

Staff directly employed by the NHS in Wales, at 30 September 2019

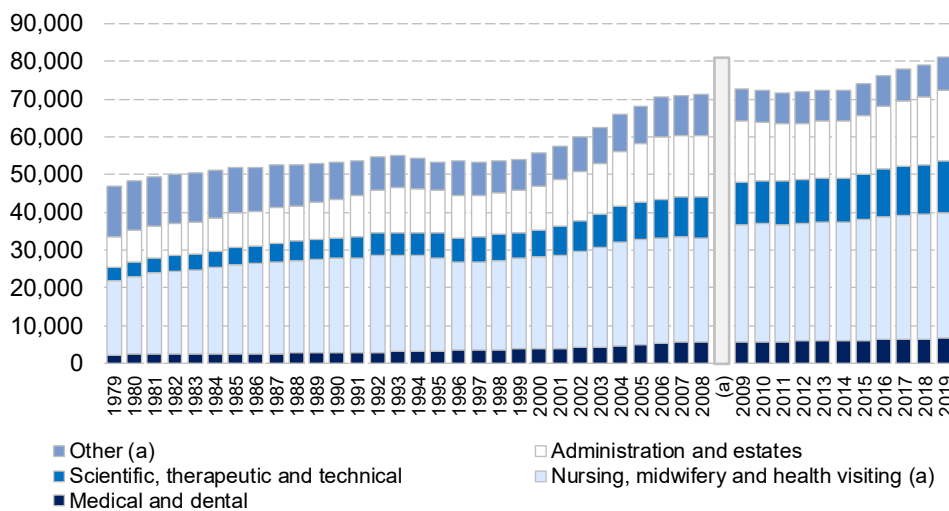
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The NHS is the largest employer in Wales and currently employs more than 94,000 people (in more than 81,000 full-time equivalent – FTE - posts). Data is available from 1979; however due to changes in the classifications of staff only the overall numbers are strictly comparable over time.

Alongside this annual release we are publishing for the first time quarterly staffing data from December 2018. This data will be published quarterly going forward to better meet the needs of users with timelier data.

There have been a number of changes to the [NHS occupation manual](#) and several data quality issues identified in recent years. These affect the comparisons over time for some staff groups (explained on pages 3 and 4).

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



(a) Includes ambulance staff, Health Care Assistants (HCA), support staff and non-medical staff. Following changes to the occupation codes, around 70% of the HCAs are included with nursing, midwifery and health visiting staff from 2009. Break in chart to indicate the change.

- The total number of directly employed NHS staff has gone up from 46,909 in 1979 to 81,044 in 2019, an increase of 73%.

Between 2018 and 2019 (in terms of full-time equivalent numbers)

- The total number of staff increased by 1,990 (2.5%) to 81,044.
- Medical and dental staff increased by 153 (2.3%) to 6,693.
- Nursing, midwifery and health visiting staff increased by 373 (1.1%) to 33,301.
- Other staff groups increased by 1,463 (3.7%) to 41,051.

About this release

This annual release presents summary information on staff directly employed by the NHS in Wales as at 30 September; quarterly data from December 2018 onwards is also included.

The data exclude General Medical Practitioners and some Dental Practitioners as they are independent NHS Contractors.

More detailed data, including staff numbers for individual NHS organisations, is available on [StatsWales](#).

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Overall NHS staff

Table 1 shows the number of staff directly employed by the NHS in Wales by staff group in 2009 and the last 6 years, along with the percentage change from the previous year.

Table 1: Number of NHS staff (FTE) directly employed at 30 September, by staff group

Staff groups:	Full time equivalent (FTE) staff at 30 September							% change from 2018
	2009	2014	2015	2016	2017	2018	2019	
Medical and dental staff								
Hospital medical ¹	5,291	5,654	5,765	5,872	6,026	6,199	6,346	2.4%
Hospital dental	163	164	165	168	154	163	170	4.7%
Community / public health medical	80	76	72	71	58	47	45	-5.7%
Community / public health dental ²	104	133	135	138	145	131	132	0.9%
All medical and dental staff	5,637	6,028	6,136	6,249	6,383	6,539	6,693	2.3%
Nursing, midwifery and health visiting staff								
Registered nurses	20,529	20,737	20,876	21,145	21,265	21,214	21,359	0.7%
Registered midwives	1,217	1,316	1,319	1,333	1,347	1,363	1,389	2.0%
Support staff ^{3 4}	9,413	9,332	9,717	10,234	10,362	10,351	10,552	1.9%
All nursing, midwifery and health visiting staff	31,159	31,386	31,912	32,713	32,974	32,927	33,301	1.1%
Scientific, therapeutic and technical staff								
Qualified staff	9,256	9,226	9,436	9,709	9,989	10,288	10,559	2.6%
Support staff	2,008	2,445	2,535	2,720	2,810	2,918	3,218	10.3%
All scientific, therapeutic and technical staff	11,265	11,671	11,971	12,429	12,799	13,206	13,777	4.3%
Admin & estates staff								
Senior Manager / Manager	2,572	1,976	1,905	2,028	2,200	2,361	2,621	11.0%
Clerical and Administrative	12,326	12,249	12,890	13,562	14,190	14,551	14,969	2.9%
Maintenance and Works	1,170	948	963	991	995	983	1,097	11.5%
All admin & estates staff	16,068	15,172	15,757	16,580	17,384	17,895	18,687	4.4%
HCAs and other support staff								
Health Care Assistant ³	12	73	83	81	93	89	85	-3.7%
Support Worker	6,488	6,088	6,007	6,118	6,161	6,205	5,985	-3.5%
All HCAs and support workers	6,500	6,161	6,090	6,199	6,254	6,294	6,071	-3.5%
Ambulance staff								
Registered staff	992	1,009	981	1,019	1,042	1,006	1,100	9.4%
Support staff ⁴	863	939	1,017	1,026	1,043	1,090	1,331	22.1%
All ambulance staff	1,855	1,947	1,998	2,045	2,084	2,095	2,431	16.0%
Other staff								
Other non-medical staff ⁵	213	104	106	86	92	98	86	-12.6%
TOTAL	72,698	72,470	73,971	76,301	77,971	79,054	81,044	2.5%

NOTES (see notes on [Data quality and coding changes](#))

¹ See [GP trainees](#)

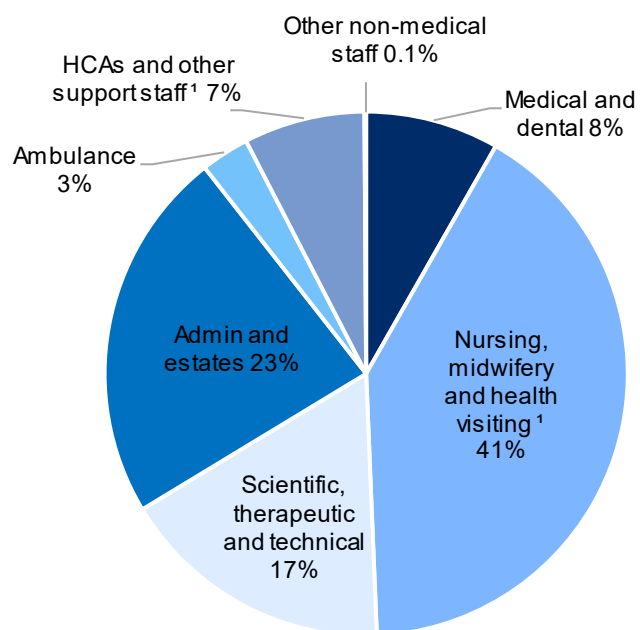
² See [Dentists \(non-hospital dental staff\)](#)

³ See [Healthcare Assistants \(H1s\) and Nursing Assistants / Auxiliaries \(N9s\)](#)

⁴ See [Ambulance personnel](#)

⁵ Staff on general payments, and other non-medical staff. Also see [Other staff](#).

