

## Staff directly employed by the NHS in Wales, at 30 September 2017

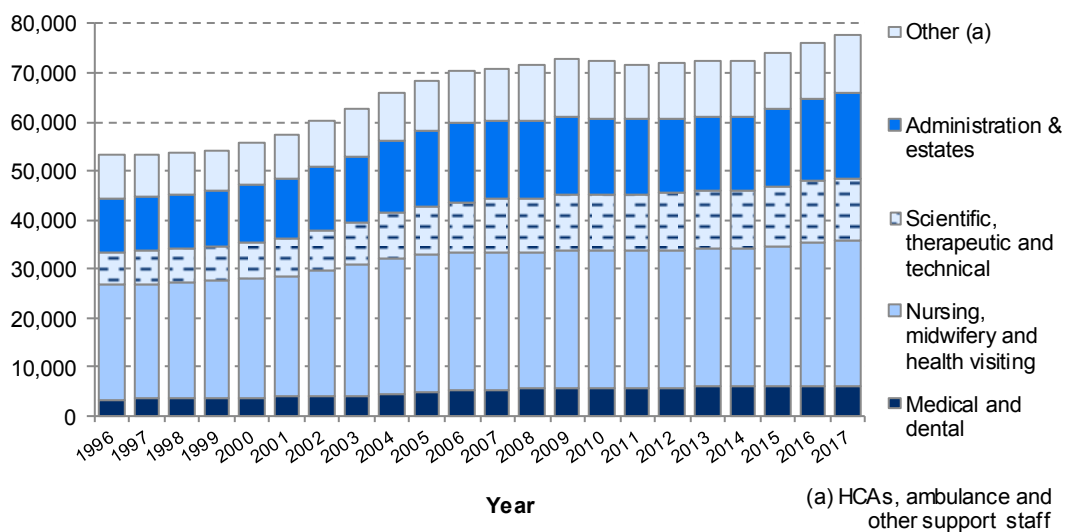
28 March 2018

SFR 25/2018

### Between 2016 and 2017 (in terms of full-time equivalent numbers):

- The total number of directly employed NHS staff increased by 1,629 (2.1%) to 77,917.
- Medical & dental staff increased by 88 (1.4%) to 6,321.
- Nursing, midwifery and health visiting staff increased by 136 (0.5%) to 29,521.
- Scientific, therapeutic & technical staff increased by 370 (3.0%) to 12,799.
- Administration & estates staff increased by 804 (4.8%) to 17,384.
- Other staff (including healthcare assistants, support staff and ambulance staff) increased by 231 (2.0%) to 11,890.

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



### Trends over the last 21 years:

- The total number of directly employed staff has risen by 24,420 (45.6%);
- Increases have been seen across all staff groups, particularly scientific, technical and therapeutic (97.9%), and medical and dental (84.7%).
- The numbers of staff in the nursing, midwifery and health visiting group, the scientific, therapeutic and technical group, and the admin and estates group have each increased by more than 6,000 since 1996.

### About this release

This annual release presents summary information on staff directly employed by the NHS in Wales as at 30 September.

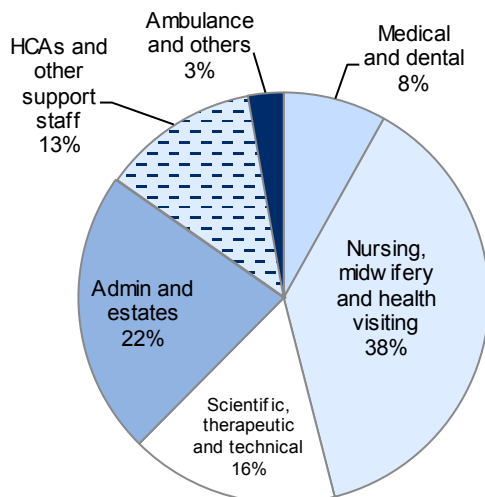
The data exclude General Medical and Dental Practitioners as they are independent NHS contractors.

