

# Integrated Performance Report - Metrics

January 2025



Improving Services  
& Delivering  
Outcomes  
(Our Performance)

(System Resources Committee)

Our People

(People Committee)

Quality  
(Safety, Experience  
and Effectiveness)

(Quality Committee)

Finance and Use of  
Resources

(System Resources Committee)

## Summary



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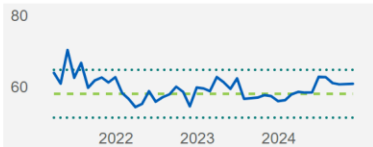





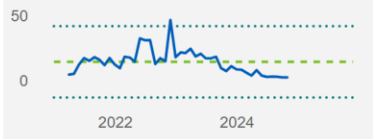

Finance and Use of  
Resources

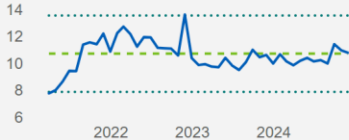

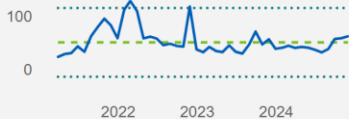

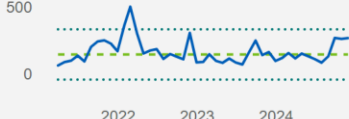

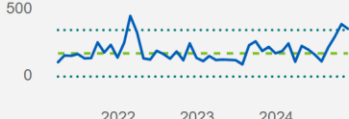





(System Resources Committee)

## Performance Metrics













## Urgent &amp; Emergency Care - Attendances

Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking			Reporting Period	Dashboard Link
							better than	worse than	Quartile Q1 = High Q4 = Low		
	A&E 4 Hour Target - % seen, treated and discharged/admitted within 4 hours of arrival to A&E (Type 1)	High	95.0%	60.91 Gloucester ICS		December 2024	60.91 Gloucester ICS	52.49 Other South West ICS	55.02 All ICS	December 2024	
	A&E 4 Hour Target - % seen, treated and discharged/admitted within 4 hours of arrival to A&E (Type 3)	High	95.0%	99.26 GHFT		December 2024	99.26 GHFT	0.00 Other South West ICS	96.05 All ICS	December 2024	
	A&E 4 Hour Target - % seen, treated and discharged/admitted within 4 hours of arrival to A&E (System)	High	95.0%	74.63 GHFT		December 2024	74.63 GHFT	0.00 Other South West ICS	70.46 All ICS	December 2024	
	ED Assessment - % patients assessed within 15 minutes of arrival at A&E	High		47.44 Gloucester ICS		December 2024	Benchmarking to follow				
S103a	12 Hour ED Waits - Proportion of patients spending more than 12 hours in an emergency department	Low	8.0%	33.62 GHFT		December 2024	Benchmarking to follow				
	Mental Health Patients who spent >12 Hours in ED	Low	Reporting under development								
	111 Call Abandonment	Low	3%	2.6% ICB		November 2024	Benchmarking to follow				









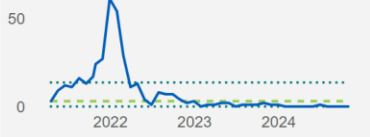

Urgent & Emergency Care - Ambulance											
<div><div>NHS</div><div>Gloucestershire</div></div>											
Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking			Reporting Period	Dashboard Link
							better than	worse than	Quartile Q1 = High Q4 = Low		
S020a	Average Ambulance Response Times (Category 1)	Low	7 minutes	00:10:46 Gloucester ICS		December 2024	00:10:46 Gloucester ICS	00:09:57 Other South West ICS	00:08:40 England	December 2024	
S020b	Average Ambulance Response Times (Category 2)	Low	18 minutes	01:02:04 Gloucester ICS		December 2024	01:02:04 Gloucester ICS	01:00:32 Other South West ICS	00:47:26 England	December 2024	
S020c	Average Ambulance Response Times (Category 3)	Low	120 minutes	04:28:41 Gloucester ICS		December 2024	04:28:41 Gloucester ICS	04:00:16 Other South West ICS	03:02:00 England	December 2024	
S020d	Average Ambulance Response Times (Category 4)	Low	180 minutes	05:44:45 Gloucester ICS		December 2024	05:44:45 Gloucester ICS	03:58:37 SWASFT	03:21:37 England	December 2024	
	Ambulance Conveyance Rates (% incidents conveyed)	Low		36.67 Gloucester ICS		December 2024	36.67 Gloucester ICS	47.48 Other South West ICS	52.52 England	December 2024	
S019a	Ambulance Handovers - Total resource hours lost	Low		2825 GHFT		December 2024	Benchmarking to follow				

## Urgent &amp; Emergency Care - Occupancy &amp; System Discharges

Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking		Reporting Period	Dashboard Link
							better than	worse than		
	No Criteria to Reside (GHFT)	Low		153.0 GHFT		November 2024	Benchmarking to follow			
	Patients with 21+ Day Length of Stay (Avg)	Low		146.40 GHFT		January 2025	Benchmarking to follow			
	Number of virtual ward beds occupied	Low		170.00 Value		November 2024	Benchmarking to follow			
S103a	% of virtual ward beds occupied	Low		93.9% Value - %		December 2024	Benchmarking to follow			
	Overnight General & Acute Beds Available and Occupied	Low		91.0% GHFT		November 2024	Benchmarking to follow			

Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking	Reporting Period	Dashboard Link
							<div>better than</div> <div>worse than</div>	<div>Quartile</div> <div>Q1 = High</div> <div>Q4 = Low</div>	
S007a	ERF (% weighted cost activity vs 19/20 baseline Excl. A&G)	High	104.0%	114.47 Gloucester ICS		October 2024		Benchmarking to follow	
S007a	ERF (% weighted cost activity vs 19/20 baseline Incl. A&G)	High	104.0%	117.58 Gloucester ICS		October 2024		Benchmarking to follow	
	Outpatient follow up ratio	Low		0.62 GHFT		November 2024		Benchmarking to follow	
	Virtual Outpatient Appointments - % of outpatient activity which is virtual/telephone	High	25.0	21.44 GHFT		November 2024		Benchmarking to follow	
E.M.34	PIFU - % of all outpatient appointments moved or discharged to PIFU	High		12.10 GHFT		November 2024		Benchmarking to follow	
S016a	A&G - Number of patients recieving Advice and Guidance	High		2884 GHFT		November 2024		Benchmarking to follow	
S016a	GHFT Theatre Utilisation (%)	High	85%	84 GHFT		December 2024		Benchmarking to follow	

## Planned Care &amp; Elective Recovery - RTT







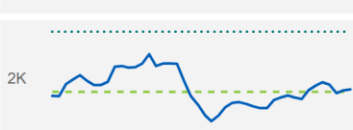



Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking		Reporting Period	Dashboard Link
							better than	worse than		
	RTT (18 week) - % waiting list waiting under 18 weeks	High	92.0%	67.56 Gloucester ICS		November 2024	Benchmarking to follow			
S009a	RTT (52 week waits) - Number of patients on RTT list >52 weeks	Low	0	1609 GHFT		November 2024	Benchmarking to follow			
	RTT (65 week waits) - Number of patients on RTT list >65 weeks	Low	0	34 Gloucester ICS		November 2024	Benchmarking to follow			
S009b	RTT (78 week waits) - Number of patients on RTT list >78 weeks	Low	0	1 GHFT		November 2024	Benchmarking to follow			
S009c	RTT (104 week waits) - Number of patients on RTT list >104 weeks	Low	0	0 Gloucester ICS		November 2024	Benchmarking to follow			

Cancer









NHS

Gloucestershire

Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking				Reporting Period	Dashboard Link
							better than	worse than	Quartile Q1 = High Q4 = Low			
	2 Week Wait - % patients seen or STT within 2 weeks of referral	High	93.0%	84.78 Gloucester ICS		November 2024	Note: national benchmarking for 2ww ceased with the updates to cancer targets from October 2023				November 2024	
S012a	28 day Faster Diagnosis - % patients receiving diagnosis or all clear within 28 days of referral	High	75.0%	73.28 GHFT		November 2024	73.28 GHFT	78.62 Other South West ICS	77.36 All ICS		November 2024	
S010a	31 day Treatment - activity	High		330 GHFT		November 2024	Benchmarking to follow					
	31 day Treatment - % patients receiving treatment within 31 days of DTT	High	96.0%	94.42 Gloucester ICS		November 2024	94.42 Gloucester ICS	92.89 Other South West ICS	90.97 All ICS		November 2024	
S011a	62 day Treatment - patient waiting list number beyond 62 days	Low		178.00 GHFT		November 2024	Benchmarking to follow					
	62 day Treatment - % patients receiving treatment within 62 days of referral	High	85.0%	67.24 GHFT		November 2024	67.24 GHFT	72.29 Other South West ICS	69.44 All ICS		November 2024	
	Non specific symptom referrals	High	104	39.00 GHFT		November 2024	Benchmarking to follow					

Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking		Reporting Period	Dashboard Link
							better than	worse than		
S013	Activity - % activity vs 19/20 baseline	High		142.44 Gloucester ICS		November 2024			Benchmarking to follow	
	Waiting Times - % patients waiting more than 6 weeks for diagnostic test	Low	1.0%	13.45 Gloucester ICS		November 2024			Benchmarking to follow	
S013a	Diagnostic Activity Levels - imaging	High		8472 Gloucester ICS		November 2024			Benchmarking to follow	
S013b	Diagnostic Activity Levels - physiological measurement	High		1621 Gloucester ICS		November 2024			Benchmarking to follow	
S013c	Diagnostic Activity Levels - endoscopy	High		1591 Gloucester ICS		November 2024			Benchmarking to follow	

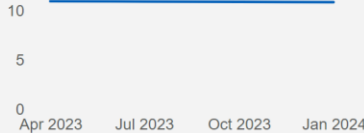







Mental Health - Adults										NHS Gloucestershire	
Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking		Reporting Period	Dashboard Link	
							<div>better than</div> <div>worse than</div>	Quartile Q1 = High Q4 = Low			
S081a	IAPT Access - Number of patients accessing IAPT in year	High	Reporting being refreshed to reflect change in focus for IAPT reporting (to completed cases, reliable recovery and reliable improvement)								
S082a	IAPT Recovery - % patients entering recovery following IAPT	High	50.0	51.60 Value		November 2024	Benchmarking to follow				
E.H.13	SMI Physical Health Checks - % SMI register receiving/declining full health check	High	60.0	57.0 Value		September 2024	Benchmarking to follow				
S086a	Out of Area Placement Bed Days - inappropriate OAP bed days for adults that are either 'internal' or 'external' to the sending provider	Low	67	15 Value		November 2024	Benchmarking to follow				
	Access to Core Community Mental Health Services - rate per 1,000 of patients accessing service	High		4,141 Value		August 2024	Benchmarking to follow				

Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking		Reporting Period	Dashboard Link
							better than	worse than		
E.H.10	CYP Eating Disorder (Urgent) - % patients receiving treatment within 1 week of referral	High	95%	89% Gloucester ICS		December 2024			Benchmarking to follow	
E.H.11	CYP Eating Disorder (Routine) - % patients receiving treatment within 4 weeks of referral	High	95%	90.9% Gloucester ICS		December 2024			Benchmarking to follow	
S084a	CYP Mental Health Access - Number of CYP accessing services	High		8,845 Value		October 2024			Benchmarking to follow	
	CYP Mental Health Waiting Times - % CYP receiving first contact within 4 weeks	High	80%	82.0% Gloucester ICS		December 2024			Benchmarking to follow	

Mental Health - Adults

NHS











Gloucestershire

Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	<div><div>Latest Benchmarking</div><div><div>better than</div><div>worse than</div></div><div>Quartile Q1 = High Q4 = Low</div></div>	Reporting Period	Dashboard Link
S029a	Learning Disability Inpatient rate per million ONS Resident Population (care commissioned by ICSs)	Low	1.00	10.81 Gloucester ICS		January 2024	<div>Benchmarking to follow</div>		
S029b	Learning Disability Inpatient rate per million ONS Resident Population (care commissioned by NHSE)	Low	15.00	23.43 Gloucester ICS		January 2024	<div>Benchmarking to follow</div>		
S029c	CYP - Learning Disability inpatient rate per million ONS Resident Population (care commissioned by NHSE for children & young people)	Low		7.49 GHFT		January 2024	<div>Benchmarking to follow</div>		
S030a	Learning Disability Registers & Annual Health Checks Delivered by GPs - % LD register over 14 recieving an annual health check	Low		0.19 Gloucester ICS Value		November 2024	<div>Benchmarking to follow</div>		







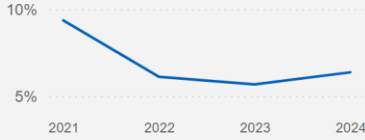

Maternity

NHS Gloucestershire

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							<div>better than</div>	<div>worse than</div>	<div>Quartile Q1 = High Q4 = Low</div>	
E.H.15	Perinatal Access - Number of pregnant women accessing perinatal mental health service	High		76.00 Gloucester ICS		November 2024	Benchmarking to follow			
S021a	Continuity of Care Pathway - % of women on CoC pathway	High	51	0.08 GHFT		November 2024	Benchmarking to follow			
	Smoking in Pregnancy - % SATOD	Low	8	4.87 GHFT		November 2024	Benchmarking to follow			
S022a	Stillbirth rate	Low	2	9.13 GHFT		November 2024	Benchmarking to follow			
S032a	Neonatal mortality rate	Low	1	0.00 GHFT		November 2024	Benchmarking to follow			
	Brain Injury Rate	Low	3	0.00 GHFT		November 2024	Benchmarking to follow			

Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking		Reporting Period	Dashboard Link
	GP Appointments (Attended)	High		147966 Gloucester ICS		November 2024	<div>better than</div> <div>worse than</div>	Quartile Q1 = High Q4 = Low	Benchmarking to follow	
	GP Appointments (% booked within 14 days)	High		75.88 Gloucester ICS		November 2024	<div>better than</div> <div>worse than</div>		Benchmarking to follow	
	Number of completed referrals to the CPCS from NHS 111	High		939 Gloucester ICS		January 2024	<div>better than</div> <div>worse than</div>		Benchmarking to follow	
	Number of completed referrals to the CPCS from Primary Care	High		9157 Gloucester ICS		January 2024	<div>better than</div> <div>worse than</div>		Benchmarking to follow	
	Dental activity delivered as a % of plan	High		95.84 Gloucester ICS		July 2023	<div>better than</div> <div>worse than</div>		Benchmarking to follow	

Note: Appointments booked within 2 weeks is currently including all appointments rather than the 8 categories expected to be completed within 2 weeks – performance excluding all other appointments is 79.8%

Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking			Reporting Period	Dashboard Link
							better than	worse than	Quartile Q1 = High Q4 = Low		
	Referral Completion - % referrals completed within 28 days of referral	High	80.0%	61.90% Gloucester ICS		September 2024	61.90% Gloucester ICS		72.35 England	September 2024	
	Place of Assessment - % assessments in hospital	Low		0.00% Gloucester ICS		September 2024	0.00% Gloucester ICS		0.57 England	September 2024	
	Long waits - number of cases waiting > 12 weeks	Low		2 Gloucester ICS		September 2024	2 Gloucester ICS		502.00 England	September 2024	
	Conversion Rate - % referrals converted to CHC	Low		6.12% Gloucester ICS		September 2024	6.12% Gloucester ICS		14.99 England	September 2024	

Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	<div>Latest Benchmarking</div> <div> <div>better than</div> <div>worse than</div> </div> <div> <div>Quartile</div> <div>Q1 = High</div> <div>Q4 = Low</div> </div> <div>Reporting Period</div>	Dashboard Link
S107a	2 Hour Community UCR Contacts - % cases recieving a response within 2 hours	High		73.0% Gloucester ICS		December 2024	Benchmarking to follow	
	Dementia Diagnosis Rate (DDR)	High	66.7%	65.4% Gloucester ICS		November 2024	Benchmarking to follow	
	% 65+ with RESPECT Plan in Place	Low		6.0% ICB		December 2024	Benchmarking to follow	
	% people dying in their preferred place	Low		68.00 GHFT		December 2024	Benchmarking to follow	

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## Workforce Metrics



# Gloucestershire ICS Workforce Key Performance Indicators

## Leavers Rate (%)

12.3!

Last value (diff): 12.2 (+0.10)  
November 2024

## Leavers Rate (%)

[with <1ys LOS]

19.1✓

Last value (diff): 19.3 (-0.12)  
November 2024

## Sickness Rate (%)

4.7✓

Last value (diff): 5.2 (-0.46)  
November 2024

## Net Change (%)

[Leaving/Joining]

