

Sponsoring Organisation:		Implementation Date:	Immediate
<h1>Department of Health</h1>		Subject:	
		Data Standards: National Workforce Data Definitions (v2.0)	
DATA SET CHANGE NOTICE			
<p>This DSCN informs users of an update or clarification to the NHS Data Model and Dictionary that has been approved by the Information Standards Board for Health and Social Care (ISB HaSC).</p> <p>This was approved by ISB HaSC at its meeting on 23rd April 2008.</p>			
Summary:			
<p>The National Workforce Data Definitions (NWDD) has been approved by ISB HaSC and will be incorporated within the NHS Data Model and Dictionary. The NWDD sets out common definitions for those data items that are needed to support workforce planning for the NHS workforce, and is a reference tool with an agreed set of data definitions for people who plan workforce at strategic / national and local level such as:</p> <ul style="list-style-type: none"> • PCT Service and Human Resources (HR) Planners • NHS Trust Service and HR Planners • NHS Trust Service and Staffing Managers • NHS HR and Payroll staff responsible for inputting and reporting on workforce data for planning purposes. • Professional groups and associations, responsible for developing workforce capacity and capability <p>It is the standard on which NHS workforce data central returns are based. It provides collectors of data with the definitions they should use when contacting the NHS for information. The Electronic Staff Record (ESR), the national IT HR system uses the NWDD operationally.</p>			
Note:			
<p>This DSCN is in two parts:</p> <ol style="list-style-type: none"> 1. Part 1 provides detailed policy information needed to implement the change 2. Part 2 provides the definitional, technical and modelling detail that will be included in the NHS Data Dictionary. 			
Datasets / return affected:			
Not Applicable			
Impact of Change:			
Service: Minor		System Suppliers: Minor	
<p>The Information Standards Board for Health and Social Care (ISB HaSC) is responsible for approving information standards. Submission documents and the ISB HaSC Board output relating to the approval of this standard can be found at:</p> <p>www.isb.nhs.uk/docs/national-1</p>			

DATA SET CHANGE NOTICE

Reference No:	DSCN 10/2008
Version No:	V1.0
Subject:	National Workforce Data Definitions (v2.0)
Type of Change:	Update to the NHS Data Model and Dictionary
Implementation Date:	Immediate
Business Justification:	<p>The Operating Framework for 2008/09 includes a requirement that from April 2008, the Data Warehouse fed from the Electronic Staff Record (ESR) will increasingly be used for strategic workforce planning and monitoring purposes.</p> <p>'Our NHS, Our Future' (2007), highlighted how proposals for new models of care need to be linked to proposals for changes to estates, workforce, training and accountability. Workforce planning was amongst the areas identified by Lord Darzi on which action was needed.</p>
Effect on other Information Standards:	Not Applicable

Introduction

The National Workforce Data Definitions (NWDD) sets out common definitions for those data items that are needed to support workforce planning for the NHS workforce, and is a reference tool for people who plan workforce at strategic / national and local level.

The purpose of this standard is to make the NWDD definitions available to a wider audience so that workforce-related data will be recorded consistently, and the duplication of items in systems is reduced. The changing nature of the provision of 'NHS' care is leading to plurality of supply, and therefore a workforce dataset will ensure that all suppliers provide workforce information in an agreed and pre-determined format

The NWDD is not an active dataset and is not presented as a solution to all the national workforce information needs. The NWDD acts as a workforce information reference tool to provide a thorough understanding of the development history of workforce data items, how these data items are now being used in part of the ESR solution and their continued use in Department of Health central returns. The NWDD is used in NHS and Independent/Third sector organisations, primarily within HR and Workforce Planning functions

It is the standard on which NHS workforce data central returns are based, and it provides collectors of data with the definitions they should use when contacting the NHS for information.

Background

The NWDD was developed in partnership with all key stakeholders across the workforce planning community, following comprehensive consultation and testing exercises over many years. It is based upon the original Körner review of workforce information (1984), the Workforce Data Manual (1995), and Department of Health central returns.

The review of information needs (as a result of “A Health Service of all the Talents: Developing the NHS Workforce” April 2000), recommended and received Ministerial support in 2001 for action on improving workforce planning information.