More detailed data, including staff numbers for individual NHS organisations, is available on [StatsWales](http://StatsWales), or on request.

### In this release

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## Chart 2: Directly employed NHS staff in post at 30 September 2017



- At 30 September 2017 the full-time equivalent of all staff directly employed by the NHS in Wales was 77,917.
- The nursing, midwifery and health visiting group is the largest staff group, accounting for 38% of all staff.
- The next largest group is administration & estates (22%) followed by scientific, therapeutic & technical (16%) and health care assistants (HCAs) with other support staff (12%).
- Medical and dental staff account for 8% of the total.

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

Staff group	2009	2010	2011	2012	2013	2014	2015	2016	2017	% change from 2016
Medical and dental (a)	5,637	5,725	5,844	5,909	6,073	6,011	6,120	6,233	6,321	1.4
Nursing, midwifery and health visiting	28,185	28,157	27,980	28,068	28,254	28,300	28,686	29,388	29,524	0.5
Scientific, therapeutic and technical	11,265	11,507	11,472	11,549	11,616	11,671	11,971	12,429	12,799	3.0
Admin and estates	16,068	15,472	15,192	15,039	15,120	15,172	15,757	16,580	17,384	4.8
HcAs and other support staff (b)(c)	9,474	9,601	9,303	9,367	9,281	9,246	9,315	9,524	9,704	1.9
Ambulance staff (c)	1,855	1,859	1,873	1,937	1,918	1,947	1,998	2,045	2,084	1.9
Other non-medical staff (d)	294	166	173	133	131	115	108	90	101	12.5
<b>All staff</b>	<b>72,778</b>	<b>72,487</b>	<b>71,836</b>	<b>72,002</b>	<b>72,393</b>	<b>72,464</b>	<b>73,957</b>	<b>76,288</b>	<b>77,917</b>	<b>2.1</b>

(a) In 2015, GPs in training moved to be recorded under Velindre, resulting in an increase. More information is included in [Table 2](#) and in the [Key Quality Information](#) section at the end of the release.

(b) HCA - Health care assistant.

(c) 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. This table has been updated to reflect these changes and therefore differs from previous editions.

(d) Staff on general payments, and other non-medical staff.

- All staff groups experienced an increase in staff between 2016 and 2017.
- There have also been increases since 2009 in all staff groups apart from 'Other non-medical staff, with the proportion of staff in each group remaining similar.

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

## Medical and dental staff

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

<b>Medical staff</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>% change from 2016</b>
Consultant	1,952	2,045	2,128	2,180	2,230	2,221	2,255	2,323	2,419	4.1
Specialty Doctor	255	291	352	400	434	468	478	484	516	6.7
Staff Grade	94	22	9	6	6	4	4	5	4	-20.4
Associate Specialist	359	368	345	335	315	288	266	252	239	-5.5
Specialist Registrar (a)	1,740	1,784	1,836	1,797	1,851	1,796	1,963	2,027	2,062	1.8
Senior House Officer	222	120	102	115	124	129	89	74	85	16.1
Foundation House Officer 2	248	349	333	328	327	376	344	340	333	-1.8
Foundation House Officer 1	314	334	333	338	376	339	336	336	333	-0.8
House Officer	28	3	5	1	4	2	0	0	0	0
Other (b)	79	55	47	45	47	31	30	32	34	5.3
<b>All hospital medical staff</b>	<b>5,291</b>	<b>5,370</b>	<b>5,490</b>	<b>5,544</b>	<b>5,713</b>	<b>5,654</b>	<b>5,765</b>	<b>5,872</b>	<b>6,026</b>	<b>2.6</b>

