

Key Developments

Turnover Reporting

A new Dashboard titled NHS Staff Movements – Bank Adjusted Dashboard has been introduced and is designed to be used in addition to the NHS Staff Movements Dashboard. It includes employees that have moved from substantive to bank within the leaver’s calculations.

The Dashboard replicates some of the analyses found on the NHS Staff Movements Dashboard including turnover rate, summary analyses and a detail.

Labour Turnover Rate

Starters Headcount	70
Starters FTE	60.60
Avg Headcount	1,940.00
Leavers Headcount	47
LTR Headcount %	2.42
Avg FTE	1,722.40
Leavers FTE	36.84
LTR FTE %	2.14

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Assignment Category	Assignment Status	Primary Assignment	Subjective Code	Full Time Salary	Actual Salary	NHS Entry Date	TUPE Transfer	Property Register Items	Key Worker Programme	Exit Questionnaire
Permanent	Active Assignment	Y	82056390100	£31,049.00	£31,049.00	13/12/2021		0 No		Yes
Fixed Term Temp	Active Assignment	Y	82054540100	£27,485.00	£21,988.00	30/08/2022		0 No		
Permanent	Active Assignment	Y	82052690100	£37,796.00	£34,772.32	30/04/2012		0 No		
Permanent	Active Assignment	Y	82052720100	£24,465.00	£24,465.00	07/04/2025		0 No		
Fixed Term Temp	Active Assignment	Y	82052920100	£19,553.55	£19,553.55	07/04/2025		0 No		Yes
Fixed Term Temp	Active Assignment	Y	82052360100	£54,710.00	£21,884.00	25/12/1973		0 No		
Permanent	Active Assignment	Y	82056570100	£26,598.00	£10,639.20			0 No		
Permanent	Active Assignment	Y	82052690100	£33,487.00	£26,789.60	30/10/2020		0 No		Yes
Permanent	Active Assignment	Y	82052680100	£38,682.00	£29,398.32	11/05/2020		0 No		
Permanent	Active Assignment	Y	82056580100	£24,465.00	£12,395.68	02/12/2002		0 No		
Permanent	Active Assignment	Y	82052360100	£50,273.00	£50,273.00	21/02/2005		0 No		
Permanent	Active Assignment	Y	82052700100	£27,485.00	£21,988.00	11/09/2023		0 No		
Fixed Term Temp	Active Assignment	Y	82052720100	£23,874.88	£23,874.88	07/04/2025		0 No		

We are currently working on further analyses within this dashboard including monthly figures.

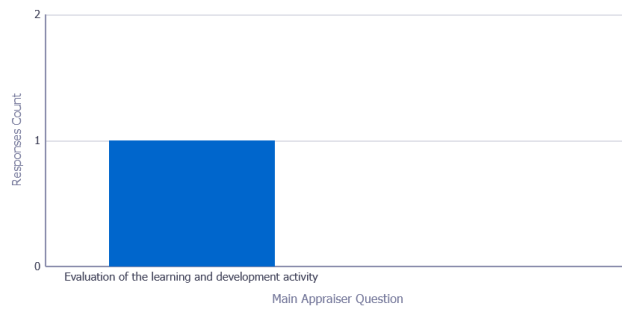
Appraisal Analysis

A new Questionnaire Analysis page has been added to the NHS Appraisals and PMPs Dashboard. A summary analysis counts the number of responses to the appraisal questionnaire. The detail returns all responses in a pivot table.

Summary

View Graph (Main Appraiser Question & Response Count) ▾

Select Main Appraiser Question Evaluation of the learning and development activity ▾



Job Plan Reconciliation

A new Job Plan Reconciliation report has been introduced alongside work with the wider NHS ESR Central Team and NHS England.

The analysis, available on the NHS Workforce Profile Dashboard, identifies On Call %/Band and Total Programmed Activities held in the Job Plan EIT and compares against the equivalent entered in element entries. It will identify potential over or underpayments where the Total Programmed Activities is not equal to the combined sessions and additional programmed activities of an employee.

