

# Publication Report



## NHS Scotland Workforce

Data as at 30 June 2013

Publication date – 27 August 2013



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## Introduction

The workforce has a significant role to play in the delivery of quality services that meet the needs of patients, their families and the general public within a modern health service. The Scottish Government published [A Force for Improvement](#) in January 2009 as a workforce framework providing a base from which policy and financial decisions can be taken across NHS Boards in partnership with other agencies. It recognises the importance of workforce data and intelligence in planning the workforce in that it needs to be accurate, timely and fit for purpose to support planning and decision making at all levels to meet service redesign and delivery needs.

During January 2008 published information changed to reflect the introduction of Agenda for Change (AfC). Historically, NHS Scotland workforce information has been published in a format based on the pay structure, namely Whitley for the majority of staff. AfC is now the national pay system which has introduced new pay bands and harmonised terms and conditions for NHS workers. The main source of workforce statistics is SWISS ([Scottish Workforce Information Standard System](#)). Workforce information was first captured through SWISS in 2007 for the data as at 31st September 2007.

The presentation and format of the published workforce information has been agreed and designed in conjunction with the [ISD Workforce Technical Reference Group](#) which has ISD, NHS Board and Scottish Government representation. It is however recognised that the presentation of the published information will evolve over time as more detailed information is captured via SWISS.

As with all data systems, accuracy of coding is crucial to the quality and credibility of the information captured. It is acknowledged that quality issues exist with regards to workforce information, particularly around the assimilation to AfC, where NHS Boards feel the published staff in post data do not truly reflect what is held locally. ISD continue to work with each of the 14 NHS boards and 8 special health boards, to improve the [data quality](#) of workforce information.

Current workforce staff in post information is published by:

- Headcount – this refers to the actual number of individuals working within NHS Scotland and eliminates any double counting that may exist as a result of an employee holding more than one post.
- Whole time equivalent (WTE) – this is derived by dividing the number of contracted hours by the number of conditioned hours (hours worked). This adjusts headcount figures to take account of part time working.
- Employment - an employee may hold more than one appointment in NHS Scotland. These appointments may be in more than one NHS organisation, in more than one region, in more than one specialty, or in more than one grade. The employment variable counts the employee under each organisation / region / specialty / grade they work i.e. the same employee may be counted more than once.

Information updated in this release is:

- All staff in post (latest available data as at 30<sup>th</sup> June 2013)
- Vacancies - nursing & midwifery, consultant, and allied health professions (latest available data as at 30<sup>th</sup> June 2013)
- Staff turnover (latest available data is as at 30<sup>th</sup> June 2013)

## Key points

On 30<sup>th</sup> June 2013:

- The total number of staff in post was 133,378.9 whole time equivalent (WTE), excluding General Medical Practitioners (GPs) and General Dental Services (GDS). This is an increase of 1,953.6 (1.5%) since June 2012 and of 173.6 (0.1%) since March 2013. The overall headcount was 156,625. This is an increase of 1,707 (1.1%) since June 2012, and 90 (0.1%) since March 2013.
- The largest group in the workforce was Nursing & Midwifery, which accounted for 42.8% of all staff (excluding General Medical Practitioners and General Dental Services). Administrative Services accounted for 18.3%, Support Services 10.3%, and Medical and Dental for 8.9% (all WTE). There has been very little change in the staff group proportions since June 2012, and since the last quarter, with the exception of Emergency Services which have decreased, and Allied Health Professions (AHPs), which have increased. This is due to Paramedics being reclassified as AHPs from 1st April 2013; previously they were included in the Emergency Services job family.
- The number of Nursing and Midwifery staff in post was 57,152.7 WTE. This is an increase of 969.1 (1.7%) since June 2012, and of 116.1 (0.2%) since March 2013. The corresponding headcount was 66,175, an increase of 851 (1.3%) since June 2012, and 107 (0.2%) since March 2013.
- The number of Consultants in post was 4,525.9 WTE. This is an increase of 107.4 (2.4%) since June 2012, and a decrease of 5.8 (0.1%) since March 2013. The corresponding headcount was 4,820, an increase of 106 (2.2%) since June 2012, and a decrease of 7 (0.1%) since March 2013.
- Total Consultant vacancies were 221.9 WTE, or a rate of 4.7% of the total establishment. Consultant vacancies have increased by 83.3 since June 2012, and by 19.5 since March 2013, when the vacancy rates were 3.0% and 4.3% respectively. The majority of the vacancies were within medical posts.
- Total nursing and midwifery vacancies were 1,672.9 WTE, an increase of 688.5 (69.9%) since June 2012 and of 63.8 (4.0%) since March 2013.

## Results and commentary

All NHS Scotland workforce statistics included within this publication can be found on the ISD Workforce homepage [here](#).

### All staff

Workforce statistics for all staff as at 30th June 2013 show that:

- The total number of staff in post (*excluding* GPs & GDS) is 133,378.9 (WTE) compared with 131,425.3 (WTE) as at 30<sup>th</sup> June 2012. This is an increase of 1,953.6 (WTE) (1.5%). The corresponding headcount increased by 1.1% (1,707) to 156,625.
- The total number of staff in post (*excluding* GPs & GDS) is 133,378.9 (WTE) compared with 133,205.3 (WTE) as at 31<sup>st</sup> March 2013. This is a quarterly increase of 173.6 WTE (0.1%) and equates to an increase of 0.1% (90), in headcount.
- In June 2013, the largest group was Nursing & Midwifery, which accounted for 42.8% of all staff (excluding GPs and GDS). Administrative Services accounted for 18.3%, Support Services 10.3%, and Medical and Dental (HCHS) 8.9% (all WTE).
- The average age of the total NHS Scotland workforce was 44.1 years.

**Table 1: NHS Scotland workforce summary by staff group as at 30<sup>th</sup> June 2013**

Staff Group	Headcount	WTE	% WTE
<b>All NHS Scotland staff (Inc GPs &amp; GDS)</b>	..	..	..
<b>All NHS Scotland staff (Exc GPs &amp; GDS)</b>	<b>156,625</b>	<b>133,378.9</b>	<b>100%</b>
Medical (HCHS)	12,324	11,105.2	8.3%
Dental (HCHS)	872	699.6	0.5%
Medical & dental support	2,247	1,887.2	1.4%
Nursing & midwifery	66,175	57,152.7	42.8%
Allied health professions	12,982	10,971.2	8.2%
Other therapeutic services	4,281	3,668.2	2.8%
Personal & social care	1,079	897.8	0.7%
Healthcare science	5,882	5,288.3	4.0%
Emergency services	2,420	2,324.6	1.7%
Administrative services	28,438	24,443.7	18.3%
Support services	18,793	13,786.9	10.3%
Not assimilated / not known <sup>1</sup>	1,501	1,153.6	0.9%

Source(s):

Scottish Workforce Information Standard System (SWISS) – 30<sup>th</sup> June 2013 data extracted on 16/07/2013

The following symbols and abbreviations have been used:

.. Not available

## Notes

1. NHS Highland and The Highland Council are working towards developing an integrated model for health and social care, which has resulted in fluctuating nursing and midwifery numbers. This adjustment in the provision of care indicates that the integration of Health Care Services is shifting from NHS Highland to The Highland Council. Staff involved in the delivery of these core services, transferring from The Highland Council into NHS Highland, started to appear from June 2012 and are currently shown in the Unallocated / not known job family.

The following table shows that the NHS Scotland workforce saw an annual increase, in the total number of staff (*excluding* GPs & GDS), of 1.5% in comparison with 30<sup>th</sup> June 2012.

**Table 2: NHS Scotland workforce summary (WTE) by staff group**

Staff Group	June-12	Mar-13	June-13	Quarterly change (%)	Annual Change (%)
All NHS Scotland staff (Inc GPs & GDS)	..	..	..	x	x
All NHS Scotland staff (Exc GPs & GDS)	131,425.3	133,205.3	133,378.9	0.1%	1.5%
Medical (HCHS)	11,009.2	11,224.03	11,105.2	-1.1%	0.9%
Dental (HCHS)	710.7	701.8	699.6	-0.3%	-1.6%
Medical & dental support	1,853.1	1,869.8	1,887.2	0.9%	1.8%
Nursing & midwifery	56,183.7	57,036.6	57,152.7	0.2%	1.7%
Allied health professions <sup>1</sup>	9,358.7	9,583.4	10,971.2	14.5%	17.2%
Other therapeutic services	3,514.8	3,651.2	3,668.2	0.5%	4.4%
Personal & social care	902.0	906.3	897.8	-0.9%	-0.5%
Healthcare science	5,307.6	5,273.5	5,288.3	0.3%	-0.4%
Emergency services <sup>1</sup>	3,611.9	3,670.1	2,324.6	-36.7%	-35.6%
Administrative services	24,089.8	24,381.9	24,443.7	0.3%	1.5%
Support services	13,713.8	13,755.9	13,786.9	0.2%	0.5%
Not assimilated / not known	1,170.0	11,50.7	1,153.6	x	-1.4%

1. From the 1st April 2013 Paramedics have been classified from Emergency Services to AHPs.

The following symbols and abbreviations have been used:

x Not applicable

.. Not available

There has been very little change in staff group proportions over the last quarter, apart from in the Allied Health Professions (AHP) and Emergency Services staff groups. This is as a result of the reclassification of Paramedic staff from Emergency Services into the AHP job family.

Information about the GP and GDS workforce is not included in this publication as it is collected annually, not quarterly. GP workforce information for 2012 is available on the [General Practice](#) pages of the ISD website, and information about the GDS workforce in 2012 is available on the [Dental Workforce](#) page.

