

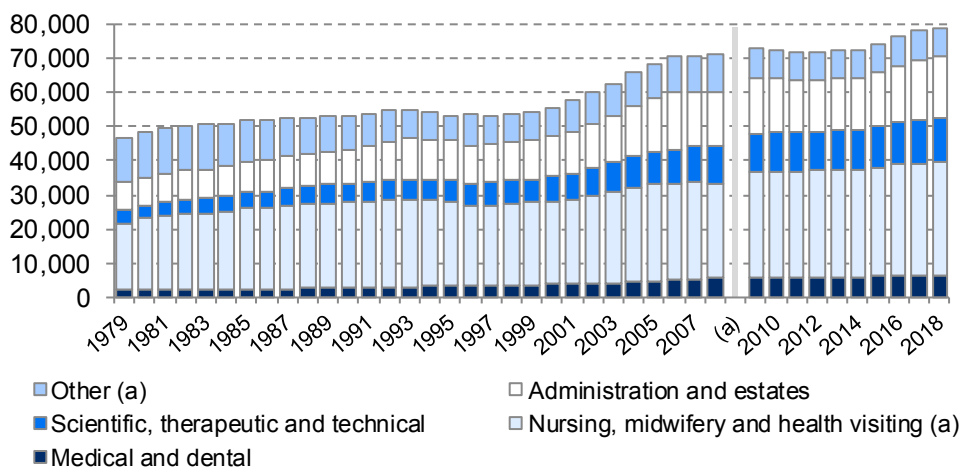
Staff directly employed by the NHS in Wales, at 30 September 2018

27 March 2019
SFR 21/2019

The NHS is the largest employer in Wales and currently employs more than 90,000 people (in almost 80,000 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. The chart below is included to give an illustration of the staffing numbers since 1979.

There have been a number of changes to the [NHS occupation manual](#) as well as several data quality issues that have been identified in recent years. These affect the comparisons over time for some staff groups. These are explained in detail 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 just under 47,000 in 1979 to just over 79,000 in 2018, an increase of 68.5%.

Between 2017 and 2018 (in terms of full-time equivalent numbers):

- The total number of staff increased by 1,084 (1.4%) to 79,054.
- Medical & dental staff increased by 156 (2.4%) to 6,539.
- Nursing, midwifery and health visiting staff decreased by 47 (0.1%) to 32,927.
- Other staff groups – scientific, technical & therapeutic, admin & estates, ambulance, support and other staff - increased by 974 (2.5%) to 39,588.

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 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

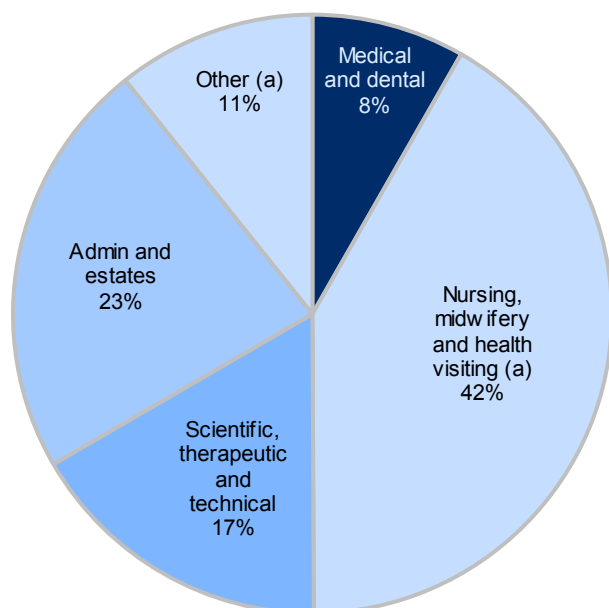
Table 1: Number of NHS staff (FTE) directly employed at 30 September, by staff group

	2009	2013	2014	2015	2016	2017	2018	% change from 2017
Medical and dental								
Hospital medical (1)	5,291	5,713	5,654	5,765	5,872	6,026	6,199	2.9%
Hospital dental	163	168	164	165	168	154	163	5.5%
Community / public health medical	80	79	76	72	71	58	47	-18.4%
Community / public health dental (2)	104	123	133	135	138	145	131	-9.8%
Medical and dental total	5,637	6,083	6,028	6,136	6,249	6,383	6,539	2.4%
Nursing, midwifery and health visiting								
Qualified staff	21,746	22,005	22,053	22,195	22,479	22,612	22,576	-0.2%
Unqualified staff (3)(4)	9,413	9,361	9,332	9,717	10,234	10,362	10,351	-0.1%
Nursing, midwifery and health visiting total	31,159	31,366	31,386	31,912	32,713	32,974	32,927	-0.1%
Other staff groups								
Scientific, therapeutic and technical	11,265	11,616	11,671	11,971	12,429	12,799	13,206	3.2%
Admin & estates	16,068	15,120	15,172	15,757	16,580	17,384	17,895	2.9%
Ambulance (4)	1,855	1,918	1,947	1,998	2,045	2,084	2,095	0.5%
Other staff (3)(4)(5)	6,714	6,288	6,265	6,196	6,285	6,346	6,392	0.7%
Other staff groups total	35,901	34,942	35,056	35,923	37,339	38,614	39,588	2.5%
All staff	72,698	72,390	72,470	73,971	76,301	77,971	79,054	1.4%

