

NHS ELECTRONIC STAFF RECORD

ESR-NHS0015 - GUIDE TO ESRBI NATIONAL RETURNS DASHBOARD

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Author:	Matt Madya
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Approvals:

Name	Lee Pacey
Title	Director of Development & Operations

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REVIEWERS

Name	Position
Charlotte Hampton	Assistant Development Advisor - BI
Chris Holroyd	Development Advisor - BI
James Haddon	Senior Development Advisor - BI, Reporting & Data Analysis
Sam Wright	Development Advisor - Workforce Information & Quality
Kieron Walsh	Senior Development Advisor - Workforce Information & Quality

DISTRIBUTION

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CONTENTS

DOCUMENT CONTROL	2
CHANGE RECORD	2
REVIEWERS	2
DISTRIBUTION	2
CONTENTS	3
Design Assumptions.....	5
Examples	5
National Returns Dashboard.....	6
Gender Pay Gap	7
Gender Pay Gap Detail.....	8
Gender Pay Gap Bonus	8
Gender Pay Gap Bonus Detail.....	9
Gender Pay Gap Analysis	10
WDES Tab.....	11
Applicants Appointed from Shortlisting.....	12
Employees Entering the Formal Capability Process.....	13
Board Voting	14
Employees on AfC Grades 1-9 and VSM	15
WRES Tab	16
Applicants Appointed from Shortlisting.....	17
Employees Accessing Non-Mandatory Training	18
Employees Entering the Formal Disciplinary Process	19
Board Voting	20
Employees on AfC Grades 1-9 and VSM	21
ONS Return Tab.....	22
ONS Return Summary	23
ONS Return Detail	24
Provider Workforce Return.....	24
FTE by Staff Group	25
WTE Vacancies	26
Maternity Breakdown.....	27

Design Assumptions

The following design assumptions have been made and can be applied to all analyses and dashboards:

1. All analyses have an export button to enable the user to export to their format of choice.
2. All analyses have an 'Add to Briefing Book' button enabled to allow the user to group national analyses together into a board-report type document.
3. All dashboards are designed on a screen resolution of 1024 x 768 pixels to prevent horizontal scroll bars being displayed (except where wide tables of data are required).

Examples

Where applicable, the examples included in this document contain fictional data only. The names and other personal details are fictional although look realistic enough to provide a useful example.

National Returns Dashboard

Description

This dashboard is designed to enable users to report all analyses which aid in completing centrally required returns together in one place.

This includes:

- Gender Pay Gap (GPG)
- Workforce Disability Equality Standard (WDES)
- Workforce Race Equality Standard (WRES)
- Office of National Statistics (ONS)

Allocation

This dashboard is available to the following URPs:

XXX BI Administration

XXX HR Administration

XXX HR Administration (With RA)

XXX HR Management

XXX Payroll Administration (Please see access restrictions below)

XXX Payroll Super Administration (Please see access restrictions below)

Please note that Payroll Administration and Payroll Super Administration URPs only have access to the following pages within the National Returns Dashboard:

- Gender Pay Gap
- GPG Detail
- GPG Bonus
- GPG Bonus Detail
- GPG Analysis
- ONS Return

Gender Pay Gap

This tab provides reports on the Gender Pay Gap reporting requirement. Full details of the requirements for employers and calculations used are available on the ESR Hub.

Please note that employees on full pay as a result of sickness are returned in this analysis, however other full pay absences (such as Maternity Pay (OMP)) are currently excluded from this report as the elements return a cash value only and it is therefore not possible to return an hourly rate.

