

Employment Information

What do we have to do?

The Equality Act 2010 is about treating everyone in a fair way. We have to tell you how we collect and use information to ensure that we are treating people fairly at work.

We have to publish employment information every year for the groups of staff who are protected under the Equality Act from being treated less favourably than other people due to their age, disability, gender, race, religion or belief, sexual orientation, gender reassignment, marital or civil partnership status or being pregnant.

What have we published?

The tables present data sourced from ABMUHB's Electronic Staff Record (ESR) database for the total ABMUHB workforce. The data provides a profile and analysis of:

- Staff employed by us as at 31 March 2018
- Staff involved in grievance procedures and staff subject to disciplinary procedures
- Staff who have left our employment
- Male and female staffing breakdown by job, grade, pay, contract type and working pattern.

What are the key messages?

Staff Profile

- Table 1 shows that our largest staff group is registered nurses and midwives (32%) followed by additional clinical services staff (20%) and administrative and clerical staff (18%).

Gender

- Table 2 gives the gender breakdown by staff group. Our high proportion of female workers (78%) is typical of NHS organisations reflecting the makeup of people entering healthcare professions.

Age

- Table 3 describes the age profile of ABMUHB staff.
- The data shows our healthcare workforce is getting older with the 51 to 55 age group being the largest (17%) followed closely by the 46 to 50 age group (15%) and the 41 to 45 age group (13%).
- In terms of the overall staff profile, 44% of the workforce is aged between 41 and 55 years.

Disability

- Table 4 shows that there is an incomplete data set for our staff identifying themselves as disabled or non-disabled with 48% of data not available. This means that it is not possible to draw any conclusions about the profile of staff who have a disability.

Ethnicity

- Information about the ethnicity of staff is not recorded consistently. Table 5 shows that the ethnicity of 36% of staff is not recorded on the electronic staff record system so it is not possible to comment about the ethnic profile of staff.

Marriage and Civil Partnership

- Table 6 shows that 'Single' and 'Married' make up the bulk of all marital / civil partnership statuses, accounting for 31% and 53% respectively of our workforce.
- The number of registered same-sex civil partnerships accounts for 1% of all marital / civil partnerships statuses across our workforce.

Religion

- Information about religion is not recorded consistently. Table 7 shows that this data is not recorded for 49% of staff on the electronic staff record system.

Sexual Orientation

- Information about sexual orientation is not recorded consistently. Table 8 shows that this data is not recorded for 45% of staff on the electronic staff record system.

Pregnancy and Maternity

- There were 320 members of staff (2%) on maternity or adoption leave as at 31 March 2018.
- There were 33 members of staff on a career break (0.2%) at this time.

Gender Reassignment

- We do not ask staff whether they are considering, undergoing or have undergone gender reassignment so there is no estimate of this staff group.

Working Pattern

- A higher proportion of our male staff work full-time (86%) compared to our female staff (54%) as shown within Table 9.
- Estates and Ancillary workers have the highest proportion of female staff working part-time (82%). Other staff groups with a high proportion of female staff working part-time are Additional Clinical Services (49%), Administrative and Clerical (46%), Healthcare Scientists (43%), Allied Health Professionals (42%) and Nursing and Midwifery Registered (41%).

- A higher percentage of female medical and dental staff are working part-time (25%) compared to male medical and dental staff (10%).
- A higher proportion of permanent staff are in full-time employment with us (60%) than part-time work. This is the similar for staff on fixed term temporary contracts with 71% working full time hours.

Pay

- Table 12 shows that the average full time basic pay is higher for male than female staff across all staff groups with the exception of Allied Health Professionals.
- Administrative and Clerical, Healthcare Scientists, Additional Professional, Scientific and Technical staff, and Medical and Dental are the staff groups where there are the highest pay differences between male and female staff working full-time.
- The average part-time basic salary is higher for female than male staff across the majority of staff groups. The exception is Estates and Ancillary staff.
- The gender breakdown of the workforce by pay band in Table 13 shows that the proportion of male employees increases in more senior medical roles.

Leavers

- Table 14 shows the total number of staff leaving ABMUHB by age band as a proportion of all leavers. The 21 – 25, 26 – 30 and 31 – 35 age bands account for 41.2% of all leavers.
- Male staff have a higher turnover rate compared to female staff as they account for 22% of the workforce but 30% of leavers.
- It is not possible to draw any conclusions about ethnicity, disability or sexual orientation due to the incomplete data set.

Application of Grievance and Disciplinary Procedures

- Data is only available on the gender of the staff for reporting purposes.