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 2018



- At 30 September 2018, 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 42% 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

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

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 Code 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 been carried out this year. Enhancements to the Electronic Staff Record have meant that it is now possible to see which of those district nurses have the relevant qualification (SP:DN). Our quality assurance has identified that 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.

Children's Nurses – As part of the quality assurance undertaken for this publication further quality issues have been identified with both Cwm Taf and Cardiff and Vale who have no or very few children's nurses shown. This error will be corrected for the next publication; however the data will not be able to be amended historically.

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.

Historical and resolved quality and coding issues

Ambulance 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 resulting in an increase. Betsi Cadwaladr also undertook a data cleansing exercise the same year leading to an increase in children's nurses due to a number of re-codings.

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.

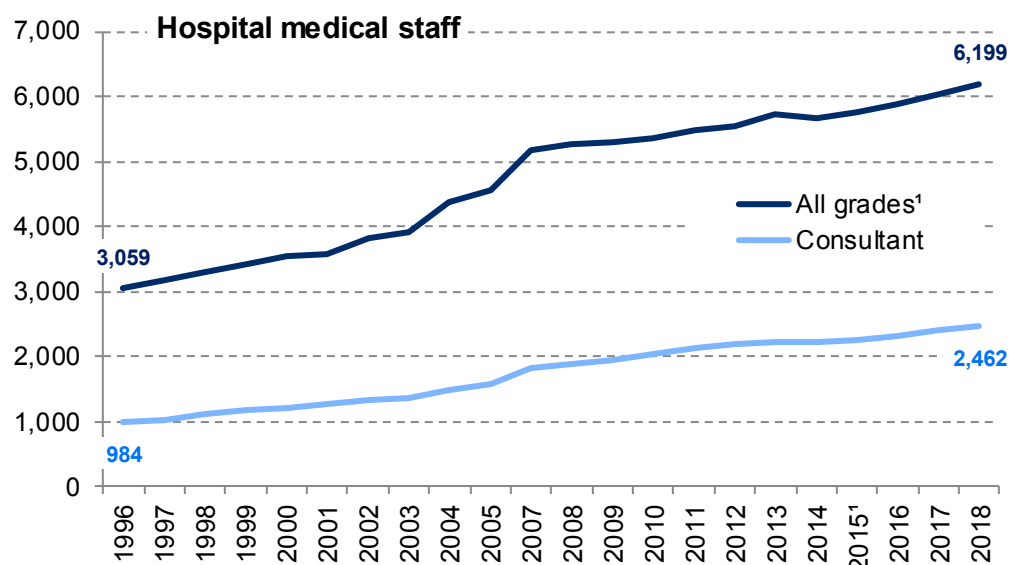
GP trainees - NHS Wales Shared Services Partnership (NWSSP) became the lead employer for General Practice (Doctors in Training only) from 2015 onwards. Prior to that GPs in training who rotated into a GP surgery would be employed by the surgery and therefore leave the NHS Wales payroll. Since 2015 NWSSP 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

