

Publication Summary



NHS Scotland Workforce

Data as at 31 March 2013

Publication date – 28 May 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 March 2013. It also includes agency and bank use for nursing and midwifery staff for the year ending 31st March 2013 and staff governance information on sickness absence and equality and diversity.

Key Points

- The total number of staff in post (*excluding* GPs & GDs) as at 31st March 2013 is 133,205.3 compared with 132,541.5 (WTE) as at 31st December 2012. This is an increase of 0.5% (663.8). The corresponding headcount as at 31st March 2013 is 156,535, compared with 155,781 (headcount) as at 31st December 2012. This is an increase of 0.5% (754). The change in the total number of staff (*excluding* GPs & GDs) between 31st March 2012 and 31st March 2013 is an increase of 2,033.2 WTE (1.6%) or 2,169 headcount (1.4%).
- The number of nursing and midwifery staff in post as at 31st March 2013 is 57,036.6 (WTE), compared to 56,608.5 as at 31st December 2012. This is an increase of 0.8% (428.2). The corresponding headcount as at 31st March 2013 is 66,068 compared to 65,610 as at 31st December 2012, an increase of 0.7% (458). The change in the number of nursing and midwifery staff between 31st March 2012 and 31st March 2013 is an increase of 569.3 WTE (1.0%) or 394 headcount (0.6%).
- The use (in hours) of agency nursing and midwifery staff has increased in the year 2012/13 by 14.0% in comparison to 2011/12. The cost of employing these staff has increased by 62.2% (£2.5 million)
- Nursing and midwifery bank use (in hours) increased in the year 2012/13 by 13.1% in comparison to 2011/12. The cost of employing these staff has increased by 15.1% (£13.7m).
- Across all specialties, the number of Hospital, Community and Public Health Services (HCHS) medical and dental staff in post as at 31st March 2013 is 11,925.9 (WTE),

compared to 12,003.3 as at 31st December 2012. This is a decrease of 0.6% (77.4). The corresponding headcount as at 31st March 2013 is 13,331 compared to 13,420 as at 31st December 2012, a decrease of 0.7% (89). The change in the number of HCHS staff between 31st March 2012 and 31st March 2013 is an increase of 91.2 WTE (0.8%) or 113 headcount (0.9%).

- The number of HCHS consultant staff in post as at 31st March 2013 is 4,531.6 (WTE), compared to 4,494.3 as at 31st December 2012. This is an increase of 0.8% (37.3). The corresponding headcount number as at 31st March 2013 is 4,827 compared to 4,785 as at 31st December 2012, an increase of 0.9% (42). The change in the number of HCHS consultants between 31st March 2012 and 31st March 2013 is an increase of 103.9 WTE (2.3%) or 101 headcount (2.1%).
- The number of allied health profession (AHP) staff in post as at 31st March 2013 is 9,583.4 (WTE) compared to 9,511.8 as at 31st December 2012. This is an increase of 0.8% (71.5 WTE). The corresponding headcount number as at 31st March 2013 is 11,583 compared to 11,503 as at 31st December 2012, an increase of 0.7% (80). The change in the number of AHP staff between 31st March 2012 and 31st March 2013 is an increase of 155.2 WTE (1.6%) or 193 headcount (1.7%).
- The number of administrative services staff in post as at 31st March 2013 is 24,381.9 (WTE) compared to 24,222.2 as at 31st December 2012. This is an increase of 0.7% (159.6 WTE). The corresponding headcount number as at 31st March 2013 is 28,385 compared to 28,227 as at 31st December 2012, an increase of 0.6% (158). The change in the number of administrative services staff between 31st March 2012 and 31st March 2013 is an increase of 84.1 WTE (0.3%) or 3 headcount (0.01%).
- 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. For data as at 31st March 2013, 1,449 (headcount) and 1,099.9 (WTE) Highland Council staff are included within the overall table.
- The sickness absence rate for NHS Scotland for the year April 2012 – March 2013 is 4.80%, which is an increase from 4.63% in the previous year.

Background

- 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 system and the new national 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 in the nursing and midwifery table 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, NHS Scotland has responsibility for employing healthcare staff within prisons. This has resulted in staff being allocated to the relevant AfC group, for example; nursing and midwifery or allied health professions. It is therefore important to take this into account when comparing trends across previous years.
- 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. 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](#)

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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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