

GPs in Wales, as at 30 September 2018

27 March 2019
SFR 20/2019



All data included in the release are snapshots at 30 September in each year unless otherwise stated.

A number of data quality issues were identified last year with the main source data. This year we have undertaken further quality assurance but we still advise that the numbers presented in this release are treated with some caution.

Data from the GMS census will be replaced with data from the Wales National Workforce Reporting System in future editions of this statistical report.

Key results, as at 30 September 2018

- 1,964 GP Practitioners (excluding Registrars, Retainers and Locums), an increase of 38 (or 2.0%) since 2017.
- 230 GP Registrars, a decrease of nine since 2017.
- 778 GP Locums registered to work, an increase of 24 (or 3.2%) since 2017.
- 14 GP Retainers, a decrease of three since 2017.
- 2,986 total GPs (all Practitioners, Registrars and Retainers plus Locums registered to work), 50 more or 1.7% greater than 2017.
- 7,505 practice staff, an increase of 206 (or 2.8%) since 2017.

Key points

- While there are fewer GP Practitioners than there were between 2010 and 2016, there has been a growing number of GP Locums who are registered to practice in Wales.
- The number of GP Practitioners per 10,000 population is relatively consistent from year to year.
- The trend of a growing proportion of female GPs has continued.
- The number of GP Practitioners approaching state retirement age is low, with over 90% of GP Practitioners under the age of 60.
- GP practices are becoming fewer in number, but are tending to have more GPs per practice.

Additional analysis by local health board can be found in the [Annex tables](#) and on [StatsWales](#).

About this release

This report presents data on the number of GPs working in Wales, broken down by their GP type, age, gender, qualifications, and Welsh language ability.

Information is also provided on the number of patients per GP and practice and GP workforce flows.

The number of [staff directly employed by the NHS](#) was published on 27 March 2018.

In this release

GP Practitioner trends	6
GP Retainers	15
GP Registrars	16
GP Locums	17
Practice staff	19
Welsh language	24
Key quality information	29

Data quality issues

The main source of data for GP numbers used in this report is the General Medical Services (GMS) census, which is generated from the Exeter (GP payments) system, provided to the Welsh Government through a contract with NHS Digital. Data is provided through 3 main extracts, one for GP practices, one for GP contracts and one for individual GPs. Data is then validated and matched between these extracts within Welsh Government and that process found a number of data quality issues initially in 2017. Further quality assurance has been undertaken this year, but some quality issues remain; however, where there are data limitations, we have greater confidence in the 2018 data than the 2017 data. These data issue may also be present in historical versions of the data.

There are, in particular, issues with counting the number of GP Practitioners who are employed directly by the local health board/primary care trust. According to local health board data returns to Welsh Government, there were 34 health board managed practices as at 30 September 2018. 28 of these were matched to the GMS census data, meaning potentially six GP practices were not counted or coded as a different practice name. There were 98 GPs associated with the 28 health board managed practices, but these were coded either as a GP Partner or a Salaried GP, rather than an employee of the health board/primary care trust. In both 2017 and 2018 GMS census data returned no GPs as being employed by the local health board. It is likely that the majority of GPs who are employees of local health boards are counted, but to the incorrect GP category; however, there may be some under-coverage.

There are data quality issues with health boards submitting incomplete data to NHS Digital through their Exeter system. For example, in 2018, between 2 to 3% of the original number of GPs were removed by NHS Digital during their data validation process, because of incomplete or erroneous data being supplied. It cannot be determined how many of the GP records removed during this process were valid GPs but the health board had submitted incomplete information; or whether they were not genuine GPs working in Wales at the time and health boards submitted incorrect data which should not be included in GP counts.

There are further issues with the consistency of GP's sex and reliability of their age. For example, there were records where several GPs recorded age differed greatly to what had recorded in previous years and in both 2017 and 2018 some GPs have ages which are not credible. Where possible, the Welsh Government has tried to address during our additional quality assurance process.

UK comparisons of each of the four nations GP workforces was not available by the date of publication and has therefore not been included in this statistical release. Updates will be added to StatsWales when data are made available. Details of where other UK nations GP workforce statistics are published have been included in the [Key Quality Information](#) section.

Rationale for publication

Despite the numerous quality issues with the source data, these figures are being published as there is a clear need for the Welsh public to understand the number of GPs in Wales and some of their characteristics. The figures published are currently the best available statistics on the number of GPs, and broadly, there is agreement in the recent trends of GP numbers across both the GMS census and the Medical Performer's List.

Given the quality issues identified, caution should be exercised when using these statistics.

The Wales National Workforce Reporting System is due to be rolled out to Welsh GP practices on 1 April 2019. This new tool will provide GPs, clusters, health boards, and the Welsh Government with improved information on the primary care workforce and the data submitted through this tool will replace the data provided from the GMS census in future editions of this report. A timeline for new statistical publications will be announced once the new reporting tool is established.

What does the data show?

There were 1,964 GP Practitioners in Wales 2018. The number of GP Practitioners increased since 2017 but is slightly below the level it had been between 2010 and 2016 where it fluctuated around 2,000.

The number of GP practices in Wales continues to fall, which has led to an increasing number of patients per partnership over both the longer and shorter term. However, the number of GP Practitioners per 10,000 population has changed very little over time and remains a little above 6 GP Practitioners per 10,000 population.

The recent trend of a growing proportion of female GP Practitioners has continued with over 55% female GP Practitioners in 2018. The proportion of female GP Practitioners differs by GP type, with more than three times as many Salaried female GPs Practitioners than male, but close to a 50:50 split with GP Providers.

There are greater number and proportion of younger female GP Practitioners than male. This is particularly apparent in Salaried GPs where two thirds of female Salaried GPs are aged 40 or under.

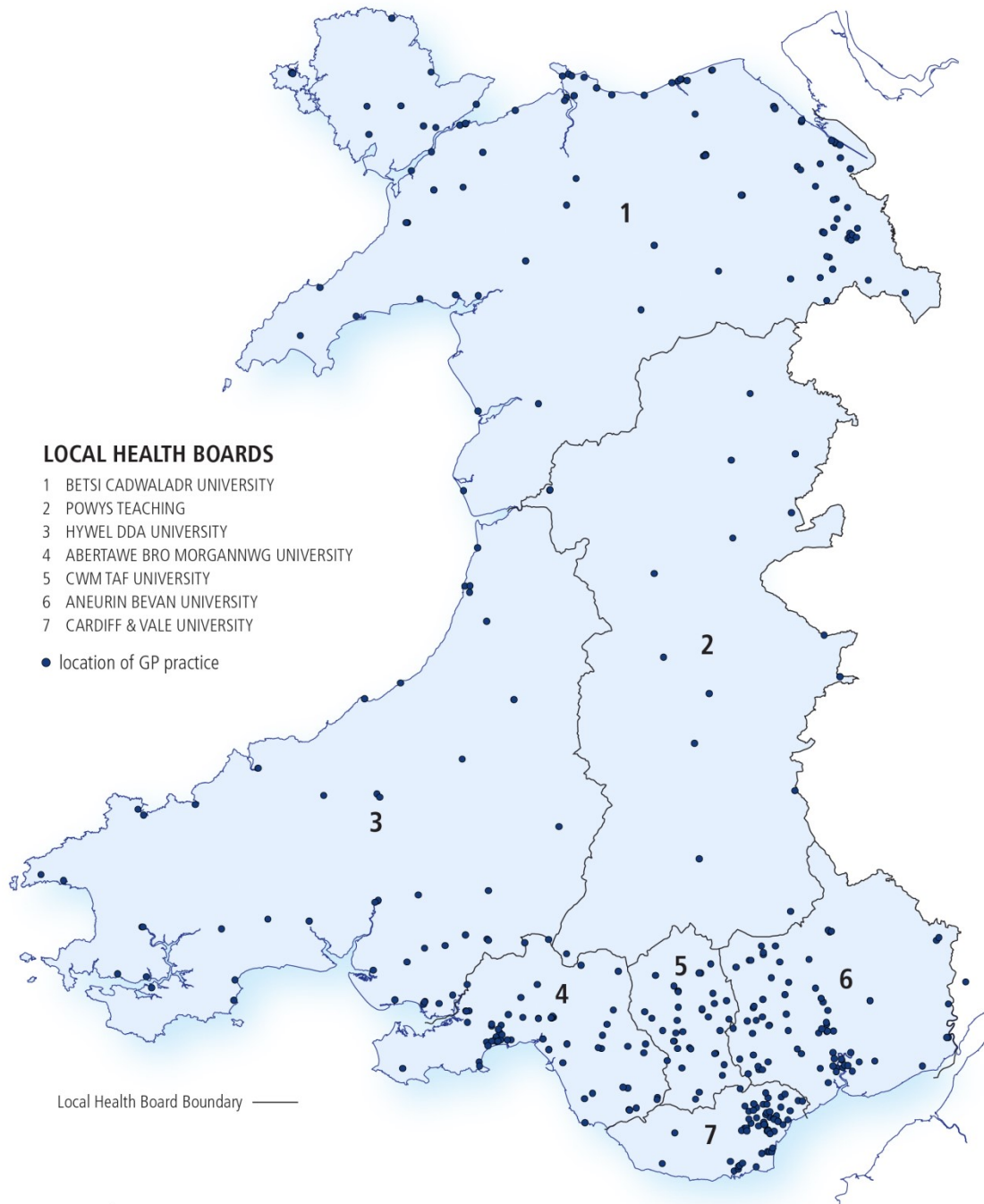
While the number of GP Registrars fell slightly on the previous year, the number remains relatively high over the long term. In 2018, the number of GP Registrars per 100 GP Practitioners was the second highest on record.

While the number of GP Practitioners peaked in 2013, there has been an ever-growing number of GP Locums registered to work in Wales. There are now a fifth more GP Locums registered to work in Wales since data was first collected in 2015. Note that the current data does not allow us to count the amount of sessions GP Locums have provided in Wales, so we are unable to quantify the level of service provision actually provided by GP Locums.

One in 14 GP Practitioners were in the 2017 GMS census and not in the 2018 GMS census, so is considered a leaver. By age group, a quarter of GP Practitioners aged 65 or more and a fifth of GP Practitioners aged 60 to 64 were leavers in 2018. The rate was much lower in all younger age groups.

When comparing the GP Practitioners who left in 2018 with the Medical Performers List at the same date, just over half were now listed as GP Locums, suggesting that a large proportion of GP Practitioners who 'leave' are still potentially practising in Wales but as a different GP type.

GP Practices (as at 30th September 2018)



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March 2019

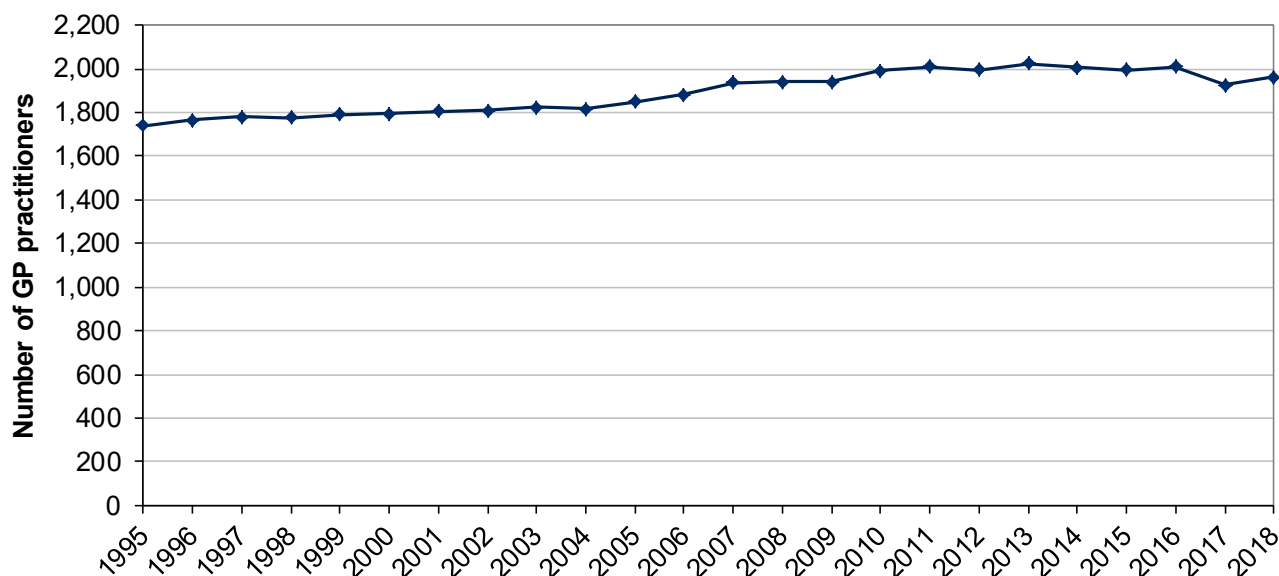
OGL



Llywodraeth Cymru
Welsh Government

GP Practitioner trends

Chart 1: Headcount - Number of GP Practitioners at 30 September (a)



Source: GMS census

- (a) Except for 2009 and prior to 2000 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.

