

Reference:	FOI.8406.22
Subject:	Recruitment and retention of British Muslims
Date of Request:	7 March 2022

Requested:

1. How many British Muslim employees have you recruited? Please provide figures for every year since 2010.
2. What is the average length of service?
3. How many British Muslims have you employed in communications/media roles since 2010?

Response:

Hywel Dda University Health Board's Electronic Staff Record (ESR) system is reliant upon employees completing their Nationality and Religion status, and these fields are not mandatory. As the UHB can only provide the information held within the ESR system, some employees may therefore not be accounted for in response to questions 1 and 2 of your request below.

1. The UHB provides, within the table overleaf, the number of British Muslims recruited, as recorded on the UHB's ESR system, during the calendar years 2010 to 2021.

Calendar year	Number
2010	4
2011	3
2012	10
2013	4
2014	7
2015	5
2016	2
2017	13
2018	8
2019	12
2020	5
2021	11

Please note:- The numbers provided above include bank and locum staff; however, agency workers have not been included. During 2020, Junior Doctors in training moved to a Single Lead Employer and therefore, will also not be included in the numbers for 2021.

2. The UHB provides, within the table below, the average length of service for the British Muslims currently employed as recorded on the UHB's ESR system.

Average length of service	Number
> 1 year	5
1 to 5 years	17
5 to 10 years	7
10 to 15 years	3
15 to 20 years	3
20 to 25 years	1
30+ years	1

3. The UHB confirms that no British Muslims are recorded as having been employed in Communication/Media roles, during the period 2010 to present date.

However, the UHB can confirm that eighty-four (84) British Muslims were employed in clinical roles and two (2) were employed in Information and Communications Technology roles, during the period 2010 to present date.