

Our workforce - Q1 25/26

At the end of Q1 25/26, we had **5440** (4596.6 fte) people, a decrease of 14 employees from last quarter. Of these **334** were apprentices, which accounted for **6.1%** of directorate workforce. During Q1 25/26, there were **415** agency workers, compared to 425 workers in last quarter. Of those 415 workers, **349** were active at the end of the quarter.

Headcount as at 31 March in the past 5 years

2020-21	2021-22	2022-23	2023-24	2024-25
5087	5116	5310	5378	5454

Length of Service 🌟

21%
people with
under 2 Years

23%
people with 2
to 5 Years

56%
people with
over 5 Years

9.1 years
Avg Years of
Service

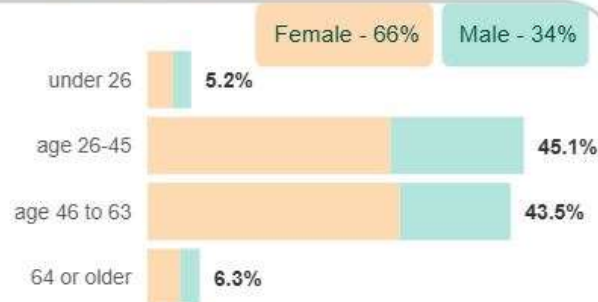
Annual Turnover Rate

2022/23	2023/24	2024/25	2025/26
12.1%	13.0%	13.6%	3.0%

Number of starters left within the first 6 months

2022/23	2023/24	2024/25	2025/26
62	45	56	5

Gender and Age



Promotions/Secondment 🧑🏻

478
prom/acting up/secondment in last 12 mths



63%
are female



37%
are male

7%

are declared with a disability



10%

are ethnic minorities



Sickness

8.8 days

were lost per employee to sickness in the past 4 quarters ending Q1 25/26

Top 3 Reasons - Q1 25/26

31.5%

Stress & mental health related

11.4%

Operation/Post Op.

9.2%

Cold, ENT & Dental

4.3 days per fte were lost to **long term** sickness. Long term absence accounted for **49%** of all sick days in the past 12 months.

2.8 days per fte were lost to **stress** related sickness. Stress related absence accounted for **31%** of all sick days in the past 12 months.

Starters

We had **151** starters in Q1 25/26, **11%** of these were under 26. New starters account for **2.8%** of total workforce

Leavers

We had **164** leavers in Q1 25/26, **7%** of these were under 26. Leavers account for **3.0%** of total workforce

