

General Medical Practitioners in Wales

2004 to 2014

This annual Statistical First Release presents a summary on workforce data relating to General Medical Practitioners (GPs) and General Practice staff, as at the end of September 2014. The release highlights trends over the last decade where possible. The data is provided by the Health and Social Care Information Centre (HSCIC) who collect data for England and Wales using the Exeter database. This database is a computerised payment system of General Medical Practitioners (GMPs) who are in contract with Local Health Boards. Figures relating to GP locums are included in this year's release.

Information about the GP workforce in Wales, in terms of age, gender, workforce flows, Welsh language ability and qualifications are presented in charts, tables and maps. A summary of key figures by GP practices are also provided in separate spreadsheets. All data in the release relates to headcount numbers as at 30 September except for 2009 which is at 1 October.

In previous editions of this release, GP Whole Time Equivalent figures (WTE) were included. These have been omitted this year following concerns expressed by users about data quality. WTE figures will be included in future editions once the issue has been fully investigated and resolved. Headcount figures are unaffected.

For the purpose of the release the term 'General Practice' does not include Prisons, Army Bases, and Education Establishments. Notes on types of practitioners are included in the [Notes](#) section.

Key results:

- The number of GP practitioners in Wales (excluding registrars, retainers and locums) was 2,006 at 30 September 2014, 20 fewer (1.0 per cent) than the previous year and an increase of 190 (10.5 per cent) since 2004.
- There are fewer practices in Wales than a decade ago. In 2014 there were 7.8 per cent fewer GP partnerships in Wales than in 2004. The number of patients per practitioner has fallen by 5.5 per cent since 2004 but patients per practice have consequently risen.
- The percentage of female GP practitioners has increased over the last decade. In 2014 female GP practitioners accounted for nearly half (48.6 per cent) of the GP Practitioner workforce, an increase of 378 (63.3 per cent) since 2004. Females accounted for only 32.9 per cent of the total in 2004.
- The number of GP practitioners aged 55 or over has remained steady in the last five years, with around 23.0 per cent of the GP practitioner workforce falling into this age band in 2014.

Additional analysis by Local Health Board can be found in the tables on pages 23 to 29 of this release and on [StatsWales](#).

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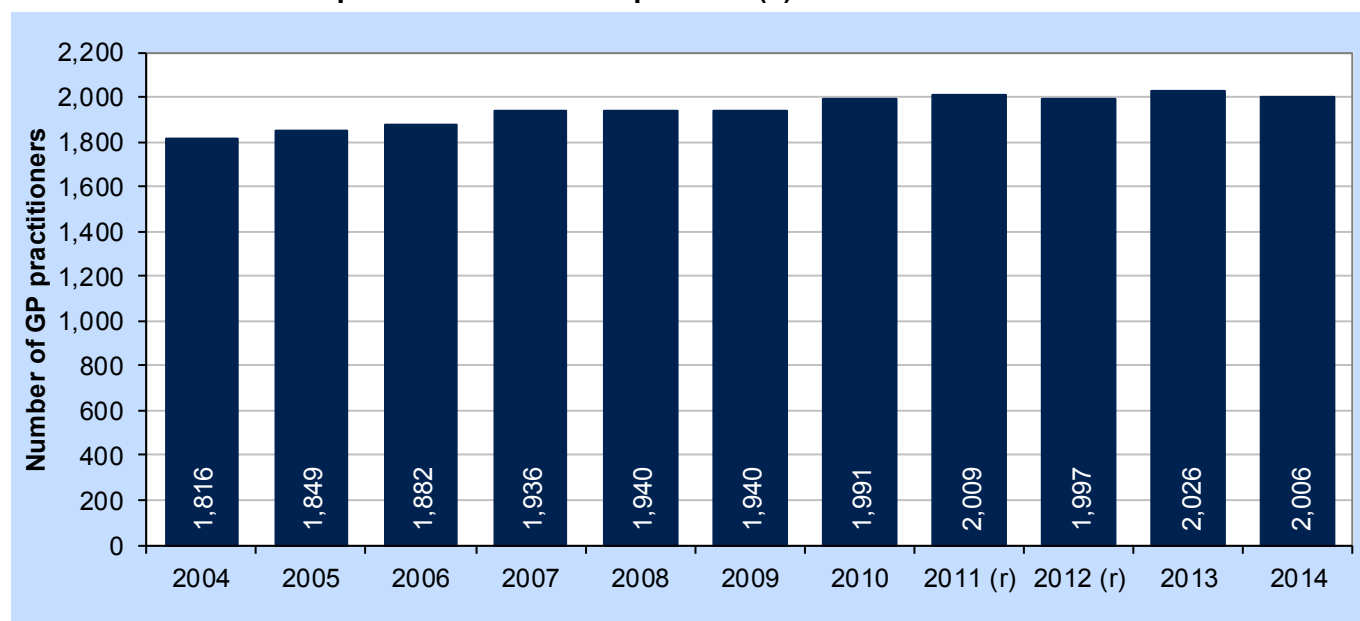
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GP Practitioner Trends

Chart 1: Number of GP practitioners at 30 September (a)



Source: GMS Census

(a) Except for 2009 which is at 1 October.

(b) Comparisons across years should be treated with caution due to changes in methodology. See definitions in the [Notes](#) section.

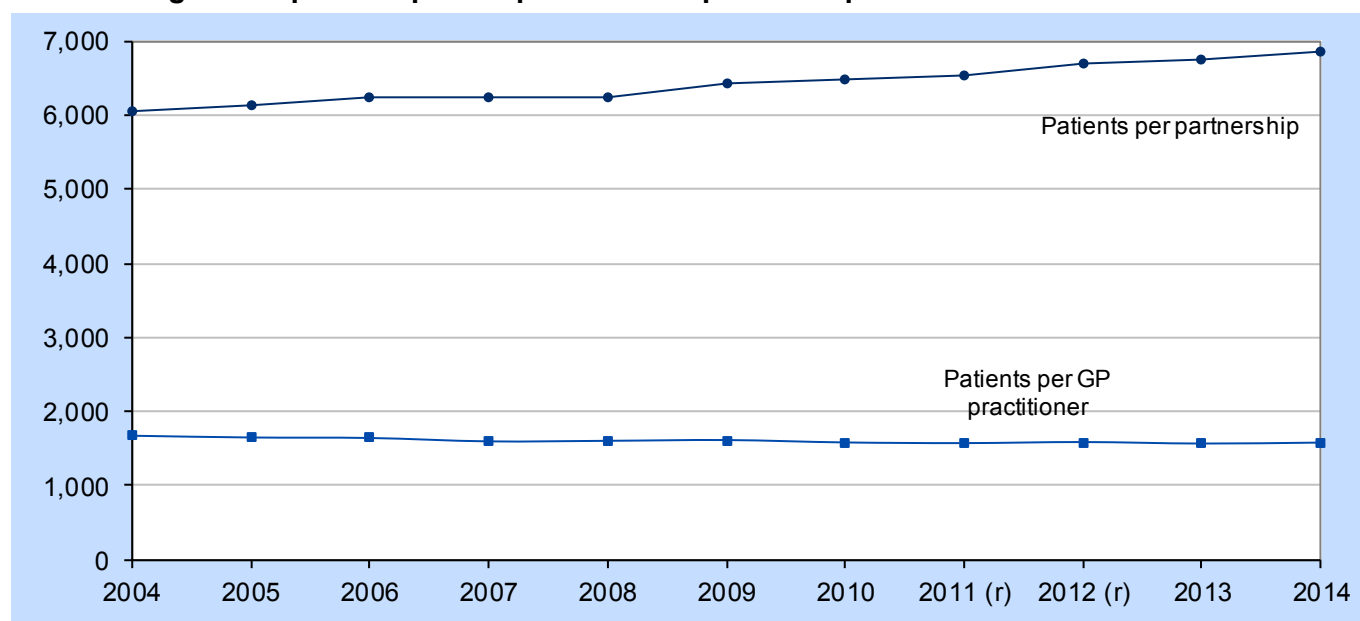
(r) Minor administrative errors have been identified relating to the 2011 and 2012 Headcount figures for Wales; these have been revised.

A **GP practitioner** includes GP providers and other GPs. See [Notes](#) section for detailed explanation.

The number of GP practitioners in Wales (excluding registrars, retainers and locums) was 2,006 at 30 September 2014, 20 fewer (1.0 per cent) than the previous year and an increase of 190 (10.5 per cent) since 2004.

Of the 2,006 GP practitioners, 23 (r) were working in more than one practice in Wales. However these GP practitioners are only counted once in the headcount figure in all of the tables and charts in the release.

Chart 2: Registered patients per GP practitioner / partnership



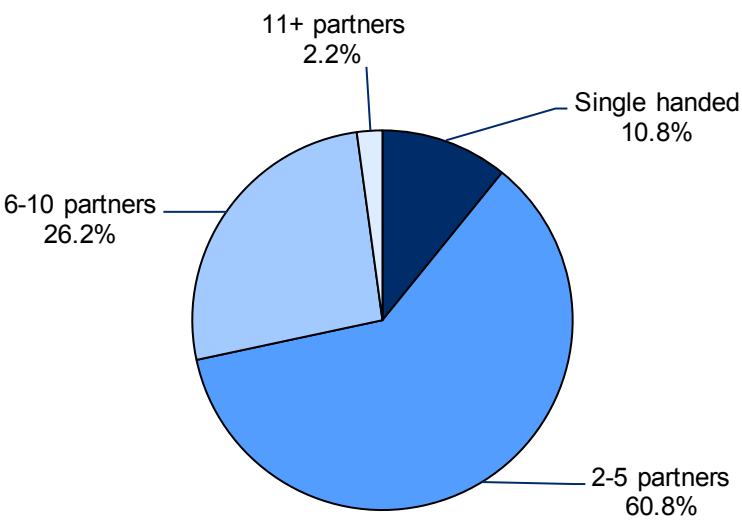
Source: GMS Census

(r) Minor administrative errors have been identified relating to the 2011 and 2012 Headcount figures for Wales; these have been revised.

There were 462 general practices in Wales in 2014, a decrease of 8 Practices (1.7 per cent) on last year.

Since 2004 the number of registered patients per GP practitioner has decreased by 93 (5.5 per cent) to 1,582. The number of partnerships has decreased from 501 to 462 with a consequent increase in the number of registered patients per partnership from 6,069 in 2004 to 6,868 in 2014, an increase of 799 (13.2 per cent) over the last decade.

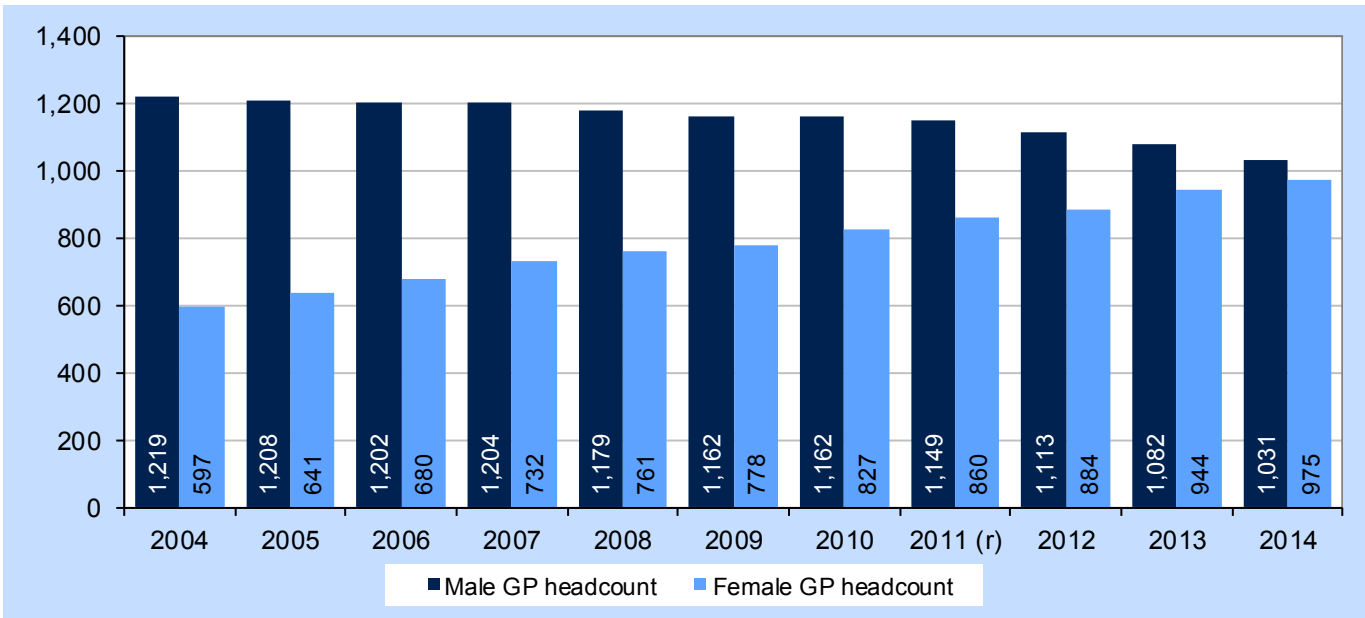
Chart 3: Percentage of partnerships by number of partners for 2014



Source: GMS Census

A **partnership** is a financial arrangement between two or more bodies of which one must be a GP practitioner. In 2014 there were 50 single-handed partnerships, a rise of 2 from 2013 and a fall of 46 since 2004. Just under three quarters (331 practices) of all partnerships had 5 or fewer partners.

Chart 4: GP practitioner Headcount by Gender (a)

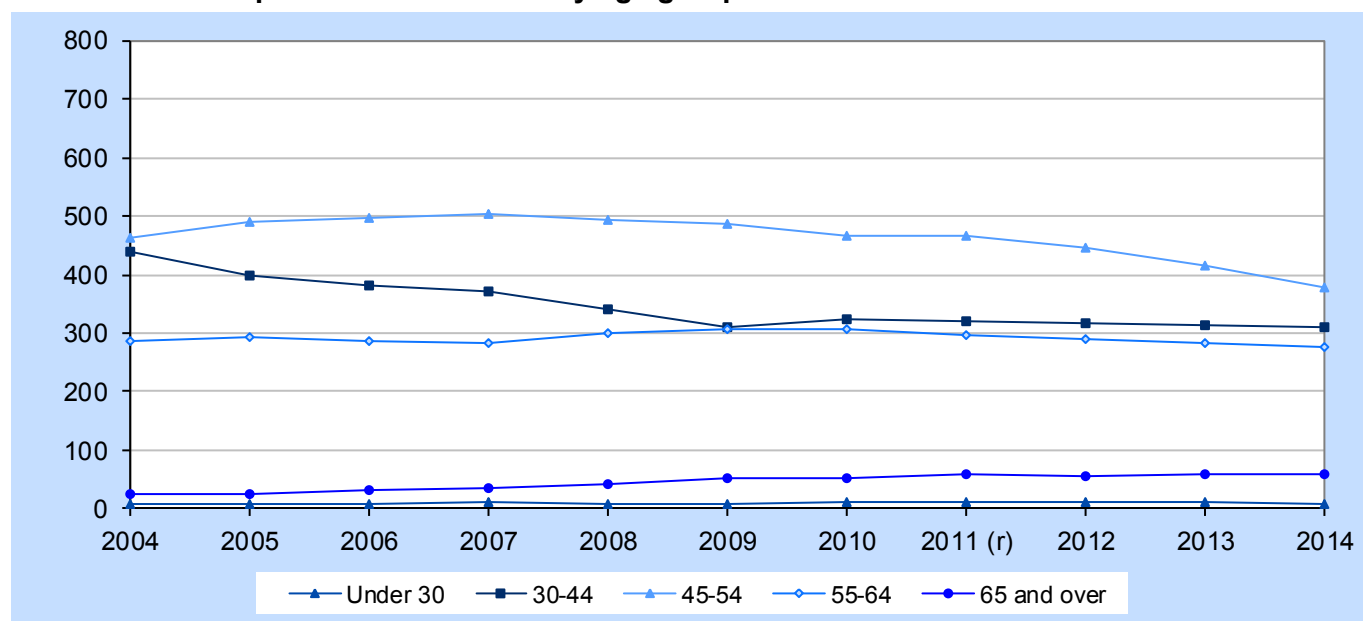


Source: GMS Census

(a) Comparisons across years should be treated with caution due to changes in methodology. See definitions in the [Notes](#) section.
(r) Minor administrative errors have been identified relating to the 2011 and 2012 Headcount figures for Wales; these have been revised.