2.2✓

Last value (diff): 2.5 (-0.29)  
November 2024

## Vacancy Rate (%)

8.5✓

Last value (diff): 8.8 (-0.34)  
November 2024

## Bank Usage (FTE)

921.2✓

Last value (diff): 951.4 (-30.17)  
November 2024

## Agency Usage (FTE)

126.5✓

Last value (diff): 141.4 (-14.91)  
November 2024

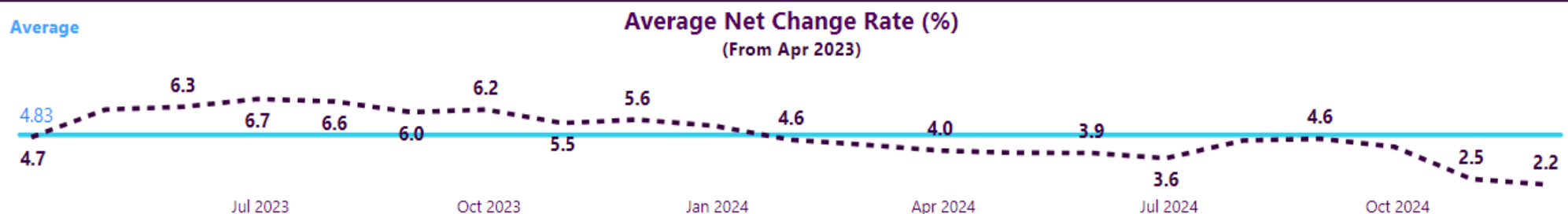
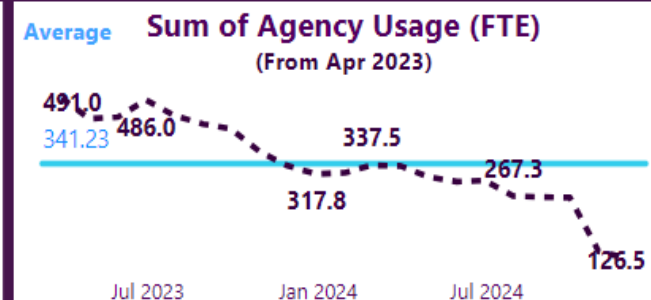
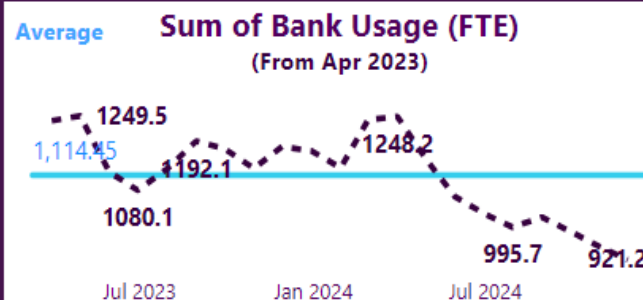
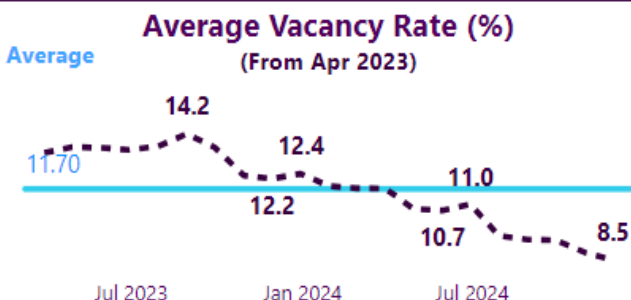
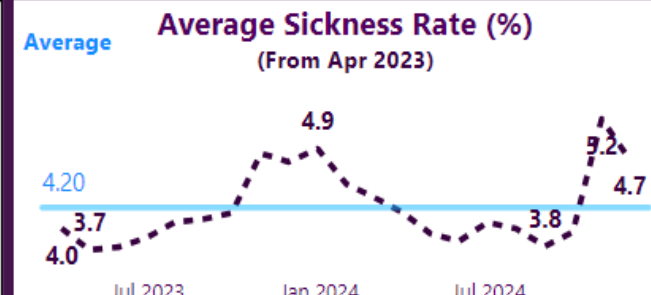
## ICS PROVIDERS

### Filters

- ☒ Select all
- ☒ NHS Providers
- ☒ Social Care

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# GHC Workforce Key Performance Indicators

## Leavers Rate (%)

11.1!

Last value (diff): 10.9 (+0.15)  
November 2024

## Leavers Rate (%)

[with <1ys LOS]

20.6✓

Last value (diff): 20.9 (-0.35)  
November 2024

## Sickness Rate (%)

5.1✓

Last value (diff): 5.8 (-0.66)  
November 2024

## Net Change (%)

[Leaving/Joining]

3.4!

Last value (diff): 2.9 (+0.51)  
November 2024

## Vacancy Rate (%)

9.6✓

Last value (diff): 10.2 (-0.53)  
November 2024

## Bank Usage (FTE)

345.8✓

Last value (diff): 365.5 (-19.66)  
November 2024

## Agency Usage (FTE)

44.2✓

Last value (diff): 50.7 (-6.48)  
November 2024

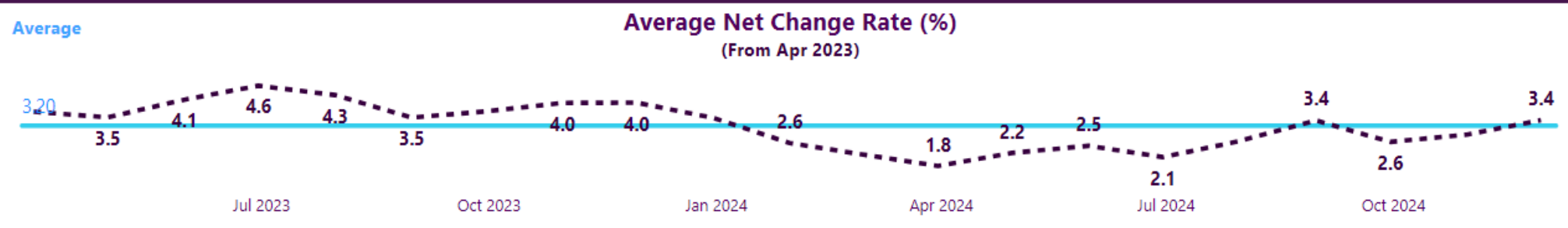
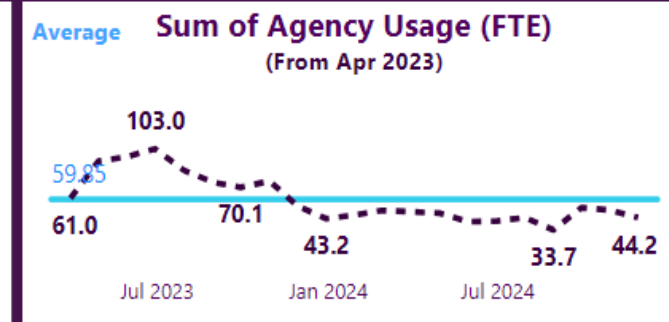
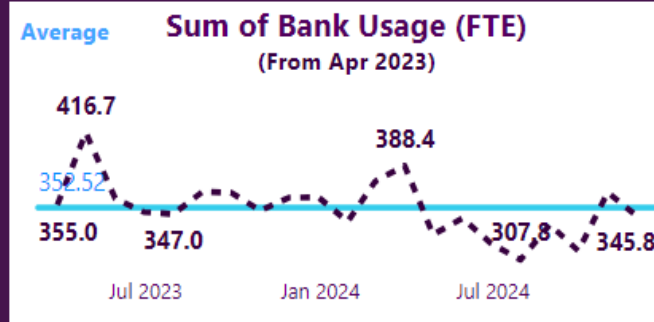
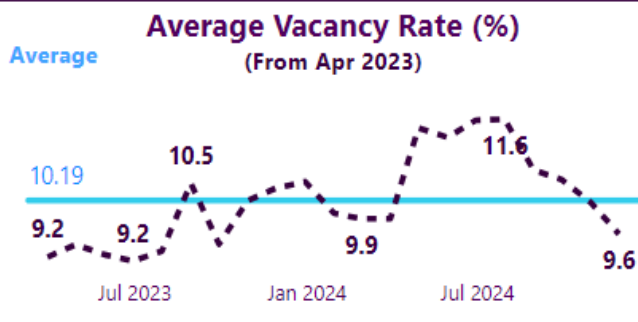
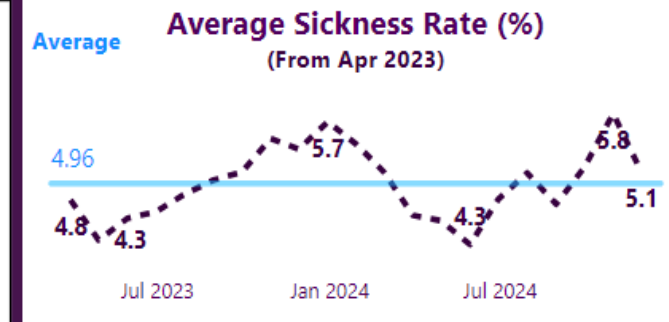
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# GHFT Workforce Key Performance Indicators

## Leavers Rate (%)

13.6!

Last value (diff): 13.6 (+0.05)  
November 2024

## Leavers Rate (%)

[with <1ys LOS]

17.7!

Last value (diff): 17.6 (+0.11)  
November 2024

## Sickness Rate (%)

4.4✓

Last value (diff): 4.6 (-0.26)  
November 2024

## Net Change (%)

[Leaving/Joining]