Prompts

Snapshot Date
 Employee Number
 Assignment Number
 Gender
 Payroll
 Person Type
 Employee Person Type
 * Session Multiplier
 Assignment Status
 PAYE Reference
 Included Elements
 Elements to include Units Worked
 Included Allowance Types
 Allowance Types to include Units Worked

Data Items

Gender	Quartile 1-4
Avg. Hourly Rate	Female %
Median Hourly Rate	Male %
Gender Difference	Employee Name
Gender Pay Gap %	Employee Number
Units Worked	Hourly Rate
Pay Value	

Example Screenshot

Average & Median Hourly Rates

Number of employees | Q1 = Low, Q4 = High

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	16.1333	16.3144
Female	15.3100	15.2033
Difference	0.8233	1.1111
Pay Gap %	5.1031	6.8106

Quartile	Female	Male	Female %	Male %
1	605.00	71.00	89.50	10.50
2	1304.00		100.00	
3	111.00	454.00	19.65	80.35
4	382.00	1061.00	26.47	73.53

Employee Name	Employee Number	Gender	Units Worked	Pay Value	Hourly Rate	Quartile
Blogs, Mr. Joe	12345678	Female	602,042,603.91	£8,772,741,926.74	£14.57	2
Blogs, Mr. Joe	12345678	Male	285,611,556.81	£4,467,832,513.32	£15.64	4

Gender Pay Gap Detail

Description

This analysis provides a detail view of a range of employee and assignment data items for Gender Pay Gap reporting.

Prompts

Snapshot Date
 Employee Number
 Assignment Number
 Gender
 Payroll
 Person Type
 Employee Person Type
 * Session Multiplier
 Assignment Status
 PAYE Reference
 Included Elements
 Elements to include Units Worked
 Included Allowance Types
 Allowance Types to include Units Worked

Data Items

Employee Name	Frequency
Employee Number	Element Name
Assignment Number	Allowance Type
Payroll	Units Worked
Gender	Units Worked (Included)
Assignment Category	Pay Value
Position	

Example Screenshot

Employee Name	Employee Number	Assignment Number	Payroll	Gender	Assignment Category	Position	Frequency	Element Name	Allowance Type	Units Worked	Units Worked (Included)	Pay Value
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	176.8600	134.8600	£1,516.11
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	147.7400	147.7400	£1,909.19
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	172.8000	169.8000	£7,124.16
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	162.9500	162.9500	£2,692.42
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	162.9500	162.9500	£2,371.83
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	3.2500	6.5000	£52.12
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	114.5000	114.5000	£1,315.04
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	173.8000	173.8000	£7,968.83
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	104.2900	104.2900	£1,175.38
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	81.4700	81.4700	£935.75
Blogs, Mr. Joe	12345678	12345678	000 Monthly	Male	Bank	000000 Business Analyst A2B Information Technology	Week	Basic Pay NHS	Commitment Award	162.9500	162.9500	£4,002.83

Gender Pay Gap Bonus

This tab provides reports on the Gender Pay Gap Bonus reporting requirement. Full details of the requirements for employers and calculations used are available on the ESR Hub.

Prompts

Period End Date Between
 Employee Number

Assignment Number
 Included Elements
 Allowance Type
 Person Type
 Payroll
 Gender
 Assignment Status
 PAYE Reference

Data Items

Gender	Employee Name
Avg. Pay	Employee Number
Median Pay	Employees Paid Bonus
Gender Difference	Total Relevant Employees
Gender Pay Gap %	Percentage
Pay Value	

Example Screenshot

Gender	Avg. Pay	Median Pay
Male	7,568.34	4,196.19
Female	3,526.11	3,234.18
Difference	4,042.22	962.01
Pay Gap %	53.41	22.93

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Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	62.00	3140.00	1.97
Male	34.00	2186.00	1.56

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Employee Name	Employee Number	Gender	Pay Value
Blogs, Mr. Joe	12345678	Female	£218,619.08
Blogs, Mr. Joe		Male	£257,323.49

Gender Pay Gap Bonus Detail

Description

This analysis provides a detail view of a range of employee and assignment data items for Gender Pay Gap Bonus reporting.

Prompts

Period End Date Between
 Employee Number
 Assignment Number
 Included Elements
 Allowance Type
 Person Type
 Payroll
 Gender
 Assignment Status
 PAYE Reference

Data Items

Employee Name	Payroll
Employee Number	Element Name
Assignment Number	Allowance Type
Gender	Pay Value

Example Screenshot

Employee Name	Employee Number	Assignment Number	Gender	Payroll	Element Name	Allowance Type	Pay Value
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£5,135.55
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£817.50
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£2,625.17
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£1,074.52
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£2,556.50
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£7,837.43
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£1,825.11
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£3,281.73
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£1,357.56
Blogs, Mr. Joe	12345678	12345678	Male	000 Monthly	Commitment Award Pay NHS	Commitment Award 1	£2,838.40

Gender Pay Gap Analysis

Description

The GPG Analysis is assignment based and enables users the ability to group the gender pay gap figures by assignment based attributes such as organisation and staff group.

