

Publication Report



NHS Scotland Workforce

Data as at 31 December 2013

Publication date – 25 February 2014



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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 in 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 and that it needs to be accurate, timely and fit for purpose to support planning and decision making.

During January 2008 published information changed to reflect the introduction of Agenda for Change (AfC). Historically, NHSScotland workforce information was published in a format based on 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 the Scottish Workforce Information Standard System (SWISS), first used in 2007 for data as at 30th September 2007. Further background information on current data sources and collections can be found on the [Workforce Statistics Frequently Asked Questions](#) page.

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.

Information updated in this release is:

- All staff in post (latest available data as at 31st December 2013)
- Vacancies - nursing & midwifery, consultant, and allied health professions (latest available data as at 31st December 2013)
- Staff turnover (latest available data is as at 31st December 2013)
- The nursing and midwifery tables were updated in September 2013 to reflect the introduction of new definitions which improve reporting on the midwifery and neonatal nursing workforce.

Key points

On 31st December 2013:

- The total number of staff in post was 135,016.3 whole time equivalent (WTE), excluding General Medical Practitioners (GPs) and General Dental Services (GDS). This is an increase of 1.9% (2,474.7) since December 2012 and of 0.6% (844.9) since September 2013. The overall headcount was 158,143. This is an increase of 1.5% (2,362) since December 2012, and 0.5% (760) since September 2013.
- The largest group in the workforce was nursing and midwifery, which accounted for 42.9% of all staff WTE (excluding GPs & GDS). Administrative services accounted for 18.3%, support services 10.2%, and medical and dental 9.0% (all WTE).
- The number of nursing and midwifery staff in post was 57,877.7 WTE. This is an increase of 2.2% (1,269.3) since December 2012 and of 0.9% (508.8) since September 2013. The corresponding headcount was 66,824, an increase of 1.9% (1,214) since December 2012, and 0.7% (457) since September 2013.
- The number of allied health profession staff in post was 11,152.1 WTE. This is an increase of 17.2% (1,640.2) since December 2012 and of 1.0% (110.0) since September 2013. The corresponding headcount was 13,189, an increase of 14.7% (1,686) since December 2012 and of 0.9% (112) since September 2013. The annual change 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 consultants in post (excluding directors of public health) was 4,605.8 WTE. This is an increase of 2.5% (111.5) since December 2012, and of 0.5% (21.2) since September 2013. The corresponding headcount was 4,900, an increase of 2.4% (115) since December 2012, and of 0.4% (20) since September 2013.
- Total consultant vacancies (excluding directors of public health) were 218.1 WTE, a rate of 4.5% of the total establishment. Total nursing and midwifery vacancies were 1,514.1 WTE, a rate of 2.5% of the total establishment. Total allied health profession vacancies were 411.3 WTE, a rate of 3.6% of the total establishment.

Results and Commentary

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

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

An explanation of each job family included in the statistics can be found [here](#)

Workforce statistics as at 31st December 2013 show that:

- The total number of staff in post was 135,016.3 whole time equivalent (WTE), excluding General Medical Practitioners (GPs) and General Dental Services (GDS). This is an increase of 1.9% (2,474.7) since December 2012 and of 0.6% (844.9) since September 2013. The overall headcount was 158,143. This is an increase of 1.5% (2,362) since December 2012, and 0.5% (760) since September 2013.
- The largest group in the workforce was nursing and midwifery, which accounted for 42.9% of all staff WTE (excluding GPs & GDS). Administrative services accounted for 18.3%, support services 10.2%, and medical and dental 9.0% (all WTE).
- The number of nursing and midwifery staff in post was 57,877.7 WTE. This is an increase of 2.2% (1,269.3) since December 2012 and of 0.9% (508.8) since September 2013. The corresponding headcount was 66,824, an increase of 1.9% (1,214) since December 2012, and 0.7% (457) since September 2013.
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- The number of consultants in post (excluding directors of public health) was 4,605.8 WTE. This is an increase of 2.5% (111.5) since December 2012, and of 0.5% (21.2) since September 2013. The corresponding headcount was 4,900, an increase of 2.4% (115) since December 2012 and of 0.4% (20) since September 2013.
- Total consultant vacancies (excluding directors of public health) were 218.1 WTE, a rate of 4.5% of the total establishment. Total nursing and midwifery vacancies were 1,514.1 WTE, a rate of 2.5% of the total establishment. Total allied health profession vacancies were 411.3 WTE, a rate of 3.6% of the total establishment.

