

Publication Report



NHS Scotland Workforce

Data as at 31 March 2013

Publication date – 28 May 2013



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Introduction

The workforce has a significant role to play in the delivery of quality services that meet the needs of patients, their families and the general public within a modern health service. The Scottish Government published A Force for Improvement in January 2009 as a workforce framework providing a base from which policy and financial decisions can be taken across NHS Boards in partnership with other agencies. It recognises the importance of workforce data and intelligence in planning the workforce in that it needs to be accurate, timely and fit for purpose to support planning and decision making at all levels to meet service redesign and delivery needs.

During January 2008 published information changed to reflect the introduction of Agenda for Change (AfC). Historically, NHS Scotland workforce information has been published in a format based on the pay structure, namely Whitley for the majority of staff. AfC is now the national pay system which has introduced new pay bands and harmonised terms and conditions for NHS workers. The main source of workforce statistics is SWISS ([Scottish Workforce Information Standard System](#)). Workforce information was first captured through SWISS in 2007 for the data as at 31st September 2007.

The presentation and format of the published workforce information has been agreed and designed in conjunction with the [ISD Workforce Technical Reference Group](#) which has ISD, NHS Board and Scottish Government representation. It is however recognised that the presentation of the published information will evolve over time as more detailed information is captured via SWISS.

As with all data systems, accuracy of coding is crucial to the quality and credibility of the information captured. It is acknowledged that quality issues exist with regards to workforce information, particularly around the assimilation to AfC, where NHS Boards feel the published staff in post data do not truly reflect what is held locally. ISD continue to work with each of the 14 NHS boards and 8 special health boards, to improve the [data quality](#) of workforce information.

Current workforce staff in post information is published by headcount, WTE and employments.

- Headcount – this refers to the actual number of individuals working within NHS Scotland and eliminates any double counting that may exist as a result of an employee holding more than one post.
- Whole Time Equivalent – this is derived by dividing the number of contracted hours by the number of conditioned hours (hours worked). This adjusts headcount figures to take account of part time working.
- Employment - an employee may hold more than one appointment in NHS Scotland. These appointments may be in more than one NHS organisation, in more than one region, in more than one specialty, or in more than one grade. The employment variable counts the employee under each organisation / region / specialty / grade they work i.e. the same employee may be counted more than once.

Information updated in this release is:

- All staff in post (latest available data as at 31st March 2013)
- Vacancies - nursing & midwifery, consultant, and allied health professions (latest available data as at 31st March 2013)
- Bank and agency usage for nursing and midwifery staff (latest available data is for financial year 2012/13)
- Sickness absence (latest available data is for financial year 2012/13)
- Equality and diversity (latest available data is as at 31st March 2013)
- Staff turnover (latest available data is as at 31st March 2013)

A processing error in the calculation of percentages for equality and diversity data has been identified and corrected. This information is based on self reporting by staff in NHS Scotland and is sourced from staff engagement forms when people join or change organisations and the e:you questionnaire exercise carried out for staff in post. The number of staff who didn't return the questionnaire had been excluded from the table when they should have been included in 'not known'. This affects the years 2008-2013 and has now been corrected.

Key Points

- The total number of staff in post (*excluding* GPs & GDs) as at 31st March 2013 is 133,205.3 compared with 132,541.5 (WTE) as at 31st December 2012. This is an increase of 0.5% (663.8). The corresponding headcount as at 31st March 2013 is 156,535, compared with 155,781 (headcount) as at 31st December 2012. This is an increase of 0.5% (754). The change in the total number of staff (*excluding* GPs & GDs) between 31st March 2012 and 31st March 2013 is an increase of 2,033.2 WTE (1.6%) or 2,169 headcount (1.4%).
- The number of nursing and midwifery staff in post as at 31st March 2013 is 57,036.6 (WTE), compared to 56,608.5 as at 31st December 2012. This is an increase of 0.8% (428.2). The corresponding headcount as at 31st March 2013 is 66,068 compared to 65,610 as at 31st December 2012, an increase of 0.7% (458). The change in the number of nursing and midwifery staff between 31st March 2012 and 31st March 2013 is an increase of 569.3 WTE (1.0%) or 394 headcount (0.6%).
- The use (in hours) of agency nursing and midwifery staff has increased in the year 2012/13 by 14.0% in comparison to 2011/12. The cost of employing these staff has increased by 62.2% (£2.5 million)
- Nursing and midwifery bank use (in hours) increased in the year 2012/13 by 13.1% in comparison to 2011/12. The cost of employing these staff has increased by 15.1% (£13.7m).
- Across all specialties, the number of Hospital, Community and Public Health Services (HCHS) medical and dental staff in post as at 31st March 2013 is 11,925.9 (WTE), compared to 12,003.3 as at 31st December 2012. This is a decrease of 0.6% (77.4). The corresponding headcount as at 31st March 2013 is 13,331 compared to 13,420 as at 31st December 2012, a decrease of 0.7% (89). The change in the number of HCHS staff between 31st March 2012 and 31st March 2013 is an increase of 91.2 WTE (0.8%) or 113 headcount (0.9%).

- The number of HCHS consultant staff in post as at 31st March 2013 is 4,531.6 (WTE), compared to 4,494.3 as at 31st December 2012. This is an increase of 0.8% (37.3). The corresponding headcount number as at 31st March 2013 is 4,827 compared to 4,785 as at 31st December 2012, an increase of 0.9% (42). The change in the number of HCHS consultants between 31st March 2012 and 31st March 2013 is an increase of 103.9 WTE (2.3%) or 101 headcount (2.1%).
- The number of allied health profession (AHP) staff in post as at 31st March 2013 is 9,583.4 (WTE) compared to 9,511.8 as at 31st December 2012. This is an increase of 0.8% (71.5 WTE). The corresponding headcount number as at 31st March 2013 is 11,583 compared to 11,503 as at 31st December 2012, an increase of 0.7% (80). The change in the number of AHP staff between 31st March 2012 and 31st March 2013 is an increase of 155.2 WTE (1.6%) or 193 headcount (1.7%).
- The number of administrative services staff in post as at 31st March 2013 is 24,381.9 (WTE) compared to 24,222.2 as at 31st December 2012. This is an increase of 0.7% (159.6 WTE). The corresponding headcount number as at 31st March 2013 is 28,385 compared to 28,227 as at 31st December 2012, an increase of 0.6% (158). The change in the number of administrative services staff between 31st March 2012 and 31st March 2013 is an increase of 84.1 WTE (0.3%) or 3 headcount (0.01%).
- NHS Highland and The Highland Council are working towards developing an integrated model for health and social care and will result in staff transferring between both organisations. For data as at 31st March 2013, 1,449 (headcount) and 1,099.9 (WTE) Highland Council staff are included within the overall table.
- The sickness absence rate for NHS Scotland for the year April 2012 – March 2013 is 4.80%, which is an increase from 4.63% in the previous year.

Results and Commentary

All Staff

- The total number of staff in post (*excluding* GPs & GDs) as at 31st March 2013 is 133,205.3, compared with 132,541.5 (WTE) as at 31st December 2012. This is an increase of 0.5% (663.8).
- The total number of staff in post (*excluding* GPs & GDs) as at 31st March 2013 is 156,535, compared with 155,781 (headcount) as at 31st December 2012. This is an increase of 0.5% (754).
- As at 31st March 2013, the largest group is Nursing & Midwifery which accounts for 42.8% of all staff (excluding GPs and GDs). Administrative Services account for 18.3%, Support Services 10.3%, and Medical (HCHS) 8.4% (all WTE).

