



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

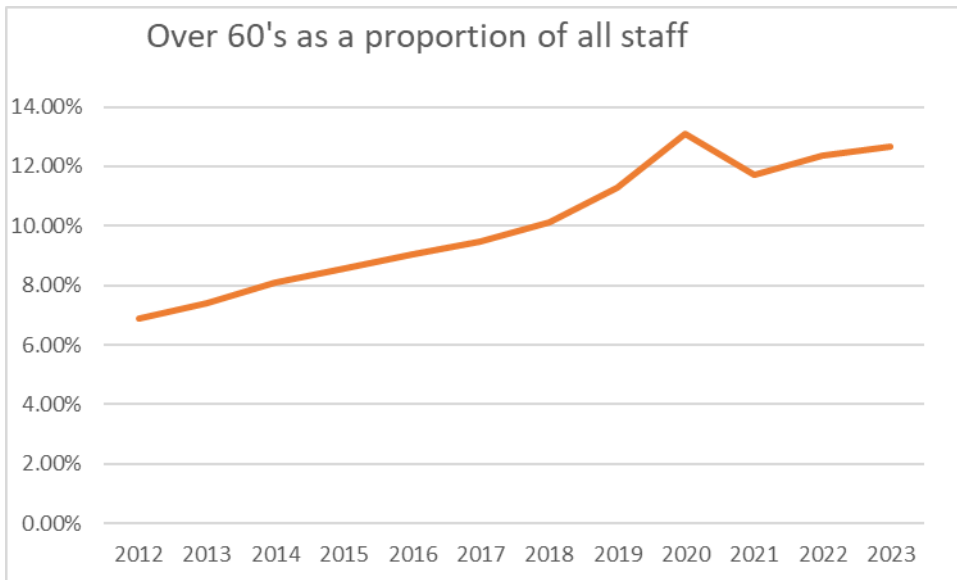
BCUHB Statutory Employment Reports – 2022/23 Commentary

1. STAFF IN POST

1a. Age Band

The current staff profile shows a resumption in the trend towards an increasingly ageing workforce:

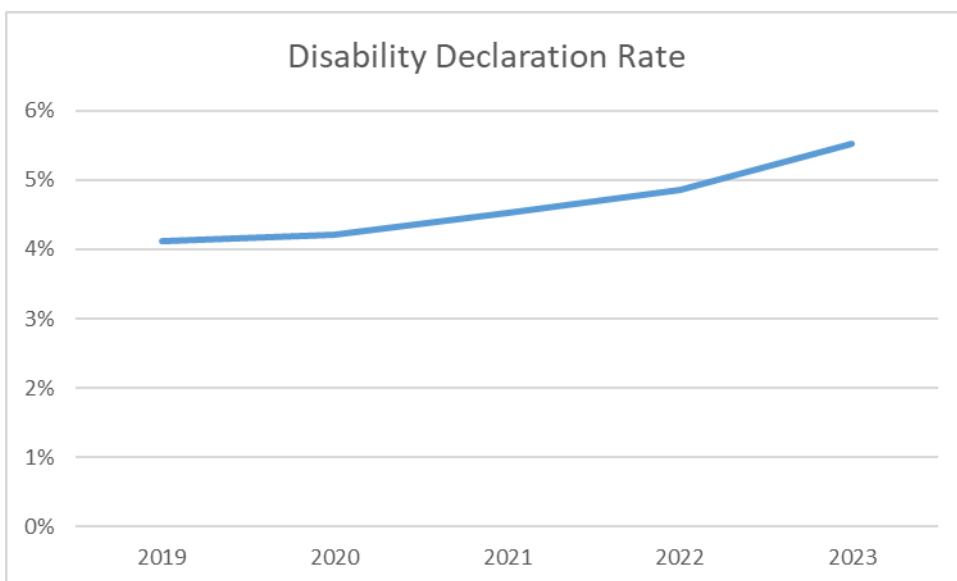
- The number of Under-25s in the workforce has increased this year to the highest number in the past four years to 844 and now represents 4.16% of the workforce, which is a drop against last year's proportion of the workforce which was 4.18% of the workforce last year. The number is still disproportionately low compared to 2021 Census statistics (9.37% of population of North Wales). Of applicants for roles with the Health Board, 13.66% were under 25, higher than the North Wales population, however this is a decrease of 3.03% against the 16.69% of all applicants that under 25s accounted for during 2020-21 and 34% less than applied from this age group in 2021-22. This may be a consequence of Covid restrictions easing and more jobs opening up in the wider economy. Research by the North Wales Public Sector Equality Network to support the "Is Wales Fairer?" report showed that unemployment rates are disproportionately high in the under 25 age range.
- Since the corresponding decrease in the percentage of over 60s compared to the number of under 25s in 2020-21, data shows that the proportion of over 60s in our workforce increasing to 12.68% - 2572 staff. This is an increase against the 2399 over 60s shown in 2021-22 data. The overall number of staff has increased to 20286 from 18921 in 2020-21, making the number of over 60s a slightly smaller proportion of the overall staff population that it would have been previously.



