



NHS Orkney Equality and Diversity Workforce Monitoring Report 2018/19

July 2019

This report is also available in large print and other formats and languages, upon request. Please call NHS Orkney on (01856) 888031 or (01856) 888221 or email: ork-hb.alternativeformats@nhs.net

Contents

1. Introduction
2. Gathering workforce information
3. Using the Workforce Report
4. Number of staff in post
5. Race
6. Disability
7. Sex (male or female)
8. Religion or faith
9. Sexual orientation
10. Gender reassignment
11. Age
12. Pregnancy and maternity
13. Marriage and civil partnership
14. Staff performance and assessment
15. Gender pay gap statement
16. Publicising the report
17. Compilation of the Report: acknowledgements

NHS Orkney Equality and Diversity Workforce Monitoring Report 2018/19

1. Introduction

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on the 27th May 2012. This requires public bodies such as NHS Orkney to produce an Annual Workforce Monitoring Report covering all 9 of the “protected characteristics”, as defined in the Equality Act 2010. The 9 “protected characteristics” are:

- Race
- Disability
- Sex (male or female)
- Religion or belief
- Sexual orientation
- Gender reassignment
- Age
- Pregnancy and maternity
- Marriage and civil partnership

The Regulations require that the Workforce Report must include details of:

- The number of staff and their relevant protected characteristics
- Information on the recruitment, development and retention of employees, in terms of their protected characteristics.
- Details of the progress the public body has made to gather and use the above information to enable it to better perform the equality duty.

This is the NHS Orkney Workforce Monitoring Report for 2018/19.

2. Gathering workforce information

This is the eighth report compiled in the new format required by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. It contains more information than the previous reports. NHS Orkney is committed to developing and improving the Annual Workforce Report year by year by developing local data collection systems for information which we were previously not required to collect.

If a potential issue is highlighted by the Report, we are able to cross reference source material to analyse specific areas in greater depth.

Staff have the legal right not to disclose information about their protected characteristics if they so choose. Any information staff supply is on a purely voluntary basis. However, NHS Orkney now has information for approximately 75% of our staff.

3. Using the workforce report

The report will:

- Demonstrate the willingness of NHS Orkney to comply with the requirements of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.
- Enable the NHS Orkney Health Board and others, to gauge whether NHS Orkney employees and prospective employees are being treated fairly. Any anomalies or inconsistencies highlighted by the report are looked into and any appropriate follow up action taken.
- Give reassurance to NHS Orkney staff that they are working in an environment free from prejudice or discrimination.
- Give the population of Orkney and any prospective employees, reassurance that NHS Orkney treats its staff in a fair and equitable manner.
- Enable external monitoring bodies such as the Equality and Human Rights Commission for Scotland and the Scottish Human Rights Commission to monitor our compliance with current equality and diversity legislation and good practice guidelines.

4. Number of staff in post

The number of NHS Orkney staff in post as at 31st March 2019 was 896, this equates to 525.5 Whole Time Equivalent (WTE). This figure includes Bank Staff.

5. Race

(i) The ethnic origins of staff in post, new starts and leavers

There are people with valuable skills relevant to healthcare who can be recruited locally. However, some specialist skills require NHS Orkney to recruit world-wide. Accordingly, there will never be an exact correlation between the ethnic make-up of the population of Orkney and the ethnic make-up of the NHS Orkney workforce.

The 2011 Census showed that only 0.8% of the population of Orkney came from an ethnic community other than White Scottish. A major factor in this limited inward migration is the limited number of job opportunities on Orkney.

However, 38.39% of NHS Orkney staff are from an ethnic community other than White Scottish, which shows that the ethnic make up of NHS Orkney is far more diverse than the general population.

The overall population figures for Orkney are:

Area	Census 2011 Population	Mid-2018 Estimate*	+/- Difference
Orkney	21,349	22,190	+ 841

*Source, National Records of Scotland Mid-2018 Population Estimates.

