

Publication Summary



NHS Scotland Workforce

Data as at 31 December 2012

Publication date – 26 February 2013



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 and vacancy information for Nursing & Midwifery, Allied Health Professionals and Consultants as at 31st December 2012. Revisions to pharmacy vacancy information as at 30th September 2012 are also included as part of this release.

Key Points

- The total WTE staff in post (excluding GPs & GDs) as at 31st December 2012 is 132,541.5, compared to 131,845.2 as at 30th September 2012. This is an increase of 0.5% (696.4 WTE). The corresponding headcount as at 30th December 2012 is 155,781, compared to 155,281 as at 30th September 2012, which is an increase of 0.3% (500 headcount).
- As at 31st December 2012, total Nursing and Midwifery WTE staff in post increased by 0.6% (345.0 WTE) from 56,263.5 as at 30th September 2012, to 56,608.5. The headcount for all Scotland Nursing and Midwifery staff as at 31st December 2012 is 65,610. This is an increase of 0.4% (230 headcount) compared to 65,380 as at 30th September 2012.
- Across all specialties, the number of Hospital, Community and Public Health Services (HCHS) Medical and Dental staff in post as at 31st December 2012 is 12,003.3 (WTE), compared to 11,943.9 (WTE) as at 30th September 2012. This is a WTE increase of 0.5% (59.4). HCHS headcount increased by 0.8% (103) to 13,420 in December 2012 compared to 13,317 in September 2012.
- As at 31st December 2012, the WTE of Consultants in post is 4,494.3, compared to 4,476.2 at 30th September 2012. This is an increase of 0.4% (18.2 WTE). The corresponding headcount for Consultants in post increased by 0.5% (22 headcount) from 4,763 as at 30th September 2012 to 4,785 as at 31st December 2012.

- The WTE of Allied Health Professions (AHP) staff in post increased by 1.0 % (89.6) from 9,422.3 as at 30th September 2012 to 9,511.8 as at 31st December 2012. The headcount of AHPs as at 31st December 2012 is 11,503, which is an increase of 0.9% (108 headcount) from 11,395 as at 30th September 2012.
- The number of Administrative Services staff in post as at 31st December 2012 is 24,222.2 (WTE), compared to 24,137.1 as at 30th September 2012. This is an increase of 0.4% (85.1 WTE). Similarly, the headcount of Administrative Services staff in post increased by 0.2% (68 headcount) to 28,227 as at 31st December 2012, compared to 28,159 (headcount) as at 30th September 2012.
- Support Services staff in post as at 31st December 2012 is 13,708.1 (WTE), compared to 13,703.3 as at 30th September 2012. This is an increase of 4.8 WTE. The headcount of support services staff as at 31st December 2012 is 18,732, which is a decrease of 8 headcount from 18,740 since 30th September 2012.
- 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 February 2013 publication, 1,433 (headcount) and 1,099.6 (WTE) Highland Council staff are included within the overall table for data at 31st December 2012.

Background

- **Revision to Pharmacy vacancy statistics**

Due to a reorganisation of particular pharmacy posts within some NHS Boards, the published pharmacy information as at 30th September 2012 has been adjusted. This change to the published Pharmacy statistics has been agreed in conjunction with the relevant NHS Boards and will ensure these data are accurate. The impact of this change is detailed within the workforce statistics 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 over recent publication. 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.
- The increase in Practice Nurses in NHS Greater Glasgow and Clyde as at September 2012 is mainly due to SPS staff transferring over to the health board.
- 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.

- 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.

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/