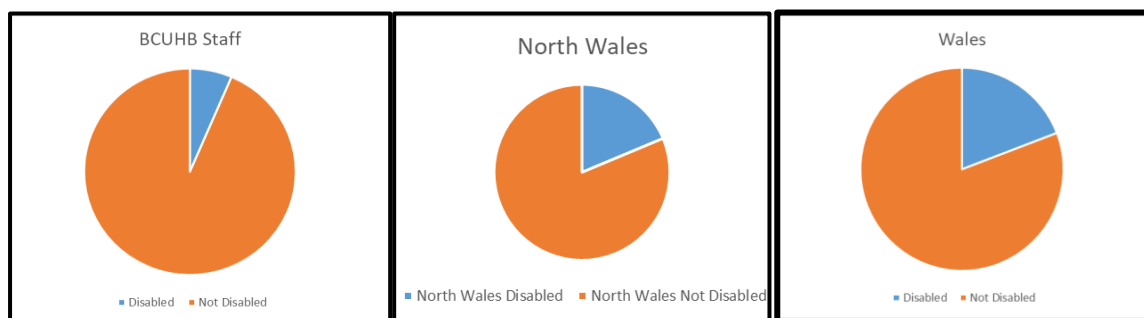
- Whilst the actual number of staff aged 70 or over remains relatively small, there has been a significant proportionate increase over the last 6 years from 56 in 2012 to 205 in 2020. This trend reversed in 2020-21 (164 staff, 0.87% of the workforce) and has remains almost static in 2021-22 and 2022-23 (167 staff, 0.86% of the workforce and 176 staff, 0.87% of the workforce respectively).

1b. Disability

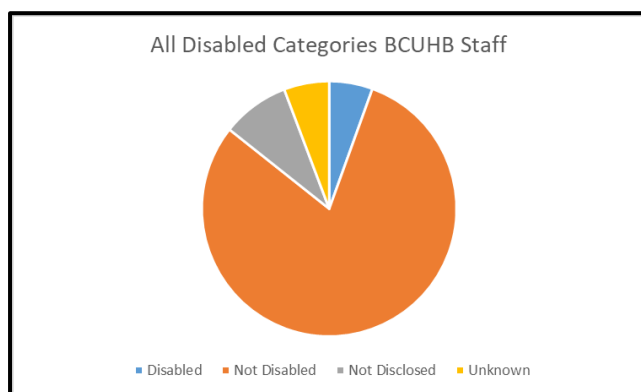
We have improved reporting of this characteristic as part of our Strategic Equality Plan and continue to encourage and support employees to update their equality information in ESR. 942 staff have declared a disability (4.86% compared to 4.52% in 2020-21).



In Wales, the age-standardised proportion of disabled people (21.1%) has decreased, compared with 2011 (23.4%), and data from the Annual Population Survey 2015-2017¹ suggests that across North Wales, 77,000 (18.7%) of people aged 16 to 64 are disabled. However, the “not disabled” category here included those for whom this data is unknown.