Prompts

Snapshot Date Select Date

Employee Number

Assignment Number

Gender

Payroll

Person Type

Employee Person Type

* Session Multiplier

Assignment Status

PAYE Reference

Staff Group

Job Role

Occupation Code

Assignment Category

Assignment Category

Included Elements

Elements to include Units Worked

Included Allowance Types

Allowance Types to include Units Worked

Primary Assignments Only

Data Items

Female	Difference
Male	Pay Gap %
Employee Name	Pay Grade
Assignment Number	Units Worked
Gender	Pay Value
Position Title	Hourly Rate
Staff Group	Quartile
Location	Organisation
Area of Work	Org Level 1-13
Assignment Category	

Example Screenshot

Average Hourly Rates

Org L1	Female	Male
NHS Trust	14.36	16.44

Group by Org L1

Number of assignments | Q1 = Low, Q4 = High

Org L1	1	1	2	3	3	4	4
Org L1	Female	Male	Female	Female	Male	Female	Male
NHS	552	383	1057	118	890	689	311
Trust							

Employee Name	Assignment Number	Gender	Position Title	Staff Group	Organisation	Pay Grade	Units Worked	Pay Value	Hourly Rate
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Add Prof Scientific and Technic	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	138,704.42	£2,528,710.17	£18.23
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Additional Clinical Services	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	2,869,046.26	£28,428,864.47	£9.91
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Administrative and Clerical	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	272,580,812.40	£3,844,795,790.25	£14.11
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Allied Health Professionals	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	1,288,659.12	£23,409,861.44	£18.17
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Estates and Ancillary	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	327,384.84	£3,335,199.80	£10.19
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Healthcare Scientists	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	743,389.95	£14,700,314.82	£19.77
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Medical and Dental	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	11,601,524.70	£225,164,132.23	£19.41
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Nursing and Midwifery Registered	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	4,511,859.37	£81,383,985.09	£18.04
Blogs, Mrs. Jo	12345678	Female	Business Analyst	Students	000 NHS ESR Organisation	NHS XR10 Review Body Band 10 - Range D	162.95	£1,376.92	£8.45

WDES Tab

Description

This dashboard provides information to aid organisations in completing the WDES return required by NHS England and is based on the Workforce Disability Equality Standard (WDES) Technical Guidance.

Applicants Appointed from Shortlisting

Description

This analysis is designed to show headcount and ratio of applicants appointed for shortlisting or hired grouped by WDES category as at the user defined date period.

Prompts:

Date Between

Data Items

WDES Category	Headcount (Hired)
Headcount (Shortlisted)	Ratio (Hired)

Example Screenshot

Date Between 26/07/2018 00:00:00 - 26/07/2019 00:00:00

Apply Reset

Disability	Shortlisted	Hired	Ratio
No	1615	706	0.44
Not Declared	18	1	0.06
Prefer Not To Answer	1	0	0.00
Unspecified	430	72	0.17
Yes	80	32	0.40

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Employees Entering the Formal Capability Process

Description

This analysis is designed to show headcount, capability headcount and ratio grouped by WDES category as at the user defined date period.

Prompts:

Include Cases where Creation Date is within X months

Data Items

WDES Category	Capability Headcount
Headcount	Ratio

Example Screenshot

Include Cases where Creation Date is within X months

Employee Disability Description	Headcount	Capability Headcount	Ratio
No	2940	18	0.01
Not Declared	152	2	0.01
Prefer Not To Answer	1	0	0.00
Unspecified	1180	3	0.00
Yes	122	1	0.01

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Board Voting

Description

This analysis is designed to show headcount, headcount percentage, board headcount and board headcount percentage grouped by WDES category.

