

ANEURIN BEVAN UNIVERSITY HEALTH BOARD



EMPLOYMENT INFORMATION 2019

Introduction

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. Aneurin Bevan University Health Board (ABUHB) produce data yearly. The information provided relates to 31st March 2019 and includes:

Table 1:	Gender
Table 2:	Staff Group
Table 3:	Age Band
Table 4:	Disability
Table 5:	Ethnicity
Table 6:	Marital Status
Table 7:	Religion and Belief
Table 8:	Sexual Orientation
Table 9:	Working Pattern & Gender
Table 10:	Working Pattern & Grade Type
Table 11:	Working Pattern & Contract Type
Table 12:	Average Basic Pay
Table 13:	Pay Grade by Gender
Table 14:	Leavers Data

Overview

Staff in Post (SIP)

Our workforce is predominantly female (over 80%) which is reflective of all NHS Health Boards in Wales.

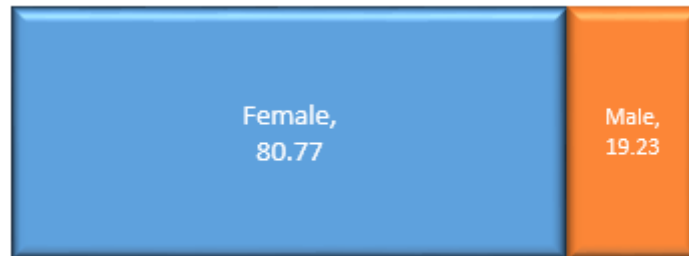


Table 1 - Total Staff in Post by Staff Group

Staff Group	Headcount	%
Add Prof Scientific and Technic	477	3.49
Additional Clinical Services	2747	20.11
Administrative and Clerical	2630	19.26
Allied Health Professionals	871	6.38
Estates and Ancillary	1471	10.77
Healthcare Scientists	250	1.83
Medical and Dental	1164	8.52
Nursing and Midwifery Registered	4040	29.58
Students	8	0.06
Total	13658	100.00

Staff Group

Our largest staff group is Registered Nursing and Midwifery 29.58% (4,040 employees), followed by our Additional Clinical Services staff group next at 20.11%.

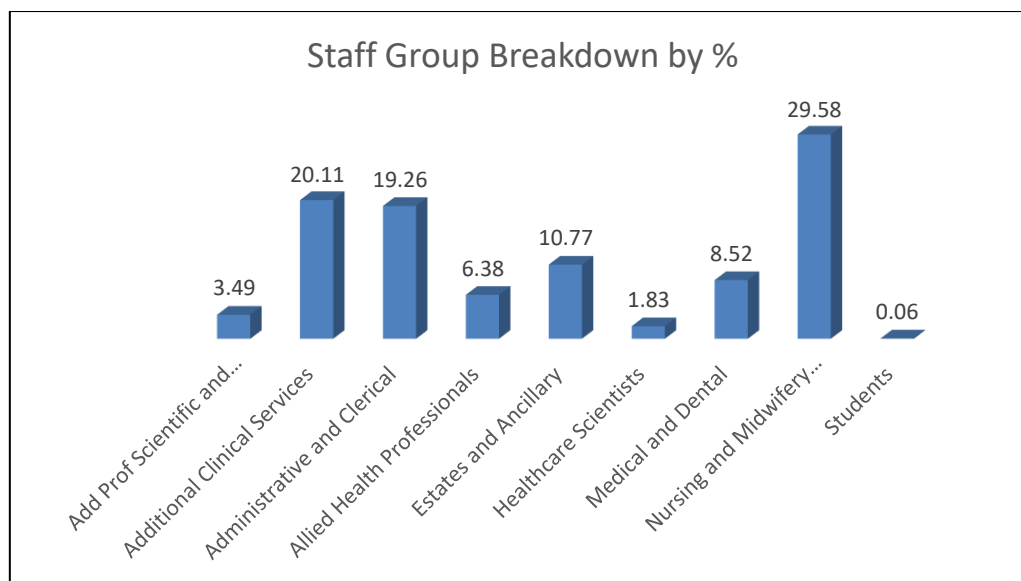


Table 2 – Staff by Gender

Staff Group	Total	Female	%	Male	%
Add Prof Scientific and Technic	477	338	70.86	139	29.14
Additional Clinical Services	2747	2382	86.71	365	13.29
Administrative and Clerical	2630	2191	83.31	439	16.69
Allied Health Professionals	871	746	85.65	125	14.35
Estates and Ancillary	1471	980	66.62	491	33.38
Healthcare Scientists	250	171	68.40	79	31.60
Medical and Dental	1164	516	44.33	648	55.67
Nursing and Midwifery Registered	4040	3700	91.58	340	8.42
Students	8	8	100.00		0.00
Total	13658	11032	80.77	2626	19.23

