

Baseline Data Summary of organisational workforce metrics

for participating Change Teams

November 2021

NHS England and NHS Improvement



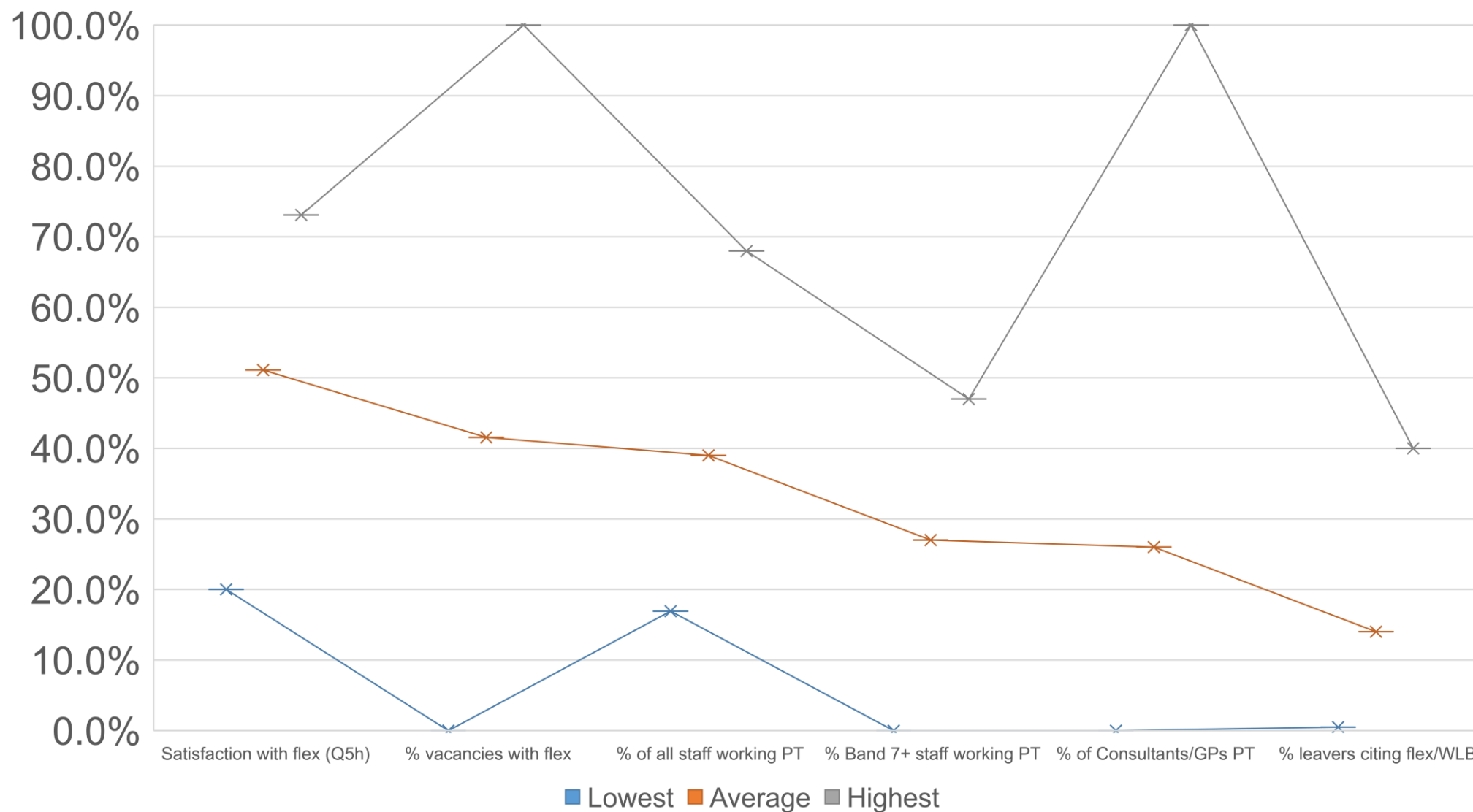
Baseline data for overall cohort of organisations

	Lowest	Average	Highest	Responses
% staff satisfaction with flex (Q5h in staff survey)	20%	51.1%	73.1%	75
% of vacancies advertised as open to flex	0%	41.6%	100%	55
% of all staff working PT	16.9%	39%	68%	76
& of Band 7+ staff working PT	0%	27%	47%	77
% of Consultants/GPs working PT	0%	26%	100%	63
% of leavers citing flexibility or Work Life Balance as reasons for leaving	0.5%	14%	40%	69
% of total headcount who work flexibly	0%	40%	100%	23
% of band 7 and above who work flexibly	0%	27.1%	100%	23
% of consultants (or GPs) who work flexibly	0%	20%	100%	16
% of formal W requests converted to FW patterns	0.1%	84%	100%	22



