

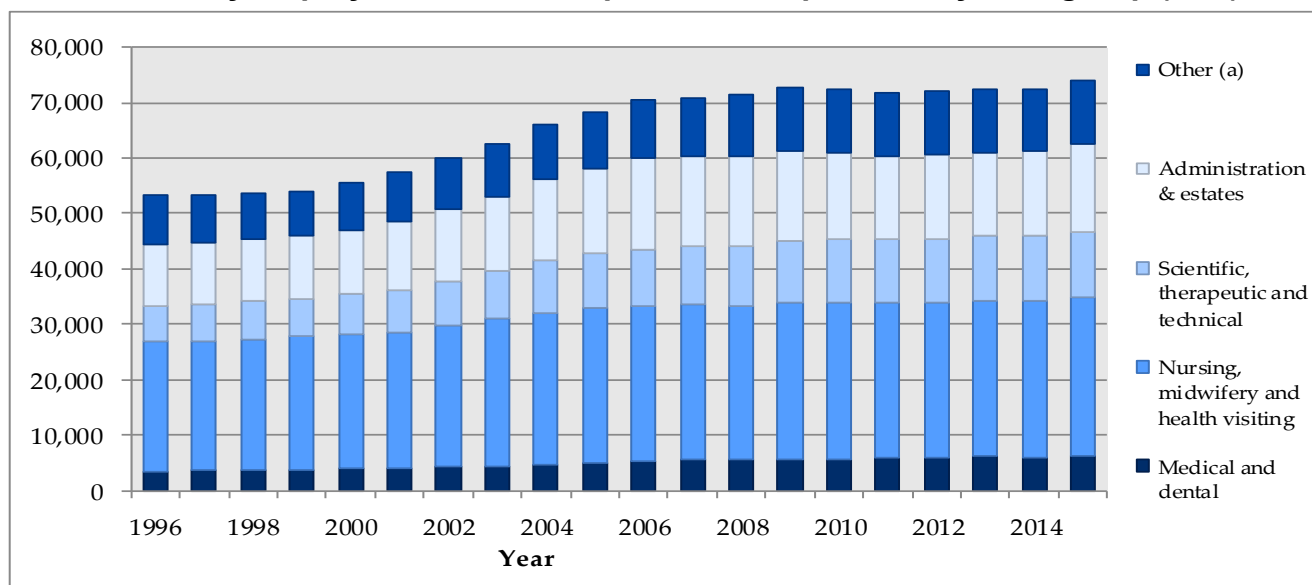
Staff directly employed by the NHS, 30 September 2015

This annual release presents summary information on staff directly employed by the NHS in Wales as at 30 September 2015. The data exclude General Medical and Dental Practitioners as they are independent NHS contractors. More detailed data, including staff numbers for individual NHS organisations, is available on StatsWales, or on request.

Between 2014 and 2015 (in terms of full-time equivalent numbers):

- The total number of directly employed NHS staff increased by 1,494 (2.1 per cent) to 73,958.
- Medical & dental staff increased by 109 (1.8 per cent) to 6,120.
- Hospital medical and dental consultants increased by 33 (1.4 per cent) to 2,303.
- Nursing, midwifery and health visiting staff increased by 383 (1.4 per cent) to 28,684.
- Scientific, therapeutic & technical staff increased by 301 (2.6 per cent) to 11,971.
- Administration & estates staff increased by 552 (3.6 per cent) to 15,724. Of these staff, managers decreased by 77 (3.9 per cent) to 1,898.
- Other staff (including healthcare assistants, support staff and ambulance staff) increased by 150 (1.3 per cent) to 11,459.

Chart 1: Directly employed NHS staff in post at 30 September by staff group (FTE)



(a) Includes health care assistants, ambulance staff and other support staff.

