



NHS Fife

Workforce Overview and Equality and Diversity Monitoring Report

31st March 2024.

June-24

This workforce report compares the NHS Fife workforce against the results of Scotland's Census (2022) where the output for Fife has been published.

The first census outputs, covering rounded population estimates, were published in September 2023.

Additional census outputs are scheduled to be published throughout 2024/25, including:

- Population by Sex & Age
- Ethnic Group & Religion
- Sexual Orientation & Trans status
- Health, disability and unpaid care
- Multivariate census outputs

Introduction

This report provides a high level overview of the NHS Fife workforce as at 31st March 2024. The data used to inform this report is sourced from the NHS Scotland Quarterly Workforce Reports published in the Turas Data Intelligence platform, hosted by NHS Education for Scotland. This includes details on a range of workforce indicators relating to directly employed staff, vacancies and supplementary staffing.

This information is supplemented with local data extracted from the electronic Employee Support System (eESS) to provide enhanced analysis relating to the equality and diversity of our workforce covering all 9 of the "protected characteristics", as defined in the Equality Act 2010. This includes:

- The number of staff and their relevant protected characteristics
- Information on the recruitment, development and retention of employees, in terms of their protected characteristics
- Details of the progress the public body has made to gather and use the above information to enable it to better perform the Equality Duty.

Data Sources

The data referenced in this report is taken from two separate sources. The data extracted from the NHS Scotland Quarterly Workforce Reports is sourced from national Payroll system and reflects the staff payments processed in a particular pay-run(s). This data is not corrected in response to retrospective adjustments in proceeding months. Also, an adjustment is made to reflect the proportion of training grade Medical and Dental staff, employed on a regional basis by NHS Lothian, within in the employment data of the host board.

Data extracted from eESS provides details a point in time perspective of the contractual arrangements for staff, accounting for any adjustment in respect to all new starts, changes to contractual conditions, and terminations which have been processed before the data is extracted.

Scotland's Population

5.4m people are estimated to live in Scotland (source: Scotland's Census 2022).

This is the largest population recorded by Scotland's Census, however the growth of the population is slowing. Based on estimates published by the Office for National Statistics (2023), in 2050 our population is expected to be lower than the mid-2020 baseline.

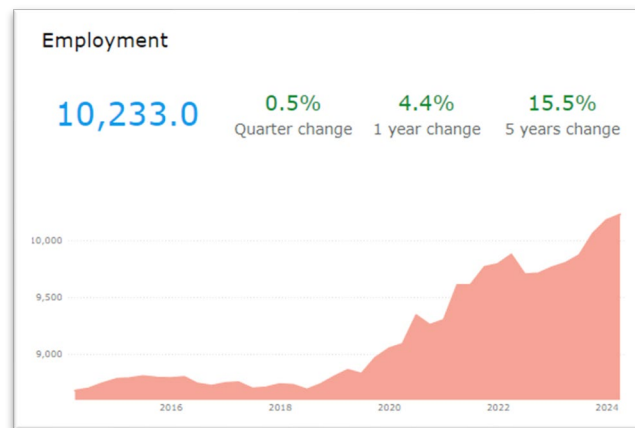
Key considerations within these projections include:

A 18% decline in people aged 0 – 15 by mid-2045.

A -0.3% decline in the working age population by mid-2045.

NHS Fife Workforce Overview

There was a 4.4% increase in the size of the NHS Fife workforce (headcount) in the year to 31st March 2024, continuing the trend for the previous 5 years (15.5% increase). While there was an increase across all Job Families during this time, the largest increases in the last 5 years were witnessed in the Other Therapeutic (43.4%), Medical & Dental (21.8%) and Nursing & Midwifery (16.1%) Job Families.



note: WTE values are not currently available within the NHS Scotland Quarterly Workforce Reports. A revised version of the workforce report will be provided to include WTE values in due course.

Future Considerations

Within the 2022 Census, the population aged 65 and over in Fife (80,000) was 38.9% higher than the population aged under 15 (57,600). The comparable value in the 2010 Census was 6.6%. Over the same timeframe, the population aged under 15 reduced by 2,517 (-4.2%), with the population aged 15 – 64 reducing by 8,210 (-3.4%). Longer term projections from the Office of National Statistics indicate the continuation of this trend, with an ageing population and a decline in our working age population.