Staff in Post

Table 1: NHS Scotland workforce summary by staff group as at 31st December 2013

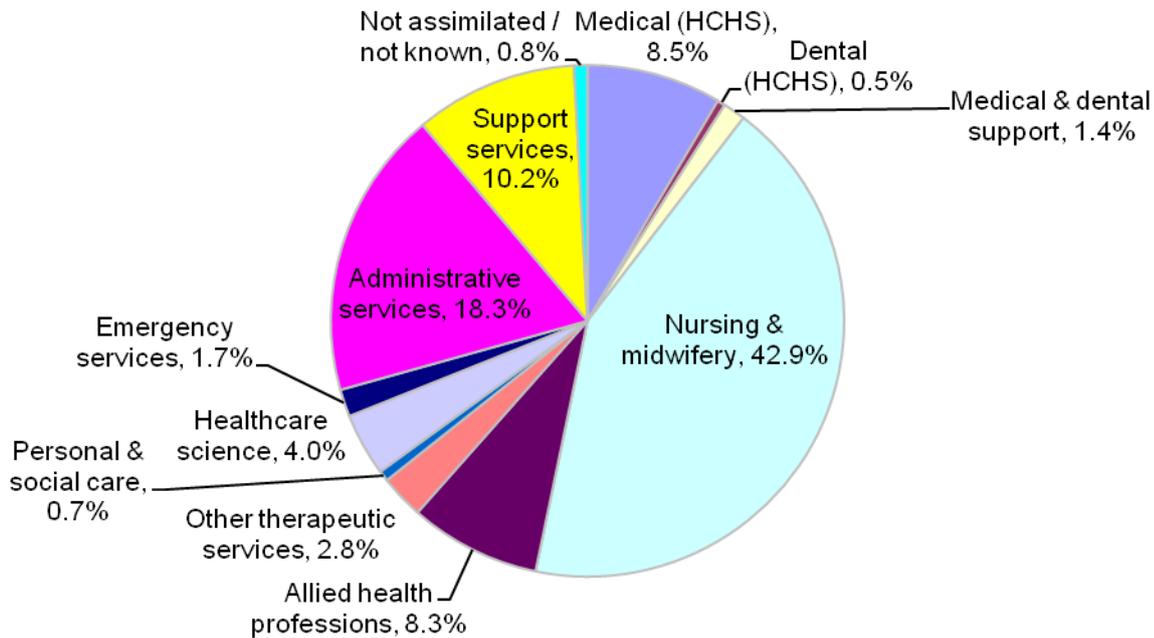
Staff Group	Headcount	WTE
All NHS Scotland staff (Exc GPs & GDS)	158,143	135,016.3
Medical hospital, community, and public health services (HCHS)	12,634	11,438.3
Dental hospital, community, and public health services (HCHS)	840	667.2
Medical & dental support	2,271	1,904.5
Nursing & midwifery	66,824	57,877.7
Allied health professions	13,189	11,152.1
Other therapeutic services	4,348	3,738.9
Personal & social care	1,086	909.3
Healthcare science	5,936	5,356.9
Emergency services	2,449	2,341.5
Administrative services	28,647	24,668.1
Support services	18,824	13,823.9
Unallocated / not known ¹	1,485	1,138.0

Source: Scottish Workforce Information Standard System (SWISS) – 31st December 2013

1. 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.
2. As at December 2013, of those unallocated staff transferring into NHS Highland: 115.7 wte (135 hc) are working in administrative services; 20.1 wte (24 hc) are in allied health professions; 898.1 (1,229 hc) are working in personal and social care; and 49.7 wte (57 hc) are working in support services.

The following chart shows the NHSScotland workforce as at 31st December 2013 by staff group. The largest group in the workforce was nursing & midwifery, which accounted for 42.9% of all staff (excluding GPs & GDS). Administrative services accounted for 18.3%, support services 10.2%, and medical and dental 9.0% (all WTE)

Chart 1: NHS Scotland workforce staff group proportions (WTE) as at 31st December 2013



The following table shows that the NHSScotland workforce saw an annual increase, in the total number of staff (excluding GPs & GDS), of 1.9% (WTE) in comparison with December 2012 and of 0.6% (WTE) since September 2013.