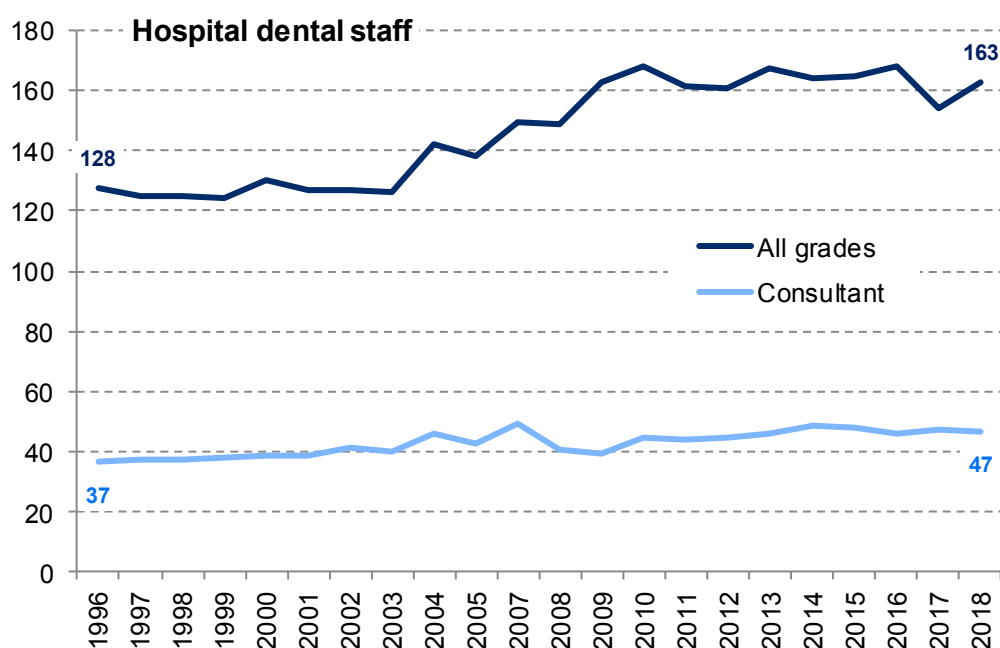


¹ In 2015 GPs in training (178 fte staff) moved to be recorded under Velindre NHS Trust, resulting in an increase in the total staff - see notes for further information.

Since 1996, the total number of hospital **medical** staff has increased by 103%, from 3,059 at 30 September 1996 to 6,199 at 30 September 2018.

The number of medical consultants has increased by 150% over the same period, from 984 at 30 September 1996 to 2,462 at 30 September 2018.

Chart 4: Hospital dental staff (FTE) from 1996



Since 1996, the total number of hospital **dental** staff has increased by 27%, from 128 at 30 September 1996 to 163 at 30 September 2018.

The number of dental consultants has increased by 28% over the same period, from 37 at 30 September 1996 to 47 at 30 September 2018.

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

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

	2009	2013	2014	2015	2016	2017	2018	% change from 2017
Medical staff								
Consultant	1,952	2,230	2,221	2,255	2,323	2,419	2,462	1.8%
Specialty Doctor	255	434	468	478	484	516	538	4.1%
Staff Grade	94	6	4	4	5	4	3	-21.8%
Associate Specialist	359	315	288	266	252	239	214	-10.2%
Specialist Registrar (a)	1,740	1,851	1,796	1,963	2,027	2,062	2,162	4.8%
Senior House Officer	222	124	129	89	74	85	116	36.0%
Foundation House Officer 2	248	327	376	344	340	333	334	0.2%
Foundation House Officer 1	314	376	339	336	336	333	339	1.8%
House Officer	28	4	2					.
Other (b)	79	47	31	30	32	34	30	-10.8%
All hospital medical staff	5,291	5,713	5,654	5,765	5,872	6,026	6,199	2.9%
Dental staff								
Consultant	40	46	49	48	46	47	47	-1.1%
Specialty Doctor	16	15	17	22	25	25	24	-4.6%
Staff Grade	6	1	1	0	0			.
Associate Specialist	10	9	8	8	8	8	9	9.4%
Specialist Registrar (a)	19	25	24	21	29	27	26	-3.7%
Senior House Officer	54	66	53	63	52	46	56	22.6%
Foundation House Officer 2	1	1	1	1	1	1	1	0.0%
Foundation House Officer 1		1						.
Other (b)	18	3	11	2	6	0	0	15.9%
All hospital dental staff	163	168	164	165	168	154	163	5.5%
Community / public health staff								
Community / public health dental (c)	104	123	133	135	138	145	131	-9.8%
Community / public health medical	80	79	76	72	71	58	47	-18.4%
All community / public health	184	202	209	207	209	203	178	-12.3%
TOTAL medical and dental staff	5,637	6,083	6,028	6,136	6,249	6,383	6,539	2.4%
Grade								
Specialist Registrar (a)				178	205	205	216	5.4%

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

. not applicable

(a) See [GP trainees](#)

