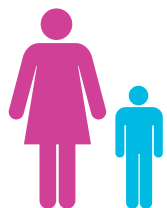


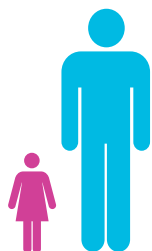
UNITED KINGDOM



OVERALL STAFF



DIRECTOR LEVEL



DIRECTORS



AGENDA FOR CHANGE BAND 7 TO VERY SENIOR MANAGER



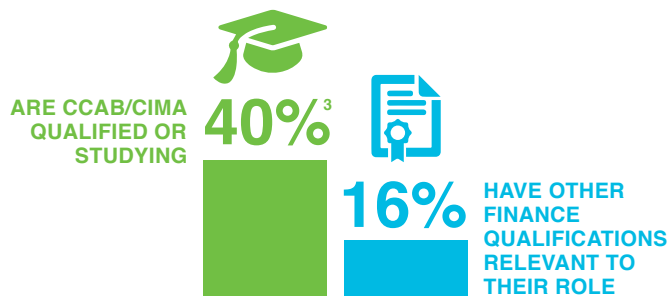
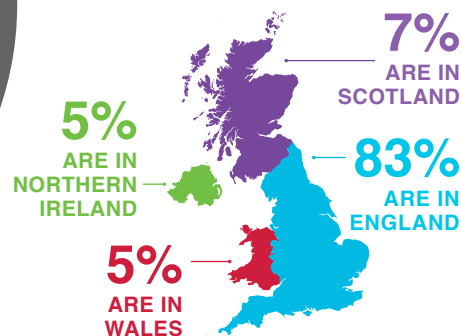
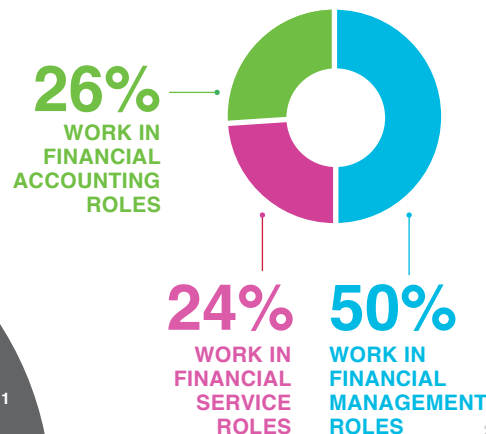
AGENDA FOR CHANGE BANDS 5 & 6



AGENDA FOR CHANGE BANDS 1 TO 4



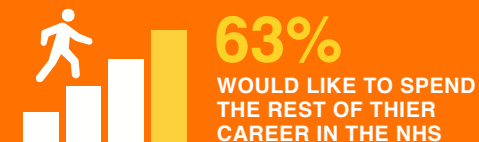
COVERED BY OTHER PAYSCALES



OF 753 FINANCE STAFF SURVEYED...⁴



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



Source: The NHS Finance Function in 2015: United Kingdom (HFMA / FSD NETWORK / FUTURE FOCUSED FINANCE SCOTLAND / FINANCE ACADEMY WALES)

