

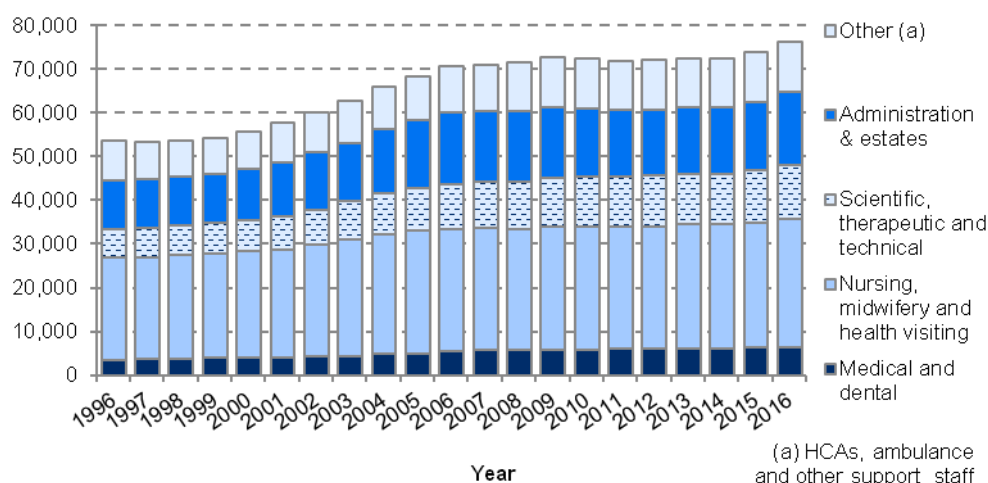
Staff directly employed by the NHS in Wales, 30 September 2016

29 March 2017
SFR 35/2017

Between 2015 and 2016 (in terms of full-time equivalent numbers):

- The total number of directly employed NHS staff increased by 2,330 (3.2%) to 76,288.
- Medical & dental staff increased by 113 (1.8%) to 6,233.
- Hospital medical and dental consultants increased by 66 (2.9%) to 2,369.
- Nursing, midwifery and health visiting staff increased by 704 (2.5%) to 29,388.
- Scientific, therapeutic & technical staff increased by 457 (3.8%) to 12,429.
- Administration & estates staff increased by 846 (5.4%) to 16,570.
- Other staff (including healthcare assistants, support staff and ambulance staff) increased by 210 (1.8%) to 11,669.

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



Trends over the last 20 years:

- The total number of directly employed staff has risen by 22,791 (43%);
- Increases have been seen across all staff groups, particularly scientific, technical and therapeutic (92%), and medical and dental (82%).
- There are now almost 6,000 more staff in both the nursing, midwifery and health visiting group, and in the scientific, therapeutic and technical group.

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.

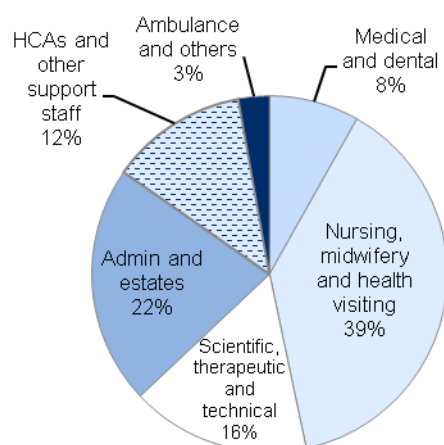
More detailed data, including staff numbers for individual NHS organisations, is available on StatsWales, or on request.

Our annual release on 'GPs in Wales' was also published on 29 March 2017.

In this release

Directly employed staff	2
Medical and dental	3
Nursing, midwifery and health visiting	4
Admin and estates	5
Ambulance	5
Health care assistants and other support staff	6
Key quality information	8

Chart 2: Directly employed NHS staff in post at 30 September 2016



- At 30 September 2016 the full-time equivalent of all staff directly employed by the NHS in Wales was 76,288.
- The nursing, midwifery and health visiting group is the largest staff group, accounting for 39% 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: Directly employed NHS staff at 30 September, by staff group