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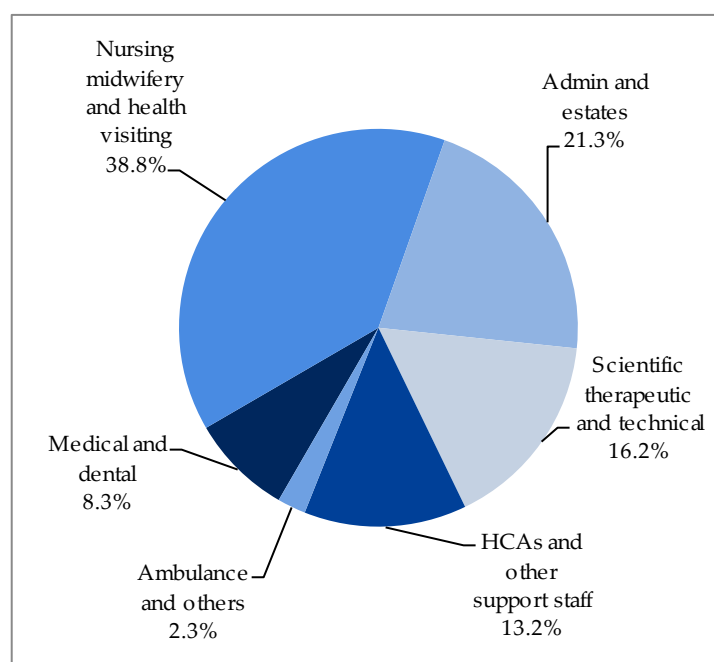
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Chart 2: Directly employed NHS staff in post at 30 September 2015



- At 30 September 2015 the full-time equivalent of all staff directly employed by the NHS in Wales was 73,958.
- The nursing, midwifery and health visiting group is the largest staff group, accounting for 38.8 per cent of all staff.
- The next largest group is administration & estates (21.3 per cent) followed by scientific, therapeutic & technical (16.2 per cent) and health care assistants (HCAs) with other support staff (13.2 per cent).
- Medical and dental staff account for 8.3 per cent of the total.

Table 1: Directly employed NHS staff at 30 September, by staff group

Staff group	Year					Full-time equivalent
	2011	2012	2013	2014	2015	% change from 2014
Medical and dental	5,844	5,909	6,073	6,011	6,120	1.8
Nursing, midwifery and health visiting	27,980	28,068	28,254	28,300	28,684	1.4
Administration and estates	15,192	15,039	15,120	15,172	15,724	3.6
<i>Of which: managers</i>	2,089	2,035	1,985	1,976	1,898	-3.9
Scientific, therapeutic and technical	11,472	11,549	11,616	11,671	11,971	2.6
HcAs and other support staff (a)	9,718	9,793	9,699	9,650	9,753	1.1
Ambulance	1,457	1,511	1,499	1,544	1,598	3.5
Other (b)	173	133	131	115	108	-5.8
All staff	71,836	72,002	72,393	72,464	73,958	2.1

(a) HCA - Health care assistant.