Table 2: NHS Scotland workforce quarterly trend (WTE) by staff group

Staff Group	Dec-12	Sept-13	Dec-13	Quarterly change (%)	Annual Change (%)
All NHS Scotland staff (Exc GPs & GDS)	132,541.5	134,171.4	135,016.3	0.6%	1.9%
Medical (HCHS)	11,297.0	11,485.0	11,438.3	-0.4%	1.3%
Dental (HCHS)	706.3	696.5	667.2	-4.2%	-5.5%
Medical & dental support	1,889.8	1,908.3	1,904.5	-0.2%	0.8%
Nursing & midwifery	56,608.5	57,368.9	57,877.7	0.9%	2.2%
Allied health professions ¹	9,511.8	11,042.0	11,152.1	1.0%	17.2%
Other therapeutic services	3,623.5	3,683.5	3,738.9	1.5%	3.2%
Personal & social care	893.2	909.3	909.3	0.0%	1.8%
Healthcare science	5,271.4	5,324.4	5,356.9	0.6%	1.6%
Emergency services ¹	3,661.8	2,337.7	2,341.5	0.2%	-36.1%
Administrative services	24,222.2	24,503.4	24,668.1	0.7%	1.8%
Support services	13,708.1	13,777.2	13,823.9	0.3%	0.8%
Unallocated / not known	1,147.9	1,135.3	1,138.0	0.2%	-0.9%

1. From the 1st April 2013 paramedics have been classified from emergency services to allied health profession

2. 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.

There has been little change in staff group proportions over the last year, apart from in the allied health professions and emergency services staff groups. This is as a result of the reclassification of paramedic staff from emergency services to the AHP job family from 1st April 2013.

More detailed information on staff group, age, gender, contract type, NHS board and region can be found on the ISD website in the following tables:

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

[Overall trend](#)

[Medical trend](#)

[Non-medical trend](#)

[Total level trend summary](#)

Vacancies

Vacancies are unfilled posts as at 31st December 2013, which are subject to appropriate recruitment arrangements. The vacancy rate is the number of unfilled posts shown as a percentage of the total establishment funded posts.

Consultant vacancies

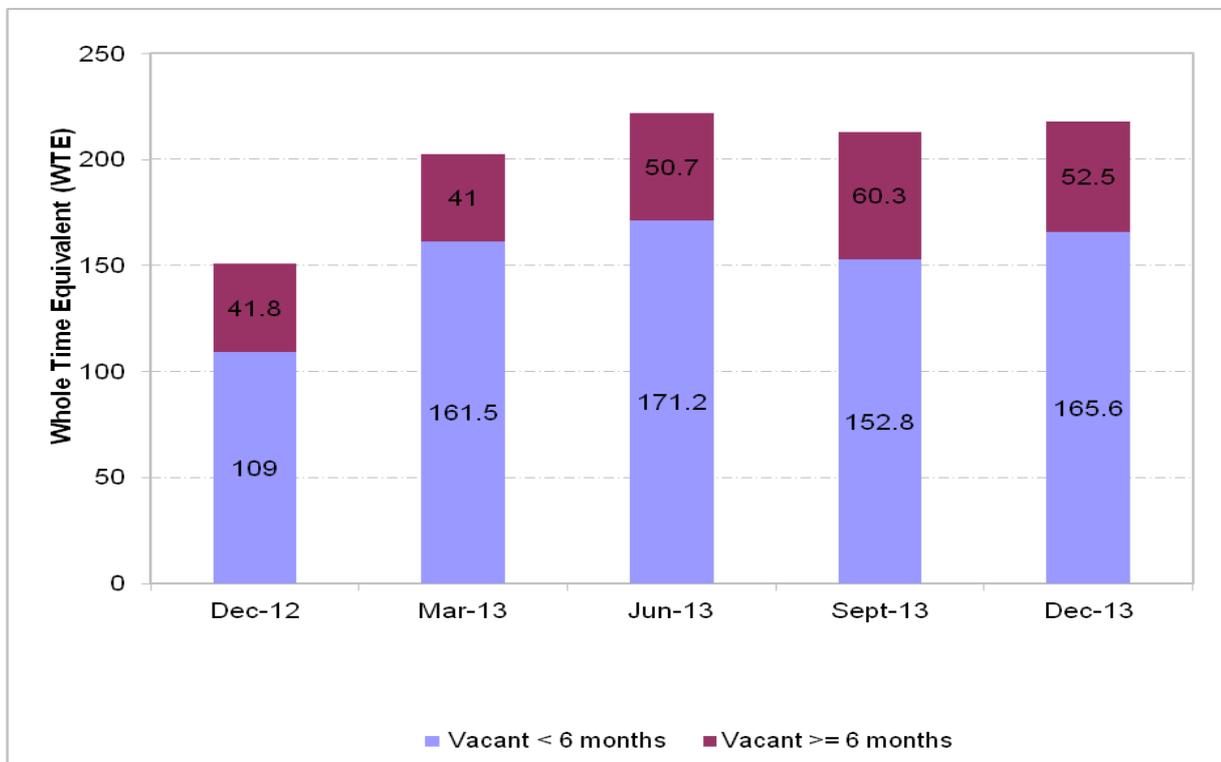
The consultant vacancy rate, as at December 2013, is 4.5%, an increase from 3.2% in December 2012, and an increase from 4.4% in September 2013. Table 3 shows the number of vacancies (WTE) and the total vacancy rate over the last five quarters and chart 2 shows how long the posts were vacant for.

