

Age @ LTHT - Staff

April 2016 - March 2017*



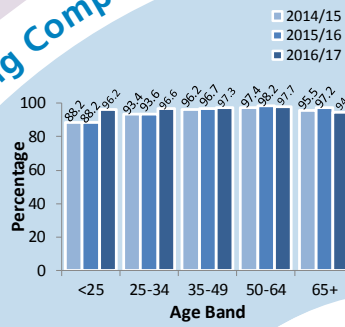
The Leeds Teaching Hospitals
NHS Trust

Leeds Teaching Hospitals are proud to be one of the most diverse employers in Leeds, employing staff across all protected groups.

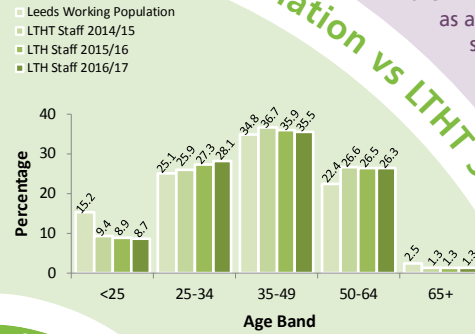
Women are well represented at Board level and in senior positions and BAME staff make up a larger proportion of the workforce than would be expected from our local population. We will continue to foster a supportive, equitable environment where staff are recognised and rewarded for their knowledge and skills. This fact sheet sets out some of the actions we plan to take to ensure all our staff are treated fairly.

*Previous PSED data is for the period October to September/as at 1st September. Future PSED factsheets will be for the financial year April to March/as at 1st April in keeping with standard business practice.

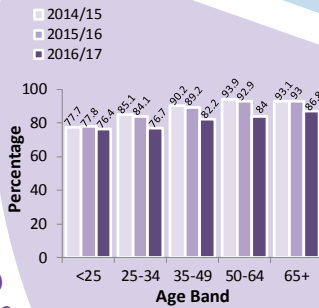
Training Completed



Leeds Population vs LTHT Staff



Appraisals Completed

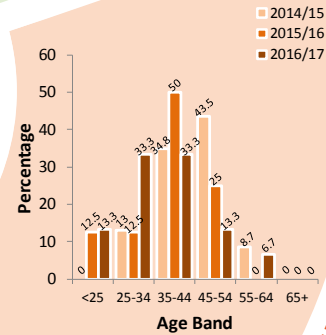


Quality of Appraisals*

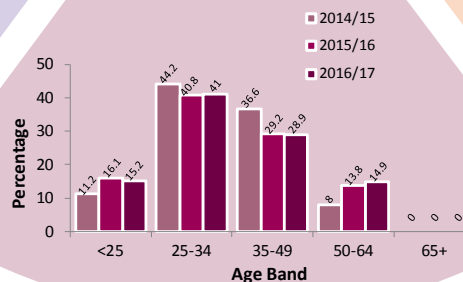
	16-30	31-40	41-50	51+
2015	3.25	3.06	2.97	2.81
2016	3.26	3.18	3.14	3.03

Overall reduction in % is due to realignment of medical staff appraisals

All data is taken from LTHT ESR apart from ‡ which is taken from the LTHT Staff Survey



% of Grievances



% of Promotions

Key Findings

- LTHT employs a larger proportion of staff over the age of 50 than are in the Leeds working population, however the under 20 age group is under represented with under 100 employees in this group. Many of our posts are graduate posts and we therefore expect many new employees to join in their early 20s.
- Training completion rates have increased across all age groups with the exception of staff in the 15-19 age band.
- Staff positively rate the quality of their appraisal, however satisfaction with the quality reduces amongst older staff.
- Staff in age band 25-34 are more likely to be promoted than any other age band.
- Staff in age bands 25-34 and 35-44 are more likely to raise a grievance than any other age band.

Key Actions

- Programme of schools engagement, work experience and internships in place for 2017 to highlight and provide opportunities in healthcare to young people.
- In 2017 the Trust is significantly increasing the number of apprenticeships on offer.
- A series of briefing sessions have been rolled out and will continue to engage staff with the appraisal process and highlight the importance of preparing for and receiving appraisals. In addition, further training for appraisers will be provided to ensure all staff receive a quality appraisal.
- This trend regarding promotions reflects the clinical career pathways, with staff joining the Trust straight from education and being promoted early in their careers.
- Hold a series of events in 2017 to celebrate and promote the Leeds Way, to demonstrate the value LTHT places in our staff.