

# NHSScotland Workforce

## Quarter ending 30 June 2019

A National Statistics publication for Scotland

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### About this release

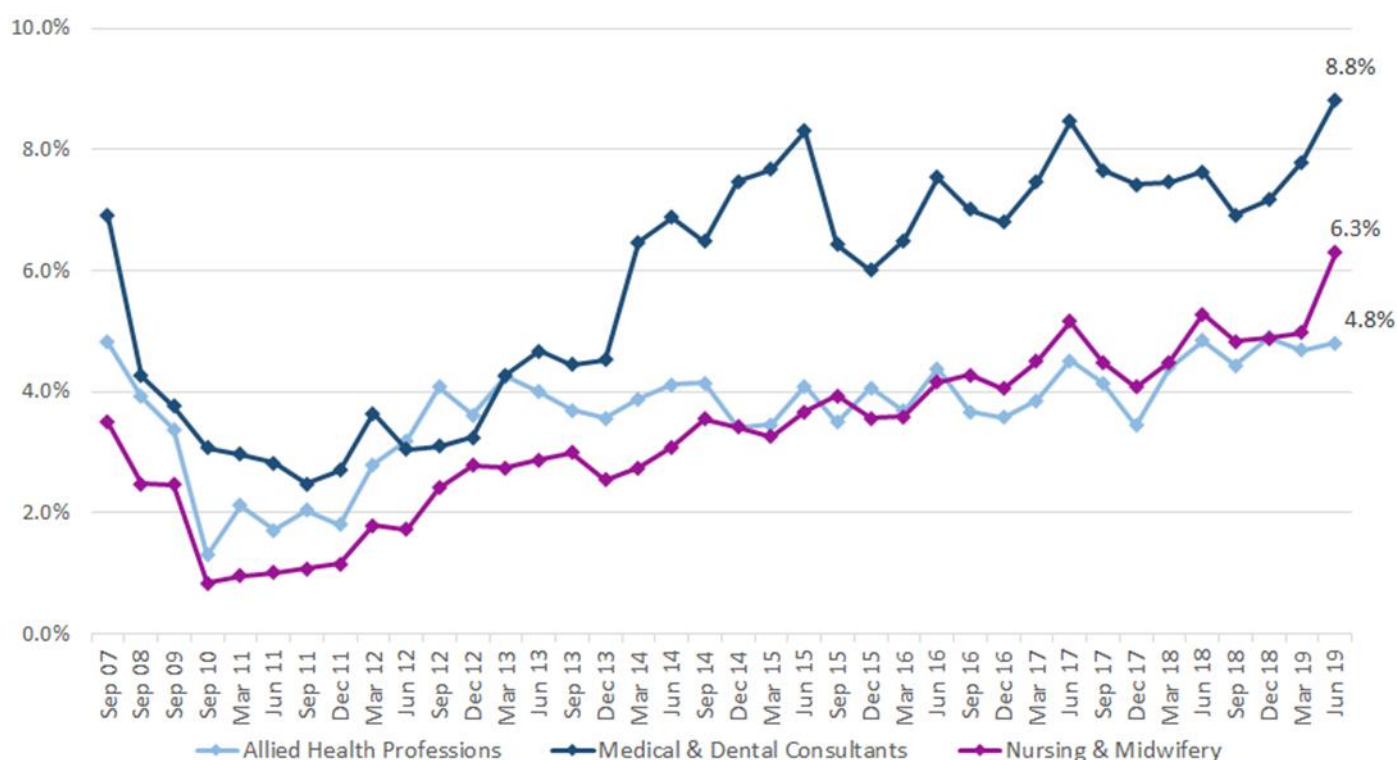
This release by Information Services Division (ISD) provides a quarterly update, as at 30 June 2019, on the number of staff directly employed by NHSScotland and the number of vacant posts there were for nursing and midwifery staff, allied health professions, and medical and dental consultants. When describing the size of a particular staff group figures are presented either as headcount (actual number of staff) or whole time equivalent (WTE) which adjusts the headcount to take account of part time working.

### Main Points

At 30 June 2019:

- The 163,617 staff employed by NHSScotland represents an increase of 0.8%, compared to a year ago. The WTE, which adjusts for part time working, has risen by 0.9% (1,231.9 WTE) to 140,327.0. There have been seven consecutive years of growth and while the growth has slowed in recent years (Jun-16 0.5%, Jun-17 0.6%, Jun-18 0.1%), this census shows a higher rate of annual growth.

### NHSScotland Vacancy Rates (Sep-07 – Jun-19)



- 8.8% (513.9 WTE) of medical and dental consultant posts were vacant and of these, 265.0 WTE had been vacant for 6 months or more. Consultant vacancy rates tend to peak in June prior to training outputs, however this is the highest rate since September 2007. This vacancy rate this quarter compares to 7.6% (434.7 WTE) a year ago.
- 6.3% (4,013.1 WTE) of nursing and midwifery posts for qualified and support staff were vacant. Between 2013 and 2016, nursing and midwifery vacancy rates tended to peak in September, however more recent figures show a peak in June. This quarter shows the highest vacancy rate since September 2007. The vacancy rate this quarter compares to 5.3% (3,312.4 WTE) a year ago and the majority of this increase is in 3 boards. Of these vacancies, 1,008.5 WTE had been vacant for more than three months, an increase of 50.3 WTE on last year albeit a lower proportion of total vacancies (25.1% down from 28.9%).
- There were 11,851.5 WTE allied health professions staff in post as at 30 June 2019, representing an annual increase of 2.1% (247.4 WTE). The number of vacant posts for allied health professions is 597.6 WTE (4.8%), a slight increase compared to a year ago (591.4 WTE).

## Background

Information on staff directly employed is sourced from each NHS Board's human resources and payroll systems. These are dynamic, operational systems and data can change over time. Work is undertaken with NHS Boards to improve data quality and previously published information may change from one publication to the next to reflect these improvements.

As of 1 October 2019, ownership and responsibility for collecting workforce data and producing national statistics will transfer from ISD to NHS Education for Scotland (NES). Further details about this change are given in this [letter on the ISD website](#).

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## Further Information

The data from this publication are available to download from our [data tables web page](#) and [dashboards web page](#) along with a [background information and glossary document](#). The full report can be found on the [publication web page](#).

As of 1 August 2018, the employment model for Doctors in Training (DiT) has changed which, due to a change in data source, impacts on reporting and interpretation of latest statistics. See our [website](#) for further detail.

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## ISD and Official Statistics

Information Services Division (ISD) is the principal and authoritative source of statistics on health and care services in Scotland. ISD is designated by legislation as a producer of 'Official Statistics'. Our official statistics publications are produced to a high professional standard and comply with the Code of Practice for Official Statistics. [Further information about our statistics](#).