

Southwest Physiotherapy Workforce data

Presented by:

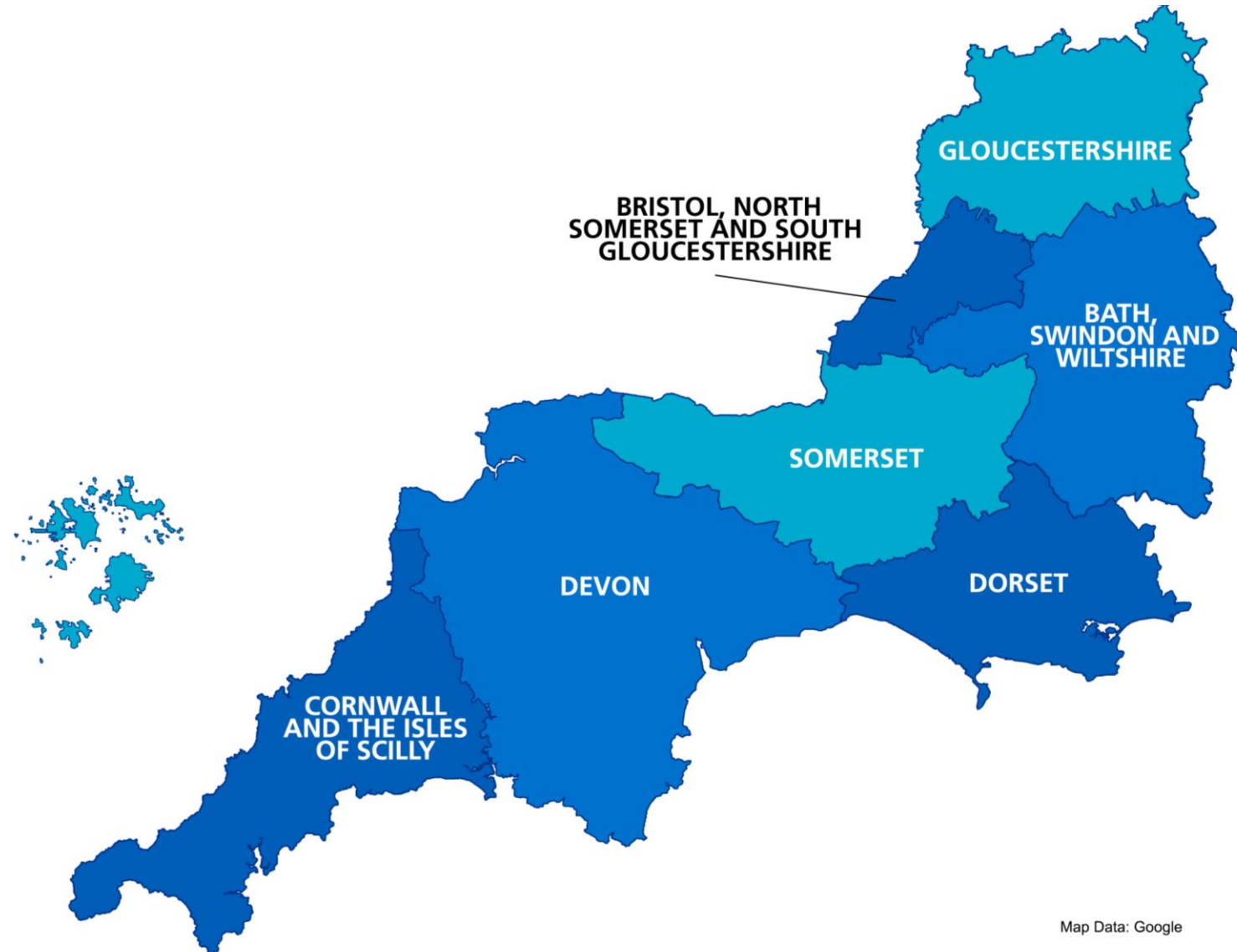
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AHP Education Senior Specialist – Integrated Care
NHS England Southwest, Workforce Training and Education
directorate, AHP programme

Session outline

Orientation to where AHP workforce sits in context to optimisation, quality, productivity and staff support

Physiotherapy workforce data looking at profile, growth, skill mix, and supply lines

