

Council of Governors Meeting

Subject:	Nursing Profile		Date:	13 th August 2024	
Prepared By:	Rebecca Herring (Associate Director of Nursing- Workforce)				
Approved By:	Phil Bolton (Chief Nurse)				
Presented By:	Rebecca Herring (Associate Director of Nursing)				
Purpose					
The purpose of this report is to provide an update on the current age profile of the nursing workforce at Sherwood Forest Hospital NHS (SFH)Trust.			Approval		
			Assurance		
			Update	X	
			Consider		
Strategic Objectives					
Provide outstanding care in the best place at the right time	Empower and support our people to be the best they can be	Improve health and wellbeing within our communities	Continuously learn and improve	Sustainable use of resources and estates	Work collaboratively with partners in the community
	X				
Identify which Principal Risk this report relates to:					
PR1	Significant deterioration in standards of safety and care				
PR2	Demand that overwhelms capacity				
PR3	Critical shortage of workforce capacity and capability				X
PR4	Failure to achieve the Trust's financial strategy				
PR5	Inability to initiate and implement evidence-based Improvement and innovation				
PR6	Working more closely with local health and care partners does not fully deliver the required benefits				
PR7	Major disruptive incident				
PR8	Failure to deliver sustainable reductions in the Trust's impact on climate change				
Committees/groups where this item has been presented before					
Acronyms					
Executive Summary					
<p>Over recent years there has been a subtle change in the age profile of our nursing and midwifery workforce here at SFH. Whilst the diversity of ages within our workforce remains consistent with previous years, 2022/2023 did highlight a decrease in the 51-55 years cohort compared to subsequent years. Many reasons can be attributed to this trend, for example, the introduction of the flexible retirement option, and special class pension eligibility at a local level.</p> <p>However, the national statistics released by University and College Admission Service (2023) highlight that the number of applications from individuals aged 30 years and above has reduced year on year since 2019, and the Nursing, and Midwifery Council (2024) also highlights that there has been an increase in early leavers in the 40-50 years cohort. Therefore, the slight shift in the age profile at SFH is mirroring the changing picture of the national demographic.</p>					

Understanding the age profile of the workforce is important for identifying workforce planning needs and retention strategies, but conversely, it is important to acknowledge age is not indicative of experience. Therefore, recognising the stage of an individual's career enables a more targeted approach to increased job satisfaction and improved recruitment and retention.

The national shift in age profile across the nursing workforce is mirrored within the profile data recorded at SFH. Current strategies are in place to support staff in the varying stages of their career and professional development, however as the entry demographic continues to evolve, our approach to recruitment and retention will need to evolve too.

Report Title:	Nursing Age Profile
Date:	August 2024
Author:	Rebecca Herring, Associate Director for Nursing Workforce
Executive Sponsor:	Phil Bolton, Chief Nurse

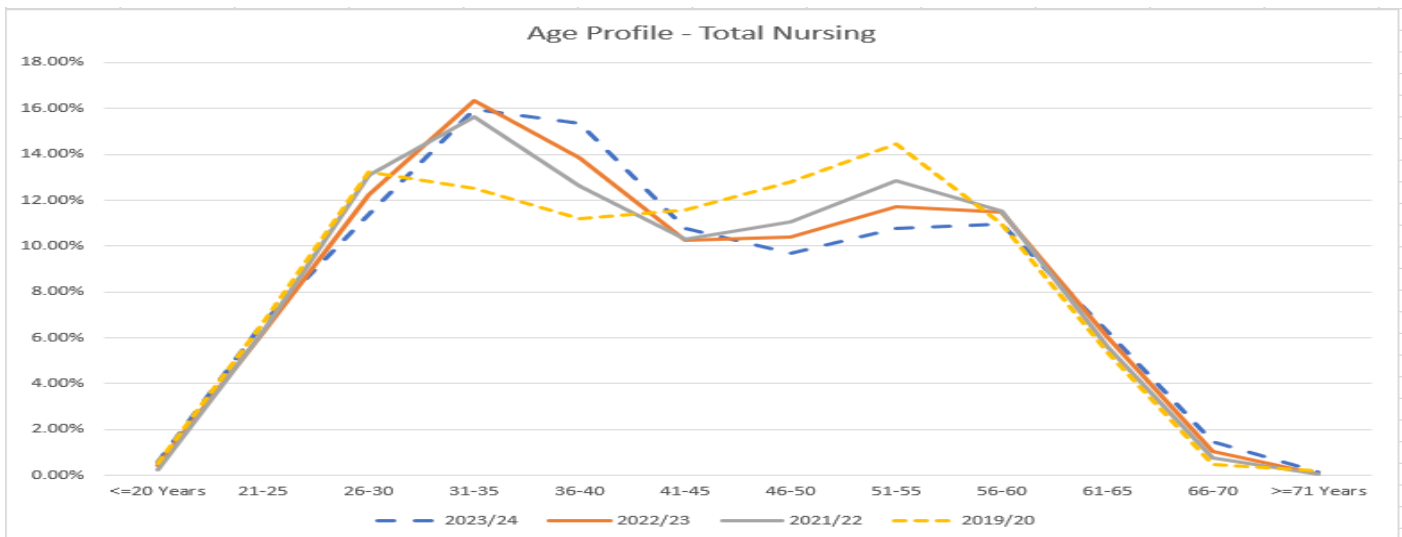
Background

Following a discussion at the previous Council of Governors Meeting, an action was raised to present the current nursing workforce demographic at a future meeting.

