

BHR Health & Care Academy

BHR AHP Workforce Analysis

December 2022 Data



BHR AHP Insights

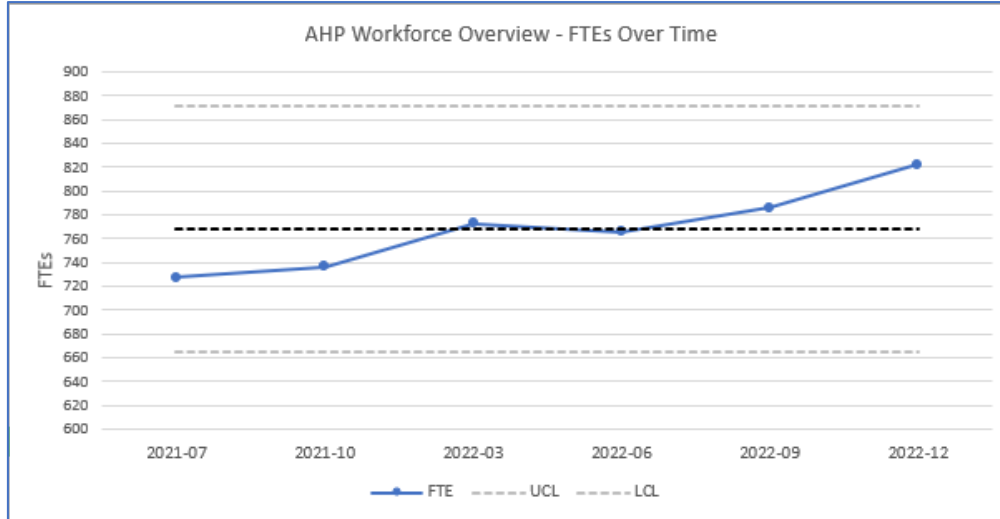
- FTEs have increased by **13%** since baseline data collected in July 2021
- Physiotherapists (**242**), Radiographers (**205**), and Occupational Therapists (**199**) account for the majority of the FTE workforce
- BHRUT (**465**) account for the majority of the FTE workforce with NELFT (**328**) second and Local Authorities (**24**) third
- Physiotherapists (**17%**), Occupational Therapists (**17%**), Radiographers (**9%**), and Dieticians (**8%**) have seen the largest increase
- Local Authorities (**65%**) and BHRUT (**14%**) have seen the largest increase over the year

- Vacant FTEs have increased by **46%**, although we've seen a **3%** reduction since vacancy peak in June 2022
- Occupational Therapists (**65**), Physiotherapists (**56**), Radiographers (**35**), Speech & Language Therapists (**23**) account for the majority (**87%**) of the FTE vacancies
- NELFT (**93**) account for the majority of the FTE vacancies with BHRUT (**89**) second and Local Authorities (**4**) third
- Speech & Language Therapists (**178%**), Radiographers (**61%**), Physiotherapists (**53%**) and Occupational Therapists (**41%**) have seen the largest increase in vacancies since baseline data collected in July 2021
- However we've seen reductions in Radiographers (**6%**), Occupational Therapists (**4%**), Dieticians (**3%**) and Physiotherapists (**1%**) since vacancy peak in June 2022
- BHRUT (**50%**) and NELFT (**42%**) have seen the largest increase in vacancies over the year

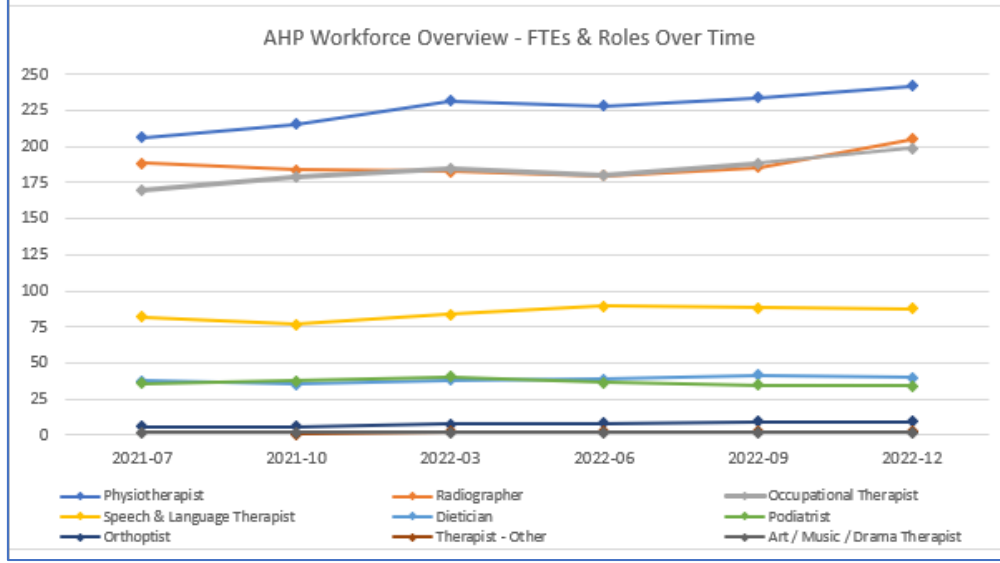
Vacancy data missing for LBBD

- Podiatrists (**8%**), Radiographers (**4%**), Physiotherapists (**4%**) and Occupational Therapists (**4%**) have the highest current sickness rate
- Latest Age Profiles shows Radiographers, Occupational Therapists, Podiatrists and Art/Music/Drama Therapists with the **oldest workforce** and Speech & Language Therapists, Physiotherapists and Dieticians with the **youngest workforce**
- Occupational Therapists (**£819k up 74%**), Physiotherapists (**£707k up 94%**), and Speech & Language Therapists (**£41k up 248%**) compared to previous quarter

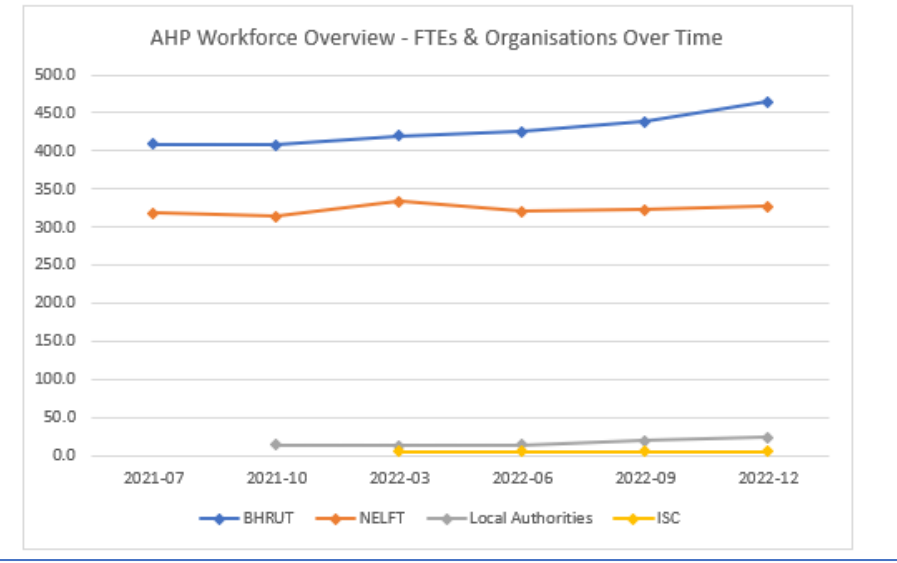
BHR AHP FTE Summary



	2021-07	2021-10	2022-03	2022-06	2022-09	2022-12
Physiotherapist	206.2	215.7	231.6	228.2	233.7	242.2
Radiographer	188.4	183.8	182.5	179.8	185.4	205.3
Occupational Therapist	169.8	178.6	184.7	180.3	188.6	198.8
Speech & Language Therapist	82.0	76.8	83.5	89.3	88.4	87.6
Dietician	37.3	35.1	38.5	38.7	41.9	40.2
Podiatrist	35.8	37.8	40.4	36.7	34.8	34.4
Orthoptist	6.2	6.2	7.5	8.5	9.4	9.4
Therapist - Other		1.0	2.5	2.5	2.5	2.5
Art / Music / Drama Therapist	1.8	1.8	1.8	1.8	1.8	1.8
Total	727.6	736.7	773.0	765.7	786.4	822.1

