# NHS Golden Jubilee

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

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

### **Title: Workforce Monitoring Report 2024/25**

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

### **Report Author: Jenny Pope, Deputy Director of People and Culture**

## 1 Purpose

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

### Approval

### Discussion

### This report relates to a:

* Government policy/directive
* Legal requirement
* Local policy

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

* Safe
* Effective
* Person Centred

## 2 Report summary

## 2.1 Situation

The Board is required to produce a Workforce Monitoring Report every twelve months in accordance 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. The report also considers that sickness absence, employee turnover, employee recruitment and work life balance policies have on employees and the service.

## 2.2 Background

The report includes details from the protected characteristics and shows the year on year trends linked to absence, turnover and staffing data.

### 2.3.1 Quality/ Patient Care

Staffing and workforce has a direct impact on patient care, therefore this report is key to patient care outcomes.

### 2.3.2 Workforce

The report details staffing across NHS Golden Jubilee and the wider staffing challenges linked to absence, turnover, staffing profile and protected characteristics.

### 2.3.3 Financial

Financials are not detailed within this report,

### 2.3.4 Risk Assessment/Management

There are workforce challenges that are assessed at board level and this report details key issues across the wider staffing.

### 2.3.5 Equality and Diversity, including health inequalities

### Equality and Diversity and the protected characteristics are detailed within the report.

### 2.3.6 Other impacts

N/A

### Communication, involvement, engagement and consultation

N/A

### Route to the Meeting

## N/A

## 2.4 Recommendation

* **Awareness** – For Members’ information only.
* **Discussion** – Examine and consider the implications of a matter.

## List of appendices

Not applicable.