

NHS Trafford Workforce Profile 2009/2010

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FOREWARD

As the Primary Care Trust (PCT) in the borough, NHS Trafford is responsible for commissioning (buying), healthcare services for the Trafford population, in 2009/10 standing at approximately 230,000 people. The PCT also monitors the performance and progress of healthcare services in Trafford, including those provided by hospitals, health centres and care homes. It takes a lead role in improving public health with work being carried out jointly with Trafford Metropolitan Borough Council (TMBC). In general, the health of people in Trafford in 2009/10 was similar to the rest of England, with life expectancy for men and women across the borough showing a steady rise.

Legislation now requires the PCT to publish an annual workforce profile in order to support the impact assessments of the PCT's employment policies and procedures. In particular, this should address and identify any adverse impact that the policies and procedures may have on minority and disadvantaged groups within the PCT's workforce and population and to establish and monitor the progress of equality targets. The schedule of tables below is in line with the requirements of the racial equality duty and based on the time period from 1 April 2009 to 30 March 2010.

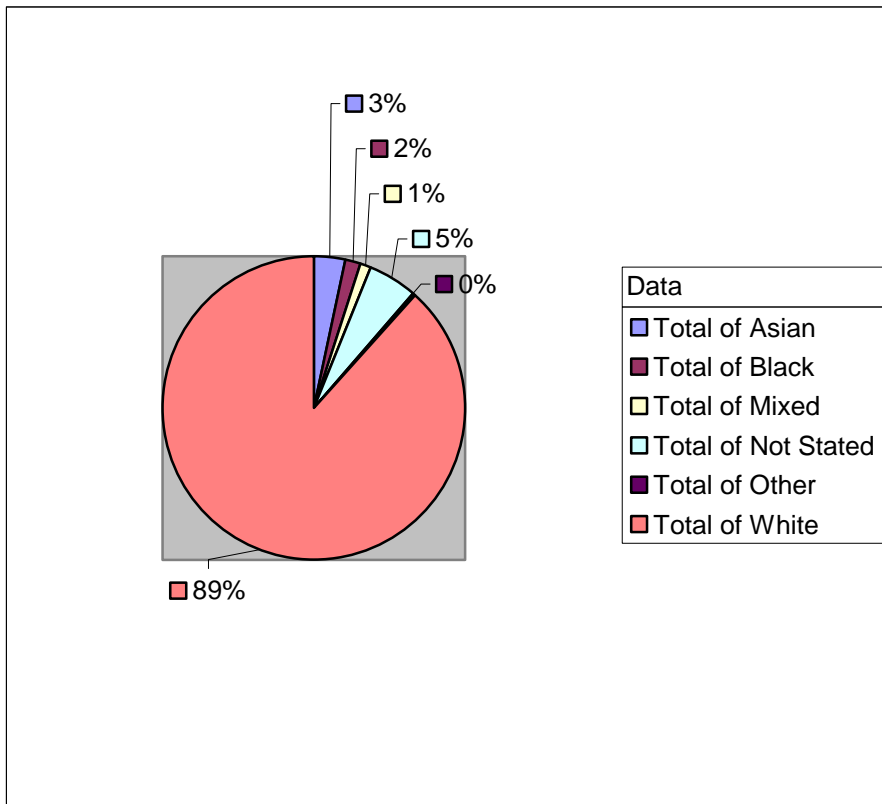
It should be noted that figures quoted throughout the report for the population of Trafford are taken from the last census in 2001.

Schedule of Tables

| Table number | Title of table | Breakdown |
|--------------|---|--|
| 1 | General Composition of Workforce | a Ethnicity / b Gender / c Age / d Disability |
| 2 | Composition of Workforce by Service | a Ethnicity / b Gender / c Age / d Disability |
| 3 | Composition of Workforce by Employee Group | a Ethnicity / b Gender / c Age / d Disability |
| 4 | Composition of Workforce by Grade / Band | a Ethnicity / b Gender / c Age / d Disability |
| 5 | Recruitment / Ethnicity | a Job application / b short listed / c appointed |
| 6 | Recruitment / Gender | a Job application / b short listed / c appointed |
| 7 | Recruitment / Age | a Job application / b short listed / c appointed |
| 8 | Recruitment / Disability | a Job application / b short listed / c appointed |
| 9 | Employees Subject to Disciplinary Procedure Warnings, Cautions and Dismissals | a Ethnicity / b Gender / c Age / d Disability |
| 10 | Leavers | a Ethnicity / b Gender / c Age / d Disability |

1. GENERAL COMPOSITION OF WORKFORCE

Table 1a – Ethnicity of the workforce



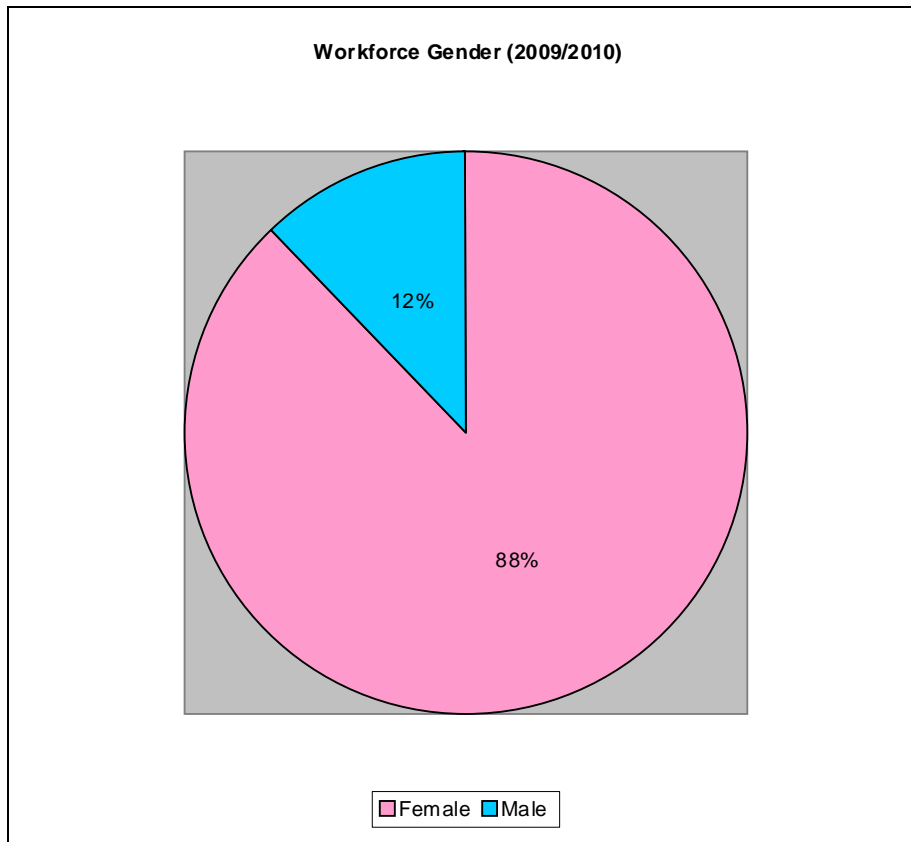
| Data | Total |
|---------------------|-------|
| Total of Asian | 32 |
| Total of Black | 15 |
| Total of Mixed | 9 |
| Total of Not Stated | 50 |
| Total of Other | 4 |
| Total of White | 825 |

Ethnicity Analysis

Principle observations are:

Whilst almost nine tenths of the PCT’s workforce is White this is equally reflected in the Trafford community with those who are White making up 92% of the population. The second largest proportion of the PCT workforce are those with Asian ethnicity at 3% in 2009/10 and this is also reflected in the Trafford community with an Asian population of 4% as the second largest ethnic group. It is noted that 1 in 20 of the workforce had not declared their ethnic origin in 2009/10.