Future Considerations (Cont.)

The implication of this changing landscape, both in terms of the demand on services and the implications on our workforce will be detailed on future iterations of NHS Fife's Population Health and Wellbeing Strategy and NHS Fife's Workforce Plan.

Demographics

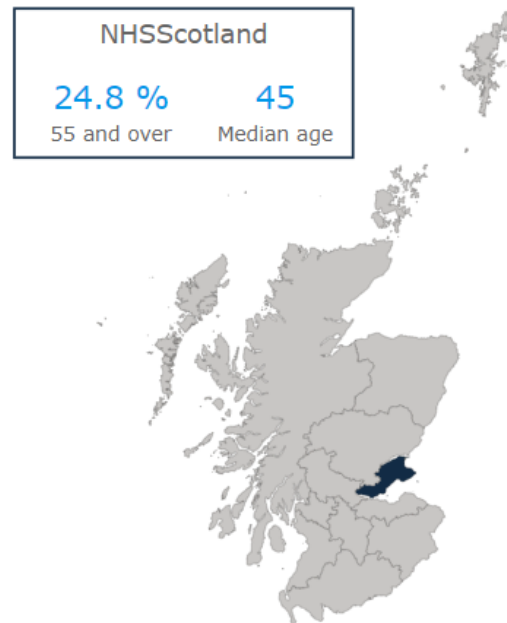
51.6% of the population of Fife are female, however there are differences between age groups. For example, 51.5% of the population aged under 15 are male.

Given the higher percentage of females engaged within roles associated with Health and Social Care, the implication of this shift in demographics will need to be monitored and considered within the context of our recruitment strategies.

Employment Demographics

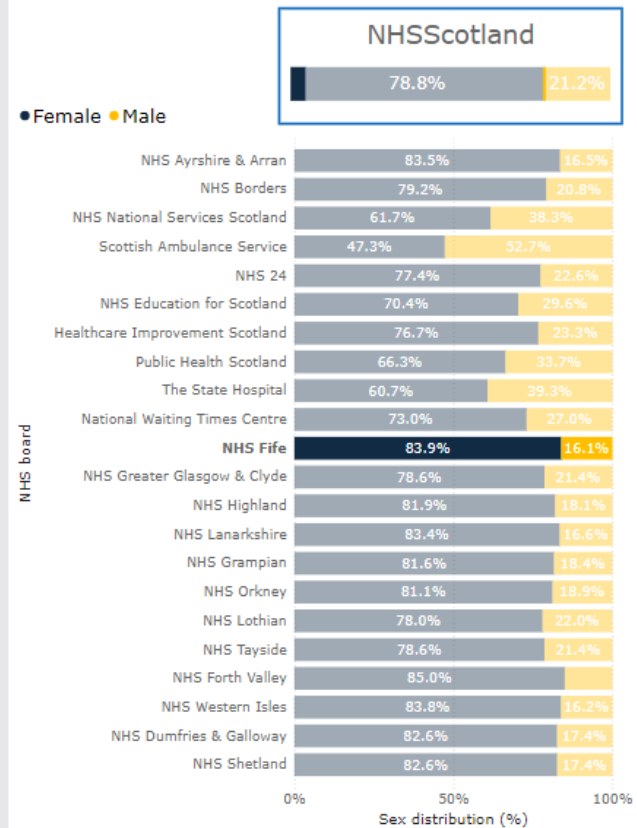
The median age of the workforce was 45, with 24.8% aged 55 and over. The percentage of the workforce aged 55 and over has increased by 1.6% over the previous 5 years. Consistent with the position across Scotland, there continues to be significantly more females employed within NHS Fife than males.

% 55 and over and median age
(data available for HC ≥ 5)



NHS National Services ...	Scottish Ambulance ...	National Waitin...	Publi...	NH...
Healthcare Improveme...	The State Hospital	NHS 24		

Sex distribution by NHS board



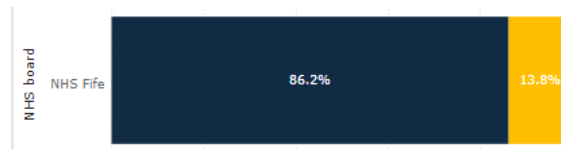
Economic Activity

Results of Scotland's Census regarding employment and economic activity are expected to be released in September 2024.