A **GP Practitioner** includes GP Providers and Salaried/Other GPs. It does not include GP Locums, Retainers and Registrars. See [Notes](#) section for detailed explanation.

Summary: The number of GP Practitioners in Wales gradually increased from under 1,800 in the mid 1990s to around 2,000 in 2010. Since then the number of GP Practitioners has remained largely stable, with small year-to-year changes. Note that of the 1,964 GP Practitioners, 35 were working in more than one practice in Wales; however, these are only counted once in the headcount figure in all of the tables and charts in the release.

Latest Data: At 30 September 2018, the number of GP Practitioners in Wales (excluding Registrars, Retainers and Locums) was 1,964.

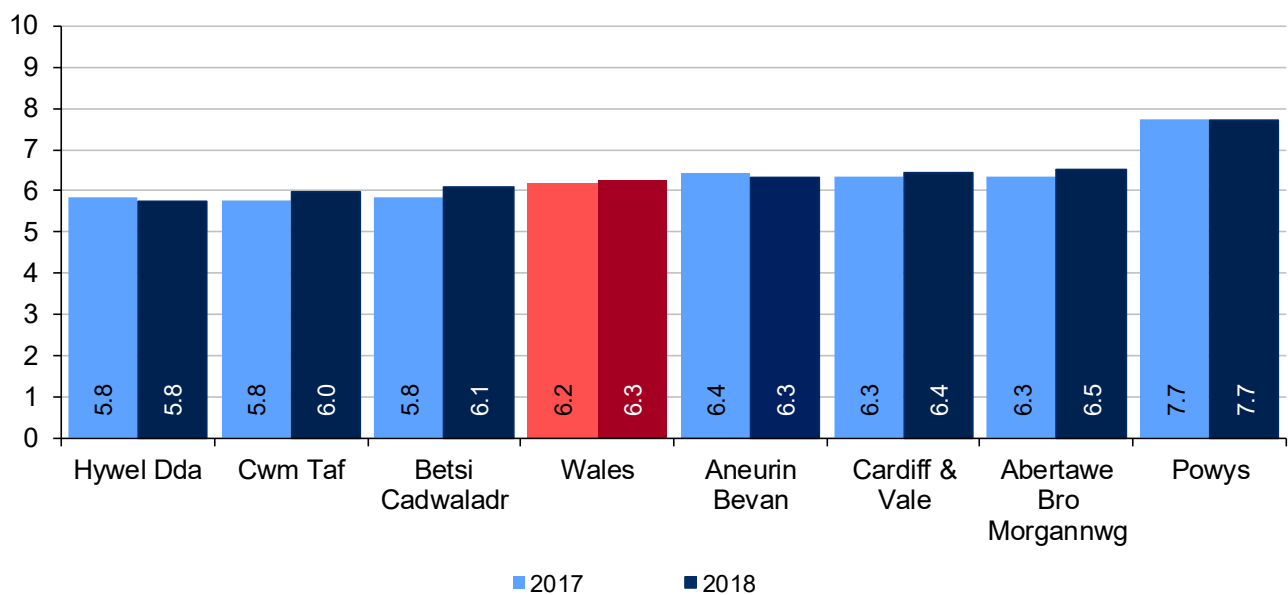
Annual Change: At 30 September 2018, there were 38 (or 2.0%) more GP Practitioners than at the same date in the previous year.

10 year Change: At 30 September 2018, there were 24 (or 1.2%) more GP Practitioners than at the same date in the 2009.

Change since first year of data: At 30 September 2018, there were 223 (or 12.8%) more GP Practitioners than at the same date in the 1995.

GP Practitioners by local health board

Chart 2: Headcount - GP Practitioners per 10,000 population by local health board, at 30 September



Source: GMS census, ONS

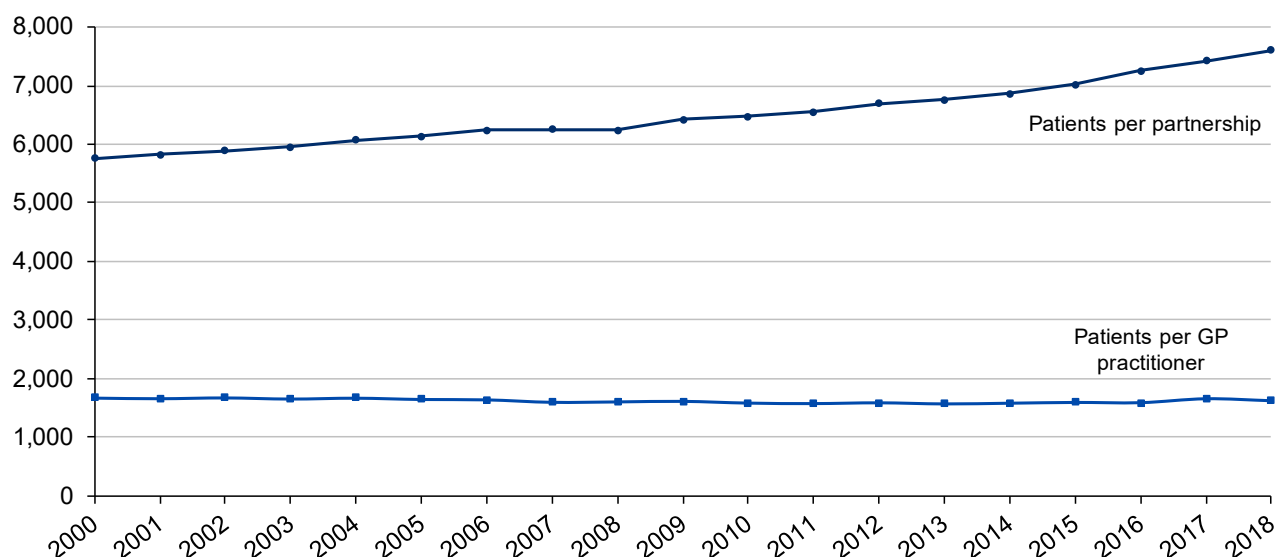
Summary: The number of GP Practitioners per 10,000 population is relatively consistent across all of Wales' health boards and there is little variation from year to year.

At 30 September 2018, Powys had the greatest number of GP Practitioners per 10,000 population at 7.7; Hywel Dda had the lowest at 5.8. The average for Wales was 6.3 GP Practitioners per 10,000 population.

Further information can be found on [StatsWales](https://stats.wales.gov.uk/).

Patients per partnership and GP Practitioner (section revised)

Chart 3: Registered patients per GP Practitioner / partnership, at 30 September (r)



(r) Revised on 23 January 2020

Source: GMS census

Summary: The number of patients per partnership has risen nearly every year since 2000, and is at a record high in 2018; in contrast the number of patients per GP Practitioner has remained relatively stable over the time series, notwithstanding some year-to-year volatility. This reflects the number of GPs in Wales increasing roughly in line with modest population increases since 2000, but with the number of individual GP practices falling relative to population increases.

Latest Data: At 30 September 2018, the number of patients per partnership was 7,610 and the number of patients per GP Practitioners in Wales was 1,627.

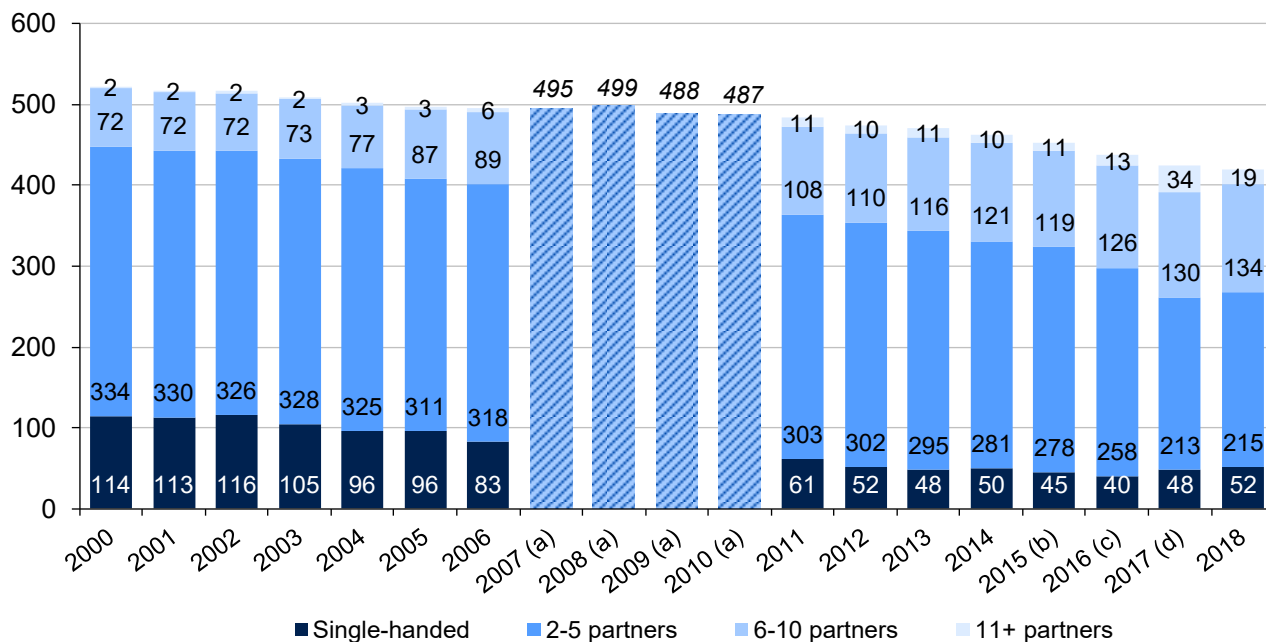
Annual Change: At 30 September 2018, the number of patients per partnership was 190 (or 2.6%) higher than the previous year, and the number of patients per GP Practitioners was 37 (or 2.2%) lower than the previous year.

10 Year Change: At 30 September 2018, the number of patients per partnership was 1,187 (or 18.5%) higher than at 30 September 2009, and the number of patients per GP Practitioners was 12 (or 0.7%) lower than at 30 September 2009.

Change since first year of data: At 30 September 2018, the number of patients per partnership was 1,847 (or 32.0%) higher than at 30 September 2000, and the number of patients per GP Practitioners was 49 (or 2.9%) lower than at 30 September 2000.

Partnerships by number of partners

Chart 4: Number of partnerships by number of partners, at 30 September



Source: GMS census

- (a) A breakdown of the number of partners per partnership is not available for these years
 (b) In 2015 the number of partners for 1 practice was unknown.
 (c) In 2016 the number of partners for 4 practices were unknown
 (d) In 2017 the number of partners for 7 practices were unknown.

A **partnership** is a financial arrangement between two or more bodies of which one must be a GP Practitioner.

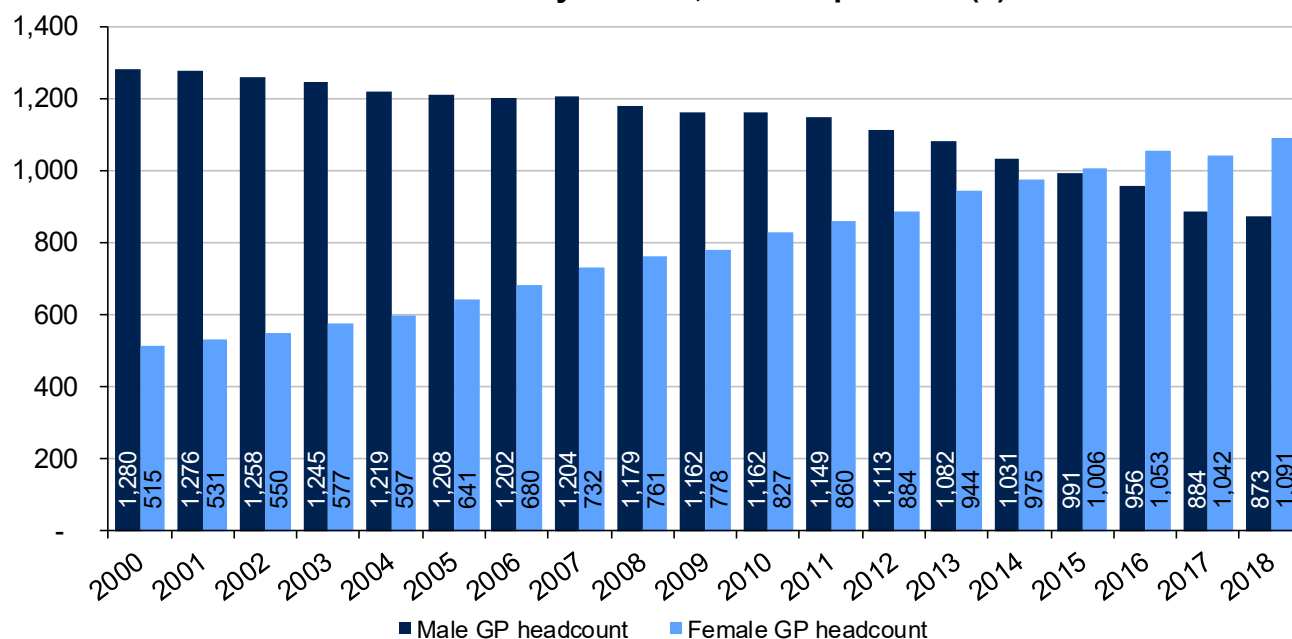
Summary: The number of partnerships has been falling over time and the make-up of those partnerships has been changing; the number of single handed and smaller practices (2-5 partners) has fallen, while the number of larger practices (6 or more partners) has increased.

