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 professions, and consultants as at 31st December 2013.

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 professions 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.

Background
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 but have not yet been assimilated to an AfC job family, are currently shown in unallocated / not known row of the overall staff table. 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.

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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.

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 www.isdscotland.org/About-ISD/About-Our-Statistics/