<b>Dental staff</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>% change from 2016</b>
Consultant	40	45	44	44	46	49	48	46	47	1.9
Specialty Doctor	16	16	18	18	15	17	22	25	25	-2.6
Staff Grade	6	2	2	1	1	1	-	-	0	.
Associate Specialist	10	11	10	11	9	8	8	8	8	-3.6
Specialist Registrar (a)	19	19	18	17	25	24	21	29	27	-6.9
Senior House Officer	54	58	54	55	66	53	63	52	46	-10.8
Foundation House Officer 2	1	1	1	1	1	1	1	1	1	0
Foundation House Officer 1	0	0	0	0	1	0	0	0	0	0
Other (b)	18	17	15	13	3	11	2	6	-	*
<b>All hospital dental staff</b>	<b>163</b>	<b>168</b>	<b>161</b>	<b>161</b>	<b>168</b>	<b>164</b>	<b>165</b>	<b>168</b>	<b>154</b>	<b>-8.4</b>

<b>Community / public health staff</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>% change from 2016</b>
Community / public health dental	104	104	109	115	114	117	119	121	83	-31.8
Community / public health medical	80	84	84	88	79	76	72	71	58	-18.9
<b>All community / public health</b>	<b>184</b>	<b>188</b>	<b>193</b>	<b>203</b>	<b>192</b>	<b>193</b>	<b>191</b>	<b>193</b>	<b>140</b>	<b>-27.0</b>

<b>TOTAL medical and dental staff</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>% change from 2016</b>
<b>TOTAL medical and dental staff</b>	<b>5,637</b>	<b>5,725</b>	<b>5,844</b>	<b>5,909</b>	<b>6,073</b>	<b>6,011</b>	<b>6,120</b>	<b>6,233</b>	<b>6,321</b>	<b>1.4</b>

<b>GPs in training</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>% change from 2016</b>
Specialist Registrar (a)	.	.	.	.	.	.	178	205	205	0.0

. not applicable

- the data item is not exactly zero, but is less than half.

\* the data item is not sufficiently robust for publication.

The total may not equal the sum of the component parts due to rounding

(a) In 2015 GPs in training moved to be recorded under Velindre, resulting in an increase in the medical staff and total numbers.

These are included in both the 'specialist registrars' and total rows but also shown separately (last row above) for information. More information is in the [Key Quality Information](#) section at the end of the release.

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

- The number of hospital medical and dental staff increased by 1.4% in the year to 30 September 2017.
- Hospital medical staff increased by 2.6% from 2016 to 2017, while hospital dental staff decreased by 8.3% in the same period.
- In 2015 there was a change in the way GPs in training were recorded, which initially resulted in an increase of 178 FTEs, (now 205) under the medical staff specialist registrar category. Excluding those, the increase in hospital medical staff between 2009 and 2017 was 10.0%, and for all hospital medical and dental staff was 8.5%