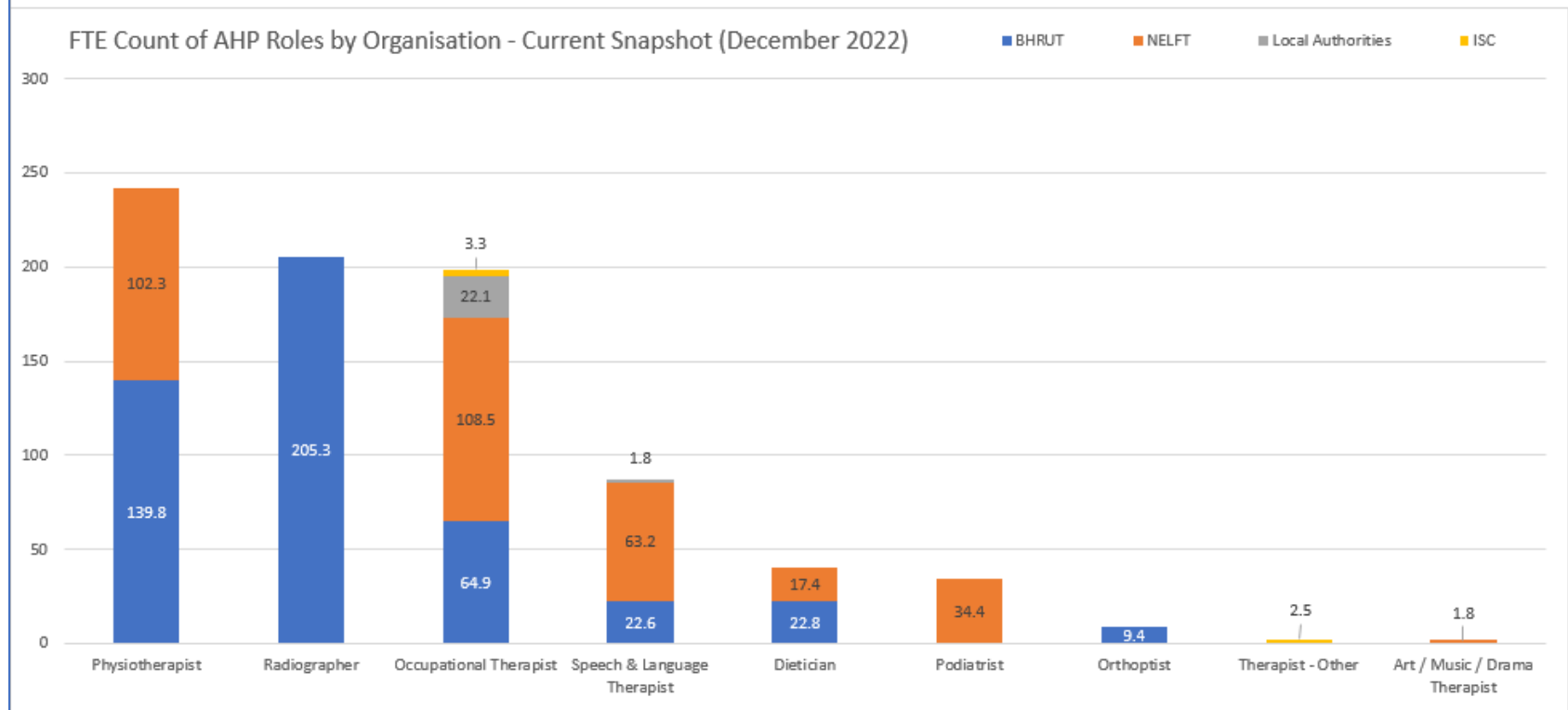


	2021-07	2021-10	2022-03	2022-06	2022-09	2022-12
BHRUT	409.1	408.2	420.1	425.4	438.0	464.8
NELFT	318.5	314.2	334.1	320.8	322.7	327.6
Local Authorities		14.4	13.1	13.8	19.9	23.9
ISC			5.8	5.8	5.8	5.8

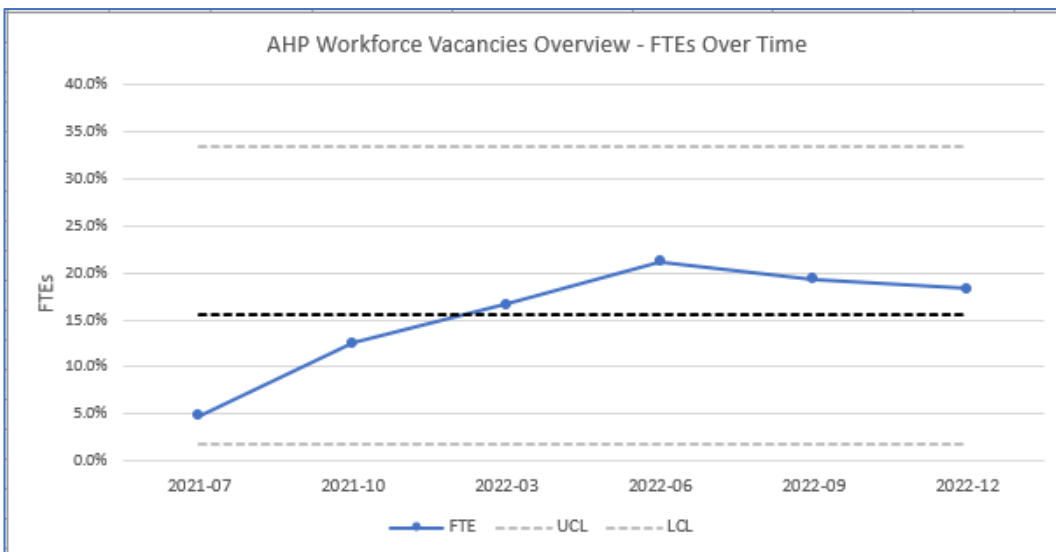


BHR Latest AHP FTE Snapshot

Role Type	BHRUT	NELFT	Local Authorities	ISC	Total
Physiotherapist	139.8	102.3			242.2
Radiographer	205.3				205.3
Occupational Therapist	64.9	108.5	22.1	3.3	198.8
Speech & Language Therapist	22.6	63.2	1.8		87.6
Dietician	22.8	17.4			40.2
Podiatrist	0.0	34.4			34.4
Orthoptist	9.4				9.4
Therapist - Other				2.5	2.5
Art / Music / Drama Therapist		1.8			1.8
Total	464.8	327.6	23.9	5.8	822.1

