

Publication Summary



NHS Scotland Workforce

Data as at 30 September 2011

Publication date – 29 November 2011



About this Release

Due to an increasing demand from the public and key stakeholders to have more frequent workforce information reports made available for national use. This release forms part of a quarterly workforce publication cycle.

The release includes information on staff in post across all NHS staff groups as well as vacancy information for Nursing & Midwifery and Pharmacy as at 30th September 2011. Information on Nursing and Midwifery student intakes and students in training and Nursing and Midwifery student attrition rates as at 30th September 2011 is also included.

Key Points

Annual Comparison: September 2011 to September 2010

- The total number of staff in post (*including* GPs & GDs; headcount) as at 30th September 2011 is 161,369, compared with 165,531 (headcount) as at 30th September 2010. This is a decrease of 2.5% (4,162 headcount).
- The total number of staff in post (*excluding* GPs & GDs; WTE) as at 30th September 2011 is 131,339.6, compared with 134,964 (WTE) as at 30th September 2010. This is a decrease of 2.7% (3,624.4 WTE).
- The total number of staff in post (*excluding* GPs & GDs; headcount) as at 30th September 2011 is 154,541, compared with 158,754 (headcount) as at 30th September 2010. This is a decrease of 2.7% (4,213 headcount).
- As of the 3rd August 2011, National Education for Scotland (NES) has taken responsibility for employing GP Specialty Trainees while they are in the GP component of their training. Previously, these trainees were employed by individual GP practices. As a result the Hospital, Community and Public Health Services (HCHS) medical staffing has increased by; 477 (headcount) and 449.9 (WTE). It is therefore important to take account of these additional medical staff when comparing trends across previous years.
- The number of Hospital, Community and Public Health Services (HCHS) medical and dental staff in post as at 30th September 2011 is 11,960.7 (WTE), compared to 11,440.3 (WTE) as at 30th September 2010, an increase of 4.5% (520.5 WTE).

- The number of Hospital, Community and Public Health Services (HCHS) medical and dental staff in post as at 30th September 2011 is 13,336 (headcount), compared to 12,757 (headcount) as at 30th September 2010, an increase of 4.5% (579 headcount).
- The number of consultants in post as at 30th September 2011 is 4,428.5 (WTE), compared to 4,375.1 (WTE) as at 30th September 2010, an increase of 1.2% (53.4 WTE).
- The number of consultants in post as at 30th September 2011 is 4,719 (headcount), compared to 4,670 (headcount) as at 30th September 2010, an increase of 1.0% (49 headcount).
- The number of nursing and midwifery staff in post as at 30th September 2011 is 56,309.4 (WTE), compared to 57,878.3 (WTE) as at 30th September 2010, a decrease of 2.7% (1,568.9 WTE).
- The number of nursing and midwifery staff in post as at 30th September 2011 is 65,448 (headcount), compared to 67,259 (headcount) as at 30th September 2010, a decrease of 2.7% (1,811 headcount).
- The number of Allied Health Professions staff in post as at 30th September 2011 is 9,347 (WTE), compared to 9,595.6 (WTE) as at 30th September 2010, a decrease of 2.6% (248.6 WTE).
- The number of Allied Health Professions staff in post as at 30th September 2011 is 11,304 (headcount), compared to 11,546 (headcount) as at 30th September 2010, a decrease of 2.1% (242 headcount).
- The number of Administrative services staff in post as at 30th September 2011 is 24,667.5 (WTE), compared to 25,886.5 (WTE) as at 30th September 2010, a decrease of 4.7% (1,218 WTE).
- The number of Administrative services staff in post as at 30th September 2011 is 28,859 (headcount), compared to 30,262 (headcount) as at 30th September 2010, a decrease of 4.6% (1,403 headcount).
- The number of Support services staff in post as at 30th September 2011 is 13,767.3 (WTE), compared to 14,410.8 (WTE) as at 30th September 2010, a decrease of 4.5% (643.5 WTE).
- The number of Support services staff in post as at 30th September 2011 is 18,767 (headcount), compared to 19,644 (headcount) as at 30th September 2010, a decrease of 4.5% (877 headcount).

Quarterly Comparison: September 2011 to June 2011

- The total number of staff in post (excluding GPs & GDs; WTE) as at 30th September 2011 is 131,339.6, compared with 131,913.9 (WTE) as at 30th June 2011. This is a decrease of 0.4% (574.3 WTE).

- The total number of staff in post (*excluding* GPs & GDs; headcount) as at 30th September 2011 is 154,541, compared with 155,312 (headcount) as at 30th June 2011. This is a decrease of 0.5% (771 headcount).
- The number of consultants in post as at 30th September 2011 is 4,428.5 (WTE), compared to 4,400.6 (WTE) as at 30th June 2011, an increase of 0.6% (27.9 WTE).
- The number of consultants in post as at 30th September 2011 is 4,719 (headcount), compared to 4,685 (headcount) as at 30th June 2011, an increase of 0.7% (34 headcount).
- The number of nursing and midwifery staff in post as at 30th September 2011 is 56,309.4 (WTE), compared to 56,681.2 (WTE) as at 30th June 2011, a decrease of 0.7% (371.8 WTE).
- The number of nursing and midwifery staff in post as at 30th September 2011 is 65,448 (headcount), compared to 65,856 (headcount) as at 30th June 2011, a decrease of 0.6% (408 headcount).

Background

- Due to pressures within the ISD Workforce team, the content of the 29th November 2011 National Statistics release has been reduced as it will not be possible to perform all the required quality assurance checks in time for the publication. Further information on the content of the Workforce Statistics November 2011 release can be found within the Workforce section of the ISD website. <http://www.isdscotland.org/Health-Topics/Workforce/>
- As of the 3rd August 2011, National Education for Scotland (NES) has taken responsibility for employing GP Specialty Trainees while they are in the GP component of their training. Previously, these trainees were employed by individual GP practices. As a result the medical staffing, as reported within the ISD Workforce statistics, has increased by; 477 (headcount) and 449.9 (WTE). It is therefore important to take account of these additional medical staff when comparing trends across previous years.

The ISD Workforce Statistics tables that are impacted as a result of the above change include;

- Medical staff in post table; Doctors in Training staff group
 - HCHS by specialty; General Practice staff group
 - HCHS by grade; Doctors in Training (no National Training Number) staff group.
- As part of on-going IT developments, during 2011 ISD workforce information was migrated in to an ISD workforce data mart. The transfer of these data provided the opportunity to review, and improve, the quality of the information previously reported. This is particularly evident with regards to the 2007 workforce data. It was widely accepted that during this time NHSS was in a transition state in terms of the new pay structure agenda for change. As a result, it was recognised that the quality and presentation of information describing the workforce would evolve over time.

In addition, during the migration process, it was only possible in some instances to review the high level staff groupings for historic workforce data. For this reason, the numbers presented within the 'Over all staff table' for the staff groups; Medical (HCHS) and Dental (HCHS), for the years 2002, 2005, 2006 and 2007, will vary slightly to those

numbers published within the more detailed staff grouping tables, including; Medical staff in post table, HCHS by specialty and HCHS by grade.

- Since January 2008, ISD has been reporting workforce staff in post information to reflect the introduction of Agenda for Change (AfC).

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, during the June 2011 National Statistics release ISD revised methodologies. These changes include the addition of an 'employments' count and revision to the headcount measure.

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Further Information

Further information can be found in the [Full Publication Report](#) or on the [ISD website](#).

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 Health Department and others, responsive to the needs of NHSScotland as the delivery of health and social care evolves.

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.

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](#).