## Nursing, midwifery and health visiting staff

**Table 3: Nursing, midwifery and health visiting staff at 30 September, by grade**

Grade - qualified staff	2009	2010	2011	2012	2013	2014	2015	2016	2017	% change from 2016
Nurse Manager	532	559	554	534	544	544	575	630	720	14.4
Nurse Consultant	55	31	30	31	30	27	20	21	22	3.1
Modern Matron	2	0	12	30	38	40	43	50	75	50.7
Community Matron	0	0	0	0	0	0	0	2	2	0.0
Children's Nurse [a]	296	250	260	237	210	207	199	303	308	1.5
Registered Midwife [a]	1,217	1,157	1,162	1,221	1,245	1,316	1,319	1,333	1,347	1.0
Health Visitor	759	744	739	775	858	858	896	870	885	1.7
District nurse / CPN / CLDN - 1st level [b][c][d]	843	876	801	767	693	613	520	675	816	21.0
District nurse / CPN / CLDN - 2nd level [b][c][d]	8	3	4	8	1	1	2	11	11	7.5
Qualified School Nurse	41	38	51	52	53	71	70	81	87	7.5
Other 1st level nurse [c][d]	17,822	17,998	17,956	17,994	18,172	18,256	18,464	18,428	18,287	-0.8
Other 2nd level nurse	139	126	118	107	77	55	42	33	21	-35.6
Post-registration learners	32	47	63	68	82	66	46	42	30	-27.6
<b>Qualified staff</b>	<b>21,746</b>	<b>21,831</b>	<b>21,748</b>	<b>21,823</b>	<b>22,005</b>	<b>22,053</b>	<b>22,195</b>	<b>22,479</b>	<b>22,612</b>	<b>0.6</b>
<b>Grade - unqualified staff</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Nursing Assistant Practitioner	2	2	7	14	20	23	29	87	98	12.6
Nursery Nurse	215	244	259	242	240	236	236	240	242	0.9
Nursing Assistant / Auxiliary	6,197	6,050	5,951	5,987	5,974	5,983	6,218	6,543	6,547	0.1
Nurse Learner - pre registration	26	31	15	3	15	5	9	39	25	-37.2
<b>Unqualified staff</b>	<b>6,439</b>	<b>6,327</b>	<b>6,231</b>	<b>6,245</b>	<b>6,250</b>	<b>6,247</b>	<b>6,492</b>	<b>6,909</b>	<b>6,911</b>	<b>0.0</b>
<b>All nursing, midwifery and health visiting staff</b>	<b>28,185</b>	<b>28,157</b>	<b>27,980</b>	<b>28,068</b>	<b>28,254</b>	<b>28,300</b>	<b>28,686</b>	<b>29,388</b>	<b>29,524</b>	<b>0.5</b>

(a) Re-coding from midwife to children's nurse in Abertawe Bro Morgannwg in 2016.

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

(c) Some district nurses were re-coded to 'Other 1st level nurse' in Cardiff and Vale in 2015 and corrected in 2016.

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

(e) 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. A breakdown of 'Other 1st level nurses' by area of work is shown in [Table 4](#) overleaf.

(f) 2nd level nurse training is no longer provided; the number of 2nd level nurses is falling as most nurses now hold a 1st level qualification. See the [NHS Occupation Code Manual](#) for further information.

### NOTES:

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

- Percentage change may not always appear correct due to rounding

- The total number of nursing, midwifery and health visiting staff has increased by 4.0% since 2009, and by 0.5% since 2016.
- Qualified staff has increased by 732 (3%) and unqualified staff by 470 (7%) since 2009.
- The number of matrons (modern and community) has increased from 2 in 2009 to 77 in 2017.
- 'Other 1st level nurses' made up 81% of the total in 2017, slightly down from 82% in 2009.
- Apart from matrons and 'Other 2nd level nurses', the proportion of staff by grade is similar in 2009 and 2017, with a few variances in between.

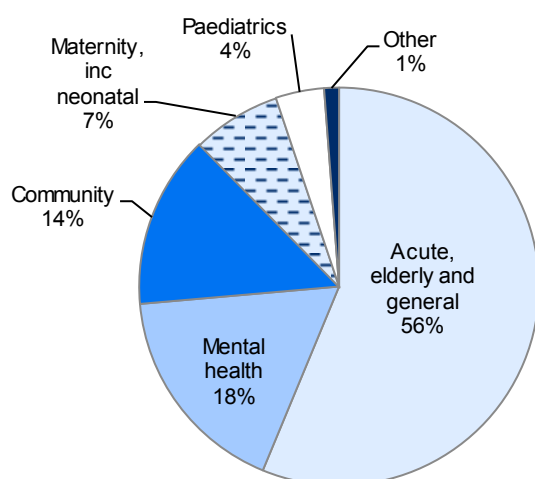
**Table 4: Other 1<sup>st</sup> level nurses by area of work, at 30 September**