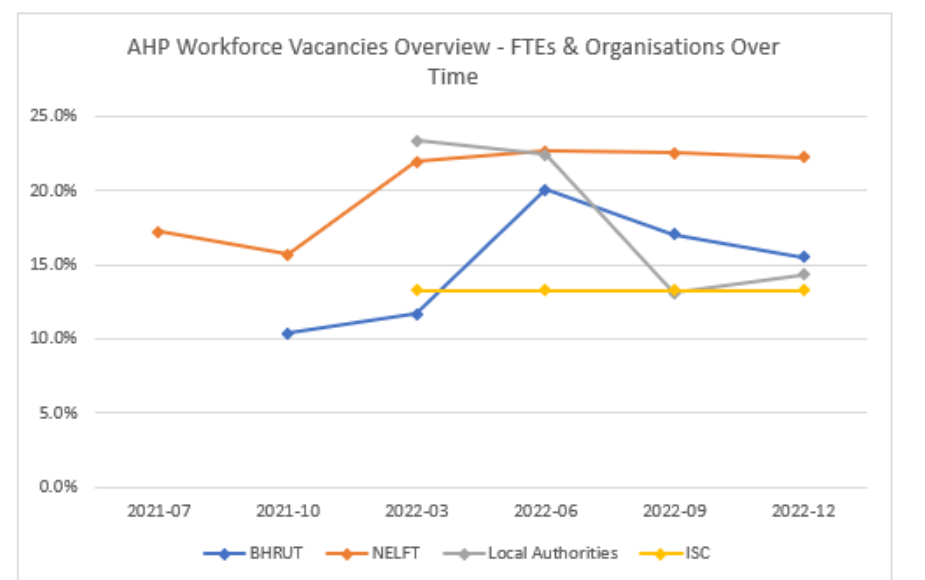
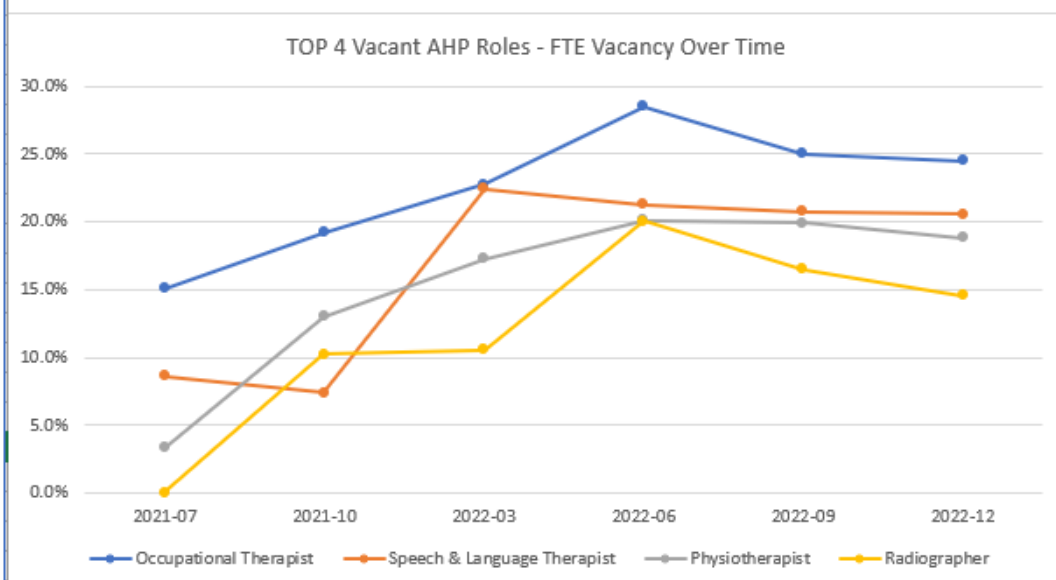


BHR AHP FTE Vacancy Summary



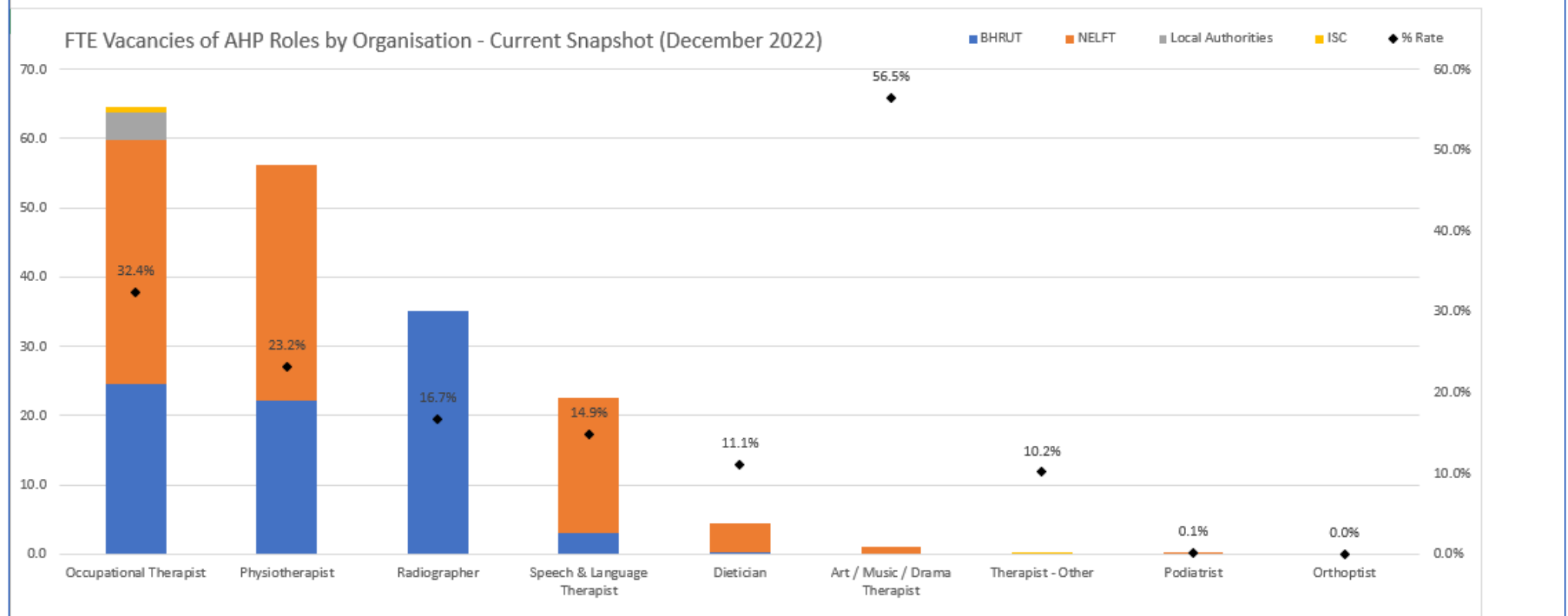
	2021-07	2021-10	2022-03	2022-06	2022-09	2022-12
Occupational Therapist	15.1%	19.2%	22.7%	28.5%	25.0%	24.5%
Speech & Language Therapist	8.6%	7.4%	22.4%	21.3%	20.7%	20.6%
Physiotherapist	3.3%	13.0%	17.3%	20.1%	19.9%	18.8%
Radiographer	0.0%	10.3%	10.5%	20.0%	16.5%	14.6%
Dietician	1.3%	12.3%	11.4%	13.3%	12.4%	10.0%
Art / Music / Drama Therapist	11.5%	22.7%	36.1%	36.1%	36.1%	36.1%
Therapist - Other		0.0%	9.3%	9.3%	9.3%	9.3%
Podiatrist	2.4%	-4.3%	0.1%	0.1%	0.1%	0.1%
Orthoptist	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grand Total	4.8%	12.6%	16.7%	21.2%	19.3%	18.3%

	2021-07	2021-10	2022-03	2022-06	2022-09	2022-12
BHRUT		10.4%	11.7%	20.1%	17.1%	15.5%
NELFT	17.3%	15.7%	22.0%	22.7%	22.5%	22.3%
Local Authorities			23.4%	22.4%	13.1%	14.4%
ISC			13.3%	13.3%	13.3%	13.3%