The NWDD was first published in 2003. The current version of the definitions, classifications and codes (v2.0), was developed by the Statistics Workforce Division at the Department of Health in partnership with all key stakeholders across the workforce planning community, and was published in May 2005.

www.healthcareworkforce.nhs.uk/index.php?option=com_content&task=view&id=47

The Operating Framework for the NHS in England includes specific workforce issues such as the need for Strategic Health Authorities to submit workforce and financial risk assessments and for Trusts and Primary Care Trusts to profile and monitor their workforce numbers, and the payroll, on a month by month basis. The 2008/2009 framework states that from April 2008, the data warehouse fed from the ESR will increasingly be used for strategic workforce planning and monitoring purposes.

Further information on the Operating Framework can be found at:

www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_081094

Details of Change

Inclusion of the NWDD v2.0 in the NHS Data Model and Dictionary will enable the definitions to be available to a wider audience for reference so that workforce-related data can be recorded consistently. The NWDD contains values that will be available with the roll out of the ESR and organisations can use it to map their current data to the new values required within ESR.

There are no safety implications or potential adverse effects for patients in the application of this standard.

As a reference dataset, there are no migration issues.

The full definitional, technical and modelling detail relating to the NWDD that will be included in the NHS Data Model and Dictionary is included as part 2 of this DSCN.

Effects on Other Information Standards

There are no changes required to other known standards as a result of NWDD.

Sponsor Details

Stephen Johnson

Head of Workforce Planning and Availability - Department of Health

Further Information and Support

Queries regarding Workforce or the Occupational Codes can be directed to:

The IC Contact Centre on 0845 300 6016 or by email at enquiries@ic.nhs.uk

NWDD v2.0 and Classifications and Codes v2.0

www.healthcareworkforce.nhs.uk/index.php?option=com_docman&task=doc_download&gid=52&Itemid=82

Occupational Codes:

www.ic.nhs.uk/statistics-and-data-collections/statistics-and-data-collections-supporting-information/data-collections

Change Request

NHS Connecting for Health

NHS Data Model and Dictionary Service

Reference:	Change Request 502
Version No:	1.0
Subject:	National Workforce Data Set
Type of Change:	Changes to NHS Data Standards
Effective Date:	Immediate
Reason for Change:	Integration of National Workforce Data Set data items into NHS Data Model and Dictionary.

Background:

NHS National Workforce Projects (NWS) has produced a National Workforce Data Set, specifying data elements relating to the management and information provision of people working for NHS organisations.

These data elements are intended to provide NHS organisations that employ or manage staff with a consistent view of the type and format of information required to be collected for workforce-related development, management, planning and reporting.

The full Data Set comprises 7 categories: Reporting Period; Absence; Deployment, Grade and Skill Matrix; Education, Training and Development; Organisational; Personal/Operational; and Staff Movements and Numbers. This Data Set Change Notice (DSCN) defines the NHS data standards necessary to support the National Workforce Data Definitions Version 2 and it is expected that further releases will be made following evolution of the National Workforce data needs.

Summary of changes:

Class Definitions

APPRAISAL REVIEW	New Class
AREA OF WORK	New Class
ASSIGNMENT	New Class
ASSIGNMENT PAYSCALE POINT	New Class
CARE GROUP	New Class
CARE GROUP APPLICABILITY	New Class
CARE PROFESSIONAL ORGANISATION	Change to Attributes
EMPLOYEE	Change to Description
EMPLOYEE	Change to Attributes
EMPLOYEE	Change to Relationships
EMPLOYEE ABSENCE	New Class
EMPLOYEE IN ORGANISATION	Change to Description
EMPLOYEE IN ORGANISATION	Change to Attributes
EMPLOYEE IN ORGANISATION	Change to Relationships
EMPLOYEE PLAN	New Class
EMPLOYEE QUALIFICATION	New Class
EMPLOYEE SUPERVISOR	New Class
EMPLOYMENT CONTRACT	New Class
EMPLOYMENT HISTORY	New Class
FLEXIBLE WORKING PATTERN TYPE	New Class
JOB ROLE	New Class
NATIONALITY OR RESIDENCY	Change to Attributes
NATIONALITY OR RESIDENCY	Change to Relationships