Since 2004 the number (headcount) of male GP practitioners has decreased by 188 (15.4 per cent) to 1,031 whilst the number of female GP practitioners increased by 378 (63.3 per cent) to 975. In 2014 there were only 56 more male GPs than female GPs.

Chart 5: Male GP practitioner numbers by age groups



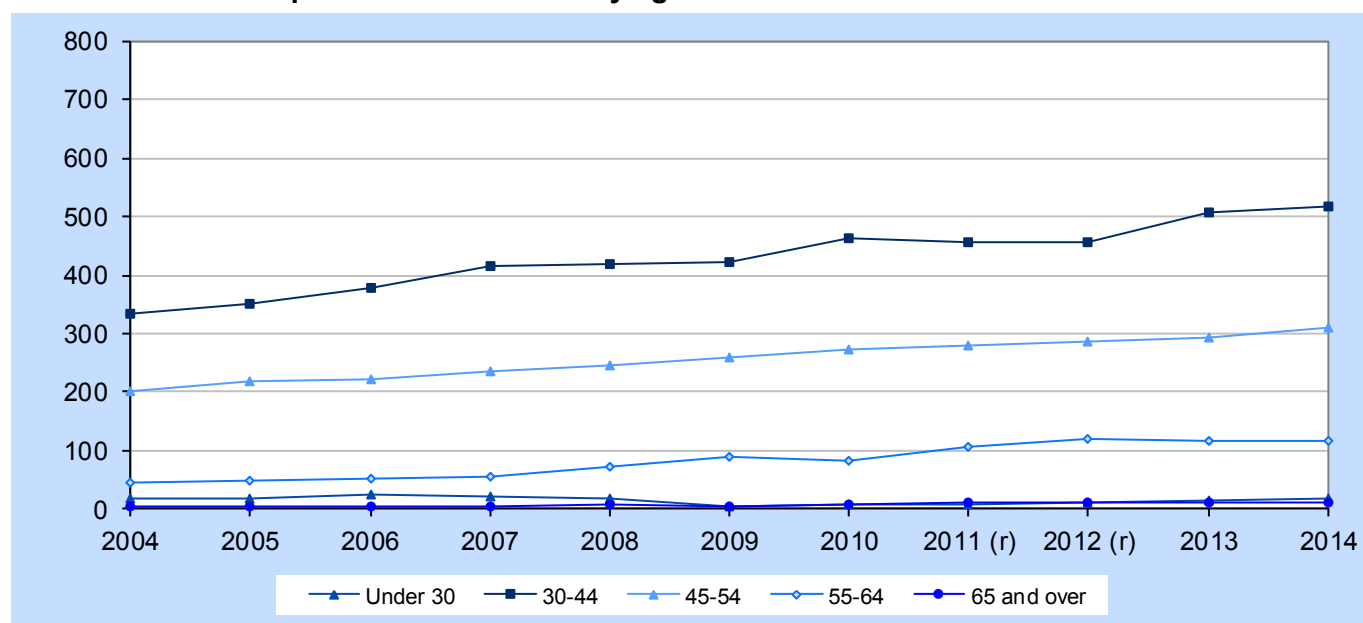
Source: GMS Census

(r) A minor administrative error has been identified relating to the 2011 headcount figure for Wales; this has been revised.

Since 2004 the largest group of male GP practitioners has been the 45-54 group (36.6 per cent in 2014). The age profile of male GP practitioners continues to become older.

The number of male GP practitioners in the 30-44 groups has declined over the last decade but has increased slightly from 29.0 per cent in the last 12 months, to 30.2 per cent.

Chart 6: Female GP practitioner numbers by age



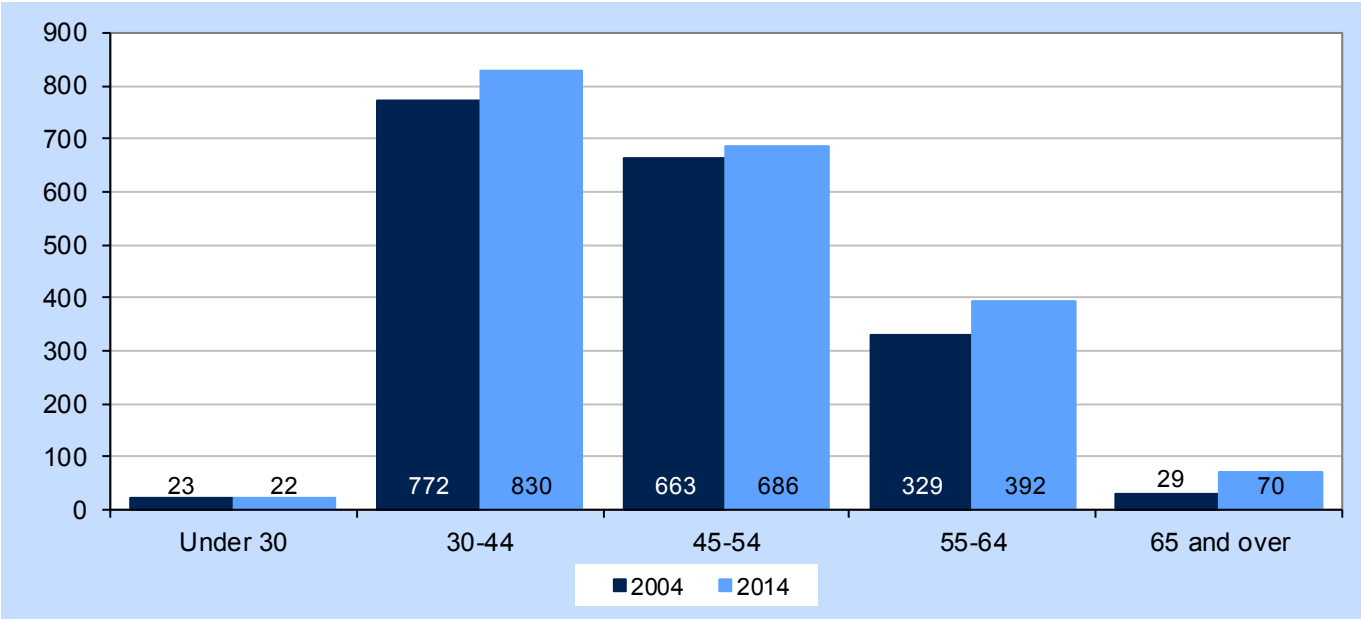
Source: GMS Census

(r) Minor administrative errors have been identified relating to the 2011 and 2012 Headcount figures for Wales; these have been revised.

The largest group among female GP practitioners remains the 30-44 group (53.2 per cent in 2014) which recorded an increase from last year of 11 female GP practitioners to 519.

GP Practitioner by age

Chart 7: Number of GP practitioners by age group, by 10-year comparison

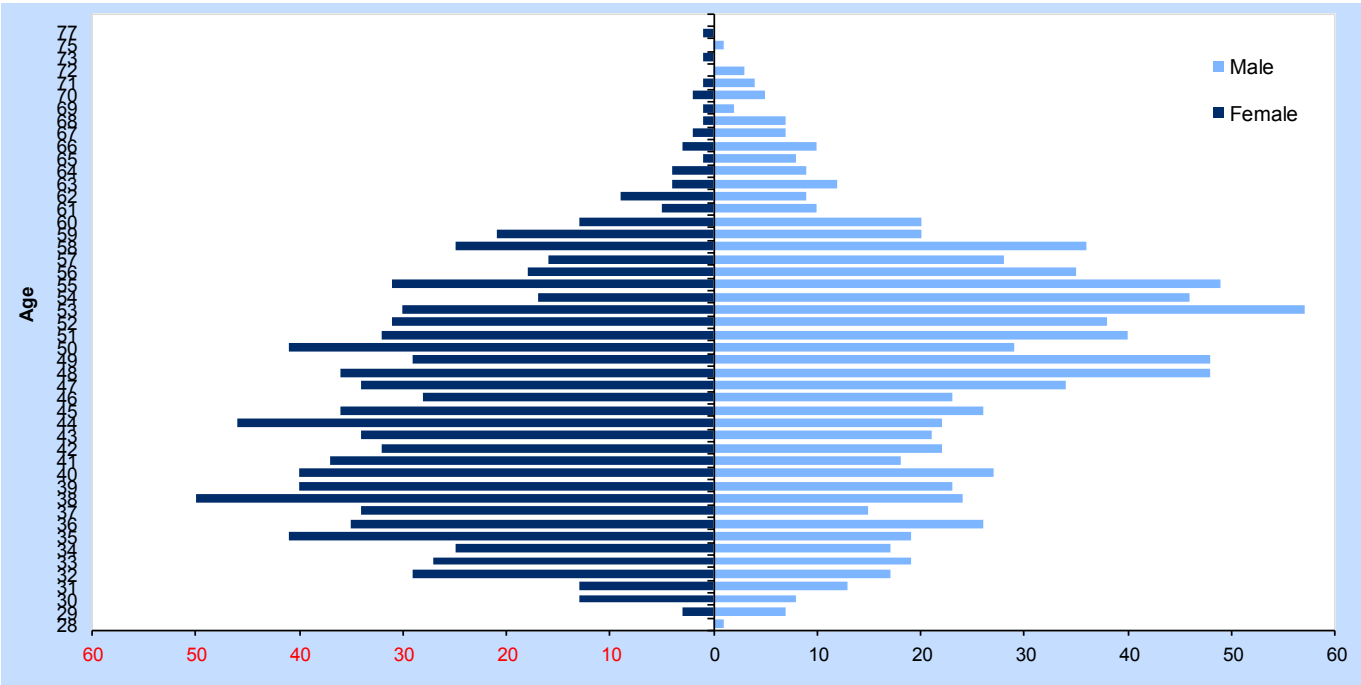


Source: GMS Census

The number of GP practitioners aged 55 and above has increased from 358 in 2004 to 462 in 2014.

The number of GP practitioners aged under 45 has increased from 795 in 2004 to 852 in 2014, a 7.2 per cent increase. Female GPs now make up nearly two thirds (62.8 per cent) of GPs of this age group whereas in 2004, 43.9 per cent of females were aged under 45.

Chart 8: GP Practitioners by gender and age, at 30 September 2014 (a)



Source: GMS Census

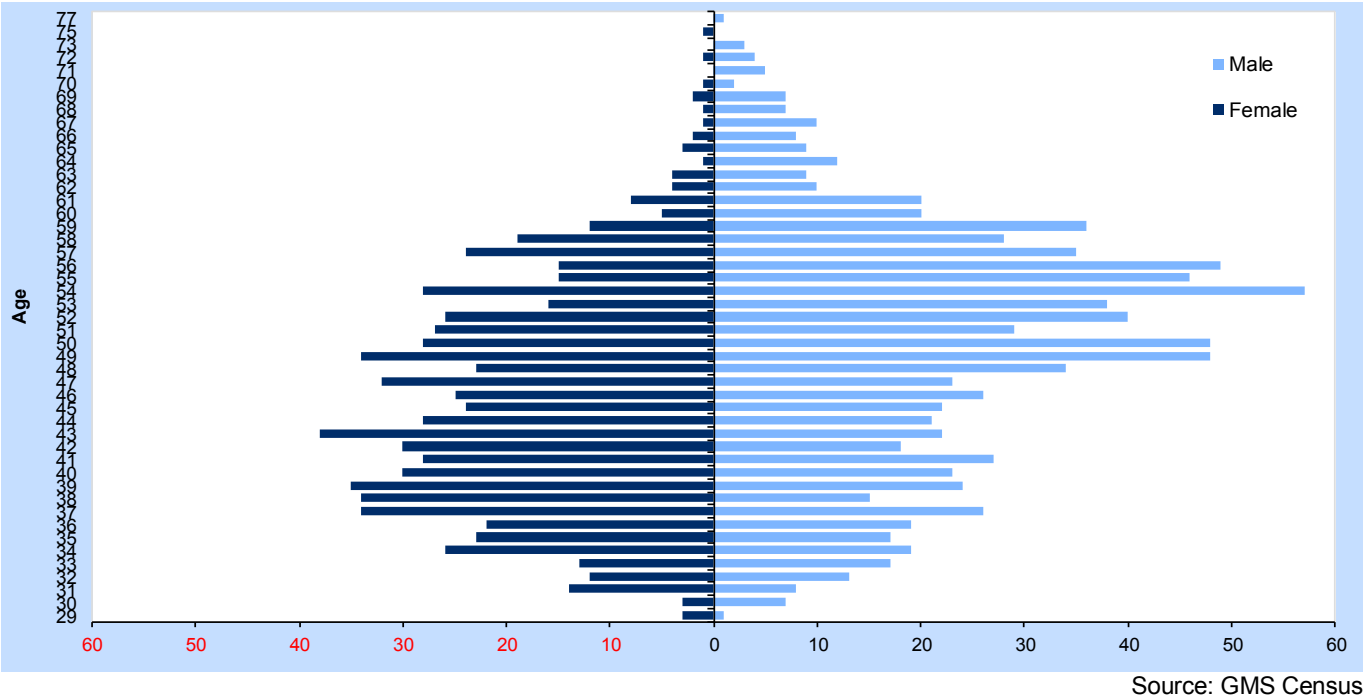
(a) Excludes six GP Practitioners with unknown age.

Of the 462 GP practitioners aged 55 or over, 334 (72.3 per cent) were male and 128 (27.7 per cent) were female.

There were over twice as many male GP practitioners aged 55 or over than female GP Practitioners (refer to [Table 1](#)). Cwm Taf University Health Board had the highest proportion of GP practitioners aged over 55, accounting for 31.2 per cent of its workforce (refer to [Table 2](#), [Map 3](#)).

Chart 9 and Chart 10 below show the number of GP Providers and Salaried/Other GPs, by gender and age.

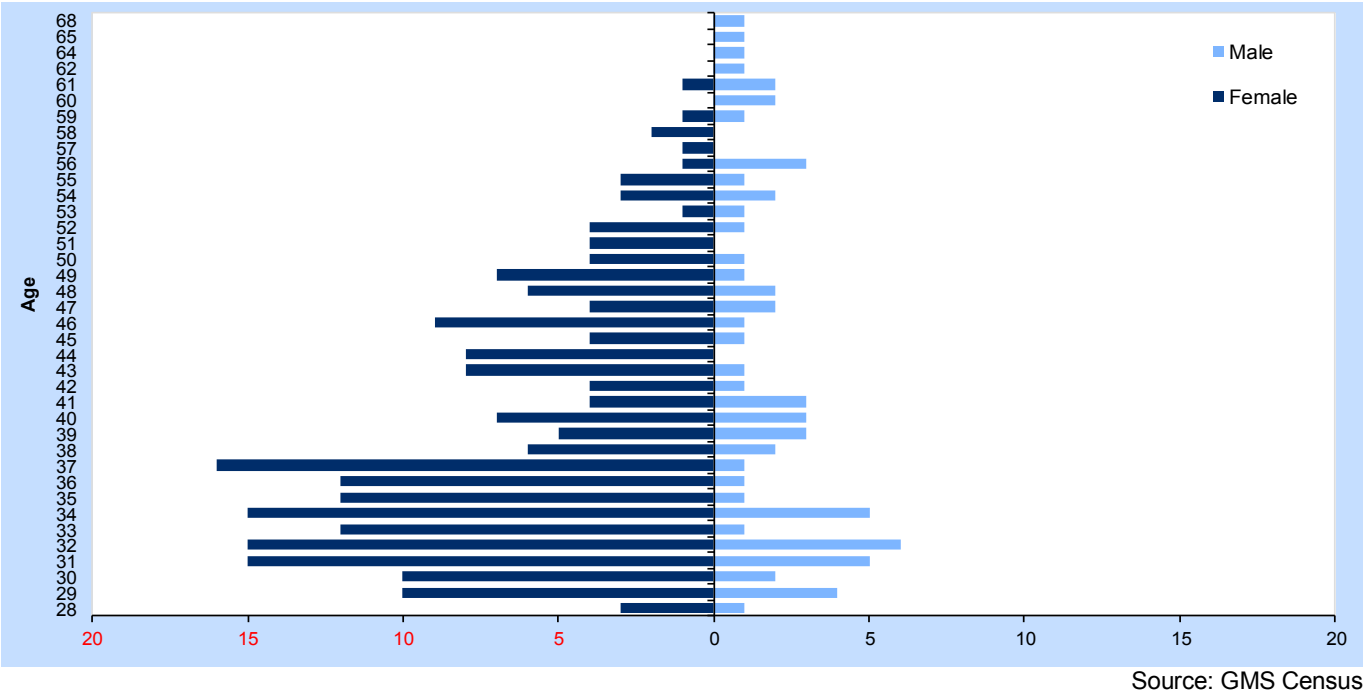
Chart 9: GP Providers by gender and age, at 30 September 2014 (a)



(a) Excludes four GP Providers with unknown age.