Area of work	2009	2010	2011	2012	2013	2014	2015	2016	2017	% change from 2016
Acute, Elderly and General	12,078	12,147	12,067	12,133	12,164	12,152	12,217	12,298	12,150	-1.2
Community Learning Disabilities	209	211	215	217	209	212	220	210	182	-13.5
Community Psychiatry	893	911	954	998	1,002	1,025	1,050	1,082	1,084	0.3
Community Services	1,188	1,285	1,357	1,380	1,524	1,653	1,797	1,732	1,794	3.6
Education Staff	60	56	46	41	42	42	47	45	48	5.4
Maternity Services	268	250	233	146	143	118	114	76	64	-15.5
Neonatal Nursing	179	189	263	288	336	270	269	269	292	8.5
Other Learning Disabilities	238	220	214	204	189	189	175	166	152	-8.7
Other Psychiatry	1,869	1,889	1,808	1,786	1,770	1,767	1,733	1,726	1,699	-1.5
Paediatric Nursing	749	727	661	662	664	701	718	699	700	0.1
School Nursing	92	113	137	140	128	127	124	126	122	-2.5
<b>TOTAL</b>	<b>17,822</b>	<b>17,998</b>	<b>17,956</b>	<b>17,994</b>	<b>18,172</b>	<b>18,256</b>	<b>18,464</b>	<b>18,428</b>	<b>18,287</b>	<b>-0.8</b>

**NOTES:**

- these are the nurses shown as 'Other 1st level nurses' in [Table 3](#).
- variations in the numbers of staff by area of work (eg maternity services) may be as a result of a change in coding either by area of work or by staff grade.

**Chart 3: Nursing, midwifery & health visiting staff by area of work, at 30 September 2017**



- At 30 September 2017 more than half (56%) of all nursing staff worked in the acute, elderly and general sector.
- A further 18% worked in the mental health sector and 14% in community services.
- 7% worked in maternity including neonatal services, and 4% in paediatrics.
- The remaining 1% worked in other services (education & school nursing staff, and learners).

## Scientific, therapeutic and technical staff

**Table 5: Scientific, therapeutic and technical staff at 30 September, by area of work**

Occupation group	2009	2010	2011	2012	2013	2014	2015	2016	2017	% change from 2016
Qualified Allied Health Professionals	4,551	4,607	4,543	4,509	4,545	4,627	4,759	4,899	4,974	1.5
Qualified Healthcare Scientists	2,176	2,190	2,131	2,118	2,136	1,867	1,866	1,886	1,910	1.2
Other qualified ST&T staff (a)	2,529	2,571	2,641	2,710	2,741	2,732	2,811	2,924	3,106	6.2
Support to ST&T staff (a)	2,008	2,139	2,156	2,212	2,194	2,445	2,535	2,720	2,810	3.3
<b>TOTAL</b>	<b>11,265</b>	<b>11,507</b>	<b>11,472</b>	<b>11,549</b>	<b>11,616</b>	<b>11,671</b>	<b>11,971</b>	<b>12,429</b>	<b>12,799</b>	<b>3.0</b>

(a) Scientific, therapeutic and technical

NOTE: Re-coding of Healthcare Science staff records in 2014 will affect comparisons with previous years

- The number of scientific, therapeutic and technical staff increased by 370 (3.0%) from 2016 to 2017, and by 1,535 (13.6%) from 2009 to reach 12,799 in 2017.
- At 30 September 2017, 39% of these staff were qualified allied health professionals, 15% were qualified healthcare scientists and 23% were other qualified scientific, therapeutic and technical staff. The remaining 22% of staff worked in support grades.

## Administration and estates staff

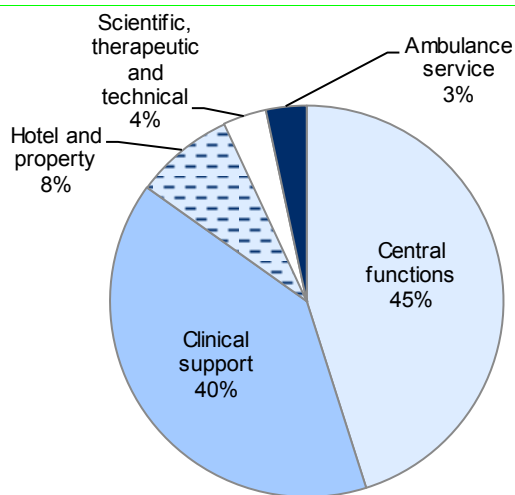
**Table 6: Administration & estates staff at 30 September**

