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Health Education and
Improvement Wales (HEIW)

NHS Wales Workforce Trends (as at 31st March 2022)

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NHS Wales Workforce Trends (as at 31st March 2022)

1. Summary

The purpose of this report is to summarise the high-level trends relating to the NHS Wales workforce.

National changes recently introduced and implemented across NHS Wales have influenced how the workforce is coded. As a result of these changes, and to ensure data is accurately reported, where applicable, new reports have been run.

Several data sources have been used which span different time periods depending on the availability of data, namely:

- ESR Data Warehouse (ESR DW): 2017- 2022. Data source used for staff in post and sickness data.
- NHS Wales Financial Monitoring Returns (supplied by Welsh Government Finance Department): 2017 – 2022. Data source used for total, locum and agency pay.
- NHS Wales Workforce Performance Measures Dashboard (supplied by NHS Wales Organisations): March 2021 – March 2022. Data source used for annual appraisal and statutory and mandatory compliance.

1.1. Size of the Workforce

Between March 2017 to March 2022 the workforce has increased year on year, from 77,700 to 91,492 an increase of 17.8% over the period. The biggest single increase in the workforce was between 2020 and 2021.

The highest increase in FTE occurred in the Administrative and Clerical staff group, with a rise of 4,841 FTE; a percentage increase of 30%. Additional Clinical Services have the next biggest increase with an increase of 3,442FTE; a 22% increase.

Nursing and Midwifery have seen an increase of 7% which equates to 1,661 FTE. The Medical and Dental workforce has increased by 1,527 FTE, a 23% increase.

The number of staff aged 55 and over increased from 18% in 2017 to 21% in 2022. The biggest percentage increase has been in the Estates and Ancillary staff group with an increase of 6.3%, nearly 40% of the workforce are over 55.

1.2. Cost of the Workforce

The cost of the total NHS Wales workforce (including agency and locum) for 2021/22 was £5.1 billion¹. Out of the workforce budget variable pay² accounted for 16.9%. For the past six years the total pay bill has increased year on year. In 2017/18 the annual pay bill was £3.6 billion compared to £5.1 billion in 2021/22 (41% increase).

Since March 2017/18 the overall growth in agency and locum spend is 100%, increasing from £136 million to just over £271 million.

Between 2020/21 and 2021/22 agency and locum spend increased by 36 % from £199 million to £271 million.

Nursing and Midwifery accounts for the biggest locum and agency spend and has seen a significant increase from £51 million in 2017/18 to £133 million in 2021/22.

1.3. Sickness

During the first wave of COVID, 12-month rolling sickness increased to 5.9% from 5.6% and during the second wave in 2021/22, sickness increased to 6.7%. Historic analysis of sickness shows that the rate for 2021/22 is the highest NHS Wales has seen since the inception of ESR over 16 years ago.

The two staff groups that have the highest actual sickness percentages in 2021/22 are Additional Clinical Services (10%) and Estates and Ancillary (9.5%)

Over the last six years, “Anxiety / Stress” and “Back & Other Musculoskeletal” have been the two most common known reasons for sickness. This changed during April 2020 when illness associated with COVID became the most common reason for sickness, the COVID peaks and troughs of sickness can be seen in 2021 and into 2022.

1.4. Performance Dashboard

Health Education and Improvement Wales (HEIW) in collaboration with the Health Boards & Trusts have created a monthly Workforce Performance Dashboard, that collates key performance indicators which are known to be critical to organisational workforce performance. This report focuses on appraisal and statutory and mandatory training rates.

- **Appraisal Rates**

¹ HEIW Agency and Locum Tool – Pay Bill

² Variable pay – all payments with the exception of basic pay.

Overall, the percentage compliance for all staff groups has seen a slight decrease from 57.7% in March 2021 to 57.2% for March 2022. All staff groups are showing a RAG rating of amber indicating that they all have a compliance between 50-85%.

- **Statutory and Mandatory Training Rates**

The overall compliance rate has remained static at 79%. Compliance rates for some groups have decreased whilst others have increased.

- **Welsh Language Competency**

Staff are requested to complete their level of Welsh language competency as part of their Staff Electronic Record (ESR). Out of the staff that have completed this information, 8% are proficient in Welsh. However, 34% of staff have not stated their Welsh Language competency.

1.5. Current workforce Profile

- **Staff Ethnicity**

Staff of Black / Asian / Mixed and Other ethnic groups make up 7% of the overall workforce, however, this figure may vary as 12% of staff have not stated or not entered in the ethnic details into their Electronic Staff Record and some entries may have incorrect details.

- **Staff Nationality**

Of the staff that have completed this information in ESR, 6% are not of a UK nationality. With 15% of staff having a nationality listed as unknown.

- **Staff Disability**

Out of the entire workforce 3% of staff have a stated disability, however 26% of people have either not stated or have not disclosed of a disability.

- **Gender Profile**

Overall, within NHS Wales, 76% of the workforce is female. Every staff group has a higher percentage of females in the workforce than males, except for Medical and Dental where males account for 55%.

The staff group with the largest percentage of females is the Nursing and Midwifery workforce where females account for 91%.

2. Size of the Workforce

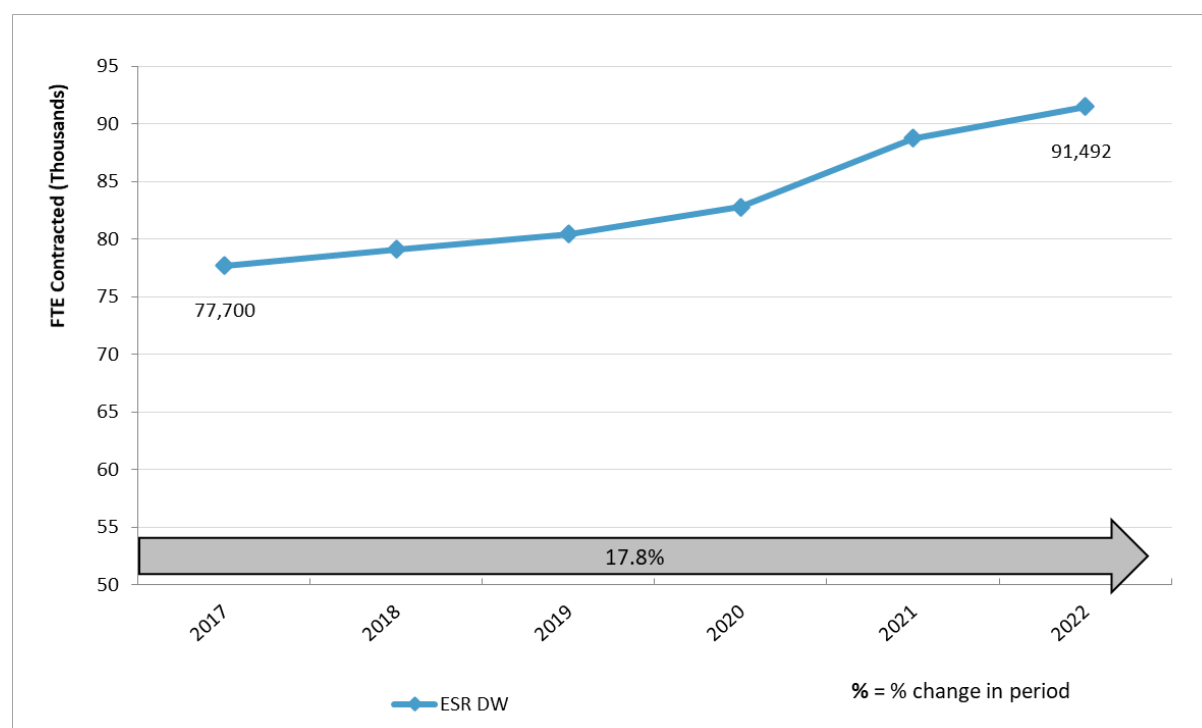
2.1. NHS Wales Workforce Profile

Graph 1 shows the overall workforce numbers in Full Time Equivalent (FTE) using data from the Electronic Staff Record Data Warehouse (ESR DW).

Between March 2017 to March 2022 the workforce has increased year on year, from 77,700 to 91,492 an increase of 17.8% over the period.

The biggest single increase in the workforce was between 2020 and 2021.

Graph (1) NHS Wales Workforce Profile March 2017 to March 2022



Data Source: ESR DW

2.2. Workforce Changes by Staff Group Between 2017 and 2022

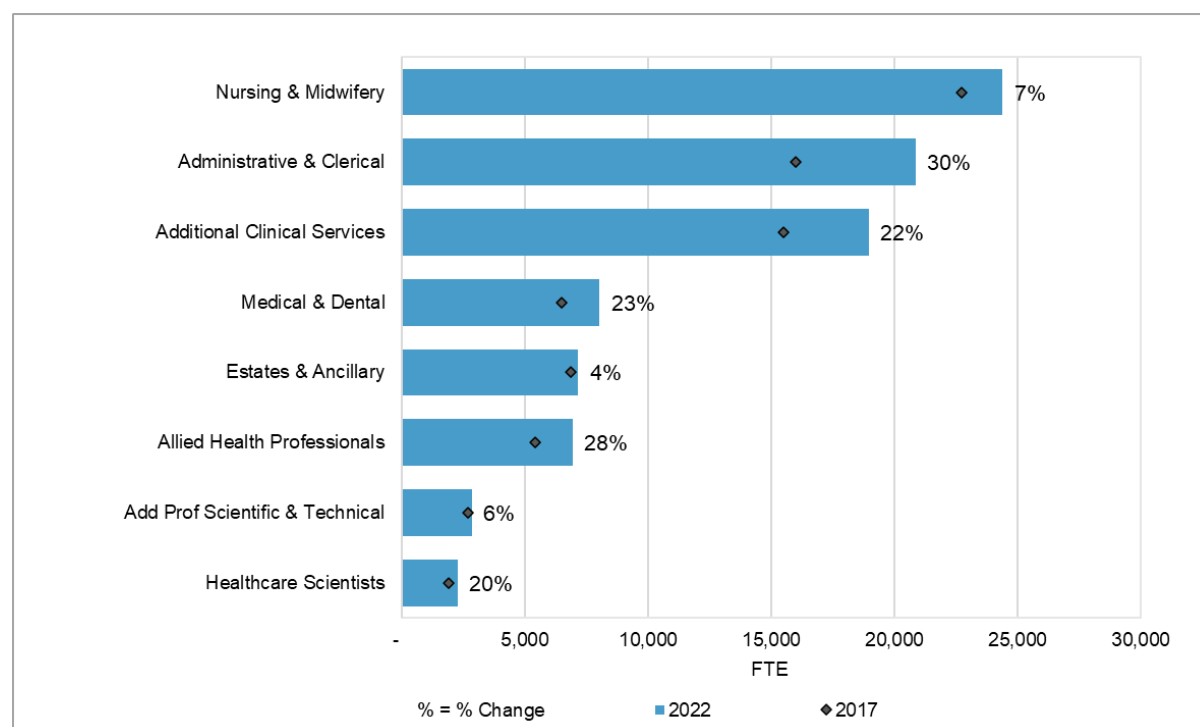
Graph 2 shows the Full Time Equivalent (FTE) and percentage change in the different staff groups between March 2017 and March 2022.

The highest increase of FTE occurred in the Administrative and Clerical staff group, with a rise of 4,841 FTE; a percentage increase of 30%. Additional Clinical Services have the next biggest FTE increase with an increase of 3,442 FTE a 22% increase.

Nursing and Midwifery have seen an increase of 7% which equates to 1,661 FTE. The Medical and Dental workforce has increased by 1,527 FTE, a 23% increase.

The smallest increase of FTE occurred in the Additional Professional, Scientific and Technical workforce, with a rise of 153 FTE, a 6% increase.