Staff group	2009	2010	2011	2012	2013	2014	2015	2016	% change from 2015
Medical and dental (a)	5,637	5,725	5,844	5,909	6,073	6,011	6,120	6,233	1.8
Nursing, midwifery and health visiting	28,185	28,157	27,980	28,068	28,254	28,300	28,684	29,388	2.5
Scientific, therapeutic and technical	11,265	11,507	11,472	11,549	11,616	11,671	11,971	12,429	3.8
Admin and estates	16,068	15,472	15,192	15,039	15,120	15,172	15,724	16,570	5.4
HCAs and other support staff (b)	9,474	9,601	9,303	9,367	9,281	9,246	9,319	9,534	2.3
Ambulance staff	1,855	1,859	1,873	1,937	1,918	1,947	2,031	2,045	0.7
Other non-medical staff (c)	294	166	173	133	131	115	108	90	-17.0
All staff	72,778	72,487	71,836	72,002	72,393	72,464	73,958	76,288	3.2

(a) In 2015 GPs in training moved to be recorded under Velindre, resulting in an increase. More information is in the notes section.

(b) HCA - Health care assistant.

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

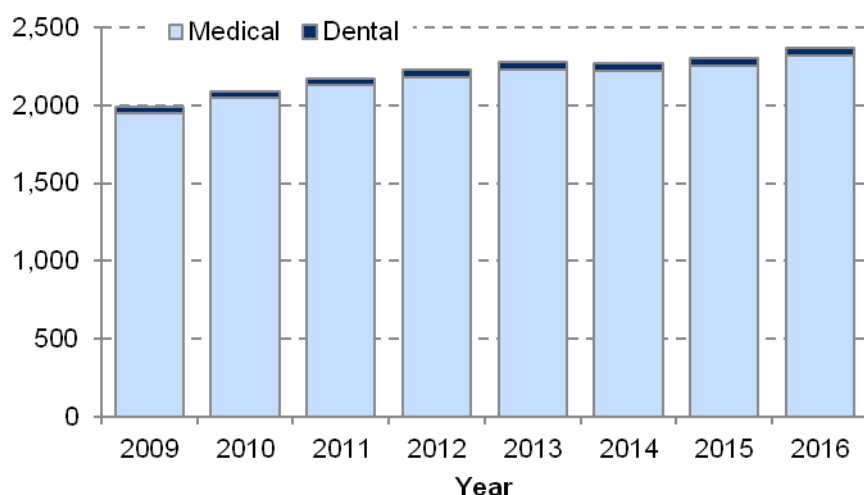
NOTE: Following an evaluation of staff grades by the Welsh Ambulance Services NHS Trust during 2015-16, staff previously classified as Health Care Assistants (HCAs) have been re-classified as ambulance personnel; this table has been updated to reflect these changes and therefore differs from previous editions.

- All major staff groups experienced an increase in staff between 2015 and 2016.
- There have also been increases since 2009 in all staff groups, with the proportion of staff in each group remaining similar.

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

Medical and dental staff

Chart 3: Hospital consultants at 30 September (FTE)



- Between 2009 and 2016 the full-time equivalent number of hospital consultants increased by 378 (19%) to 2,369.
- Medical consultants increased by 371 to 2,323.
- The number of dental consultants has varied between 40 and 49 over this period, and was 46 at 30 September 2016.

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

Grade	2009	2010	2011	2012	2013	2014	2015	2016	% change from 2015
Consultant	1,992	2,090	2,172	2,225	2,275	2,270	2,303	2,369	2.9
Specialty Doctor	270	307	369	418	449	485	501	509	1.7
Staff Grade	100	23	10	7	7	6	4	5	*
Associate Specialist	368	379	356	346	325	296	275	261	-5.0
Specialist Registrar (a)	1,759	1,803	1,854	1,814	1,876	1,820	1,984	2,056	3.6
Senior House Officer	276	178	156	170	190	182	152	125	-17.6
Foundation House Officer 2	249	350	334	329	328	377	345	341	-1.1
Foundation House Officer 1	314	334	333	338	377	339	336	336	0.1
House Officer	28	3	5	1	4	2			
Other (b)	97	72	62	59	50	42	32	39	22.2
All hospital medical and dental staff	5,453	5,537	5,651	5,705	5,881	5,819	5,930	6,040	1.9

* Percent change has been suppressed for small numbers.

(a) In 2015 GPs in training moved to be recorded under Velindre, resulting in an increase. More information is in the notes section.