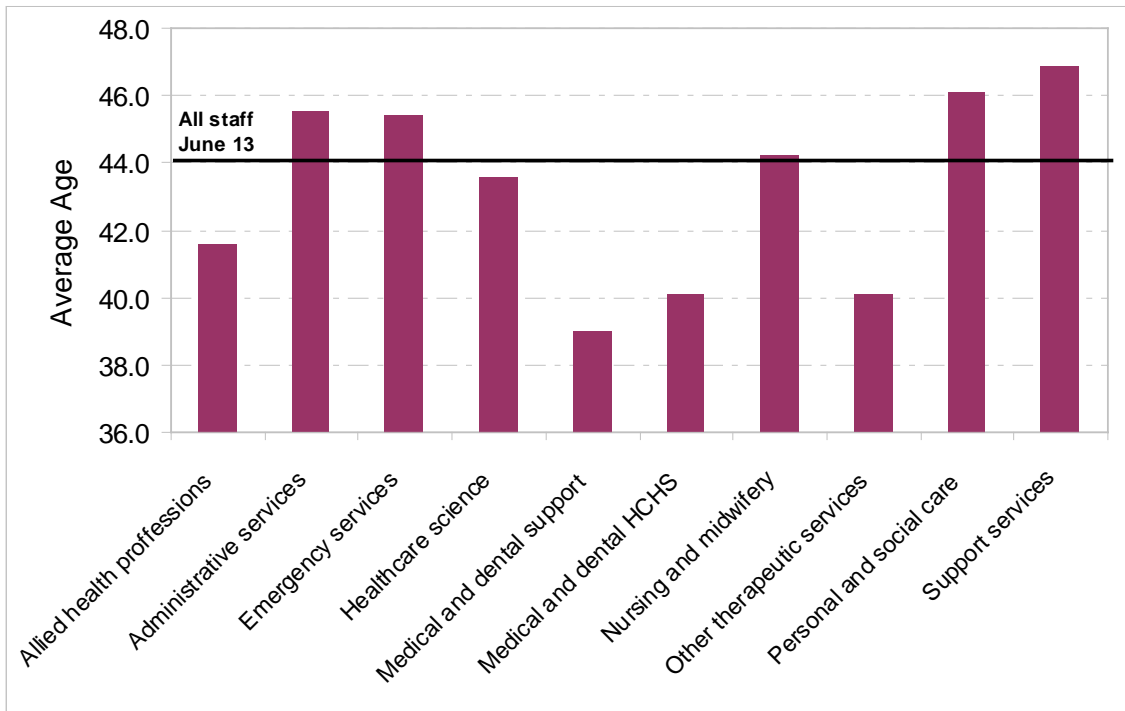
Trend information and further information is presented by staff group, age group, gender, contract type, NHS board and region, and can be found on the ISD website through the following table:

[Overall NHS Scotland workforce summary by staff grouping](#)

## Age of workforce

The following chart shows that the average age of the total NHS Scotland workforce in June 2013 was 44.1 years. The staff groups with on average the eldest employees are support services (46.9) and personal and social care (46.1). Medical and dental support has the youngest average age (39).

**Chart 1: Average age of the NHS Scotland workforce by staff group**





## Medical and Dental

Workforce statistics for Medical and Dental staff as at 30<sup>th</sup> June 2013 show that:

- Across all specialties, the number of Hospital, Community and Public Health Services (HCHS) medical and dental staff in post (including director level) has decreased by 1.0%, from 31<sup>st</sup> March 2013, to 11,804.8 WTE. This also equates to a headcount decrease of 1.0% (138) since the last quarter. The annual change in the number of HCHS staff, from 30<sup>th</sup> June 2012 shows an increase in both WTE and headcount of 0.7% (84.9 WTE /95 headcount).
- The number of Consultant staff in post (excluding director level) has decreased by 0.1%, from March 2013, to 4,525.9 WTE. This also equates to a headcount decrease of 0.1% (7) since the last quarter. The annual change in the number of consultant staff in post from June 2012 shows an increase of 2.4% WTE (107.4) or 2.2% headcount (106).
- The consultant vacancy rate increased to 4.7% compared to 4.3% as at March 2013.
- The number of medical and dental support staff in post is 1,887.2 (WTE), compared to 1,869.8 as at March 2013. This is an increase of 0.9% (17.3). The corresponding headcount number is 2,247 compared to 2,221 as at 31<sup>st</sup> March 2013, an increase of 1.2% (26).

## All Medical and Dental: staff in post

Information in this section relates to the NHS Scotland medical and dental workforce. It describes the hospital, community and public health services (HCHS), general medical practitioner (GP), general dental service (GDS), and medical and dental support workforce

Medical and dental services have been changing over the years to meet the needs of an ever evolving health service. In recent years the medical workforce in particular, has been involved in redesigning services to meet the changing demands which is evidenced in the introduction of new roles.

Table 3 shows the headcount of medical and dental staff between September 2002 and June 2013, and that it has been increasing over this time period.

**Table 3: Trend in headcount of NHS Medical and Dental staff**

Year	HCHS medical and dental staff	General medical practitioners (GPs)	General dental service (GDS)	Medical and Dental Support
Sept-2002	10,250	4,360	2,078	..
Sept-2003	10,407	4,447	2,112	..
Sept-2004	10,658	4,456	2,156	..
Sept-2005	10,871	4,548	2,267	..
Sept-2006	11,201	4,622	2,434	..
Sept-2007	11,822	4,719	2,546	1,238
Sept-2008	12,534	4,916	2,703	1,667
Sept-2009	12,618	4,942	2,761	1,928
Sept-2010	12,757	4,960	2,968	2,135
Mar-2011	12,786	..	..	2,167
Jun-2011	12,736	..	..	2,204
Sept-2011	13,336	4,892	3,048	2,165
Dec-2011	13,312	..	..	2,188
Mar-2012	13,218	..	..	2,202
Jun-2012	13,098	..	..	2,191
Sept-2012	13,317	4,854	3,060	2,251
Dec-2012	13,420	..	..	2,244
Mar-2013	13,331	..	..	2,221
June-2013	13,193	..	..	2,247

The following symbols and abbreviations have been used:

x Not applicable

.. Not available

Further information is presented by staff group, age group, gender, contract type, NHS board and region can be found in the ISD website through the following tables:

[Medical & Dental staff in post](#)

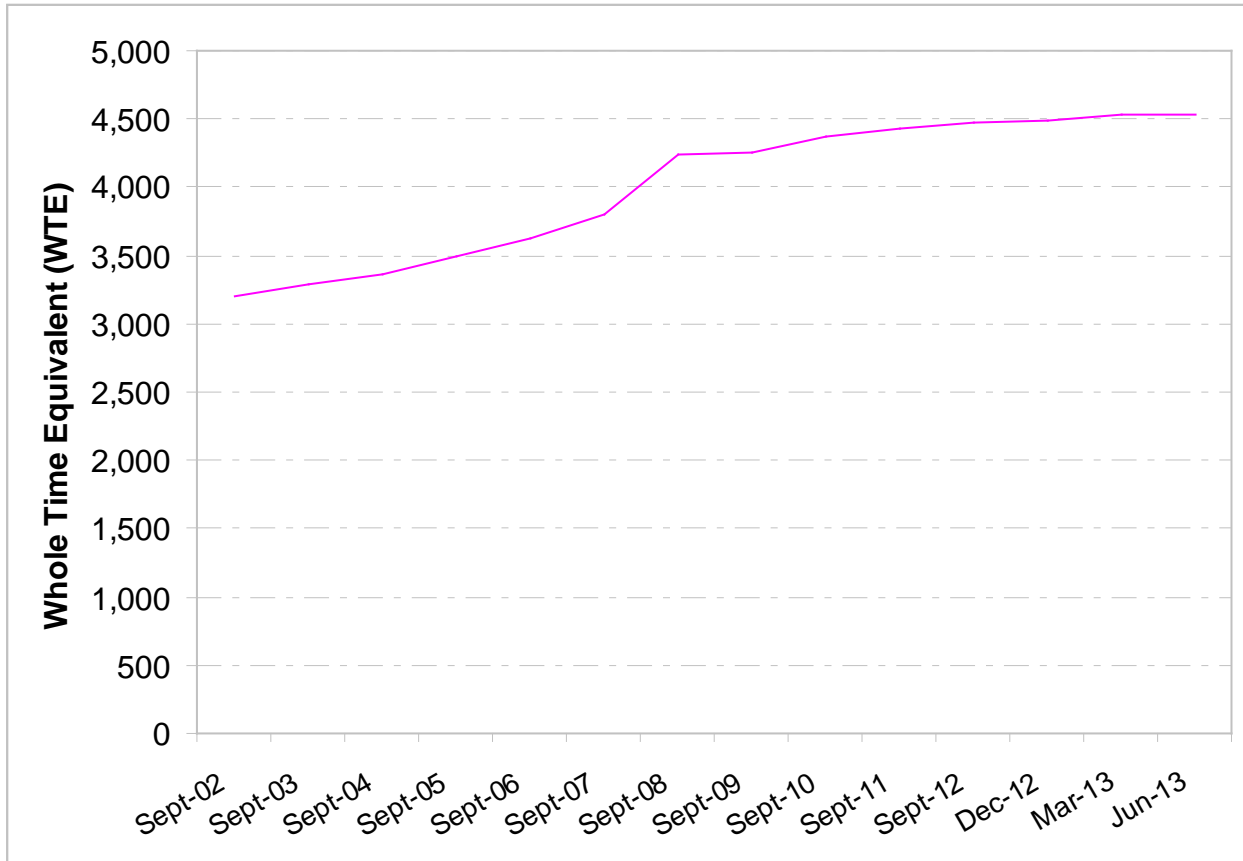
[HCHS medical and dental staff by specialty](#)

[HCHS medical and dental staff by grade](#)

**Consultants: staff in post**

Chart 2 shows that the number of medical and dental consultant staff in post (excluding director level) has been increasing since September 2002.

