



Workforce Monitoring Data

2006/07

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NHS Quality Improvement Scotland – Workforce Monitoring (Staff in Post) as at 30 Sept 2006

(Numbers less than 5 have been suppressed for confidentiality)

Staff by Sexual Orientation	Heterosexual	Bisexual	Lesbian	Declined	Not Known₁
Totals	150	<5	<5	22	51

1. Information presented within this table is based on self-reporting by NHS QIS staff. Submission of the information is optional and those staff who did not respond are counted as 'not known'.

Staff by Religious Group	Church of Scotland	Roman Catholic	Christian Other	No Religion	Other	Sikh	Not Known₁	Declined
Totals	52	27	21	57	<5	<5	21	41

1. Information presented within this table is based on self-reporting by NHS QIS staff. Submission of the information is optional and those staff who did not respond are counted as 'not known'.

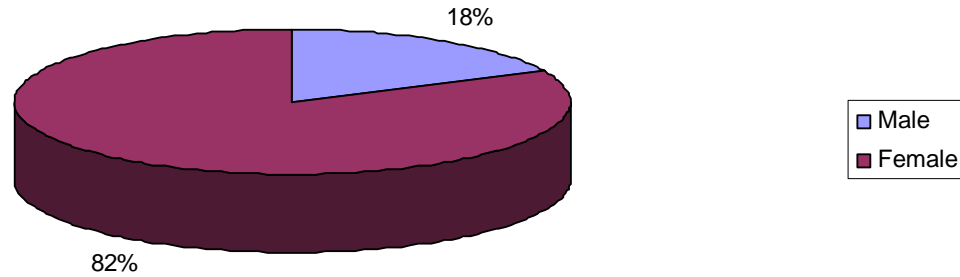
Staff in post by Ethnicity	White Scottish	White British	White Irish	White Other	Asian Indian	Asian Other	Any Mixed Background	Prefer not to say	Black African	Any other Ethnic Background	Unknown₁
Totals	125	36	8	11	<5	<5	<5	17	<5	<5	11

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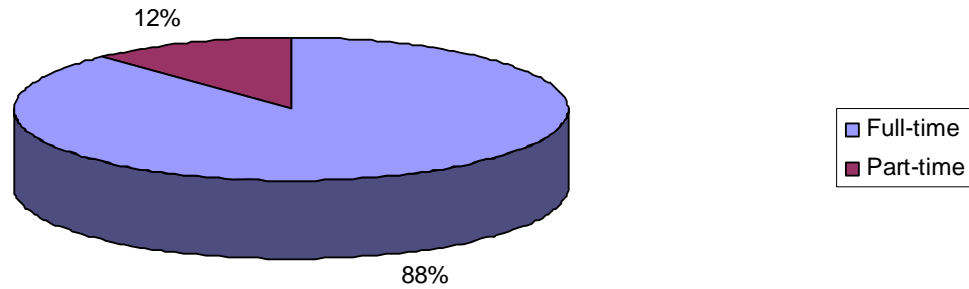
Staff by Disability Group	Yes	No	Declined	Not Known₁
Totals	<5	182	18	23

1. Information presented within this table is based on self-reporting by NHS QIS staff. Submission of the information is optional and those staff who did not respond are counted as 'not known'.

Gender Profile
(NHS QIS as at 30/09/2006)



Full-time / Part-time
(NHS QIS as at 30/09/2006)



Staff who are involved in discipline and/or grievance procedures – NHS Quality Improvement Scotland have no recorded cases of discipline or grievance during the reporting period of Jan 2006 – Mar 2007. Systems are in place however to record and report on any such cases in future via our internal HR System (Personnel Director).

NHS Quality Improvement Scotland – Workforce Monitoring (Recruitment) All Applicants 1 Jan 2006 – 31 Dec 2006

(Numbers less than 5 have been suppressed for confidentiality)

Applications by Ethnicity	White Scottish	White British	White Irish	White Other	Asian Indian	Asian Bangladeshi	Asian Chinese	Asian Pakistani	Asian Other	Any Mixed Background	Prefer not to say	Black African	Any other Ethnic Background	Unknown ₁
Totals	351	87	6	29	11	<5	<5	<5	<5	5	<5	14	<5	15

1. Information presented within this table is based on self-reporting by all applicants. Submission of the information is optional and those staff who did not respond are counted as 'Unknown'.