1.1✓

Last value (diff): 2.1 (-1.09)  
November 2024

## Vacancy Rate (%)

7.4✓

Last value (diff): 7.5 (-0.14)  
November 2024

## Bank Usage (FTE)

575.3✓

Last value (diff): 585.9 (-10.51)  
November 2024

## Agency Usage (FTE)

82.3✓

Last value (diff): 90.7 (-8.43)  
November 2024

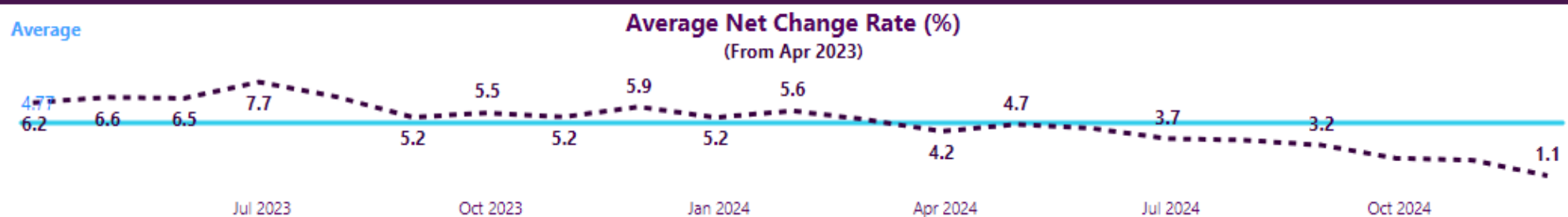
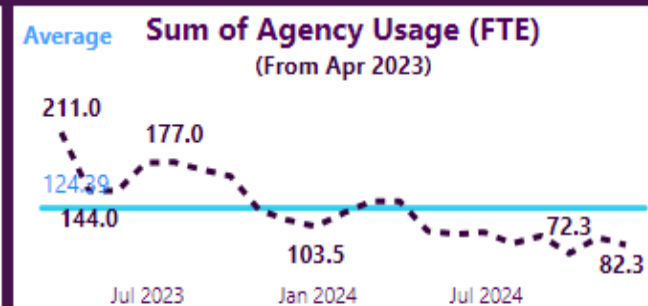
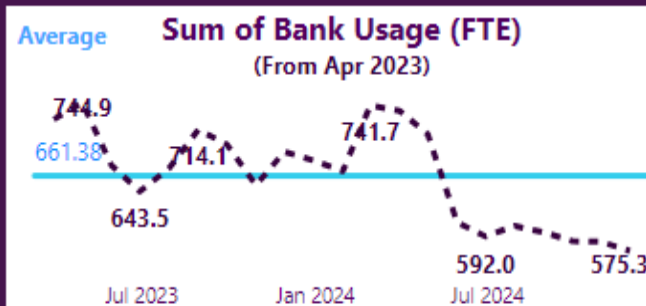
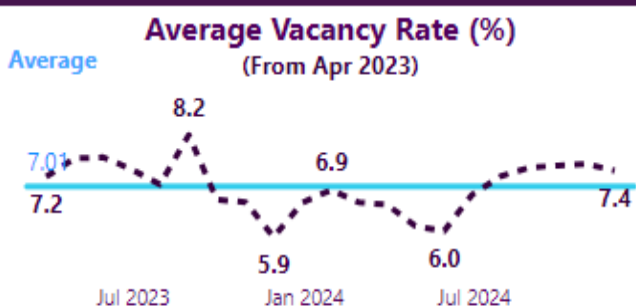
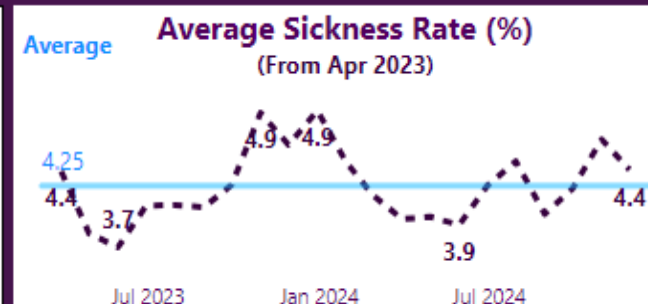
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- ☒ NHS Providers

## Disclaimer

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- The temporary staffing data is based on monthly usage



# Social Care Workforce Key Performance Indicators

## Leavers Rate (%)

10.1✓

Last value (diff): 10.1 (+0.00)  
September 2024

## Leavers Rate (%)

[with <1ys LOS]

21.7✓

Last value (diff): 21.7 (+0.00)  
September 2024

## Sickness Rate (%)

3.2✓

Last value (diff): 3.2 (+0.00)  
September 2024

## Net Change (%)

[Leaving/Joining]

6.0✓

Last value (diff): 6.0 (+0.00)  
September 2024

## Vacancy Rate (%)

9.8✓

Last value (diff): 9.8 (+0.00)  
September 2024

## Bank Usage (FTE)

83.9✓

Last value (diff): 83.9 (+0.00)  
September 2024

## Agency Usage (FTE)

139.0✓

Last value (diff): 139.0 (+0.00)  
September 2024

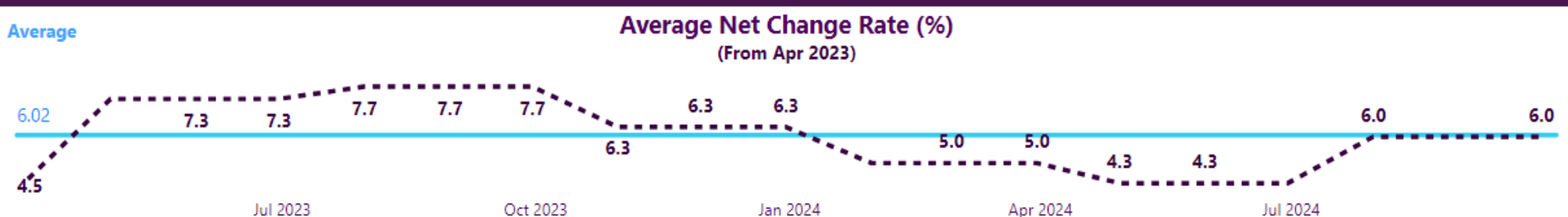
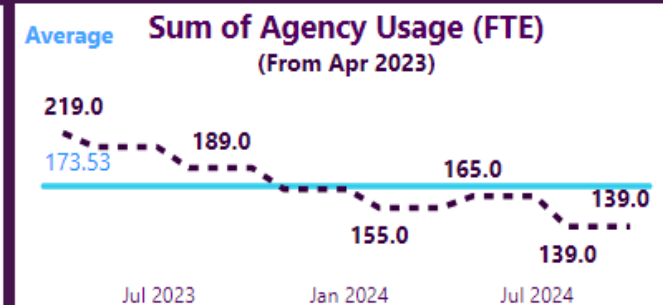
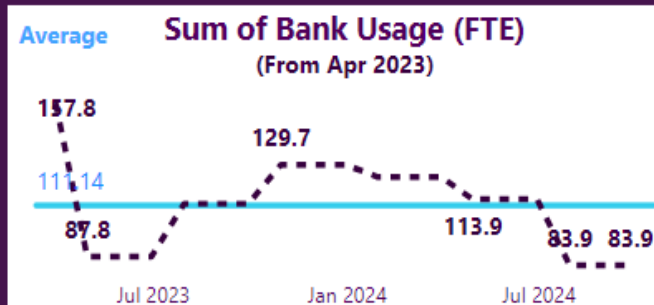
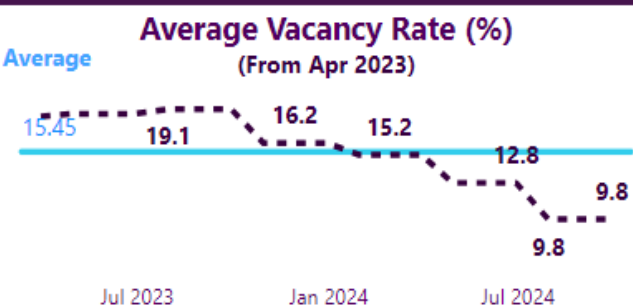
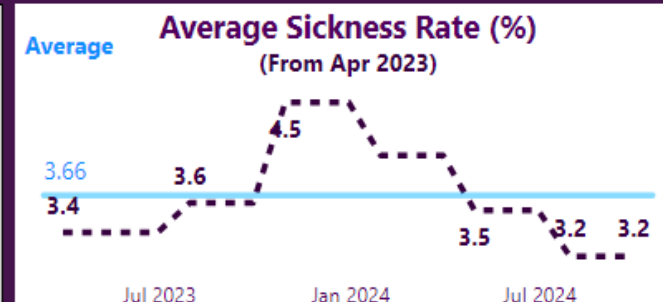
## ICS PROVIDERS