Graph (2) Staff Group by FTE and Percentage Change March 2017 to March 2022



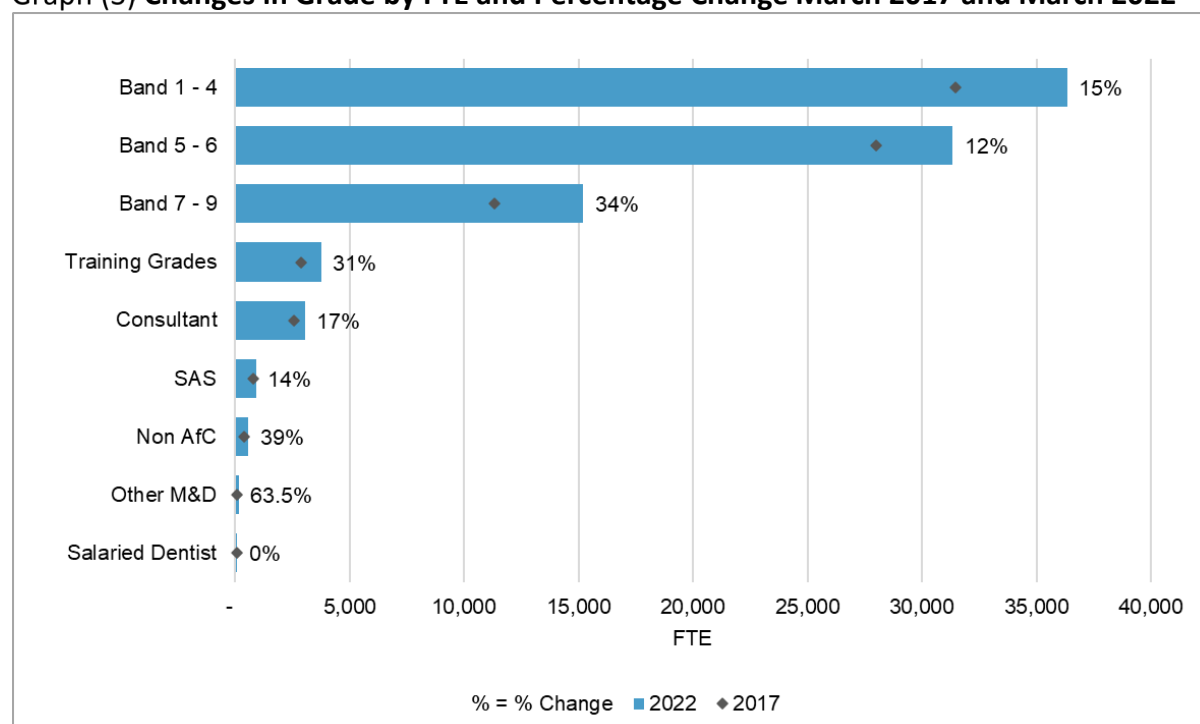
Data source: ESR DW

2.3. Grade Change Between 2017 and 2022

Graph 3 shows the FTE and percentage change in the Grade Bands between March 2017 and March 2022.

Overall, all grades have seen an increase in FTE except for Salaried Dentists where the FTE has remained static at 111 FTE. Grade Bands 1-4 had the largest FTE increase of 4,873 FTE, (15%). The next highest workforce increase is Grade Bands 7-9 with an increase of 3,886 FTE (34%), followed by an increase of 3,345 FTE (12%) for bands 5-6.

Graph (3) Changes in Grade by FTE and Percentage Change March 2017 and March 2022



Data source: ESR DW

2.4. Percentage Staff by Age Band For 2017 and 2022

Graph 4 shows the percentage of staff in each age band comparing March 2017 and March 2022.

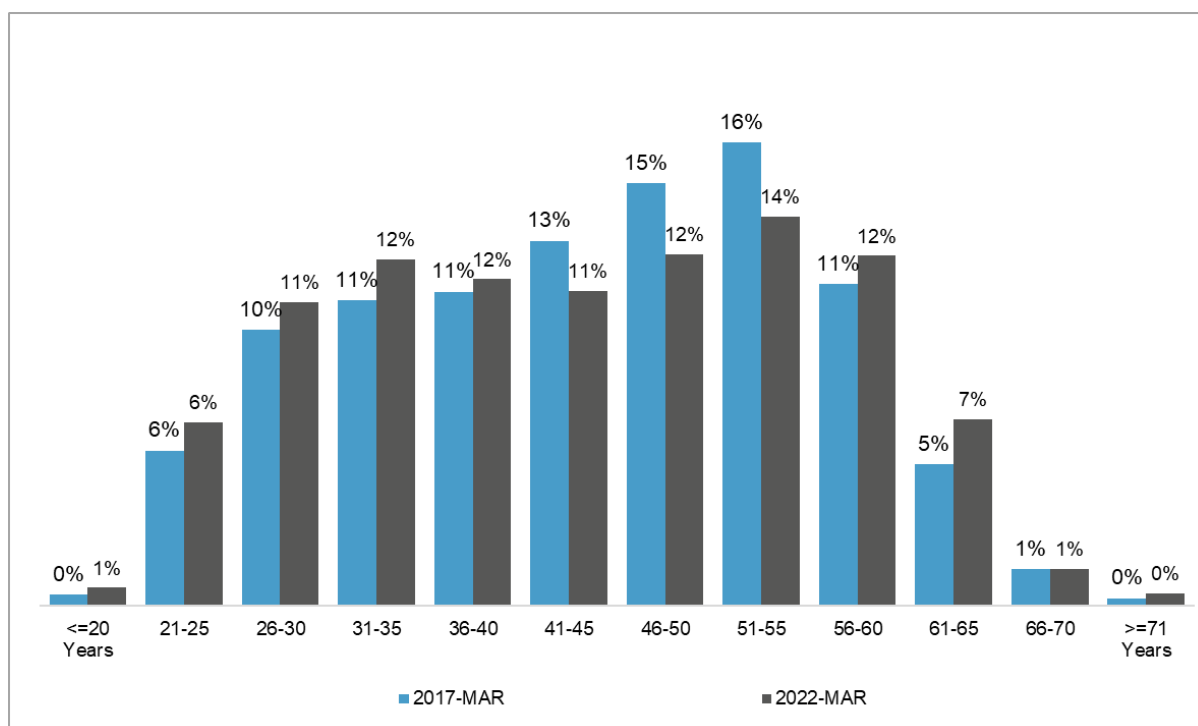
Over the last five years staff have moved through the age bands with a reduction in the proportion of staff aged 41 to 55 and an increase in the proportion of staff aged 56 to 65 for 2022. This has been coupled with an increase in staff aged 40 and below for the same period.

The percentage of staff over the age of 55 has increased by 2.8 percentage points from 18% (2017) to 20.8% (2022).

Staff below the age of 41 accounted for 38% of the workforce for March 2017, compared to March 2022 where there has been an increase of 4% points to 42%.

The percentage of staff in the age bands 41-45 and 46-50 has decreased from 28% for 2017 to 23% for 2022.

Graph (4) **Age Profile Comparison March 2017 and March 2022**



Data source: ESR DW

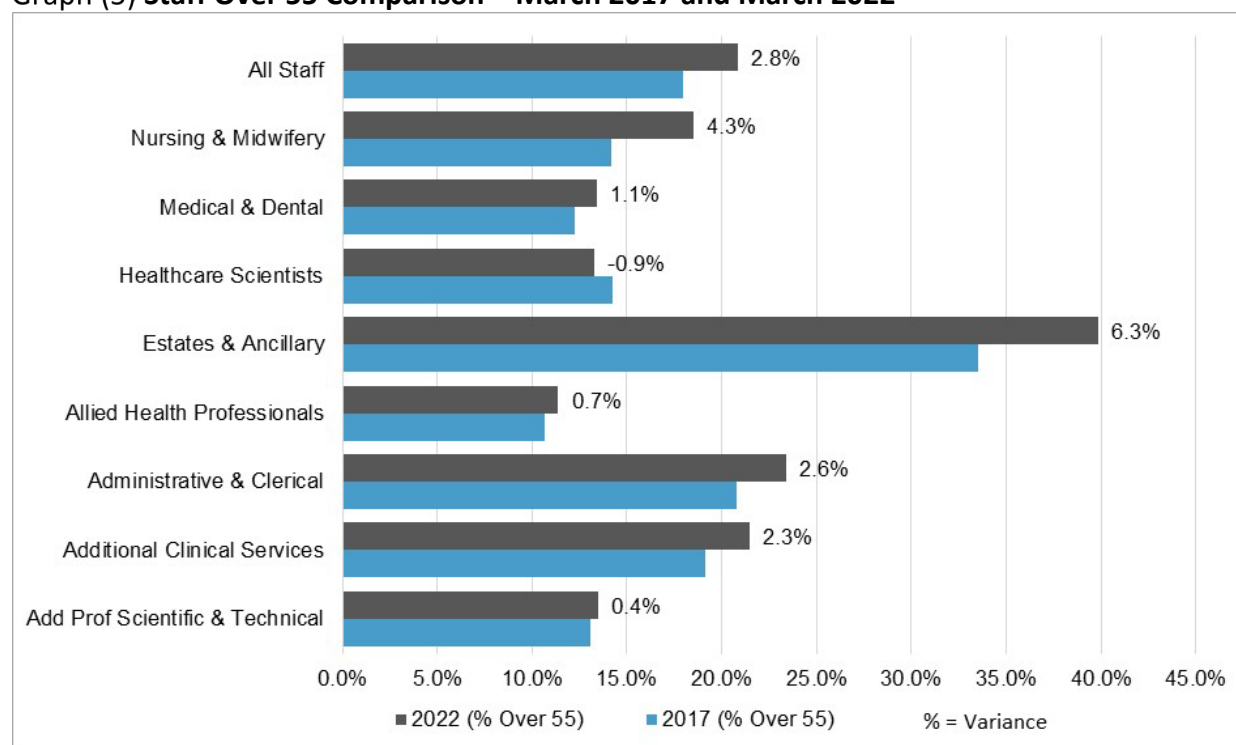
2.5. Percentage Staff near retirement age (Over 55) by Staff Group

Graph 5 shows the percentage of staff aged over 55 by staff group comparing 2017 and 2022. Overall, there has been a 2.8 percentage point increase.

When we review each staff group individually the majority have seen an increase in staff aged over 55 for 2022. The only group that has seen a reduction in staff aged over 55 are Health Care Scientists who have seen a reduction of 0.9%.

The biggest percentage increase has been in the Estates and Ancillary staff group with an increase of 6.3%, nearly 40% of the workforce are over 55. The next biggest percentage increase is in the Nursing and Midwifery staff group of 4.3%, nearly 1:5 of the workforce are over 55.

Graph (5) Staff Over 55 Comparison – March 2017 and March 2022



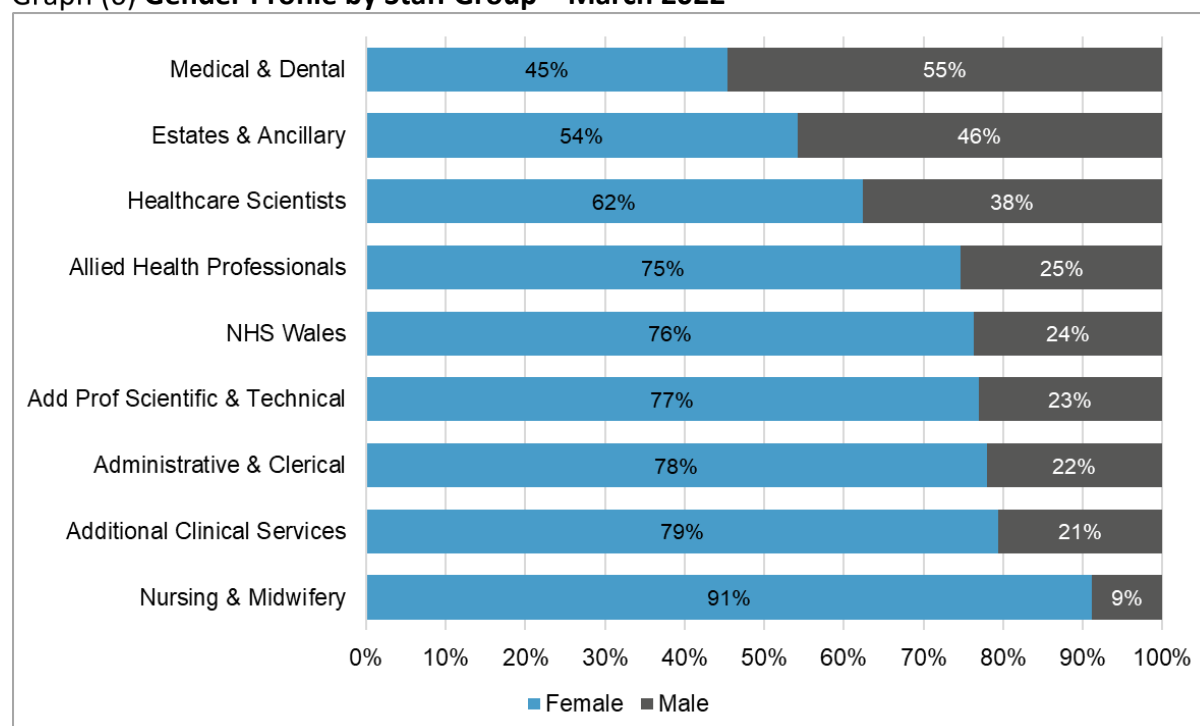
Data source: ESR DW

2.6. Gender Profile by Staff Group

The graph below shows the gender profile of the NHS Wales workforce by staff group. Every staff group has a higher percentage of females in the workforce than males, except for the Medical and Dental where males account for 55%.