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

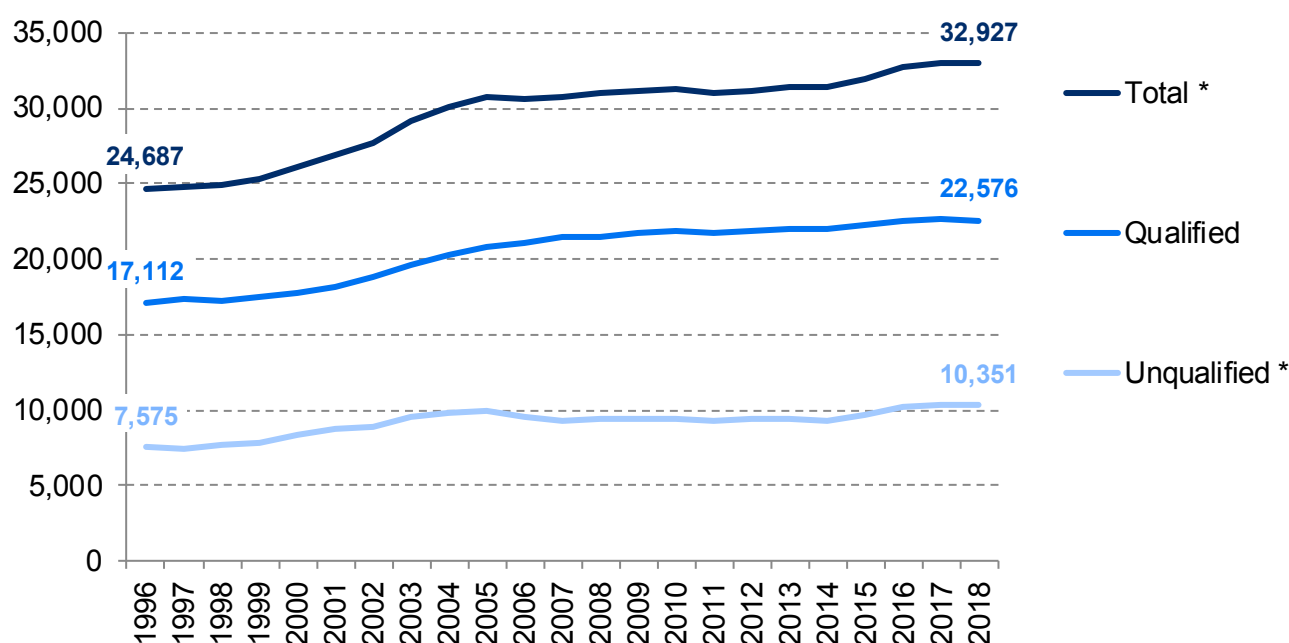
(c) See [Dentists \(non hospital dental staff\)](#)

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 introduced 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) decreased from 30 September 2017 to 30 September 2018 (down 47 or 0.1%) but have increased by more than 8,200 since 1996 to a total of 32,927 at 30 September 2018.
- Qualified FTE staff decreased by 36 (0.2%) from 30 September 2017 to 30 September 2018, but have increased by almost 5,500 since 1996. Over the year, the number of qualified staff fell the most in Betsi Cadwaladr (down 70, 1.4%) and Cwm Taf (down 29, 1.3%) and rose the most in Abertawe Bro Morgannwg (up 43, 1.0%) and Cardiff and Vale (up 20, 0.5%).
- Unqualified staff decreased by 11 (0.1%) from 30 September 2017 to 30 September 2018 but have increased by almost 2,800 since 1996. Over the year, the number of unqualified staff fell the most in Abertawe Bro Morgannwg (down 101 or 4.6%) and rose the most in Betsi Cadwaladr (up 133 or 6.1%).

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

Grade - qualified staff	2009	2013	2014	2015	2016	2017	2018	% change from 2017
Nurse Manager	532	544	544	575	630	720	683	-5.2%
Nurse Consultant	55	30	27	20	21	22	25	10.8%
Modern Matron	2	38	40	43	50	75	104	37.4%
Community Matron					2	2	2	0.0%
Children's Nurse (a)	296	210	207	199	303	308	313	1.8%
Registered Midwife (a)	1,217	1,245	1,316	1,319	1,333	1,347	1,363	1.2%
Health Visitor	759	858	858	896	870	885	876	-1.0%
District Nurse (b)(c)	713	584	516	412	581	610	581	-4.8%
Community Psychiatric Nurse (c)(g)	139	105	92	104	103	181	339	87.2%
Community Learning Disability Nurse (c)		5	5	5	2	36	69	90.9%
Qualified School Nurse	41	53	71	70	81	87	93	7.1%
Other 1st level nurses (b)(c)(d)	17,822	18,172	18,256	18,464	18,428	18,287	18,074	-1.2%
Other 2nd level nurses (e)	139	77	55	42	33	21	19	-11.7%
Post 1st level registration learner	32	82	66	46	42	30	37	20.7%
Total qualified staff	21,746	22,005	22,053	22,195	22,479	22,612	22,576	-0.2%
Grade - unqualified staff	2009	2013	2014	2015	2016	2017	2018	% change from 2017
Nursing Assistant Practitioner	2	20	23	29	87	98	130	33.3%
Nursery Nurse	215	240	236	236	240	242	246	1.6%
Nursing Assistant / Auxiliary (f)	6,197	5,974	5,983	6,218	6,543	6,547	9,576	46.3%
Pre-registration learner	26	15	5	9	39	25	17	-31.0%
Health Care Assistant (HCA) (f)	2,974	3,111	3,086	3,226	3,325	3,450	381	-88.9%
Total unqualified staff	9,413	9,361	9,332	9,717	10,234	10,362	10,351	-0.1%
All nursing, midwifery and health visiting staff	31,159	31,366	31,386	31,912	32,713	32,974	32,927	-0.1%