OCCUPATION CODE TYPE	New Class
ORGANISATION	Change to Description
ORGANISATION	Change to Relationships
PATIENT	Change to Relationships
PAYSCALE	New Class
PAYSCALE POINT	New Class
PAYSCALE SPINE POINT	New Class
PERSON	Change to Attributes
PERSON	Change to Relationships
PERSON RELATIONSHIP	Change to Relationships
POSITION	New Class
POSITION NON-NHS FUNDING	New Class
POSITION VACANCY	New Class
PROFESSIONAL REGISTRATION	New Class
PROFESSIONAL REGISTRATION BODY	New Class
PROFESSIONAL REGISTRATION FOR POSITION	New Class
PROFESSIONAL REGISTRATION TYPE	New Class
PROFESSIONAL REGISTRATION TYPE HELD	New Class
QUALIFICATION	New Class
QUALIFICATION TRAINING	New Class
REGISTER	New Class
STAFF GROUP	New Class
TRAINING ACTIVITY	New Class

Attribute Definitions

APPRAISAL REVIEW DATE	New Attribute
APPRAISAL REVIEW PLANNED DATE	New Attribute
APPRAISAL REVIEW TYPE CODE	New Attribute
AREA OF WORK NAME	New Attribute
ASSIGNMENT CONTRACTED FTE	New Attribute
ASSIGNMENT DAILY HOURS	New Attribute
ASSIGNMENT END DATE	New Attribute
ASSIGNMENT GROUP CODE	New Attribute
ASSIGNMENT IDENTIFIER	New Attribute
ASSIGNMENT LAST WORKING DATE	New Attribute
ASSIGNMENT PAYSCALE POINT END DATE	New Attribute
ASSIGNMENT PAYSCALE POINT START DATE	New Attribute
ASSIGNMENT START DATE	New Attribute
ASSIGNMENT STATUS CODE	New Attribute
ASSIGNMENT TYPE CODE	New Attribute
CARE GROUP CODE	New Attribute
CARE GROUP NAME	New Attribute
EMPLOYEE ABSENCE CATEGORY CODE	New Attribute
EMPLOYEE ABSENCE END DATE	New Attribute
EMPLOYEE ABSENCE IDENTIFIER	New Attribute
EMPLOYEE ABSENCE SICKNESS REASON CODE	New Attribute
EMPLOYEE ABSENCE START DATE	New Attribute
EMPLOYEE ABSENCE TYPE CODE	New Attribute
EMPLOYEE ABSENCE WORKING HOURS LOST	New Attribute
EMPLOYEE DISABILITY STATUS CODE	New Attribute
EMPLOYEE HESA STUDENT NUMBER	New Attribute
EMPLOYEE INTERNATIONAL RECRUIT INDICATOR	New Attribute
EMPLOYEE LEARNING ACCOUNT START DATE	New Attribute
EMPLOYEE LOCAL IDENTIFIER	New Attribute

EMPLOYEE NATIONAL TRAINING NUMBER	New Attribute
EMPLOYEE PLAN EFFECTIVE END DATE	New Attribute
EMPLOYEE PLAN EFFECTIVE START DATE	New Attribute
EMPLOYEE PLAN END DATE	New Attribute
EMPLOYEE PLAN IDENTIFIER	New Attribute
EMPLOYEE PLAN START DATE	New Attribute
EMPLOYEE PLAN TYPE CODE	New Attribute
EMPLOYEE QUALIFICATION AWARDED DATE	New Attribute
EMPLOYEE QUALIFICATION EFFECTIVE END DATE	New Attribute
EMPLOYEE QUALIFICATION EFFECTIVE START DATE	New Attribute
EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE	New Attribute
EMPLOYEE RESIDENCY STATUS	New Attribute
EMPLOYEE SUPERVISOR END DATE	New Attribute
EMPLOYEE SUPERVISOR START DATE	New Attribute
EMPLOYEE SUPERVISOR TYPE CODE	New Attribute
EMPLOYEE WORK PERMIT END DATE	New Attribute
EMPLOYMENT CONTRACT END DATE	New Attribute
EMPLOYMENT CONTRACT NATURE CODE	New Attribute
EMPLOYMENT CONTRACT SESSION TYPE CODE	New Attribute
EMPLOYMENT CONTRACT START DATE	New Attribute
EMPLOYMENT CONTRACT TYPE CODE	New Attribute
EMPLOYMENT CONTRACT WORKING HOURS	New Attribute
EMPLOYMENT CONTRACT WORKING SESSIONS	New Attribute
EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATE	New Attribute
EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATE	New Attribute
EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE	New Attribute
EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR	New Attribute
EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR	New Attribute
EMPLOYMENT HISTORY LEAVING DESTINATION CODE	New Attribute
EMPLOYMENT HISTORY LEAVING REASON CODE	New Attribute
EMPLOYMENT HISTORY NHS JOINING DATE	New Attribute
EMPLOYMENT HISTORY NHS LEAVING DATE	New Attribute
EMPLOYMENT HISTORY ORGANISATION JOINING DATE	New Attribute
EMPLOYMENT HISTORY RECORDED DATE	New Attribute
EMPLOYMENT HISTORY RECORDED TIME	New Attribute
EMPLOYMENT HISTORY RECRUITMENT SOURCE CODE	New Attribute
FLEXIBLE WORK PATTERN TYPE CODE	New Attribute
JOB ROLE CODE	New Attribute
JOB ROLE TITLE	New Attribute
JOB ROLE TYPE CODE	New Attribute
JOB SHARE INDICATOR	Change to Name
JOB SHARE INDICATOR renamed ASSIGNMENT JOB SHARE INDICATOR	Change to Aliases
NATIONAL INSURANCE NUMBER	New Attribute
NATIONALITY END DATE	New Attribute
NATIONALITY INDICATOR	New Attribute
NATIONALITY START DATE	New Attribute
NATIONAL OR RESIDENT INDICATOR	Deleted
OCCUPATION CODE	New Attribute
OCCUPATION CODE DESCRIPTION	New Attribute
PAYSCALE CODE	New Attribute
PAYSCALE DESCRIPTION	New Attribute
PAYSCALE SPINE POINT CODE	New Attribute
PAYSCALE TYPE	New Attribute
POSITION BUDGETED FTE	New Attribute