Table One below shows is the ethnicity of new starts and leavers, which can be used as one of the indicators of the fairness of our recruitment processes and our staff management and retention arrangements.

- Overall, there were 66 more new starts than leavers.
- Given the small numbers involved, it is hard to draw any firm conclusions, however, the figures indicate that NHS Orkney recruitment and retention processes are fair and free from discrimination.

Table One: The ethnic make up of staff in Post as at 31st March 2019, plus information on new starts and leavers during 2018/19

Staff in Post s at 31 st March 2019			New starts 1/4/2018 to 31/3/2019		Leavers 1/4/2018 to 31/3/2019		New Starts vs. Leavers
2011 Census categories	Number	%	Number	%	Number	%	
A White							
Scottish	552	61.61%	93	60.39%	57	64.77%	+36
Other British	154	17.19%	38	24.68%	17	19.32%	+21
Irish	5	0.56%	-	-	2	2.27%	-2
Gypsy/Traveller	-	-	-	-	-	-	-
Polish	4	0.45%	4	2.60%	-	-	+4
Other white ethnic group	60	6.7%	5	3.24%	2	2.27%	+3
B Mixed or multiple ethnic groups							
Any mixed or multiple ethnic groups	4	0.45%	3	1.95%	-	-	+3
C Asian, Asian Scottish or Asian British							
Pakistani, Pakistani Scottish or Pakistani British	1	0.11%	-	-	-	-	-
Indian, Indian Scottish or Indian British							
Bangladeshi, Bangladeshi Scottish or Bangladeshi British							

Chinese, Chinese Scottish or Chinese British	-	-		-	-		-	-		-
D African										
African, African Scottish or African British	-	-		-	-		-	-		-
Other	-	-		-	-		1	1.14%		-1
E Caribbean or Black										
Caribbean, Caribbean Scottish or Caribbean British	-	-		-	-		-	-		-
Black, Black Scottish or Black British										
Other										
F Other ethnic group										
Arab, Arab Scottish or Arab British	-	-		-	-		-	-		-
Other	2	0.22%		-	-					
Don't know	60	6.7%		10	6.49%		5	5.68%		+5
G Prefer not to answer	54	6.01%		1	0.65%		4	4.55%		-3
Total	896	100%		154	100%		88	100%		+66

These figures do not include doctors and dentists in training who are recruited by NHS Grampian for the North of Scotland.

(ii) Recruitment and selection

NHS Orkney collects ethnicity data at every stage of the recruitment and selection process. This information is shown in Table Two below. From Table Two it can be seen that:

Applications

- During 2018/19 NHS Orkney received 228 applications.
- Candidates with a Scottish ethnicity were the biggest single group, submitting 64.91% of all applications.

Shortlisted candidates

- There were 224 candidates shortlisted in 2018/19, a decrease compared to the 248 candidate shortlisted in 2017/18.
- The ethnicity of candidates shortlisted is pro rata to the numbers in each ethnic category making application. This suggests that short listing processes within NHS Orkney are fair and equitable.
- No information about the ethnic origins of candidates, nor any other information about their protected characteristics, is made available to appointing managers.

Candidates offered posts during 2018/19

- 133 offers of employment were made in 2018/19 compared to 130 in 2017/18.
- Candidates with a “Scottish” ethnic origin were the largest group of staff appointed at 66.92%. This group is slightly over represented in percentage terms. This is mainly due to many support services posts being lower paid and most recruitment for these posts being done locally. Given the high cost of living and accommodation on Orkney, it is not financially attractive for most people from outwith the area to apply for these posts.

Overall, these figures indicate that NHS Orkney recruitment, short listing and appointments procedures are fair and free from discrimination.

Doctors in training

NHS Grampian is now the Lead Employer for Doctors and Dentists in Training for the North of Scotland. This information is now included in the NHS Grampian Workforce Report so do appear in our figures as staff recruited.