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

- The number of hospital medical and dental staff increased by almost 2% in the year to 30 September 2016, and by 11% since 2009.
- In 2015 there was a change in the way GPs in training were recorded, which resulted in an increase of 178 FTEs under the specialist registrar category. Excluding those, the increase in hospital medical and dental staff between 2009 and 2016 was 7.0%, and between 2015 and 2016 there was an increase of 1.5%.

Table 3: Community / public health medical and dental staff at 30 September

Community / public health staff	2009	2010	2011	2012	2013	2014	2015	2016	% change from 2015
Community / public health dental	104	104	109	115	114	117	119	121	1.8
Community / public health medical	80	84	84	88	79	76	72	71	-0.2
Total	184	188	193	203	192	193	191	193	1.1

- Over this period there has been an increase in dental staff, while the number of medical staff has fallen following increases until 2012.

Nursing, midwifery and health visiting staff

Table 4: Nursing, midwifery and health visiting staff at 30 September, by grade

Grade	2009	2010	2011	2012	2013	2014	2015	2016	% change from 2015
Nurse Manager	532	559	554	534	544	544	572	630	10.1
Nurse Consultant	55	31	30	31	30	27	20	21	6.9
Children's Nurse ~	296	250	260	237	210	207	199	303	52.5
Registered Midwife ~	1,217	1,157	1,162	1,221	1,245	1,316	1,319	1,333	1.1
Health Visitor	759	744	739	775	858	858	896	870	-2.9
District nurse / CPN / CLDN (a) - 1st level ^	843	876	801	767	693	613	520	675	29.9
District nurse / CPN / CLDN (a) - 2nd level	8	3	4	8	1	1	2	11	*
Qualified School Nurse	41	38	51	52	53	71	70	81	15.4
Other 1st level nurse ^	17,822	17,998	17,956	17,994	18,172	18,256	18,464	18,428	-0.2
Other 2nd level nurse	139	126	118	107	77	55	42	33	-21.7
Modern Matron	2		12	30	38	40	43	50	16.6
Community Matron								2	.
Post-registration learners	32	47	63	68	82	66	46	42	-7.9
Qualified staff	21,746	21,831	21,748	21,823	22,005	22,053	22,192	22,479	1.3
Grade	2009	2010	2011	2012	2013	2014	2015	2016	
Nursing Assistant Practitioner	2	2	7	14	20	23	29	87	197.0
Nursery Nurse	215	244	259	242	240	236	236	240	1.8
Nursing Assistant / Auxiliary	6,197	6,050	5,951	5,987	5,974	5,983	6,218	6,543	5.2
Nurse Learner - pre registration	26	31	15	3	15	5	9	39	*
Unqualified staff	6,439	6,327	6,231	6,245	6,250	6,247	6,492	6,909	6.4
All nursing, midwifery and health visiting staff	28,185	28,157	27,980	28,068	28,254	28,300	28,684	29,388	2.5

* Percent change has been suppressed for small numbers.

. not applicable

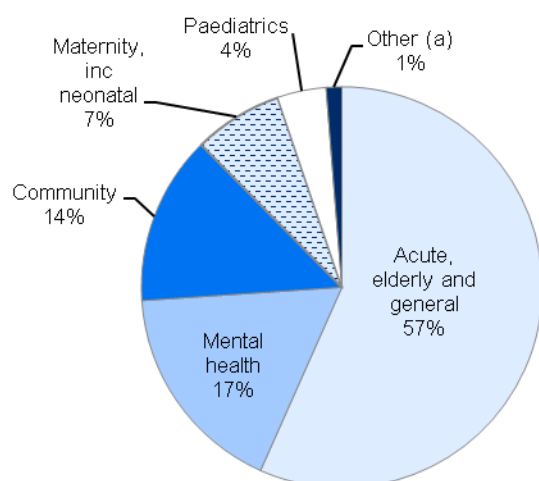
~ Some re-coding from midwife to children's nurse in Abertawe Bro Morgannwg.

^ Some district nurses were re-coded to other 1st level nurse in Cardiff and Vale in 2015 and corrected in 2016.

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

- The total number of nursing, midwifery and health visiting staff has increased by 4.0% since 2009.
- Qualified staff increased by 732 (3%) and unqualified staff by 470 (7%) since 2009.