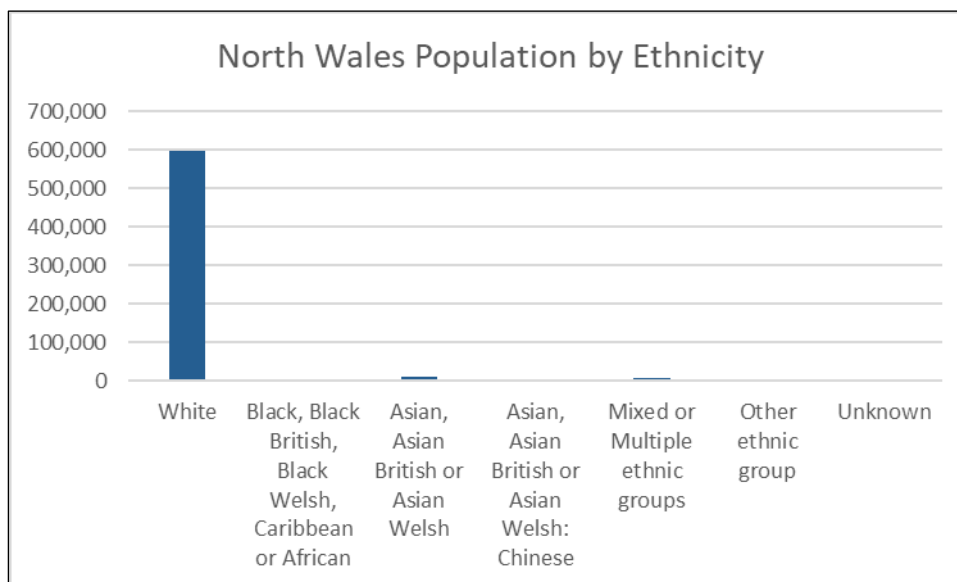
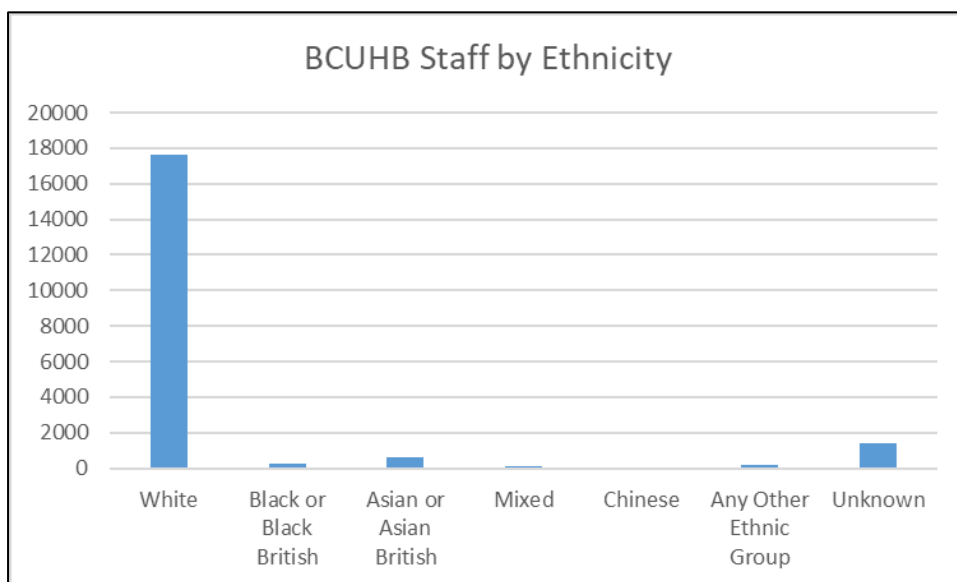


At BCUHB 8.58% of staff (1741) have not disclosed this data (a reduction of 1.87% against 2021-22 and 4.44% against 2020-21), and a further 1167 (5.75%) are unknown. This is a reduction against the 1290 (6.66%) unknown in 2021-2022. Overall, 17.11% of staff are either not declared or unknown in this category – a decrease of 2.77% on the previous year’s figure.



1c. Ethnicity

- The ethnic profile of our organisation has changed since last year. Staff declaring an ethnicity other than white is 6.17% compared to 5.52% last year. The proportion of staff declaring Black or Black British backgrounds is almost four times as high as the 2011 Census for North Wales (1.15% compared to 0.3%). The number of staff identifying as Asian/Asian British is more than double the Census (3.12% compared to 1.4%).



North Wales Population by Ethnicity and Local Authority Area (including BCUHB %)

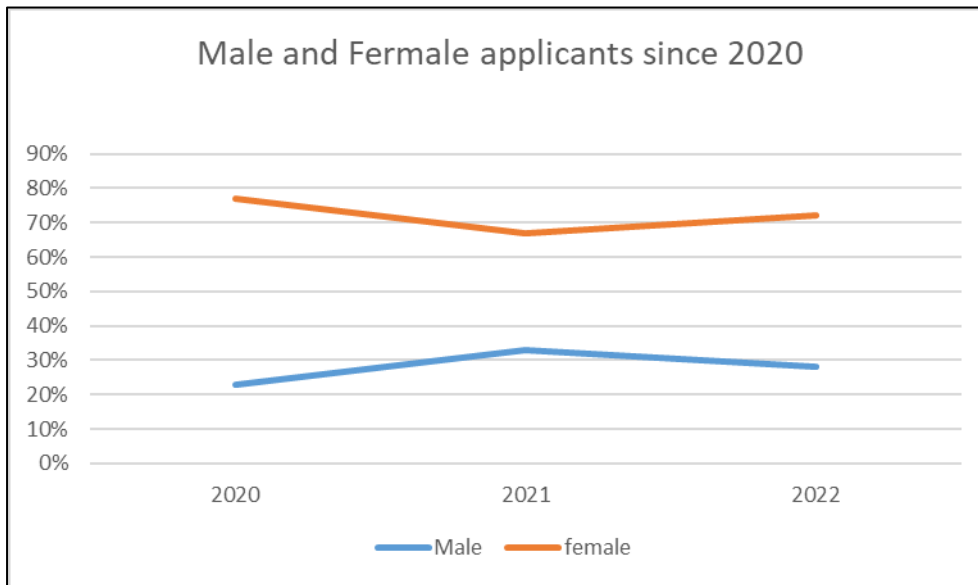
(Source: Nomis August 2023)