POSITION CONTRACTED FTE	New Attribute
POSITION IDENTIFIER	New Attribute
POSITION INTERNATIONAL RECRUITMENT INDICATOR	New Attribute
POSITION JOB SHARE INDICATOR	New Attribute
POSITION NON-NHS FUNDING CHARITABLE INDICATOR	New Attribute
POSITION NON-NHS FUNDING END DATE	New Attribute
POSITION NON-NHS FUNDING PERCENTAGE	New Attribute
POSITION NON-NHS FUNDING START DATE	New Attribute
POSITION ROTA PATTERN CODE	New Attribute
POSITION SHIFT TYPE CODE	New Attribute
POSITION STATUS CODE	New Attribute
POSITION STATUS EFFECTIVE DATE	New Attribute
POSITION VACANCY END DATE	New Attribute
POSITION VACANCY FTE	New Attribute
POSITION VACANCY IDENTIFIER	New Attribute
POSITION VACANCY START DATE	New Attribute
POSITION VACANCY STATUS CODE	New Attribute
PROFESSIONAL REGISTRATION BODY CODE	New Attribute
PROFESSIONAL REGISTRATION DATE	New Attribute
PROFESSIONAL REGISTRATION ENTRY IDENTIFIER	New Attribute
PROFESSIONAL REGISTRATION EXPIRY DATE	New Attribute
PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE	New Attribute
PROFESSIONAL REGISTRATION TYPE CODE	New Attribute
PROFESSIONAL REGISTRATION TYPE HELD EFFECTIVE END DATE	New Attribute
PROFESSIONAL REGISTRATION TYPE HELD EFFECTIVE START DATE	New Attribute
QUALIFICATION SUBJECT AREA CODE	New Attribute
QUALIFICATION TITLE	New Attribute
QUALIFICATION TYPE CODE	New Attribute
REGISTER NAME	New Attribute
REGISTER REGISTRATION TYPE CODE	New Attribute
RESIDENCY END DATE	New Attribute
RESIDENCY INDICATOR	New Attribute
RESIDENCY START DATE	New Attribute
STAFF GROUP CODE	New Attribute
STAFF GROUP NAME	New Attribute
STAFF GROUP STANDARD HOURS	New Attribute
STAFF GROUP STANDARD SESSIONS	New Attribute
TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNT	New Attribute
TRAINING ACTIVITY ACTUAL COMPLETION DATE	New Attribute
TRAINING ACTIVITY ASSESSOR TYPE CODE	New Attribute
TRAINING ACTIVITY COMPLETION DATE CHANGE REASON	New Attribute
TRAINING ACTIVITY DELIVERY METHOD TYPE CODE	New Attribute
TRAINING ACTIVITY NAME	New Attribute
TRAINING ACTIVITY PLANNED COMPLETION DATE	New Attribute
TRAINING ACTIVITY START DATE	New Attribute
TRAINING ACTIVITY TYPE CODE	New Attribute
Data Elements	
APPRAISAL REVIEW DATE	New Data Element
APPRAISAL REVIEW PLANNED DATE (CONSULTANT JOB PLAN NEXT)	New Data Element
APPRAISAL REVIEW PLANNED DATE (NEXT)	New Data Element
APPRAISAL REVIEW PLANNED DATE (PDP NEXT)	New Data Element
AREA OF WORK NAME	New Data Element
AREA OF WORK NAME (CLINICAL SUB SPECIALTY)	New Data Element