Table 1b – Gender of the workforce

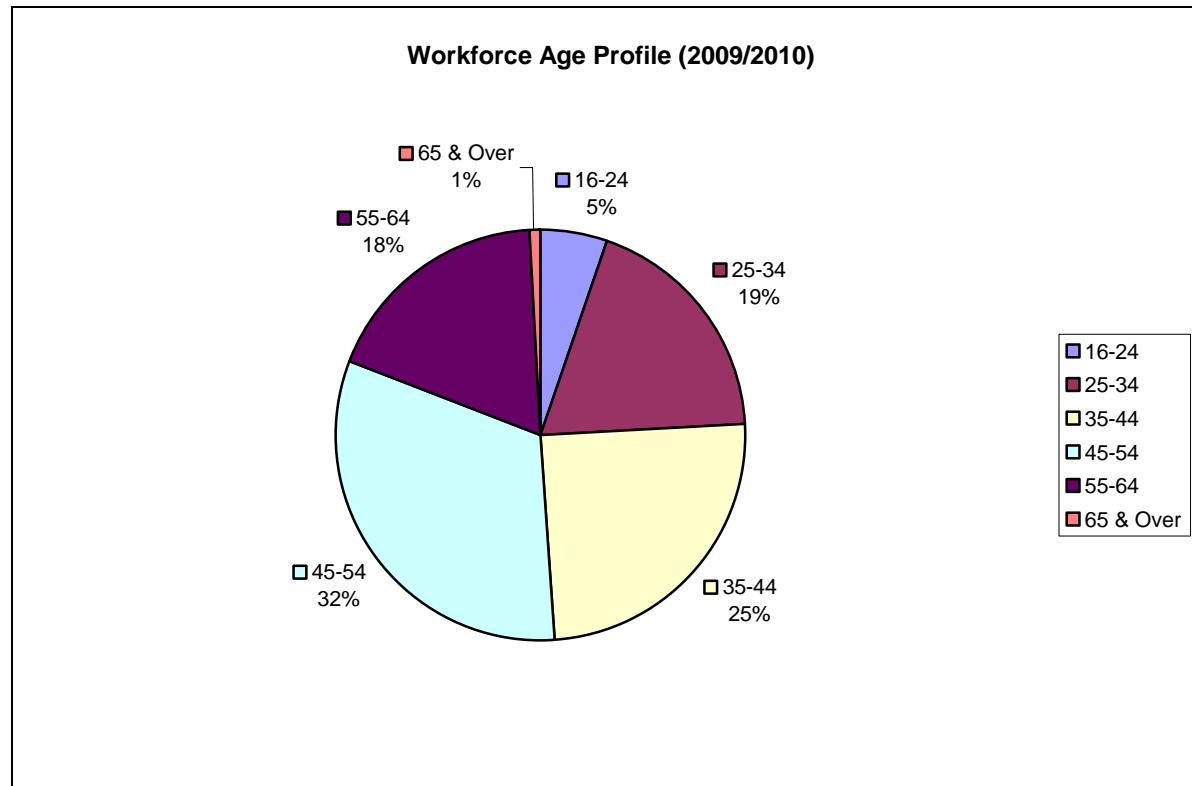


Gender analysis

Principle observations are:

A significant proportion of the PCT's workforce is female at 88% with almost 20% of these being at Band 6, £25,472 - £34,189 pa. There was a very small reduction in female employees of 1% in April 2010 compared to April 2009.

Table 1c – Age of the workforce



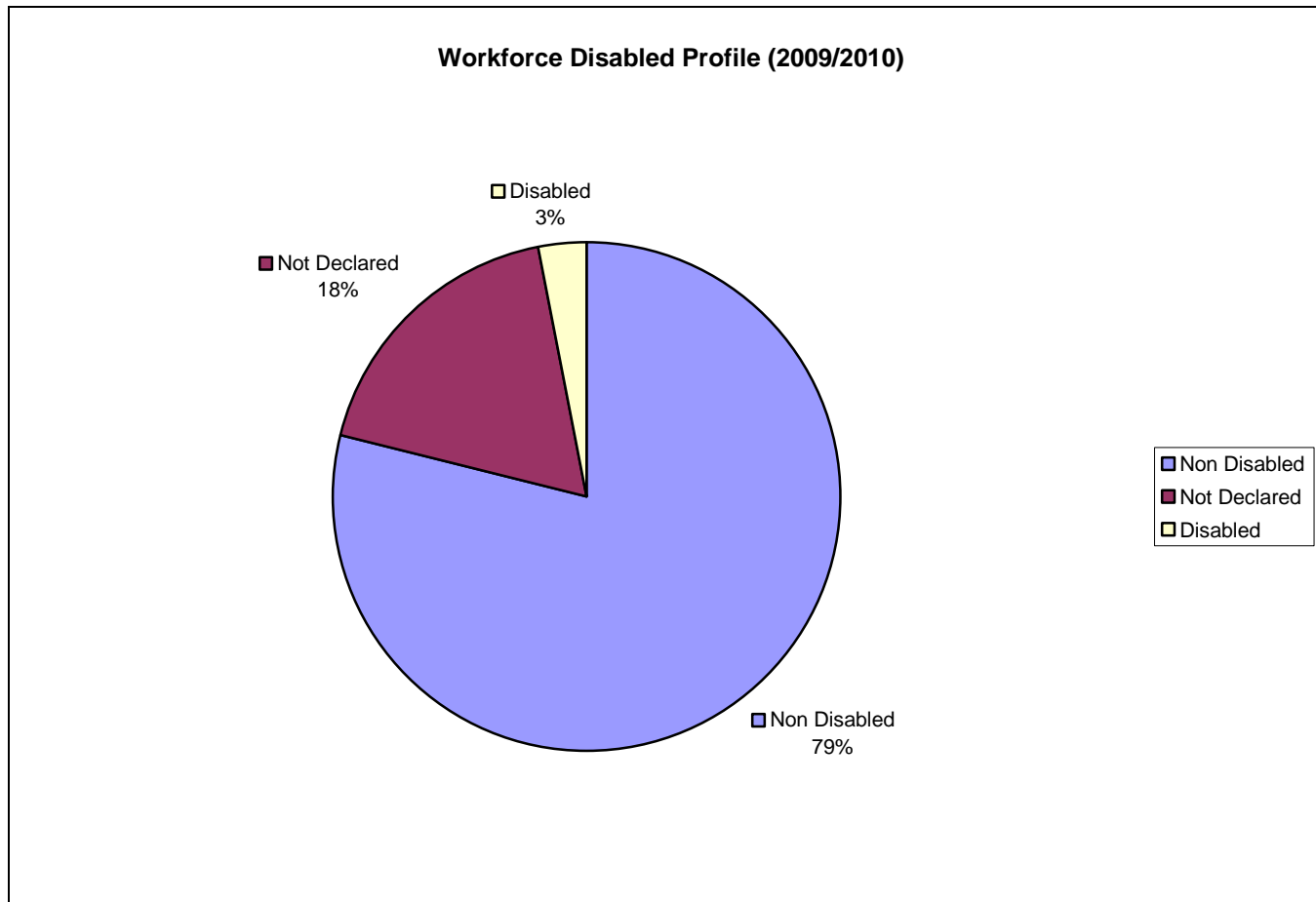
Age analysis

Principle observations are:

In April 2009 more than 90% of the workforce was aged between 21 and 50 years of age. This remained reasonably constant at this level in April 2010. The largest of the age groups at the PCT was those aged between 45 – 54 years at 32% of the workforce with the 35 – 44 years of age following at 25%.

The smallest age group at the PCT was those aged 65 and over at 1% and those aged between 16 -24 were the next smallest group at 5% of the workforce.

Table 1d - Disability indicators of the workforce



Disability Analysis

Principle observations are:

The overwhelming majority of the PCT's workforce – 79%, declared that they did not have a disability in 2009/10, with 18% choosing not to declare at all.

It is acknowledged that this data may not accurately reflect the proportion of the PCT workforce with a disability as defined under the Disability Discrimination Act 1995. Failure to disclose a disability for monitoring purposes may be the result of several factors and the PCT aims to look more closely at this area to determine potential solutions.