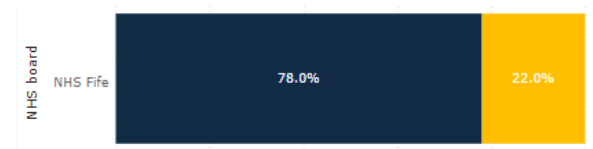
Workforce Demographics by Role Type

There is greater proportion of female staff engaged in traditional clinical related job families (86.2%) compared to the proportion of female staff engaged in non-clinical related job families (78.0%).

Clinical Related Job Families



Non Clinical Related Job Families



Further information on the Employment Occupation of the workforce related to the average earnings for the Protected Characteristics of Sex, Ethnicity and Disability is available within NHS Fife's Equal Pay Audit 2023.

Employment Occupation

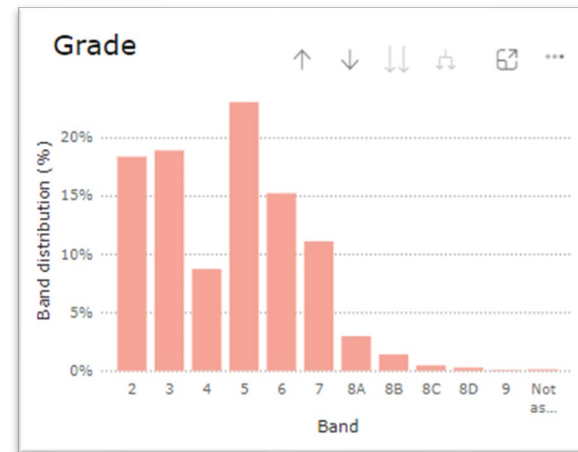
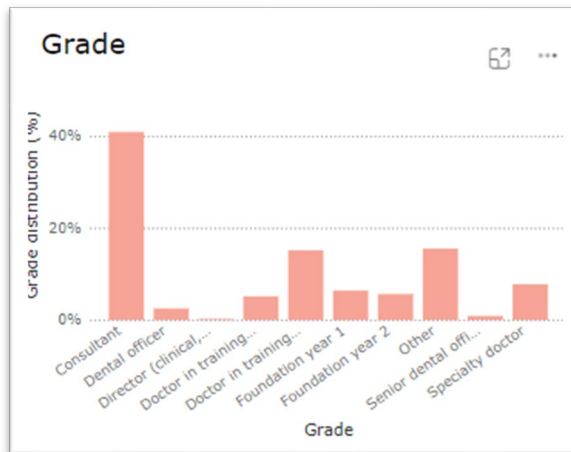
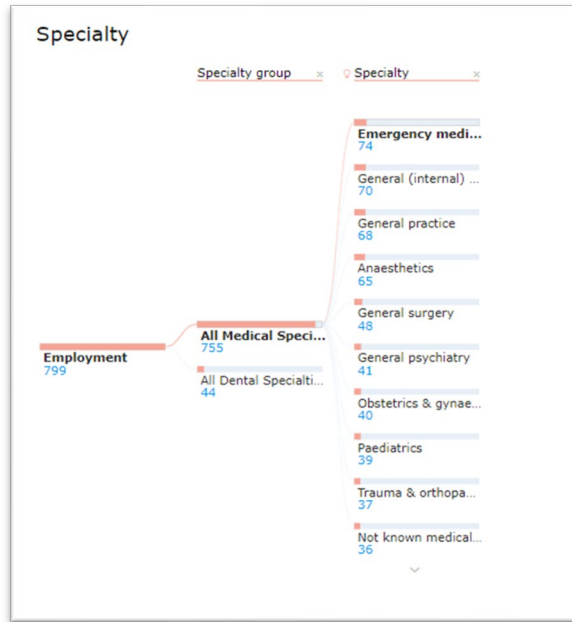
47.7% (4,870) of the workforce is engaged within the Nursing and Midwifery Job Family, followed by 16.6% engaged within the Administrative Services Job Family (1693), 10.9% within the Support Services Job Family (1118), 8.4% within the Allied Health Profession Job Family (861), and 7.8% within the Medical & Dental Job Family (799). The remaining workforce is engaged across the Other Therapeutic, Healthcare Science, Medical & Dental Support and Personal and Social Care Job Families.

