

Collaboration between Data Science and Workforce Intelligence utilising

- Absence Data from April 2024 to March 2025.
- Workforce Data as at May 2025.
- Welsh Index of Multiple Deprivation (WIMD) and Lower Super Output Area (LSOA) Dataset, based on 2019 WIMD data from Welsh Government.
- Healthy Life Expectancy by County, based on data from Office of National Statistics (ONS)

Purpose

- The tool has been developed to provide additional assurance to the Committee
- Following the demonstration of this to the business executive meeting in September it is being brought to this committee as part of the performance assurance and workforce metrics report.
- The Committee is being asked to NOTE the content of the Performance Assurance and Workforce Metrics report and RECEIVE ASSURANCE of performance in key areas of the Workforce and OD agenda.

Absence in the Health Board - Overview



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The estimated cost of absence in 2024/25 was £26.4m. This is a monthly average of £2.2m.

The top 2 reasons are estimated to have cost £11.8m

S10 Anxiety/stress/depression/other psychiatric illnesses - £8.9m

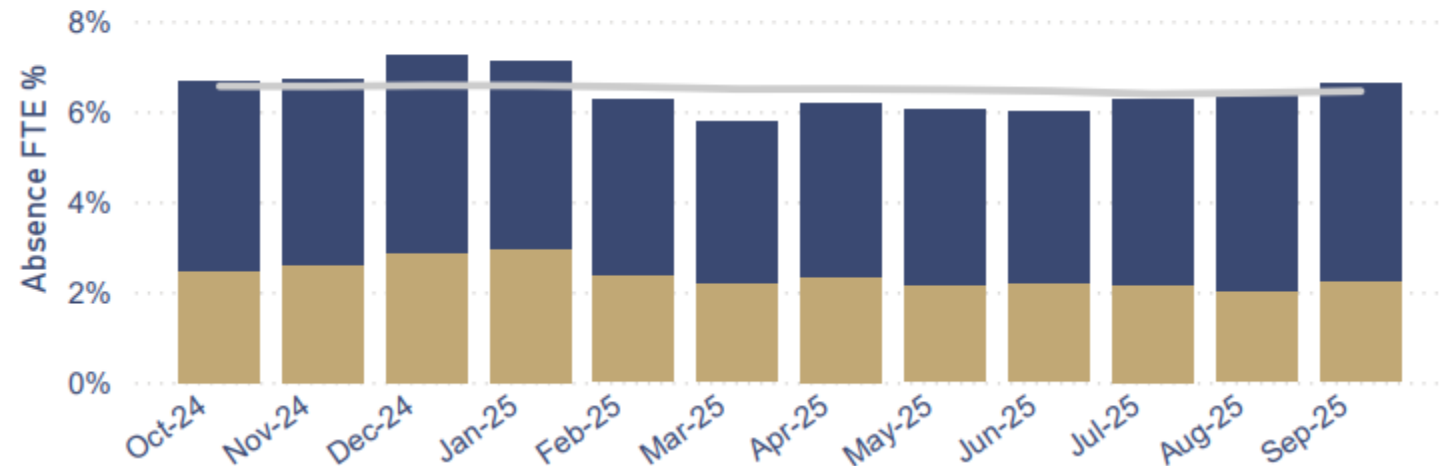
S13 Cold, Cough, Flu – Influenza - £2.9m

Overall Headcount % and
Absence FTE %
All reasons by Age Band

Age Band	Headcount %	Absence FTE %
<=20 Years	1.92%	5.85%
21-25	6.93%	5.08%
26-30	9.66%	5.56%
31-35	11.46%	6.11%
36-40	12.24%	5.59%
41-45	11.62%	5.52%
46-50	11.04%	5.79%
51-55	12.68%	7.20%
56-60	11.74%	8.59%
61-65	7.87%	10.37%
66-70	2.22%	10.50%
>=71 Years	0.63%	16.20%

Hywel Dda In Month Sickness Absence by Long Term & Short Term compared to Rolling 12m