Chart 2: Directly employed NHS staff (FTE) in post at 30 September 2019



¹ See [Healthcare Assistants \(H1s\) and Nursing Assistants / Auxiliaries \(N9s\)](#)

At 30 September 2019, almost half of the staff directly employed by the NHS in Wales were either medical and dental staff, or belonged to the nursing, midwifery and health visiting group.

The nursing, midwifery and health visiting group was the largest staff group, accounting for 41% of all staff.

Medical and dental staff accounted for 8% of the total.

Almost a quarter (23%) of the staff worked in administration & estates departments.

Ambulance staff, healthcare assistants and other support staff, and other non-medical staff made up the remaining 10%.

Data quality and coding changes

Over recent years a number of quality issues have been identified with the data. Some have been resolved, others have not. Whilst at a high level the data are considered robust, some more detailed breakdowns clearly show inconsistencies in the data between health boards and between years. To help users to interpret the data and understand where those limitations may be, we have introduced this section to more clearly describe those areas. We continue to work with the health boards, NHS Trusts, and HEIW to improve this data where issues and inconsistencies are identified. The [NHS Occupation Codes Manual](#) determines the codes and definitions that should be used in the Electronic Staff Record.

Ongoing quality and coding issues

Below are the areas where we have been unable to fully resolve any quality issues for this year's publication.

District Nurses

It was identified in 2016 that Cardiff and Vale had a large reduction in district nurses between 2015 and 2016. In the following year Cardiff and Vale recoded a number of nurses back to district nurses. Further quality assurance of this data has again been carried out this year. Enhancements last year to the Electronic Staff Record meant that it is possible to see which of those district nurses have the relevant qualification (SP:DN). Our quality assurance continues to show there are a number of nurses coded as district nurses who should not be. The NHS occupation manual clearly states that it should only be those with the relevant qualification and they should be pay band 6 or above. This affects mostly Cardiff and Vale. As this data is widely used we have introduced additional analysis into this publication looking at those who have the relevant SP:DN and those who are pay band 6 or above.

Healthcare Assistants (H1s) and Nursing Assistants / Auxiliaries (N9s)

During 2018 Betsi Cadwaladr and Cwm Taf Health Boards re-coded many of their former Health Care Assistants (HCAs) (occupation code H1) as Nursing Assistants / Auxiliaries (N9), bringing them in line with most of the other Health Boards. To show as comparable a position as possible over time, HCAs working in nursing services (shown separately in previous years) are now included within the nursing, midwifery and health visiting group (unqualified and total staff). There remain some health boards who have yet to recode H1s to N9s.

Other 1st level nurses with their area of work as 'community' / Community Psychiatric Nurses

During 2018 Betsi Cadwaladr implemented 'Establishment Control'* of their nursing, midwifery and health visiting occupation coding which has led to a large number of nursing staff being re-coded to the 'community' area of work and an increase in Community Psychiatric Nurses (CPN). Between 2017 and 2018 there is a doubling of other 1st level nurses recorded as working in the community in BCU, accounting for most of the overall increase at a Wales level.. Similarly there is a trebling of CPNs in BCU between 2017 and 2018. It is not possible to recode this historically. There appear to be some inconsistencies between the health boards which we are exploring.

* Establishment Control is a formal process for matching information on funded posts in an organisation to the details of the staff currently employed in those posts.

Other 2nd level nurses

In 1989 changes to nurse education driven by 'Project 2000' marked the end of Enrolled Nurse training and many Enrolled Nurses converted to 1st level. During 2019, the new Nursing & Midwifery Council (NMC)

Professional Registration interface was introduced, providing part & level of the NMC register data, e.g. Level 1 (Staff Nurse) or Level 2 (Enrolled Nurse). Therefore, Enrolled Nurse occupation code should be N7* or N5* with an Enrolled Nurse 'job role'. Health boards were asked to validate their Level 1 and Level 2 nursing data and re-code them if necessary, in line with the guidance issued. However, as the coding is held at Position level, many staff were re-coded incorrectly leading to a large increase in the numbers of 'Other Level 2 nurses' in [Table 3](#). This is now being rectified and will hopefully be finalised before the next release of this data.

Historical and resolved quality and coding issues

Ambulance staff

In April 2019 significant changes were made to the ambulance section of the [NHS occupation codes manual](#). More options were made available and some new staff groups/roles were created to provide improved data quality and allow better comparison between Ambulance Trusts across the UK. The ambulance staff group now includes 'emergency call taking and dispatch staff' who were previously coded in the 'administration and estates' staff group. The notes under the ambulance table ([Table 9](#)) should be read in conjunction with the table, as direct comparison across the years is not possible.

Paramedics / technicians

In October 2017 WAST implemented a national re-structuring programme for paramedics. Those paramedics who were prepared to undertake additional training leading to additional competencies and increased responsibilities, were promoted to Band 6. Some paramedics chose not to undertake the additional training and remained at Band 5; they are now classed as technicians. This was the main cause of the reduction in the number of paramedics and the increase in technicians at 30 September 2018.

Ambulance personnel

Following an evaluation of staff grades by the Welsh Ambulance Services NHS Trust during 2015-16, staff previously classified as HCAs and other support staff have been re-classified as ambulance personnel; further re-classification took place during 2017 affecting numbers in 2015 and 2016.

Children's nurses / midwives

In 2016 ABMU re-coded a number of midwives and other staff to children's nurses; Betsi Cadwaladr also undertook a data cleansing exercise the same year; Cwm Taf Morgannwg and Cardiff and Vale re-coded a number of staff to children's nurses during 2019. These re-codings are likely to have been the main reason for the increases seen in the nursing table ([Table 3](#)) for those years.

Dentists (non-hospital dental staff)

In previous years, General Dental Practitioners (occupation code 971) have been excluded from this release as they are independent contractors and not directly employed by the NHS. However, during 2017, occupation code 970 (Community Health Service Dental) was removed from the NHS occupation codes manual and staff were re-coded to the most appropriate alternative. In many cases, they were re-coded to 971 (General Dental Practitioners) and were therefore not included in this table in 2017. Other LHBS have followed suit in 2018 resulting in a further drop in community / public health dentists. However, as they are effectively doing the same job as before, we have added them back into the data from 2009, and the table has been revised accordingly.

GP trainees

NHS Wales Shared Services Partnership (NWSSP) became the lead employer for General Practice (Doctors in Training only) from 2015 onwards. Prior to that GPs in training who rotated into a GP surgery would be employed by the surgery and therefore leave the NHS Wales payroll. Since 2015 NWSSP keeps continuous employment and these figures are shown against Velindre NHS Trust, which hosts NWSSP. In addition to these, GP trainees who are on hospital rotations are recorded under the specialty of their current role against Velindre NHS trust from 2015 onwards. Previously these trainees were recorded against the Local Health Boards (LHBs) which hosted the trainee. As a result the numbers recorded against the LHBs in the relevant specialties fell in 2015.

