



Health & Social Care
Information Centre

NHS Workforce Statistics,

December 2015, Provisional Statistics

Published 30 March 2016



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This product may be of interest to employers, stakeholders, policy officials, commissioners and members of the public. Interests will range from comparisons of the NHS workforce at local, regional and national levels to managing recruitment, staffing and training and prioritising commissioning.

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December 2015

Note: These figures are the first monthly NHS workforce statistics to reflect the changes and developments following our recent consultation. For more information please refer to the Introduction and the table in Annex 1. There are also more details available here: <http://www.hscic.gov.uk/workforce>

Major changes as a result of the consultation include:

- The focussing of this publication on staff in NHS Trusts and CCGs in England
- The quarterly publication of staff in NHS Support Organisations and Central Bodies in England
- The counting of staff in Social Enterprises and Community Interest Companies to the HSCIC's publication covering healthcare staff in the independent healthcare sector
- The removal of records that are not receiving earnings for activity, for example a woman who has a contract but who is on maternity leave during the period covered by these statistics
- The removal of some non service contracts, for example Widow or Non-Executive Director
- The reclassification of some staff to different staff groups

Summary

Provisional monthly figures for headcount and full time equivalent (FTE) NHS Hospital and Community Health Service (HCHS) staff groups working in NHS Trusts and CCGs in England are published today by the Health and Social Care Information Centre (HSCIC).

The data, which is published every month, covers the period from 30 September 2009 to 31 December 2015.

In December 2015:

- The headcount was 1,156,662 in December 2015. This is 4,010 (0.3%) less than the previous month (1,160,672) and 21,241 (1.9%) more than in December 2014 (1,135,421).
- The full time equivalent total was 1,019,677 in December 2015. This is 3,453 (0.3%) less than the previous month (1,023,129) and 20,597 (2.1%) more than in December 2014 (999,079).

The full set of data tables can be accessed at:

<http://www.hscic.gov.uk/pubs/provisionalmonthlyhchsworkforce>

Staff earnings and sickness absence reports can be accessed at:

<http://www.hscic.gov.uk/pubs/sickabsratenov15>

<http://www.hscic.gov.uk/pubs/staffearndec15prov>

Also available this month:

Annual NHS workforce publications (September 2015 data)

Healthcare Workforce Statistics, September 2015, Experimental;

<http://www.hscic.gov.uk/pubs/healthworkstatsep15>

General and Personal Medical Services, England 2005-2015, as at 30 September;

<http://www.hscic.gov.uk/pubs/genpermssep15>

NHS Workforce Statistics, September 2015 (HCHS detailed breakdowns of staff);

<http://www.hscic.gov.uk/pubs/hchsworksep15>

Recent responses to requests for additional Analysis

Every month the HSCIC produces a range of additional work for customers that may be of interest to other users of NHS workforce statistics. This work is available on the following webpage: <http://www.hscic.gov.uk/suppinfofiles>

Within this page the recent NHS workforce related items include (hover over titles for web links):

- [Qualified Nursing, Midwifery & Health Visiting staff in England by Area of Work and nationality grouping \(2009 - 2015\)](#)
- [All staff by staff group in England and by Health Education England region as at 30 September 2015](#)
- [Staff in Acute Trusts in England by ESR Staff Group as at 30 November 2015](#)
- [Qualified nursing staff by area of work and nationality, as at 30 September 2015, headcount and full time equivalent](#)
- [HCHS Doctors \(excluding locums\) by Nationality, Grade and Specialty, as at 30 September 2015, Headcount and Full Time Equivalent](#)
- [Turnover of staff in Mental Health Trusts, October 2014-15](#)
- [All Staff and Admin & Clerical staff in England with a stated ethnic minority by AfC band as at 30 September 2015](#)

- Qualified nursing, midwifery & health visiting staff in England by area of work and pay band (Oct 2009 - Oct 2015)

Extra Information

If you are interested in statistics that are not contained within our publications or wish to discuss any related matter please contact Bernard Horan with your requests, comments and suggestions via:

Email: enquiries@hscic.gov.uk

Telephone: 0300 303 5678

Post: HSCIC, 1 Trevelyan Square, Boar Lane, Leeds, LS1 6AE.

Revisions and Issues

As expected with provisional statistics, some figures may be revised from month to month as issues are uncovered and resolved. Historical revisions and issues are highlighted in previous editions of this publication, available here:

<http://www.hscic.gov.uk/pubs/provisionalmonthlyhchsworkforce>

We will continue to review these statistics and take on board feedback from users.