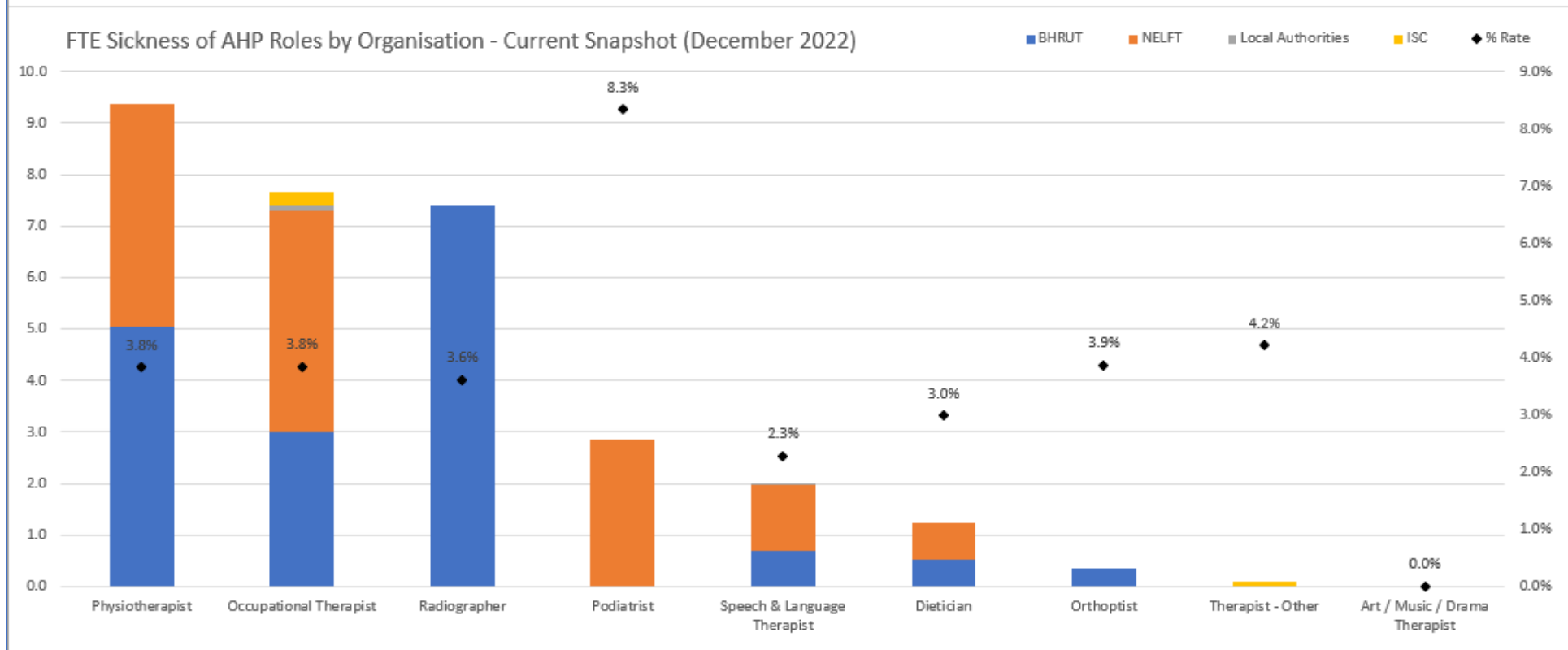
BHR Latest AHP Vacancy Snapshot

Role Type	BHRUT	NELFT	Local Authorities	ISC	Total	% Rate
Occupational Therapist		24.6	35.3	4.0	0.6	64.5
Physiotherapist		22.3	33.9			56.2
Radiographer		35.0				35.0
Speech & Language Therapist		3.2	19.5	0.0		22.7
Dietician		0.3	4.1			4.4
Art / Music / Drama Therapist			1.0			1.0
Therapist - Other					0.3	0.3
Podiatrist		0.0	0.1			0.1
Orthoptist		0.0				0.0
Grand Total		88.6	93.0	4.0	0.9	186.5