2. COMPOSITION OF WORKFORCE BY SERVICE

Table 2a **% Ethnicity of workforce by Service Unit**

| | Asian | Black | Mixed | Not Stated | Other | White |
|----------------------|--------------|--------------|--------------|-------------------|--------------|--------------|
| Provider | 2.97% | 1.65% | 0.82% | 5.77% | 0.49% | 88.30% |
| CYPS | 2.68% | 1.34% | 1.34% | 6.71% | 0.67% | 87.25% |
| Commissioning | 5.62% | 1.69% | 1.69% | 3.37% | 0.00% | 87.64% |

Table 2b **% Gender of workforce by Service Unit**

| | Female | Male |
|----------------------|---------------|-------------|
| Provider | 90.61% | 9.39% |
| CYPS | 97.32% | 2.68% |
| Commissioning | 69.66% | 30.34% |

Table 2c **% Age of workforce by Service Unit**

| | 16-24 yrs | 25-34 yrs | 35-44 yrs | 45-54 yrs | 55-64 yrs | 65 yrs & Over |
|----------------------|------------------|------------------|------------------|------------------|------------------|--------------------------|
| Provider | 5.11% | 15.82% | 23.23% | 33.61% | 20.26% | 1.98% |
| CYPS | 3.36% | 19.46% | 24.16% | 36.24% | 14.77% | 2.01% |
| Commissioning | 8.43% | 28.65% | 28.65% | 25.28% | 7.87% | 1.12% |

Table 2d **% Disability of workforce by Service Unit**

| | (Disability) No | Not Declared | (Disability) Yes |
|----------------------|------------------------|---------------------|-------------------------|
| Provider | 76.28% | 21.75% | 1.98% |
| CYPS | 79.87% | 18.79% | 1.34% |
| Commissioning | 87.64% | 3.93% | 8.43% |

3. COMPOSITION OF WORKFORCE BY EMPLOYEE GROUP

Table 3a - Ethnicity of workforce by employee group

Employee groupings are defined under the following categories:

| | |
|--|---|
| Add Professional Scientific and Technical | Pharmacist |
| Additional Clinical Services | Auxilliary Nurses, Health Care Assistants, Trainee Practioners, Assistant Technical Officers, Nursery Nurses, Phlebotomist, Technicians |
| Administrative and Clerical | Senior Managers, Managers, Secretaries, Clerks, Officers |
| Allied Health Professionals | Physiotherapist, Occupational Therapist, Podiatrist, Speech & Language Therapist, Dieticians |
| Medical and Dental | Doctors, Consultants, Dentists |
| Nursing and Midwifery Registered | Staff Nurses, Sisters, Charge Nurses, Matrons, Health Visitors, Specialist Nurses |

| Employee Group | Asian | Black | Mixed | Not Stated | Other | White | Total | Total Ethnic Minorities | % of Ethnic Minorities of the Total |
|--|--------------|--------------|--------------|-------------------|--------------|--------------|--------------|--------------------------------|--|
| Additional Prof Scientific and Technical | 4 | 1 | 2 | 3 | 1 | 13 | 24 | 8 | 33.3 |
| Additional Clinical Services | | 1 | 2 | 8 | | 115 | 126 | 3 | 2.3 |
| Administrative and Clerical | 20 | 6 | 3 | 15 | | 272 | 316 | 29 | 9.2 |
| Allied Health Professionals | 2 | 2 | 2 | 10 | 2 | 183 | 201 | 8 | 4 |
| Medical and Dental | 4 | 1 | | 1 | | 12 | 18 | 6 | 33.3 |
| Nursing and Midwifery Registered | 2 | 4 | 1 | 14 | 1 | 227 | 249 | 8 | 3.2 |
| Total | 32 | 15 | 10 | 51 | 4 | 822 | 934 | 62 | 6.6 |

Ethnicity analysis

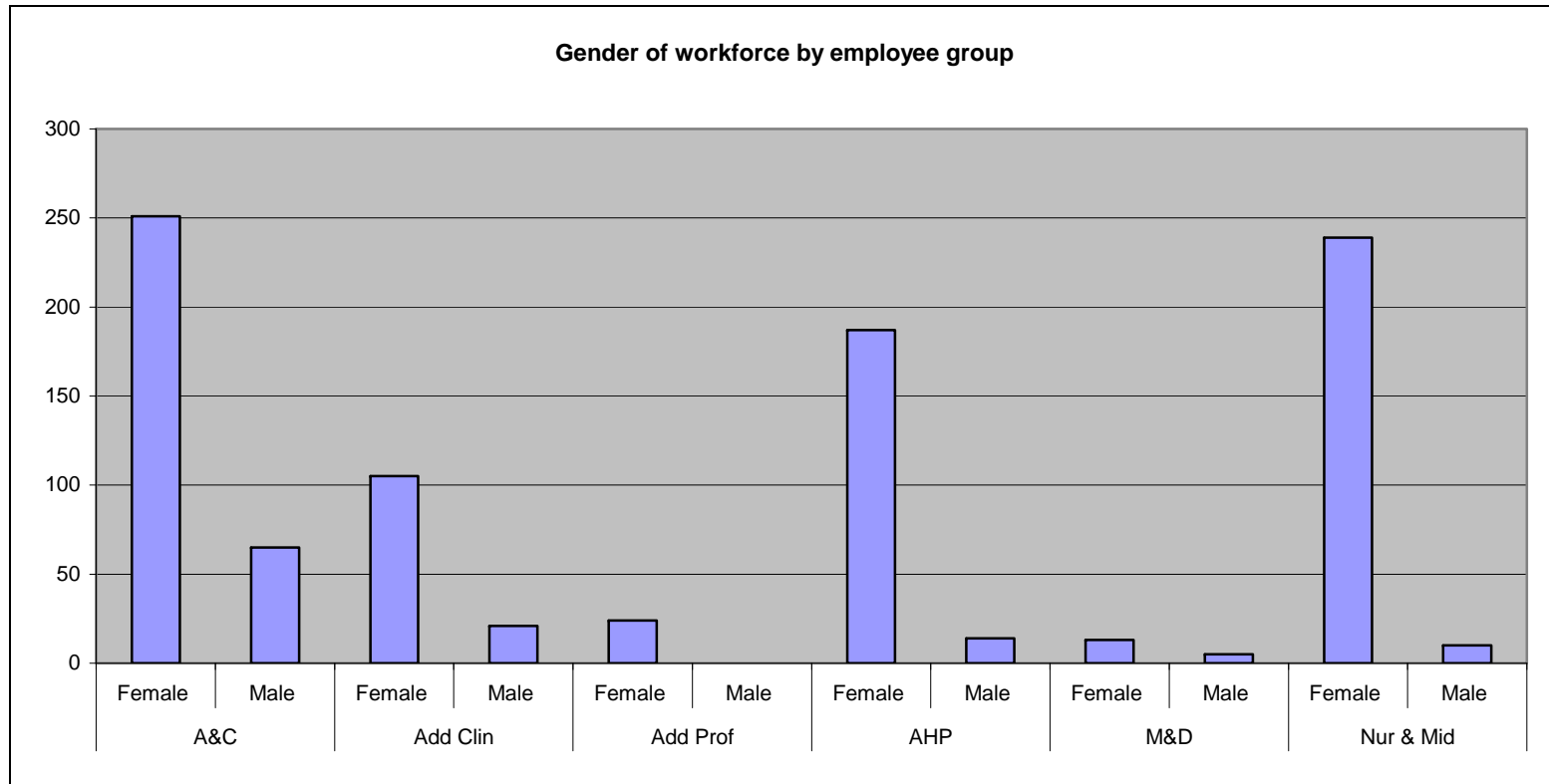
Principle observations are:

There were a higher proportion of White employees in all groups in 2009/10 with 5.5% of employees not stating their ethnic origin, the largest group of these employees being the Administrative and Clerical group. This has however, reduced since 2008/09 when the figure stood at 6.4%.

Ethnic minority employees were not evenly represented in all groups in 2009/10 with the highest percentage being in Additional Professional Scientific and Technical roles together with the Medical and Dental group. Both of these groups are smaller in numbers and these professions typically see higher proportions of ethnic minority employees. The lowest numbers and proportion of ethnic minorities are in Additional Clinical Services at (2.3%).

Table 3b - Gender of workforce by employee group

| Employee Group | Female | Male | Grand Total |
|----------------------------------|---------------|-------------|--------------------|
| Add Prof Scientific and Technic | 24 | | 24 |
| Additional Clinical Services | 105 | 21 | 126 |
| Administrative and Clerical | 251 | 65 | 316 |
| Allied Health Professionals | 187 | 14 | 201 |
| Medical and Dental | 13 | 5 | 18 |
| Nursing and Midwifery Registered | 239 | 10 | 249 |
| Total | 819 | 115 | 934 |



Gender Analysis

Principle observations are:

The male proportion of the workforce accounts for 12% of the total which has increased by 1% from the previous year. All groups have a higher proportion of female to male employees and this tends to be generally reflective of the industry norms where healthcare is a predominantly female workforce.