Board Headcount is defined using the following Job Role values: 'Chair', 'Chief Executive', 'Finance Director', 'Other Executive Director', 'Board Level Director', 'Non Executive Director', 'Medical Director', 'Clinical Director', 'Clinical Director - Dental', 'Clinical Director - Medical', 'Director of Nursing', 'Director of Public Health'.

Prompts:


Define Board Members using Job Role =

Data Items

WDES Category	Board Headcount
Headcount	Board Headcount %
Headcount %	

Example Screenshot

Define Board Members using Job Role = 



Disability	Headcount	Headcount %	Board Headcount	Board Headcount %
No	2939	68.59	10	41.67
Not Declared	159	3.71	1	4.17
Prefer Not To Answer	1	0.02	0	0.00
Unspecified	1059	24.71	13	54.17
Yes	127	2.96	0	0.00

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Employees on AfC Grades 1-9 and VSM

Description

This analysis is designed to show WDES bandings (based on Pay Grades) and headcount of clinical and non-clinical staff grouped by WDES category. This analysis has prompts to allow users to define AfC Bandings, consultants and trainees using Pay Grade.

Prompts:

Band 1

Band 2

Band 3

Band 4

Band 5

Band 6

Band 7

Band 8a

Band 8b

Band 8c

Band 8d

Band 9

Medical & Dental Trainee Grades

Medical & Dental Consultant

Medical & Dental Non-Consultant Career Grade

View Selectors:

Table

Table (including % - shows the headcount percentages of each WDES category based on Pay Grades)

Data Items

Clinical/ Non-Clinical	%
WDES Banding	% (White)
WDES Category	% (Z Null)
Headcount	% (Z Not Stated/ Not Given)
Headcount (BME)	
Headcount (White)	
Headcount (Z Null)	
Headcount (Z Not Stated/ Not Given)	

Example Screenshot

View as 

Clinical / Non-Clinical	Disability	WDES Banding	Headcount	
Clinical	No	Band 2	112	
		Band 3	63	
		Band 4	35	
		Band 5	101	
		Band 6	110	
		Band 7	111	
		Band 8a	35	
		Band 8b	11	
		Band 8c	2	
		Band 8d	4	
		VSM	2	
		Medical & Dental Consultant	36	
		Medical & Dental Non-Consultant Career Grade	3	
		Medical & Dental Trainee Grades	292	
		WQ00	1	
		Not Declared	Band 2	10
			Band 3	6
			Band 4	3
	Band 5		2	
	Band 6		10	
	Band 7		5	
	Band 8a		1	
	Band 9	1		
	Medical & Dental Consultant	1		
	Medical & Dental Trainee Grades	2		

   Rows 1 - 25

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WRES Tab

Description

This dashboard provides figures (within the boundaries of ESR) for indicators 1-4 and 9, and is based on the Workforce Race Equality Standard (WRES) Technical Guidance.

Applicants Appointed from Shortlisting

Description

This analysis is designed to show headcount and ratio of applicants appointed for shortlisting or hired grouped by WRES category as at the user defined date period.

Prompts:



Date Between

Data Items

WRES Grouping	Headcount (Shortlisted)
Headcount (Hired)	Ratio

Example Screenshot

Applicants Appointed from Shortlisting

Date Between 01/02/2020 00:00:00  - 01/02/2021 00:00:00 

Apply

Reset ▼

WRES Grouping	Shortlisted	Hired	Ratio
BME	114	46	0.40
White	1037	604	0.58
Z NULL	619	286	0.46
Z Not Stated/Not Given	13	10	0.77

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Employees Accessing Non-Mandatory Training

Description

This analysis is designed to show headcount, course enrolment headcount and ratio grouped by WRES category as at the user defined date period.

Prompts:

Class Start Date Between

Mandatory Course(s)

Data Items

WRES Category	Enrolment Headcount
Headcount	Ratio

Example Screenshot

Employees Accessing Non-Mandatory Training

Class Start Date Between - Mandatory Course(s)

Use the available dashboard prompt to enter All Mandatory Courses which will then be excluded from the Enrolment Headcount figures.

WRES Category	Headcount	Enrolment Headcount	Ratio
BME	364	356	0.98
White	3840	3801	0.99
Z NULL	640	615	0.96
Z Not Stated/Not Given	118	118	1.00

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Employees Entering the Formal Disciplinary Process

Description

This analysis is designed to show headcount, disciplinary headcount and ratio of employees grouped by WRES category. The analysis has been defaulted to 12 months but users can define the period required.