ASSIGNMENT CONTRACTED FTE	New Data Element
ASSIGNMENT END DATE	New Data Element
ASSIGNMENT GROUP CODE	New Data Element
ASSIGNMENT JOB SHARE INDICATOR	New Data Element
ASSIGNMENT LAST WORKING DATE	New Data Element
ASSIGNMENT STATUS CODE	New Data Element
ASSIGNMENT TYPE CODE	New Data Element
CARE GROUP CODE (EMPLOYEE ASSIGNMENT)	New Data Element
CARE GROUP CODE (POSITION)	New Data Element
COUNTRY CODE (AT ASSIGNMENT)	New Data Element
EMPLOYEE ABSENCE CATEGORY CODE	New Data Element
EMPLOYEE ABSENCE DURATION	New Data Element
EMPLOYEE ABSENCE END DATE	New Data Element
EMPLOYEE ABSENCE OCCURRENCE TOTAL (REPORTING PERIOD)	New Data Element
EMPLOYEE ABSENCE RATE (REPORTING PERIOD)	New Data Element
EMPLOYEE ABSENCE SICKNESS REASON CODE	New Data Element
EMPLOYEE ABSENCE START DATE	New Data Element
EMPLOYEE ABSENCE TYPE CODE	New Data Element
EMPLOYEE ABSENCE WORKING HOURS LOST (REPORTING PERIOD)	New Data Element
EMPLOYEE DISABILITY STATUS CODE	New Data Element
EMPLOYEE HESA STUDENT NUMBER	New Data Element
EMPLOYEE INTERNATIONAL RECRUIT INDICATOR	New Data Element
EMPLOYEE LEARNING ACCOUNT START DATE	New Data Element
EMPLOYEE LENGTH OF TIME IN POSITION	New Data Element
EMPLOYEE LOCAL IDENTIFIER	New Data Element
EMPLOYEE NATIONAL TRAINING NUMBER	New Data Element
EMPLOYEE NHS IDENTIFIER	New Data Element
EMPLOYEE NHS LENGTH OF SERVICE	New Data Element
EMPLOYEE ORGANISATION LENGTH OF SERVICE	New Data Element
EMPLOYEE QUALIFICATION AWARDED DATE	New Data Element
EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (GP TRAINING)	New Data Element
EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (SPECIALIST TRAINING)	New Data Element
EMPLOYEE RESIDENCY STATUS	New Data Element
EMPLOYEE WORK PERMIT END DATE	New Data Element
EMPLOYMENT CONTRACT END DATE	New Data Element
EMPLOYMENT CONTRACT NATURE CODE	New Data Element
EMPLOYMENT CONTRACT SESSION TYPE CODE	New Data Element
EMPLOYMENT CONTRACT START DATE	New Data Element
EMPLOYMENT CONTRACT TYPE CODE	New Data Element
EMPLOYMENT CONTRACT WORKING HOURS	New Data Element
EMPLOYMENT CONTRACT WORKING HOURS (REPORTING PERIOD)	New Data Element
EMPLOYMENT CONTRACT WORKING SESSIONS	New Data Element
EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATE	New Data Element
EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATE	New Data Element
EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE	New Data Element
EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR	New Data Element
EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR	New Data Element
EMPLOYMENT HISTORY LEAVING DESTINATION CODE	New Data Element
EMPLOYMENT HISTORY LEAVING REASON CODE	New Data Element
EMPLOYMENT HISTORY NHS JOINING DATE (FIRST)	New Data Element
EMPLOYMENT HISTORY NHS JOINING DATE (LATEST)	New Data Element
EMPLOYMENT HISTORY NHS LEAVING DATE (LATEST)	New Data Element
EMPLOYMENT HISTORY ORGANISATION JOINING DATE	New Data Element