Medical and Dental have the highest percentage of male to female employees at 27.8% followed by Administrative and Clerical division at 20.6%. Ratios of male to female range from 0 at the lowest (Add Professional Scientific and Technical) to 1:24 at the highest (Nursing and Midwifery Registered).

The twelve months leading up to April 2010 has seen a significant increase in the number of females in the Additional Professional Scientific & Technical employee group from 0.3% at April 2009 to 2.6% at April 2010.

Table 3c - Age of workforce by employee group

| Employee Group | 16-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65 & Over | Grand Total |
|----------------------------------|--------------|--------------|--------------|--------------|--------------|----------------------|--------------------|
| Add Prof Scientific and Technic | 6 | 6 | 6 | 6 | 0 | 0 | 24 |
| Additional Clinical Services | 6 | 12 | 30 | 37 | 36 | 5 | 126 |
| Administrative and Clerical | 23 | 74 | 66 | 88 | 59 | 6 | 316 |
| Allied Health Professionals | 12 | 59 | 57 | 52 | 18 | 3 | 201 |
| Medical and Dental | 0 | 2 | 2 | 8 | 6 | 0 | 18 |
| Nursing and Midwifery Registered | 4 | 23 | 67 | 112 | 40 | 3 | 249 |
| Total | 51 | 176 | 228 | 303 | 159 | 17 | 934 |

Age analysis

Principle observations are:

There has been no significant change in the headcount of each of the age groups between April 2009 to April 2010. In general the largest numbers of employees occur in the 45-54 age group with the lowest numbers being in the extremes of the ages, ie. 16-24 and 65 & over. Whilst the workforce age is generally reflective of the local population, there is a lower proportion of employees in the 16-24 group than is represented in the local population.

Medical and Dental had no entrants in the 16-24 age group and this may be due to the length of time that many in this employee group take in gaining their qualifications.

The PCT has been working with the local community to encourage applications from younger members of the community. The PCT's recruitment and retention strategy supports work with Job Centre Plus to offer opportunities to those in line with the worklessness agenda and actively encourages the younger population through participation in work experience placements with local schools and attending local job fairs at colleges.

Table 3d - Disability indicators of workforce by employee group

| Employee Group | Non disabled | Not Declared | Disabled | Total |
|-----------------------------------|---------------------|---------------------|-----------------|--------------|
| Add Prof Scientific and Technical | 19 | 5 | 0 | 24 |
| Additional Clinical Services | 91 | 33 | 2 | 126 |
| Administrative and Clerical | 263 | 33 | 20 | 316 |
| Allied Health Professionals | 137 | 62 | 2 | 201 |
| Medical and Dental | 11 | 5 | 2 | 18 |
| Nursing and Midwifery Registered | 217 | 29 | 3 | 249 |
| Total | 738 | 167 | 29 | 934 |

Disability Analysis

Principle observations are:

Of the total workforce in NHS Trafford during 2009/10, 79% declared that they did not have a disability. Of the remaining 21% only 3.1% declared a disability. According to the data held, of the 3.1% that declared a disability the largest proportion of these employees are assigned to the Administrative and Clerical group.

4. COMPOSITION OF WORKFORCE BY GRADE / BAND

Table 4a - Ethnicity of Workforce by Grade / Band

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| Band | Asian | Black | Mixed | Not Stated | Other | White |
|------------|-------|-------|-------|------------|-------|--------|
| Band 2-3 | 1.18% | 0.54% | 0.00% | 1.18% | 0.00% | 20.02% |
| Band 4-5 | 1.07% | 0.43% | 0.75% | 2.14% | 0.11% | 24.95% |
| Band 6-7 | 0.64% | 0.43% | 0.21% | 1.71% | 0.32% | 32.33% |
| Band 8A-8B | 0.00% | 0.11% | 0.11% | 0.21% | 0.00% | 7.71% |
| Band 8C-8D | 0.00% | 0.00% | 0.00% | 0.11% | 0.00% | 1.18% |
| Band 9 | 0.11% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Other | 0.43% | 0.11% | 0.00% | 0.11% | 0.00% | 1.82% |

Ethnicity analysis

Principle observations are:

In 2009/10 the White ethnic group represented the largest part of the workforce in all grades / bands with the exception of band 9, where the largest group was Asian although as a percentage of the total workforce, this accounted for a very small proportion of employees – 0.11%. Almost 5.5% of employees do not state their ethnic origin.

Generally, there appeared to be a greater ethnic mix between bands 2 to 7 than there was for bands 8a and above. The highest percentages of black and ethnic minority employees (BME) were in Bands 4-5 at 2.2% with Asian being the largest racial group.

Gender of workforce by grade / band

Principle observations are:

In all but the Directors group, female employees accounted for the larger numbers and percentage of the workforce in NHS Trafford. This is generally reflective of the NHS as a whole.

Table 4b - Age of workforce by band

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| Band | Percentages | | | | | | Total |
|--------------|--------------------|--------------|--------------|--------------|--------------|----------------------|---------------|
| | 16-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65 & Over | |
| Band 2-3 | 2.14 | 3.21 | 4.07 | 6.00 | 6.64 | 0.86 | 22.91 |
| Band 4-5 | 3.10 | 6.42 | 6.00 | 8.57 | 5.03 | 0.32 | 29.44 |
| Band 6-7 | 0.21 | 7.82 | 10.06 | 13.06 | 3.96 | 0.54 | 35.65 |
| Band 8A-8B | 0.00 | 0.96 | 3.43 | 3.00 | 0.64 | 0.11 | 8.14 |
| Band 8C-8D | 0.00 | 0.00 | 0.32 | 0.86 | 0.11 | 0.00 | 1.28 |
| Band 9 | 0.00 | 0.00 | 0.00 | 0.11 | 0.00 | 0.00 | 0.11 |
| Other | 0.00 | 0.43 | 0.54 | 0.86 | 0.64 | 0.00 | 2.46 |
| Total | 5.46 | 18.84 | 24.41 | 32.44 | 17.02 | 1.82 | 100.00 |

Age analysis

Principle observations are:

In 2009/10 the percentage of workforce age 65 & over is significantly less than in other age groups in all but two band groups – 6-7 and 8A-8B. The youngest employees (16-24) are concentrated in bands 2-5 and the percentage of employees in these bands is generally evenly spread until the age of 65.

Management positions are generally at bands 6 and above and percentages indicate that middle managers at bands 6-7 are the largest group with the majority being between 35 and 54 years of age.

Within the PCT the majority of senior management positions appear to be appointed at above the age of 45 with Directors (Other) demonstrating a reasonable mix of appointments between the ages of 25 and 64.

Table 4c - Disability indicators of workforce by grade / band

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| Band | Non Disabled | Not Declared | Disabled |
|-------------|---------------------|---------------------|-----------------|
| Band 2-3 | 18.52% | 3.53% | 0.86% |
| Band 4-5 | 23.02% | 5.57% | 0.86% |
| Band 6-7 | 28.69% | 6.32% | 0.64% |
| Band 8A-8B | 6.10% | 1.50% | 0.54% |
| Band 8C-8D | 0.96% | 0.32% | 0.00% |
| Band 9 | 0.11% | 0.00% | 0.00% |
| Other | 1.61% | 0.64% | 0.21% |