Prompts:

Include Cases where Creation Date is within X months

Data Items

WRES Category	Disciplinary Headcount
Headcount	Ratio

Example Screenshot

Employees Entering the Formal Disciplinary Process

Include Cases where Creation Date is within X months

Apply

Reset ▼

WRES Category	Headcount	Disciplinary Headcount	Ratio
BME	364	0	0.00
White	3840	0	0.00
Z NULL	640	0	0.00
Z Not Stated/Not Given	118	0	0.00

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Board Voting

Description

This analysis is designed to show headcount, headcount percentage, board headcount and board headcount percentage grouped by WRES category.

Board Headcount is defined using the following Job Role values: 'Chair', 'Chief Executive', 'Finance Director', 'Other Executive Director', 'Board Level Director', 'Non Executive Director', 'Medical Director', 'Clinical Director', 'Clinical Director - Dental', 'Clinical Director - Medical', 'Director of Nursing', 'Director of Public Health'.

Prompts:

Define Board Members using Job Role =

Data Items

WRES Category	Board Headcount
Headcount	Board Headcount %
Headcount %	

Example Screenshot

Board Voting

Define Board Members using Job Role = ▼

Apply

Reset ▼

WRES Category	Headcount	Headcount %	Board Headcount	Board Headcount %
BME	364	7.34	1	3.85
White	3840	77.39	18	69.23
Z NULL	640	12.90	6	23.08
Z Not Stated/Not Given	118	2.38	1	3.85

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Employees on AfC Grades 1-9 and VSM

Description

This analysis is designed to show WRES bandings (based on Pay Grades) and headcount of clinical and non-clinical staff grouped by WRES category. This analysis has prompts to allow users to define AfC Bandings, consultants and trainees using Pay Grade.

Prompts:

Band 1

Band 2

Band 3

Band 4

Band 5

Band 6

Band 7

Band 8a

Band 8b

Band 8c

Band 8d

Band 9

Medical & Dental Trainee Grades

Medical & Dental Consultant

Medical & Dental Non-Consultant Career Grade

View Selectors:


Table

Table (including % - shows the headcount percentages of each WRES category based on Pay Grades)

Data Items

Clinical/ Non-Clinical	%
WRES Banding	% (White)
WRES Category	% (Z Null)
Headcount	% (Z Not Stated/ Not Given)
Headcount (BME)	
Headcount (White)	
Headcount (Z Null)	
Headcount (Z Not Stated/ Not Given)	

Example Screenshot

View as 

Clinical / Non-Clinical	WRES Category	WRES Banding	Headcount	
Clinical	BME	Band 2	4	
		Band 3	4	
		Band 4	1	
		Band 5	14	
		Band 6	13	
		Band 7	6	
		Band 8a	2	
		Band 8b	1	
		VSM	1	
		Medical & Dental Consultant	15	
		Medical & Dental Non-Consultant Career Grade	4	
		Medical & Dental Trainee Grades	163	
		White	Band 2	156
			Band 3	89
	Band 4		51	
	Band 5		129	
	Band 6		147	
	Band 7		144	
	Band 8a		45	
	Band 8b		18	
	Band 8c		4	
	Band 8d		6	
	VSM		2	
	Medical & Dental Consultant	64		
	Medical & Dental Non-Consultant Career Grade	2		

    Rows 1 - 25

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ONS Return Tab

This dashboard provides a headcount grouped by Gender, Location and Gender/Location and split into 'Part Time' and 'Full Time' depending on the contract hours for the employee (total across all assignments). It can assist organisations when completing the ONS Business Register and Employment Survey.

Prompts

Hours per Session

Hours to Split at (where contract hours are in sessions, the number of sessions are multiplied by the 'hours per session' number above to derive the contract hours)

Exclude Staff where hours <0.00

ONS Return Summary

Description

This analysis provides a headcount grouped by Gender, Location and Gender/Location and split into 'Part Time' and 'Full Time' (depending on the parameters entered into the prompts provided).

