

# Publication Summary



## NHS Scotland Workforce

Data as at 31 March 2012

Publication date – 29 May 2012



### 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 the new quarterly workforce publication cycle.

The release includes information on staff in post across all NHS staff groups, Staff Turnover, Nursing and Midwifery Agency and Bank nurses, Sickness Absence, Equality and Diversity as well as vacancy information for Nursing & Midwifery, Allied Health Professionals and Consultants as at 31<sup>st</sup> March 2012.

### Key Points

- The total number of staff in post (WTE) as at 31<sup>st</sup> March 2012 is 131,172.1 (*excluding* GPs & GDs) compared with 131,274.3 (WTE) as at 31<sup>st</sup> December 2011. This is a decrease of 0.1% (102.2 WTE).
- The total number of staff in post (Headcount) as at 31<sup>st</sup> March 2012 is 154,366 (*excluding* GPs & GDs) compared with 154,424 (Headcount) as at 31<sup>st</sup> December 2011. This is a decrease (58 Headcount).
- NHS Highland and Highland council are working towards developing an integrated model for health and social care. This new service model will involve an estimated 1,400 staff in adult community care services transferring from Highland council to the NHS board. In addition, an estimated 230 NHS Highland staff in child health services will transfer to the local council. The target date for implementation is April 2012.

This new service model will have a direct impact on the August 2012 (data as at 30th June 2012) NHSS Workforce Statistics publication. It will therefore be important to take account of this when comparing trends across previous years. Relevant notes will be incorporated in future releases.

- The number of Hospital, Community and Public Health Services (HCHS) medical and dental staff in post as at 31<sup>st</sup> March 2012 is 11,834.6 (WTE), compared to 11,919.8 (WTE) as at 31<sup>st</sup> December 2011, an decrease of 0.7% (85.2 WTE).

- The number of Hospital, Community and Public Health Services (HCHS) medical and dental staff in post as at 31<sup>st</sup> March 2012 is 13,218 (Headcount), compared to 13,312 (Headcount) as at 31<sup>st</sup> December 2011, an decrease of 0.7% (94 Headcount).
- The number of consultants in post as at 31<sup>st</sup> March 2012 is 4,427.7 (WTE), compared to 4,425.7 (WTE) as at 31<sup>st</sup> December 2011, an increase of 2 WTE.
- The number of consultants in post as at 31<sup>st</sup> March 2012 is 4,726 (Headcount), compared to 4,712 (Headcount) as at 31<sup>st</sup> December 2011, an increase of 0.3% (14 Headcount).
- The number of nursing and midwifery staff in post as at 31<sup>st</sup> March 2012 is 56,467.3 (WTE), compared to 56,238.5 (WTE) as at 31<sup>st</sup> December 2011, an increase of 0.4% (228.8 WTE).
- The number of nursing and midwifery staff in post as at 31<sup>st</sup> March 2012 is 65,674 (Headcount), compared to 65,341 (Headcount) as at 31<sup>st</sup> December 2011, an increase of 0.5% (333 Headcount).
- The usage (hours) of Agency Nursing and Midwifery staff has decreased in the year 2011/12 by 10.9% in comparison to the 2010/11 figure. The cost of employing these staff has decreased by 9.5%. This is a saving of £414,179.
- Nursing and Midwifery Bank usage (hours) increased in the year 2011/12 by 3.1% in comparison to the 2010/11 figure. The cost of employing these staff has increased by 5.1% (£4.4m).
- The number of Allied Health Professions staff in post as at 31<sup>st</sup> March 2012 is 9,428.2 (WTE), compared to 9,360.4 (WTE) as at 31<sup>st</sup> December 2011, an increase of 0.7% (67.8 WTE).
- The number of Allied Health Professions staff in post as at 31<sup>st</sup> March 2012 is 11,390 (Headcount), compared to 11,320 (Headcount) as at 31<sup>st</sup> December 2011, an increase of 0.6% (70 Headcount).
- The number of Administrative services staff in post as at 31<sup>st</sup> March 2012 is 24,297.8 (WTE), compared to 24,501.8 (WTE) as at 31<sup>st</sup> December 2011, a decrease of 0.8% (204 WTE).
- The number of Administrative services staff in post as at 31<sup>st</sup> March 2012 is 28,382 (Headcount), compared to 28,638 (Headcount) as at 31<sup>st</sup> December 2011, a decrease of 0.9% (256 Headcount).
- The number of Support services staff in post as at 31<sup>st</sup> March 2012 is 13,710.1 (WTE), compared to 13,735.7 (WTE) as at 31<sup>st</sup> December 2011, a decrease of 0.2% (25.6WTE).
- The number of Support services staff in post as at 31<sup>st</sup> March 2012 is 18,753 (Headcount), compared to 18,771 (Headcount) as at 31<sup>st</sup> December 2011, a decrease of 0.1% (18 Headcount).

- The sickness absence rate for NHSS as at 31<sup>st</sup> March 2012 is 4.63 compared to 4.74 as at 31<sup>st</sup> March 2011, a decrease of 2.3%.

## Background

- As of the 1st November 2011, NHSS has responsibility for employing Healthcare staff within prisons. Previously, these people were employed directly by the Scottish Prison Service (SPS). This has resulted in approximately 350 staff (Headcount) transferring to NHSS. These staff are included in the figures for 31st December 2011 for the first time, as well as in subsequent releases. It is therefore important to take account of this when comparing trends across previous years.

As part of the transfer process, each member of staff will be allocated to an agenda for change (AfC) job family. This will allow these staff to be appropriately counted within their relevant staff group, for example; Nursing and Midwifery or Allied Health Professions. However, NHS Boards are still in the process of allocating these staff to an appropriate job family. At present, the majority of these staff have not been assigned a job family, and therefore are defined as 'unallocated' and presented within the 'overall' staff in post table only.

- 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. However in some instances, for historic workforce data, only the high level staff groupings could be reviewed. For this reason, the numbers presented within the 'Overall staff table' for the staff groups; Medical (HCHS) and Dental (HCHS), for the years 2002, 2005 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](#).