A **GP Provider** is a practitioner who has entered into a contract with a LHB to provide services to patients. There were 1,722 GP providers (GPs who contracted with Health Boards) in Wales. Of these 966 (56.1 per cent) were male and 756 (43.9 per cent) were female. 440 (25.6 per cent) were aged 55 or over and 650 (37.7 per cent) were aged under 45. There were twice as many male GP providers aged 55 or over than female GP providers in Wales (refer to [Table 1](#)).

Chart 10: Salaried/Other GPs by gender and age, at 30 September 2014 (a)

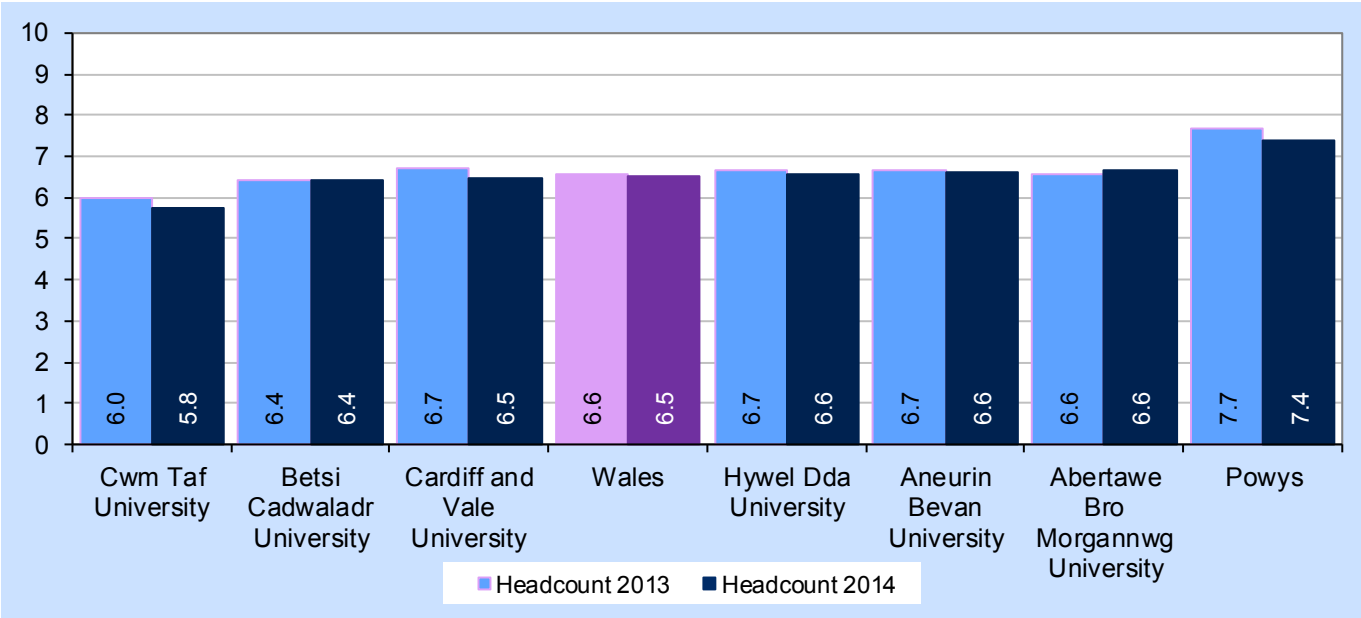


(a) Excludes two Salaried/Other GPs with unknown age.

A **Salaried/other GP** works within a partnership; these practitioners are generally remunerated by salary. There were 284 Salaried/Other GPs working in Wales in 2014. There were three times as many female Salaried/Other GPs’ than males in Wales (Refer to [Table 1](#)).

GP Workforce by Local Health Board

Chart 11: GP practitioners per 10,000 population by LHB, 2014

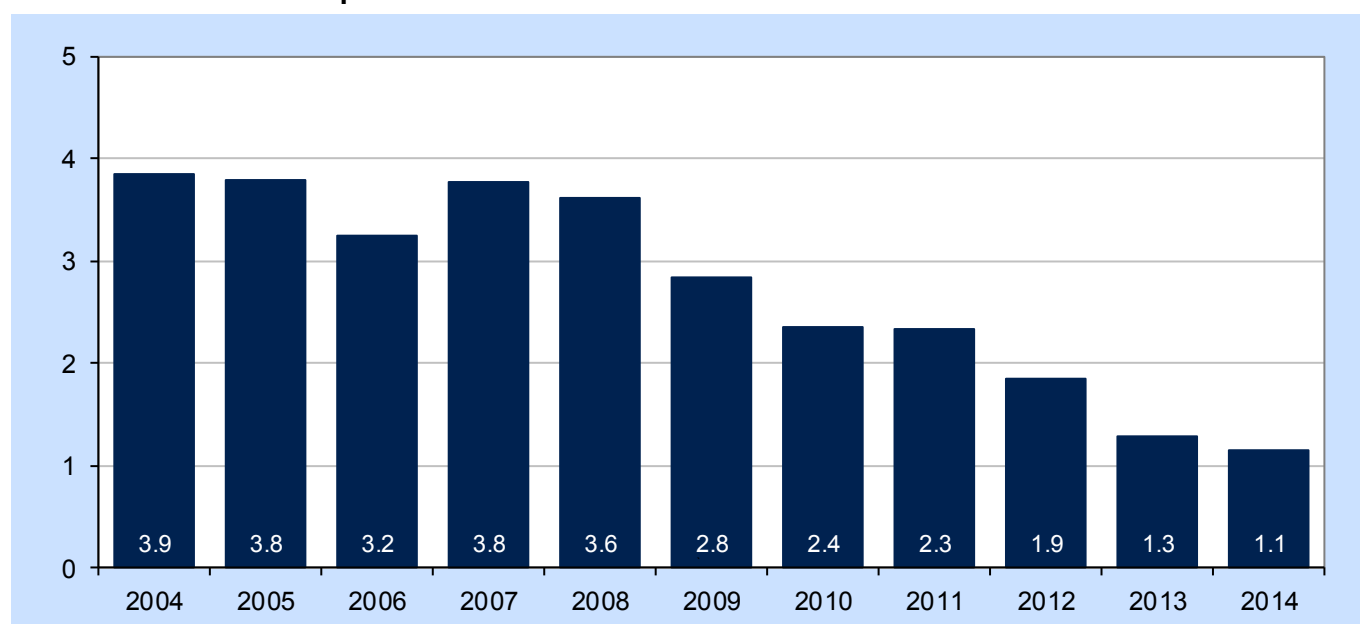


Source: GMS Census, ONS

At 30 September 2014, Powys had the greatest number of GP practitioners per 10,000 population at 7.4; Cwm Taf University had the lowest at 5.8. The average for Wales was 6.5 GP practitioners per 10,000 population.

GP Retainers

Chart 12: GP Retainers per 100 GPs



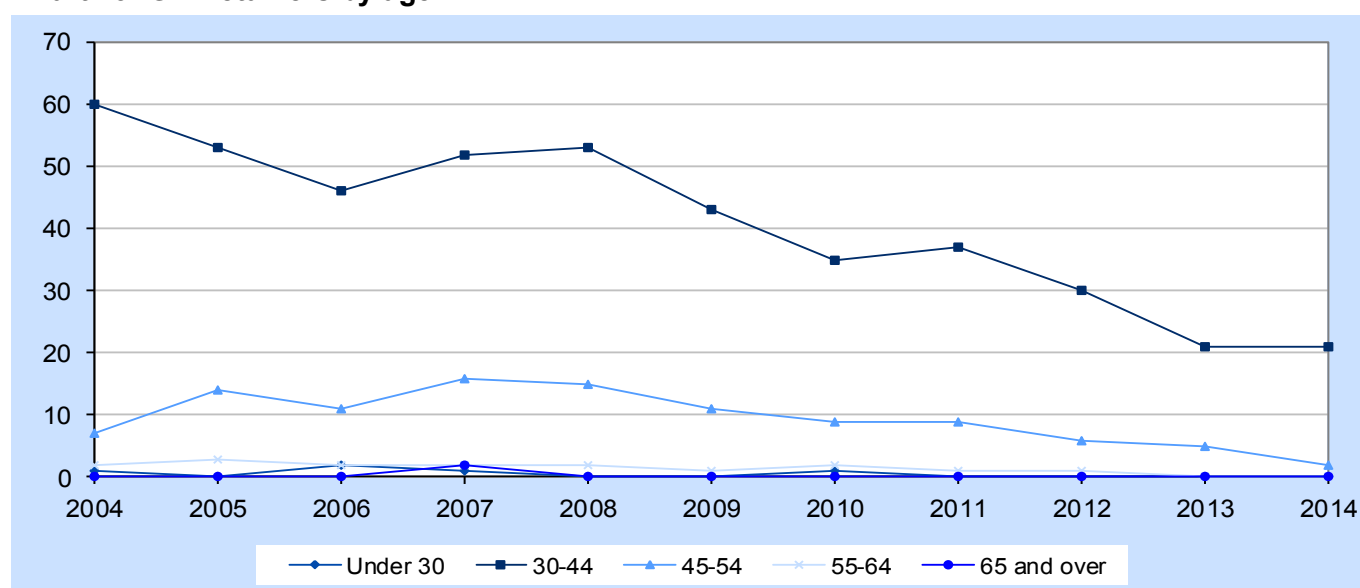
Source: GMS Census

A **GP Retainer** is a practitioner who provides service sessions up to a maximum of 4 per week in general practice. See [Notes](#) section for a detailed explanation.

The number of GP retainers has decreased by 47 (67.1 per cent) over the last decade and by 3 (11.5 per cent) over the last 12 months to 23. In the last decade, females have accounted for over 90 per cent of GP Retainers each year. In 2014, females accounted for 95.7 per cent of the total.

The number of GP retainers per 100 GPs decreased between 2004 and 2006. This was followed by a rise in 2007. Since 2007 the number of GP retainers per 100 GPs has continued to decrease. In 2014 there are 1.1 GP retainers per 100 GPs.

Chart 13: GP Retainers by age

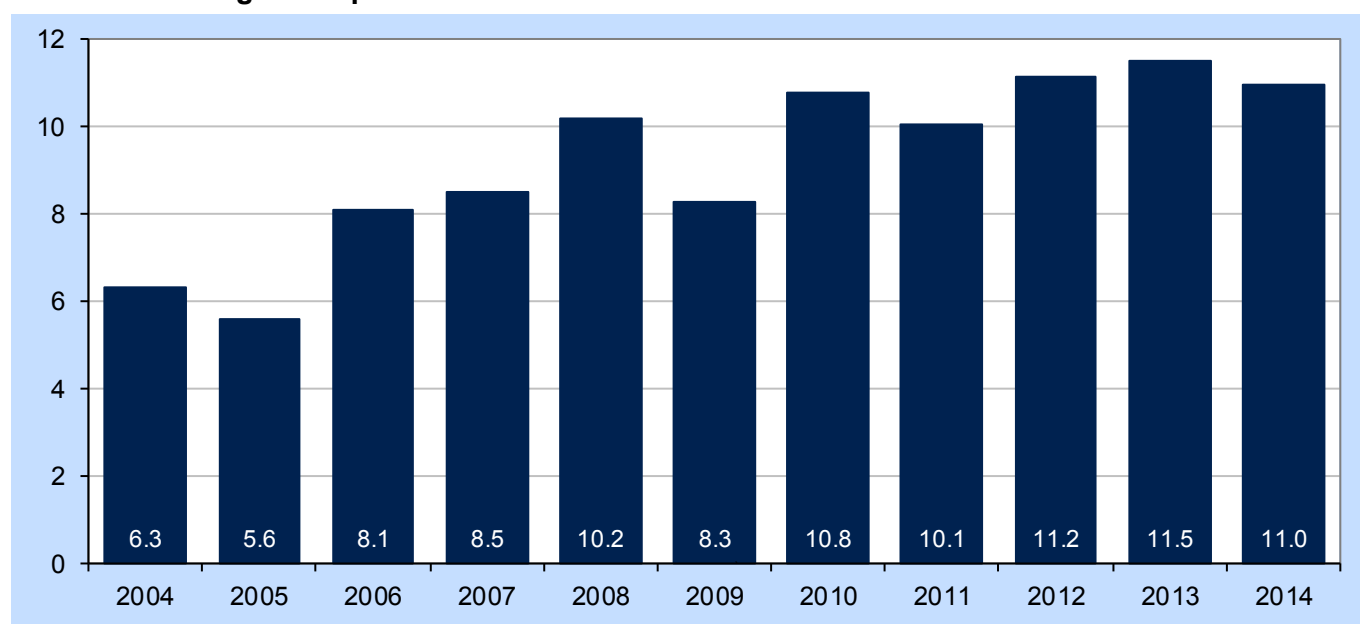


Source: GMS Census

In 2014, Over four-fifths (91.3 per cent) of GP retainers were in the 30-44 age group. The number of GP retainers in this age group has fallen sharply in the last decade, from 60 in 2004 to 21 in 2014, a decrease of 39 (65.0 per cent).

GP Registrars

Chart 14: GP Registrars per 100 GPs



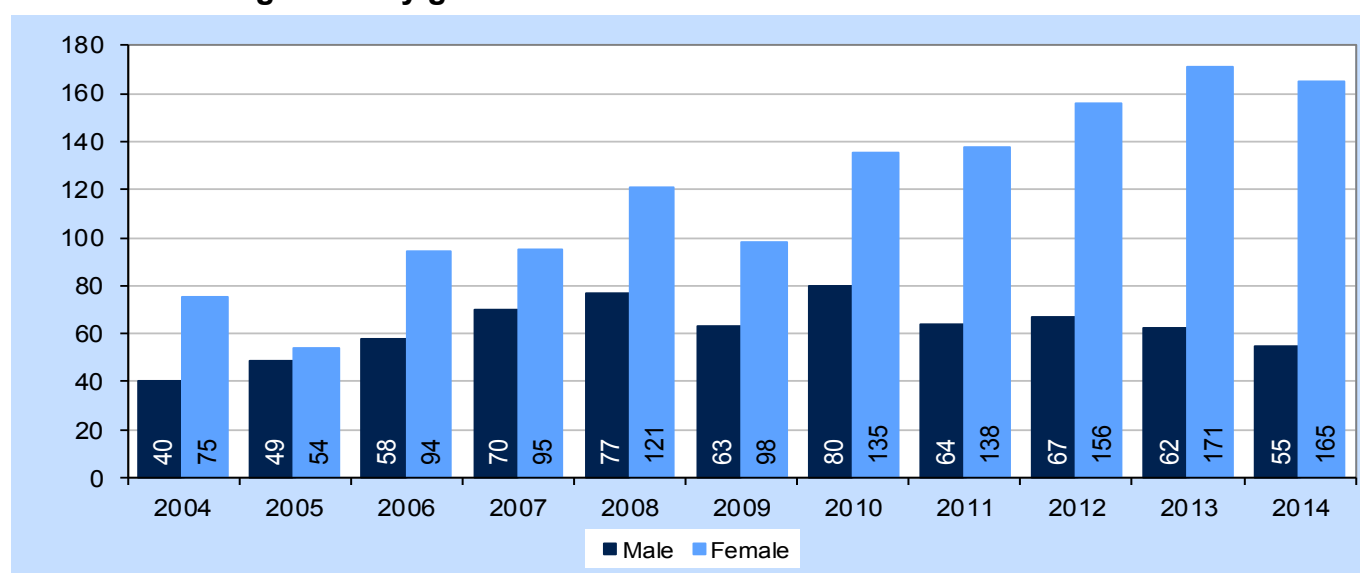
Source: GMS Census

A **GP registrar** is a practitioner employed for a maximum period of one year for the purpose of training in general practice and in respect of whom a training grant is paid.