Scientific, therapeutic and technical staff

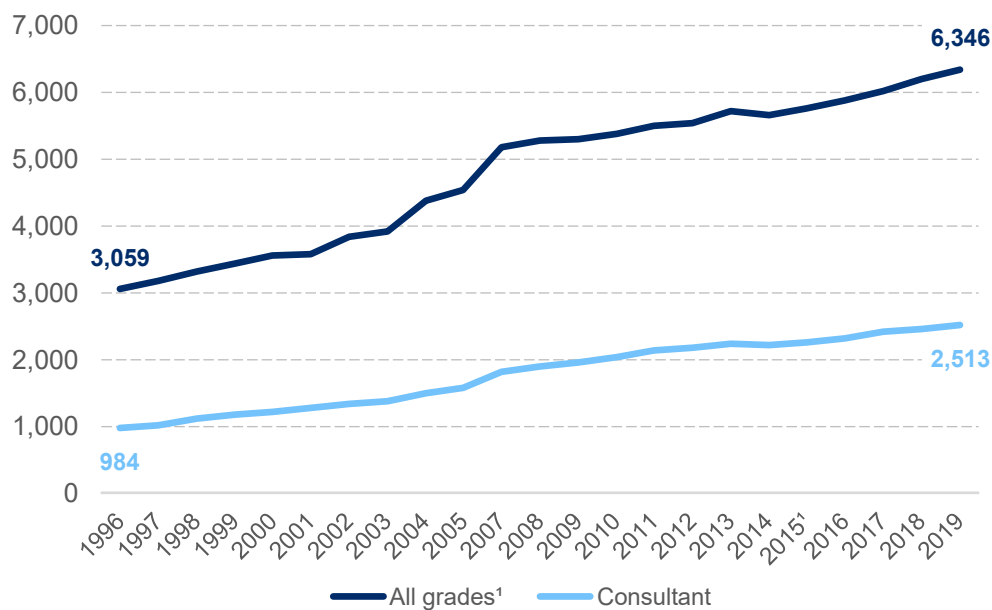
In 2014, following an extensive consultation, changes in classification and coding were made to the healthcare science staff group. Re-coding of these records affected staff that had previously not been included within the existing healthcare science staff as they were thought to fit better within the scientific, therapeutic and technical or estates staff. Note that comparisons between years for these staff groups are affected by these changes

Other staff

Each year we have a small number of records with a valid medical occupation code but with an invalid or missing grade code. In previous years these records have been moved to 'Other / non-medical staff' but this is not really appropriate, so we have decided to delete these records from 2009 onwards. [Table 1](#) has been revised accordingly. In future, any such records will be flagged with the relevant LHBs at the earliest opportunity so that amendments can be made if necessary.

Medical and dental staff

Chart 3: Hospital medical staff (FTE) from 1996

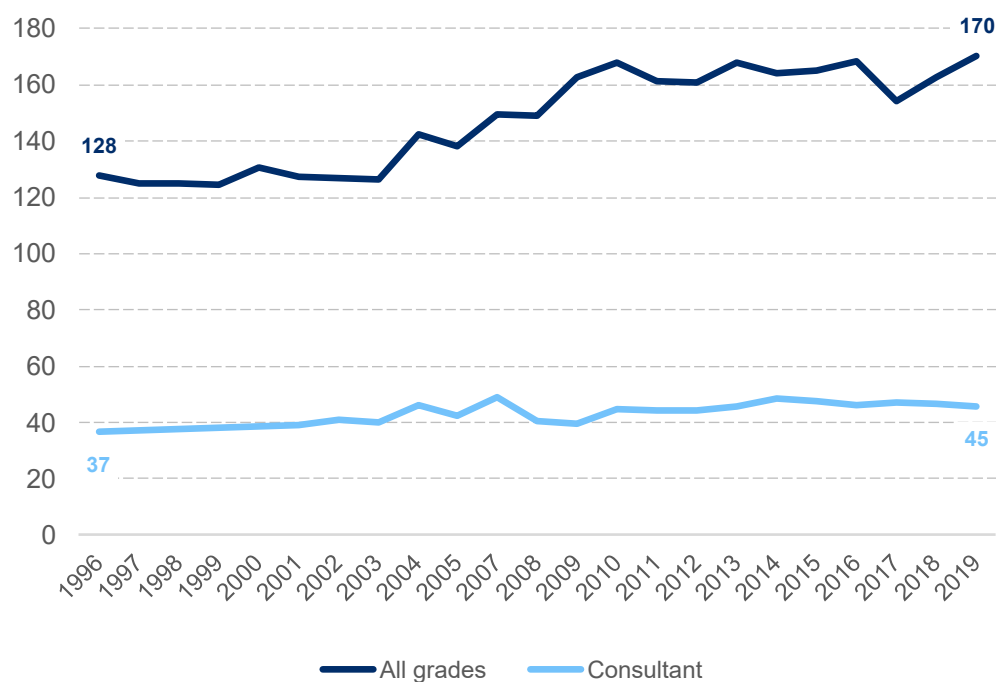


¹ In 2015 GPs in training (178 fte staff) moved to be recorded under Velindre NHS Trust, resulting in an increase in the total staff - see notes for further information.

Since 1996, the total number of hospital medical staff has increased by 107%, from 3,059 at 30 September 1996 to 6,346 at 30 September 2019.

The number of medical consultants has increased by 155% over the same period, from 984 at 30 September 1996 to 2,513 at 30 September 2019.

Chart 4: Hospital dental staff (FTE) from 1996



Since 1996, the total number of hospital dental staff has increased by 33%, from 128 at 30 September 1996 to 170 at 30 September 2019.

The number of dental consultants has increased by 25% over the same period, from 37 at 30 September 1996 to 45 at 30 September 2019.

More detailed medical and dental staffing data, including all staff grades, numbers by LHB, headcount and FTE, is available on [StatsWales](https://stats.wales.gov.uk/).

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

Table 2 shows the number of medical and dental staff by grade. [GP trainees](#) are included with the medical specialist registrars but are also shown separately at the bottom of the page.

Medical staff	2009	2014	2015	2016	2017	2018	2019	% change from 2018
Consultant	1,952	2,221	2,255	2,323	2,419	2,462	2,513	2.1%
Specialty Doctor	255	468	478	484	516	538	542	0.8%
Staff Grade	94	4	4	5	4	3	3	0.0%
Associate Specialist	359	288	266	252	239	214	200	-6.9%
Specialist Registrar ¹	1,740	1,796	1,963	2,027	2,062	2,162	2,240	3.6%
Senior House Officer	222	129	89	74	85	116	114	-1.5%
Foundation House Officer 2	248	376	344	340	333	334	349	4.5%
Foundation House Officer 1	314	339	336	336	333	339	347	2.2%
House Officer	28	2	.	.	.	.	.	.
Other ²	79	31	30	32	34	30	38	26.4%
All hospital medical staff	5,291	5,654	5,765	5,872	6,026	6,199	6,346	2.4%
Dental staff	2009	2014	2015	2016	2017	2018	2019	% change from 2018
Consultant	40	49	48	46	47	47	45	-2.6%
Specialty Doctor	16	17	22	25	25	24	24	2.1%
Staff Grade	6	1	0	0	.	.	.	.
Associate Specialist	10	8	8	8	8	9	8	-6.9%
Specialist Registrar	19	24	21	29	27	26	23	-11.2%
Senior House Officer	54	53	63	52	46	56	68	19.9%
Foundation House Officer 2	1	1	1	1	1	1	1	0.0%
Foundation House Officer 1	.	.	.	.	.	.	.	.
Other ²	18	11	2	6	0	0	1	158.4%
All hospital dental staff	163	164	165	168	154	163	170	4.7%
Community / public health staff	2009	2014	2015	2016	2017	2018	2019	% change from 2018
Community / public health dental ³	104	133	135	138	145	131	132	0.9%
Community / public health medical	80	76	72	71	58	47	45	-5.7%
All community / public health	184	209	207	209	203	178	176	-0.8%
TOTAL medical and dental staff	5,637	6,028	6,136	6,249	6,383	6,539	6,693	2.3%
Grade	2009	2014	2015	2016	2017	2018	2019	% change from 2018
Specialist Registrar ¹	.	.	178	205	205	216	259	19.8%

