

Publication Summary



NHS Scotland Workforce

Data as at 30 June 2013

Publication date – 27 August 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 30th June 2013.

Key Points

On 30th 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.

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 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 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. 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.

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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.

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