Since 2004 the number of GP registrars has increased by 105 (91.3 per cent) to 220 in 2014.

In comparison to 2004 the number of GP registrars per 100 GPs has increased from 6.3 to 11.0.

Chart 15: GP Registrars by gender



Source: GMS Census

In 2014 the number of male GP registrars has decreased by 7 (11.3 per cent) and the number of female registrars has decreased by 6 (3.5 per cent) over the last 12 months.

In every year over the last decade there have always been more females than males. The gap between the number of male and female registrars has continued to widen in recent years. The proportionate difference in 2014 was the largest in the last decade where there were three times as many female registrars (75.0 per cent) than male registrars (25.0 per cent).

GP Locums

A **GP Locum** is a GP who deputises temporarily at a GP Practice, usually to cover for an absent GP Practitioner. Such cover should last for no more than 6 months.

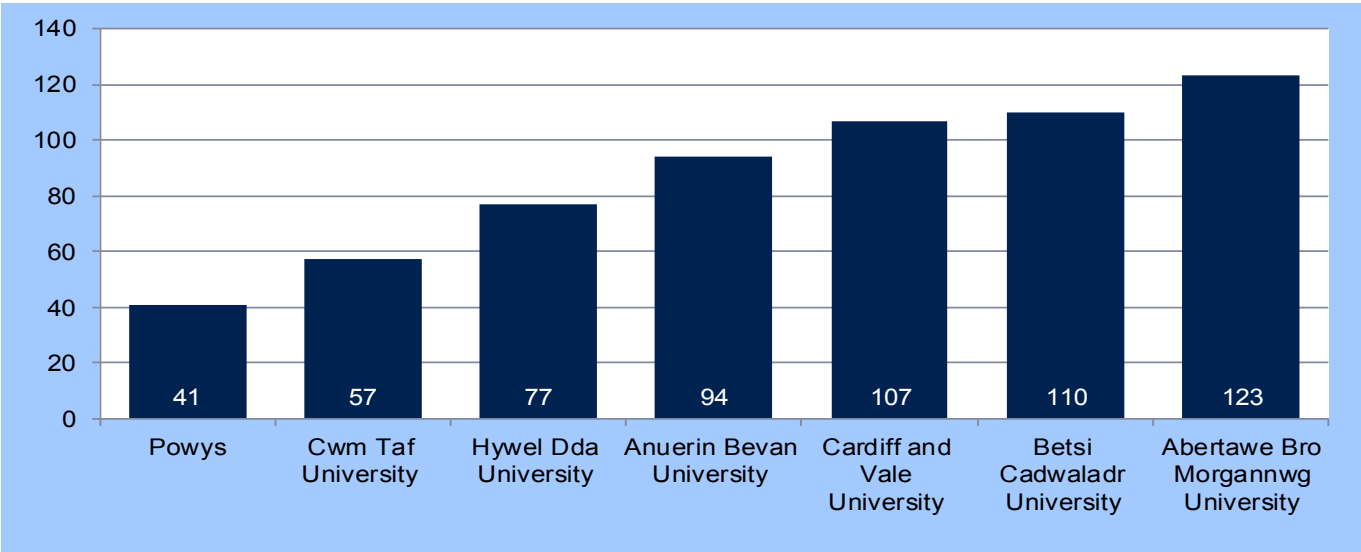
This is the first time a count of GP locums has been included in this statistical release.

The data is sourced from the Medical Performers List, which lists all GPs able to practice in Wales and is maintained by the NHS Wales Shared Services Partnership. The data relates to February 2015. GP Locum data is separate from the GP Practitioners data presented earlier in the release.

As the two sources of data were collected at different times, there may be a small number of GP locums that have also been counted as being a GP Practitioner. It is therefore not advisable to sum GP practitioners and locums.

There were 609 GP Locums in Wales in 2015. The largest numbers of GP locums were included for Abertawe Bro Morgannwg University (123), and Powys had the smallest number (41).

Chart 16: GP Locums by Health Board, at February 2015



Source: Medical Performers List

Workforce Flows

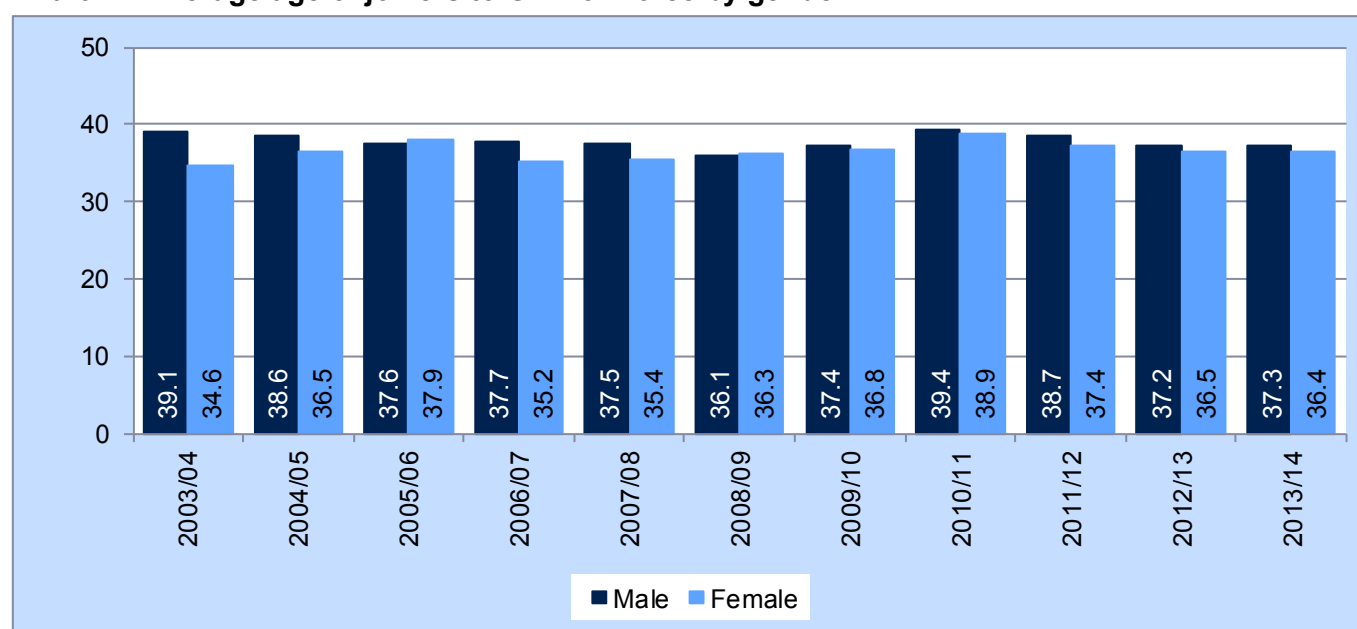
Workforce flows are estimated by comparing successive General Medical Services (GMS) censuses. A joiner is a GP reported as working in Wales in the census in one year but not the previous year. A leaver is a GP reported as working in Wales in the census in one year but not the next year.

These figures are snapshots from two specific points in time and only represent the national position at these times. They do not cover movement in and out of the GMS between these two points, nor do they relate to the local level turnover of staff between LHBs.

The workforce flow figures cover all GP types whereas the headcount of practitioners only includes certain types. Therefore the net effect of joiners and leavers will not necessarily align with the headcount of practitioners.

GP Joiners in Wales

Chart 17: Average age of joiners to GP workforce by gender



Source: GMS Census

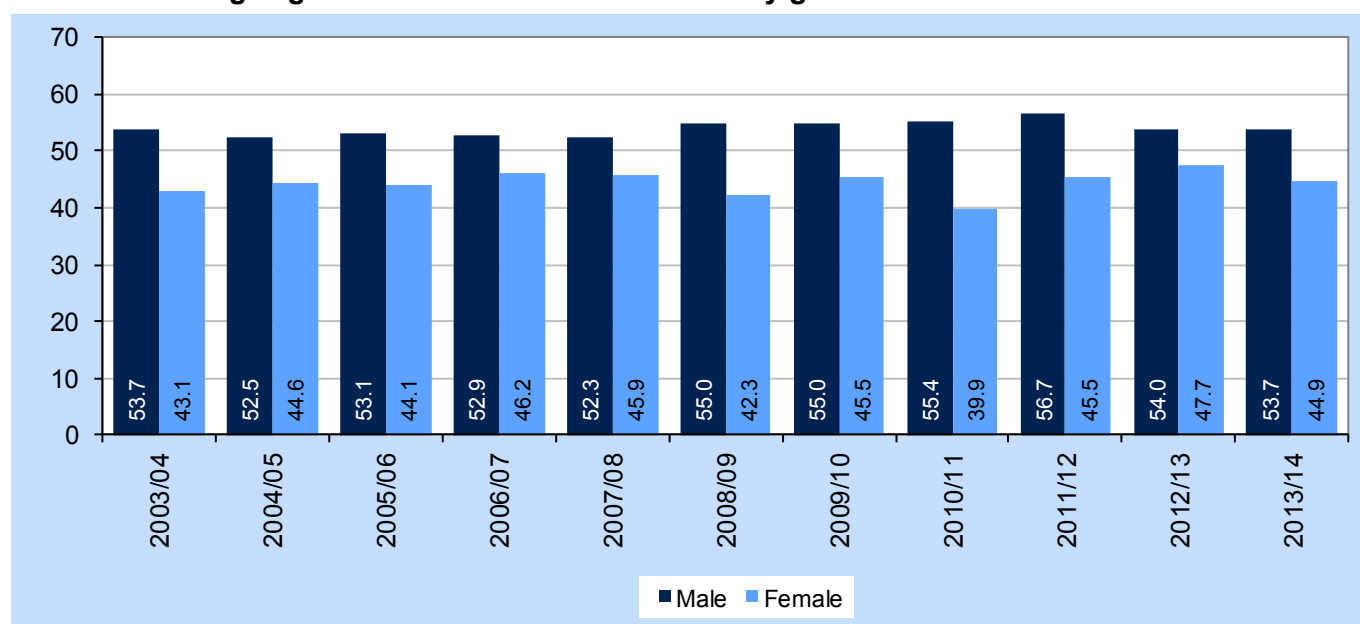
Between 2013 and 2014, 137 Practitioners (6.8 per cent of the 2014 workforce) joined the profession in Wales; 92 of joiners were female and 45 were male.

The average age of GPs joining was similar for males (37.2 and 37.3 years), and for females (36.5 to 36.4 years), compared to 12 months previously.

As in previous years there are more female joiners than male joiners (refer to [Table 4](#)).

GP Leavers in Wales

Chart 18: Average age of leavers from GP workforce by gender



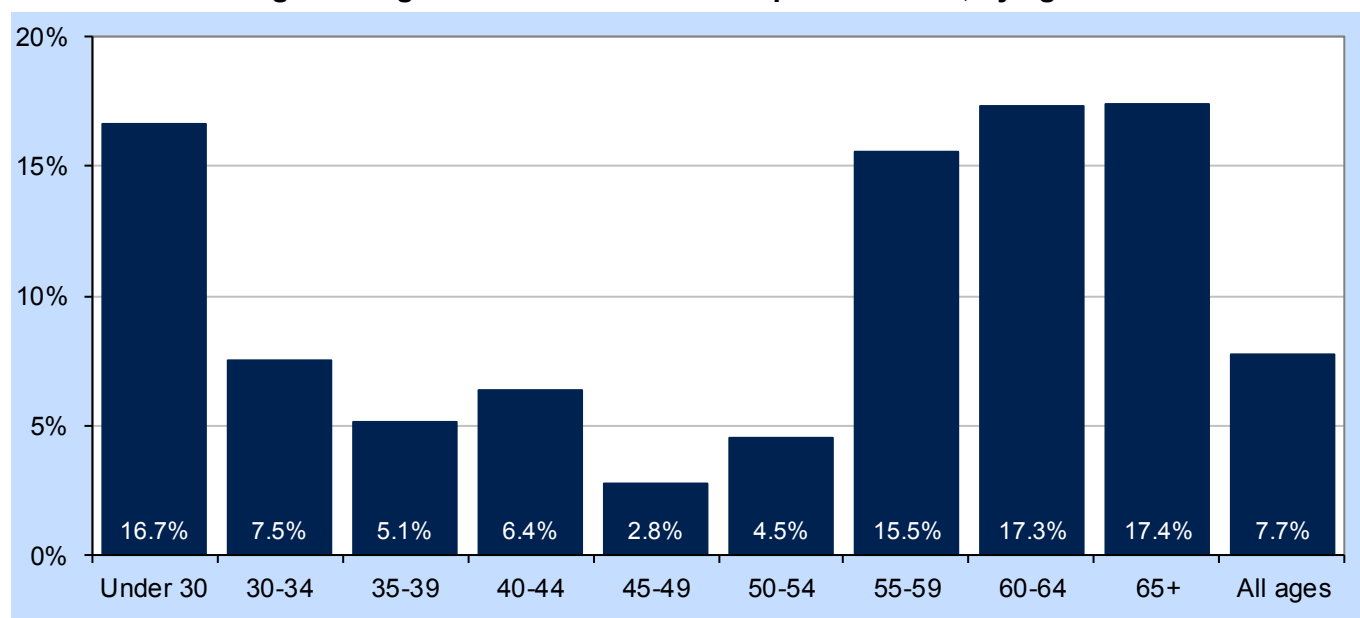
Source: GMS Census

Between 2013 and 2014, 157 Practitioners (7.7 per cent of the 2013 workforce) left the profession: 96 of leavers were male and 61 were female.

The average age of GPs leaving has decreased for males from 54.0 to 53.7 years, and for females from 47.7 to 44.9 years, compared to 12 months previously.

As in previous years there are more male leavers than female leavers.

Chart 19: Percentage leaving General Practice at 30 September 2014, by age



Source: GMS Census

The group with the largest proportion of leavers is the 65 and over age group, with 17.4 per cent leaving the profession.

