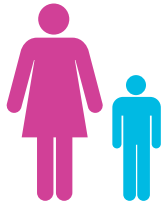


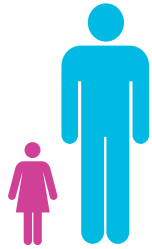
## ENGLAND

OVERALL STAFF



**62%**  
ARE WOMEN  
**38%**  
ARE MEN

DIRECTOR LEVEL



**26%**  
ARE WOMEN  
**74%**  
ARE MEN

THERE ARE  
**16,211**<sup>1</sup>  
NHS FINANCE STAFF IN  
ENGLAND

**27%**  
WORK IN  
FINANCIAL  
ACCOUNTING  
ROLES



**20%**  
WORK IN  
FINANCIAL  
SERVICE  
ROLES

**53%**  
WORK IN  
FINANCIAL  
MANAGEMENT  
ROLES

**2,937**  
WORK FOR  
COMMISSIONING  
ORGANISATIONS



**12,466**  
WORK FOR  
PROVIDER TRUSTS



OF 526 FINANCE  
STAFF SURVEYED...<sup>4</sup>



THE AVERAGE JOB  
SATISFACTION  
LEVEL **6.7 / 10**

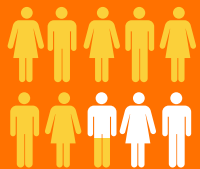
**64%**  
WOULD LIKE TO SPEND  
THE REST OF THEIR  
CAREER IN THE NHS

**89%**  
FELT THEIR FINANCE  
DEPARTMENT PROVIDES  
VALUE TO THEIR  
ORGANISATION



PROVIDER ORGANISATION  
STAFF ACCOUNT FOR  
**77%**  
OF NHS STAFF

**74%**  
OF FINANCE STAFF  
CURRENTLY WORKING  
IN THE NHS BELIEVE  
NHS FINANCE  
CAREERS OFFER  
SUFFICIENT  
OPPORTUNITIES FOR  
DEVELOPMENT



DIRECTORS



AGENDA FOR CHANGE  
BAND 7 TO VERY  
SENIOR MANAGER



AGENDA FOR CHANGE  
BANDS 5 & 6



AGENDA FOR CHANGE  
BANDS 1 TO 4



COVERED BY  
OTHER PAYSCALES



ARE CCAB/CIMA  
QUALIFIED OR  
STUDYING



**44%**<sup>3</sup>



**17%**

HAVE OTHER  
FINANCE  
QUALIFICATIONS  
RELEVANT TO  
THEIR ROLE

Source: The NHS Finance Function in 2015: England (HFMA / FSD NETWORK)

<sup>1</sup> Finance staff numbers as at the end of June 2015.

<sup>2</sup> Financial accounting includes accounts payable, accounts receivable and treasury management. Financial management includes financial planning, management accounts, performance, commissioning, costing and contracting. Financial services includes audit, payroll, financial systems, projects and administration and secretarial.

<sup>3</sup> The main accountancy qualifications held by NHS finance staff are those offered by CCAB member bodies and by CIMA.

<sup>4</sup> The survey of NHS finance staff took place in October 2015.