	Conwy	Denbighshire	Flintshire	Gwynedd	Wrexham	BCUHB staff
Asian, Asian British or Asian Welsh (including Chinese)	1.8%	2.1%	1.1%	2.2%	2.2%	3.3%
Black, Black British, Black Welsh, Caribbean or African	0.2%	0.3%	0.2%	0.4%	0.6%	1.2%
Mixed or Multiple ethnic groups	1.1%	1.1%	0.9%	1.1%	1.2%	0.7%
White	96.9%	96.5%	97.6%	96.2%	96.0%	86.9%
Other ethnic group	0.3%	0.4%	0.3%	0.5%	0.6%	1.0%
Unknown	0.0%	0.0%	0.0%	0.0%	0.0%	7.0%

We have continued to promote disclosure and support staff to update their personal details in ESR and will continue to do so via payslip messaging and ESR user alerts through 2023-24. The number of staff whose ethnic background is unknown has increased from 1342 on 31st March 2022 to 1414 on 31st March 2023. This represents an increase of 5.36%

1d. Gender (Sex)

- The ratio of women and men employed remains unchanged at approximately 80% / 20% and this is reflected in the breakdown of appointments to the Health Board. The split of applicants has varied since 2020 (see graph). This year 72% of applicants were women and 28% men.



- Significantly more people were employed this year – almost four times more than last year. This is reflected in the appointment rates. The average appointment rate was 5.6%, with 4% of male applicants appointed and 7.2% of female applicants appointed, whereas last year 1.4% of male applicants were appointed and 1.9% of female applicants were appointed.
- The ratio of women to men leaving the organisation is similar, showing that women were slightly less likely than men to leave the Health Board, with a ratio of 76.37% / 23.63%.

1e. Religion and Belief

- There have been no significant changes to the proportions of staff declaring different religions or beliefs in our organisation, although the numbers of people declaring Atheism has continued to rise, and now stands at 14.03%, up from 12.83% last year and 12.2% the previous year. A significant proportion of our staff continue to decline to declare their religion or belief (16.46%), however this has reduced from 2020-21 which was 19.59%.

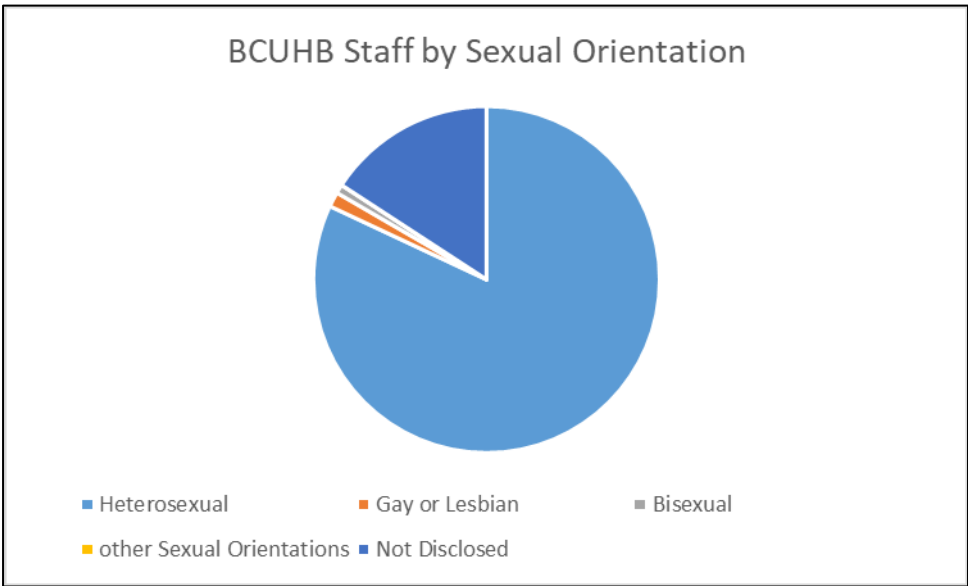
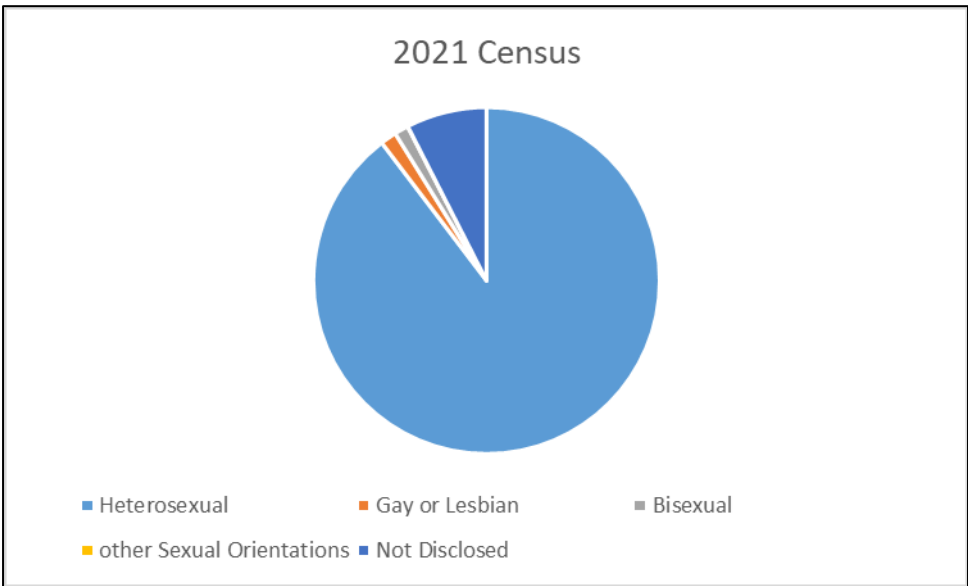
1f. Sexual Orientation

- BCUHB is reporting 2.2% of staff as having declared their sexuality as lesbian, gay or bisexual as at 31st March 2023. This has increased since last year, where the figure was 1.87%.