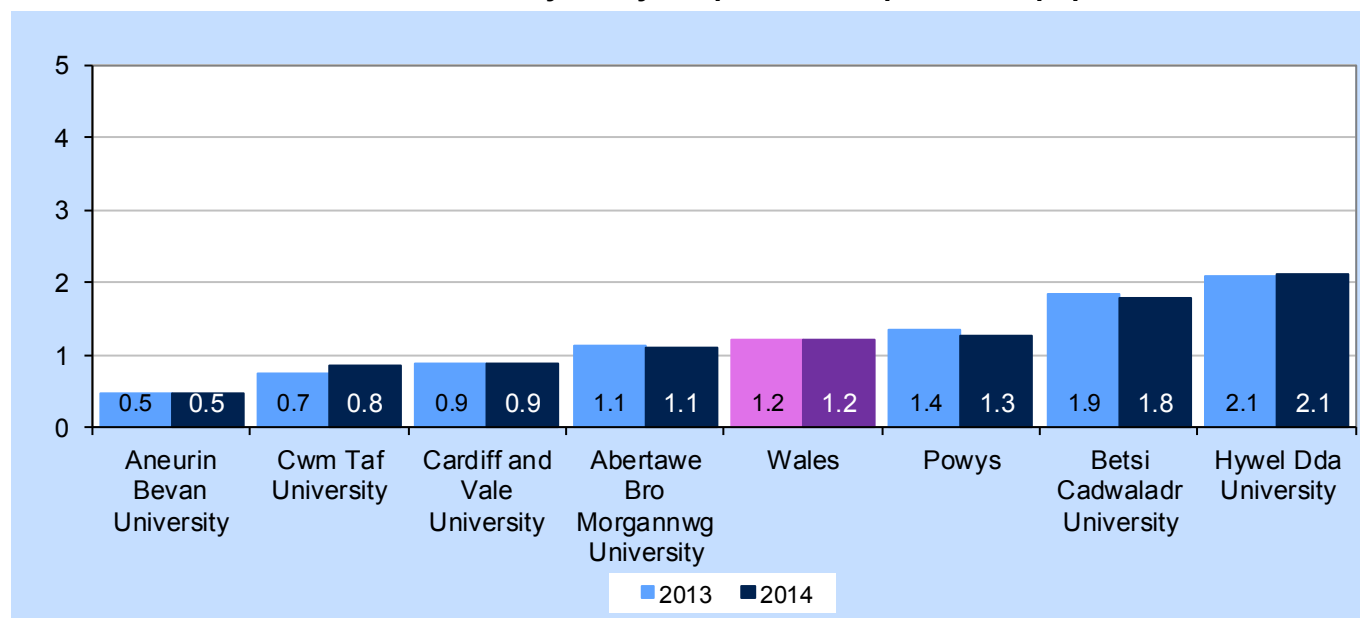
The group with the smallest proportion of leavers is the 45-49 age group, accounting for 2.8 per cent of practitioners leaving.

Welsh Language

Data on the Welsh language ability of GPs represents the number of GPs on the Medical Performers' List who listed Welsh as a language they were able to speak. This includes all levels of fluency, from basic to fluent.

This data does not represent the number of GPs who currently consult in Welsh. Data does not include all GPs in Wales as, at the time of publishing the response rate of GPs could not be determined, but it is not thought to be less than 95 per cent.

Chart 20: Number of GPs who have any ability to speak Welsh per 10,000 population



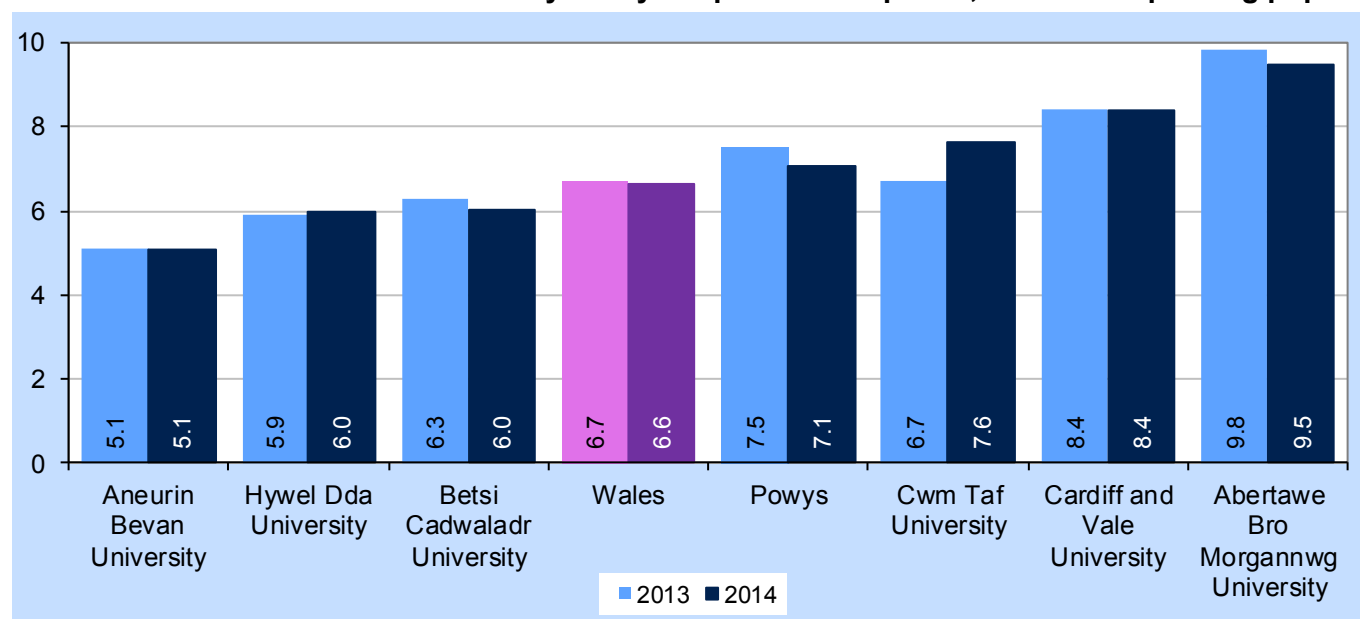
Source: NHS Wales Shared Services Partnership; ONS

In 2014, 373 practitioners recorded that they could speak Welsh.

Hywel Dda had the largest number of GP with an ability to speak Welsh per 10,000 population at 2.1 whilst Aneurin Bevan had the smallest with 0.5 GPs per 10,000 population in 2014.

In 2014, the Wales average was 1.2 per 10,000 population, the same as in 2013. [Table 5](#) summarises Welsh language ability for Local Health Boards.

Chart 21: Number of GPs who have any ability to speak Welsh per 10,000 Welsh-speaking population



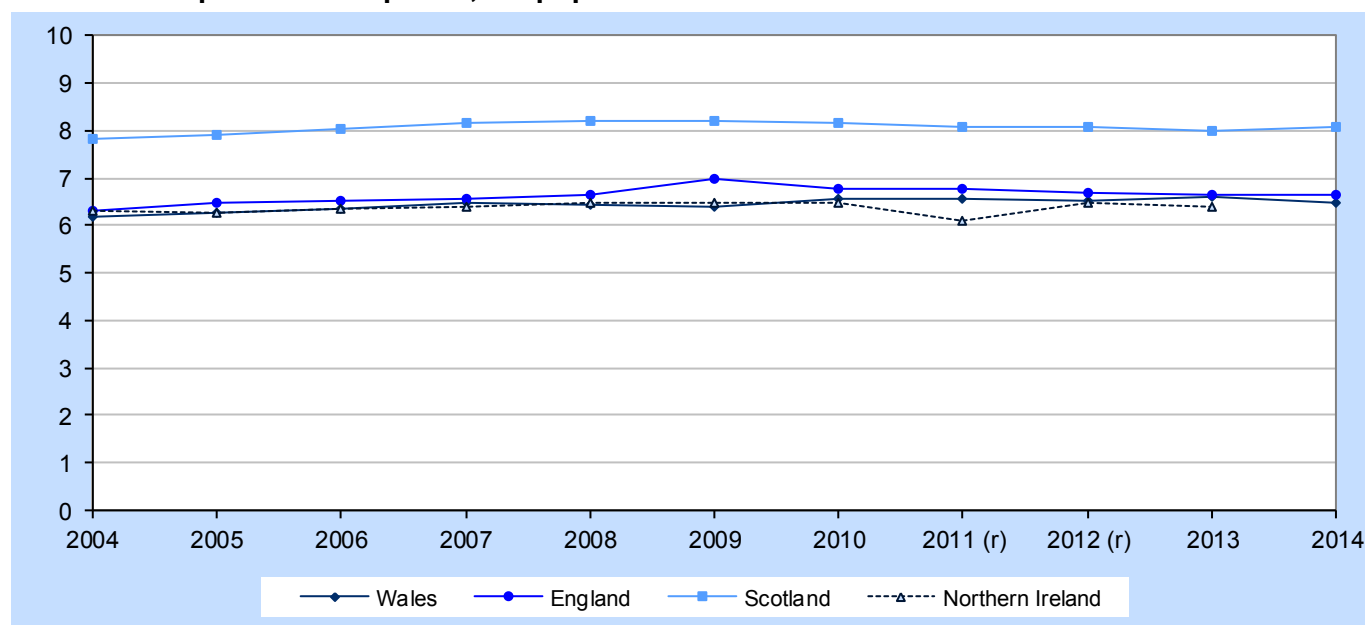
Source: NHS Wales Shared Services Partnership; ONS

In 2014, Abertawe Bro Morgannwg University has the highest number of GPs able to speak Welsh per 10,000 Welsh-speaking population at 9.5 whilst Aneurin Bevan has the smallest with 5.1 in 2014.

The Wales average was 6.6 GPs per 10,000 Welsh-speaking population.

UK Comparisons of GP Workforce Statistics

Chart 22: GP practitioners per 10,000 population

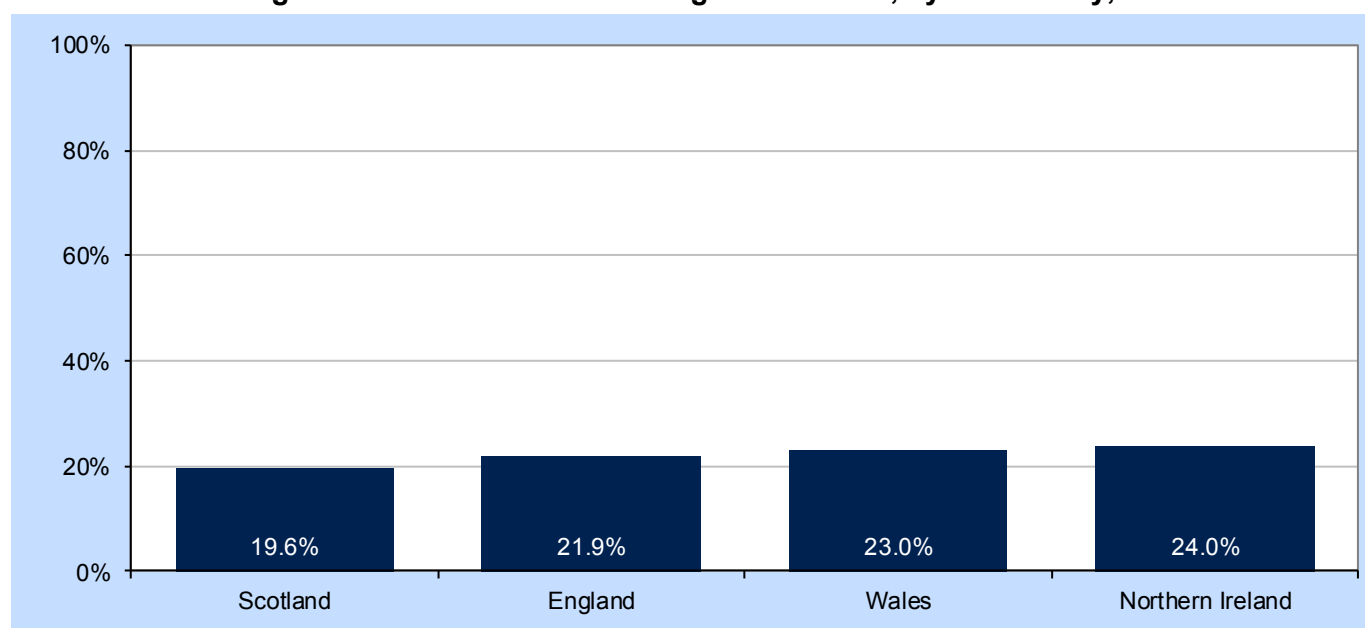


Source: GMS Census; HSCIC; ISD Scotland; HSC N. Ireland; ONS 2013 Census

(r) Minor administrative errors have been identified relating to the 2011 and 2012 Wales' Headcount figures for Wales; these have been revised.

Scotland continues to have the highest number of GPs per 10,000 population at 8.1 but note the differences in definitions. It should be noted that data prior to 2010 for England is not fully comparable with previous years. See footnote on [Table 6](#).

Chart 23: Percentage of Practitioner Workforce aged 55 or over, by UK country, 2014

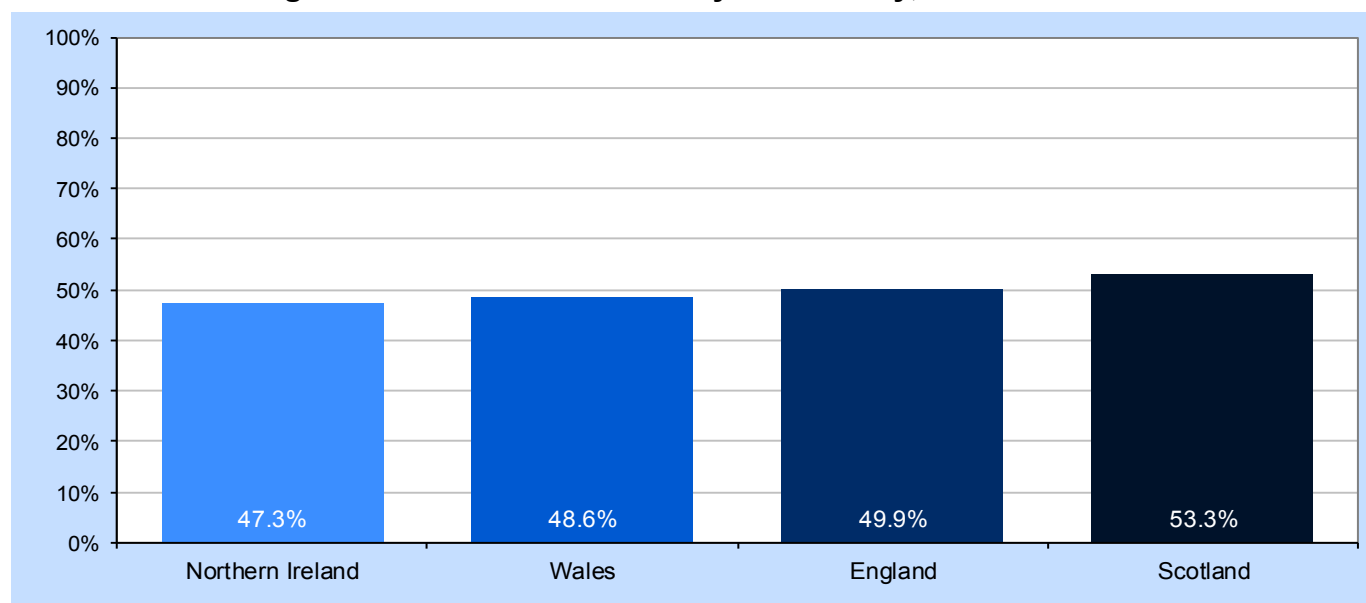


Source: GMS Census; HSCIC; ISD Scotland; HSC N. Ireland

Scotland has the lowest percentage of its GP workforce aged 55 or over at 19.6 per cent.

Northern Ireland has the highest percentage at 24.0 per cent.

Chart 24 Percentage of Female Practitioners by UK country, 2014



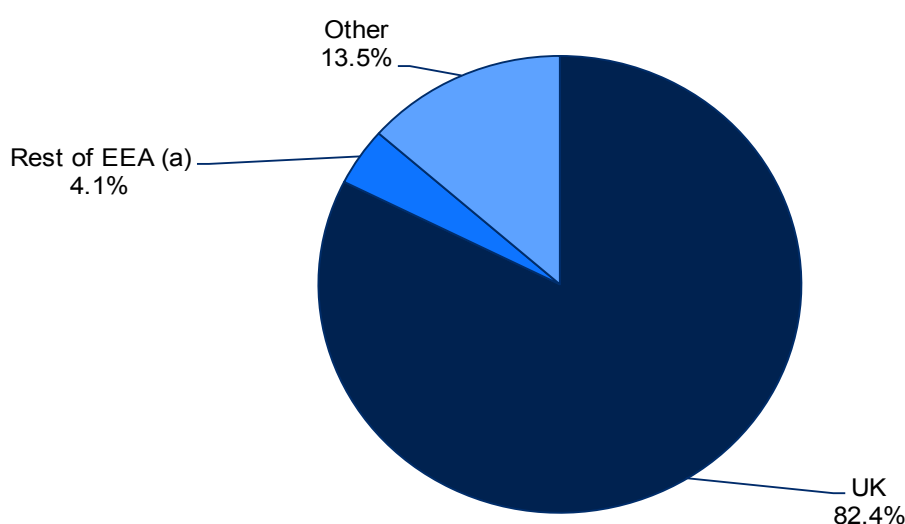
Source: GMS Census; HSCIC; ISD Scotland; HSC N. Ireland

Northern Ireland has the lowest percentage of female GPs at 47.3 per cent while Scotland has the highest at 53.3 per cent.