92.1% of employees are engaged on the national Agenda for Change Terms and Conditions of Employment, with 7.8% engaged on the Medical and Dental Terms and Conditions of Employment. The remaining 0.1% are engaged on the Executive and Senior Managers Terms and Conditions of Employment. Band 5 is the most common banding within the Agenda for Change terms and conditions, with 23.0% of the staff group. Consultant level posts accounting for 40.1% of the Medical and Dental staff group.

Economic Activity

Results of Scotland's Census regarding employment and economic activity are expected to be released in September 2024.

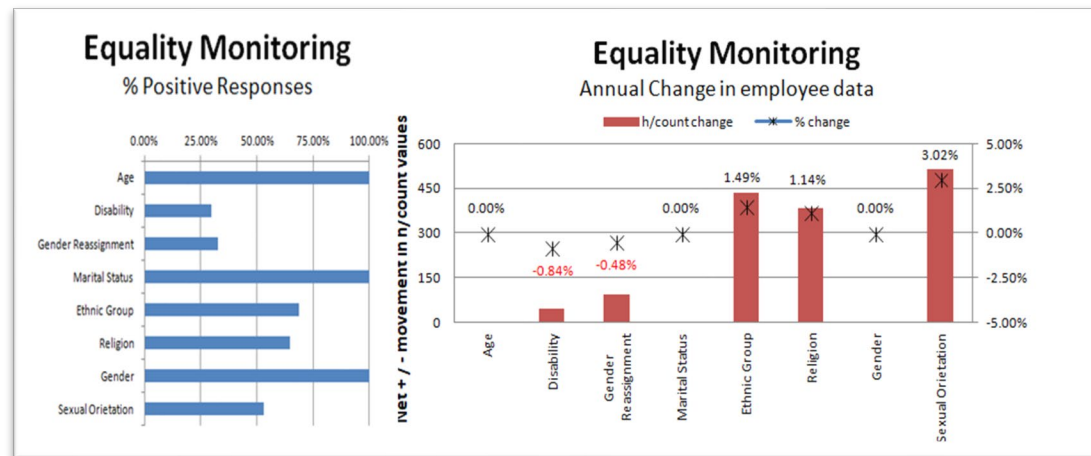
Employment – Occupation (cont'd)



Equality Monitoring

Employee Protected Characteristic data is captured on commencement through the completion of an electronic staff engagement form. Protected Characteristic data is thereafter maintained by employees via the employee self service function within the electronic Employee Support System.

For the year ending 31st March 2024, there was a year on year increase on the number of employees for whom we hold Protected Characteristic information for, discounting those employees who omitted this information from their staff engagement form or who selected the option for 'Prefer not to say'.



Although there was a reported increase in the number of employees for whom we hold the protected characteristic data relating to Disability and Gender Reassignment, when this value is reflected as a percentage of the total workforce, the value decreased by 0.84% and 0.48% respectively. This was due to the increase in the overall workforce size.

Age Demographics

Coupled with the population of Fife getting older, there has been a contraction in the number of people aged between 15 and 64. Latest analysis suggests this trend will continue.

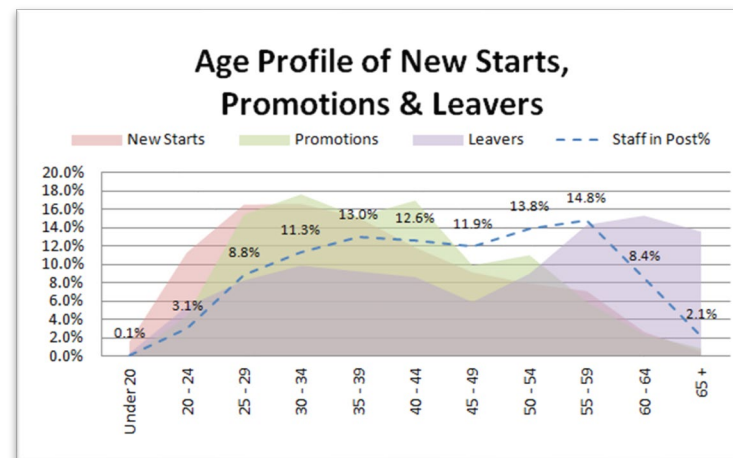
The reduction in the working age population directly impacts recruitment practices, because NHS Fife and its partners in the Health and Social Care sector, need to secure an increasing proportion of the working age population into the sector.

