

SDR 41/2016

30 March 2016

## GPs in Wales, 2015

This annual Statistical First Release presents a summary on workforce data relating to GPs and general practice staff, as at the end of September 2015. It highlights trends over time where possible.

A profile of the GP workforce in Wales is presented in terms of type of GPs (including GP registrars and locums), age, gender, workforce flows, Welsh language ability and qualifications in charts, tables and maps. Summaries of key figures by GP practices and primary care clusters are also provided in separate spreadsheets.

The main source of data is an extract from the Exeter database provided by the Health and Social Care Information Centre (HSCIC). This database is a computerised payment system of GPs who are in contract with Local Health Boards. Note that the quality of GP whole time equivalent figures (WTE) continue to be of concern and are omitted. Headcount figures are unaffected. All data in the release relates to headcount numbers as at 30 September except for 2009 which is at 1 October.

In November 2015 Welsh Government published [A Planned Primary Care Workforce for Wales](#) which outlines areas of development and acknowledges current gaps in data and information.

### Key results:

- The number of GP practitioners in Wales (excluding registrars, retainers and locums) was 1,997 at 30 September 2015, 9 fewer (0.4 per cent) than the previous year and an increase of 148 (8 per cent) since 2005. There were 6.5 GP practitioners per 10,000 population in 2015
- There are fewer practices in Wales than a decade ago. In 2015 the number of GP partnerships was 8.7 per cent lower than in 2005. The number of patients per practitioner has fallen by 3.3 per cent since 2005 but patients per practice have consequently risen.
- There were 634 GP Locums in Wales at 30 September 2015. The number of GP Locums per 100 GPs varied across Local Authority from 28 in Betsi Cadwaladr to 41 in Powys
- The trend towards a predominantly female General Practice in Wales continues, as elsewhere in the UK. In 2015 female GP practitioners accounted for over half (50.4 per cent) of the GP Practitioner workforce, an increase of 365 (56.9 per cent) since 2005. Females accounted for only 34.7 per cent of the total in 2005.
- The number of GP practitioners aged 55 or over has remained steady in the last five years, with around 23.0 per cent of the GP practitioner workforce falling into this age band in 2015.

Additional analysis by Local Health Board can be found in the Annex tables on pages 34 to 38 of this release and on [StatsWales](#).

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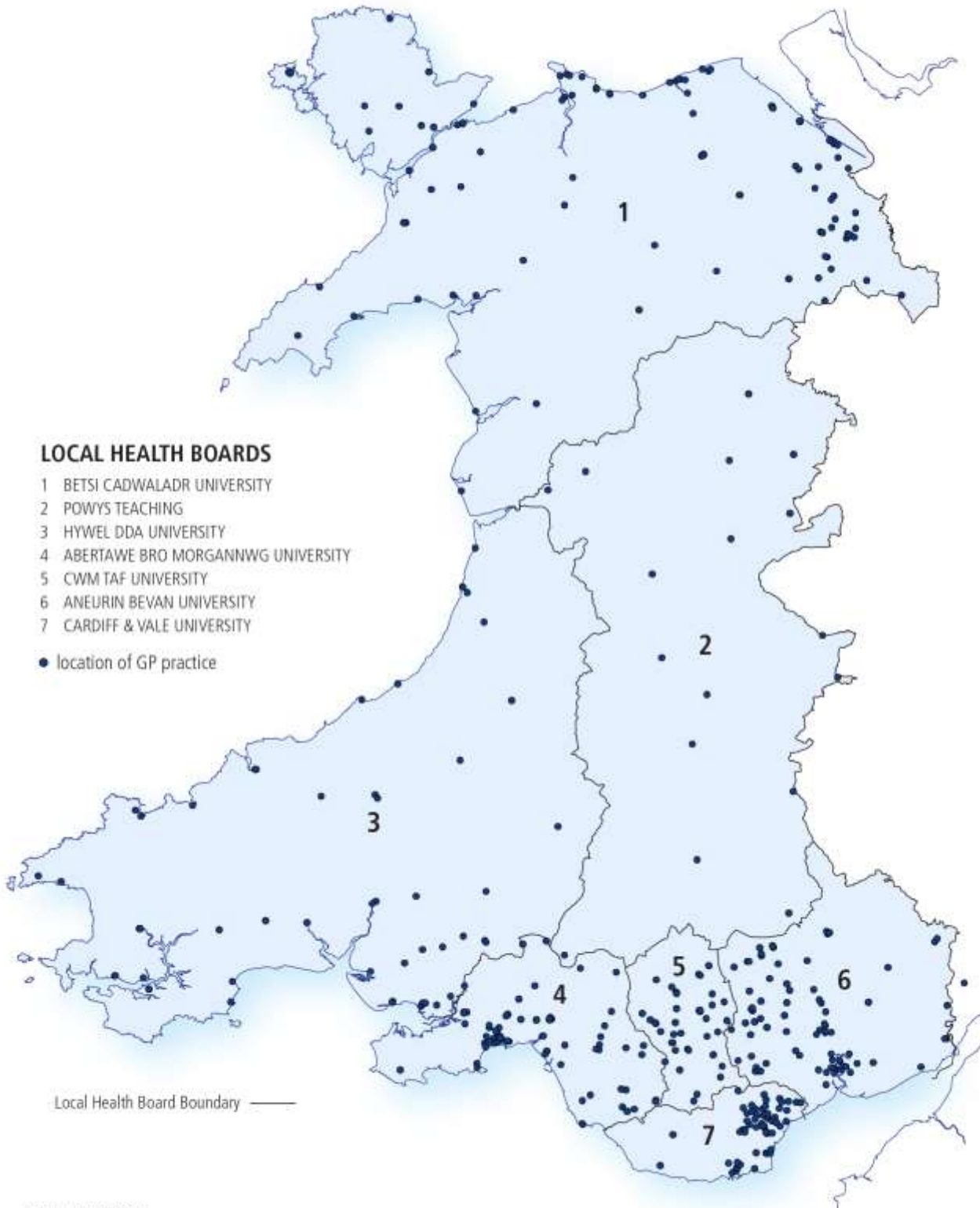
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Map 1: Number of GP practices by Local Health Board 2015

# GP Practices

(as at 30th September 2015)



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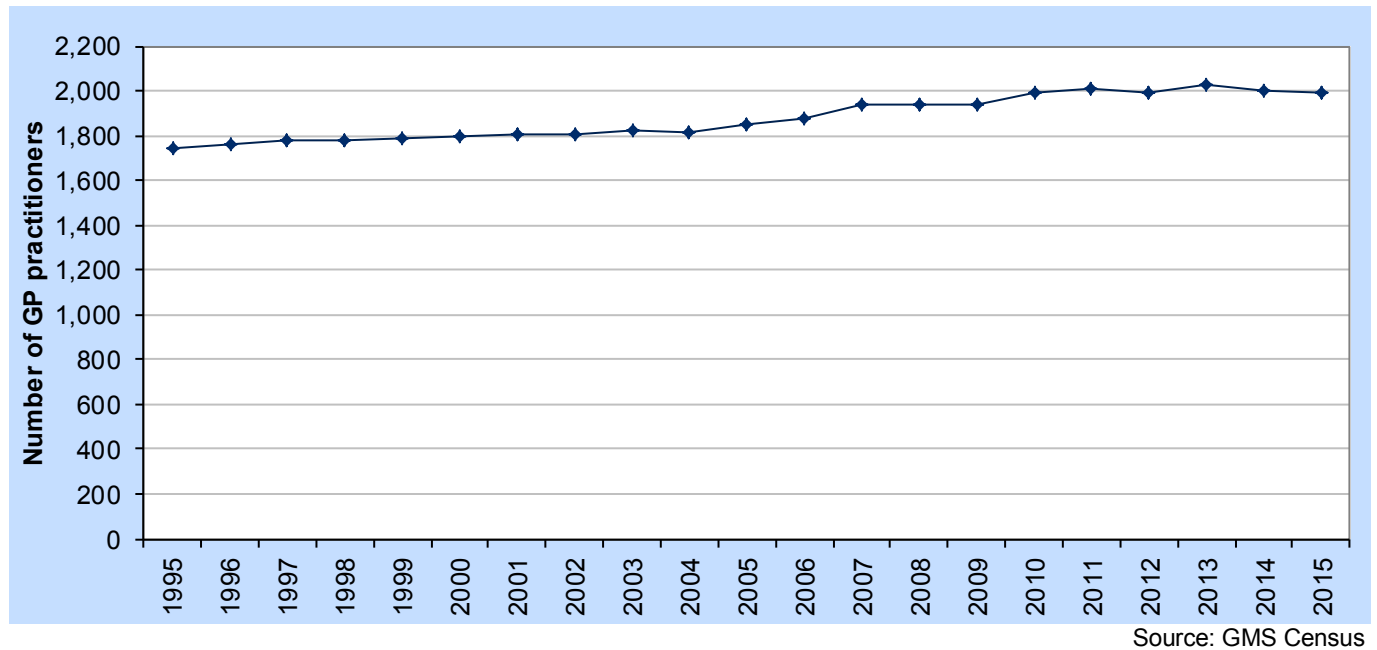
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## GP Practitioner Trends

Chart 1: Number of GP practitioners at 30 September (a)



(a) Except for 2009 and prior to 2000 which is at 1 October.

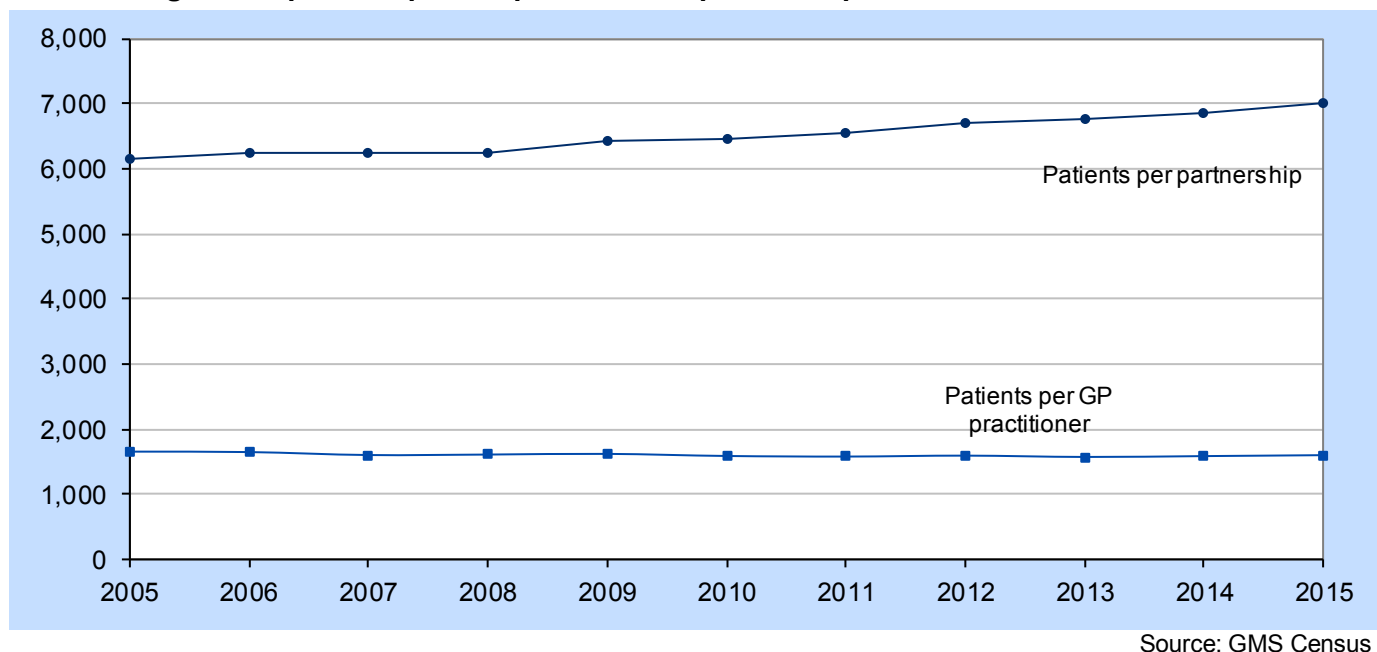
(b) Comparisons across years should be treated with caution due to changes in methodology. See definitions in the [Notes](#) section.

A **GP practitioner** includes GP providers and salaried/other GPs. See [Notes](#) section for detailed explanation.

The number of GP practitioners in Wales (excluding registrars, retainers and locums) was 1,997 at 30 September 2015, 9 fewer (0.4 per cent) than the previous year and an increase of 148 (8 per cent) since 2005. The number in 1995 stood at 1,741.

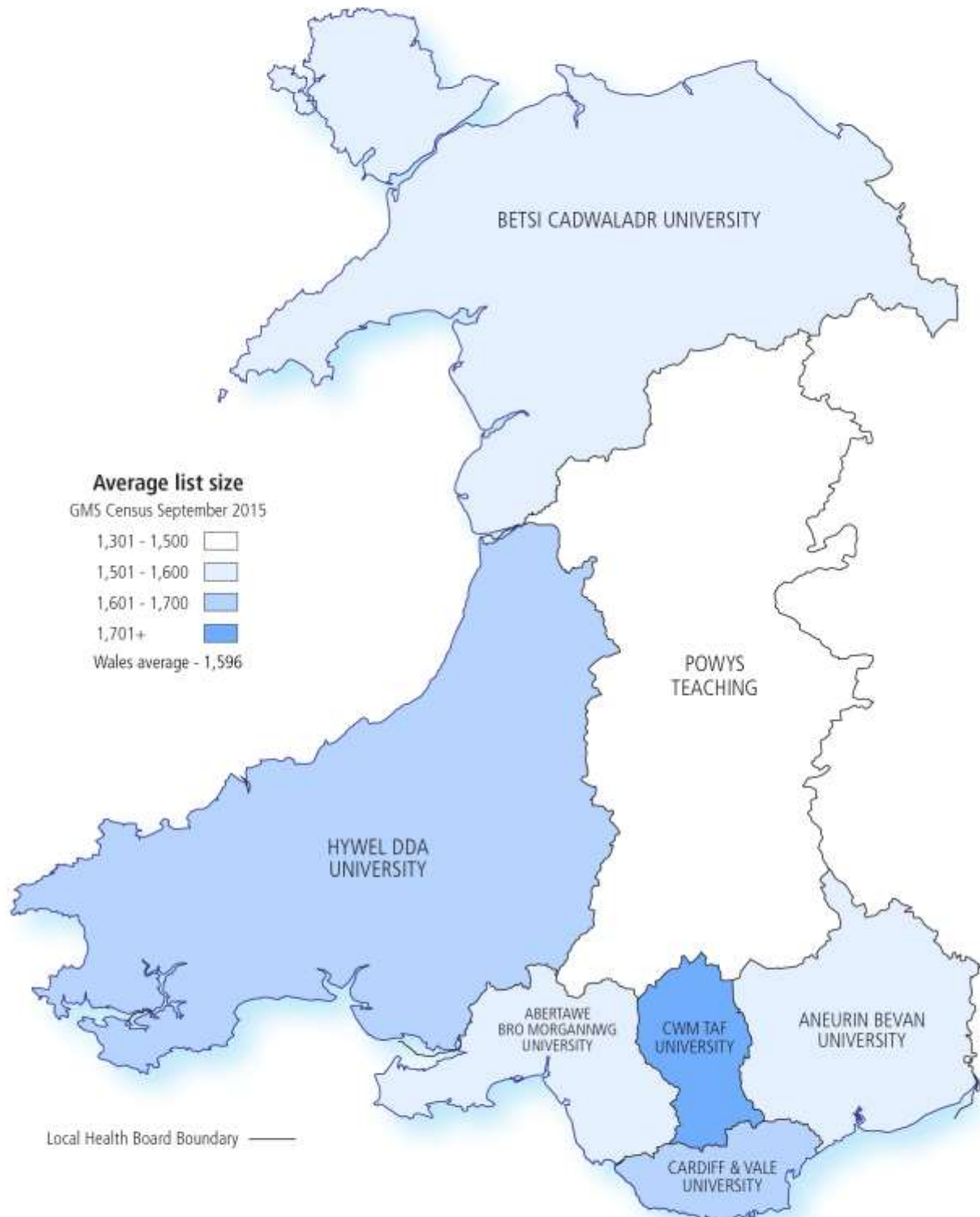
Of the 1,997 GP practitioners, 34 were working in more than one practice in Wales. However these GP practitioners are only counted once in the headcount figure in all of the tables and charts in the release.

Chart 2: Registered patients per GP practitioner / partnership



There were 454 general practices in Wales in 2015, a decrease of 8 Practices (1.7 per cent) on last year. Since 2005 the number of registered patients per GP practitioner has decreased by 54 (3.3 per cent) to 1,596.