**Chart 2: Trend in consultant staff in post (WTE)**



The number of Consultant staff in post has decreased by 0.1%, from 31<sup>st</sup> March 2013, to 4,525.9 WTE. This also equates to a headcount decrease of 0.1% (7) since the last quarter. The annual change in the number of HCHS consultant staff from 30<sup>th</sup> June 2012 shows an increase of 2.4% WTE (107.4) or 2.2% headcount (106).

Broken down by speciality, the data show that the number of consultants in post (medical specialties) has slightly decreased by 0.1%, by both WTE and headcount, over the past quarter to 4,421.5 / 4,704, respectively.

The number of consultants in post (dental specialties) as at June 2013 has also decreased slightly since March 2013 by 0.5% WTE to 104.4. This equates to a 0.8% decrease in headcount, to 118.

Trend information and a breakdown of this data by NHS board can be found on the ISD website under the following tables:

[Consultant staff in post](#)

[Medical trend](#)

### Consultant vacancy information

Vacancies are defined as unfilled posts as at 30<sup>th</sup> June 2013, which are subject to appropriate recruitment arrangements.

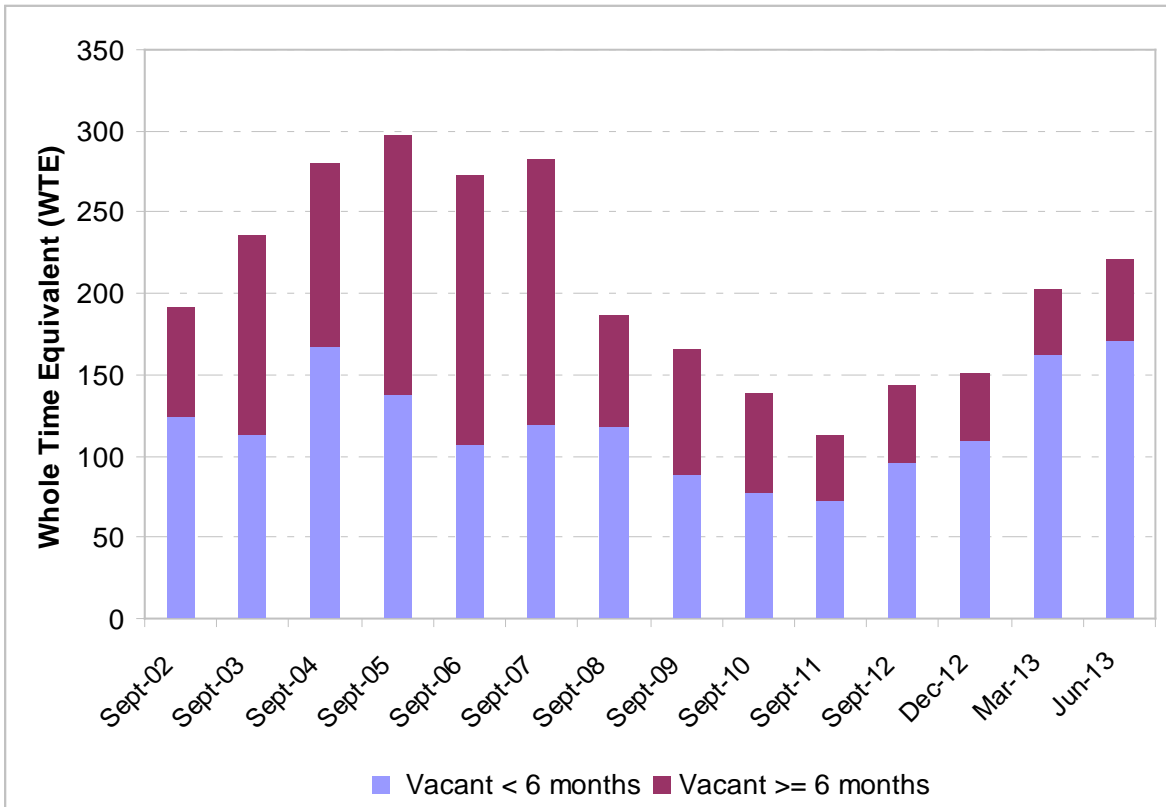
Table 4 shows the number of consultant vacancies (WTE) and total vacancy rate since September 2002 has decreased by 1%. The vacancy rate is the number of unfilled posts shown as a percentage of the total establishment funded posts.

**Table 4: Trend in HCHS medical and dental consultant vacancies (WTE)**

Year	Total vacant posts	Total vacancy rate
Sept-2002	191.6	5.7%
Sept-2003	235.4	6.7%
Sept-2004	280.4	7.7%
Sept-2005	297.3	7.8%
Sept-2006	272.3	7.0%
Sept-2007	282.0	6.9%
Sept-2008	186.5	4.2%
Sept-2009	166.0	3.8%
Sept-2010	139.0	3.9%
Mar-2011	135.7	3.0%
Jun-2011	127.9	2.8%
Sept-2011	112.5	2.5%
Dec-2011	123.0	2.7%
Mar-2012	167.3	3.6%
Jun-2012	138.6	3.0%
Sept-2012	143.1	3.1%
Dec-2012	150.8	3.2%
Mar-2013	202.5	4.3%
Jun-2013	221.9	4.7%

Chart 3 shows the WTE of vacancies which were vacant for less than 6 months or 6 months and above.

**Chart 3: Trend in HCHS medical and dental consultant vacancies by length of vacancy**



The consultant vacancy rate increased to 4.7% as at 30<sup>th</sup> June 2013 compared to 4.3% at 31<sup>st</sup> March 2013.

A further breakdown of this data by NHS board can be found on the ISD website under the following table:

[Consultant vacancies](#)

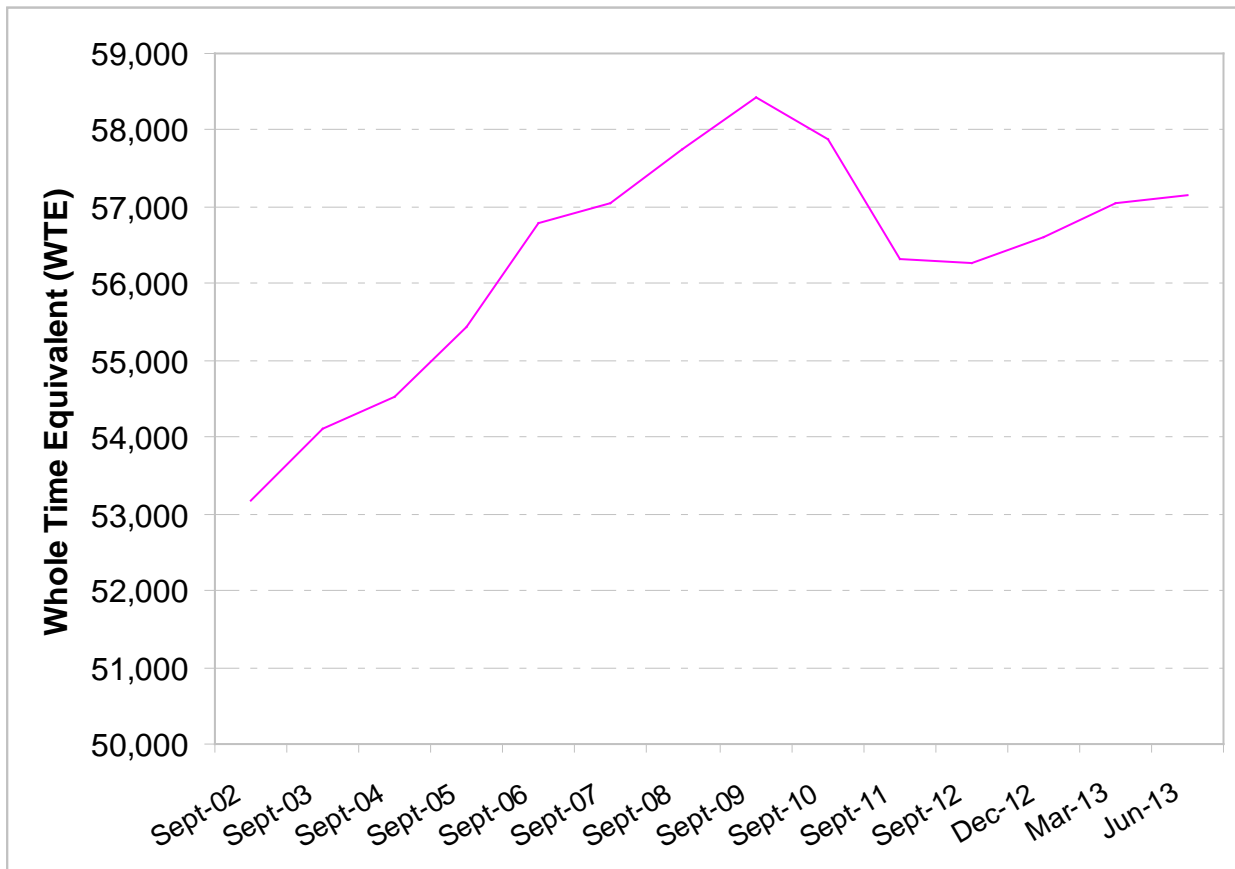
## Nursing and Midwifery

Workforce statistics for all Nursing and Midwifery staff as at 30<sup>th</sup> June 2013 show that:

- The number of Nursing and Midwifery staff in post has increased by 0.2%, from 31<sup>st</sup> March 2013, to 57,152.7 (WTE). This equates to a headcount increase of 0.2% (107) since the last quarter. The annual change in the number of nursing and midwifery staff from 30<sup>th</sup> June 2012 shows an increase of 1.7% WTE (969.1) or 1.3% headcount (851).
- As at June 2013, 42.8% of all staff (WTE) in NHS Scotland was in the nursing and midwifery staff group.
- The nursing and midwifery vacancy rate has remained constant at 2.7% over the past quarter.