EMPLOYMENT HISTORY RECRUITMENT SOURCE CODE	New Data Element
FLEXIBLE WORKING PATTERN TYPE CODE	New Data Element
FTE STABILITY RATE (JOB ROLE IN REPORTING PERIOD)	New Data Element
FTE STABILITY RATE (ORGANISATION IN REPORTING PERIOD)	New Data Element
FTE STABILITY RATE (STAFF GROUP IN REPORTING PERIOD)	New Data Element
HEADCOUNT (ORGANISATION CURRENT)	New Data Element
HEADCOUNT (POSITION ASSIGNMENT CURRENT)	New Data Element
HEADCOUNT STABILITY RATE (JOB ROLE IN REPORTING PERIOD)	New Data Element
HEADCOUNT STABILITY RATE (ORGANISATION IN REPORTING PERIOD)	New Data Element
HEADCOUNT STABILITY RATE (STAFF GROUP IN REPORTING PERIOD)	New Data Element
HEADCOUNT TURNOVER RATE (FTE IN REPORTING PERIOD)	New Data Element
HEADCOUNT TURNOVER RATE (ORGANISATION IN REPORTING PERIOD)	New Data Element
JOB ROLE TITLE	New Data Element
JOB ROLE TITLE (POSITION)	New Data Element
OCCUPATION CODE	New Data Element
OCCUPATION CODE (CLINICAL SECOND SPECIALTY)	New Data Element
OCCUPATION CODE (CLINICAL SPECIALTY)	New Data Element
OCCUPATION CODE DESCRIPTION	New Data Element
ORGANISATION CODE (EMPLOYER)	New Data Element
ORGANISATION CODE (POSITION NON-NHS FUNDER)	New Data Element
ORGANISATION NAME (EMPLOYER)	New Data Element
ORGANISATION NAME (PROFESSIONAL REGISTRATION BODY)	New Data Element
ORGANISATION TYPE (EMPLOYER)	New Data Element
PAYSCALE CODE	New Data Element
PAYSCALE CODE (EMPLOYEE ASSIGNMENT LATEST)	New Data Element
PAYSCALE DESCRIPTION	New Data Element
PAYSCALE SPINE POINT CODE	New Data Element
PAYSCALE TYPE	New Data Element
PERSON AGE IN YEARS (REPORTING PERIOD END DATE)	New Data Element
PERSON FULL NAME (CLINICAL SUPERVISOR LATEST)	New Data Element
PERSON FULL NAME (EDUCATIONAL SUPERVISOR LATEST)	New Data Element
PERSON GIVEN NAME (FIRST)	New Data Element
PERSON GIVEN NAME (SECOND)	New Data Element
PERSON GIVEN NAME (THIRD)	New Data Element
POSITION BUDGETED FTE	New Data Element
POSITION CONTRACTED FTE	New Data Element
POSITION FTE VARIANCE	New Data Element
POSITION IDENTIFIER	New Data Element
POSITION INTERNATIONAL RECRUITMENT INDICATOR	New Data Element
POSITION ROTA PATTERN CODE	New Data Element
POSITION SHIFT TYPE CODE	New Data Element
POSITION STATUS CODE	New Data Element
POSITION VACANCY END DATE	New Data Element
POSITION VACANCY FTE	New Data Element
POSITION VACANCY IDENTIFIER	New Data Element
POSITION VACANCY LENGTH OF TIME UNFILLED	New Data Element
POSITION VACANCY START DATE	New Data Element
POSITION VACANCY STATUS CODE	New Data Element
POSITION WORKED FTE (REPORTING PERIOD)	New Data Element
PROFESSIONAL REGISTRATION ENTRY IDENTIFIER	New Data Element
PROFESSIONAL REGISTRATION EXPIRY DATE	New Data Element
PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE	New Data Element
PROFESSIONAL REGISTRATION STATUS	New Data Element
PROFESSIONAL REGISTRATION TYPE CODE	New Data Element