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

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

(b) See [District nurses](#)

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

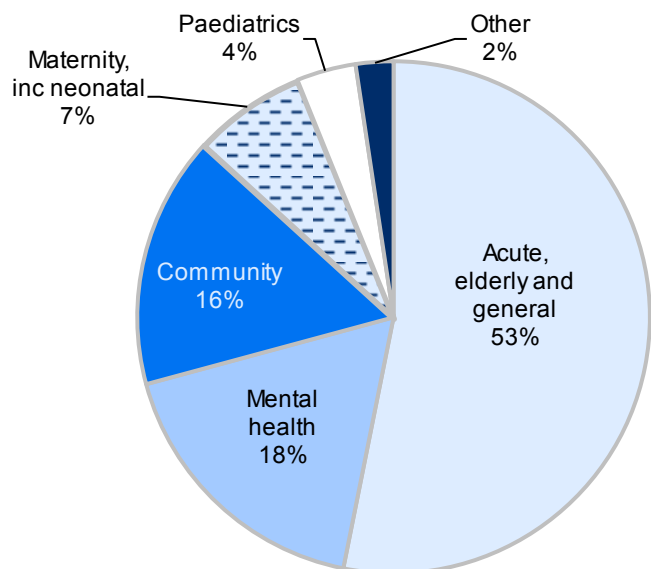
(d) Other 1st level nurses are registered nurses who are not separately qualified (and occupying a position) as a 1st level district nurse, CPN, CLDN or children's nurse. See the [NHS Occupation Code Manual](#) for further information.

(e) 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.

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

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

Chart 6: Nursing, midwifery & health visiting staff by area of work, at 30 September 2018



At 30 September 2018, more than half (53%) of all nursing staff worked in the acute, elderly and general sector.

A further 18% worked in the mental health sector and 16% in community services.

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

The remaining 2% worked in other services (education & school nursing staff, and learners).

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

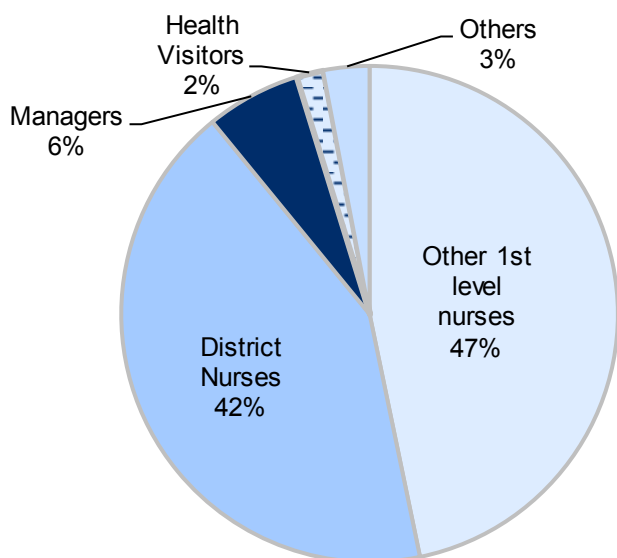
Area of work	2009	2013	2014	2015	2016	2017	2018	% change from 2017
Acute, Elderly and General	12,078	12,164	12,152	12,217	12,298	12,150	11,579	-4.7%
Paediatric Nursing	749	664	701	718	699	700	686	-2.0%
Maternity Services	268	143	118	114	76	64	58	-9.7%
Community Psychiatry	893	1,002	1,025	1,050	1,082	1,084	979	-9.7%
Other Psychiatry	1,869	1,770	1,767	1,733	1,726	1,699	1,635	-3.8%
Community Learning Disabilities	209	209	212	220	210	182	133	-26.6%
Other Learning Disabilities	238	189	189	175	166	152	176	16.0%
Community Services	1,188	1,524	1,653	1,797	1,732	1,794	2,320	29.3%
Education Staff	60	42	42	47	45	48	58	21.5%
School Nursing	92	128	127	124	126	122	129	5.8%
Neonatal Nursing	179	336	270	269	269	292	319	9.5%
TOTAL	17,822	18,172	18,256	18,464	18,428	18,287	18,074	-1.2%

NOTE: see ['Other 1st Level Nurses working in community services](#)

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 2018 (headcount)



- 798 nursing, midwifery and health visiting staff have the additional SP:DN qualification at 30 September 2018.
- Of these, 373 (47%) are Other 1st Level nurses (occupation code N6) and 338 (42%) are District Nurses (N4H / N5H).
- 49 (6%) are Managers (N0), 14 (2%) are Health Visitors (N3), and a further 24 are other nursing, midwifery and health visiting staff (3%).
- 11 other staff have the SP:DN qualification.