Disability analysis

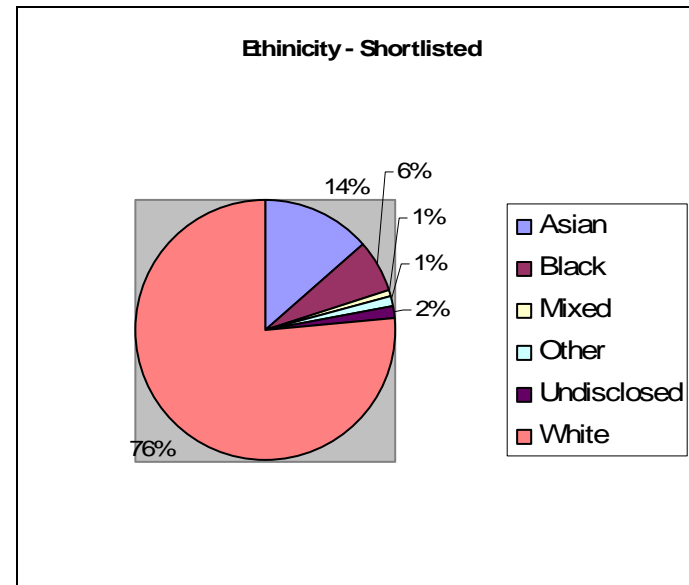
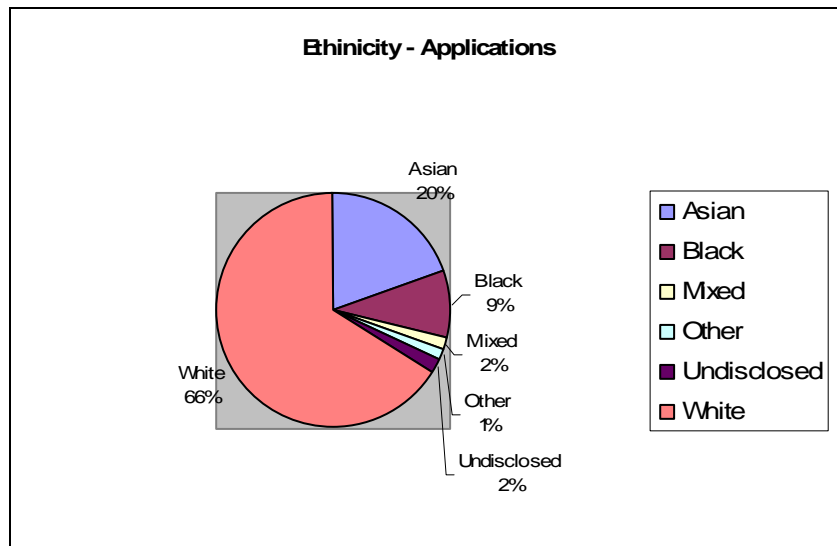
Principle observations are:

From the data available the majority of employees who have declared a disability are in bands 2 – 7, with less than 1% declaring a disability in bands 8a and above. However, the number of employees in NHS Trafford declaring any disability is very small, amounting to 3.11% in total. This may be true reflection of those with a disability although due to the number of those not declaring at all - 17.88%, it is likely that the number of employees with a disability is higher than that declared.

There is no method for collecting or collating the information about the types of disability and therefore, it is not possible to say whether particular types of disability are less prevalent in certain job roles. However, the roles below band 7 do tend to be more generic and/or administrative roles and this may be a contributory factor to the number of employees with a disability at these bands.

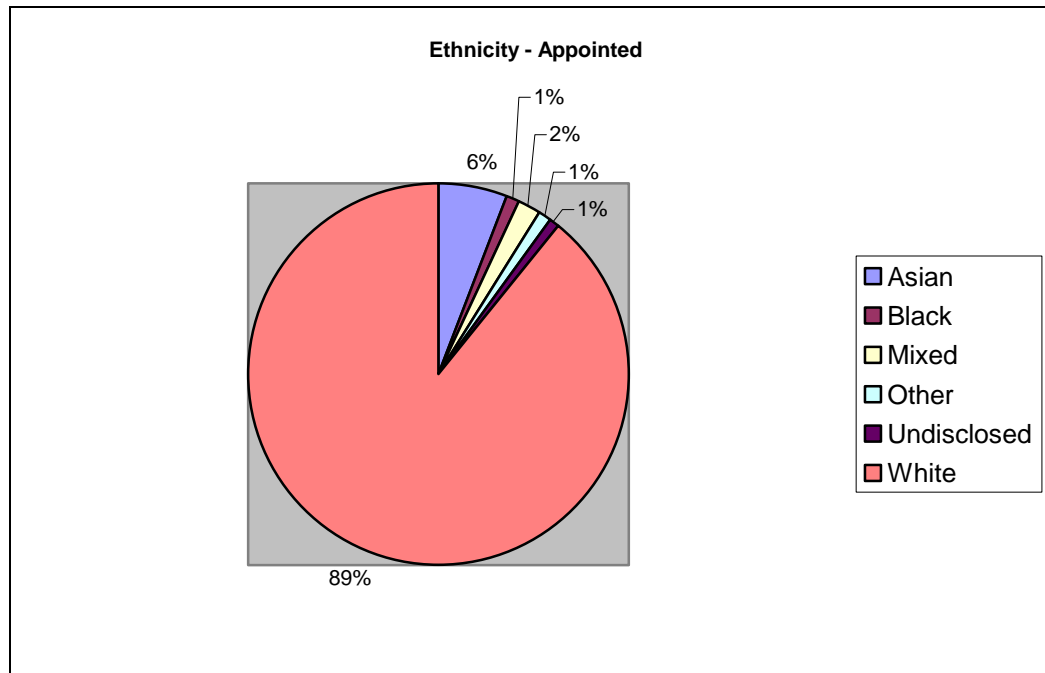
5 - 8. RECRUITMENT COMPOSITION

Table 5 - Ethnicity of all Job Applicants by Recruitment Stages (2009/2010)



| Ethnicity | Application | Shortlisted | Appointed | Success Rate % |
|-----------|-------------|-------------|-----------|----------------|
| Asian | 564 | 73 | 6 | 0.21 |
| Black | 264 | 35 | 1 | 0.03 |
| Mixed | 52 | 5 | 2 | 0.07 |

| | | | | |
|-------------|------|-----|-----|------|
| Other | 35 | 5 | 1 | 0.03 |
| Undisclosed | 54 | 10 | 1 | 0.03 |
| White | 1902 | 411 | 90 | 3.13 |
| Grand Total | 2871 | 539 | 101 | 3.52 |



Race analysis

Principle observations are:

The percentage of applications from black and minority ethnic (BME) communities in 2009/10 is 32%. 22% of those who applied were shortlisted for interview in 2009/2010 and those who were appointed accounted for 10%. Approximately one third of those from black and minority ethnic groups who applied for a post with NHS Trafford in 2009/10 were successfully appointed.

The rate successful applications for all ethnic groups is 3.51%, although those appointed from the mixed ethnicity category had a lower success rate and those who declared themselves as the white had a higher success rate at 4.73%.

In order to understand more about the success or otherwise of the recruitment process and to inform and improve the accessibility of the application process for BME groups, a survey of 100 applicants was carried out in March 2010. As a result, several potential solutions were identified that may improve the recruitment process for these groups of applicants. Amongst those identified were targeted advertising, improving the guidance of how to complete the on line application form, improving links with the community to inform potential applicants about the skill sets and experience required for various types of roles.

As the second largest population group in Trafford at 4% after the white population, those in the Asian group have the 2nd largest number of applications at 20%. From the data this group appear not to suffer any apparent discrimination, continuing through the recruitment process to result in the 2nd highest number of appointed applicants at 6% after the white applicants. Approximately one third of all Asian applicants are appointed to a role in NHS Trafford.

Table 6 - Sex/Gender of all job applicants by recruitment stages (2009/2010)

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| Sex/Gender | Applied | Shortlist | Offered | Success rate |
|--------------|-------------|------------|------------|--------------|
| Male | 1030 | 118 | 16 | 0.56 |
| Female | 1837 | 419 | 84 | 2.93 |
| Not Stated | 3 | 2 | 1 | 0.03 |
| Total | 2870 | 539 | 101 | 3.52 |