Efforts to achieve this will be outlined in future Workforce Plan's.

Protected Characteristic - Age

The graph below shows the age bracket of staff in post on 31st March 2024, in addition to the age bracket for new starts, promotions and leavers over the previous 12 months.

Whilst the highest percentage of the staff in post is within the 55-59 age bracket (14.8%), the historical age demographic bulge associated with the baby boomer generation (1945–1960) is shallowing out. The age brackets associated with new starters is more concentrated between the ages of 25-39, with activity on promotions between the ages of 25-44. There are two separate bulges linked to leavers. A shallower bulge peaks within the 30-34 age bracket, with employees leaving NHS Fife to take up other opportunities, often within NHS Scotland, before a second steeper bulge between the ages of 55-65+.



Information from the graph above is being used in various ways. Age profiling of the workforce is used in Workforce Planning in an attempt to forecast likely changes in our workforce over the next 1 - 3 years, with recruitment information used to support the belief that NHS Fife recruitment practices are free from discrimination. Leaver information is also being used within Retention groups in an attempt to prolong the average employment cycle of our workforce.

Disability

Information relating to the number of people in the local population living with a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities remains outstanding.

These results will be reviewed once this is published within the 2022 Census.

Protected Characteristic - Disability

Within the Staff in Post, the disability status of the staff in post shows:

- 29.5% of employees have provided details on their disability status
- 70.5% of employees have either confirmed they don't know (0.2%), have omitted the information (26.1%), or indicated they prefer not to say (44.1%).
- 3.1% of employees identified themselves as Disabled

Further details on the disability status of the Staff in Post, New Starts, Promotions and Leavers are detailed in Table 2. The table indicates that there is a higher proportion of staff identifying themselves as having a 'physical or mental impairment' which has a 'substantial and long-term adverse effect on their ability to carry out normal day-to-day activities' within New Starts (6.8%) compared to Staff in Post (3.1%).

An area requiring further investigation is in the number of new starts omitting information from the staff engagement form. This may be due to the wording of the question looks for a positive response, and this matter will be investigated prior to the next report.

Gender Reassignment

Results relating to the Gender Reassignment Status of the local population within the 2022 Census remain outstanding.

Protected Characteristic - Gender Reassignment

Within the Staff in Post, the Gender Reassignment status of the staff in post shows:

- 32.3% of employees have provided details on their Gender Reassignment status
- 67.7% of employees have either confirmed they don't know (0.2%), have omitted the information (29.3%), or indicated they prefer not to say (38.2%).
- The number of employees who have responded Yes to this Protected Characteristic shows a headcount of between 1 and 4. This information is considered as person identifiable, meaning further analysis has not been possible.

Ethnicity

95.99% of the population of Fife identify themselves as White, a reduction 1.64% from the 2011 Census. In 2022, 81.25% of the population identified as White Scottish. 4.01% of the population identify themselves from other ethnic groups, namely:

Mixed or Multiple Ethnic Groups – 0.89%

Asian, Asian Scottish or Asian British Total – 2.16%

African Total – 0.36%

Caribbean or Black Total – 0.08%

Other Ethnic Group Total – 0.51%

Ethnicity

Within the Staff in Post, the ethnicity distribution of the staff in post shows:

- 68.5% of staff have provided details on their ethnicity
- 31.5% have either confirmed they don't know (0.3%), have omitted the information (15.7%), or indicated they prefer not to say (15.5%).
- 55.0% of employees identified as White Scottish
- 4.7% of employees identify as African, Asian, Caribbean, Black and Mixed or Multiple Ethnic Groups (including "Don't Know")

Further details on the ethnicity of the Staff in Post, New Starts, Promotions and Leavers are detailed in Table 3. The table indicates that there is a higher proportion of staff identifying themselves within a non-White Ethnicity group represented within New Starts (13.9%); Promotions (5.5%) and Leavers (5.2%) compared to Staff in Post (4.7%). There is also a higher proportion of New Starts identifying themselves within a non-UK & Ireland Ethnicity Group represented within New Starts (4.9%) compared to Staff in Post (2.1%).