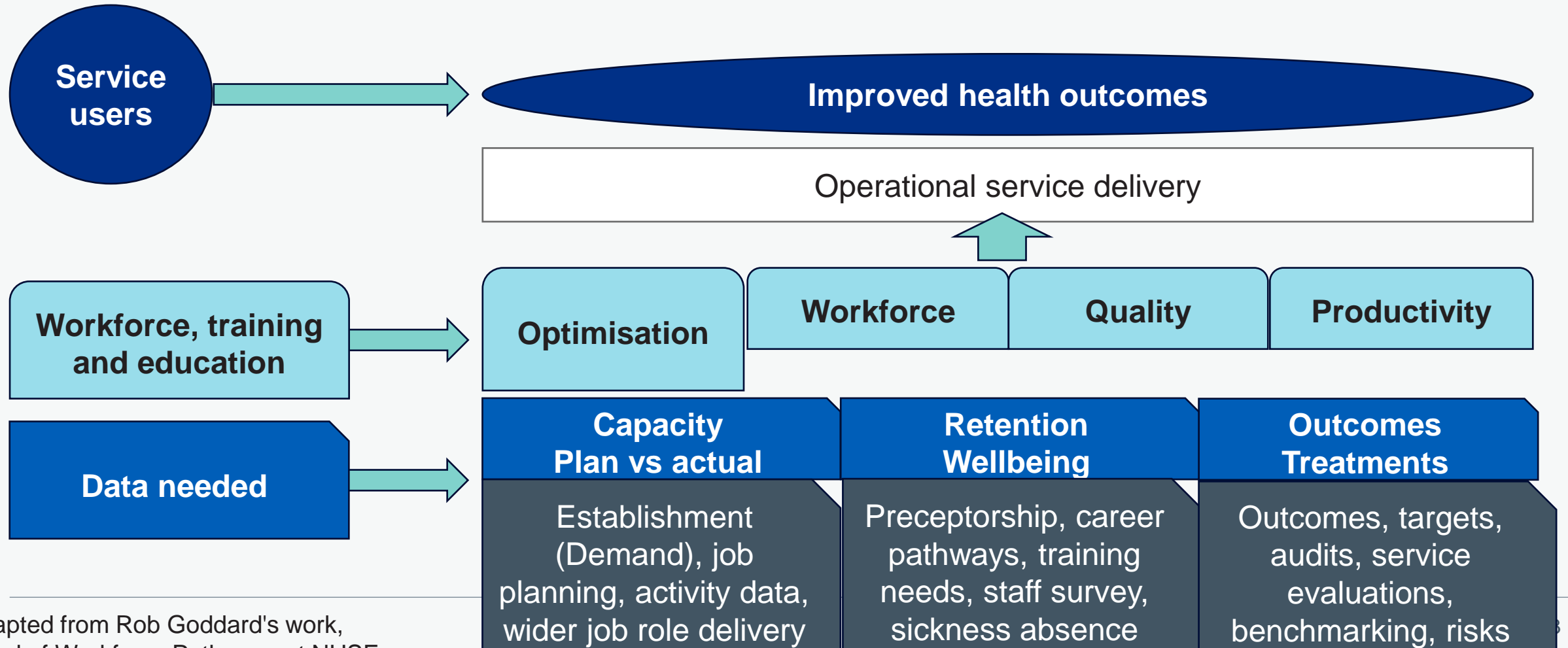
Our Southwest population



Map Data: Google

Allied Health Professions (AHP) workforce optimisation

Purpose: to ensure the right staff with the right skills are in the right place at the right time to deliver quality care and strategic objectives of NHS

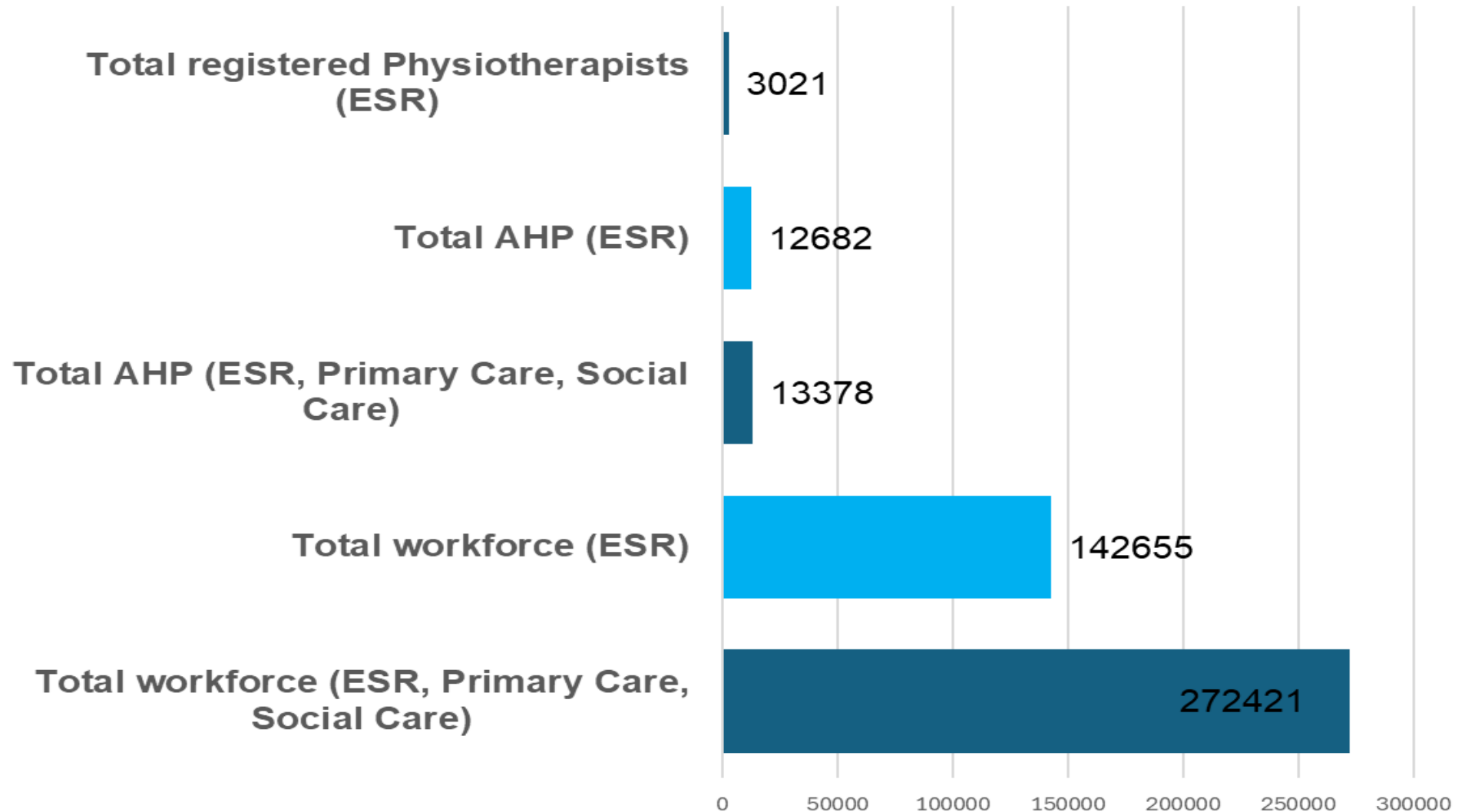


**What
workforce
have you
got?**



Workforce overview for South West

Southwest workforce in whole time equivalents



ESR data
as of
September
2024

AHP workforce overview for South West



Total Workforce - South West | Allied Health Professional (Mapped by Place from Site) use 'View Data by Site, Trust, or ICS' filter to change mapping