Note that single year changes should be treated with caution as there is volatility within the data.

For health board data, refer to [Table A2](#).

GP Practitioner by gender and age

Chart 5: GP Practitioner Headcount by Gender, at 30 September (a)



Source: GMS census

(a) See definitions in the [Notes](#) section.

Summary: There has been a significant change in the gender breakdown of GP Practitioners in Wales over time: in 2000, over 70 % of GP Practitioners were male; however, that percentage has fallen over time and has been below 50% since 2015. The number of male GPs has fallen or stayed the same every year since 2000. Conversely, the number of female GP Practitioners has increased nearly every year since 2000.

Latest Data: At 30 September 2018, the male GP Practitioner headcount was 873 and the female GP Practitioner headcount was 1,091.

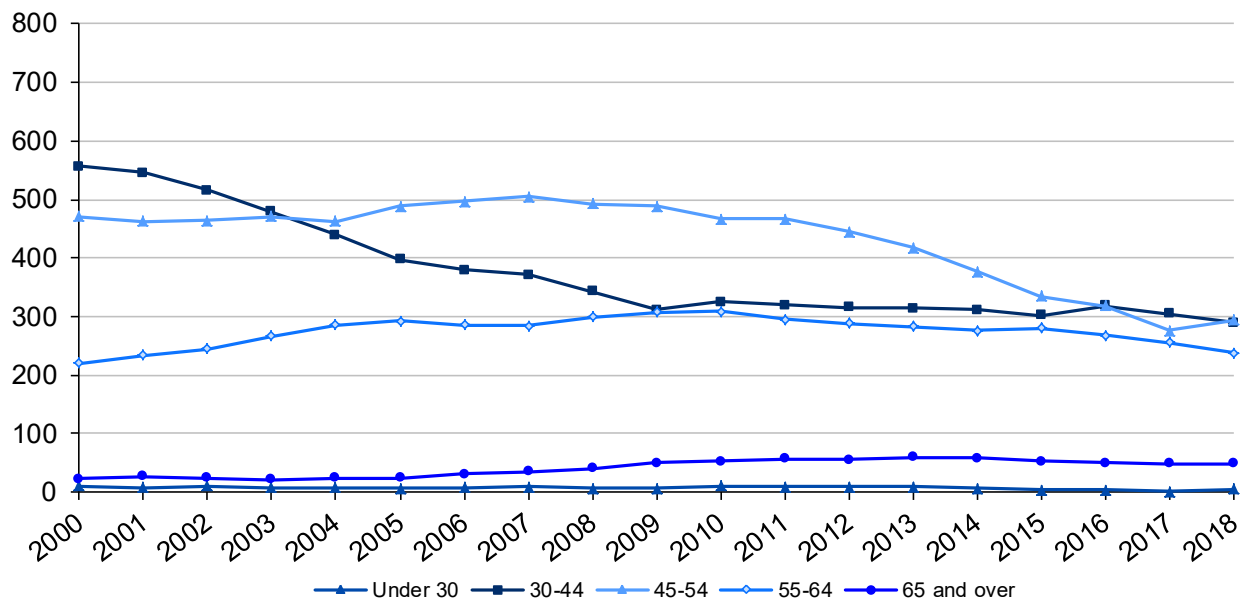
The percentage of all GP Practitioners that were male was 44.5%; the percentage of GP Practitioners that were female was 55.5%.

Annual Change: At 30 September 2018, the male GP Practitioner head count has fallen by 11 (or 1.2%) since the previous year, and the female GP Practitioner head count has increased by 49 (or 4.7%) since the previous year.

10 Year Change: At 30 September 2018, the male GP Practitioner head count has fallen by 289 (or 24.9%) since 30 September 2009, while the female GP Practitioner head count has risen by 313 (or 40.2%) since 30 September 2009.

Change since first year of data: At 30 September 2018, the male GP Practitioner head count has fallen by 407 (or 31.8%) since 30 September 2000, while the female GP Practitioner head count has risen by 576 (or 111.8%) since 30 September 2000.

Chart 6: Male GP Practitioner numbers by age groups, at 30 September



Source: GMS census

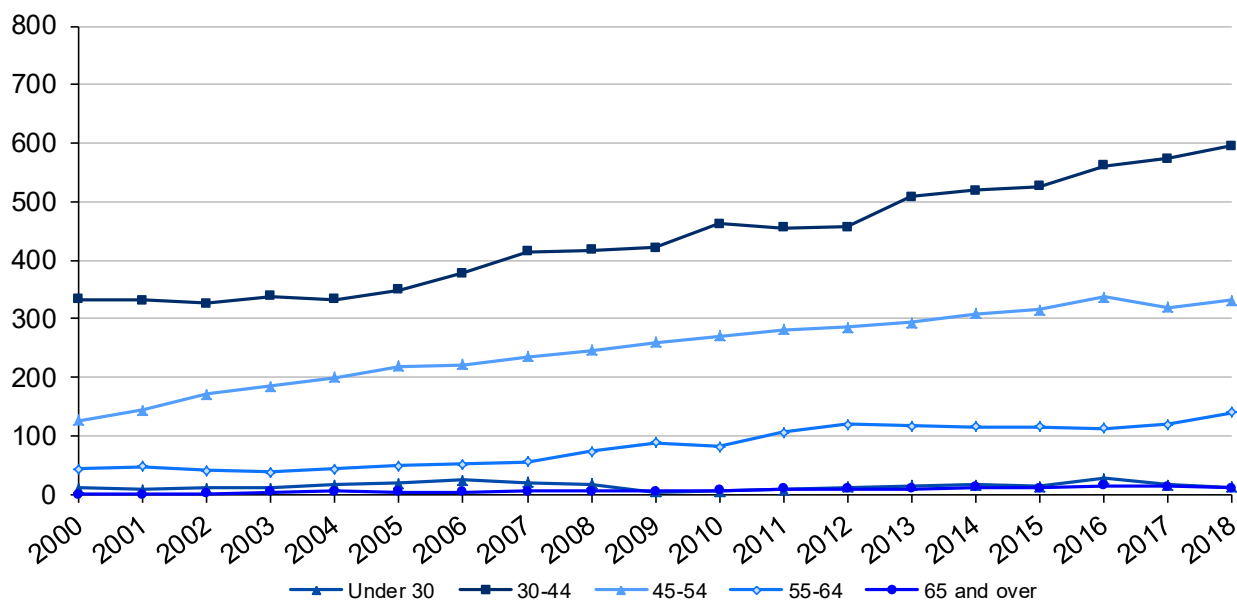
Summary: Two thirds (66.8%) of male GP Practitioners are in the 30-44 and 45-54 age groups.

Over the longer term, the numbers of male GP Practitioners in both of these groups has been declining.

Over the shorter term (past five years), the number of male GP Practitioners in the 45-54 and 55-64 age groups have been falling, while the numbers in all other age groups have remaining relatively stable.

Of all male GP Practitioners, 5.1% are aged 65, while those aged under 30 make up less than 1%.

Chart 7: Female GP Practitioner numbers by age, at 30 September



Source: GMS census

Summary: The latest data shows that the majority of female GP Practitioners (54.6%) are in the 30-44 age group, as it has been for the whole of the time series.

Over the longer term, the numbers of female GP Practitioners in all age groups has been increasing.

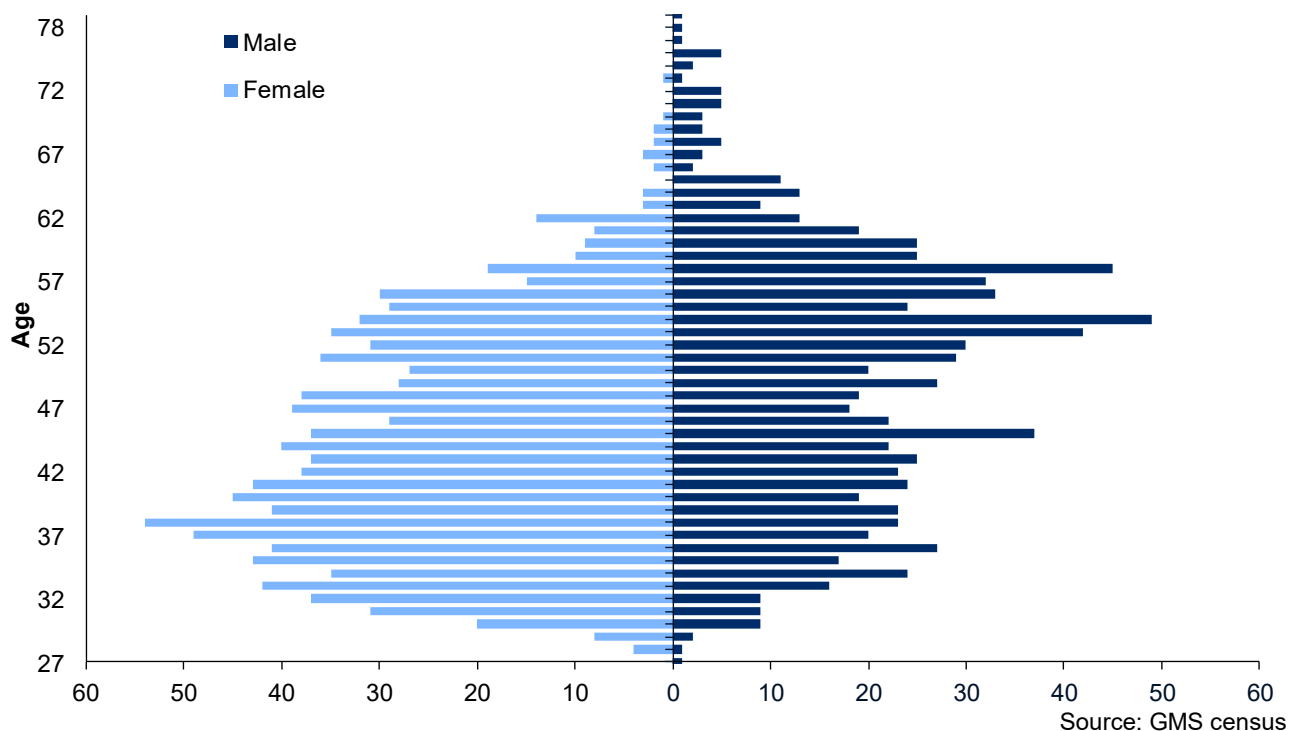
Over the shorter term (past 5 years), the number of female GP Practitioners aged between 30-44 and 45-54 has tended to grow, while the other age groups have remained relatively stable notwithstanding some year-to-year volatility.

Of all female GP Practitioners, 1.0% are aged 65 and over, while 1.1% are aged under 30.

Data for local health boards is available at [Table A2](#).

GP age pyramids

Chart 8: GP Practitioners by gender and age, at 30 September 2018



Summary: The GP Practitioner age pyramids show how the age distribution is different between genders. There are a far higher proportion of younger female GP Practitioners than male; whereas there are a large proportion of male GP Practitioners in their 50s.

Of the 1,527 GP Practitioners aged 54 or less, 587 (or 38.4%) were male and 940 (or 61.6%) were female.