# Average List Size by Local Health Board 2015



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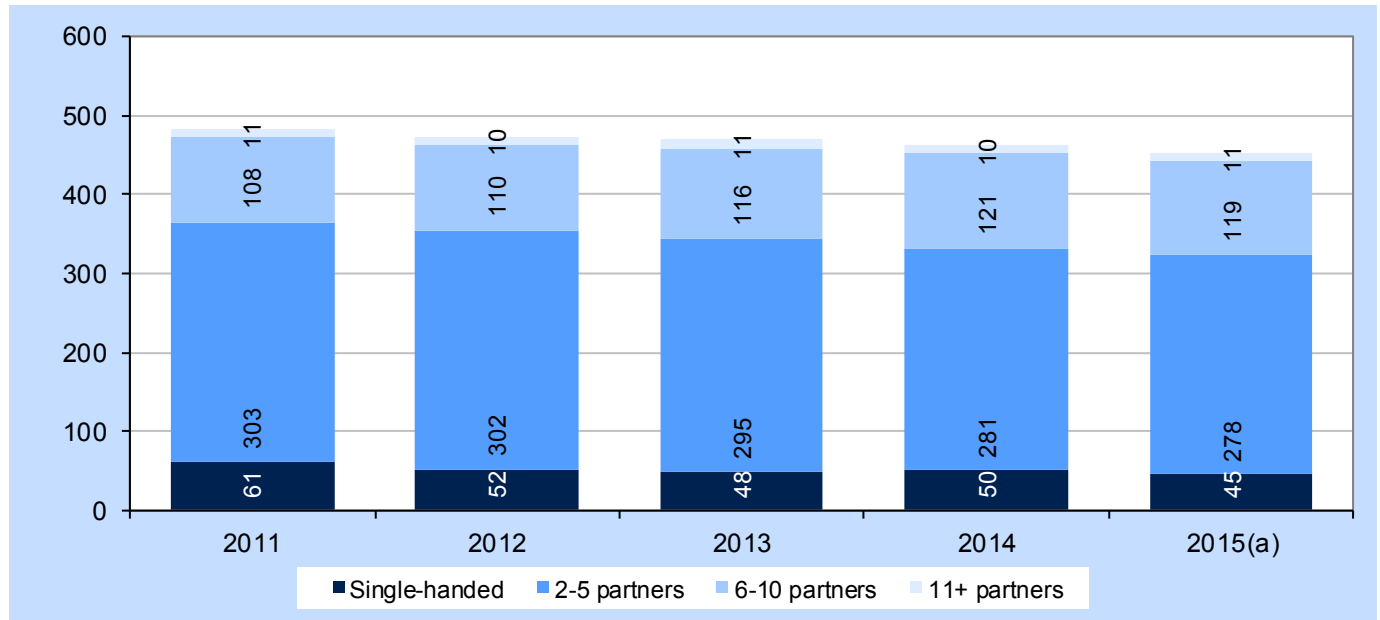


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The number of registered patients per practitioner tends to be greater in the south east with Cwm Taf University having the largest list size of 1,707. Powys had the smallest average list size of 1,414.

The number of partnerships has decreased from 497 in 2005 to 454 in 2015 with a consequent increase in the number of registered patients per partnership from 6,140 in 2005 to 7,021 in 2015, an increase of 880 (14.3 per cent) over the last decade.

**Chart 3: Number of partnerships by number of partners**



Source: GMS Census

(a) In 2015 the number of partners for one practice was unknown

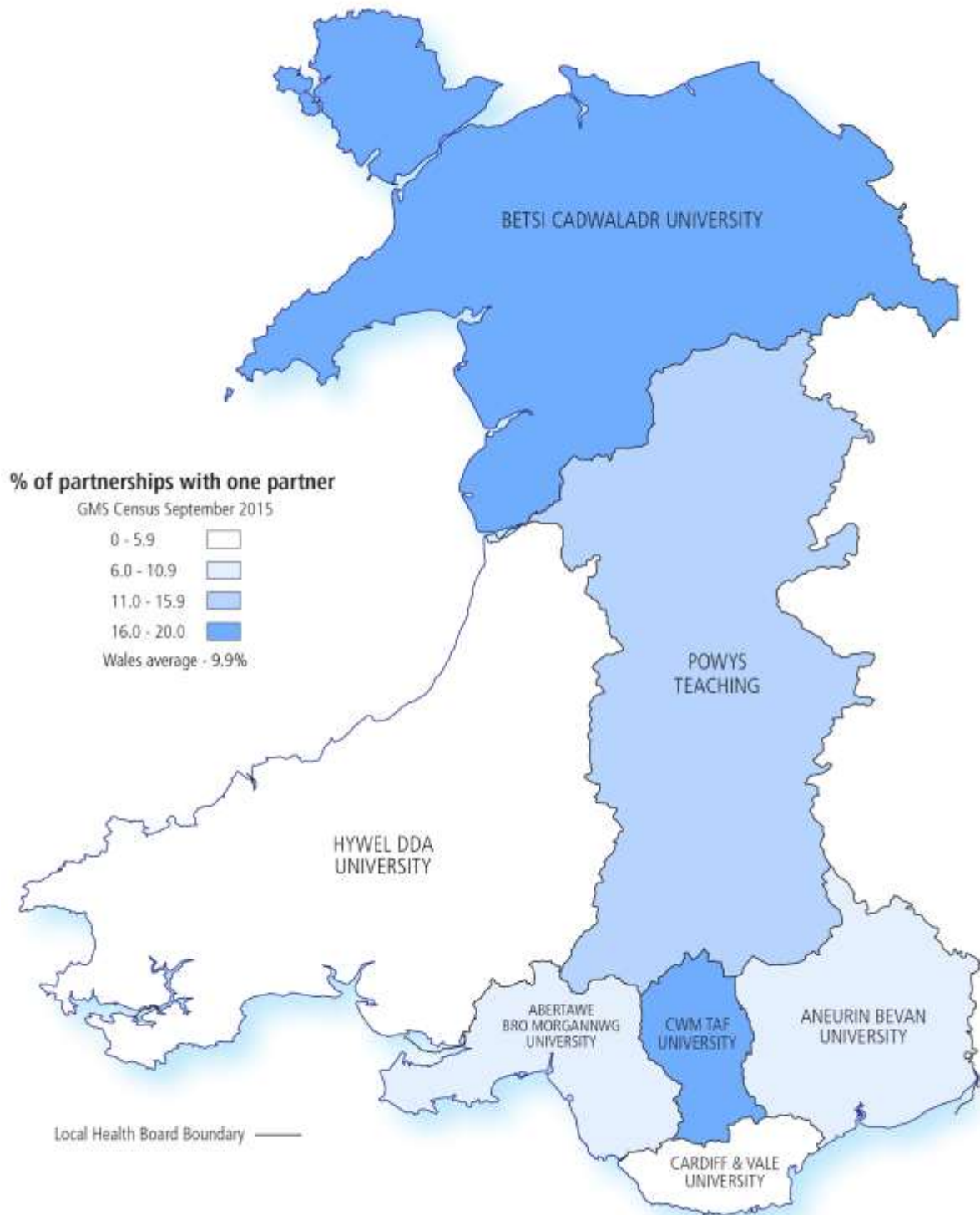
A **partnership** is a financial arrangement between two or more bodies of which one must be a GP practitioner.

In 2015 there were 45 single-handed partnerships, a fall of 5 from 2014. Just under three quarters (323 practices) of all partnerships had 5 or fewer partners.



Map 3: Percentage of partnerships with one partner by Local Health Board 2015

# Percentage of Partnerships with One Partner by Local Health Board, 2015



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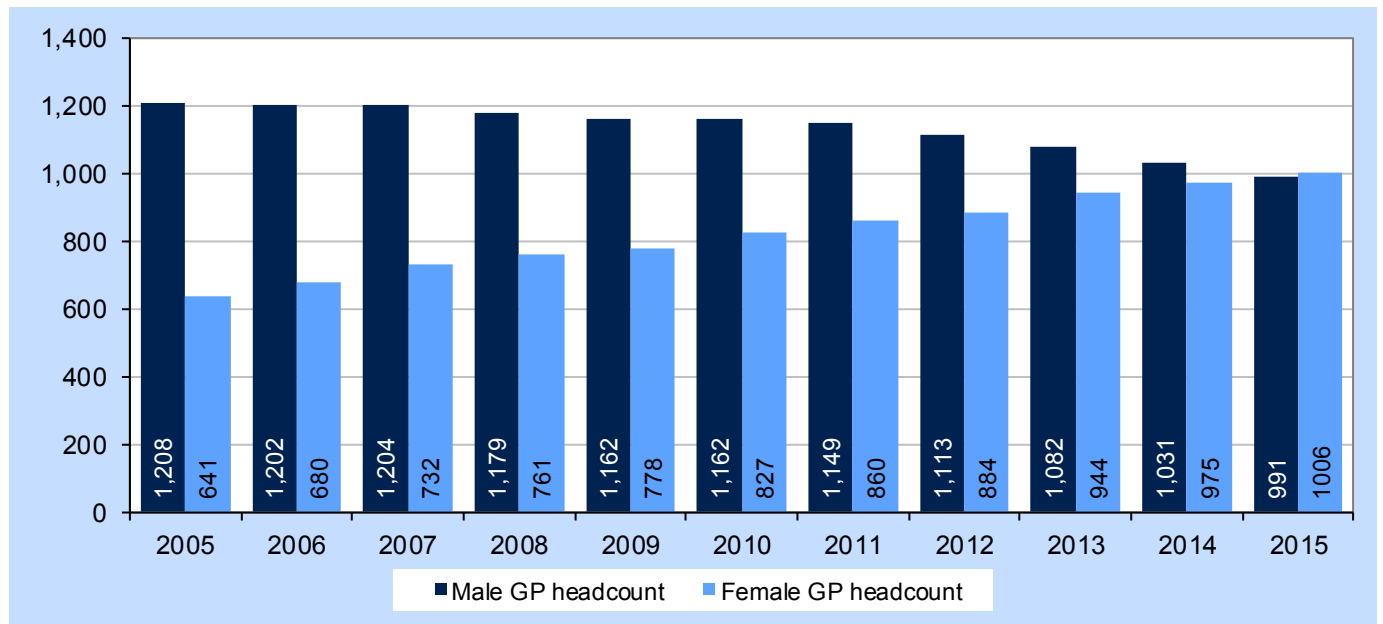


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The proportion of single-handed practices is highest in Cwm Taf University and lowest in Cardiff and Vale University. (refer to [Table A2](#)).

## GP Practitioner by gender and age

Chart 4: GP practitioner Headcount by Gender (a)

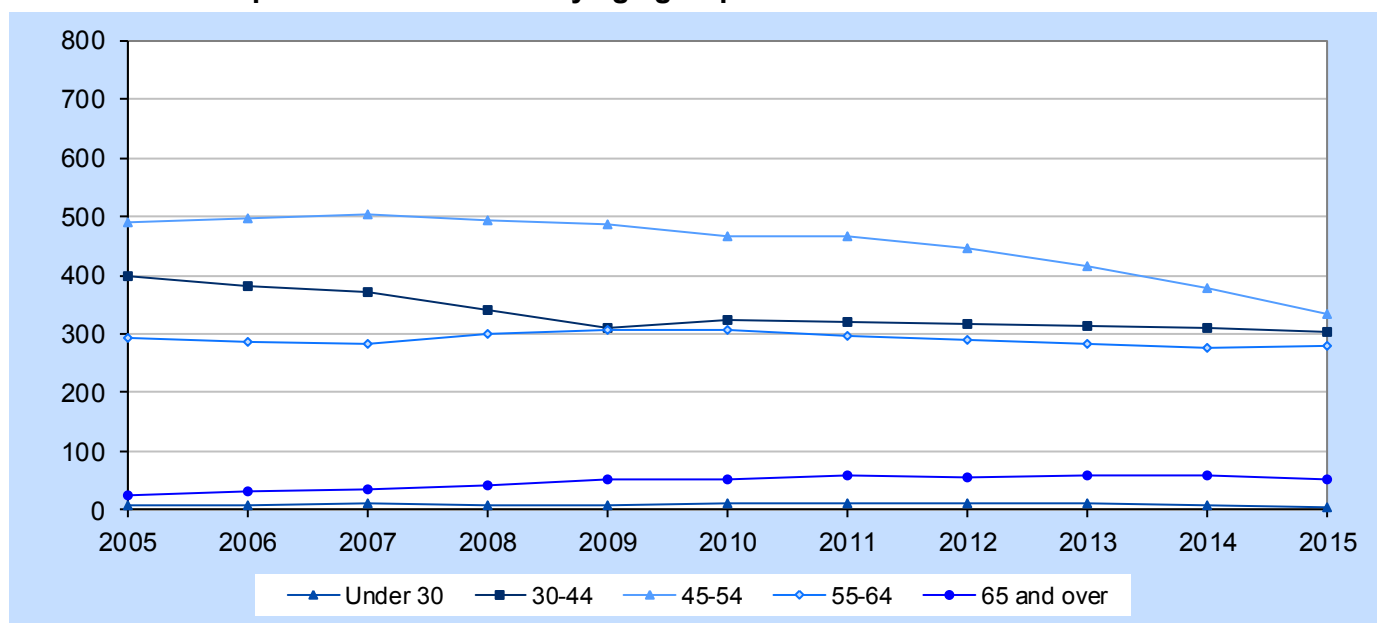


Source: GMS Census

(a) See definitions in the [Notes](#) section.

In 2015 the numbers of female GP practitioners was higher than the numbers of male GP practitioners for the first time. There were 15 more female GPs than male GPs. Since 2005 the number (headcount) of male GP practitioners has decreased by 217 (18 per cent) to 991 whilst the number of female GP practitioners increased by 365 (56.9 per cent) to 1,006.

Chart 5: Male GP practitioner numbers by age groups

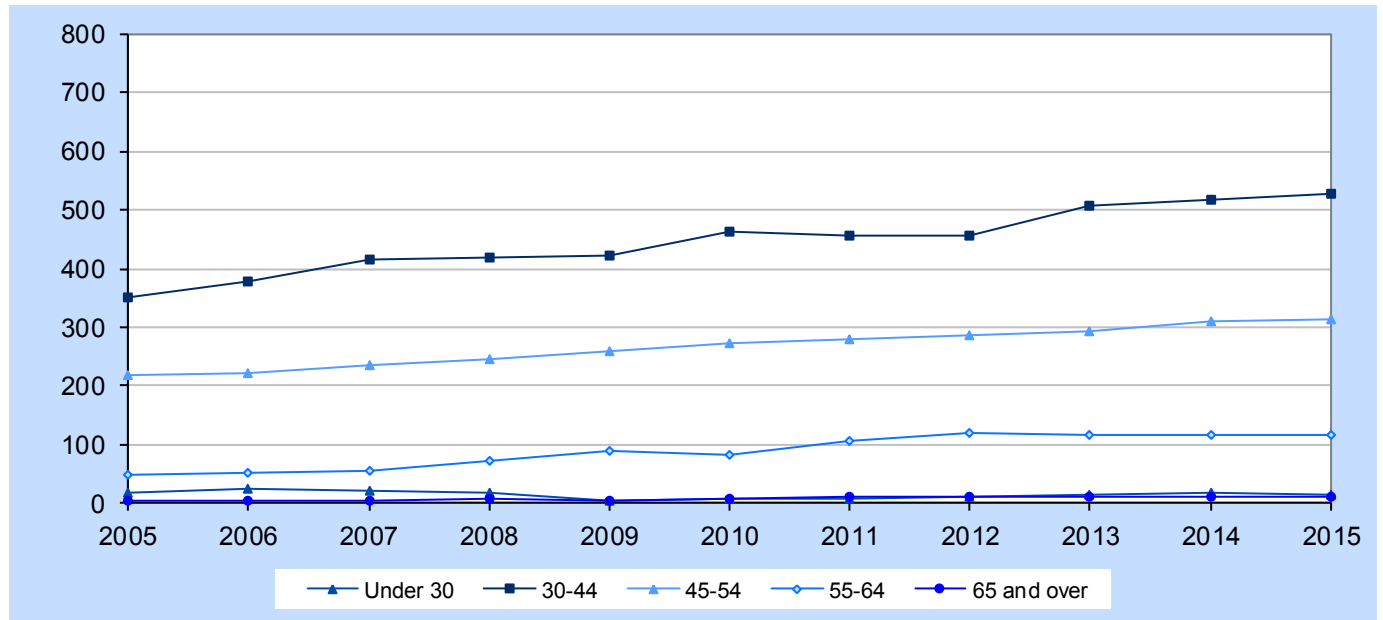


Source: GMS Census

Since 2005 the largest group of male GP practitioners has been the 45-54 group (33.7 per cent in 2015) although a decade ago this was a proportionately larger group.

The number of male GP practitioners in the 30-44 groups has declined over the last decade but has increased slightly from 30.2 per cent in the last 12 months, to 30.5 per cent.