Effective Date	Job Plan - On Call Rate (%) / Band	Job Plan - On Call Rate (%) / Band Matching Basis	On Call Rate (%)	On Call Match	Job Plan - Total Contracted Activities	Additional PAs	Total PAs	Total PAs Match	Difference	Overpayment/Underpayment
01/04/2025	3	3	3	Yes	12,500		2,50	12,50	Yes	0,00
01/04/2025	3%	3	3	Yes	10,000		4,00	12,00	No	2,00 Overpayment
01/04/2025	5	5	3	No	8,000		6,00	12,00	No	4,00 Overpayment
01/04/2025	5#	5#	5	No			5,00	10,00	No	
01/04/2025	1 in 4	1 in 4	5	No	10,000			10,00	Yes	0,00
01/04/2025	Band 1	Band 1	Intensity Band 1	Yes	8,500			7,00	No	-1,50 Underpayment
01/04/2025	Band2	Band2	Intensity Band 2	No	12,666		2,50	12,50	No	-0,17 Underpayment
01/04/2025	Intensity Band 3	Intensity Band 3	Intensity Band 3	Yes	10,000			10,00	Yes	0,00

Guidance on the fields used and matching criteria can be found on the Dashboard page.

Disability Pay Gap

In line with the requirements of NHS England's Equality, Diversity and Inclusion (EDI) Improvement Plan, a new range of Disability pay gap reports have been implemented on the NHS National Returns Dashboard alongside the existing analyses for Gender and Ethnicity pay gaps. The analyses use the same methodology of the Gender Pay Gap and are intended to help organisations begin the process of analysing Disability Pay Gap data.

Average & Median Hourly Rates

Number of employees | Q1 = Low, Q4 = High

Disability Grouping	Mean Hourly Rate	Median Hourly Rate	Grouping	Total Full Pay Relevant Employees	Disability Category	Avg. Hourly Rate	Median Hourly Rate	Total Full Pay Relevant Employees	Quartile	No	Not Declared	Prefer Not To Answer	Unspecified	Yes
No	22.7367	23.1144		1,547	Learning disability/difficulty	19.5744	18.9375	29	1	376	12	4	25	45
Not Declared	22.4108	20.1358		48	Long-standing illness	21.1495	15.5569	32	2	358	14	5	36	31
Prefer Not To Answer	20.8413	20.0723		17	Mental Health Condition	20.6396	17.8582	26	3	424	11	4	17	29
Unspecified	22.1687	22.4336		115	No	22.7452	19.6794	1,583	4	389	11	4	37	24
Yes	19.9951	20.7246		129	Not Declared	21.9345	17.6451	74						
% Diff No - Yes	12.0583	10.3386		92	Other	16.5162	13.6397	12						
% Diff No - Not Declared	1.4335	12.8861		97	Physical Impairment	16.6155	13.7711	7						
% Diff No - Prefer Not To Answer	8.3365	13.1610		99	Prefer Not to Answer	20.4564	18.8979	19						
% Diff No - Unspecified	-19.4925	-18.6862		93	Sensory Impairment	21.8866	14.6947	12						
					Yes - Unspecified	21.6157	17.1257	21						
						26.9716	18.9373	108						

Employee Name	Employee Number	Disability Category	Units Worked	Pay Value	Hourly Rate	Quartile
Blogs, Mr. Joe	12345678	Learning disability/difficulty	6,165.92	£124,380.59	£20.17	2
Blogs, Mr. Joe	12345678	Long-standing illness	7,377.65	£150,490.65	£20.40	2
Blogs, Mr. Joe	12345678	Mental Health Condition	6,238.51	£143,431.61	£22.99	4
Blogs, Mr. Joe	12345678	No	1,573,511.79	£35,869,386.69	£22.80	4
Blogs, Mr. Joe	12345678	Not Declared	25,799.29	£534,648.35	£20.72	3

NHS England provided guidance for the groupings and advised that Disability Pay Gap reporting should match that on the WDES.

Cost of Learning

A new Cost of Learning analysis has been added to the NHS Learning Administration Dashboard. The analysis is designed to identify the resource cost by class, based on an employee's hourly rate. This is available to Learning Administration and Business Intelligence Administration URP holders.

Users can enter the renewal frequency and calculate the projected cost of training over a user defined number of years.

It is advised that the Dashboard page is restricted to a limited number of classes.