The staff group with the largest percentage of females is the Nursing and Midwifery workforce where females account for 91%. Overall, within NHS Wales 76% of the workforce is female.

Graph (6) Gender Profile by Staff Group – March 2022



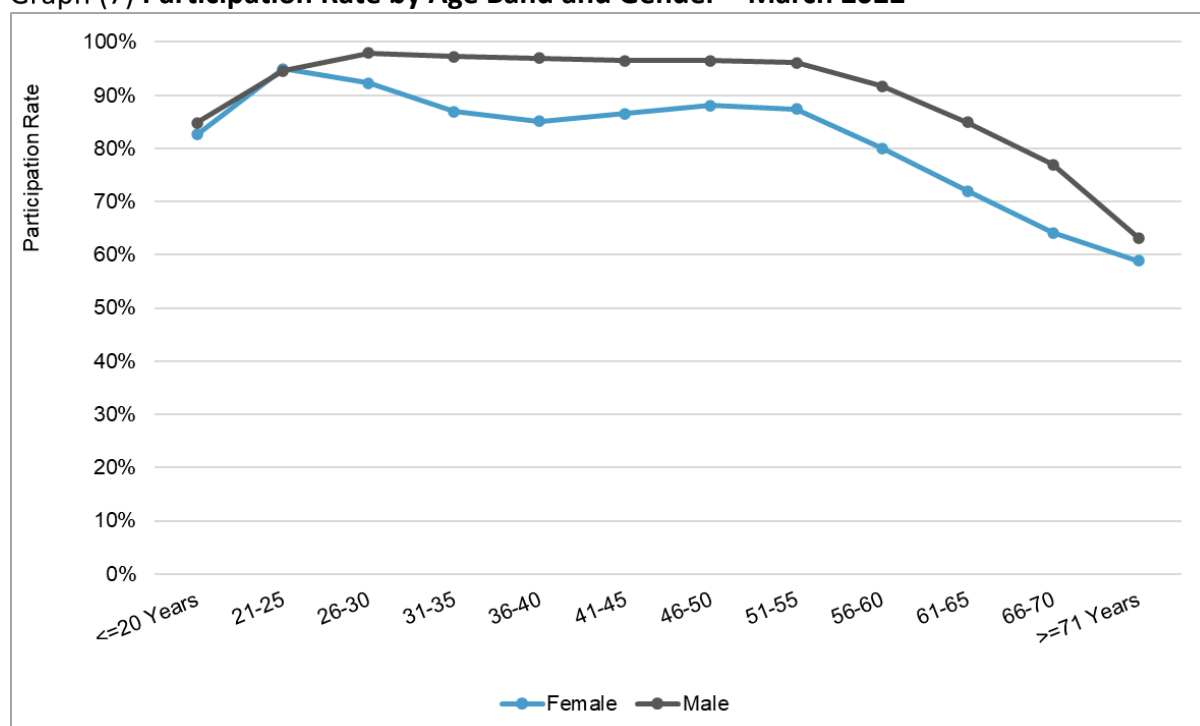
2.7. Participation Rate by Age Band and Gender

Graph 7 shows the participation rate for the NHS Wales workforce by age and gender for March 2022. Participation rate is a percentage of part time working. The number is derived by dividing the contracted FTE by the headcount. The higher the participation rate, the more hours, on average a person is working per week. For example, if an individual is working 37.5 hours a week they will have a participation rate of 100% (full time), if they are working 22.5 hours a week they will have a participation rate of 60%.

Except for the age band 21-25 where the participation rate for both the male and female workforce stands at 95%, the participation rate for females for every other age band is lower than that of their male counterparts.

From the age band 51-55 the participation rate for both genders steadily decreases. The lowest participation rate for both the male and female workforce is in the 71 years and above age band.

Graph (7) Participation Rate by Age Band and Gender – March 2022



3. Workforce Cost

The cost of the total NHS Wales workforce (including agency and locum) for 2021/22 was £5.1 billion³. Out of the workforce budget variable pay⁴ accounted for 16.9%.

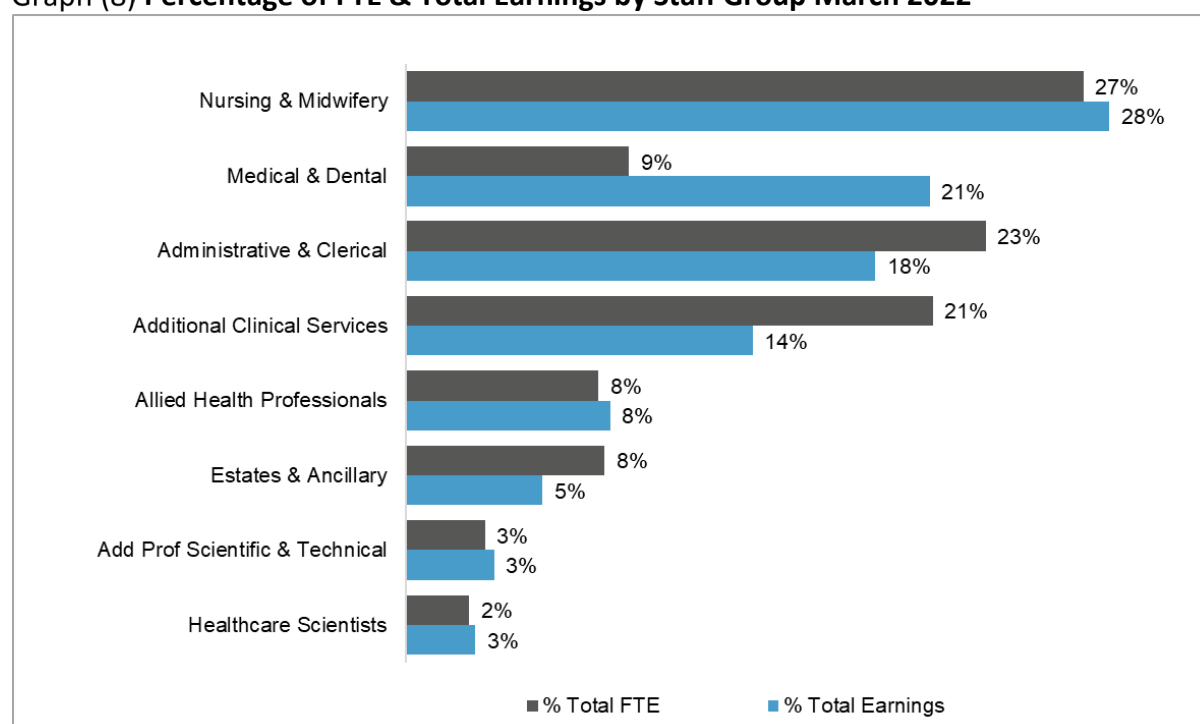
3.1. Cost of the Current Workforce

Graph 8 shows the percentage of staff by FTE and their total earnings, based on the staff in post as of March 2022 taken from ESR DW data.

The staff group that has the highest salary cost compared to FTE is Medical & Dental, which makes up 9% of the total workforce, but accounts for 21% of the total cost of the entire workforce.

The staff group that has the highest FTE compared to salary cost is Additional Clinical Services which makes up 14% of total cost and accounts for 21% of the total workforce.

Graph (8) Percentage of FTE & Total Earnings by Staff Group March 2022



Data source: ESR DW

³ NHS Wales Financial Monitoring reports – Pay Bill

⁴ NHS Wales Workforce Performance Measures Dashboard (all payments with the exception of basic pay).

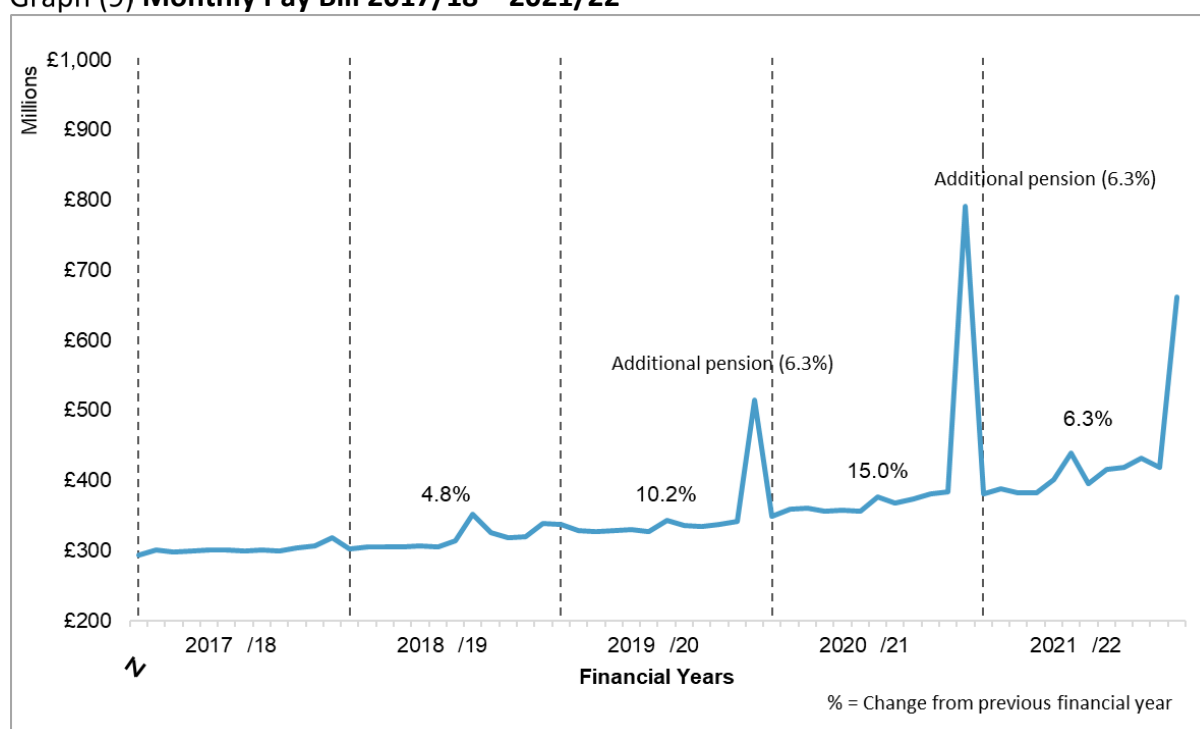
3.2. Total Pay Bill Trends

The cost analysis in the rest of this section has been based on data taken from **NHS Wales Financial Monitoring returns** and refers to the last five financial years. Graph 9 shows the monthly pay bill and the annual percentage change from the previous year from April 2017 to March 2022.

For the past five years the total pay bill has increased year on year. In 2017/18 the annual pay bill was £3.6 billion compared to £5.1 billion in 2021/22.

In February 2022 the total pay bill for the month was £419 million which increased to £661 million for March 2022. This increase is attributed to holiday pay on overtime, NHS staff bonus accrual costs plus 6.3% pension provision.

Graph (9) Monthly Pay Bill 2017/18 – 2021/22



Data source: NHS Wales Financial Monitoring returns.