**Table Two: The ethnic origins of applicants, short listed candidates and people appointed
By NHS Orkney during 2018/19**

2011 Census Categories	No. of applicants	Ethnicity of applicants as a % of total	Nos. shortlisted	% of those short listed	Candidates offered posts in 2017/18	
	Number	Percentage	Number	Percentage	Nos. offered posts	Percentage
a) White						
Scottish	148	64.91%	145	64.73%	89	66.92%
Other British	56	24.56%	55	24.55%	33	24.81%
Irish	1	0.44%	1	0.45%	1	0.75%
Gypsy/Traveller	-	-	-	-	-	-
Polish	-	-	-	-	-	-
Other white ethnic group	16	7.02%	16	7.14%	6	4.51%
B Mixed or multiple ethnic groups						
Any mixed or multiple ethnic groups	-	-	-	-	-	-
C Asian, Asian Scottish or Asian British						
Pakistani, Pakistani Scottish or Pakistani British	-	-	-	-	-	-
Indian, Indian Scottish or Indian British	-	-	-	-	-	-
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	-	-	-	-	-	-

Chinese, Chinese Scottish or Chinese British	-	-	-	-	-	-	-
Other Asian							
D African							
African, African Scottish or African British	5	2.19%	5	2.23%	3	2.26%	
Other							
E Caribbean or Black							
Caribbean, Caribbean Scottish or Caribbean British	-	-	-	-	-	-	-
Black, Black Scottish or Black British							
Other Black background	-	-	-	-	-	-	-
F Other ethnic group	1	0.44%	1`	0.45%	1	0.75%	
Arab, Arab Scottish or Arab British							
Don't know							
G Prefer not to answer	1	0.44%	1	0.45%	-	-	
Total	228	100%	224	100%	133	100%	

These figures do not include doctors and dentists in training who are recruited by NHS Grampian for the North of Scotland.

Changes to European Immigration Law: November 2008

Since November 2008, employers like NHS Orkney face increased restrictions when attempting to recruit employees from non-European Economic Area (EEA) countries. If a vacant post is not listed on the Shortage Occupation List issued by the UK Border Force, NHS Orkney must adhere to advertising regulations and prove there is no suitable EEA national to take up the post, before permission can be obtained to advertise the post more widely and bring in a non-EEA national, under the Points Based Immigration System.

The restrictions placed on recruiting non-EEA nationals are of benefit to workers settled in the UK but the need to advertise within the EEA first, before advertising outwith, can delay NHS Orkney recruitment to some posts.

The European Union immigration arrangements have reduced the number of jobs advertised outwith the EEA by NHS Orkney since 2008. This has led to a downward trend in the recruitment of non-EEA applications. This trend will be monitored.

(iii) The ethnicity of staff promoted in 2018/19

Table Three below shows the ethnicity of NHS Orkney staff promoted during 2018/19. The ethnic make up of the NHS Orkney workforce is also shown as a comparator.

- 31 staff were promoted in 2018/19. This compares to 43 staff promoted in 2017/18.
- The promotions are roughly pro rata to the number of staff in post from each ethnic group. This indicates that promotion arrangements within NHS Orkney are fair and free from racial discrimination.

Table Three: The ethnicity of staff promoted in 2018/19

2011 Census categories	Promotions During 2018/19		% of each ethnicity in post at 31st March 2019
	Number	%	
A White			
Scottish	20	64.51%	61.61%
Other British	10	32.25%	17.19%
Irish	-	-	0.56%
Other white ethnic group	1	3.24%	6.7%
G Prefer not to answer	-	-	
Total	31	100%	

(iv) The ethnicity of staff applying for training and receiving training

This information is not currently recorded. However, once the eESS training and management system is fully operational we will be able to collect this information.