### Filters

- ☒ Select all
- ☒ Social Care

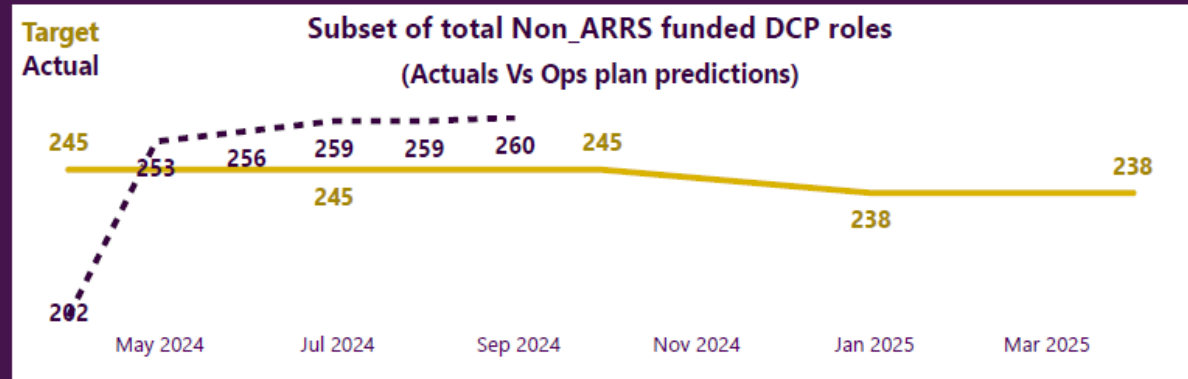
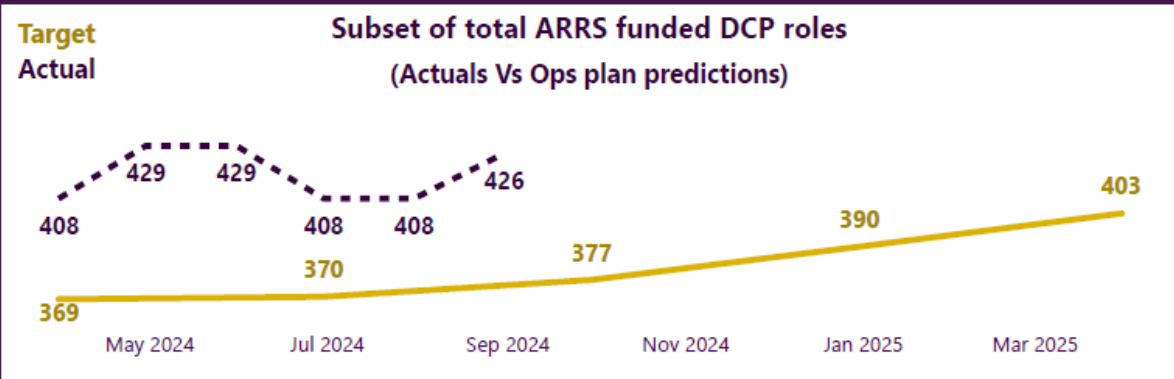
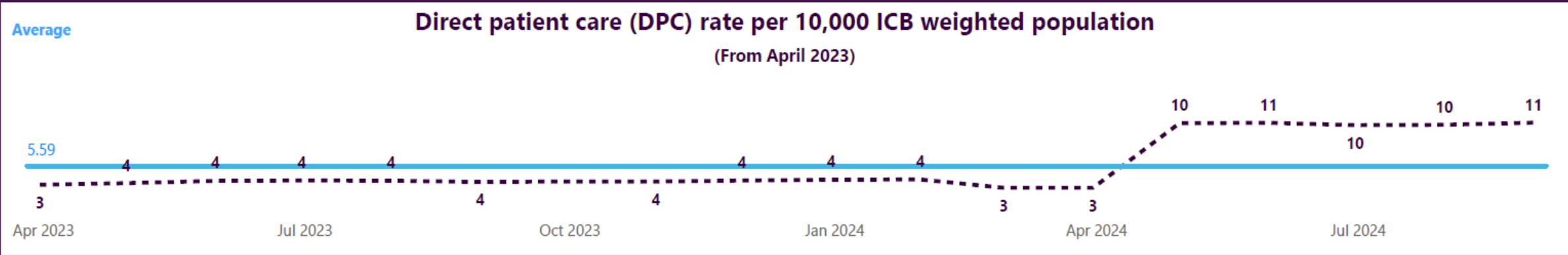
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# Primary Care Workforce

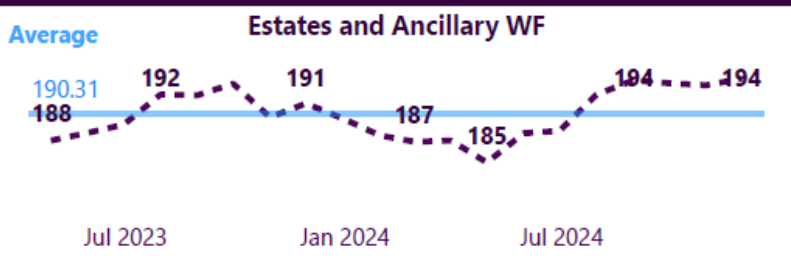
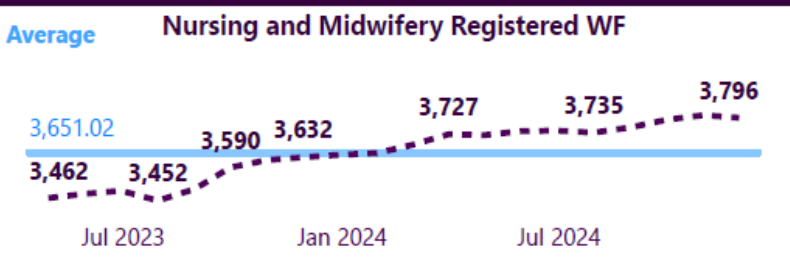
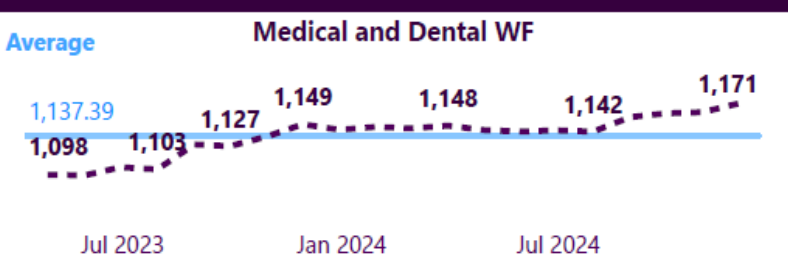
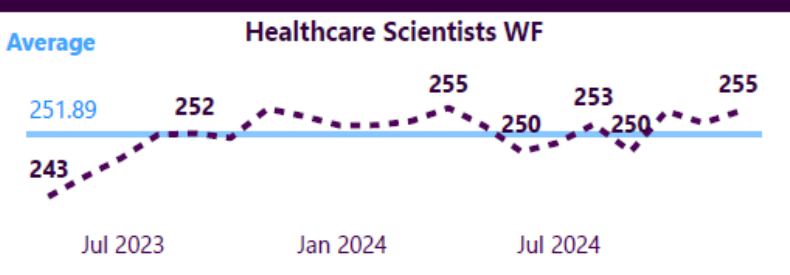
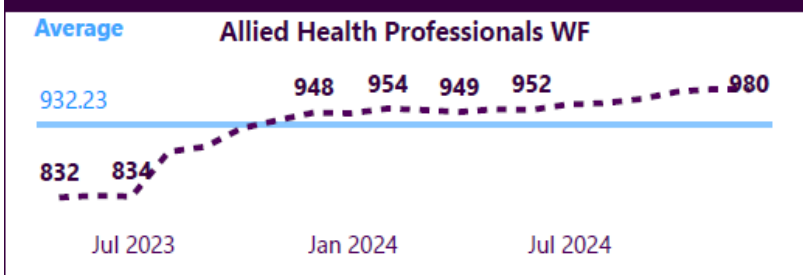
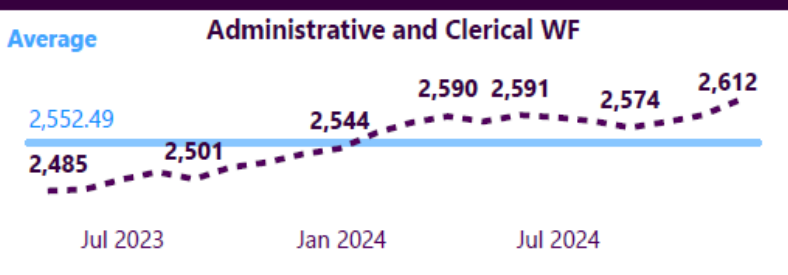
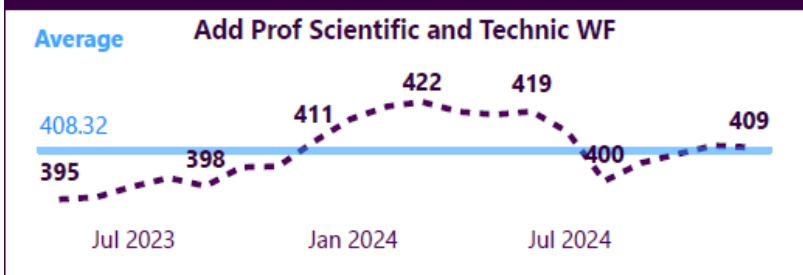
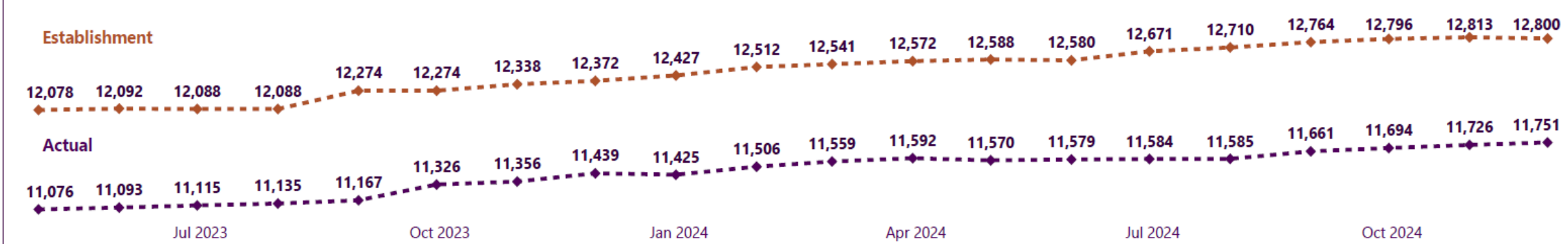
Our People (Workforce)