Table 5: District Nurses at 30 September 2018, by LHB (headcount)

LHB:	District Nurses (N4H/N5H)	District Nurses with SP:DN	Percentage with SP:DN	Band 6 and above	
				Number	Percent
Betsi Cadwaladr	105	81	77%	103	98%
Hywel Dda	68	42	62%	68	100%
Abertawe Bro Morgannwg	74	65	88%	74	100%
Cardiff & Vale	223	36	16%	75	34%
Cwm Taf	68	49	72%	68	100%
Aneurin Bevan	91	35	38%	91	100%
Powys	37	30	81%	36	97%
TOTAL	666	338	51%	515	77%

Table 5 shows the number and percentage of District Nurses with SP:DN. Whilst most LHBs are around 70% or more, Cardiff and Vale (16%) and Aneurin Bevan (38%) are much lower. Cardiff & Vale also have a large number of staff recorded as DNs 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 only 3 DNs 2nd level (N5H) in Wales at 30 September 2018.

Scientific, therapeutic and technical staff

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

Occupation group	2009	2013	2014	2015	2016	2017	2018	% change from 2017
Qualified Allied Health Professionals	4,551	4,545	4,627	4,759	4,899	4,974	5,059	1.7
Qualified Healthcare Scientists (a)	2,176	2,136	1,867	1,866	1,886	1,910	1,983	3.8
Other qualified ST&T staff (b)	2,529	2,741	2,732	2,811	2,924	3,106	3,245	4.5
Support to ST&T staff (b)	2,008	2,194	2,445	2,535	2,720	2,810	2,918	3.8
TOTAL	11,265	11,616	11,671	11,971	12,429	12,799	13,206	3.2

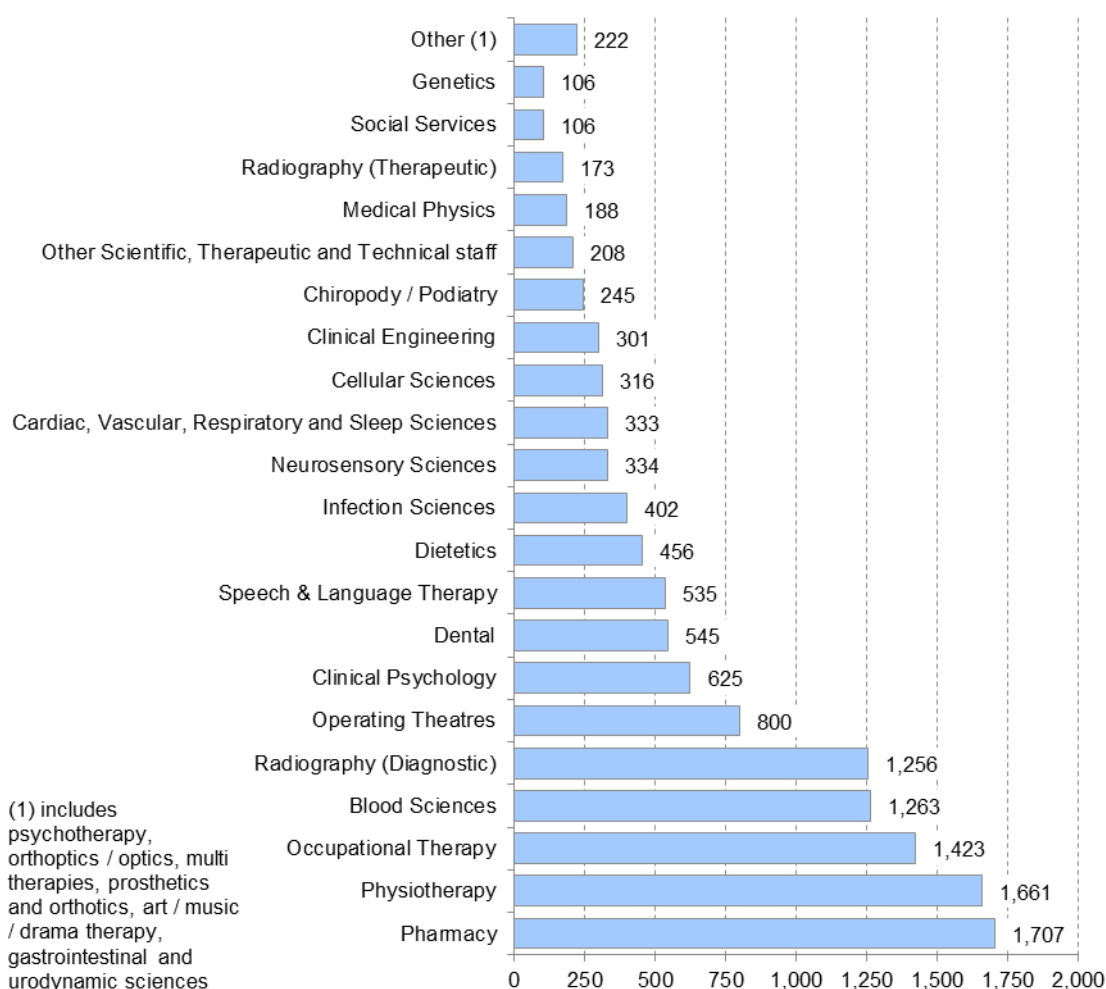
NOTES (see notes on [Data quality and coding changes](#))