We work flexibly

Graph to show range and average for data points with at least 50 respondents



Data by organisation type: Acute Trusts

ACUTE TRUSTS	Sample size: 26		
	Lowest	Average	Highest
% staff satisfaction with flex (Q5h in staff survey)	47%	56.00%	62.0%
% of vacancies advertised as open to flex	0%	48%	100%
% of formal W requests converted to FW patterns	86%	92%	97%
% of all staff working PT	21%	37%	61.74%
& of Band 7+ staff working PT	3%	27%	46.90%
% of Consultants/GPs working PT	10%	24.76%	76%
% of total headcount who work flexibly	0.18%	19.00%	43%
% of band 7 and above who work flexibly	0.34%	16.42%	36.41%
% of consultants (or GPs) who work flexibly	0%	6%	11.83%
% of leavers citing flex/Work Life Balance as reasons for leaving	0%	12.59%	40%



We work flexibly

Data by organisation type: Acute & Community Trusts



ACUTE & COMMUNITY TRUSTS	Sample size: 23		
	Lowest	Average	Highest
% staff satisfaction with flex (Q5h in staff survey)	51.50%	55.80%	61.00%
% of vacancies advertised as open to flex	0.40%	37.00%	100.00%
% of formal W requests converted to FW patterns	83.00%	92.37%	100.00%
% of all staff working PT	29.06%	43.00%	51.00%
& of Band 7+ staff working PT	4.00%	29.00%	41.00%
% of Consultants/GPs working PT	8.60%	25.00%	58.45%
% of total headcount who work flexibly	0.93%	34.00%	70.90%
% of band 7 and above who work flexibly	0.70%	23.00%	41.30%
% of consultants (or GPs) who work flexibly	0.00%	16.00%	31.00%
% of leavers citing flex/Work Life Balance as reasons for leaving	6.00%	13.00%	21.57%

Data by organisation type: MH, LD & Community Trusts



We work
flexibly

MH, LD & COMMUNITY TRUSTS	Sample size: 17		
	Lowest	Average	Highest
% staff satisfaction with flex (Q5h in staff survey)	62.30%	66.98%	73.10%
% of vacancies advertised as open to flex	0.50%	40.00%	100.00%
% of all staff working PT	16.92%	33.40%	44.57%
& of Band 7+ staff working PT	5.00%	28.39%	42.00%
% of Consultants/GPs working PT	0.00%	26.00%	58.00%
% of leavers citing flex/Work Life Balance as reasons for leaving	4.00%	13.00%	21.00%

Data by organisation type: Ambulance Trusts



We work flexibly

AMBULANCE TRUSTS	SAMPLE: 3
	Average
% staff satisfaction with flex (Q5h in staff survey)	35.00%
% of vacancies advertised as open to flex	39.00%
% of all staff working PT	38.00%
& of Band 7+ staff working PT	6.00%
% of total headcount who work flexibly	49.00%
% of band 7 and above who work flexibly	29.20%
% of leavers citing flex/Work Life Balance as reasons for leaving	9.00%

NB: Due to the small sample size, only averages are provided. Where data was not submitted, indicators are not shown above.

Data by organisation type: CCG, Community, Other



We work flexibly

ORGANISATION TYPE (SAMPLE SIZE)	CCG (3)	Community (4)	Other org type (5)
	Average	Average	Average
% staff satisfaction with flex (Q5h in staff survey)	n/a	67.00%	61.00%
% of vacancies advertised as open to flex	n/a	67.00%	n/a
% of all staff working PT	34%	49.00%	40.00%
& of Band 7+ staff working PT	n/a	38.07%	23.00%
% of Consultants/GPs working PT	n/a	n/a	18.00%
% of leavers citing flex/Work Life Balance as reasons for leaving	n/a	14.80%	4.52%

NB: Due to the small sample sizes for these organisation types, only averages are provided, not the range of data submitted. Where n/a is used this indicates no data was submitted in relation to this indicator by these organisations.

Data by geographical region

REGION AVERAGE (sample size)	East of England (11)	London (8)	Midlands (19)	North East & Yorkshire (9)	North West (10)	South East (20)	South West (4)
% Satisfaction with opportunities for flexible working	60%	59%	60%	52%	58%	59%	54%
% of vacancies advertised as open to flexible working in last 12 months	45%	50%	44%	35%	55%	45%	25%
% of total headcount that works part-time	38%	30%	41%	41%	39%	36%	47%
% of total headcount band 7 and above who work part-time	31%	26%	23%	29%	28%	26%	34%
% of Consultants (or GPs) that work part-time	25%	37%	19%	33%	20%	28%	27%
% of total headcount who work flexibly				36%			
% of total headcount in band 7 and above who work flexibly				35%			
% of leavers who cite 'work-life balance' or 'flexibility' as reason for leaving	10%	17%	11%	12%	15%	12%	13%

NB: where a figure is not provided this is due to insufficient data being provided for this indicator