# NHS Workforce (from April 2023)

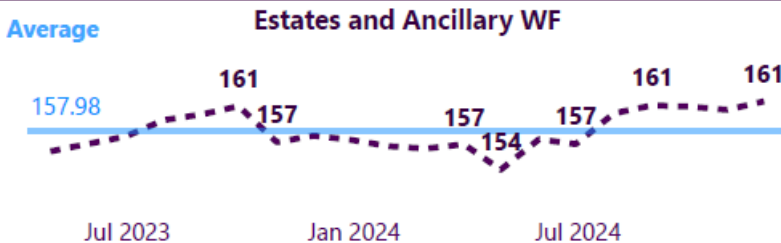
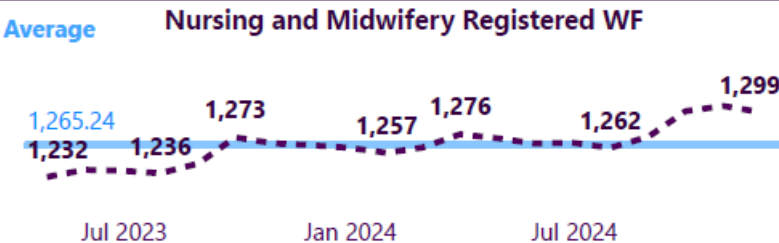
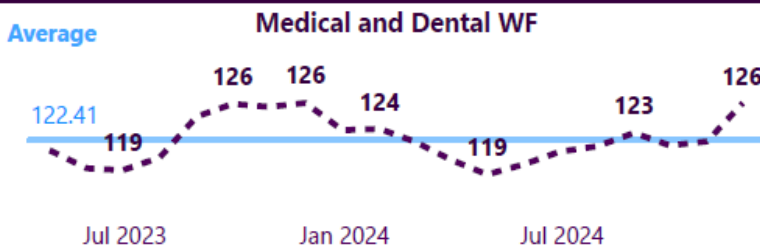
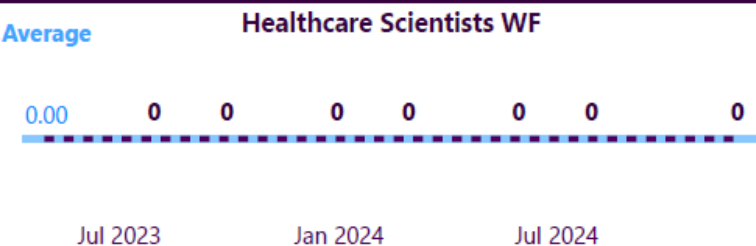
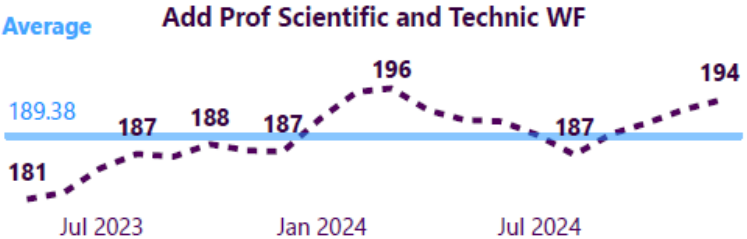
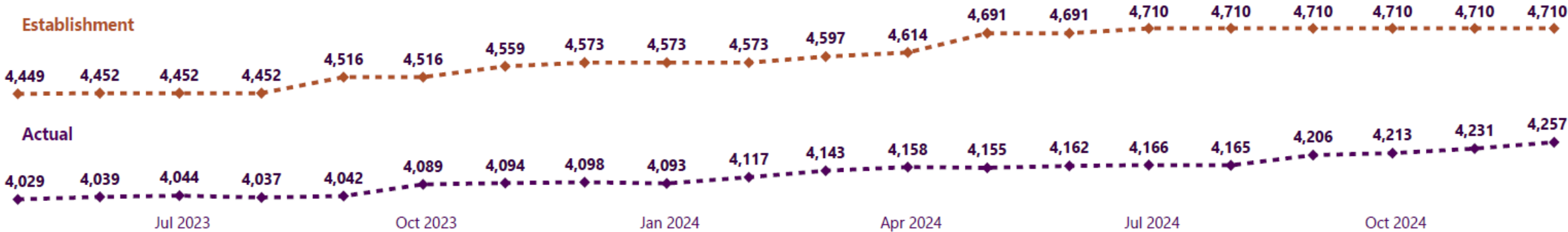
Our People (Workforce)

Establishment Vs Actual Workforce



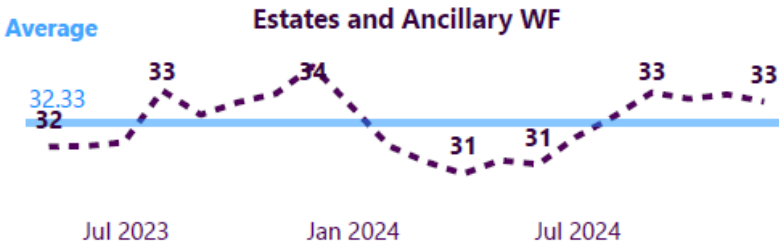
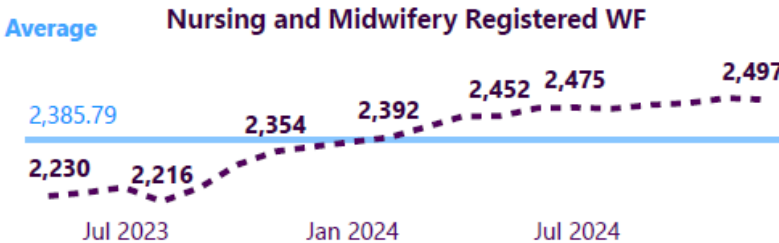
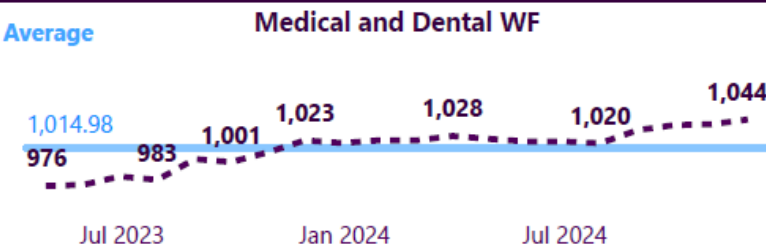
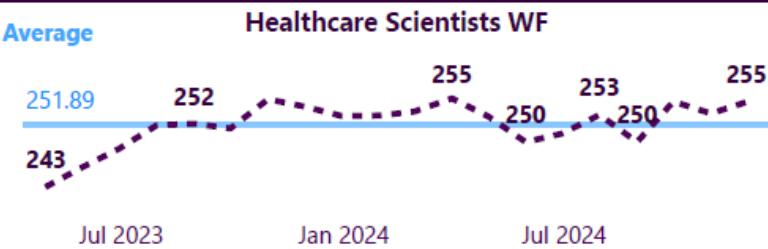
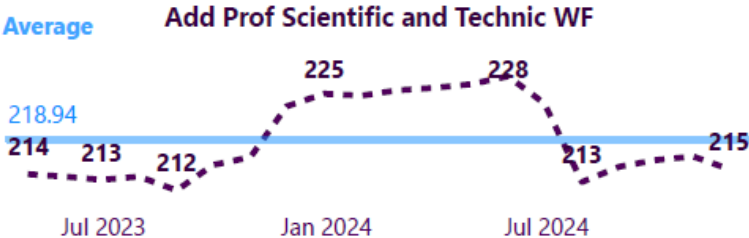
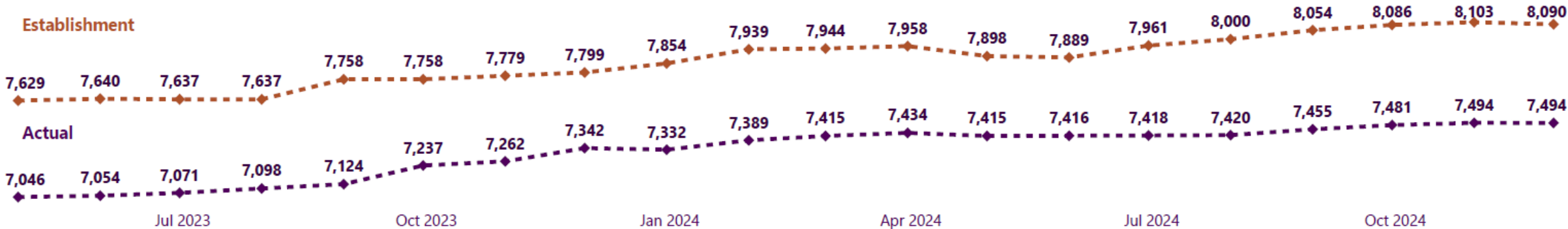
# GHC Workforce (from April 2023)

Establishment Vs Actual Workforce



# GHFT Workforce (from April 2023)

Establishment Vs Actual Workforce



Leavers Rate (%)

12.3!

Prediction (diff): 11.3 (+1.06)  
November 2024

Sickness Rate (%)

4.7✓

Prediction (diff): 4.9 (-0.15)  
November 2024

Vacancy (%)

8.5!

