

Publication Summary



NHS Scotland Workforce

Data as at 30 Sept 2013

Publication date – 26 November 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 and midwifery, allied health profession, consultants and pharmacy as at 30th September 2013. This publication also includes information on consultant contract & Clinical Nurse Specialists.

Key Points

On 30th September 2013:

- The total number of staff in post was 134,171.4 whole time equivalent (WTE), excluding General Medical Practitioners (GPs) and General Dental Services (GDS). This is an increase of 1.8% (2,326.2) since September 2012 and of 0.6% (792.5) since June 2013. The overall headcount was 157,383. This is an increase of 1.4% (2,102) since September 2012, and 0.5% (758) since June 2013.
- The largest group in the workforce was nursing and midwifery, which accounted for 42.8% of all staff (*excluding* GPs & GDS). Administrative services accounted for 18.3%, support services, 10.3%, and medical and dental, 9.1% (all WTE).
- The number of nursing and midwifery staff in post was 57,368.9 WTE. This is an increase of 2.0% (1,105.4) since September 2012 and of 0.4% (216.2) since June 2013. The corresponding headcount was 66,367, an increase of 1.5% (987) since September 2012, and 0.3% (192) since June 2013. The nursing and midwifery tables have been updated in this publication to reflect the introduction of new definitions to improve reporting on the midwifery and neonatal nursing workforce.
- The number of allied health professionals in post was 11,042.0 WTE. This is an increase of 17.2% (1,619.7) since September 2012 and of 0.6% (70.8) since June 2013. The corresponding headcount was 13,077, an increase of 14.8% (1,682) since September 2012 and of 0.7% (95) since June 2013. These annual changes are due

to paramedics being reclassified as AHPs from 1st April 2013; previously they were included in the emergency services job family.

- The number of consultants in post was 4,584.6 WTE. This is an increase of 2.4% (108.4) since September 2012, and of 1.3% (58.7) since June 2013. The corresponding headcount was 4,880, an increase of 2.5% (117) since September 2012, and of 1.2% (60) since June 2013.
- Total consultant vacancies were 213.1 WTE, a rate of 4.4% of the total establishment. Total nursing and midwifery vacancies were 1,784.6 WTE, a rate of 3.0% of the total establishment.

The nursing and midwifery vacancy information has been revised to reflect two changes in the data since publication on 26th November 2013.

- Information from NHS Grampian on vacancies at September 2013 was not available for publication in November. Figures from June 2013 were used instead. This information is now available and is included in this revision.
- A number of adult nurse vacancies in NHS Borders were omitted from the November publication due to system issues. These have now been resolved and the revised figures are included in this publication.

As a result of this new information, a minor change has been made to the total number of nursing and midwifery vacancies (WTE) in the final key point, from 1784.6 to 1,771.1 WTE, a change of less than 1%. The percentage vacancy rate is unaffected.

The new version is as follows:

- Total consultant vacancies were 213.1 WTE, a rate of 4.4% of the total establishment. Total nursing and midwifery vacancies were 1,771.1 WTE, a rate of 3.0% of the total establishment.

Background notes

- NHS Highland and The Highland Council are working towards developing an integrated model for health and social care. Staff involved in the delivery of these core services started to transfer between the two organisations in June 2012. Those that have transferred into NHS Highland are currently shown in unallocated / not known. As at September 2013, of those unallocated staff transferring into NHS Highland, 117.3 WTE (136 headcount) are working in administrative services, 21.3 WTE (25 headcount) are in allied health professions and 892.2 (1,123 headcount) are working in personal and social care and 51.0 WTE (59 headcount) are working in support services.
- Previous November publications have included information on intake numbers to nursing and midwifery training programmes and attrition rates from these programmes. This information is collated by NHS Education for Scotland and published by ISD on their behalf. NES have changed the methodology for determining attrition rates (now progression rates) and this is reflected in this publication for the first time. At any point in time, a student can be allocated to one of three mutually exclusive and exhaustive states: active if they were in training; inactive if they were not in training and had not completed; and complete if they had completed. The previous measure of attrition was not a useful measure of progression because it included inactive students who subsequently became active and excluded active students who subsequently became inactive. The revised table reports the percentage of students in each state by year of commencement on 29th May 2013. These data relate to all students who first commenced a 36-month course in Scotland after 1998 excluding students who transferred or had grounds for reduction.

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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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