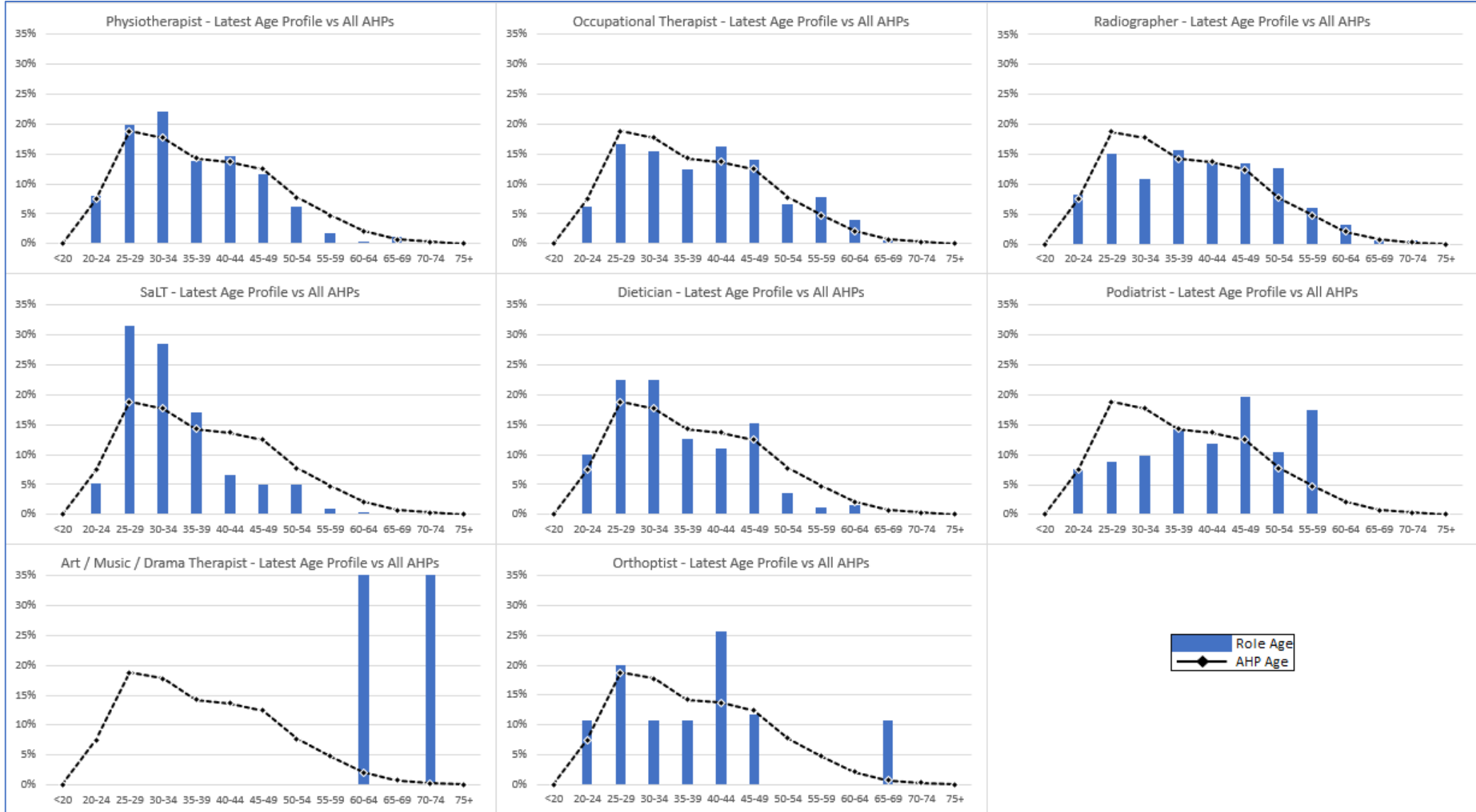


BHR Latest AHP Sickness Snapshot

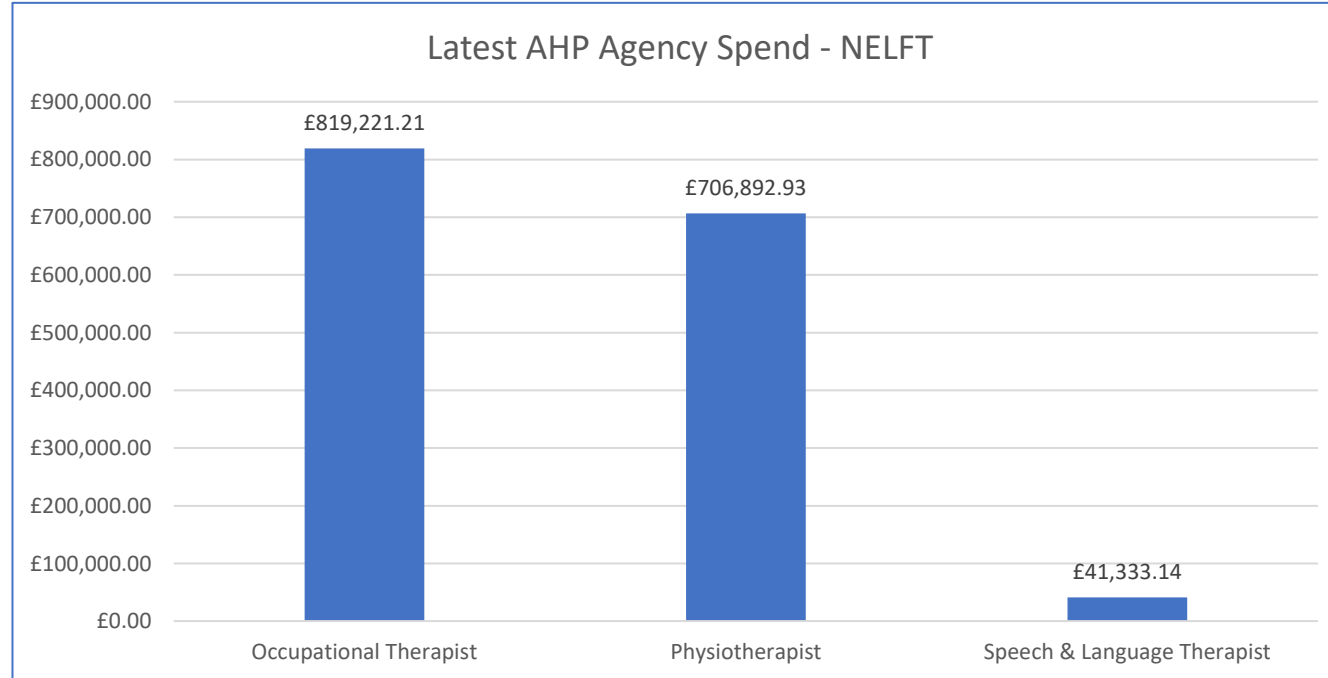
Role Type	BHRUT	NELFT	Local Authorities	ISC	Total	% Rate	
Physiotherapist		5.0	4.3		9.4	3.8%	
Occupational Therapist		3.0	4.3	0.1	7.7	3.8%	
Radiographer		7.4			7.4	3.6%	
Podiatrist			2.9		2.9	8.3%	
Speech & Language Therapist		0.7	1.3	0.0	2.0	2.3%	
Dietician		0.5	0.7		1.2	3.0%	
Orthoptist		0.4			0.4	3.9%	
Therapist - Other					0.1	4.2%	
Art / Music / Drama Therapist			0.0		0.0	0.0%	
Grand Total		17.0	13.4	0.1	0.3	30.9	3.7%



BHR Latest AHP Age Profile Snapshot



BHR Latest Agency Spend



BHR CYP AHP Insights

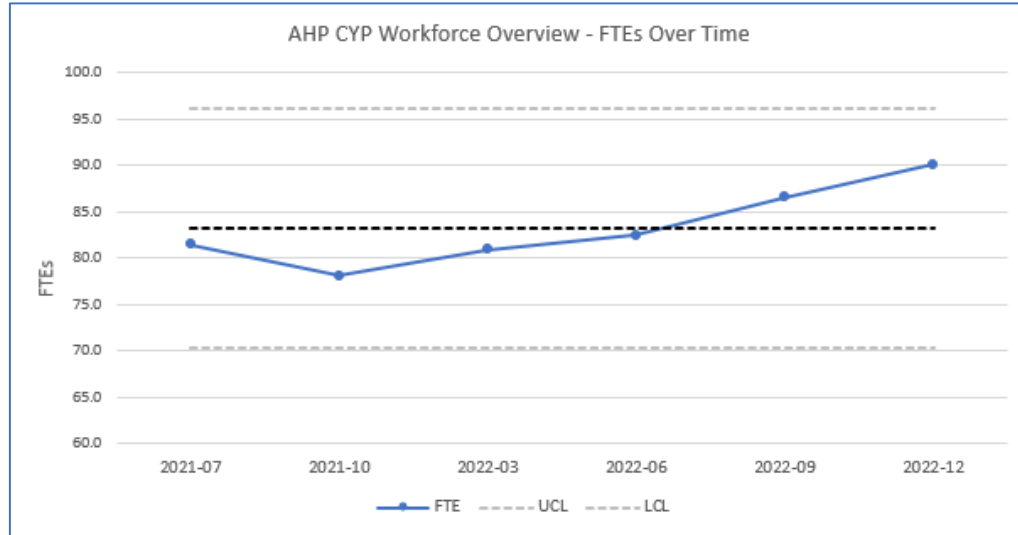
- FTEs have increased by **11%** since baseline data collected in July 2021
- Speech & Language Therapists (**48**), Occupational Therapists (**28**), and Physiotherapist (**14**) account for the whole of the FTE workforce
- NELFT (**78**) account for the majority of the FTE workforce with Local Authorities (**12**) making up the rest
- Occupational Therapists (**55%**) have increased, Speech & Language Therapists (**-1%**) and Physiotherapists (**-4%**) have seen a reduction
- Local Authorities (**324%**) have seen the largest increase over the year and NELFT (**-5%**) have seen a reduction

- Vacant FTEs have **doubled**, although we've seen a **2%** reduction since vacancy peak in March 2022
- Speech & Language Therapists (**21**) have highest vacancy FTE, Occupational Therapists (**9**) and Physiotherapists (**7**)
- NELFT (**38**) account for the whole of FTE vacancies
- Physiotherapists (**129%**) and Speech & Language Therapists (**125%**) have seen the largest increase in vacancies

Vacancy data is missing for LBBD

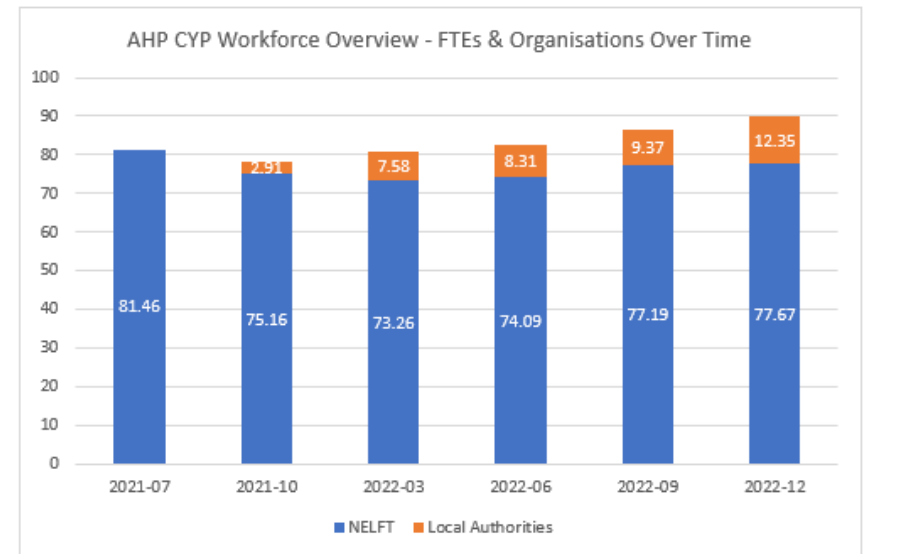
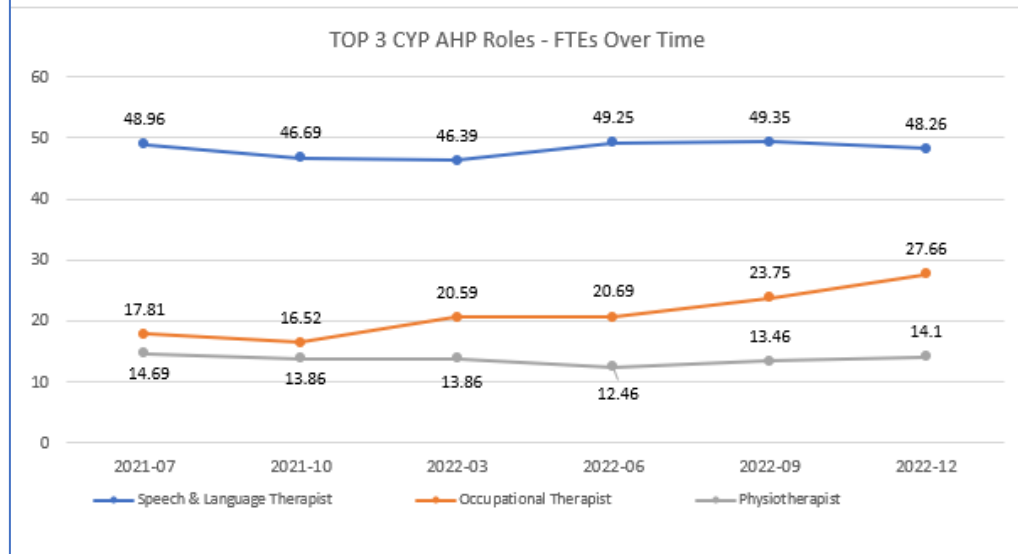
- All 3 roles (**2.4 or 2.5%**) have the same current sickness rate
- Latest Age Profiles shows Occupational Therapists with the **oldest workforce** and Speech & Language Therapists and Physiotherapists with the **youngest workforce**
- Occupational Therapists (**£234k up 88%**), Physiotherapists (**£110k up 95%**), and Speech & Language Therapists (**£41k up 248%**) account for Agency Spend compared to previous quarter