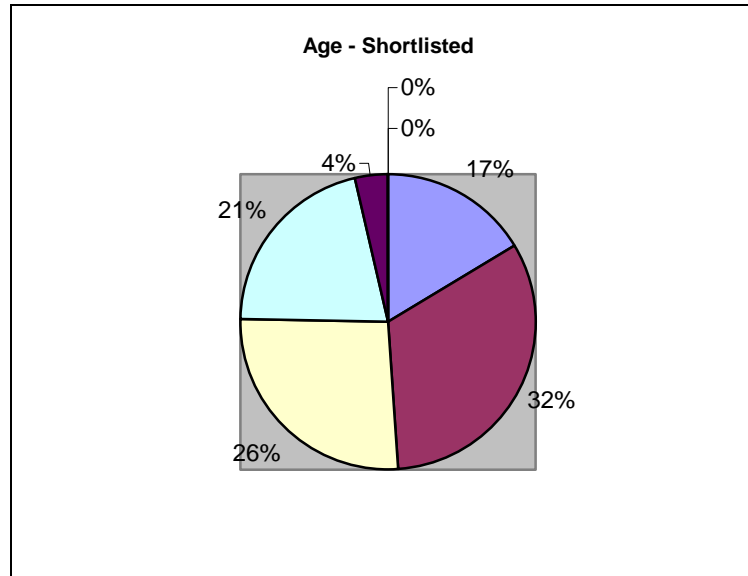
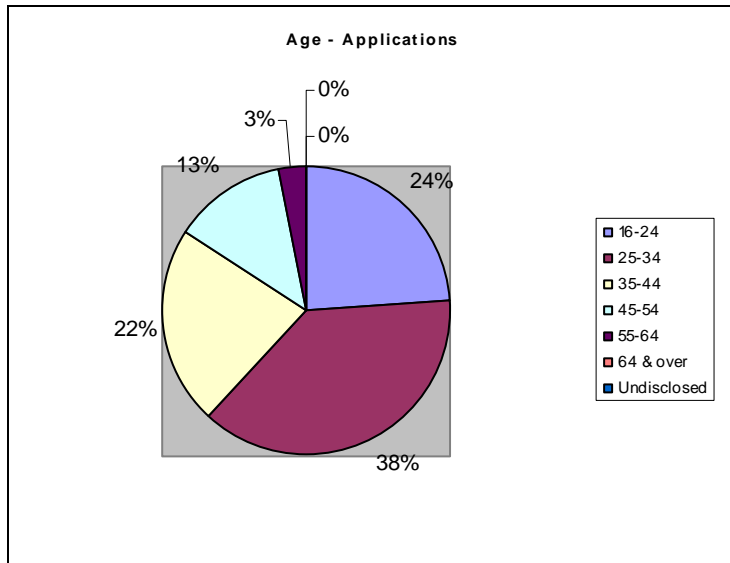
Gender analysis

Principle observations are:

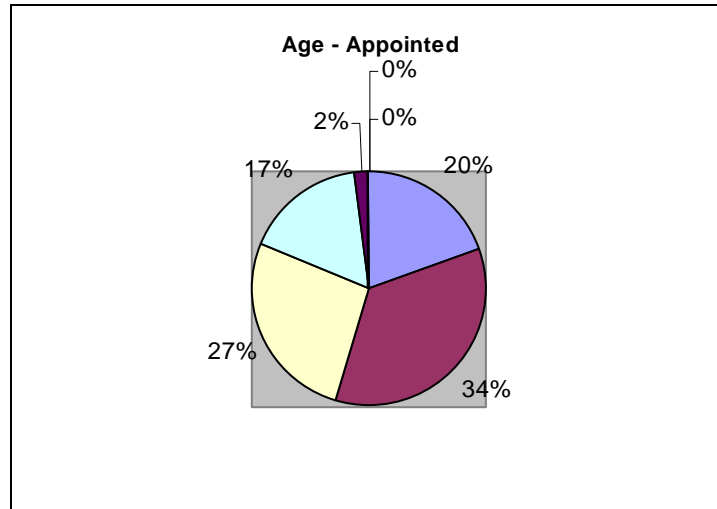
Of the total applications to NHS Trafford, just over two thirds are female. Of these applicants slightly less than 5% are appointed. For males applicants who total approximately 35% of all applications, 1.5% are successful to appointment. Whilst female applicants outweigh males applicants by almost 2:1 they have a significantly increased chance of being appointed.

This may not necessarily be discriminatory but could be a reflection of the types of role the different genders are applying for together with other factors such as hours and rates of pay.

Table 7 - Age of all job applicants by recruitment stages (2009/2010)



| | Applied | Shortlisted | Appointed | Success rate |
|-----------|---------|-------------|-----------|--------------|
| 16-24 | 688 | 89 | 20 | 0.7 |
| 25-34 | 1094 | 175 | 35 | 1.22 |
| 35-44 | 632 | 141 | 27 | 0.94 |
| 45-54 | 367 | 114 | 17 | 0.59 |
| 55-64 | 89 | 20 | 2 | 0.07 |
| 64 & over | 1 | 0 | 0 | 0.00 |
| Total | 2871 | 539 | 101 | 3.52 |

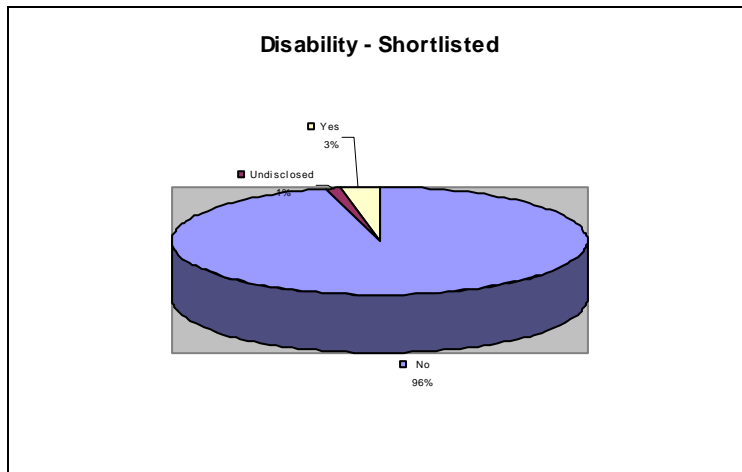
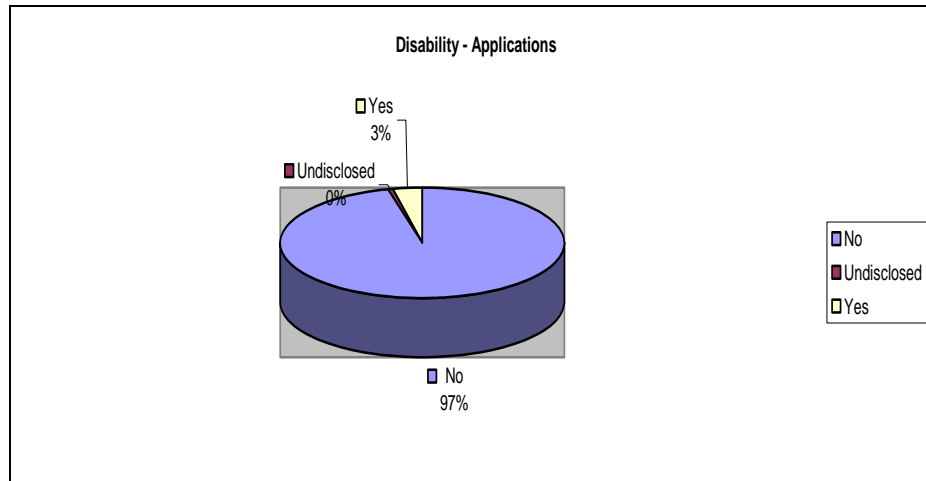


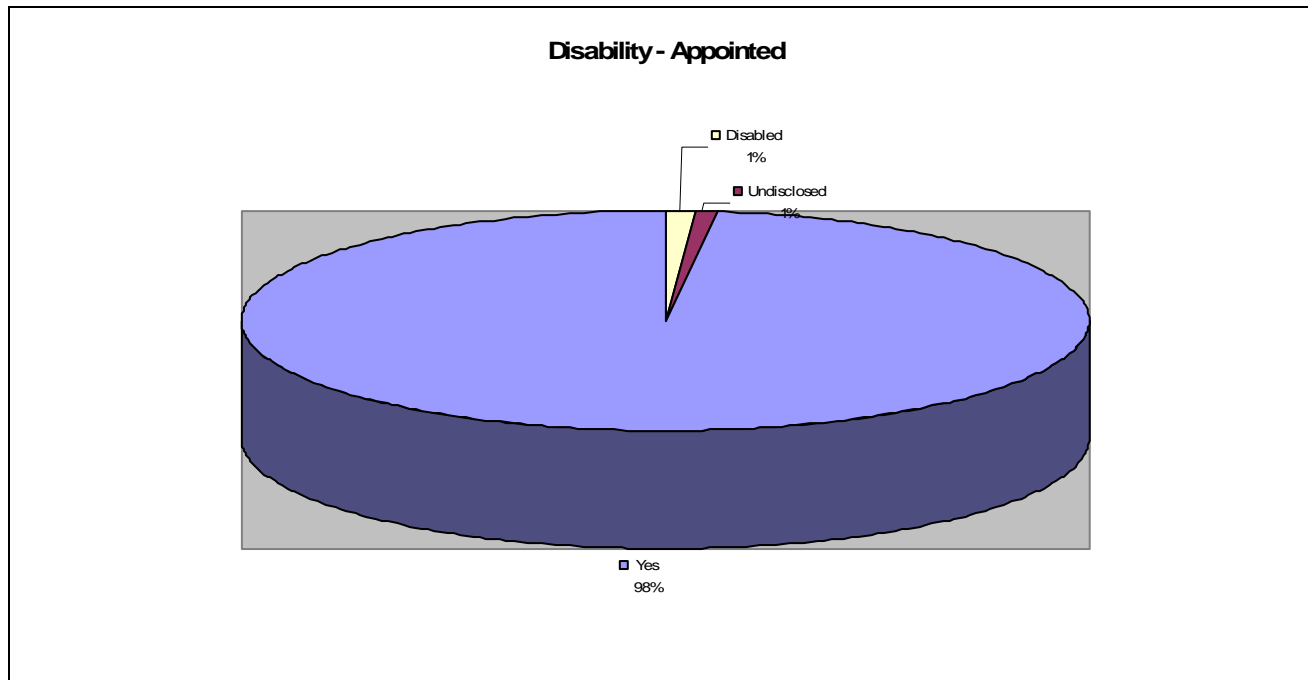
Principle observations are:

The largest number of applicants are from the 25 – 34yr age group at 34%, followed by the 16 – 24yr age group at 19% with very few applicants over the age of 55yrs.