Age Profile

Employee aged between 51-55 are still the largest age band, equating to 16.37% of our workforce, the age group 45-50 are second largest, equating to 13.41%.

Over 37% of our workforce are over 50, with 24.31% aged between 41 and 50. Less than 20% of our workforce are below the age of 30.

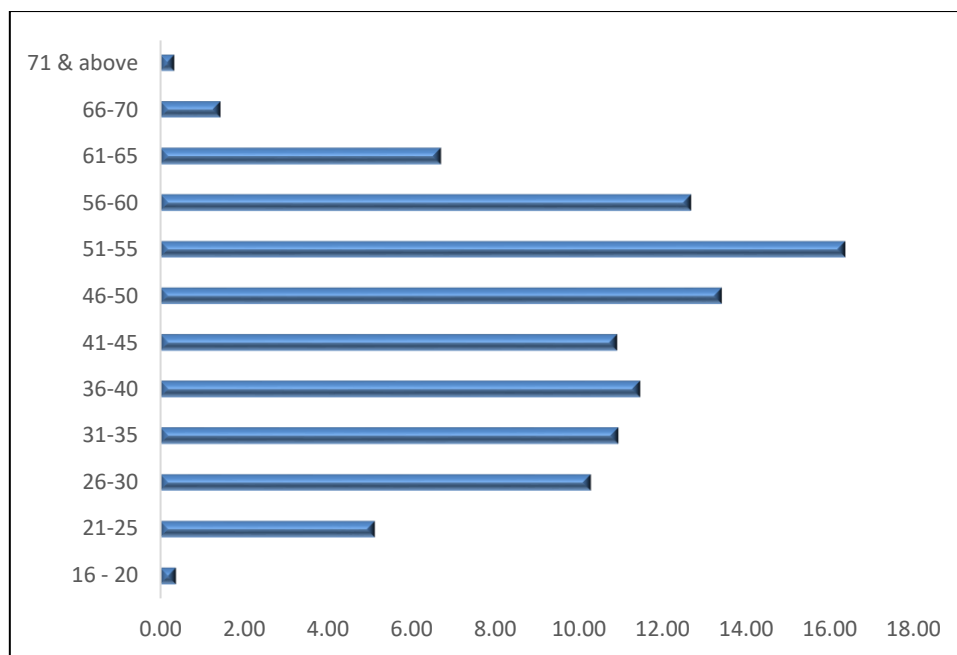


Table 3 – Staff by Age Group

Age Group	Headcount	%
16 - 20	52	0.38
21-25	700	5.13
26-30	1403	10.27
31-35	1493	10.93
36-40	1564	11.45
41-45	1489	10.90
46-50	1831	13.41
51-55	2236	16.37
56-60	1731	12.67
61-65	915	6.70
66-70	197	1.44
71 & above	47	0.34

Disability

47% of data is unspecified, so the full data is not available. There is a rise of 5% in data collected compared to last year when the unspecified percentage was over 51%.

