

Publication Summary



NHS Scotland Workforce

Data as at 30 June 2012

Publication date – 28 August 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, as well as vacancy information for Nursing & Midwifery, Allied Health Professionals, and Consultants as at 30th June 2012.

Key Points

- The total number of staff in post (WTE) as at 30th June 2012 is 130,363.2 (*excluding* GPs & GDs) compared to 131,172.1 (WTE) as at 31st March 2012. This is a decrease of 0.6% (808.9 WTE).
- The total number of staff in post (Headcount) as at 30th June 2012 is 153,427 (*excluding* GPs & GDs) compared to 154,366 (Headcount) as at 31st March 2012. This is a reduction of 0.6% (939 headcount).
- NHS Highland and The 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 The Highland Council to NHS Highland. In addition, an estimated 230 NHS Highland staff in child health services will transfer to The Highland Council. Since March 2012, there has been an overall decrease of 283.7 (WTE) and 350 (headcount) in Nursing and Midwifery. A large proportion of this decrease is seen in NHS Highland. This adjustment in the provision of care indicates that the integration of Health Care Services is shifting from NHS Highland to The Highland Council. It is also worth noting that this change in the provision of care within NHS Highland will have an impact on future National Statistic Workforce publications as staff transfer from The Highland Council into NHS Highland. The impact on any workforce statistics will be highlighted ahead of any corresponding releases.

- The number of Hospital, Community and Public Health Services (HCHS) medical and dental staff in post as at 30th June 2012 is 11,719.9 (WTE), compared to 11,834.6 (WTE) as at 31st March 2012, which is a decrease of 1.0% (114.7 WTE). The corresponding headcount figure as at 30th June 2012 is 13,098, compared to 13,218 as at 31st March 2012, a decrease of 0.9% (120 Headcount).
- The number of consultants in post as at 30th June 2012 is 4,418.4 (WTE), compared to 4,427.7 (WTE) as at 31st March 2012, a reduction of 0.2% (9.3 WTE).
- The headcount of consultants in post as at 30th June 2012 decreased by 0.3% (12 Headcount) to 4,714 compared to 4,726 as at 31st March 2012.
- The number of nursing and midwifery staff in post as at 30th June 2012 is 56,183.7 (WTE), compared to 56,467.3 (WTE) as at 31st March 2012. This is a decrease of 0.5% (283.7 WTE). The corresponding headcount figure as at 30th June 2012 is 65,324 compared to 65,674 as at 31st March 2012, which is a decrease of 0.5% (350 Headcount).
- The number of Allied Health Professions staff in post as at 30th June 2012 decreased by 0.7% (69.5 WTE) to 9358.7 (WTE), compared to 9,428.2 (WTE) as at 31st March 2012.
- The headcount of Allied Health Professions staff in post as at 30th June 2012 is 11,324 compared to 11,390 as at 31st March 2012, a reduction of 0.6% (66 Headcount).
- The number of Administrative services staff in post as at 30th June 2012 is 24,089.8 (WTE), compared to 24,297.8 (WTE) as at 31st March 2012. This is a reduction of 0.9% (208 WTE).
- The headcount of Administrative services staff in post as at 30th June 2012 decreased by 1.0% (278 Headcount) to 28,104, compared to 28,382 as at 31st March 2012.
- The number of Support services staff in post as at 30th June 2012 is 13,713.8 (WTE), compared to 13,710.1 (WTE) as at 31st March 2012, which is an increase of 3.7 WTE. The corresponding headcount figure as at 30th June 2012 is 18,794, compared to 18,753 as at 31st March 2012, this is a decrease of 0.2% (41 Headcount).

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, some 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.

- The increase in Practice Nurses in NHS Greater Glasgow and Clyde as at June 2012 is mainly due to HMP staff transferring over to the health board.
- As of the 3rd August 2011, National Education for Scotland (NES) has taken responsibility for employing GP Specialty Trainees while they are in the GP component of their training. Previously, these trainees were employed by individual GP practices. As a result, the medical staffing reported within the ISD Workforce statistics as from September 2011, has increased 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.
 - The increase of bank staff in NHS Lothian as at March 2012 and June 2012 is a false inflation due to incorrect coding. These staff will be allocated to the correct staff grouping in future publications.
 - To ensure that the quarterly release of workforce information continues to be successful, it is important that nationally published data reflects that of NHS Board local systems. An area where data quality continues to remain a concern is the recording and capture of the medical workforce. Whilst ISD has continued to work with each of the 14 NHS Boards and 8 Special Health Boards to improve the quality of medical workforce information, feedback from NHS Boards has indicated that quality issues still exist.

To continually ensure that ISD publish accurate information, a one off audit of the medical consultant workforce has been undertaken for data as at 31st March 2012. Improvements in data quality as a result of this exercise will be highlighted in future ISD publications.

- The increase in staff allocated to 'Unallocated / not known' as at March 2012 in NHS Shetland staff is a false inflation. This was due to staff being included in the SWISS system before their contracts had actually begun.

Contact

NSS.isdwfdinfo@nhs.net

David Baird

Principal Information Analyst

dbaird@nhs.net

0131 275 6040

Joanne Collins

Senior Information Analyst

joannecollins@nhs.net

0131 275 6034

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](#) www.isdscotland.org/About-ISD/About-Our-Statistics/