The 2021 Census collected data on sexual orientation for the first time. and from comparing BCUHB results with the census we can see that the results are broadly similar, with the most significant differences being the percentage of respondents declaring themselves heterosexual being lower in BCUHB and the 'not disclosed' number being higher in BCUHB. One could make a tentative assumption that each category would rise proportionately if the disclosure rate increased to 100%.

In 2022-23, 9.71% of staff did not disclose their sexual orientation information, which is an improvement from 11.65% undisclosed on 31st March 2022.

- the Equality Team’s efforts to promote and support staff declaration in ESR is likely to have continued to contribute to the reduction in the undisclosed number.
- The Comparison between the 2021 census and the BCUHB data can be seen here:



Note:

The following responses have been categorised as follows:

Not stated (person asked but declined to provide a response) – Not Disclosed

Undecided – Not Disclosed

Other sexual orientation not listed – Not Disclosed

Unspecified – Unknown

1g. Marital Status

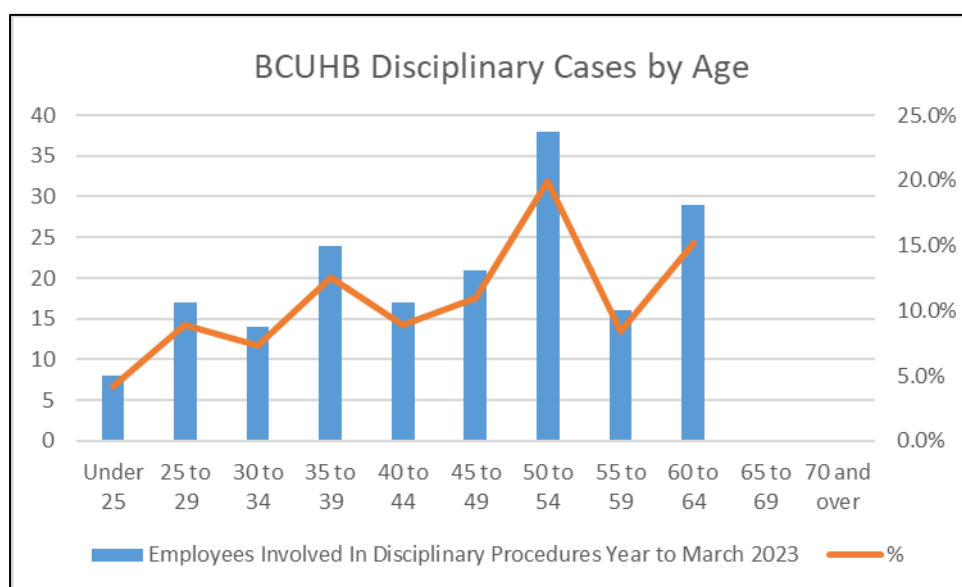
Office of National Statistics 2020 population estimates show that 50.6% of people over the age of 16 in England and Wales are married. This percentage is slightly higher in the Health Board at 51.28%. This figure has dropped since 2022 and 2021, which was 51.65 % and 53.09% respectively. Only 43.57% of applicants to the Health Board were married, and a similar figure were appointed (40.04%).

Notably, this year has seen a further decrease in applicants not stating their marital status. For the year ending 31st March 2021, 18.18% of applicants did not state their marital status compared with 1.6% for the year ending 31st March 2022 and 1.02% for the year ending 31st March 2022.