Full Time Equivalent (FTE)

13,378

Primary Care Total Submitted GP Practices

534

ESR Workforce Total Organisations

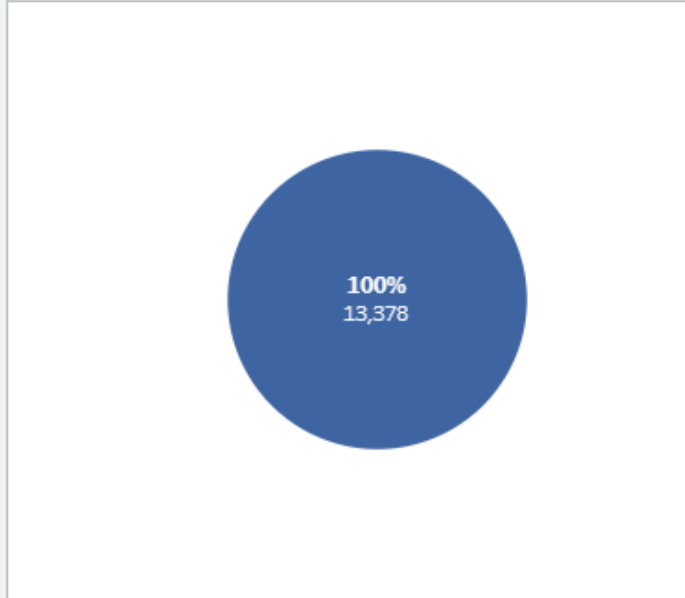
28

Social Care

Includes **Independent** and **Local Authority** Sites

Workforce by Staff Group

Allied Health Professional