NOTES (see notes on [Data quality and coding changes](#))

0 indicates a number less than 0.5 (. is not applicable)

¹ See [GP trainees](#)

² Includes clinical assistant and other medical and dental grades.

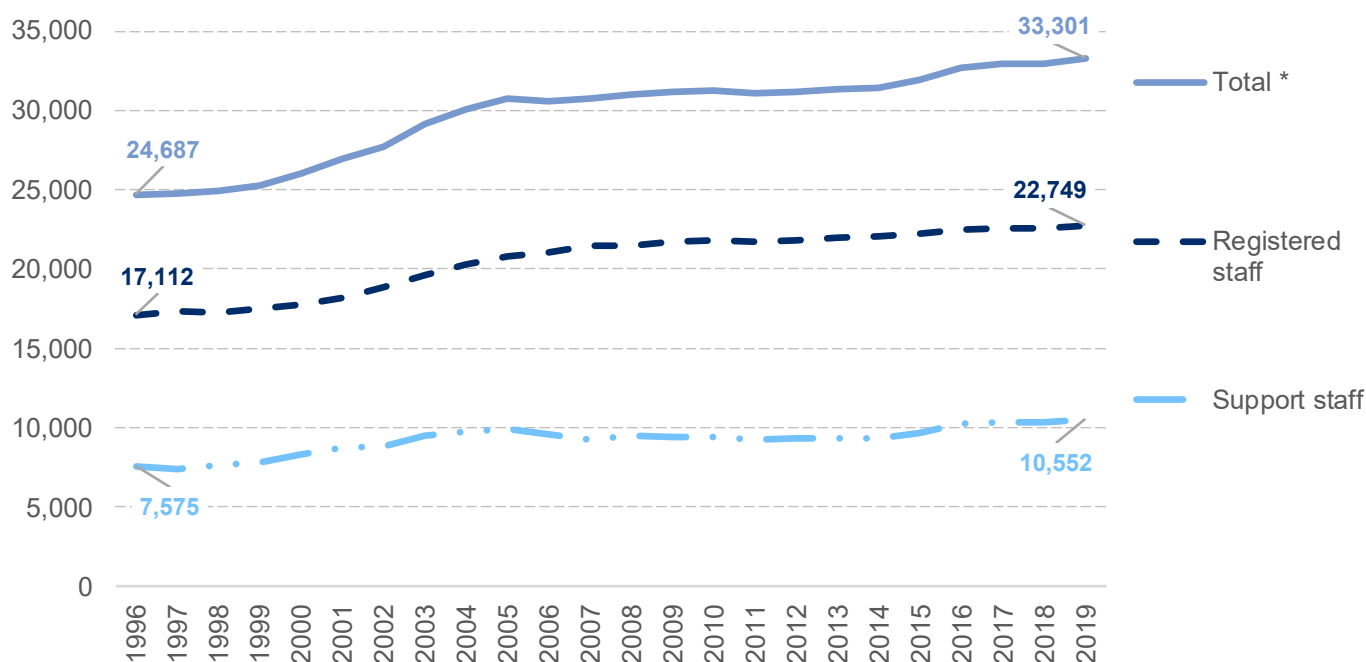
³ See [Dentists \(non hospital dental staff\)](#)

Nursing, midwifery and health visiting staff

Over the last few years, most of the LHBs and Trusts in Wales have been working to check, or 'cleanse' the staffing data, particularly in respect of the nursing, midwifery and health visiting group. It is known that there are variations across the LHBs and Trusts in how staff are recorded. As noted in the data quality section earlier there are particular issues with the coding of children's nurses. Some are recorded as 'children's nurses' and others as 'Other 1st level nurses – paediatrics', in effect, combining their grade with their area of work. This also appears to happen elsewhere too, as is evident in [Table 3](#) below. As described on page 4, some changes have already been made and a number of these anomalies will be examined and corrected where possible.

In response to concerns over the quality of the district nursing data we have produced analysis looking at the SP:DN qualification and pay band to help with the interpretation of the data.

Chart 5: Nursing, midwifery and health visiting staff (FTE) from 1996



NOTE

See [Healthcare Assistants \(H1s\) and Nursing Assistants / Auxiliaries \(N9s\)](#)

- Total nursing, midwifery and health visiting staff (FTE) increased by 373 (1.1%) from 30 September 2018 to 30 September 2019, and by 8,614 (34.9%) since 1996 to a total of 33,301 at 30 September 2019.
- Registered FTE staff increased by 172 (0.8%) from 30 September 2018 to 30 September 2019, and by 5,637 (32.9%) since 1996.
- Support staff increased by 201 (1.9%) from 30 September 2018 to 30 September 2019 and by 2,977 (39.3%) since 1996.

Table 3: Nursing, midwifery and health visiting staff (FTE) at 30 September, by grade

Registered nursing staff	2009	2014	2015	2016	2017	2018	2019	% change from 2018
Nurse Manager	532	544	575	630	720	683	700	2.5%
Nurse Consultant	55	27	20	21	22	25	28	14.0%
Modern Matron	2	40	43	50	75	104	104	0.1%
Community Matron				2	2	2	1	-50.0%
Children's Nurse ¹	296	207	199	303	308	313	858	174.1%
Health Visitor	759	858	896	870	885	876	879	0.4%
District Nurse ^{2 3}	713	516	412	581	610	581	591	1.7%
Community Psychiatric Nurse ^{3 7}	139	92	104	103	181	339	359	5.9%
Community Learning Disability Nurse ³		5	5	2	36	69	68	-1.7%
Qualified School Nurse	41	71	70	81	87	93	91	-2.3%
Other 1st level nurses ^{2 3 4}	17,822	18,256	18,464	18,428	18,287	18,074	17,262	-4.5%
Other 2nd level nurses ⁵	139	55	42	33	21	19	374	1906.2%
Post 1st level registration learner	32	66	46	42	30	37	45	22.4%
All registered nursing staff	20,529	20,737	20,876	21,145	21,265	21,214	21,359	0.7%

Registered midwives	2009	2014	2015	2016	2017	2018	2019	% change from 2018
Registered Midwife ¹	1,217	1,316	1,319	1,333	1,347	1,363	1,389	2.0%