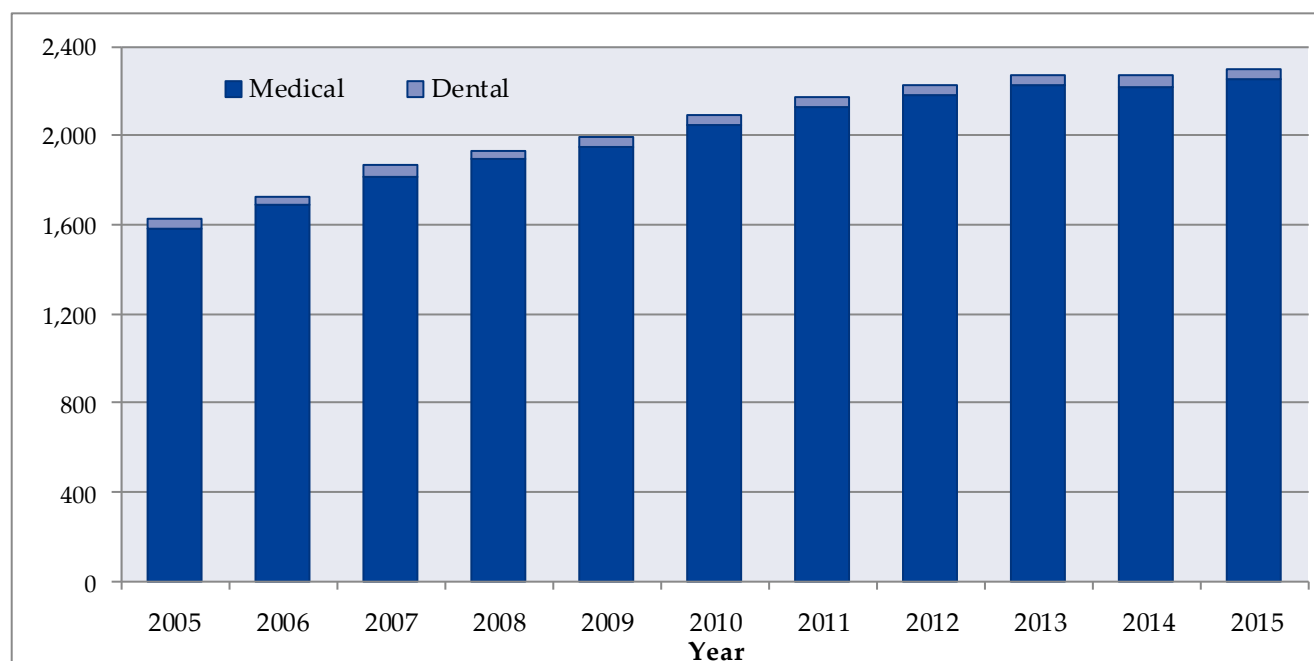
(b) Staff on general payments and other non-medical.

- All major staff groups experienced an increase in staff between 2014 and 2015. Administration and estates staff showed a marked increase between 2014 and 2015, rising by 3.6 per cent. Contrastingly managers within this group decreased by 3.9 per cent. Ambulance staff also displayed a marked increase of 3.5 per cent.
- There have been increases since 2011 in a number of staff groups, ranging from 9.7 per cent for the ambulance staff group to 0.4 per cent for health care assistants and other support staff.
- There has been a decrease since 2011 in the number of managers in the administration and estates staff group (-9.1 per cent).

In the following tables by staff group, some percentages are based on small numbers and should be used with caution.

Medical and Dental staff

Chart 3: Hospital consultants at 30 September (FTE)



- Between 2005 and 2015 the full-time equivalent number of hospital consultants increased by 676 (41.5 per cent) to 2,303.
- Medical consultants increased by 671 to 2,255 and dental consultants by 5 to 48 over this period.

Table 2: Hospital medical and dental staff at 30 September, by grade

Grade	Year					Full-time equivalent	
	2011	2012	2013	2014	2015	% change from 2014	
Consultant	2,172	2,225	2,275	2,270	2,303	1.4	
Specialty doctor	369	418	449	485	501	3.3	
Staff grade	10	7	7	6	4	*	
Associate specialist	356	346	325	296	275	-7.3	
Specialist registrar	1,854	1,814	1,876	1,820	1,984	9.0	
Senior house officer	156	170	190	182	152	-16.7	
Foundation house officer 2	334	329	328	377	345	-8.7	
Foundation house officer 1	333	338	377	339	336	-1.0	
House officer	5	1	4	2	0	*	
Other (a)	62	59	50	42	32	*	
All hospital medical and dental staff	5,651	5,705	5,881	5,819	5,930	1.9	

* Percent change has been suppressed for small numbers.

(a) Includes clinical assistant and other medical and dental grades.

- The number of hospital medical and dental staff has increased by 4.9 per cent since 2011, to reach 5,930 in 2015. The number of consultants increased by 6.0 per cent during this period.