6. Disability

Table Four below shows Information on the number of NHS Orkney staff who consider themselves to be disabled:

Table Four: the number of NHS Orkney staff who consider themselves to be disabled

Responses to the question, “Do you consider yourself to be disabled?”	2018/19 Total	Comprising	
		Females	males
Yes	9	5	4
No	483	357	126
Declined to comment	50	34	16
Don't know	354	304	50
Total	896	896	

- The table shows that 1% of NHS Orkney staff consider themselves to have a disability.
- It is important that NHS Orkney Appointing Officers continue to give the fullest consideration to the employment of disabled people, should a suitable opportunity arise.

To try and improve facilities for both disabled patients and staff, the new Balfour has been Disability Access Assessed at the Planning Stage. The new facility will have electrically operated front and inner doors. disabled toilets and Adult Changing facilities. These measures should help to make it easier for people with a disability to find suitable posts within NHS Orkney. Progress will continue to be monitored closely.

(i) Staff with a Disability who were promoted in 2018/19

One of the 9 staff who consider themselves to be disabled was promoted during 2018/19.

(ii) Staff with a disability who applied for training and numbers who actually attended in 2018/19

This information is not currently recorded. However, once the eESS training and management system is fully operational we will be able to collect this information.

7. Sex (male or female)

On Orkney, there are roughly equal numbers of males and females. NHS Orkney has 896 staff comprising 700 females (78.12%) and 196 males (21.88%). However, traditionally, most members of the nursing and Allied Health Professions have been female, which means that all Health Boards in Scotland have a much higher proportion of female staff to male staff.

There is no intentional occupational segregation in NHS Orkney, nor is there any gender bias in the filling of posts. NHS Orkney is careful to promote all healthcare posts as being open to both males and females equally. All NHS Orkney staff appointments are made on merit, free from any gender bias. However, there are still historical issues to be addressed, especially in the field of Nursing and Allied Health Professions (AHP).

Traditionally, nursing and AHP professions have attracted far more females than males to train for these professions. Nursing is the biggest single occupation group in the NHS by far, hence, all Health Boards in Scotland have a much higher proportion of female staff to male staff.

NHS Orkney is typical with 78.12% of its staff being female while 21.88% of staff are male. The majority of female staff are concentrated in the nursing and AHP professions. NHS Orkney is working hard to promote all NHS jobs to both males and females equally. The Universities are also playing their part to encourage more males to train for nursing or AHP careers.

NHS Orkney is careful in all of our advertising material for nursing and AHP posts to avoid sexual stereotyping. Our recruitment literature shows an equal number of male and female staff in these roles and projects a very positive image of both male and female nurses and AHP's.

(i) The sex of staff who were promoted in 2018/19

The numbers of male and female staff promoted during 2018/19 are shown in Table Five below:

Table Five: Female and male staff promoted during 2018/19

Sex	Nos. promoted	%	% of each sex working within NHS Orkney
Female	21	67.74%	78.12%
Male	10	32.26%	21.88%
Total	31	100%	100%

The figures show that pro rata, proportionately more males were promoted than females in 2018/19. However, given the small numbers involved, and the fact that these figures fluctuate year to year, no firm conclusions can be drawn.

(ii) The sex of staff applying for training and receiving training

This information is not currently recorded. However, once the eESS training and management system is fully operational we will be able to collect this information.

(iii) Senior posts within NHS Orkney as at 31st March 2019

Executive Cohort

The current NHS Orkney Executive Cohort comprises 4 persons, with 3 males and 1 females. Executive Cohort appointments are made on the basis of merit and are fair and free from any gender bias.

Senior Managers

There are 32 staff on senior grades of Band 8A to 8D, comprising 23 females and 9 males. These figures are pro rata to the numbers of female and male employees within NHS Orkney and indicate that recruitment procedures for senior manager posts within NHS Orkney are fair and free from any gender bias.

Health Board members

The NHS Orkney Health Board comprises 13 persons. The gender make up as at 31st March 2019 was 5 females and 8 males.