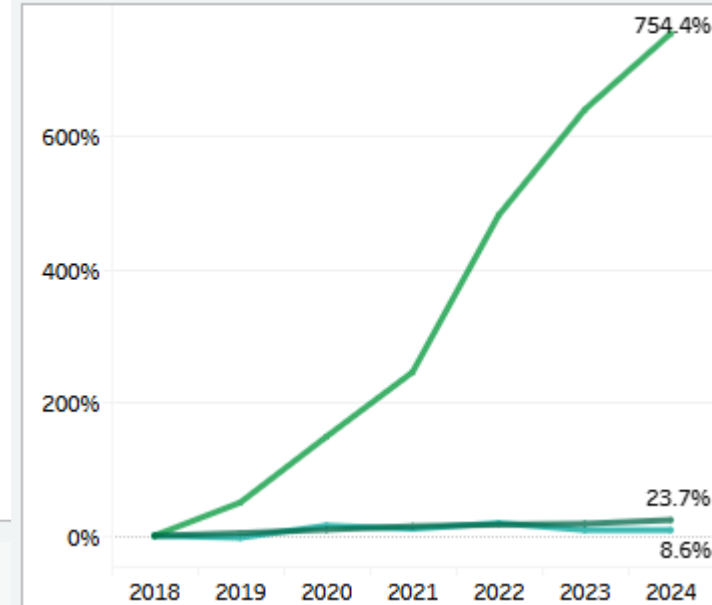


Workforce by Service

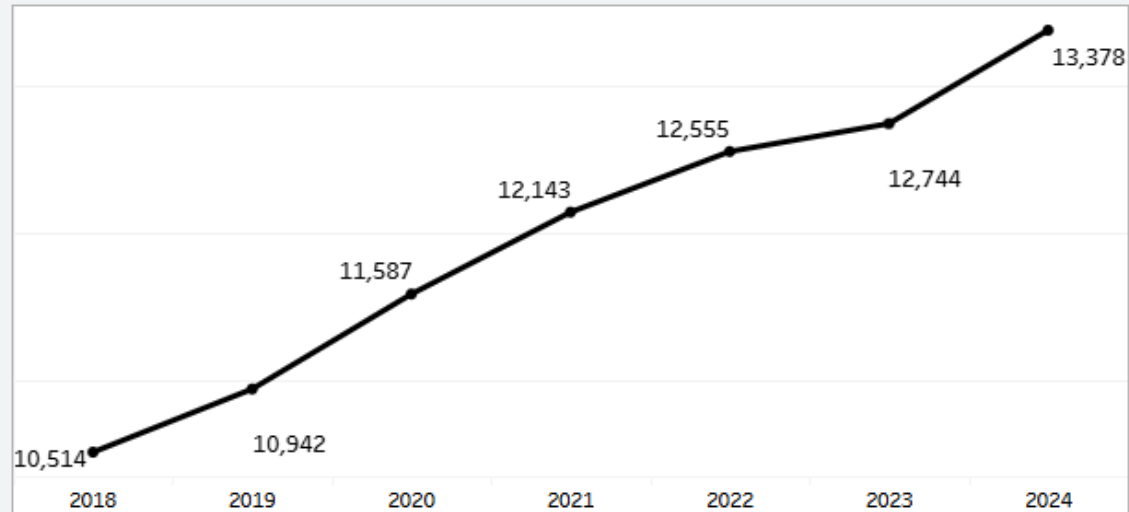
Primary Care
ESR Workforce
Social Care

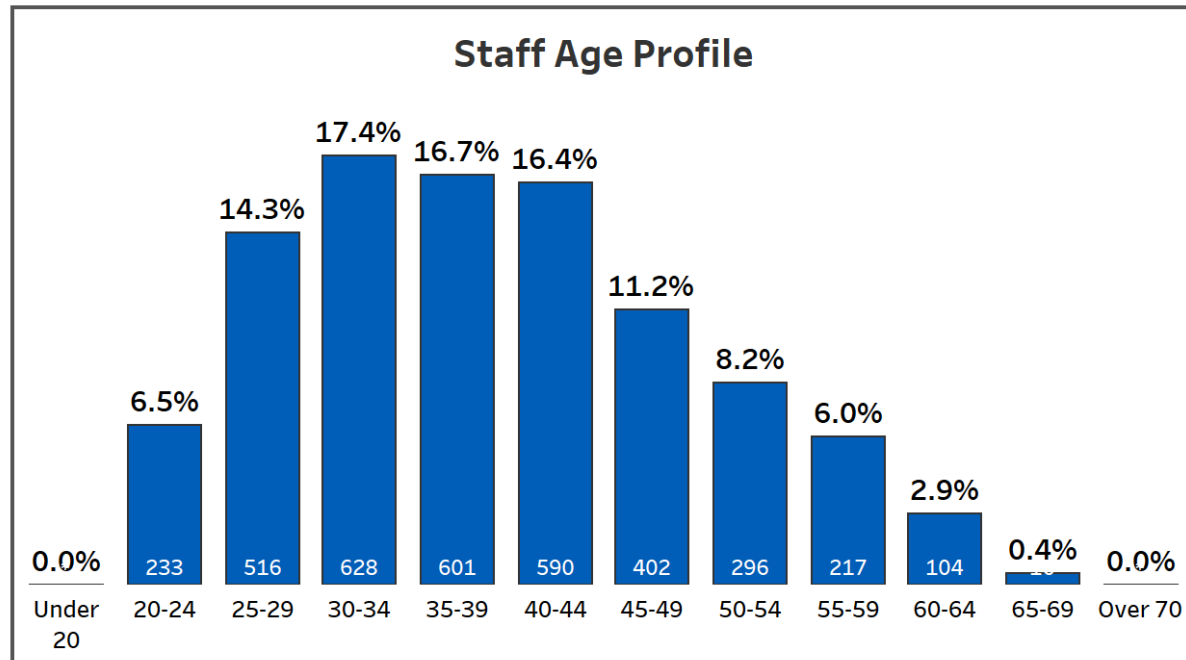
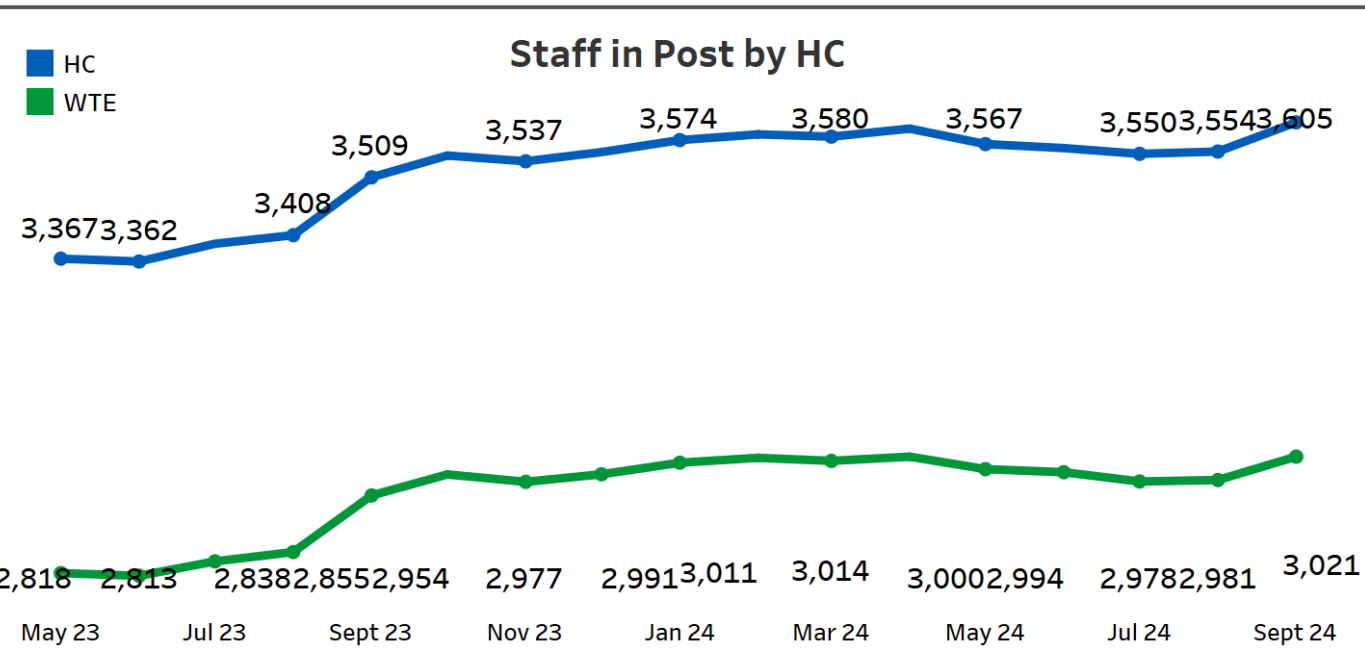
Note: Social Care FTE at March 2024 using March 2023 data (Mar-24 position due to be updated Nov-24)