Table 3: Community / public health medical and dental staff at 30 September

	<i>Full-time equivalent</i>					
	Year					% change from 2014
	2011	2012	2013	2014	2015	
Community / public health medical staff	84	88	79	76	72	-5.9
Community / public health dental staff	109	115	114	117	119	1.9
Community / public health medical and dental staff	193	203	192	193	191	-1.2

- The total number of community and public health medical and dental staff has remained at a broadly similar level since 2011.
- Over this period there has been an increase in dental staff while the number of medical staff has fallen following a slight increase in 2012.

Nursing, Midwifery and Health Visiting Staff

Table 4: Nursing, midwifery and health visiting staff at 30 September, by grade

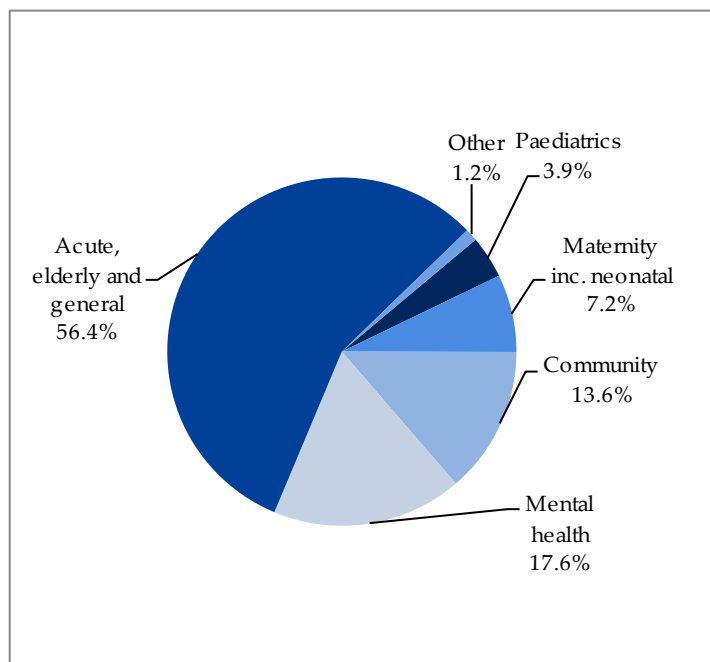
Grade	<i>Full-time equivalent</i>					
	Year					% change from 2014
	2011	2012	2013	2014	2015	
Qualified staff	21,748	21,823	22,005	22,053	22,192	0.6
Nurse manager	554	534	544	544	572	5.1
Nurse consultant	30	31	30	27	20	*
Children's Nurse	260	237	210	207	199	-3.8
Registered midwife	1,162	1,221	1,245	1,316	1,319	0.2
Health visitor	739	775	858	858	896	4.4
District nurse / CPN / CLDN - 1st level (a)	801	767	693	613	520	-15.2
District nurse / CPN / CLDN - 2nd level (a)	4	8	1	1	2	*
Qualified school nurse	51	52	53	71	70	-1.1
Other 1st level nurses	17,956	17,994	18,172	18,256	18,464	1.1
Other 2nd level nurses	118	107	77	55	42	-23.6
Modern matron	12	30	38	40	43	6.2
Post-registration learners	63	68	82	66	46	-30.7
Unqualified staff	6,231	6,245	6,250	6,247	6,492	3.9
Nursing assistant practitioner	7	14	20	23	29	*
Nursery nurse	259	242	240	236	236	-0.3
Nursing assistants / auxiliaries	5,951	5,987	5,974	5,983	6,218	3.9
Pre-registration learners	15	3	15	5	9	*
All nursing, midwifery and health visiting staff	27,980	28,068	28,254	28,300	28,684	1.4

* Percent change has been suppressed for small numbers.

(a) CPN - Community Psychiatric Nurse, CLDN - Community Learning Disability Nurse.

- The number of nursing, midwifery and health visiting staff has shown an increase of 2.5 per cent since 2011.
- Qualified staff showed an increase of 444 (2.0 per cent) and unqualified staff displayed an increase of 260 (4.2 per cent) since 2011.