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

(b) Scientific, therapeutic and technical

- The number of scientific, therapeutic and technical staff increased by 406 (3.2%) from 2017 to 2018, and by 1,941 (17.2%) from 2009, to reach 13,206 in 2018.
- At 30 September 2018, 38% of the staff were qualified allied health professionals, 15% were qualified healthcare scientists and 25% were other qualified scientific, therapeutic and technical staff. The remaining 22% of staff worked in support grades.

Chart 8: Scientific, therapeutic and technical staff, by area of work, at 30 September 2018



The largest number (12.9%) of scientific, therapeutic and technical staff work in pharmacy departments, closely followed by those in physiotherapy (12.6%).

Administration and estates staff

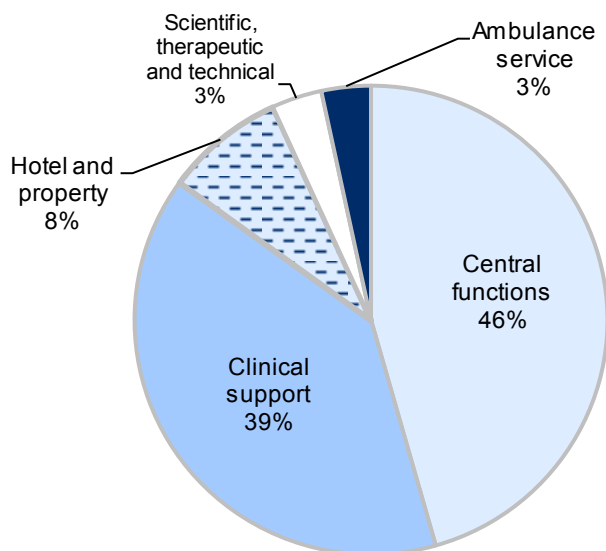
Table 7: Administration & estates staff at 30 September, by grade

Admin and estates	2009	2013	2014	2015	2016	2017	2018	% change from 2017
Senior Manager	839	600	568	551	576	589	627	6.4
Manager	1,733	1,384	1,407	1,353	1,452	1,611	1,734	7.7
Clerical and Administrative	12,326	12,176	12,249	12,890	13,562	14,190	14,551	2.5
Maintenance and Works	1,170	959	948	963	991	995	983	-1.2
TOTAL	16,068	15,120	15,172	15,757	16,580	17,384	17,895	2.9

NOTE: 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 511 (2.9%) between 2017 and 2018, with the number of managers (including senior managers) up by 7.3% .
- Clerical and administration staff, which makes up the majority (81%) of the administration and estates staff, increased by 2.5% over this period.
- Since 2009 the total number of administrative and estates staff increased by 11.4%, with clerical and administrative staff up by 2,225 (18.1%) and managers up by 1(0.1%). However, senior managers went down by 212 (25.3%), and maintenance and work staff down 187 (15.9%).

Chart 9: Administration and estates staff by area of work, at 30 September 2018



At 30 September 2018 46% of administrative and estates staff worked in central functions.

A further 39% worked in clinical support and 8% in hotel and property services.

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

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	2013	2014	2015	2016	2017	2018	% change from 2017
Nursing services (a)	376	488	408	391	382	424	445	5.0%
Hotel and property	5,778	5,369	5,443	5,473	5,605	5,612	5,632	0.4%
Central functions	222	193	200	196	187	186	193	3.8%
Ambulance service (b)	104	105	103	12	11	13	16	16.1%
Scientific, therapeutic and technical	20	14	8	18	15	18	7	-61.4%
TOTAL	6,500	6,169	6,161	6,090	6,199	6,254	6,294	0.6%