All monthly workforce publications will include NHS Trust and CCG staff in England on ESR (and the 2 non-ESR NHS Foundation Trusts for Staff in Post figures).

The HSCIC welcomes feedback from users of the data on their opinions on this matter clearly stating 'NHS Workforce' as the subject heading, via the contact details in the 'Extra Information' section above.

Introduction

Please note, this is the first month that presents the new style of the healthcare workforce following the results of recent NHS workforce consultation carried out by the HSCIC.

These changes have been made public and will show a significant impact on the figures from this point forward in comparison to previously published data.

The results of the consultation can be found here

<http://www.hscic.gov.uk/hchs>

The impacts of the changes are highlighted in the table in Annex 1 and also here:

<http://www.hscic.gov.uk/workforce>

These changes mean we need to reconfigure all of the previous months, this is a lengthy process and for this particular publication we have only been able to provide the new data for

September 2009, 2010, 2011, 2012, 2013, 2014 and 2015 along with December 2014 and October, November and December 2015.

We will be recalculating all of the remaining previous months over the next few months and making these available as soon as possible. In the meantime if you require a particular month that has not yet been published please get in touch (contact details are in the section below).

The data within this report relates to monthly HCHS workforce statistics for staff in NHS Trust and CCGs in England on ESR (and the 2 non-ESR NHS Foundation Trusts for Staff in Post figures). ESR is a payroll and human resources system which, since April 2008, contains staff records for all NHS employed staff in England.

The following NHS staff groups are not included on the ESR system

- GPs, GP Practice staff and other Primary Care providers e.g. Dentists
- 2 Foundation Trusts (Moorfields Eye Hospital NHS Foundation Trust and Chesterfield Royal Hospital NHS Foundation Trust)
- Those staff groups affected by Transforming Community Services (TCS) where the service is now provided by a non NHS organisation

The changing nature of organisations that provide NHS services as part of Transforming Community Services (TCS) may impact on the overall totals as a greater number of third party providers external to the NHS are excluded from the figures.

The statistics presented in this Bulletin relate to monthly HCHS workforce data during the period of September 2009 to December 2015 (inclusive). It is not possible to produce compatible figures before this time period.

This data is published on a monthly basis and every 3 months, a supplemental publication of detailed statistics providing further granularity across staff groups and work areas is included. This more detailed data is also available on request in those months it is not placed on the website. It includes specific topic areas or service priority areas to investigate the data and associated data quality issues at a detailed level e.g. staff groups by grade. We invite comments and suggestions for special topics of interest from users of workforce information to the contact details [above](#)

Data Quality

Accuracy:

A provisional status is applied as the data is flowing from an operational system which may change slightly over time due to its live status and potential additional updates. Current analyses have shown that data for the same time frame, extracted 6 months later has a difference at a National level of less than 0.1%.

As expected with provisional statistics, some figures may be revised from month to month as issues are uncovered and resolved.

No refreshes of the provisional data will take place either as part of the regular publication process, or where minor enhancements to the methodology have an insignificant impact on

the figures at a national level, however the provisional stamp allows for this to occur if it is determined that a refresh of data is required subsequent to initial release. Where a refresh of data occurs, it will be clearly documented in the publications.

The HSCIC seeks to minimise inaccuracies and the effect of missing and invalid data but responsibility for data accuracy lies with the organisations providing the data. Methods are continually being updated to improve data quality.

The changing nature of organisations that provide NHS services as part of Transforming Community Services (TCS) may impact on the overall totals as a greater number of third party providers of NHS services are excluded from the figures. A programme of work is currently being undertaken to understand the associated issues and to work to resolve the implications for future publications.

A monthly data extract from ESR is put through a number of validation processes. Specific issues are highlighted and reports sent to each organisation informing them of their levels of data quality and any issues they can then act on. This has been well received by the NHS and has meant that more Trusts are willing to update data to save validation work in future. We want this to become the norm within NHS organisations and ensure greater emphasis is placed on improving data validation at source. See the methodology section below for further detail.

Figures are an accurate summary of the data supplied and validated as described above. However, given the size of the NHS workforce, its constantly changing composition, and the nature and timing of local data entry and checking processes, there will always remain some uncertainty in the true position of the NHS workforce.

The two Foundation Trusts not on ESR will have their data collected quarterly and added into the publication throughout the year. Their data will not be adjusted prior to being added into the publication as it has already been through an existing validation process.

Relevance:

Relevance of NHS workforce information is maintained by reference to working groups who oversee both data and reporting standards. Major changes to either are subject to approval by an NHS-wide Standardisation Committee for Care Information (SCCI).