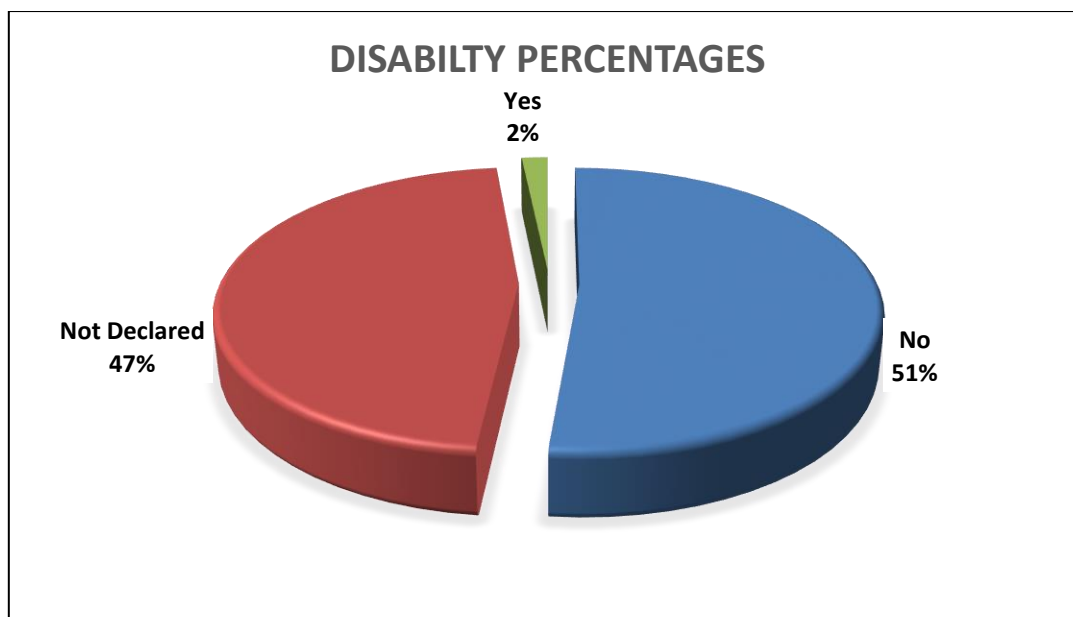


Table 4 – Staff by Disability

Staff Disability Data	Headcount	%
No	7052	51.63
Not Declared	6379	46.71
Yes	227	1.66

Ethnicity

77% of our workforce describe their ethnicity as White/ White Mixed category and 6% as Black & Ethnic Minority. Less than 17% of data is unspecified, there is an improvement of data collection compared to last year when unspecified data was 19%

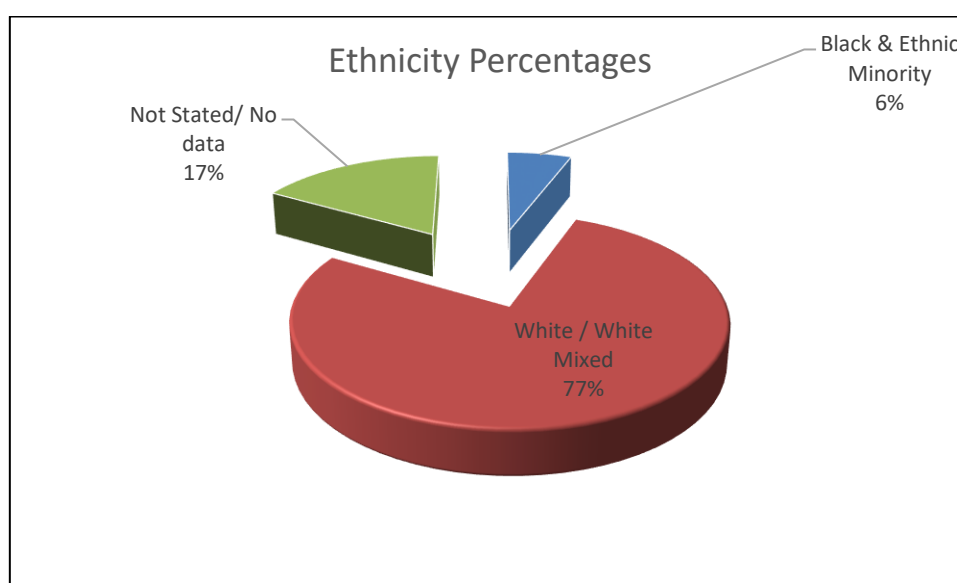
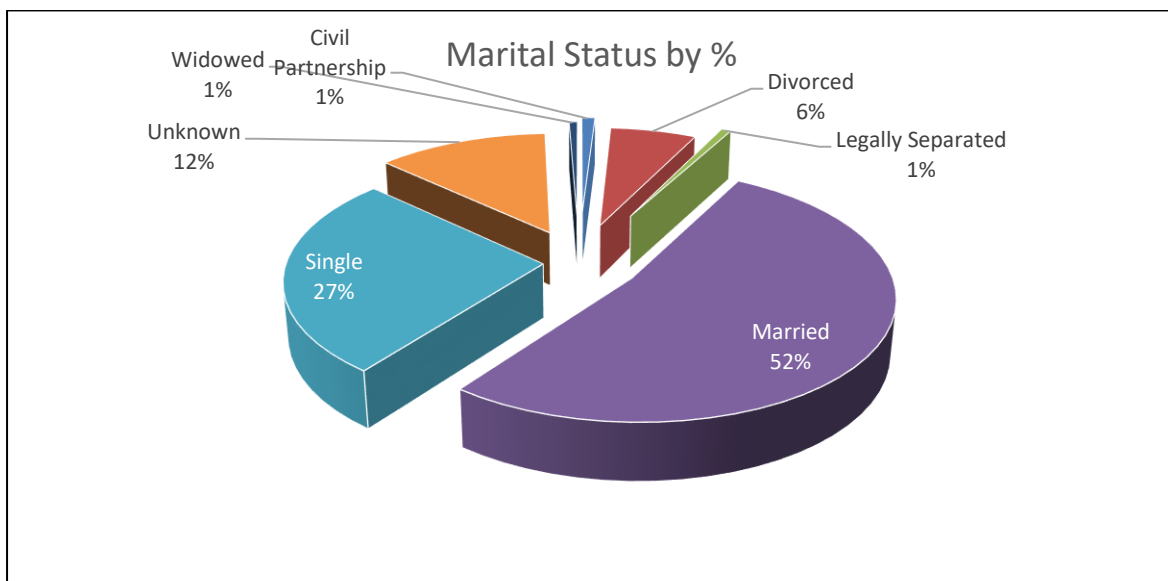


