

**Integration Joint Board**

**Agenda item:**

**Date of Meeting: September 2024**

**Title of Report: Q1 Workforce Report (2024/25)**

**Presented by: Gaye Boyd, Deputy Director of People**

**The Integrated Joint Board is asked to:**

- Note the content of the report.

## **1. EXECUTIVE SUMMARY**

This workforce report details the workforce data of the HSCP as at 30<sup>th</sup> June 2024 and provides the current demographic position, highlighting trends and advising of changes and progress made, as well as actions taken to address areas of concern.

## **2. RECOMMENDATIONS**

#### **4. RELEVANT DATA AND INDICATORS**

- 51.6% of the NHS workforce and 54% of Council workforce within HSCP are over 50
- 2% of the NHS workforce and 4% of the Council workforce is under 25
- 3% of contracts in NHS are fixed term with 5% in the Council
- Time to fill for Council vacancies in the HSCP is on average 110 days and NHS vacancies in the HSCP on average is 144.6 days.
- At the end of June 199 vacancies were at advert for NHS and 42 for the Council
- Sickness absence has increased in NHS to 6.01% in June from 5.27% in March
- Sickness absence has decreased slightly in Council to 1.64% in June from 2.22% in March
- Bullying and harassment cases in NHS has risen to 14 in June from 8 in March
- The number of employees in A&B on the redeployment register (NHS) is 32
- 31% of NHS staff have had an appraisal as at end of June, a new process is being implemented in the Council instead of appraisals.

#### **5. CONTRIBUTIONS**