**Chart 6: Female GP practitioner numbers by age**

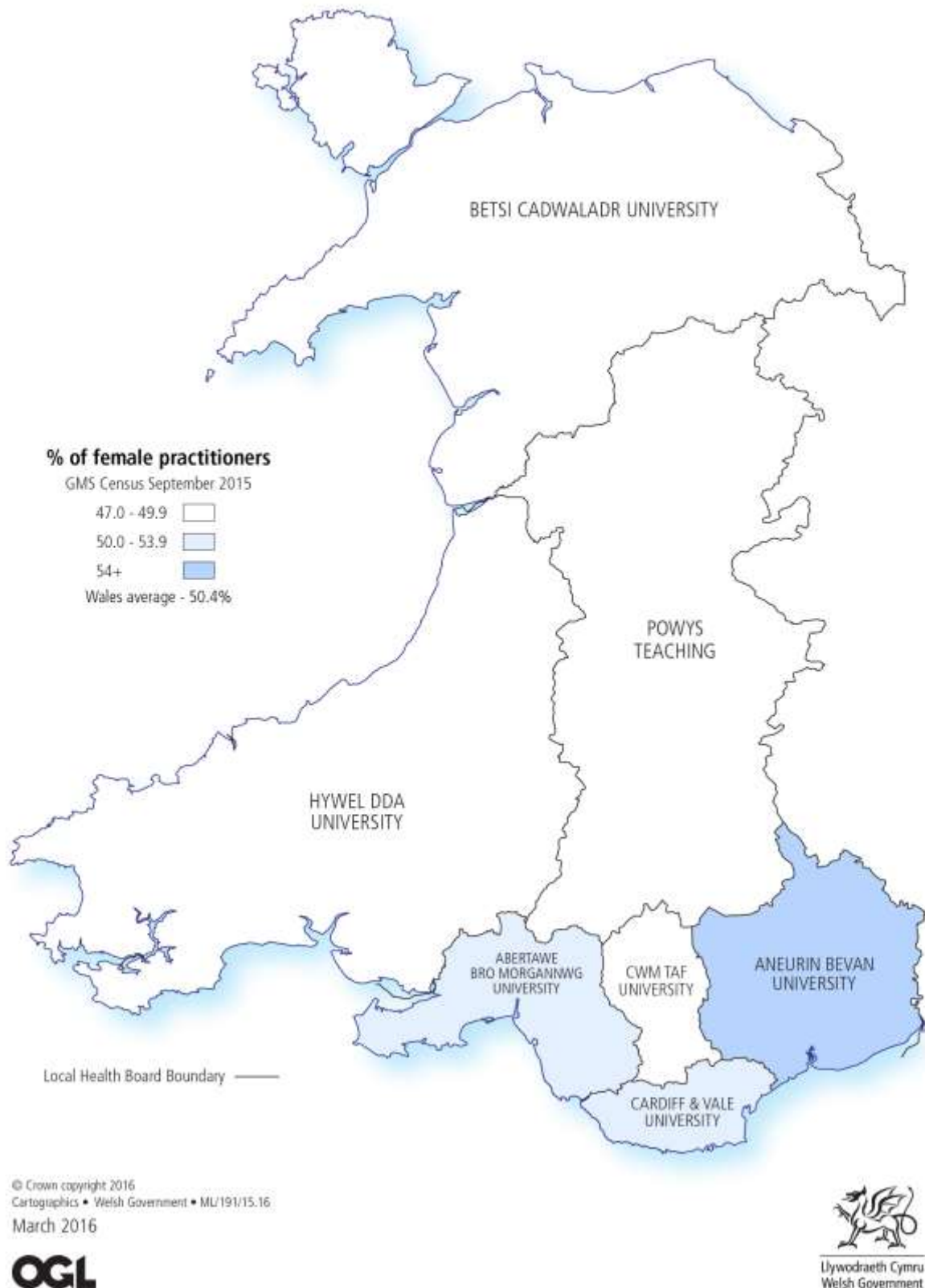


Source: GMS Census

The largest group among female GP practitioners remains the 30-44 group (52.3 per cent in 2015) which recorded an increase from last year of 7 female GP practitioners to 526.

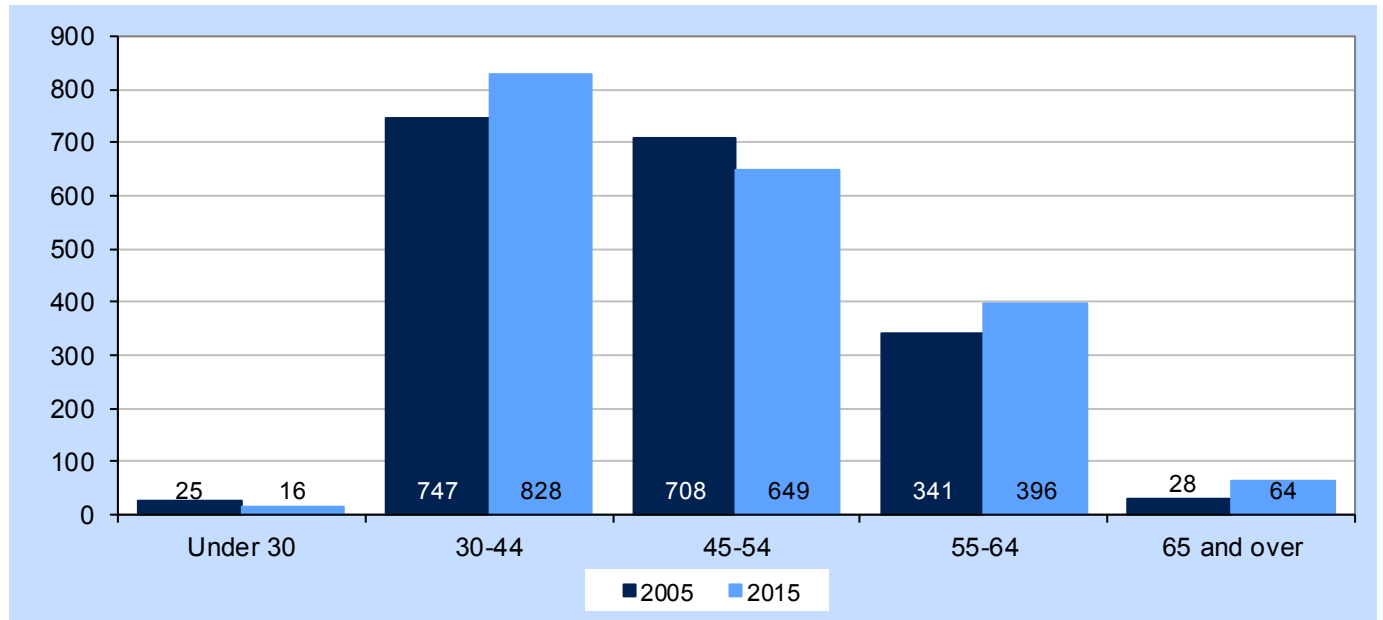
Map 4: Percentage of female GP practitioners by Local Health Board 2015

## Percentage of Female Practitioners by Local Health Board, 2015



The Local Health Boards with the highest proportions of female GPs are Cardiff and Vale University and Aneurin Bevan University with Betsi Cadwaladr University having the lowest proportion (refer to [Table A2](#)).

**Chart 7: Number of GP practitioners by age group, by 10-year comparison**

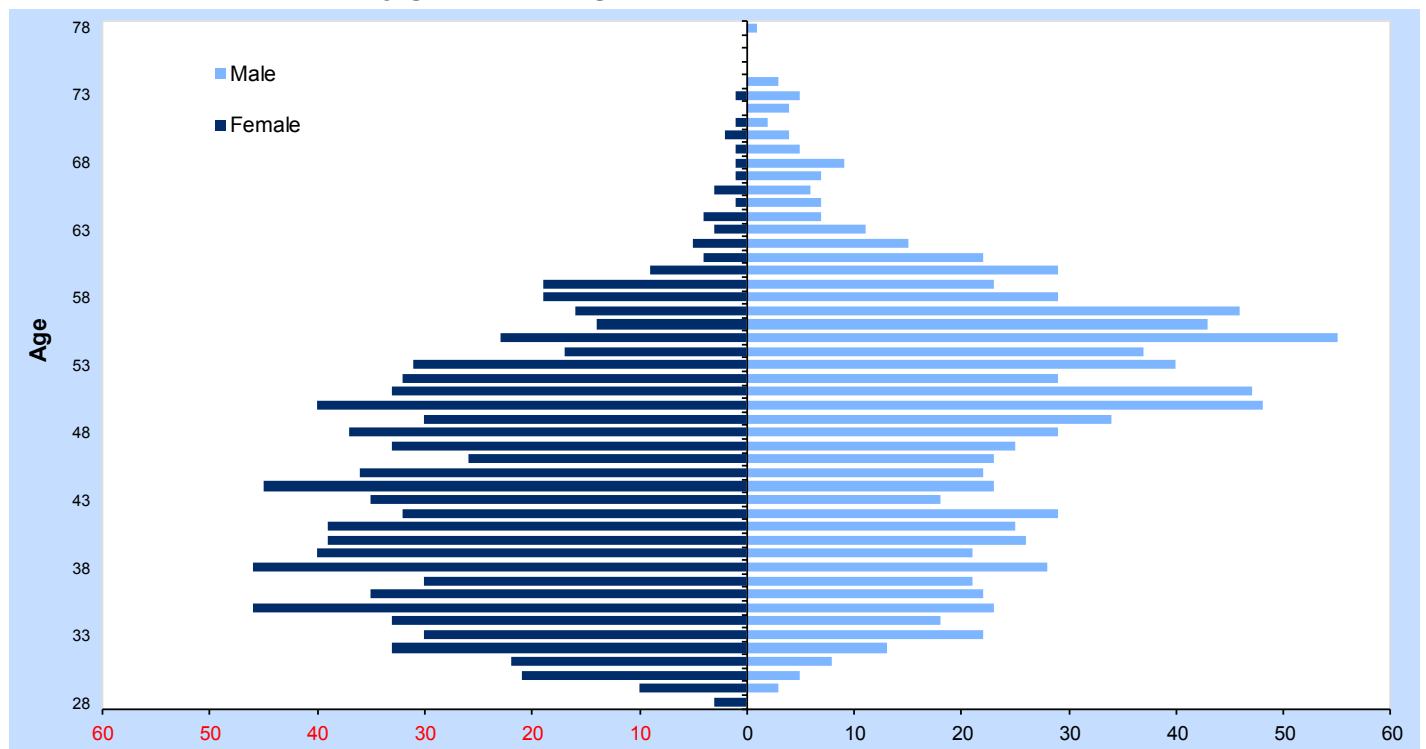


Source: GMS Census

The number of GP practitioners aged 55 and above has increased from 369 in 2005 to 460 in 2015.

The number of GP practitioners aged under 45 has increased from 772 in 2005 to 844 in 2015, a 9.3 per cent increase. Female GPs now make up nearly two thirds (63.9 per cent) of GPs of this age group whereas in 2005, 47.8 per cent of females were aged under 45.

**Chart 8: GP Practitioners by gender and age, at 30 September 2015 (a)**



Source: GMS Census

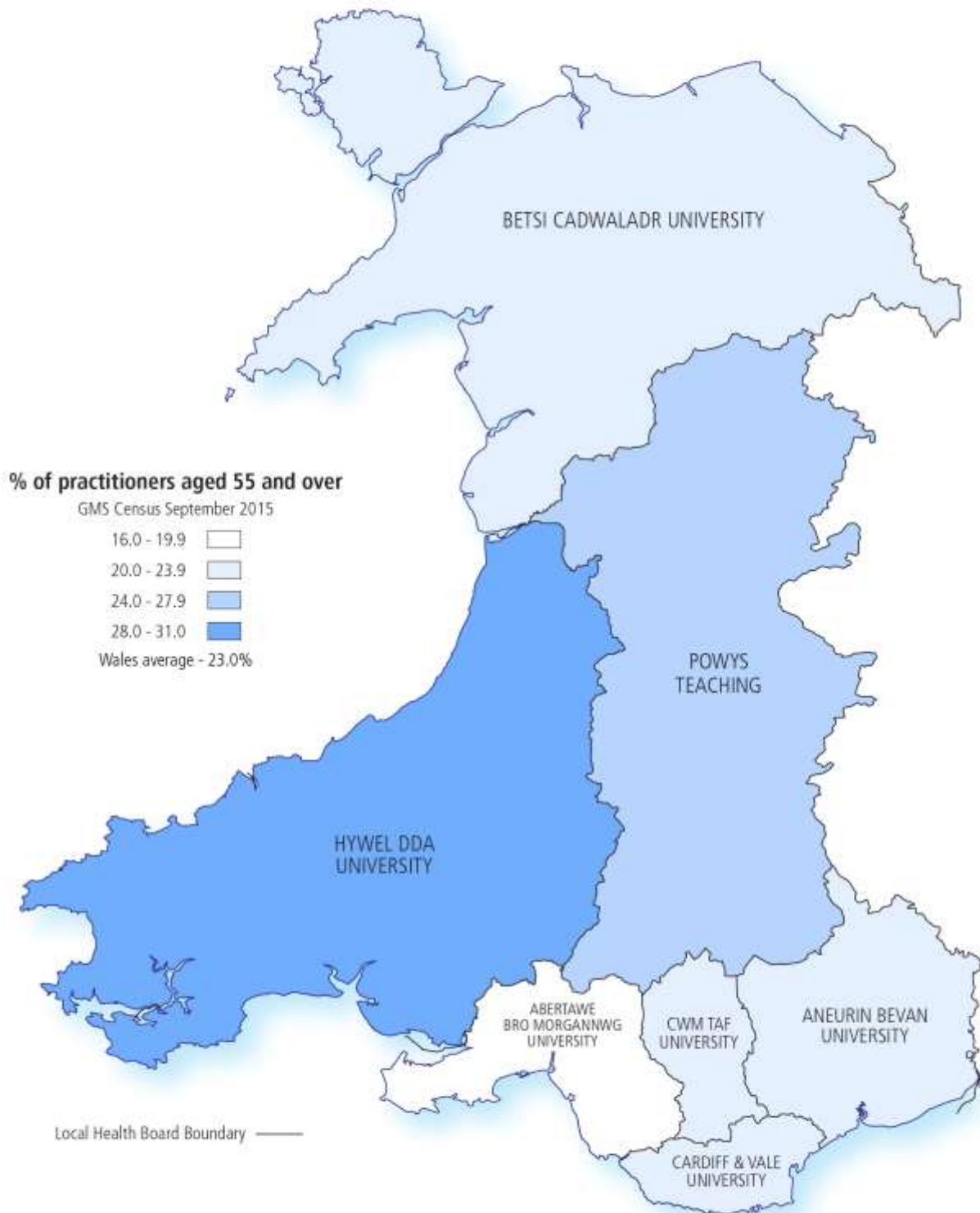
(a) Excludes 44 GP Practitioners with unknown age.

Of the 460 GP practitioners aged 55 or over, 333 (72.4 per cent) were male and 127 (27.6 per cent) were female.

There were over twice as many male GP practitioners aged 55 or over than female GP Practitioners (refer to [Table A1](#)). Hywel Dda University Health Board had the highest proportion of GP practitioners aged over 55, accounting for 29.2 per cent of its workforce (refer to [Table A2](#)).

Map 5: Percentage of GP practitioners aged 55 and over by Local Health Board 2015

# Percentage of Practitioners aged 55 and over by Local Health Board, 2015



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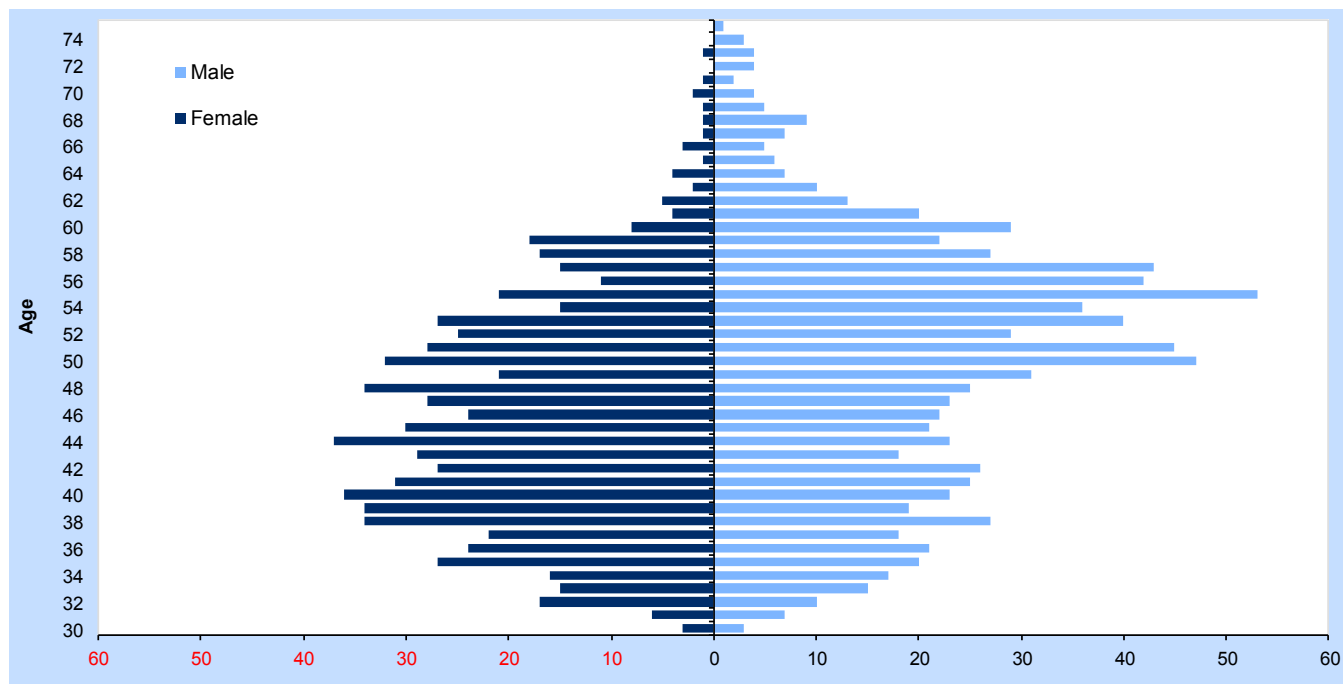
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The Local Health Board with the highest proportion of GPs aged 55 or over is Hywel Dda University and with Abertawe Bro Morgannwg University having the lowest proportion.