Applications by Religious Diversity	Church of Scotland	Roman Catholic	Christian Other	No Religion	Buddhist	Jewish	Unknown ₁	Church of England	Muslim	Other	Sikh	Hindu
Totals	132	60	64	147	<5	<5	105	<5	10	<5	<5	8

1. Information presented within this table is based on self-reporting by all applicants. Submission of the information is optional and those candidates who did not respond are counted as 'Unknown'.

Recruitment stages by Ethnicity	White Scottish	White British	White Irish	White Other	Asian Indian	Asian Bangladeshi	Asian Chinese	Asian Pakistani	Asian Other	Any Mixed Background	Prefer not to say	Black African	Any other Ethnic Background	Unknown ₁
Applications	351	87	6	29	11	<5	<5	<5	<5	5	<5	14	<5	15
Shortlisted	86	28	<5	6	<5	Nil	<5	<5	<5	<5	<5	<5	Nil	<5
Offered	26	5	Nil	<5	<5	Nil	Nil	Nil	<5	<5	Nil	<5	Nil	<5

1. Information presented within this table is based on self-reporting by all applicants. Submission of the information is optional and those staff who did not respond are counted as 'Unknown'.

Applications by Age Group	16-25	26-35	36-45	46-55	56-65	65+	Not Declared
Totals	101	195	107	93	25	<5	14

1. Information presented within this table is based on self-reporting by all applicants. Submission of the information is optional and those candidates who did not respond are counted as 'Not Declared'.

Applications by Sexual Orientation	Heterosexual (Straight)	Lesbian/Gay Woman	Gay Man	Bisexual	Not Declared₁
Totals	429	<5	7	<5	93

1. Information presented within this table is based on self-reporting by all applicants. Submission of the information is optional and those candidates who did not respond are counted as 'Not Declared'.

Applications by Disability Groups	Yes	No	Not Declared₁
Totals	13	503	20

1. Information presented within this table is based on self-reporting by all applicants. Submission of the information is optional and those candidates who did not respond are counted as 'Not Declared'.

Applications by Gender	Male	Female	Not Declared₁
Totals	126	387	23

1. Information presented within this table is based on self-reporting by all applicants. Submission of the information is optional and those candidates who did not respond are counted as 'Not Declared'.

Recruitment	White₁	Black₄	Asian, Asian Scottish, Asian British₃	Not Known₂	Other Ethnic Background	Any Mixed Background
%age of applications by Ethnicity	88.2%	2.6%	4.7%	3.2%	0.37%	0.93%

1. Comprises White Scottish, White Other British, White Irish, Any other White background.

2. Information presented within this table is based on self-reporting by all applicants. Submission of the information is optional and those staff who did not respond are counted as 'not known'.

3. Comprises Asian, Asian Scottish, Asian British, Indian, Pakistani, Bangladeshi, Chinese & Other Asian.

4. Comprises Black, Black Scottish, Black British, Caribbean, African & Other Black.

Internal applicants by ethnicity	Applications	Shortlisted	Offered
White Scottish	28	17	8
White British	8	6	<5
White Irish	<5	<5	Nil
White Other	<5	<5	<5
Asian Other	<5	<5	<5
Prefer not to say	<5	<5	Nil

NHS Quality Improvement Scotland - Workforce Monitoring – Staff Who Received Training: 1 April 2006 – 31 March 2007

(Numbers less than 5 have been suppressed for confidentiality)

