

Est Head	All Islands 30th November 2019 Service Area	Vac. Head	Head Estab. Vacs.	WTE Over 50+ %	Female to Male %	Sickness %	Year 1	Retirals Year 5	Year 10	RAG
10.00	Medical Staffing	6.00	60.0%	25.0%	75.0%	0.5%	-	-	1	H
81.00	Allied Health Professionals	6.00	7.4%	34.7%	85.3%	2.0%	2	4	16	M
71.00	Dental	4.00	5.6%	35.8%	82.1%	6.5%	-	3	12	M
<b>135.00</b>	<b>Hospital (Acute) Nursing</b>	<b>15.00</b>	<b>11.1%</b>	<b>45.8%</b>	<b>96.7%</b>	<b>4.7%</b>	<b>8</b>	<b>21</b>	<b>27</b>	<b>H</b>
34.00	Medical 1	4.00	11.8%	56.7%	96.7%	5.7%	1	6	7	H
42.00	Medical 2	2.00	4.8%	45.0%	100.0%	4.5%	4	8	11	M
40.00	Erisort	6.00	15.0%	38.2%	97.1%	4.1%	2	5	8	H
19.00	A&E	3.00	15.8%	43.8%	87.5%	4.0%	1	1	1	M
<b>55.00</b>	<b>Community Hospital Nursing</b>	<b>7.00</b>	<b>12.7%</b>	<b>50.0%</b>	<b>91.7%</b>	<b>4.9%</b>	<b>2</b>	<b>8</b>	<b>20</b>	<b>H</b>
38.00	Uist and Barra Hospital	5.00	13.2%	42.4%	87.9%	4.5%	2	7	12	H
17.00	St Brendans	2.00	11.8%	66.7%	100.0%	5.8%	-	1	6	H
118.00	Community Nursing	6.00	5.1%	43.8%	97.3%	5.1%	5	17	42	M
63.00	Mental Health Nursing	24.00	38.1%	51.3%	76.9%	6.0%	1	2	10	M
25.00	Clinical Admin	1.00	4.0%	62.5%	83.3%	0.2%	2	3	9	L
118.00	Adult Services	19.00	16.1%	46.5%	83.8%	12.3%	2	11	30	H
236.00	Residential Services	29.00	12.3%	59.9%	93.7%	6.2%	17	42	83	H
206.00	Home Care & Reablement	25.00	12.1%	53.0%	96.1%	7.0%	17	35	57	H
13.00	Criminal Justice	3.00	23.1%	20.0%	40.0%	5.7%	-	1	2	L
14.00	Strategic Commissioning & PS	1.00	7.1%	46.2%	100.0%	5.4%	1	1	3	M
18.00	Assessment and Care Services	3.00	16.7%	46.7%	100.0%	6.3%	-	-	5	M
14.00	Management and Admin	1.00	7.1%	7.7%	84.6%	3.5%	-	-	1	L
<b>1,177</b>	<b>Total</b>	<b>150.00</b>	<b>12.7%</b>	<b>48.3%</b>	<b>91.0%</b>	<b>6.6%</b>	<b>57</b>	<b>147</b>	<b>316</b>	
							<b>5.6%</b>	<b>14.3%</b>	<b>30.8%</b>	

Average All Islands	Vac %	+ 50 %	Fem %	Sick %	Ret 1yr %	Ret. 5yr %	Ret. 10yr %
Hospital Acute Nursing	11.1%	45.8%	96.7%	4.7%	6.7%	17.5%	22.5%
Community Hospital	12.7%	50.0%	91.7%	4.9%	4.2%	16.7%	41.7%
Community Nursing	5.1%	43.8%	97.3%	5.1%	4.5%	15.2%	37.5%
Adult Services	16.1%	46.5%	83.8%	12.3%	2.0%	11.1%	30.3%
Residential Services	12.3%	59.9%	93.7%	6.2%	8.2%	20.3%	40.1%
Home Care & Reablement	12.1%	53.0%	96.1%	7.0%	9.4%	19.3%	31.5%

Est. Head	Barra 30th November 2019 Service Area	Vac. Head	Head Estab. Vacs.	WTE Over 50+ %	Female to Male %	Sickness %	Year 1	Retirals Year 5	Year 10	RAG
17.00	Barra Nursing	2.00	11.8%	66.7%	100.0%	5.8%	-	1	6	H
3.00	Adult Services	2.00	66.7%	100.0%	100.0%	0.0%	-	-	-	H
9.00	Home Care & Reablement	5.00	55.6%	50.0%	100.0%	0.0%	1	2	2	H
26.00	Residential Services	4.00	15.4%	50.0%	100.0%	4.2%	1	5	8	H
<b>55</b>	<b>Total</b>	<b>13.00</b>	<b>23.6%</b>	<b>57.1%</b>	<b>100.0%</b>	<b>4.6%</b>	<b>2</b>	<b>8</b>	<b>16</b>	
							<b>4.8%</b>	<b>19.0%</b>	<b>38.1%</b>	

- Barra has a very high vacancy level 23.6% compared to IJB average of 12.7%, there is a high level of staff over 50 but not in the 64+ bracket so retirals in the next year are 4.8% compared to all average of 5.6%. The service is at High risk because of the small pool of available local workforce in both short term and long term as the long term % retirals are higher than average
- 100% of staff in the above services in Barra are female which lowers the available pool further if we do not breakdown the gender barriers

Est. Head	Uists 30th November 2019 Service Area	Vac. Head	Head Estab. Vacs.	WTE Over 50+ %	Female to Male %	Sickness %	Year 1	Retirals Year 5	Year 10	RAG
12.00	Community Nursing	1.00	8.3%	72.7%	100.0%	2.5%	2	2	6	H
38.00	Uist and Barra Hospital	5.00	13.2%	42.4%	87.9%	4.5%	2	7	12	H
5.00	Adult Services	-	0.0%	100.0%	60.0%	0.0%	1	2	4	M
5.00	Assessment and Care Services	1.00	20.0%	25.0%	100.0%	0.6%	-	-	-	L
23.00	Home Care & Reablement	6.00	26.1%	35.3%	100.0%	7.0%	-	1	-	H
57.00	Residential Services	2.00	3.5%	70.9%	94.5%	7.1%	3	12	24	H
2.00	Strategic Commissioning & PS	-	0.0%	100.0%	100.0%	1.5%	-	-	1	L
<b>140</b>	<b>Total</b>	<b>15.00</b>	<b>10.7%</b>	<b>60.0%</b>	<b>94.4%</b>	<b>5.4%</b>	<b>8</b>	<b>24</b>	<b>47</b>	
							<b>6.4%</b>	<b>19.2%</b>	<b>37.6%</b>	

- Uist vacancy rates are on average lower in total but are high in Uist and Barra Hospital and Homecare. It is noted that although residential services have a low vacancy rate they have a high level of staff over 50, which is likely to result in at least 15 vacancies (27%) by 2025. The majority of services are deemed to be High Risk due to vacancies and or the high level of services where staff are over 50 (60%) which will cause recruitment issues in the next 1-5 years whereby a further 19.2% will be vacant. Uists also have a small pool of available workforce.
- 94.4% of staff in the above service in Uist are female which lowers the available pool further if we do not breakdown the gender barriers