[Overall NHS Scotland workforce summary by staff grouping](#)

Table 1: NHS Scotland workforce summary by staff group as at 31st March 2013

Staff Group	Headcount	WTE	% WTE
All NHS Scotland staff (Inc GPs & GDs)	..	..	-
All NHS Scotland staff (Exc GPs & GDs)	156,535.0	133,205.3	100%
Medical (HCHS)	12,455.0	11,224.0	8.4%
General medical practitioners (GPs)	-	..	-
Dental (HCHS)	879.0	701.8	0.5%
General dental services	-	..	-
Medical & dental support	2,221.0	1,869.8	1.4%
Nursing & midwifery	66,068.0	57,036.6	42.8%
Allied health professions	11,583.0	9,583.4	7.2%
Other therapeutic services	4,262.0	3,651.2	2.7%
Personal & social care	1,091.0	906.3	0.7%
Healthcare science	5,875.0	5,273.5	4.0%
Emergency services	3,787.0	3,670.1	2.8%
Administrative services	28,385.0	24,381.9	18.3%
Support services	18,799.0	13,755.9	10.3%
Unallocated / not known	1,490.0	1,150.7	0.9%

Notes

1. WTE information for general medical practitioners is not available from 2006 onwards. Historical GP WTE figures are coded and need careful interpretation in the light of the coding system. This is explained further at <http://www.isdscotland.org/Health-Topics/General-Practice/GPs-and-Other-Practice-Workforce/Glossary.asp> under Whole Time Equivalent (WTE).
2. Information is not collected on the working hours of dentists in the general dental service and therefore WTE is not available.
3. NHS Highland and Highland Council are working towards developing an integrated model for health and social care resulting in staff transferring between both organisations. Staff who have transferred from Highland Council have not yet been allocated a job family and are counted under unallocated/not known. For data as at 31st March 2013, 1,449 (headcount) and 1,099.9 (WTE) Highland Council staff are included. Number of employments is also not available and for a proportion of these staff no WTE has been recorded. Details on job family, employment and missing WTE will be available for future publications.

Source(s):

Scottish Workforce Information Standard System (SWISS) – 31st March 2013 data extracted 09/04/2013

This release shows comparisons between different time points in the year. Table 2 below shows the annual and quarterly change by staff group.

Table 2: NHS Scotland workforce summary by staff group – quarterly and annual change

Staff Group	Mar-12	Dec-12	Mar-13	% change Dec 12 to Mar 13	% change Mar 12 to Mar 13
All NHS Scotland staff (Inc GPs & GDs)	..	..	-	x	x
All NHS Scotland staff (Exc GPs & GDs)	131,172.1	132,541.5	133,205.3	0.5%	1.6%
Medical (HCHS)	11,114.6	11,297.0	11,224.0	-0.6%	1.0%
General medical practitioners (GPs)	-	..	-	x	x
Dental (HCHS)	720.0	706.3	701.8	-0.6%	-2.5%
General dental services	-	..	-	x	x
Medical & dental support	1,863.7	1,889.8	1,869.8	-1.1%	0.3%
Nursing & midwifery	56,467.3	56,608.5	57,036.6	0.8%	1.0%
Allied health professions	9,428.2	9,511.8	9,583.4	0.8%	1.6%
Other therapeutic services	3,489.8	3,623.5	3,651.2	0.8%	4.6%
Personal & social care	923.2	893.2	906.3	1.5%	-1.8%
Healthcare science	5,356.9	5,271.4	5,273.5	0.0%	-1.6%
Emergency services	3,608.9	3,661.8	3,670.1	0.2%	1.7%
Administrative services	24,297.8	24,222.2	24,381.9	0.7%	0.3%
Support services	13,710.1	13,708.1	13,755.9	0.3%	0.3%
Unallocated / not known	191.7	1,147.9	1,150.7	0.2%	500.4%

Medical and Dental

- The number of Hospital, Community and Public Health Services (HCHS) medical and dental staff in post as at 31st March 2013 is 11,925.9 (WTE), compared to 12,003.3 as at 31st December 2012. This is a decrease of 0.6% (77.4). The corresponding headcount number as at 31st March 2013 is 13,331 compared to 13,420 as at 31st December 2012, a decrease of 0.7% (89).
- The number of HCHS consultants in post as at 31st March 2013 is 4,531.6 (WTE), compared to 4,494.3 as at 31st December 2012. This is an increase of 0.8% (37.3). The corresponding headcount number as at 31st March 2013 is 4,827 compared to 4,785 as at 31st December 2012, an increase of 0.9% (42).
- The consultant vacancy rate increased to 4.3% as at 31 March 2013 compared to 3.2% as at 31st December 2012.
- The number of medical and dental support staff in post as at 31st March 2013 is 1,869.8 (WTE), compared to 1,888.8 as at 31st December 2012. This is a decrease of 1.0% (18.9). The corresponding headcount number as at 31st March 2013 is 2,221 compared to 2,243 as at 31st December 2012, a decrease of 1.0% (22).

[Medical & Dental staff in post table](#)

[HCHS medical and dental staff by specialty](#)

[HCHS medical and dental staff by grade](#)

[HCHS medical and dental consultant staff in post table](#)

[HCHS medical and dental consultant vacancy rate table](#)

[Dental staff in post table](#)

All Medical and Dental: staff in post

Information in this section relates to the NHS Scotland medical and dental workforce. It describes the hospital, community and public health services (HCHS), general medical practitioner, general dental service and medical and dental support workforce.

Medical and dental services have been changing over the years to meet the needs of an ever evolving health service. In recent years the medical workforce in particular, has been involved in redesigning services to meet the changing demands which is evidenced in the introduction of new roles.

Table 3 shows the headcount of medical and dental staff between September 2002 and March 2013 and that it has been increasing over this time period.

Table 3: Headcount of medical and dental staff

Year	HCHS medical and dental staff	General medical practitioners (GPs)	General dental service	Medical and Dental Support
Sept-2002	10,250	4,360	2,078	..
Sept-2003	10,407	4,447	2,112	..
Sept-2004	10,658	4,456	2,156	..
Sept-2005	10,871	4,548	2,267	..
Sept-2006	11,201	4,622	2,434	..
Sept-2007	11,822	4,719	2,546	1,238
Sept-2008	12,534	4,916	2,703	1,667
Sept-2009	12,618	4,942	2,761	1,928
Sept-2010	12,757	4,960	2,968	2,135
Mar-2011	12,786	..	2,940	2,167
Jun-2011	12,736	..	..	2,204
Sept-2011	13,336	4,892	3,048	2,165
Dec-2011	13,312	..	..	2,188
Mar-2012	13,218	..	3,115	2,202
Jun-2012	13,098	..	..	2,191
Sept-2012	13,317	4,854	3,060	2,251
Dec-2012	13,420	..	..	2,243
Mar-2013	13,331	..	..	2,221

Notes

1. '..' signifies data not available.

Consultants

Table 4 shows that in general the number of HCHS medical and dental consultant staff in post has been increasing since September 2002.

Table 4: HCHS medical and dental consultant staff in post

Year	Headcount	WTE
Sept-2002	3,411	3,194.8
Sept-2003	3,511	3,283.8
Sept-2004	3,591	3,356.8
Sept-2005	3,719	3,490.9
Sept-2006	3,847	3,624.6
Sept-2007	4,035	3,801.7
Sept-2008	4,581	4,234.4
Sept-2009	4,613	4,252.5
Sept-2010	4,670	4,375.1
Mar-2011	4,714	4,424.9
Jun-2011	4,685	4,400.6
Sept-2011	4,719	4,428.5
Dec-2011	4,712	4,425.7
Mar-2012	4,726	4,427.7
Jun-2012	4,714	4,418.4
Sept-2012	4,763	4,476.2
Dec-2012	4,785	4,494.3
Mar-2013	4,827	4,531.6

The number of consultants in post as at 31st March 2013 is 4,531.6 (WTE), compared to 4,494.3 as at 31st December 2012. This is an increase of 0.8% (37.3 WTE). The corresponding headcount number as at 31st March 2013 is 4,827 compared to 4,785 as at 31st December 2012, an increase of 0.9% (42).