2. STAFF INVOLVED IN DISCIPLINARY OR GRIEVANCE CASES

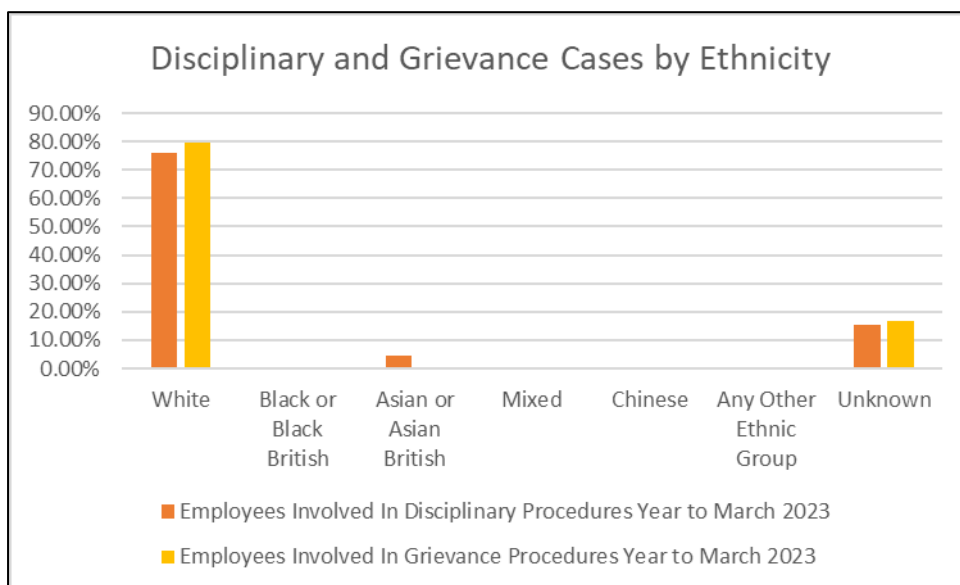
Findings of note when considering the proportion of staff from protected characteristic groups involved in disciplinary and grievance cases compared to the proportion all staff involved in disciplinary and grievance cases are as follows:

- There are proportionately 13% more men involved in disciplinary cases and 7% more men involved in grievance cases than women when compared to the ratio of men and women in the organisation.
- The age groups with proportionately higher involvement in disciplinary cases are 35-39, 45-49, 50-54, and 60-64 year groups. The over 70 age group has had no involvement in disciplinary cases.



- The age groups with proportionately higher involvement in grievance cases are the 50-54 and 55-59 age groups.
- When we consider disciplinary and grievance cases by ethnicity we do not see a significant difference between cohorts against their size in the organisation, however

the number of Asian employees involved in disciplinary cases is 1% higher than the proportion of the employee population that Asian staff hold. The numbers of other ethnic minority staff involved in disciplinary cases are too low to register.



3. PAY, BAND AND STAFF ROLES

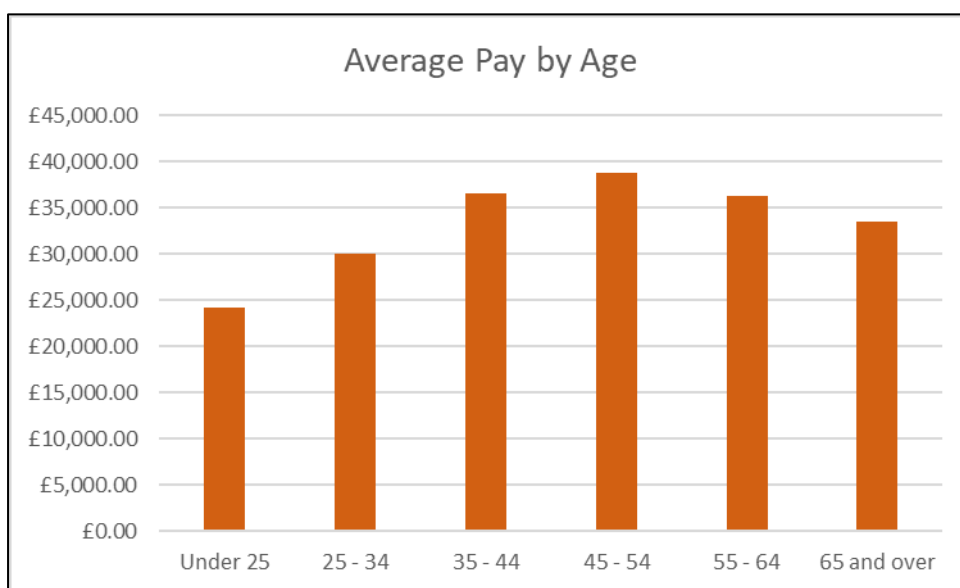
3a. Gender Pay, Band and Staff Role

- Average pay for male staff continues to be higher. Overall, the average pay of male employees is £43,079 compared to £33,101 for females. This is reflected in every staff group, except allied health professionals and students, with the biggest gender pay gaps appearing in administrative and clerical roles and medical and dental and student roles.
- Women are over-represented in the most grades. 91.4% of female employees are employed at band 7 or below, compared to 73.6% of males. This is largely unchanged from the previous year.
- Male employees are more likely to be on a permanent contract. 95.8% of female employees are permanent compared to 91.8% of male employees.
- However female employees are far more likely to work part time than male colleagues. 51.1% of female employees are on part time contracts compared to 20.1% of male employees.
- There remains a significant difference in the proportion of consultants by gender. Across BCUHB, 11.5% of staff are consultants. Just 1.1% of our female employees are consultants, whereas 10.4% of our male employees are consultants. Males

account for 69.3% of consultant roles which receive a higher level of pay award, and this will be the most likely contributor to a gender pay gap.