Chart 9 and Chart 10 below show the number of GP Providers and Salaried/Other GPs, by gender and age.

**Chart 9: GP Providers by gender and age, at 30 September 2015 (a)**



Source: GMS Census

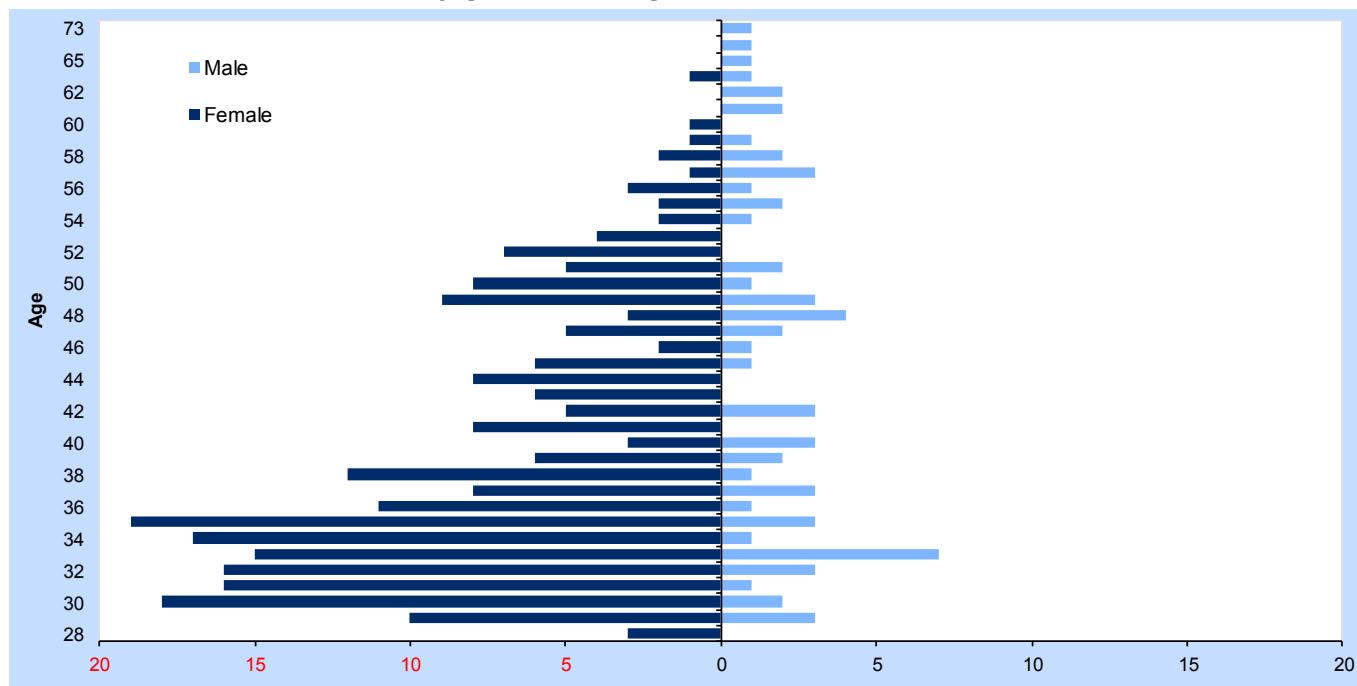
(a) Excludes 18 GP Providers with unknown age.

A **GP Provider** is a practitioner who has entered into a contract with a LHB to provide services to patients.

There were 1,663 GP providers (GPs who contracted with Health Boards) in Wales. Of these 917 (55.1 per cent) were male and 746 (44.9 per cent) were female.

432 (26.3 per cent) were aged 55 or over and 681 (41.4 per cent) were aged under 45. There were over twice as many male GP providers aged 55 or over than female GP providers in Wales (refer to [Table A1](#)).

**Chart 10: Salaried/Other GPs by gender and age, at 30 September 2015 (a)**



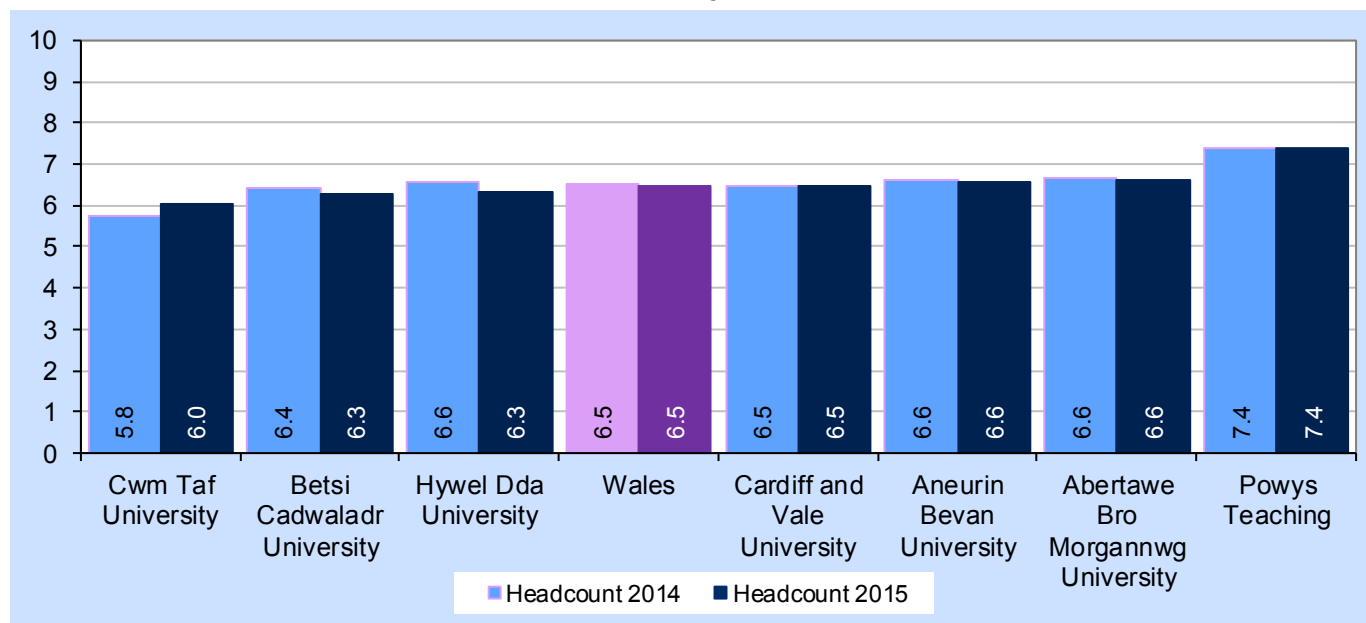
Source: GMS Census

(a) Excludes 26 Salaried/Other GPs with unknown age.

A **Salaried/other GP** works within a partnership; these practitioners are generally remunerated by salary. There were 334 Salaried/Other GPs working in Wales in 2015. There were more than three times as many female Salaried/Other GPs' than males in Wales (Refer to [Table 1](#)).

## GP Workforce by Local Health Board

**Chart 11: GP practitioners per 10,000 population by LHB, 2015**



Source: GMS Census, ONS

At 30 September 2015, Powys had the greatest number of GP practitioners per 10,000 population at 7.4; Cwm Taf University had the lowest at 6. The average for Wales was 6.5 GP practitioners per 10,000 population.

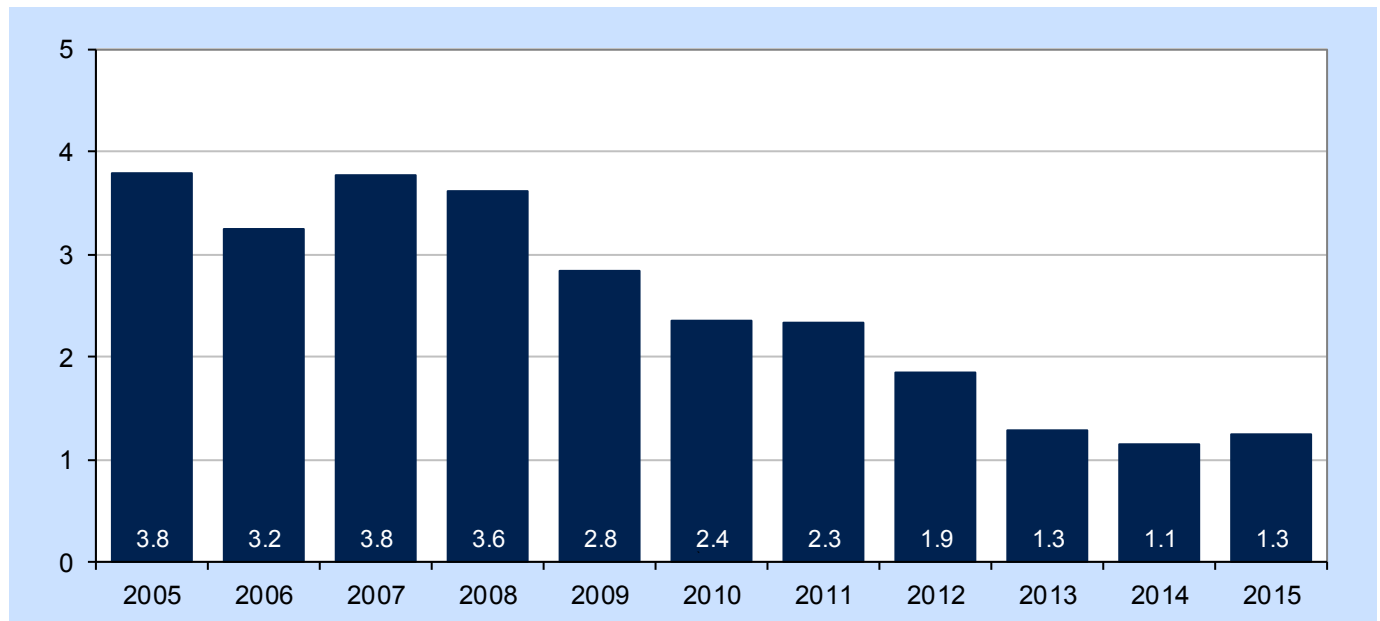
Further information can be found on [statswales](#).



## GP Retainers

A **GP Retainer** is a practitioner who provides service sessions up to a maximum of 4 per week in general practice. See [Notes](#) section for a detailed explanation.

**Chart 12: GP Retainers per 100 GPs**

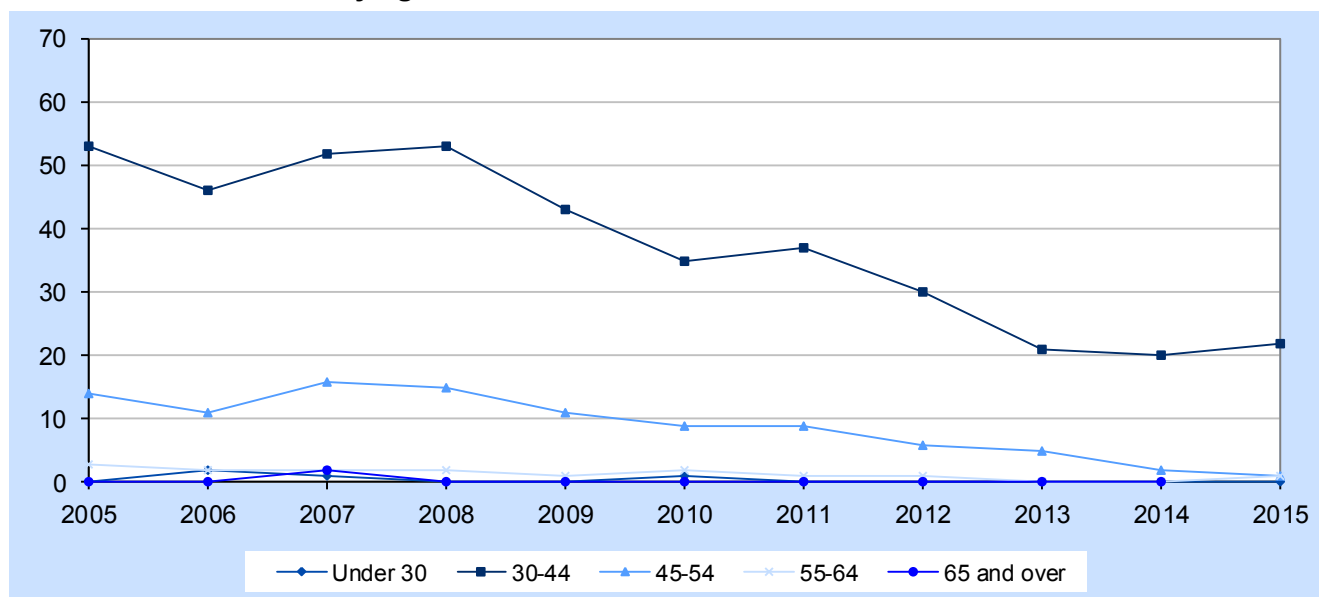


Source: GMS Census

The number of GP retainers has decreased by 45 (64.3 per cent) over the last decade and increased by 2 (8.7 per cent) over the last 12 months to 25. In the last decade, females have accounted for over 90 per cent of GP Retainers each year. In 2015, females accounted for 96 per cent of the total.

The number of GP retainers per 100 GPs decreased between 2005 and 2006. This was followed by a rise in 2007. Since 2007 the number of GP retainers per 100 GPs continued to decrease until this year which has seen a slight increase in figures. In 2015 there are 1.3 GP retainers per 100 GPs compared to 1.1 GP retainers per 100 GPs in 2014.

**Chart 13: GP Retainers by age**



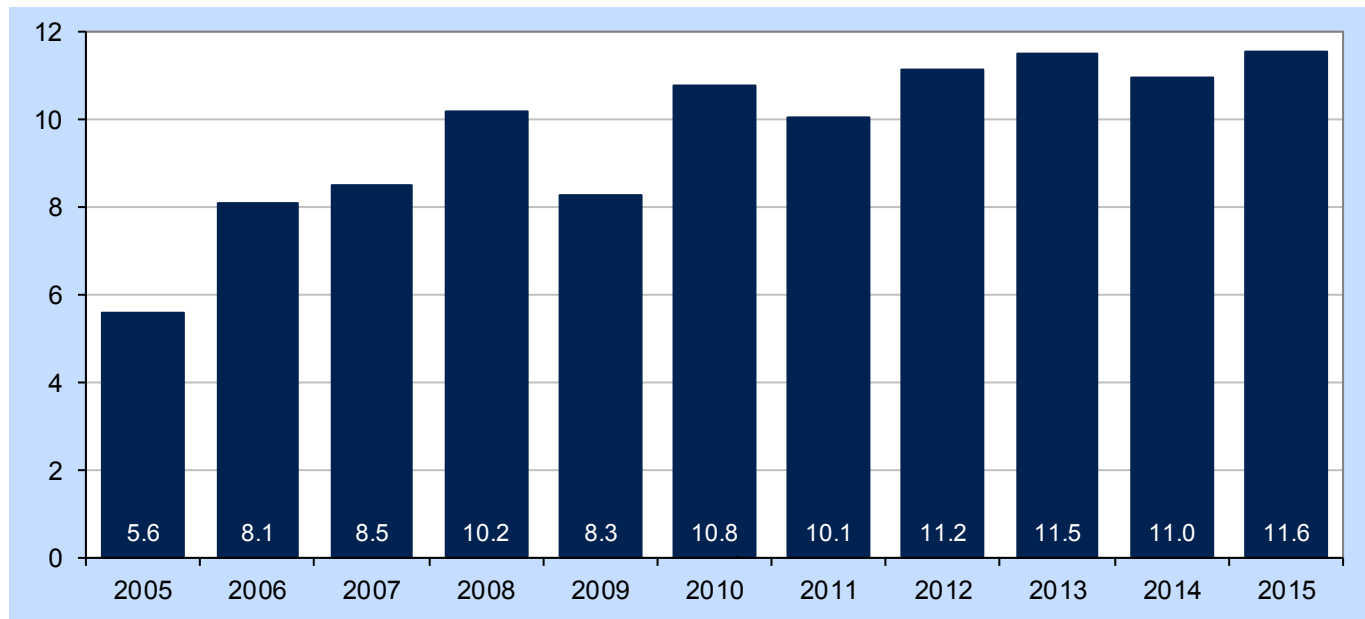
Source: GMS Census

In 2015, nearly 9 out of 10 (88 per cent) of GP retainers were in the 30-44 age group. The number of GP retainers in this age group has fallen sharply in the last decade, from 53 in 2005 to 22 in 2015, a decrease of 31 (58.5 per cent).