These figures indicate that recruitment procedures for senior posts within NHS Orkney are fair.

8. Religion or faith

The religion/faith make up of the NHS Orkney workforce is shown below in Table Six. The religion or belief makeup of people on Orkney mirrors closely the overall Scottish pattern. The figures are:

Table Six: The religious/faith make up of the NHS Orkney workforce in 2018/19

Religion or faith	Number	% of workforce	2011 Census main results for Orkney
Buddhist	8	0.89%	0.21%
Christian - Church of Scotland	251	28.01%	40.37%
Christian - Roman Catholic	20	2.23%	2.84%
Hindu	3	0.33%	0.06%
Jewish	1	0.11%	0.02%
Muslim	4	0.45%	0.09%
Other Christian	92	10.28%	7.58%
Sikh	-	-	0.01%
Other	8	0.89%	0.61%
No religion	311	34.71%	39.18%
Declined to comment	103	11.5%	9.03%
Not known	95	10.6%	-
Total	896	100%	100%

These figures show that:

- 11.5% of respondents “Declined to comment”. This is higher figure than the 9.03% of people in Orkney who declined to comment in the 2011 Census. However, people may have felt legally obliged to answer the Census question.
- 34.71% of staff indicated that they had no religion, compared to 39.17% of the population of Orkney in the 2011 Census who indicated that they had no religion.
- Of the religions, the Church of Scotland has the largest number of staff followers at 28.01%. The comparative figure for Orkney is 40.37%.
- These figures show that the NHS Orkney workforce is slightly more religiously diverse than the general population of Orkney.
- The figures indicate that NHS Orkney recruitment and retention policies are free from discrimination on the grounds of religion or faith or a lack of religion or faith.

(i) The religion or faith of staff promoted in 2018/19

The figures are shown below in Table Seven below:

Table Seven: The religion or faith of staff promoted in 2018/19

Religion	Numbers promoted	Numbers employed	Numbers promoted as a % of those employed
Buddhist	2	8	25%
Christian - Church of Scotland	9	251	3.59%
Christian - Roman Catholic	-	20	-
Hindu	-	3	-
Jewish	-	1	-
Muslim	1	4	25%
Other Christian	5	92	5.43%
Sikh	-	-	-
Other	-	8	-
No religion	14	311	4.5%
Declined to comment	-	103	-
Not known	-	95	-
Total	31	896	

- While it is hard to draw firm conclusions from such small numbers, the general indication is that NHS Orkney promotion processes are free from discrimination on the grounds of religion or faith or a lack of religion or faith.

(ii) The religion/faith of staff applying for training and receiving training

This information is not currently recorded. However, once the eESS training and management system is fully operational we will be able to collect this information.

9. Sexual orientation

The sexual orientation of the NHS Orkney workforce is shown in Table Eight below:

Table Eight: The sexual orientation of the NHS Orkney workforce

Staff in post at 31/3/2019		New starts 2018/19		Leavers 2018/19	
Bisexual	6	Bisexual	2	Bisexual	1
Declined	79	Declined	9	Declined	5
Don't Know	199	Don't Know	7	Don't Know	17
Gay	5	Gay	2	Gay	2
Heterosexual	601	Heterosexual	131	Heterosexual	63
Lesbian	2	Lesbian	1	Lesbian	0
Other	4	Other	2	Other	0
Total	896	Total	154	Total	88

From the above, it can be seen that NHS Orkney recruitment and retention processes are free from discrimination on the grounds of sexual orientation.

(i) The sexual orientation of staff promoted during 2018/19

The figures are shown below in Table Nine below:

Table Nine: The sexual orientation of staff promoted during 2018/19

Sexual orientation	Nos. promoted	Total Nos. in post	Nos. promoted as % of total in post
Bisexual	-	6	-
Declined	-	79	-
Don't Know	-	199	-
Gay	-	5	-
Heterosexual	30	601	4.99%
Lesbian	-	2	-
Other	1	4	25%
Total	31	896	

The largest group had the largest number of promotions. However, due to the small numbers involved, no other conclusions can be made.