● Short Term Absence FTE % ● Long Term Absence FTE % — 12 Month Rolling



Healthy Life Expectancy

Based on data from Office of National Statistics



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Workforce & Health Population (Development)						
Category	Carmarthenshire		Ceredigion		Pembrokeshire	
	2017/2019	2021/2023	2017/2019	2021/2023	2017/2019	2021/2023
Male - Birth	59.82	59.23	63.51	63.89	62.45	62.94
Female - Birth	60.38	57.93	64.86	63.61	63.52	63.18
Male - 65	9.60	9.33	11.07	11.09	10.58	10.76
Female - 65	10.13	9.66	12.10	11.75	11.49	11.61

Healthy Life Expectancy



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- In the 2021 to 2023 period, the majority of the three counties had lower HLE at birth than in the pre-pandemic period, 2017 to 2019.
- Around two-thirds of local areas (15 of 22) had lower male HLE at birth in 2021 to 2023, compared with 2017 to 2019.
- Almost all local areas in Wales (20 of 22) saw a decrease in female HLE at birth, compared with 2017 to 2019.
- Workforce Dataset: 88% of our workforce live within the Hywel Dda Counties of Carmarthenshire, Ceredigion, and Pembrokeshire.
- 12% of these staff are aged over the average life expectancy for their county and gender.

Increase/Decrease from 2017/19 to 2021/23			
Category	Carmarthenshire	Ceredigion	Pembrokeshire
Male - Birth	-0.59	0.38	0.49
Female - Birth	-2.45	-1.25	-0.34
Male - 65	-0.27	0.02	0.18
Female - 65	-0.47	-0.35	0.12

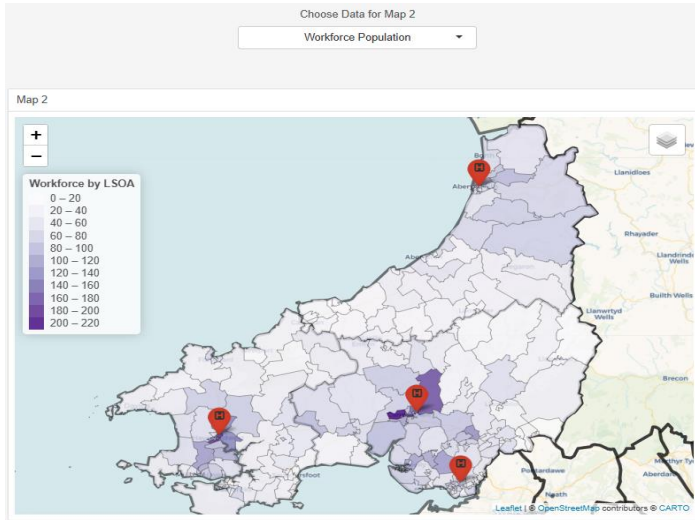
Percentage of Workforce in the County over HLE			
Category	Carmarthenshire	Ceredigion	Pembrokeshire
Male - Over HLE	16%	8%	10%
Female - Over HLE	17%	6%	8%