Support staff	2009	2014	2015	2016	2017	2018	2019	% change from 2018
Nursing Assistant Practitioner	2	23	29	87	98	130	153	17.4%
Nursery Nurse	215	236	236	240	242	246	241	-2.0%
Nursing Assistant / Auxiliary ⁶	6,197	5,983	6,218	6,543	6,547	9,576	9,726	1.6%
Pre-registration learner	26	5	9	39	25	17	33	92.5%
Health Care Assistant (HCA) ⁶	2,974	3,086	3,226	3,325	3,450	381	400	4.8%
All support staff	9,413	9,332	9,717	10,234	10,362	10,351	10,552	1.9%

Total nursing, midwifery and health visiting staff	2009	2014	2015	2016	2017	2018	2019	% change from 2018
	31,159	31,386	31,912	32,713	32,974	32,927	33,301	1.1%

NOTES (see notes on [Data quality and coding changes](#))

¹ See [Children's nurses / midwives](#)

² See [District nurses](#)

³ Re-coding of some 'Other 1st level nurses' to 'DN / CPN / CLDN' in Abertawe Bro Morgannwg in 2017

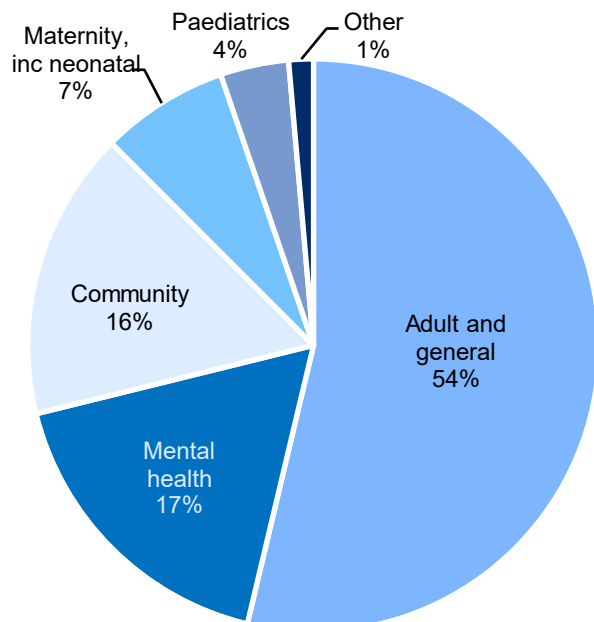
⁴ Other 1st level nurses are registered nurses who are not separately qualified (and occupying a position) as a 1st level district nurse, CPN, CLDN or children's nurse. See the [NHS Occupation Code Manual](#) for further information.

⁵ See [Other 2nd level nurses](#)

⁶ See [Healthcare Assistants \(H1s\) and Nursing Assistants / Auxiliaries \(N9s\)](#) and [ambulance personnel](#).

⁷ See [Other 1st Level Nurses working in community services/Community Psychiatric Nurses](#)

Chart 6: Nursing, midwifery and health visiting staff by area of work, at 30 September 2019



At 30 September 2019, more than half (54%) of all nursing staff worked in the adult and general sector.

A further 17% worked in the mental health sector and 16% in community services.

7% worked in maternity including neonatal services, and 4% in paediatrics.

The remaining 1% worked in other areas (education & school nursing staff, central functions, and learners).

NOTE: parts may not add to 100% due to rounding

The table below gives a breakdown of other 1st level nurses by area of work. Recoding in 2018 means that comparisons between 2018 and previous years is not advised.

Table 4: Other 1st level nurses (FTE) at 30 September, by area of work

Area of work	2009	2014	2015	2016	2017	2018	2019	% change from 2018
Adult and general	12,078	12,152	12,217	12,298	12,150	11,579	11,254	-2.8%
Paediatric nursing ¹	749	701	718	699	700	686	272	-60.4%
Maternity services	268	118	114	76	64	58	61	5.0%
Community psychiatry	893	1,025	1,050	1,082	1,084	979	1,028	5.0%
Other psychiatry	1,869	1,767	1,733	1,726	1,699	1,635	1,603	-1.9%
Community learning disabilities	209	212	220	210	182	133	116	-13.2%
Other learning disabilities	238	189	175	166	152	176	160	-9.3%
Community services	1,188	1,653	1,797	1,732	1,794	2,320	2,278	-1.8%
Education staff	60	42	47	45	48	58	58	-0.2%
School nursing	92	127	124	126	122	129	147	13.4%
Neonatal nursing	179	270	269	269	292	319	286	-10.6%
Total 'Other 1st level nurses'	17,822	18,256	18,464	18,428	18,287	18,074	17,262	-4.5%

NOTES

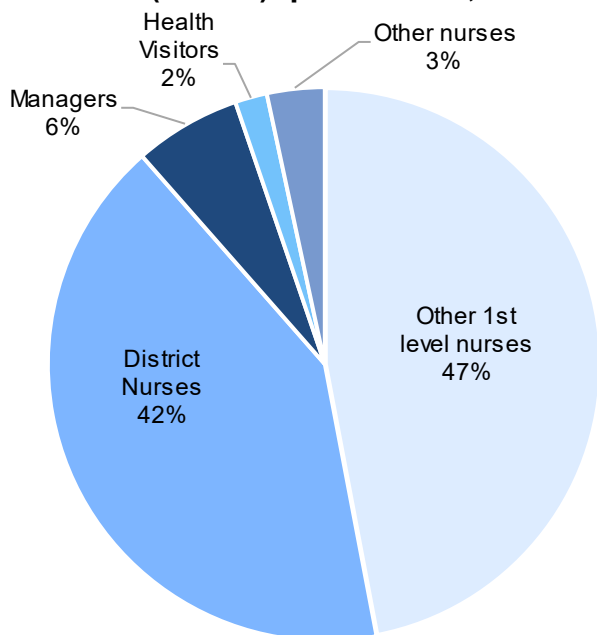
See [Other 1st Level Nurses working in community services](#)

¹ 'paediatric nursing' numbers will have been affected by the re-coding of 'other 1st level nurses' to 'children's nurses' in Cardiff and Vale and Cwm Taf Morgannwg – see Table 3 above and the data quality note on [Children's nurses / midwives](#)

Staff registered with the [Nursing & Midwifery Council \(NMC\)](#) can choose to undertake [further studies](#) in a range of specialist practitioner and other roles. Chart 7 below shows the staff with the Specialist Practitioner: District Nurse (SP:DN) qualification. As noted earlier, District Nurses should have this qualification and there has been substantial change in the data over recent years. With the link between the NMC and ESR it is possible to see how many District Nurses (and indeed other staff) have SP:DN qualification.

Note that this section is based on headcount rather than FTE.

Chart 7: Nursing, midwifery and health visiting staff with the additional Specialist Practitioner: District Nurse (SP:DN) qualification, at 30 September 2019 (headcount)



- 802 nursing, midwifery and health visiting staff have the additional SP:DN qualification at 30 September 2019.
- Of these, 377 (47%) are Other 1st Level nurses (occupation code N6) and 333 (42%) are District Nurses (N4H / N5H).
- 50 (6%) are Managers (N0), 15 (2%) are Health Visitors (N3), and a further 27 are other nursing, midwifery and health visiting staff (3%).
- 10 other (i.e. non-nursing) staff have the SP:DN qualification.