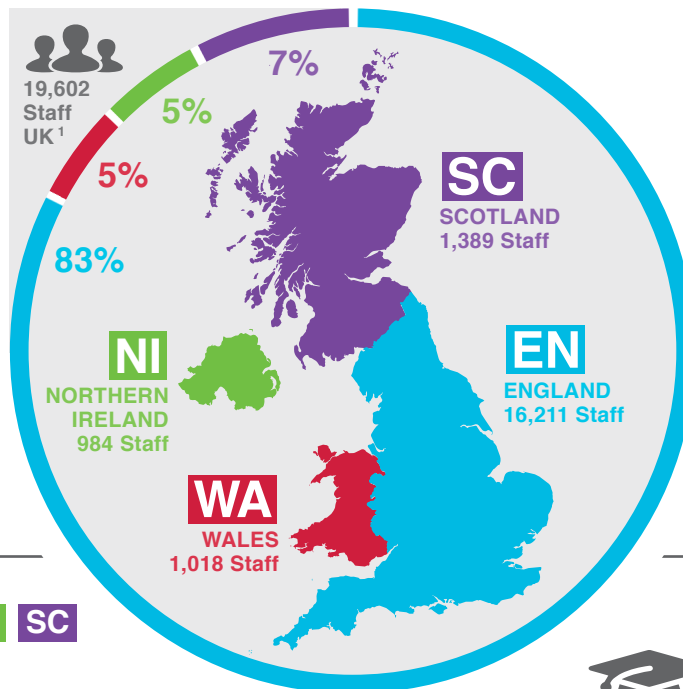
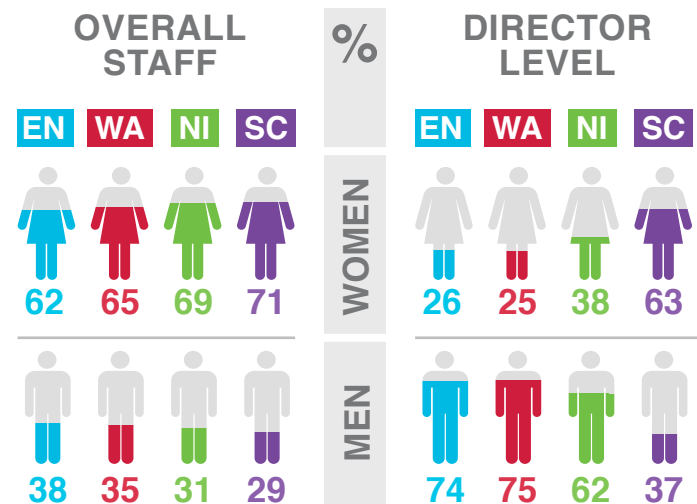
¹ Finance staff numbers as at the end of June 2015.

² 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.

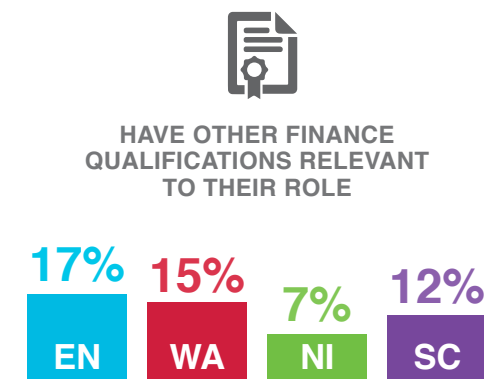
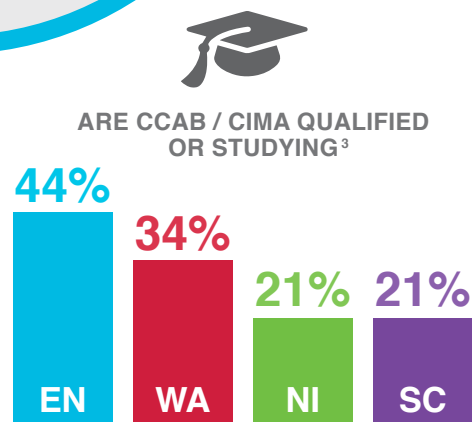
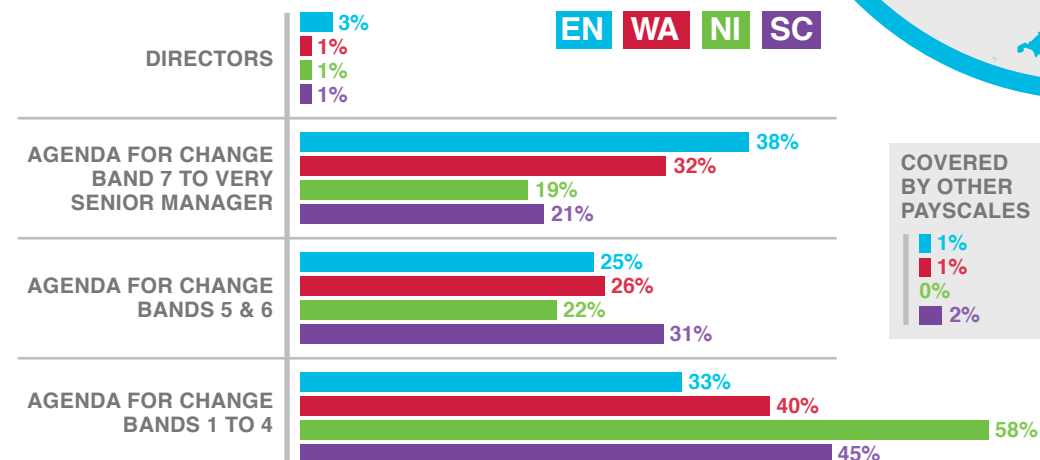
³ The main accountancy qualifications held by NHS finance staff are those offered by CCAB member bodies and by CIMA.