The number of consultants in post (medical specialties) as at 31st March 2013 is 4,426.7 (WTE), compared to 4,392.7 as at 31st December 2012. This is an increase of 0.8% (34.0). The corresponding headcount number as at 31st March 2013 is 4,710 compared to 4,672 as at 31st December 2012, an increase of 0.8% (38).

The number of consultants in post (dental specialties) as at 31st March 2013 is 105.0 (WTE), compared to 101.6 as at 31st December 2012. This is an increase of 3.3% (3.3). The corresponding headcount number as at 31st March 2013 is 119 compared to 115 as at 31st December 2012, an increase of 3.5% (4).

Consultant vacancy Information

Vacancy management processes to support the implementation of local workforce plans are in place across NHS Scotland and they inform vacancy advertising requirements.

Vacancies are defined as unfilled posts as at 31st March 2013, which are subject to appropriate recruitment arrangements.

Table 5 shows the number of consultant vacancies (WTE) and total vacancy rate since September 2002.

Table 5: HCHS medical and dental consultant vacancies (WTE)

Year	Total vacant posts	of which vacant for less than 6 months	of which vacant for over 6 months	Total vacancy rate
Sept-2002	191.6	124.2	67.5	5.7%
Sept-2003	235.4	113.4	122.0	6.7%
Sept-2004	280.4	167.3	113.1	7.7%
Sept-2005	297.3	137.8	159.5	7.8%
Sept-2006	272.3	107.3	165.0	7.0%
Sept-2007	282.0	118.8	163.2	6.9%
Sept-2008	186.5	117.5	69.0	4.2%
Sept-2009	166.0	88.9	77.1	3.8%
Sept-2010	139.0	77.0	62.0	3.1%
Mar-2011	135.7	95.6	40.1	3.0%
Jun-2011	127.9	87.4	40.5	2.8%
Sept-2011	112.5	72.2	40.3	2.5%
Dec-2011	123.0	91.5	31.5	2.7%
Mar-2012	167.3	131.3	36.0	3.6%
Jun-2012	138.6	92.9	45.7	3.0%
Sept-2012	143.1	95.2	47.9	3.1%
Dec-2012	150.8	109.0	41.8	3.2%
Mar-2013	202.5	161.5	41.0	4.3%

The consultant vacancy rate increased to 4.3% as at 31 March 2013 compared to 3.2% as at 31st December 2012.

Nursing and Midwifery

- The number of nursing and midwifery staff in post as at 31st March 2013 is 57,036.6 (WTE), compared to 56,608.5 as at 31st December 2012. This is an increase of 0.8% (428.2). The corresponding headcount number as at 31st March 2013 is 66,068 compared to 65,610 as at 31st December 2012, an increase of 0.7% (458).
- As at 31st March 2013, 42.8% of all staff (headcount) in NHS Scotland were in the nursing and midwifery staff group.
- The nursing and midwifery vacancy rate decreased to 2.7% as at 31st March 2013 from 2.8% as at 31st December 2012.
- The use (in hours) of agency nursing and midwifery staff has increased in the year 2012/13 by 14.0% in comparison to 2011/12. The cost of employing these staff has increased by 62.2% (£2.5 million)
- The use of non-registered agency nursing and midwifery staff (in average WTE) decreased by 16.5% for the year ending 31st March 2013 compared to the previous year (20.0 average WTE as at 31st March 2013, compared to 23.9 average WTE as at 31st March 2012). Over the same period the use of registered nursing and midwifery staff increased by 26.8% from 56.8 average WTE to 72 average WTE as at 31st March 2013.
- Nursing and midwifery bank use (in hours) increased in the year 2012/13 by 13.1% in comparison to 2011/12. The cost of employing these staff has increased by 15.1% (£13.7m).

[Nursing and midwifery staff by location of service delivery, specialty, band grouping, NHS region and NHS board](#)

[Agency Nursing & Midwifery staff by registration status and NHS Board for the financial period 1st April to 31st March](#)

[Bank Nursing and Midwifery staff by NHS Board and NHS Region](#)

[Agency and Bank Nursing and Midwifery comparison \(Capacity\)](#)

[Historic nursing and midwifery staff tables, from 1996 to 2006](#)

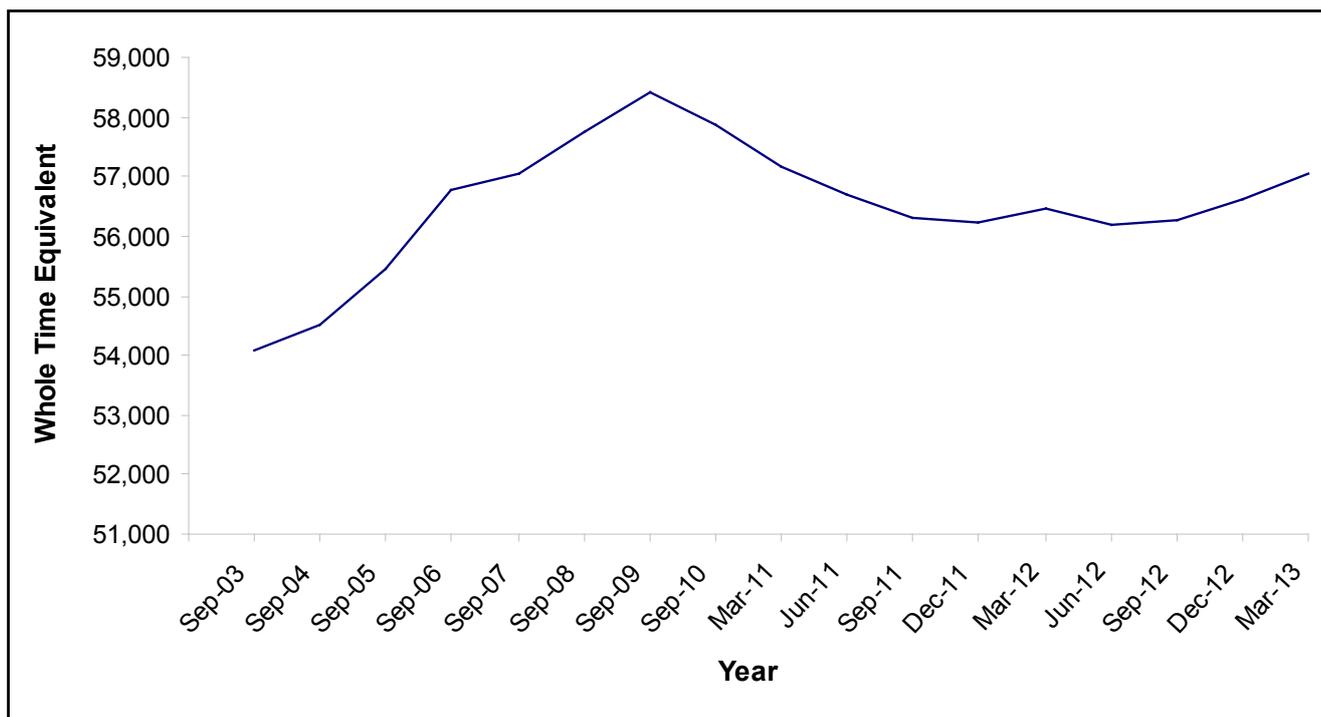
Nursing and midwifery: staff in post

Table 6 and Chart 1 show the WTE of nursing and midwifery staff employed by NHS Scotland since September 2002.

