

Annex A

This is an initial list of proposed metrics to track progress against delivery of our commitments in the *We are the NHS: People Plan for 2020/2021 – action for us all* published in July 2020.

We will continue to iterate this to ensure the metrics are robust, meaningful and aligned with wider system objectives (e.g. NHS Long Term Plan).

These metrics will provide quantitative data to measure progress against a number of domains, but they will be considered alongside qualitative data and data from other external partners (unions, professional regulators etc) to enable a more comprehensive and nuanced understanding of progress.

PP chapter	Theme/commitment		Metrics	Frequency	Data source
Looking after our people	Health and safety	1	Proportion of staff who say they have personally experienced harassment, bullying or abuse at work from a) managers, b) other colleagues, c) patients / service users, their relatives or other members of the public in the last 12 months	Annual	NHS Staff survey
	Physical and mental health and wellbeing	3	Proportion of working days lost to sickness absence in trusts	Quarterly	ESR
		4	Proportion of staff with completed risk assessment	TBC	NHSEI
		5	Number of people working in the NHS who have had a flu vaccination	Annual	PHE
	Flexible working	6	Percentage of staff who say they are satisfied or very satisfied with the opportunities for flexible working patterns	Annual	NHS Staff survey
		7	Reason for Leaving – work/life balance	Annual	NHS Staff survey
	Retention	8	Proportion of all staff leaving the NHS each year	Annual	ESR
We all belong in the NHS	Equality, diversity and inclusion	9	Proportion of staff in senior leadership roles who (a) are from a BME background (b) are women	Annual	WRES programme

PP chapter	Theme/commitment		Metrics	Frequency	Data source
		10	Proportion of staff who say they have personally experienced discrimination at work from a) patients / service users, their relatives or other members of the public, b) manager / team leader or c) other colleagues in the last 12 months	Annual	ESR
		11	Proportion of staff who agree that their organisation acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age	Annual	NHS Staff survey
	Voice and agency	12	Proportion of staff who feel they are able to speak up at work without fear of negative consequences	Quarterly?	Pulse survey (NHS Coronavirus Listening survey)
New ways of working and delivering care	Increasing skill mix	13	Number of advanced clinical practitioners in the workforce	Quarterly	ESR
	Developing, educating and training people	14	% new CPD money released	TBC	HEE
		15	Increasing clinical placement capacity	Annual	HEE
Growing for the future	Increasing number of clinical staff	13	Number of registered nurses employed by the NHS	Quarterly	ESR
		14	Number of new nurse joiners on ESR with international nationality	Annual	NHSEI
		16	Number of additional doctors working in primary care	Quarterly, increasing to monthly	NHS Digital
		17	Number of additional primary care professionals / direct patient care staff working in primary care	Quarterly, increasing to monthly	NHS Digital
		18	Number of healthcare support workers employed by the NHS	Quarterly	ESR

PP chapter	Theme/commitment		Metrics	Frequency	Data source
	Volunteers	19	Number of volunteers deployed in NHS trusts	TBC	NHSEI
	Recruitment (domestic and international)	20	Number of people beginning apprenticeships in health roles/in the NHS each year	Annual	HEE
		21	Total number of staff recruited from outside the UK each year	Annual	ESR
	Returns to NHS	22	Numbers of returners to the NHS deployed into frontline roles	Quarterly	NHSEI
	Deployment	22	Annual NHS expenditure on agency/locum staff as a proportion of total staff expenditure	Quarterly	NHSEI
		23	% trusts achieving level one of the e-rostering and e-job planning levels of attainment	Quarterly	NHSEI
Further management information					
Looking after our people/Belonging in the NHS	General morale/ flexible working/ leadership	24	Pulse survey: Do colleagues feel a) informed, b) supported, c) able to have work/life balance and d) confident in local leaders?	Fortnightly	NHSEI
Looking after our people	Physical and mental health and wellbeing	25	COVID SITREP: Continued provision of a) free staff car parking, b) availability of food, c) hot/cold drinks, d) rest space	Quarterly	NHSEI