3.94	3.96

## EQUALITY & DIVERSITY INFORMATION

### Breakdown by Equality and Diversity as at 31/03/2021

Ethnic Group	Headcount	%
African - African, African Scottish or African British	16	0.17%
African - Other	*	*
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	*	*
Asian - Chinese, Chinese Scottish or Chinese British	9	0.10%
Asian - Indian, Indian Scottish or Indian British	43	0.46%
Asian - Other	31	0.33%
Asian - Pakistani, Pakistani Scottish or Pakistani British	25	0.26%
Caribbean or Black - Black, Black Scottish or Black British	*	*
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	*	*
Caribbean or Black - Other	*	*
Mixed or Multiple Ethnic Group	21	0.22%
Other Ethnic Group - Arab, Arab Scottish or Arab British	*	*
Other Ethnic Group - Other	*	*
Prefer not to say	1,916	20.30%
White - Irish	63	0.67%
White - Other	107	1.13%
White - Other British	458	4.85%
White - Polish	*	*
White - Scottish	4,870	51.61%
Unknown	1,860	19.71%
<b>Grand Total</b>	<b>9,437</b>	<b>-</b>

\* Note, values within the tables above providing a headcount of 5 or less has been removed to ensure confidentiality

### Breakdown by Equality and Diversity as at 31/03/2021

Sexual Orientation	Headcount	%
Bisexual	27	0.29%
Gay	23	0.24%
Heterosexual	3,651	38.69%
Lesbian	20	0.21%
Other	16	0.17%
Prefer not to say	3,794	40.20%
Unknown	1,906	20.20%
<b>Grand Total</b>	<b>9,437</b>	<b>-</b>



### Breakdown by Equality and Diversity as at 31/03/2021

Religion	Headcount	%
Buddhist	8	0.08%
Christian - Other	413	4.38%
Church of Scotland	1,577	16.71%
Hindu	22	0.23%
Jewish	*	*
Muslim	37	0.39%
No Religion	2,746	29.10%
Other	73	0.77%
Prefer not to say	2,107	22.33%
Roman Catholic	564	5.98%
Sikh	6	0.06%
Unknown	1,881	19.93%
Grand Total	9,437	-

\* Note, values within the tables above providing a headcount of 5 or less has been removed to ensure confidentiality

### Breakdown by Equality and Diversity as at 31/03/2021

Disability	Headcount	%
Don't Know	36	0.38%
No	2583	27.37%
Prefer not to say	4836	51.25%
Yes	114	1.21%
Unknown	1904	20.18%
Grand Total	9,437	-

\* Note, values within the tables above providing a headcount of 5 or less has been removed to ensure confidentiality

### Breakdown by Equality and Diversity as at 31/03/2021

Gender Reassignment	Headcount	%
No	2503	26.52%
Prefer not to say	4823	51.11%
Yes	*	*
Unknown	2110	22.36%
Grand Total	9,437	-

\* Note, values within the tables above providing a headcount of 5 or less has been removed to ensure confidentiality

### Breakdown by Equality and Diversity as at 31/03/2021

Marital Status	Headcount	%
Civil Partnership	26	0.28%
Divorced	493	5.22%
Married	5314	56.31%
Single	3544	37.55%
Widowed	54	0.57%
Unknown	6	0.06%
Grand Total	9437	-

# Breakdown by Equality and Diversity as at 31/03/2021

Gender and Age Demographics		Female Employees - Headcount												Male Employees - Headcount											
Job Family	Job Sub Family	Under 20	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 +	Total	Under 20	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 +	Total
ADMINISTRATIVE SERVICES Total		*	25	56	81	126	154	195	260	243	166	54	1,361	*	7	24	22	25	24	22	28	20	11	6	189
ALLIED HEALTH PROFESSION Total		*	19	52	88	106	98	111	103	90	40	12	719	*	9	10	12	14	14	13	14	12	*	*	104
DENTAL SUPPORT Total		*	*	*	8	12	12	12	12	8	*	*	76	*	*	*	*	*	*	*	*	*	*	*	*
HEALTHCARE SCIENCES Total		*	*	9	20	15	26	13	17	15	6	*	125	*	*	*	*	7	6	9	11	6	6	*	52
MEDICAL AND DENTAL Total		*	*	33	38	53	53	44	45	32	6	*	304	*	*	20	37	36	34	44	38	34	17	11	271
MEDICAL SUPPORT Total		*	*	*	*	6	*	*	*	*	*	*	19	*	*	*	*	*	*	*	*	6	*	*	17
NURSING/MIDWIFERY Total		*	171	440	510	477	471	471	675	598	328	67	4,210	*	11	24	32	31	34	49	68	50	24	7	330
OTHER THERAPEUTIC Total		*	12	31	47	58	50	43	37	32	9	*	320	*	*	14	13	10	8	*	9	10	*	*	73
PERSONAL AND SOCIAL CARE Total		*	7	10	8	11	17	14	17	12	*	*	105	*	*	*	*	*	*	*	*	*	*	*	12
SENIOR MANAGERS Total		*	*	*	*	*	*	*	*	*	*	*	12	*	*	*	*	*	*	*	*	*	*	*	7
SUPPORT SERVICES Total		7	15	41	55	67	55	71	125	176	107	32	751	*	11	26	19	35	37	34	63	71	65	23	388
GRAND TOTAL		10	257	676	856	930	937	979	1,294	1,211	672	172	7,994	6	42	120	142	159	161	182	239	214	132	49	1446