Admin and estates	2009	2010	2011	2012	2013	2014	2015	2016	2017	% change from 2016
Senior Manager	839	648	632	601	600	568	551	576	589	2.2
Manager	1,733	1,490	1,457	1,434	1,384	1,407	1,353	1,452	1,611	11.0
Clerical and Administrative	12,326	12,210	12,072	12,024	12,176	12,249	12,890	13,562	14,190	4.6
Maintenance and Works	1,170	1,124	1,032	980	959	948	963	991	995	0.4
<b>TOTAL</b>	<b>16,068</b>	<b>15,472</b>	<b>15,192</b>	<b>15,039</b>	<b>15,120</b>	<b>15,172</b>	<b>15,757</b>	<b>16,580</b>	<b>17,384</b>	<b>4.8</b>

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

- The total number of administration and estates staff increased by 4.8% between 2016 and 2017, with the number of managers up by 11.0%.
- Clerical and administration staff, which makes up the majority (81.6%) of the administration and estates staff, increased by 4.6% over this period.
- Since 2009 the total number of administrative and estates staff increased by 8.2%, with clerical and administrative staff up by 1,864 (15.1%).
- However, the other three categories all recorded decreases, with senior managers down by 250 (29.8%), managers by 123 (7.1%) and maintenance and work staff down 175 (15.0%).

**Chart 4: Administration and estates staff by area of work, at 30 September 2017**



- At 30 September 2017 45% of administrative and estates staff worked in central functions.
- A further 40% worked in clinical support and 8% in hotel and property services.
- The remainder worked in the scientific, therapeutic and technical support (4%) or ambulance service (3%).

## Health care assistants and support staff

**Table 7: Health care assistants, at 30 September**

Area of work	2009	2010	2011	2012	2013	2014	2015	2016	2017	% change from 2016
Nursing services	2,973	3,116	3,061	3,108	3,111	3,086	3,226	3,320	3,446	3.8
Hotel and property	6	4	4	6	5	68	76	77	86	11.2
Central functions	1	0	0	0	0	0	0	5	5	1.1
Scientific, therapeutic and technical	7	10	3	5	4	4	7	4	7	84.2
<b>TOTAL</b>	<b>2,986</b>	<b>3,131</b>	<b>3,069</b>	<b>3,119</b>	<b>3,121</b>	<b>3,158</b>	<b>3,308</b>	<b>3,406</b>	<b>3,543</b>	<b>4.0</b>

- The total number of health care assistants increased by 557 between 2009 and 2017 (18.7%), and by 138 between 2016 and 2017 (4.0%) to reach 3,543 in 2017.
- The majority (97.2% in 2017) work in nursing services.

**Table 8: Support staff, at 30 September**

Area of work	2009	2010	2011	2012	2013	2014	2015	2016	2017	% change from 2016
Nursing services	376	404	364	474	488	408	391	382	424	11.1
Hotel and property	5,773	5,744	5,561	5,431	5,364	5,375	5,397	5,527	5,526	0.0
Central functions	222	215	208	227	193	200	196	187	186	-0.3
Ambulance service (a)	104	98	91	106	105	103	12	11	13	25.7
Scientific, therapeutic and technical	13	8	10	11	9	3	11	11	11	7.1
<b>TOTAL</b>	<b>6,488</b>	<b>6,470</b>	<b>6,234</b>	<b>6,248</b>	<b>6,159</b>	<b>6,088</b>	<b>6,007</b>	<b>6,117</b>	<b>6,161</b>	<b>0.7</b>

NOTES: Support staff do not have formal NVQ (National Vocational Qualification) or health care assistant training.