General Observations

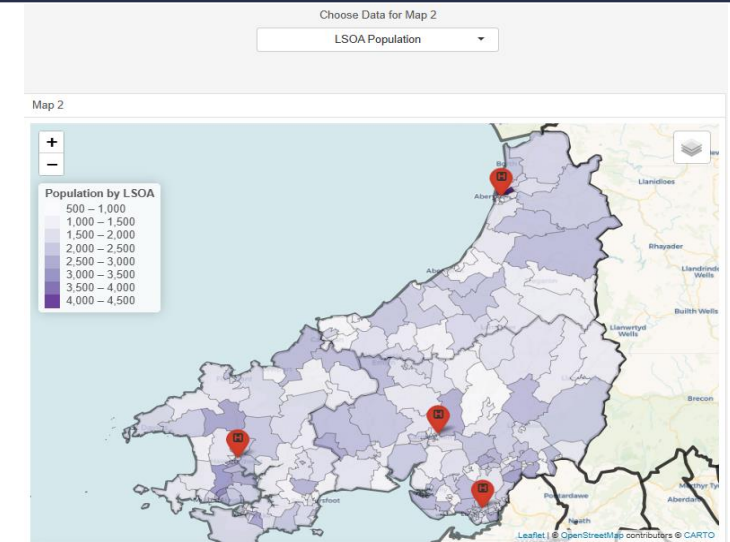


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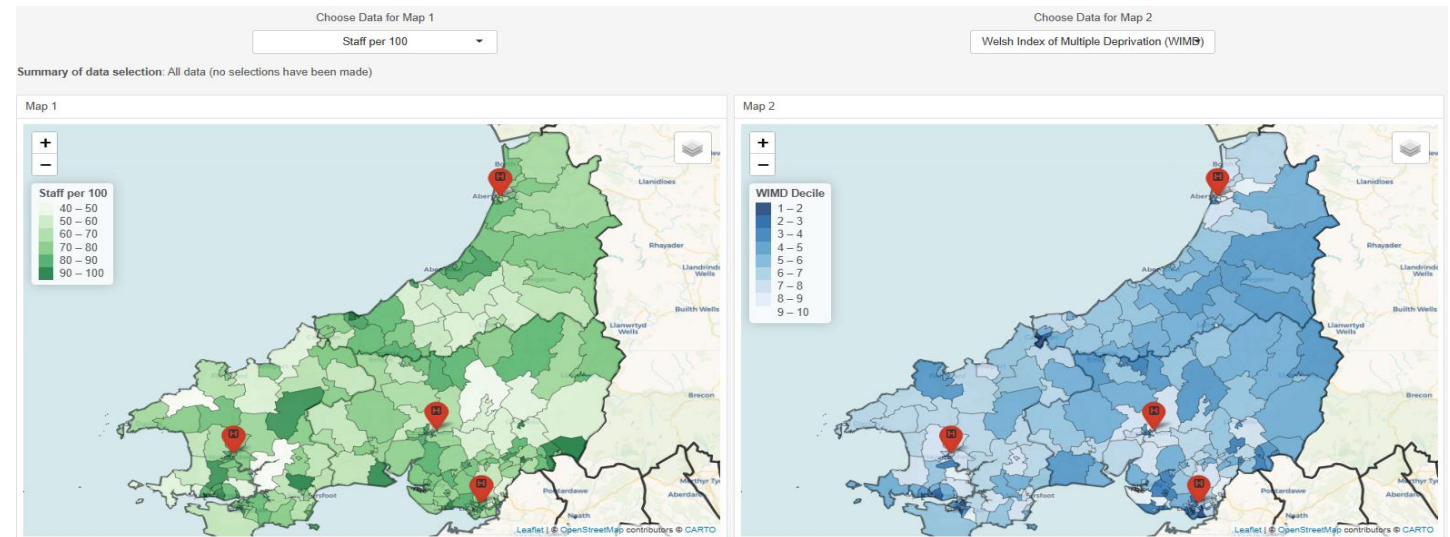


Workforce population is more condensed around the four main hospital sites which is not reflective of the general population by LSOA



Of the 228 LSOAs our workforce live in;
22 show the decile of deprivation of 1-2
(most deprived)

12 show the decile of 9-10 (least deprived)



