

NHSScotland Workforce Information

Staff in post and vacancies

Quarter ending 31 December 2016

Publication Date – 7 March 2017



About this release

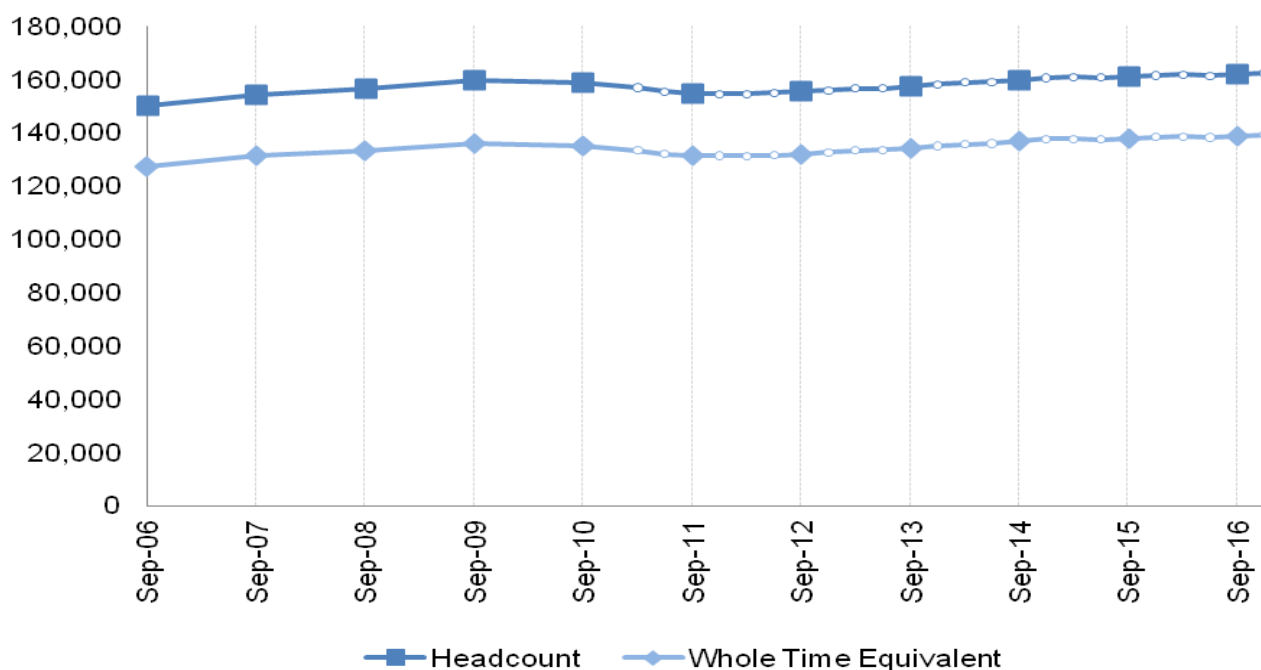
This release from the Information Services Division (ISD) provides a quarterly update on the number of staff employed by NHSScotland and vacancy information for nursing and midwifery, allied health professions and consultants. Figures are presented as headcount (actual numbers of staff) and whole time equivalent (WTE) which adjusts the figures to take account of part-time working.

Main Points

As at 31 December 2016:

- The number of staff employed by NHSScotland continues to increase gradually. The headcount of 162,302 staff represents a rise of 0.5% over the last year. Adjusting for part time working, the WTE has risen by 0.7% to 139,262.0. Over the last 10 years the WTE has risen by 9.6%.

NHSScotland Total Workforce Trend¹



Notes:

1. Workforce data was published annually until September 2010 and then quarterly from March 2011 onwards.

- There were 5,170.3 WTE medical and dental consultants in post, an increase of 1.7% (88.2 WTE) since December 2015 and a reported 42.6% (1,545.7 WTE) since September 2006. Over the last 10 years the greatest percentage increases were reported in emergency medicine (185.1%) and paediatric specialties (84.0%), while medical specialties account for the greatest increase in number (448.6 WTE).
- 6.8% (377.0 WTE) of consultant posts were vacant. This compares to 6.0% at 31 December 2015 and 7.0% at 30 September 2016. Of these vacancies, 180.9 WTE were vacant for more than six months, an increase of 34.0 WTE since 31 December 2015 but a slight decrease of 2.6 WTE since 30 September 2016.
- There were 59,709.1 WTE nursing and midwifery staff in post, an increase of 0.7% (421.7 WTE) from December 2015. Over the last 10 years, the overall WTE has increased by 5.2% and the proportion of qualified staff has increased from 72.2% to 73.5%.
- 4.1% (2,525.5 WTE) of nursing and midwifery posts were vacant. This compares to 3.6% at 31 December 2015 and 4.3% at 30 September 2016. Of these vacancies, 736.5 WTE were vacant for 3 months or more, an increase of 185.4 WTE since 31 December 2015 but a decrease of 88.1 WTE since 30 September 2016.

Background

The NHSScotland 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 in a modern health service. Information on staff directly employed is sourced from each NHS Board's human resources and payroll systems. These are dynamic, operational systems and data can change over time. ISD works with NHS Boards to improve data quality and previously published information may change from one publication to the next to reflect these improvements.

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Further Information

Further information can be found in the [NHSScotland Workforce Information - Quarterly update of Staff in Post and Vacancies at 31 December 2016](#) report. [Workbooks containing the data](#) from this publication are available to download. The next release of the publication is scheduled for 6 June 2017.

NHS Performs

A selection of information from this publication is included in [NHS Performs](#). NHS Performs is a website that brings together a range of information on how hospitals and NHS Boards within NHSScotland are performing.

ISD and 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. [Further information about our statistics.](#)