## GP Registrars

A **GP registrar** is a practitioner employed for a maximum period of one year for the purpose of training in general practice and in respect of whom a training grant is paid.

**Chart 14: GP Registrars per 100 GPs**

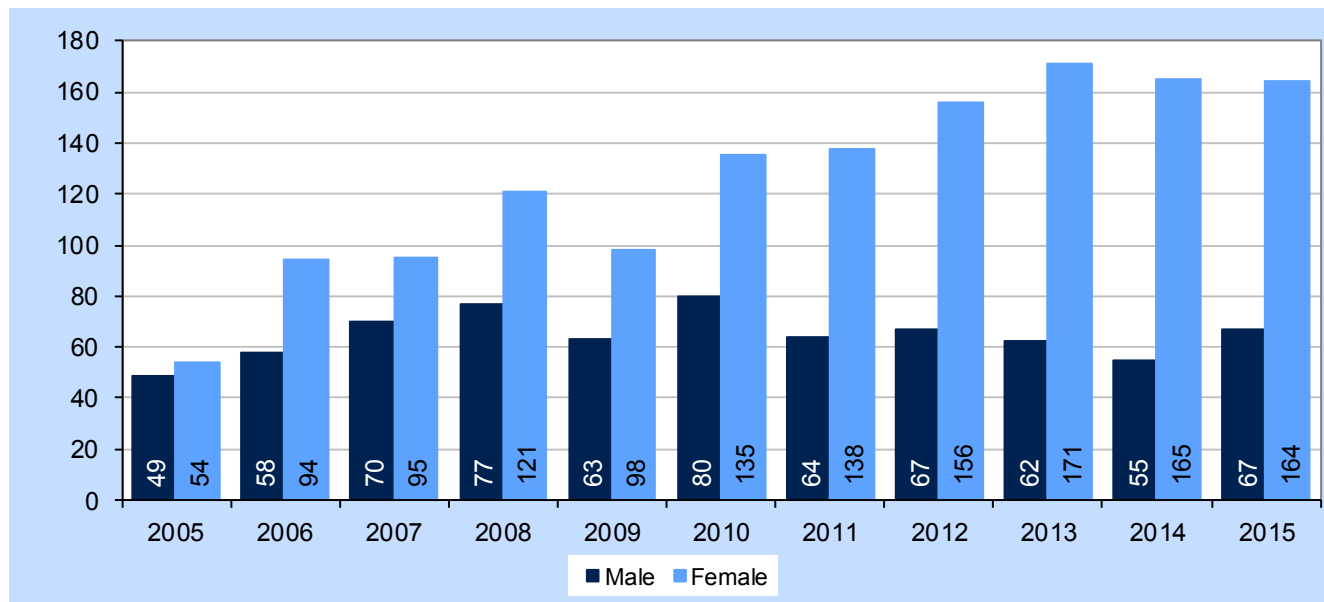


Source: GMS Census

Since 2005 the number of GP registrars has increased by 128 (124.3 per cent) to 231 in 2015.

In comparison to 2005 the number of GP registrars per 100 GPs has increased from 5.6 to 11.6.

**Chart 15: GP Registrars by gender**



Source: GMS Census

In 2015 the number of male GP registrars has increased by 12 (21.8 per cent) and the number of female registrars has decreased by 1 (0.6 per cent) over the last 12 months.

In every year over the last decade there have always been more females than males. The gap between the number of male and female registrars has continued to widen in recent years. However in 2015 the gap between male and female registrars reduced slightly; 71 per cent of registrars were female and 29 per cent were male

## GP Locums

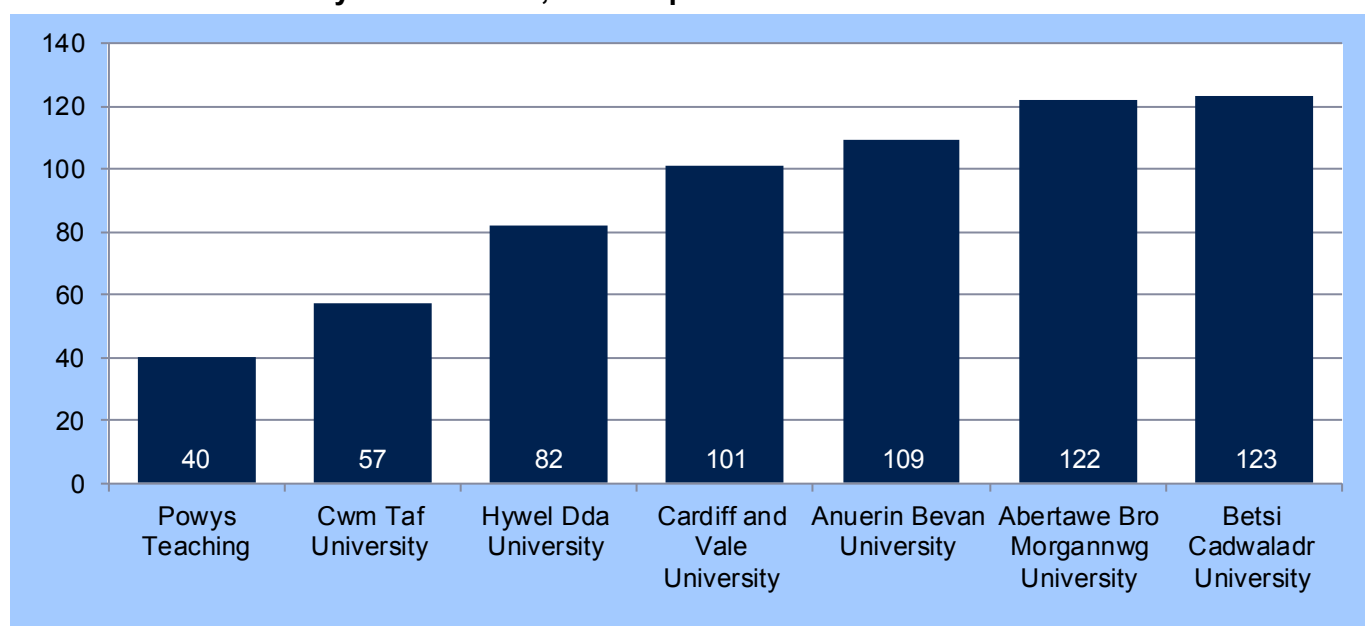
A **GP Locum** is a GP who deputises temporarily at a GP Practice, usually to cover for an absent GP Practitioner. Such cover should last for no more than 6 months.

This is the second year a count of GP locums has been included in this statistical release.

The data is sourced from the Medical Performers List, which lists all GPs able to practice in Wales and is maintained by the NHS Wales Shared Services Partnership. The data relates to September 2015. GP Locum data is separate from the GP Practitioners data presented earlier in the release.

There were 634 GP Locums in Wales at 30 September 2015. The largest numbers of GP locums were included for Betsi Cadwaladr University (123), and Powys had the smallest number (40).

**Chart 16: GP Locums by Health Board, at 30 September 2015**



Source: Medical Performers List

**Table 1: Number of Locums as at 30 September 2015**

Local Health Board	Number of locums	Locums per	
		100 GPs	10,000 population
Betsi Cadwaladr University	123	28	1.8
Powys Teaching	40	41	3.0
Hywel Dda University	82	34	2.1
Abertawe Bro Morgannwg University	122	35	2.3
Cwm Taf University	57	32	1.9
Anuerin Bevan University	109	29	1.9
Cardiff and Vale University	101	32	2.1
<b>Wales</b>	<b>634</b>	<b>32</b>	<b>2.1</b>

Source: Medical Performers List

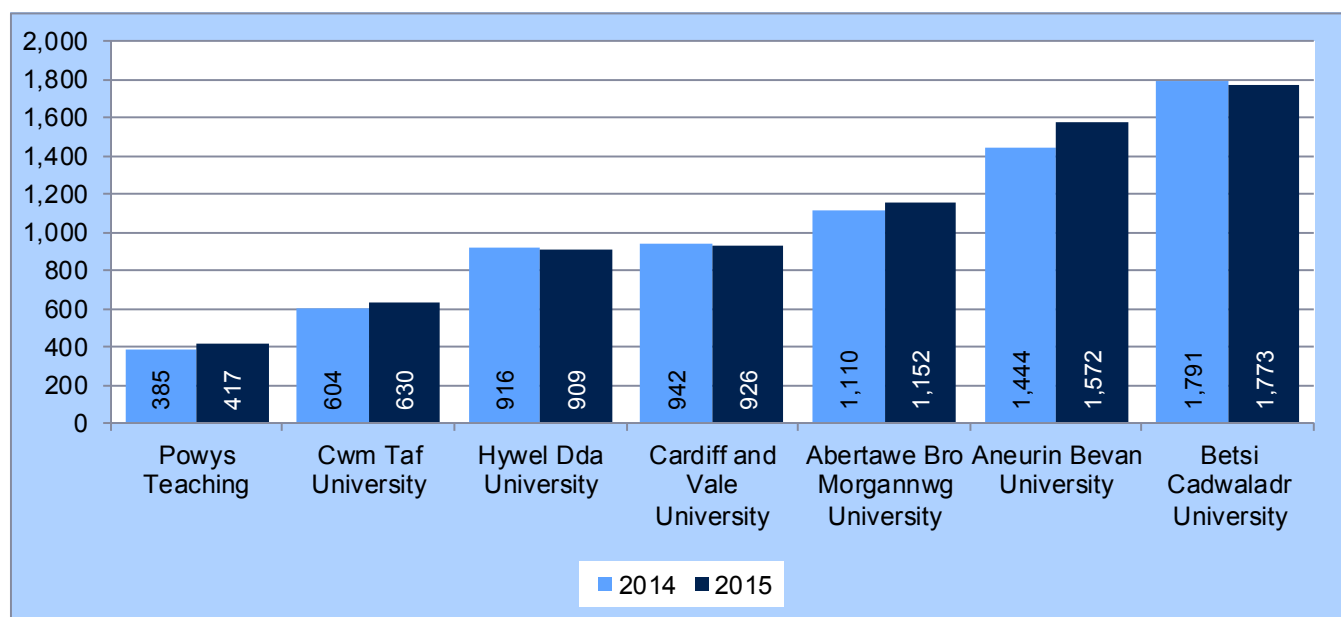
The number of GP Locums per 100 GPs varied across Local Authority from 28 in Betsi Cadwaladr to 41 in Powys

## Practice Staff by Health Board

To deliver primary care, practitioners work closely with their practice staff including nurses, midwives health visitors, managers, administrators and others involved in direct patient care (e.g. physiotherapists, chiropodists); this release details only those staff employed by the practice.

The LHBs returned data for 440 individual practices (96.9% of all Welsh Practices). For practices where no data was supplied an estimate of their figures has been made (Details of the estimation methodology can be found in the [Key Quality information](#) section).

**Chart 17: Practice Staff by Health Board, at 30 September**



Source: Health and Social Care Information Centre

The number of recorded practice staff in Wales was 7,379 at 30 September 2015, 187 more (2.6 per cent) than the previous year.

**Table 2: Practice staff by type and Health Board, at 30 September 2015**

Local Health Board	Nurses				Direct Patient Care (d)	Admin and clerical (e)	Other (f)
	Advanced (a)	Extended (b)	Practice (c)	Total			
<b>Headcount</b>							
Betsi Cadwaladr University	71	67	193	331	254	1,080	108
Powys Teaching	6	16	42	64	96	234	23
Hywel Dda University	24	68	100	192	109	561	47
Abertawe Bro Morgannwg University	19	53	138	210	111	788	43
Cwm Taf University	6	19	76	101	73	400	56
Aneurin Bevan University	29	0	193	222	223	1,056	71
Cardiff and Vale University	15	0	152	167	43	715	1
<b>Wales</b>	<b>170</b>	<b>223</b>	<b>894</b>	<b>1,287</b>	<b>909</b>	<b>4,834</b>	<b>349</b>

Source: GMS Census

- Include: Advanced Nurse Practitioner, Nurse Practitioner, Prescribing Nurse, Nurse Clinician, Nurse Manager, Practice Development Nurse, Physician Associate, Assistant Practitioner. These nurses have high levels of clinical skill, competence and autonomous decision-making.
- Extended Role Nurses and practice nurses who have received additional training in a specialist area such as Diabetes, Asthma, Learning Disability, Mental Health and Sexual Health. Only include Community Nurses or Midwives, Health Visitors, School Nurses if they are directly employed by the practice.
- Include all other qualified nurses employed by the practice. Do not include Health Care Assistants here (they are in the Direct Patient Care category).
- Anyone who is directly involved in delivering patient care but who is not a nurse or GP. This includes Health Care Assistants (HCAs), Physiotherapists, Pharmacist, Phlebotomist, Chiropodists, Dispensers, Counsellors, Complementary Therapists.
- Anyone who is involved in the administration or organisation of the GP Practice. This includes Practice Managers, Receptionists, Secretaries, IT/Computing Specialists, Link worker, Interpreter, General Office Staff etc.
- Any paid/employed member of practice staff who is not included in any other staff group. For example Gardeners, Cleaners etc.

## **Dispensing Partnerships**

As well as prescribing some Practitioners are also authorised to dispense prescriptions under the National Health Service (Pharmaceutical Services) Regulations 1992; a Local Health Board may authorise a GP to dispense to patients living in a 'controlled locality' like a rural area who would have difficulty reaching a chemist or pharmacy. Dispensing doctors are never found in areas defined as being non-rural (i.e. 'urban') where the proximity of pharmacies is guaranteed. The number of dispensing partnerships in Wales was 80 in 2015.

## Workforce Flows

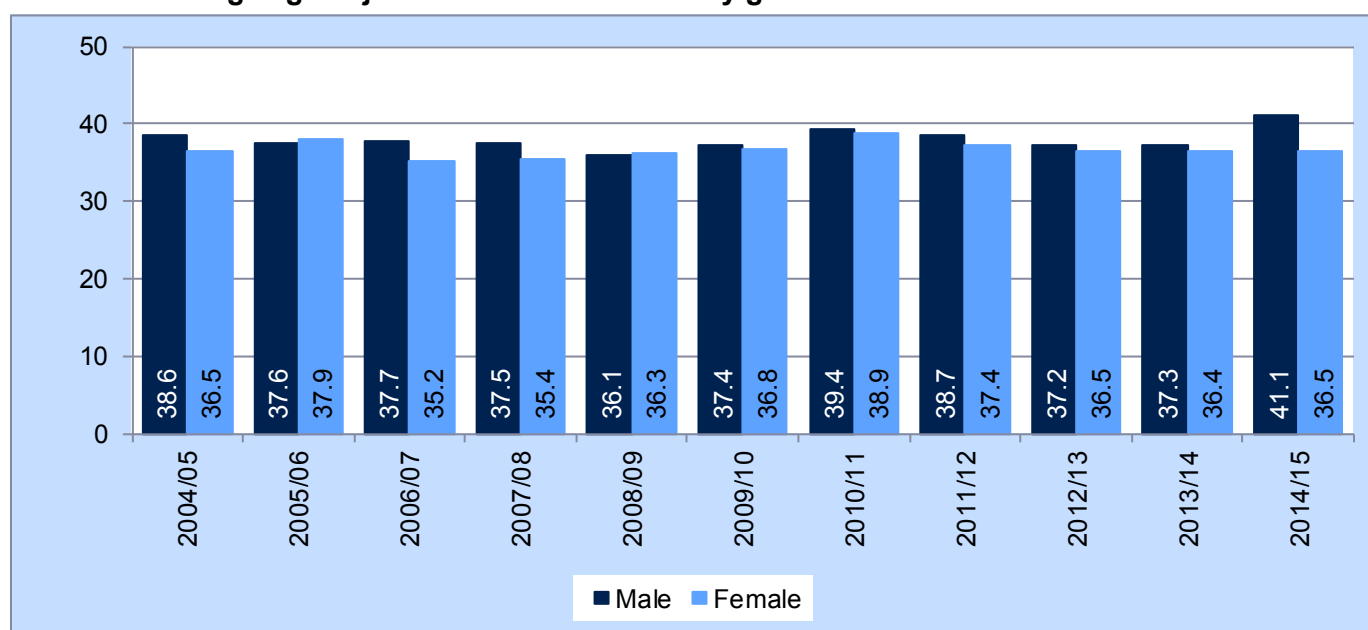
Workforce flows are estimated by comparing successive General Medical Services (GMS) censuses. A joiner is a GP reported as working in Wales in the census in one year but not the previous year. A leaver is a GP reported as working in Wales in the census in one year but not the next year.

These figures are snapshots from two specific points in time and only represent the national position at these times. They do not cover movement in and out of the GMS between these two points, nor do they relate to the local level turnover of staff between LHBs.

