

# Publication Report



## NHS Scotland Workforce

Data as at 31 March 2011

Publication date – 28 June 2011



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## 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 NHSScotland and the Scottish Government and others, responsive to the needs of NHSScotland 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.

## Introduction

The workforce has a significant role to play in the delivery of quality services that meet the needs of patients and 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. A Force for Improvement recognises the importance of workforce data and intelligence in planning the workforce. It needs to be accurate and timely and fit for purpose in supporting 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. Historically, NHSS workforce information has been published in a format based on the pay structure, namely Whitley for the majority of staff. Agenda for Change is the new, national pay system which has introduced the 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 30th 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.

Information available includes;

- All staff in post
- Vacancies (Nursing & Midwifery, Consultant, Pharmacy and Allied Health Professions)
- Staff turnover
- Psychology Workforce Planning Project
- Child and Adolescent Mental Health Services Workforce Project
- Consultant Contract
- Nursing and Midwifery student intakes and students in training
- Nursing and Midwifery student attrition rates

Over the past year there has been an increasing demand from the public and key stakeholders to have more frequent workforce information reports made available for national use. In response to this, it has been agreed by the [ISD Workforce Statistics Steering group](#) and [ISD Workforce Technical Reference group](#) that workforce statistics should be published on a quarterly basis and this is supported by the Cabinet Secretary for Health, Wellbeing and Cities Strategy. This move will ensure that ISD continues to fully support NHS Boards and the Scottish Government, as part of the on-going planning cycle.

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 data (staff in post) does 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. Significant progress has been made over the past few years, with ISD now working to address very specific local board data quality issues.

The tables within this report present figures in both Headcount numbers and Whole Time Equivalents (WTE). WTEs adjust headcount staff figures to take account of part-time staff. An employee may hold more than one appointment in NHSS. Their 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. This issue must be considered when using tables showing Headcount figures as the employee is counted under each organisation / region / specialty / grade they work in but only once in the total. Tables showing WTE figures are not affected.

The headcount and WTE of all medical and dental staff, HCHS medical and dental staff and medical and dental support staff, along with the headcount of General medical Practitioners (GPs) and General Dental Services (GDS) dentists, are also presented.

At present Workforce information published within the ISD workforce website presents staff in post information by Headcount and Whole Time Equivalent. In order to provide additional and more accurate information, ISD have revised current methodologies. These changes include the addition of an 'employments' count and revision to the headcount measure. The employment count is available for all Non medical staff, from September 2007 to present.

Definitions for each include;

- Headcount – This refers to the actual number of individuals (employees) working within the NHSS. This eliminates any double counting that may exist as a result of an employee holding more than one post (see employment below).
- Whole Time Equivalent – This is derived by dividing the number of contacted hours by the number of conditioned hours (hours worked). This adjusts headcount staff figures to take account of part time staff.
- Employment - An employee may hold more than one appointment in NHSS. Their 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 will count the employee under each organisation / region / specialty / grade they work i.e. the same employee may be counted more than once.

It is also worth noting that due to changes in methodology and data quality issues, information presenting 'All NHSS staff (including GPs & GDS)' is currently unavailable. In line with ISDs revision policy, these data will be made available in a future quarterly release.

Information presenting 'All NHSS staff (excluding GPs & GDS) is however available.

## Key points

- The total number of staff in post (headcount) as at 31st March 2011 is 156,901 (excluding GPs & GDs) compared with 158,756 (headcount) as at 30th September 2010. This is a decrease of 1.2% (1,855 headcount).
- The total number of staff in post (WTE) as at 31st March 2011 is 133,325.6 (excluding GPs & GDs) compared with 134,964.2 (WTE) as at 30th September 2010. This is a decrease of 1.2% (1,638.6 WTE).
- The number of Hospital, Community and Public Health Services (HCHS) medical and dental staff in post as at 31<sup>st</sup> March 2011 is 12,786 (headcount), compared to 12,757 (headcount) as at 30<sup>th</sup> September 2010, an increase of 0.2% (29 headcount).
- The number of consultants in post as at 31<sup>st</sup> March 2011 is 4,714 (headcount), compared to 4,670 (headcount) as at 30<sup>th</sup> September 2010, an increase of 0.9% (44 headcount).
- The number of nursing and midwifery staff in post as at 31<sup>st</sup> March 2011 is 57,166.9 (WTE), compared to 57,878.3 (WTE) as at 30th September 2010, a decrease of 1.2% (711.4 WTE). The corresponding headcount also showed a decrease of 1.2% (834 headcount) from 67,259 as at 30th September 2010 to 66,425 as at 31<sup>st</sup> March 2011.
- The national gross turnover rate for both headcount and WTE are at their lowest over the past five years (2006/07 to 2010/11).

## Results and Commentary

### Overall Summary

Key points:

- The total number of staff in post (headcount) as at 31st March 2011 is 156, 901 (excluding GPs & GDs) compared with 158, 756 (headcount) as at 30th September 2010. This is a decrease of 1.2% (1,855 headcount).
- The total number of staff in post (WTE) as at 31st March 2011 is 133, 325.6 (excluding GPs & GDs) compared with 134, 964.2 (WTE) as at 30th September 2010. This is a decrease of 1.2% (1,638.6 WTE).
- The largest staff group is Nursing & Midwifery at 42.2%.

Information is available by band, band grouping, age group, contract type & gender, NHS Board and region.

Throughout, information is presented as headcount or whole time equivalent (WTE). WTE adjusts headcount to take account of part-time staff.

Latest data available is 31<sup>st</sup> March 2011.

In order to provide additional and more accurate information, ISD have revised current methodologies. These changes include the addition of an 'employments' count and revision to the headcount measure. Information available within the overall summary table includes;

- Headcount for years 2007 onwards. Please note due to revisions in the headcount measure, it is not possible to compare data prior to 2007. For this reason, data from 2002 to 2006 is not available.
- WTE for the years 2002 onwards.
- Employments for years 2007 onwards. Please note employments information for Medical and Dental staff is available at a high level staff group only, as presented above. Employments information for Medical and Dental staff at a specialty and grade level is not available.

## Overall Summary: Staff in post

The total number of staff in post (headcount) as at 31st March 2011 is 156, 901 (excluding GPs & GDs) compared with 158, 756 (headcount) as at 30th September 2010. This is a decrease of 1.2% (1,855 headcount).

The total number of staff in post (WTE) as at 31st March 2011 is 133, 325.6 (excluding GPs & GDs) compared with 134, 964.2 (WTE) as at 30th September 2010. This is a decrease of 1.2% (1,638.6 WTE).

The largest staff group is Nursing & Midwifery at 42.2%. Administrative Services accounts for 19%, Support Services 12.3%, Medical (HCHS) 7.6% and Allied Health Professionals 7.3%.

**Table OAQT1: Overall NHSS workforce summary by staff grouping as at 31<sup>st</sup> March 2011**

Staff Group	Headcount	WTE	% Headcount
<b>All NHSS staff (Exc GPs &amp; GDs)</b>	<b>156,901.0</b>	<b>133,325.6</b>	<b>100.0</b>
Medical (HCHS)	11,903.0	10,696.6	7.6
General medical practitioners (GPs)	-	..	-
Dental (HCHS)	885.0	722.9	0.6
General dental services	-	..	-
Medical & dental support	2,167.0	1,838.8	1.4
Nursing & midwifery	66,425.0	57,166.9	42.2
Allied health professions	11,479.0	9,510.6	7.3
Other therapeutic services	3,960.0	3,413.1	2.5
Personal & social care	1,147.0	971.1	0.7
Healthcare science	6,212.0	5,570.7	4.0
Emergency services	3,834.0	3,698.4	2.4
Administrative services	29,796.0	25,482.9	19.0
Support services	19,337.0	14,184.0	12.3
Unallocated / not known	79.0	69.3	0.1

1. WTE information for general medical practitioners is not available for 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/isd/3842.html> under "Whole Time Equivalent (WTE)".

2. Due to improvements in the collection of information on the salaried service, figures for 2005 include salaried dentists not previously recorded.

3. Information is not collected on the working hours of dentists in the General Dental Service.

4. To allow a comparable trend with 2007 information, adjustments have been made. For the period 2001 to 2006 play staff/specialists and rehabilitation/clinical support assistants have been excluded.

5. To allow a comparable trend with 2007 information, adjustments have been made. For the period 2001 to 2005 ambulance control officers have been included. At present 2006 information is not available due to discrepancies with these data.

6. During 2010 ISD have been working with National Education for Scotland (NES) to address Staff in Post data quality issues. This remains an on-going process where the quality of the data is continually improving. At the time of the December 2010 publication, it is believed that staff in post figures presented for NES is slightly under reported. ISD will continue to work with NES during 2011 to ensure any remaining data quality issues are resolved.

GP workforce information is sourced from the GP Contractor Database (GPCD) - 2010 extract taken 11th November 2010.

General Dental Service's workforce information is sourced from the Management Information and Dental Accounting System (MIDAS) - 2010 extract taken 13th October 2010.

Medical and dental workforce information for hospital, community and public health services (HCHS) is sourced from the medical and dental workforce census (MEDMAN) prior to 2008.

Source: Scottish Workforce Information Standard System (SWISS) - March 2011 extract taken on 19th April 2011.



**Chart OAQC1: Overall NHSS workforce summary by staff grouping as at 31<sup>st</sup> March 2011**

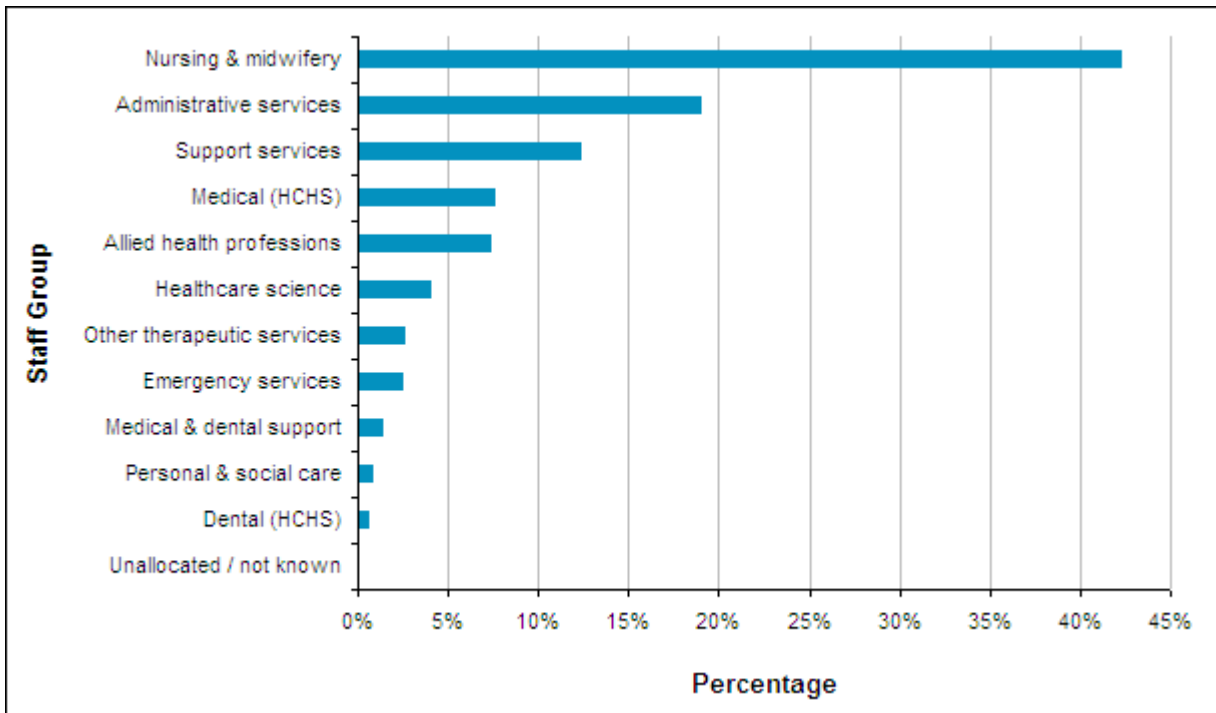
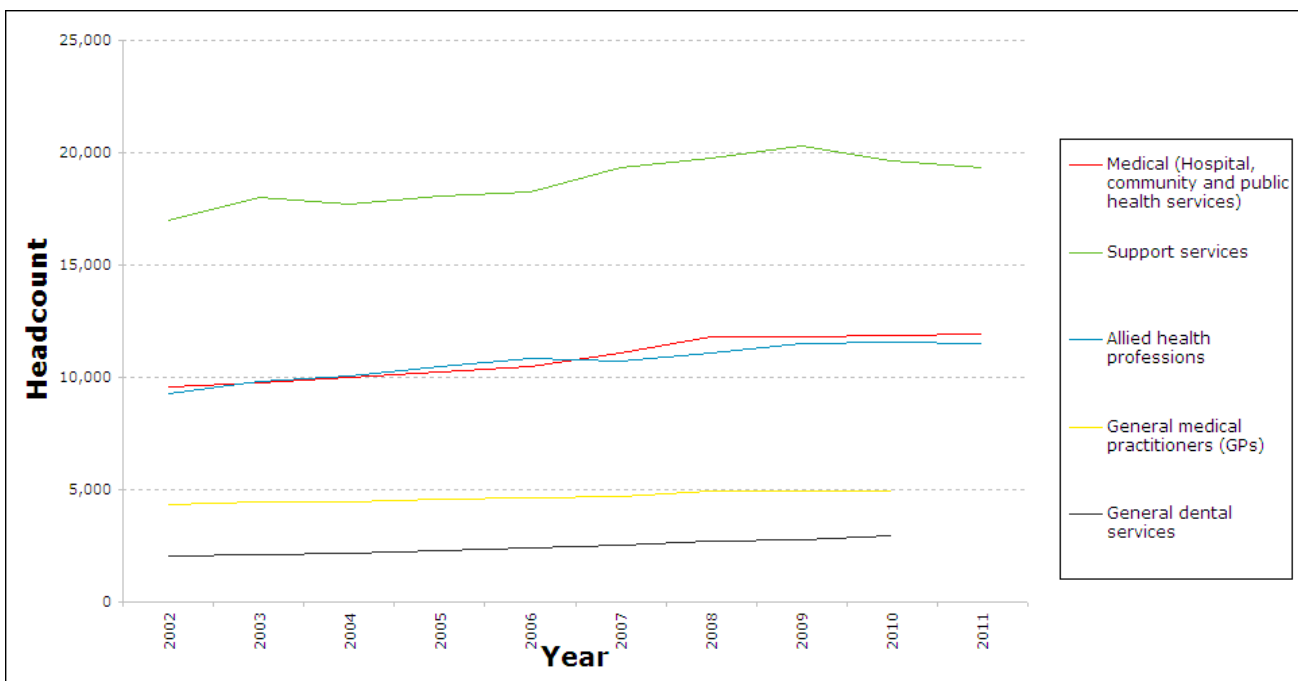
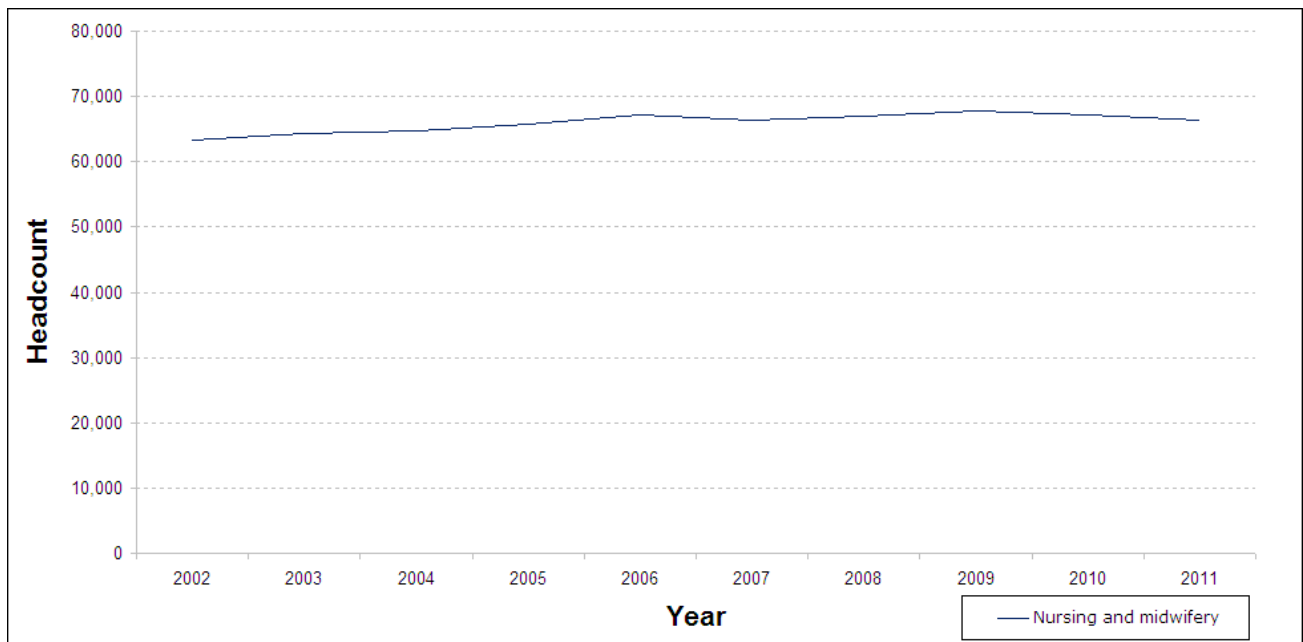


Chart OAQC2 and OAQC3 below shows a ten year trend for selected staff groups. This shows that the number of Medical (Hospital, Community and Public Health Services) staff has increased by 24% since 2002. It also shows that the number of Nursing and Midwifery staff, Allied Health Professionals and Support Services has increased by 5%, 23.5% and 14% respectively, since 2002.

**Chart OAQC2: Overall NHSS workforce summary by staff grouping and year**



**Chart OAQC3: Overall NHSS workforce summary for Nursing and Midwifery staff and year**



[Overall NHSS workforce summary by staff grouping](#)

## Results and Commentary

### Turnover Summary

Key points:

- The net turnover rate (all leavers from NHSS Headcount) for NHSS during the period April 2010 to March 2011 is 7.0. The net turnover rate (all leavers from NHSS WTE) for NHSS during the period April 2010 to March 2011 is 6.3.
- The gross national turnover (all leavers from NHS Board headcount) rate for NHSS staff during the period April 2010 to March 2011 was 8.3. The gross national turnover (all leavers from NHS Board WTE) rate for NHSS staff during the period April 2010 to March 2011 was 7.6.
- The national gross turnover rate for both headcount and WTE are at their lowest over the past five years (2006/07 to 2010/11).
- The NHS Boards (all staff headcount) with the highest gross turnover rate during the period April 2010 to March 2011 are; NHS Shetland, NHS Health Scotland and NHS24 with a rate of 13.0 (WTE).
- The Scottish Ambulance Service had the lowest gross turnover (all staff headcount) rate at 4.3.

The turnover analysis contains information on staff leaving and joining NHSS, NHS Regions and NHS Boards and staff groups. The data is extracted from Scottish Workforce Information Standard System (SWISS).

A different methodology to previous years was applied to calculate turnover. Instead of using two snapshots in time as at 30th September, the time period of 1st April to 31st March was used. The new method accounts for employees who join and leave within a year and the turnover figures produced are therefore considered more robust.

Leavers for a year are defined as employees who have a leaving date within the calendar year. Similarly, joiners are defined as employees who have a start date within the calendar year.

Turnover is defined as the number of leavers divided by the average number of staff in post in the year concerned.

The denominator is calculated as:  $(\text{staff in post at 1 January yr}(n) + \text{staff in post at 1 January yr}(n+1))/2$ .

Leaver and turnover information provided incorporates a distinction between whether an employee was in post for less than, or longer than a year.

More detailed information on changes to the methodology of Turnover statistics can be found within the Turnover Methodology document.

Throughout, information is presented as headcount or whole time equivalent (WTE). WTE adjusts headcount to take account of part-time staff.

Latest data available is 31<sup>st</sup> March 2011.

Current turnover methodologies used nationally may differ to those methodologies being applied locally by NHS Boards. ISD, Scottish Government Statisticians and NHS Boards will work together to review turnover methodologies.

## Turnover: Staff in post

The turnover analysis contains information on staff leaving and joining NHSS, NHS Regions and NHS Boards and staff groups. The data is extracted from Scottish Workforce Information Standard System (SWISS). Employees who left the service have been split between those who were in post for less than a year and those who were in post for longer than a year. The turnover statistics have also been split by this distinction.

### Net Turnover

Net turnover is a measure of the rate at which staff are leaving NHSS. The national net turnover rate (all leavers from NHSS Headcount) for NHSS during the period April 2010 to March 2011 is 7.0.

The national net turnover rate (all leavers from NHSS WTE) for NHSS during the period April 2010 to March 2011 is 6.3.

### Gross Turnover

Gross turnover is a measure of the rate at which staff are leaving NHS Boards within NHSS, and moving to another NHS Board still within NHSS. The national gross national turnover (all leavers from NHS Board headcount) rate for NHSS staff during the period April 2010 to March 2011 was 8.3.

The national gross national turnover (all leavers from NHS Board WTE) rate for NHSS staff during the period April 2010 to March 2011 was 7.6

Gross turnover rates for both headcount and WTE are at their lowest over the past five years (2006/07 to 2010/11).