The increase in vacancies between December 2012 and March 2013 were mainly in the specialties of clinical radiology and general (acute) medicine.

Table 3: Trend in HCHS medical and dental consultant vacancies (WTE)

Date	Total vacant posts	Total vacancy rate
Dec-2012	150.8	3.2%
Mar-2013	202.5	4.3%
Jun-2013	221.9	4.7%
Sept-2013	213.1	4.4%
Dec-2013	218.1	4.5%

Chart 2: Trend in HCHS medical and dental consultant vacancies by length of vacancy



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

[Consultant vacancies](#)

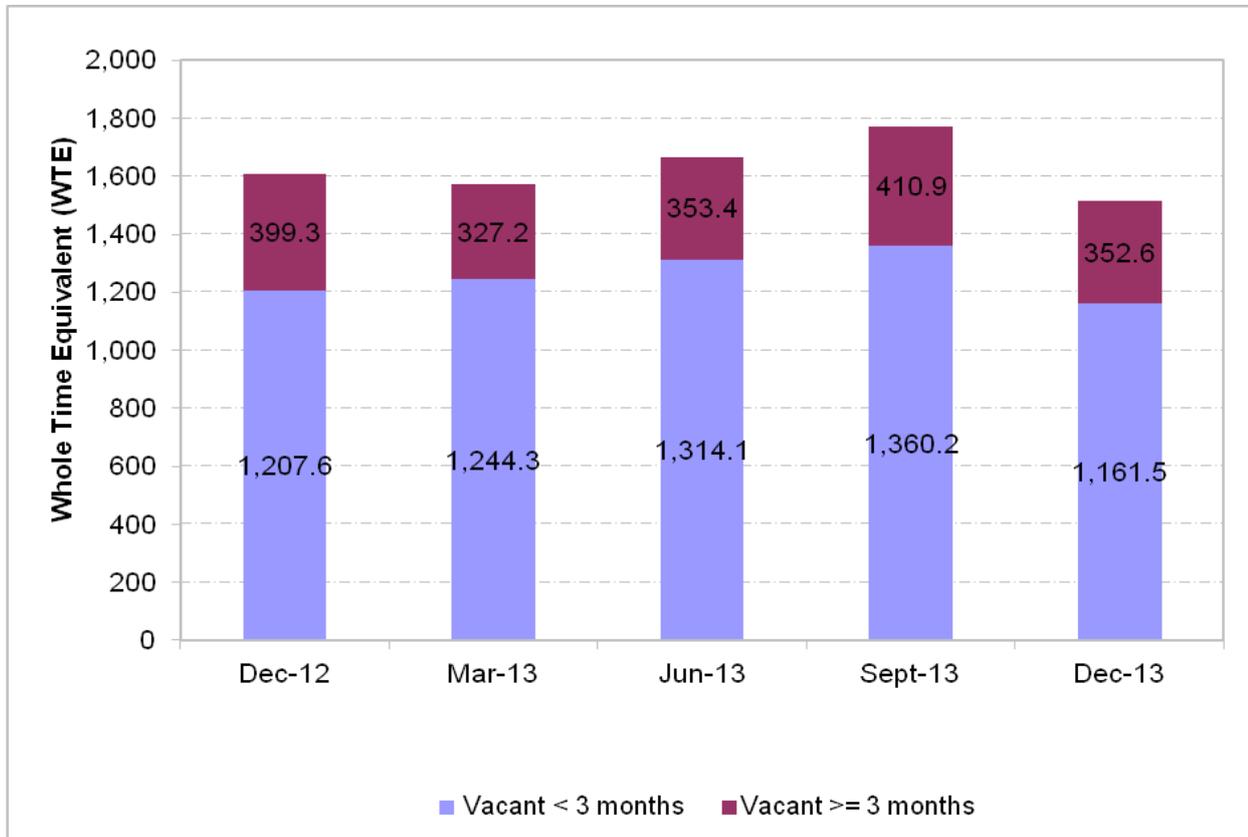
Nursing and midwifery vacancies

The nursing and midwifery vacancy rate, as at December 2013, is 2.5%. This is a decrease from 2.8% in December 2012 and from 3.0% in September 2013. Table 4 shows the number of vacancies (WTE) and the total vacancy rate over the last five quarters and Chart 3 shows how long the posts were vacant for.

Table 4: Trend in nursing and midwifery vacancies (WTE)

Date	Total vacant posts	Total vacancy rate
Dec-2012	1,623.2	2.8%
Mar-2013	1,609.1	2.7%
Jun-2013	1,688.7	2.9%
Sept-2013	1,771.1	3.0%
Dec-2013	1,514.1	2.5%

Chart 3: Trend in nursing and midwifery vacancies by length of vacancy



A further breakdown of this data can be found on the ISD website in the following table:

[Nursing and midwifery vacancies](#)