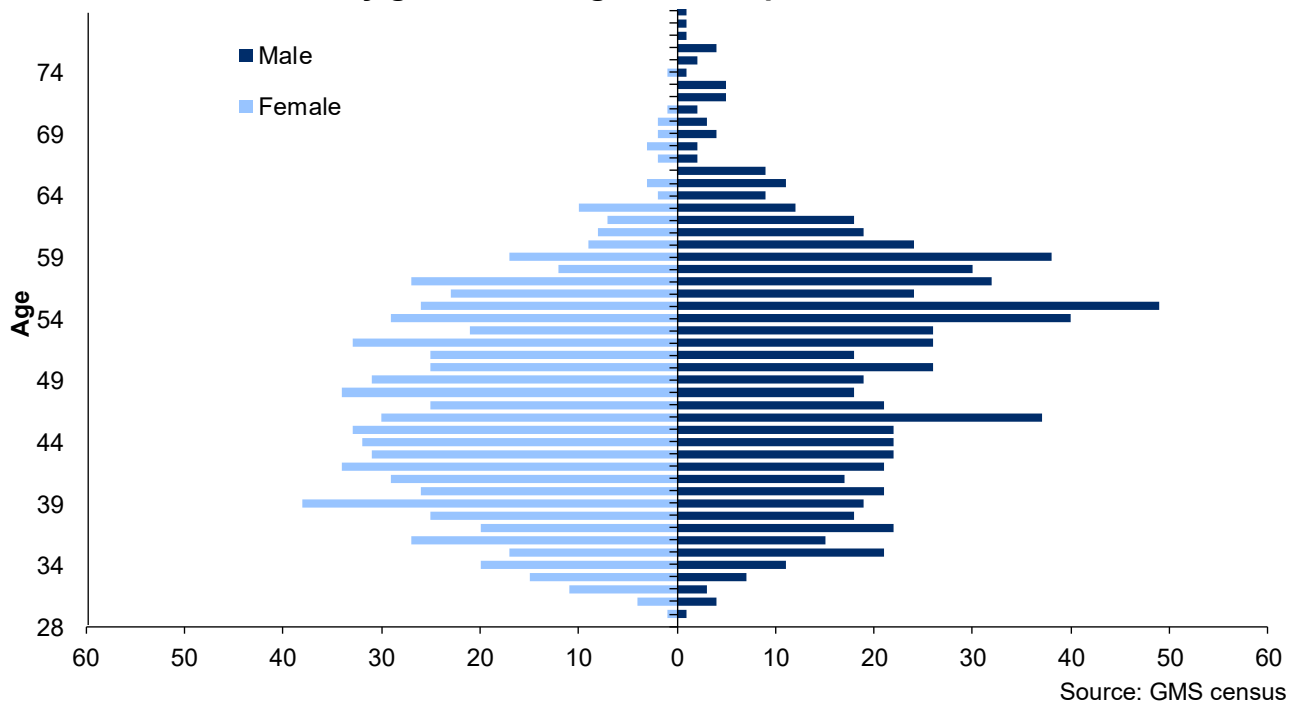
Of the 437 GP Practitioners aged 55 or over, 286 (or 65.4%) were male and 151 (or 34.6%) were female.

Data for local health boards is available at [Table A2](#).

GP Providers and Salaried/Other GPs

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

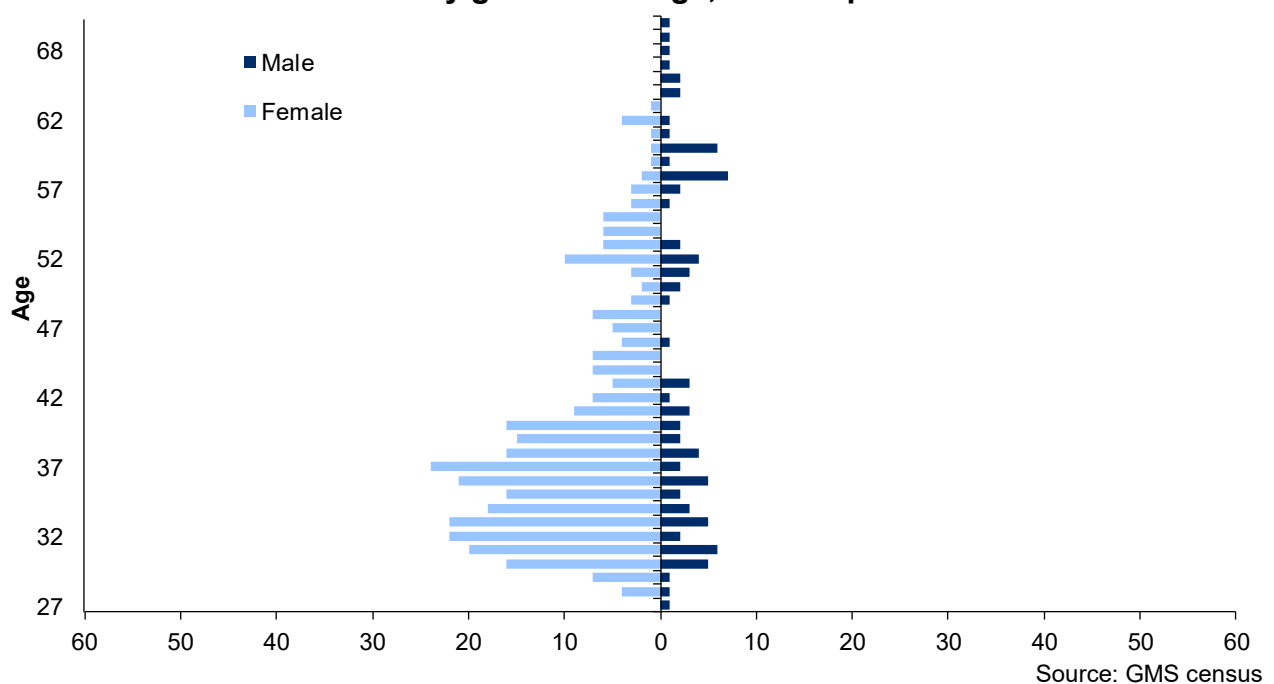
Chart 9: GP Providers by gender and age, at 30 September 2018



A **GP Provider** is a Practitioner who has entered into a contract with a local health board to provide services to patients.

Summary: There were 1,556 GP Providers (GPs who contracted with health boards) in Wales. Of these 785 (50.4%) were male and 771 (49.6%) were female. Similarly to all GP Practitioners, female GP Providers are more concentrated in younger age groups than male (refer to [Table A3](#)).

Chart 10: Salaried/Other GPs by gender and age, at 30 September 2018



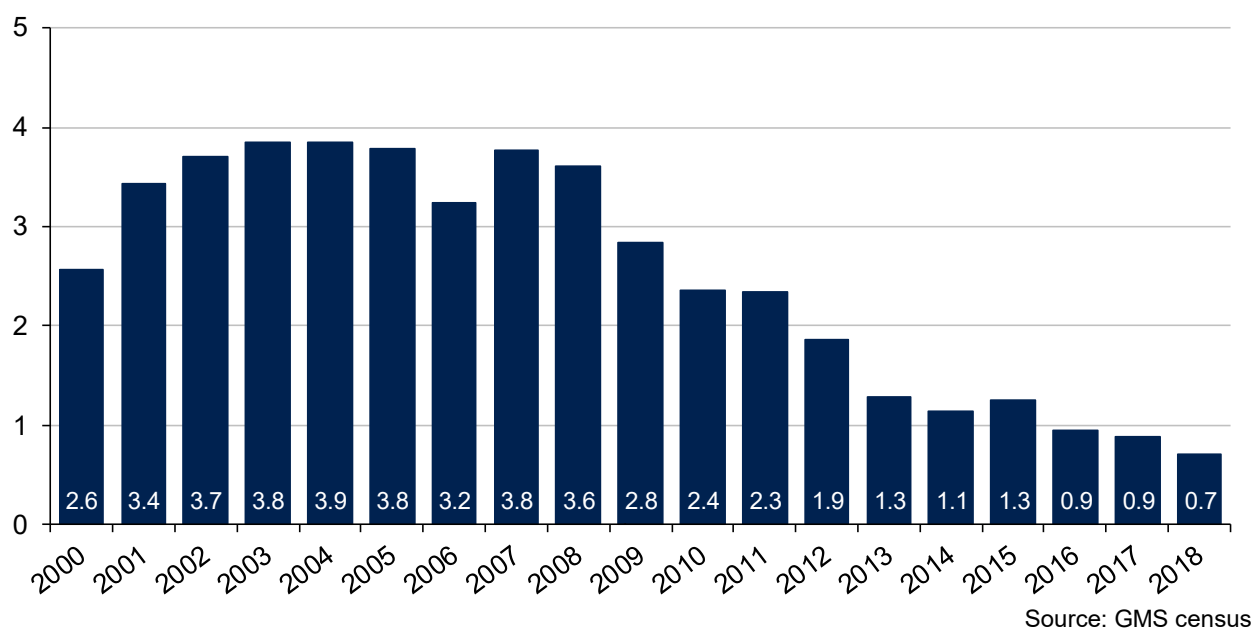
A **Salaried/other GP** works within a partnership; these Practitioners are generally remunerated by salary.

Summary: There were 408 Salaried/Other GPs working in Wales in 2017. There were more than three times as many female (320) Salaried/Other GPs' than males (88) in Wales, and most were in the younger age groups (Refer to [Table A1](#)).

GP Retainers

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.

Chart 11: GP Retainers per 100 GP Practitioners, at 30 September



Summary: There has been a downward trend in the number of GP Retainers in Wales over the long term. Over the last decade, the majority of GP Retainers have been female, and in 2016, 2017 and 2018, 100% of GP Retainers were female. GP Retainers tend to be younger, with the large majority of GP Retainers in the 30-44 age group.

Latest Data: At 30 September 2018, there were 14 GP Retainers in Wales, or 0.7 per every 100 GP Practitioners.

Annual Change: There are three fewer GP Retainers in Wales than in 2017, and the rate per 100 GP Practitioners is 0.2 lower.

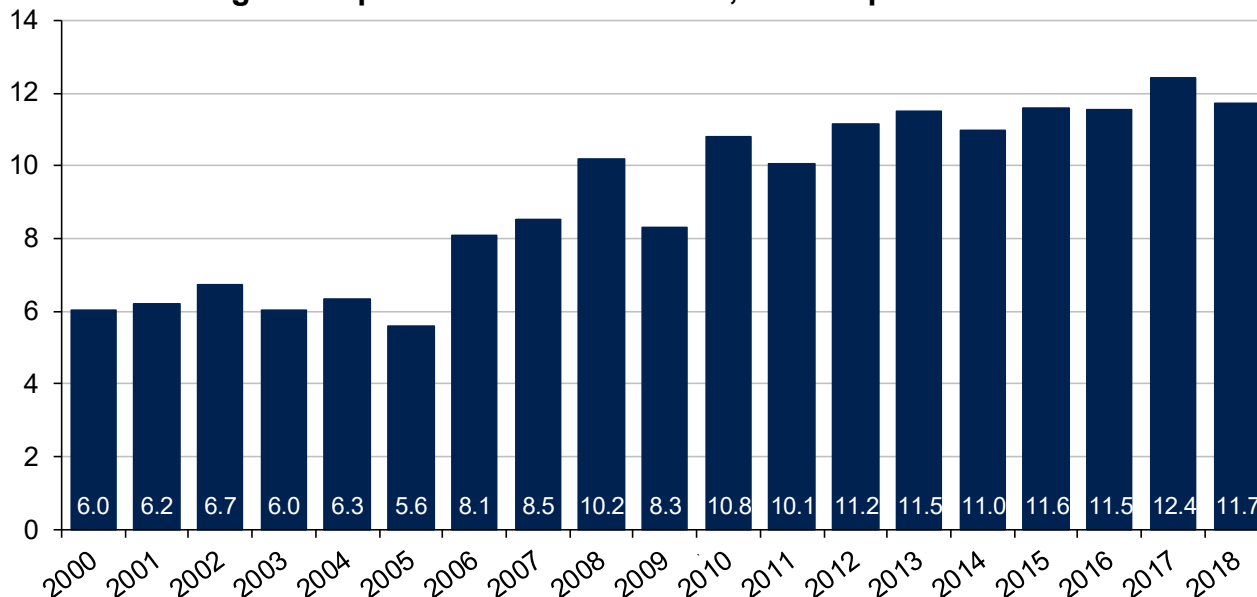
10 Year Change: Since 2009, there are 41 fewer GP Retainers in Wales, a fall of 74.5%. As a rate per 100 GP Practitioners, there are 2.1 fewer GP Retainers.

Change since first year of data: Since 2000, there are 32 fewer GP Retainers in Wales, a fall of 69.6%. As a rate per 100 GP Practitioners, there are 1.8 fewer GP Retainers.

GP registrars

A **GP Registrar** is a Practitioner employed for the purpose of training in general practice and in respect of whom a training grant is paid. See [Notes](#) section for further information

Chart 12: GP Registrars per 100 GP Practitioners, at 30 September



Source: GMS census

Summary: Over the long term, the number of GP Registrars in Wales has increased, peaking in 2017 with the largest recorded number of GP Registrars in Wales.