**Table TOQT1: Staff Net and Gross turnover rates by trend for NHSS**

Year (April to March)	Headcount		WTE	
	Net Turnover Rate	Gross Turnover Rate	Net Turnover Rate	Gross Turnover Rate
2010/11	7.0	8.3	6.3	7.6
2009/10	6.8	8.6	6.1	7.9
2008/09	7.8	10.1	7.1	9.4
2007/08	9.0	11.6	8.3	10.8
2006/07	8.6	11.4	7.8	10.6

Notes (for Table TOQT1):

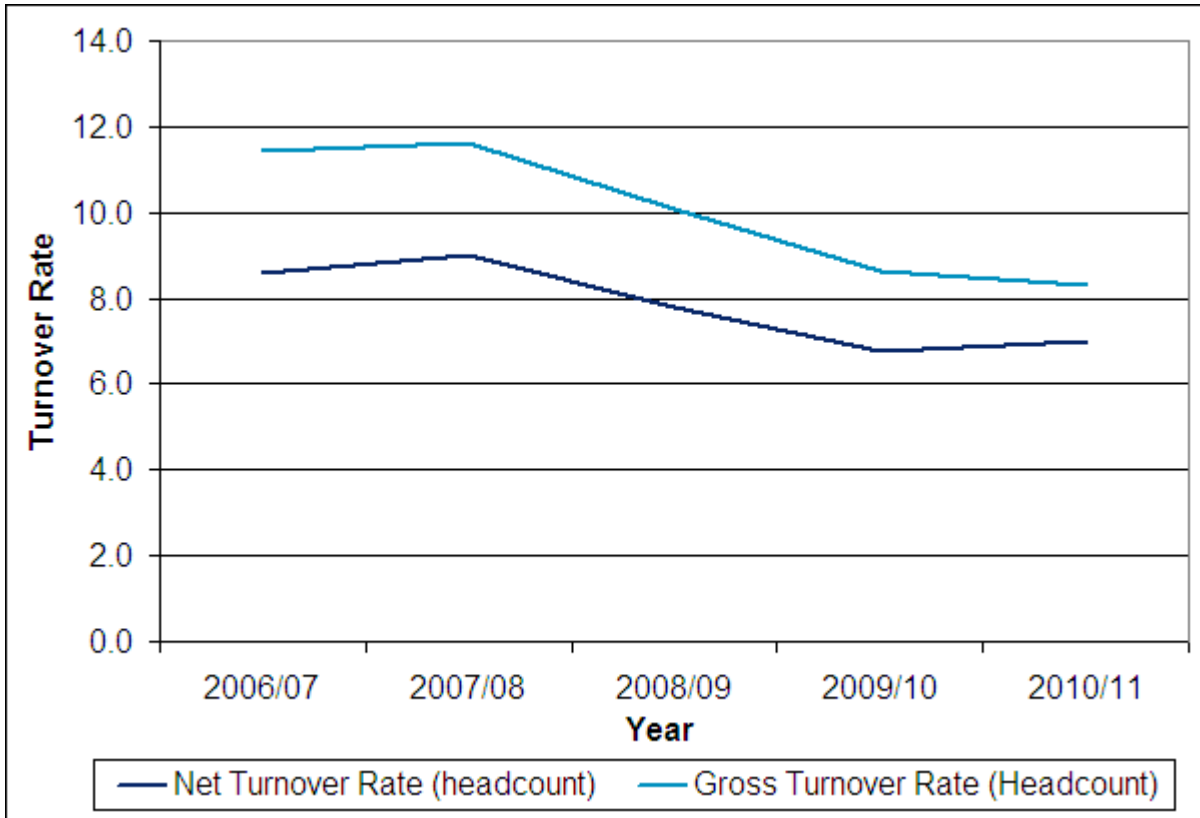
1. Net figures are defined as joiners, leavers, stability and turnover within NHSS

2. Gross figures are defined as joiners, leavers, stability and turnover from NHS Boards within NHSS.

Source: Scottish Workforce Information Standard System (SWISS) - March 2011 extract taken on 19th April 2011.

Current turnover methodologies used nationally may differ to those methodologies being applied locally by NHS Boards. ISD, Scottish Government Statisticians and NHS Boards will work together to review turnover methodologies.

**Chart TOQC1: Staff Net and Gross turnover rates by trend for NHSS (Headcount)**



**Chart TOQC2: Staff Net and Gross turnover rates by trend for NHSS (WTE)**

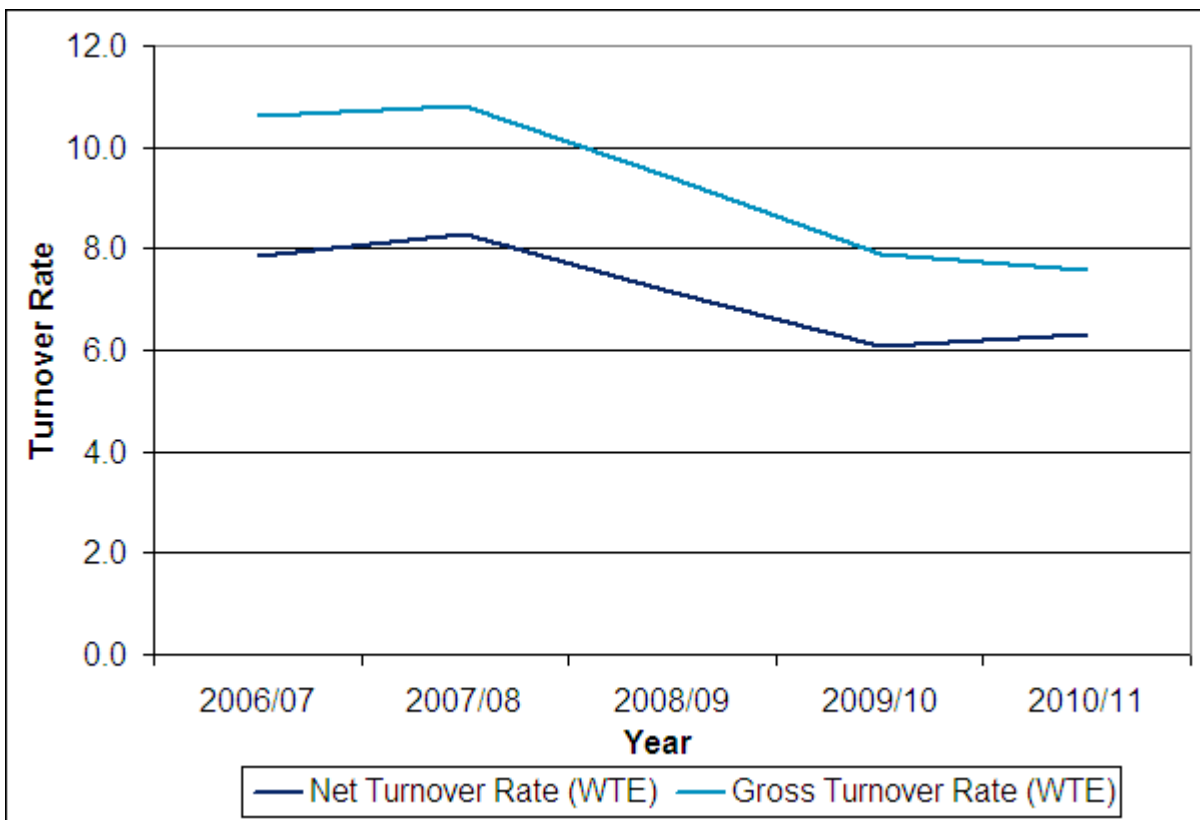


Table TOQT2 and Chart TOQC3 below shows the NHS Boards with the highest gross turnover rate included NHS Shetland, NHS Health Scotland and NHS24 with a gross rate of 13.0. This was closely followed by NHS Forth Valley and NHS Education for Scotland with gross turnover rates of 11.0 and 10.9 respectively).

The Scottish Gross turnover (all leavers from NHS Board WTE) rate is 7.6, NHS boards who have a lower gross turnover rate compared to the national rate include; NHS Tayside, NHS Fife, NHS Lanarkshire, NHS Greater Glasgow & Clyde, State Hospital, National Waiting Times Centre, NHS National Services Scotland, NHS Ayrshire & Arran and Scottish Ambulance Service.

The Scottish Ambulance Service had the lowest Gross turnover (all staff headcount) rate at 4.3.

**Table TOQT2: Gross Turnover (WTE) rates, all leavers from NHS Board; April 2010 to March 2011**

<b>NHS Board</b>	<b>Gross Turnover Rate (WTE)</b>
<b>Scotland</b>	<b>7.6</b>
NHS Borders	9.6
NHS Fife	6.8
NHS Lothian	7.7
NHS Highland	8.1
NHS Grampian	9.7
NHS Orkney	9.6
NHS Tayside	6.9
NHS Western Isles	8.7
NHS Shetland	13.0
NHS Ayrshire & Arran	5.7
NHS Greater Glasgow & Clyde	7.3
NHS Lanarkshire	6.4
NHS Forth Valley <sup>2</sup>	11.0
NHS Dumfries & Galloway	8.5
State Hospital	6.4
National Waiting Times Centre	6.1
Scottish Ambulance Service	4.1
NHS 24	13.0
NHS National Services Scotland	5.9
NHS Education for Scotland	10.9
NHS Health Scotland	13.0
NHS Healthcare Improvement Scotland <sup>1</sup>	9.3

Notes (for Table TOQT2):

1 NHS Healthcare Improvement Scotland was formerly NHS Quality Improvement Scotland.

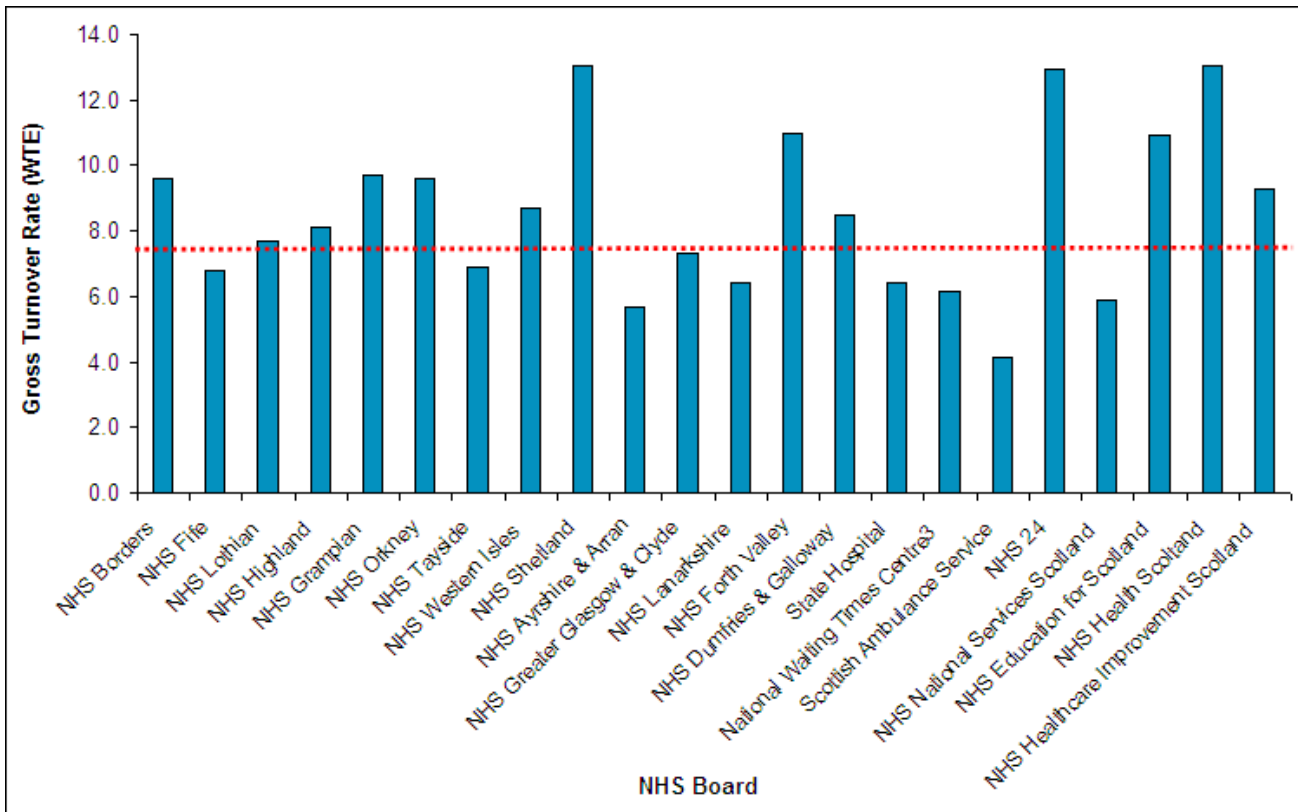
2. During 2010/11 Forth Valley transferred (with the same pay and conditions) 399.5 WTE Support Services staff to a private contractor.

3. Gross figures are defined as joiners, leavers, stability and turnover from NHS Boards within NHSS.

Source: Scottish Workforce Information Standard System (SWISS) - March 2011 extract taken on 19th April 2011.

Current turnover methodologies used nationally may differ to those methodologies being applied locally by NHS Boards. ISD, Scottish Government Statisticians and NHS Boards will work together to review turnover methodologies.

**Chart TOQC3: Gross Turnover (WTE) rates, all leavers from NHS Board; April 2010 to March 2011**



[Staff Turnover Rates by trend, NHS Region, NHS Board, Staff group, Contract Type, Band and Age Group](#)

## Results and Commentary

### Medical and Dental

#### Key points

- The number of HCHS medical and dental staff in post as at 31<sup>st</sup> March 2011 is 12,786 (headcount), compared to 12,757 (headcount) as at 30<sup>th</sup> September 2010, an increase of 0.2% (29 headcount). [Medical & Dental staff in post table](#)
- The number of consultants in post as at 31<sup>st</sup> March 2011 is 4,714 (headcount), compared to 4,670 (headcount) as at 30<sup>th</sup> September 2010, an increase of 0.9% (44 headcount). [Consultant staff in post table](#)
- The consultant vacancy rate as at 31<sup>st</sup> March 2011 is 2.9%, compared with 3.0% as at 30<sup>th</sup> September 2010. [Consultant vacancy rate table](#)
- The number of medical and dental support staff in post as at 31<sup>st</sup> March 2011 is 2,167 (headcount), compared to 2,135 (headcount) as at 30<sup>th</sup> September 2010, an increase of 1.5% (32 headcount). [Medical & Dental staff in post table](#)

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. Information is presented by staff group, country of qualification, specialty, grade, age group, gender, contract type, NHS Board and region.



## Medical and Dental: Staff in post

Information in this section relates to the medical and dental workforce in NHSS. It describes the Hospital, Community and Public Health Services (HCHS), General Dental, General Practitioner and medical and dental support workforce.

Information available includes staff in post, vacancy, sickness absence and turnover.

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.

### Overall trends

Table MDQT1 and Chart MDQC1 shows the number of medical and dental staff over the past 10 years. The number (headcount) of all medical and dental staff has been rising steadily over this time period.

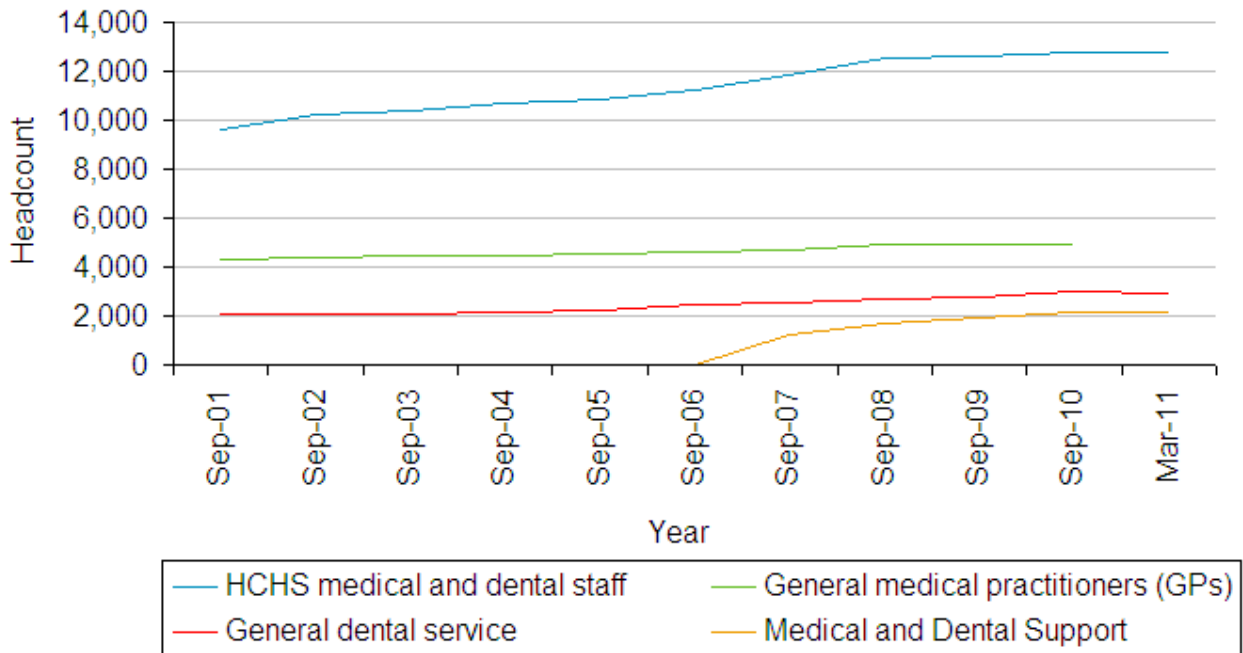
**Table MDQT1: Medical and dental staff (headcount) by year**

Year	HCHC medical and dental staff	General medical practitioners (GPs)	General dental service	Medical and Dental Support
Sept-2001	9,644	4,346	2,048	x
Sept-2002	10,256	4,360	2,078	x
Sept-2003	10,407	4,447	2,112	x
Sept-2004	10,658	4,456	2,156	x
Sept-2005	10,871	4,553	2,267	x
Sept-2006	11,201	4,626	2,434	x
Sept-2007	11,823	4,719	2,546	1,238
Sept-2008	12,534	4,916	2,703	1,667
Sept-2009	12,608	4,942	2,761	1,928
Sept-2010	12,757	4,960	2,968	2,135
Mar-2011	12,786	x	2,940	2,167

Notes (for Table MDQT1):

1. 'x' signifies data is not available.

**Chart MDQC1: Medical and dental staff (headcount) by trend**



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

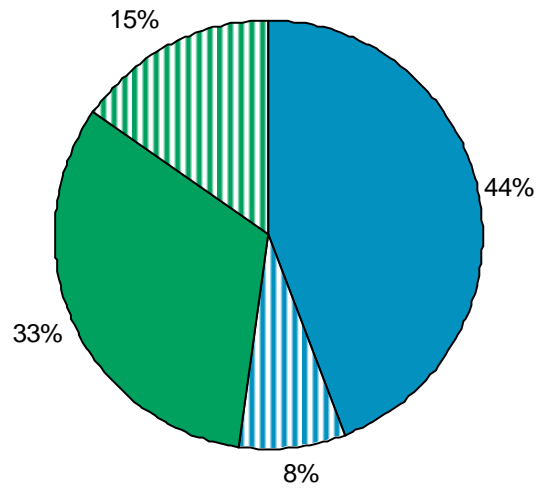
**HCHS medical and dental**

The HCHS medical and dental workforce data presented includes all permanent paid and honorary contracts held by medical and dental staff in post in NHSS. Staff with locum appointments are excluded. The data is sourced from SWISS.

Doctors may hold more than one appointment. 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. In this case, they are counted once under each organisation / specialty / grade but only once in the total.

The chart MDQC2 below shows the HCHS medical and dental staff in NHSS by gender and contract type at 31<sup>st</sup> March 2011. This shows that 52% of HCHS medical and dental staff are male and 48% female with female staff more likely to have a part time contract compared to males.

**Chart MDQC2: HCHS Medical and dental staff by gender and contract type.**



■ Whole time male 
 ■ Part time male 
 ■ Whole time female 
 ■ Part time female

The number of HCHS medical and dental staff (WTE) was 11,440.2 at 30<sup>th</sup> September 2010 compared to 11,419.6 for year ending 31<sup>st</sup> March 2011. The corresponding headcount showed a change from 12,757 at 30<sup>th</sup> September 2010 to 12,786 at 31<sup>st</sup> March 2011.

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

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

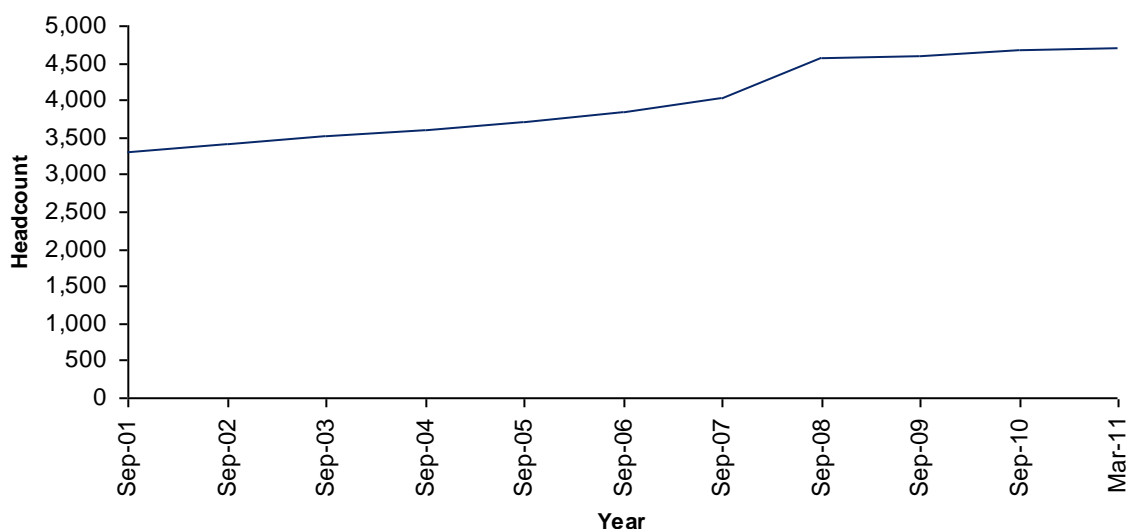
## Consultants

Table MDQT2 and Chart MDQC3 shows that the number of HCHS medical and dental consultant staff in post has been increasing over the past 10 years.

**Table MDQT2: HCHS medical and dental consultant staff in post by year**

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	4,248.6
Sept-2009	4,610	4,249.9
Sept-2010	4,670	4,375.1
Mar-2011	4,714	4,423.9

**Chart MDQC3: HCHS medical and dental consultant staff in post by trend**



The number of consultants (WTE) was 4,630.8 as at 31<sup>st</sup> March 2011 compared to 4,375.1 as at 30<sup>th</sup> September 2010. The number of consultants in post (headcount) was 4,714 as at 31<sup>st</sup> March 2011 compared to 4,670 as at 30<sup>th</sup> September 2010, a rise of 0.9%. All medical specialties (headcount) rose by 0.9% and all dental specialties increased by 2.6% from the previous year.