Workforce Change by Service



Total Workforce by Full Time Equivalent (FTE)





Equality, Diversity & Inclusion

- 24%** are Male
- 76%** are Female
- 2.7%** of the workforce identify as LGBT+
- 8.0%** of the workforce are BAME
- 6.4%** of the workforce have a declared disability
- 10.1%** of the workforce are from outside Britain

3,605
Headcount

3,021
Whole Time Equivalent

Workforce Change over selected Period

7.2%
Difference of

203.4 WTE

83.8%
Participation Rate

The average age is

39 years

9.4%
of the workforce are aged 55 & over

Support workforce: Physiotherapy



81%
are
Female

19%
are
Male



43 years
is the workforce
average age



6.6%
of the workforce
are
BAME



9.0%
of the workforce
are from
outside Britain



3.9%
of the workforce
identify as
LGBT+



7.2%
of the workforce
have a declared
disability

Overall reduction in support workforce numbers, with reduction in 4 of 7 ICS

Higher proportion of females to males, with majority sat in 35-54 years of age bracket.

Less ethnic diversity and international workforce than registered physiotherapist workforce

Higher % identify as LGBTQIA+ and self-reported disability than registered physiotherapist workforce

Workforce Skill Mix |

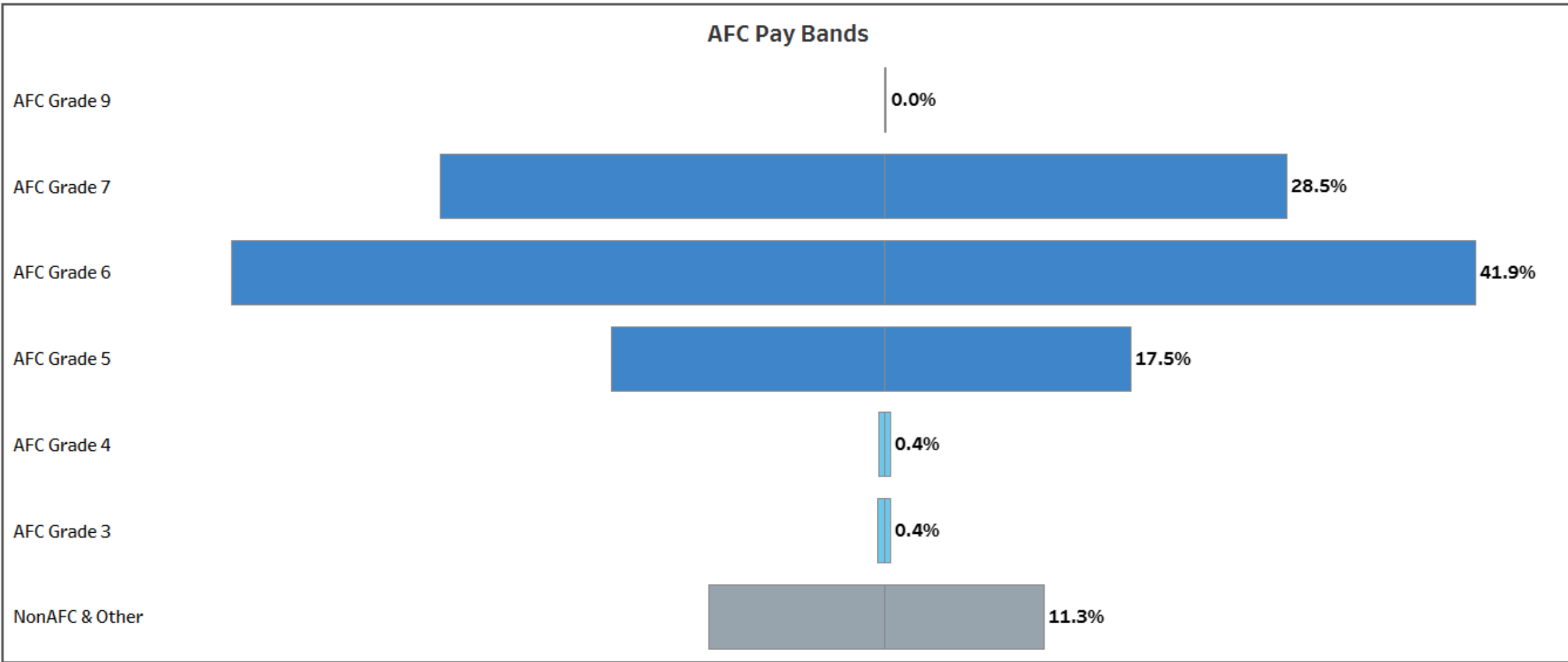
| Physiotherapy



as at September 2024

- Grade 5-9
- Grade 1-4
- NonAFC & Other

Grade 5-9	Grade 1-4	NonAFC & Other
87.9%	0.8%	11.3%



Workforce Skill Mix |

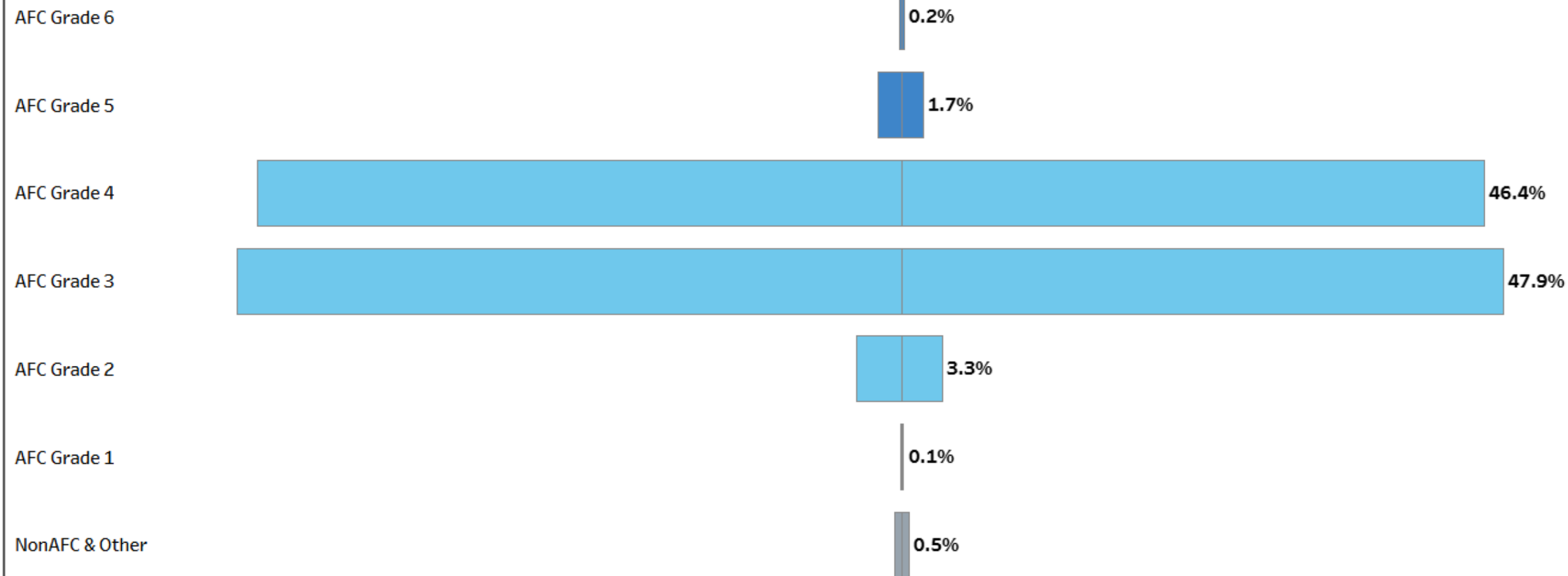
| Physiotherapy

as at September 2024

- Grade 5-9
- Grade 1-4
- NonAFC & Other

Grade 5-9	Grade 1-4	NonAFC & Other
1.8%	97.6%	0.5%

AFC Pay Bands



Workforce age and tenure

Workforce Age | Physiotherapy

as at September 2024



Under 25	25-34	35-54	55-69	Over 70
6.5%	31.7%	52.4%	9.3%	0.0%
234	1,144	1,889	337	*

Workforce Tenure | Physiotherapy

as at September 2024



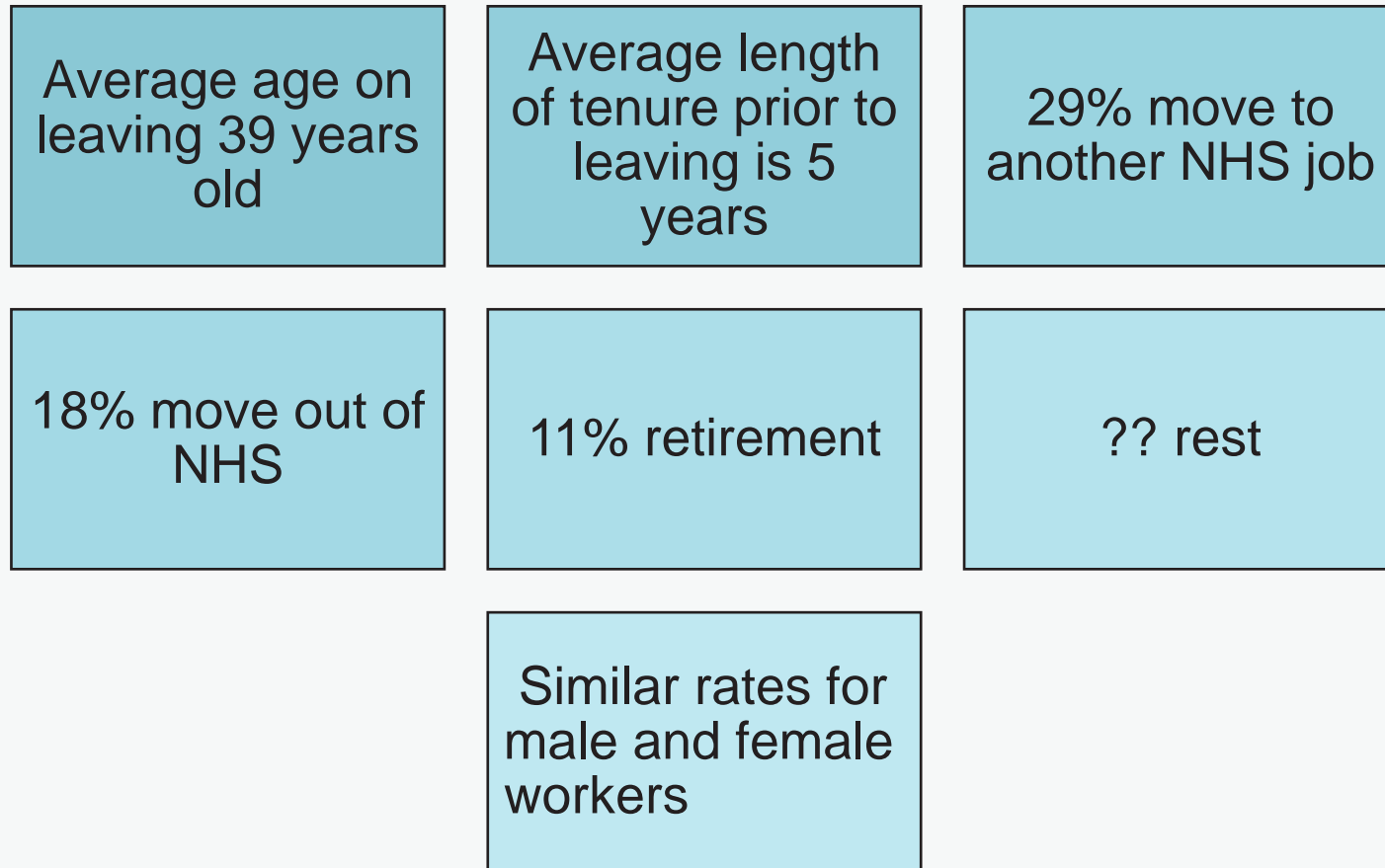
< 2 years	2-5 years	5-10 years	10-20 years	>20 years
26.4%	27.4%	25.0%	16.0%	5.2%