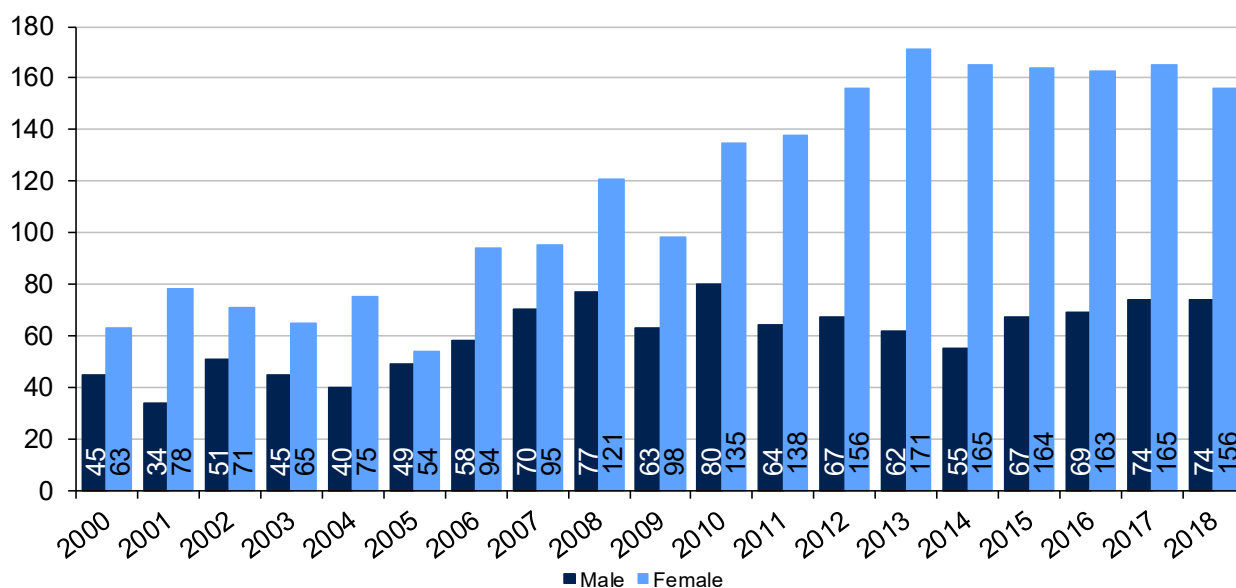
Latest Data: At 30 September 2018, there were 230 GP Registrars in Wales, or 11.7 per 100 GP Practitioners.

Annual Change: There are nine fewer GP Registrars in Wales than in 2017, and the number per 100 GP Practitioners has decreased by 0.7.

10 Year Change: Since 2009, there are 69 more GP Registrars in Wales, an increase of 42.9%. As a rate per 100 GP Practitioners, there are 3.4 more GP Registrars.

Change since first year of data: Since 2000, there are 122 more GP Registrars in Wales, an increase of 113.0%. As a rate per 100 GP Practitioners, there are 5.7 more GP Registrars.

Chart 13: GP Registrars by gender, at 30 September



Source: GMS census

Summary: In 2018, around two thirds (67.8%) of GP Registrars are female.

From the beginning of this time series in 2000, there have always been more female GP Registrars than male; however, over time the number of female GP Registrars has tended to grow by more than male GP Registrars until 2014. Since then, the ratio of female to male GP Registrars has reduced slightly every year.

GP locums

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

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. Just because a GP Locum is registered on the Medical Performers List does not mean that they are currently providing GP services in Wales, so the data in Table 1 refers to the number of GP Locums registered to practise in Wales. The data relates to September 2018. GP Locum data is separate from the GP Practitioners data presented earlier in the release.

Table 1: GP Locums as at 30 September over time

	2015	2016	2017	2018
Number of locums	634	684	754	778
Locums per 100 GP Practitioners	31.7	34.0	39.1	39.6
Locums per 10,000 population	2.0	2.2	2.4	2.5

Source: Medical Performers List

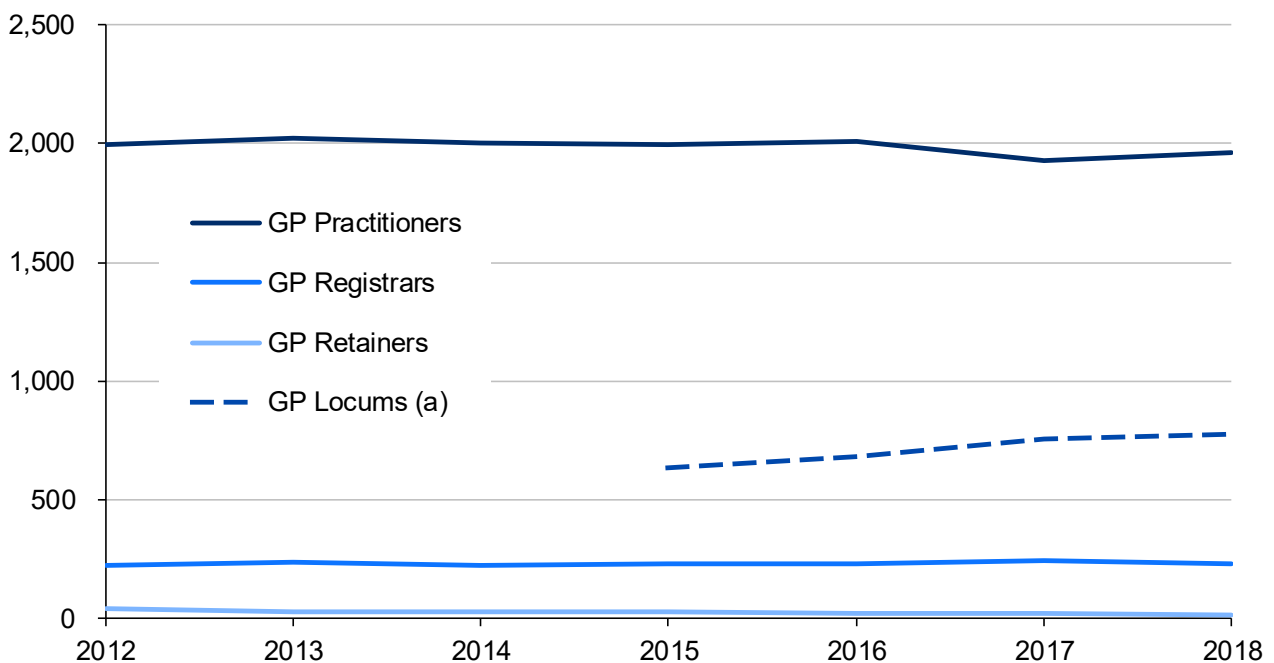
Summary: There has been a clear shift in GPs choosing to be a GP Locum; the number of GP Locums has increased every year since the first data were available in 2015.

Latest Data: At 30 September 2018, there were 778 GP Locums in Wales, 39.6 per every 100 GP Practitioners, or 2.5 per 10,000 population.

Annual Change: There were 24 (or 3.2%) more GP Locums in Wales than in 2017. This is equivalent to an increase of 0.5 GP Locums per 100 GP Practitioners over the year and an increase of 0.1 GP Locums per 10,000 population.

Change since first year of data: There were 144 (or 22.7%) more GP Locums in Wales than in 2015. This is equivalent to an increase of 7.9 GP Locums per 100 GP Practitioners over the four years and an increase of 0.4 GP Locums per 10,000 population.

Chart 14: Time Series of all GP types in Wales, at 30 September



Source: GMS census & Medical Performers List

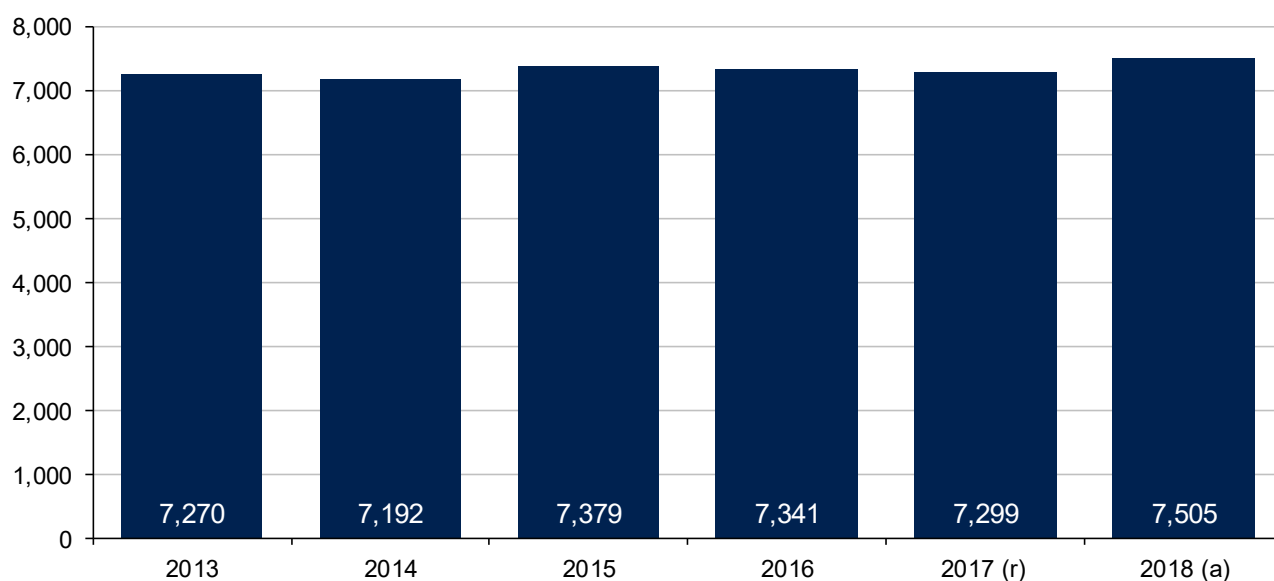
(a) Locum data only available from September 2015

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 (for example: physiotherapists; phlebotomists; and chiropodists); this report details only those staff employed by the practice.

The local health boards returned data for 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 15: Time series of practice staff in Wales, at 30 September



Source: GMS census

(a) Data submitted in 2017 has been imputed for 5 practices in 2018, because of data quality issues with 2018 data

Summary: Since data was collected in 2013, there has been a general upward trend in the number of practice staff over time. The number of practice staff at health board level, tends to reflect the size of the populations they serve.

Latest Data: At 30 September 2018, there were 7,505 practice staff in Wales.

Annual Change: There were 206 (or 2.8%) more practice staff in Wales than in 2017.

Change since first year of data: There were 235 (or 3.2%) more practice staff in Wales than in 2013.

Table 2a: Practice staff by type and health board, at 30 September 2018

Local Health Board	Nurses				Direct Patient	Admin and	Other (g)
	Advanced (a)	Extended (b)	Practice (c)	Total (d)	Care (e)	clerical (f)	
Headcount							
Betsi Cadwaladr University	110	67	173	354	307	1,102	103
Powys Teaching	19	24	40	82	102	227	19
Hywel Dda University	34	64	104	202	137	579	55
Abertawe Bro Morgannwg University	25	51	127	204	97	778	34
Cwm Taf University	16	10	67	96	79	416	26
Aneurin Bevan University	46	10	172	228	238	966	64
Cardiff and Vale University	29	37	106	172	78	725	35
Wales	279	263	789	1,338	1,038	4,793	336

Source: GMS census

Table 2b: Practice staff by type and health board, at 30 September 2017

Local Health Board	Nurses				Direct Patient	Admin and	Other (g)
	Advanced (a)	Extended (b)	Practice (c)	Total (d)	Care (e)	clerical (f)	
Headcount							
Betsi Cadwaladr University	90	63	190 (r)	343	287	1,020 (r)	77
Powys Teaching	13	17	31	79	111	226	20
Hywel Dda University	31	64	96	191	121	540	51
Abertawe Bro Morgannwg University	26	46	141	213	94	792	33
Cwm Taf University	13	13	72	85	78	413	27
Aneurin Bevan University	37	23	162	222	226	935	68
Cardiff and Vale University	29	32	118	179	74	740	55
Wales	239	258	810 (r)	1,312	990	4,666 (r)	331

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) The total number of Nurses will not necessarily equal the sum of Advanced, Extended and Practice Nurses as some practices only provided the total number of nurses and not the breakdown.
- (e) 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.
- (f) 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.
- (g) Any paid/employed member of practice staff who is not included in any other staff group. For example Gardeners, Cleaners etc.

Note: Table 2b shows practice staff data for 2017 which has been revised following further data quality checks.

Summary: Between 2017 and 2018 there has been an increase in the number of practice staff in Wales, driven largely by an increase in the number of admin and clerical staff.