Prediction (diff): 7.2 (+1.31)  
November 2024

Substantive WF (FTE)

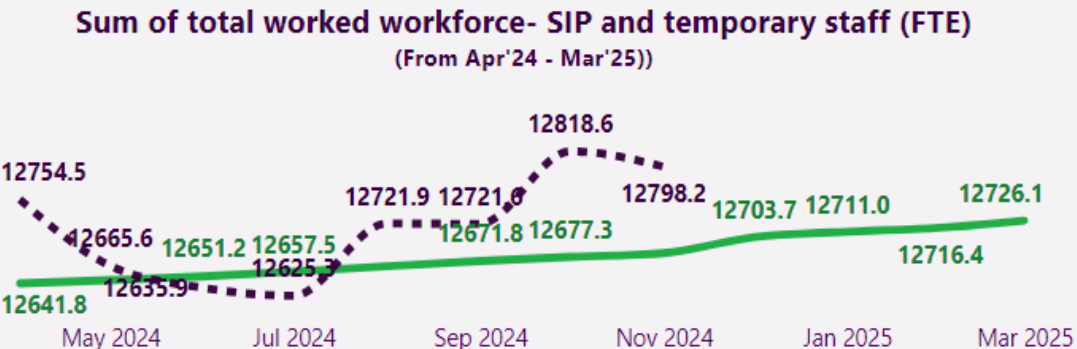
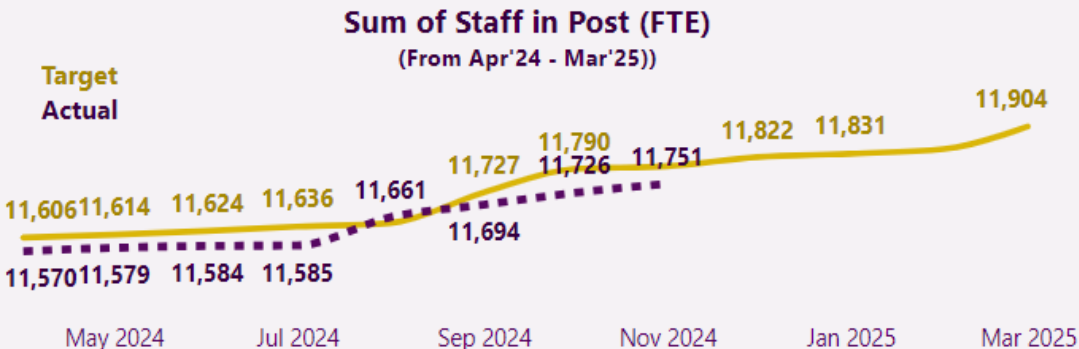
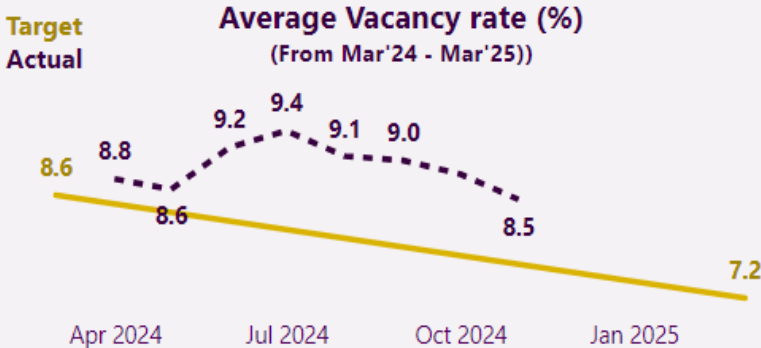
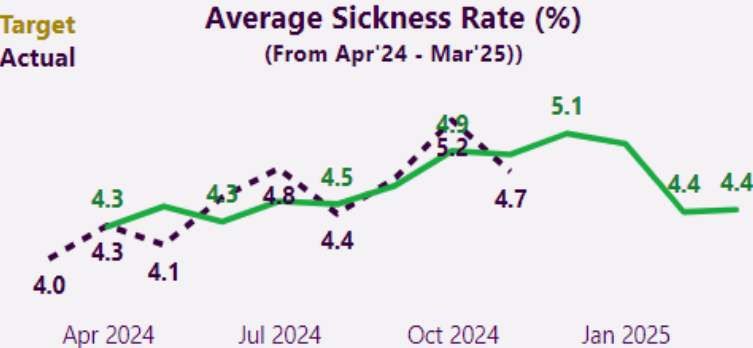
11.8K✓

Prediction (diff): 11.8K (-46.68)  
November 2024

Total worked WF (FTE)

12.8K!

Prediction (diff): 12.7K (+115.93)  
November 2024



# GHC Performance Validation (Actuals Vs Ops Plan Predictions)

## Leavers Rate (%)

11.1✓

Prediction (diff): 11.4 (-0.29)  
November 2024

## Sickness Rate (%)

5.1✓

Prediction (diff): 5.4 (-0.30)  
November 2024

## Vacancy (%)

9.6!

Prediction (diff): 9.6 (+0.05)  
November 2024

## Substantive WF (FTE)

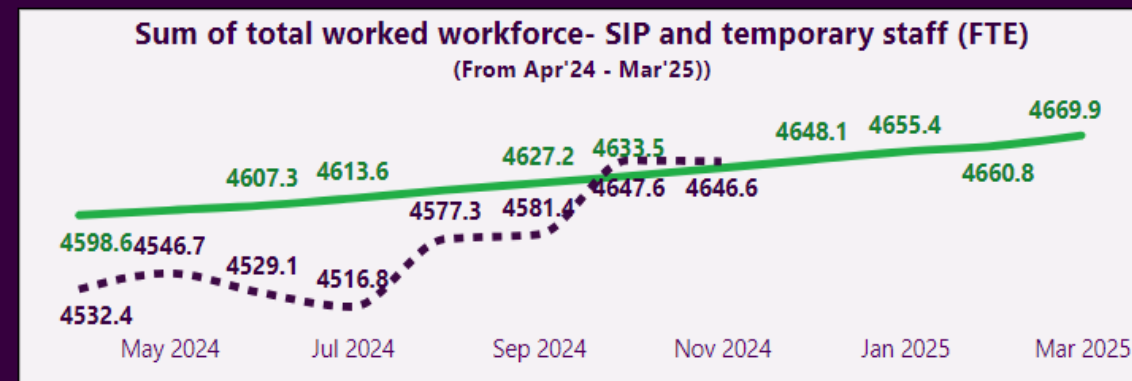
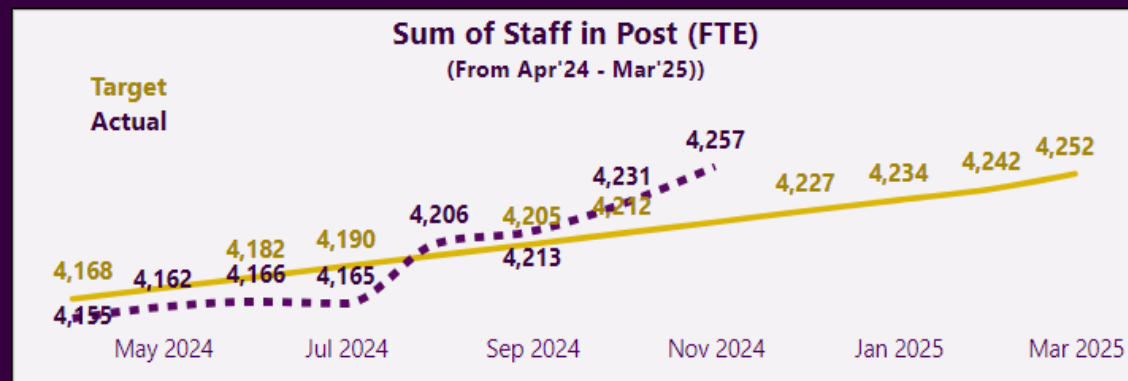
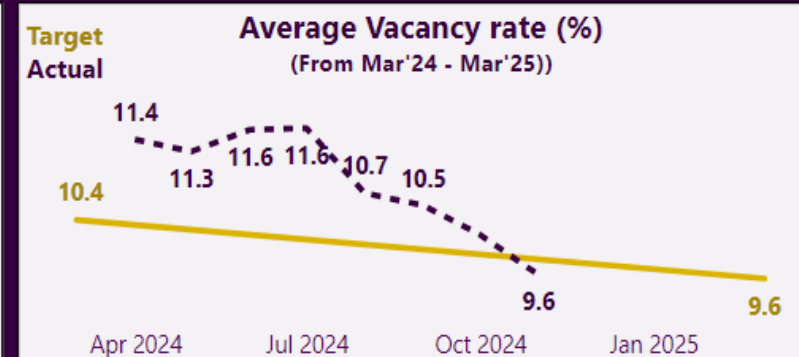
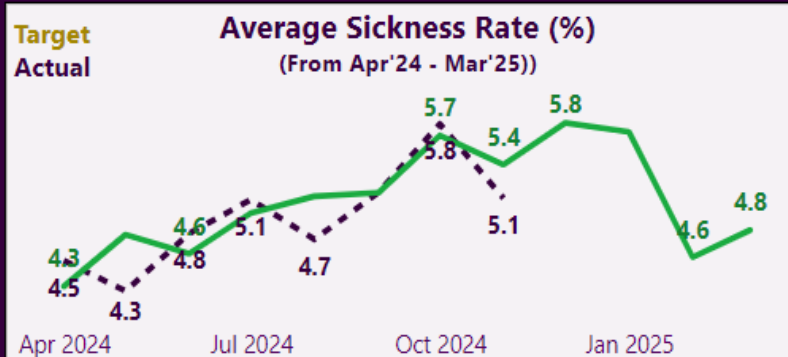
4.3K!