Nursing Age Profile at SFH

Over recent years there has been a subtle change in the age profile of our nursing and midwifery workforce here at SFH. Whilst the diversity of ages within our workforce remains consistent with previous years, 2022/2023 did highlight a decrease in the 51-55 years cohort compared to subsequent years. Many reasons can be attributed to this trend, for example, the introduction of the flexible retirement option, and special class pension eligibility at a local level.

Figure 1: SFH Age Profile



Data Source: Workforce Informatics

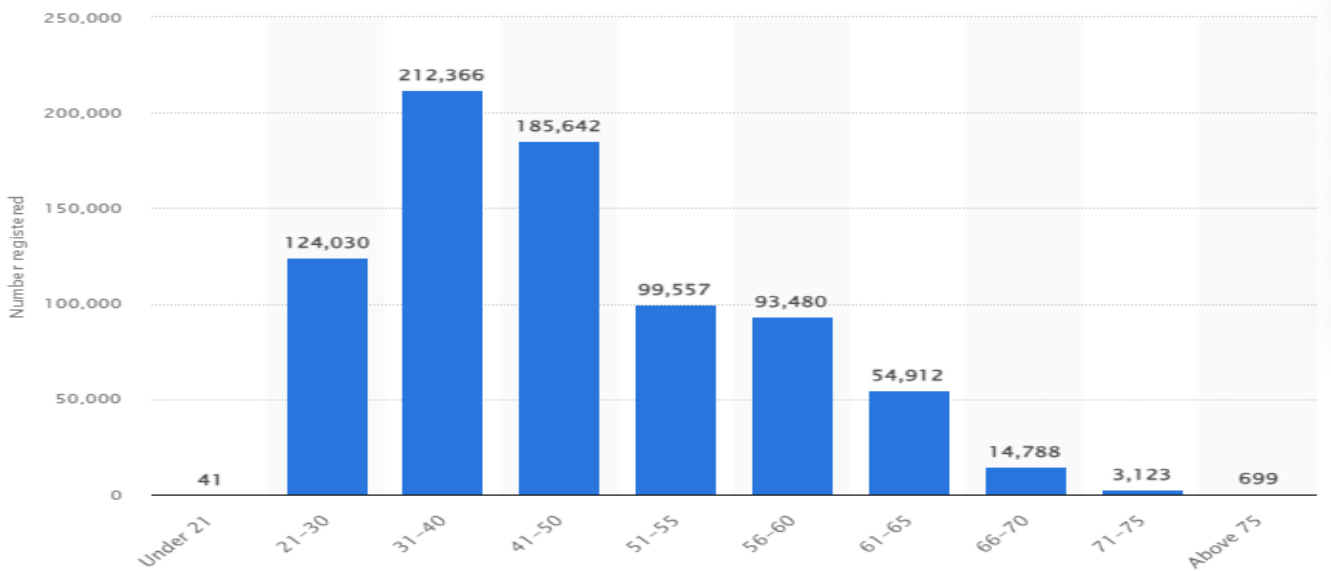
Figure 2: SFH Age Profile

Nursing and Midwifery Registered	<=20 Years	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	>=71 Years	Grand Total
2023/24	0.00%	6.44%	12.15%	17.09%	16.81%	11.10%	10.27%	8.77%	10.32%	5.77%	1.11%	0.17%	63/37
2022/23	0.00%	5.86%	12.87%	17.58%	13.90%	11.24%	10.45%	10.51%	10.45%	6.16%	0.97%	0.00%	61/39
2021/22	0.00%	6.33%	13.42%	15.86%	12.60%	11.03%	11.47%	12.04%	11.03%	5.52%	0.69%	0.00%	59/41
2019/20	0.00%	6.32%	13.34%	12.30%	11.81%	13.27%	11.88%	14.80%	10.49%	5.42%	0.35%	0.00%	57/43

Data Source: Workforce Informatics

However, the national statistics released by University and College Admission Service (2023) highlight that the number of applications from individuals aged 30 years and above has reduced year on year since 2019, and the Nursing, and Midwifery Council (2024) also highlights that there has been an increase in early leavers in the 40-50 years cohort. Therefore, the slight shift in in age profile at SFH is also reflected within the national demographic below.

Figure 2: National Nursing Age Profile



Data Source: Statistica (2024).

The undergraduate nursing programme has evolved over the previous decade, and it is now common to see newly qualified nurses joining the profession with a Master of Science award in Nursing studies. Additionally, the apprenticeship route into nursing has proven popular with mature students (aged 21 or over) and reflects the differing expectations and needs of those entering the profession.

The Five High-Impact Interventions recognises early career, experience at work, and late carers stages and offers tailored support for the respective recruitment and retention risks associated with each career stage. These include:

- Preceptorship
- Flexible Working
- Menopause Support
- Legacy Mentoring
- Pension and Flexible Retirement Support.

Understanding the age profile of the workforce is important for identifying workforce planning needs and retention strategies, conversely, it is important to acknowledge age is not indicative of experience. Therefore, recognising the stage of an individual's career enables a more targeted approach to increased job satisfaction and improved recruitment and retention.

Conclusion

The national shift in age profile across the nursing workforce is mirrored within the profile data recorded at SFH. Current strategies are in place to support staff in the varying stages of their career and professional development, however as the entry demographic continues to evolve, our approach to recruitment and retention will need to evolve also.