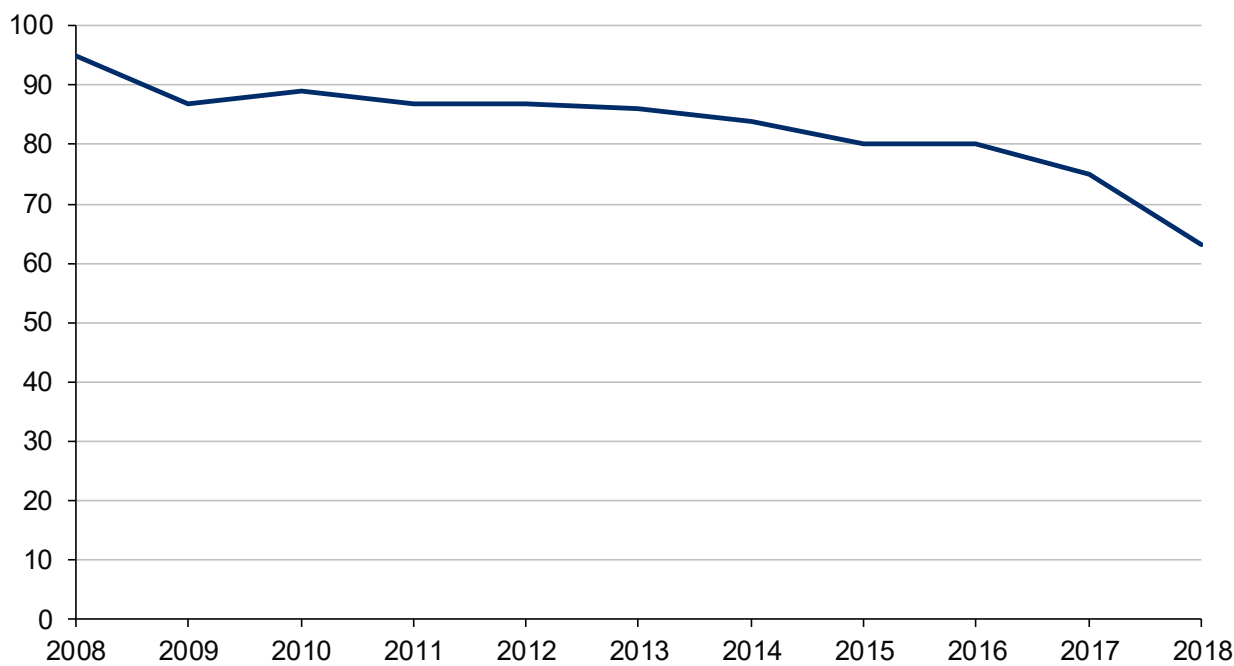
Since 2017, there has been an increase of 40 advanced nurses, half of which are in practices in Betsi Cadwaladr. This increase is partially offset by a fall of 21 practice nurses at the Wales level.

The number of admin and clerical staff has increased by 127 since last year, while there has also been an increase of 48 staff involved in direct patient care.

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.

Chart 16: Number of Dispensing Partnerships by year, at 30 September



Source: GMS census

Summary: Data on dispensing partnerships was first collected in 2008, since this point there has been a general decline in the number of partnerships that are able to dispense. However, over this same time period, many partnerships have merged or have generally become larger.

Latest Data: At 30 September 2018, there were 63 dispensing partnerships in Wales.

Annual Change: There 12 fewer dispensing partnerships than in 2017.

Change since first year of data: Since 2008, there are 32 fewer dispensing partnerships, a decrease of 33.7%.

Workforce flows

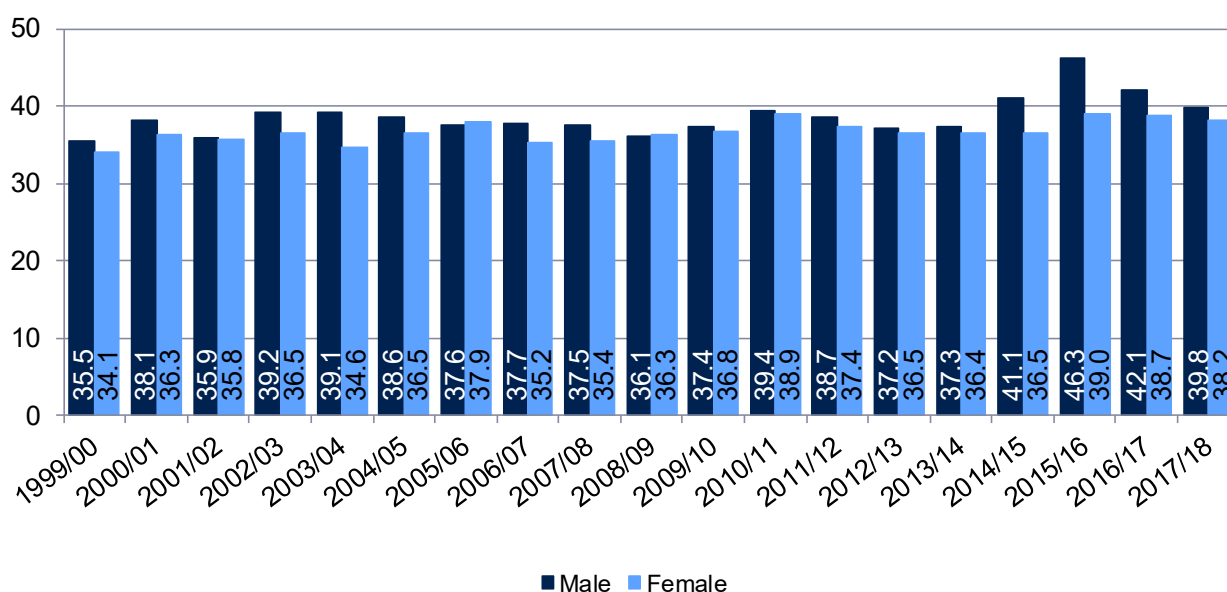
Workforce flows are estimated by comparing successive General Medical Services (GMS) censuses. A joiner is a GP Practitioner reported as working in Wales in the census in one year but not the previous year. A leaver is a GP Practitioner reported as working in Wales in the census in one year but not the next year. A leaver does not necessarily mean that they are not longer working as a GP, only that they are no longer a GP Practitioner and similarly being a joiner does not mean that they were not working as a different type of GP in Wales (for example, a GP Locum may become a GP Practitioner).

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 local health boards.

As the workforce flow figures are derived from the GMS census, GP Locums are not included in the workforce flows. Further analysis comparing the list of 'leaving' GPs with the Medical Performers List (which includes GP Locums) indicates that just over half of GPs who were in the 2017 GMS census but were not present in the 2018 GMS census, were present on the Medical Performers list on the same date as the census in 2018 as GP Locums.

GP practitioner joiners in Wales

Chart 17: Average age of joiners to GP Practitioner workforce by gender, at 30 September



Source: GMS census

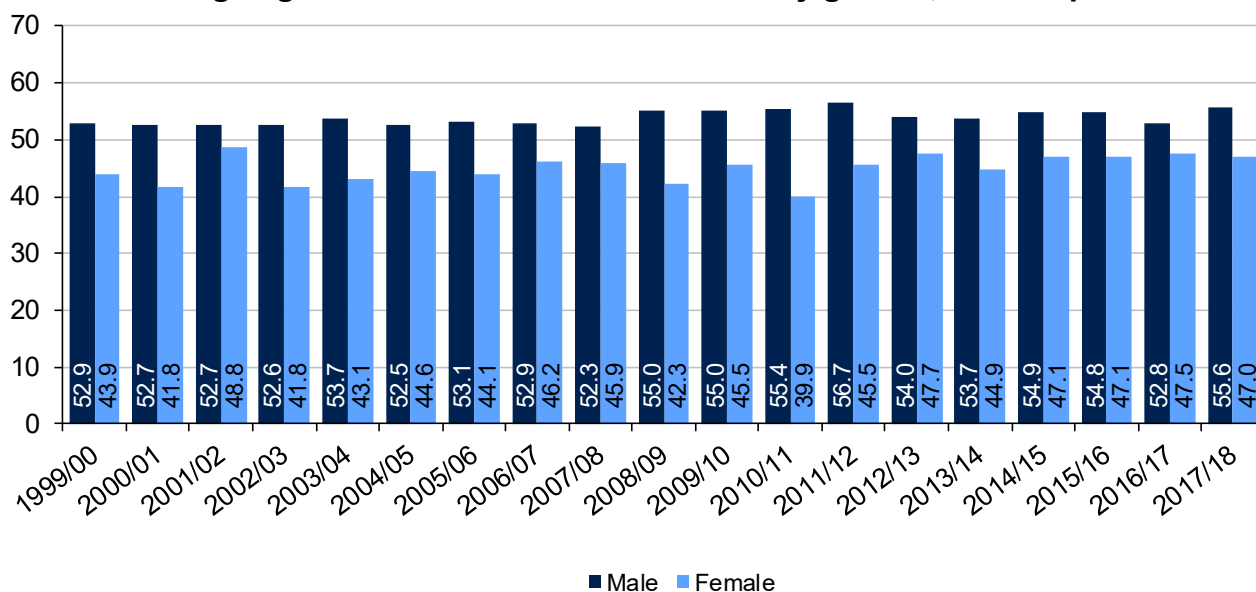
As in previous years there are more female joiners than male joiners (refer to [Table A4](#)).

Summary: The average age of joiners to the GP workforce, for both males and females, has fluctuated over the years. 2015/16 saw both the oldest average age for male and female joiners to the GP workforce (46.3 and 39.0 respectively).

In 2017/18 there were 195 joiners and the average age of GPs joining was higher for males (39.8 years) than for females (38.2 years).

GP practitioner Leavers in Wales

Chart 18: Average age of leavers from GP workforce by gender, at 30 September

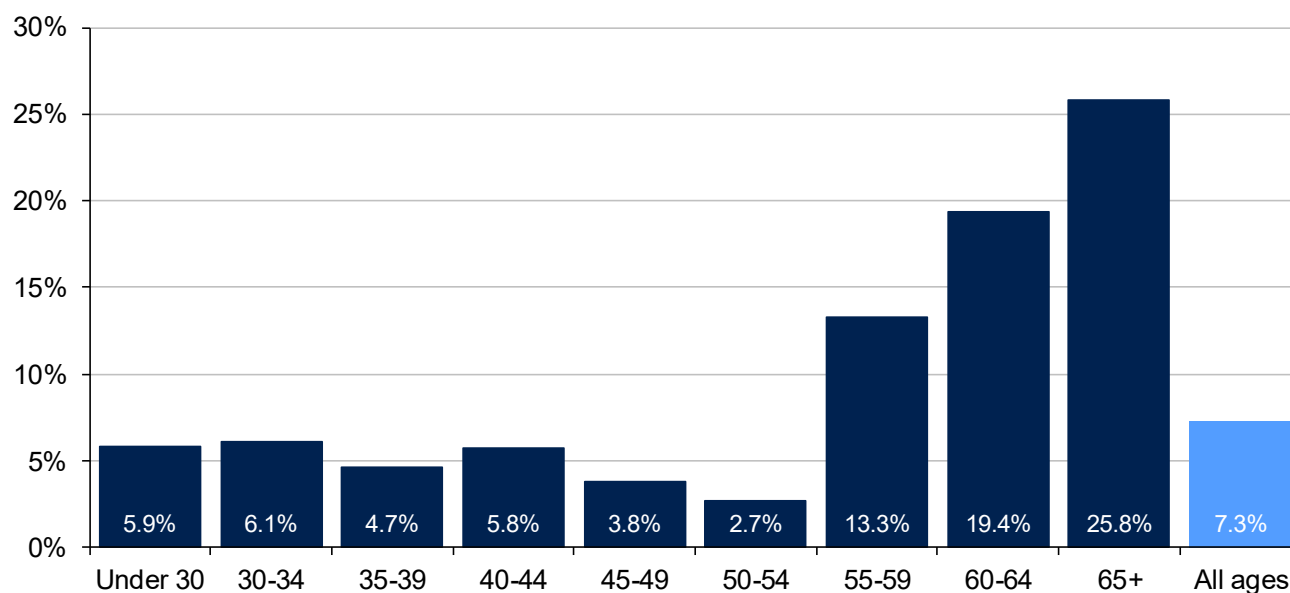


Source: GMS census

Summary: Historically, there have always been more male leavers than female; however, between 2017 and 2018, the gender split was exactly equal (70 male leavers and 70 female leavers).

In 2016/17 there were 140 leavers and the average age of male leavers from GP workforce was 55.6 and the average age of female leavers was 47.0.