Table 5: District Nurses at 30 September 2019, by LHB (headcount)

LHB:	District Nurses	District Nurses with SP:DN	Percentage with SP:DN	Band 6 and above	
				Number	Percent
Betsi Cadwaladr	97	74	76%	95	98%
Hywel Dda	62	39	63%	62	100%
Swansea Bay	66	50	76%	66	100%
Cardiff & Vale	226	36	16%	81	36%
Cwm Taf Morgannwg	97	76	78%	97	100%
Aneurin Bevan	85	32	38%	85	100%
Powys	34	26	76%	34	100%
TOTAL	667	333	50%	520	78%

Table 5 shows the number and percentage of District Nurses with SP:DN. Whilst most LHBs are around 60% or more, Cardiff and Vale (16%) and Aneurin Bevan (38%) are much lower. Cardiff and Vale also have a large number of staff recorded as District Nurses 1st level who are not at the minimum Band 6 level.

The NHS Occupational Manual states that District Nurse 1st level (N4H) must not be below Agenda for Change Band 6. There are 3 District Nurses 2nd level (N5H) in Wales at 30 September 2019.

Scientific, therapeutic and technical staff

Table 6: Scientific, therapeutic and technical staff at 30 September, by occupation group

Occupation group	2009	2014	2015	2016	2017	2018	2019	% change from 2018
Qualified Allied Health Professionals	4,551	4,627	4,759	4,899	4,974	5,059	5,149	1.8%
Qualified Healthcare Science and Public Health Scientific Staff ¹	2,176	1,867	1,866	1,886	1,910	1,983	2,026	2.2%
Qualified Other Scientific, Therapeutic & Technical Support to ST&T staff ²	2,529	2,732	2,811	2,924	3,106	3,245	3,384	4.3%
	2,008	2,445	2,535	2,720	2,810	2,918	3,218	10.3%
TOTAL ST&T staff	11,265	11,671	11,971	12,429	12,799	13,206	13,777	4.3%

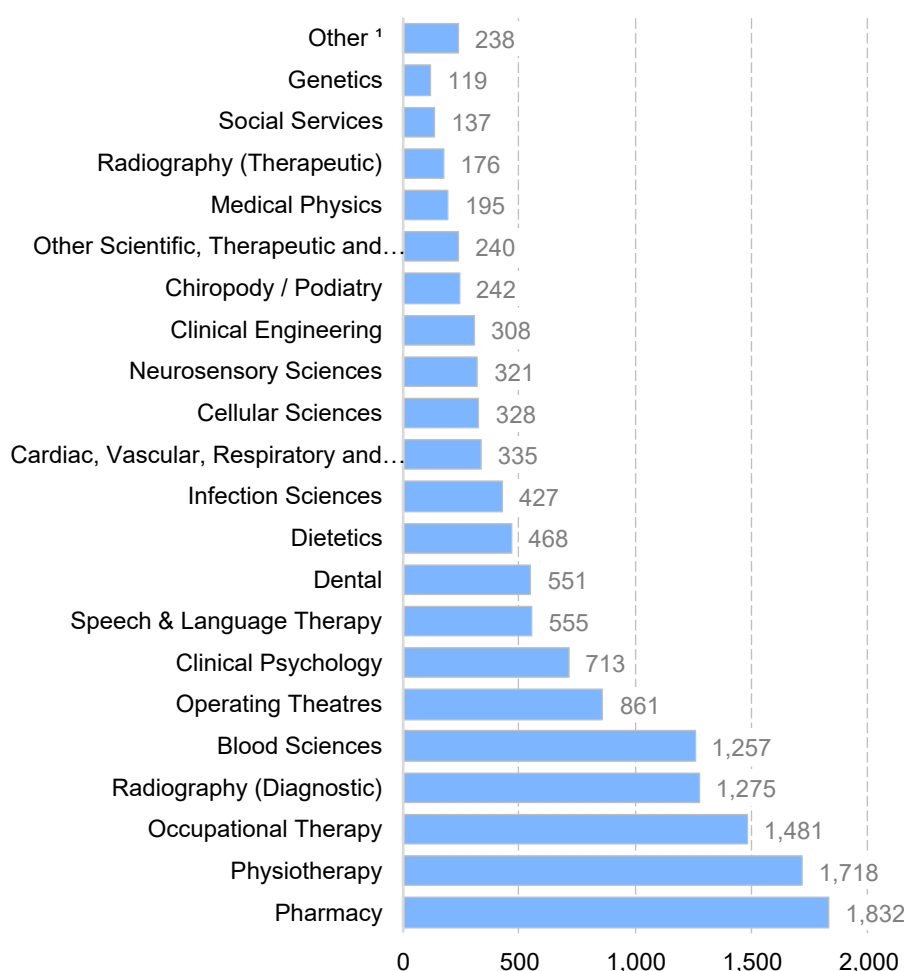
NOTES (see notes on [Data quality and coding changes](#))

¹ See [Scientific, therapeutic and technical staff](#)

² Scientific, therapeutic and technical

- The number of scientific, therapeutic and technical staff increased by 571 (4.3%) from 2018 to 2019, and by 2,512 (22.3%) from 2009, to reach 13,777 in 2019.
- At 30 September 2019, 37% of the staff were qualified allied health professionals, 15% were qualified healthcare science and public health scientific staff and 25% were other qualified scientific, therapeutic and technical staff. The remaining 23% of staff worked in support grades.

Chart 8: Scientific, therapeutic and technical staff, by area of work, at 30 September 2019



The largest number of scientific, therapeutic and technical staff work in pharmacy departments (1,832 or 13.3%), closely followed by those in physiotherapy (1,718 or 12.5%).

¹ Includes Social Sciences, Clinical bioinformatics, Gastrointestinal and Urodynamic Sciences, Art / Music / Drama Therapy, Prosthetics and Orthotics, Multi Therapies, Orthotics / Optics, and Psychotherapy.

Administration and estates staff

Table 7: Administration & estates staff at 30 September, by grade

Administration and estates	2009	2014	2015	2016	2017	2018	2019	% change from 2018
Senior Manager	839	568	551	576	589	627	747	19.2%
Manager	1,733	1,407	1,353	1,452	1,611	1,734	1,873	8.0%
Clerical and Administrative	12,326	12,249	12,890	13,562	14,190	14,551	14,969	2.9%
Maintenance and Works	1,170	948	963	991	995	983	1,097	11.5%
TOTAL Admin & Estates staff	16,068	15,172	15,757	16,580	17,384	17,895	18,687	4.4%

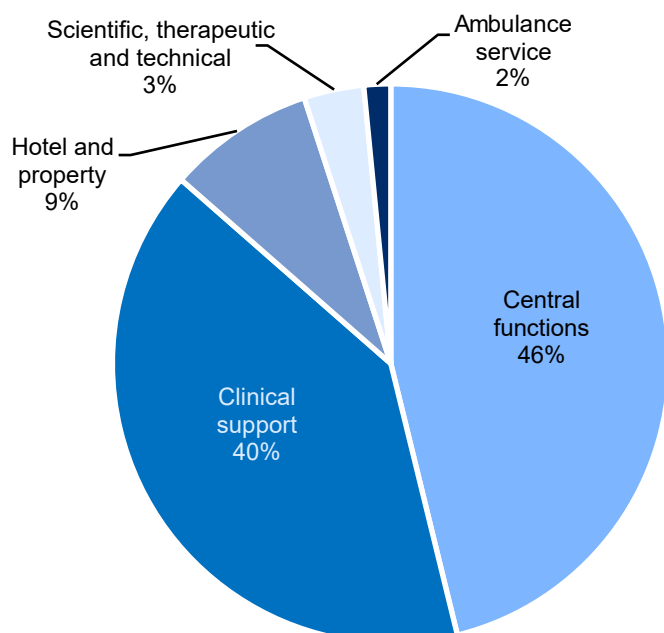
NOTES:

Re-classification work carried out by the Welsh Ambulance Services NHS Trust during 2016-17 resulted in minor changes for 2015 and 2016; this table has been updated to reflect these changes and therefore differs from previous editions.