Qualifications

[Table 7](#) shows the country of primary medical qualification for GP practitioners. 82.4 per cent have a primary medical qualification from the UK, 4.1 per cent from the European Economic Area (EEA) (excluding the UK) and the rest (13.5 per cent) a qualification from elsewhere.

Chart 25: Country of qualification – Main groups at 30 September 2014



Source: NHS Wales Shared Services Partnership

(a) The European Economic Area (EEA) (excluding the UK) includes Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Irish Republic, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden and Switzerland.

Dispensing Partnerships

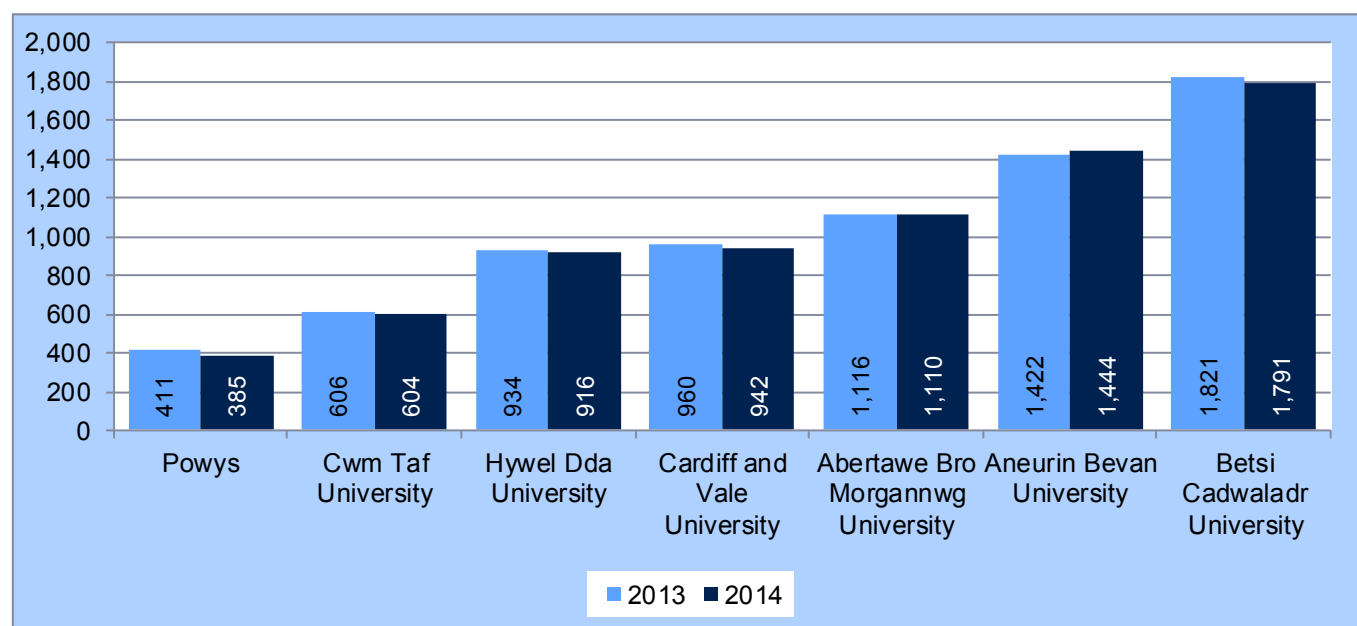
As well as prescribing some Practitioners are also authorised to dispense prescriptions under the National Health Service (Pharmaceutical Services) Regulations 1992; a Local Health Board may authorise a GP to dispense to patients living in a 'controlled locality' like a rural area who would have difficulty reaching a chemist or pharmacy. Dispensing doctors are never found in areas defined as being non-rural (i.e. 'urban') where the proximity of pharmacies is guaranteed. The number of dispensing partnerships in Wales was 84 in 2014.

Practice Staff by Health Board

To deliver primary care, practitioners work closely with their practice staff including nurses, midwives health visitors, managers, administrators and others involved in direct patient care (e.g. physiotherapists, chiropodists); this release details only those staff employed by the practice.

The LHBs returned data for 461 individual practices (99% of all Welsh Practices). For practices where no data was supplied an estimate of their figures has been made (Details of the estimation methodology can be found in the [Key Quality information](#) section).

Chart 26: Practice Staff by Health Board, at 30 September 2014

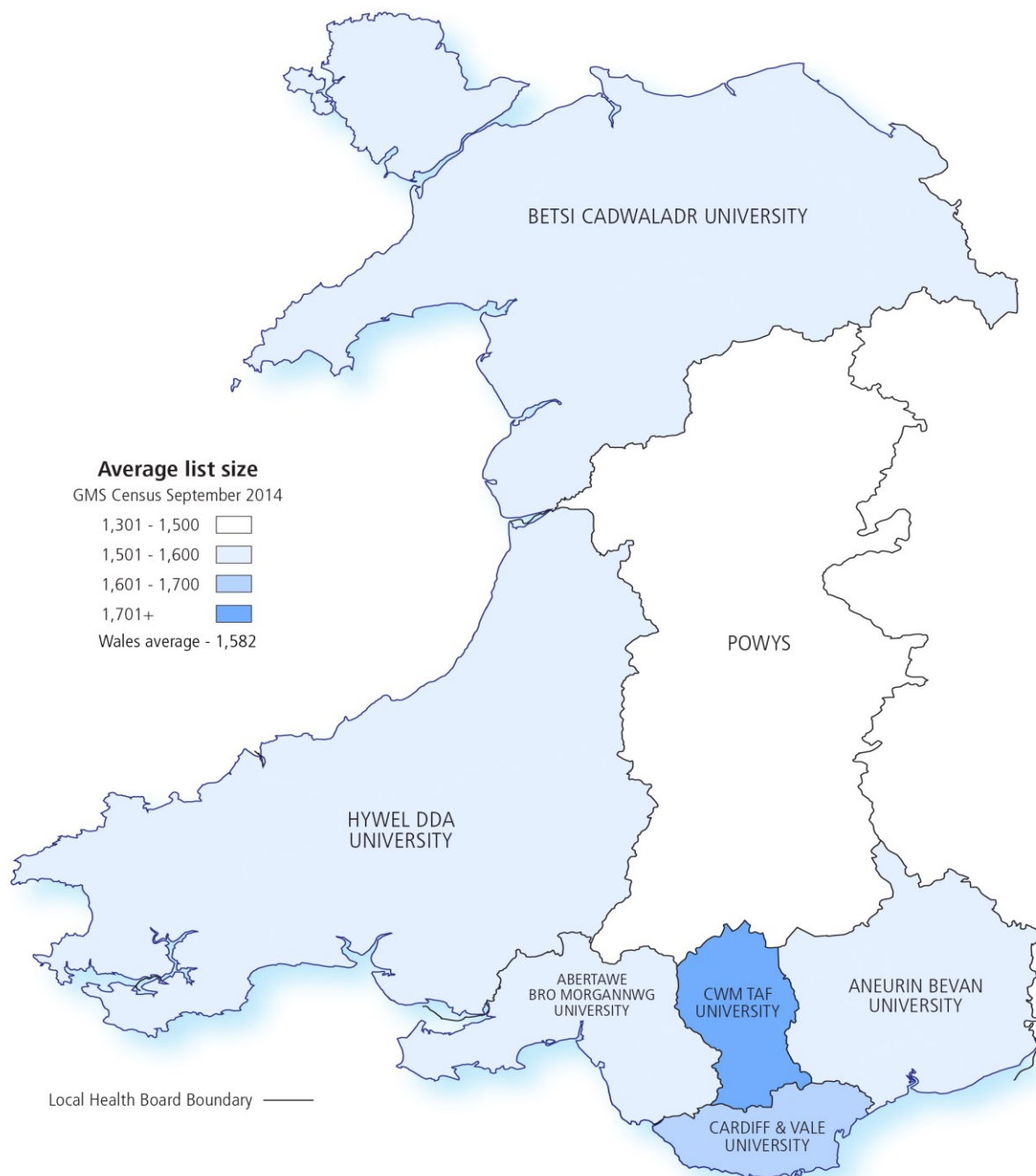


Source: Health and Social Care Information Centre

The number of recorded practice staff in Wales was 7,192 at 30 September 2014, 78 fewer (1.1 per cent) than the previous year (refer to [Table 8](#) for more information).

Map 1: Registered Patients per GP practitioners (average list size) by Local Health Board 2014

Average List Size by Local Health Board 2014



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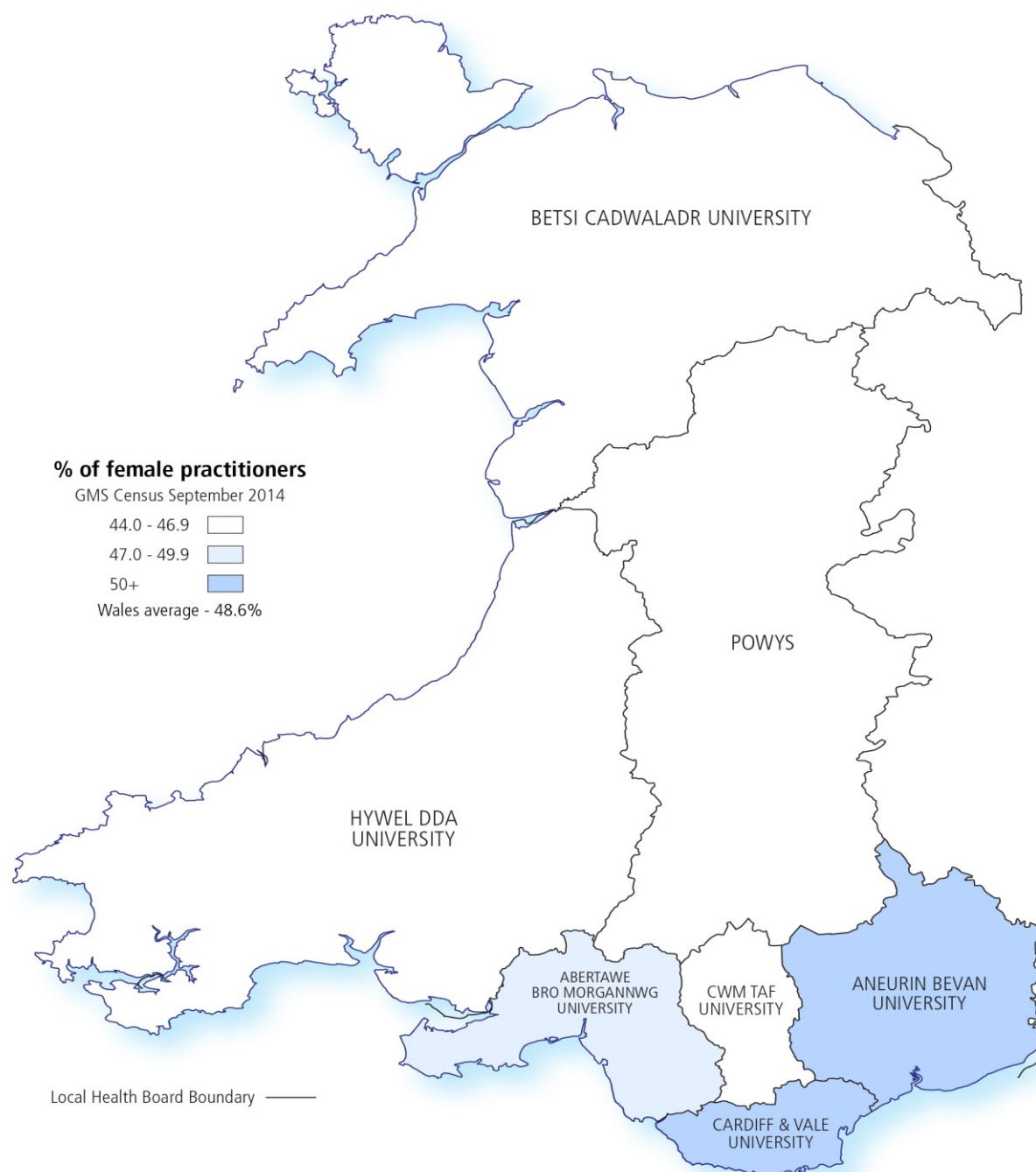


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The number of registered patients per practitioner tends to be greater in the south east with Cwm Taf University having the largest list size of 1,785. Powys had the smallest average list size of 1,411.

Map 2: Percentage of female GP practitioners by Local Health Board 2014

Percentage of Female Practitioners by Local Health Board, 2014



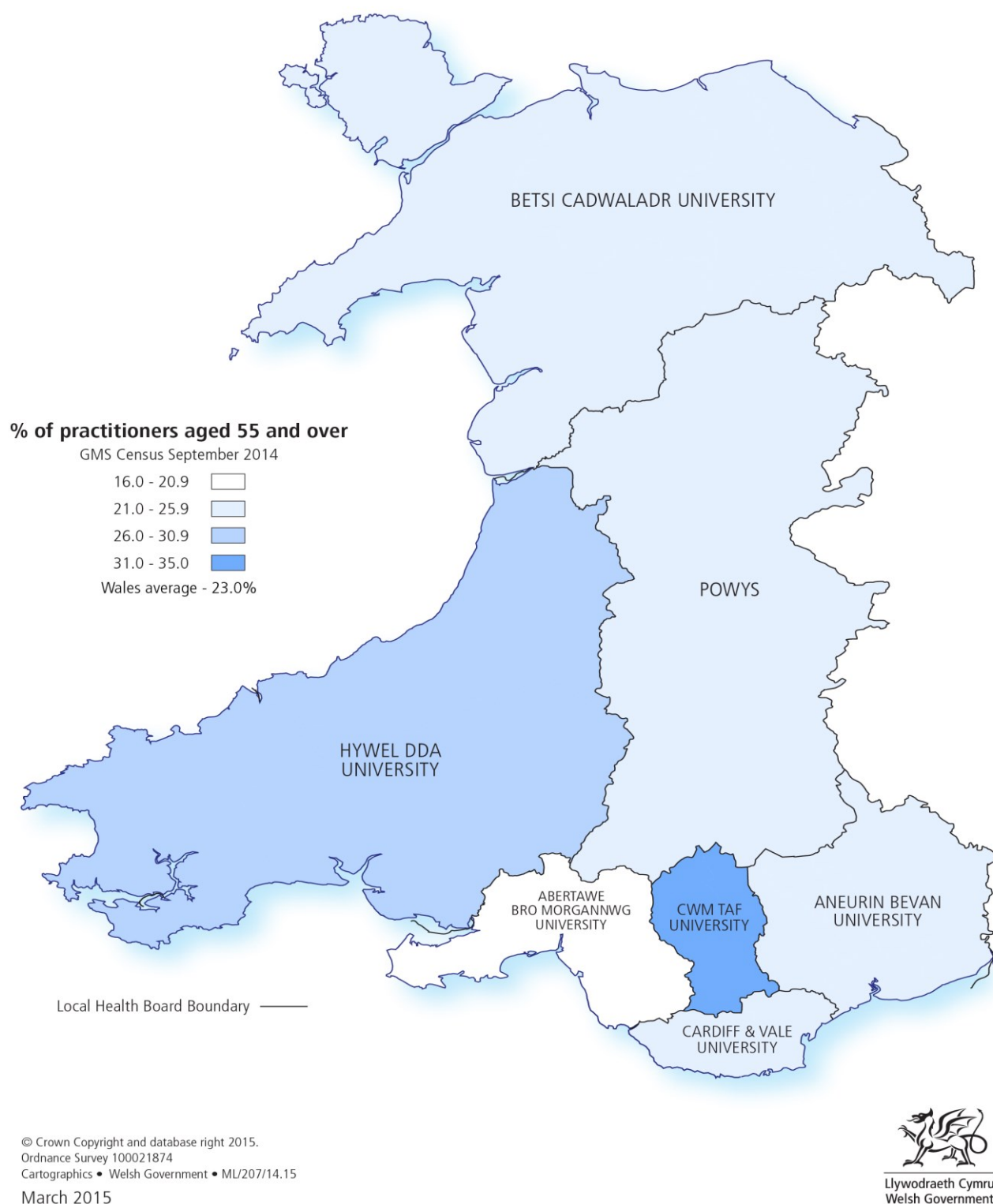
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March 2015



The Local Health Boards with the highest proportions of female GPs are Cardiff and Vale University and Aneurin Bevan University with Betsi Cadwaladr University having the lowest proportion (refer to [Table 2](#)).

