

Publication Summary



NHS Scotland Workforce

Data as at 30 September 2012

Publication date – 27 November 2012



About this Release

This release forms part of the quarterly workforce publication cycle, and includes information on staff in post across all NHS staff groups, Staff Turnover, Consultant Contract as well as vacancy information for Nursing & Midwifery, Allied Health Professionals, Pharmacy, and Consultants as at 30th September 2012. Information on Nursing and Midwifery student intake, students in training, and student attrition rates as at 30th September 2012 is also included.

Key Points

Annual Comparison: September 2012 to September 2011

- The total number of staff in post (*including* GPs & GDs; headcount) as at 30th September 2012 is 162,234, compared with 161,351 (headcount) as at 30th September 2011. This is an increase of 0.5% (883 headcount).
- The total number of staff in post (*excluding* GPs & GDs; WTE) as at 30th September 2012 is 131,845.2, compared with 131,339.6 (WTE) as at 30th September 2011. This is an increase of 0.4% (505.6 WTE).
- The total number of staff in post (*excluding* GPs & GDs; headcount) as at 30th September 2012 is 155,281, compared with 154,541 (headcount) as at 30th September 2011. This is an increase of 0.5% (740 headcount).
- NHS Highland and The Highland Council are working towards developing an integrated model for health and social care and will result in staff transferring between both organisations. As part of the November 2012 publication, 1,491 (headcount) and 1,062.1 (WTE) Highland Council staff are included within the overall table for data at 30th June 2012 and 30th September 2012.
- The number of Hospital, Community and Public Health Services (HCHS) medical and dental staff in post as at 30th September 2012 is 11,943.9 (WTE), compared to

11,960.7 (WTE) as at 30th September 2011, a decrease of 0.1% (16.9 WTE).

- The number of Hospital, Community and Public Health Services (HCHS) medical and dental staff in post as at 30th September 2012 is 13,317 (headcount), compared to 13,336 (headcount) as at 30th September 2011, a decrease of 0.1% (19 headcount).
- The number of Consultants in post as at 30th September 2012 is 4,476.2 (WTE), compared to 4,428.5 (WTE) as at 30th September 2011, an increase of 1.1% (47.6 WTE).
- The number of Consultants in post as at 30th September 2012 is 4,763 (headcount), compared to 4,719 (headcount) as at 30th September 2011, an increase of 0.9% (44 headcount).
- The number of Nursing and Midwifery staff in post as at 30th September 2012 is 56,263.5 (WTE), compared to 56,309.4 (WTE) as at 30th September 2011, a decrease of 0.1% (45.9 WTE).
- The number of Nursing and Midwifery staff in post as at 30th September 2012 is 65,380 (headcount), compared to 65,448 (headcount) as at 30th September 2011, a decrease of 0.1% (68 headcount).
- The number of Allied Health Professions staff in post as at 30th September 2012 is 9,422.3 (WTE), compared to 9,347.0 (WTE) as at 30th September 2011, an increase of 0.8% (75.2 WTE).
- The number of Allied Health Professions staff in post as at 30th September 2012 is 11,395 (headcount), compared to 11,304 (headcount) as at 30th September 2011, an increase of 0.8% (91 headcount).
- The number of Administrative Services staff in post as at 30th September 2012 is 24,137.1 (WTE), compared to 24,667.5 (WTE) as at 30th September 2011, a decrease of 2.2% (530.4 WTE).
- The number of Administrative Services staff in post as at 30th September 2012 is 28,159 (headcount), compared to 28,859 (headcount) as at 30th September 2011, a decrease of 2.4% (700 headcount).

Quarterly Comparison: September 2012 to June 2012

- The total WTE staff in post (excluding GPs & GDs) as at 30th September 2012 is 131,845.2, compared to 131,425.3 as at 30th June 2012. This is an increase of 0.3% (419.8 WTE). The corresponding headcount as at 30th September 2012 is 155,281, compared to 154,918 as at 30th June 2012, which is an increase of 0.2% (363 headcount).
- As at 30th September 2012, total Nursing and Midwifery WTE staff in post increased by 0.1% (79.8 WTE) from 56,183.7 as at 30th June 2012, to 56,263.5. The headcount for all Scotland Nursing and Midwifery staff as at 30th September 2012 is 65,380, this is an increase of 0.1% (56 headcount) compared to 65,324 as at 30th June 2012.

- Across all specialties, the number of Hospital, Community and Public Health Services (HCHS) Medical and Dental staff in post as at 30th September 2012 is 11,943.9 (WTE), compared to 11,719.9 (WTE) as at 30th June 2012. This is a WTE increase of 1.9% (224.0). HCHS headcount increased by 1.7% (219) to 13,317 in September 2012 compared to 13,098 in June 2012.
- As at 30th September 2012, the WTE of Consultants in post is 4,476.2, compared to 4,418.4 at 30th June 2012. This is an increase of 1.3% (57.7 WTE). The corresponding headcount for Consultants in post increased by 1.0% (49 headcount) from 4,714 as at 30th June 2012 to 4,763 as at 30th September 2012.
- Since 30th June 2012, the WTE of Allied Health Professions (AHP) staff in post increased by 0.7% (63.6) from 9,358.7 as at 30th June 2012 to 9,422.3 as at 30th September 2012. The headcount of AHPs as at 30th September 2012 is 11,395, which is an increase of 0.6% (71 headcount) from 11,324 since 30th June 2012.
- The number of Administrative Services staff in post as at 30th September 2012 is 24,137.1 (WTE), compared to 24,089.8 as at 30th June 2012. This is an increase of 0.2% (47.3 WTE). Similarly, the headcount of Administrative Services staff in post increased by 0.2% (55 headcount) to 28,159 as at 30th September 2012, compared to 28,104 (headcount) as at 30th June 2012.
- Support Services staff in post as at 30th September 2012 is 13,703.3 (WTE), this is a decrease of 0.1% (10.5) WTE compared to 30th June 2012, when WTE was 13,713.8. Compared to 30th June 2012, the corresponding headcount figure as at 30th September 2012 decreased by 0.3% (54 headcount) to 18,740 from 18,794.

Background

- Due to technical issues with the Scottish Workforce Information Standard System (SWISS) the 27th November 2012 National Statistics release will not include Turnover statistics as it has not been possible to perform all the required quality assurance checks in time for the publication. Further information on the content of the Workforce Statistics November 2012 release can be found within the Workforce section of the ISD website. <http://www.isdscotland.org/Health-Topics/Workforce/>
- There has been a significant increase in the number of 'Not Known' medical specialties within the HCHS specialty table for NHS Lothian. NHS Lothian are currently working towards implementing the new national HR system (eESS) and have encountered issues when transferring information between their local and the new system. It is for this reason the 'Not Known' medical specialty has increased. NHS Lothian continues to work with the eESS national team to address these issues.
- The increase in the number of bank staff is due to coding issues within NHS Lothian. It is currently unknown if a proportion of these staff hold a bank contract and therefore should not be included within the staff in post information. NHS Lothian is currently working towards resolving these coding issues.
- As of the 1st November 2011, NHSScotland (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 were 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 SPS 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.
- 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.

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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.

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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/