

NHSScotland Workforce Information

Quarterly update of staff in post, vacancies and turnover at 31 March 2016



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About this release

This release from the Information Services Division provides a quarterly workforce update of information on staff in post across all NHS staff groups in Scotland and vacancy information for nursing and midwifery, allied health professions and consultants. It also includes information on the dental workforce, bank and agency nurse and midwifery staff, sickness absence, equality & diversity and staff turnover as at 31 March 2016.

Main Points

- At 31 March 2016, the number of staff employed by NHSScotland was 161,656 (headcount). This is equivalent to 138,458.2 whole time staff (referred to as whole time equivalent or WTE), an increase of 0.6% compared to March 2015.
- The number of consultants in post was 5,115.6 WTE in March 2016, an increase of 4.0% compared to March 2015.
- There were 355.4 WTE vacant consultant posts. This represents a vacancy rate of 6.5%, a decrease from 7.7% at March 2015. Of these vacancies, 166.1 WTE were vacant for more than six months, an increase of 17.4 WTE compared to March 2015.
- The number of nursing and midwifery staff in post increased by 0.3% to 59,372.4 WTE compared to March 2015.
- There were 2,207.3 WTE vacant nursing and midwifery posts. This represents a vacancy rate of 3.6%, a slight increase from 3.3% at March 2015.
- The use of bank nursing and midwifery staff stabilised in the last year, increasing by 0.7% from 4,256 WTE in March 2015 to 4,287 WTE in March 2016. The use of agency nursing and midwifery staff increased substantially for the third consecutive year, providing cover equivalent to 276.7 WTE in 2015/16 compared to 191 WTE in 2014/15. This represents an increase of 44.9% with costs rising at a similar rate from £16m to just under £23.5m. This is a large increase in agency use but, when viewed in the context of the total nursing and midwifery workforce (WTE of staff in post, agency and bank), the proportion is small (0.4%).

Background

NHSScotland workforce information is sourced from each NHS Board's human resources and payroll systems. These are dynamic, operational systems and data can change over time. The Information Services Division works with NHS Boards to improve data quality and previously published information may change from one publication to the next to reflect these improvements. The figures in this report are shown as headcount, the actual number of staff employed as well as Whole Time Equivalents (WTE) which adjusts headcount staff figures to take account of part-time staff.

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Further Information

Further information can be found in the [NHSScotland Workforce Information quarterly report](#). [Workbooks containing the data](#) from this publication are available to download. The Information Services Division publishes a wide range of workforce statistics. [You can find out more by visiting our workforce homepage](#).

NHS Performs

A selection of information from this publication is included in [NHS Performs](#). NHS Performs is a website that brings together a range of information on how hospitals and NHS Boards within NHSScotland are performing.

ISD and 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. [Further information about our statistics](#).