# NHS Golden Jubilee

### **Meeting: NHS Golden Jubilee Board**

### **Meeting date: 25th July 2023**

### **Title: Workforce Monitoring Report**

### **Responsible Executive/Non-Executive: Serena Barnatt, Director of Workforce**

### **Report Author: Jenny Pope, Deputy Director of Workforce**

## 1 Purpose

### This is presented to the Board for:

### Approval

### Discussion

### This report relates to a:

* Government policy/directive
* Legal requirement
* Local policy

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

* Safe
* Effective
* Person Centred

## 2 Report summary

## 2.1 Situation

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 Scotland. The report also considers that sickness absence, employee turnover, employee recruitment and work life balance policies have on employees and the service.

## 2.2 Background

Following on from the first draft of the report, which was presented at the Staff

Governance Sub Group meeting on June 2022, this version has been updated to take account of recommendations and feedback from those attending the 1st June 2023 meeting, the report was also shared with the partnership forum on 16th June 2023 and Staff Governance and Person Centred Committee 6th July 2023.

The report includes details from the protected characteristics and shows the year on year trends linked to absence, turnover and staffing data.

### 2.3.1 Quality/ Patient Care

Staffing and workforce has a direct impact on patient care, therefore this report is key to patient care outcomes.

### 2.3.2 Workforce

The report details staffing across NHS Golden Jubilee and the wider staffing challenges linked to absence, turnover, staffing profile and protected characteristics.

### 2.3.3 Financial

Financials are not detailed within this report.

**2.3.4 Risk Assessment/Management**

There are workforce challenges that are assessed at board level and this report details key issues across the wider staffing.

### 2.3.5 Equality and Diversity, including health inequalities

### Equality and Diversity and the protected characteristics are detailed within the report.

### 2.3.6 Other impacts

N/A

### Communication, involvement, engagement and consultation

N/A

### Route to the Meeting

Staff Governance Group 1st June

Partnership Forum 16th June

Staff Governance and Person Centred Committee 6 July

## 2.4 Recommendation

* Approval

## List of appendices

 Appendix 1, Workforce Monitoring Report.