Table 1. Total Pay Bill Cost and Percentage Difference by Financial Years

Total Pay	Cost	% Change from Prev.
2017/18	£ 3,619,752,448	
2018/19	£ 3,794,064,750	4.8%
2019/20	£ 4,182,627,033	10.2%
2020/21	£ 4,811,654,939	15.0%
2021/22	£ 5,115,349,990	6.3%

Data source: NHS Wales Financial Monitoring returns

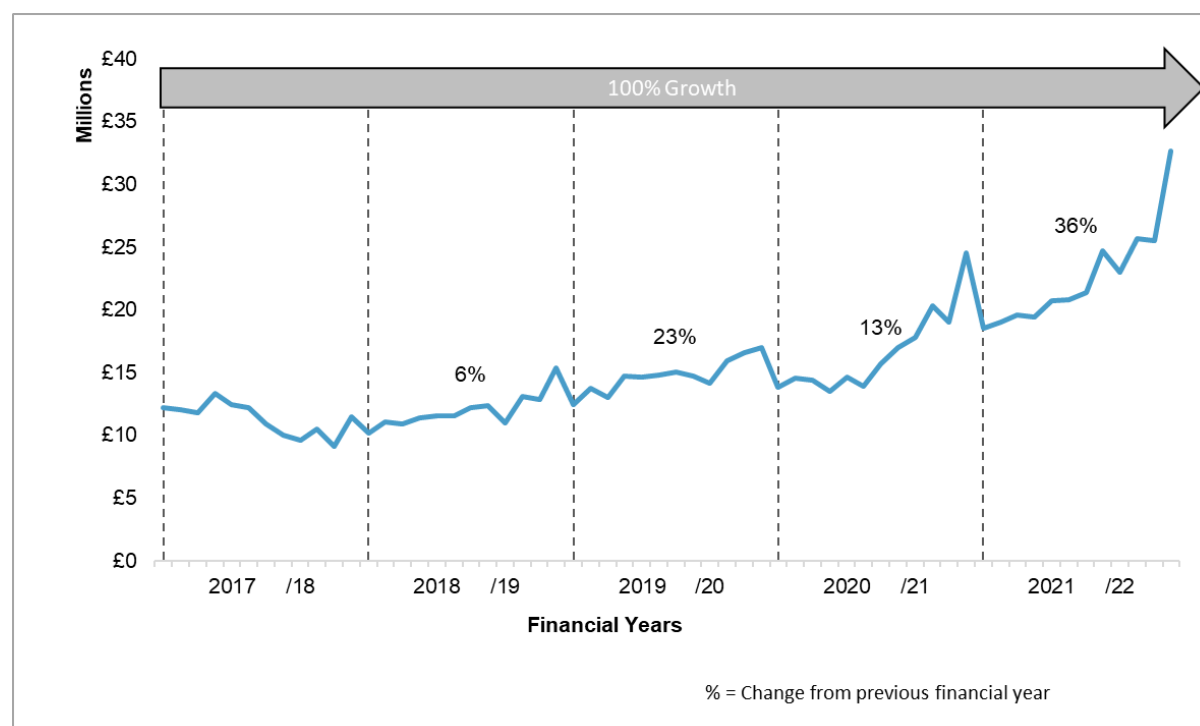
3.3. Agency & Locum Trends

Agency and locum staff are usually deployed when substantive and bank options have been exhausted. Graph 10 shows the monthly spend on agency and locum staff and the percentage change compared to the previous year from April 2017 to March 2022. Since March 2017/18 the overall growth in agency and locum spend is 100%, increasing from £136 million to just over £271 million.

Between 2020/21 and 2021/22 agency and locum spend increased by 36% from £199 million to £271 million.

Appendix 1 /graph 18: shows the breakdown of Agency & Locum spend by staff group.

Graph (10) Monthly Agency & Locum Spend: 2017/18 – 2021/22



Data source: NHS Wales Financial Monitoring returns

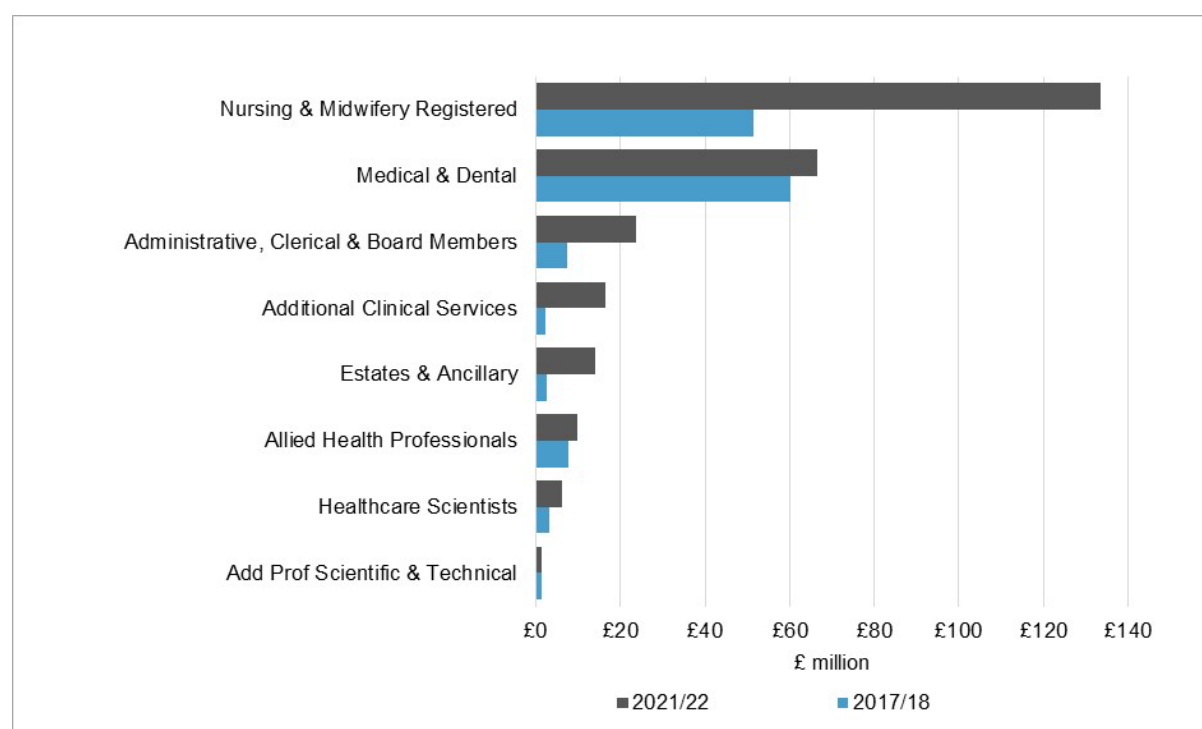
3.4. Agency and Locum Spend by Staff Group

Graph 11 shows the total agency and locum spend by staff group for 2017/18 and 2021/22. The highest proportion of Agency and Locum spend relates to the Nursing and Midwifery and Medical and Dental staff groups.

Nursing and Midwifery accounts for the biggest locum and agency spend and has seen a significant increase from £51 million in 2017/18 to £133 million. Other staff groups who have seen a significant increase over the same period include Estates and Ancillary from £2.6 million to £13.8 million, Additional Clinical Services from £2 million to £16 million, and Administrative and Clerical and Board Members from £7 million to £23.6 million.

Agency and locum spend for Medical and Dental staff has increased for 2021/22 to £66 million, from £60 million 2017/18.

Graph (11) Agency & locum Spend by Staff Group for 2017/18 and 2021/22



Data source: NHS Wales Financial Monitoring returns

4. Sickness Absence

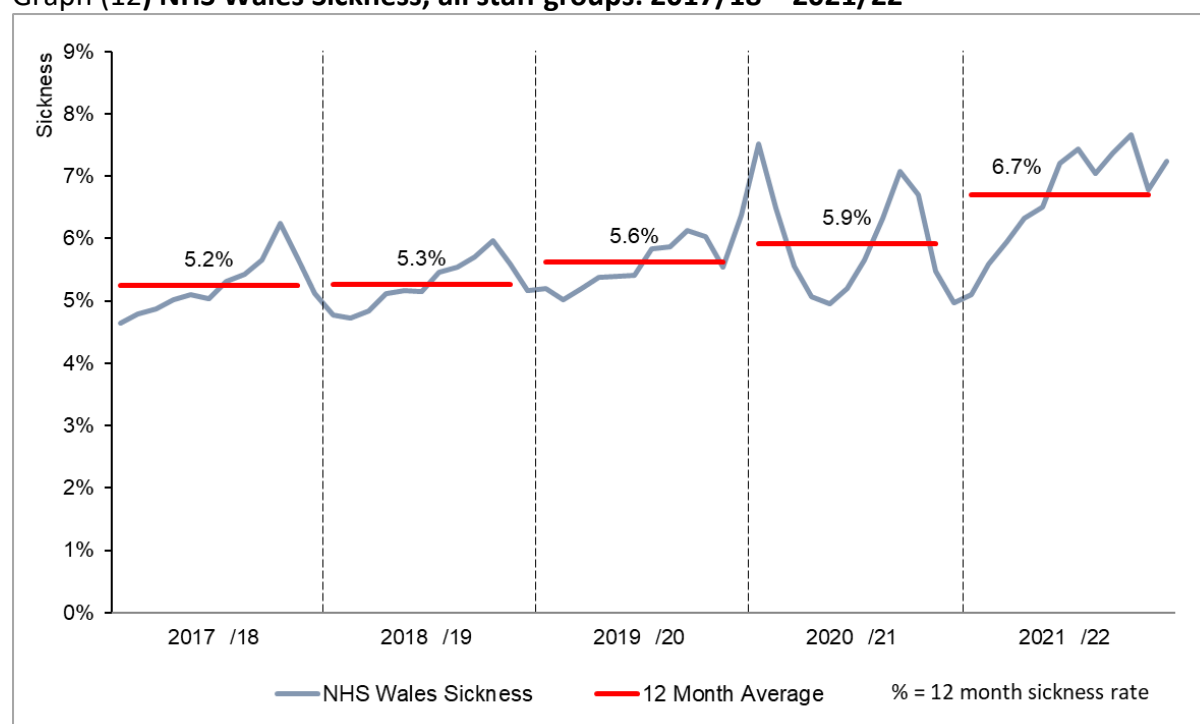
4.1. Sickness Trend

Graph 12 shows NHS Wales monthly sickness absence rate from April 2017 to March 2022 for all staff group. The red line indicates the rolling 12-month sickness absence rate for the financial year.

The graph highlights the seasonal peaks and troughs of sickness. Before the COVID-19 pandemic, sickness was on the increase, rising from 5.2% & 5.3% to 5.6% in 2019/20. During the first wave of COVID, 12-month rolling sickness increased to 5.9% and during the second wave in 2021/22 sickness increased to 6.7%. Historic analysis of sickness shows that the rate for 2021/22 is the highest NHS Wales has seen since the inception of ESR over 16 years ago.

On reviewing sickness levels in more detail for 2021/22, sickness stood at 5.1% in April 2021 reaching 7.4% by October. Sickness decreased slightly in November to 7.1% before increasing to reach a peak of 7.7% in January 2022. At March 2022 levels stood at 7.2%.