Chart 4: Nursing, midwifery & health visiting staff by area of work, 30 September 2016



- At 30 September 2016 over half (57%) of nursing staff worked in the acute, elderly and general sector.
- A further 17% worked in the mental health sector and 14% in community services.

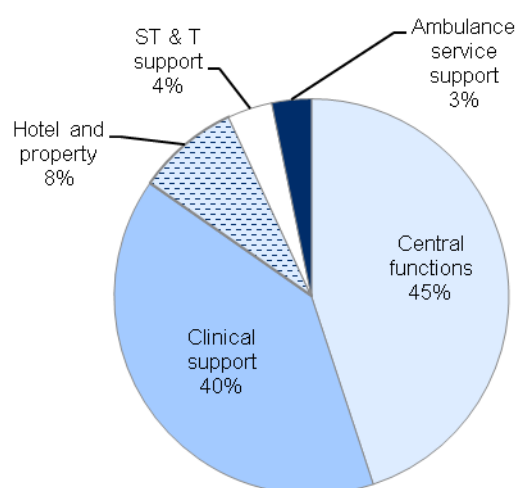
Administration and estates staff

Table 5: Administration & estates staff at 30 September, by grade

Admin and estates	2009	2010	2011	2012	2013	2014	2015	2016	% change from 2015
Senior Manager	839	648	632	601	600	568	559	566	1.2
Manager	1,733	1,490	1,457	1,434	1,384	1,407	1,339	1,463	9.3
Clerical and Administrative	12,326	12,210	12,072	12,024	12,176	12,249	12,867	13,560	5.4
Maintenance and Works	1,170	1,124	1,032	980	959	948	959	981	2.3
TOTAL	16,068	15,472	15,192	15,039	15,120	15,172	15,724	16,570	5.4

- The total number of administration and estates staff increased by 5.4% between 2015 and 2016, with the number of managers up by 9.3%.
- Clerical and administration staff, which makes up the majority of the administration and estates staff, increased by 5.4% over this period.
- Since 2009 the total number of administrative and estates staff increased by 3.1%; the number of clerical and administrative staff increased by 1,234 (10%), while the number of senior managers decreased by 273 (33%) and managers by 270 (16%). The number of maintenance and works staff also fell, by 189 (16%).

Chart 5: Administration and estates staff by area of work, 30 September 2016



- At 30 September 2016 nearly half (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%).

Ambulance staff

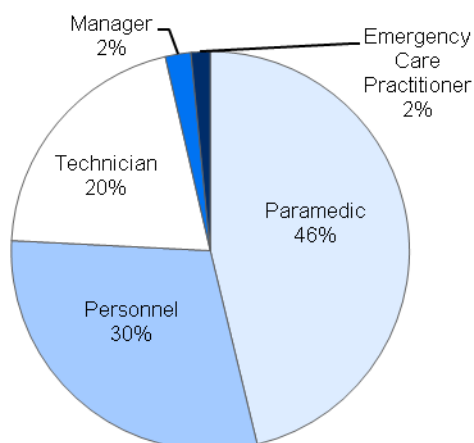
Table 6: Ambulance staff at 30 September, by grade

Ambulance staff	2009	2010	2011	2012	2013	2014	2015	2016	% change from 2015
Manager	82	68	66	74	73	75	67	43	-36.1
Ambulance Personnel (a)	466	445	435	551	538	555	603	605	0.4
Emergency Care Practitioner	4	14	16	26	29	31	37	32	-12.7
Ambulance Paramedic	906	884	883	905	893	904	912	945	3.6
Ambulance Technician	391	434	473	381	386	384	413	420	1.8
Trainee Ambulance Technician	6	15							
TOTAL	1,855	1,859	1,873	1,937	1,918	1,947	2,031	2,045	0.7

(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) have been re-classified as ambulance personnel; 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 190 (10%) between 2009 and 2016.

Chart 6: Ambulance staff by grade, 30 September 2016



- At 30 September 2016, 46% of ambulance staff were paramedics.

Health care assistants and support staff

Table 7: Health care assistants and support staff at 30 September

Job description	2009	2010	2011	2012	2013	2014	2015	2016	% change from 2015
Health Care Assistant (a)	2,986	3,132	3,069	3,119	3,121	3,159	3,308	3,406	2.9
Support Worker (b)	6,488	6,470	6,234	6,248	6,159	6,088	6,011	6,128	1.9
TOTAL	9,474	9,601	9,303	9,367	9,281	9,246	9,319	9,534	2.3

(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) have been re-classified as ambulance personnel; this table has been updated to reflect these changes and therefore differs from previous editions.