3b. Age and Pay

- Average pay across different age bands shows a distribution curve that is broadly what we would expect to see. Earnings rise as people get older, gain more experience and progress up pay scales. As people reach 50 and beyond, we would expect a reduction as staff elect to take advantage of flexible working patterns to reduce their working hours, work less additional hours and access early retirement options.



3c. Disability and Pay

- The average pay of disabled staff is 6.4% lower than that of non-disabled staff. This has reduced from 8.25% in 2021-22. Looking at the staff groups, the disability pay gap is highest in healthcare scientists (-5.8%) and administrative and clerical positions (-5.3%). Notably, no students declared a disability in the data for this year, however, last year students declaring a disability showed a positive pay gap of 7%.
- In the Medical and Dental staff group, average pay for disabled staff is also higher than that of non-disabled staff with a 10.6% difference.

4d. Ethnicity and Pay

- Average pay for staff from white backgrounds is less than all other Ethnic Groups. 68.3% of our Black, Asian and Minority Ethnic staff are employed in medical and dental or nursing and midwifery professions which largely explains this difference. On average, the highest paid ethnic group are Asian/Asian British employees.

4e. Religion or Belief and Pay

- Average pay for staff who have declared their religion as Sikhism, Hinduism or Jainism is higher than all other groups. This is largely because the majority of staff declaring these religions are employed within Medical and Dental Staff Group where average earnings are significantly higher than any other staff group. Those declaring their religion or belief as Other, Atheism or Christian are the lowest paid.

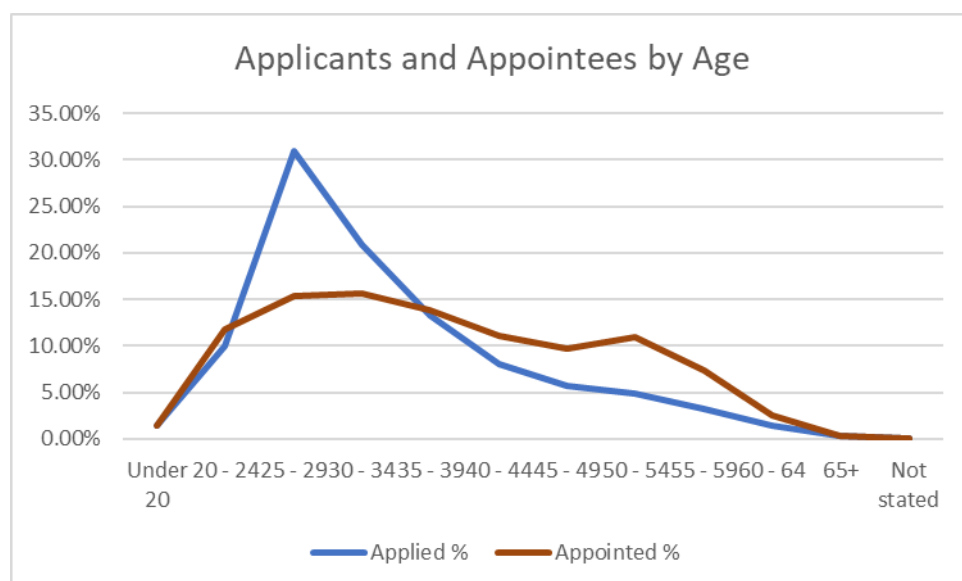
4f. Sexual Orientation and Pay

There is a negligible difference in average pay between the heterosexual and gay/lesbian staff groups, but staff declaring themselves bisexual have a lower average pay. Staff declining to declare have a higher average pay than all other groups.

5. APPLICANTS TO THE HEALTH BOARD

There are some interesting differences in the profile of those applying for roles within the health board compared to that of those appointed.