Table 6: Nursing and midwifery staff (WTE) by year; NHS Scotland

Year	Whole Time Equivalent
Sept-2002	53,177.5
Sept-2003	54,097.0
Sept-2004	54,520.9
Sept-2005	55,434.3
Sept-2006	56,783.9
Sept-2007	57,049.7
Sept-2008	57,748.9
Sept-2009	58,428.4
Sept-2010	57,878.3
Mar-2011	57,166.9
Jun-2011	56,681.2
Sept-2011	56,309.4
Dec-2011	56,238.5
Mar-2012	56,467.3
Jun-2012	56,183.7
Sept-2012	56,263.5
Dec-2012	56,608.5
Mar-2013	57,036.6

Chart 1: NHS Scotland nursing and midwifery staff (WTE) trend



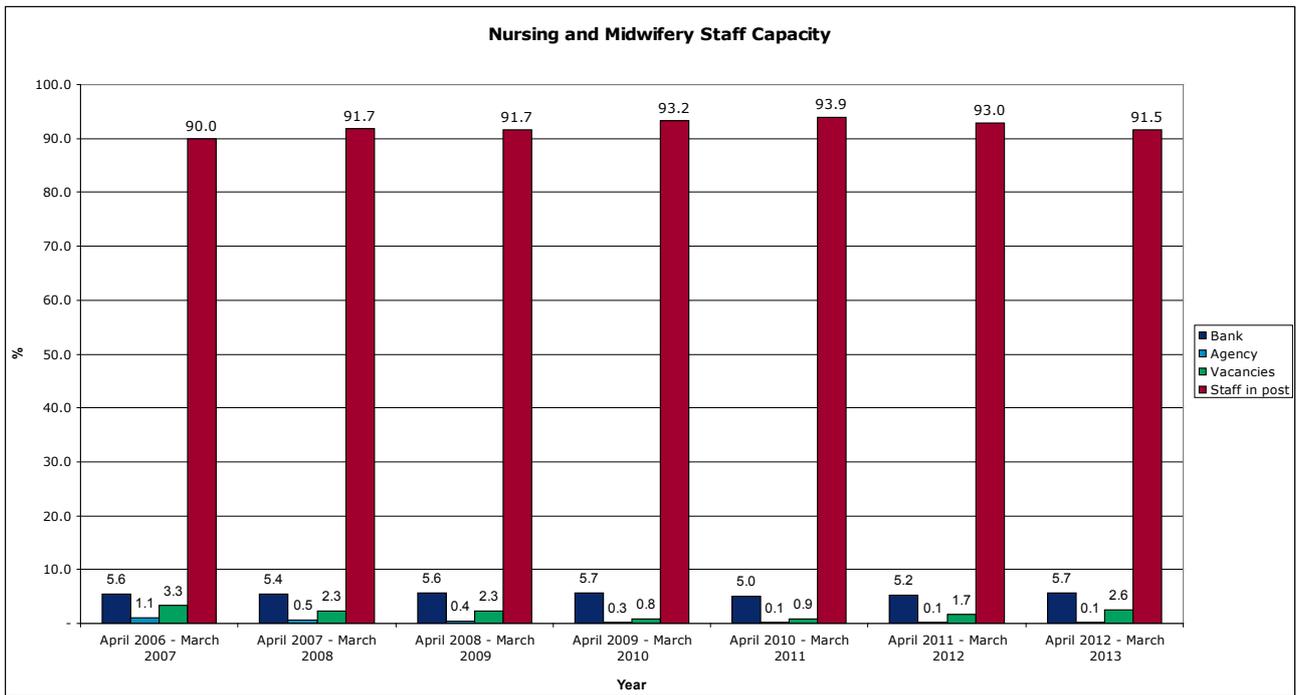
Nursing and midwifery: bank and agency

To provide an overall summary of the use of both agency and bank nursing and midwifery workforce in NHS Scotland, these data have been presented together as well as individually. Information on hours worked and cost of agency nursing and midwifery staff are collected on an annual basis as at 31st March.

Table 7: Nursing and Midwifery Bank and Agency percentage (%) capacity by NHS Board and Region from April 2012 to March 2013

NHS Board	Bank	Agency	Vacancies	Staff in Post
Scotland	5.7	0.1	2.6	91.5
East Region	5.7	0.2	2.1	92.0
NHS Borders	5.2	0.3	3.8	90.7
NHS Fife	5.5	0.0	2.5	92.0
NHS Lothian	5.8	0.3	1.8	92.1
North Region	5.4	0.1	3.6	90.9
NHS Highland	6.1	0.1	2.5	91.3
NHS Grampian	8.1	0.2	5.7	86.0
NHS Orkney	5.3	0.2	5.4	89.2
NHS Tayside	2.3	0.1	2.0	95.6
NHS Western Isles	4.2	-	0.5	95.3
NHS Shetland	3.7	-	4.5	91.8
West Region	6.2	0.1	2.4	91.3
NHS Ayrshire & Arran	2.5	0.2	0.6	96.7
NHS Greater Glasgow & Clyde	6.6	0.1	3.1	90.1
NHS Lanarkshire	8.2	0.1	1.8	89.8
NHS Forth Valley	7.4	0.2	1.8	90.5
NHS Dumfries & Galloway	2.7	-	2.3	95.0
National Bodies and Special Health Boards	0.4	0.0	0.7	98.8
State Hospital	0.9	-	1.6	97.5
National Waiting Times Centre	0.5	0.1	0.8	98.6
Scottish Ambulance Service	-	-	-	-
NHS 24	-	-	-	100.0
NHS National Services Scotland	-	-	0.2	99.8
NHS Education for Scotland	-	-	-	-
NHS Health Scotland	-	-	-	100.0
NHS Healthcare Improvement Scotland	-	-	-	-

Chart 2: Nursing and Midwifery Bank and Agency Nurses percentage (%) capacity by trend



Allied Health Professions (AHPs)

- The number of AHP staff in post as at 31st March 2013 is 9,583.4 (WTE) compared to 9,511.8 as at 31st December 2012. This is an increase of 0.8% (71.5 WTE). The corresponding headcount number as at 31st March 2013 is 11,583 compared to 11,503 as at 31st December 2012, an increase of 0.7% (80).
- As at 31st March 2013, 7.2% of all staff (WTE) in NHS Scotland were employed in the AHP staff group.
- The AHP vacancy rate increased to 4.2% as at 31st March 2013 from 3.6% as at 31st December 2012.

Table 8 presents information on AHP staff for the 2 most recent quarters available.

Table 8: Allied health professional staff (WTE) by profession and quarter

	Dec-12	Mar-13	Change Dec-12 to Mar-13
Allied health professionals	9,511.8	9,583.4	0.8%
Arts therapy (art/music/drama)	24.6	23.1	-6.1%
Dietetics	709.4	700.4	-1.3%
Occupational therapy	2,084.0	2,108.3	1.2%
Orthoptics	96.0	95.5	-0.6%
Orthotics	63.1	65.4	3.6%
Physiotherapy	2,633.6	2,677.2	1.7%
Podiatry	672.3	672.8	0.1%
Prosthetics	23.0	24.0	4.3%
Radiography	2,128.2	2,131.4	0.2%
Diagnostic	1,885.1	1,887.4	0.1%
Therapeutic	243.1	244.0	0.4%
Speech and language therapy	962.1	968	0.6%
Multi skilled	115.7	117.3	1.4%

[Allied health professions staff by profession, band group, NHS region and NHS board](#)

[Allied health professions vacancies](#)

Other Therapeutic and Personal and Social care (OTPS)

Information in this section relates to the OTPS workforce in NHS Scotland.

