NHS Workforce Planning responses – follow up information

TIM DAVISON

Tim Davison response, 12 December 2017

When giving oral evidence to the Public Audit and Post-legislative Scrutiny committee on 2nd November Tim Davison, Chief Executive, NHS Lothian was asked by Colin Beattie, MSP if he knew the actual cost savings that accrued from the reduction to Senior Managers numbers across NHS Scotland in the period 2010 to 2015. This was in reference to the written evidence presented jointly by the Chief Executives which stated that, ‘Boards are very cognisant of the need to keep non clinical costs to a minimum and, through workforce planning and service reorganisation, managed to reduce senior manager costs by 437wte during the period 2010-15, a 33.1% reduction which exceed the Scottish Government target of 25%.’ This was based on the Scottish Government release ‘25% Reduction in Senior Management Posts Target - National Progress Towards 25% Reduction as at 31st March 2015’ published in August 2015.

It has not been possible to go back and determine the actual cost savings that was accrued by boards between 2010 and 2015 when the reductions took place. However it has been possible to calculate that if the 437wte senior managers were employed in the current year, then using the 2017-18 average payroll costs of a senior manager of £95,000 (including superannuation, NI and any other employer costs) the total savings would have been in the region of £41.5m.

I trust the above provides a satisfactory answer to Mr Beattie’s question.

CAROLINE LAMB

What we asked for:

Alex Neil: Data on drop-out rates is also missing. I know that we had, at one time, a real problem with the drop-out rate among nurses; I think it was at 35 per cent. It is much less now, I think it is substantially down.
Caroline Lamb: I think that the rate has improved 1 per cent year on year.
Alex Neil: What is it now?
Caroline Lamb: I cannot remember, off the top of my head. I can get that information for you.
Alex Neil: We do not know what the drop-out rate is for medical students after the second year.

Caroline Lamb response, 12 December 2017

Response: NES does not report drop out/attrition rates. Students who drop out can return later and complete their course, so it is not considered the best measure of performance. A better measure is completion rates.

There has been improvement in five year completion rates. “Five-year completion probabilities on 36NM have increased each year since 2007: 0.68, 0.7, 0.73, 0.74, 0.75”

So for students on three-year degree courses, the 5-year completion rates have improved by at least one percentage point year on year since 2007.
Alex Neil: With regard to the 860 applications through UCAS, is that the total number of applications or is that just the number of applications that use UCAS? In my day you could apply directly to universities or through UCAS or both.

Caroline Lamb: It is my understanding that all applications now go through UCAS. I will need to check but I think that the figure that we quoted concerned first-time applicants, and there will also be some applicants who are applying for the second time.

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**Caroline Lamb:** It is my understanding that all applications now go through UCAS. I will need to check but I think that the figure that we quoted concerned first-time applicants, and there will also be some applicants who are applying for the second time.

**Response:** All UK applicants will apply through UCAS.