Chart 3 shows that the WTE of nursing and midwifery staff employed by NHS Scotland since 30<sup>th</sup> Sept 2002 has increased.

**Chart 4: Trend in Nursing and Midwifery staff in post (WTE)**



## Nursing and Midwifery vacancy information

Vacancies are defined as unfilled posts as at 30<sup>th</sup> June 2013, which are subject to appropriate recruitment arrangements.

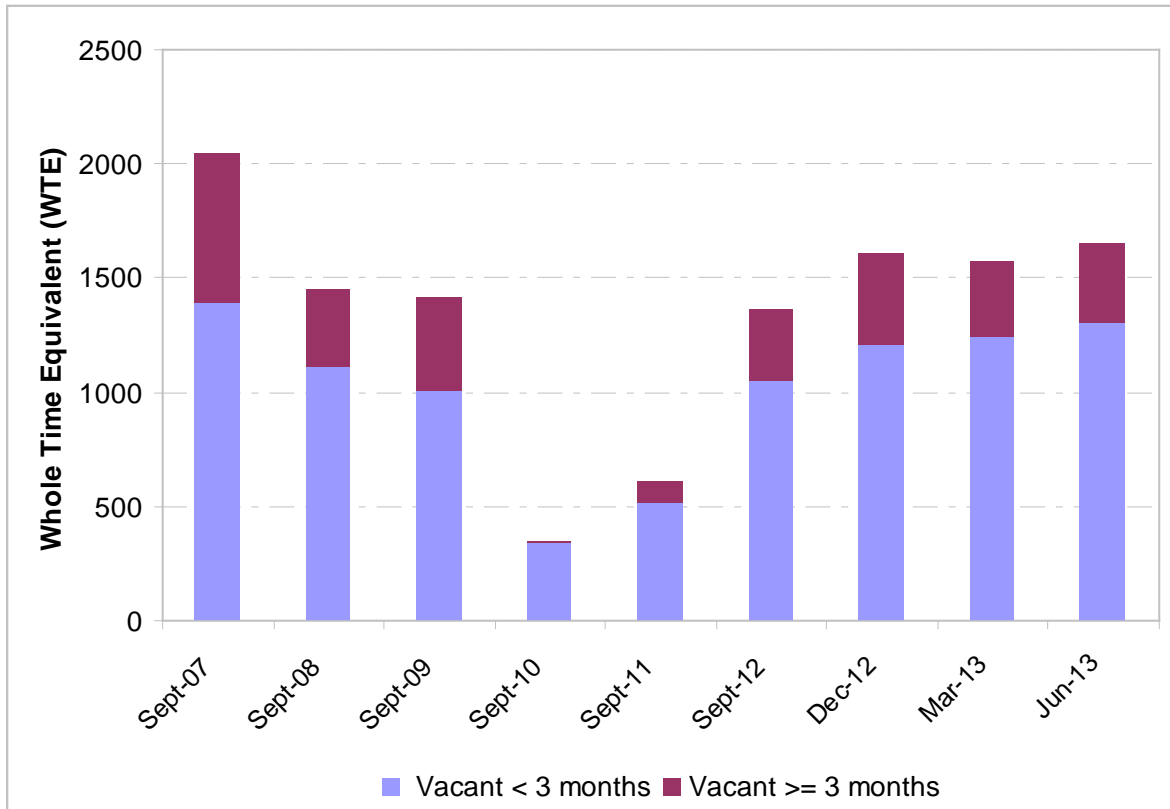
Table 5 shows the number of Nursing and Midwifery vacancies (WTE) and total vacancy rate since September 2007. The vacancy rate is the number of unfilled posts shown as a percentage of the total establishment funded posts.

**Table 5: Trend in Nursing and Midwifery vacancies (WTE)**

Year	Total vacant posts	Total vacancy rate
Sept-2007	2,072.9	3.5%
Sept-2008	1,471.5	2.5%
Sept-2009	1,476.3	2.5%
Sept-2010	493.1	0.8%
Mar-2011	552.4	1.0%
Jun-2011	579.4	1.0%
Sept-2011	615.7	1.1%
Dec-2011	661.9	1.2%
Mar-2012	1,027.9	1.8%
Jun-2012	984.4	1.7%
Sept-2012	1,390.8	2.4%
Dec-2012	1,623.2	2.8%
Mar-2013	1,609.1	2.7%
Jun-2013	1,672.9	2.8%

Chart 5 shows the WTE numbers of vacancies which are vacant for less than 3 months or 3 month or above.

**Chart 5: Trend in Nursing and Midwifery vacancies by length of vacancy**



A further breakdown of these staff in post and vacancy data, by NHS board, can be found on the ISD website under the following tables:

[Nursing and Midwifery staff by location of service delivery, specialty, band grouping, NHS region and NHS board](#)

[Nursing and Midwifery vacancies by location of service delivery, specialty, band, NHS region and NHS Board](#)



## Allied Health Professions (AHPs)

Workforce statistics for all Allied Health Professions staff at 30th June 2013 show that:

- The number of AHP staff in post has increased by 14.5%, from 31<sup>st</sup> March 2013, to 10,971.2 WTE. This equates to a headcount increase of 12.1% (1,399) since the last quarter. The annual change in the number of AHP staff from 30<sup>th</sup> June 2012 shows an increase of 17.2% WTE (1,612.5) or 14.6% headcount (1,658). This increase is a direct result of Paramedics being reclassified as AHPs from 1st April 2013; previously they were included in the Emergency Services staff group.
- 8.2% of all staff (WTE) in NHS Scotland was employed in the AHP staff group.
- The AHP vacancy rate decreased to 4.0% from 4.2% as at March 2013.

Table 6 presents information on AHP staff for the current quarter.

**Table 6: Allied health profession staff (WTE) by discipline and quarter**

	Jun-12	Mar-13	Jun-13	Quarterly change (%)	Annual change (%)
<b>Allied health professions</b>	<b>9,358.7</b>	<b>9,583.4</b>	<b>10,971.2</b>	<b>14.5%</b>	<b>17.2%</b>
Arts therapy (art/music/drama)	22.6	23.1	21.7	-6.1%	-4.4%
Dietetics	701.2	700.4	693.9	-0.9%	-1.0%
Occupational therapy	2,057.4	2,108.3	2,125.0	0.8%	3.3%
Orthoptics	87.4	95.5	96.9	1.5%	10.9%
Orthotics	64.2	65.4	66.4	1.6%	3.4%
Paramedics <sup>1</sup>	..	..	1,383.7	x	x
Physiotherapy	2,565.7	2,677.2	2,675.5	-0.1%	4.3%
Podiatry	681.7	672.8	669.9	-0.4%	-1.7%
Prosthetics	23.0	24.0	24.0	0.0%	4.3%
Radiography	2,087.1	2,131.4	2,135.1	0.2%	2.3%
Diagnostic	1,852.3	1,887.4	1,885.6	-0.1%	1.8%
Therapeutic	234.7	244.0	249.5	2.2%	6.3%
Speech and language therapy	947.0	968	954.5	-1.4%	0.8%
Multi skilled	121.5	117.3	124.6	6.2%	2.5%