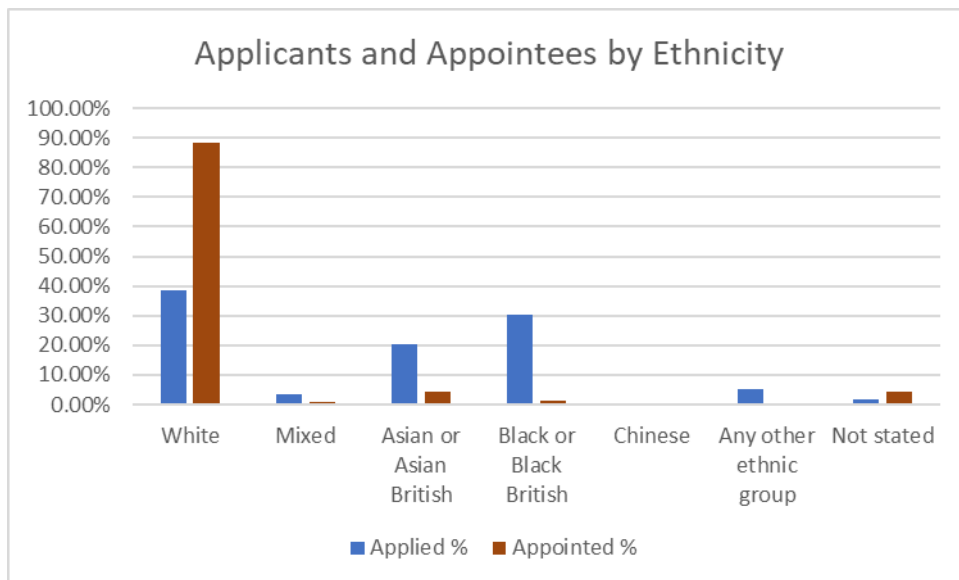
- People between the ages of 25-34 make up the largest cohort of applicants, accounting for 51.75% of applicants. This cohort also, as one might expect, accounts for the largest cohort of successful applicants, making up 30.96% of all those appointed. In 2020-21, this was true for the 35-39 age group, so the biggest cohort of applicants has remained younger. When considering the ageing employee population, this result reinforces the idea that the ageing workforce is due to employees staying with the organisation throughout their working lives.
- In terms of actual success rate, those from the 50-59 age range have the most success when applying to the health Board. This relates to a sizeable number of positions, with 742 roles appointed to from a cohort of 2480 applicants, meaning 11.41% of those who applied were appointed. The number of applicants is smaller than most other age groups.



- 3.47% of applicants to the Health Board declared a disability and accounted for 5.19% of appointees.
- 95.11% of applicants declared no disability and accounted for 89.98% of appointees.
- 0.49% of applicants did not state whether they had a disability, yet this cohort accounted for 3.45% of appointees. 2021 census data that indicates approximately 21.1% of the population in Wales declared a disability or long term health condition¹

¹[Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/disabilitiesandlongtermhealth/indicators/disabilityandlongtermhealthconditions)

- Applicants who do not state their ethnicity are most likely to be successfully appointed. 1.64% of applicants did not state their ethnicity yet 12.84% of appointees were from this cohort. Conversely, 30.33% of applicants were Black or Black British yet successful applicants from this group were just 1.5%. 20.18% of applicants were Asian or Asian British and 4.13% of appointees were from this group. These points of concern will be included in the BCUHB Anti-Racist Action Plan.



- We can see this reflected when we look at religion or belief. In 2021-22, 11.95% of applicants to the Health Board declared their religion or belief as Islam. In 2022-23 this figure is 15.33 In 2021-22 this group made up 5.24% of successful applicants, and in 2022-23 this group made up just 1.53% of appointees. In 2020-21 0.97% of successful applicants were Muslim. The religious group most likely to be appointed are those who did not state their religion. This group accounted for 0.51% of applicants, yet 3.49% of appointees; a success rate of 34.89%.
- 64.82% of applicants were female. When we look at appointments we see that 81.54% of final appointees were female, almost 1% higher than the female employee population number.

6. STAFF WHO LEFT BCUHB

- The split of leavers by male and female is 23.63% men to 76.37% women. When we recall that the staff population is 19.40% men to 80.60% women we can see that men are more likely to leave than women.
- As of 31st March 2023, over 55s made up 44.27% of leavers in one year. This has dropped from 46.16% from the previous year, but is still a significant cohort. This is largely explained by retirements and early retirements which we would expect to see, and likely influenced by the residual impacts of the pandemic and impacts of workforce unrest seen in 2022 into 2023. This has led to a decrease in the proportion of over 60's in the workforce. Over 60s account for 12.68% of the overall workforce – nearly twice the proportion of 2014, but a decrease of 0.6% compared with three years ago.
- 73.96% of leavers had declared themselves not disabled and 14.4% of staff who left BCUHB had not declared a disability (compared to 8.58% of all staff), and 5.34% are disabled leavers. This 5.34%% is closely aligned to the overall staff profile (5.52%), but there is a higher proportion of staff leaving who had not declared a disability than the overall profile.
- White employees make up a lower proportion of leavers than they do the overall staff profile. 82.95% of leavers were white compared to the staff profile where 86.86% of staff are white. Conversely, Asian or Asian British and Black or Black British make up 3.21% and 01.15% of the profile respectively, but make up 2.82% and 2.21% of leavers. From this we can conclude that White and Asian or Asian British staff are less likely to leave than Black or Black British staff. Staff who have not stated their ethnicity account for 10.22% of leavers, but account for only 6.97% of the staff population.

7. DISCIPLINARY AND GRIEVANCE CASES

- Proportionately more men than women were involved in disciplinary cases; 33.02 of cases involved men, where men account for 19.40% of the staff population.
- Men also submit proportionately more grievance cases, at 26.03% of cases.
- 24% of all grievance cases involve staff in the 55-59 age group.
- Staff declaring a disciplinary account for 12.33% of grievance cases.
- Staff from backgrounds other than white were involved in numbers of grievances less than 5, so that data is suppressed. This may indicate a reticence to speak up. This will be included in the BCUHB Anti-Racist Action Plan.