Table 5 – Staff by Ethnicity

Ethnicity	Headcount	%
Black & Ethnic Minority	791	5.79
White / White Mixed	10587	77.52
Not Stated/ No data	2280	16.69

Marital Status

Over half our workforce (53.38%) are identified as married/ civil partnership. Only 12% of data is Unknown, compared to 14% Unknown the previous year.

**Table 6 – Staff by Marital & Civil Partnership Status**

Marital Status	Headcount	Female	Male	%
Civil Partnership	133	105	28	0.97
Divorced	859	791	68	6.29
Legally Separated	99	90	9	0.72
Married	7158	6020	1138	52.41
Single	3625	2929	696	26.54
Unknown	1701	1020	681	12.45
Widowed	83	77	6	0.61

Religion/Belief/Non belief

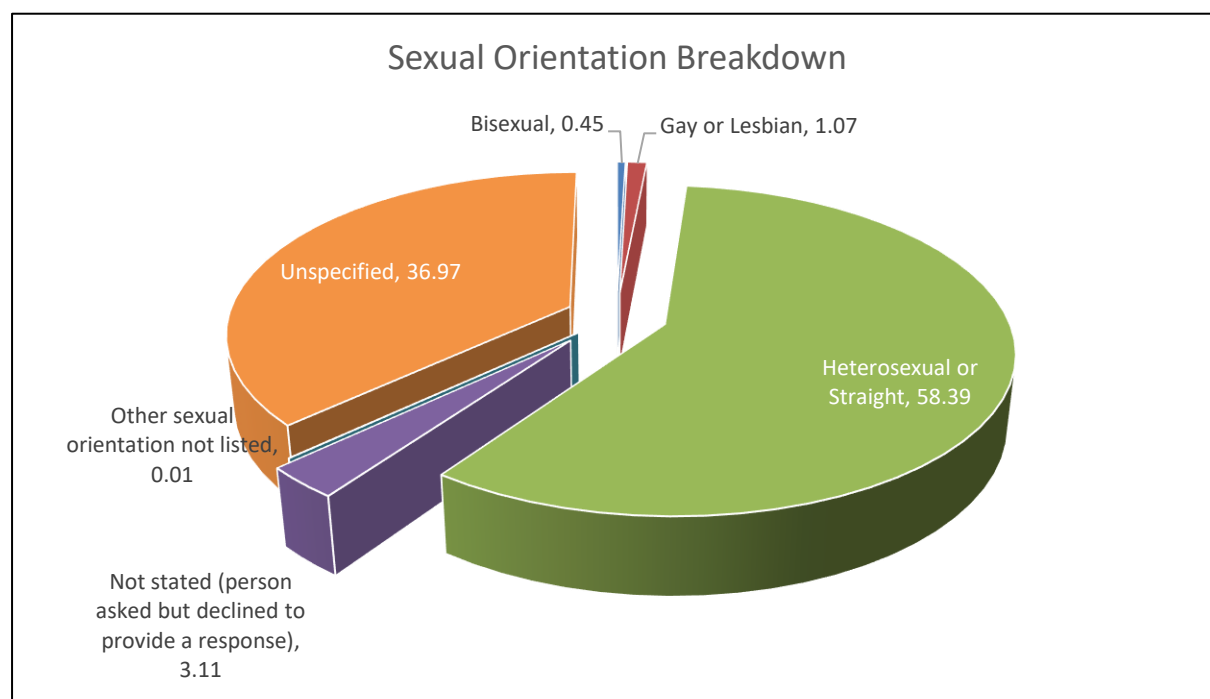
37% of the workforce have not provided this information, however, this is an increase on data collected as the figure was over 40% unspecified the previous year. The highest identified belief group is Christianity at 35%, followed by Atheism at 10%.