See also the note on changes to [ambulance](#) staff which has impacted on the administration and estates staff.

- The total number of administration and estates staff increased by 792 (4.4%) between 2018 and 2019, with the number of managers (including senior managers) up by 11.0%. This table is affected by the NHS occupation code changes in 2019, where a number of staff (particularly 'emergency call taking and dispatch staff) moved to the ambulance staff group.
- Clerical and administration staff, which makes up the majority (80%) of the administration and estates staff, increased by 2.9% over this period.
- Since 2009 the total number of administrative and estates staff increased by 16.3%, with clerical and administrative staff up by 2,643 (21.4%) and managers up by 140 (8.1%). However, senior managers went down by 92 (10.9%), and maintenance and works staff were down 73 (6.3%).

Chart 9: Administration and estates staff by area of work, at 30 September 2019



At 30 September 2019, 46% of administrative and estates staff worked in central functions.

A further 40% worked in clinical support and 9% in hotel and property services.

The remainder worked in scientific, therapeutic and technical (3%) or the ambulance service (2%).

Health Care Assistants and other support staff

Table 8: Health Care Assistants (HCAs) and other support staff at 30 September, by area of work

Area of work	2009	2014	2015	2016	2017	2018	2019	% change from 2018
Nursing services ¹	376	408	391	382	424	445	381	-14.4%
Hotel and property	5,778	5,443	5,473	5,605	5,612	5,632	5,325	-5.5%
Central functions ²	222	200	196	187	186	193	356	84.6%
Ambulance service ³	104	103	12	11	13	16	.	.
Scientific, therapeutic and technical	20	8	18	15	18	7	8	16.1%
TOTAL HCAs and other support staff ^{1 3}	6,500	6,161	6,090	6,199	6,254	6,294	6,071	-3.5%

NOTES (see notes on [Data quality and coding changes](#))

Support staff do not have formal NVQ (National Vocational Qualification), or HCA training.

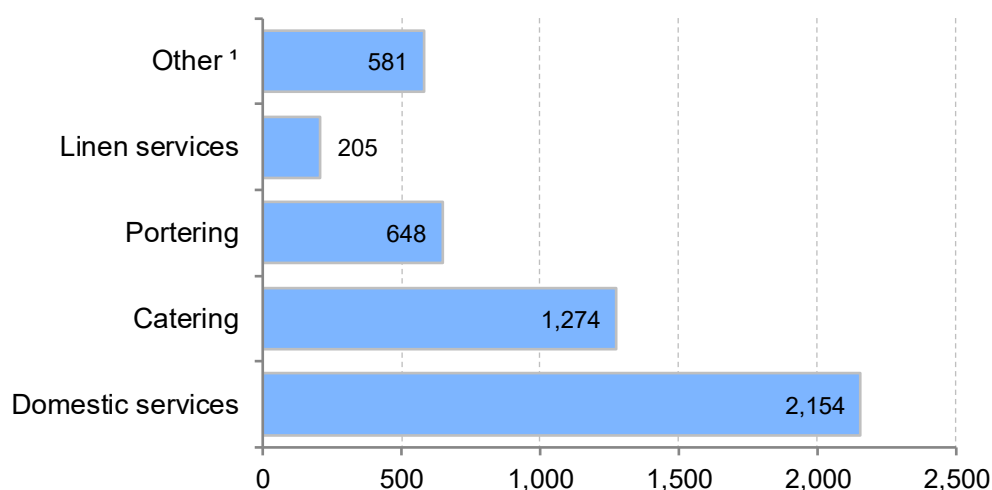
¹ See [Healthcare Assistants \(H1s\) and Nursing Assistants / Auxiliaries \(N9s\)](#)

² During 2019, Swansea Bay LHB re-coded porters from 'hotel and property services' to 'central functions'

³ See [Ambulance personnel](#)

- The total number of HCAs and support staff decreased by 223 (3.5%) from 2018 to 2019.
- Almost 88% of support staff work in hotel and property services.

Chart 10: Hotel and property facilities staff, at 30 September 2019



¹ includes transport, security, telephone services and staff facilities

- 4,862 (91%) of the hotel and property services staff in Table 8 work in facilities (domestic, catering etc.).
- Of those, 2,154 (44%) work in domestic services, 1,274 (26%) in catering, 648 (13%) in portering, and 205 (4%) in linen services. A further 581 work in other areas.

Ambulance staff

Table 9: Ambulance staff at 30 September, by grade

Registered staff	2009	2014	2015	2016	2017	2018	2019	% change from 2018
Manager	82	75	37	43	52	61	59	-3.9%
Advanced paramedic	.	.	.	.	.	.	31	.
Paramedic	906	904	909	946	950	901	986	9.4%
Specialist practitioner	.	.	.	.	.	.	25	.
Emergency care practitioner	4	31	36	31	39	43	.	.
TOTAL registered staff	992	1,009	981	1,019	1,042	1,006	1,100	9.4%

Support staff	2009	2014	2015	2016	2017	2018	2019	% change from 2018
Ambulance technician / Associate practitioner	391	384	414	420	431	479	433	-9.7%
Emergency / Urgent care support worker ¹	.	.	.	.	.	.	459	.
Ambulance care assistant ^{1 2}	.	.	.	.	.	.	439	.
Ambulance personnel ³	466	555	603	605	611	610	.	.
Trainee ambulance technician	6	.	.	.	.	.	.	.
TOTAL support staff	863	939	1,017	1,026	1,043	1,090	1,331	22.1%
TOTAL ambulance staff	1,855	1,947	1,998	2,045	2,084	2,095	2,431	16.0%

NOTES (see notes on [Data quality and coding changes](#))

See [Ambulance staff](#), [Paramedics and technicians](#) and [Ambulance personnel](#)

This table has been updated to reflect the changes covered in the notes, and therefore differs from previous editions.

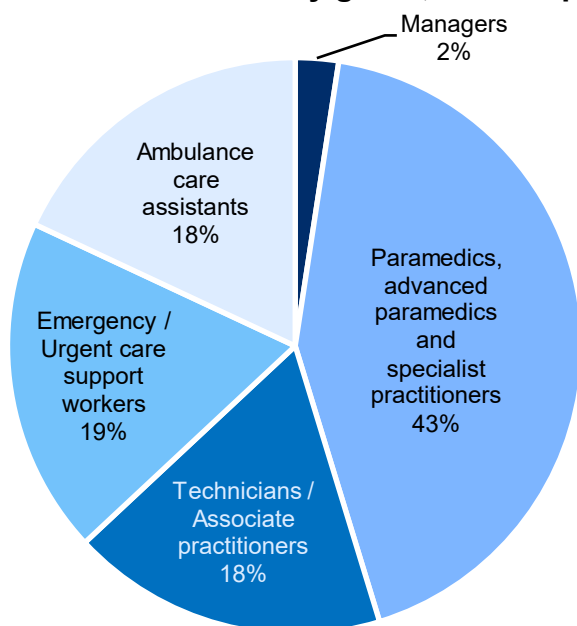
¹ formerly ambulance personnel.