BHR AHP FTE Summary



	2021-07	2021-10	2022-03	2022-06	2022-09	2022-12
Speech & Language Therapist	48.96	46.69	46.39	49.25	49.35	48.26
Occupational Therapist	17.81	16.52	20.59	20.69	23.75	27.66
Physiotherapist	14.69	13.86	13.86	12.46	13.46	14.1
Therapist - Other		1				
Total	81.5	78.1	80.8	82.4	86.6	90.0

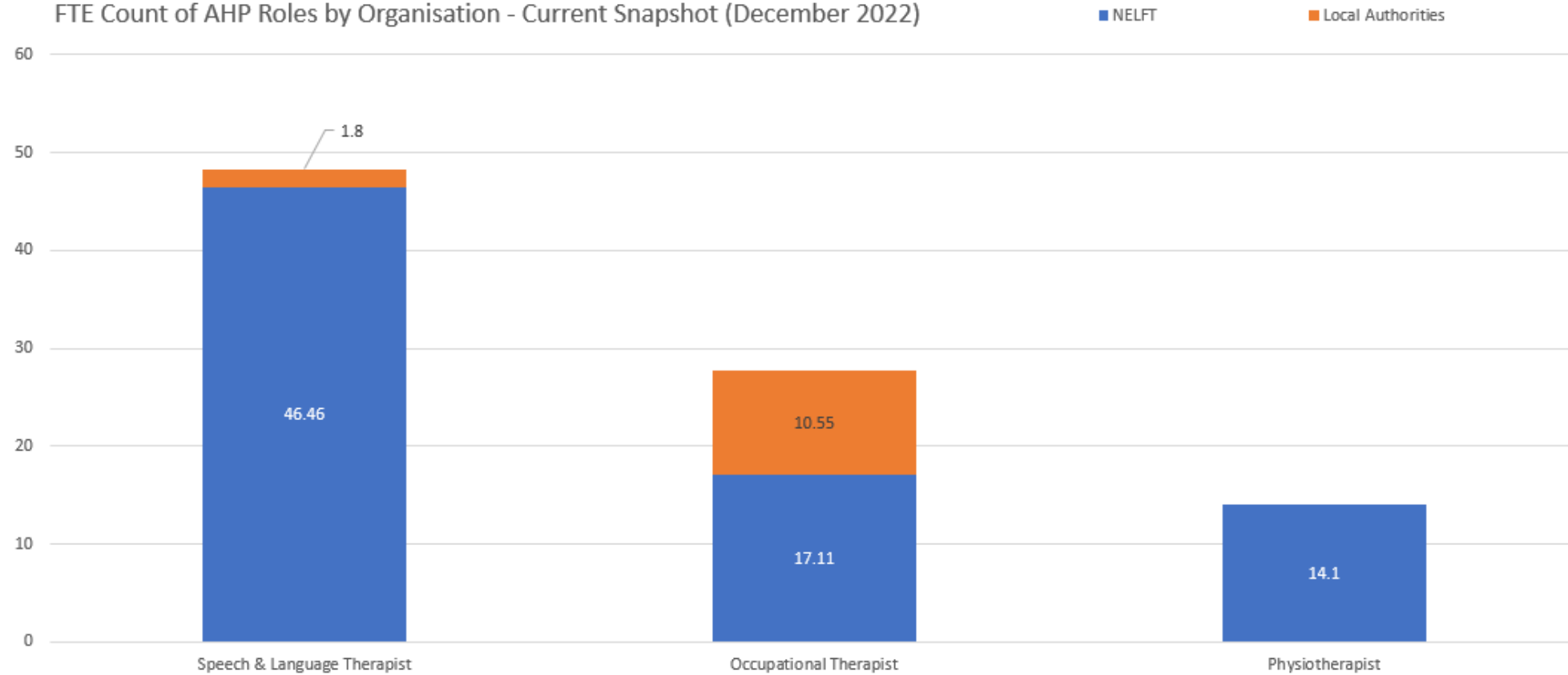
	2021-07	2021-10	2022-03	2022-06	2022-09	2022-12
NELFT	81.46	75.16	73.26	74.09	77.19	77.67
Local Authorities		2.91	7.58	8.31	9.37	12.35



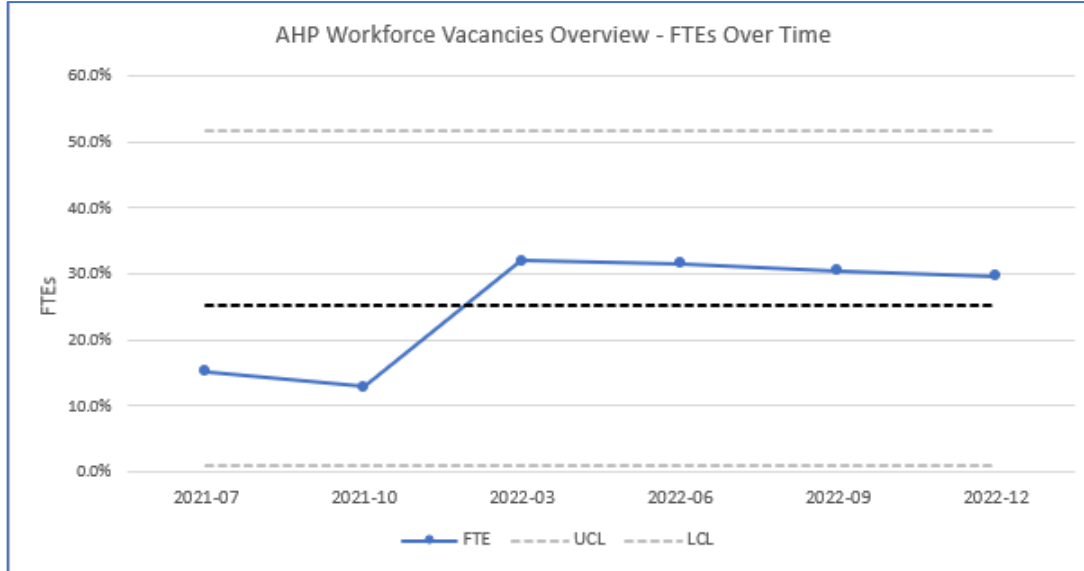
BHR Latest AHP FTE Snapshot

Role Type	NELFT	Local Authorities	Grand Total
Speech & Language Therapist	46.46	1.8	48.26
Occupational Therapist	17.11	10.55	27.66
Physiotherapist	14.1		14.1
Grand Total	77.7	12.4	90.0

