

**Notes:**

- *Midwives, Band 5 & Above are included in the figures*
- *Figures exclude Bank Staff, Staff on Career Break and Seconded Out of Trust, Student Midwives and Midwives employed in HROD Vocational Workforce Assessment*

**Q1. The number of full-time equivalent (FTE) midwives currently employed by the trust.**

**Q2. The percentage of midwives employed on a part-time basis.**

**Midwives in Post as at 31 December 2024**

*Note: Headcount is a count based on staff number i.e. multiple postholders are counted more than once in each post held.*

	Full Time (=1.00 WTE)			Part Time (<1.00 WTE)			Total HC	Total WTE
	HC	WTE	% of Total HC	HC	WTE	% of Total HC		
Overall Total	63	63.00	23%	216	149.85	77%	<b>279</b>	<b>212.85</b>

**Q3. A monthly breakdown of sickness and absence rates for midwives, excluding planned leave, for the past 12 months.**

**% Hours Lost due to Sickness Absence and Other Absences by Midwives during 2024**

*Note: Other absences includes Maternity Leave (inc Paternity/Adoption Leave), Term Time, Parental Leave, Time Off for Dependents and Unpaid Leave.*

Absences	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Cumulative 2024
Sickness Absence	8.47%	7.23%	6.87%	9.23%	10.58%	10.01%	9.91%	10.38%	10.64%	10.45%	10.63%	10.79%	9.60%
Other Absences	5.08%	4.88%	5.08%	5.63%	4.88%	5.42%	5.63%	5.26%	5.01%	6.05%	6.09%	5.68%	5.39%
<b>Total Absences</b>	<b>13.56%</b>	<b>12.11%</b>	<b>11.95%</b>	<b>14.86%</b>	<b>15.46%</b>	<b>15.43%</b>	<b>15.54%</b>	<b>15.64%</b>	<b>15.65%</b>	<b>16.51%</b>	<b>16.71%</b>	<b>16.47%</b>	<b>14.98%</b>