Graph (12) NHS Wales Sickness, all staff groups: 2017/18 – 2021/22



Data source: ESR DW

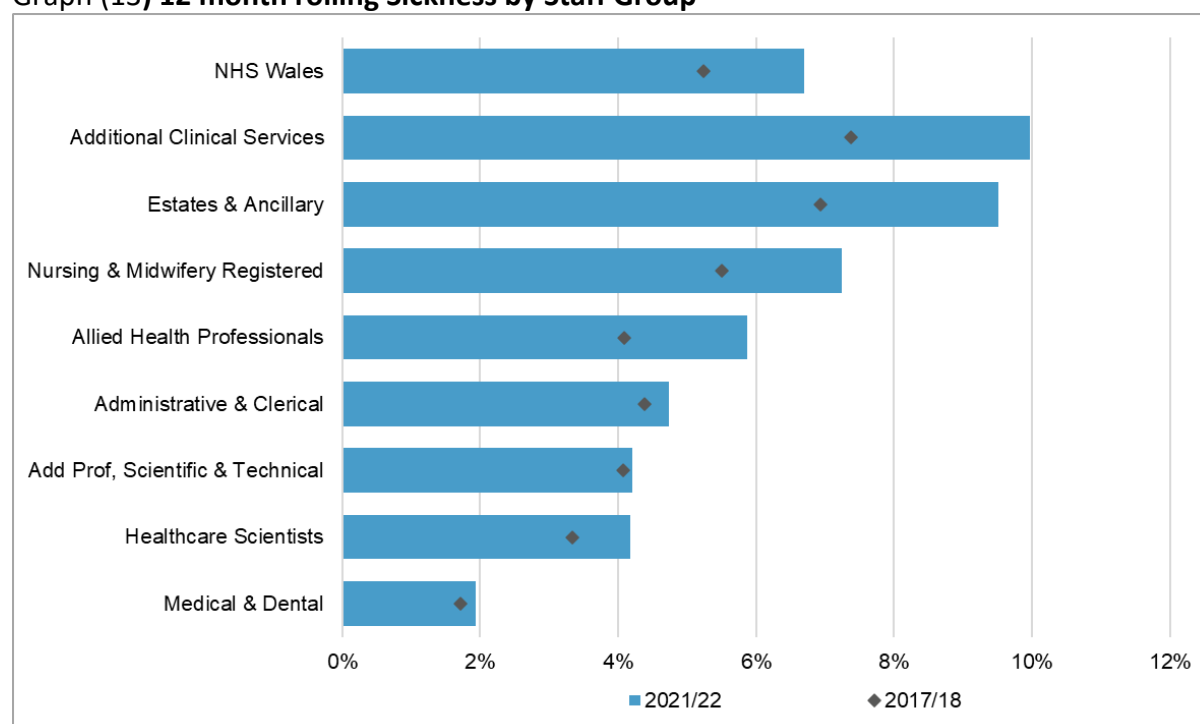
4.2. Sickness by Staff Group

Graph 13 shows the 12-month rolling sickness by staff group comparing 2017/18 to 2021/22, (April-March). Overall sickness for every staff group has increased. The NHS Wales, rolling sickness rate has increased from 5.2% in 2017/18 to 6.7% in 2021/22 an increase of 1.5 percentage points.

The biggest percentage increase in sickness can be seen in Estates and Ancillary, and Additional Clinical Services each with an increase of 2.6 percentage points. Allied Health Professionals and Nursing and Midwifery have the next biggest increases with a rise of 1.8 percentage point and 1.7 percentage points respectively.

The two staff groups that have the highest actual sickness percentages in 2021/22 are Additional Clinical Services (10%) and Estates and Ancillary (9.5%)

Graph (13) 12 month rolling Sickness by Staff Group



Data source: ESR DW

4.3. Sickness by Grade and Age Band

Table 2 shows the 12-month rolling sickness absence rates (April 2021 to March 2022) by pay and age band. The figures highlighted red show where the sickness absence rate is higher than the NHS Wales average of 6.7% and the green highlights where sickness is 1 percentage point lower than the average.

The table shows a correlation between age, band, and sickness rate.

Generally, the lower the Band and the higher the age, the higher the average sickness rate.

Table 2. 12 Month Rolling Sickness percentage by Grade and Age Band 2021/22

Band AfC	Under 25	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 60	Over 60	All Age Bands
Band 1	6.9%	13.6%	8.5%	15.9%	16.7%	9.7%	18.4%	18.5%	14.8%	15.7%
Band 2	6.8%	8.3%	10.0%	9.8%	9.2%	9.9%	10.3%	10.4%	12.2%	10.0%
Band 3	5.2%	6.4%	7.2%	7.7%	7.1%	9.2%	9.1%	10.3%	10.3%	8.5%
Band 4	2.8%	4.0%	5.4%	6.3%	6.6%	7.4%	7.2%	7.9%	8.6%	6.7%
Band 5	3.3%	4.7%	6.2%	6.6%	7.3%	8.3%	9.5%	9.0%	10.5%	7.0%
Band 6	3.0%	3.9%	5.1%	6.1%	6.2%	7.2%	8.2%	8.1%	8.2%	6.5%
Band 7	0.1%	1.9%	3.4%	3.7%	4.1%	5.1%	5.7%	5.6%	5.7%	4.7%
Band 8a	0.0%	1.0%	2.1%	2.8%	2.5%	3.2%	4.4%	4.2%	3.5%	3.3%
Band 8b	0.0%	0.0%	1.1%	1.7%	2.5%	2.4%	3.1%	2.9%	3.1%	2.6%
Band 8c	0.0%	0.0%	0.3%	0.8%	1.0%	1.3%	3.5%	3.5%	3.5%	2.6%
Band 8d	0.0%	0.0%	0.6%	0.8%	1.2%	0.8%	2.1%	3.3%	0.7%	1.9%
Band 9	0.0%	0.0%	0.0%	0.3%	0.7%	0.8%	1.1%	1.1%	3.3%	1.1%
Medical & Dental	2.0%	1.5%	1.7%	1.5%	2.0%	2.1%	2.5%	2.6%	2.0%	1.9%
Non AfC	3.7%	7.9%	3.3%	2.2%	2.3%	3.0%	2.9%	3.1%	1.4%	2.9%
All Pay Bands	4.6%	4.7%	5.6%	5.9%	5.9%	6.9%	7.6%	8.1%	9.4%	6.7%

1% lower than NHS Wales Average

Between 4.9% and 5.8%

Above Average (5.9%)

Data source: ESR DW

4.4. Key Reasons for Sickness Absence

Graph 14 shows the FTE days sickness for the four main reasons for sickness absence between April 2017 and March 2022 for all staff groups.

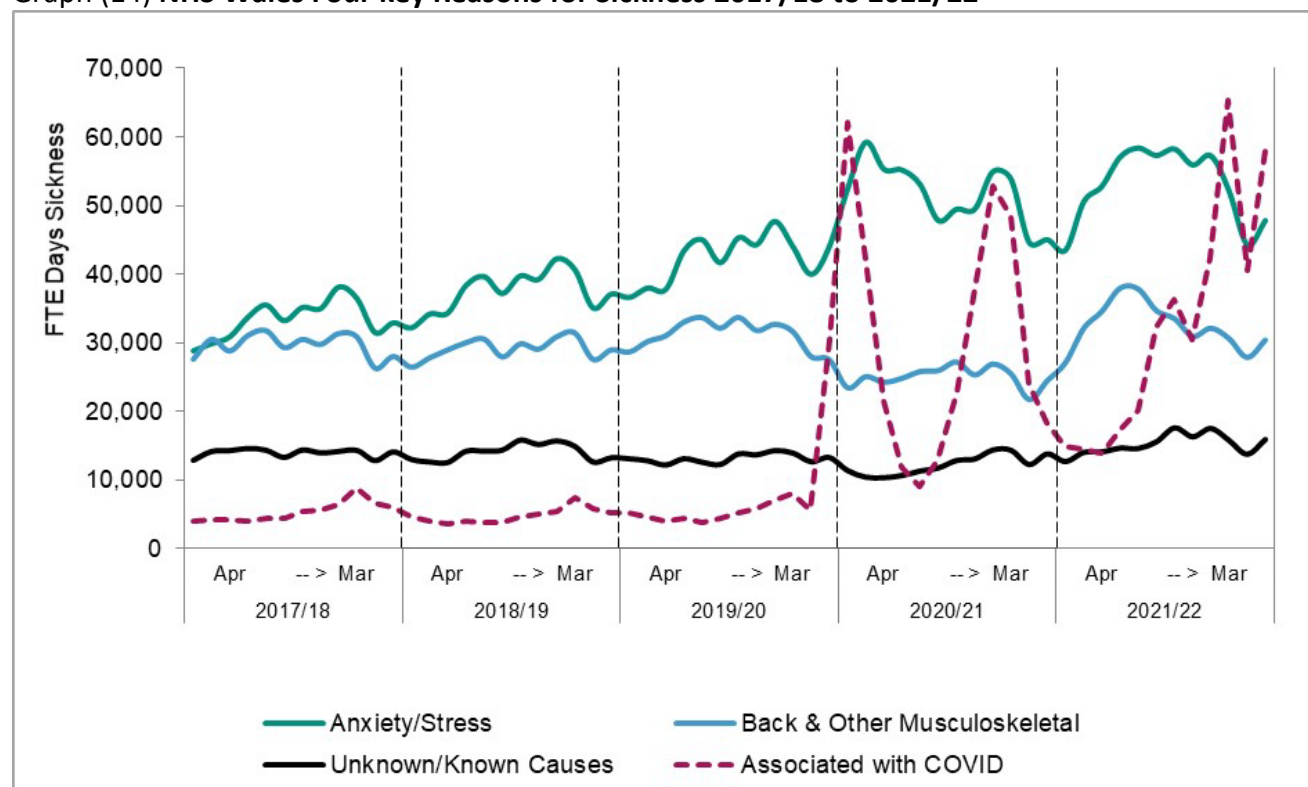
Over the last six years, “Anxiety / Stress” and “Back & Other Musculoskeletal” have been the two most common known reasons for sickness. This changed during April 2020 when illness associated with COVID became the most common reason for sickness, representing over 62,000 FTE days sickness in one month. For the same period stress and anxiety accounted for approximately 52,314 FTE days and other musculoskeletal for 23,505 FTE days.

The rates for illness associated with COVID reduced during the summer months of 2020, to 9004 FTE days sickness in August, increasing again during the autumn and winter period to reach 52,822 FTE days sickness for December 2020.

During the start of 2021 sickness for anxiety and stress was higher than the other three main reasons. By March 2022 sickness due to Covid had increased to 58,187 FTE days with Stress and anxiety related illness at 47,740 FTE days.

There are 31 different reasons for sickness held in the ESR. For a description of how the sickness reasons have been summarised see appendix 1 table 13.

Graph (14) NHS Wales Four key Reasons for Sickness 2017/18 to 2021/22



Data source: ESR DW

5. Performance Dashboard March 2022

Health Education and Improvement Wales (HEIW) in collaboration with Health Boards & Trusts have created a monthly Workforce Performance Dashboard which collates key performance indicators critical to measuring organisational workforce performance, this dashboard is shared with Welsh Government and back to the Health Boards. This section focuses on appraisal rates, and statutory and mandatory training rates.

5.1. Annual Appraisal Compliance

Appraisal was identified in research undertaken in the NHS by Professor Michael West as being closely linked to levels of patient mortality and organisation performance. It is also important to note that when looking at appraisal rates, experience of appraisal should be considered.