Data Items

Title	Description
Gender	Gender against the Employee Record
Location	Location against the Employee Assignment
City	City from Location
Post Code	Post Code from Location
Part Time	Calculated Item
Full Time	Calculated Item

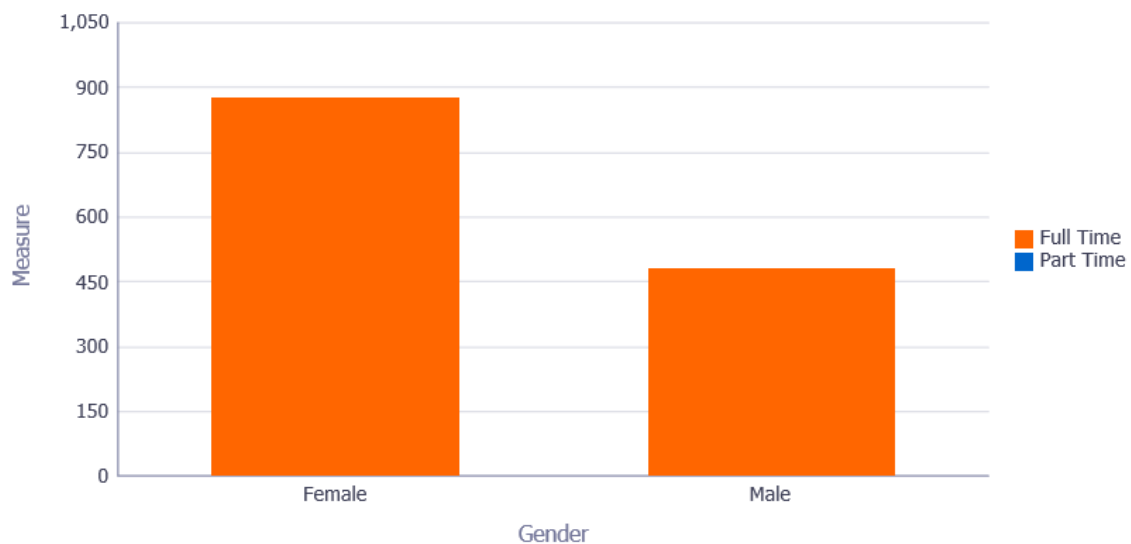
Filters

Exclude Staff where hours <: Users have the option to exclude staff where Hours Worked is less than an entered value.

Example Screenshot

View as

Employee Location	City	Post Code	Full Time	Part Time
504 ESRH	Warwick	CV34 6NZ	1,353	
Grand Total			1,353	



ONS Return Detail

Description

This analysis provides a detail view at assignment level of a range of assignment data items including a Part-Time / Full-Time status depending on the parameters entered into the prompts provided.

Data Items

Employee Number	Total Hours
Assignment Number	Pay Grade
Employee Name	Organisation
Gender	Employee Location
Category (Part-Time / Full-Time)	City
Contract Hours	Post Code
Frequency	Staff Group

Example Screenshot

Employee	Assignment Number	Employee Name	Gender	Assignment Category	Category	Contract Hours	Frequency	Total Hours	Pay Grade	Organisation	Employee Location	City	Post Code	Staff Group
20005574	20005574	Admin01, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005575	20005575	Admin02, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005576	20005576	Admin03, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005577	20005577	Admin04, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005578	20005578	Admin05, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005579	20005579	Admin06, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005580	20005580	Admin07, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005581	20005581	Admin08, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005582	20005582	Admin09, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical
20005583	20005583	Admin10, Mr. Anthony	Male	Permanent	Full Time	37.50	Week	37.50	Non Review Body Band 2	504 Acute Nurse Management	504 ESRH	Warwick	CV34 6NZ	Administrative and Clerical

Provider Workforce Return

Description

This dashboard page provides a set of analyses designed to aid Organisations in the completion of the provider workforce return.

Prompts

Organisation(s)

Assignment Category

Assignment Status

Person Type(s)

Hiring Status

Effective Date

Medical & Dental Trainee Grades

Medical & Dental Non-Consultant Career Grades

Medical & Dental Consultant Grades

FTE by Staff Group

Description

This analysis provides a breakdown and total FTE for specified Staff Groups grouped by Occupation Code.