Chart 4: Nursing, midwifery & health visiting staff by area of work, 30 September 2015



- At 30 September 2015 over half (56.4 per cent) of nursing staff worked in the acute, elderly and general sector.
- A further 17.6 per cent worked in the mental health sector and 13.6 per cent in community services.

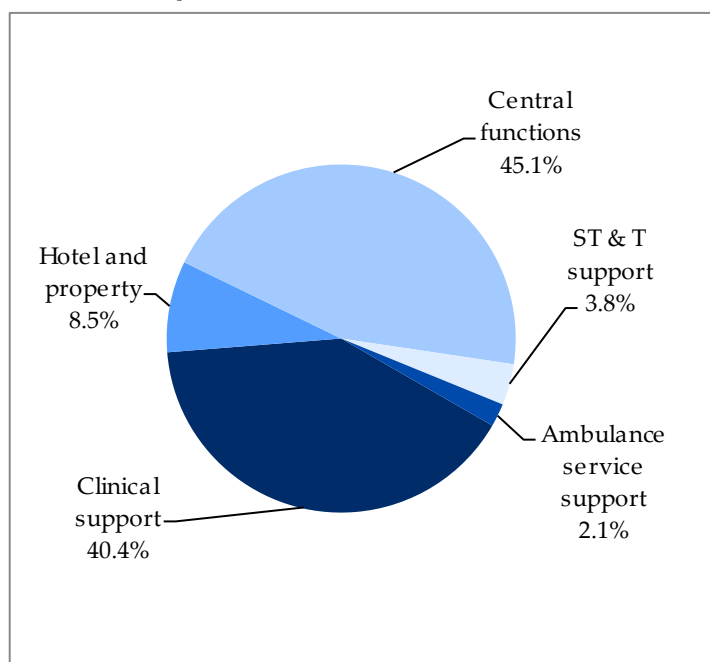
Administration and Estates Staff

Table 5: Administration & estates staff at 30 September, by grade

Grade	Year					<i>Full-time equivalent</i>
	2011	2012	2013	2014	2015	% change from 2014
Senior managers	632	601	600	568	559	-1.6
Managers	1,457	1,434	1,384	1,407	1,339	-4.8
Clerical and administration	12,072	12,024	12,176	12,249	12,867	5.0
Maintenance & works	1,032	980	959	948	959	1.1
All administration and estates staff	15,192	15,039	15,120	15,172	15,724	3.6

- The number of administration and estates staff increased by 3.5 per cent between 2011 and 2015, with a marked fall of 11.5, 8.1 and 7.1 per cent in the number of senior managers, managers and maintenance and works staff respectively over this period. Clerical and administration staff, which makes up the majority of the administration and estates staff, displayed an increase of 6.6 per cent over this period.
- Overall the number of administrative and estates staff increased by 3.6 per cent between 2014 and 2015, with an increase in the clerical and administrative staff (5.0 per cent) and a slight increase in the maintenance and works staff (1.1 per cent). Both senior managers (-1.6 per cent) and managers (-4.8 per cent) decreased over this period.

Chart 5: Administration and estates staff by area of work, 30 September 2015



- At 30 September 2015 nearly half (45.1 per cent) of administrative and estates staff worked in central functions.
- A further 40.4 per cent worked in clinical support and 8.5 per cent in hotel and property services.
- The remaining 6.0 per cent worked in the ambulance service or scientific, therapeutic and technical support.

Ambulance staff

Table 6: Ambulance staff at 30 September, by grade

Grade	Year					<i>Full-time equivalent</i>	
	2011	2012	2013	2014	2015	% change from 2014	
Manager	66	74	73	75	67	-10.7	
Ambulance Personnel (a)	20	124	120	152	170	11.8	
Emergency Care Practitioner	16	26	29	31	37	19.7	
Ambulance Paramedic	883	905	893	904	912	0.9	
Ambulance Technician	473	381	386	384	413	7.7	
All ambulance staff	1,457	1,511	1,499	1,544	1,598	3.5	

(a) From 2012, includes some staff formerly classified as Ambulance Technician

- The number of ambulance staff increased by 141 (9.7 per cent) between 2011 and 2015 to reach 1,598 in 2015.
- At 30 September 2015, 57.1 per cent of ambulance staff were paramedics.