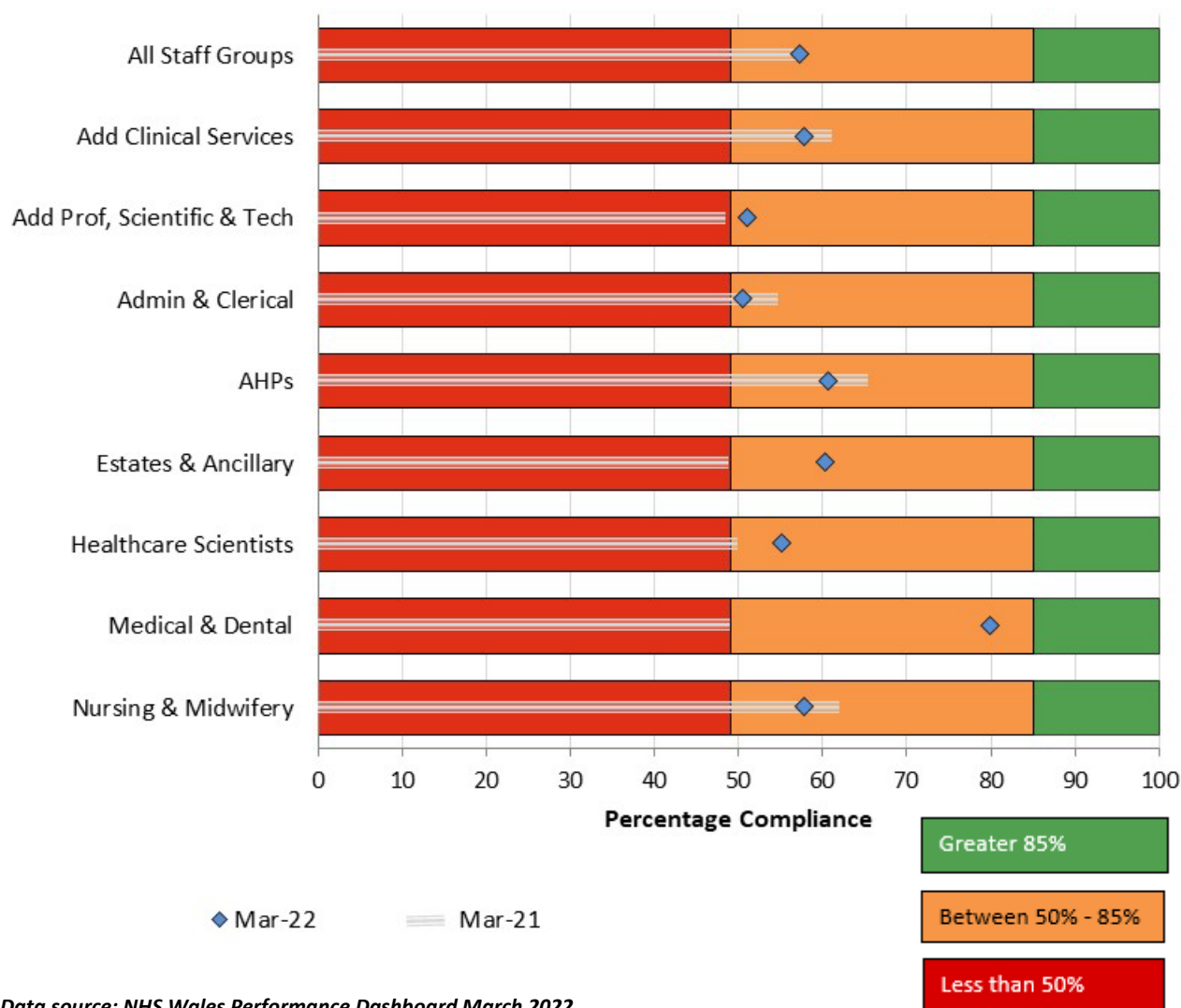
Appraisal Rates are based on the percentage of headcount of staff who have had a PADR/Medical Appraisal in the previous 12-month period - excluding doctors and dentists in training.

Graph 15 shows the appraisals rates by staff group based on the 13 months between March 2021 and March 2022. The appraisal results have been RAG rated in accordance with agreed performance targets (see graph key). The white line represents the position in March 2021 and the blue diamond indicates the position as of March 2022.

Overall, the percentage compliance for all staff groups has seen a slight decrease from 57.7% in March 2021 to 57.2% for March 2022. All staff groups are showing a RAG rating of amber indicating that they all have a compliance between 50-85%.

Medical and Dental have the highest compliance rate, with levels increasing from 49% to 79.9%. Allied Health Professionals and Estates and Ancillary have the next highest compliance rates of 60.7% and 60.2% respectively.

Graph (15) **Appraisal Compliance by Staff Group – March 2021 and March 2022**



5.2. Statutory and Mandatory Training Compliance

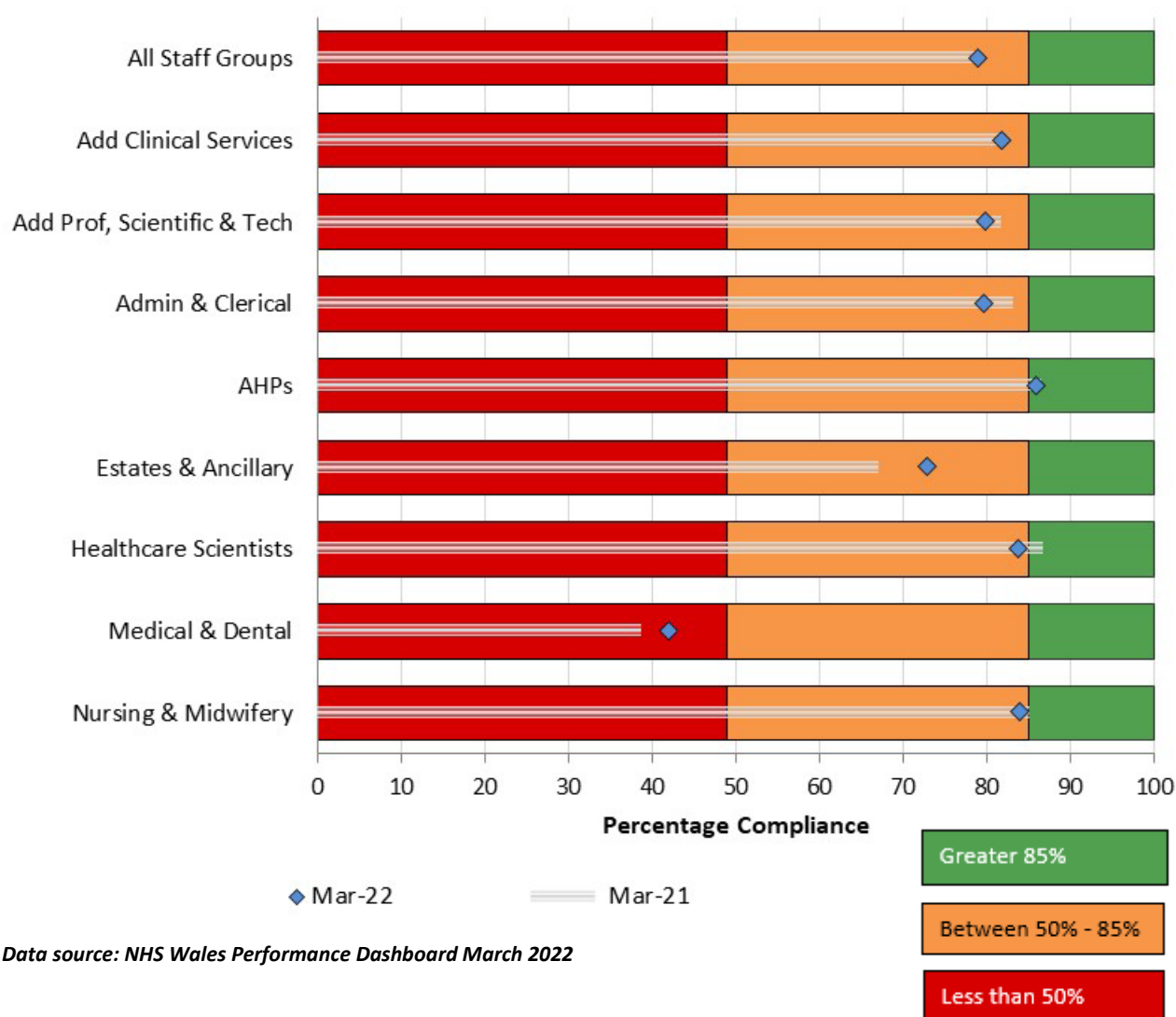
NHS Wales organisations by law need to ensure that all employees undertake statutory and mandatory training. There are 10 agreed Level 1 competencies within the Core Skills and Training Framework (CSTF). See Appendix 1, Table 12 for a breakdown of modules included in the CSTF.

Graph 16 shows the percentage of statutory and mandatory training for all 10 completed Level 1 competencies within the Core Skills and Training Framework (CSTF), **which have been entered into ESR** in the previous 12 months. The data in the graph is based on the 13 months between March 2021 and March 2022. The statutory and mandatory training results have been RAG rated in accordance with agreed performance targets (see graph key). The white line

represents the position at March 2021 and the blue diamond indicates the position at March 2022.

The overall compliance rate remained static at 79%. Compliance rates for some groups have decreased whilst others have increased. The biggest percentage increase has been within the Estates and Ancillary group with an increase of 67.2% to 72.9%.

Graph (16) **Statutory and Mandatory Compliance by Staff Group – March 2021 and March 2022**



6. Current Workforce Profile

Based on NHS Contracted staff in post as of March 2022, this section looks at Competency of Welsh Language Skills, Ethnicity, Nationality, Disability, Age and Sexual Orientation.

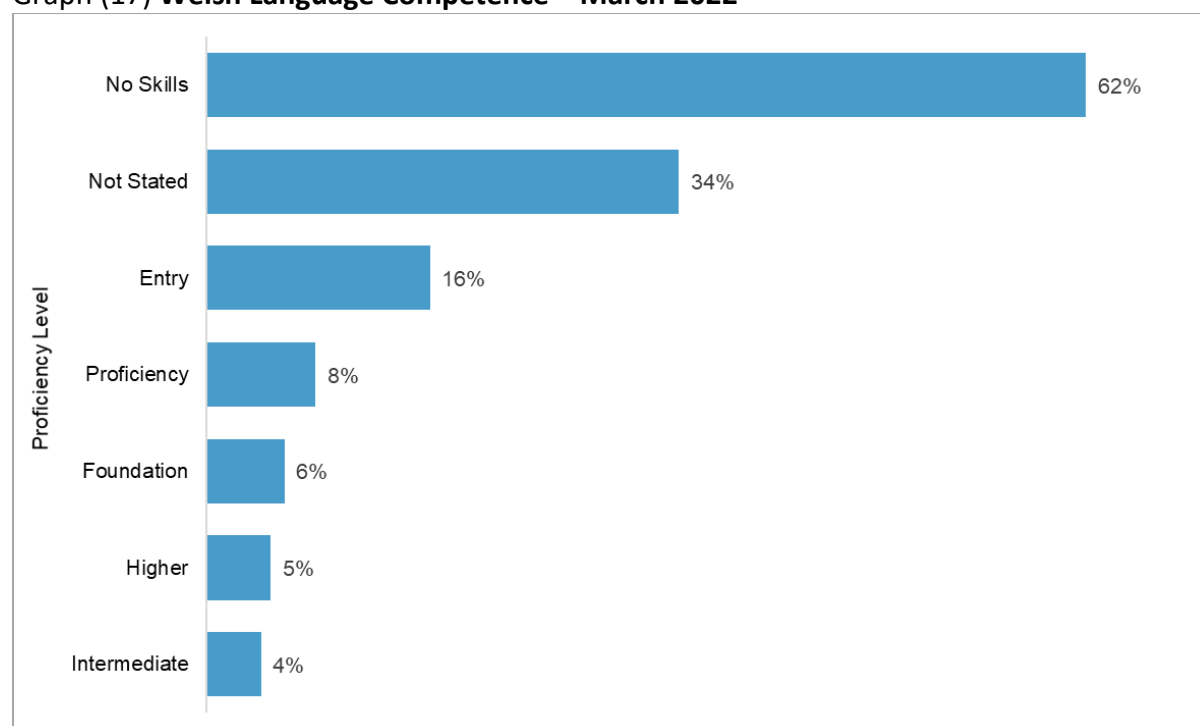
6.1. Welsh Language Skills

Graph 17 shows the Welsh Language competency levels of staff in NHS Wales. Staff are requested to enter their level of competency in the use of the Welsh Language; however, this is not a mandatory requirement within ESR and 34% of staff have not stated their Welsh Language competency.

Out of all the staff in ESR, 62% of staff say that they have no Welsh Language skills with 8% stating that they are proficient.

For a definition of the skills see Appendix 1 / Table 11.

Graph (17) Welsh Language Competence – March 2022



Data source: ESR DW

6.2. Ethnicity

Table 3 shows the ethnicity split between each staff group.

Ethnic categories are based on the definitions specified in the NHS Data Dictionary⁵

Staff are required to enter their Ethnicity into the ESR system as part of the Equalities data collection. Compared to other equality characteristics this information is well collected, with only 12% of staff not stating their Ethnicity and some entries may have incorrect details.

Out of the information entered 81% of staff state they are of a White ethnic background. The next highest category is Asian or Asian British ethnicity which is 4% of the workforce.

The Medical and Dental staff group has the highest percentage of ethnic diversity with ethnic groups of Asian or Asian British / Black or Black British / Mixed or Other Ethnic Groups making up 28% of the staff group.

Administration and Clerical has the lowest percentage of ethnic groups Asian/Asian British, other Ethnic Groups, Black or Black British / Mixed/Multiple Ethnic Groups with 3%.