⁴ The survey of NHS finance staff took place in October 2015.

UK STAFFING COMPARISON



	WORK IN FINANCIAL ACCOUNTING ROLES	WORK IN FINANCIAL MANAGEMENT ROLES	WORK IN FINANCIAL SERVICE ROLES
EN	27%	53%	20%
WA	24%	45%	31%
NI	24%	31%	45%
SC	25%	39%	36%



Source: The NHS Finance Function in 2015: United Kingdom (HFMA / FSD NETWORK / FUTURE FOCUSED FINANCE SCOTLAND / FINANCE ACADEMY WALES)

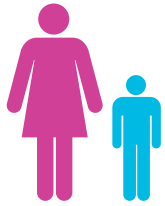
¹ Finance staff numbers as at the end of June 2015.

² 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.

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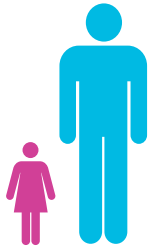
ENGLAND

OVERALL STAFF



62%
ARE WOMEN
38%
ARE MEN

DIRECTOR LEVEL



26%
ARE WOMEN
74%
ARE MEN

THERE ARE
16,211¹
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...⁴



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

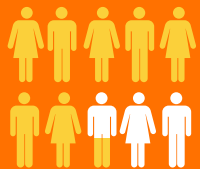
64%
WOULD LIKE TO SPEND
THE REST OF THEIR
CAREER IN THE NHS

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 **38%**

AGENDA FOR CHANGE
BANDS 5 & 6 **25%**

AGENDA FOR CHANGE
BANDS 1 TO 4 **33%**

COVERED BY
OTHER PAYSCALES **1%**

ARE CCAB/CIMA
QUALIFIED OR
STUDYING



44%³



17%

HAVE OTHER
FINANCE
QUALIFICATIONS
RELEVANT TO
THEIR ROLE

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

¹ Finance staff numbers as at the end of June 2015.

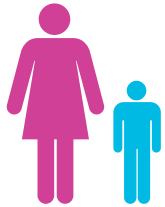
² Financial accounting includes accounts payable, accounts receivable and treasury management. Financial management includes financial planning, management accounts, performance, commissioning, costing and contracting. Financial services includes audit, payroll, financial systems, projects and administration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

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⁴ The survey of NHS finance staff took place in October 2015.