Chart 19: Percentage of GP Practitioners within age groups leaving general practice in 2018



Source: GMS census

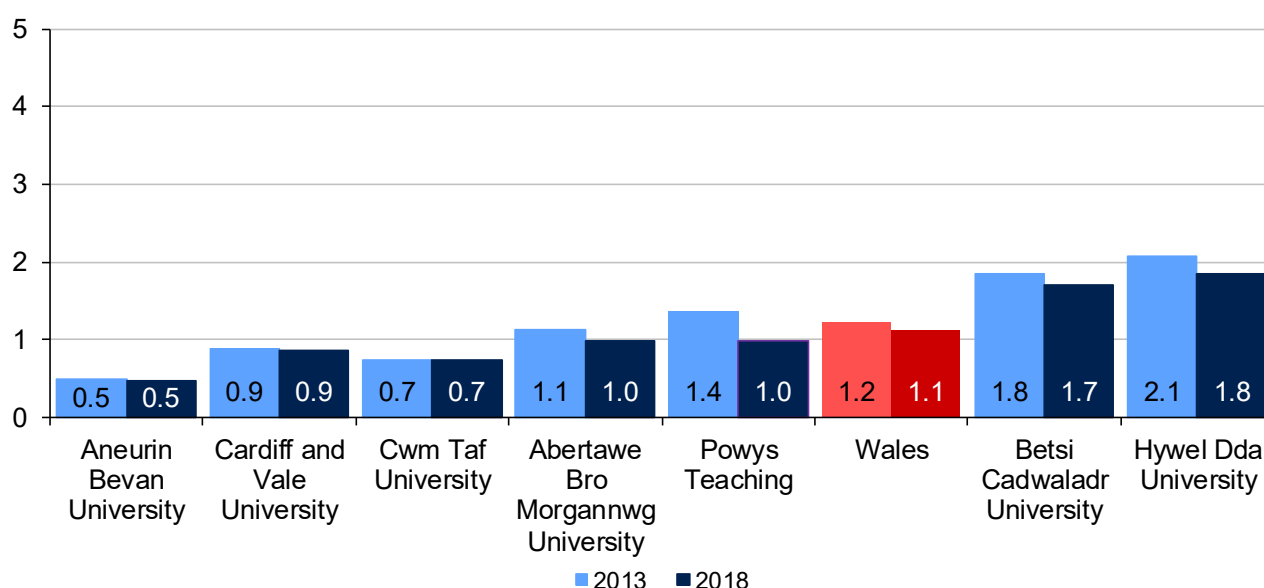
Summary: Chart 19 shows the percentage of GP Practitioners who did not work in Wales in 2018 but did in 2017, by the age group they belonged to in 2017. A higher percentage of older GP Practitioners left in 2018, with a quarter of those aged 65 or more in 2017 no longer GP Practitioners in 2018, while a relatively small percentage of GP Practitioners aged under 55 in 2017 were no longer GP Practitioners in 2018.

Welsh language

All GPs practising in Wales are required to be registered on the Medical Performers' List and when registering for the List, a GP self-reports if they are able to speak Welsh. This information is currently collected by a simple 'Yes/No' question, rather than grading their level of fluency. Typically this information is not updated throughout the GPs tenure on the list and a small number of GPs who registered through a fast-track process may not have Welsh language information recorded.

This data does not necessarily represent the number of GPs who currently consult in Welsh or who are able to consult in Welsh.

Chart 20: Number of GPs who have any ability to speak Welsh per 10,000 population, comparison over time, at 30 September



Source: NHS Wales Shared Services Partnership; ONS

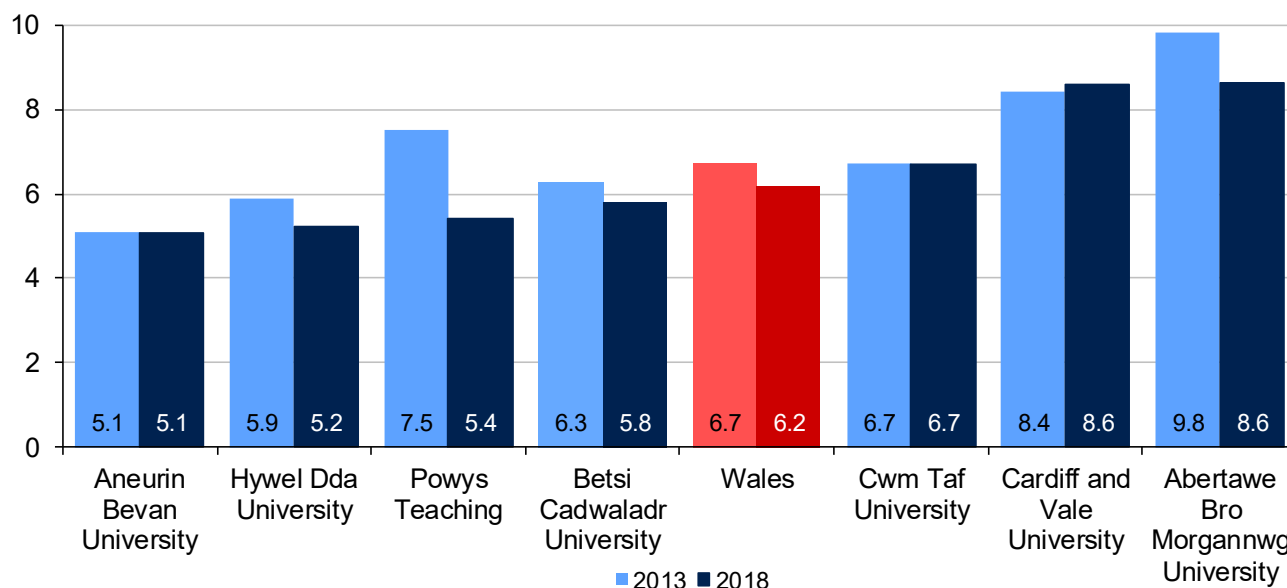
Summary: In 2018, 348 Practitioners recorded that they could speak Welsh.

Although there are slightly fewer Welsh speaking GPs than in 2017, over the past six years there has been little change in the number of GPs who have any ability to speak Welsh per 10,000 population. In 2018 the Wales average was 1.1 per 10,000 population, a 0.1 percentage point decrease since 2013.

At local health board, Hywel Dda had the largest number of GPs with an ability to speak Welsh per 10,000 population at 1.8, whilst Aneurin Bevan had the smallest with 0.5 GPs per 10,000 population in 2018.

Further information on Welsh language ability for local health boards can be found in [Table A5](#).

Chart 21: Number of GPs who have any ability to speak Welsh per 10,000 Welsh-speaking population, comparison over time, at 30 September



Source: NHS Wales Shared Services Partnership; ONS

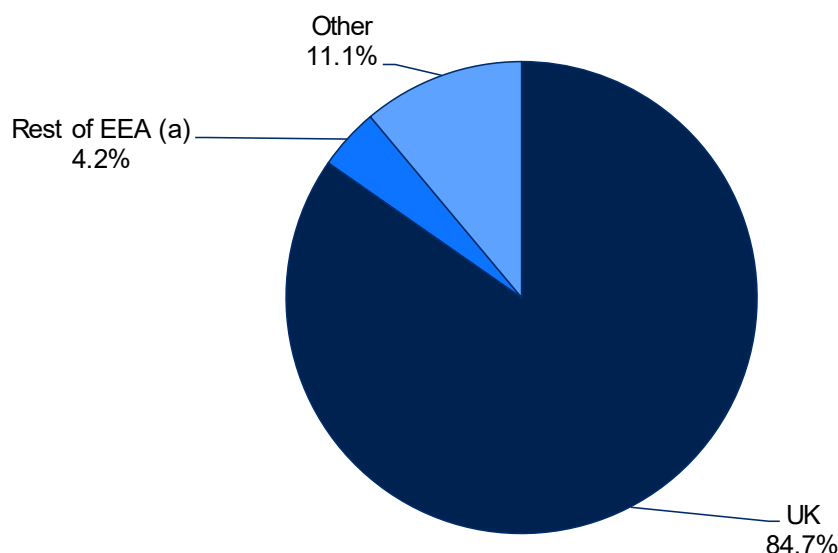
Summary: In 2018, there were 6.2 GPs who have any ability to speak Welsh per 10,000 Welsh-speaking population, down 0.5 percentage points since 2013.

Abertawe Bro Morgannwg had the highest number of GPs able to speak Welsh per 10,000 Welsh-speaking population at 8.6 whilst Aneurin Bevan had the lowest with 5.1.

Over the six year period, Powys has seen the largest percentage point decrease from 7.5 in 2013, to 5.4 in 2018.

Qualifications

Chart 22: GP Practitioners, country of qualification at 30 September 2018



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.

Summary: 84.7% (1,663) of GPs included in the GMS census have a primary medical qualification from the UK, 4.2% (83) from the European Economic Area (EEA) (excluding the UK) and 11.1% (218) have a qualification from elsewhere.

Table 3: General Practitioners by country of primary medical qualification group, at 30 September 2018

Local health board	All Practitioners (excluding Retainers, Registrars and locums)			
	UK	EEA (a)	Other	
Betsi Cadwaladr University	425	343	33	49
Powys Teaching	102	89	6	7
Hywel Dda University	221	178	14	29
Abertawe Bro Morgannwg University	347	310	6	31
Cwm Taf University	179	146	10	23
Aneurin Bevan University	372	306	10	56
Cardiff and Vale University	318	291	4	23
Wales	1,964	1,663	83	218

(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.

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 Salaried/Other GPs only (i.e. excludes GP Locums, GP Registrars, and GP Retainers).

A **GP Provider** is a Practitioner who has entered into a contract with a local health board 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. This also includes GP Returners. Returner is an old name for those GPs on what is now the induction and refresher training.

A **GP Registrar** is a Practitioner employed for the purpose of training in general practice and in respect of whom a training grant is paid. A GP Registrar in this release is either in their 2nd or 3rd year so the GP Registrars are not all in the same cohort.

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 GP Practitioners.

Where tables refer to counts of GP, this 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 by 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 GMS 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 GMS census but was not a GP Practitioner at a Welsh practice the previous year. For example, if someone was a GP Registrar in the 2017 and then took up a position as a GP Practitioner in 2018 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 community nurses, midwives, health visitors, school nurses are included if they are directly employed by the Practice.

Practice Nurses: Include all other qualified nurses employed by the practice. These do not include health care assistants (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, and 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 workers, interpreter, and 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, and cleaners etc.

Key quality information

Data sources

General medical Practitioners:

NHS Digital produces GMS census data for 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 NHS Digital via secure electronic data transfer. This represents the majority of data used in this release.

NHS Wales Shared Service Partnership maintains the Medical Performers List which contains data on GP Locums, practice staff, and Welsh language.

Although it does not include GP Locums, the GMS census data is the preferred source for counting GPs because it should be a more accurate count of GPs working in Wales at a point in time.

Additional sources used are:

- [Mid-Year Estimates of the Population](#): Office for National Statistics' Mid-year estimates for 2017 are used to calculate the number of GPs per 10,000 population and the number of GPs who have ability to speak Welsh per 10,000 population.
- 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.

General practice staff

- NHS Digital compiles data from the ANC4 forms returned to the NHS Digital by the seven Welsh local health boards. Information is collected from General Practices as at the 30 September 2018.

Coverage

A full census of GP Practitioners was carried out as at 30 September 2018. Only Practitioners whose 'responsible local health board' is within Wales have been included. The 'responsible local health board' is, in general, the health board area in which the majority of patients of the practice to which the Practitioner belongs reside.

Information collected included details of each Practitioner's name, age, sex, partnership details, country of primary medical qualification and whether certain allowances are payable (for example, seniority). Also collected are details of partnership structure, patients, Registrars, Retainers and services offered by partnerships. Locum doctors are excluded.

This release covers time periods for which data was first available on a broadly comparable basis for each data item. For GP Practitioners this is 1995 to 2018, for GP Locums it is 2015 to 2018. All data relates to headcount numbers as at 30 September except for 2009 which is at 1 October.

There were 35 GP Practitioners working in more than one practice at 30 September 2018.

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 information is currently collected by a simple 'Yes/No' question, rather than grading their level of fluency.

Typically this information is not updated throughout the GPs tenure on the list and a small number of GPs who registered through a fast-track process may not have Welsh language information recorded. The data does not necessarily represent the number of GPs who currently consult in Welsh.

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 and 99% of practices provided a return in 2013 and 2014. Completeness has remained consistent with nearly all practices providing returns (97% in 2015, 98% in 2016, 99% in 2017 and 99% in 2018). Figures for the remaining practices were estimated to give a full census figure.