Data Items

Title	Description
Total non medical - clinical substantive staff	
Total medical and dental substantive staff	
Total non medical - non-clinical substantive staff	
Staff Group	
FTE	breakdown and total FTE for each Staff Group

Example Screenshot

Total non medical - clinical substantive staff	Total medical and dental substantive staff	Total non medical - non-clinical substantive staff
931.17	72.78	432.36

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Staff Group	Of Which	Of Which	FTE
Any other staff			4.99
Any other staff Total			4.99
Medical and dental	of which Career/Staff Grades		3.70
	of which Consultants (including Directors of Public Health)	of which Clinical Radiology	5.10
		of which Medical Oncology	9.00
		of which Palliative Medicine	10.38
			32.62
	of which Trainee grades/Trust Grade	of which Medical Oncology	0.80
			1.80
		of which Clinical Radiology	1.00
		of which Palliative Medicine	0.20
			8.18
Medical and dental Total			72.78

Staff Group	FTE
Community Nursing Staff	1.00

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Staff Group	Of Which	FTE
Critical Care / ICU Nursing	of which are Adult Critical Care/ICU Nurses	277.73
	of which are Neonatal ICU Nurses	132.52
	of which are Paediatric ICU Nurses	58.54
Critical Care / ICU Nursing Total		468.79

WTE Vacancies

Description

This analysis provides a breakdown and total Vacancy FTE for specified Staff Groups grouped by Occupation Code. The Vacancy FTE is based on the variance between the Actual and Budgeted FTE, examples provided in screenshot example below and on the dashboard page.

Data Items

Title	Description
Staff Group	
Vacancy FTE	breakdown and total Vacancy FTE for each Staff Group

Example Screenshot

The Vacancy FTE is the variance between the Actual and Budgeted FTE.
 e.g. 100 (actual FTE) - 90 (budgeted FTE) = 10 (FTE variance)
 100 (actual FTE) - 130 (budgeted FTE) = -30 (FTE variance)

In Month Overall Staff Vacancies

-638.87

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Staff Group	Of Which	Of Which	Vacancy FTE
Medical/Dental (Total) Vacancy WTE	Of which Medical/Dental Consultant Vacancy WTE	of which Clinical Radiology Vacancy WTE	0.75
		of which Medical Oncology Vacancy WTE	1.35
		of which Palliative Medicine Vacancy WTE	-3.90
			-6.43
			-38.36
Medical/Dental (Total) Vacancy WTE Total			-46.59
NHS Infrastructure Vacancy WTE			-255.34
NHS Infrastructure Vacancy WTE Total			-255.34

Staff Group

Vacancy FTE

Community Nursing staff Vacancy WTE -0.22

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Staff Group	Second Column	Vacancy FTE
Critical Care / ICU Nursing	of which are Adult Critical Care/ICU Nurses	-40.09
	of which are Neonatal ICU Nurses	-21.28
	of which are Paediatric ICU Nurses	-23.53

Maternity Breakdown

Description

This FTE analysis provides a breakdown and total FTE for Maternity employees grouped by Occupation Code. The Vacancies version provides a breakdown and total Vacancy FTE for Maternity employees grouped by Occupation Code.

Data Items

Title	Description
Maternity Staff Breakdown	
FTE	breakdown and total Maternity FTE for each Staff Group
Vacancy FTE	breakdown and total Maternity Vacancy FTE for each Staff Group

Example Screenshot

Substantive Maternity Staff Breakdown	Of Which	FTE
Obstetrics and Gynaecology Consultants (including Directors of Public Health)	of which are Gynaecology Consultants	4.20
		20.90
Obstetrics and Gynaecology Consultants (including Directors of Public Health) Total		25.10
Registered Midwives working in Maternity Services	of which are band 5	32.75
	of which are band 6	119.76
	of which are band 7	51.07
	of which are band 8+	8.20
		0.00
Registered Midwives working in Maternity Services Total		211.78
Support workers in Maternity services	of which are band 2	25.52
	of which are band 3	50.93
		6.80
Support workers in Maternity services Total		83.25