Group By:

Org L1	# Delegates	Estimated Time Taken (Hours)	Time to Complete Training (Hours)	Hourly Rate (All Delegates)	Total Cost	Predicted Cost
000 Organisation	2052	0.50	1026.00	£44,643.97	£22,321.98	

Calculations:

Estimated Time Taken - the average time taken as defined in the prompt
Total Time to Complete Training (Hours) - Avg. Time to Complete Training (Mins) * number of delegates
Calculation: 300, i.e. 30 minutes/60 = 0.5.
 $0.5 * 6 \text{ (delegates)} = 3 \text{ hours}$

Hourly Rate (All Delegates) - the combined hourly rate of all delegates
Total Cost - combined hourly rate * Time to Complete Training (Hours)

Course	Class	Class Start Date	# Delegates	Estimated Time Taken (Hours)	Total Time to Complete Training (Hours)	Hourly Rate (All Delegates)	Total Cost	Predicted Cost
000 Living with long COVID	000 Living with long COVID	05/07/2022	1	0.50	0.50	£13.77	£6.89	
000 MRI Safety: Referrers	000 MRI Safety: Referrers	27/07/2022	1	0.50	0.50	£25.19	£12.59	
000 Advanced Therapy Medicinal Products	000 Advanced Therapy Medicinal Products	10/08/2021	1	0.50	0.50	£19.38	£9.69	
000 All Our Health: Mental Health and Wellbeing	000 All Our Health: Mental Health and Wellbeing	13/11/2019	1	0.50	0.50	£12.60	£6.30	
000 Blood Transfusion 01: Essential Transfusion Practice	000 Blood Transfusion 01: Essential Transfusion Practice	29/09/2022	9	0.50	4.50	£154.27	£77.13	
000 Blood Transfusion 03: Consent	000 Blood Transfusion 03: Consent	29/09/2022	2	0.50	1.00	£4.94	£17.47	
000 Blood Transfusion 04: Transfusion Reactions	000 Blood Transfusion 04: Transfusion Reactions	31/10/2022	1	0.50	0.50	£19.38	£9.69	
000 Bronze Level Quality Improvement	000 Bronze Level Quality Improvement	09/11/2016	1	0.50	0.50	£23.95	£11.98	
000 Cancer in the Community	000 Cancer in the Community	18/04/2016	1	0.50	0.50	£13.77	£6.89	
000 Core Knowledge for COVID-19 Vaccinators	000 Core Knowledge for COVID-19 Vaccinators	30/11/2020	1	0.50	0.50	£25.19	£12.59	

Certifications Analyses

A number of enhancements have been made on the NHS Certifications Analysis Dashboard.

Certification Progress Prompt

Certification Progress has been added as a prompt value for Delegate Status on Certification and Course compliance analyses.

Certifications Detail

The below fields have been added to the Certification Details page:

- Component Name
- Component Start Date
- Component End Date
- Certification Competency Renewal Period

Vacant Positions

A new page has been added to the NHS Positions Analysis Dashboard titled Vacant Positions.

The analysis identifies positions that are currently vacant but have been occupied during the period. The last occupied date is reported against the position.