12 month average rolling turnover rate for AHPs in Southwest is 11.7%, for Physiotherapy its 13.3%

Retention rates for AHPs in Southwest average 88.3%, physiotherapy 86.7%

Leavers from Physiotherapy

Joiner trend is downwards, leaver trend is upwards



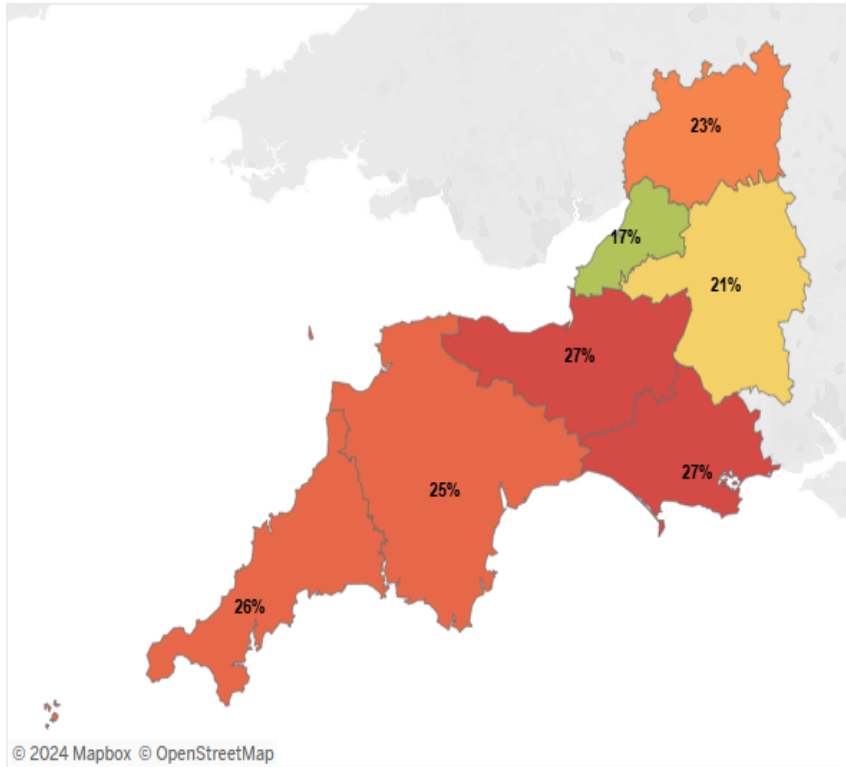
**What
workforce
do you
need?**



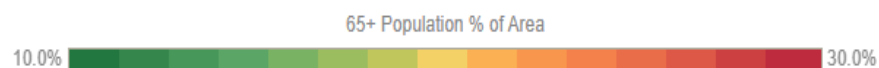
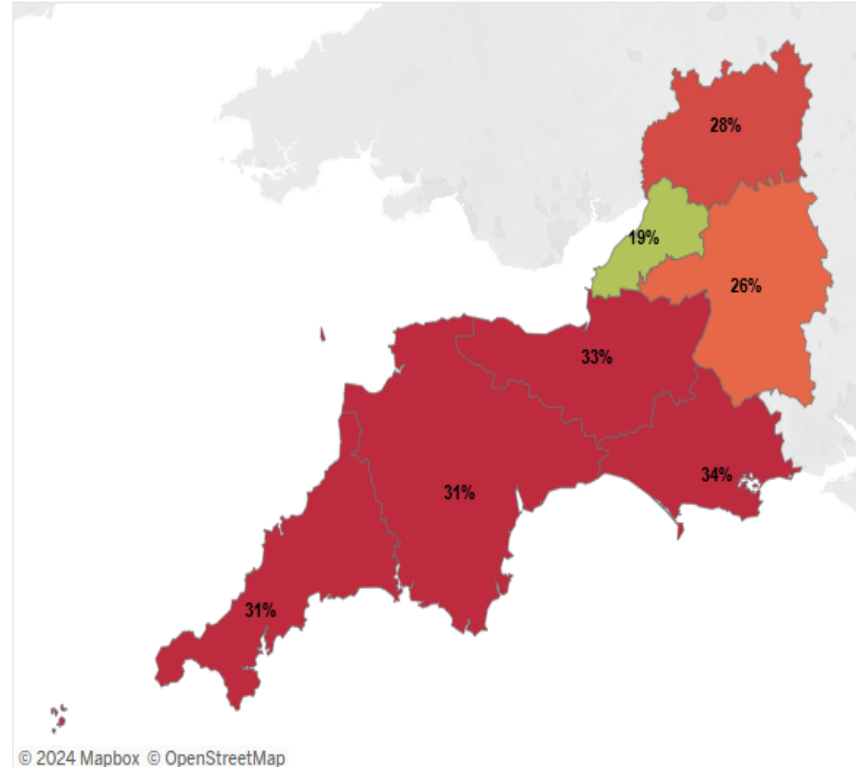
Percentage of population 65 years or older in 2024 versus 2043