WALES

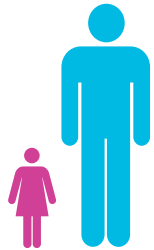
OVERALL STAFF



65% ARE WOMEN

35% ARE MEN

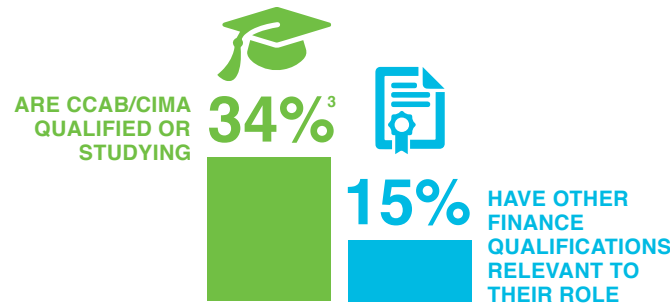
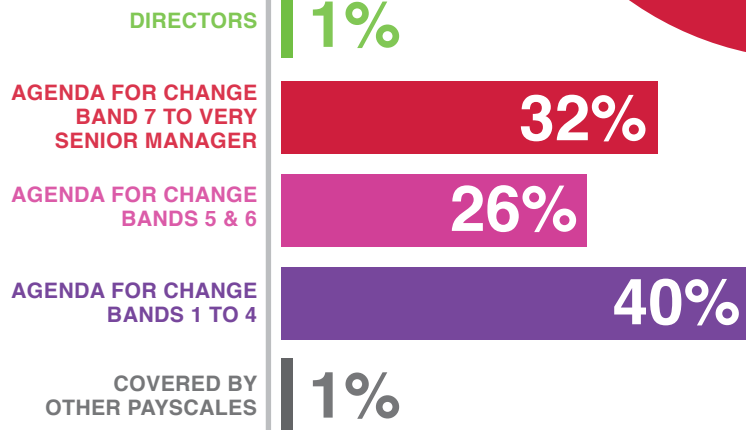
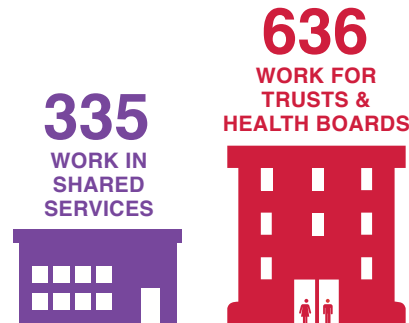
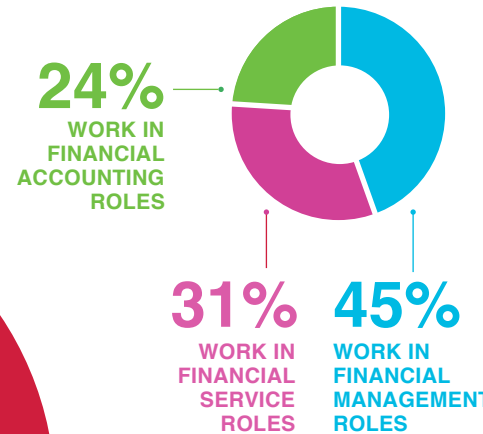
DIRECTOR LEVEL



25% ARE WOMEN

75% ARE MEN

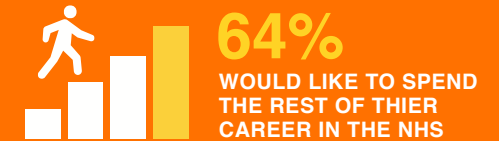
THERE ARE
1,018¹
NHS FINANCE STAFF IN
WALES



OF 136 FINANCE STAFF SURVEYED...⁴



THE AVERAGE JOB SATISFACTION LEVEL **6.6 / 10**



Source: The NHS Finance Function in 2015: Wales (HFMA / FINANCE ACADEMY WALES)

¹ Finance staff numbers as at the end of June 2015.

² 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.

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

⁴ The survey of NHS finance staff took place in October 2015.



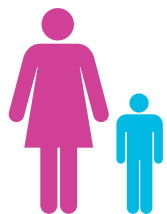
GIG
CYMRU
NHS
WALES

Academi Gyllid
Finance Academy



NORTHERN IRELAND

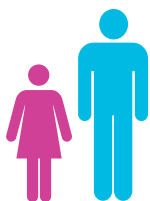
OVERALL STAFF



69% ARE WOMEN

31% ARE MEN

DIRECTOR LEVEL



38% ARE WOMEN

62% ARE MEN

THERE ARE **984**¹
NHS FINANCE STAFF IN NORTHERN IRELAND

24%
WORK IN FINANCIAL ACCOUNTING ROLES



45%
WORK IN FINANCIAL SERVICE ROLES

31%
WORK IN FINANCIAL MANAGEMENT ROLES

372
WORK IN SHARED SERVICES



567
WORK FOR HEALTH & SOCIAL CARE TRUSTS



DIRECTORS

1%

AGENDA FOR CHANGE BAND 7 TO VERY SENIOR MANAGER

19%

AGENDA FOR CHANGE BANDS 5 & 6

22%

AGENDA FOR CHANGE BANDS 1 TO 4

58%

COVERED BY OTHER PAYSCALES

0%

ARE CCAB/CIMA QUALIFIED OR STUDYING



21%³



7%

HAVE OTHER FINANCE QUALIFICATIONS RELEVANT TO THEIR ROLE

OF 39 FINANCE STAFF SURVEYED...⁴



THE AVERAGE JOB SATISFACTION LEVEL

6.5 / 10



45%

WOULD LIKE TO SPEND THE REST OF THEIR CAREER IN THE NHS

87%

FELT THEIR FINANCE DEPARTMENT PROVIDES VALUE TO THEIR ORGANISATION



HEALTH & SOCIAL CARE TRUST STAFF ARE

58%

OF NHS STAFF

50%

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



Source: The NHS Finance Function in 2015: Northern Ireland (HFMA)