Health Care Assistants and Support Staff

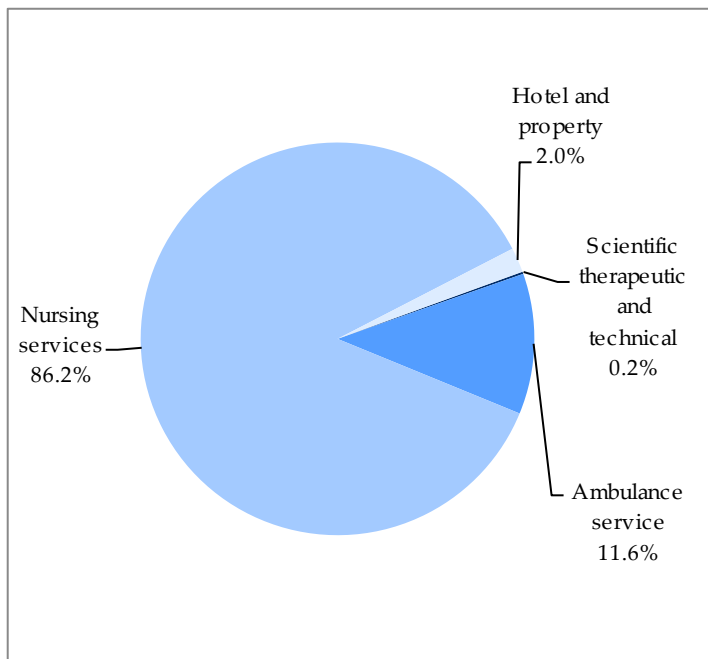
Table 7: Health care assistants and support staff at 30 September

	<i>Full-time equivalent</i>					% change from 2014
	Year				2015	
	2011	2012	2013	2014		
Health care assistants	3,484	3,546	3,540	3,562	3,742	5.0
Support workers (a)	6,234	6,248	6,159	6,088	6,011	-1.3
Health care assistants and support staff	9,718	9,793	9,699	9,650	9,753	1.1

(a) Support workers do not have formal NVQ (National Vocational Qualification) or health care assistant training.

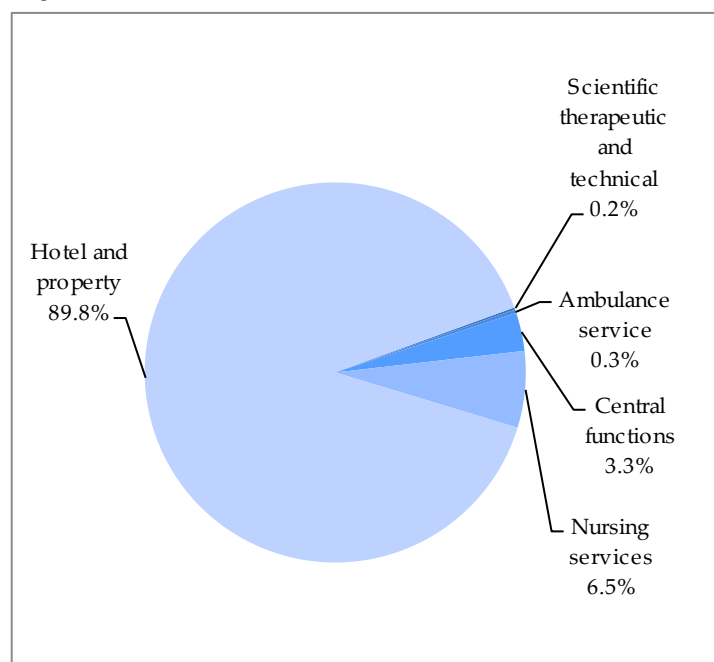
- The total number of health care assistants and support staff increased by 34 between 2011 and 2015 (0.4 per cent) to reach 9,753 in 2015.
- Of these staff, the number of health care assistants increased by 257 (7.4 per cent) between 2011 and 2015, while the number of support workers decreased by 223 (3.6 per cent) over the same period.