Multivariate Analysis

Ethnicity and Age

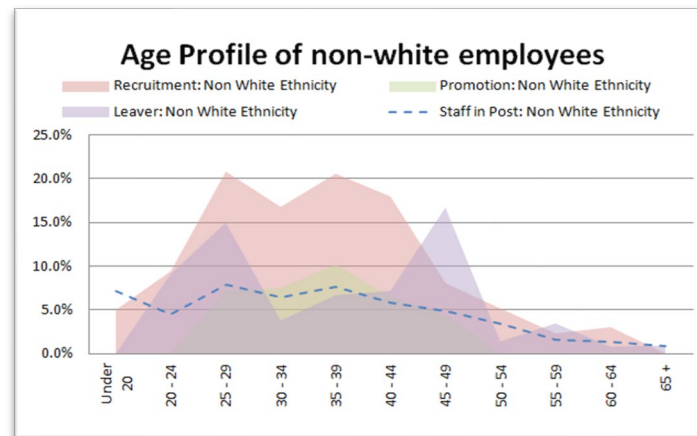
As shown in the graph below, the age distribution of those employees identifying themselves as African, Caribbean, Black and Mixed or Multiple Ethnic Groups (including "Don't Know") is largely consistent with the age distribution of the workforce. The age brackets associated with new starters is more concentrated between the ages of 24-44, with the age brackets associated with promotions concentrated between the ages of 25-49.

In contrast to the age distribution of the workforce, which also shows two separate curves, the first concentration for leavers is focused on the 25-29 age bracket, and then again on the 45-49 age bracket.

Ethnicity & Religion

As shown in the table below, there is a greater likelihood of those staff identifying themselves as African, Caribbean, Black and Mixed or Multiple Ethnic Groups (including “Don’t Know”) holding a particular religion or faith (81.40%) compared to those identifying themselves as White. A similar trend is identified for those identifying themselves as White Other, White Polish and White - Gypsy Traveller holding a particular religion or faith (60.38%) compared to those identifying themselves as White Scottish, White Other British or White Irish (37.31%). The majority of employees who identify themselves as White Scottish, White Other British or White Irish responded that they do not hold a religion or faith (55.88%).

The Religion and / or Belief of those employees who responded that they Prefer not to Say their ethnicity, or where the information is omitted, was largely unknown.



	Religion and / or Faith			
	Christian Faith	All Faiths	No Faith	Null/Prefer not to say
Non-White Ethnicity	47.78%	81.40%	9.94%	8.67%
White - Non UK & Ireland	55.19%	60.38%	29.72%	9.91%
White - UK & Ireland	35.73%	37.31%	55.88%	6.80%
Null / Prefer not to say	1.22%	1.54%	1.09%	97.37%

Religion

60.55% of the population of Fife identifying as holding no religion and / or belief, an increase of 14.29% from the 2011 Census.

Multivariate analysis tables have yet to be published as part of the 2022 Census.

Protected Characteristic - Religion and / or Belief:

Within the Staff in Post, the religion and / or belief distribution of the staff in post shows:

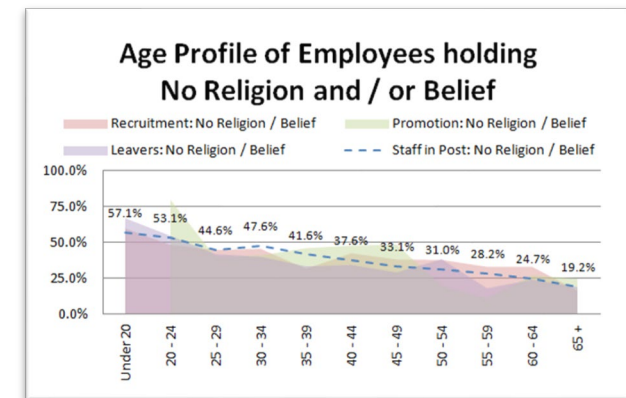
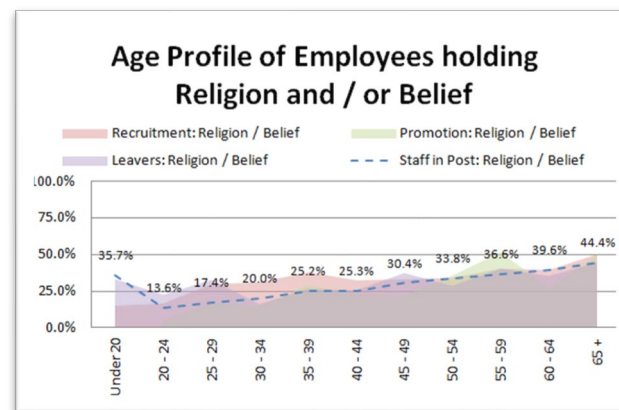
- 64.6% of staff have provided details on their Religion or Belief
- 36.0% of employees identified as holding no religion and / or belief
- 28.5% of the workforce identified as holding a religion and / or belief.
- 35.4% have either confirmed they don't know (0.2%), have omitted the information (16.6%), or indicated they prefer not to say (18.6%).

Further details on the Religion and / or Belief of the Staff in Post, New Starts, Promotions and Leavers are detailed in Table 4. The table indicates that there is a higher proportion of staff identifying themselves as holding no religion and / or belief represented within New Starts (41.1%) and Promotions (40.8%) compared to Staff in Post (36.0%).

Multivariate Analysis

Religion and / or Belief and Age

As shown in the graphs below, there is a correlation between age and religion and / or belief, with the likelihood of an employee identifying as holding a particular religion and / or belief increasing with age, and the likelihood of an employee holding no religion and / or belief decreasing with age.



Sex

51.58% of the population of Fife identify themselves as female.

Protected Characteristic - Sex (Gender)

Within the Staff in Post, the sex of the staff in post shows:

- 84.5% of staff identifies themselves as female.
- 15.5% of staff identifies themselves as male.

Further details on the Sex of the Staff in Post, New Starts, Promotions and Leavers are detailed in Table 5. The table indicates that the percentage difference between female and male employees remain consistent throughout the employment cycle.

Further details of the sex (gender) of our workforce has been incorporated into the Workforce Demographics section of this report.

Sexual Orientation

Results relating to the Sexual Orientation status of the local population within the 2022 Census remain outstanding.

Protected Characteristic - Sexual Orientation

Within the Staff in Post, the sexual orientation of the workforce shows:

- 53.0% of staff have provided details on their Sexual Orientation
- 50.7% of employees identified themselves as Heterosexual
- 2.3% of the workforce identified themselves as Bisexual (1.0%), Gay / Lesbian (1.1%) or other (0.3%).
- 47.0% have either confirmed they don't know (0.2%), have omitted the information (16.4%), or indicated they prefer not to say (30.5%).

Further details on the Sexual Orientation of the Staff in Post, New Starts, Promotions and Leavers are detailed in Table 6. The table indicates that there is a higher proportion of staff providing details of their Sexual Orientation within New Starts (76.0%) and Promotions (58.5%) compared to the Staff in Post (53.0%). Although increases are identified across all categories, the percentage of New Starts identifying themselves as LGB or Other was 5.54% of all new starts, compared to 2.3% of the Staff in Post. This increase is likely as result of improved intelligence on this Protected Characteristics, as the percentage of employees where the information is unknown reduced from 47.0% to 24.0%.

Multivariate Analysis

Sexual Orientation and Age

Multivariate analysis on our staff's sexual orientation is limited due to the high percentage of the workforce where this information is unavailable (47.0%), and therefore the numbers involved. As an example, although 230 employees have identified themselves as Bisexual, Gay/Lesbian or other, when this is further analysed within age brackets it is unclear whether the apparent correlation between the two is accurate and reflecting societal trends, whether it reflects an increased willingness to identify as Bisexual, Gay/Lesbian or other having an unintended impact of the age distribution as a consequence of improved recording; or any other variables.