Table 7 – Staff by Religious / Non-Religious Beliefs

Religious Belief	Headcount	%
Atheism	1429	10.46
Buddhism	36	0.26
Christianity	4761	34.86
Hinduism	78	0.57
I do not wish to disclose my religion/belief	1091	7.99
Islam	155	1.13
Jainism	2	0.01
Judaism	1	0.01
Other	1048	7.67
Sikhism	13	0.10
Unspecified	5044	36.93

Sexual Orientation

Nearly 37% of employee's data has not been recorded on our system, whilst 3% have stated they 'do not wish to disclose this information'. Again there is an increase on data provided by employees this year compared to the previous year (over 40% unspecified last year). Over 58% of employees have identified as Heterosexual.

**Table 8 – Staff by Sexual Orientation**

Sexual Orientation	Headcount	%
Bisexual	61	0.45

Gay or Lesbian	146	1.07
Heterosexual or Straight	7975	58.39
Not stated (person asked but declined to provide a response)	425	3.11
Other sexual orientation not listed	1	0.01
Unspecified	5050	36.97

Staff Group by Gender and Working Patterns

Table 9 – Staff by Gender and Working Patterns

Staff Group	Female					Male				
	Full Time		Part Time		Female Total	Full Time		Part Time		Male Total
	Headcount	%	Headcount	%		Headcount	%	Headcount	%	
Add Prof Scientific and Technic	170	50.30	168	49.70	338	110	79.14	29	20.86	139
Additional Clinical Services	828	34.76	1552	65.16	2382	267	73.15	97	26.58	365
Administrative and Clerical	1112	50.75	1079	49.25	2191	360	82.00	79	18.00	439
Allied Health Professionals	385	51.61	361	48.39	746	104	83.20	21	16.80	125
Estates and Ancillary	124	12.65	856	87.35	980	381	77.60	110	22.40	491
Healthcare Scientists	105	61.40	66	38.60	171	69	87.34	10	12.66	79
Medical and Dental	345	66.86	170	32.95	516	530	81.79	112	17.28	648
Nursing and Midwifery Registered	1937	52.35	1759	47.54	3700	257	75.59	83	24.41	340
Students	7	87.50	1	12.50	8					
Grand Total	5013	45.44	6012	54.50	11032	2078	79.13	541	20.60	2626

Table 10 – Grade Type by Gender and Working Patterns

Grade Type	Female					Male				
	Full Time		Part Time		Female Total	Full Time		Part Time		Male Total
	Headcount	%	Headcount	%		Headcount	%	Headcount	%	
A4C	4657	44.38	5831	55.57	10494	1535	78.36	423	21.59	1959
Medical and Dental	345	66.86	170	32.95	516	530	81.79	112	17.28	648
Non A4C	11	50.00	11	50.00	22	13	68.42	6	31.58	19
Grand Total	5013	45.44	6012	54.50	11032	2078	79.13	541	20.60	2626