Flu Campaigns / Peer vaccinators

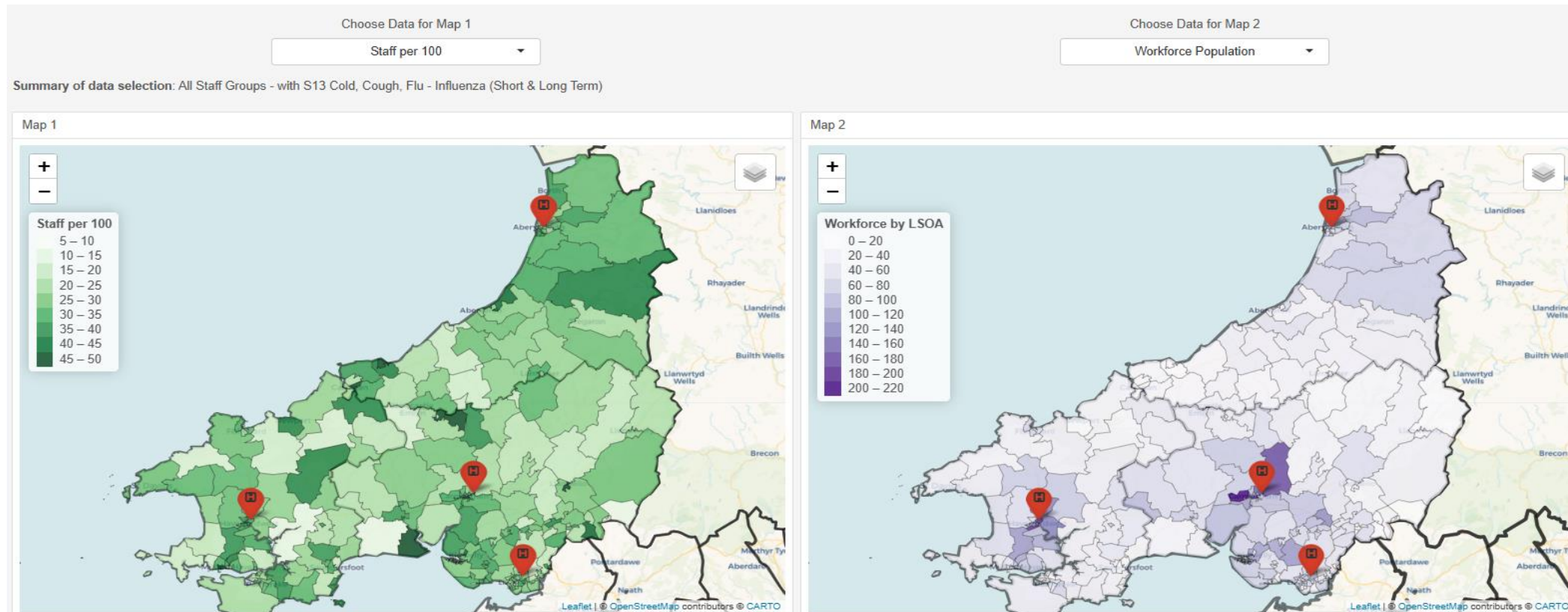


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Workforce population densities and S13 (Cold Cough, Flu- Influenza) absences.
Can this be used to inform peer vaccination recruitment campaign or wider flu campaigns?

The map below shows the number of Staff per 100 (number of unique individuals per 100 workforce population) with an absence reason of S13 – Cold, Cough, Flu – Influenza compared to the workforce population in each LSOA.



S10 – Anxiety/stress/depression/other psychiatric illnesses

Overall, 41% of S10 absence are long term

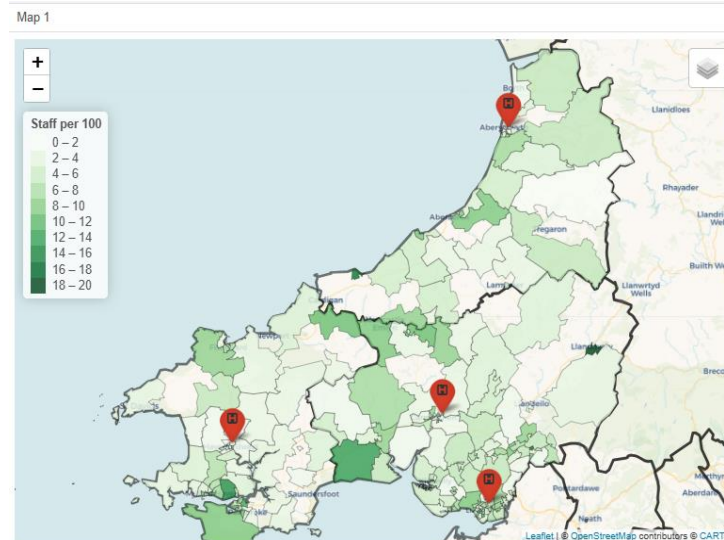
There are three staff groups that have a higher proportion of FTE days lost to S10 than their proportion of available FTE days these are Additional clinical service, Estates and Ancillary and Nursing and Midwifery

	% of FTE Days Lost to S10	% of Available FTE Days
Additional Clinical Services	26.77%	21.67%
Estates and Ancillary	10.91%	7.85%
Nursing and Midwifery Registered	33.47%	31.06%
Healthcare Scientists	1.66%	1.89%
Allied Health Professionals	5.85%	6.94%
Add Prof Scientific and Technic	1.95%	3.53%
Medical and Dental	2.82%	6.45%
Administrative and Clerical	16.57%	20.60%

Staff Group - Estates and Ancillary



Staff Group – Additional Clinical Services



Staff Group – Nursing and Midwifery



Recommendation

The Committee is asked to:

- NOTE the content of the Performance Assurance and Workforce Metrics report and RECEIVE ASSURANCE of performance in key areas of the Workforce and OD agenda.



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