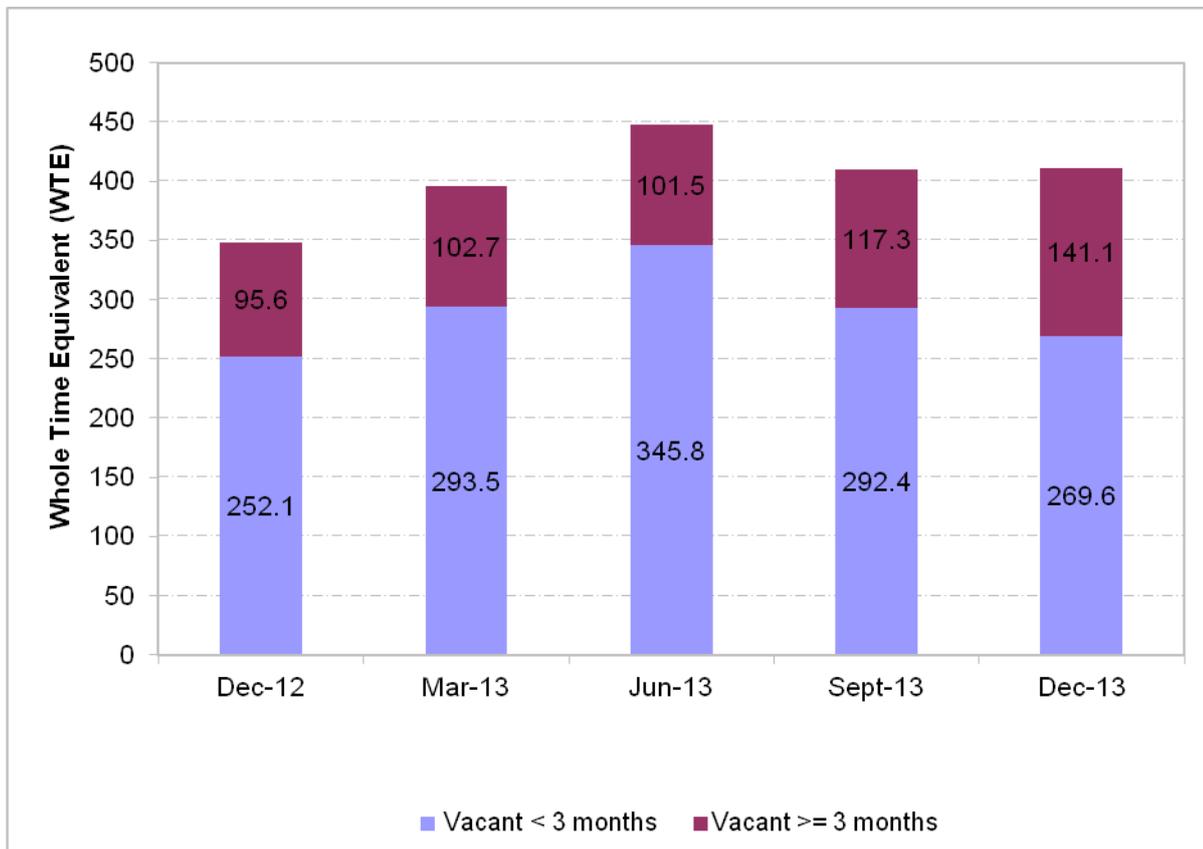
Allied health professions vacancies

The allied health professions vacancy rate, as at December 2013, is 3.6%, which is the same as in December 2012, and a decrease from 3.7% in September 2013. Table 5 shows the number of vacancies (WTE) and the total vacancy rate over the last five quarters and chart 4 shows how long the posts were vacant for.

Table 5: Trend in allied health professions vacancies (WTE)

Date	Total vacant posts	Total vacancy rate
Dec-12	357.1	3.6%
Mar-13	425.3	4.2%
Jun-13	456.9	4.0%
Sept-13	424.0	3.7%
Dec-13	411.3	3.6%

Chart 4: Trend in allied health professions vacancies by length of vacancy



A further breakdown of this data can be found on the ISD website in the following table:

[Allied health professions vacancies](#)

Glossary

Workforce statistic terms relating to the data within this publication can be found within the [Glossary](#) document on the ISD Workforce homepage.

List of Tables

Table No.	Name	Time period	File & size
1	Overall trend	Dec 2013	Excel [397kb]
2	Medical trend	Dec 2013	Excel [6,407kb]
3	Non-medical trend	Dec 2013	Excel [12,736kb]
4	Total level trend summary	Sept 2013	Excel [3,609kb]
5	Overall NHS Scotland workforce summary by staff grouping	Dec 2013	Excel [9,004kb]
6	Staff turnover	March-Dec 2013	Excel [3,021kb]
7	Medical & dental staff in post	Dec 2013	Excel [8,541kb]
8	HCHS medical and dental staff by specialty	Dec 2013	Excel [14,257kb]
9	HCHS medical and dental staff by grade	Dec 2013	Excel [6,509kb]
10	Consultant staff in post	Dec 2013	Excel [1,016kb]
11	Consultant vacancies	Dec 2013	Excel [4,496kb]
12	Consultant contract (September 2013)	Sept 2013	Excel [2,699kb]