Southwest is the region with the highest proportion of population 65 years or older

ICS 65+ Population Proportions - 2024



ICS 65+ Population Proportions - 2043



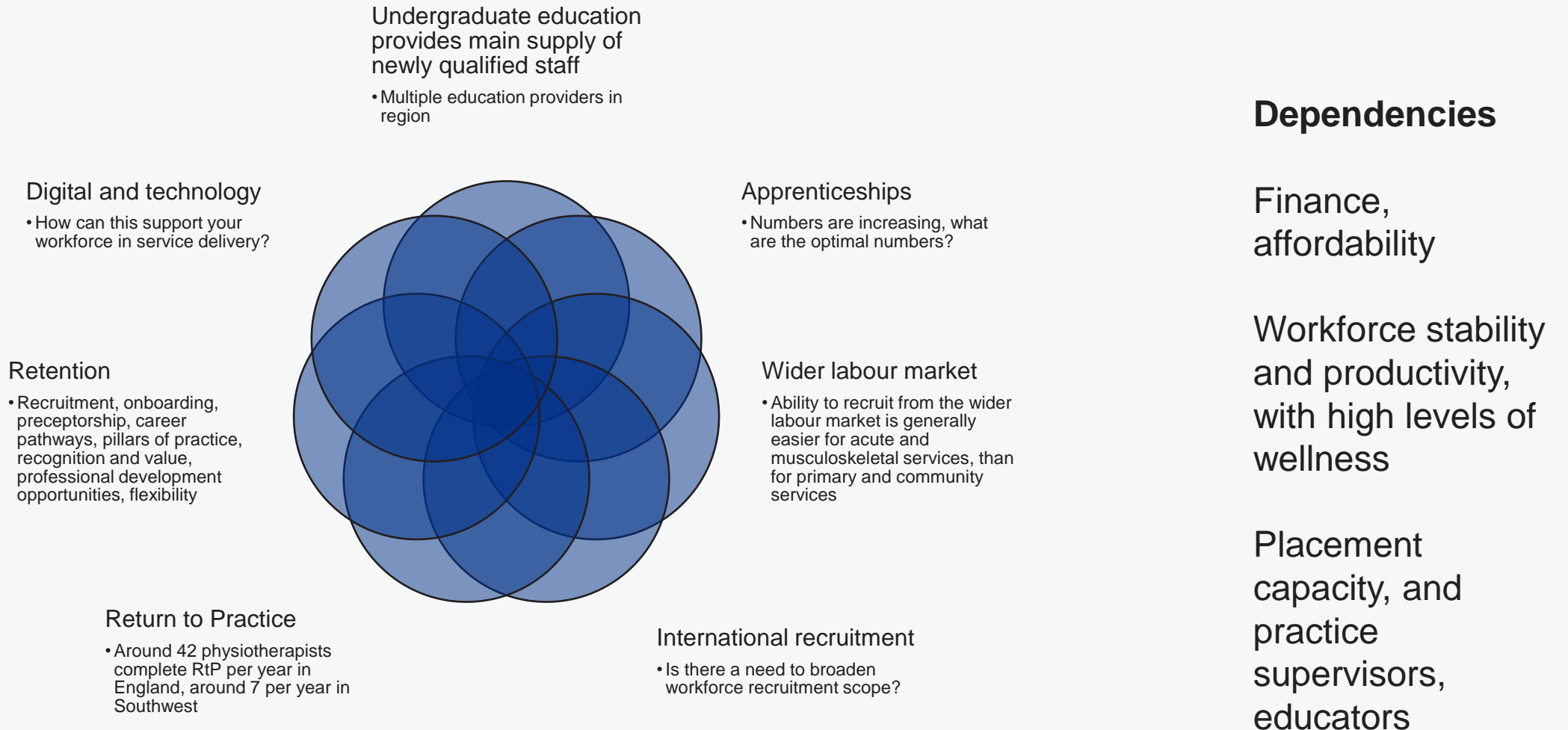
3 strategic shifts for NHS (from)	3 strategic shifts for NHS (to)
Hospital	Primary care and community services
Analogue	Digital
Treatment	Prevention

**What
workforce
can you
get?**



Physiotherapy workforce supply lines

Maximise all levers



Signposts

Data

NHS England's Workforce Intelligence Portal
[WIP Access Request form](#)

[Model Health](#) benchmarking and productivity

Clinical productivity

Resources around productivity can be found at
[Clinical Workforce Productivity - FutureNHS
Collaboration Platform](#)

Email the regional NHSE AHP team at
england.ahpwte.sw@nhs.net

Find all Southwest AHP related information on
our evolving [FutureNHS space](#)



What actions are needed now to enable the current and future Southwest Physiotherapy workforce to be optimised, and deliver the most effective quality care to the population?





Thank You



@NHSSW



youtube.com/@nhssouthwest



england.nhs.uk/south

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Additional information requested in Band 8 workforce