Significant changes to workforce publication (e.g. frequency or methodology) are subject to consultation, in line with recommendations of the Code of Practice for Official Statistics.

Comparability and Coherence:

This is the latest publication of a new monthly series of HCHS workforce statistics using data from the ESR. As such, these figures are presented as a provisional series and are not directly comparable with previous NHS workforce figures. The HSCIC welcomes feedback on the methodology, plus the content and accuracy of tables within this publication.

A provisional status is applied as the data is flowing from an operational system. No refreshes of the provisional data will take place as part of the regular publication process, however the provisional stamp allows for this to occur if it is determined that a refresh of data is required subsequent to initial release. Where a refresh of data occurs, it will be clearly documented in the publications.

The data for the end of September published as provisional data in December will also be republished in March as part of an annual consolidated census position capturing information from those organisations not using ESR, including the Primary Care workforce.

Timeliness and punctuality:

The ESR data will be published within 3 months of the data time stamp.

Data will typically be published on the 21st of each month, unless that falls on a Friday, Saturday, Sunday or Monday in which case it will be the first Tuesday thereafter, (or first Wednesday thereafter if a Bank Holiday Monday is involved) to allow for 24 hour pre-release access.

Accessibility:

The monthly publication consists of high-level HCHS NHS Trust and CCG staff in England. HCHS Workforce statistics at a National, HEE and organisational level for HCHS Staff by major staff groups. Tables of headcount, and FTE are available. Further detailed analyses may be available on request, subject to resource limits and compliance with disclosure control requirements.

Performance cost and respondent burden:

The statistics use administrative data from ESR for all but two trusts, creating no burden on most trusts. The two non ESR trusts provide standard extracts from their own staff record systems.

Confidentiality, Transparency and Security:

The standard HSCIC data security and confidentiality policies have been applied in the production of these statistics.

General issues to consider:

2 non-ESR Trusts

There are 2 Foundation Trusts not on ESR. (Moorfields Eye Hospital NHS Foundation Trust and Chesterfield Royal Hospital NHS Foundation Trust) Their data will be collected on a quarterly basis and be added into the monthly publication. Their data is not suitable for the creation of turnover statistics.

Transforming Community Services (TCS)

The changing nature of organisations that provide NHS services as part of Transforming Community Services (TCS) may impact on the overall totals as a greater number of third party providers of NHS services are excluded from the figures.

Staff who work at different locations

Some staff are on one Trust's payroll but work within a different Trust. This should be reflected in the ESR system and is used for publishing purposes to show where the staff actually works. If Trusts do not record this then the staff will be reflected as working at the employing organisation rather than the workplace organisation.

Definitions of Headcount and FTE

This section states the definitions used within this monthly publication.

The methodology for the monthly publication will count a doctor who works across 2 hospitals, 0.2 of their time at Trust A and 0.8 of their time at Trust B, as shown in the table below:

	Headcount	FTE	
Trust A	1	0.2	
Trust B	1	0.8	1
Regional	1	1	2

- Headcount refers to the total number of staff in either part time or full time employment within an organisation and/or area of work. Subtotals such as HEE totals or areas of work totals are unlikely to add up to match the national figures because at a national level figures would only include a count of each individual once. However it is possible for that individual to be working in two part time roles in more than one HEE and/or area of work. In these cases they would appear once in each HEE and/or area of work.
- FTE is the full time equivalent and is based on the proportion of time staff work in a role. FTE does not, therefore, measure the total hours in which work is carried out. For example a doctor may be expected to work 48 hours in a week and this would be a FTE of 1. A nurse is usually expected to work 37.5 hours each week, this is also 1 FTE. In both cases they may work longer and some staff may do overtime. That is not captured in the data used in this publication. Our earnings statistics show pay for additional work.

Methodology

There are a number of steps taken with the data to add value, improve data quality and assist classification to staff groups prior to publication.

1. Only staff with a contracted full time equivalent (FTE) greater than zero are extracted from ESR.
2. The data is divided into a separate Non Medical dataset and a Medical and Dental dataset. Using the set of known medical Payscales as the initial determining field.
3. Successive tests using corroborative fields within the data to confirm or reclassify records between the medical and non medical sets.
4. Fields within the data are used to determine the grade of the medical staff.
5. Occupation codes are used to classify non medical staff into staff groups and these are checked to ensure that the grades of staff are appropriate to their role. Where it is not, a new staff group is assigned based on other information within the person's record. Where that is not possible the person is classed as having an unknown staff group.