Map 3: Percentage of GP practitioners aged 55 and over by Local Health Board 2014

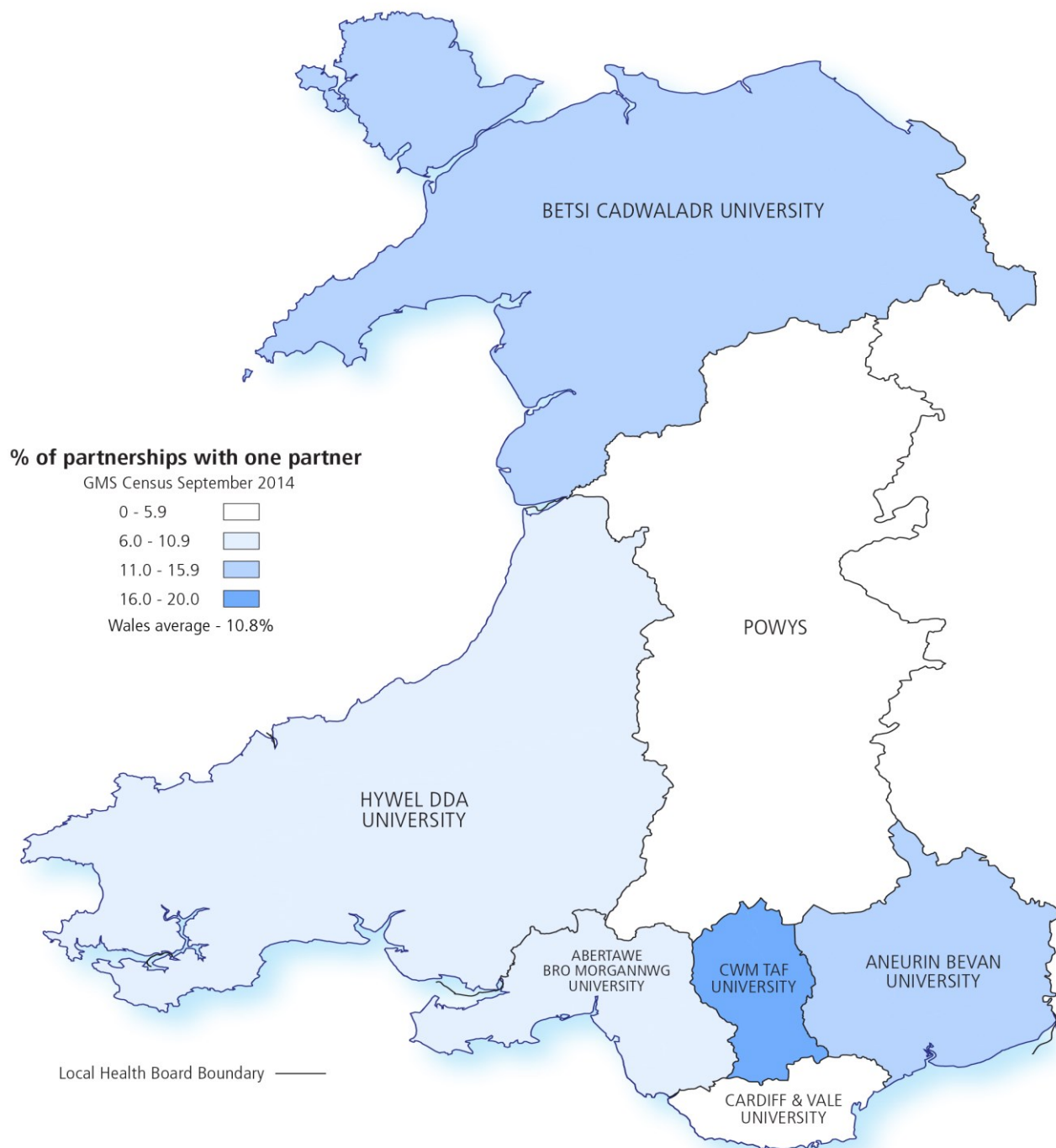
Percentage of Practitioners aged 55 and over by Local Health Board, 2014



The Local Health Board with the highest proportion of GPs aged 55 or over is Cwm Taf University and with Abertawe Bro Morgannwg University having the lowest proportion.

Map 4: Percentage of partnerships with one partner by Local Health Board 2014

Percentage of Partnerships with One Partner by Local Health Board, 2014



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March 2015



The proportion of single-handed practices is highest in Cwm Taf University and lowest in Powys (refer to [Table 2](#)).

Table 1: Local Health Boards at 30 September 2014

Local Health Board	All practitioners (excluding locums, GP Registrars and GP Retainers) - numbers									GP Registrars: Number	GP Retainers: Number	Registered patients (a)	Average list size (b)
	GP Providers			Other GPs			Total						
	Male	Female	Total	Male	Female	Total	Male	Female	Total				
Betsi Cadwaladr University	235	152	387	14	45	59	249	197	446	33	3	704,903	1,581
Powys	51	38	89	1	8	9	52	46	98	6	1	138,311	1,411
Hywel Dda University	130	88	218	7	28	35	137	116	253	27	2	382,045	1,510
Abertawe Bro Morgannwg University	166	136	302	10	34	44	176	170	346	65	6	540,850	1,563
Cwm Taf University	83	47	130	10	30	40	93	77	170	30	3	303,534	1,785
Aneurin Bevan University	160	159	319	15	48	63	175	207	382	27	2	599,599	1,570
Cardiff and Vale University	141	136	277	8	26	34	149	162	311	32	6	503,752	1,620
Wales	966	756	1,722	65	219	284	1,031	975	2,006	220	23	3,172,994	1,582

Source: GMS Census

(a) Patients registered with relevant GPs irrespective of where the patient lives.

(b) Number of registered patients divided by the number of 'all practitioners'

Table 2: Geography of General Medical Services 2014(a)

Local Health Board	GPs per 10,000 population (b)	Percentage of GP workforce who are female	Percentage of GP workforce aged 55 and over	Number of partnerships (c)	Partnerships with one partner	Percentage of partnerships with one partner
Betsi Cadwaladr University	6.4	44.2	24.7	114	18	15.8
Powys	7.4	46.9	22.4	17	1	5.9
Hywel Dda University	6.6	45.8	26.1	55	4	7.3
Abertawe Bro Morgannwg University	6.6	49.1	16.2	76	6	7.9
Cwm Taf University	5.8	45.3	31.2	46	8	17.4
Aneurin Bevan university	6.6	54.2	21.5	88	11	12.5
Cardiff and Vale University	6.5	52.1	23.5	66	2	3.0
Wales	6.5	48.6	23.0	462	50	10.8

Source: GMS Census

(a) Whole Time Equivalent (WTE) figures have been omitted this year following concerns expressed by users about data quality. WTE figures will be published once the issue has been fully investigated and resolved. Headcount figures are unaffected.

(b) Patients registered with relevant GPs irrespective of where the patient lives. ONS mid year population estimate for 2013.

(c) Includes LHB employed Partnerships.

Table 3: Trends in the GP Practitioner Workforce (a)(b)

	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>
GP headcount											
Male	1,219	1,208	1,202	1,204	1,179	1,162	1,162	1,149 r	1,113	1,082	1,031
Female	597	641	680	732	761	778	827	860 r	884 r	944	975
Persons	1,816	1,849	1,882	1,936	1,940	1,940	1,991	2,009 r	1,997 r	2,026	2,006
GPs by age (headcount)											
Male											
Under 30	7	6	8	9	6	6	10	9	9	9	6
30-44	439	397	380	371	342	311	325	320	316	314	311
45-54	463	489	497	505	492	488	467	467 r	445	417	377
55-64	286	292	286	284	299	307	308	295	288	283	276
65 and over	24	24	31	35	40	50	52	57	55	59	58
Total (c)	1,219	1,208	1,202	1,204	1,179	1,162	1,162	1,149 r	1,113	1,082	1,031
Female											
Under 30	16	19	24	21	18	4	6	8	12	15	16
30-44	333	350	378	415	418	422	462	455	457	508	519
45-54	200	219	222	235	246	259	271	281 r	285	294	309
55-64	43	49	52	56	73	88	81	106	120	117	116
65 and over	5	4	4	5	6	5	7	10	9	10	12
Total (d)	597	641	680	732	761	778	827	860 r	884 r	944	975
GP Registrars											
Male	40	49	58	70	77	63	80	64	67	62	55
Female	75	54	94	95	121	98	135	138	156	171	165
Persons	115	103	152	165	198	161	215	202	223	233	220
GP Retainers											
Male	3	6	4	6	5	4	4	3	3	1	1
Female	67	64	57	67	65	50	43	44	34	25	22
Persons	70	70	61	73	70	54	47	47	37	26	23
GP Locums (e)	-	-	-	-	-	-	-	-	-	-	609
Registered patients per practitioner	1,674	1,650	1,644	1,598	1,605	1,616	1,584	1,575 r	1,589 r	1,569	1,582
Number of partnerships	501	497	496	495	499	488	487	483	474	470	462
Registered patients per partnership	6,069	6,140	6,236	6,250	6,242	6,424	6,474	6,549	6,694	6,762	6,868

(a) At 30 September except for 2009 which is at 1 October.

(b) Whole Time Equivalent (WTE) figures have been omitted this year following concerns expressed by users about data quality. WTE figures will be published once the issue has been fully investigated and resolved. Headcount figures are unaffected.

(c) Include GPs whose age was unknown; one in 2011 and three in 2014.

(d) Include GPs whose age was unknown; one in 2012 and three in 2014.

(e) The data is sourced from the Medical Performers List, which is provided by the NHS Wales Shared Services Partnership. The data is correct as at February 2015. GP Locum data is separate from the GP Practitioners data presented in the release. However due to the time period when the data was obtained, there may be a small number of GPs who have been double counted as being a GP Practitioner and a GP Locum.

(r) Minor administrative errors have been identified relating to the 2011 and 2012 figures for Wales. Revised figures have been marked with a 'r'.

Table 4: Workforce Flows (a)(b)

	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
Joiners										
Male	46	54	59	40	39	60	59	46	54	45
Female	82	87	82	64	54	91	83	95	121	92
Persons	128	141	141	104	93	151	142	141	175	137
Joiners to GP as a percentage of all GPs	6.9	7.5	7.3	5.4	4.8	7.6	7.1 r	7.1 r	8.6	6.8
Average age of joiners (c)										
Male	38.6	37.6	37.7	37.5	36.1	37.4	39.4	38.7	37.2	37.3
Female	36.5	37.9	35.2	35.4	36.3	36.8	38.9	37.4	36.5	36.4
Persons	37.2	37.8	36.3	36.2	36.2	37.0	39.1	37.8	36.7	36.7
Leavers										
Male	57	59	58	64	56	57	78	82	86	96
Female	38	49	32	31	38	41	51	71	60	61
Persons	95	108	90	95	94	98	129	153	146	157
Leavers from GP as a percentage of all GPs	5.2	5.8	4.8	4.9	4.8	5.1	6.5	7.6 r	7.3	7.7
Average age of leavers (c)										
Male	52.5	53.1	52.9	52.3	52.5	55.0	55.4	56.7	54.0	53.7
Female	44.6	44.1	46.2	45.9	41.1	45.5	39.9	45.5	47.7	44.9
Persons	49.3	49.0	50.5	50.2	47.9	51.0	49.2	51.4	51.4	50.3

Source: GMS Census

(a) Workforce flows are estimated by comparing successive GMS censuses for all GP types. Therefore this table will not align with the headcount of practitioners. Joiners are those Practitioners reported in the census one year, but not reported as a Practitioner in the previous year. These figures are therefore snapshots from two specific points in time and only represent the national position at these times.

(b) The years in this table denote a full year between each census. The census dates are 30 September except for 2009 which is at 1 October.

(c) Average age of those whose age is 'known'.

(r) Minor administrative errors have been identified relating to the 2011 and 2012 Headcount figures for Wales; therefore the denominator for 2011 and 2012 has changed. Revised figures have been marked with an 'r'.

Table 5: Welsh Language Ability amongst GPs in Wales 2014 (a)

Local Health Board and Local Authority Area	GPs who speak Welsh (b)	Population of LHB (c)	GPs per 10,000 population	Welsh-speaking population of LHB (d)	GPs per 10,000 Welsh-speaking population
Betsi Cadwaladr University	123	691,986	1.8	204,406	6.0
Isle of Anglesey	19	70,091	2.7	38,568	4.9
Gwynedd	49	121,911	4.0	77,000	6.4
Conwy	20	115,835	1.7	30,600	6.5
Denbighshire	18	94,510	1.9	22,236	8.1
Flintshire	8	153,240	0.5	19,343	4.1
Wrexham	9	136,399	0.7	16,659	5.4
Powys	17	132,705	1.3	23,990	7.1
Hywel Dda	81	383,906	2.1	135,798	6.0
Ceredigion	25	75,964	3.3	34,964	7.2
Pembrokeshire	13	123,261	1.1	22,786	5.7
Carmarthenshire	43	184,681	2.3	78,048	5.5
Abertawe Bro Morgannwg University	57	520,710	1.1	60,133	9.5
Swansea	38	240,332	1.6	26,332	14.4
Neath Port Talbot	14	139,898	1.0	20,698	6.8
Bridgend	5	140,480	0.4	13,103	3.8
Cwm Taf (e)	25	295,135	0.8	32,807	7.6
Aneurin Bevan (e)	28	579,101	0.5	54,958	5.1
Cardiff and Vale University	42	478,869	0.9	49,924	8.4
The Vale of Glamorgan	9	127,159	0.7	13,189	6.8
Cardiff	33	351,710	0.9	36,735	9.0
Wales	373	3,082,412	1.2	562,016	6.6

Source: NHS Wales Shared Services Partnership

- (a) The GPs noted here are from the Medical Performers List. This is a list of all GPs able to practice in Wales, and includes principals, locums, salaried doctors, registrars and retainers.
- (b) Number of Welsh Speaking GPs on the All Wales Medical Performers List as at 30 September 2014.
- (c) Office for National Statistics, mid year population estimates, 2013.
- (d) 2011 Census.
- (e) Due to low numbers in some local authorities only Local Health Boards are shown.

Table 6: UK Comparisons of GP workforce

	Wales (a,c,f)	England (b,c)	Scotland (d, f)	Northern Ireland (e,g)
GP headcount (persons)				
2004	1,816	31,523	3,970	1,073
2005	1,849	32,738	4,033	1,084
2006	1,882	33,091	4,111	1,110
2007	1,936	33,364	4,195	1,128
2008	1,940	34,010	4,234	1,148
2009	1,940	35,917	4,269	1,156
2010	1,991	35,120	4,268	1,160
2011	2,009 r	35,415	4,278	1,160
2012	1,997 r	35,527	4,285	1,170
2013	2,026	35,561	4,257	1,171
2014	2,006	35,819	4,311	1,211
GPs per 10,000 population				
2004	6.2	6.3	7.8	6.3
2005	6.3	6.5	7.9	6.3
2006	6.3	6.5	8.0	6.4
2007	6.5	6.6	8.2	6.4
2008	6.5	6.7	8.2	6.5
2009	6.4	7.0	8.2	6.5
2010	6.6	6.8	8.2	6.5
2011	6.6 r	6.8	8.1	6.1
2012	6.5 r	6.7	8.1	6.5
2013	6.6	6.6	8.0	6.4
2014	6.5	6.6	8.1	..
Percentage of GPs aged 55 or over: 2014	23.0	21.9	19.6	24.0
Percentage of GPs that are female: 2014	48.6	49.9	53.3	47.3

Source: GMS Census; HSCIC ; ISD Scotland; HSC N.Ireland

(a) At 30 September except 2009 which is at 1 October.