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

## Vacancy Information

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

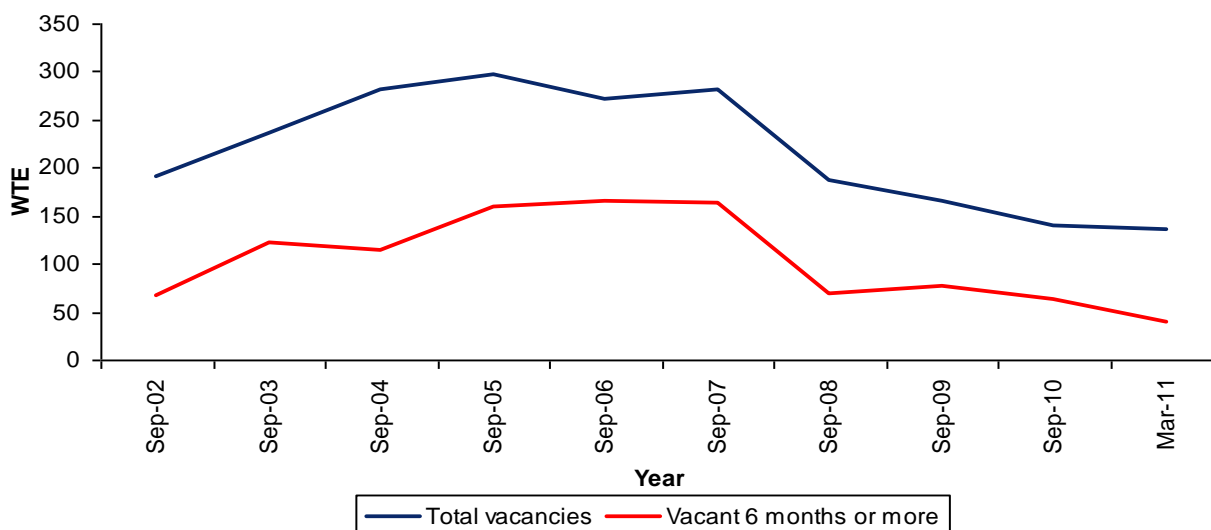
Vacancies are therefore defined as 'unfilled posts' as at 31st March 2011 which are subject to appropriate recruitment arrangements.

Table MDQT3 and the chart MDQC4 below show the number of consultant vacancies (WTE) and total vacancy rate for the past 10 years.

**Table MDQT3: HCHS medical and dental consultant vacancies (WTE) by year**

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	107.4	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	2.8%

**Chart MDQC4: HCHS medical and dental consultant vacancies (WTE) trend**



The overall number of HCHS Consultant vacancies decreased from 139.0 WTE (3.1%) as at 30<sup>th</sup> September 2010 to 135.7 (2.8%) as at 31<sup>st</sup> March 2011.

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

## Results and Commentary

These statistics are derived from the new workforce warehouse and sourced from the Scottish Workforce Information Standard System.

### Nursing and Midwifery

Key points:

- As at 31<sup>st</sup> March 2011, 42.2% of all staff (headcount) in NHSS were employed in the nursing and midwifery staff group.
- The number of nursing and midwifery staff in post as at 31<sup>st</sup> March 2011 is 57,166.9 (WTE), compared to 57,878.3 (WTE) as at 30th September 2010, a decrease of 1.2% (711.4 WTE). The corresponding headcount also showed a decrease of 1.2% (834 headcount) from 67,259 as at 30th September 2010 to 66,425 as at 31<sup>st</sup> March 2011.
- The nursing and midwifery vacancy rate as at 31<sup>st</sup> March 2011 is 1% with 0.2% being vacant for 3 month or more.
- The usage of Agency Nursing and Midwifery staff has decreased in the year 2010/11 by 47.6% in comparison to the 2009/10 figure. The cost of employing these staff has decreased by 46.8%. This is a saving of £3.8 million.
- The use of non-registered Agency Nursing and Midwifery staff decreased by 48.6% from 26.3 average WTE for the year ending 31st March 2010 to 13.5 for the year ending 31st March 2011. Over the same period the use of registered Nursing and Midwifery staff decreased by 47.4% from 146.6 average WTE to 77.0
- The use of Nursing and Midwifery Bank staff has seen a decrease in the year 2010/11 as NHSS aim to reduce nursing and midwifery bank expenditure.
- Nursing and Midwifery Bank usage decreased by 13.1% in comparison to the 2009/10 figure. The cost of employing these staff has decreased by 12.1%, a saving of £11 million.

The information in this section presents a summary of the Nursing and Midwifery workforce in NHSS for staff assimilated to the Agenda for Change nursing and midwifery job family.

Information available includes staff in post, vacancy, clinical nurse specialists, bank and agency spend, sickness absence and turnover.

The nursing and midwifery workforce is presented by location of service delivery and by field or patient group served, based on post descriptors. There is also a fuller breakdown for nurses working in the community. Information is available by band, age group, gender, contract type, NHS Board and region.

Throughout, information is presented as headcount, employment or whole time equivalent (WTE). WTE adjusts headcount staff figures to take account of part-time staff.

Nursing and midwifery is the largest staff group (headcount) in NHSS accounting 42.2%.

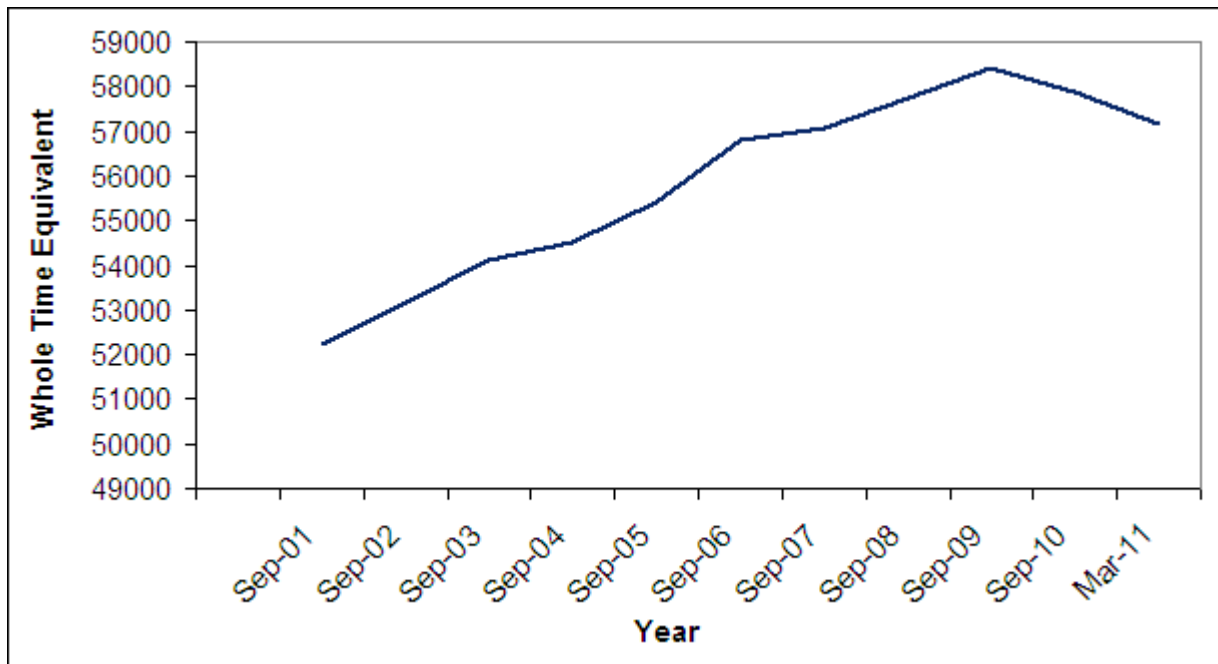
## Nursing and Midwifery: Staff in Post

Table NMQT1 and Chart NMQC1 shows that the number of nurses over the past 10 years has increased by 9.5%, from 52,214.4 WTE in September 2001 to 57,166.9 in March 2011. An increase of 4952.5 WTE.

**Table NMQT1: Nursing and midwifery staff (WTE) by year; NHS Scotland**

Year	Whole Time Equivalent
Sept-2001	52,214.4
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

**Chart NMQC1: Nursing and midwifery staff (WTE) by trend; NHSS**



The information presented in the NHSS Workforce Information pages changed during January 2008 to reflect the introduction of Agenda for Change (AfC). Historically, NHSS workforce information has been published in a format based on the pay structure, namely Whitley for the majority of staff. Agenda for Change is the new, national pay system, which has introduced the new pay bands and harmonised terms and conditions for NHS workers. For this reason it is not possible to compare Nursing and Midwifery specialty information prior to 2007. [However information from 1996 to 2006 is available here.](#)

Table NMQT2 shows that the number of nursing and midwifery staff in post as at 31<sup>st</sup> March 2011 is 57,166.9 (WTE) a decrease of 711.4 (1.2%) from 30th September 2010. The corresponding headcount showed a decrease of 834 (1.2%) from 67,259 as at 30th September 2010 to 66,425 as at 31<sup>st</sup> March 2011.

**Table NMQT2: Nursing and midwifery staff (WTE) by specialty and year; NHSS**

Specialty	Sept-10	Mar-11	Change Sept-10 to Mar-11
<b>Nursing and Midwifery Staff <sup>1</sup></b>	<b>57,878.3</b>	<b>57,166.9</b>	<b>-1.2%</b>
Nursing <sup>1</sup>	54,802.0	54,101.6	-1.3%
Midwifery <sup>1</sup>	3,032.8	3,024.5	-0.3%
<b>Nursing and Midwifery</b>	<b>57,878.3</b>	<b>57,166.9</b>	<b>-1.2%</b>
Adult	33,197.4	32,386.5	-2.4%
Bank	13.5	10.8	-20.1%
Blood Transfusion Service	272.9	270.7	-0.8%
Children	2,311.2	2,471.4	6.9%
Community General nurses	3,647.6	3,500.9	-4.0%
District nurses	879.7	1,047.1	19.0%
Family planning nurses	99.0	98.2	-0.8%
Health visitors	1,218.2	1,278.0	4.9%
Learning disabilities	1,253.2	1,241.2	-1.0%
Mental health	9,897.8	9,794.7	-1.0%
Midwifery	3,032.8	3,024.5	-0.3%
NHS 24	364.2	348.9	-4.2%
Other nurses	699.0	704.4	0.8%
Practice nurse	4.9	10.4	112.2%
Public health nurses	262.9	241.8	-8.0%
School nurses	322.7	326.0	1.0%
Staff nursery	49.3	49.8	1.1%
Training and administration	146.2	151.4	3.6%
Treatment room nurses	163.1	170.2	4.3%
Not assimilated	42.5	39.9	-6.1%

Notes (for Table NMQT2):

1. Please note the overall total includes those staff that have not assimilated.

Source: Scottish Workforce Information Standard System (SWISS), data extracted April 2011.



Table NMQT3 and Chart NMQT2 below shows the number of nursing and midwifery staff in NHSS by Agenda for Change bands (WTE) as at 31<sup>st</sup> March 2011. The majority of nursing and midwifery staff can be found within band 5 (41.1%), followed by band 6 (20.5%) and band 2 (16.9%). This pattern is also representative across the majority of NHS Boards.

**Table NMQT3: Nursing and midwifery staff (WTE) by band; NHSS 31<sup>st</sup> March 2011**

Band	Nursing and Midwifery Staff <sup>1</sup>	Nursing <sup>1</sup>	Midwifery <sup>1</sup>
<b>Total</b>	<b>57,166.9</b>	<b>54,101.6</b>	<b>3,024.5</b>
Band 9	1.0	1.0	0.0
Band 8d	13.8	12.8	1.0
Band 8c	53.1	49.1	4.0
Band 8b	221.3	202.5	18.8
Band 8a	684.1	653.9	30.2
Band 7	5,855.8	5,403.8	451.9
Band 6	11,720.0	9,823.7	1,894.5
Band 5	23,493.3	2,335.8	137.6
Band 4	460.9	385.4	75.5
Band 3	4,982.1	4,930.2	51.9
Band 2	9,637.2	9,279.1	356.2
Band 1	7.1	4.1	3.0

Notes (for Table NMQT3):

1. Please note the overall total includes those staff that have not assimilated.

Source: Scottish Workforce Information Standard System (SWISS), April 2011.

**Chart NMQC2: Nursing and midwifery staff (WTE) by band; NHSS 31<sup>st</sup> March 2011**

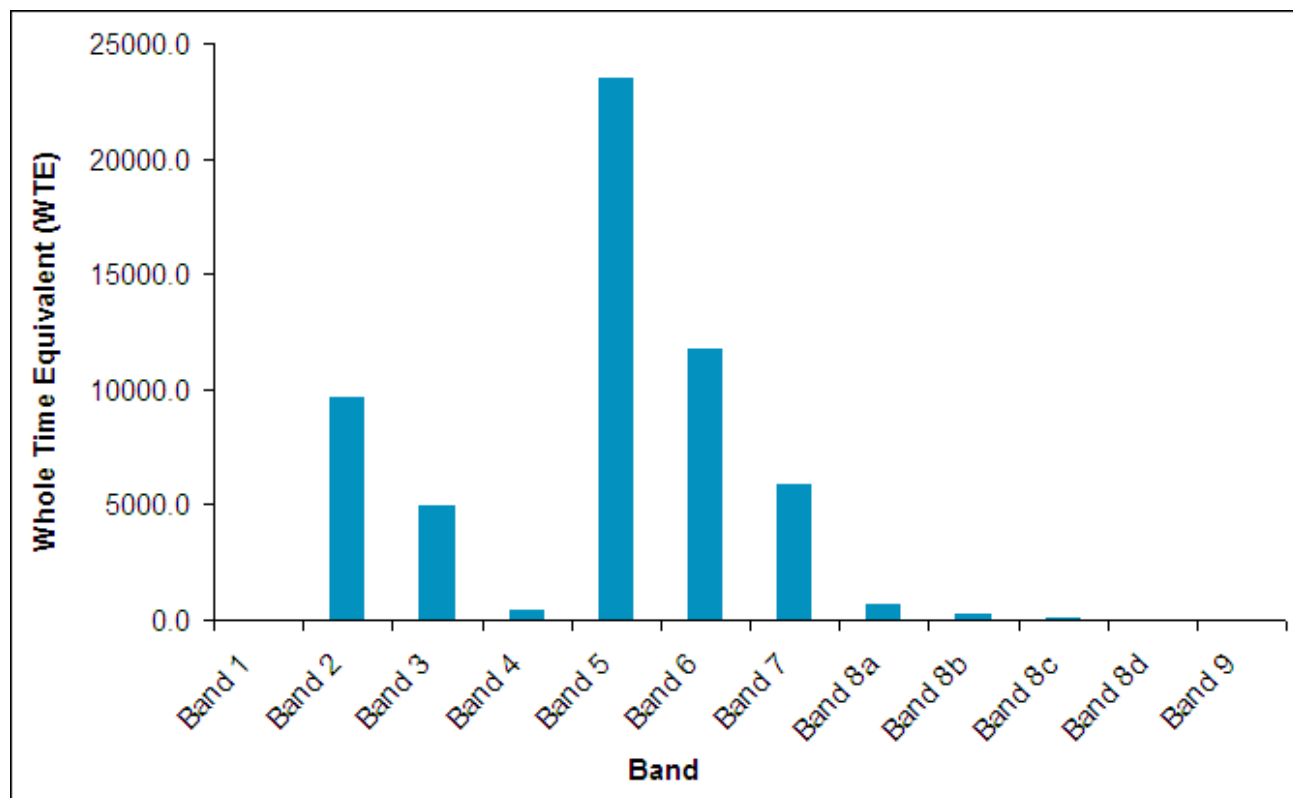


Table NMQT4 Chart NMQC3 shows that 73.5% of nursing and midwifery staff employed within NHSS are registered (bands 5+) with 26.4% non registered (bands 1-4). A similar pattern can be found when looking solely at nursing staff where 73.0% of nurses are registered and 27.0% are not registered. Midwifery has a slightly higher proportion of registered staff with 83.9% registered compared to 16.1% not registered.

**Table NMQT4: Percentage of Nursing and Midwifery Staff by band groupings (registered and non-registered); NHSS as at 31<sup>st</sup> March 2011 (based on WTE)**

Staff Group	Bands 1-4 (%)	Bands 5+ (%)
Nursing and Midwifery	26.4	73.5
Nursing	27.0	73.0
Midwifery	16.1	83.9

**Chart NMQC3: Percentage of Nursing and Midwifery Staff by band groupings (registered and non-registered); Scotland as at 31<sup>st</sup> March 2011 (based on WTE)**

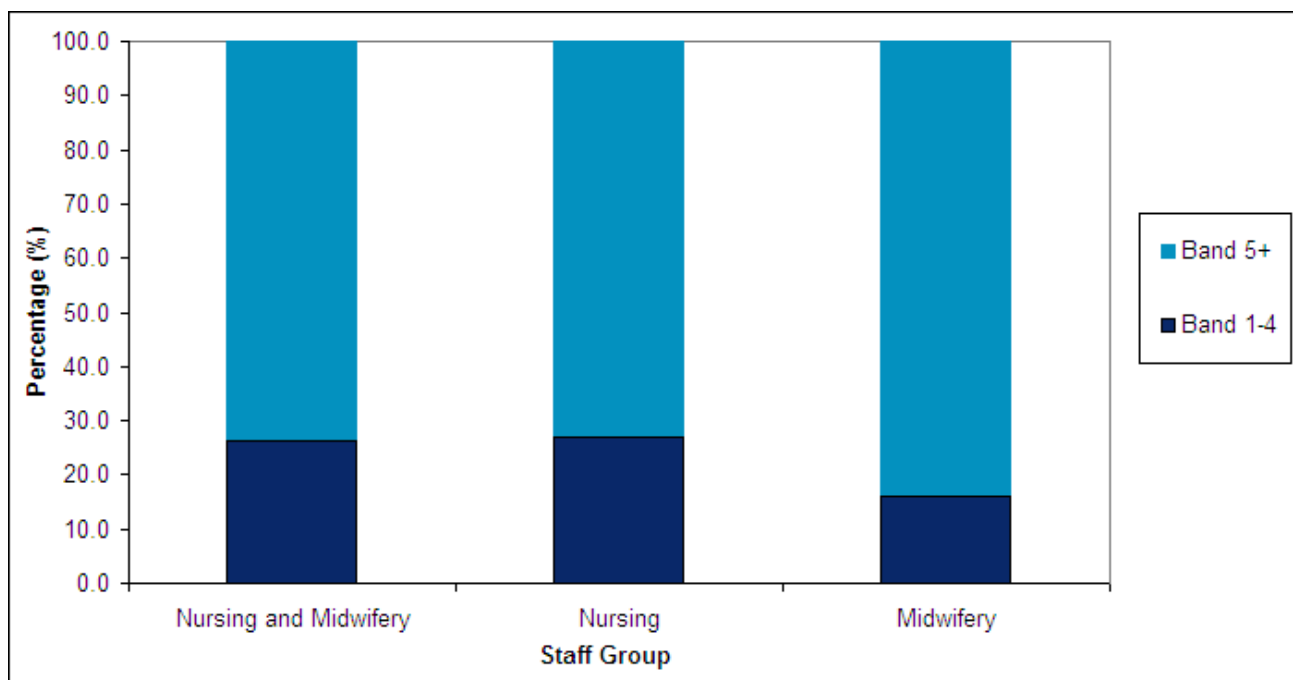


Table NMQT5 and NMQC4 show that the majority of nursing and midwifery staff employed within each of the three regions; East, North and West, including the special health boards, are registered (74.7%, 75.5%, 71.8% and 76.7% respectively). The east and north regions, and special health boards, show a similar distribution when comparing the percentage of registered and non-registered staff. However the west region has a different pattern where there is a lower percentage of registered staff (71.8%) and higher percentage of non-registered staff (28.1%) compared to the two other regions (east and north) and special health boards.

**Table NMQT5: Percentage of Nursing and Midwifery Staff by band groupings (registered and non-registered) and Region; as at 31<sup>st</sup> March 2011 (based on WTE)**

Region	Bands 1-4 (%)	Bands 5+ (%)
East	25.2	74.7
North	24.4	75.5
West	28.1	71.8
National Bodies and Special Health Boards	23.1	76.7

**Chart NMQC4: Percentage of Nursing and Midwifery Staff by band groupings (registered and non-registered); Region as at 31<sup>st</sup> March 2011 (based on WTE)**

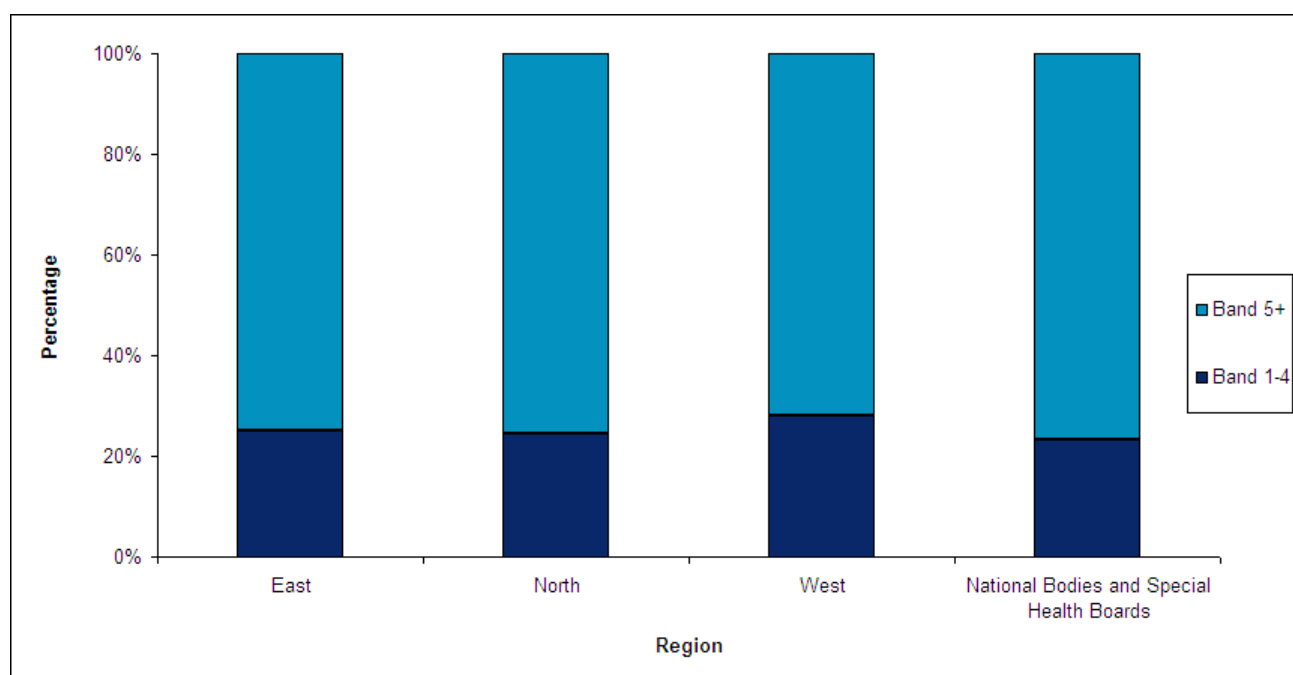


Table NMQT6 and Chart NMQC5 show a similar pattern to that found above within Table NMQT5 where the majority of nursing and midwifery staff employed within each of the NHS Boards are registered. The NHS Board (excluding Islands and Special Health Boards) with the highest proportion of registered staff is NHS Grampian, with 76.3%. The NHS Board with the lowest proportion of registered staff is NHS Forth Valley with 69.8%.