The workforce flow figures cover all GP types whereas the headcount of practitioners only includes certain types. Therefore the net effect of joiners and leavers will not necessarily align with the headcount of practitioners.

## GP Joiners in Wales

Chart 18: Average age of joiners to GP workforce by gender



Source: GMS Census

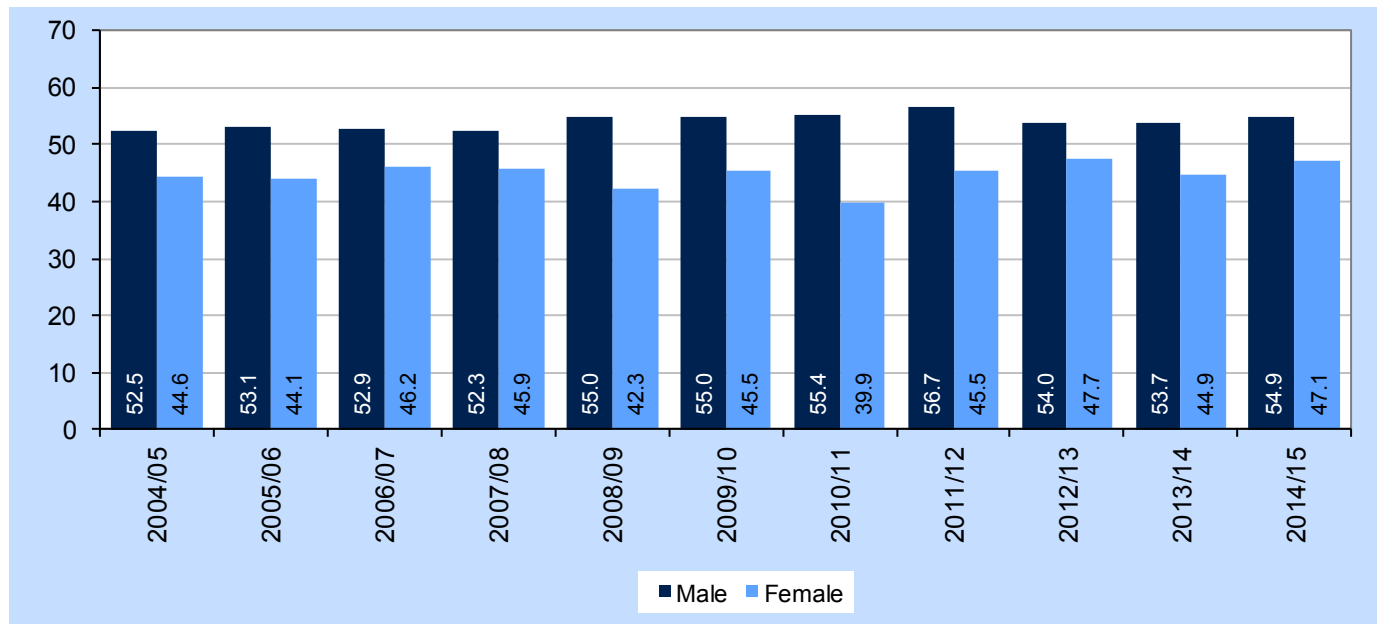
Between 2014 and 2015, 168 Practitioners (8.4 per cent of the 2015 workforce) joined the profession in Wales; 112 of joiners were female and 56 were male.

The average age of GPs joining was higher for males (37.3 to 41.1 years), and for females (36.4 to 36.5 years), compared to 12 months previously.

As in previous years there are more female joiners than male joiners (refer to [Table A4](#)).

## GP Leavers in Wales

**Chart 19: Average age of leavers from GP workforce by gender**



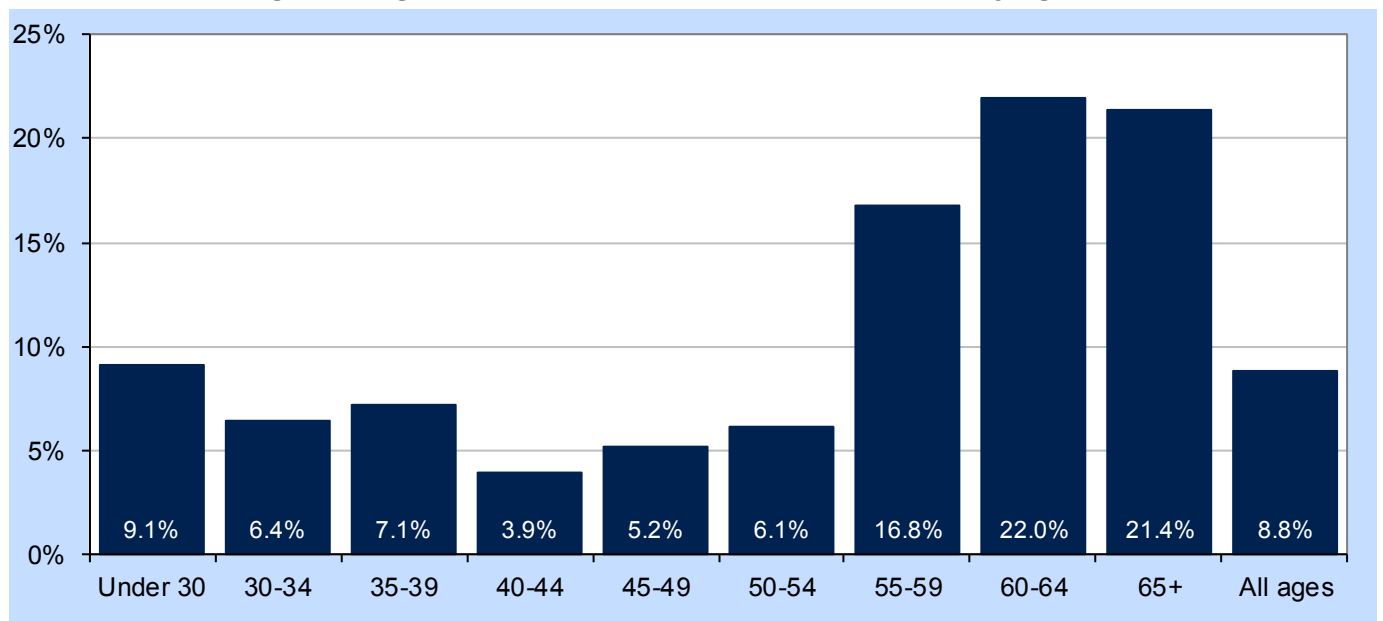
Source: GMS Census

Between 2014 and 2015, 177 Practitioners (8.8 per cent of the 2014 workforce) left the profession: 96 of leavers were male and 81 were female.

The average age of GPs leaving was higher for males from 53.7 to 54.9 years, and for females from 44.9 to 47.1 years, compared to 12 months previously.

As in previous years there are more male leavers than female leavers.

**Chart 20: Percentage leaving General Practice at 30 September 2015, by age**



Source: GMS Census

The group with the largest proportion of leavers is the 60-64 age group, with 22.0 per cent leaving the profession, closely followed by the 65+ age group (21.4 per cent)

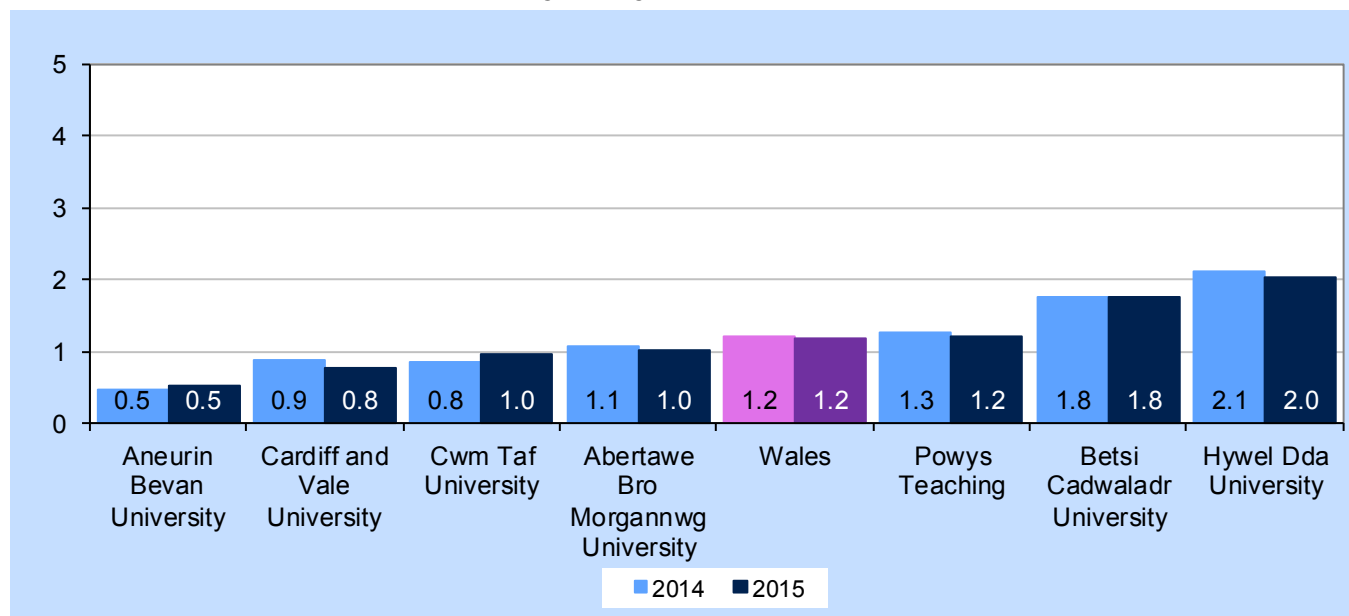
The group with the smallest proportion of leavers is the 40-44 age group, accounting for 3.9 per cent of practitioners leaving.

## Welsh Language

Data on the Welsh language ability of GPs represents the number of GPs on the Medical Performers' List who listed Welsh as a language they were able to speak. This includes all levels of fluency, from basic to fluent.

This data does not represent the number of GPs who currently consult in Welsh. Data does not include all GPs in Wales as, at the time of publishing the response rate of GPs could not be determined, but it is not thought to be less than 95 per cent.

**Chart 21: Number of GPs who have any ability to speak Welsh per 10,000 population**



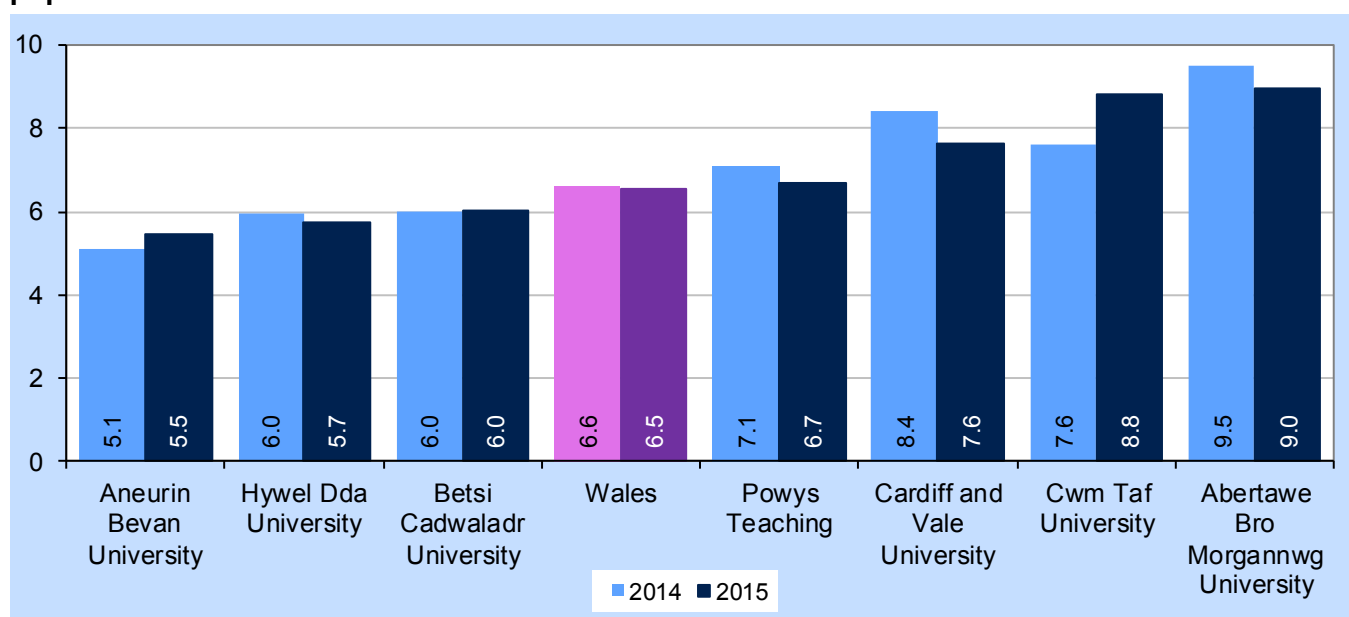
Source: NHS Wales Shared Services Partnership; ONS

In 2015, 368 practitioners recorded that they could speak Welsh.

Hywel Dda had the largest number of GP with an ability to speak Welsh per 10,000 population at 2.0 whilst Aneurin Bevan had the smallest with 0.5 GPs per 10,000 population in 2015.

In 2015, the Wales average was 1.2 per 10,000 population, the same as in 2014. [Table A5](#) summarises Welsh language ability for Local Health Boards.

**Chart 22: Number of GPs who have any ability to speak Welsh per 10,000 Welsh-speaking population**



Source: NHS Wales Shared Services Partnership; ONS



In 2015, Abertawe Bro Morgannwg University has the highest number of GPs able to speak Welsh per 10,000 Welsh-speaking population at 9.0 whilst Aneurin Bevan has the smallest with 5.5.

The Wales average was 6.5 GPs per 10,000 Welsh-speaking population.

## Qualifications

**Table 3: General Practitioners by Country of Primary Medical Qualification Group, 2015**

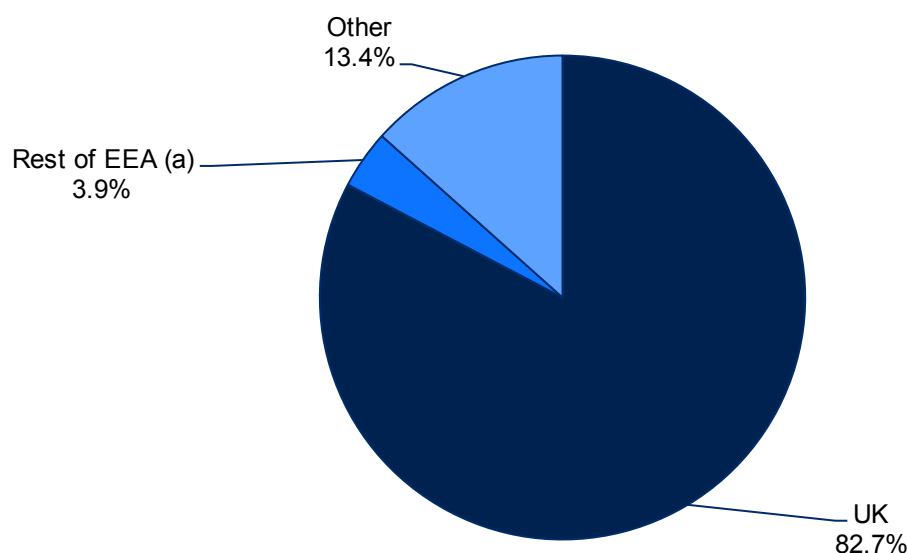
Local Health Board	All Practitioners (excluding Retainers, Registrars and locums)	UK	Rest of EEA (a)	Other
Betsi Cadwaladr University	437	348	27	62
Powys Teaching	98	87	4	7
Hywel Dda University	243	191	16	36
Abertawe Bro Morgannwg University	346	305	5	36
Cwm Taf University	178	132	10	36
Aneurin Bevan University	382	302	11	69
Cardiff and Vale University	313	287	5	21
<b>Wales</b>	<b>1,997</b>	<b>1,652</b>	<b>78</b>	<b>267</b>

Source: GMS Census

(a) The European Economic Area (EEA) (excluding the UK) includes Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Irish Republic, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden and Switzerland.

[Table 7](#) shows the country of primary medical qualification for GP practitioners. 82.7 per cent have a primary medical qualification from the UK, 3.9 per cent from the European Economic Area (EEA) (excluding the UK) and the rest (13.4 per cent) a qualification from elsewhere.