13	Nursing and midwifery staff in post	Dec 2013	Excel [29,960kb]
14	Nursing and midwifery vacancies	Dec 2013	Excel [17,216kb]
15	Clinical nurse specialists (September 2013)	Sept 2013	Excel [6,660kb]
16	Agency nursing and midwifery staff (March 2013)	March 2013	Excel [539kb]
17	Bank nursing and midwifery staff (March 2013)	March 2013	Excel [298kb]
18	Agency and bank nursing and midwifery comparison (capacity) March 2013	March 2013	Excel [428kb]
19	Nursing and midwifery - student intakes and students in training (September 2013)	Sept 2013	Excel [70kb]
20	Nursing and midwifery progression rates (September 2013)	Sept 2013	Excel [336kb]
21	Allied health professions staff in post	Dec 2013	Excel [5,807kb]
22	Allied health professions vacancies	Dec 2013	Excel [4,547kb]
23	Other therapeutic staff and personal social care staff in post	Dec 2013	Excel [3,181kb]
24	Healthcare science staff in post	Dec 2013	Excel [5,462kb]
25	All other staff in post	Dec 2013	Excel [8.765kb]
26	Pharmacy vacancies	Sept 2013	Excel [1,650kb]
27	Sickness absence (March 2013)	March 2013	Excel [142kb]

28	Equality and Diversity (March 2013)	March 2013	Excel [531kb]
29	GDS, community and hospital	Sept 2013	Excel [1,096kb]

Contact

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Further Information

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

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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 30th 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 information on current data sources and collections can be found on the ISD Workforce Statistics [Frequently Asked Questions](#) page. Information on historic data sources can be found [here](#).