Table 11 – Contract Type by Gender and Working Patterns

Contract Type	Female					Male				
	Full Time		Part Time		Female Total	Full Time		Part Time		Male Total
	Headcount	%	Headcount	%		Headcount	%	Headcount	%	
Fixed Term Temp	384	56.72	292	43.13	677	281	84.64	51	15.36	332
Honorary		0.00	13	100.00	13		0.00	5	100.00	5
Locum	8	26.67	22	73.33	30	8	14.29	48	85.71	56
Non-Exec Director/Chair	1	100.00		0.00	1					
Permanent	4616	44.82	5684	55.18	10300	1784	80.32	437	19.68	2221
Grand Total	5009	45.45	6011	54.54	11021	2073	79.30	541	20.70	2614

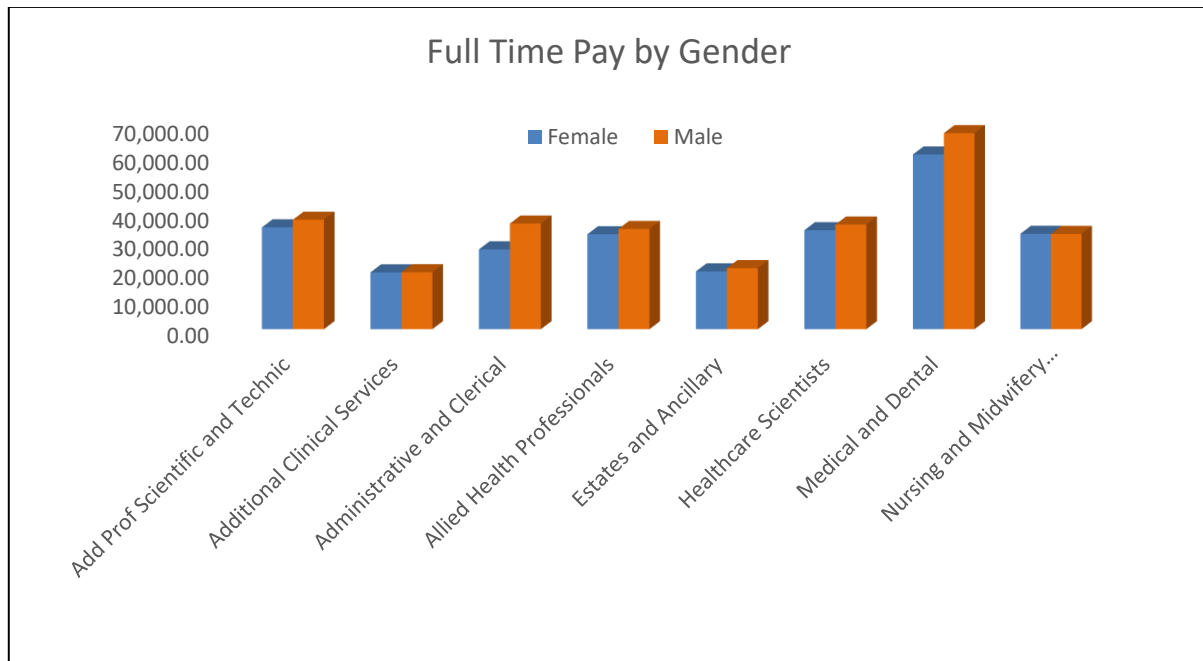
Pay

The average full time basic pay is slightly higher for male employees compared to female employees, in most staff groups. Additional Clinical Service and Nursing and Midwifery staff groups are on a par with each other.