² includes around 330 staff previously included in the 'admin and estates' group.

³ re-coded to 'emergency / urgent care support worker' or 'ambulance care assistant'

. not applicable

Chart 11: Ambulance staff by grade, at 30 September 2019



At 30 September 2019, registered staff made up 45% of the ambulance total. This included paramedics, advanced paramedics and specialist practitioners (43%) and managers (2%).

Support staff made up the remaining 55%: made up of were technicians or associate practitioners (18%), emergency or urgent care support workers (19%) and ambulance care assistants (18%).

Summary data by staff group for the latest 5 quarters

Data for the quarters ended December 2018, March 2019 and June 2019 have been published on [StatsWales](#) alongside this release. A summary table is included below.

Table 10: Summary by staff group, quarterly from September 2018 to September 2019

Staff groups:	Quarter ended					% change from from Jun 2019
	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	
Medical and dental staff						
Hospital medical ¹	6,199	6,211	6,156	6,096	6,346	4.1%
Hospital dental	163	165	167	159	170	7.2%
Community / public health medical	47	49	44	44	45	1.4%
Community / public health dental ²	131	144	141	140	132	-5.9%
All medical and dental staff	6,539	6,569	6,508	6,439	6,693	3.9%
Nursing, midwifery and health visiting staff						
Registered nurses	21,214	21,312	21,367	21,227	21,359	0.6%
Registered midwives	1,363	1,390	1,378	1,366	1,389	1.7%
Support staff ^{3 4}	10,351	10,312	10,418	10,459	10,552	0.9%
All nursing, midwifery and health visiting staff	32,927	33,014	33,163	33,051	33,301	0.8%
Scientific, therapeutic and technical staff						
Qualified staff	10,288	10,362	10,354	10,326	10,559	2.3%
Support staff	2,918	3,003	3,093	3,167	3,218	1.6%
All scientific, therapeutic and technical staff	13,206	13,365	13,447	13,494	13,777	2.1%
Admin & estates staff						
Senior Manager / Manager	2,361	2,449	2,523	2,567	2,621	2.1%
Clerical and Administrative	14,551	14,772	14,926	14,761	14,969	1.4%
Maintenance and Works	983	997	993	1,126	1,097	-2.6%
All admin & estates staff	17,895	18,219	18,442	18,455	18,687	1.3%
HCA's and other support staff						
Health Care Assistant ³	89	89	89	87	85	-1.8%
Support Worker	6,205	6,184	6,191	6,006	5,985	-0.3%
All HCA's and support workers	6,294	6,273	6,280	6,093	6,071	-0.4%
Ambulance staff						
Registered staff	1,006	1,036	1,036	1,060	1,100	3.8%
Support staff ⁴	1,090	1,085	1,095	1,337	1,331	-0.5%
All ambulance staff	2,095	2,122	2,132	2,397	2,431	1.4%
Other staff						
Other non-medical staff ⁵	98	99	97	101	86	-15.0%
TOTAL	79,054	79,660	80,070	80,029	81,044	1.3%

NOTES (see notes on [Data quality and coding changes](#))

¹ See [GP trainees](#)

² See [Dentists \(non hospital dental staff\)](#)

³ See [Healthcare Assistants \(H1s\) and Nursing Assistants / Auxiliaries \(N9s\)](#)

⁴ See [Ambulance personnel](#)

⁵ Staff on general payments, and other non-medical staff. Also see [Other staff](#).

Quarterly data will now be published on [StatsWales](#) to provide more timely data. This will be accompanied by a short release detailing key points and any quality issues or coding changes. This data will have seasonal patterns, for example nursing staff numbers tend to decline in the period up until August and then increase from September as graduates start, and any known seasonal variation and fluctuations will be explained.

Notes

The source of these data 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. A detailed breakdown of staff grades and areas of work used in the ESR is available in the [NHS Occupation Code Manual](#).

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 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 full-time equivalent (FTE) staff in any one year.

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

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.

Historical changes in coding

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, includes 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.

Key quality information

This section provides a summary of information on this output against five dimensions of quality: Relevance, Accuracy, Timeliness and punctuality, Accessibility and clarity, and Comparability and coherence.

Relevance

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.

These statistics are used in a variety of ways. Some of the key users are:

- ministers and the Members Research Service in the National Assembly for Wales;
- other areas of the Welsh Government
- other government departments
- National Health Service organisations
- local 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.

Accuracy

The Electronic Staff Record is a live system and data extracts are taken from it; the figures in this release are correct as at 30 September 2019.

Over recent years a number of quality issues have been identified with the data. Some have been resolved, others have not. Whilst at a high level the data are considered robust, some more detailed breakdowns clearly show inconsistencies in the data between health boards and between years. The [Data quality and coding changes](#) section aims to more clearly describe areas where those limitations may be.

In the unlikely event of incorrect data being published, revisions would be made and users informed in conjunction with the Welsh Government's [Revisions, Errors and Postponements](#) arrangements.

Timeliness and punctuality

All outputs adhere to the Code of Practice by pre-announcing the date of publication through the Upcoming Calendar. Furthermore, should the need arise to postpone an output this would follow the Welsh Government's [Revisions, Errors and Postponements](#) arrangements.

Data in this release is final as at 30 September 2019. This release was published on 26 February 2020, meeting the planned date of publication.

For the quarter ended December 2019 onwards, quarterly data will be published on [StatsWales](#). This will be accompanied by a short release and be pre-announced through the Upcoming Calendar.

Accessibility and clarity

This statistical release is pre-announced and then published on the Statistics and Research section of the Welsh Government website. It is accompanied by more detailed tables on [StatsWales](#), a free to use service that allows visitors to view, manipulate, create and download data.

Comparability and coherence

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 were introduced from March 2016 in the figures compiled for England by NHS Digital, 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 NHS Digital](#) on their website.

[Figures for Scotland are published by ISD Scotland](#) on their website.

[Figures for Northern Ireland are published by the Department of Health, Social Services and Public Safety](#) on their website.

Well-being of Future Generations Act (WFG)

The Well-being of Future Generations Act 2015 is about improving the social, economic, environmental and cultural well-being of Wales. The Act puts in place seven well-being goals for Wales. These are for a more equal, prosperous, resilient, healthier and globally responsible Wales, with cohesive communities and a vibrant culture and thriving Welsh language. Under section (10)(1) of the Act, the Welsh Ministers must (a) publish indicators (“national indicators”) that must be applied for the purpose of measuring progress towards the achievement of the Well-being goals, and (b) lay a copy of the national indicators before the National Assembly. The 46 national indicators were laid in March 2016.

Information on the indicators, along with narratives for each of the well-being goals and associated technical information is available in the [Well-being of Wales report](#).

Further information on the [Well-being of Future Generations \(Wales\) Act 2015](#).

The statistics included in this release could also provide supporting narrative to the national indicators and be used by public services boards in relation to their local well-being assessments and local well-being plans.

Further details

The document is available at: <https://gov.wales/staff-directly-employed-nhs>

Next update

Spring 2021

We want your feedback

We welcome any feedback on any aspect of these statistics which can be provided by email to stats.healthinfo@gov.wales

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