(a) 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.

- The total number of support staff increased by 44 (0.7%) from 2016 to 2017, but has fallen by 327 (5.0%) since 2009.
- Almost 90% of support staff work in hotel and property services.

## Ambulance staff

**Table 9: Ambulance staff at 30 September, by grade**

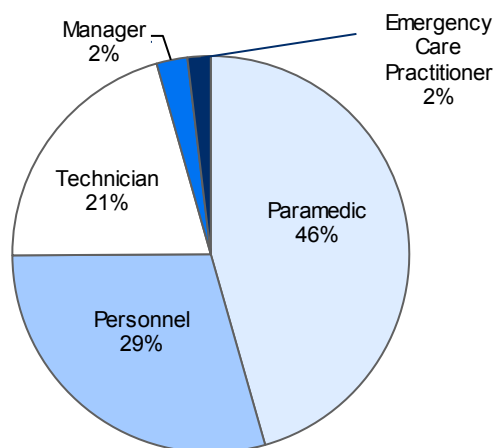
Ambulance staff	2009	2010	2011	2012	2013	2014	2015	2016	2017	% change from 2016
Manager	82	68	66	74	73	75	37	43	52	23.3
Ambulance Personnel (a)	466	445	435	551	538	555	602	605	611	1.0
Emergency Care Practitioner	4	14	16	26	29	31	36	31	39	27.5
Ambulance Paramedic	906	884	883	905	893	904	909	946	950	0.4
Ambulance Technician	391	434	473	381	386	384	414	420	431	2.6
Trainee Ambulance Technician	6	15	0	0	0	0	0	0	0	0.0
<b>TOTAL</b>	<b>1,855</b>	<b>1,859</b>	<b>1,873</b>	<b>1,937</b>	<b>1,918</b>	<b>1,947</b>	<b>1,998</b>	<b>2,045</b>	<b>2,084</b>	<b>1.9</b>

. not applicable

(a) Following an evaluation of staff grades by the Welsh Ambulance Services NHS Trust during 2015-16, staff previously classified as Health Care Assistants (HCAs) and other support grades have been re-classified as ambulance personnel; further re-classification took place during 2017 affecting numbers in 2015 and 2016. This table has been updated to reflect these changes and therefore differs from previous editions. Also, from 2012, this includes some staff formerly classified as 'ambulance technician'.

- The total number of ambulance staff increased by 39 (1.9%) from 2016 to 2017 and by 229 (12%) between 2009 and 2017.

**Chart 5: Ambulance staff by area of work, at 30 September 2017**



- At 30 September 2016, 46% of ambulance staff were paramedics.
- 29% were ambulance personnel, 21% technicians, 2% were emergency care practitioners and 2% were managers.



## Key quality information

### Source

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

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

### Coverage

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

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

### Medical and dental staff changes

#### Doctors in training

NHS Wales Shared Services Partnership (NWSSP) became the lead employer for General Practice (Doctors in Training only) from 2015 onwards. Previously GPs in training who rotated into a GP surgery would be employed by the surgery and therefore leave the NHS Wales payroll. Now 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 have fallen.

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 8, 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.

### **NHS reform**

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

### **Users and uses**

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

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

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

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

### **Further information**

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

### **Comparability**

Although statistics of directly employed NHS staff for Wales and England are extracted from the same underlying system – the NHS Electronic Staff Record (ESR) – differences in the scope of organisations included in the extracts and organisational differences, such as the extent of contracting out, mean that the figures are not in general directly comparable. Comparisons for specific groups of staff may be possible for

FTE staff and assignment count (known as role count in England), but would require investigation case by case. Comparisons by headcount are not possible as we do not publish this information. Furthermore, following a user consultation, a large number of changes 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

This release is available at: <http://gov.wales/statistics-and-research/staff-directly-employed-nhs/?lang=en>

## 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](mailto:stats.healthinfo@gov.wales)

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