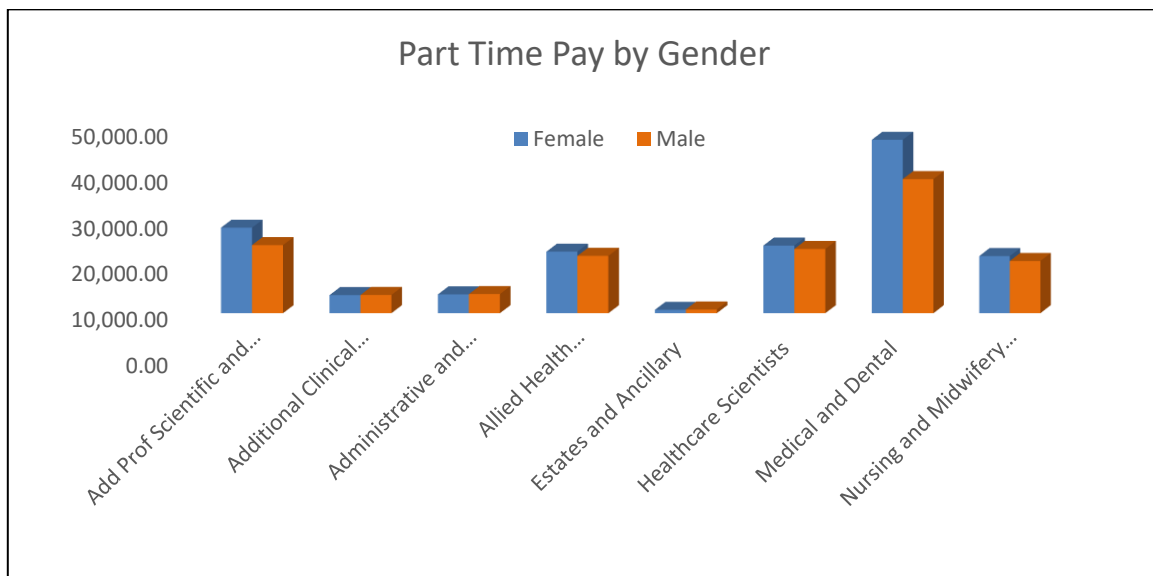
Table 12 – Staff Group Average Basic Pay and Work Patterns

Staff Group	Average Full Time		Average Part Time	
	Female	Male	Female	Male

Add Prof Scientific and Technic	35,190.64	37,813.90	28,606.20	24,802.79
Additional Clinical Services	19,631.18	19,676.68	13,930.91	13,972.19
Administrative and Clerical	27,587.30	36,493.63	14,090.29	14,159.10
Allied Health Professionals	32,816.02	34,642.26	23,384.43	22,470.44
Estates and Ancillary	19,974.23	21,087.81	10,732.38	10,802.07
Healthcare Scientists	34,203.97	36,167.23	24,713.56	23,978.16
Medical and Dental	60,357.64	67,725.31	47,771.56	39,205.40
Nursing and Midwifery Registered	32,944.20	32,930.45	22,425.83	21,354.75
Students	37,146.00		18,322.00	
Grand Total	31,174.98	38,915.12	17,938.09	19,089.29



In comparison average part time pay is either higher or on par in all staff groups for female employees.



