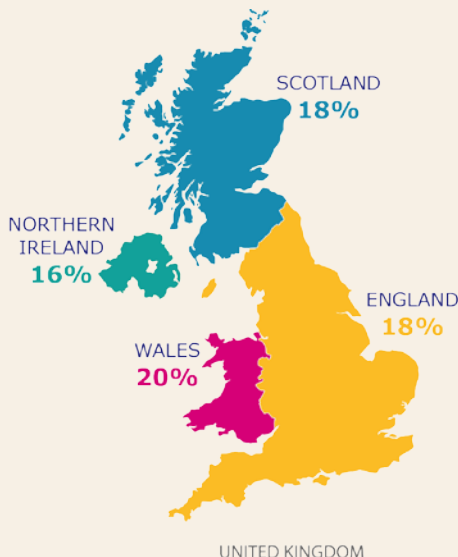
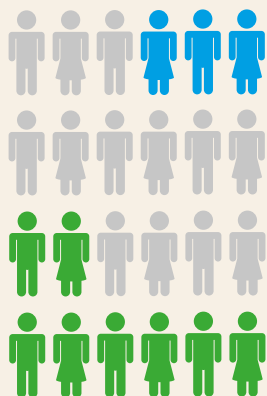
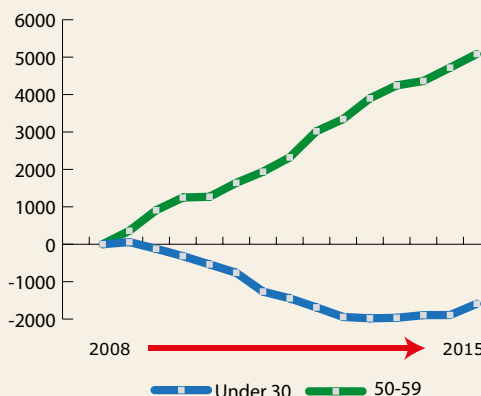


Workforce Profile



Workforce Change



1 in 8 staff aged **under 30**
Over 1 in 3 staff aged **50+**

Percentage of UK countries' Population, aged over 65

27% growth in age band **50 - 59**
13% reduction in age band **under 30**

NHS WALES AND ORGANISATIONS' "TO DO LIST"

- Complete the "Ageing Workforce: Checklist To Assess Organisational Readiness"
[Link to NHS Employers](#)
- Plan and develop policies that will help support and retain older employees
- Record alternative working patterns on ESR / e-Rostering
- Review how "Reason for Leaving" is captured in ESR
- Consider broad range of strategies – health & well-being, retention, career planning, job design, and flexible working
- Look at population trends for the next 15/20 years [Link to Stats Wales](#)

Sickness by Pay Band and Age



The lower the salary, the older the employee, the higher the sickness absence rate

% Staff over 50

HIGHEST: Estates & Ancillary, 52%

LOWEST: Medical & Dental, 32%

Retirement Age

YOUNGEST: Nursing & Midwifery, average age of 57

OLDEST: Estates & Ancillary, average age of 61

Recruitment Age

YOUNGEST: Allied Health professionals, average age of 28

OLDEST: Medical & Dental, average age of 38