1. From the 1st April 2013 Paramedics have been classified from Emergency Services to AHPs.

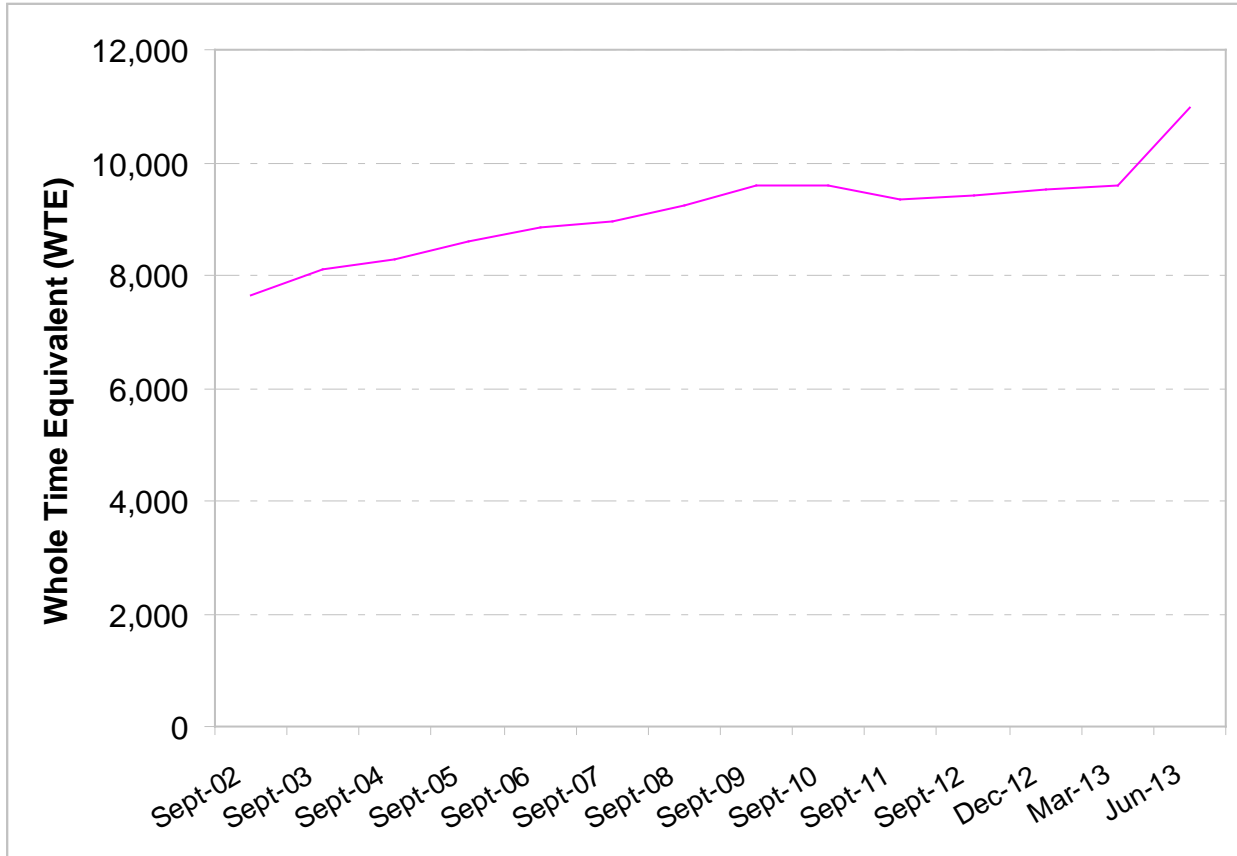
The following symbols and abbreviations have been used:

x Not applicable

.. Not available

Chart 6 shows that the WTE of Allied Health Profession staff employed by NHS Scotland since 30<sup>th</sup> Sept 2002 has gradually increased.

**Chart 6: Trend in Allied Health Professions staff in post (WTE)**



1. From the 1st April 2013 Paramedics have been classified from Emergency Services to AHPs

Further information is presented by staff group, age group, gender, contract type, NHS board and region can be found on the ISD website through the following tables:

[Allied Health Professions - Staff in post](#)

[Allied Health Professions - Vacancies](#)

## Other Therapeutic and Personal and Social Care (OTPS)

Workforce statistics for all OTPS staff at 30<sup>th</sup> June 2013, show that:

- The total number of OTPS staff in post was 4,566.0 (WTE) compared to 4,557.5 as at 31<sup>st</sup> March 2013. This is an increase of 0.2% (8.5). The corresponding headcount number is 5,360 compared to 5,353 as at March 2013, an increase of 0.1% (7).
- The number of other therapeutic staff in post was 3,688.2 (WTE) compared to 3,651.2 as at March 2013. This is an increase of 0.5% (17). The corresponding headcount number was 4,281 compared to 4,262 last quarter; an increase of 0.4% (19).
- The number of personal and social care staff in post was 897.8 (WTE) compared to 906.3 as at March 2013. This is a decrease of 0.9% (8.5). The corresponding headcount number was 1,079 compared to 1,091 as at March 2013, a decrease of 1.1% (12)

Table 7 presents information on OTPS staff for the most two recent quarters and June 2012 data for comparison:

**Table 7: Other therapeutic staff and personal and social care staff (WTE) by specialty and quarter**

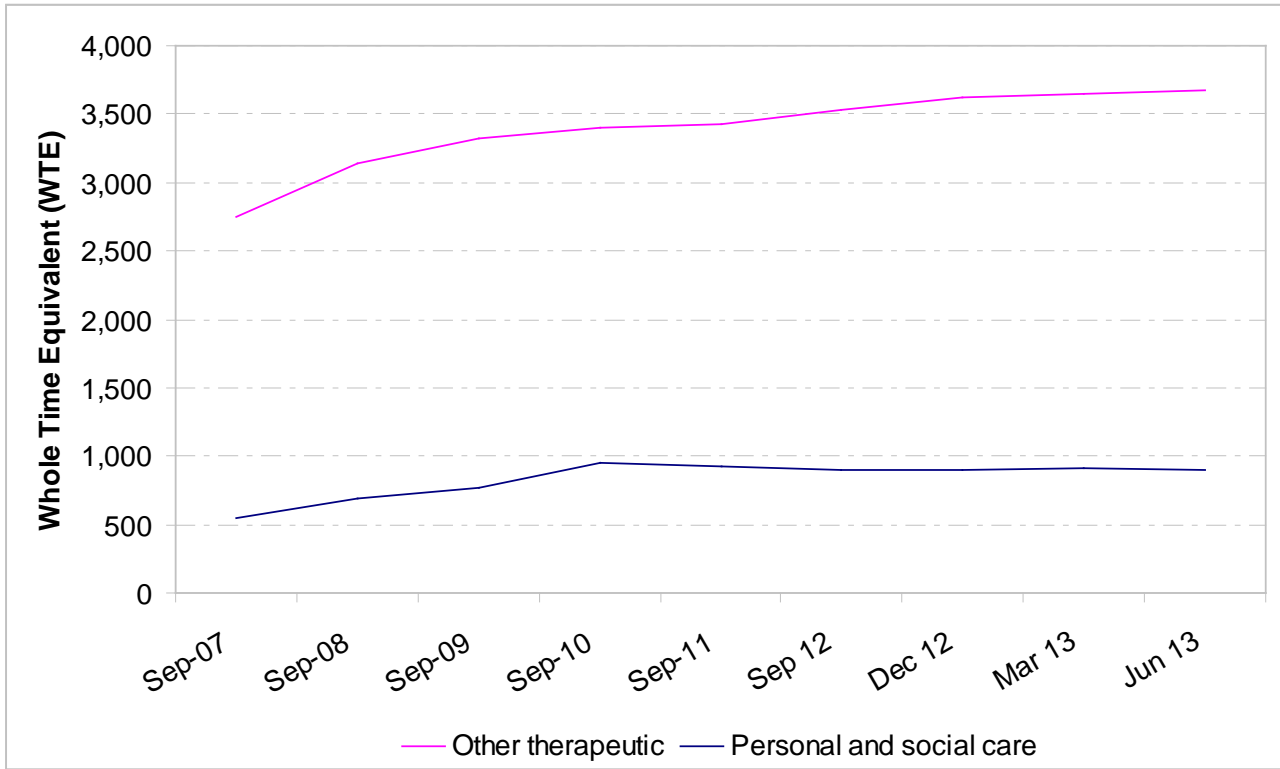
	Jun-12	Mar-13	Jun-13	Quarterly change (%)	Annual change (%)
<b>Other therapeutic</b>	<b>3,514.8</b>	<b>3,651.2</b>	<b>3,668.2</b>	<b>0.5%</b>	<b>4.4%</b>
Psychology	1,249.2	1,310.3	1,327.7	1.3%	6.3%
Genetic counselling	13.9	13.7	13.8	1.2%	-0.6%
Optometry	42.4	41.6	42.8	2.8%	0.9%
Pharmacy	2,139.1	2,215.8	2,215.2	0.0%	3.6%
Play specialists	69.1	67.8	67.1	-1.0%	-2.9%
Not assimilated / not known	1.1	2.0	1.5	-25.1%	38.6%
<b>Personal and social care</b>	<b>902.0</b>	<b>906.3</b>	<b>897.8</b>	<b>-0.9%</b>	<b>-0.5%</b>
Chaplaincy	67.8	66.3	65.4	-1.3%	-3.6%
Health promotion	826.2	827.3	815.3	-1.5%	-1.3%
Sexual health	-	-	-	x	x
Social work	6.6	9.1	17.1	87.9%	159.0%
Not assimilated / not known	1.4	3.6	-	-100.0%	100.0%

The following symbols and abbreviations have been used:

- Nil
- x Not applicable
- .. Not available

Chart 7 shows that the WTE of OTPS staff employed by NHS Scotland since 30<sup>th</sup> Sept 2007 has gradually increased in both categories.

**Chart 7: Trend in Other therapeutic staff and personal and social care staff in post (WTE)**



Further information is presented by staff group, age group, gender, contract type, NHS board and region can be found on the ISD website through the following tables:

[Other Therapeutic staff and Personal and Social care - Staff in post](#)

## Healthcare Science

Workforce statistics for all Healthcare science staff as at 30th June 2013 show that:

- The number of healthcare science staff in post has increased by 0.3%, from 31<sup>st</sup> March 2013, to 5,288.3 WTE. This also equates to a headcount increase of 0.1% (7) since the last quarter. The annual change in the number of healthcare science staff since 30<sup>th</sup> June 2012 shows a decrease of 0.4% WTE (19.3) or a reduction of 0.3% headcount (19).
- 4.0% of all staff (WTE) in NHS Scotland were employed in the healthcare science staff group.