- The number of OTPS staff in post as at 31st March 2013 is 4,557.5 (WTE) compared to 4,516.7 as at 31st December 2012. This is an increase of 0.9% (40.8 WTE). The corresponding headcount number as at 31st March 2013 is 5,353 compared to 5,288 as at 31st December 2012, an increase of 1.2% (65).
- The number of other therapeutic staff in post as at 31st March 2013 is 3,651.2 (WTE) compared to 3,623.5 as at 31st December 2012. This is an increase of 0.8% (27.7 WTE). The corresponding headcount number as at 31st March 2013 is 4,262 compared to 4,223 as at 31st December 2012, an increase of 0.9% (39).
- The number of personal and social care staff in post as at 31st March 2013 is 906.3 (WTE) compared to 893.2 as at 31st December 2012. This is an increase of 1.5% (13.1 WTE). The corresponding headcount number as at 31st March 2013 is 1,091 compared to 1,065 as at 31st December 2012, an increase of 2.4% (26).

Table 9 presents information on OTPS staff for the 2 most recent quarters available.

Table 9: Other therapeutic staff and personal and social care staff (WTE) by specialty and quarter

	Dec-12	Mar-13	Change Dec-12 to Mar-13
Other therapeutic staff	3,623.5	3,651.2	0.8%
Clinical psychology and counselling	1,281.7	1,310.3	2.2%
Genetic counselling	13.7	13.7	0.0%
Optometry	41.4	41.6	0.5%
Pharmacy	2,217.3	2,215.8	-0.1%
Play specialists	67.8	67.8	0.0%
Not assimilated	1.6	2.0	26.3%
Personal and social care	893.2	906.3	1.5%
Chaplaincy	66.5	66.3	-0.4%
Health promotion	816.9	827.3	1.3%
Sexual health	-	-	x
Social work	5.6	9.1	62.4%
Not assimilated	4.2	3.6	-14.2%

[Other therapeutic staff and personal and social care staff](#)

Healthcare Scientists

Information in this section relates to the healthcare science workforce in NHS Scotland.

- The number of healthcare science staff in post as at 31st March 2013 is 5,273.5 (WTE) compared to 5,272.4 as at 31st December 2012. This is an increase of 0.02% (1.1 WTE). The corresponding headcount number as at 31st March 2013 is 5,875 compared to 5,861 as at 31st December 2012, an increase of 0.2% (14).
- As at 31st March 2013, 4.0% of all staff (WTE) in NHS Scotland were employed in the healthcare science staff group.

Table 10 presents trend information for healthcare scientists since September 2007.

Table 10: Healthcare science staff over time (WTE)

Year	Whole Time Equivalent
Sept-2007	5,152.9
Sept-2008	5,158.4
Sept-2009	5,593.8
Sept-2010	5,628.0
Mar-2011	5,570.7
Jun-2011	5,474.4
Sept-2011	5,426.1
Dec-2011	5,376.1
Mar-2012	5,356.9
Jun-2012	5,307.6
Sept-2012	5,274.0
Dec-2012	5,272.4
Mar-2013	5,273.5

Table 11 below shows that the largest staff group (WTE) within the healthcare science job family work within a life sciences setting (4,538.1 WTE). The second largest staff group is physiology sciences (511.1 WTE).

Table 11: Healthcare scientists (WTE) by staff group and quarter.

Healthcare Scientist Staff	Dec-12	Mar-13	Change Dec-12 to Mar-13
Healthcare science staff	5,272.4	5,273.5	0.0%
Physiology sciences	508.0	511.1	0.6%
Clinical physiology	467.3	467.6	0.1%
Clinical sciences physiology	17.2	19.0	10.5%
Clinical perfusion physiology	23.4	24.4	4.3%
Life sciences	4,537.1	4,538.1	0.0%
Biomedical sciences life	3,102.5	3,112.7	0.3%
Clinical sciences life	1,018.8	1,008.3	-1.0%
Clinical technology life	415.8	417.1	0.3%
Physical sciences	211.8	208.9	-1.4%
Clinical sciences physical	57.1	55.7	-2.5%
Clinical technology physical	91.4	90.0	-1.5%
Clinical photographer / illustrator physical	57.4	57.3	-0.2%
Maxillofacial prosthetics physical	5.9	5.9	0.0%
Other healthcare science staff	-	-	-
Not assimilated	15.5	15.5	0.0%

[Healthcare science staff by specialty, band, NHS region and NHS board](#)

Emergency, Administrative and Support Services

Information in this section relates to the emergency, administrative and support services workforce in NHS Scotland.

- The number of emergency services staff in post as at 31st March 2013 is 3,670.1 (WTE) compared to 3,661.8 as at 31st December 2012. This is an increase of 0.2% (8.3 WTE). The corresponding headcount number as at 31st March 2013 is 3,787 compared to 3,772 as at 31st December 2012, an increase of 0.4% (15).
- The number of administrative services staff in post as at 31st March 2013 is 24,381.9 (WTE) compared to 24,222.2 as at 31st December 2012. This is an increase of 0.7% (159.6 WTE). The corresponding headcount number as at 31st March 2013 is 28,385 compared to 28,227 as at 31st December 2012, an increase of 0.6% (158).
- The number of support services staff in post as at 31st March 2013 is 13,755.9 (WTE) compared to 13,708.1 as at 31st December 2012. This is an increase of 0.3% (47.7 WTE). The corresponding headcount number as at 31st March 2013 is 18,799 compared to 18,732 as at 31st December 2012, an increase of 0.4% (67).

[All other staff in post including trend](#)

Emergency, administrative and support services: staff in post

Table 12 presents trend information from 31st December 2012 to 31st March 2013 for emergency, administrative and support services.

Table 12: Emergency, administrative and support services (WTE) by staff group and quarter

	Dec-12	Mar-13	Change Dec-12 to Mar-13
Administrative services	24,222.2	24,391.9	0.7%
Central functions	12,190.0	12,309.3	1.0%
Support to clinical staff	10,719.5	10,721.1	0.0%
NHS24 Call Handlers	324.8	379.2	16.8%
Management grades (non AfC)	930.0	916.7	-1.4%
Not assimilated	58.0	55.6	-4.1%
Support services	13,708.1	13,755.9	0.3%
General services	3,378.3	3,396.5	0.5%
Hotel services	7,789.2	7,824.6	0.5%
Maintenance and estates	1,786.0	1,787.6	0.1%
Sterile services	734.4	728.3	-0.8%
Not assimilated	20.2	18.9	-6.2%
Emergency services	3,661.8	3,670.1	0.2%
Ambulance care assistant	812.1	804.0	-1.0%
Auxiliary	0.0	0.0	0.0%
Driver	56.7	54.4	-4.0%
EMDC / control	289.3	292.9	1.2%
Paramedic	1,399.4	1,387.7	-0.8%
Technician	1,011.6	1,040.4	2.8%
Other	92.0	90.0	-2.2%
Not assimilated	0.8	0.8	0.0%

[All other staff in post including trend](#)

Dental workforce

Information in this section relates to the general dental service workforce in Scotland.

- The number of dentists working in the General Dental Service as at 31st March 2013 is 3,144 compared to 3,115 as at 31st March 2012. This is an increase of 0.9% (29).
- The number of assistants as at 31st March 2013 is 57 compared to 60 as at 31st March 2012. This is a decrease of 5.0% (3).
- The number of Vocational Dental Practitioners as at 31st March 2013 is 176 compared to 198 as at 31st March 2012. This is a decrease of 11.1% (22).

Table 13 below presents trend information for Dental workforce.