Course Title	White₁	Asian, Asian Scottish, Asian British₂	Black₃	Other Ethnic Background	Any Mixed Background	Not Known₄	Prefer not to say
Supporting Transition	8						<5
KSF Awareness Raising	23	<5					
On Being Different (Equality and Diversity Awareness Raising)	79	<5	<5		<5	<5	<5
PDR / KSF Manager Training	46	<5			<5	<5	<5
EQIA Training Day 1	15		<5				
EQIA Training Day 2	7		<5				
Risk Management Workshop	18				<5	<5	
Minute Taking Made Easy	18	<5				<5	
Policy Awareness	<5						
PDR / KSF Staff Training	121	<5	<5	<5	<5	<5	<5
First Aid	<5						<5
Introduction to Manual Handling	<5						
G3 Database	6				<5		
How to Resolve Workplace Conflict	<5						
7 Habits of Highly Effective People	17				<5		

1. Comprises White Scottish, White Other British, White Irish, Any other White background.

2. Comprises Asian, Asian Scottish, Asian British, Indian, Pakistani, Bangladeshi, Chinese & Other Asian.

3. Comprises Black, Black Scottish, Black British, Caribbean, African & Other Black.

4. Information presented within this table is based on self-reporting by all applicants. Submission of the information is optional and those staff who did not respond are counted as 'not known'

NHS Quality Improvement Scotland – Workforce Monitoring Leaver Information 1 Oct 2005 to 30 Sep 2006

(Numbers less than 5 have been suppressed for confidentiality)

Leavers by Ethnicity	White₁	Not Known₂	Asian, Asian Scottish, Asian British₃	Black₄	Prefer not to say
Totals	25	5	<5	<5	<5

1. Comprises White Scottish, White Other British, White Irish, Any other White background.

2. Information presented within this table is based on self-reporting by all applicants. Submission of the information is optional and those staff who did not respond are counted as 'not known'

3. Comprises Asian, Asian Scottish, Asian British, Indian, Pakistani, Bangladeshi, Chinese & Other Asian.

4. Comprises Black, Black Scottish, Black British, Caribbean, African & Other Black.

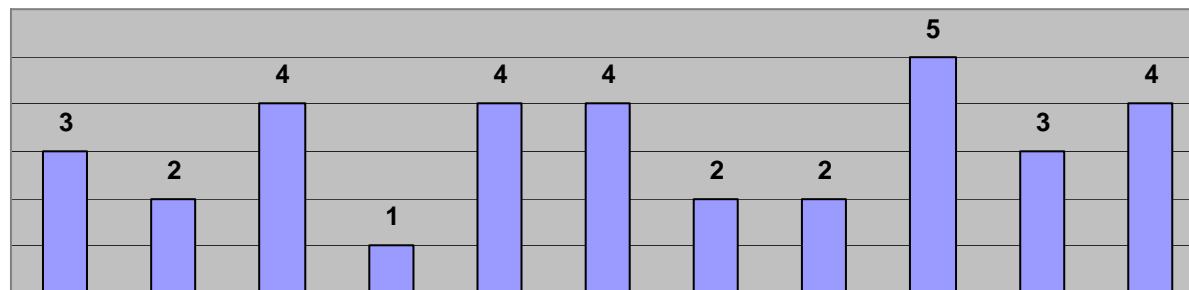
Leavers by Religious Group	Church of Scotland	Roman Catholic	Christian Other	No Religion	Prefer not to say	Not Known₁
Totals	7	<5	<5	11	<5	6

1. Information presented within this table is based on self-reporting by NHS QIS staff. Submission of the information is optional and those staff who did not respond are counted as 'not known'.

Leavers by Sexual Orientation	Heterosexual (Straight)	Bisexual	Prefer not to say	Not Known₁
Totals	23	<5	<5	7

1. Information presented within this table is based on self-reporting by NHS QIS staff. Submission of the information is optional and those staff who did not respond are counted as 'not known'.

Monthly Leaver Data
(NHS QIS Oct 05 - Sep 06)



	Oct 05	Nov 05	Dec 05	Jan 06	Feb 06	Mar 06	Apr 06	May 06	Jun 06	Jul 06	Aug 06
Series1	3	2	4	1	4	4	2	2	5	3	4

Leavers by Month	
Oct 05	3
Nov 05	2
Dec 05	4
Jan 06	1
Feb 06	4
Mar 06	4
Apr 06	2
May 06	2
Jun 06	5
Jul 06	3
Aug 06	4