Chart 6: Health care assistants by area of work, 30 September 2015



- At 30 September 2015 over four fifths (86.2 per cent) of health care assistants worked in nursing services.
- A further 11.6 per cent worked in the ambulance service.

Chart 7: Support staff by area of work, 30 September 2015



- At 30 September 2015, 89.8 per cent of support staff worked in hotel and property services.
- A further 6.5 per cent worked in nursing services, 3.3 per cent worked in central functions and 0.3 per cent worked in the ambulance service.

Scientific, therapeutic and technical staff

Table 8: Scientific, therapeutic and technical staff at 30 September, by area of work

Area of work	Year					<i>Full-time equivalent</i>
	2011	2012	2013	2014 (b)	2015	% change from 2014
Qualified allied health professionals	4,543	4,509	4,545	4,627	4,759	2.9
Qualified healthcare scientists	2,131	2,118	2,136	1,867	1,866	0.0
Other qualified ST&T staff (a)	2,641	2,710	2,741	2,732	2,811	2.9
Support to ST&T staff (a)	2,156	2,212	2,194	2,445	2,535	3.7
All scientific, therapeutic and technical staff	11,472	11,549	11,616	11,671	11,971	2.6

(a) ST&T - Scientific, Therapeutic and Technical

(b) Re-coding of Healthcare Science staff records may affect comparisons with previous years

- The number of scientific, therapeutic and technical staff increased from 2011 by 500 (4.4 per cent) to reach 11,971 in 2015.
- At 30 September 2015, 39.8 per cent of these staff were qualified allied health professionals, 15.6 per cent were qualified healthcare scientists and 23.5 per cent were other qualified scientific, therapeutic and technical staff. The remaining 21.2 per cent of staff worked in support grades.

Key Quality information

Source

The source of these data from 2006 is an annual extract from the HR/payroll system for the NHS called the Electronic Staff Record (ESR), which covers all NHS organisations in England and Wales. All NHS organisations in Wales were live on ESR by the end of November 2006. Data before 2006 was obtained from administrative data collections.

Publication frequency and format

Following the consultation on 'Proposals concerning the publication of official statistics' which was held last year we are considering the frequency and format of this release. We would welcome views from users on the frequency of the release (i.e. is once a year sufficient).

Revisions to the 2013 publication

Figures for 2013 were derived from a new data extract to provide greater coherence with management information. In order to ensure consistency between years, previously published figures for 2009 to 2012 were replaced by the new data extract. Further notes on the effects of this change can be found in the Key Quality information section of the 2013 publication. <http://gov.wales/statistics-and-research/staff-directly-employed-nhs/?lang=en#/statistics-and-research/staff-directly-employed-nhs/?tab=previous&lang=en>.

Changes to the scientific, therapeutic and technical group in 2014

In 2014, following an extensive consultation, changes in classification and coding were made to the Healthcare Science staff group. Re-coding of these records may affect staff that have previously not been included within the existing Healthcare Science staff as they were thought to fit better within the Scientific, Therapeutic and Technical or Estates staff. Please note comparisons between years for these staff groups may be affected by these changes.

Definitions

. Not applicable

FTE: Full-time equivalent (FTE) numbers are calculated by dividing the number of hours staff in a grade are contracted to work by the standard hours for that grade. In this way, part-time staff are converted into an equivalent number of full-time staff. Over time, FTE is the most appropriate measure of staff resource to use and is therefore the measure presented in the statistical release.