Table 13: General Dental Service (GDS) workforce

	Mar-12	Mar-13	% Change from previous year
General Dental Service ¹	3,115	3,144	0.9%
Non-salaried dentists	2,728	2,736	0.3%
Principals	2,486	2,520	1.4%
Assistants	60	57	-5.0%
Vocational Dental Practitioners	198	176	-11.1%
Salaried dentists	426	444	4.2%

Notes:

1. Salaried dentists and community dentists both work in the salaried primary care dental sector and are employed by NHS boards. Reporting arrangements vary between NHS Boards in the way these dentists are classified.

Staff Governance

Sickness Absence

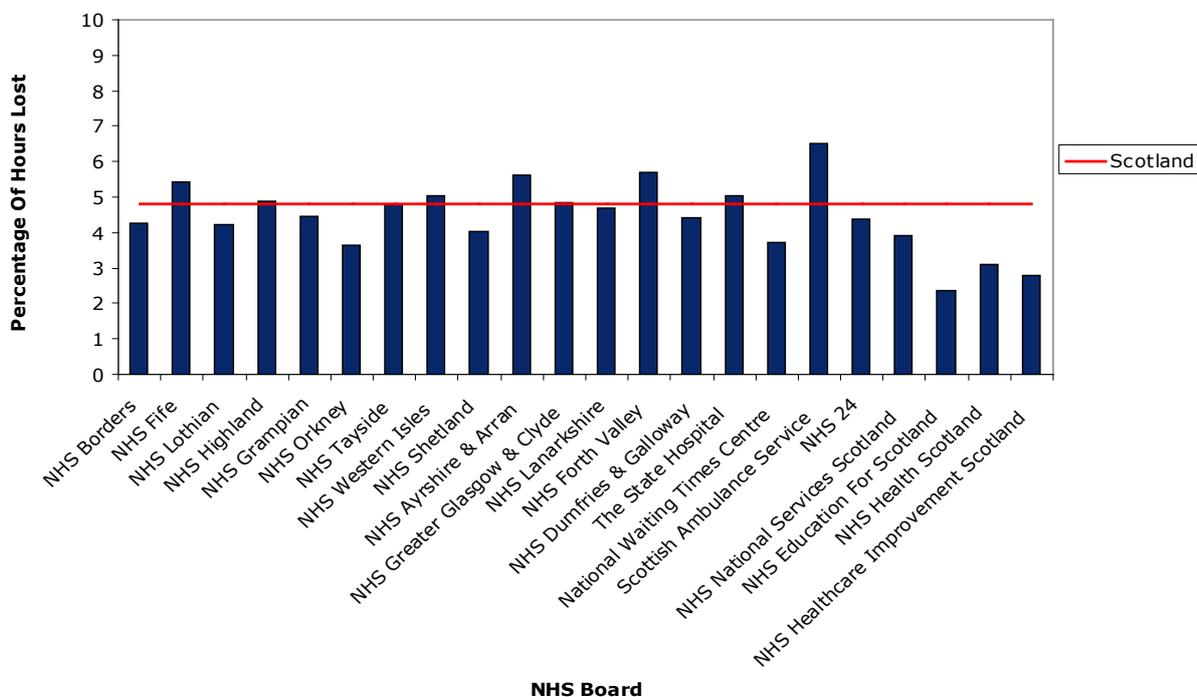
There is a national standard which requires NHS Boards to achieve a sickness absence rate of 4%. The monitoring of this takes place throughout the year in conjunction with NHS Boards and the Scottish Government.

For April 2012 to March 2013 the sickness absence rate for Scotland is 4.80% which is an increase from 4.63% in the previous year. Five of the 14 territorial boards, and five of the eight special boards reduced their sickness absence rates during this period. One territorial board, and five special boards recorded a sickness absence rate lower than the standard 4%. Therefore 16 NHS Boards have a sickness absence rate higher than the 4% standard, and of these, six NHS Boards have recorded sickness absence rates of 5% or more.

Sickness absence has been defined as the following - Normal Sick Leave, Unpaid Sick Leave, Industrial Injury, Accident involving a third party and Injury resulting from a Crime of Violence.

Chart 3 below presents Sickness Absence rates by NHS Boards as at 31st March 2013 and shows the progress made towards the national 4% standard.

Chart 3: Sickness Absence rate by NHS Boards as at 31st March 2013



Information showing the trend in sickness absence rates for NHS Scotland from 2002 and for NHS Boards from 2005 can be found in the following table.

[Sickness Absence](#)

Equality and Diversity

Information presented in this section is based on self-reporting by staff in NHS Scotland. Data is collected via staff engagement forms when people join or change organisations within NHS Scotland, or via a questionnaire exercise undertaken for all staff in post.

Completion of the questionnaire exercise was optional and response rates varied across the country. It is important to consider this when drawing conclusions from the information.

As at 31st March 2013, data on ethnic group was available for 64.6% of the NHS Scotland workforce with 18.1% declining to answer and 17.3% not known.

As at 31st March 2013, data on religion was available for 53.2% of the NHS Scotland workforce with 18.8% declining to answer and 28.0% not known.

There is a large proportion of equality and diversity data which is either unknown or employees have declined to answer.

For information on all equality and diversity categories which include Ethnic Group, Religion, Disability, Transgender and Sexual Orientation, please go to the following table:

[Equality and Diversity](#)

A processing error in the calculation of percentages for equality and diversity data has been identified and corrected. This information is based on self reporting by staff in NHS Scotland and is sourced from staff engagement forms when people join or change organisations and the e:you questionnaire exercise carried out for staff in post. The number of staff who didn't return the questionnaire had been excluded from the table when they should have been included in 'not known'. This affects the years 2008-2013 and has now been corrected.

As a result, minor changes have been made to the table. The new version of the points above are:

As at 31st March 2013, data on ethnic group was available for 64.5% of the NHS Scotland workforce with 18.1% declining to answer and 17.4% not known.

As at 31st March 2013, data on religion was available for 52.5% of the NHS Scotland workforce with 18.6% declining to answer and 28.9% not known.

Background notes

- There has been a significant increase in the number of Not Known medical specialties within the HCHS specialty table for NHS Lothian. NHS Lothian are currently working towards implementing the new national HR system (eESS) and have encountered issues when transferring information between their local system and the new national system. It is for this reason the Not Known medical specialty has increased. NHS Lothian continues to work with the eESS national team to address these issues.
- The increase in the number of bank staff in the nursing and midwifery table is due to coding issues within NHS Lothian. It is currently unknown if a proportion of these staff hold a bank contract and therefore should not be included within the staff in post information. NHS Lothian is currently working towards resolving these coding issues.
- As of the 1st November 2011, NHS Scotland has responsibility for employing healthcare staff within prisons. This has resulted in staff being allocated to the relevant AfC group, for example; nursing and midwifery or allied health professions. It is therefore important to take this into account when comparing trends across previous years.
- As of the 3rd August 2011, National Education for Scotland (NES) has taken responsibility for employing GP specialty trainees while they are in the GP component of their training. Previously, these trainees were employed by individual GP practices. As a result, the medical staffing reported within the ISD workforce statistics as from September 2011, has increased. It is therefore important to take account of these additional medical staff when comparing trends across previous years.

The ISD workforce statistics tables that are impacted as a result of the above change include;

- Medical staff in post table - Doctors in training staff group
 - HCHS by specialty - General Practice staff group
 - HCHS by grade - Doctors in training (no national training number) staff group.
- The increase in staff within Unallocated / not known as at March 2012 in NHS Shetland staff is a false inflation. This was due to staff being included in the SWISS system before their contracts had actually begun.