6. Each job of each person is allocated to the organisation where they work. This can be different to the trust who holds their record.
7. The data is matched against earnings data and where a person is not earning or their record shows they are not a recent starter in their job, the record is not included in statistics that show staff providing services.
8. The data is split into classifications based on the organisation they work in. This classification determines whether a job is shown as working at an NHS Trust or CCG, at an NHS Support Organisations or Central Body, or is an independent healthcare provider that is using ESR. This classification determines which publication a record is included in.

Tables containing the data are presented separately in Excel format on our website:

<http://www.hscic.gov.uk/pubs/provisionalmonthlyhchsworkforce>

The tables contain data for the following:

- National and HEE regional level table of headcount and FTE by major staff groups – as a rolling monthly time series
- Time series of workforce numbers (FTE) by organisation – CSV files
- Time series of workforce numbers (headcount and FTE) by organisation, including: Medical grades by organisation and Staff groups by area and level by organisation
- Time series of staff groups (FTE) by level and area
- Doctors by grade and specialty (FTE).

Annex 1

The table below shows the differences between the old and new methodology (based on September 2015).

Comparison of NHS Hospital and Community Health Services staff for September 2015 as previously published in December 2015, versus new methodology published in March 2016

England	Overall comparison of September 2015 data previously published vs new method				Changes							full time equivalent
	Sep 15 NHS workforce as previously defined, as published in December 15	Sep 15 new methodology NHS Trust & CCG, as published in March 16	Difference	Transferred to Independent sector	Not receiving pay for activity	Transferred to NHS Support Organisations & Central Bodies	Non Service contract	Transferred to GP workforce	Total deductions	Not previously counted	Net effect of these changes	
Total	1,083,535	1,014,218	-69,317	-17,854	-25,095	-26,798	-212	-189	-70,149	835	-69,315	
All HCHS doctors	107,614	104,498	-3,117	-177	-2,903	-157	-36	-188	-3,462	536	-2,926	
Consultants (including Directors of public health)	43,714	42,903	-811	-69	-628	-80	-12	-1	-790	43	-747	
Doctors in training	53,540	51,308	-2,232	-48	-2,090	-62	-22	-178	-2,400	219	-2,181	
Hospital practitioners & clinical assistants	265	489	224	-6	-11	-1	-1	-9	-28	246	218	
Other medical and dental staff	10,095	9,798	-297	-54	-174	-15	0	-1	-244	27	-217	
Qualified nursing, midwifery & health visiting staff	317,023	302,408	-14,614	-6,063	-8,484	-1,168	-4	-	-15,718	5	-15,713	
Total Qualified scientific, therapeutic & technical staff	137,563	127,921	-9,642	-2,739	-4,495	-727	-2	-	-7,963	-	-7,963	
Qualified ambulance staff	18,141	17,880	-261	-19	-242	-	-	-	-261	-	-261	
Support to clinical staff	316,249	299,439	-16,810	-6,228	-5,805	-2,231	-70	-	-14,334	51	-14,283	
NHS infrastructure support	186,945	158,101	-28,843	-2,527	-3,028	-22,514	-100	-	-28,168	27	-28,141	
Central functions	97,348	78,309	-19,039	-1,451	-1,763	-15,225	-8	-	-18,448	3	-18,445	
Hotel, property & estates	53,473	50,244	-3,229	-586	-695	-1,884	-	-	-3,165	-	-3,165	
Managers & Senior managers	36,124	29,549	-6,575	-490	-570	-5,404	-91	-1	-6,556	24	-6,532	
Unknown classification	..	3,970	3,970	-101	-140	-1	-1	0	-243	216	-26	

Source: Health and Social Care Information Centre, NHS Hospital & Community Health Service (HCHS) workforce statistics.

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- denotes zero

.. denotes not applicable

Notes:

Following a public consultation in 2015, categorisation of Trusts and staff groups has changed therefore hindering comparability with previous publications. More details regarding these changes can be found in the outcomes of the consultation document available at the link below.

In addition to the changes mentioned in the table, there are additional changes to numbers of staff in each group due to reclassification between groups. Full details of these can be found in the consultation response.

<http://www.hscic.gov.uk/hchs>

Full time equivalent figures have been rounded to the nearest whole number.

Data Quality

The Health and Social Care Information Centre seeks to minimise inaccuracies and the effect of missing and invalid data but responsibility for data accuracy lies with the organisations providing the data. Methods are continually being updated to improve data quality. Where changes impact on figures already published, this is assessed but unless it is significant at national level figures are not changed.

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