Accuracy

Some quality assurance is performed by NHS Digital to improve the accuracy of GP data. For example every General Medical Council (GMC) number present on the Exeter database is cross referenced with an 'Employee File' which contains every valid GMC number which has been issued. In 2017 and 2018 this resulted in around 2-3% of GPs initially recorded on the Exeter system as working in Wales being removed from the total GP count. Welsh Government has worked with NHS Shared Service Partnership to understand why there may be a person on the Exeter database without a valid GMC number and have noted several possible reasons, these include:

- GP has recently relinquished their registration
- GP not currently registered because of an administrative reason
- GP registered but currently without a license
- non-GP practice staff who are registered in Exeter as their superannuation is deducted each month along with the GP partners at the practice

Any GP (or practice staff) who does not have a valid GMC number **is not counted** as a GP Practitioner. This means the counts provided in this release may be a slight underestimate of the total number of GP Practitioners working in GP practices in Wales.

Welsh Government statisticians perform further quality assurance on the version of the data they receive; for example cross referencing the current years' GMS census data with previous years' data to check and amend GP ages and genders. GMS census data is also cross referenced with the Medical Performers List for consistency.

Where Welsh Government statisticians identify that a single GP has more than one contract in Wales, double counting is prevented as each GP is only counted once in GP totals.

The figures published in this release are considered the best available, but should be treated with some caution due to the limitations of the source data.

Timeliness and punctuality

Data is published as soon as practicable after being received from NHS Digital. The reference period is a snapshot at 30 September each year and this report is typically published in March the following year.

Comparability and coherence

Data on GP Whole Time Equivalent (WTE) is collected in the Exeter system and may offer a better indication of GP provision in Wales than headcounts. However, these have been omitted from the report for the past 5 years following concerns expressed by users about data quality. It is anticipated WTE figures will be published in 2019, when a new data collection system has been implemented. Headcount figures are unaffected.

Revisions

All statistics in this release can be regarded as final figures and not subject to further revision or update.

Accessing and clarity

The data informing the charts and tables in this release can be found on [StatsWales](#) (a free-to-use open data platform that allows visitors to view, manipulate, create and download tables).

Relevance

What are the potential uses of these statistics?

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?

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
- primary care clusters
- GP practices
- The department for Health and Social Services in the Welsh Government
- other areas of the Welsh Government
- National Health Service (e.g. Workforce, Education & Development Services (WEDS))
- 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:

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

UK comparisons

The other UK countries also publish counts of GPs. Users should be aware of differences in definitions, methodologies and data collections.

England, NHS Digital:

[General Practice Data Hub](#)

[GP Primary Care & Workforce Data Report](#)

Scotland

ISD Scotland:

[GPs and Other Practice Workforce](#)

[General Practice Data Tables](#)

Northern Ireland

[General Medical Statistics](#)

[GPs, Practices and Registered Patients \(administrative geographies\)](#)

[GP Registrations](#)

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 [Ministry of Defence 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/general-medical-practitioners-2018>

Next update

March 2020 (provisional)

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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Annex

Table A1: Number of GPs by type and local health boards at 30 September 2018 (r)

Local health board	Number of GP practitioners (excluding locums, GP Registrars and GP Retainers)									GP	GP	GP Locums	Registered patients (a)	Average list size (b)
	GP Providers			Salaried/ Other GPs			Total			Registrars:	Retainers:			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Number	Number			
Betsi Cadwaladr University	187	169	356	12	57	69	199	226	425	35	4	180	708,927	1,668
Powys Teaching	43	41	84	3	15	18	46	56	102	.	.	60	139,302	1,366
Hywel Dda University	99	80	179	10	32	42	109	112	221	11	1	96	385,009	1,742
Abertawe Bro Morgannwg University	138	146	284	16	47	63	154	193	347	83	3	139	541,553	1,561
Cwm Taf University	73	59	132	9	38	47	82	97	179	33	.	57	297,348	1,661
Aneurin Bevan University	132	152	284	23	65	88	155	217	372	30	.	131	611,430	1,644
Cardiff and Vale University	113	124	237	15	66	81	128	190	318	38	6	115	512,690	1,612
Wales	785	771	1,556	88	320	408	873	1,091	1,964	230	14	778	3,196,259	1,627

Source: GMS Census & Medical Performers List

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

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

(r) Revised on 23 January 2020

Table A2: Geography of general medical services 2018 (a)

Local health board	GP Practitioners per 10,000 population (b)	Percentage of GP	Percentage of GP	Number of partnerships (c)	Partnerships with one partner	Percentage of partnerships with one partner
		Practitioners who are female	Practitioners aged 55 and over			
Betsi Cadwaladr University	6.1	53.2	23.3	105	21	20.0
Powys Teaching	7.7	54.9	26.5	17	1	5.9
Hywel Dda University	5.8	50.7	27.1	51	5	9.8
Abertawe Bro Morgannwg University	6.5	55.6	17.0	67	5	7.5
Cwm Taf University	6.0	54.2	21.8	39	8	20.5
Aneurin Bevan university	6.3	58.3	21.5	78	12	15.4
Cardiff and Vale University	6.4	59.7	23.0	63	0	0.0
Wales	6.3	55.5	22.3	420	52	12.4

(a) Whole Time Equivalent (WTE) figures have been omitted following concerns expressed by users about data quality. Headcount figures are unaffected.

(b) Patients registered with relevant GPs irrespective of where the patient lives. ONS mid year population estimate for 2016.

(c) Includes local health board employed Partnerships.

Table A3: Trends in the GP Practitioner workforce (a)(b)(r)

	<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>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
GP headcount													
Male	1,202	1,204	1,179	1,162	1,162	1,149	1,113	1,082	1,031	991	956	884	873
Female	680	732	761	778	827	860	884	944	975	1,006	1,053	1,042	1,091
Persons (c)	1,882	1,936	1,940	1,940	1,991	2,009	1,997	2,026	2,006	1,997	2,009	1,926	1,964
GPs by age (headcount)													
Male													
Under 30	8	9	6	6	10	9	9	9	6	3	3	1	4
30-44	380	371	342	311	325	320	316	314	311	302	318	304	290
45-54	497	505	492	488	467	467	445	417	377	334	318	276	293
55-64	286	284	299	307	308	295	288	283	276	280	268	255	238
65 and over	31	35	40	50	52	57	55	59	58	53	49	48	48
Total (d)	1,202	1,204	1,179	1,162	1,162	1,149	1,113	1,082	1,031	991	956	884	873
Female													
Under 30	24	21	18	4	6	8	12	15	16	13	27	16	12
30-44	378	415	418	422	462	455	457	508	519	526	561	574	596
45-54	222	235	246	259	271	281	285	294	309	315	337	319	332
55-64	52	56	73	88	81	106	120	117	116	116	113	119	140
65 and over	4	5	6	5	7	10	9	10	12	11	15	14	11
Total (e)	680	732	761	778	827	860	884	944	975	1,006	1,053	1,042	1,091
GP Registrars													
Male	58	70	77	63	80	64	67	62	55	67	69	74	74
Female	94	95	121	98	135	138	156	171	165	164	163	165	156
Persons	152	165	198	161	215	202	223	233	220	231	232	239	230
GP Retainers													
Male	4	6	5	4	4	3	3	1	1	1	.	.	.
Female	57	67	65	51	43	44	34	25	22	24	19	17	14
Persons	61	73	70	55	47	47	37	26	23	25	19	17	14
GP Locums (f)	-	-	-	-	-	-	-	-	-	634	684	754	778
Registered patients per practitioner	1,643	1,598	1,605	1,616	1,584	1,575	1,589	1,569	1,582	1,596	1,592	1,664	1,627
Number of partnerships	496	495	499	488	487	483	474	470	462	454	441	432	420
Registered patients per partnership	6,236	6,250	6,242	6,424	6,474	6,549	6,694	6,762	6,868	7,021	7,251	7,420	7,610

Source: GMS Census; General Medical Performer list

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

(b) Whole Time Equivalent (WTE) figures have been omitted following concerns expressed by users about data quality. Headcount figures are unaffected.

(c) Include 2 GPs whose gender was unknown in 2010.

(d) Include GPs whose age was unknown; one in 2011, three in 2014 and 19 in 2015

(e) Include GPs whose age was unknown; one in 2012, three in 2014 and 25 in 2015.

(f) The data is sourced from the Medical Performers List, which is provided by the NHS Wales Shared Services Partnership as at 30 September each year.

(r) Revised on 23 January 2020

Table A4: GP Practitioner workforce flows (a)(b)

	<u>2006/07</u>	<u>2007/08</u>	<u>2008/09</u>	<u>2009/10</u>	<u>2010/11</u>	<u>2011/12</u>	<u>2012/13</u>	<u>2013/14</u>	<u>2014/15</u>	<u>2015/16</u>	<u>2016/17</u>	<u>2017/18</u>
Joiners												
Male	59	40	39	60	59	46	54	45	56	59	40	63
Female	82	64	54	91	83	95	121	92	112	116	89	132
Persons	141	104	93	151	142	141	175	137	168	175	129	195
Joiners to GP as a percentage of all GPs	7.3	5.4	4.8	7.6	7.1	7.1	8.6	6.8	8.4	8.7	6.7	9.9
Average age of joiners (c)												
Male	37.7	37.5	36.1	37.4	39.4	38.7	37.2	37.3	41.1	46.3	42.1	39.8
Female	35.2	35.4	36.3	36.8	38.9	37.4	36.5	36.4	36.5	39.0	38.7	38.2
Persons	36.3	36.2	36.2	37.0	39.1	37.8	36.7	36.7	37.9	41.7	39.6	38.7
Leavers												
Male	58	64	56	57	78	82	86	96	96	95	112	70
Female	32	31	38	41	51	71	60	61	81	68	100	70
Persons	90	95	94	98	129	153	146	157	177	163	212	140
Leavers from GP as a percentage of all GPs	4.8	4.9	4.8	5.1	6.5	7.6	7.3	7.7	8.8	8.2	10.6	7.3
Average age of leavers (c)												
Male	52.9	52.3	52.5	55.0	55.4	56.7	54.0	53.7	54.9	54.8	52.8	55.6
Female	46.2	45.9	41.1	45.5	39.9	45.5	47.7	44.9	47.1	47.1	47.5	47.0
Persons	50.5	50.2	47.9	51.0	49.2	51.4	51.4	50.3	51.3	51.6	50.3	51.3

(a) Workforce flows are estimated by comparing successive GMS censuses for all GP types included in the census (does not include GP Locums, Retainers or Registrars). Therefore this table will not align with the headcount of Practitioners. Joiners are those GP Practitioners reported in the census one year, but not reported as a GP 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'.

Table A5: Welsh language ability amongst GPs in Wales 2018 (a)

Local health board and local authority	GPs who speak Welsh (b)	Population of LHB (c)	GPs who speak Welsh per 10,000 population	Welsh-speaking population of LHB	GPs who speak Welsh per 10,000 Welsh-speaking population
Betsi Cadwaladr	119	696,284	1.7	204,406	5.8
Isle of Anglesey	24	69,794	3.4	38,568	6.2
Gwynedd	47	123,742	3.8	77,000	6.1
Conwy	17	116,863	1.5	30,600	5.6
Denbighshire	14	95,159	1.5	22,236	6.3
Flintshire	8	155,155	0.5	19,343	4.1
Wrexham	9	135,571	0.7	16,659	5.4
Powys	13	132,515	1.0	23,990	5.4
Hywel Dda	71	384,239	1.8	135,798	5.2
Ceredigion	21	73,076	2.9	34,964	6.0
Pembrokeshire	12	124,711	1.0	22,786	5.3
Carmarthenshire	38	186,452	2.0	78,048	4.9
Abertawe Bro Morgannwg	52	531,858	1.0	60,133	8.6
Swansea	31	245,480	1.3	26,332	11.8
Neath Port Talbot	13	142,090	0.9	20,698	6.3
Bridgend	8	144,288	0.6	13,103	6.1
Cwm Taf (e)	22	299,080	0.7	32,807	6.7
Rhondda Cynon Taf	21	239,127	0.9	27,779	7.6
Merthyr Tydfil	1	59,953	0.2	5,028	2.0
Aneurin Bevan (e)	28	587,743	0.5	54,958	5.1
Caerphilly	11	180,795	0.6	19,251	5.7
Blaenau Gwent	3	69,609	0.4	5,284	5.7
Torfaen	5	92,264	0.5	8,641	5.8
Monmouthshire	3	93,590	0.3	8,780	3.4
Newport	6	151,485	0.4	13,002	4.6
Cardiff and Vale	43	493,446	0.9	49,924	8.6
Vale of Glamorgan	7	130,690	0.5	13,189	5.3
Cardiff	36	362,756	1.0	36,735	9.8
Wales	348	3,125,165	1.1	562,016	6.2

The GPs noted here are from the Medical Performers List. This is a list of all GPs able to practice in Wales, and includes Partners, Locums, Salaried, Registrars and Retainers.

- (a) Number of Welsh Speaking GPs on the All Wales Medical Performers List as at 30 September 2018.
 (b) Office for National Statistics, mid year population estimates, 2015.
 (c) 2011 census.