(ii) The Sexual orientation of applicants, short listed candidates and people offered posts by NHS Orkney during 2018/19

The figures are shown in Table Ten below:

Table Ten: The sexual orientation of applicants, short listed candidates and people offered posts by NHS Orkney in 2018/19

Sexual orientation	Applications	% of total		Shortlisted	% of total		Offered Posts	% of total
Bisexual	-			-			-	-
Declined	7	3.1%		7	3.13%		3	2.26%
Gay	1	0.44%		1	0.45%		1	0.75%
Heterosexual	213	93.4%		209	93.3%		125	93.98%
Lesbian	2	0.87%		2	0.89%		1	0.75%
Other	5	2.19%		5	2.23%		3	2.26%
Total	228	100%		224	100%		133	100%

The figure show that the short listing of candidates and those offered posts are roughly pro rata to the number of applications received. This indicates that recruitment processes are free from discrimination on the grounds of sexual orientation.

There is no 2011 Census information on sexual orientation for us to use as a comparator. A pre-Census pilot questionnaire issued in 2006 by the General Registrar for Scotland, received a very low response rate for questions on sexual orientation. Accordingly, the General Registrar decided not to include sexual orientation questions in the 2011 Census questionnaire.

(iii) The sexual orientation of staff applying for training and receiving training

This information is not currently recorded. However, once the eESS training and management system is fully operational we will be able to collect this information.

10. Gender reassignment

The National Scottish Workforce Standard System (SWISS) does not give staff the option of indicating that they are transsexual or are contemplating gender reassignment. Staff who are transsexual are included in the sexual orientation “Other” category, accordingly, no specific data is available.

11. Age

Below in Table Eleven is an age profile of the NHS Orkney workforce, as at 31st March 2019. The Mid-Year 2015 population estimate from the General Registrar for Scotland is shown as a comparator.

Table Eleven: Age profile of the NHS Orkney workforce in 2018/19

Age Group	Numbers in post as at 31/3/2019	NHS Orkney %	Population of Orkney %
1 - 19 years	16	1.79%	21.65%
20 – 24 years	50	5.58%	5.31%
25 – 29 years	100	11.16%	4.91%
30 - 44 years	295	32.92%	18.13%
45 – 59 years	340	37.95%	22.72%
60+	95	10.6%	27.28%
Total	896	100%	100%

The figures show:

- NHS Orkney has a relatively small percentage of staff aged 19 years and under. This is due to a number of factors such as age restrictions for people under the age of 18 working in clinical areas and Health and Safety compliance requirements.
- Compared to the Census figures, NHS Orkney has a much higher percentage of staff in the 30-44 and 45-59 age ranges. This perhaps reflects the fact that many staff such as doctors, nurses and Allied Health Professionals train for a number of years to qualify then build up their knowledge and experience. Staff then wish to apply this knowledge for as long as possible. Hence the concentration of staff in these two age ranges.

(i) Promotions shown by age

The figures are shown in Table Twelve below:

Table Twelve: The age of staff promoted during 2018/19

Age Group	No. of Staff promoted shown by age	Number in post as at 31/3/2019	Promotions as a % of total staff in age band
1 - 19 years	-	16	-
20 – 24 years	2	50	4%
25 – 29 years	6	100	6%
30 - 44 years	13	295	4.4%
45 – 59 years	8	340	2.35%
60+	2	95	2.1%
Total	31	896	

There are significant variations in the percentage of staff being promoted in each age category, most notably in the 20-24 age band. This in large part can be explained by staff in this age band being more active in building and developing their careers and are therefore more proactive in seeking promotion opportunities. As staff advance in seniority, the number of promoted posts for which they can choose to apply, are fewer in number,

hence the decline in the number of staff promoted in the 45+ age bands.