Glossary

Headcount – this refers to the actual number of individuals working within NHS Scotland and eliminates any double counting that may exist as a result of an employee holding more than one post.

Whole Time Equivalent – this is derived by dividing the number of contracted hours by the number of conditioned hours (hours worked). This adjusts headcount figures to take account of part time working.

Employment - an employee may hold more than one appointment in NHS Scotland. These appointments may be in more than one NHS organisation, in more than one region, in more than one specialty, or in more than one grade. The employment variable counts the employee under each organisation / region / specialty / grade they work i.e. the same employee may be counted more than once.

AfC	Agenda for Change
AHP	Allied Health Professional
GDS	General Dental Service
HCHS	Hospital, Community and Public Health Services
ISD	Information Services Division
SWISS	Scottish Workforce Information Standard System

List of Tables

Trend tables

Name	Time period	File & size
Overall trend	March 2013	Excel [411kb]
Medical trend	March 2013	Excel [9,125kb]
Non-Medical trend	March 2013	Excel [2,856kb]
Total level trend summary (September 2012)	Sept 2012	Excel [38kb]

Overall Summary

Name	Time period	File & size
Overall NHSS workforce summary by staff grouping	March 2013	Excel [9,549kb]

Turnover Summary (December 2012)

Name	Time period	File & size
Staff turnover rates by trend, NHS region, NHS board, staff group, contract type, band and age group	Jan-March 2013	Excel [2,502kb]

Medical and Dental

Name	Time period	File & size
Medical & Dental staff in post table	March 2013	Excel [6,787kb]
HCHS medical and dental staff by specialty table	March 2013	Excel [13,176kb]
HCHS medical and dental staff by grade table	March 2013	Excel [5,557kb]
Consultant contract (September 2012)	Sept 2012	Excel [1,422kb]
HCHS medical and dental consultant staff in post table	March 2013	Excel [868kb]
HCHS medical and dental consultant vacancy rate table	March 2013	Excel [3,745kb]

Nursing and Midwifery

Name	Time period	File & size
Nursing and midwifery staff by location of service delivery, specialty, band grouping, NHS region and NHS board	March 2013	Excel [34,310kb]
Nursing & midwifery vacancies by location of service delivery, specialty, band, NHS region and NHS Board	March 2013	Excel [10,762kb]
Clinical nurse specialist (September 2012)	Sept 2012	Excel [7,066kb]
Agency nursing and midwifery staff	March 2013	Excel [539kb]
Bank nursing and midwifery staff	March 2013	Excel [298kb]
Nursing and midwifery attrition rates (September 2012)	Sept 2012	Excel [332kb]
Nursing and midwifery - student intakes and students in training (September 2012)	Sept 2012	Excel [38kb]
Agency and bank nursing and midwifery comparison (capacity)	March 2013	Excel [428kb]

Allied Health Professions

Name	Time period	File & size
Allied Health Professions - Staff in post	March 2013	Excel [5,788kb]
Allied Health Professions - Vacancies	March 2013	Excel [3,743kb]

Other Therapeutic and Personal Social Care

Name	Time period	File & size
Other therapeutic staff and personal social care	March 2013	Excel [3,246kb]

Healthcare Scientists

Name	Time period	File & size
Healthcare Science staff by specialty, band, NHS Region and NHS Board	March 2013	Excel [6,499kb]

Emergency, Administrative and Support services: Staff in post

Name	Time period	File & size
All other staff in post including trend	March 2013	Excel [8,465kb]

Staff Governance

Name	Time period	File & size
Sickness absence	March 2013	Excel [142kb]
Equality and diversity	March 2013	Excel [425kb]

Dental workforce

Name	Time period	File & size
GDS, community and hospital dentists	March 2013	Excel [1,080kb]

Pharmacy workforce

Name	Time period	File & size
Pharmacy vacancies (September 2012)	Sept 2012	Excel [1,667kb]

For the full list of tables released with this publication, please see the full [list of tables](#) web page

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Further Information

Further information can be found on the [ISD website](#)

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Appendix

A1 – Background Information

The main source of workforce statistics is the [Scottish Workforce Information Standard System](#) (SWISS). Workforce information was first captured through SWISS in 2007 for the data as at 31st September 2007. It included all workforce data with the exception of the medical and dental data.

During July 2008, medical and dental information was migrated from the [MEDMAN](#) web based system to SWISS. This alignment provided the opportunity to capture all NHS Scotland staff in post information in one system which has resulted in more robust information being captured and reported. Due to this improved recording, trend information is not directly comparable for 2007 and 2008.

Further background information on [data sources and collections](#) can be found within the ISD Workforce Statistics web pages.

Trend Information

The change in both collection and presentation of workforce information due to changes to staff groupings under AfC has inevitably meant that historical trend analysis is limited. It is however still available for some high level staff groupings.

As SWISS is a dynamic system, the workforce information captured is subject to change and the quality of the data is continually improving. As a result the trend information presented within the ISD Workforce web pages should be interpreted with caution.

Further information on workforce data trends can be found within the [ISD workforce statistics web pages](#)

Trend data for the medical and dental workforce (excluding medical and dental support) has continued. During 2008, information from the [medical and dental \(MEDMAN\)](#) system, which includes information on all medical and dental staff working in hospitals, the community, and public sector was migrated to the [Scottish Workforce Information Standard System \(SWISS\)](#).

The figures reported from 2008 onwards are sourced from [SWISS](#) and from the [Practitioner Contractor Database \(PCD\)](#) and [Management Information and Dental Accounting System \(MIDAS\)](#). Figures reported prior to 2008 are sourced from [MEDMAN](#), [PCD](#) and [MIDAS](#).

Staff Turnover

Turnover contains information on staff joining and leaving NHS Scotland, NHS regions, NHS Boards, and staff groups. The data are extracted from [SWISS](#).

The methodology of Turnover statistics can be found within the [ISD Workforce web pages](#).

Changes to Workforce Publications

To further enhance the recording and reporting of current and future workforce statistics, as well as ensuring the information within the ISD workforce statistics web pages continues to support local, regional and national workforce planning, several changes have been made.

Details of current and planned changes to workforce information are available within the [ISD workforce statistics web pages](#).

Data Quality

- The published workforce statistics present information by AfC job families and sub job families. It is however recognised that the published information does not always reflect the data used at board and regional level when planning and presenting the workforce. As with all data systems, accuracy of coding is crucial to the quality and credibility of the data and NHS boards have been encouraged to ensure that there are measures in place to confirm and sustain data quality.

However, it is acknowledged that quality issues remain, particularly around the assimilation to AfC, where NHS Boards believe that the published staff in post data do not truly reflect what they hold in their local systems. In an attempt to address these on-going data quality issues, during 2009 ISD, in conjunction with the [ISD Workforce Reference Group](#), and [ISD Workforce Statistics Steering Group](#), developed a Workforce Statistics [Data Quality six steps](#) project plan.

The aim of the [Data Quality six steps](#) plan is to not only address data quality issues, but also explore historical practices and cultural issues. To date this plan has ensured that more robust and accurate information on the NHS Scotland workforce is captured and reported.