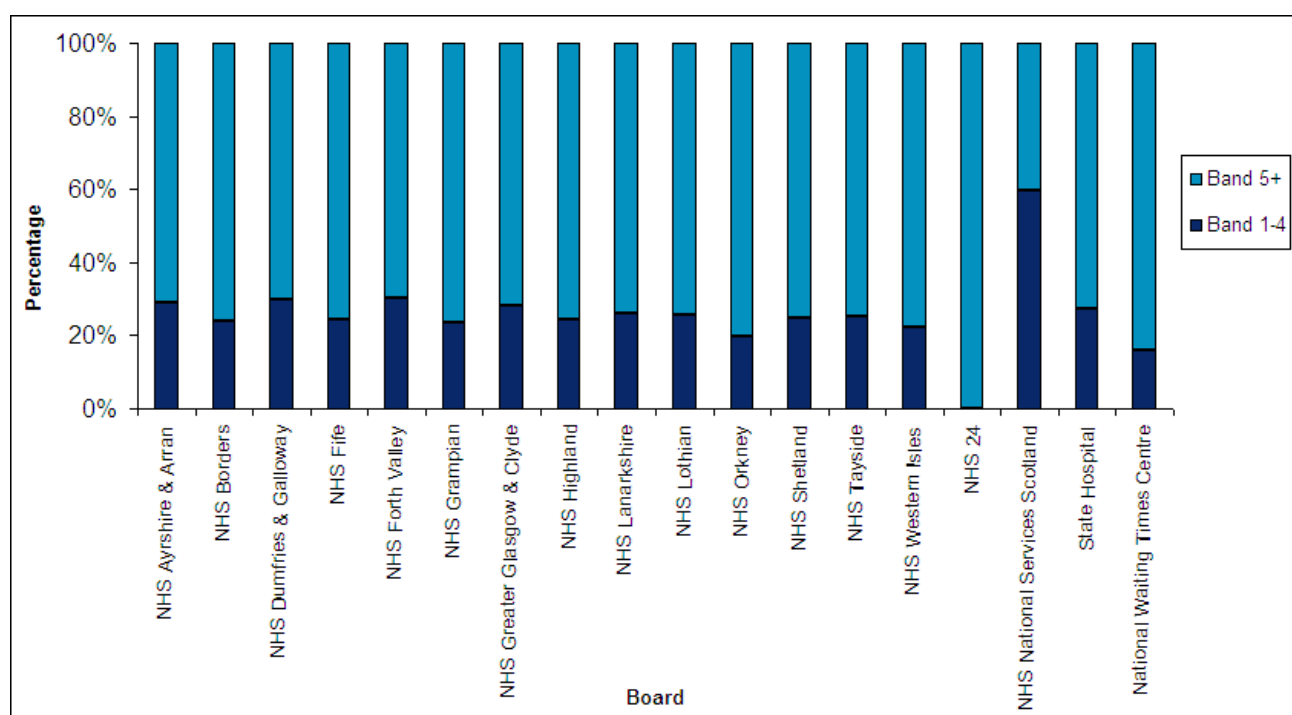
The majority of NHS National Services Scotland nursing and midwifery staff are non-registered (59.8%) and 40.2% are registered. All of NHS24 nursing and midwifery staff are registered.

It is worth noting that all comparisons shown above are based on the proportion of registered and non-registered nursing and midwifery staff within each individual NHS Board area. Information later on in this report show a national comparison of the proportion of nursing and midwifery staff compared to Scotland and registration type.

**Table NMQT6: Percentage of Nursing and Midwifery Staff by band groupings (registered and non-registered) and NHS Board; as at 31<sup>st</sup> March 2011 (based on WTE)**

NHS Board	Bands 1-4 (%)	Bands 5+ (%)
NHS Ayrshire & Arran	29.0	70.7
NHS Borders	24.1	75.7
NHS Dumfries & Galloway	29.7	70.3
NHS Fife	24.5	75.4
NHS Forth Valley	30.2	69.8
NHS Grampian	23.7	76.3
NHS Greater Glasgow & Clyde	27.9	72.0
NHS Highland	24.6	75.4
NHS Lanarkshire	26.2	73.8
NHS Lothian	25.6	74.3
NHS Orkney	19.7	80.3
NHS Shetland	25.0	75.0
NHS Tayside	25.3	74.5
NHS Western Isles	22.2	77.8
NHS 24	0.0	100.0
NHS National Services Scotland	59.8	40.2
State Hospital	27.2	72.8
National Waiting Times Centre	15.9	83.8

**Chart NMQC5: Percentage of Nursing and Midwifery Staff by band groupings (registered and non-registered) and NHS Board; as at 31<sup>st</sup> March 2011 (based on WTE)**



The tables and charts below show the percentage of registered and non registered nursing and midwifery staff across the various NHS Regions and NHS Boards as a proportion of Scotland.

Table NMQT7 and Chart NMQC6 show that the West region employs the majority of registered and non registered nursing and midwifery staff in NHSS, accounting for 48.5% and 52.8% respectively.

The East and North regions account for; 23.9% and 24.8% of Scotland’s registered staff and 22.4% and 22.3% of Scotland’s non-registered nursing and midwifery staff.

**Table NMQT7: Percentage of Nursing and Midwifery Staff by band groupings (registered and non-registered) and Region, as a proportion of Scotland; as at 31<sup>st</sup> March 2011 (based on WTE)**

Region	Bands 1-4 (%)	Bands 5+ (%)
East	22.4	23.9
North	22.3	24.8
West	52.8	48.5
National Bodies and Special Health Boards	2.4	2.9

**Chart NMQC6: Percentage of Nursing and Midwifery Staff by band groupings (registered and non-registered) and Region, as a proportion of Scotland; as at 31<sup>st</sup> March 2011 (based on WTE)**

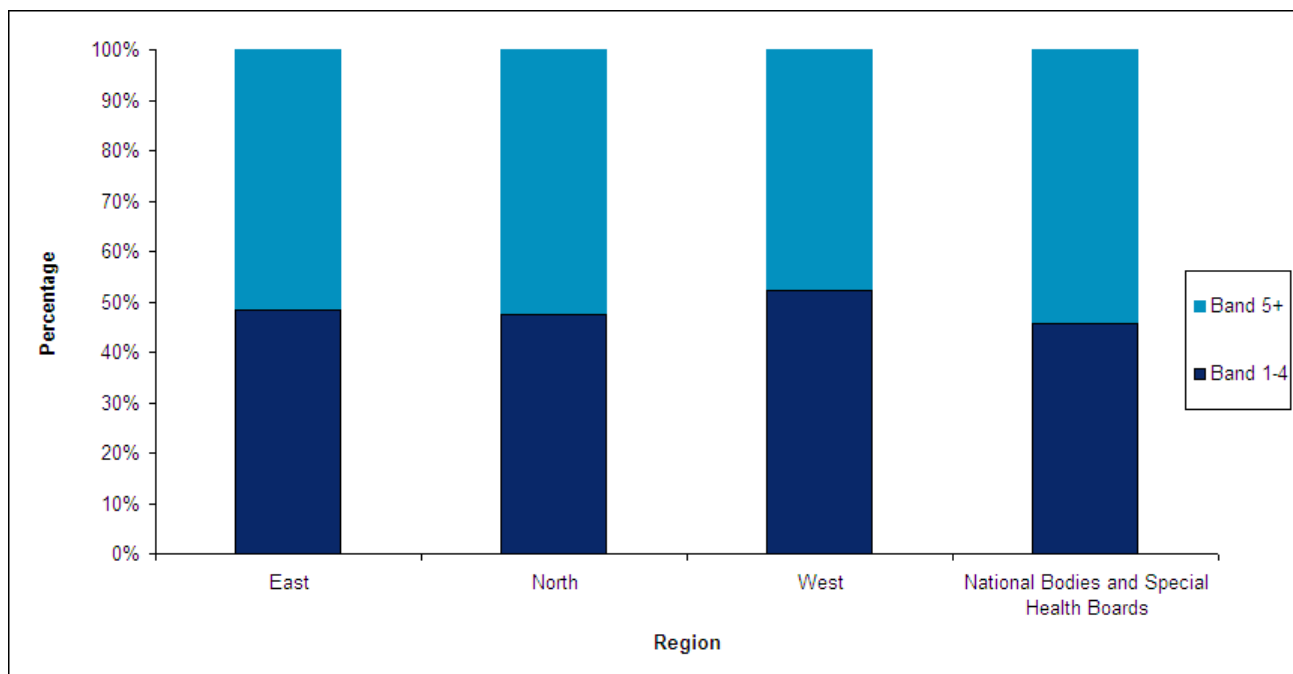


Table NMQT8 and Chart NMQC7 show that the majority of registered nursing and midwifery staff are employed by NHS Greater Glasgow & Clyde and NHS Lothian (26.0% and 15.5% respectively). NHS Grampian, Tayside and Lanarkshire represent the next highest employer of all registered nursing and midwifery staff accounting for 9.0%, 8.8% and 8.5% respectively.

A similar pattern to the above can be found when looking at non registered nursing and midwifery staff where NHS Greater Glasgow & Clyde and NHS Lothian employ 28.1% and 14.9% of all non registered nursing and midwifery staff.

**Table NMQT8: Percentage of Nursing and Midwifery Staff by band groupings (registered and non-registered) and NHS Board, as a proportion of Scotland; as at 31<sup>st</sup> March 2011**

<b>NHS Board</b>	<b>Bands 1-4 (%)</b>	<b>Bands 5+ (%)</b>
NHS Ayrshire & Arran	7.7	6.7
NHS Borders	1.8	2.1
NHS Dumfries & Galloway	3.4	2.9
NHS Fife	5.7	6.3
NHS Forth Valley	5.3	4.4
NHS Grampian	7.8	9.0
NHS Greater Glasgow & Clyde	28.1	26.0
NHS Highland	5.1	5.7
NHS Lanarkshire	8.4	8.5
NHS Lothian	14.9	15.5
NHS Orkney	0.2	0.3
NHS Shetland	0.3	0.3
NHS Tayside	8.3	8.8
NHS Western Isles	0.5	0.7
NHS 24	0.0	0.7
NHS National Services Scotland	1.1	0.3
State Hospital	0.6	0.6
National Waiting Times Centre	0.7	1.2

**Chart NMQC7: Percentage of Nursing and Midwifery Staff by band groupings (registered and non-registered) and NHS Board, as a proportion of Scotland; as at 31<sup>st</sup> March 2011 (based on WTE)**

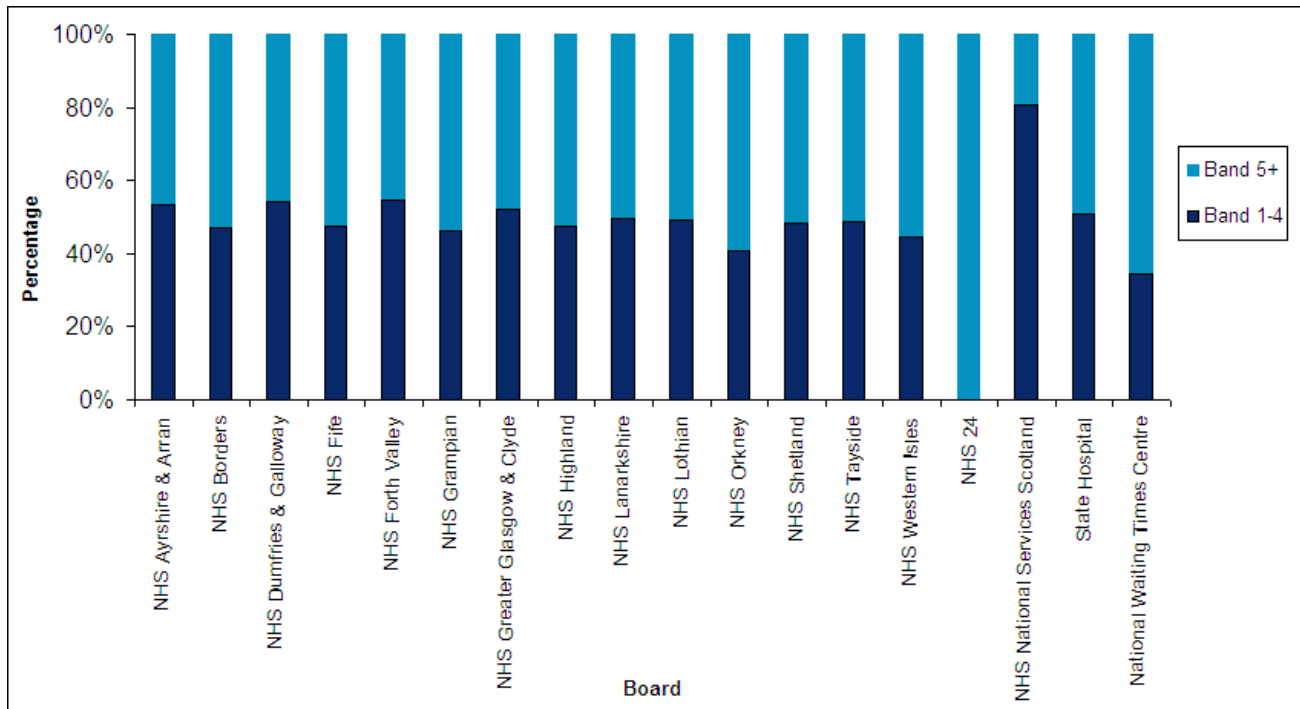


Table NMQT9 and Chart NMQC8 below show the number of nursing and midwifery staff per 1,000 population by headcount and WTE. This shows that within Scotland there are 10.9 nurses per 1,000 population based on WTE. NHS Boards where there are more nurses per 1,000 population compared with the national rate are NHS Greater Glasgow and Clyde, NHS Tayside, NHS Western Isles and NHS Dumfries and Galloway with rates of 12.6, 12.4, 13.8 and 11.7 respectively.

**Table NMQT9: Nursing and midwifery staff (headcount and WTE) per 1,000 population by NHS Board as at 31st March 2011**

<b>NHS Region / Board</b>	<b>Headcount</b>	<b>WTE</b>	<b>Population Estimates (2010)</b>	<b>Rates per 1,000 population (Headcount)</b>	<b>Rates per 1,000 population (WTE)</b>
<b>Nursing and Midwifery<sup>1</sup></b>	<b>66,425</b>	<b>57,166.9</b>	<b>5,222,100</b>	<b>12.7</b>	<b>10.9</b>
<b>Regions</b>					
East	15,719	13,418.3	1,314,526	12.0	10.2
North	16,537	13,821.2	1,332,791	12.4	10.4
West	32,288	28,363.0	2,574,783	12.5	11.0
National Bodies and Special Health Boards	1,958	1,564.3	na	na	na
<b>NHS Boards</b>					
NHS Ayrshire & Arran	4,564	3,980.0	366,860	12.4	10.8
NHS Borders	1,417	1,154.6	112,870	12.6	10.2
NHS Dumfries & Galloway	2,126	1,737.5	148,190	14.3	11.7
NHS Fife	4,090	3,484.0	364,945	11.2	9.5
NHS Forth Valley	3,058	2,628.5	293,386	10.4	9.0
NHS Grampian	6,038	4,963.7	550,620	11.0	9.0
NHS Greater Glasgow & Clyde	17,058	15,177.5	1,203,870	14.2	12.6
NHS Highland	3,833	3,152.9	310,830	12.3	10.1
NHS Lanarkshire	5,494	4,839.6	562,477	9.8	8.6
NHS Lothian	10,215	8,779.7	836,711	12.2	10.5
NHS Orkney	211	175.6	20,110	10.5	8.7
NHS Shetland	243	193.0	22,400	10.8	8.6
NHS Tayside	5,757	4,975.2	402,641	14.3	12.4
NHS Western Isles	457	360.8	26,190	17.4	13.8
NHS 24	493	315.0	na	na	na
NHS National Services Scotland	424	282.4	na	na	na
State Hospital	359	348.5	na	na	na
National Waiting Times Centre	683	618.4	na	na	na

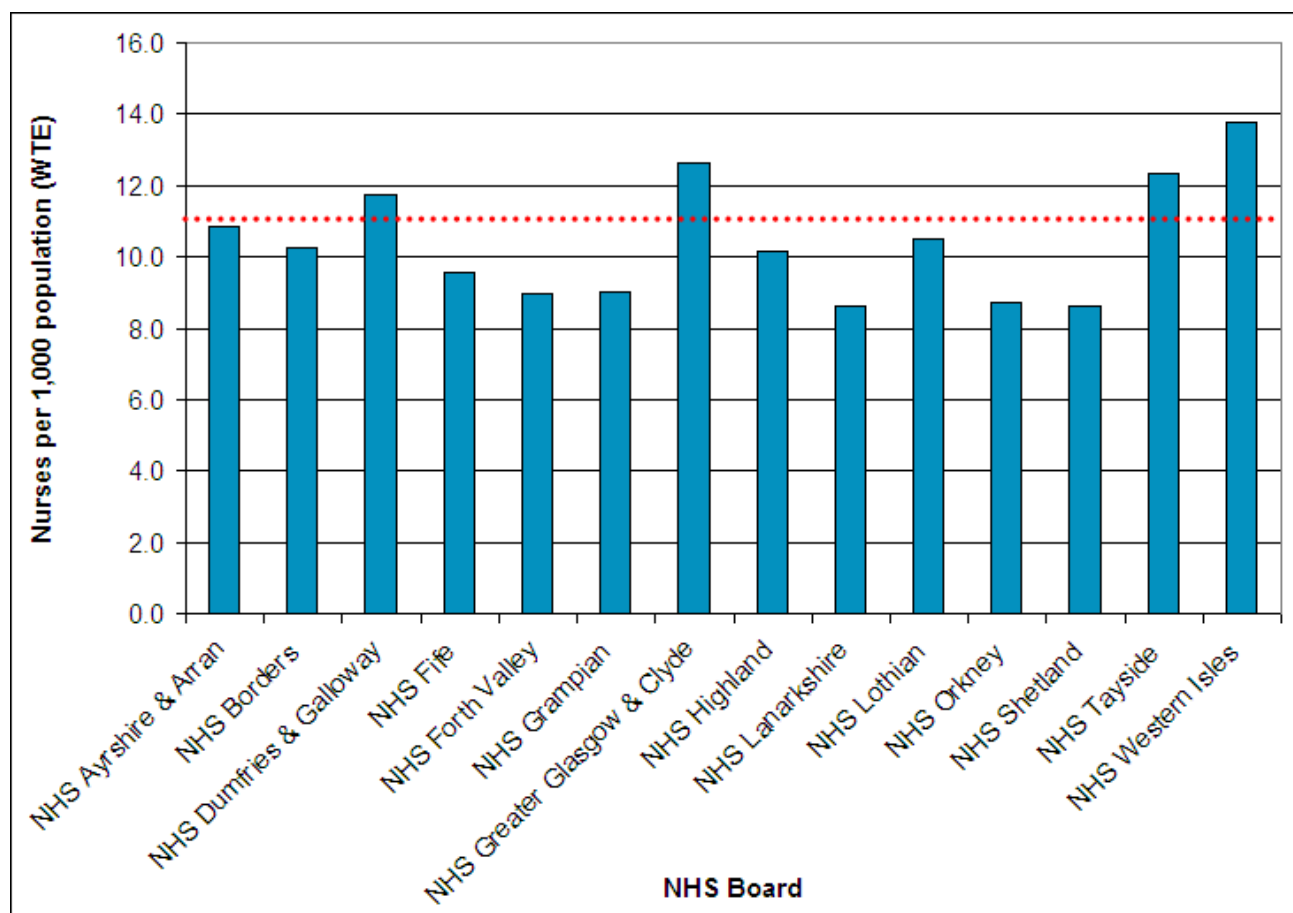
Notes (for Table NMQT9):

1. Please note the overall total includes those staff that have not assimilated. For this reason, the summation of bands 1 to 9 will not equal this overall total.

Source: Scottish Workforce Information Standard System (SWISS), data extracted April 2011.



**Chart NMQC8: Nursing and Midwifery staff (WTE) per 1,000 population by NHS Board as at 31st March 2011**



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

## Vacancies

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

Vacancies are therefore defined as 'unfilled posts' as at 31st March 2011 which are subject to appropriate recruitment arrangements.

The number of nursing and midwifery vacancies increased from 493.1 (0.8%) on 30th September 2010 to 552.4 (1%) on 31<sup>st</sup> March 2011.