12. Pregnancy and maternity

During 2018/19, 20 applications for maternity leave were made by staff. Of the 20. All 20 chose the “return to work” option. To date, 11 staff returned to work while 9 were still on maternity leave at the time the Report was compiled. One person was also on a career break.

Year	No. of applications	Staff choosing “Return to work” option	No. who actually returned to work	Pending
2018/19	20	20	11	9

The high cost of living and accommodation on Orkney could be an influencing factor in the number of female staff returning to work. Other factors could be the opportunities offered by NHS Orkney for flexible or part-time working.

13. Marriage and civil partnership

Information on the marital status of NHS Orkney staff is shown in Table Thirteen below. Information from the 2011 Census for Orkney is shown as a comparator.

Table Thirteen: The marital status of NHS Orkney Staff 2018/19

Marital Status	Numbers	NHS Orkney %	2011 Census %
Not known	-	-	-
Civil Partnership	6	0.67%	0.05%
Divorced/separated	37	4.13%	16.07%
Married	528	58.92%	46.59%
Single	321	35.83%	23.79%
Widowed	4	0.45%	13.49%
Total	896	100%	100%

- Divorce/separation rates are much lower for NHS Orkney staff than for the Orkney population generally.
- Pro rata, more NHS Orkney staff are married than in the Orkney population generally.
- There is a big difference in the number of NHS Orkney staff widowed compared to the Census figures. This is explained by the fact that most NHS Orkney staff retire at or around 65. It is above this age band that mortality usually increases

significantly.

- The figures indicate that there is no discrimination by NHS Orkney on the grounds of marital status in our recruitment or retention processes.

(i) The marital status of staff promoted during 2018/19

Information on the marital status of promoted is not currently collected.

14. Staff performance and assessment

Knowledge and Skills Framework (KSF)

KSF has been implemented for all NHS Orkney staff, excluding the Executive Cohort and Senior Managers and medical and dental staff, for whom separate arrangements apply. There is an ongoing cycle of review, planning, development and evaluation which links organisational and individual development needs; this is a commitment to the development of everyone who works in the NHS. KSF outlines are developed for all posts which detail the knowledge and skills required for the post covering six mandatory core dimensions of:

- Communication
- Personal and People Development
- Health, Safety and Security
- Service Improvement
- Quality
- Equality and Diversity
-

In addition, there will be specific dimensions which reflect the key activities of each post. There are two “gateways”. The Foundation Gateway within one year, 6 months for Band 5 posts, of appointment to the bands will check that the employee can meet the basic demands of their post. The Second Gateway will confirm that the employee is applying their knowledge and skills to consistently meet the full demands of their post. As yet, the gateways are not active across Scotland.

15. Equal Pay Statement

In compliance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, NHS Orkney produced an Equal Pay Monitoring Report in April 2019. This contains an Equal Pay Statement and is available on the NHS Orkney website at: ohb.scot.nhs.uk.

16. Publicising the report

The Workforce Monitoring Report 2018/19 will first go to the NHS Orkney Clinical Care Governance Committee. Thereafter, it will be widely circulated electronically within NHS Orkney and posted on the NHS Orkney website so it will be accessible to partner agencies and the wider community of Orkney.

Comments on the Workforce Monitoring Report will be warmly welcomed. All comments received will be carefully considered. Comments in any language or format can be made:

By email to: ork-hb.feedback@nhs.net

By post to:

Feedback Service,
NHS Orkney,
Garden House,
New Scapa Road,
Kirkwall
Orkney
KW15 1BH

By voicemail to: 01856 888000

17. Compilation of the Report: acknowledgements

A very special mention is due to Lewis Berston, HR Logistics Officer and Danna Wilson HR Officer who put in many hours of work collecting information and helping in the compilation.

Nigel Firth,
Equality and Diversity Manager
NHS Grampian and NHS Orkney
26th July 2019