FTE Count of AHP Roles by Organisation - Current Snapshot (December 2022)

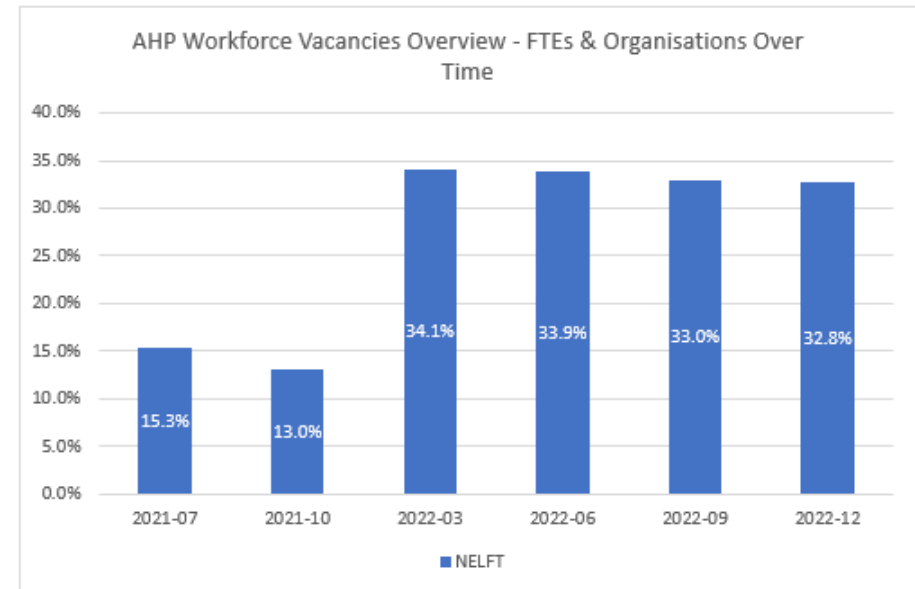
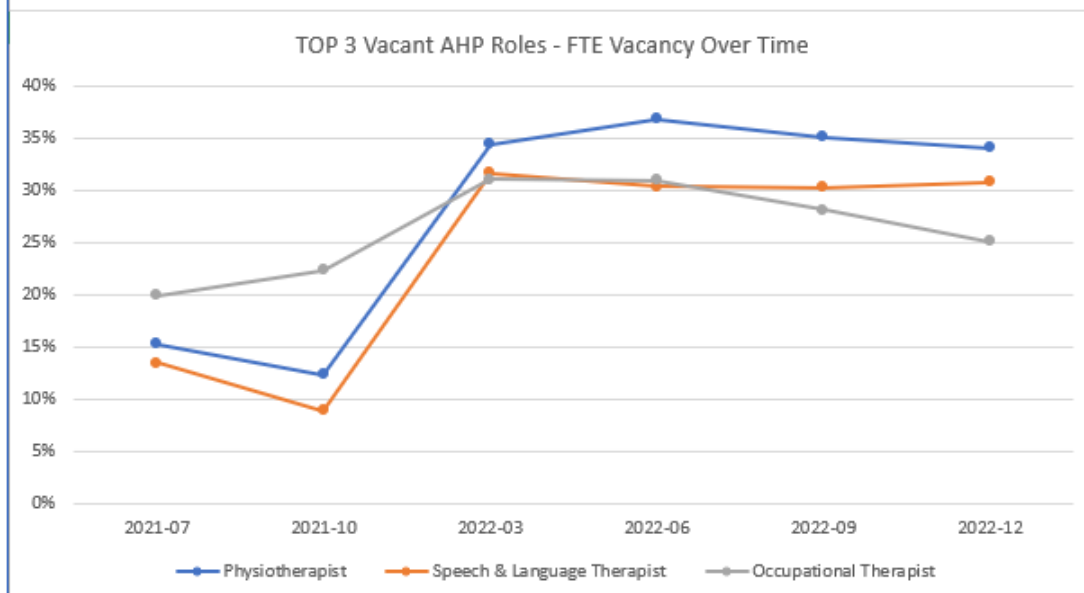


BHR AHP FTE Vacancy Summary



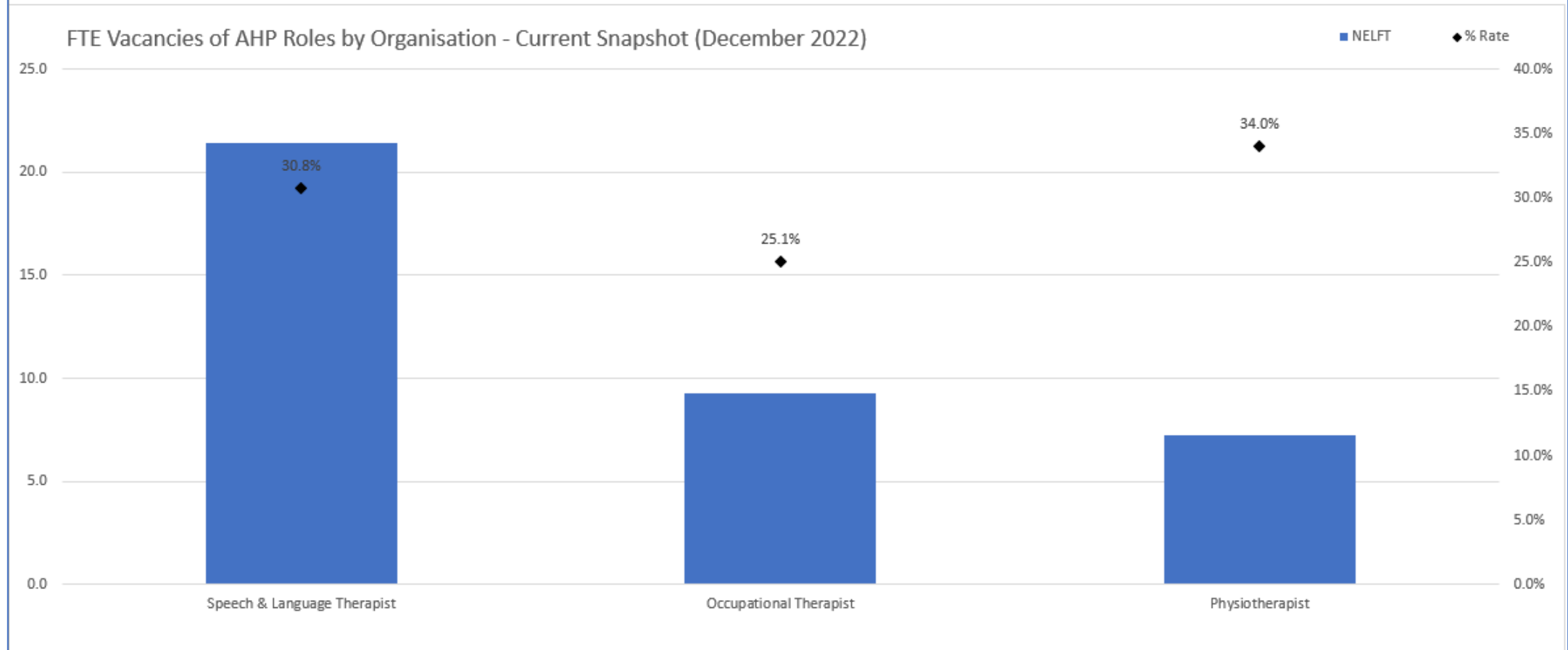
	2021-07	2021-10	2022-03	2022-06	2022-09	2022-12
Physiotherapist	15%	12%	34%	37%	35%	34%
Speech & Language Therapist	13%	9%	32%	30%	30%	31%
Occupational Therapist	20%	22%	31%	31%	28%	25%
Grand Total	15.3%	12.6%	32.0%	31.5%	30.5%	29.7%