Table 1: Total Staff in Post by Staff Group (31.03.2018)

Staff Group	Headcount	%
Add Prof Scientific and Technic	500	3.1
Additional Clinical Services	3,157	19.6
Administrative and Clerical	2,858	17.8
Allied Health Professionals	1,041	6.5
Estates and Ancillary	1,708	10.6
Healthcare Scientists	356	2.2
Medical and Dental	1,389	8.6
Nursing and Midwifery Registered	5,078	31.5
Students	9	0.1
Total	16,096	100.0

Table 2: Staff by Gender (31.03.2018)

Staff Group	Total Headcount	Female	%	Male	%
Add Prof Scientific and Technic	500	349	69.8	151	30.2
Additional Clinical Services	3,157	2,561	81.1	596	18.9
Administrative and Clerical	2,858	2,419	84.6	439	15.4
Allied Health Professionals	1,041	875	84.1	166	15.9
Estates and Ancillary	1,708	981	57.4	727	42.6
Healthcare Scientists	356	209	58.7	147	41.3
Medical and Dental	1,389	558	40.2	831	59.8
Nursing and Midwifery Registered	5,078	4,621	91.0	457	9.0
Students	9	9	100.0	0	0
Total	16,096	12,582	78.2	3,514	21.8

Table 3: Staff by Age (31.03.2018)

Age Band	Headcount	%
16 - 20	78	0.5
21 - 25	859	5.3
26 - 30	1,629	10.1
31 - 35	1,700	10.6
36 - 40	1,776	11.0
41 - 45	2,067	12.8
46 - 50	2,426	15.1
51 - 55	2,658	16.5
56 - 60	1,878	11.7
61 - 65	806	5.0
66 - 70	175	1.1
71 & above	44	0.3
Total	16,096	100.0

Table 4: Staff by Disability (31.03.2018)

Disabled	Headcount	%
No	8,130	50.5
Yes	221	1.4
Not Declared	7,745	48.1
Total	16,096	100.0

Table 5: Staff by Ethnicity (31.03.2018)

Ethnic Origin	Headcount	%
White	9,613	59.7
Mixed – White & Black Caribbean	11	0.1
Mixed – White & Black African	6	0.0
Mixed – White & Asian	14	0.1
Mixed – Any other mixed background	22	0.1
Mixed – Chinese & White	1	0.0
Asian or Asian British – Indian	199	1.2
Asian or Asian British – Pakistani	23	0.1
Asian or Asian British – Bangladeshi	22	0.1
Asian or Asian British – Any other Asian background	221	1.4
Asian Mixed	1	0.0
Asian Tamil	1	0.0
Asian British	2	0.0
Black or Black British – Caribbean	10	0.1
Black or Black British – African	62	0.4
Black or Black British – Any other Black background	3	0.0
Black Nigerian	1	0.0
Black British	1	0.0
Chinese	22	0.1
Any other ethnic group	68	0.5
Filipino	18	0.1
Malaysian	1	0.0
Not Stated/No data	5,774	36.0
Total	16,096	100.0

Table 6: Staff by Marital and Civil Partnership Status (31.03.2018)

Marital Status	Female	Male	Headcount	%
Civil Partnership	109	34	143	0.9
Divorced	1,005	106	1,111	6.9
Legally Separated	66	17	83	0.5
Married	7,165	1,392	8,557	53.2
Single	3,875	1,136	5,011	31.1
Widowed	111	6	117	0.7
Not Stated	146	73	219	1.4
Unknown	105	750	855	5.3
Total	12,582	3,514	16,096	100.0

Table 7: Staff by Religion and Belief (31.03.2018)

Religious Belief	Headcount	%
Atheism	1,391	8.6
Buddhism	27	0.2
Christianity	5,396	33.5
Hinduism	77	0.5
Islam	103	0.6
Jainism	1	0.0
Judaism	2	0.0
Other	1,225	7.6
Sikhism	11	0.1
I do not wish to disclose my religion/belief	1,141	7.1
Undefined	6,722	41.8
Total	16,096	100.0

Table 8: Staff by Sexual Orientation (31.03.2018)

Sexual Orientation	Headcount	%
Bisexual	52	0.3
Gay or Lesbian	140	0.9
Heterosexual	8,669	53.9
I do not wish to disclose my sexual orientation	497	3.1
Undefined	6,738	41.8
Total	16,096	100.0

Table 9: Gender by Staff Group and Working Pattern (31.03.2018)

Staff Group	Female				Male			
	Full Time		Part Time		Full Time		Part Time	
	Head count	%	Head count	%	Head count	%	Head count	%
Add Prof Scientific and Technical	223	64	126	36	130	86	21	14
Additional Clinical Services	1,301	51	1,260	49	522	88	74	12
Administrative and Clerical	1,316	54	1,103	46	401	91	38	9
Allied Health Professionals	509	58	366	42	146	88	20	12
Estates and Ancillary	178	18	803	82	558	77	169	23
Healthcare Scientists	119	57	90	43	136	93	11	7
Medical and Dental	419	75	139	25	750	90	81	10
Nursing and Midwifery Registered	2,734	59	1,887	41	392	86	65	14
Students	8	89	1	11	0	0	0	0
Total	6,807	54	5,775	46	3,035	86	479	14