The most successful applicants are those in the 25 – 34yr age group followed by those in the 35 – 44yr age group. Although they may be the second largest group of applicants the 16 – 24yr group do less well in converting to appointment. This may be due to lack of experience in completing applications and/or attending interviews. Whilst the over 55's are fewer in number in applying for jobs, they are significantly less successful in being appointed.

Table 8 - Disability of all job applications by recruitment stages (2009/2010)





Please Note: We can not compare this data to the previous year (2008/2009) in full as the NHS Jobs system does not hold the data for over 12 months.

| Disability | Application | Shortlisted | Appointed | Success rate |
|--------------|-------------|-------------|-----------|--------------|
| Non disabled | 2760 | 517 | 99 | 3.45 |
| Disabled | 99 | 17 | 1 | 0.04 |
| Undisclosed | 12 | 5 | 1 | 0.04 |
| Total | 2871 | 539 | 101 | 3.52 |

The PCT operates under the positive about disabled people two ticks scheme which, guarantees all applicants who declare they have a disability on their application form and meet the essential criteria for a job role are selected for interview.

9. EMPLOYEES SUBJECT TO DISCIPLINARY AND GRIEVANCE PROCEDURES

a - Ethnicity of employees subject to disciplinary procedures (2009/2010)

This includes:

Warnings, Dismissals, Cautions

There were 10 employees in 2009/10 of which the majority were white. The majority of these employees were from the Provider Arm of the Trust.

b - Gender of staff subject to disciplinary procedures (2009/2010)

This includes:

Warnings Dismissals, Cautions

There were 10 employees in 2009/10 of which the majority were female.

c - Age of staff subject to disciplinary procedures (2009/2010)

This includes:

Warnings Dismissals, Cautions

There were 10 employees of which the majority were in the 55-64yr age group followed by the 35-44yr age group.

d - Disability status of staff subject to disciplinary procedures (2009/2010)

This includes:

Warnings Dismissals, Cautions

There were 10 employees of which all of them declared they were not disabled.

N.B. Further analysis on any of the groups a – d has not been reported in order to protect the identity of employees.

e – Data on grievance procedures (2009/2010)

N.B. The data on employees raising formal grievances has not been reported in order to protect the identity of employees.

10. COMPOSITION OF LEAVERS

Table 10a - Ethnicity of staff who left the PCT's employment (2009/2010)

| Ethnicity | Headcount of leavers | % of leavers | Total workforce % |
|---------------------------|----------------------|--------------|-------------------|
| Asian | 7 | 4.58% | 3% |
| Black | 7 | 4.58% | 2% |
| Mixed | 2 | 1.31% | 1% |
| Not Stated | 11 | 7.19% | 5% |
| White | 126 | 82.35% | 89% |
| Total NHS Trafford | 153 | 100% | 100% |

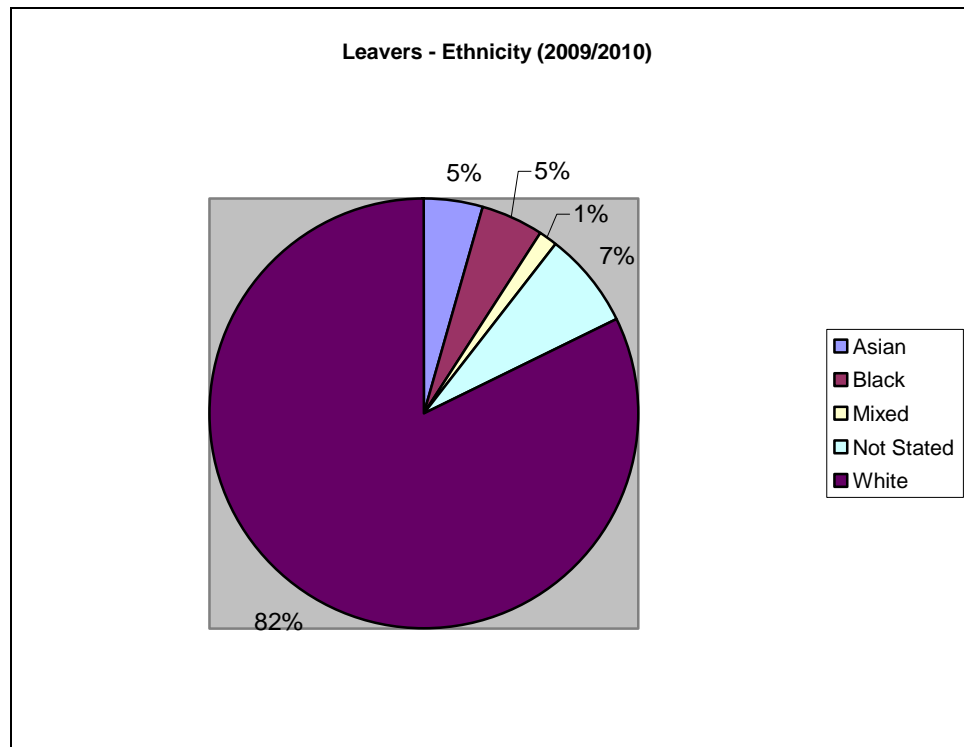


Table 10b - Gender of staff who left the PCT's Employment (2009/2010)

| Gender | Headcount | % of leavers | Total workforce % |
|---------------------------|------------------|---------------------|--------------------------|
| Female | 130 | 84.97% | 85% |
| Male | 23 | 15.03% | 15% |
| Total NHS Trafford | 153 | 100% | 100% |

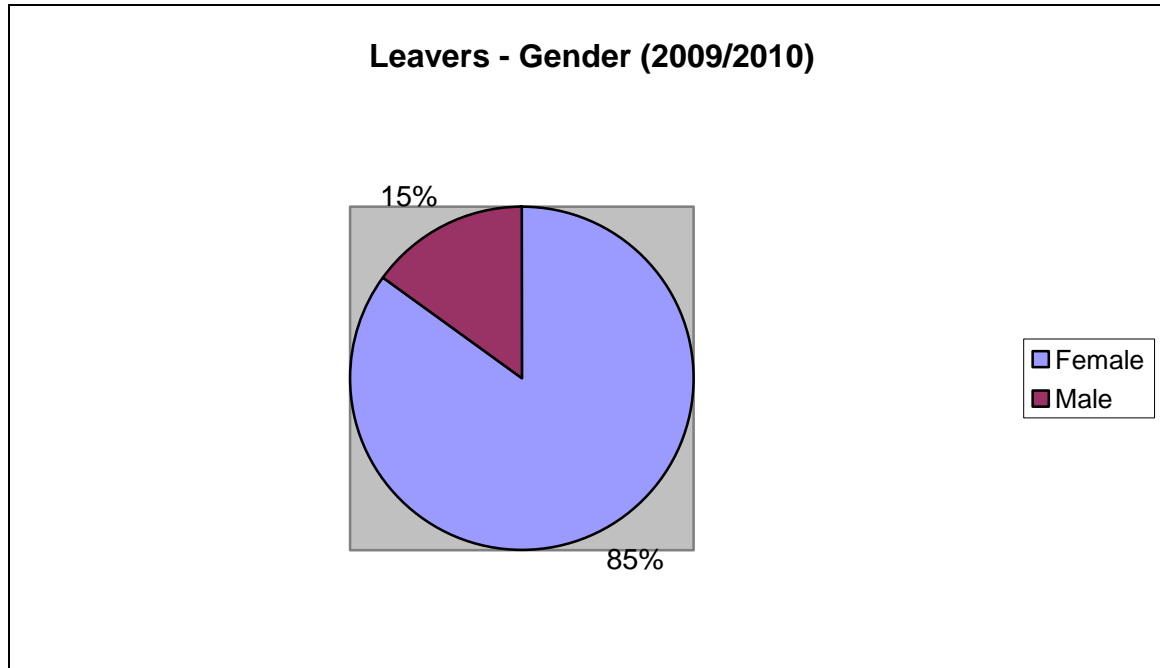


Table 10c - Age of staff who left the PCT's Employment (2009/2010)