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

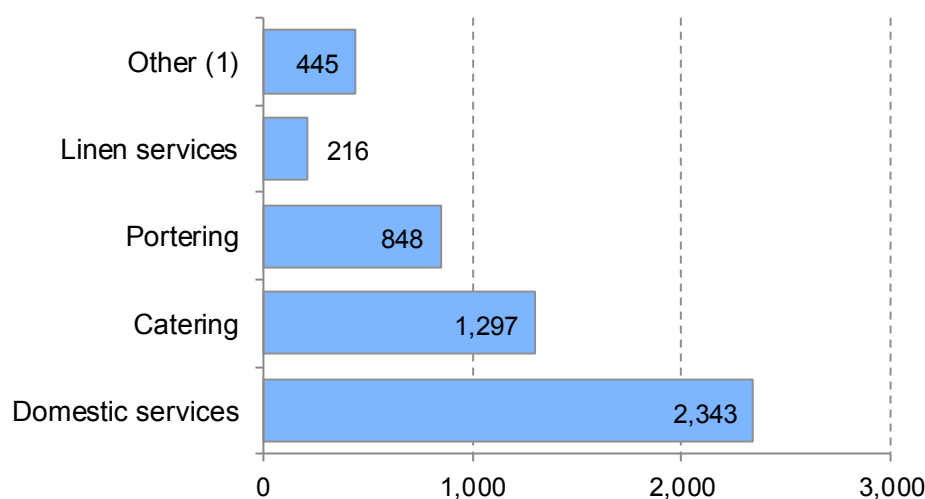
Support staff do not have formal NVQ (National Vocational Qualification), or HCA training.

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

(b) See [Ambulance personnel](#)

- The total number of support staff increased by 39 (0.6%) from 2017 to 2018.
- Almost 90% of support staff work in hotel and property services.

Chart 10: Hotel and property facilities staff, at 30 September 2018



(1) includes facilities, transport, security, and telephone services staff

- 5,149 (91%) of the hotel and property services staff in Table 8 work in facilities (domestic, catering etc).
- Of those, 2,343 (46%) work in domestic services, 1,297 (25%) in catering, 848 (16%) in portering and 216 (4%) in linen services. A further 445 work in other areas such as transport, security and telephone services.

Ambulance staff

Table 9: Ambulance staff at 30 September, by grade

Ambulance staff	2009	2013	2014	2015	2016	2017	2018	% change from 2017
Managers	82	73	75	37	43	52	61	17.2
Ambulance paramedics (a)	906	893	904	909	946	950	901	-5.1
Ambulance technicians (a)	391	386	384	414	420	431	479	11.1
Emergency care practitioners	4	29	31	36	31	39	43	8.9
Ambulance personnel (b)	466	538	555	603	605	611	610	-0.1
Trainee ambulance technicians	6							0.0
TOTAL	1,855	1,918	1,947	1,998	2,045	2,084	2,095	0.5

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

(a) See [Paramedics and technicians](#)

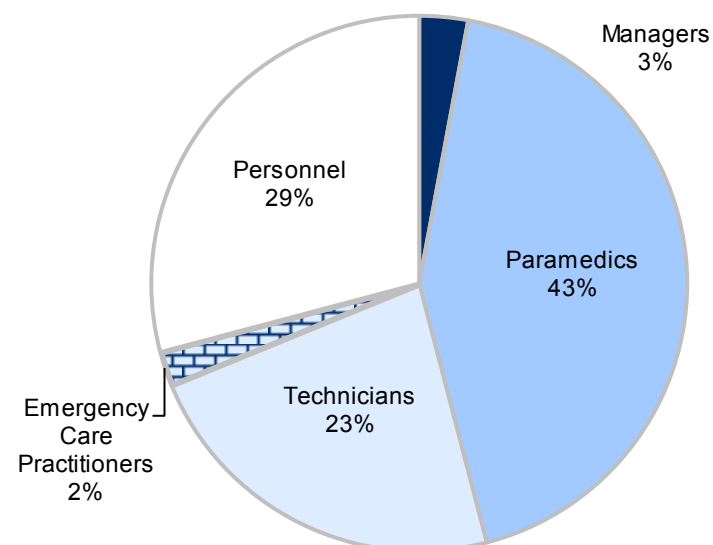
(b) See [Ambulance personnel](#)

This table has been updated to reflect the change covered in the notes, and therefore differs from previous editions. Also, from 2012 this includes some staff formerly classified as 'ambulance technician'.

Ambulance personnel are 'Urgent Care Assistants' (part of the Emergency Medical Service) and 'Ambulance Care Assistants' (part of the Non-Emergency Patient Transport Service (NEPTS)).

- The total number of ambulance staff increased by 11 (0.5%) from 2017 to 2018.
- The biggest increase is seen in ambulance technicians, up 48 (11.1%), while paramedics are down 49 (5.1%); this is explained by the re-structuring programme for paramedics – see (a) above.

Chart 11: Ambulance staff by grade, at 30 September 2018



At 30 September 2018, 43% of ambulance staff were paramedics, 23% were technicians, 2% were emergency care practitioners and 3% were managers.

The remaining 29% were ambulance personnel (these are 'Urgent Care Assistants' (part of the Emergency Medical Service) and 'Ambulance Care Assistants' (part of the Non-Emergency Patient Transport Service (NEPTS))).

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 2018.

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 2018. This release was published on 27 March 2019, meeting the planned date of publication.

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-30-september-2018>

Next update

Spring 2020

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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