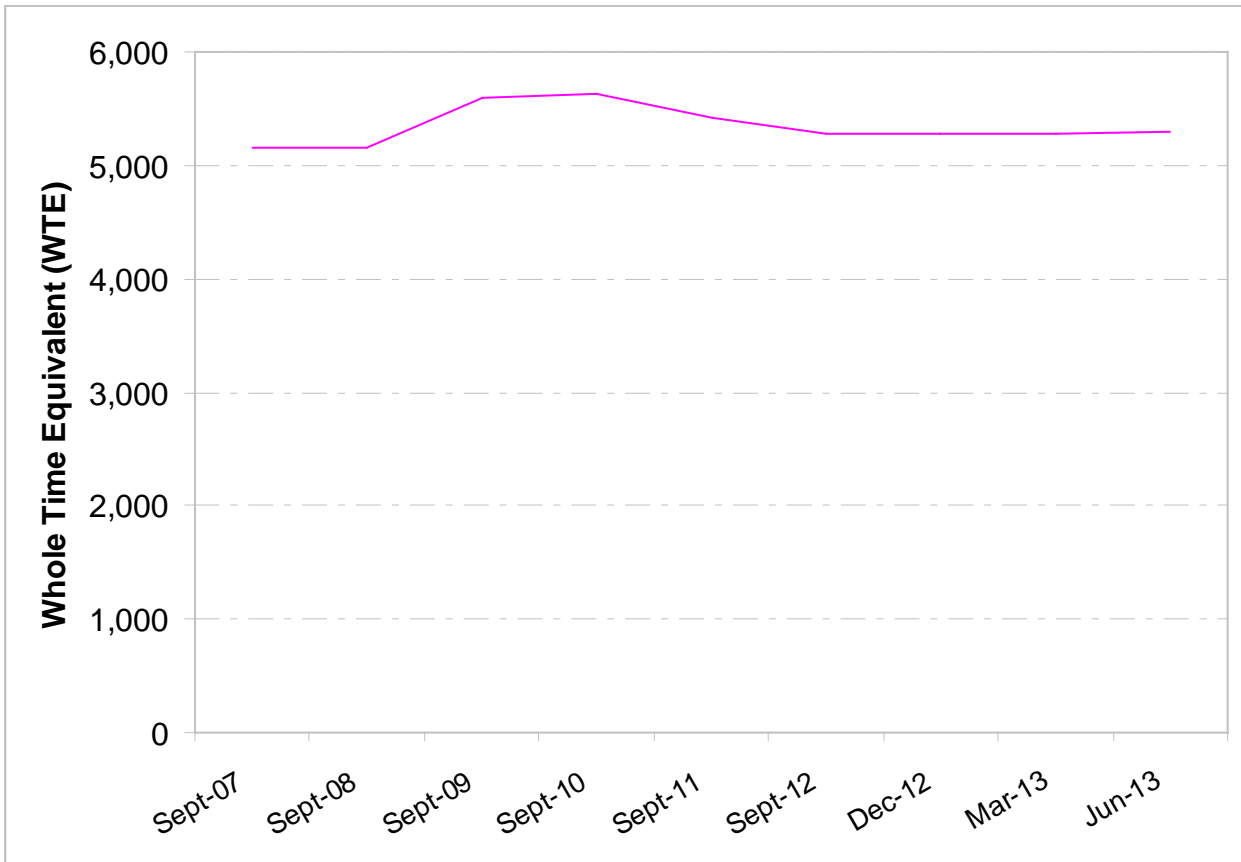
Table 8 below shows that the largest staff group (WTE) within the healthcare science job family work within a life sciences setting (4,562.0 WTE). The second largest staff group is physiology sciences (507.3 WTE).

**Table 8: Healthcare science staff (WTE) by specialty and quarter**

Healthcare Science	Jun-12	Mar-13	Jun-13	Quarterly change (%)	Annual change (%)
<b>Healthcare science staff</b>	<b>5,307.6</b>	<b>5,273.5</b>	<b>5,288.3</b>	<b>0.3%</b>	<b>-0.4%</b>
<b>Physiology sciences</b>	502.7	511.1	507.3	-0.7%	0.9%
Clinical physiology	463.5	467.6	455.8	-2.5%	-1.7%
Clinical sciences physiology	15.7	19.0	27.0	42.1%	71.9%
Clinical perfusion physiology	23.4	24.4	24.4	0.0%	4.3%
<b>Life sciences</b>	4,569.9	4,538.1	4,562.0	0.5%	-0.2%
Biomedical sciences life	3,133.4	3,112.7	3,121.9	0.3%	-0.4%
Clinical sciences life	1,030.9	1,008.3	1,016.6	0.8%	-1.4%
Clinical technology life	405.6	417.1	423.6	1.6%	4.4%
<b>Physical sciences</b>	213.5	208.9	209.5	0.3%	-1.9%
Clinical sciences physical	55.7	55.7	53.7	-3.6%	-3.6%
Clinical technology physical	92.6	90.0	91.0	1.1%	-1.7%
Clinical photographer / illustrator physical	59.2	57.3	58.9	2.8%	-0.5%
Maxillofacial prosthetics physical	6.0	5.9	5.9	0.0%	-2.4%
<b>Other healthcare science staff</b>	-	-	-	x	x
<b>Not assimilated / not known</b>	21.5	15.5	9.5	-38.7%	-55.8%

Chart 8 presents trend information for healthcare science staff and shows that staff WTE has remained relatively stable since September 2007.

**Chart 8: Trend in Healthcare science staff in post (WTE)**



Further information is presented by staff group, age group, gender, contract type, NHS board and region can be found on the ISD website through the following table:

[Healthcare Science staff by specialty, band, NHS region and NHS board](#)

## Emergency, Administrative and Support Services

Workforce statistics, for all Emergency, Administrative and Support staff, at 30th June 2013, show that:

- The total number of Administrative services staff in post is 24,443.7 (WTE) compared to 24,381.9 as at 31<sup>st</sup> March 2013. This is an increase of 0.3% (61.9 WTE). The corresponding headcount number is 28,438 compared to 28,385 as at 31<sup>st</sup> March 2013, an increase of 0.2% (53).
- Over the past 12 months, the number of NHS24 call handlers have increased from 280.0 (WTE) to 365.2 (WTE), and from 379.2 (WTE) in the last quarter. The headcount has increased by 20.5% from 502 in June 2012, to 605 in June 2013. This increase is due to the evolving needs of health service patients, and includes staff influxes which are seen over holiday periods.
- The total number of Support staff in post is 13,786.9 (WTE) compared to 13,755.9 as at 31<sup>st</sup> March 2013. This is an increase of 0.2% (31.0 WTE). The corresponding headcount number is 18,793 compared to 18,799 as at 31<sup>st</sup> March 2013, a decrease of 0.03% (6).
- The decrease in Emergency services figures is as a result of Paramedics being reclassified as AHPs from 1st April 2013. Previously they were included in the Emergency Services staff group.

## Emergency, administrative and support services: staff in post

Table 9 presents a breakdown of the Emergency, administrative and support services staff by staff group.

**Table 9: Emergency, administrative and support services by specialty and quarter**

<b>Emergency, Administrative and Support Services Staff</b>	<b>Jun-12</b>	<b>Mar-13</b>	<b>Jun-13</b>	<b>Quarterly change (%)</b>	<b>Annual change (%)</b>
<b>Administrative services</b>	<b>24,089.8</b>	<b>24,381.9</b>	<b>24,443.7</b>	<b>0.3%</b>	<b>1.5%</b>
Central functions	11,933.9	12,309.3	12,460.2	1.2%	4.4%
Support to clinical staff	10,843.8	10,721.1	10,690.6	-0.3%	-1.4%
NHS24 Call Handlers	280.0	379.2	365.2	-3.7%	30.4%
Management grades (non AfC)	986.5	916.7	880.8	-3.9%	-10.7%
Not assimilated / not known	45.6	55.6	46.9	-15.6%	2.9%
<b>Support services</b>	<b>13,713.8</b>	<b>13,755.9</b>	<b>13,786.9</b>	<b>0.2%</b>	<b>0.5%</b>
General services	3,374.2	3,396.5	3,374.4	-0.7%	0.0%
Hotel services	7,838.8	7,824.6	7,889.6	0.8%	0.6%
Maintenance and estates	1,783.8	1,787.6	1,768.5	-1.1%	-0.9%
Sterile services	710.8	728.3	735.1	0.9%	3.4%
Not assimilated / not known	6.3	18.9	19.2	1.7%	204.1%
<b>Emergency services</b>	<b>3,611.9</b>	<b>3,670.1</b>	<b>2,324.6</b>	<b>-36.7%</b>	<b>-35.6%</b>
Ambulance care assistant	829.5	804.0	793.6	-1.3%	-4.3%
Driver	48.0	54.4	54.4	0.0%	13.5%
EMDC / control	297.3	292.9	306.1	4.5%	3.0%
Paramedic	1,372.9	1,387.7	..	x	x
Technician	973.4	1,040.4	1,078.1	3.6%	10.8%
Other	91.0	90.0	92.4	2.7%	1.5%
Not assimilated / not known	0.0	0.8	0.0	-100.0%	x