[Nursing & midwifery vacancies by location of service delivery, specialty, band, NHS region and NHS Board](#)

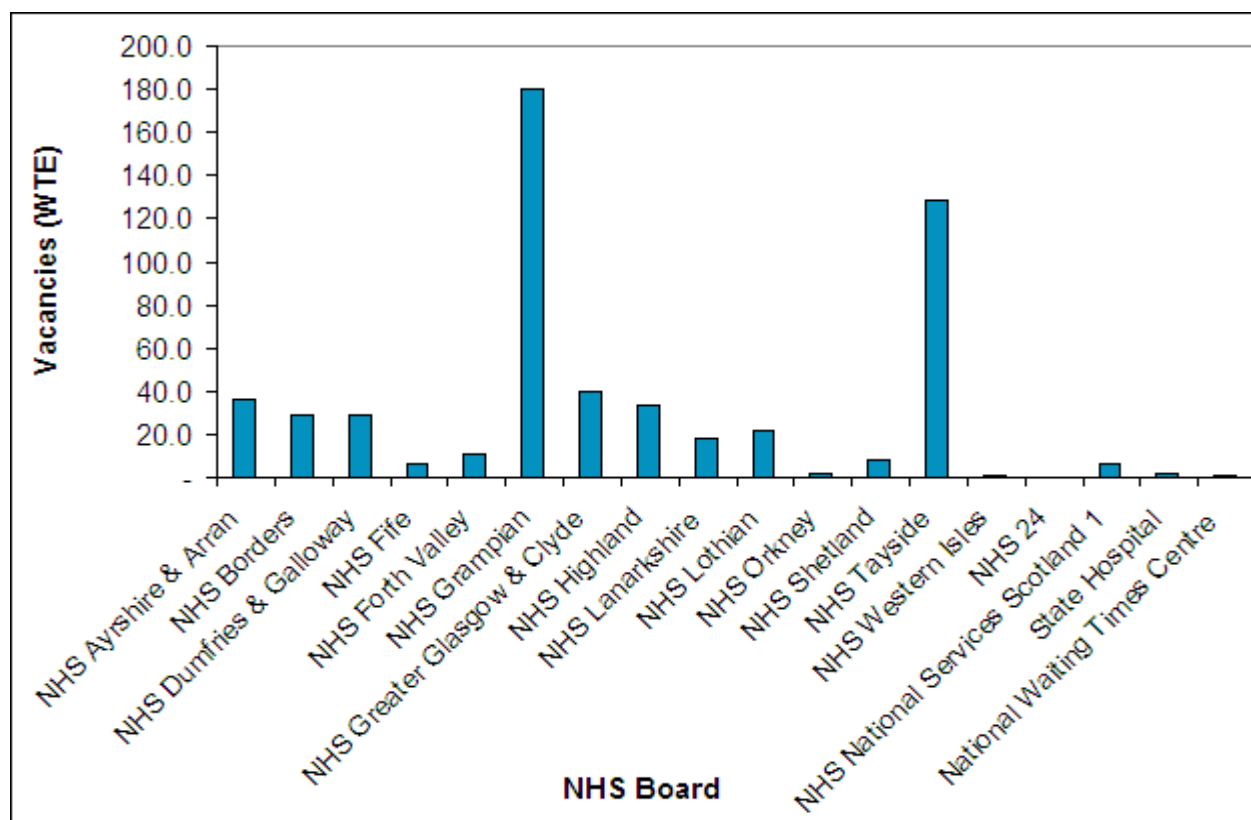
**Table NMQT10: Nursing & Midwifery vacancies by NHS Board; as at 31st March 2011**

<b>NHS Board</b>	<b>Vacancies (WTE)</b>
<b>Scotland</b>	<b>552.4</b>
NHS Ayrshire & Arran	35.8
NHS Borders	29.1
NHS Dumfries & Galloway	28.7
NHS Fife	5.9
NHS Forth Valley	11.0
NHS Grampian	180.4
NHS Greater Glasgow & Clyde	39.9
NHS Highland	33.8
NHS Lanarkshire	17.7
NHS Lothian	21.3
NHS Orkney	2.0
NHS Shetland	8.2
NHS Tayside	128.1
NHS Western Isles	1.0
NHS 24	-
NHS National Services Scotland <sup>1</sup>	6.5
State Hospital	2.0
National Waiting Times Centre	1.0

Notes (for Table NMQT10):

1. Please note staff in post data presented in the vacancy table are for NHS National Service Scotland, however the vacancies presented above are for Scottish Blood Transfusion Service.

Source: Scottish Workforce Information Standard System (SWISS), data extracted April 2011.

**Chart NMQC9: Nursing and Midwifery vacancies by NHS Board; as at 31st March 2011**

## Bank and Agency Nurses and Midwives

In order to provide an overall summary of the usage made of both agency and bank nursing and midwifery workforce in NHS Scotland, these data have been presented together as well as individually. Previously a combination of contracted and non-contracted agencies was used, however by investing in the use of the Nurse bank and contracted agencies a decrease in the use of non-contracted agencies has occurred. As a result there has been a significant decrease in expenditure, approximately 84%, since 2005/06 compared to the latest available figures as at March 2010/11.

Information on hours worked and cost of agency Nurses and Midwives are collected on an annual basis as at 31st March.

It is also worth noting that for the year ending 31st March 2001 return, NHS Boards were requested to collect information for the first time on the cost of employing agency Nurses. For this reason information on costs are only available from 2001 onwards.

In addition, revisions were made to this collection during 2008 to allow for direct comparisons with the quarterly national procurement reports. This provides the opportunity to monitor more robustly the usage of agency staff.

The usage of Agency Nursing and Midwifery has decreased in the year 2010/11 by 47.6% in comparison to the 2009/10 figure. The cost of employing these staff has decreased by 46.8%. This is a saving of £3.8 million.

The use of non-registered agency Nursing and Midwifery staff decreased by 48.6% from 26.3 average WTE for the year ending 31st March 2010 to 13.5 for the year ending 31st March 2011. Over the same period the use of registered Nursing and Midwifery staff decreased by 47.4% from 146.6 average WTE to 77.0 average WTE.

The use of Nursing and Midwifery bank staff has again seen a decrease in the year 2010/11 as NHSS aim to reduce Nursing and Midwifery bank expenditure. Nursing and midwifery bank usage decreased by 13.1% in comparison to 2009/10 figure. The cost of employing these staff has decreased by 12.1%, a saving of £11 million.

[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 \(Capacity\)](#)

**Table NMQT11: Agency Nursing & Midwifery staff by NHS Board for the financial period 1st April to 31st March**

NHS Region / Board	2009/10			2010/11		
	Hours	Average WTE	Costs (£)	Hours	Average WTE	Costs (£)
<b>Scotland</b>	<b>337,193.6</b>	<b>172.9</b>	<b>8,182,083.0</b>	<b>176,652.2</b>	<b>90.6</b>	<b>4,353,285.7</b>
<b>East Region</b>	<b>82,385.7</b>	<b>42.2</b>	<b>2,623,827.0</b>	<b>39,459.0</b>	<b>20.2</b>	<b>1,516,146.8</b>
NHS Borders	5,454.7	2.8	194,459.0	9,186.0	4.7	276,635.0
NHS Fife	7,163.9	3.7	129,420.9	2,186.0	1.1	49,202.8
NHS Lothian	69,767.1	35.8	2,299,947.1	28,087.0	14.4	1,190,309.0
<b>North Region</b>	<b>55,698.6</b>	<b>28.6</b>	<b>1,786,832.1</b>	<b>14,952.5</b>	<b>7.7</b>	<b>585,005.1</b>
NHS Highland	12,653.7	6.5	665,668.0	4,628.7	2.4	252,991.5
NHS Grampian	22,648.0	11.6	440,635.0	550.5	0.3	10,187.0
NHS Orkney	2,136.0	1.1	64,116.0	1,632.0	0.8	40,800.0
NHS Tayside	14,708.5	7.5	465,799.1	6,428.0	3.3	225,922.0
NHS Western Isles	-	-	-	-	-	-
NHS Shetland	3,552.4	1.8	150,614.0	1,713.3	0.9	55,104.6
<b>West Region</b>	<b>178,875.9</b>	<b>91.7</b>	<b>3,323,428.5</b>	<b>119,600.9</b>	<b>61.3</b>	<b>2,196,555.5</b>
NHS Argyll and Clyde	-	-	-	-	-	-
NHS Ayrshire & Arran	4,271.0	2.2	169,685.0	8,482.0	4.3	294,884.0
NHS Greater Glasgow	-	-	-	-	-	-
NHS Greater Glasgow & Clyde	155,523.4	79.8	2,752,325.3	107,324.9	55.0	1,811,699.0
NHS Lanarkshire	4,738.5	2.4	113,828.1	-	-	-
NHS Forth Valley	14,199.0	7.3	283,169.0	3,794.0	1.9	89,972.5
NHS Dumfries & Galloway	144.0	0.1	4,421.2	-	-	-
<b>National Bodies and Special Health Boards</b>	<b>20,233.5</b>	<b>10.4</b>	<b>447,995.4</b>	<b>2,639.9</b>	<b>1.4</b>	<b>55,578.3</b>
State Hospital	-	-	-	-	-	-
National Waiting Times Centre <sup>1</sup>	18,151.2	9.3	400,422.0	2,639.9	1.4	55,578.3
Scottish Ambulance Service	-	-	-	-	-	-
NHS 24	-	-	-	-	-	-
NHS National Services Scotland	2,082.3	1.1	47,573.4	-	-	-
NHS Education for Scotland	-	-	-	-	-	-
NHS Health Scotland	-	-	-	-	-	-
NHS Quality Improvement Scotland	-	-	-	-	-	-

Notes (for Table NMQT11):

1. The National Waiting Times Centre was formerly known as Golden Jubilee.
2. To calculate the average WTE, 1 WTE is taken as a contribution of 37.5 hours per week x 52 = 1950 hours per year.
3. Rounding of individual figures may produce slight differences between the sum of constituent items and totals.
4. The dissolution of NHS Argyll & Clyde took effect from 1st April 2006. From 2006, staff from NHS Argyll & Clyde transferred to NHS Highland and NHS Greater Glasgow & Clyde

Source of data: Data collection performed by ISD Scotland.

**Table NMQT12: Bank Nursing and Midwifery staff by NHS Board for the financial period 1st April to 31st March**

NHS Region / Board	2009/10			2010/11		
	Hours	Average WTE	Costs (£)	Hours	Average WTE	Costs (£)
<b>Scotland</b>	<b>6,876,186.2</b>	<b>3,526.2</b>	<b>98,055,782.0</b>	<b>5,976,117.2</b>	<b>3,064.7</b>	<b>86,158,730.4</b>
<b>East Region</b>	<b>1,668,924.4</b>	<b>855.9</b>	<b>23,807,609.0</b>	<b>1,426,102.4</b>	<b>731.3</b>	<b>21,066,472.7</b>
NHS Borders	108,120.6	55.4	1,421,851.8	108,080.9	55.4	1,441,501.1
NHS Fife	385,867.4	197.9	5,514,600.6	316,647.7	162.4	4,694,416.7
NHS Lothian	1,174,936.4	602.5	16,871,156.5	1,001,373.8	513.5	14,930,554.9
<b>North Region</b>	<b>1,478,385.2</b>	<b>758.1</b>	<b>21,932,139.4</b>	<b>1,296,342.5</b>	<b>664.8</b>	<b>19,364,851.0</b>
NHS Highland	399,998.5	205.1	5,650,892.5	357,393.6	183.3	5,287,721.5
NHS Grampian	693,497.4	355.6	10,771,431.7	672,203.5	344.7	10,157,761.2
NHS Orkney	34,915.6	17.9	521,215.7	23,478.2	12.0	360,722.6
NHS Tayside	303,956.9	155.9	4,285,607.0	201,015.4	103.1	2,878,102.7
NHS Western Isles	24,988.7	12.8	365,375.9	20,404.0	10.5	323,020.9
NHS Shetland	21,028.2	10.8	337,616.7	21,847.9	11.2	357,522.1
<b>West Region</b>	<b>3,719,255.3</b>	<b>1,907.3</b>	<b>52,142,447.1</b>	<b>3,245,086.3</b>	<b>1,664.1</b>	<b>45,586,143.1</b>
NHS Ayrshire & Arran	508,729.1	260.9	6,916,002.6	362,348.9	185.8	5,090,713.4
NHS Greater Glasgow & Clyde	2,081,820.4	1,067.6	30,093,275.4	1,805,913.6	926.1	25,515,185.4
NHS Lanarkshire	659,608.7	338.3	9,175,379.8	634,338.7	325.3	9,010,738.9
NHS Forth Valley	346,190.6	177.5	4,258,887.6	336,222.2	172.4	4,434,961.2
NHS Dumfries & Galloway	122,906.5	63.0	1,698,901.7	106,262.9	54.5	1,534,544.2
<b>National Bodies and Special Health Boards</b>	<b>9,621.3</b>	<b>4.9</b>	<b>173,586.5</b>	<b>8,586.1</b>	<b>4.4</b>	<b>141,263.6</b>
State Hospital	753.4	0.4	11,655.4	986.0	0.5	16,999.9
National Waiting Times Centre <sup>1</sup>	7,214.1	3.7	124,117.4	7,134.1	3.7	112,446.2
Scottish Ambulance Service	-	-	-	-	-	-
NHS 24	1,576.6	0.8	37,805.2	391.0	0.2	10,925.8
NHS National Services Scotland	77.2	0.0	8.5	74.9	0.0	891.8
NHS Education for Scotland	-	-	-	-	-	-
NHS Health Scotland	-	-	-	-	-	-
NHS Quality Improvement Scotland	-	-	-	-	-	-

Notes (for Table NMQT12):

1. The National Waiting Times Centre was formerly known as Golden Jubilee.

Source: Scottish Workforce Information Standard System (SWISS).

## Staff turnover

The turnover analysis contains information on Nursing and Midwifery staff leaving and joining NHSS, NHS Regions and NHS Boards and staff groups. The data is extracted from Scottish Workforce Information Standard System (SWISS). Employees who left the service have been split between those who were in post for less than a year and those who were in post for longer than a year. The turnover statistics have also been split by this distinction.

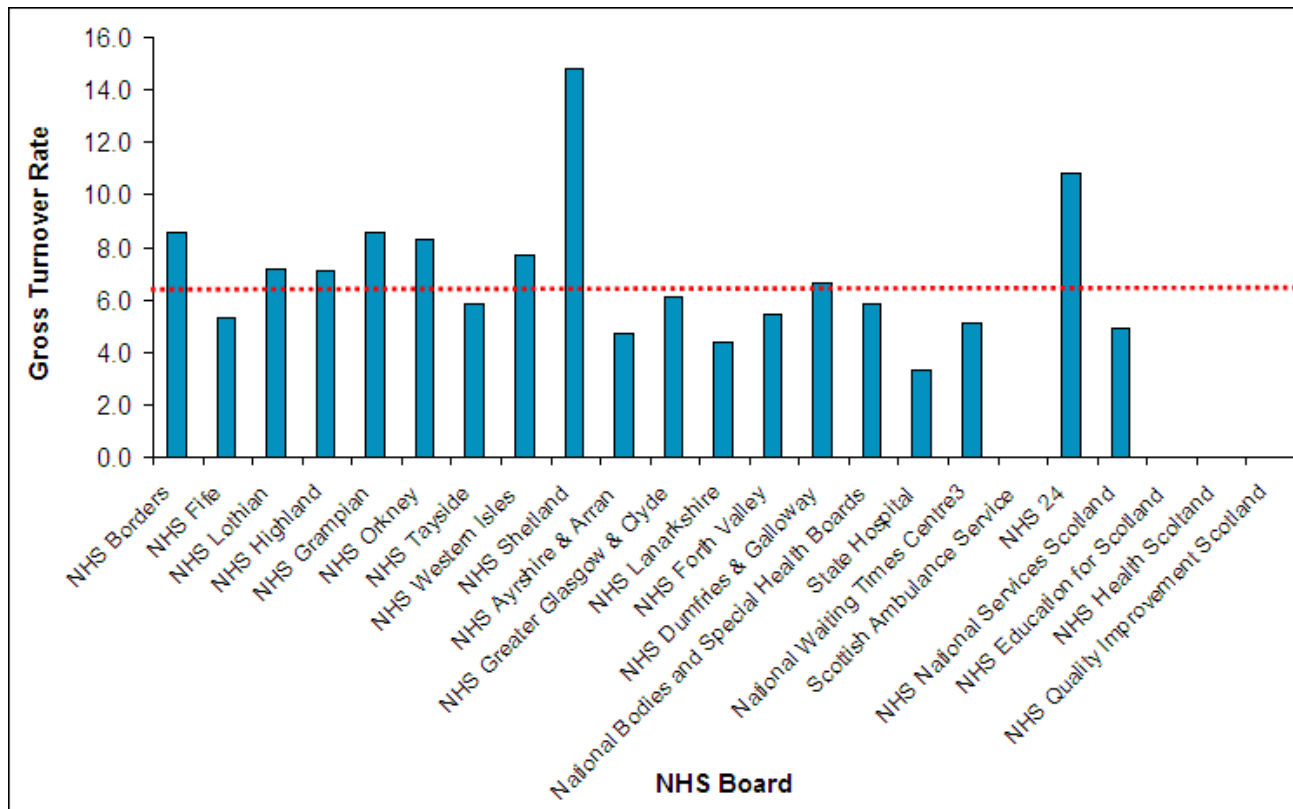
### Net Turnover

Net turnover is a measure of the rate at which staff are leaving NHS Scotland. The net turnover rate (all leavers from NHSS WTE) for nursing and midwifery staff during the period April 2010 to March 2011 is 5.3. This is also the case during the period April 2009 to March 2010 where the turnover rate for nursing and midwifery staff was 5.3. These rates are lower when compared to the April 2008 to March 2009 period where the net turnover rate was 6.2.

### Gross Turnover

Gross turnover is a measure of the rate at which staff are leaving NHS Boards within NHSS, and moving to another NHS Board still within NHSS. The gross national turnover rate for nursing and midwifery staff (WTE) during the period April 2010 to 2011 was 6.3. Chart NMQC10 below shows the NHS Boards for nursing and midwifery staff with the highest gross turnover (WTE) rate included NHS Shetland (14.8) and NHS24 (10.8). This was closely followed by NHS Borders, NHS Grampian and NHS Orkney with gross turnover rates of 8.5, 8.5 and 8.3 respectively).

**Chart NMQC10: Nursing and Midwifery Staff Gross Turnover (WTE) rates, all leavers from NHS Board; April 2010 to March 2011**



Notes (for Table NMQC10):

1. Gross figures are defined as joiners, leavers, stability and turnover from NHS Boards within NHSS
2. Excludes training grades. This is to avoid the distortion caused by the frequent rotation of staff in training placements.
3. The Unallocated / Not known category includes the following staff:

Staff who have not yet assimilated to Agenda for Change, however, it is not possible to allocate them to a specific staff category; Staff with an Agenda for Change post descriptor of “To be advised”; Staff who have a blank/unknown pay scale; Staff who have an AfC detail code but not an AfC pay scale

4. Due to the method in which stability index is calculated it is not possible to have a stability index for the oldest year in the analysis timeframe.
5. Also see notes within [Turnover](#) table.

Source: Scottish Workforce Information Standard System (SWISS)

### [Staff Turnover Rates by trend, NHS Region, NHS Board, Staff group, Contract Type, Band and Age Group](#)

## Results and Commentary

### Allied Health Professions

#### Key points

- As at 31<sup>st</sup> March 2011, 7.3% of all staff (headcount) in NHSS were employed in the Allied Health Professions staff group. [[AHP table 1](#)]
- The number of Allied Health Professions staff in post as at 31<sup>st</sup> March 2011 is 9,510.6 (WTE), compared to 9,595.6 (WTE) as at 30th September 2010, a decrease of 0.9% (85.0 WTE). The corresponding headcount showed a decrease of 0.6% (67 headcount) from 11,546 as at 30th September 2010 to 11,479 as at 31<sup>st</sup> March 2011. [[AHP table 2](#)]
- The Allied Health Professions vacancy rate as at 31<sup>st</sup> March 2011 is 2.1% with 1.6% being vacant for 3 month or more. [[AHP table 3](#)]
- The gross turnover rate (WTE) for Allied Health Professions decreased from 8.8% in 2009/2010 to 7.7% in 2010/2011. [[AHP table 4](#)]

Information in this section relates to the AHP workforce in NHSS. The AHP information is sourced from Scottish Workforce Information Standard System (SWISS) and describes the numbers of staff assimilated and not assimilated to the Agenda for Change AHP job family.

Information available includes staff in post, vacancy, and turnover.

The AHP workforce is presented by individual specialty, with a split for those assimilated to Agenda for Change and those not assimilated. This will change from 2011 due to the number of unassimilated staff being very low and will appear as a single line called "Unassimilated". Information is available by band, band grouping, age group, contract type & gender, NHS Board and region.

Throughout, information is presented as headcount, employment or whole time equivalent (WTE). WTE adjusts headcount to take account of part-time staff.

Latest data available is 31<sup>st</sup> March.