| Age Group | Headcount | % of leavers | Total workforce % |
|---------------------------|------------|--------------|-------------------|
| 16-24 | 9 | 5.88% | 5% |
| 25-34 | 40 | 26.14% | 19% |
| 35-44 | 37 | 24.18% | 25% |
| 45-54 | 24 | 15.69% | 32% |
| 55-64 | 33 | 21.57% | 18% |
| 65 & Over | 10 | 6.54% | 1% |
| Total NHS Trafford | 153 | 100% | 100% |

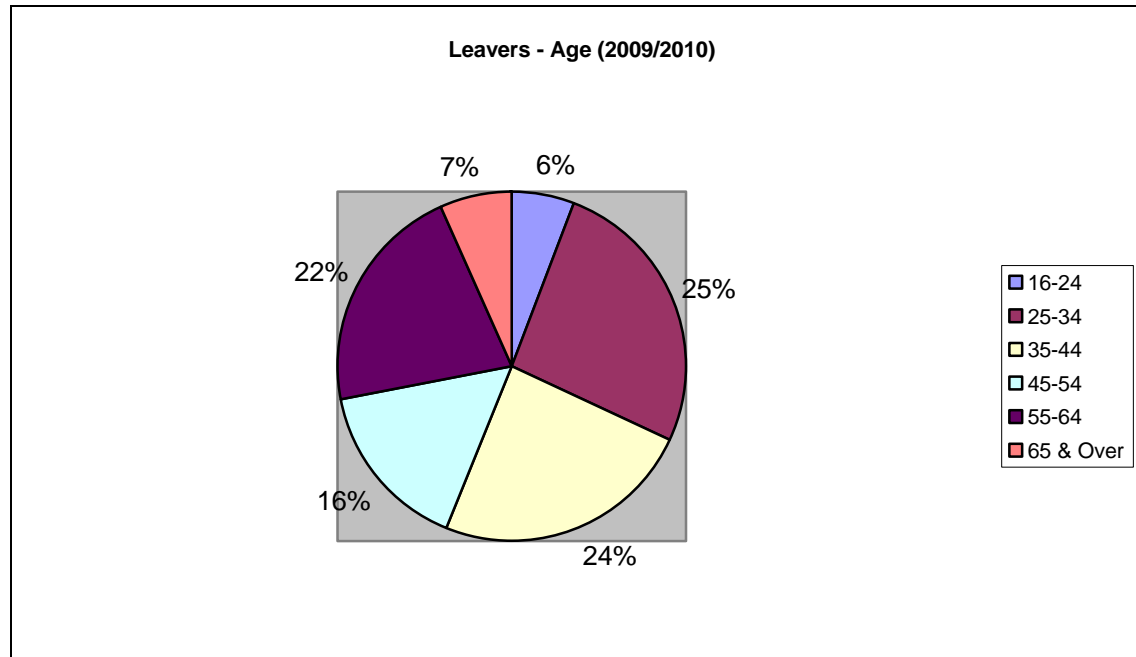
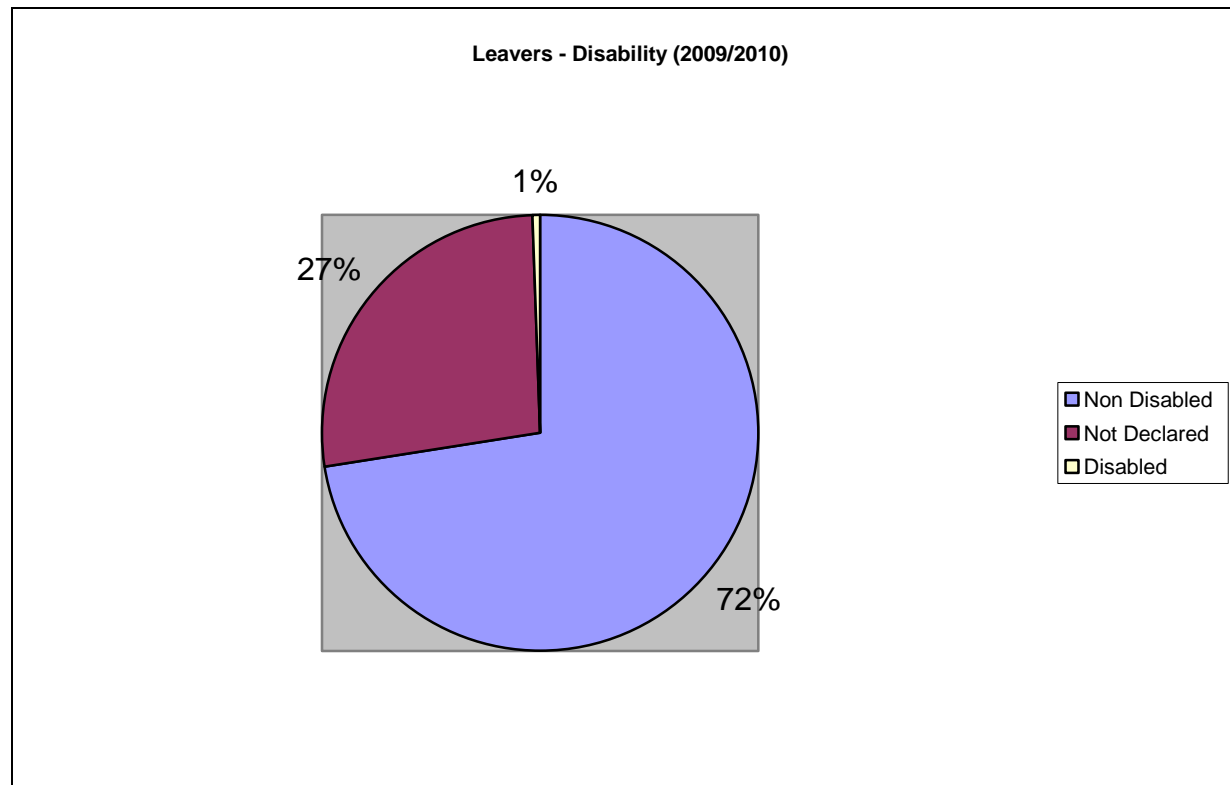


Table 10d - Disability Indicators of Staff who left the PCT's Employment (2009/2010)

| Disability | Headcount | % of leavers | Total of workforce % |
|---------------------------|------------------|---------------------|-----------------------------|
| Non disabled | 111 | 72.55% | 72% |
| Not Declared | 41 | 26.80% | 27% |
| Disabled | 1 | 0.65% | 1% |
| Total NHS Trafford | 153 | 100% | |



SUMMARY

The PCT's equal opportunities policy seeks to develop positive practice and promote equality of opportunity in employment. The PCT regularly reviews its policies and procedures and carries out Equality Impact Assessments (EIA) to ensure that they do not deliberately disadvantage any employee group. All employees have a requirement to meet a basic competency level in equality and diversity and monitoring this forms part of the annual appraisal.

In order to improve its representation of the Trafford community the PCT takes part in jobs fairs with local colleges and schools and has links with the local Job Centre Plus. The PCT also regularly participates in offering work experience placements to school age pupils throughout the year in various disciplines and is a participant in the NHS regional and national Graduate Scheme.

Whilst the PCT uses the NHS Jobs website to advertise most vacancies in line with most Trusts in the NHS it continuously reviews its recruitment procedures and processes and explores different solutions to encourage applications from the local community and ensure that it does not deliberately disadvantage any particular group.

NHS Trafford has declared itself a developing organisation in equality and diversity.