Prediction (diff): 4.2K (+37.31)  
November 2024

## Total worked WF (FTE)

4.6K!

Prediction (diff): 4.6K (+5.81)  
November 2024



# GHFT Performance Validation (Actuals Vs Ops Plan Predictions)

## Leavers Rate (%)

**13.6!**

Prediction (diff): 11.2 (+2.40)  
November 2024

## Sickness Rate (%)

**4.4✓**

Prediction (diff): 4.4 (-0.01)  
November 2024

## Vacancy (%)

**7.4!**

Prediction (diff): 4.8 (+2.57)  
November 2024

## Substantive WF (FTE)

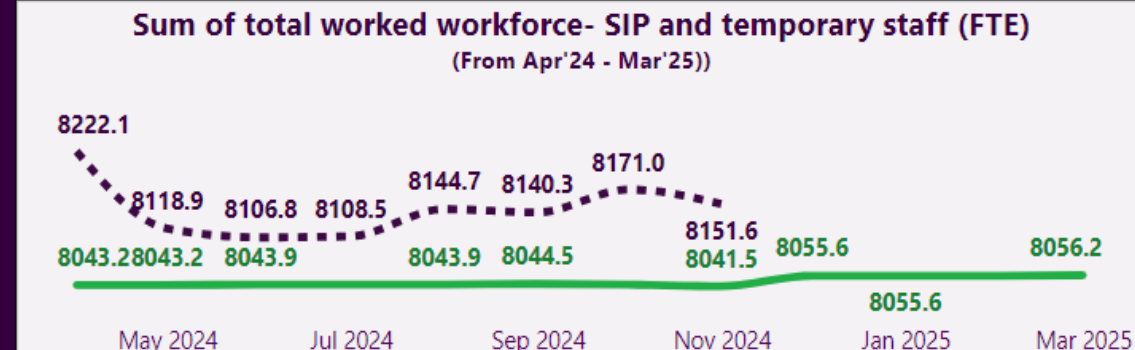
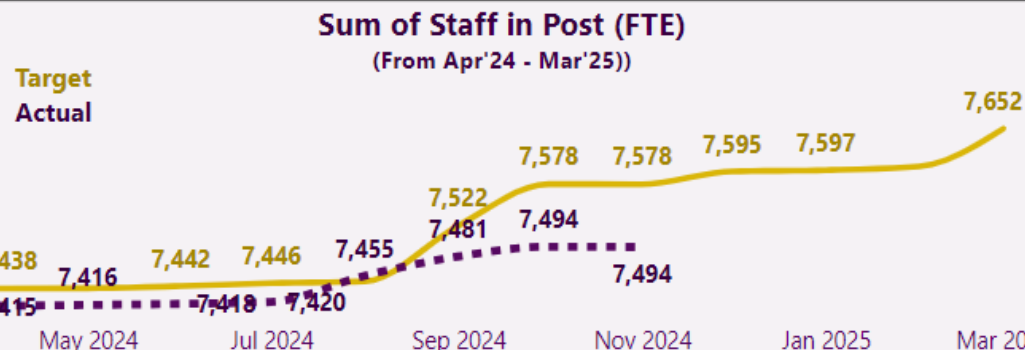
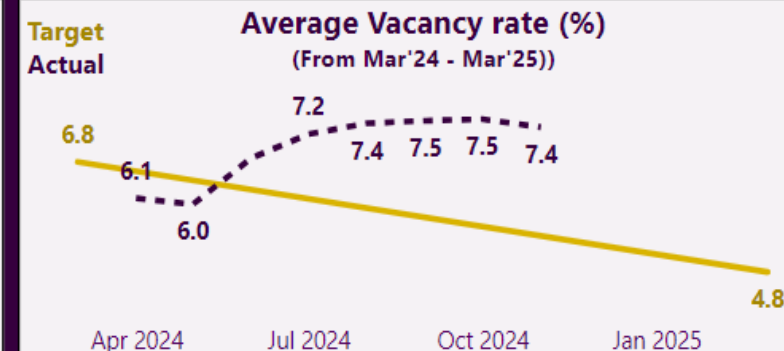
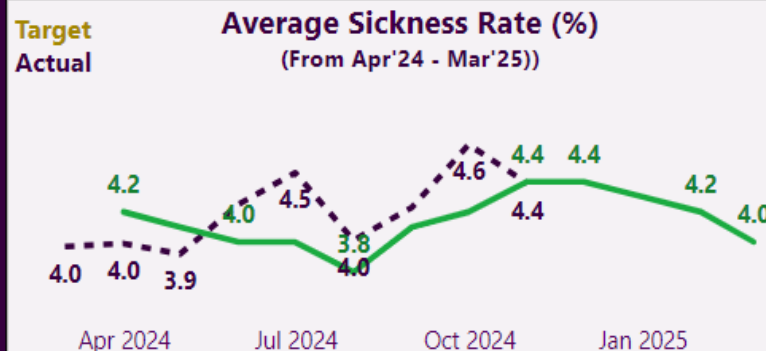
**7.5K✓**

Prediction (diff): 7.6K (-83.99)  
November 2024

## Total worked WF (FTE)

**8.2K!**

Prediction (diff): 8.0K (+110.12)  
November 2024



# Data definitions for the Key Performance Indicators

<b>NHS Leaver Rate (S067a)</b>	
Definition:	The % of staff who have left the NHS during a 12-month period
Purpose:	To monitor staff leaving the NHS to support retention and recruitment programmes.
Data source:	The Electronic Staff Record (ESR)
Inclusive criteria:	Assignment status as 'Acting Up, Active Assignment, Internal Secondment'
Calculation methodology:	(FTE of all staff leaving the NHS during the 12 month period/FTE of all staff in post at the beginning of the 12 month period) *100
<b>Leavers rate with short LOS</b>	
Definition:	Proportion of all staff leaving the NHS that leave within one year (12 month rolling)
Purpose:	To monitor staff sustainability
Data source:	The Electronic Staff Record (ESR)
Required data:	Sum of leavers over the last 12 months data period in FTE
	Sum of leavers over the last 12 months data period in FTE but who have served for less than an year in that assignment
<b>Sickness absence rate (S068a)</b>	
Definition:	% of working hours lost due to sickness absence in a any one month
Purpose:	To monitor the health and wellbeing of NHS staff to support retention and well-being programmes
Data source:	The Electronic Staff Record (ESR)
Inclusive criteria:	Assignment category as 'Acting Up, Active Assignment, Internal Secondment'
Exclusive criteria:	Assignment category as bank, honorary, widow/widower
Calculation methodology:	(FTE Number of Days Sick (including non-working days)/FTE Number of Days available) *100
<b>Joiners and Leavers profile</b>	
Definition:	Proportion of all staff net change (leaving/joining) the NHS each year (12 month total)
Purpose:	To monitor the joiners and leavers net change to help maintain a steady workforce.
Data source:	The Electronic Staff Record (ESR)
Required data:	Sum of staff in post at beginning of the data period in FTE
	Sum of leavers over 12 months data period in FTE
	Sum of starters over 12 months data period in FTE
<b>Vacancy rate</b>	
Definition:	SIP vs Establishment - all staff
Purpose:	To monitor the gap between the planned establishment and the actual staff in post.
Data source:	The Electronic Staff Record (ESR)
Required data:	Sum of establishment - ALL staff in FTE
	Sum of staff in post contracted - ALL staff in FTE
<b>Temporary staffing usage</b>	
Definition:	Sum of temporary staff (both agency and bank) usage in FTE
Purpose:	To monitor the use of temporary staffing to provide required health service
Data source:	??
Required data:	Sum of agency staff used with in the data period in FTE
	Sum of bank staff used with in the data period in FTE

# Data definitions for the EDI indicators

<b>Proportion of staff in leadership role (S071a)</b>	
Definition:	Proportion of staff in senior leadership roles (AfC bands 8c and above, including executive board members) who are from a BME background, Women and with disability groups
Purpose:	To monitor our compliance with Public Sector Equality Duty (PSED), NHS Long Term Plan, NHS People Plan- moral and ethical responsibility to our workforce.
Data source:	Output of annual WRES and WDES collection , ESR
Inclusive criteria:	All AFC staff from Band 8C and above, VSM staff i.e., Board Level Director, Chief Executive, Clinical Director, Clinical Director - Medical, Director of Nursing , Finance Director, Medical Director and Other Executive Director
Calculation methodology:	(Number of staff from BME background / Total number of staff who are 8C and above +VSM) * 100
	(Number of staff who are women / Total number of staff who are 8C and above +VSM) * 100
	(Number of staff with disability/ Total number of staff who are 8C and above +VSM) * 100
<b>Proportion of staff recruited from different background (S---)</b>	
Definition:	WRES – Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants
	WDES – Relative likelihood of Disabled applicants being appointed from shortlisting compared to non-disabled applicants
Purpose:	To monitor the fair recruitment across the healthcare setting
Data source:	Output of annual WRES and WDES collection , ESR
Calculation methodology:	BME (Total number of BME candidates appointed/ Total number of BME candidates shortlisted)
	White (Total number of White candidates appointed/ Total number of White candidates shortlisted)
	With disability (Total number of candidates with disability appointed/ Total number of candidates with disability shortlisted)
	Without disability (Total number of candidates without disability appointed/ Total number of candidates without disability shortlisted)