Data Tables

Protected Characteristic - Age:

Table 1: Age Demographics of Staff In Post; New Starts; Staff Promoted & Leavers:

	Staff in Post	New Starts	Promotions	Leavers
Under 20	14	20	-	3
20 - 24	309	138	20	44
25 - 29	881	202	70	67
30 - 34	1,127	203	80	80
35 - 39	1,298	185	69	75
40 - 44	1,255	145	77	70
45 - 49	1,189	112	45	48
50 - 54	1,382	97	50	73
55 - 59	1,480	87	27	116
60 - 64	843	33	11	124
65 +	214	6	4	110
Grand Total	9,992	1,228	453	810

Protected Characteristic - Disability:

Table 2: Disability Status of Staff In Post; New Starts; Staff Promoted & Leavers:

	Staff in Post	New Starts	Promotions	Leavers
Don't Know	22	0	1	2
No	2636	166	142	181
Null	2611	754	120	207
Prefer Not to	4411	225	177	399
Yes	312	83	13	21
Grand Total	9992	1228	453	810

Protected Characteristic – Ethnicity:

Table 3: Ethnicity of Staff In Post; New Starts; Staff Promoted & Leavers:

	Staff in Post	New Starts	Promotions	Leavers
African - African, African Scottish or African British	50	19	1	9
African - Other	26	11		2
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	4			
Asian - Chinese, Chinese Scottish or Chinese British	18	3	1	3
Asian - Indian, Indian Scottish or Indian British	142	62	9	8
Asian - Other	89	39	9	7
Asian - Pakistani, Pakistani Scottish or Pakistani British	41	12	1	3
Caribbean or Black - Black, Black Scottish or Black British	6	2		
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	2			
Caribbean or Black - Other	4	3		1
Don't Know	29	1	1	2
Mixed or Multiple Ethnic Group	42	13	2	3
Null	1571	200	77	131
Other Ethnic Group - Arab, Arab Scottish or Arab British	8	3	1	3
Other Ethnic Group - Other	12	3		1
Prefer not to say	1548	45	65	126
White - Gypsy Traveller	1			
White - Irish	80	16	2	11
White - Other	173	41	4	20
White - Other British	614	107	36	50
White - Polish	38	19	1	2
White - Scottish	5494	629	243	428
Grand Total	9992	1228	453	810

Protected Characteristic – Religion and / or Belief

Table 4: Religion and / or Belief of Staff In Post; New Starts; Staff Promoted & Leavers:

	Staff in Post	New Starts	Promotions	Leavers
Buddhist	26	12		
Christian - Other	558	112	24	56
Church of Scotland	1359	87	51	126
Don't Know	18			3
Hindu	49	19	4	4
Jewish	3	1		1
Muslim	77	20	2	10
No Religion	3602	505	185	249
Null	1661	244	80	138
Other	98	15	5	8
Prefer Not to Say	1859	92	78	160
Roman Catholic	675	119	24	55
Sikh	7	2		
Grand Total	9992	1228	453	810

Protected Characteristic – Sex

Table 5: Sex of Staff In Post; New Starts; Staff Promoted & Leavers:

	Staff in Post	New Starts	Promotions	Leavers
Female	8448	1025	384	664
Male	1544	203	69	146
Grand Total	9992	1228	453	810

Protected Characteristic – Sexual Orientation

Table 6: Sexual Orientation of Staff In Post; New Starts; Staff Promoted & Leavers:

	Staff in Post	New Starts	Promotions	Leavers
Bisexual	96	31	4	4
Don't Know	17			1
Gay/Lesbian	107	30	7	8
Heterosexual	5064	865	252	408
Null	1635	197	81	138
Other	27	7	2	1
Prefer Not to Say	3046	98	107	250
Grand Total	9992	1228	453	810

Protected Characteristic – Marital Status

Table 7: Marital Status of Staff In Post; New Starts; Staff Promoted & Leavers:

	Staff in Post	New Starts	Promotions	Leavers
Civil Partnership	91	25	5	8
Dissolved Civil Partnership	2	1		
Divorced	508	67	11	71
Married	5296	517	224	426
Null				1
Single	4038	608	213	294
Widowed	57	10		10
Grand Total	9992	1228	453	810