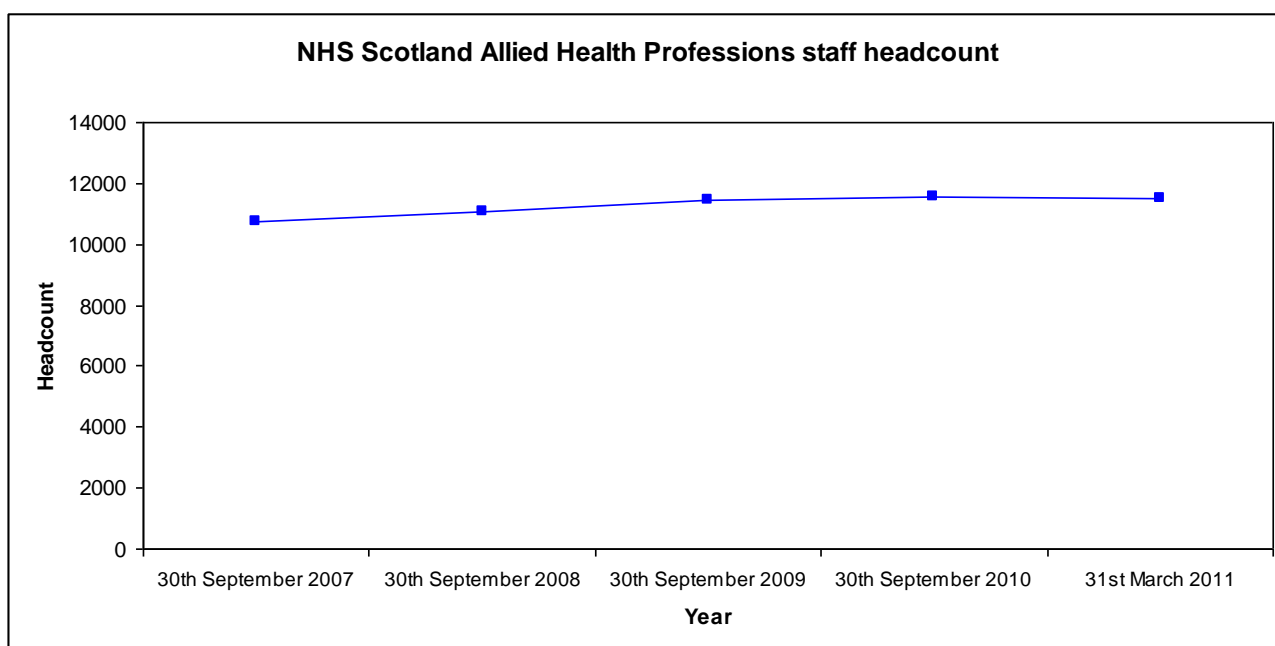
## Allied Health Professions: Staff in post

Allied Health Professions are the 5th largest staff group (headcount) in NHSS accounting for 7.3%. [\[AHP table 1\]](#)

The number of AHP staff in post as at 31<sup>st</sup> March 2011 is 9,510.6 (WTE), compared to 9,595.6 (WTE) as at 30th September 2010, a decrease of 0.9% (85.0 WTE). The corresponding headcount showed a decrease of 0.6% (67 headcount) from 11,546 as at 30th September 2010 to 11,479 as at 31<sup>st</sup> March 2011. [\[AHP table 2\]](#)

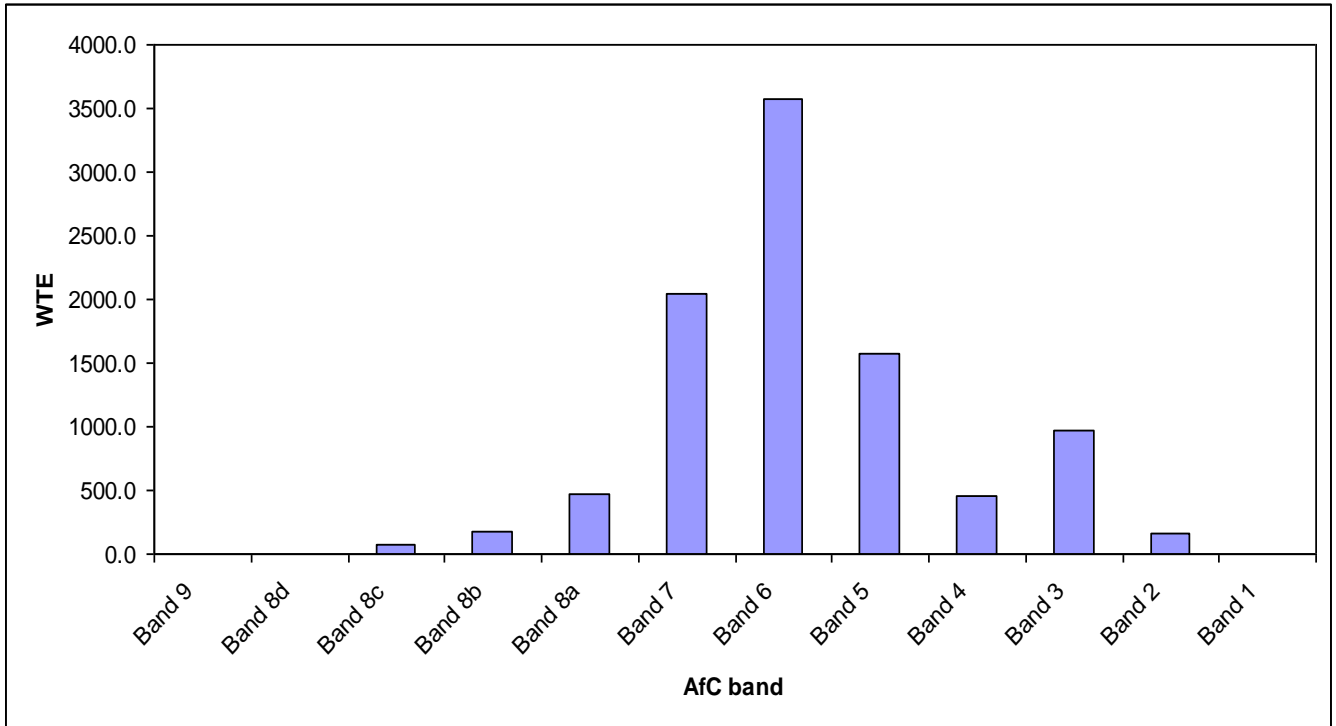
AHP chart 1 below shows a five year trend for AHPs. The number of AHPs (headcount) has increased over the past five years from 10,730 as at 30<sup>th</sup> September 2007 to 11,479 as at 31<sup>st</sup> March 2011, an increase of 6.9%.

### AHP chart 1: NHSS Allied Health Professions staff by headcount as at 31<sup>st</sup> March 2011



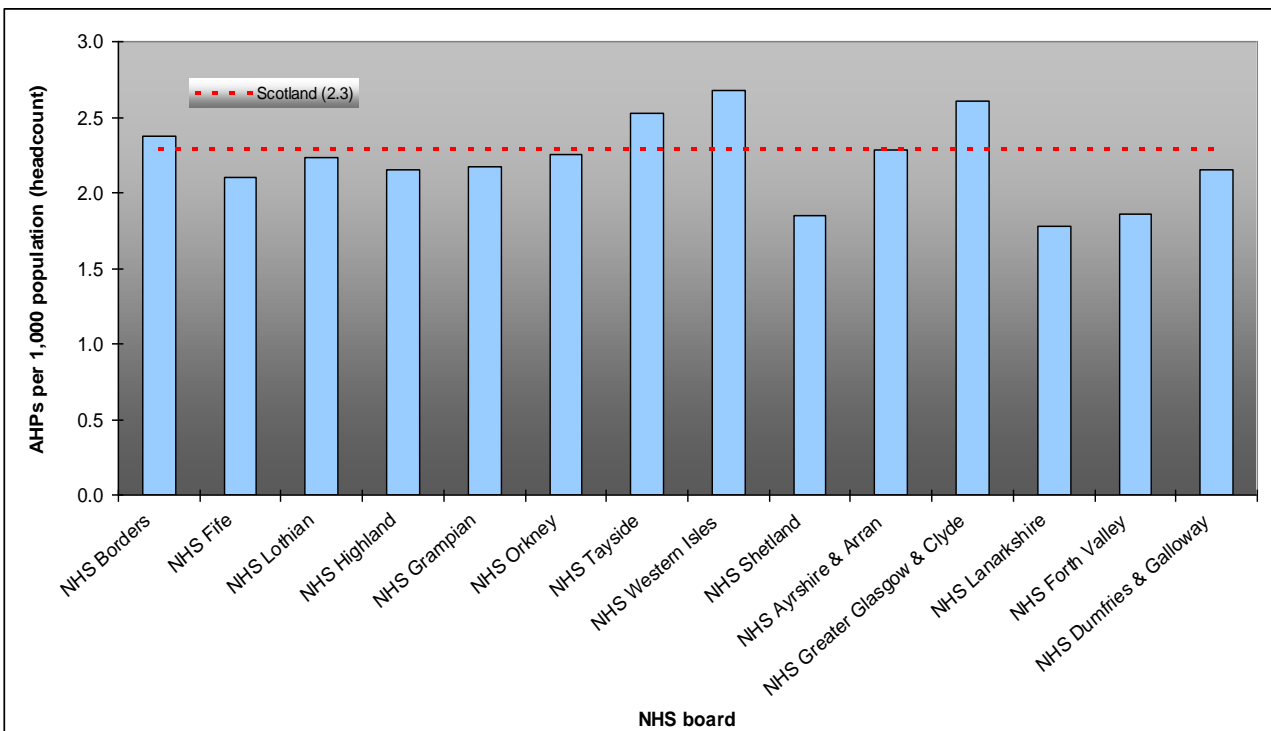
AHP chart 2 below shows the AHP staff in NHSS by Agenda for Change bands (WTE) at 31<sup>st</sup> March 2011. The majority of Allied Health Professions staff can be found within band 6 (37.6%), followed by band 7 (21.5%) and band 5 (16.6%). This pattern is also representative across the majority of NHS Boards. [AHP table 2](#)

**AHP chart 2: Allied Health Professions staff (WTE) by band; NHSS**



AHP chart 3 below show the number of AHP staff (headcount) per 1,000 populations. This shows that within Scotland there are 2.2 AHP per 1,000 populations. This pattern is fairly consistent across all NHS Boards, with exception to Western Isles where there are 2.9 AHP per 1,000 populations. [AHP table 2](#)

**AHP chart 3: Allied Health Professions staff (headcount) per 1,000 population by NHS Board**



## Vacancies

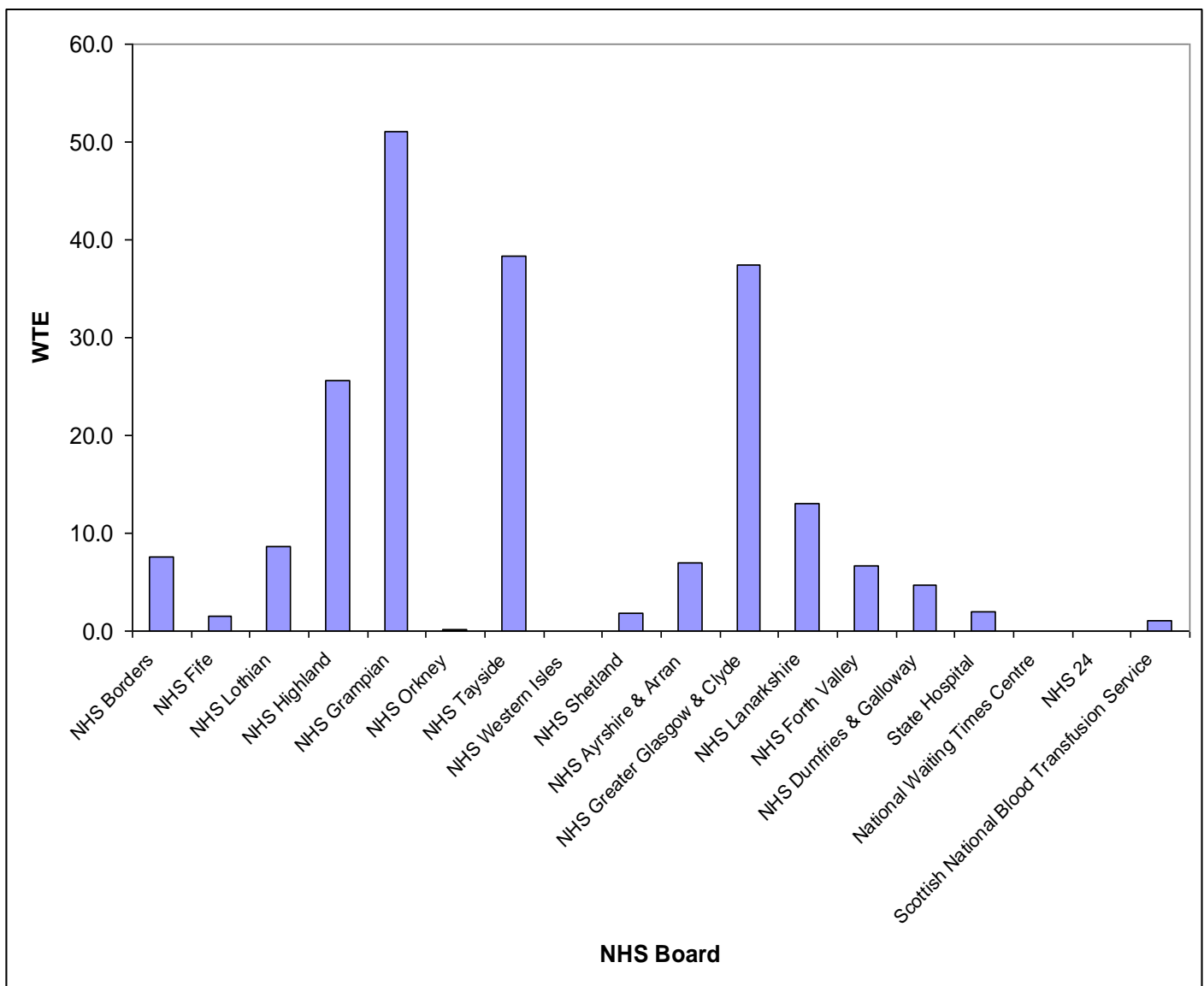
Vacancy management processes to support the implementation of local workforce plans are in place across NHS Scotland. These processes inform vacancy advertising requirements.

Vacancies are therefore defined as 'unfilled posts' as at 31st March 2011 which are subject to appropriate recruitment arrangements.

The number of AHP vacancies increased from 126.5 (1.3%) on 30th September 2010 to 206.7 (2.1%) on 31<sup>st</sup> March 2011.

AHP chart 4 below shows NHS Grampian has the highest number of vacancies (51.1), followed by NHS Tayside (38.4) and NHS Greater Glasgow and Clyde (37.5). [AHP table 3](#)

**AHP chart 4: Allied Health Professions staff vacancies (WTE) by NHS Board**



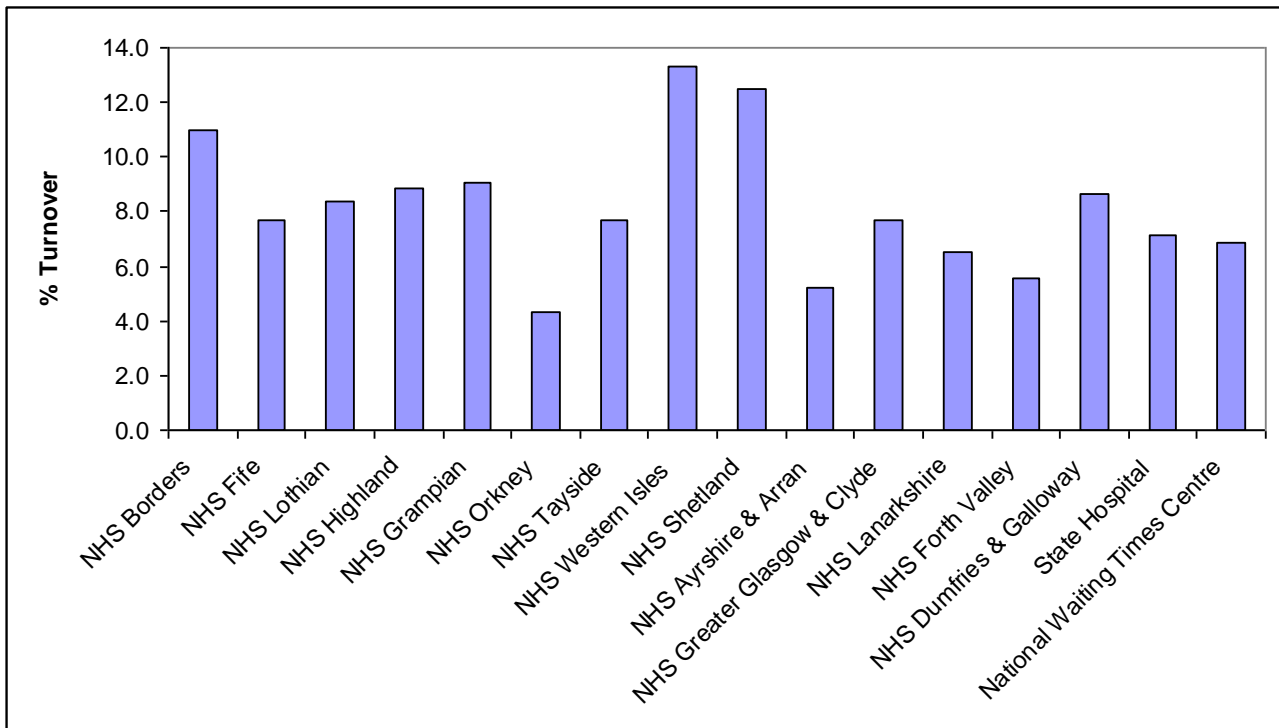
## Staff turnover

The turnover analysis contains information on Allied Health Professions staff leaving and joining NHS Scotland, NHS Regions and NHS Boards and staff groups. The data is extracted from Scottish Workforce Information Standard System (SWISS). Employees who left the service have been split between those who were in post for less than a year and those who were in post for longer than a year. The turnover statistics have also been split by this distinction.

The gross turnover rate (WTE) for Allied Health Professions decreased from 8.8% in 2009/2010 to 7.7% in 2010/2011.

AHP chart 5 below shows the turnover rate for AHPs by NHS Board. [AHP table 4](#).

**AHP chart 5: Allied Health Professions gross turnover (headcount) rates, all leavers from NHS Boards, April 2010 to March 2011**



[Staff Turnover Rates by trend, NHS Region, NHS Board, Staff group, Contract Type, Band and Age Group](#)

## Results and Commentary

### Other Therapeutic and Personal Social Care

Key points:

- As at 31st March 2011 NHSS employed 3,960 (Headcount) Other therapeutic staff and 1,147 (Headcount) Personal Social Care staff.
- The number of Other Therapeutic staff in post as at 31<sup>st</sup> March 2011 is 3,413.1 (WTE), compared to 3,406.5 (WTE) as at 30th September 2010, an increase of 0.2% (6.5 WTE).
- The number of Personal Social Care staff in post as at 31<sup>st</sup> March 2011 is 971.1 (WTE), compared to 948.1 (WTE) as at 30th September 2010, an increase of 2.4% (23.0 WTE).

Information in this section relates to the Other Therapeutic and Personal Social Care workforce in NHSS.

Information is available by trend, band and NHS Board and region.

Throughout, information is presented as headcount, employment and whole time equivalent (WTE).

Latest data available is 31<sup>st</sup> March 2011.

## Other Therapeutic and Personal Social Care: Staff in post

Table OTPCQT1 below presents trend information for Other Therapeutic and Social Care.

**Table OTPCT1: Other Therapeutic and Social Care (WTE) by specialty and year; NHSS**

	Sep-10	Mar-11	Change Sep-10 to Mar-11
<b>Other therapeutic staff</b>	<b>3,406.5</b>	<b>3,413.1</b>	<b>0.2</b>
Clinical psychology and counselling	1,173.0	1,189.0	1.4
Genetic counselling	11.5	12.8	11.2
Optometry	39.9	39.6	-0.9
Pharmacy	2,108.8	2,100.8	-0.4
Play specialists	72.2	69.8	-3.3
Not assimilated	1.0	1.0	-
<b>Personal and social care</b>	<b>948.1</b>	<b>971.1</b>	<b>2.4</b>
Chaplaincy	58.6	57.5	-1.9
Health promotion	872.4	896.2	2.7
Sexual health	-	-	x
Social work	7.8	7.8	-
Not assimilated	9.2	9.5	3.7

Source: Scottish Workforce Information Standard System (SWISS), data extracted April 2011.

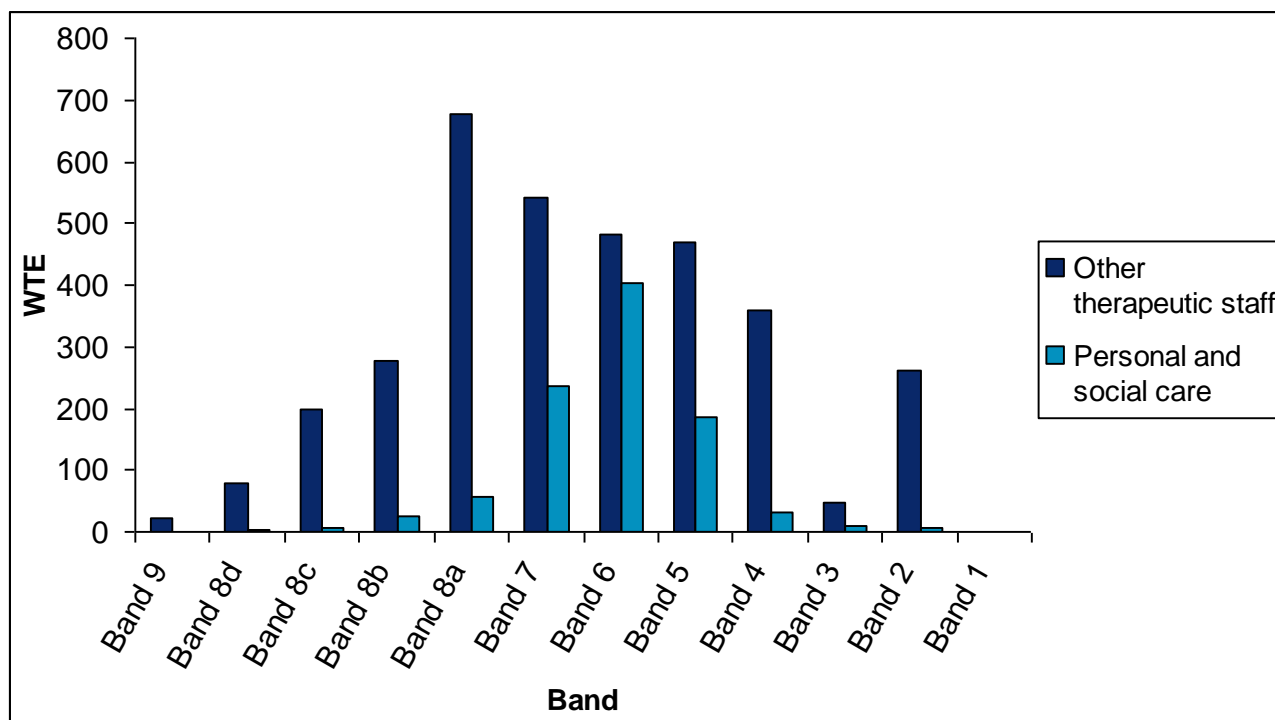
Table OPTCQT2 and chart OPTCQC2 below shows that band 8a (19.9%) has the highest band group (WTE) within Other Therapeutic and band 6 (41.4%) has the highest band group (WTE) within Social Care.

**Table OPTCQT2: Other Therapeutic and Social Care (WTE) by band as at 31<sup>st</sup> March 2011**

Band	Other Therapeutic	Social care
<b>Total</b>	<b>3,413.1</b>	<b>971.1</b>
Band 9	21.3	-
Band 8d	77.5	4.0
Band 8c	197.8	5.0
Band 8b	278.5	26.0
Band 8a	678.3	56.7
Band 7	540.8	237.1
Band 6	483.2	401.6
Band 5	468.2	186.5
Band 4	357.8	31.2
Band 3	48.3	9.3
Band 2	260.3	4.8
Band 1	-	-

Source: Scottish Workforce Information Standard System (SWISS), data extracted April 2011.

**Chart OPTCQC2: Other Therapeutic and Social Care (WTE) by band as at 31st March 2011**



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

## Results and Commentary

### Healthcare Scientists

Key points:

- As at 31<sup>st</sup> March 2011, 4.0% of all staff (headcount) in NHSS was employed in the Healthcare Scientist staff group.
- The number of Healthcare Scientist staff in post as at 31<sup>st</sup> March 2011 is 5,570.7 (WTE), compared to 5,628.0 (WTE) as at 30th September 2010, a decrease of 1% (57.3 WTE). The corresponding headcount also showed a decrease of 1% (65 headcount) from 6,277 as at 30th September 2010 to 6,212 as at 31<sup>st</sup> March 2011.
- The gross turnover rate (headcount) for Healthcare Scientists decreased from 7.3 in 2009/10 to 6.7 in 2010/11.