	2021-07	2021-10	2022-03	2022-06	2022-09	2022-12
NELFT	15.3%	13.0%	34.1%	33.9%	33.0%	32.8%



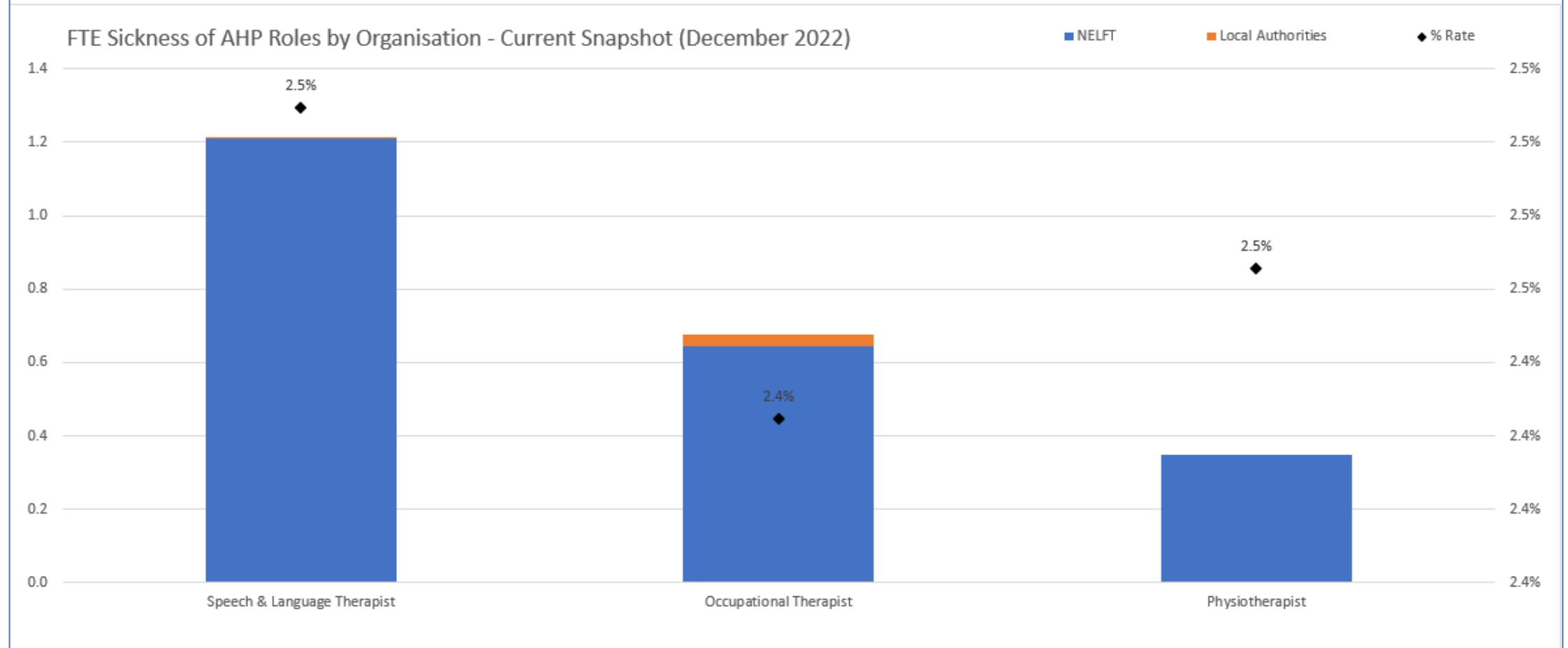
BHR Latest AHP Vacancy Snapshot

Role Type	NELFT	% Rate
Speech & Language Therapist	21.4	30.8%
Occupational Therapist	9.3	25.1%
Physiotherapist	7.3	34.0%
Grand Total	38.0	29.7%

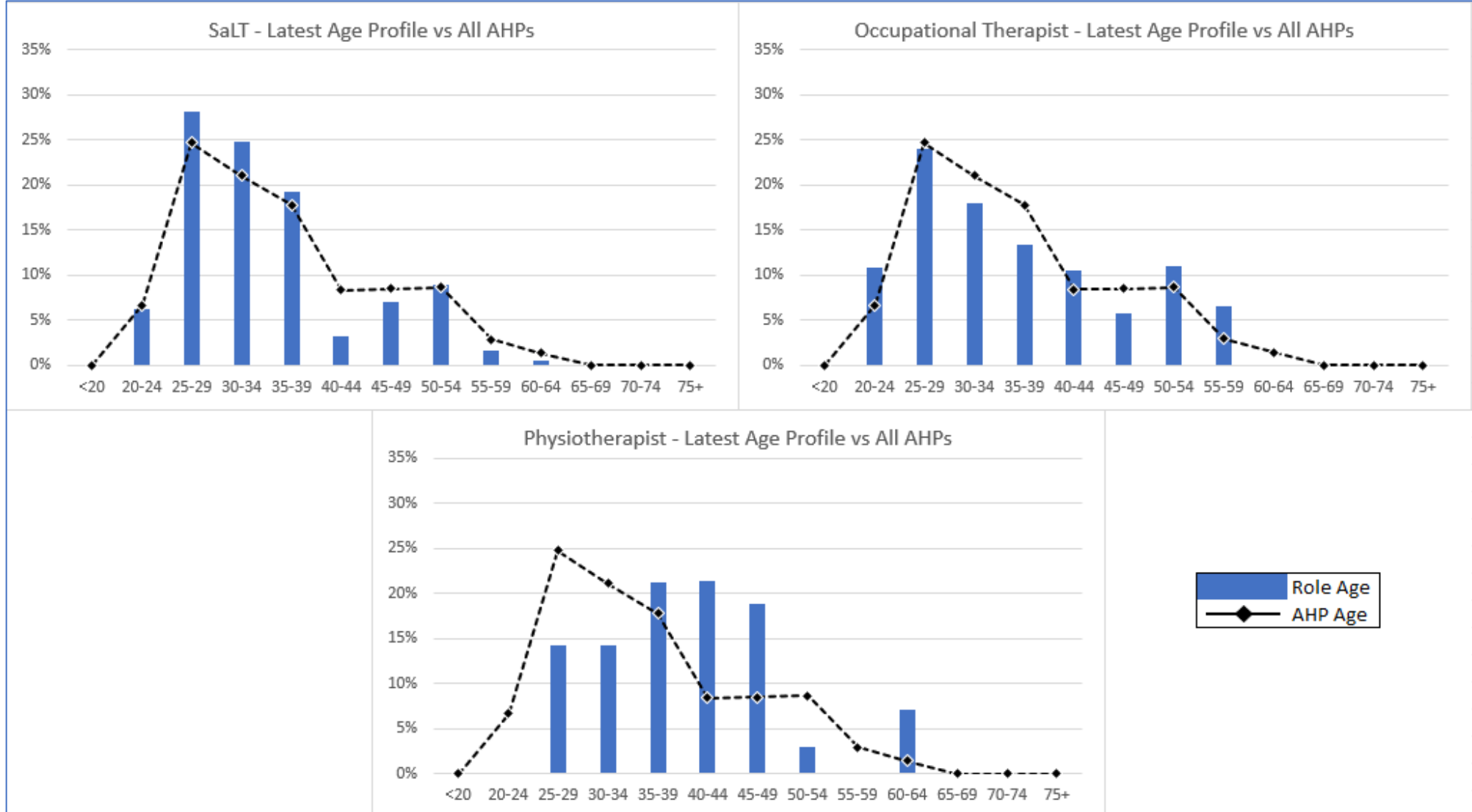


BHR Latest AHP Sickness Snapshot

Role Type	NELFT	Local Authorities	Total	% Rate
Speech & Language Therapist	1.2	0.004	1.2	2.5%
Occupational Therapist	0.6	0.0	0.7	2.4%
Physiotherapist	0.3		0.3	2.5%
Grand Total	2.2	0.037	2.2	2.5%



BHR Latest AHP Age Profile Snapshot



BHR Latest AHP Age Profile Snapshot