Table 10: Gender by Grade Type and Working Pattern (31.03.2018)

Grade Type	Female				Male			
	Full Time		Part Time		Full Time		Part Time	
	Head count	%	Head count	%	Head count	%	Head Count	%
A4C	6,310	53	5,625	47	2,266	85	395	15
Medical & Dental	414	76	129	24	744	92	65	8
Non A4C	83	80	21	20	25	57	19	43
Total	6,807	54	5,775	46	3,035	86	479	14

Table 11: Gender by Contract Type and Working Pattern (31.03.2018)

Contract Type	Female				Male			
	Full Time		Part Time		Full Time		Part Time	
	Head count	%	Head count	%	Head count	%	Head count	%
Fixed Term Temp	759	63	455	37	528	87	78	13
Non Officer Members/Chair	0	0	4	100	0	0	6	100
Permanent	6,046	53	5,319	47	2,504	86	399	14
Total	6,805	54	5,778	46	3,032	86	483	14

**Table 12: Gender by Average Basic Pay and Working Pattern
(31.03.2018)**

Staff Group	Average Full Time Basic Salary		Average Part Time Basic Salary	
	Female	Male	Female	Male
Add Prof Scientific and Technic	34,459	38,137	25,338	15,273
Additional Clinical Services	18,369	18,681	12,767	12,564
Administrative and Clerical	25,572	32,147	13,691	13,110
Allied Health Professionals	33,823	33,600	24,309	21,367
Estates and Ancillary	18,242	19,107	11,096	11,641
Healthcare Scientists	34,307	39,722	25,805	23,640
Medical and Dental	56,853	68,263	48,280	39,692
Nursing and Midwifery Registered	31,718	32,094	20,978	19,003
Total	29,463	37,018	17,457	18,483

Table 13: Gender by Pay Grade (31.03.2018)

Pay Grade	Female	%	Male	%	Total
Band 1	570	77.9	162	22.1	732
Band 2	2,455	76.5	754	23.5	3,209
Band 3	1,326	79.6	339	20.4	1,665
Band 4	1,029	83.1	210	16.9	1,239
Band 5	2,979	88.7	381	11.3	3,360
Band 6	1,894	83.6	371	16.4	2,265
Band 7	1,169	82.3	251	17.7	1,420
Band 8a	326	77.6	94	22.4	420
Band 8b	96	70.1	41	29.9	137
Band 8c	69	63.9	39	36.1	108
Band 8d	16	59.3	11	40.7	27
Band 9	6	42.9	8	57.1	14
Associate Specialist	27	39.1	42	60.9	69
Consultant	188	31.3	413	68.7	601
Dentist	12	75	4	25.0	16
Foundation Year 1& 2	75	54.4	63	45.6	138
Hospital Practitioner		0.0	1	100.0	1
Senior House Officer	1	25.0	3	75.0	4
Specialist Registrar	1	100.0		0.00	1
Specialty Doctor	47	52.8	42	47.2	89
Specialty Registrar	187	44.5	233	55.5	420
Staff Grade Practitioner		0.0	3	100.0	3
Vocational Dentist	5	50.0	5	50.0	10
Non A4C	104	70.3	44	29.7	148
Grand Total	12,582	78.2	3,514	21.8	16,096

Table 14: Leavers by Age, Gender, Ethnicity, Disability and Sexual Orientation

Age Band	Leavers 2017-18	%
16 – 20	17	0.9
21 – 25	165	9.2
26 – 30	308	17.1
31 – 35	267	14.9
36 – 40	159	8.8
41 – 45	136	7.6
46 – 50	93	5.2
51 – 55	199	11.1
56 – 60	233	13.0
61 – 65	165	9.2
66 – 70	44	2.4
71 & above	10	0.6
Total	1,796	100
Gender	Leavers 2017-18	%
Female	1,266	70.5
Male	530	29.5
Total	1,796	100
Ethnic Origin	Leavers 2017-18	%
Black & Ethnic Minority Groups	60	3.3
White	882	49.1
Undefined/Not Declared	854	47.6
Total	1,796	100
Disabled	Leavers 2017-18	%
Yes	23	1.3
No	760	42.3

Undefined/Not Declared	1,013	56.4
Total	1,796	100
Sexual Orientation	Leavers 2017-18	%
Bisexual	7	0.4
Gay or Lesbian	21	1.2
Heterosexual	757	42.1
I do not wish to disclose my sexual orientation	60	3.3
Undefined	951	53.0
Total	1,796	100

Table 15: Employee Relations Cases by Gender (1.04.2017 - 31.03.2018)

Gender	Grievances	%	Disciplinaries	%
Male	9	15.8	45	23.3
Female	43	75.4	148	76.7
Collective*	5	8.8		
Total	57	100	193	100

* Information is not available on the gender of the staff involved with the collective grievances.