

# NHSScotland Workforce Information

## Staff in post and vacancies

Quarter ending 30 September 2016

Publication Date – 6 December 2016



### About this release

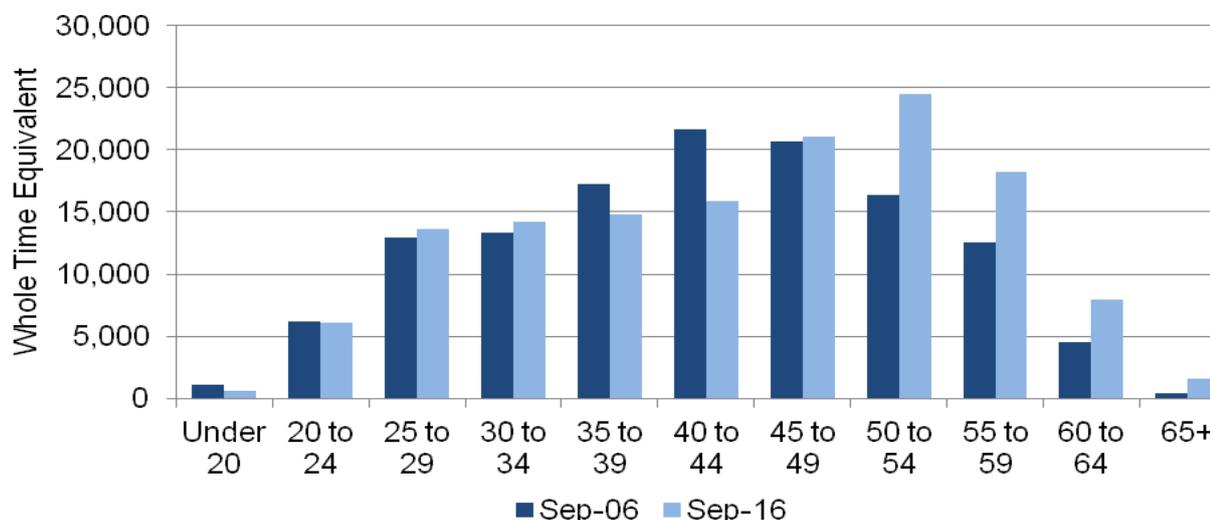
This release from the Information Services Division (ISD) provides a quarterly update on the number of staff employed by NHSScotland and vacancy information for nursing and midwifery, allied health professions and consultants. Figures are presented as headcount (actual numbers of staff) and whole time equivalent (WTE) which adjusts the figures to take account of part-time working.

### Main Points

As at 30 September 2016:

- The number of staff employed by NHSScotland continues to grow. The headcount of 161,806 staff represents a rise of 0.6% over the last year. Adjusting for part time working, the WTE has risen by 0.7% to 138,651.2. Over the last 10 years the WTE has risen by 9.1%.
- The median age of the national workforce has increased from 43 to 46 over the last 10 years. The number of staff aged 50 and over has increased from 26.7% to 37.7%.

### Age Profile of NHSScotland Workforce (WTE)



- There were 5,174.5 WTE medical and dental consultants in post, an increase of 2.9% (147.8 WTE) since September 2015 and a reported 42.8% (1,549.9 WTE) since September 2006. Over the last 10 years the greatest percentage increases were reported in emergency medicine (185.7%) and paediatric specialties (83.3%), while medical specialties account for the greatest increase in number (445.3 WTE).
- Nursing and midwifery accounted for 42.7% of the national workforce. The number of staff in post was 59,161.0 WTE, representing an increase of 0.4% from 30 September 2015. Over the last 10 years, the WTE has increased by 4.2%.
- Current vacancy numbers and rates for consultants (386.9 WTE / 7.0%) and nursing and midwifery (2,634.5 WTE / 4.3%) represent increases in vacant posts since 30 September 2015. The number of nursing and midwifery posts vacant for 3 months or more has increased by 64.8% (323.8 WTE) since 30 September 2015.

## Background

The NHSScotland 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. Information on staff directly employed is sourced from each NHS Board's human resources and payroll systems. These are dynamic, operational systems and data can change over time. ISD works with NHS Boards to improve data quality and previously published information may change from one publication to the next to reflect these improvements.

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## Further Information

Further information can be found in the [NHSScotland Workforce Information - Quarterly update of Staff in Post and Vacancies at 30 September 2016](#) report. [Workbooks containing the data](#) from this publication are available to download. The next release of the publication is scheduled for 7 March 2017.

## 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.

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