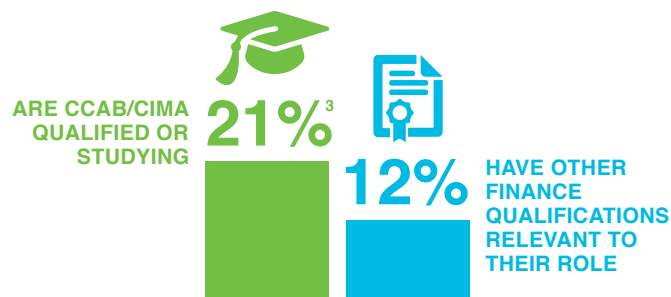
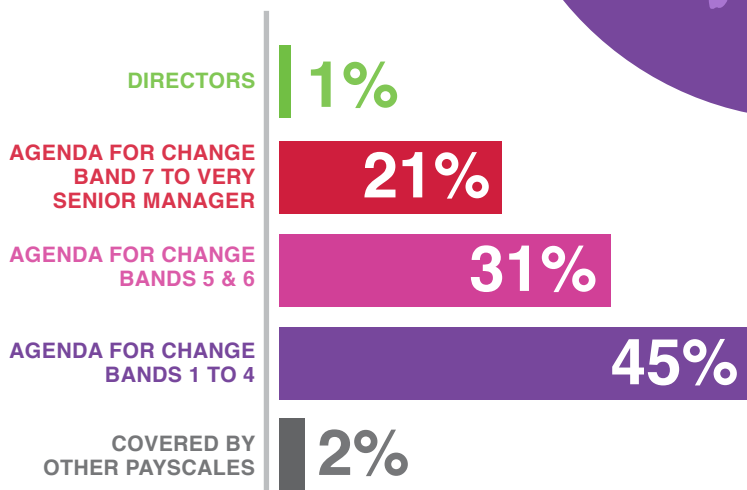
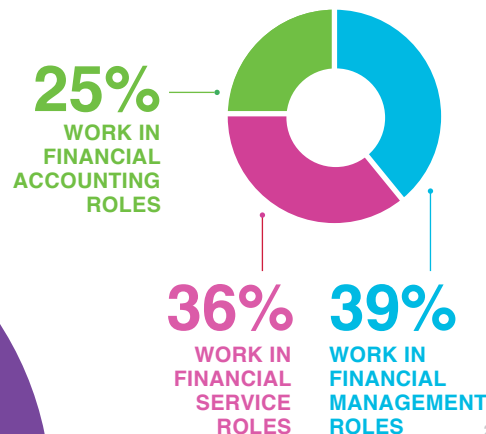
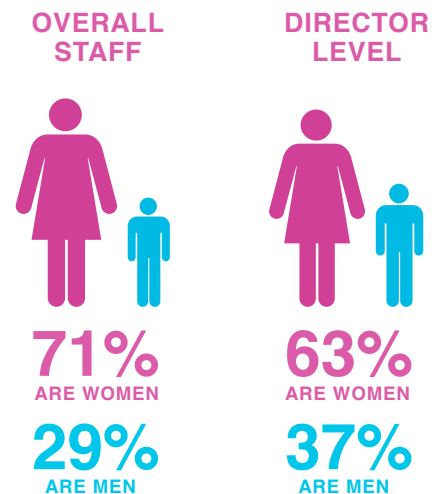
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⁴ The survey of NHS finance staff took place in October 2015.

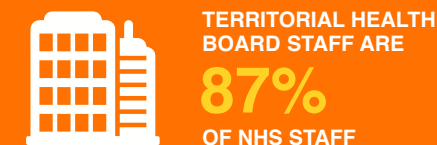
SCOTLAND



OF 52 FINANCE STAFF SURVEYED...⁴



THE AVERAGE JOB SATISFACTION LEVEL **6.4 / 10**



Source: The NHS Finance Function in 2015: Scotland (HFMA / FUTURE FOCUSED FINANCE SCOTLAND)

¹ Finance staff numbers as at the end of June 2015. Note that NHS Tayside is not included.

² 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.

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

⁴ The survey of NHS finance staff took place in October 2015.