1. From the 1st April 2013 Paramedics have been classified from Emergency Services to AHPs

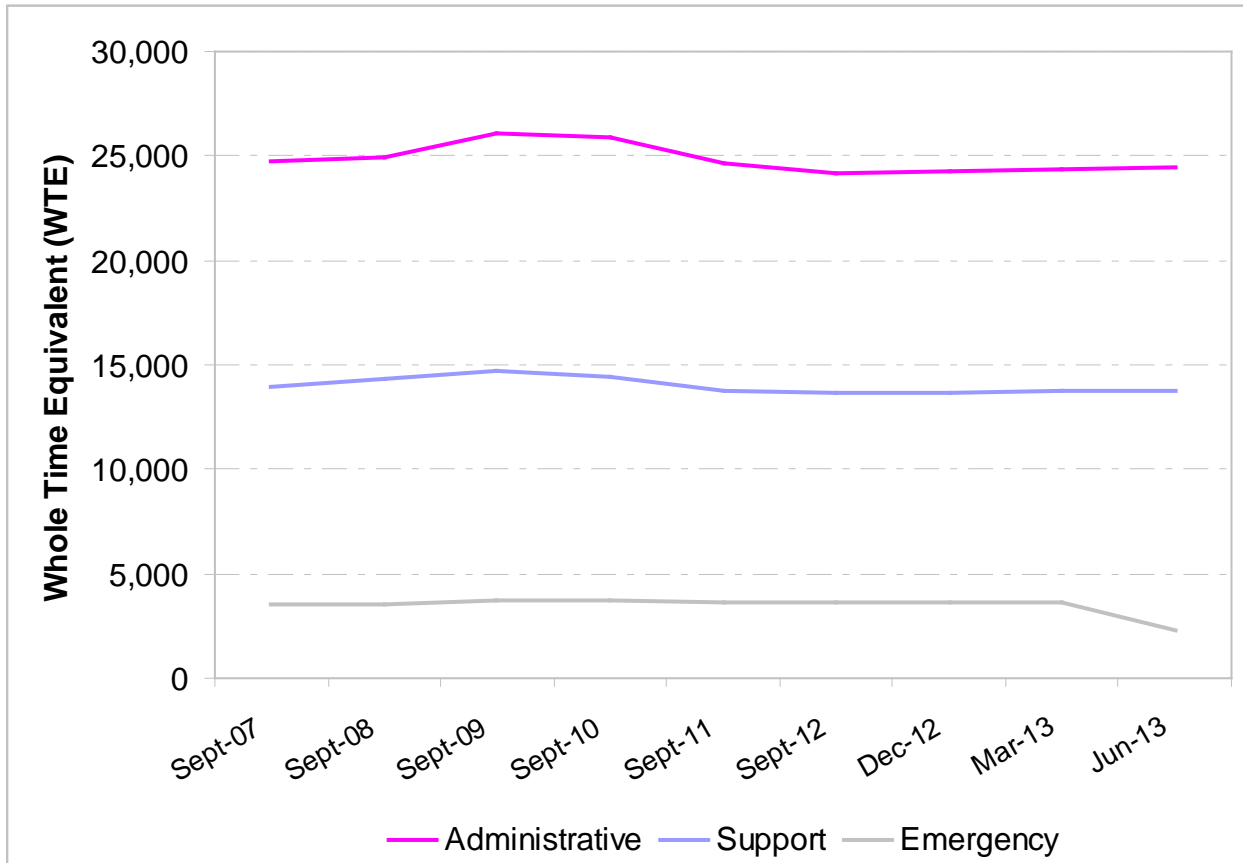
The following symbols and abbreviations have been used:

- Nil
- x Not applicable
- .. Not available



Chart 9 presents trend information for Emergency, Administrative and Support services individually. The chart shows that staff WTE, for all groups, has remained fairly constant since September 2007. The drop in Emergency services staff over the last quarter is as a result of the reclassification of Paramedic staff into the AHP staff grouping.

**Chart 9: Trend in Emergency, Administrative and Support Services staff in post (WTE)**



1. From the 1st April 2013 Paramedics have been classified from Emergency Services to AHPs

A further breakdown of these data, and trend data by NHS board, age and gender can be found on the ISD website under the following tables:

[All other staff in post](#)

## Background notes

- 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 known as electronic Employee Support System, (e:ESS) and have encountered issues when transferring information between their local system and e:ESS. It is for this reason the 'Not known' medical specialty has increased. NHS Lothian continues to work with the e:ESS national team to address these issues.
- The increase in the number of bank staff in the nursing and midwifery table is due to NHS Lothian coding all of their Nurse Interns to this sub job family. However, it should be noted that not all of the Interns are fully aligned to the Bank sub-job family
- As of the 1st November 2011, NHS Scotland has responsibility for employing healthcare staff within prisons. For nursing and midwifery staff a location of service delivery of prison has been included for data from March 2013 data. Between December 2011 and December 2012 these employees would have been included in the Other / Not applicable location of service delivery.
- As of the 3<sup>rd</sup> 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. The ISD workforce statistics tables that are impacted as a result of the above change are:
  - 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.

## Glossary

Headcount – this refers to the actual number of individuals working within NHS Scotland and eliminates any double counting that may exist as a result of an employee holding more than one post.

Whole Time Equivalent – this is derived by dividing the number of contracted hours by the number of conditioned hours (hours worked). This adjusts headcount figures to take account of part time working.

Employment - an employee may hold more than one appointment in NHS Scotland. These appointments may be in more than one NHS organisation, in more than one region, in more than one specialty, or in more than one grade. The employment variable counts the employee under each organisation / region / specialty / grade they work i.e. the same employee may be counted more than once.

AfC	Agenda for Change
AHP	Allied Health Profession
GDS	General Dental Service
HCHS	Hospital, Community and Public Health Services
ISD	Information Services Division
SWISS	Scottish Workforce Information Standard System

## List of Tables

### Trend tables

Name	Time period	File & size
<a href="#">Overall trend</a>	June 2013	Excel [466kb]
<a href="#">Medical trend</a>	June 2013	Excel [9,452kb]
<a href="#">Non-Medical trend</a>	June 2013	Excel [2,939kb]

### Overall Summary

Name	Time period	File & size
<a href="#">Overall NHS Scotland workforce summary by staff grouping</a>	June 2013	Excel [10,752kb]

### Turnover Summary

Name	Time period	File & size
<a href="#">Staff turnover rates by trend, NHS region, NHS board, staff group, contract type, band and age group</a>	March-June 2013	Excel [3,062kb]

### Medical and Dental

Name	Time period	File & size
<a href="#">Medical &amp; Dental staff in post</a>	June 2013	Excel [7,363kb]
<a href="#">HCHS medical and dental staff by specialty</a>	June 2013	Excel [12,698kb]
<a href="#">HCHS medical and dental staff by grade</a>	June 2013	Excel [5,765kb]
<a href="#">Consultant staff in post</a>	June 2013	Excel [900kb]
<a href="#">Consultant vacancies</a>	June 2013	Excel [4,209kb]

## Nursing and Midwifery

Name	Time period	File & size
<a href="#">Nursing and Midwifery staff by location of service delivery, specialty, band grouping, NHS region and NHS board</a>	June 2013	Excel [40,960kb]
<a href="#">Nursing and Midwifery vacancies by location of service delivery, specialty, band, NHS region and NHS Board</a>	June 2013	Excel [12,288kb]

## Allied Health Professions

Name	Time period	File & size
<a href="#">Allied Health Professions - Staff in post</a>	June 2013	Excel [6,574kb]
<a href="#">Allied Health Professions - Vacancies</a>	June 2013	Excel [4,065kb]

## Other Therapeutic and Personal Social Care

Name	Time period	File & size
<a href="#">Other Therapeutic staff and Personal Social care – Staff in post</a>	June 2013	Excel [3,881kb]

## Healthcare Scientists

Name	Time period	File & size
<a href="#">Healthcare Science staff by specialty, band, NHS region and NHS board</a>	June 2013	Excel [7,199kb]

## Emergency, Administrative and Support services: Staff in post

Name	Time period	File & size
<a href="#">All other staff in post</a>	June 2013	Excel [9,503kb]

For the full list of tables released with this publication, please see the full [list of tables](#) web page

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## Further Information

Further information can be found on the [ISD website](#)

## Rate this publication

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## Appendix

### A1 – Background Information

The main source of workforce statistics is the [Scottish Workforce Information Standard System](#) (SWISS). Workforce information was first captured through SWISS in 2007 for the data as at 31<sup>st</sup> September 2007. It included all workforce data with the exception of the medical and dental data.

During July 2008, medical and dental information was migrated from the [MEDMAN](#) web based system to SWISS. This alignment provided the opportunity to capture all NHS Scotland staff in post information in one system which has resulted in more robust information being captured and reported. Due to this improved recording, trend information is not directly comparable for 2007 and 2008.

Further background information on [data sources and collections](#) can be found within the ISD Workforce Statistics web pages.

#### Trend Information

The change in both collection and presentation of workforce information due to changes to staff groupings under AfC has inevitably meant that historical trend analysis is limited. It is however still available for some high level staff groupings.

As SWISS is a dynamic system, the workforce information captured is subject to change and the quality of the data is continually improving. As a result the trend information presented within the ISD Workforce web pages should be interpreted with caution.

Further information on workforce data trends can be found within the [ISD workforce statistics web pages](#)

Trend data for the medical and dental workforce (excluding medical and dental support) has continued. During 2008, information from the [medical and dental \(MEDMAN\)](#) system, which includes information on all medical and dental staff working in hospitals, the community, and public sector was migrated to the [Scottish Workforce Information Standard System \(SWISS\)](#).

The figures reported from 2008 onwards are sourced from [SWISS](#) and from the [Practitioner Contractor Database \(PCD\)](#) and [Management Information and Dental Accounting System \(MIDAS\)](#). Figures reported prior to 2008 are sourced from [MEDMAN](#), [PCD](#) and [MIDAS](#).

#### Staff Turnover

Turnover contains information on staff joining and leaving NHS Scotland, NHS regions, NHS Boards, and staff groups. The data are extracted from [SWISS](#).

