

# NHSScotland Workforce Information

Quarter ending 31 March 2017

Publication Date – 6 June 2017



## About this release

This release from the Information Services Division (ISD) provides a quarterly update on the number of staff employed by NHSScotland and vacancy information for nursing and midwifery, allied health professions and consultants. It also includes information on the dental workforce, bank and agency nurse and midwifery staff, sickness absence, equality & diversity and staff turnover as at 31 March 2017. When describing the size of a particular staff group figures are presented either as headcount (actual numbers of staff) or whole time equivalent (WTE) which adjusts for part-time working.

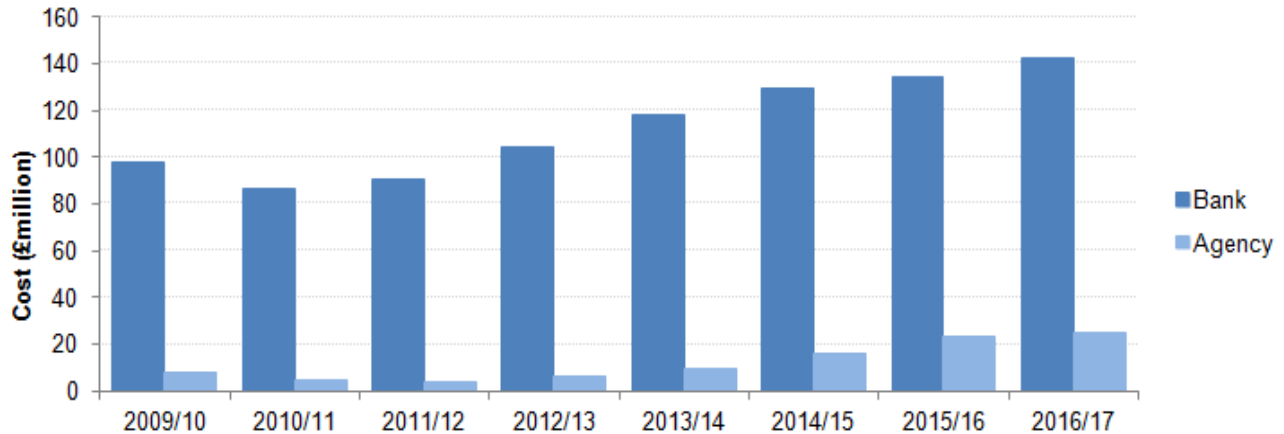
## Main Points

As at 31 March 2017:

- The 162,598 staff employed by NHSScotland represents an increase of 0.6% over the last year. Adjusting for part time working, the WTE has risen by 0.7% to 139,430.9. The WTE has risen by 6.3% since March 2012, representing 5 years of consecutive growth. While the number of staff continues to increase, the annual rate of growth has slowed down in the last 2 years.
- There were 5,189.2 WTE medical and dental consultants in post, representing an increase of 17.2% (761.5 WTE) over the last five years. While the number of consultants working in NHSScotland continues to increase, the annual rate of growth has decreased from 4.0% at 31 March 2016 to 1.4% at 31 March 2017.
- 7.4% (415.7 WTE) of consultant posts were vacant. This compares to 6.5% at 31 March 2016. Of these vacancies, 204.3 WTE were vacant for more than six months, an increase of 38.2 WTE since last year.
- There were 59,798.6 WTE nursing and midwifery staff in post, representing an increase of 0.7% in the last year (426.2 WTE). Following a reduction in staff during 2012, the WTE has risen by 5.9% (3,331.3 WTE), representing 5 years of consecutive growth. While the number of staff continues to increase, the annual rate of growth has slowed down in the last 2 years.
- Nursing and midwifery vacancies have increased by 27.5% since March 2016 to 2,818.9 WTE. Of these vacancies, 670.6 WTE were vacant for 3 months or more, an increase of 227.5 WTE since 31 March 2016. The total number of vacancies is the highest ever reported by ISD but this is partly due to improved recording.
- The sickness absence rate for NHSScotland in 2016/17 was 5.20%, a slight increase from 5.16% in 2015/16. Over the last ten years, the national rate has continued to exceed the current national standard of 4%, fluctuating between a high of 5.55% in 2006/07 to a low of 4.63% in 2011/12.

- NHSScotland spent a total of £166.5 million on nursing and midwifery bank and agency staff during the latest financial year. This represents an increase of £8.4 million (5.3%) in comparison to 2015/16. The majority of this spend was on bank staff (£142 million, an increase of 5.5% on the previous year) with the remaining spend on agency staff (£24.5 million, up 4.4%).

### Cost of employing bank and agency nursing and midwifery staff; 2009/10 to 2016/17



## Background

The NHSScotland workforce has a significant role to play in the delivery of quality services that meet the needs of patients, their families and the general public in a modern health service. 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. ISD works with NHS Boards to improve data quality and previously published information may change from one publication to the next to reflect these improvements.

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## Further Information

Further information can be found in the [NHSScotland Workforce Information - Quarterly update of Staff in Post and Vacancies at 31 March 2017](#) report. [Workbooks containing the data](#) from this publication are available to download. The next release of the publication is scheduled for 5 September 2017.

## NHS Performs

A selection of information from this publication is included in [NHS Performs](#). NHS Performs is a website that brings together a range of information on how hospitals and NHS Boards within NHSScotland are performing.

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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.](#)