**Chart 23: Country of qualification – Main groups at 30 September 2015**



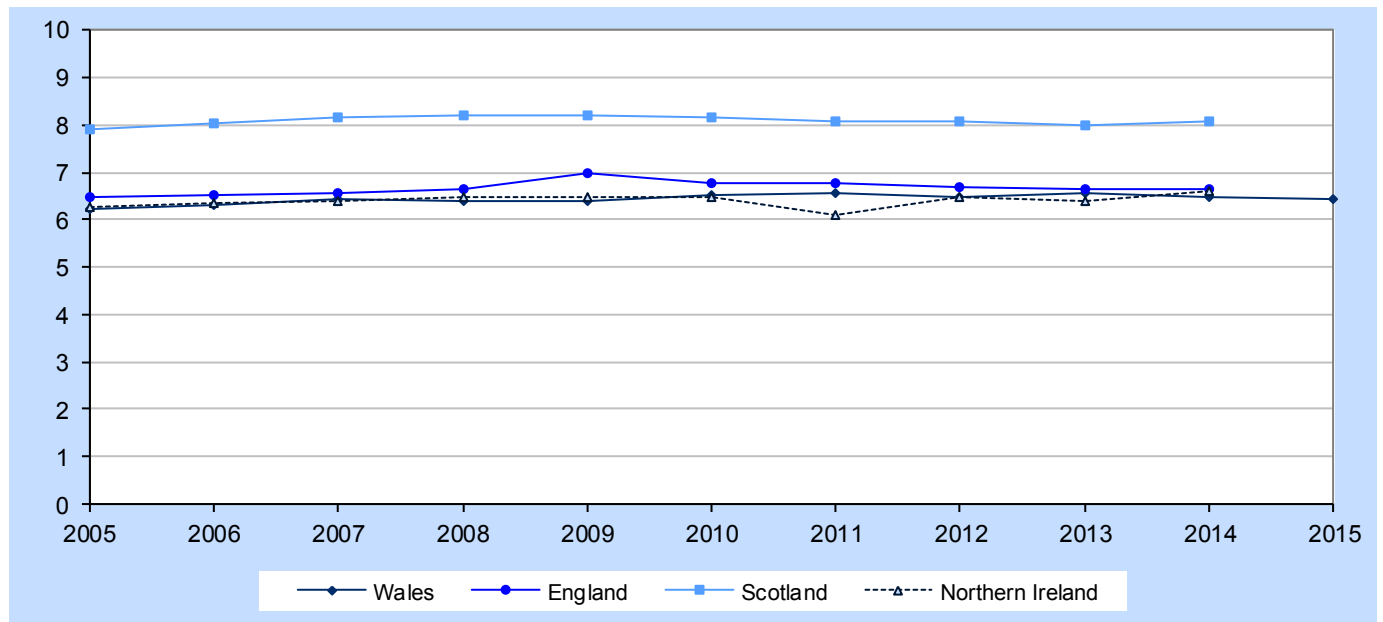
Source: NHS Wales Shared Services Partnership

(a) The European Economic Area (EEA) (excluding the UK) includes Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Irish Republic, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden and Switzerland.

## UK Comparisons of GP Workforce Statistics

This section contains the most recent data for the four countries. Charts 25 and 26 are based on 2014 data rather than 2015. Once the 2015 data are available for all countries, StatsWales will be updated.

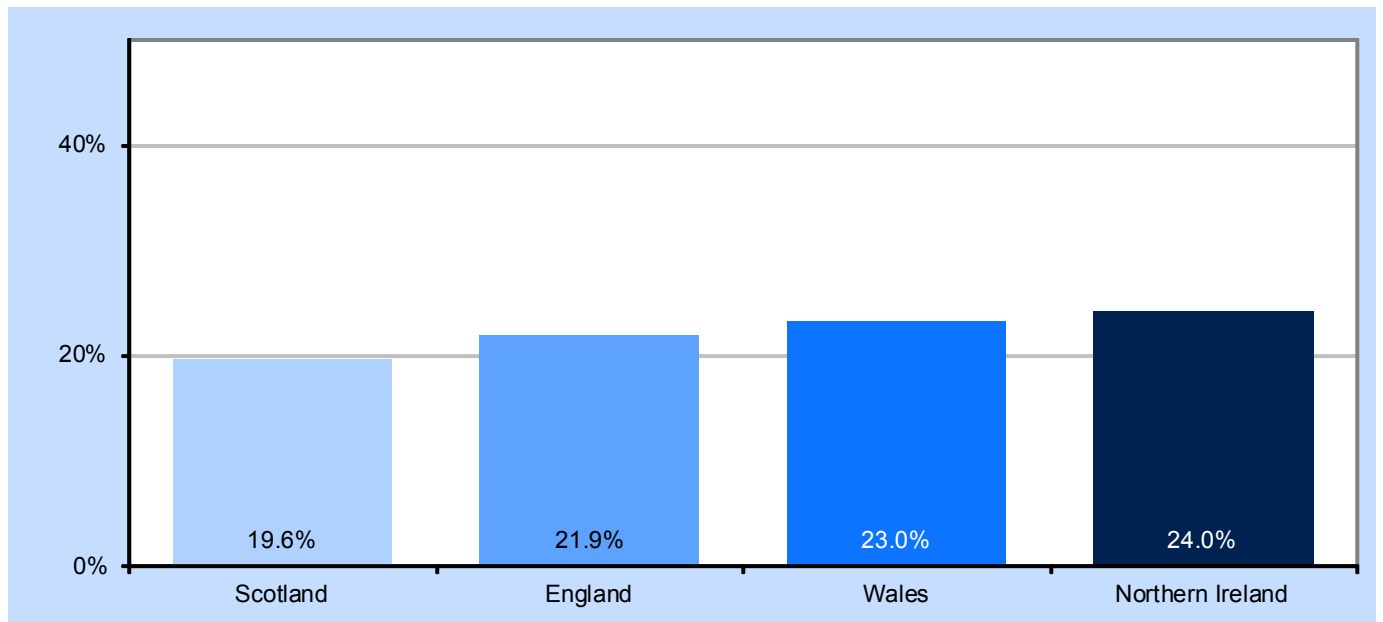
**Chart 24: GP practitioners per 10,000 population**



Source: GMS Census; HSCIC; ISD Scotland; HSC N. Ireland; ONS 2013 Census

Scotland continues to have the highest number of GPs per 10,000 population at 8.1 but note the differences in definitions. It should be noted that data prior to 2010 for England is not fully comparable with previous years. See footnote on [Table 6](#).

**Chart 25: Percentage of Practitioner Workforce aged 55 or over, by UK country, 2014**

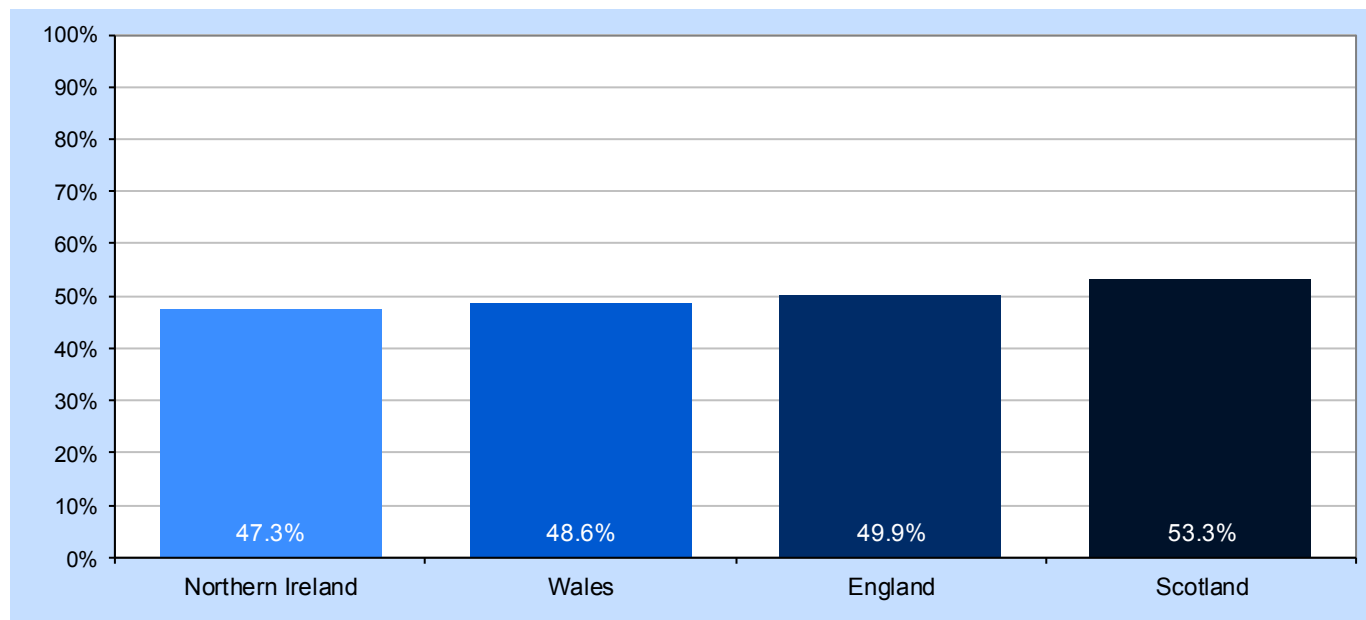


Source: GMS Census; HSCIC; ISD Scotland; HSC N. Ireland

Scotland has the lowest percentage of its GP workforce aged 55 or over at 19.6 per cent.

Northern Ireland has the highest percentage at 24.0 per cent.

**Chart 26 Percentage of Female Practitioners by UK country, 2014**



Source: GMS Census; HSCIC; ISD Scotland; HSC N. Ireland

Northern Ireland has the lowest percentage of female GPs at 47.3 per cent while Scotland has the highest at 53.3 per cent.

## Notes

All data relates to numbers as at 30 September except for 2009 which is at 1 October.

### General Medical Practitioner Definitions:

A **General Medical Practitioner** is a medical practitioner who treats all illnesses and provides preventative care and health education for patients of all ages.

A **General Practice** is an organisation which offers Primary Care medical services by a qualified General Medical Practitioner who is able to prescribe medicine where patients can be registered and held on a list. For the purpose of this release the term General Practice excludes Prisons, Army Bases, Education Establishments, Specialist Care Centres and Walk in Centres.

A **GP practitioner** includes GP providers and Other GPs only (excludes GP Registrars and GP Retainers).

A **GP Provider** is a practitioner who has entered into a contract with a LHB to provide services to patients.

**Salaried/other GPs** work within partnerships and were formerly known as GMS Others. These practitioners are generally remunerated by salary. This also includes GP returners. Returner is an old name for those GPs on what is now the induction and refresher training (<https://www.walesdeanery.org/specialty-training/general-practice/induction-refresher-training>)

A **GP Registrar** is a practitioner employed for a maximum period of one year for the purpose of training in general practice and in respect of whom a training grant is paid.

A **GP Retainer** is a practitioner who provides service sessions in general practice. They undertake the sessions as an assistant employed by the practice and are allowed to work a maximum of 4 sessions each week.

A **GP Locum** is a GP who deputises temporarily at a GP Practice, usually to cover for an absent GP Practitioner. Such cover should last for no more than 6 months.

**Registered patients per practitioner** - the number of registered patients divided by the number of 'all practitioners'.

Where tables refer to numbers, the figures represent a headcount of GPs. Some GPs may work in several partnerships/practices. Where this occurs the GP is only counted for the partnership/practice where the GP has the most senior position and/or spends most of their time as this will be their main place of work.

A **Partnership** is a financial arrangement between two or more bodies of which one must be a practitioner.

The **primary medical qualification** used to identify the country of qualification is based on information held on each individual doctor on the GMC register. The countries are grouped into UK, European Economic Area (EEA) and Elsewhere. Historical figures are based on the current EEA membership for comparability.

**General Medical Services (GMS)** is the contract which most GPs are employed.

## **Joiners and Leavers**

A leaver is a GP who was working (as a GP practitioner) at a Welsh practice in one census but was not a GP practitioner at a Welsh practice the following year.

A joiner is a GP who was working (as a GP practitioner) at a Welsh practice in one Census but was not a GP practitioner at a Welsh practice the previous year. i.e. If a GP was working as a registrar at the 2012 census and then took up a position as a GP practitioner they will be counted as a joiner.

## **General Practice Staff Definitions**

**Advanced Level Nurses:** Include advanced nurse practitioner, nurse practitioner, prescribing nurse, nurse clinician, nurse manager, practice development nurse, physician associate, assistant practitioner. These nurses have high levels of clinical skill, competence and autonomous decision-making.

**Extended Role Nurses:** Extended role nurses and practice nurses who have received additional training in a specialist area such as Diabetes, Asthma, Learning Disability, Mental Health and Sexual Health. Only include Community Nurses or Midwives, Health Visitors, School Nurses if they are directly employed by the Practice.

**Practice Nurses:** Include all other qualified nurses employed by the practice. Do not include Health Care Assistants here (they are in the Direct Patient Care category.)

**Direct Patient Care:** Anyone who is directly involved in delivering patient care but who is not a nurse or GP. This includes Health Care Assistants (HCAs), Physiotherapists, Pharmacist, Phlebotomist, Chiropodists, Dispensers, Counsellors, Complementary Therapists etc.

**Administrative/Clerical:** Anyone who is involved in the administration or organisation of the GP Practice. This includes Practice Managers, Receptionists, Secretaries, IT/Computing Specialists, Link worker, Interpreter, General Office Staff etc.

**Other:** Include any paid/employed member of practice staff who is not included in any other staff group. For example Gardeners, Cleaners etc.

# Key Quality information

## Data Sources

### General Medical Practitioners:

1. The Health and Social Care Information Centre (HSCIC) in England collect data for England and Wales using the Exeter database. This database is a computerised payment system of General Medical Practitioners (GMPs) who are in contract with Local Health Boards. Selected information is supplied by the HSCIC via secure electronic data transfer. This represents the majority of data used in this release.

Additional sources used are:

- Information Services Division Scotland, Business Services Organisation (Northern Ireland) and Health and Social Care Information Centre (England): The other UK countries provide data for the number of GPs (headcounts), the percentage of GPs aged 55 or over, the percentage of GPs who are female and GPs per 10,000 population.
- Mid Year Estimates of the Population: Office for National Statistics' Mid year estimates for 2014 are used to calculate the number of GPs per 10,000 population and the number of GPs who have any ability to speak Welsh per 10,000 population. Mid year estimates of population can be found on our [StatsWales](#) website (Click on the link to the Mid year estimates on StatsWales).
- 2011 Census: Welsh speaking population used to calculate the statistic "number of GPs who have any ability to speak Welsh per 10,000 Welsh-speaking population" is derived from the 2011 Census of Population. In previous editions data from the 2001 Census was used.
- Welsh speaking GPs: This data is derived from NHS Wales Shared Services Partnership – Contractor Services and used to calculate the number of GPs who have any ability to speak Welsh per 10,000 population and the number of GPs who have any ability to speak Welsh per 10,000 Welsh-speaking population. The counts are derived from the Medical Performers' List which lists all GPs able to practice in Wales.

### General Practice Staff

- The Health and Social Care Information Centre (HSCIC) compile the data from the ANC4 forms returned to the HSCIC by the seven Welsh Local Health Boards (LHBs). Information is collected from General Practices as at the 30 September 2015.

## Coverage

2. A full census of GPs was carried out as at 30 September 2015. Only practitioners whose 'Responsible Local Health Board' is within Wales have been included. The 'Responsible Local Health Board' is, in general, the Local Health Board area in which the majority of patients of the practice to which the practitioner belongs reside.
3. Information collected included details of each practitioner's name, age, sex, partnership details, country of primary medical qualification and whether certain allowances are payable (e.g. seniority). Also collected are details of partnership structure, patients, registrars, retainers and services offered by partnerships. Locum doctors are excluded.
4. This release covers the period 2005 to 2015. All data relates to headcount numbers as at 30 September except for 2009 which is at 1 October.
5. There were 34 GP practitioners working in more than one practice at the 30 September 2015.
6. Data on the Welsh language ability of GPs represents the number of GPs on the Medical Performers' List who listed Welsh as a language they were able to speak. This includes all levels of fluency, from basic to fluent. This data does not represent the number of GPs who currently consult in Welsh. Data does not include all GPs in Wales as, at the time of publishing the response rate of GPs could not be determined, but it is not thought to be less than 95 per cent.
7. Prior to 2010 General Practice staff information was collected at an aggregated Local Health Board level with the completeness of such returns at practice level being unknown. In 2010 the method of collecting the information changed to individual practice level submission. Data prior to 2010 may not be directly comparable. In 2012, improvements were made to the data collection form and Data Quality process. 99 per cent of practices provided a return in 2013 and 2014 and 97 per cent in 2015. Figures for the remaining practices were estimated to give a full census figure.

## Comparability – Whole-time equivalent (WTE)

8. In previous editions of this release, GP Whole Time Equivalent figures (WTE) were included. These have been omitted from the past 2 years following concerns expressed by users about data quality. WTE figures will be published once the issue has been fully investigated and resolved. Headcount figures are unaffected.

## Revisions

9. Administrative errors were identified relating to the GP rates per 10,000 population in 2005, 2007, 2008 and 2010. Revised figures have been marked with an "r", in the relevant tables and in the related text throughout. The GP rates per 10,000 population has fallen from 6.3 to 6.2 in 2005, 6.5 to 6.4 in 2007, 6.5 to 6.4 in 2008 and 9.6 to 6.5 in 2010. Routine revisions of previous year's rates to use the correct mid year estimate (MYE) year will be made each year. i.e. Last years rates have been updated to use the MYE for 2014. In 2015 the GP rates per 10,000 populations. All statistics in this release can be regarded as final figures, not subject to further revision or update.