(b) New headcount methodology for 2010 onwards is not fully comparable with previous years data due to improvements that make it a more stringent count of absolute numbers. Previous years represent a count of contracts held by GPs.

(c) GPs excluding registrars and retainers.

(d) At 1 October: comprising Performer, Performer Provider, Performer Salaried, Performer Locum Salaried, Performer Locum, Performer

(e) Data only includes what would have been Unrestricted Principals or Equivalents (UPEs) and Restricted GPs under the old contract.

(f) Rate per 10,000 population updated to reflect the most up to date population estimates.

(g) GPs per 10,000 population not available for 2014. Northern Ireland population estimates are not available for 2014 until June 2015. For information, in 2014 Northern Ireland had 6.3 GPs per 10,000 registered patients, however this figure is not comparable with other figures provided.

(r) Minor administrative errors have been identified relating to the 2011 and 2012 headcount figures for Wales. Figures have been revised.

Table 7: General Practitioners by Country of Primary Medical Qualification Group, 2014

Local Health Board	All Practitioners (excluding Retainers, Registrars and locums)	UK	Rest of EEA (a)	Other
Betsi Cadwaladr University	446	356	31	59
Powys	98	87	4	7
Hywel Dda University	253	203	15	35
Abertawe Bro Morgannwg University	346	305	6	35
Cwm Taf University	170	118	9	43
Aneurin Bevan University	382	298	14	70
Cardiff and Vale University	311	286	3	22
Wales	2,006	1,653	82	271

Source: GMS Census

(a) The European Economic Area (EEA) (excluding the UK) includes Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Irish Republic, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden and Switzerland.

Table 8: Practice staff by type and Health Board, at 30 September 2014

Local Health Board	Nurses				Direct Patient Care (d)	Admin and clerical (e)	Other (f)
	Advanced (a)	Extended (b)	Practice (c)	Total			
Headcount							
Betsi Cadwaladr University	59	60	203	322	289	1,071	109
Powys	6	18	41	65	86	212	22
Hywel Dda University	22	49	128	199	98	575	44
Abertawe Bro Morgannwg University	16	32	156	204	90	782	34
Cwm Taf University	3	2	91	96	73	405	30
Aneurin Bevan University	22	0	199	221	219	933	71
Cardiff and Vale University	13	0	168	181	45	716	0
Wales	141	161	986	1,288	900	4,694	310

Source: GMS Census

- (a) Include: Advanced Nurse Practitioner, Nurse Practitioner, Prescribing Nurse, Nurse Clinician, Nurse Manager, Practice Development Nurse, Physician Associate, Assistant Practitioner. These nurses have high levels of clinical skill, competence and autonomous decision-making.
- (b) Extended Role Nurses and practice nurses who have received additional training in a specialist area such as Diabetes, Asthma, Learning Disability, Mental Health and Sexual Health. Only include Community Nurses or Midwives, Health Visitors, School Nurses if they are directly employed by the practice.
- (c) Include all other qualified nurses employed by the practice. Do not include Health Care Assistants here (they are in the Direct Patient Care category).
- (d) Anyone who is directly involved in delivering patient care but who is not a nurse or GP. This includes Health Care Assistants (HCAs), Physiotherapists, Pharmacist, Phlebotomist, Chiropodists, Dispensers, Counsellors, Complementary Therapists.
- (e) Anyone who is involved in the administration or organisation of the GP Practice. This includes Practice Managers, Receptionists, Secretaries, IT/Computing Specialists, Link worker, Interpreter, General Office Staff etc.
- (f) Any paid/employed member of practice staff who is not included in any other staff group. For example Gardeners, Cleaners etc.

Notes

All data relates to numbers as at 30 September except for 2009 which is at 1 October.

General Medical Practitioner Definitions:

A **General Medical Practitioner** is a medical practitioner who treats all illnesses and provides preventative care and health education for patients of all ages.

A **General Practice** is an organisation which offers Primary Care medical services by a qualified General Medical Practitioner who is able to prescribe medicine where patients can be registered and held on a list. For the purpose of this release the term General Practice excludes Prisons, Army Bases, Education Establishments, Specialist Care Centres and Walk in Centres.

A **GP practitioner** includes GP providers and Other GPs only (excludes GP Registrars and GP Retainers).

A **GP Provider** is a practitioner who has entered into a contract with a LHB to provide services to patients.

Salaried/other GPs work within partnerships and were formerly known as GMS Others. These practitioners are generally remunerated by salary.

A **GP Registrar** is a practitioner employed for a maximum period of one year for the purpose of training in general practice and in respect of whom a training grant is paid.

A **GP Retainer** is a practitioner who provides service sessions in general practice. They undertake the sessions as an assistant employed by the practice and are allowed to work a maximum of 4 sessions each week.

A **GP Locum** is a GP who deputises temporarily at a GP Practice, usually to cover for an absent GP Practitioner. Such cover should last for no more than 6 months.

Registered patients per practitioner - the number of registered patients divided by the number of 'all practitioners'.

Where tables refer to numbers, the figures represent a headcount of GPs. Some GPs may work in several partnerships/practices. Where this occurs the GP is only counted for the partnership/practice where the GP has the most senior position and/or spends most of their time as this will be their main place of work.

A **Partnership** is a financial arrangement between two or more bodies of which one must be a practitioner.

The **primary medical qualification** used to identify the country of qualification is based on information held on each individual doctor on the GMC register. The countries are grouped into UK, European Economic Area (EEA) and Elsewhere. Historical figures are based on the current EEA membership for comparability.

General Medical Services (GMS) is the contract which most GPs are employed.

Joiners and Leavers

A leaver is a GP who was working (as a GP practitioner) at a Welsh practice in one census but was not a GP practitioner at a Welsh practice the following year.

A joiner is a GP who was working (as a GP practitioner) at a Welsh practice in one Census but was not a GP practitioner at a Welsh practice the previous year. i.e. If a GP was working as a registrar at the 2012 census and then took up a position as a GP practitioner they will be counted as a joiner.

General Practice Staff Definitions

Advanced Level Nurses: Include advanced nurse practitioner, nurse practitioner, prescribing nurse, nurse clinician, nurse manager, practice development nurse, physician associate, assistant practitioner. These nurses have high levels of clinical skill, competence and autonomous decision-making.

Extended Role Nurses: Extended role nurses and practice nurses who have received additional training in a specialist area such as Diabetes, Asthma, Learning Disability, Mental Health and Sexual Health. Only include Community Nurses or Midwives, Health Visitors, School Nurses if they are directly employed by the Practice.

Practice Nurses: Include all other qualified nurses employed by the practice. Do not include Health Care Assistants here (they are in the Direct Patient Care category.)

Direct Patient Care: Anyone who is directly involved in delivering patient care but who is not a nurse or GP. This includes Health Care Assistants (HCAs), Physiotherapists, Pharmacist, Phlebotomist, Chiropodists, Dispensers, Counsellors, Complementary Therapists etc.

Administrative/Clerical: Anyone who is involved in the administration or organisation of the GP Practice. This includes Practice Managers, Receptionists, Secretaries, IT/Computing Specialists, Link worker, Interpreter, General Office Staff etc.

Other: Include any paid/employed member of practice staff who is not included in any other staff group. For example Gardeners, Cleaners etc.

Key Quality information

Data Sources

General Medical Practitioners:

1. The Health and Social Care Information Centre (HSCIC) in England collect data for England and Wales using the Exeter database. This database is a computerised payment system of General Medical Practitioners (GMPs) who are in contract with Local Health Boards. Selected information is supplied by the HSCIC via secure electronic data transfer. This represents the majority of data used in this release.

Additional sources used are:

- Information Services Division Scotland, Business Services Organisation (Northern Ireland) and Health and Social Care Information Centre (England): The other UK countries provide data for the number of GPs (headcounts), the percentage of GPs aged 55 or over, the percentage of GPs who are female and GPs per 10,000 population.
- Mid Year Estimates of the Population: Office for National Statistics' Mid year estimates for 2013 are used to calculate the number of GPs per 10,000 population and the number of GPs who have any ability to speak Welsh per 10,000 population. Mid year estimates of population can be found on our [StatsWales](#) website (Click on the link to the Mid year estimates on StatsWales).
- 2011 Census: Welsh speaking population used to calculate the statistic "number of GPs who have any ability to speak Welsh per 10,000 Welsh-speaking population" is derived from the 2011 Census of Population. In previous editions data from the 2001 Census was used.
- Welsh speaking GPs: This data is derived from NHS Wales Shared Services Partnership – Contractor Services and used to calculate the number of GPs who have any ability to speak Welsh per 10,000 population and the number of GPs who have any ability to speak Welsh per 10,000 Welsh-speaking population. The counts are derived from the Medical Performers' List which lists all GPs able to practice in Wales.

General Practice Staff

- The Health and Social Care Information Centre (HSCIC) compile the data from the ANC4 forms returned to the HSCIC by the seven Welsh Local Health Boards (LHBs). Information is collected from General Practices as at the 30 September 2014.

Coverage

2. A full census of GPs was carried out as at 30 September 2014. Only practitioners whose 'Responsible Local Health Board' is within Wales have been included. The 'Responsible Local Health Board' is, in general, the Local Health Board area in which the majority of patients of the practice to which the practitioner belongs reside.
3. Information collected included details of each practitioner's name, age, sex, partnership details, country of primary medical qualification and whether certain allowances are payable (e.g. seniority). Also collected are details of partnership structure, patients, registrars, retainers and services offered by partnerships. Locum doctors are excluded.
4. This release covers the period 2004 to 2014. All data relates to headcount numbers as at 30 September except for 2009 which is at 1 October.
5. There were 23 GP practitioners working in more than one practice at the 30 September 2014. This has been revised from 11 due to a minor administrative error identified since publication in March.
6. Data on the Welsh language ability of GPs represents the number of GPs on the Medical Performers' List who listed Welsh as a language they were able to speak. This includes all levels of fluency, from basic to fluent. This data does not represent the number of GPs who currently consult in Welsh. Data does not include all GPs in Wales as, at the time of publishing the response rate of GPs could not be determined, but it is not thought to be less than 95 per cent.
7. Prior to 2010 General Practice staff information was collected at an aggregated Local Health Board level with the completeness of such returns at practice level being unknown. In 2010 the method of collecting the information changed to individual practice level submission. Data prior to 2010 may not be directly comparable. In 2012, improvements were made to the data collection form and Data Quality process. 99 per cent of practices provided a return in 2013 and 2014. Figures for the remaining practices were estimated to give a full census figure.

Comparability – Whole-time equivalent (WTE)

8. In previous editions of this release, GP Whole Time Equivalent figures (WTE) were included. These have been omitted this year following concerns expressed by users about data quality. WTE figures will be published once the issue has been fully investigated and resolved. Headcount figures are unaffected.

Revisions

9. Administrative errors were identified relating to the headcount figures for 2012 and 2011. Revised figures have been marked with an "r", in the relevant tables and in the related text throughout. The headcount has increased from 2,007 to 2,009 in 2011, and from 1,996 to 1,997 in 2012.

Accessing and Clarity

10. The data behind the chart and tables in this release can be found on StatsWales (a free-to-use internet service that allows visitors to view, manipulate, create and download tables). Please select "Health and Care" at the navigation screen of the following site: <https://statswales.wales.gov.uk/Catalogue>.

What are the potential uses of these statistics?

11. These statistics will be used in a variety of ways. Some examples of these are:
 - advice to Ministers;

- to inform debate in the National Assembly for Wales and beyond;
- to make publically available data on GP services in Wales.

Who are the key potential users of this data?

12. These statistics will be useful both within and outside the Welsh Government. Some of the key potential users are:

- Ministers and the Members Research Service in the National Assembly for Wales;
- Local Health Boards;
- Local Authorities;
- GP Practices;
- The Department for Health and Social Services in the Welsh Government;
- Other areas of the Welsh Government;
- National Health Service and Public Health Wales;
- The research community;
- Students, academics and universities;
- Individual citizens and private companies.

The statistics may also be useful for other UK governments

- The Northern Ireland Executive's Department of Health, Social Services and Public Safety
- The Scottish Government
- The Department of Health in England.

UK comparisons

The other UK countries also publish counts of GPs. Users should be aware of slight differences in definitions and methodologies; these are referred to in the footnotes to [Table 6](#).

England

The Health and Social Care Information Centre: NHS Staff 2004 - 2014 (General Practice):

<http://www.hscic.gov.uk/searchcatalogue?q=nhs+staff+numbers&topics=2%2fWorkforce%2fStaff+numbers%2fGeneral+practice+staff&sort=Most+recent&size=10&page=1#top>

Scotland

GPs and Other Practice Workforce:

<http://www.isdscotland.org/Health-Topics/General-Practice/GPs-and-Other-Practice-Workforce/>

Northern Ireland

General Medical Statistics

<http://www.hscbusiness.hscni.net/services/1804.htm>

Related links

Official statistics for the number of serving UK Armed Forces personnel and civilian personnel with a Defence Medical Services (DMS) registration can be accessed on the National Archive website:

<http://webarchive.nationalarchives.gov.uk/20140116142443/http://www.dasa.mod.uk/index.php/publications/health/medical/quarterly-NHS-commissioning-population-statistics>

Feedback

We actively encourage feedback from our users. If you have any comments or require further information please contact us on the details below.

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<http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>



Appendix 1 - StatsWales tables

General practitioners workforce headcounts and Whole Time Equivalents by local health board, gender and year:

<https://statswales.wales.gov.uk/Catalogue/Health-and-Social-Care/General-Medical-Services/GPWorkforceHeadcountsAndWholeTimeEquivalents-by-LocalHealthBoard-Gender-Year>

General practitioners, registrars, retainers and average list size by local health board and year:

<https://statswales.wales.gov.uk/Catalogue/Health-and-Social-Care/General-Medical-Services/GPPractitionersRegistrarsRetainersAndAverageListSize-by-LocalHealthBoard-Year>

General practitioners workforce trend by age and gender:

<https://statswales.wales.gov.uk/Catalogue/Health-and-Social-Care/General-Medical-Services/GPWorkforceTrend-by-Age-Gender->

General practitioners workforce flows by gender and year:

<https://statswales.wales.gov.uk/Catalogue/Health-and-Social-Care/General-Medical-Services/GPWorkforceFlows-by-Gender-Year>

Local health board comparisons of GP workforce by year:

<https://statswales.wales.gov.uk/Catalogue/Health-and-Social-Care/General-Medical-Services/LocalHealthBoardComparisonsOfGPWorkforce-by-Year>

UK comparisons of general practitioners workforce by year:

<https://statswales.wales.gov.uk/Catalogue/Health-and-Social-Care/General-Medical-Services/UKComparisonsOfGPWorkforce-by-Year>

General practitioners Welsh language ability by local health board and year:

<https://statswales.wales.gov.uk/Catalogue/Health-and-Social-Care/General-Medical-Services/GPWelshlanguageAbility-by-LocalHealthBoard-Year>

GP workforce data for other UK countries can be found at the following links:

England:

<http://www.hscic.gov.uk/searchcatalogue?topics=2%2fWorkforce%2fStaff+numbers%2fGeneral+practice+staff&sort=Relevance&size=10&page=1#top>

Scotland: <http://www.isdscotland.org/Health-Topics/General-Practice/Publications/data-tables.asp?id=1191#1191>

Northern Ireland: <http://www.hscbusiness.hscni.net/services/1804.htm>