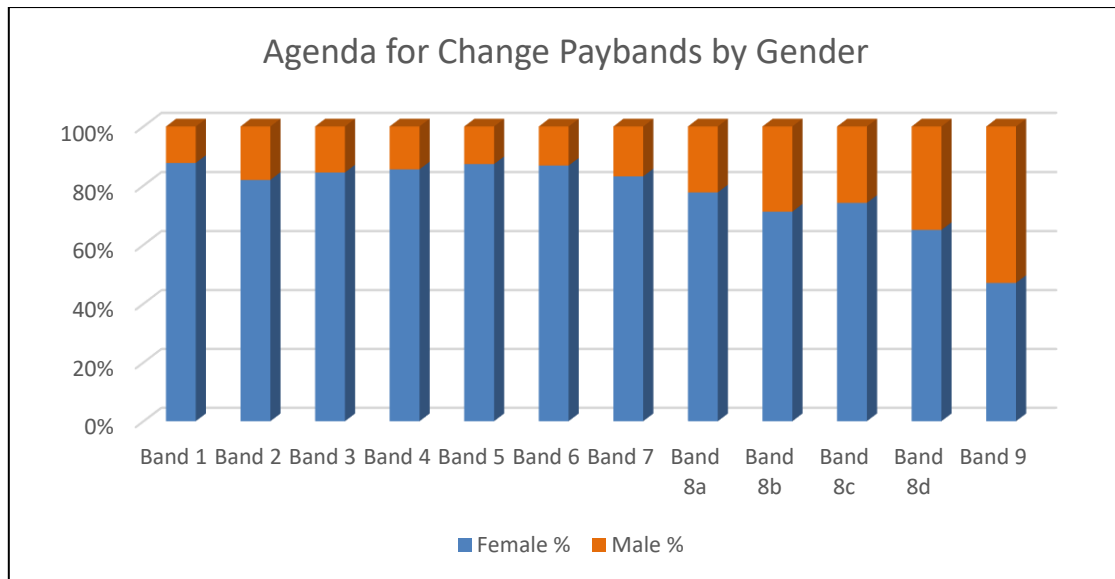


Table 13 – Pay Grade Breakdown by Gender

Pay Grade breakdown by Gender	Female %	Male %
Band 1	87.67	12.33
Band 2	81.91	18.09
Band 3	84.42	15.58
Band 4	85.50	14.50
Band 5	87.28	12.72
Band 6	86.78	13.22
Band 7	83.13	16.87
Band 8a	77.71	22.29
Band 8b	71.18	28.82
Band 8c	74.17	25.83
Band 8d	65.00	35.00
Band 9	47.06	52.94
Associate Specialist	32.35	67.65
Clinical Assistant	0.00	100.00
Consultant	40.99	59.01
Dentist - Scale A	100.00	0.00
Dentist - Scale B	57.14	42.86
Dentist - Scale C	100.00	0.00
Foundation Year 1	45.65	54.35
Foundation Year 2	48.98	51.02
General Medical Practitioner	42.86	57.14
Non A4C	47.22	52.78
Salaried General Practitioner	50.00	50.00
Senior Dental Officer	55.56	44.44
Specialty Doctor	44.44	55.56
Specialty Registrar	48.19	51.81

Leavers

29.49% of our leavers from 1st April 18 to 31st March 19 are over 60 years of age. The highest single age band of leavers is 26 – 30, this age band equates to 17.35% of all leavers.

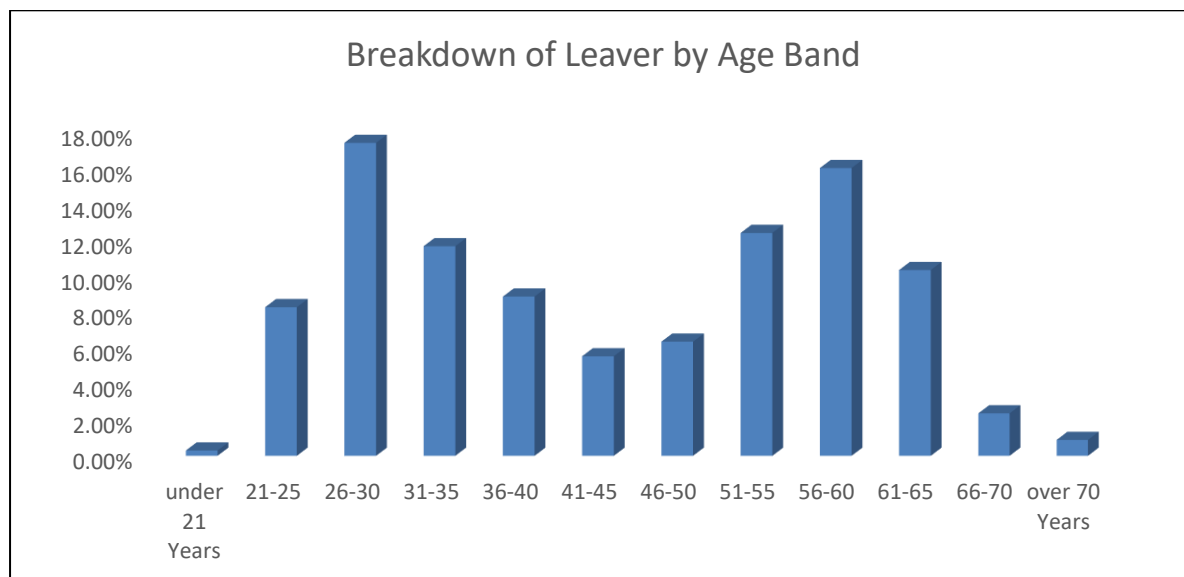


Table 14 – Leavers by Gender and Age Band

Age Band	Female	Male	Total Leavers	%
under 21 Years	3	1	4	0.29%
21-25	81	31	112	8.24%
26-30	133	103	236	17.35%
31-35	96	62	158	11.62%
36-40	87	33	120	8.82%
41-45	51	24	75	5.51%
46-50	68	18	86	6.32%
51-55	143	25	168	12.35%
56-60	179	38	217	15.96%
61-65	113	27	140	10.29%
66-70	28	4	32	2.35%
over 70 Years	10	2	12	0.88%
Grand Total	992	368	1360	100.00%

Again this year male employees have a higher turnover rate compared to female employees as male employees account for 19.23% of the workforce, however, 27.06%% of leavers were male.