Information in this section relates to the Healthcare Scientists workforce in NHS Scotland. Healthcare Scientists workforce information is sourced from the Scottish Workforce Information Standard System (SWISS) and describes the numbers of staff assimilated and not assimilated to the Agenda for Change Healthcare Scientist job family.

The Healthcare Scientist workforce is presented by individual specialty, with a split for those assimilated to Agenda for Change and those not assimilated. This will change from 2011 due to the number of unassimilated staff being very low and will appear as a single line called "Unassimilated".

Information is available by band, band grouping, age group, contract type & gender, NHS Board and region.

Throughout, information is presented as headcount, employments and whole time equivalent (WTE). WTE adjusts headcount to take account of part-time staff.

Latest data available is 31<sup>st</sup> March 2011.



## Healthcare Scientists: Staff in post

Healthcare Scientists account for 4.0% (headcount) of the overall number of staff employed within the NHSS.

Table HCSQT1 and HCSQC1 below presents trend information for Healthcare Scientists and shows the number of healthcare scientists had increased by 8.1%, from 5,152.9 (WTE) in September 2007 to 5,570.7 in March 2011. An increase of 417.8 (WTE).

**Table HCSQT1: Healthcare Scientists (WTE) by year; NHSS**

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

Table HCSQT2 below shows that the largest staff group (WTE) within the Healthcare science job family work within a Life sciences setting (87.6%). The second largest staff group is Physiology Sciences (9.4%).

**Table HCSQT2: Healthcare Scientists (WTE) by staff group and year; NHSS**

Healthcare Scientist Staff	Sept-10	Mar-11	Change Sept-10 to Mar-11
<b>Healthcare science staff</b>	<b>5,628.0</b>	<b>5,570.7</b>	<b>1.0</b>
<b>Physiology sciences</b>	<b>498.8</b>	<b>525.8</b>	<b>5.4</b>
Clinical physiology	456.4	486.5	6.6
Clinical sciences physiology	17.9	14.8	-17.3
Clinical perfusion physiology	24.5	24.5	0.0
<b>Life sciences</b>	<b>4,977.2</b>	<b>4,878.8</b>	<b>-2.0</b>
Biomedical sciences life	3,353.9	3,306.4	-1.4
Clinical sciences life	1,163.6	1,113.9	-4.3
Clinical technology life	459.7	458.5	-0.3
<b>Physical sciences</b>	<b>127.5</b>	<b>143.6</b>	<b>12.7</b>
Clinical sciences physical	41.9	39.9	-4.8
Clinical technology physical	66.1	71.4	8.0
Clinical photographer / illustrator physical	16.5	28.4	72.0
Maxillofacial prosthetics physical	3.0	4.0	33.3
<b>Not assimilated</b>	<b>24.5</b>	<b>22.5</b>	<b>-8.2</b>

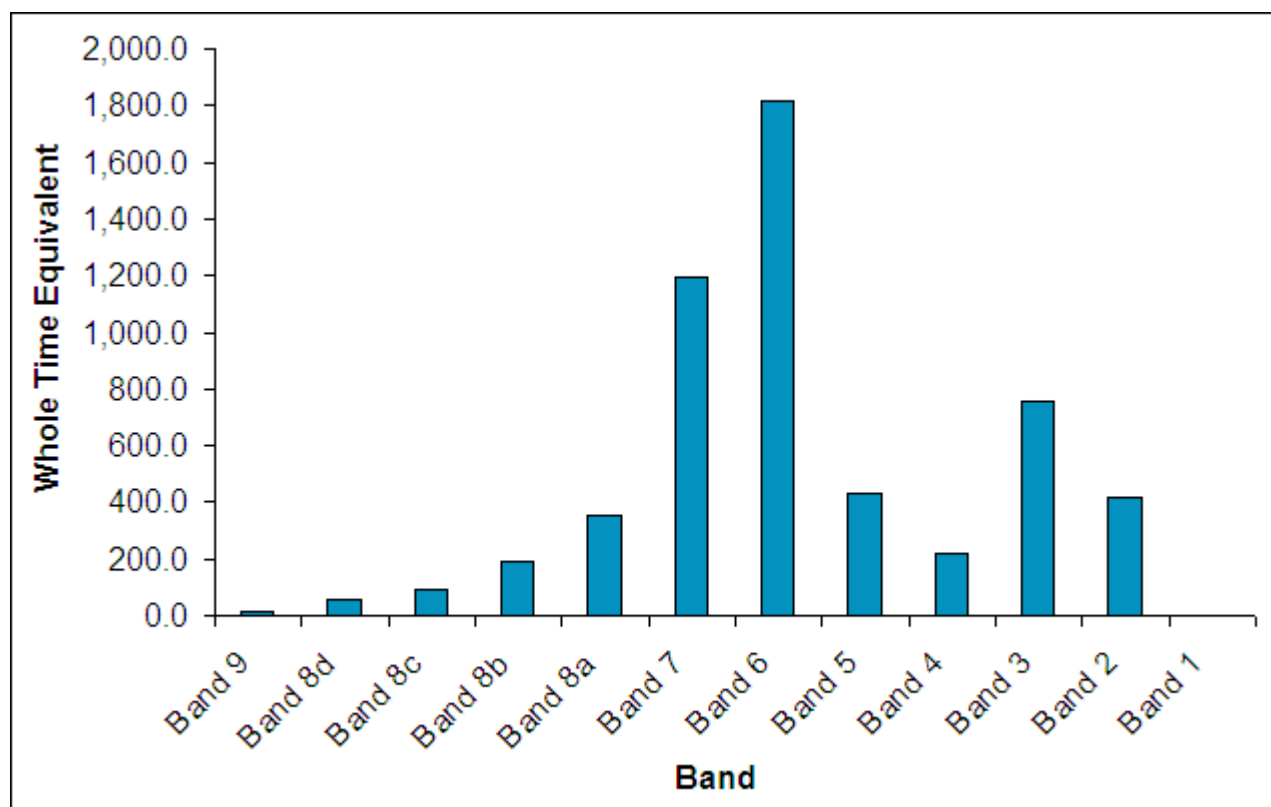
Source: Scottish Workforce Information Standard System (SWISS), data extracted April 2011.

Table HCSQT3 and Chart HCSQC12 below shows the number of Healthcare Scientist staff in NHSS by Agenda for Change bands (WTE) as at 31st March 2011. The majority of Healthcare Scientists can be found within band 6 (32.5%), followed by band 7 (21.5%) and band 3 (13.6%). This pattern is also representative across the majority of NHS Boards.

**Table HCSQT3: Healthcare Scientists (WTE) by band as at 31<sup>st</sup> March 2011**

Band	WTE	Percentage (%)
<b>Total</b>	<b>5,570.7</b>	<b>-</b>
Band 9	15.0	0.3
Band 8d	57.7	1.0
Band 8c	88.6	1.6
Band 8b	193.2	3.5
Band 8a	355.7	6.4
Band 7	1,195.1	21.5
Band 6	1,813.1	32.5
Band 5	434.1	7.8
Band 4	221.2	4.0
Band 3	758.3	13.6
Band 2	414.2	7.4
Band 1	2.0	0.0

Source: Scottish Workforce Information Standard System (SWISS), data extracted April 2011.

**Chart HCSQC1: Healthcare Scientists (WTE) by band as at 31st March 2011**

[Healthcare Science staff by specialty, band, NHS Region and NHS Board](#)

## Results and Commentary

### Emergency, Administrative and Support Services

Key points:

- As at 31st March 2011 NHSS employed 3,834 (Headcount) Emergency services, 29,796 (Headcount) Administrative services and 19,337 Support services staff.
- The number of Emergency services staff in post as at 31<sup>st</sup> March 2011 is 3,698.4 (WTE), compared to 3,698.3 (WTE) as at 30th September 2010.
- The number of Administrative services staff in post as at 31<sup>st</sup> March 2011 is 25,482.9 (WTE), compared to 25,886.5 (WTE) as at 30th September 2010, a decrease of 1.6%.
- The number of Support services staff in post as at 31<sup>st</sup> March 2011 is 14,184.0 (WTE), compared to 14,410.8 (WTE) as at 30th September 2010, a decrease of 1.6%.

Information in this section relates to the Emergency, Administrative and Support Services workforce in NHS Scotland.

Information is available by trend, band and NHS Board and region.

Throughout, information is presented as headcount, employment and whole time equivalent (WTE).

Latest data available is 31<sup>st</sup> March 2011.

## Emergency, Administrative and Support Services: Staff in post

Table AOSQT1 below presents trend information for Emergency, Administrative and Support services.

**Table AOSQT1: Emergency, Administrative and Support Services (WTE) by staff group and year; NHSS**

	Sep-10	Mar-11	Change Sep-10 - Mar-11
<b>Administrative services</b>	<b>25,886.5</b>	<b>25,482.9</b>	<b>-1.6</b>
Central functions	15,118.1	14,858.1	-1.7
Support to clinical staff	9,454.4	9,377.8	-0.8
Management grades (non AfC)	1,235.0	1,192.1	-3.5
Not assimilated	79.0	55.0	-30.4
<b>Support services</b>	<b>14,410.8</b>	<b>14,184.0</b>	<b>-1.6</b>
General services	3,491.2	3,473.2	-0.5
Hotel services	8,267.9	8,090.4	-2.1
Maintenance and estates	1,956.3	1,900.6	-2.8
Sterile services	691.2	710.7	2.8
Not assimilated	4.1	9.1	122.5
<b>Emergency services</b>	<b>3,698.3</b>	<b>3,698.4</b>	<b>0.0</b>
Ambulance care assistant	872.4	875.0	0.3
Auxiliary	-	-	x
Driver	69.1	64.3	-6.8
EMDC / control	301.1	300.0	-0.4
Paramedic	1,376.3	1,376.9	0.0
Technician	997.4	1,002.1	0.5
Other	82.0	80.0	-2.4
Not assimilated	-	-	x

Source: Scottish Workforce Information Standard System (SWISS), data extracted April 2011.

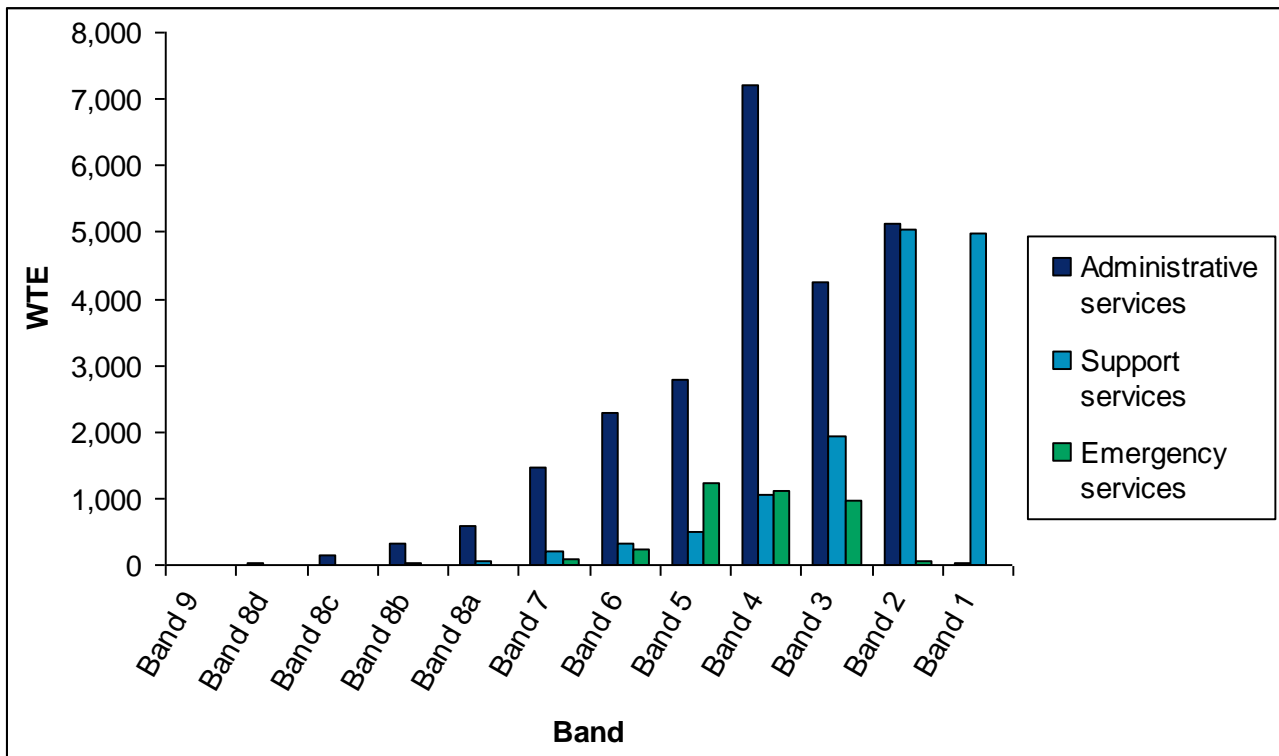
Table AOSQT2 and chart AOSQC2 below shows as at 31<sup>st</sup> March 2011 that band 5 (33.3%) was the highest band group (WTE) within Emergency services, band 4 (28.3%) was the highest band group (WTE) within Administrative services and band 2 (35.6%) was the highest band group (WTE) within Support services.

**Table AOSQT2: Emergency, Administrative and Support Services (WTE) by band as at 31<sup>st</sup> March 2011**

Band	Emergency services	Administrative services	Support services
<b>Total</b>	<b>3,698.4</b>	<b>25,482.9</b>	<b>14,184</b>
Band 9	-	1.0	-
Band 8d	-	25.0	3.0
Band 8c	-	143.2	8.8
Band 8b	-	329.3	36.0
Band 8a	-	592.6	68.8
Band 7	96.0	1,454.7	205.2
Band 6	221.5	2,271.7	316.6
Band 5	1,231.9	2,777.5	493.9
Band 4	1,109.1	7,220.2	1,062.0
Band 3	975.5	4,261.5	1,945.4
Band 2	64.3	5,130.5	5,054.0
Band 1	-	34.6	4,982.0

Source: Scottish Workforce Information Standard System (SWISS), data extracted April 2011.

**Chart OPTCQC2: Emergency, Administrative and Support Services (WTE) by band as at 31st March 2011**



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

## Results and Commentary

### Staff Governance

#### Key points

- The sickness absence rate for NHSS reduced by 0.01% to a figure of 4.74% for the period 1<sup>st</sup> March 2010 to 30<sup>th</sup> April 2011.
- The NHS / Special Board with the highest sickness absence rate for the period 1<sup>st</sup> March 2010 to 30<sup>th</sup> April 2011 was the Scottish Ambulance Service with a rate of 5.86. NHS Education for Scotland (2.62) and NHS Health Improvement Scotland (2.71) had the lowest sickness absence rates.
- As at 31st March 2011, data on ethnic group was available for 64.7% of the NHSS workforce.

This section provides information regarding staff governance figures, including Equality and Diversity and Sickness Absence.

Also provided is a ten year trend in NHSS workforce figures by region and NHS Board.

## Staff Governance

### Sickness Absence

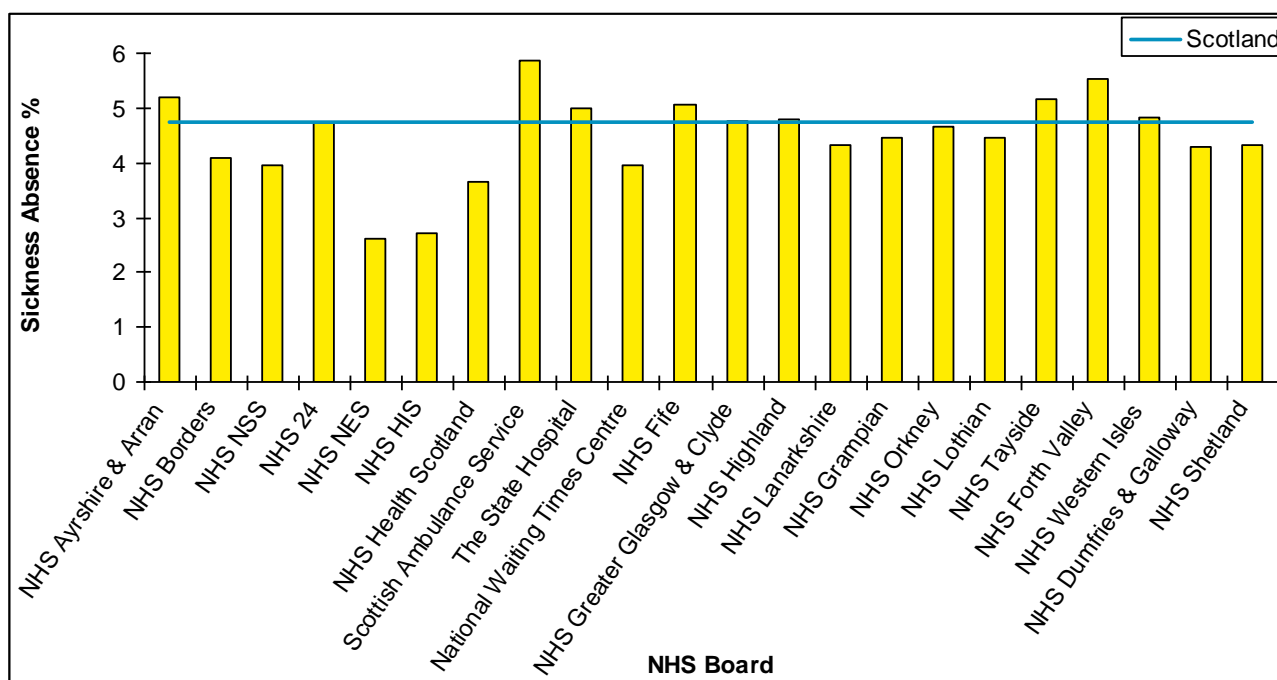
There is a national standard which requires NHS Boards to achieve a sickness absence rate of 4%. The monitoring of this takes place throughout the year in conjunction with NHS Boards and the Scottish Government.

For April 2010 to March 2011 the sickness absence rate for Scotland is 4.74% which is a 0.01% decrease from the previous year. Fourteen of the twenty two NHS Boards reduced their sickness absence rates during this period but there are seventeen NHS Boards which are 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.

SACHart1 below presents Sickness Absence rates by NHS Boards as at 31st March 2011 and shows the progress made towards the national 4% standard.

**SACHart1: Sickness Absence rate by NHS Boards as at 31<sup>st</sup> March 2011.**



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

### [Sickness Absence](#)

## Equality and Diversity

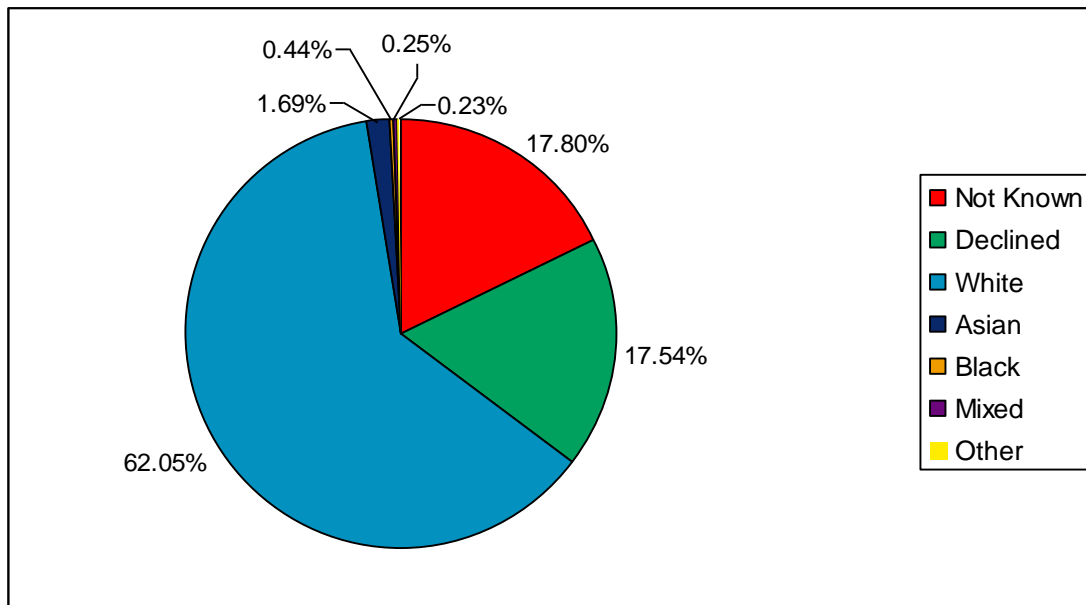
Information presented in this section is based on self-reporting by staff in NHS Scotland. Data is collected via staff engagement forms when people join, or change organisations within, NHSS, or via a questionnaire exercise undertaken for all staff in post.

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

As at 31st March 2011, data on ethnic group was available for 64.7% of the NHSS workforce with 17.5% declining to answer and 17.8% not known. This is shown below in EDChart1.

As at 31st March 2011, data on religion was available for 51.3% of the NHSS workforce with 17.7% declining to answer and 29.7% not known.

**EDChart1: Ethnic Groups comprising the NHSS workforce**



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](#)



## Results and Commentary

### Dental workforce

Key points:

- The number of dentists working in the GDS has increased by 3.3% from 2,847 as at 31<sup>st</sup> March 2010 to 2,940 as at 31<sup>st</sup> March 2011.
- Assistants rose 21.6% from 51 as at 31<sup>st</sup> March 2010 to 62 as at 31<sup>st</sup> March 2011.
- Vocational Dental Practitioners rose 15.6% from 160 as at 31<sup>st</sup> March 2010 to 185 as at 31<sup>st</sup> March 2011.
- The number of dentists working in the GDS within NHS Greater Glasgow and Clyde increased from 717 (headcount) as at 31<sup>st</sup> March 2010 to 751 (headcount) as at 31<sup>st</sup> March 2011. An increase of 34 (headcount), 4.7%. The number of dentists working in the GDS within NHS Lothian increased from 480 (headcount) as at 31<sup>st</sup> March 2010 to 515 (headcount) as at 31<sup>st</sup> March 2011. An increase of 35 (headcount), 7.3%.

