NHSScotland Workforce Information
Quarter ending 30 June 2017
Publication Date – 5 September 2017

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 as at 30 June 2017. When describing the size of a particular staff group figures are presented either as headcount (actual numbers of staff) or whole time equivalent (WTE) which adjusts for part-time working.

Main Points
As at 30 June 2017:

- The 162,192 staff employed by NHSScotland represents an increase of 0.5% over the last year. Adjusting for part time working, the WTE has risen by 0.6% to 138,931.4. The WTE has risen by 5.7% since June 2012, representing 5 years of consecutive growth. However, the annual growth rates in each of these years were 1.5%, 1.9%, 1.1%, 0.5% and 0.6% showing that growth has slowed in recent years.

![NHSScotland Total Workforce Trend graph](image)

Notes:
1. Workforce data was published annually until September 2010 and then quarterly from March 2011 onwards.
2. The y-axis range has been adjusted in order to display the trend in more detail.

- There were 5,139.5 WTE medical and dental consultants in post, representing an increase of 16.3% (721.1 WTE) over the last five years. While the number of consultants working in NHSScotland continues to increase, the annual rate of growth has decreased from 2.7% at 30 June 2016 to 1.2% at 30 June 2017.
8.5% (476.4 WTE) of consultant posts were vacant. This compares to 7.5% at 30 June 2016. Of these vacancies, 228.9 WTE were vacant for more than six months, an increase of 40.2 WTE over the past year.

There were 59,377.9 WTE nursing and midwifery staff in post, representing an increase of 0.3% in the last year (189.2 WTE). The WTE has risen by 5.7% (3,194.3 WTE) since 2012, representing 5 years of consecutive growth. However, the annual rate of growth has slowed down in the last 2 years.

5.2% (3,231.6 WTE) of nursing and midwifery posts were vacant. This compares to 4.2% at 30 June 2016. Of these vacancies, 952.8 WTE were vacant for 3 months or more, an increase of 354.1 WTE over the past year.

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.

A consultation has been launched regarding the publication of NHSScotland workforce data. The workforce team wishes to modernise the presentation, improve the usability and enhance the accessibility of NHSScotland workforce statistics in order to meet the evolving needs of stakeholders and the public. ISD is inviting interested parties to air their views on the proposed changes. A dashboard visualising medical and dental data has been created as a proof of concept for the consultation and is available on the ISD Workforce website.

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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 June 2017 report. Workbooks containing the data from this publication are available to download. The next release of the publication is scheduled for 5 December 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.

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.