# NHS Golden Jubilee

### **Meeting: NHS Golden Jubilee Board**

### **Meeting date: 28 August 2025**

### **Title: Workforce Monitoring Report**

### **Responsible Executive/Non-Executive: Laura Smith, Executive Director of People and Culture**

### **Report Author: Karola Jehodek, Project Support Officer**

###  **David Wilson, Expansion Workforce Data Lead**

## 1 Purpose

### This is presented to NHS Golden Jubilee Board for:

### Approval

### This report relates to a:

### Government policy/directive

* Legal requirement
* Local policy

### This aligns to the following NHSScotland quality ambition(s):

* Person Centred

## 2 Report summary

## 2.1 Situation

This paper is being brought to the attention of The Board to note its contents and to allow members of the Group to provide feedback to the authors, to allow them to make amendments prior to the report being submitted for approval for publication.

## 2.2 Background

This Workforce Monitoring Report covers the period from 1 April 2023 to 31 March 2024. Every twelve months a Workforce Monitoring Report is presented to NHS Golden Jubilee’s (NHS GJ) Senior Management Team and the Board in line with the Equality Act (Specific Duties) (Scotland) Regulations 2012 and the Partnership Information Network (PIN) Policy “[Embracing Equality, Diversity and Human Rights in NHS Scotland](https://www.staffgovernance.scot.nhs.uk/media/1363/embracing-equality-diversity-and-human-rights-in-nhsscotland-pin-policy.pdf)”. The PIN policy supports monitoring of the protected characteristics of sex, age, race, religion and belief, disability, sexual orientation, marriage and civil partnership, gender reassignment, and pregnancy and maternity, as defined in the Equality Act, and highlights key findings in relation to these protected characteristics. The report also looks at the effect that sickness absence, employee turnover, employee recruitment and work life balance policies have on employees and the service.

## 2.3 Assessment

Please see Appendix 1, which contains the full draft Workforce Monitoring Report.

## 2.4 Recommendation

The Board are asked to approve the Workforce Monitoring Report for 2023-24.

## 3 List of appendices

 The following appendices are included with this report:

 **Appendix 1: Workforce Monitoring Report**