Occupation Code	Frontline Healthcare Worker	Grade	Organisation	Workplace Org Code	Workplace Org Name	Location Name	Short Term Supernumerary	Cost Centre	Subjective Code	Working Hours	Working Hours Frequency	Hiring Status	Position FTE	Position Headcount	Created Date	Last Occupied Date
N6A	Yes	000 XR06 Review Body Band 6	000 NHS Organisation			ESR House, Warwick, CV1 1AB		000C620	0002A461	37.5	Week	Active	3.10	1	01/05/2018	30/11/2024
G2D	No	000 XR05 Review Body Band 5	000 NHS Organisation			ESR House, Warwick, CV1 1AB		000RLP1	0002K151	37.5	Week	Active	3.13	4	16/08/2018	01/03/2025
G2D	No	000 XR05 Review Body Band 5	000 NHS Organisation			ESR House, Warwick, CV1 1AB		000REP1	0002K151	37.5	Week	Active	1.10	2	16/08/2018	01/03/2025
G2D	No	000 XR04 Review Body Band 4	000 NHS Organisation			ESR House, Warwick, CV1 1AB		000REP1	0002K141	37.5	Week	Active	1.00	1	14/12/2018	28/02/2025
U4H	Yes	000 XR05 Review Body Band 5	000 NHS Organisation			ESR House, Warwick, CV1 1AB		000C100	0002G251	37.5	Week	Active	1.00	1	27/03/2019	22/01/2025
G2A	No	000 XR07 Review Body Band 7	000 NHS Organisation			ESR House, Warwick, CV1 1AB		000M041	0002K171	37.5	Week	Active	1.00	1	30/04/2019	27/11/2024
G2A	No	000 XR04 Review Body Band 4	000 NHS Organisation			ESR House, Warwick, CV1 1AB		000M001	0002K141	37.5	Week	Active	1.00	1	03/05/2019	31/01/2025
G2A	No	000 XR05 Review Body Band 5	000 NHS Organisation			ESR House, Warwick, CV1 1AB		000M016	0002K151	37.5	Week	Active	1.00	1	28/05/2020	01/12/2024
G2A	No	000 XR05 Review Body Band 5	000 NHS Organisation			ESR House, Warwick, CV1 1AB		000M039	0002K151	37.5	Week	Active	3.00	3	06/08/2020	13/12/2024
S1E	Yes	000 XR06 Review Body Band 6	000 NHS Organisation			ESR House, Warwick, CV1 1AB		000C503	0002C561	37.5	Week	Active	0.90	2	07/10/2020	09/12/2024
SSF	Yes	000 XR04 Review Body Band 4	000 NHS Organisation			ESR House, Warwick, CV1 1AB		000C203	0002C641	37.5	Week	Active	0.80	1	09/10/2020	01/12/2024
N0A	Yes	000 XR08 Review Body Band 8 - Range A	000 NHS Organisation			ESR House, Warwick, CV1 1AB		000C622	0002A281	37.5	Week	Active	1.00	1	23/02/2021	19/10/2024
G2A	No	000 XR04 Review Body Band 4	000 NHS Organisation			ESR House, Warwick, CV1 1AB		000C604	0002K141	37.5	Week	Active	1.60	2	01/10/2021	02/02/2025
S9K	Yes	000 XR06 Review Body Band 6	000 NHS Organisation			ESR House, Warwick, CV1 1AB		000C505	0002C861	37.5	Week	Active	0.60	1	08/10/2021	26/02/2025
S1G	Yes	000 XR07 Review Body Band 7	000 NHS Organisation			ESR House, Warwick, CV1 1AB		000C000	0002C671	37.5	Week	Active	1.00	1	15/10/2021	31/12/2024

Supervisors – Supervisor Employee Number/Assignment Number (where applicable) have been added to a number of Dashboard pages.

Supervisor Assignment Number

NHS Absence Dashboard

- Detail
- Individual Absence Record

Supervisor Employee Number

NHS Appraisal Reviews Dashboard

- Detail
- Pay Progression

NHS Compliance Dashboard

- Competency Matching
- Selective Competency Matching

NHS Education & Learning Dashboard

- Learning Record (Internal Delegates)

NHS Learning Administration Dashboard

- Class Delegate List
- Did Not Attend Details
- Learning Record (All Delegates)

NHS Medical & Dental Dashboard

- Pay Progression

NHS Professional Registrations Dashboard

- Registrations and Memberships

NHS Staff Movements Dashboard

- Hires
- Leavers

NHS Staff Requirements Dashboard

- Appraisal Reviews
- Pay Progression

NHS Workforce Profile Dashboard

- Diversity Detail

**Supervisor Data Quality –
Self Service URPs**

Two new analyses have been introduced on the NHS Data Quality Dashboard to identify:

- Supervisors that do not have Manager/Supervisor/Administrator Self Service URPs.
- Non-supervisors that have Manager/Supervisor/Administrator Self Service URPs.

Supervisors without Self Service URPs

Non Supervisors with Self Service URPs

Employee Name	Employee Number
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678

Rows 1 - 10

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Employee Name	Employee Number
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678
Blogs, Mr. Joe	12345678

Rows 1 - 10

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Supervisor Loop

The Supervisor Loop analysis has been updated on the NHS Data Quality Dashboard to identify where the loop occurs and is inclusive of additional supervisors.

Users can use the Dashboard prompt to include additional supervisors or restrict to the main.

Upcoming Developments

Career Pathways

A number of new analyses are being developed to assist Organisations in reporting career pathways. These analyses will cover:

- Career progression of employees undertaking apprenticeships
- Correlation between promotions and non-required competencies
- Employees staying in post following secondments

