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| Meeting:**Date:**  | NHS GJ Board Meeting 28 July 2022 |
| Subject: | Workforce Monitoring Report Financial Year 2021 –2022 |
| Recommendation:  | Members are asked to:

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| Discuss and Note |  |
| Discuss and Approve |  |
| Note for Information only |  |

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## Introduction

The Board is required to produce a Workforce Monitoring Report every twelve months in accordance with the Equality Act (Specific Duties) (Scotland) Regulations 2012 and the Partnership Information Network (PIN) Policy “Embracing Equality, Diversity and Human Rights in NHS Scotlan. The report also considers that sickness absence, employee turnover, employee recruitment and work life balance policies have on employees and the service.

1. **Background**

Following on from the first draft of the report, which was presented at the Staff Governance Sub Group meeting on 2 June 2022 , this version has been updated to take account of recommendations and feedback from those attending the 2 June meeting, the report was also shared with the partnership forum on the 17 June 2022.

Last year we included some information and analysis of the gender pay gap. This year we have also included details of race pay gap and disability pay gap.

This year we have been unable to provide information and analysis on job applicants and those shortlisted, as Jobtrain does not yet give us access to reports that would provide the details needed.

## Recommendation

The NHS Golden Jubilee are asked to discuss and approve the contents of the Workforce Monitoring Report.

**Report Prepared by**

**David Wilson**

**Workforce Information Advisor**