A2 – Publication Metadata (including revisions details)

Metadata Indicator	Description
Publication title	NHS Scotland Workforce - Staff in Post
Description	Annual update of headcount, employments and whole time equivalent of staff employed by NHS Scotland.
Theme	Health and Social Care
Topic	Workforce Staff in Post Information
Format	Excel workbooks
Data source(s)	Scottish Workforce Information Standard System (SWISS)
Date that data are acquired	9 th April 2013
Release date	28 th May 2013
Frequency	Quarterly
Timeframe of data and timeliness	Data as at 31 st March 2013
Continuity of data	Non-medical staff data has a break in 2006 due to the introduction of Agenda for Change. Medical and dental staff data are continuous from 1990. However during July 2008 Medical and Dental information was migrated from the MEDMAN web based system to the Scottish Workforce Information Standard System (SWISS). This alignment provided the opportunity to capture all NHS Scotland staff in post information in the one system, which has resulted in more robust information being captured and reported.
Revisions statement	High level summary historical trend information was revised in light of the introduction of AfC. This provided the user with comparable trends. It is however, worth noting that pre-AfC historical trends remain available.
Concepts and definitions	Each excel workbook contains detailed definitions pertinent to the particular staff group of interest.
Relevance and key uses of the statistics	Information published is used to support local, regional and national workforce planning.
Accuracy	Workforce information is captured through the Scottish Workforce Information Standard System (SWISS) - Workforce Information Repository. Further information on this system , data capture and accuracy can be found within the ISD Workforce Web pages.
Completeness	Information on all NHS Scotland employees is captured (100%) within SWISS. However it is acknowledged that certain fields within the system are better captured than others. ISD continues to work with the SWISS project team and NHS Boards to improve data quality .
Comparability	Workforce data are comparable and regularly used in both UK and international comparison reports (eg EUROSTAT)
Accessibility	It is the policy of ISD Scotland to make its web sites and products accessible according to published guidelines .
Coherence and clarity	All Workforce tables are accessible via the ISD. Workforce statistics are presented within Excel spreadsheets of staff groupings, where appropriate. Staff groups are split by band, age, gender and contract type. This should minimise the number of spreadsheets a user has to go through to

	find data, as well as ensure that they are selecting the correct data. Geographical hierarchies are also presented using drop down menus. Spreadsheet formats have been altered for increased clarity by introducing drop-down menus.
Value type and unit of measurement	Headcount, Employment and WTE = Number, rate, percentage.
Disclosure	The ISD protocol on Statistical Disclosure Protocol is followed.
Official Statistics designation	National Statistics.
UK Statistics Authority Assessment	Completed assessment by UK Statistics Authority. Report published May 2010.
Last published	26 th February 2013
Next published	27 th August 2013
Date of first publication	Paper publications since 1970s, web publications since 1996
Help email	nss.isdwfdinfo@nhs.net
Date form completed	May 2013

Metadata Indicator	Description
Publication Title	NHS Scotland Workforce – Vacancies
Description	Annual census of vacancies in Nursing & Midwifery, Allied Health Professions and Consultants.
Theme	Health and Social Care
Topic	Workforce Vacancy Information
Format	Excel workbooks
Data source(s)	Scottish Workforce Information Standard System (SWISS)
Date that data is acquired	9 th April 2013
Release date	28 th May 2013
Frequency	Quarterly
Timeframe of data and timeliness	Data as at 31 st March 2013
Continuity of data	Non-medical staff data has a break in 2006 due to the introduction of Agenda for Change. Medical and dental staff data is continuous from 1990. However during July 2008 Medical and Dental information was migrated from the MEDMAN web based system to the Scottish Workforce Information Standard System (SWISS). This alignment provided the opportunity to capture all NHS Scotland staff in post information in the one system, which has resulted in more robust information being captured and reported"
Revisions statement	During 2013, ISD, in conjunction with the ISD Workforce Technical Reference Group, will be discussing future requirements of this data collection to ensure it is still fit for purpose and fulfils workforce planning requirements.
Concepts and definitions	Each excel workbook contains detailed definitions pertinent to the particular staff group of interest.
Relevance and key uses of statistics	Information published is used to support local, regional and national workforce planning.
Accuracy	Information is signed off by the relevant Director (eg Medical Director, Nurse Director etc.)
Completeness	All NHS Boards in Scotland return information.
Comparability	Workforce data are comparable and regularly used in both UK and international comparison reports (eg EUROSTAT)
Accessibility	It is the policy of ISD Scotland to make its web sites and products accessible according to published guidelines .
Coherence and clarity	All Workforce tables are accessible via the ISD website. Workforce statistics are presented within Excel spreadsheets of staff groupings, where appropriate. Staff groups are split by band, age, gender and contract type. This should minimise the number of spreadsheets a user has to go through to find data, as well as ensure that they are selecting the correct data. Geographical hierarchies are also presented using drop down menus. Spreadsheet formats have been altered for increased clarity by introducing drop-down menus.
Disclosure	The ISD protocol on Statistical Disclosure Protocol is followed.
Value type and unit of	WTE = Number, rate, percentage

measure	
Disclosure	The ISD protocol on Statistical Disclosure Protocol is followed.
Official Statistics designation	National Statistics.
UK Statistics Authority Assessment	Completed assessment by UK Statistics Authority. Report published May 2010.
Last published	26 th February 2013
Next published	27 th August 2013
Help email	nss.isdwfinfo@nhs.net
Date form completed	May 2013

A3 – Early Access details (including Pre-Release Access)

Pre-Release Access

Under terms of the Pre-Release Access to Official Statistics (Scotland) Order 2008, ISD are obliged to publish information on those authorised to receive pre-release access (pre-release access refers to statistics in their final form prior to publication). The standard maximum pre-release access is five working days. Shown below are details of those receiving standard pre-release access and, separately, those receiving extended pre-release access.

Standard Pre-Release Access:

Scottish Government Health Department
NHS Board Chief Executives
NHS Board Communication leads

Extended Pre-Release Access

Extended pre-release access of 8 working days is given to a small number of named individuals in the Scottish Government Health Department (Analytical Services Division). This pre-release access is for the sole purpose of enabling that department to gain an understanding of the statistics prior to briefing others in Scottish Government during the period of standard pre-release access.

Early Access for Quality Assurance

These statistics have also been made available to NHS Board workforce planners and HR directors to help quality assure the publication.

A4 – ISD and Official Statistics

About ISD

Scotland has some of the best health service data in the world combining high quality, consistency, national coverage and the ability to link data to allow patient based analysis and follow up.

Information Services Division (ISD) is a business operating unit of NHS National Services Scotland and has been in existence for over 40 years. We are an essential support service to NHS Scotland and the Scottish Government and others, responsive to the needs of NHS Scotland as the delivery of health and social care evolves.

Purpose: To deliver effective national and specialist intelligence services to improve the health and wellbeing of people in Scotland.

Mission: Better Information, Better Decisions, Better Health

Vision: To be a valued partner in improving health and wellbeing in Scotland by providing a world class intelligence service.

Official Statistics

Information Services Division (ISD) is the principal and authoritative source of statistics on health and care services in Scotland. ISD is designated by legislation as a producer of 'Official Statistics'. Our official statistics publications are produced to a high professional standard and comply with the Code of Practice for Official Statistics. The Code of Practice is produced and monitored by the UK Statistics Authority which is independent of Government. Under the Code of Practice, the format, content and timing of statistics publications are the responsibility of professional staff working within ISD.

ISD's statistical publications are currently classified as one of the following:

- National Statistics (ie assessed by the UK Statistics Authority as complying with the Code of Practice)
- National Statistics (ie legacy, still to be assessed by the UK Statistics Authority)
- Official Statistics (ie still to be assessed by the UK Statistics Authority)
- other (not Official Statistics)

Further information on ISD's statistics, including compliance with the Code of Practice for Official Statistics, and on the UK Statistics Authority, is available on the [ISD website](#).

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the Code of Practice for Official Statistics. Designation can be broadly interpreted to mean that the statistics:

- meet identified user needs;
- are well explained and readily accessible;
- are produced according to sound methods, and
- are managed impartially and objectively in the public interest.

Once statistics have been designated as National Statistics it is a statutory requirement that the Code of Practice shall continue to be observed.