Coverage

The data includes all staff directly employed by the NHS in Wales. Therefore General Medical and Dental Practitioners (and staff employed by these practitioners) are excluded as they are independent NHS contractors - separate Statistical Releases are issued for these staff. Staff holding either directly employed locum appointments or agency locum appointments are not included in this release. General Medical Practitioner Locums, directly employed General Medical Practitioners and General Dental Practitioners, and community/public health medical and dental staff on general payments are also excluded. Records with no occupational code have not been included. These records equate to no more than 5 FTE staff in any one year.

For staff working in more than one assignment (job), the full-time equivalent for all assignments is included.

Medical and dental staff changes

A **Foundation House Officer** is a grade of medical staff undertaking the *Foundation Programme* - a two-year, general postgraduate medical training programme which forms the bridge between medical school and specialist/general practice training. Being a Foundation House Officer has been compulsory for all

newly qualified medical staff since 2005 and has replaced the traditional grades of House Officer and Senior House Officer.

Specialty doctors

Negotiations between NHS Employers and The British Medical Association's (BMA) Staff and Associate Specialist Committee resulted in a new contract for the associate specialist grade and the creation of the new specialty doctor grade from 1 April 2008.

From this date, the grades of staff grade, clinical assistant, hospital practitioner and the old contract of associate specialist were closed to new applicants. Existing eligible staff within the grades listed above and senior clinical medical officers and clinical medical officers had the opportunity to apply to be re-graded to the new associate specialist or specialty doctor grades.

The result of these new contracts is seen in 2009 and later, with the decline in staff grades and growth of the specialty doctor grade. It is expected that numbers will continue to grow in the future.

Support staff

Support staff, shown in Table 7, include those who do not have formal NVQ or local Health Care Assistant training. Included in this table are domestic and catering staff as well as some staff dealing directly with patients such as ward receptionists and clerks.

NHS reform

Reforms to the NHS in Wales took effect from 1 October 2009 and replaced the previous 22 commissioning Local Health Board and provider NHS Trust organisations by a smaller number in a new structure of 7 geographical Local Health Boards and 3 NHS Trusts.

Users and uses

We believe the key users of statistics on staff directly employed by the NHS are:

- Ministers and their advisors
- Assembly Members and the Members Research Service in the National Assembly for Wales
- Other areas of the Welsh Government
- Other government departments
- National Health Service organisations
- Unitary Authorities
- Students, academics and universities
- Individual citizens and private companies.

The statistics are used in a variety of ways. Some examples of the uses include:

- Advice to Ministers
- To inform debate in the National Assembly for Wales and beyond
- To monitor and evaluate staffing levels in the NHS.

Further information

Our publication is based on an annual extract from the ESR. A detailed breakdown of staff grades and areas of work used in the ESR is available in the NHS Occupation Code Manual at

<http://www.hscic.gov.uk/article/2268/NHS-Occupation-Codes>

Comparability

Although statistics of directly employed NHS staff for Wales and England are extracted from the same underlying system – the NHS Electronic Staff Record (ESR) – differences in the scope of organisations included in the extracts and organisational differences, such as the extent of contracting out, mean that the figures are not in general directly comparable. Comparisons for specific groups of staff may be possible for FTE staff and assignment count (known as role count in England), but would require investigation case by case. Comparisons by headcount are not possible as we do not publish this information. Furthermore, following a user consultation a large number of changes are being introduced from March 2016 in the figures compiled for England by the Health and Social Care Information Centre, which would make figures less comparable between Wales and England. The ESR system is not used by the NHS in Scotland or Northern Ireland.

NHS staff numbers for other UK countries are published as follows:

Figures for England are published by the NHS Information Centre for Health and Social Care on their website at <http://www.hscic.gov.uk/workforce>

Figures for Scotland are published by ISD Scotland on their website at <http://www.isdscotland.org/Health-Topics/Workforce/>

Figures for Northern Ireland are published by the Department of health, Social Services and Public Safety on their website at <http://www.dhsspsni.gov.uk/index/statistics/publications-statistics.htm?SelThemes=THW&SelTopic=TP&Year=>

Feedback

We welcome comments from users of our publications on content and presentation. If you have any comments or require further information, please contact us using the details below.

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