Table 3. Ethnicity Percentage by Staff Group – March 2022

Staff Group	White	Not Disclosed / Not Stated	Asian / Asian British	Other Ethnic Groups	Black / African / Caribbean / Black British	Mixed / Multiple ethnic groups
Add Prof Scientific and Technic	88%	7%	2%	1%	1%	1%
Additional Clinical Services	85%	11%	2%	1%	1%	1%
Administrative and Clerical	88%	9%	1%	0%	1%	1%
Allied Health Professionals	88%	8%	2%	1%	1%	1%
Estates and Ancillary	83%	13%	2%	1%	0%	1%
Healthcare Scientists	79%	12%	4%	2%	2%	1%
Medical and Dental	42%	30%	18%	4%	4%	2%
Nursing and Midwifery Registered	81%	11%	4%	2%	1%	1%
NHS Wales	81%	12%	4%	1%	1%	1%

Data source: ESR DW

⁵ Based on NHS Data Dictionary -

https://www.datadictionary.nhs.uk/data_dictionary/attributes/e/end/ethnic_category_code_de.asp

6.3. Nationality

Table 4 shows the nationality split of the workforce including the percentage of staff that have not entered any nationality details into ESR.

Based on each staff group, over 27% of Medical and Dental staff stated an overseas Nationality (EU / Non-EU / EEA). For Nursing and Midwifery the percentage of staff with overseas Nationalities is 7%. In total, 15% of staff have not provided their Nationality.

Table 4. Nationality Percentage by Staff Group – March 2022

Staff Group	UK	Not Disclosed / Not Stated	Non EU	EU	EEA
Add Prof Scientific and Technic	86%	11%	1%	2%	0%
Additional Clinical Services	79%	17%	2%	2%	0%
Administrative and Clerical	84%	14%	1%	1%	0%
Allied Health Professionals	84%	10%	3%	3%	0%
Estates and Ancillary	75%	20%	2%	2%	0%
Healthcare Scientists	83%	12%	2%	3%	0%
Medical and Dental	57%	17%	21%	6%	0%
Nursing and Midwifery Registered	79%	15%	5%	2%	0%
NHS Wales	79%	15%	4%	2%	0%

Data source: ESR DW

6.4. Disability

Table 5 shows the percentage of staff, by staff group who have indicated that they have some form of disability. Five percent of staff within the Allied Health Professional staff group have indicated that they have a disability compared to 1% of the Medical and Dental staff group. 26% of staff have not disclosed or stated if they have a disability.

Table 5. Disability Percentage by Staff Group – March 2022

Staff Group	No	Yes	Not Disclosed / Not Stated
Add Prof Scientific and Technic	78%	4%	18%
Additional Clinical Services	72%	3%	25%
Administrative and Clerical	73%	4%	23%
Allied Health Professionals	75%	5%	20%
Estates and Ancillary	58%	3%	40%
Healthcare Scientists	68%	3%	29%
Medical and Dental	63%	1%	36%
Nursing and Midwifery Registered	73%	3%	23%
NHS Wales	71%	3%	26%

Data source: ESR DW

6.5. Sexual Orientation

Table 6 shows a breakdown of the sexual orientation for staff as recorded in ESR, by staff group and for NHS Wales. Most staff within NHS Wales, 71% have recorded their sexual orientation as heterosexual or straight. 26% have not disclosed or not stated their sexual orientation.

Table 6. Sexual Orientation Percentage by Staff Group – March 2022

Staff Group	Heterosexual or Straight	Not Disclosed / Not Stated	Bisexual	Gay or Lesbian	Other sexual orientation not listed	Undecided
Add Prof Scientific and Technic	78%	19%	1%	2%	0%	0%
Additional Clinical Services	73%	24%	1%	2%	0%	0%
Administrative and Clerical	76%	22%	1%	2%	0%	0%
Allied Health Professionals	77%	20%	1%	2%	0%	0%
Estates and Ancillary	59%	40%	0%	1%	0%	0%
Healthcare Scientists	69%	27%	1%	2%	0%	0%
Medical and Dental	46%	52%	0%	1%	0%	0%
Nursing and Midwifery Registered	75%	22%	1%	2%	0%	0%
NHS Wales	71%	26%	1%	2%	0%	0%

Data source: ESR DW

Appendix 1

Table 7 – Contracted FTE by Staff Group – March 2017 and March 2022

Staff Group	2017	2022
Nursing & Midwifery	22,727	24,387
Administrative & Clerical	16,029	20,869
Additional Clinical Services	15,528	18,970
Medical & Dental	6,506	8,033
Estates & Ancillary	6,868	7,158
Allied Health Professionals	5,440	6,945
Add Prof Scientific & Technical	2,698	2,851
Healthcare Scientists	1,905	2,278
Total	77,700	91,492

Data source: ESR DW

Table 8 – Contracted FTE by Grade – March 2017 and March 2022

Grade Band	2017	2022
Band 1 - 4	31,463	36,336
Band 5 - 6	28,000	31,345
Band 7 - 9	11,314	15,200
Training Grades	2,868	3,765
Consultant	2,600	3,045
SAS	817	928
Non AfC	420	585
Other M&D	108	176
Salaried Dentist	111	111
Total	77,700	91,492

Data source: ESR DW

Table 9 – Headcount Percentage by Age Band and Gender – March 2022

Age Band	Female	Male
<=20 Years	1%	1%
21-25	7%	6%
26-30	11%	11%
31-35	12%	12%
36-40	12%	11%
41-45	11%	11%
46-50	12%	13%
51-55	14%	13%
56-60	12%	12%
61-65	7%	7%
66-70	1%	2%
>=71 Years	0%	1%

Data source: ESR DW

Table 10 – Headcount Percentage by Age Band and Staff Group – March 2022

Staff Group	<=20 Years	21- 25	26- 30	31- 35	36- 40	41- 45	46- 50	51- 55	56- 60	61- 65	66- 70	>=71 Year s
Add Prof Scientific and Technic	0%	4%	13%	16%	16%	15%	12%	11%	8%	4%	1%	0%
Additional Clinical Services	1%	8%	11%	12%	11%	10%	12%	14%	13%	7%	1%	0%
Administrative and Clerical	1%	6%	8%	10%	12%	11%	13%	16%	14%	7%	2%	1%
Allied Health Professionals	0%	11%	14%	15%	15%	12%	11%	10%	8%	3%	0%	0%
Estates and Ancillary	1%	4%	5%	7%	8%	8%	11%	16%	20%	15%	3%	2%
Healthcare Scientists	0%	9%	15%	13%	13%	15%	11%	10%	9%	4%	1%	0%
Medical and Dental	0%	5%	16%	18%	13%	12%	12%	10%	8%	4%	1%	1%
Nursing and Midwifery Registered	0%	6%	11%	13%	12%	12%	14%	15%	12%	6%	1%	0%
NHS Wales	1%	6%	11%	12%	12%	11%	12%	14%	12%	7%	1%	0%

Data source: ESR DW

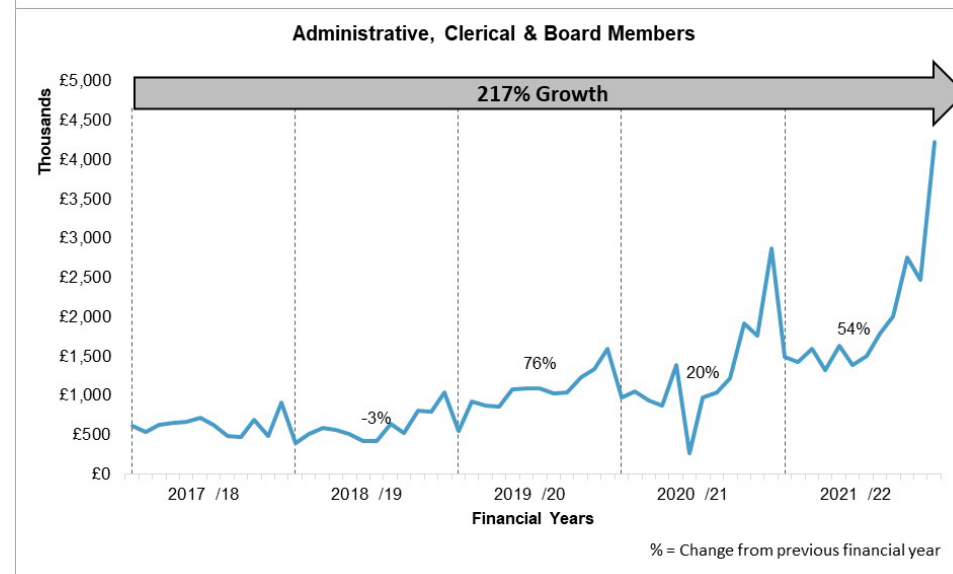
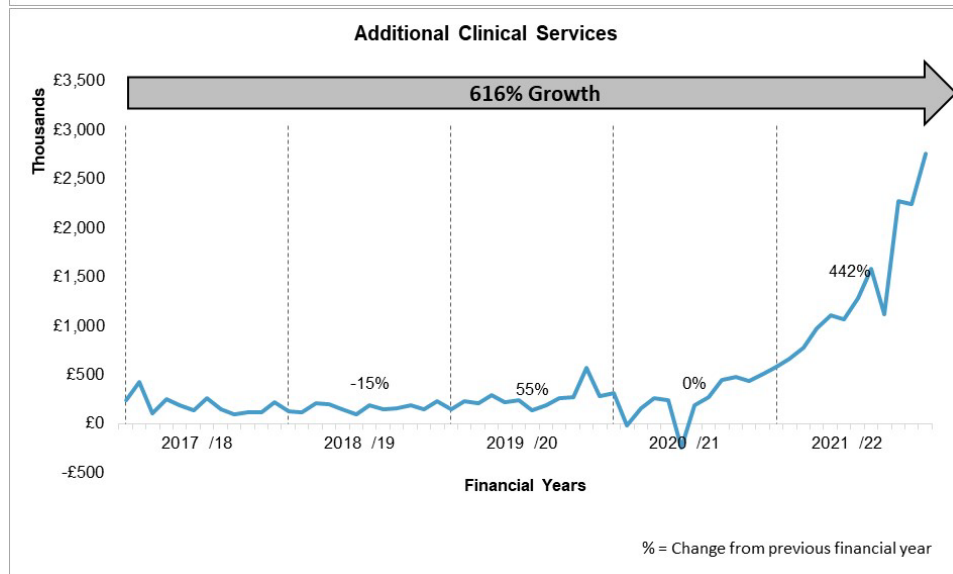
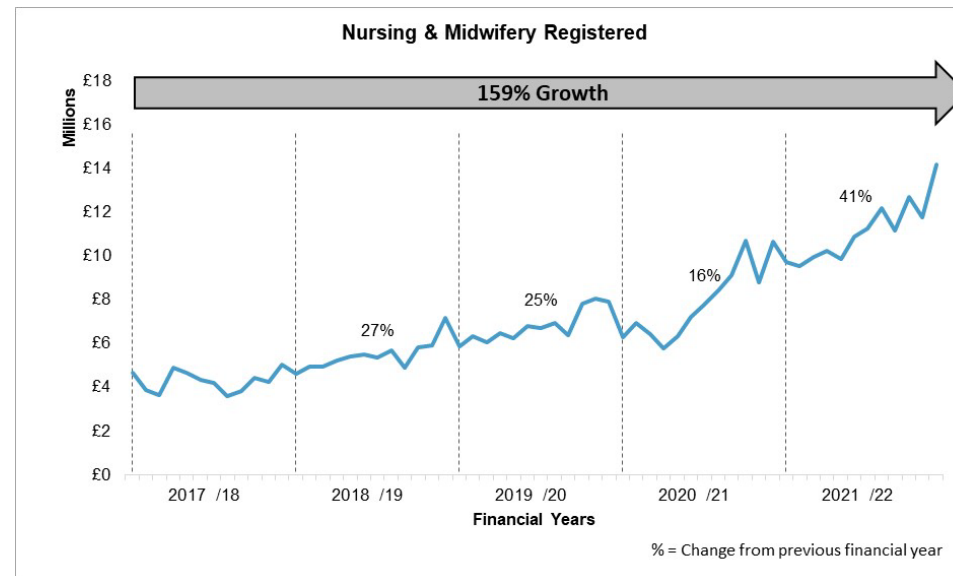
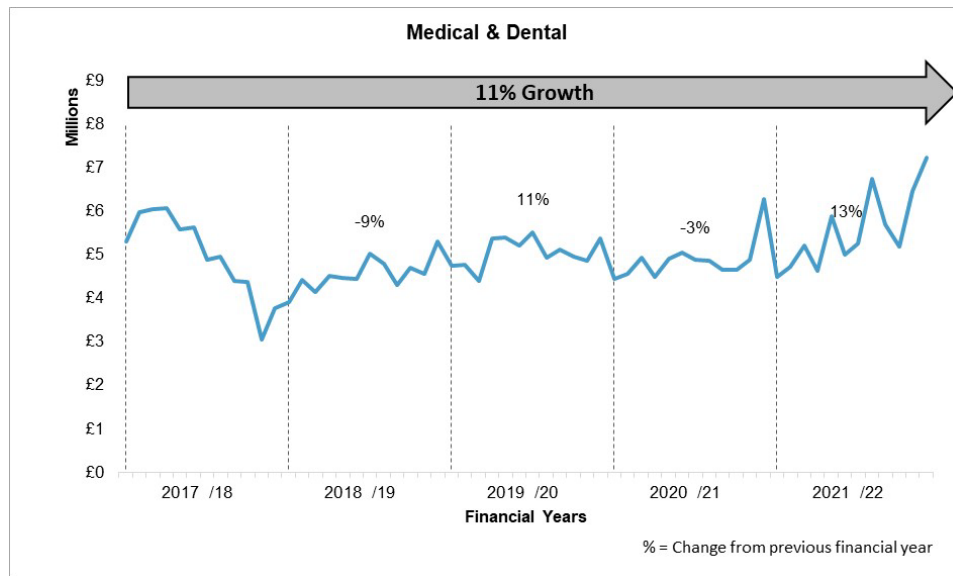
Table 11 - Welsh Language Definitions