The methodology of Turnover statistics can be found within the [ISD Workforce web pages](#).

## Changes to Workforce Publications

To further enhance the recording and reporting of current and future workforce statistics, as well as ensuring the information within the ISD workforce statistics web pages continues to support local, regional and national workforce planning, several changes have been made.

Details of current and planned changes to workforce information are available within the [ISD workforce statistics web pages](#).

## Data Quality

- The published workforce statistics present information by AfC job families and sub job families. It is however recognised that the published information does not always reflect the data used at board and regional level when planning and presenting the workforce. As with all data systems, accuracy of coding is crucial to the quality and credibility of the data and NHS boards have been encouraged to ensure that there are measures in place to confirm and sustain data quality.

However, it is acknowledged that quality issues remain, particularly around the assimilation to AfC, where NHS Boards believe that the published staff in post data do not truly reflect what they hold in their local systems. In an attempt to address these on-going data quality issues, during 2009 ISD, in conjunction with the [ISD Workforce Reference Group](#), and [ISD Workforce Statistics Steering Group](#), developed a Workforce Statistics [Data Quality six steps](#) project plan.

The aim of the [Data Quality six steps](#) plan is to not only address data quality issues, but also explore historical practices and cultural issues. To date this plan has ensured that more robust and accurate information on the NHS Scotland workforce is captured and reported.



## A2 – Publication Metadata (including revisions details)

Metadata Indicator	Description
Publication title	NHS Scotland Workforce - Staff in Post
Description	Annual update of headcount, employments and whole time equivalent of staff employed by NHS Scotland.
Theme	Health and Social Care
Topic	Workforce Staff in Post Information
Format	Excel workbooks
Data source(s)	<a href="#">Scottish Workforce Information Standard System</a> (SWISS)
Date that data are acquired	16 <sup>th</sup> July 2013
Release date	27 <sup>th</sup> August 2013
Frequency	Quarterly
Timeframe of data and timeliness	Data as at 30th June 2013
Continuity of data	Non-medical staff data has a break in 2006 due to the introduction of Agenda for Change. Medical and dental staff data are continuous from 1990. However during July 2008 Medical and Dental information was migrated from the MEDMAN web based system to the Scottish Workforce Information Standard System (SWISS). This alignment provided the opportunity to capture all NHS Scotland staff in post information in the one system, which has resulted in more robust information being captured and reported.
Revisions statement	High level summary historical trend information was revised in light of the introduction of AfC. This provided the user with comparable trends. It is however, worth noting that pre-AfC historical trends remain available.
Concepts and definitions	Each excel workbook contains detailed definitions pertinent to the particular staff group of interest.
Relevance and key uses of the statistics	Information published is used to support local, regional and national workforce planning.
Accuracy	Workforce information is captured through the <a href="#">Scottish Workforce Information Standard System (SWISS)</a> - Workforce Information Repository. Further information on this <a href="#">system</a> , data capture and <a href="#">accuracy</a> can be found within the ISD Workforce Web pages.
Completeness	Information on all NHS Scotland employees is captured (100%) within SWISS. However it is acknowledged that certain fields within the system are better captured than others. ISD continues to work with the SWISS project team and NHS Boards to improve <a href="#">data quality</a> .
Comparability	Workforce data are comparable and regularly used in both UK and international comparison reports (e.g. EUROSTAT)
Accessibility	It is the policy of ISD Scotland to make its web sites and products accessible according to <a href="#">published guidelines</a> .
Coherence and clarity	All Workforce tables are accessible via the ISD website. Workforce statistics are presented within Excel spreadsheets of staff groupings, where appropriate. Staff groups are split by band, age, gender and contract type. This should minimise the number of spreadsheets a user

	has to go through to find data, as well as ensure that they are selecting the correct data. Geographical hierarchies are also presented using drop down menus. Spreadsheet formats have been altered for increased clarity by introducing drop-down menus.
Value type and unit of measurement	Headcount, employment and WTE = number, rate, percentage.
Disclosure	The <a href="#">ISD protocol on Statistical Disclosure Protocol</a> is followed.
Official Statistics designation	National Statistics.
UK Statistics Authority Assessment	Completed assessment by UK Statistics Authority. Report published May 2010.
Last published	28 <sup>th</sup> May 2013
Next published	26 <sup>th</sup> November 2013
Date of first publication	Paper publications since 1970s, web publications since 1996
Help email	<a href="mailto:nss.isdwfinfo@nhs.net">nss.isdwfinfo@nhs.net</a>
Date form completed	August 2013

Metadata Indicator	Description
Publication Title	NHS Scotland Workforce – Vacancies
Description	Quarterly (previously annual) census of vacancies in Nursing & Midwifery, Allied Health Professions and Consultants.
Theme	Health and Social Care
Topic	Workforce Vacancy Information
Format	Excel workbooks (ISD(M)36)
Data source(s)	NHS Board vacancy returns (ISD(M)36) and <a href="#">Scottish Workforce Information Standard System</a> (SWISS)
Date that data is acquired	16 <sup>th</sup> July 2013
Release date	27 <sup>th</sup> August 2013
Frequency	Quarterly
Timeframe of data and timeliness	Data as at 30 <sup>th</sup> June 2013
Continuity of data	Non-medical staff data has a break in 2006 due to the introduction of Agenda for Change. Medical and dental staff data is continuous from 1990. However during July 2008 Medical and Dental information was migrated from the MEDMAN web based system to the Scottish Workforce Information Standard System (SWISS). This alignment provided the opportunity to capture all NHS Scotland staff in post information in the one system, which has resulted in more robust information being captured and reported"
Revisions statement	During 2013, ISD, in conjunction with the ISD Workforce Technical Reference Group, will be discussing future requirements of this data collection to ensure it is still fit for purpose and fulfils workforce planning requirements.
Concepts and definitions	Each Excel workbook contains detailed definitions pertinent to the particular staff group of interest.
Relevance and key uses of statistics	Information published is used to support local, regional and national workforce planning.
Accuracy	Information is signed off by the relevant Director (e.g. Medical Director, Nurse Director etc.)
Completeness	All NHS Boards in Scotland return information.
Comparability	Workforce data are comparable and regularly used in both UK and international comparison reports (e.g. EUROSTAT)
Accessibility	It is the policy of ISD Scotland to make its web sites and products accessible according to <a href="#">published guidelines</a> .
Coherence and clarity	All Workforce tables are accessible via the ISD website. Workforce statistics are presented within Excel spreadsheets of staff groupings, where appropriate. Staff groups are split by band, age, gender and contract type. This should minimise the number of spreadsheets a user has to go through to find data, as well as ensure that they are selecting the correct data. Geographical hierarchies are also presented using drop down menus. Spreadsheet formats have been altered for increased clarity by introducing drop-down menus.
Disclosure	The <a href="#">ISD protocol on Statistical Disclosure Protocol</a> is followed.

Value type and unit of measure	WTE = Number, rate, percentage
Disclosure	The <a href="#">ISD protocol on Statistical Disclosure Protocol</a> is followed.
Official Statistics designation	National Statistics.
UK Statistics Authority Assessment	Completed assessment by UK Statistics Authority. Report published May 2010.
Last published	28 <sup>th</sup> May 2013
Next published	26 <sup>th</sup> November 2013
Help email	<a href="mailto:nss.isdwfinfo@nhs.net">nss.isdwfinfo@nhs.net</a>
Date form completed	August 2013

## **A3 – Early Access details (including Pre-Release Access)**

### **Pre-Release Access**

Under terms of the Pre-Release Access to Official Statistics (Scotland) Order 2008, ISD are obliged to publish information on those authorised to receive pre-release access (pre-release access refers to statistics in their final form prior to publication). The standard maximum pre-release access is five working days. Shown below are details of those receiving standard pre-release access and, separately, those receiving extended pre-release access.

#### **Standard Pre-Release Access:**

Scottish Government Health Department  
NHS Board Chief Executives  
NHS Board Communication leads

#### **Extended Pre-Release Access**

Extended pre-release access of 8 working days is given to a small number of named individuals in the Scottish Government Health Department (Analytical Services Division). This pre-release access is for the sole purpose of enabling that department to gain an understanding of the statistics prior to briefing others in Scottish Government during the period of standard pre-release access.

#### **Early Access for Quality Assurance**

These statistics have also been made available to NHS Board workforce planners and HR directors to help quality assure the publication.

## A4 – ISD and Official Statistics

### 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 NHS Scotland and the Scottish Government and others, responsive to the needs of NHS Scotland as the delivery of health and social care evolves.

**Purpose:** To deliver effective national and specialist intelligence services to improve the health and wellbeing of people in Scotland.

**Mission:** Better Information, Better Decisions, Better Health

**Vision:** To be a valued partner in improving health and wellbeing in Scotland by providing a world class intelligence service.

### 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.

ISD's statistical publications are currently classified as one of the following:

- National Statistics (i.e. assessed by the UK Statistics Authority as complying with the Code of Practice)
- National Statistics (i.e. legacy, still to be assessed by the UK Statistics Authority)
- Official Statistics (i.e. still to be assessed by the UK Statistics Authority)
- other (not Official Statistics)

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](#).

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the Code of Practice for Official Statistics. Designation can be broadly interpreted to mean that the statistics:

- meet identified user needs;
- are well explained and readily accessible;
- are produced according to sound methods, and
- are managed impartially and objectively in the public interest.

Once statistics have been designated as National Statistics it is a statutory requirement that the Code of Practice shall continue to be observed.