## Accessing and Clarity

10. The data behind the chart and tables in this release can be found on StatsWales (a free-to-use internet service that allows visitors to view, manipulate, create and download tables). Please select "Health and Care" at the navigation screen of the following site: <https://statswales.wales.gov.uk/Catalogue>.

## Relevance

### What are the potential uses of these statistics?

11. These statistics will be used in a variety of ways. Some examples of these are:

- advice to Ministers;
- to inform debate in the National Assembly for Wales and beyond;
- to make publically available data on GP services in Wales.

### Who are the key potential users of this data?

12. These statistics will be useful both within and outside the Welsh Government. Some of the key potential users are:

- Ministers and the Members Research Service in the National Assembly for Wales;
- Local Health Boards;
- Local Authorities;
- Primary care clusters;
- GP Practices;
- The Department for Health and Social Services in the Welsh Government;
- Other areas of the Welsh Government;
- National Health Service (eg Workforce, Education & Development Services (WEDS)) AND Public Health Wales
- The research community;
- Students, academics and universities;
- Individual citizens and private companies.

The statistics may also be useful for other UK governments

- The Northern Ireland Executive's Department of Health, Social Services and Public Safety
- The Scottish Government
- The Department of Health in England.

## UK comparisons

The other UK countries also publish counts of GPs. Users should be aware of slight differences in definitions and methodologies; these are referred to in the footnotes to [Table 6](#).

### England

The Health and Social Care Information Centre: NHS Staff 2005 - 2014 (General Practice):

<http://www.hscic.gov.uk/searchcatalogue?q=nhs+staff+numbers&topics=2%2fWorkforce%2fStaff+numbers%2fGeneral+practice+staff&sort=Most+recent&size=10&page=1#top>

### Scotland

GPs and Other Practice Workforce:

<http://www.isdscotland.org/Health-Topics/General-Practice/GPs-and-Other-Practice-Workforce/>

### Northern Ireland

General Medical Statistics

<http://www.hscbusiness.hscni.net/services/1804.htm>



## Related links

Official statistics for the number of serving UK Armed Forces personnel and civilian personnel with a Defence Medical Services (DMS) registration can be accessed on the National Archive website:

<http://webarchive.nationalarchives.gov.uk/20140116142443/http://www.dasa.mod.uk/index.php/publications/health/medical/quarterly-NHS-commissioning-population-statistics>

## Feedback

We actively encourage feedback from our users. If you have any comments or require further information please contact us on the details below.

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<http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>



## Annexes

**Table A1: Local Health Boards at 30 September 2015**

Local Health Board	All practitioners (excluding locums, GP Registrars and GP Retainers) - numbers									GP Registrars: Number	GP Retainers: Number	Registered patients (a)	Average list size (b)
	GP Providers			Salaried/ Other GPs			Total						
	Male	Female	Total	Male	Female	Total	Male	Female	Total				
Betsi Cadwaladr University	223	154	377	8	52	60	231	206	437	34	4	699,154	1,600
Powys Teaching	48	39	87	2	9	11	50	48	98	5	1	138,556	1,414
Hywel Dda University	117	89	206	11	26	37	128	115	243	30	2	390,372	1,606
Abertawe Bro Morgannwg University	163	138	301	10	35	45	173	173	346	62	6	546,516	1,580
Cwm Taf University	76	48	124	14	40	54	90	88	178	29	4	303,786	1,707
Aneurin Bevan University	151	154	305	21	56	77	172	210	382	35	1	601,655	1,575
Cardiff and Vale University	139	124	263	8	42	50	147	166	313	36	7	507,316	1,621
<b>Wales</b>	<b>917</b>	<b>746</b>	<b>1,663</b>	<b>74</b>	<b>260</b>	<b>334</b>	<b>991</b>	<b>1,006</b>	<b>1,997</b>	<b>231</b>	<b>25</b>	<b>3,187,355</b>	<b>1,596</b>

Source: GMS Census

(a) Patients registered with relevant GPs irrespective of where the patient lives.

(b) Number of registered patients divided by the number of 'all practitioners'

**Table A2: Geography of General Medical Services 2015 (a)**

Local Health Board	GPs per 10,000 population (b)	Percentage of GP workforce who are female	Percentage of GP workforce aged 55 and over	Number of partnerships (c)	Partnerships with one partner	Percentage of partnerships with one partner
Betsi Cadwaladr University	6.3	47.1	23.6	111	18	16.2
Powys Teaching	7.4	49.0	24.5	17	2	11.8
Hywel Dda University	6.3	47.3	29.2	54	2	3.7
Abertawe Bro Morgannwg University	6.6	50.0	17.9	75	5	6.7
Cwm Taf University	6.0	49.4	23.6	45	8	17.8
Aneurin Bevan university	6.6	55.0	22.8	86	8	9.3
Cardiff and Vale University	6.5	53.0	22.7	66	2	3.0
<b>Wales</b>	<b>6.5</b>	<b>50.4</b>	<b>23.0</b>	<b>454</b>	<b>45</b>	<b>9.9</b>

Source: GMS Census

(a) Whole Time Equivalent (WTE) figures have been omitted this year following concerns expressed by users about data quality. WTE figures will be published once the issue has been fully investigated and resolved. Headcount figures are unaffected.

(b) Patients registered with relevant GPs irrespective of where the patient lives. ONS mid year population estimate for 2014.

(c) Includes LHB employed Partnerships.

**Table A3: Trends in the GP Practitioner Workforce (a)(b)**

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
GP headcount											
Male	1,208	1,202	1,204	1,179	1,162	1,162	1,149	1,113	1,082	1,031	991
Female	641	680	732	761	778	827	860	884	944	975	1,006
Persons (c)	1,849	1,882	1,936	1,940	1,940	1,991	2,009	1,997	2,026	2,006	1,997
GPs by age (headcount)											
Male											
Under 30	6	8	9	6	6	10	9	9	9	6	3
30-44	397	380	371	342	311	325	320	316	314	311	302
45-54	489	497	505	492	488	467	467	445	417	377	334
55-64	292	286	284	299	307	308	295	288	283	276	280
65 and over	24	31	35	40	50	52	57	55	59	58	53
Total (d)	1,208	1,202	1,204	1,179	1,162	1,162	1,149	1,113	1,082	1,031	991
Female											
Under 30	19	24	21	18	4	6	8	12	15	16	13
30-44	350	378	415	418	422	462	455	457	508	519	526
45-54	219	222	235	246	259	271	281	285	294	309	315
55-64	49	52	56	73	88	81	106	120	117	116	116
65 and over	4	4	5	6	5	7	10	9	10	12	11
Total (e)	641	680	732	761	778	827	860	884	944	975	1,006
GP Registrars											
Male	49	58	70	77	63	80	64	67	62	55	67
Female	54	94	95	121	98	135	138	156	171	165	164
Persons	103	152	165	198	161	215	202	223	233	220	231
GP Retainers											
Male	6	4	6	5	4	4	3	3	1	1	1
Female	64	57	67	65	51	43	44	34	25	22	24
Persons	70	61	73	70	55	47	47	37	26	23	25
GP Locums (f)	-	-	-	-	-	-	-	-	-	609	634
Registered patients per practitioner	1,650	1,644	1,598	1,605	1,616	1,584	1,575	1,589	1,569	1,582	1,596
Number of partnerships	497	496	495	499	488	487	483	474	470	462	454
Registered patients per partnership	6,140	6,236	6,250	6,242	6,424	6,474	6,549	6,694	6,762	6,868	7,021

(a) At 30 September except for 2009 which is at 1 October.

(b) Whole Time Equivalent (WTE) figures have been omitted this year following concerns expressed by users about data quality. WTE figures will be published once the issue has been fully investigated and resolved. Headcount figures are unaffected.

(c) Include 2 GPs whose gender was unknown in 2010.

(d) Include GPs whose age was unknown; one in 2011, three in 2014 and 19 in 2015

(e) Include GPs whose age was unknown; one in 2012, three in 2014 and 25 in 2015.

(f) The data is sourced from the medical performers list, which is provided by the NHS Wales Shared Services Partnership. The data for 2014 is correct as at February 2015. GP Locum data is separate from the GP Practitioners data presented in the release. In 2014 due to the time period when the data was obtained, there may be a small number of GPs who have been double counted as being a GP Practitioner and a GP Locum. The 2015 data is at 30 September 2015.

**Table A4: Workforce Flows (a)(b)**

	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Joiners											
Male	46	54	59	40	39	60	59	46	54	45	56
Female	82	87	82	64	54	91	83	95	121	92	112
Persons	128	141	141	104	93	151	142	141	175	137	168
Joiners to GP as a percentage of all GPs	6.9	7.5	7.3	5.4	4.8	7.6	7.1	7.1	8.6	6.8	8.4
Average age of joiners (c)											
Male	38.6	37.6	37.7	37.5	36.1	37.4	39.4	38.7	37.2	37.3	41.1
Female	36.5	37.9	35.2	35.4	36.3	36.8	38.9	37.4	36.5	36.4	36.5
Persons	37.2	37.8	36.3	36.2	36.2	37.0	39.1	37.8	36.7	36.7	37.9
Leavers											
Male	57	59	58	64	56	57	78	82	86	96	96
Female	38	49	32	31	38	41	51	71	60	61	81
Persons	95	108	90	95	94	98	129	153	146	157	177
Leavers from GP as a percentage of all GPs	5.2	5.8	4.8	4.9	4.8	5.1	6.5	7.6	7.3	7.7	8.8
Average age of leavers (c)											
Male	52.5	53.1	52.9	52.3	52.5	55.0	55.4	56.7	54.0	53.7	54.9
Female	44.6	44.1	46.2	45.9	41.1	45.5	39.9	45.5	47.7	44.9	47.1
Persons	49.3	49.0	50.5	50.2	47.9	51.0	49.2	51.4	51.4	50.3	51.3

Source: GMS Census

- (a) Workforce flows are estimated by comparing successive GMS censuses for all GP types. Therefore this table will not align with the headcount of practitioners. Joiners are those Practitioners reported in the census one year, but not reported as a Practitioner in the previous year. These figures are therefore snapshots from two specific points in time and only represent the national position at these times.
- (b) The years in this table denote a full year between each census. The census dates are 30 September except for 2009 which is at 1 October.
- (c) Average age of those whose age is 'known'.

**Table A5: Welsh Language Ability amongst GPs in Wales 2015 (a)**

Local Health Board and Local Authority Area	GPs who speak Welsh (b)	Population of LHB (c)	GPs who speak Welsh per 10,000 population	Welsh-speaking population of LHB (d)	GPs who speak Welsh per 10,000 Welsh- speaking population
Betsi Cadwaladr University	123	694,038	1.8	204,406	6.0
Isle of Anglesey	21	70,169	3.0	38,568	5.4
Gwynedd	46	122,273	3.8	77,000	6.0
Conwy	20	116,287	1.7	30,600	6.5
Denbighshire	18	94,791	1.9	22,236	8.1
Flintshire	8	153,804	0.5	19,343	4.1
Wrexham	10	136,714	0.7	16,659	6.0
Powys Teaching	16	132,675	1.2	23,990	6.7
Hywel Dda	78	383,989	2.0	135,798	5.7
Ceredigion	23	75,425	3.0	34,964	6.6
Pembrokeshire	13	123,666	1.1	22,786	5.7
Carmarthenshire	42	184,898	2.3	78,048	5.4
Abertawe Bro Morgannwg University	54	523,001	1.0	60,133	9.0
Swansea	36	241,297	1.5	26,332	13.7
Neath Port Talbot	13	140,490	0.9	20,698	6.3
Bridgend	5	141,214	0.4	13,103	3.8
Cwm Taf (e)	29	295,953	1.0	32,807	8.8
Aneurin Bevan (e)	30	580,401	0.5	54,958	5.5
Cardiff and Vale University	38	481,979	0.8	49,924	7.6
The Vale of Glamorgan	6	127,685	0.5	13,189	4.5
Cardiff	32	354,294	0.9	36,735	8.7
<b>Wales</b>	<b>368</b>	<b>3,092,036</b>	<b>1.2</b>	<b>562,016</b>	<b>6.5</b>

Source: NHS Wales Shared Services Partnership

- (a) The GPs noted here are from the Medical Performers List. This is a list of all GPs able to practice in Wales, and includes principals, locums, salaried doctors, registrars and retainers.
- (b) Number of Welsh Speaking GPs on the All Wales Medical Performers List as at 30 September 2015.
- (c) Office for National Statistics, mid year population estimates, 2014.
- (d) 2011 Census.
- (e) Due to low numbers in some local authorities only Local Health Boards are shown.

**Table A6: UK Comparisons of GP workforce**

	Wales (a,c,f)	England (b,c)	Scotland (d, f)	Northern Ireland (e,g)
GP headcount (persons)				
2005	1,849	32,738	4,033	1,084
2006	1,882	33,091	4,111	1,110
2007	1,936	33,364	4,195	1,128
2008	1,940	34,010	4,234	1,148
2009	1,940	35,917	4,269	1,156
2010	1,991	35,120	4,268	1,160
2011	2,009	35,415	4,278	1,160
2012	1,997	35,527	4,285	1,170
2013	2,026	35,561	4,257	1,171
2014	2,006	35,819	4,311	1,211
2015	1,997	..	4,322	1,263
GPs per 10,000 population				
2005	6.2 (r)	6.5	7.9	6.3
2006	6.3	6.5	8.0	6.4
2007	6.4 (r)	6.6	8.2	6.4
2008	6.4 (r)	6.7	8.2	6.5
2009	6.4	7.0	8.2	6.5
2010	6.5 (r)	6.8	8.2	6.5
2011	6.6	6.8	8.1	6.1
2012	6.5	6.7	8.1	6.5
2013	6.6	6.6	8.0	6.4
2014	6.5	6.6	8.1	6.6
2015	6.5	..	..	..
Percentage of GPs aged 55 or over: 2014	23.0	21.9	19.6	24.0
Percentage of GPs that are female: 2014	48.6	49.9	53.3	47.3

Source: GMS Census; HSCIC ; ISD Scotland; HSC N.Ireland

- (a) At 30 September except 2009 which is at 1 October.
- (b) New headcount methodology for 2010 onwards is not fully comparable with previous years data due to improvements that make it a more stringent count of absolute numbers. Previous years represent a count of contracts held by GPs.
- (c) GPs excluding registrars and retainers.
- (d) At 1 October: comprising Performer, Performer Provider, Performer Salaried, Performer Locum Salaried, Performer Locum, Performer
- (e) Data only includes what would have been Unrestricted Principals or Equivalents (UPEs) and Restricted GPs under the old contract.
- (f) Rate per 10,000 population updated to reflect the most up to date population estimates.
- (g) GPs per 10,000 population not available for 2014. Northern Ireland population estimates are not available for 2014 until June 2015. For information, in 2014 Northern Ireland had 6.3 GPs per 10,000 registered patients, however this figure is not comparable with other figures provided.
- (r) Administrative errors have been identified relating to the 2005, 2007, 2008 and 2010 figures for Wales. Figures have been revised

## Appendix 2 - StatsWales tables

General practitioners workforce headcounts and Whole Time Equivalents by local health board, gender and year:

<https://statswales.wales.gov.uk/Catalogue/Health-and-Social-Care/General-Medical-Services/GPWorkforceHeadcountsAndWholeTimeEquivalents-by-LocalHealthBoard-Gender-Year>

General practitioners, registrars, retainers and average list size by local health board and year:

<https://statswales.wales.gov.uk/Catalogue/Health-and-Social-Care/General-Medical-Services/GPPractitionersRegistrarsRetainersAndAverageListSize-by-LocalHealthBoard-Year>

General practitioners workforce trend by age and gender:

<https://statswales.wales.gov.uk/Catalogue/Health-and-Social-Care/General-Medical-Services/GPWorkforceTrend-by-Age-Gender->

General practitioners workforce flows by gender and year:

<https://statswales.wales.gov.uk/Catalogue/Health-and-Social-Care/General-Medical-Services/GPWorkforceFlows-by-Gender-Year>

Local health board comparisons of GP workforce by year:

<https://statswales.wales.gov.uk/Catalogue/Health-and-Social-Care/General-Medical-Services/LocalHealthBoardComparisonsOfGPWorkforce-by-Year>

UK comparisons of general practitioners workforce by year:

<https://statswales.wales.gov.uk/Catalogue/Health-and-Social-Care/General-Medical-Services/UKComparisonsOfGPWorkforce-by-Year>

General practitioners Welsh language ability by local health board and year:

<https://statswales.wales.gov.uk/Catalogue/Health-and-Social-Care/General-Medical-Services/GPWelshlanguageAbility-by-LocalHealthBoard-Year>

GP workforce data for other UK countries can be found at the following links:

England:

<http://www.hscic.gov.uk/searchcatalogue?topics=2%2fWorkforce%2fStaff+numbers%2fGeneral+practice+staff&sort=Relevance&size=10&page=1#top>

Scotland: <http://www.isdscotland.org/Health-Topics/General-Practice/Publications/data-tables.asp?id=1191#1191>

Northern Ireland: <http://www.hscbusiness.hscni.net/services/1804.htm>