(b) Support workers do not have formal NVQ (National Vocational Qualification) or health care assistant training

- The total number of health care assistants and support staff increased by 59 between 2009 and 2016 (0.6%) to reach 9,534 in 2016.
- Of these staff, the number of health care assistants increased by 420 (14%) between 2009 and 2016, while the number of support workers decreased by 360 (5.6%) over the same period.

Chart 7: Health care assistants by area of work, 30 September 2016

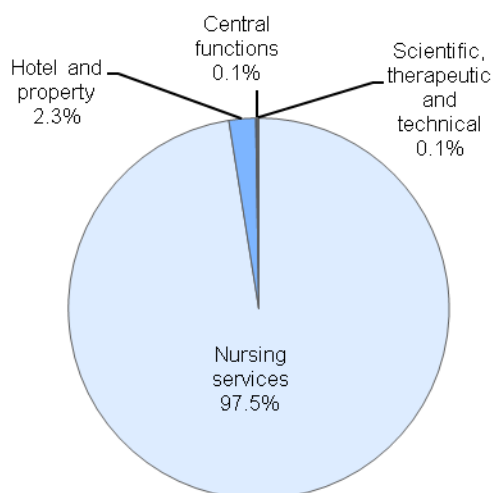
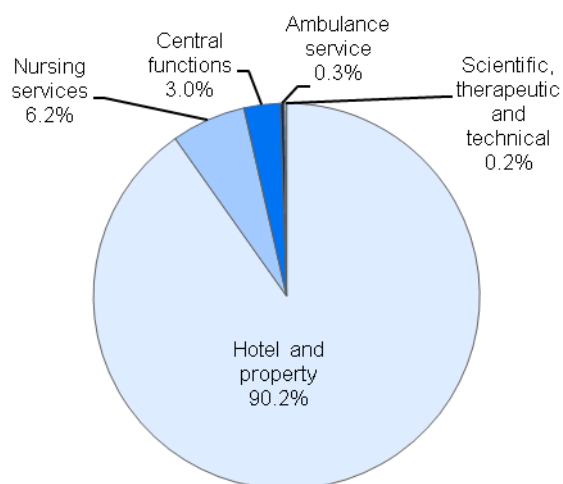


Chart 8: Support staff by area of work, 30 September 2016



- At 30 September 2016 97.5% of health care assistants worked in nursing services, while 90.2% of support staff worked in hotel and property services.

Health care assistants and support staff

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

Occupation group	2009	2010	2011	2012	2013	2014(b)	2015	2016	% change from 2015
Qualified Allied Health Professionals	4,551	4,607	4,543	4,509	4,545	4,627	4,759	4,899	2.9
Other qualified ST&T staff (a)	2,529	2,571	2,641	2,710	2,741	2,732	2,811	2,924	4.0
Support to ST&T staff (a)	2,008	2,139	2,156	2,212	2,194	2,445	2,535	2,720	7.3
Qualified Healthcare Scientists	2,176	2,190	2,131	2,118	2,136	1,867	1,866	1,886	1.1
TOTAL	11,265	11,507	11,472	11,549	11,616	11,671	11,971	12,429	3.8

(a) Scientific, therapeutic and technical

(b) Re-coding of Healthcare Science staff records may affect comparisons with previous years

- The number of scientific, therapeutic and technical staff increased by 1,164 (10.3%) to reach 12,429 in 2016.
- At 30 September 2016, 39% of these staff were qualified allied health professionals, 15% were qualified healthcare scientists and 24% were other qualified scientific, therapeutic and technical staff. The remaining 22% of staff worked in support grades.

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.

Publication frequency and format

Following the consultation on 'Proposals concerning the publication of official statistics' which was held last year we are considering the frequency and format of this release. We would welcome views from users on the frequency of the release (i.e. is once a year sufficient).

Definitions

. Not applicable

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 7, include 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

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 indicators and associated technical information - [How do you measure a nation's progress? - National Indicators](#)

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@wales.gsi.gov.uk

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