Information in this section relates to the Dental workforce in NHSS.

Information is available by trend, NHS Board and region, deprivation quintile trend and deprivation by local authority.

This information is presented as headcount.

Latest data available is 31<sup>st</sup> March 2011.

## Dental Workforce: Staff in post

Table DENQT1 below presents trend information for Dental workforce.

**Table DENQT1: General Dental Service (GDS) workforce by year; NHSS**

	Mar-10	Mar-11	% Change from previous year
<b>General Dental Service</b> <sup>4</sup>	<b>2,847</b>	<b>2,940</b>	<b>3.3%</b>
<b>Non-salaried dentists</b>	2,508	2,581	2.9%
Principals	2,313	2,354	1.8%
Assistants	51	62	21.6%
Vocational Dental Practitioners	160	185	15.6%
<b>Salaried dentists</b> <sup>2,3,4</sup>	424	388	-8.5%

Notes for table DENTQT1:

1. Data for previous years have been revised. Double counting between the three different services and within the General Dental Service (GDS) has now been eliminated.

2. 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. Gradually from 2008, the salaried primary care dental practitioner classification will be introduced to cover the activities of both types of dentist.

3. Due to improvements in the collection of information on GDS salaried dentists, figures from September 2005 include some GDS salaried dentists not previously recorded.

There are a number of cases where a salaried post will be recorded under a generic name and not under the name of a specific dentist. Numerous dentists may work in this post at any given time. For years prior to September 2005 it was assumed that, since there was no named individual recorded, a permanent dentist was not in post.

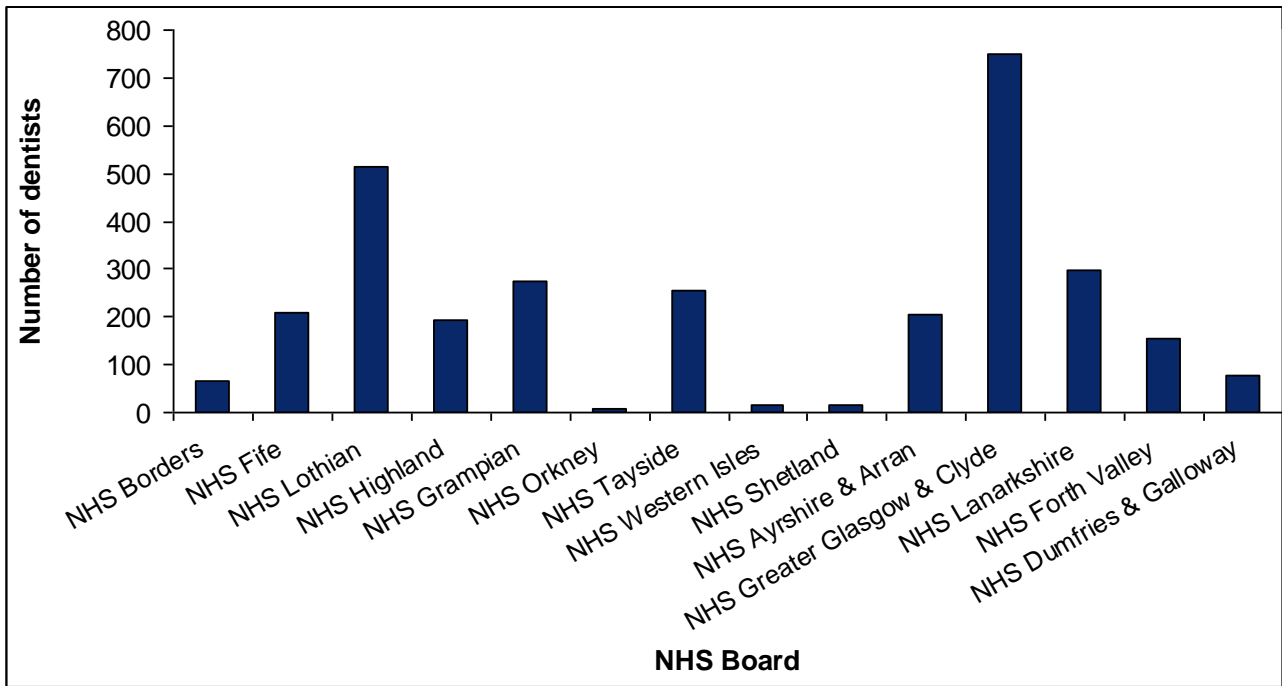
As a result, all posts recorded without a named individual were previously excluded from GDS salaried dentist counts. However, information is now available on the individuals who fill these posts. These dentists can now be included in the GDS salaried dentist count, which has resulted in a significant increase in the number of salaried dentists.

4. This data is subject to change.

**Table DENQT2: General Dental Service (GDS) workforce by NHS Board as at 31<sup>st</sup> March 2011**

NHS Board	Mar-10	Mar-11
<b>Scotland</b>	<b>2,847</b>	<b>2,940</b>
NHS Borders	63	65
NHS Fife	209	209
NHS Lothian	480	515
NHS Highland	195	193
NHS Grampian	266	275
NHS Orkney	15	9
NHS Tayside	250	254
NHS Western Isles	17	16
NHS Shetland	28	16
NHS Ayrshire & Arran	199	205
NHS Greater Glasgow & Clyde	717	751
NHS Lanarkshire	291	297
NHS Forth Valley	171	153
NHS Dumfries & Galloway	72	76

**Chart DENQC2: General Dental Service (GDS) workforce by NHS Board as at 31st March 2011**



[GDS Dentists only](#)

## Glossary

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

## List of Tables

### Overall Summary

Report table no.	Name	Time period	File & size
	<a href="#">Overall NHSS workforce summary by staff grouping</a>	March 2011	Excel [2, 473kb]

### Turnover Summary

Report table no.	Name	Time period	File & size
	<a href="#">Staff Turnover Rates by trend, NHS Region, NHS Board, Staff group, Contract Type, Band and Age Group</a>	March 2011	Excel [2, 473kb]

### Medical and Dental

Report table no.	Name	Time period	File & size
	<a href="#">Overall Medical &amp; Dental staff in post table</a>	March 2011	Excel [3,364kb]
	<a href="#">HCHS medical and dental staff by specialty and grade table</a>	March 2011	Excel [7,714kb]
	<a href="#">HCHS medical and dental consultant staff in post table</a>	March 2011	Excel [1,034kb]
	<a href="#">HCHC medical and dental consultant vacancy rate table</a>	March 2011	Excel [7,679kb]

### Nursing and Midwifery

Report table no.	Name	Time period	File & size
	<a href="#">Nursing and midwifery staff by location of service delivery, specialty, band grouping, NHS region and NHS board</a>	March 2011	Excel [1,446kb]
	<a href="#">Nursing &amp; midwifery vacancies by location of service delivery, specialty, band, NHS region and NHS board</a>	March 2011	Excel [285kb]
	<a href="#">Agency nursing &amp; midwifery staff by registration status and NHS board for the financial period 1st April to 31st March</a>	March 2011	Excel [4,992kb]

## Nursing and Midwifery cont.

Report table no.	Name	Time period	File & size
	<a href="#">Bank Nursing and Midwifery staff by NHS Board and NHS Region</a>	Mar March 2011ch 2011	Excel [3,766kb]
	<a href="#">Staff Turnover Rates by trend, NHS Region, NHS Board, Staff group, Contract Type, Band and Age Group</a>	March 2011	Excel [2,225kb]
	<a href="#">Agency and Bank Nursing and Midwifery comparison (Capacity)</a>	March 2011	Excel [410kb]

## Allied Health Professions

Table No.	Name	Time period	File & size
	<a href="#">Allied Health Professions - Staff in post</a>	March 2011	Excel [2,400kb]
	<a href="#">Allied Health Professions - vacancies</a>	March 2011	Excel [0.8kb]
	<a href="#">Allied Health Professions -Turnover</a>	March 2011	Excel [1,400kb]
	<a href="#">Overall staff 2011</a>	March 2011	Excel [2,500kb]

## Other Therapeutic and Personal Social Care

Table No.	Name	Time period	File & size
	<a href="#">Other therapeutic staff and personal social care</a>	31/03/2011	Excel [1,043kb]

## Healthcare Scientists

Report table no.	Name	Time period	File & size
	<a href="#">Healthcare Science staff by specialty, band, NHS Region and NHS Board</a>	March 2011	Excel [1,708kb]

## Emergency, Administrative and Support services: Staff in post

Table No.	Name	Time period	File & size
	<a href="#">All other staff in post including trend</a>	31/03/2011	Excel [2,016kb]

## Staff Governance

Table No.	Name	Time period	File & size
	<a href="#">Sickness Absence</a>	31/03/2011	Excel [132kb]
	<a href="#">Equality and Diversity</a>	31/03/2011	Excel [397kb]

## Dental Workforce

Table No.	Name	Time period	File & size
	<a href="#">GDS Dentists only</a>	31/03/2011	Excel [2,500kb]

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](#).



## 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 30th 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 the Scottish Workforce Information Standard System (SWISS). This alignment provided the opportunity to capture all NHSS staff in post information in the 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

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. To aid with interpretation, please refer to the following documents:

[Non-medical staff movement](#)  [134kb]

[Medical & Dental staff movement](#)  [154kb]

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.

For all other staff, trend information has been provided where possible. Please note that the 2007 figures for the total level trend include staff who were previously excluded e.g. chaplains. As a result trend information should be treated with caution.

#### Staff Turnover

Turnover analysis contains information on staff leaving and joining NHSS, NHS Regions, NHS Boards and staff groups. The data is extracted from Scottish Workforce Information Standard System (SWISS).

Changes to the methodology of [Turnover](#) statistics can be found within the ISD Workforce web pages. The reporting of these statistics will be subject to further revisions in 2011.

## 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.

## Workforce 'Counts'

The tables present figures in both Headcount numbers and Whole Time Equivalents (WTE). WTE adjust headcount staff figures to take account of part-time staff. Information on WTE for GPs and GDS is not available, so figures that include GPs and GDS are reported for headcount only. For all other staff groups, WTE information is available.

An employee may hold more than one appointment in NHSS. Their 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 and will therefore be double counted in some tables.

## Workforce 'Counts' Revisions

There have been changes made to [workforce counts](#) that will ensure the on-going enhancement of the recording and reporting of workforce information.

At present Workforce information published within the ISD workforce website presents staff in post information by Headcount and Whole Time Equivalent. In order to provide additional and more accurate information, ISD have revised current methodologies. These changes include the addition of an 'employments' count and revision to the headcount measure. The employment count is available for all Non medical staff, from September 2007 to present.

## Data Quality

The published Workforce Statistics presents 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 data (staff in post) does not truly reflect what they hold on 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 NHSS Workforce is captured and reported.

## Key Priorities

The Workforce Information Programme is responsible for all aspects of workforce statistics within ISD. The programmes [Key Priorities](#) can be found within the ISD Workforce Statistics web pages.

## A2 – Publication Metadata (including revisions details)

Metadata Indicator	Description
Website	<a href="http://www.isdscotland.org/Health-Topics/Workforce/">http://www.isdscotland.org/Health-Topics/Workforce/</a>
Publication Title	NHSS Workforce - Staff in Post
Description	Annual update of headcount, employments and whole time equivalent of staff employed by NHSS.
Theme	Health and Social Care
Topic	Workforce Staff in Post Information
Format	Excel workbooks
Data source(s)	SWISS
Date that data is acquired	19 <sup>th</sup> April 2011
Release date	28 <sup>th</sup> June 2011
Frequency	Quarterly
Timeframe of data and timeliness	Data as at 31 <sup>st</sup> March 2011
Continuity of data	Non-Medical staff has a break in 2006 due to the introduction of Agenda for Change. Medical Staff 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 NHSS 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 statistics	Information published is used to support local, regional and national workforce planning.
Accuracy	Workforce information is captured through the <a href="#">Scottish Workforce Information Standard System (SWISS)</a> - Workforce Information Repository. Further information on this <a href="#">system</a> , data capture and <a href="#">accuracy</a> can be found within the <a href="#">ISD Workforce Web pages</a> .
Completeness	Information on all NHSS 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 <a href="#">data quality</a> .
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 <a href="#">published guidelines</a> .
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 measure	Headcount, Employment and WTE = Number, rate, percentage
Disclosure	The <a href="#">ISD protocol on Statistical Disclosure Protocol</a> is followed.
Official Statistics designation	National Statistics.
UK Statistics Authority Assessment	Completed assessment by UK Statistics Authority. Report published May 2010.
Help email	<a href="mailto:nss.isdwfinfo@nhs.net">nss.isdwfinfo@nhs.net</a>

Metadata Indicator	Description
Website	<a href="http://www.isdscotland.org/Health-Topics/Workforce/">http://www.isdscotland.org/Health-Topics/Workforce/</a>
Publication Title	NHSS 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)	SWISS
Date that data is acquired	19 <sup>th</sup> April 2011
Release date	28 <sup>th</sup> June 2011
Frequency	Quarterly
Timeframe of data and timeliness	Data as at 31 <sup>st</sup> March 2011
Continuity of data	Non-Medical staff has a break in 2006 due to the introduction of Agenda for Change. Medical Staff 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 NHSS staff in post information in the one system, which has resulted in more robust information being captured and reported"
Revisions statement	During 2010, ISD, in conjunction with the ISD Workforce Technical Reference Group, will be discussing future requirements of this data collection. This will ensure these data are still fit for purpose and fulfil 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 <a href="#">published guidelines</a> .
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 <a href="#">ISD protocol on Statistical Disclosure Protocol</a> is followed.
Value type and unit of measure	WTE = Number, rate, percentage
Disclosure	The <a href="#">ISD protocol on Statistical Disclosure Protocol</a> is followed.

Official Statistics designation	National Statistics.
UK Statistics Authority Assessment	Completed assessment by UK Statistics Authority. Report published May 2010.
Help email	<a href="mailto:nss.isdwfinfo@nhs.net">nss.isdwfinfo@nhs.net</a>

Metadata Indicator	Description
Website	<a href="http://www.isdscotland.org/Health-Topics/Workforce/">http://www.isdscotland.org/Health-Topics/Workforce/</a>
Publication Title	NHSS Workforce - Sickness Absence
Description	Annual update of latest sickness absence information
Theme	Health and Social Care
Topic	Workforce Sickness Absence Information
Format	Excel workbooks
Data source(s)	SWISS
Date that data is acquired	Four weeks from the end of March 2011
Release date	28 <sup>th</sup> June 2011
Frequency	Quarterly
Timeframe of data and timeliness	Data as at 31 <sup>st</sup> March 2011
Continuity of data	Information for NHSS is available 2001-2009. Information by NHS Board began in 2005.
Revisions statement	
Concepts and definitions	Each excel workbook contains detailed definitions.
Relevance and key uses of statistics	Information published is used to support local, regional and national workforce planning.
Accuracy	Workforce information is captured through the <a href="#">Scottish Workforce Information Standard System (SWISS)</a> - Workforce Information Repository. Further information on this <a href="#">system</a> , data capture and <a href="#">accuracy</a> can be found within the <a href="#">ISD Workforce Web pages</a> .
Completeness	Information on all NHSS 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 <a href="#">data quality</a> .
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 <a href="#">published guidelines</a> .
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.
Value type and unit of measure	hours lost = rate, percentage
Disclosure	The <a href="#">ISD protocol on Statistical Disclosure Protocol</a> is followed.
Official Statistics designation	National Statistics.
UK Statistics Authority Assessment	Completed assessment by UK Statistics Authority. Report published May 2010.
Help email	<a href="mailto:nss.isdwfdinfo@nhs.net">nss.isdwfdinfo@nhs.net</a>



Metadata Indicator	Description
Website	<a href="http://www.isdscotland.org/Health-Topics/Workforce/">http://www.isdscotland.org/Health-Topics/Workforce/</a>
Publication Title	NHSS Workforce - Staff Turnover
Description	Annual update of latest Turnover information
Theme	Health and Social Care
Topic	Workforce Turnover Information
Format	Excel workbooks
Data source(s)	SWISS
Date that data is acquired	19th April 2011
Release date	28th June 2011
Frequency	Quarterly
Timeframe of data and timeliness	Data as at 31st March 2011
Continuity of data	Information is only available for 2006/07 2007/08 due assimilation process giving inflated figures.
Revisions statement	With the implementation of Agenda for Change (AfC) staff groups during 2006 changed, resulting in Turnover for staff groups no longer being published, while employee's under went the assimilation process. Thus resulting in no trend data prior to 30th September 2006 in some staff groups. In conjunction with the ISD Workforce Technical Reference Group, there will be discussion future methodology of Turnover. This will ensure these data are still fit for purpose and fulfil workforce planning requirements.
Concepts and definitions	Each excel workbook contains detailed definitions.
Relevance and key uses of statistics	Information published is used to support local, regional and national workforce planning.
Accuracy	Workforce information is captured through the <a href="#">Scottish Workforce Information Standard System (SWISS)</a> - Workforce Information Repository. Further information on this <a href="#">system</a> , data capture and <a href="#">accuracy</a> can be found within the ISD Workforce Web pages.
Completeness	Information on all NHSS 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 <a href="#">data quality</a> .
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 <a href="#">published guidelines</a> .
Coherence and clarity	All Workforce tables are accessible via the ISD website. Workforce statistics are presented within Excel spreadsheets of staff groupings, where appropriate. This should minimise the number of spreadsheets a user has to access.
Disclosure	The <a href="#">ISD protocol on Statistical Disclosure Protocol</a> is followed.
Value type and unit of measure	Headcount, Number compliant = Number, rate, percentage. See <a href="#">here</a> for further information.
Official Statistics designation	National Statistics.

UK Statistics Authority Assessment	Completed assessment by UK Statistics Authority. Report published May 2010.
Help email	<a href="mailto:nss.isdwfdinfo@nhs.net">nss.isdwfdinfo@nhs.net</a>

Metadata Indicator	Description
Website	<a href="http://www.isdscotland.org/Health-Topics/Workforce/">http://www.isdscotland.org/Health-Topics/Workforce/</a>
Publication Title	NHSS Workforce - Bank & Agency Nursing
Description	Annual update of latest Nurse Bank and Agency information
Theme	Health and Social Care
Topic	Bank and Agency Usage Information
Format	Excel workbooks
Data source(s)	Bank is extracted 19th April; Agency collections return deadline date from each NHS Board is 30th May 2011.
Date that data is acquired	19th April 2011
Release date	28th June 2011
Frequency	Annually
Timeframe of data and timeliness	Data as at 31st March 2011
Continuity of data	Information is available from 2004/05 onwards.
Revisions statement	From 2008 onwards data on Grade was not collected due to the transition to Agenda for Change band structure.
Concepts and definitions	Each excel workbook contains detailed definitions.
Relevance and key uses of statistics	Information published is used to support local, regional and national workforce planning.
Accuracy	Agency Nurse data is captured through an electronic/paper based data collection. Bank Nurse staff is captured through the Scottish Workforce Information Standard System (SWISS) - Workforce Information Repository.
Completeness	The Nurse bank is owned by NHSS and therefore all employees are captured (100%) within SWISS. However it is acknowledge 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. Nurses employed through agencies are not necessarily employed by NHSS and therefore this data collection is required, ISD work closely with National Procurement to ensure accurate data is submitted.
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 <a href="#">published guidelines</a> .
Coherence and clarity	All Workforce tables are accessible via the ISD website. Workforce statistics are presented within Excel spreadsheets of staff groupings, where appropriate. This should minimise the number of spreadsheets a user has to access.
Disclosure	The <a href="#">ISD protocol on Statistical Disclosure Protocol</a> is followed.
Value type and unit of measure	Cost, Usage (hours) and Average Whole Time Equivalent.
Official Statistics designation	National Statistics.
UK Statistics Authority Assessment	Completed assessment by UK Statistics Authority. Report published May 2010.
Help email	<a href="mailto:nss.isdwfinfo@nhs.net">nss.isdwfinfo@nhs.net</a>

Metadata Indicator	Description
Website	<a href="http://www.isdscotland.org/Health-Topics/Workforce/">http://www.isdscotland.org/Health-Topics/Workforce/</a>
Publication Title	NHSS Workforce - Equality & Diversity
Description	Annual update of latest Equality and Diversity information
Theme	Health and Social Care
Topic	Equality and Diversity information
Format	Excel workbooks
Data source(s)	SWISS
Date that data is acquired	Extracted from SWISS approximately two weeks from the end of March.
Release date	28th June 2011
Frequency	Annually
Timeframe of data and timeliness	Data as at 31st March 2011
Continuity of data	Information is available from 31 <sup>st</sup> March 2006 onwards.
Revisions statement	NA
Concepts and definitions	Each excel workbook contains detailed definitions.
Relevance and key uses of statistics	Information published is used to support local, regional and national workforce planning.
Accuracy	Workforce information is captured through the <a href="#">Scottish Workforce Information Standard System (SWISS)</a> - Workforce Information Repository. Further information on this <a href="#">system</a> , data capture and <a href="#">accuracy</a> can be found within the ISD Workforce Web pages.
Completeness	Information on all NHSS 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 <a href="#">data quality</a> .
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 <a href="#">published guidelines</a> .
Coherence and clarity	All Workforce tables are accessible via the ISD website. Workforce statistics are presented within Excel spreadsheets of staff groupings, where appropriate. This should minimise the number of spreadsheets a user has to access.
Value type and unit of measure	Headcount and percentage
Disclosure	The <a href="#">ISD protocol on Statistical Disclosure Protocol</a> is followed.
Official Statistics designation	National Statistics.
UK Statistics Authority Assessment	Completed assessment by UK Statistics Authority. Report published May 2010.
Help email	<a href="mailto:nss.isdwfinfo@nhs.net">nss.isdwfinfo@nhs.net</a>

## **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 receiving 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).

Scottish Government Health Department (Analytical Services Division)

These statistics will also have been made available to those who needed access to 'management information', ie as part of the delivery of health and care:

These statistics will also have been made available to those who needed access to help quality assure the publication:

## For publication on ISD homepage

### Results Synopsis

Latest statistics on NHSS Workforce for the period March 2011 published by ISD Scotland.

<http://www.isdscotland.org/Health-Topics/Workforce/>

## Not for publication Section

### Sign-off

This form should be signed-off (electronically) by the relevant HoP/PP/HOG/AHoG.

Name: Kate Harley

Date: 16<sup>th</sup> June 2011

Template Version	Current at
V1.0	18 March 2011
V1.1	31 March 2011