Health and social care integration

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 December 2013, of those unallocated staff transferring into NHS Highland, 115.7 WTE (135 headcount) are working in administrative services, 20.1 WTE (24 headcount) are in allied health professions, 898.1 (1,229 headcount) are working in personal and social care and 49.7 WTE (57 headcount) are working in support services.

Trend information

Non medical and dental

Changes in the collection and presentation of workforce information due to Agenda for Change means that historical trend analysis is limited. It is however still available for some high level staff groupings.

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

Medical and dental

Trend data for the medical and dental workforce (excluding medical and dental support) is available. 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 SWISS.

The figures reported from 2008 onwards are sourced from SWISS, 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.

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.

The ISD workforce team is currently working with stakeholders on a number of data quality improvement projects and the published information will change over time to reflect these changes. The first of these improvements to be implemented is the publication of the sub job families introduced to improve reporting on the midwifery and neonatal nursing workforce for data from September 2013.

A2 – Publication Metadata (including revisions details)

Metadata Indicator	Description
Publication title	NHS Scotland Workforce - Staff in Post
Description	Quarterly update of NHS Scotland staff in headcount and whole time equivalent.
Theme	Health and Social Care
Topic	Workforce Staff in Post Information
Format	Excel workbooks
Data source(s)	Scottish Workforce Information Standard System (SWISS)
Date that data are acquired	14 th January 2014
Release date	25 th February 2014
Frequency	Quarterly
Timeframe of data and timeliness	Data as at 31 st December 2013
Continuity of data	Non medical and dental staff data has a break in 2006 due to the introduction of Agenda for Change (AfC). Medical and dental staff data are continuous from 1990.
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.
Revisions relevant to this publication	HCHS by specialty – data for Western Isles for Sept 2010 – Sept 2013 has been revised to correct a processing error. Consultant vacancies – a rounding issue has been corrected in previously published September 2013 data. Overall table – 2009 dental figure has been revised. Medical trend – data for NSS for all census dates up to and including September 2006 have been revised on the consultant SIP and HCHS by grade tabs to correct a processing error.
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 Scottish Workforce Information Standard System (SWISS) - Workforce Information Repository. Further information on this system, data capture and accuracy 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 data quality.
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 published guidelines .
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 and WTE = number, rate, percentage.
Disclosure	The ISD protocol on Statistical Disclosure Protocol is followed.
Official Statistics designation	National Statistics.
UK Statistics Authority Assessment	Completed assessment by UK Statistics Authority. Report published May 2010.
Last published	26 th November 2013
Next published	27 th May 2014
Date of first publication	Paper publications since 1970s, web publications since 1996
Help email	nss.isdwfinfo@nhs.net
Date form completed	February 2014

Metadata Indicator	Description
Publication title	NHS Scotland Workforce - Vacancies
Description	Quarterly census of vacancies in Nursing & midwifery, Allied Health Professions and Consultants. Annual census of pharmacy staff.
Theme	Health and Social Care
Topic	Workforce Vacancy Information
Format	Excel workbooks
Data source(s)	Scottish Workforce Information Standard System (SWISS)
Date that data are acquired	14 th January 2014
Release date	25 th February 2014
Frequency	Quarterly
Timeframe of data and timeliness	Data as at 31 st December 2013
Continuity of data	Non medical and dental staff data has a break in 2006 due to the introduction of Agenda for Change. Medical and dental staff data is continuous from 1990.
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.
Revisions relevant to this publication	Pharmacy headcount staff in post figures for Sept 2013 have been revised as updated information was received from two NHS Boards.
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	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 published guidelines .
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	WTE = Number, rate, percentage
Disclosure	The ISD protocol on Statistical Disclosure Protocol is followed.
Official Statistics designation	National Statistics.
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Last published	26 th November 2013
Next published	27 th May 2014
Date of first publication	Paper publications since 1970s, web publications since 1996
Help email	nss.isdwfinfo@nhs.net
Date form completed	February 2014

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 receiving 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).

Scottish Government Health Department (Analytical Services Division)

Early Access for Quality Assurance

These statistics have 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 NHSScotland and the Scottish Government and others, responsive to the needs of NHSScotland 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 (ie assessed by the UK Statistics Authority as complying with the Code of Practice)
- National Statistics (ie legacy, still to be assessed by the UK Statistics Authority)
- Official Statistics (ie 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.