Welsh Language Skill Level	Definition
No Skills / Dim Sgiliau	I cannot understand or speak any Welsh
Entry/ Mynediad	I can: Pronounce Welsh words, people's names, place names etc. Greet and understand a greeting Understand and use basic everyday words and phrases e.g. thank you, please, excuse me, may I speak to...etc.
Foundation / Sylfaen	I can: Understand the gist of Welsh conversations in work Understand, ask and respond to simple job related requests, questions and instructions Express opinions in a limited way as long as the topic is familiar
Intermediate / Canolradd	I can: Understand much of what is said in the workplace Keep up a simple conversation or answer simple questions on a work related topic but may need to revert to English to discuss complex or technical issues Offer advice on simple job-related matters
Higher / Uwch	I can: Keep up an extended casual work related conversation Give a presentation with a good degree of fluency but may need to revert to English to answer unpredictable questions or explain complex points.
Proficiency / Hyfedredd	I can: Advise on/talk about routine, non-routine, complex, contentious or sensitive issues related to own experiences Give a presentation/demonstration and deal confidently with hostile or unpredictable questions

Table 12 – Core Skills and Training Framework

Core Skills and Training Framework	
1	Equality, Diversity & Human Rights (Treat me Fairly)
2	Fire Safety
3	Health, Safety & Welfare
4	Infection Prevention & Control
5	Information Governance (Wales)
6	Moving and Handling
7	Resuscitation
8	Safeguarding Adults
9	Safeguarding Children
10	Violence & Aggression (Wales)

Graph (18) Agency Pay by Staff Group – Financial Years 2017/18 to 2021/22 (Data source: NHS Wales Financial Monitoring returns)



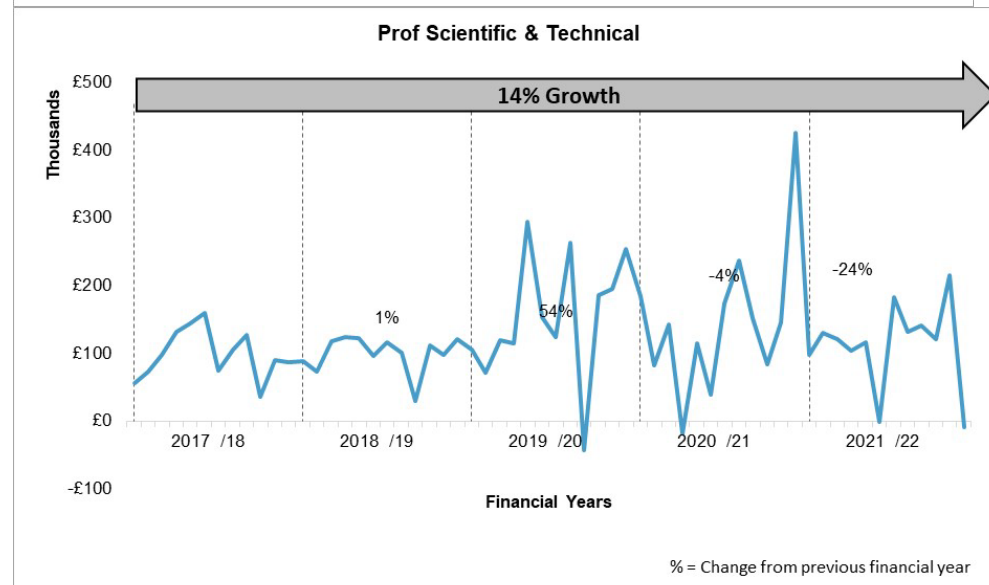
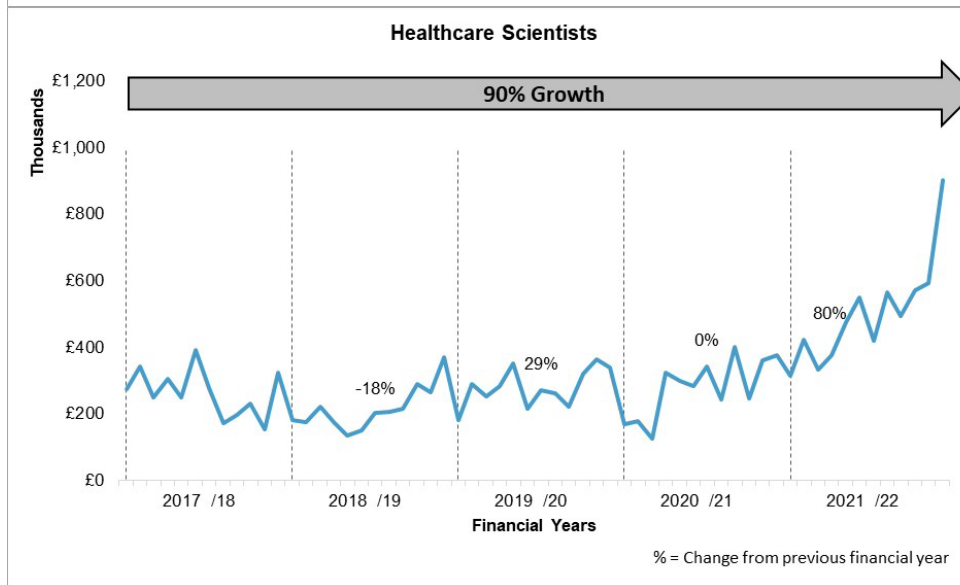
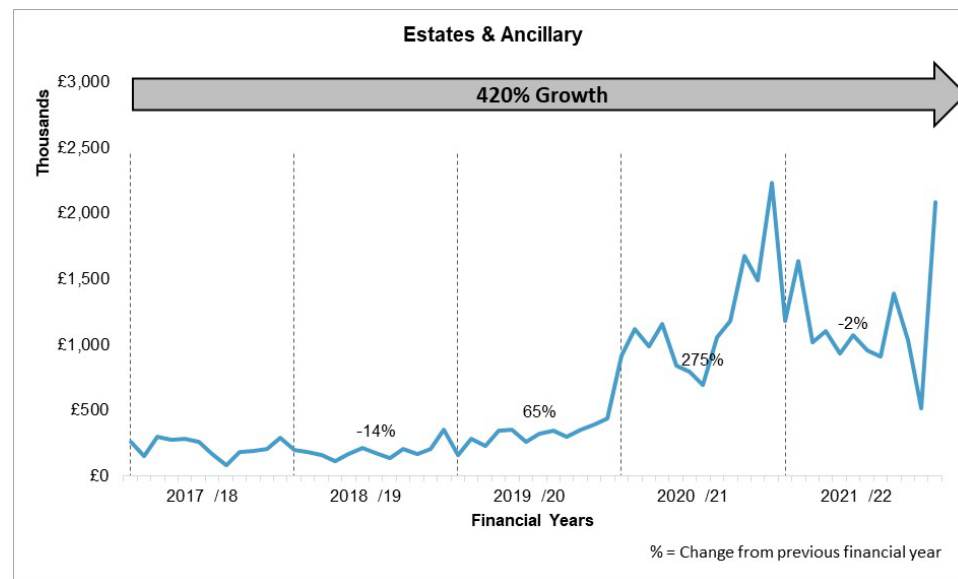
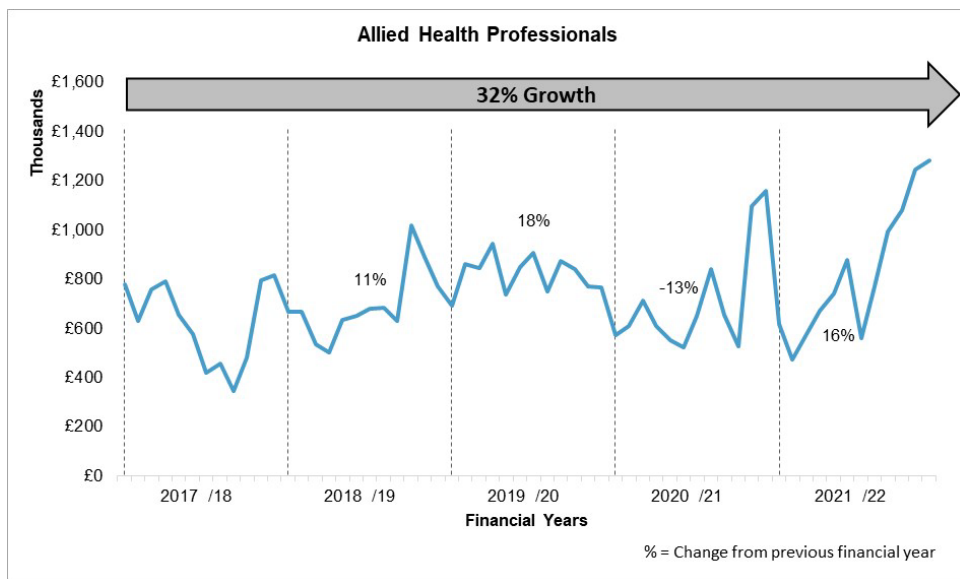


Table 13 – Summary Sickness Reasons

Sickness Reasons	Workforce Trends Summary
Anxiety/stress/depression/other psychiatric illnesses	Anxiety/Stress
Asthma	Other sickness
Musculo-skeletal Back	Back & Other Musculoskeletal
Back Problems	Back & Other Musculoskeletal
Benign and malignant tumours, cancers	Other sickness
Blood disorders	Other sickness
Burns, poisoning, frostbite, hypothermia	Other sickness
Respiratory	Associated with COVID
Chest & respiratory problems	Associated with COVID
Cold, Cough, Flu - Influenza	Other sickness
Dental and oral problems	Other sickness
Ear, nose, throat (ENT)	Other sickness
Endocrine / glandular problems	Other sickness
Eye problems	Other sickness
Gastrointestinal problems	Other sickness
Genitourinary & gynaecological disorders	Other sickness
Headache / migraine	Other sickness
Cardiac Conditions	Other sickness
Hypertension	Other sickness
Heart, cardiac & circulatory problems	Other sickness
Infectious diseases	Associated with COVID
Neurological	Other sickness
Nervous system disorders	Other sickness
Other musculoskeletal problems	Back & Other Musculoskeletal
Injury, fracture	Back & Other Musculoskeletal
Pregnancy related disorders	Other sickness
Skin disorders	Other sickness
Substance abuse	Other sickness
Surgery	Other sickness
Other known causes - not elsewhere classified	Unknown/Known Causes
Unknown causes / Not specified	Unknown/Known Causes