PROFESSIONAL REGISTRATION TYPE CODE (POSITION)	New Data Element
QUALIFICATION PLANNED COMPLETION DATE CHANGE REASON (CCT)	New Data Element
QUALIFICATION SUBJECT AREA CODE	New Data Element
QUALIFICATION TITLE	New Data Element
QUALIFICATION TYPE CODE	New Data Element
SITE CODE (EMPLOYING ORGANISATION)	New Data Element
SITE NAME (EMPLOYING ORGANISATION)	New Data Element
STAFF GROUP CODE (TRAINING ACTIVITY CLASSIFICATION)	New Data Element
STAFF GROUP STANDARD HOURS	New Data Element
STAFF GROUP STANDARD SESSIONS	New Data Element
START DATE (ASSIGNMENT PAYSACLE)	New Data Element
TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNT	New Data Element
TRAINING ACTIVITY ACTUAL COMPLETION DATE (GP TRAINING)	New Data Element
TRAINING ACTIVITY ACTUAL COMPLETION DATE (SPECIALIST TRAINING)	New Data Element
TRAINING ACTIVITY ASSESSOR TYPE CODE	New Data Element
TRAINING ACTIVITY DELIVERY METHOD TYPE CODE	New Data Element
TRAINING ACTIVITY NAME	New Data Element
TRAINING ACTIVITY START DATE (GP TRAINING)	New Data Element
TRAINING ACTIVITY START DATE (SPECIALIST TRAINING)	New Data Element
TRAINING ACTIVITY TYPE CODE	New Data Element

Dataset

NATIONAL WORKFORCE DATA SET	New Dataset
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Supporting Information

ELECTRONIC STAFF RECORD	New Supporting Information
ELECTRONIC STAFF RECORD DATA WAREHOUSE	New Supporting Information
NATIONAL WORKFORCE DATA SET OVERVIEW	New Supporting Information

Date: 1 May 2008

Sponsor: NHS National Workforce Projects

Note: New text is shown with a blue background. Deleted text is crossed out. Retired text is shown in grey. Within the Diagrams deleted classes and relationships are red, changed items are blue and new items are green.

NATIONAL WORKFORCE DATA SET

Change to Dataset: New Dataset

National Workforce Data Set

National Workforce Data Set Overview

The National Workforce Data Set comprises of data elements grouped by the following section categories:

- Reporting Period**
- Organisational**
- Personal/Operational**
- Deployment**
- Education**
- Absence**
- Staff Movements and Numbers**

Data Set Data Elements	NWDS Id.	NWDS/ESR Field Name
Reporting Period		
REPORTING PERIOD START DATE		
REPORTING PERIOD END DATE		
Organisational		
POSITION IDENTIFIER	ORPN	ESR: Position Number
ORGANISATION CODE (EMPLOYER)	OCSC	Employing Organisation Code
ORGANISATION NAME (EMPLOYER)	ORGN	Employing Organisation Name
ORGANISATION TYPE (EMPLOYER)	ORGT	Employing Organisation Type
ORGANISATION CODE (POSITION NON-NHS FUNDER)	ORGF	Post Funded By
SITE CODE (EMPLOYING ORGANISATION)	ORST	Site Description (Location)
SITE NAME (EMPLOYING ORGANISATION)	ORGP	Site Description (Location)
Personal/Operational		
EMPLOYEE NHS IDENTIFIER	PENO	ESR: Unique NHS Identifier (ID)
PERSON AGE IN YEARS (REPORTING PERIOD END DATE)	PEAG	Age in Years ESR: Age
PERSON BIRTH DATE	PEBD	Date of Birth
EMPLOYEE DISABILITY STATUS CODE	PDSS	Disability Status ESR: Disabled
ETHNIC CATEGORY	PETH	Ethnic Category ESR: Ethnic Origin
PERSON GIVEN NAME (FIRST)	PNMA	Forename (1) ESR: First Name
PERSON GIVEN NAME (SECOND)	PNMB	Forename (2) ESR: Middle Name
PERSON GIVEN NAME (THIRD)	PNMC	Forename (3) ESR: Middle Name
PERSON GENDER AT REGISTRATION	PSEX	Gender
PERSON INITIALS	PEIN	Initials
EMPLOYEE LOCAL IDENTIFIER	PLNO	Local Unique Employee Number ESR Employee Number
NATIONAL INSURANCE NUMBER	PNIN	National Insurance Number (NI Number)
COUNTRY CODE (AT ASSIGNMENT)	PNAT	Nationality
EMPLOYEE RESIDENCY STATUS	PSTA	Residency Status
PERSON FAMILY NAME	PSUR	Surname ESR: Last Name
EMPLOYEE WORK PERMIT END DATE	PWPE	Work Permit Expiry Date
Deployment		
AREA OF WORK NAME	GRWA	ESR: Area of Work
FLEXIBLE WORKING PATTERN TYPE CODE	GRFL	ESR: Flexible Working Pattern
JOB ROLE TITLE (POSITION)	GRJB	ESR: Job Role (for a Position)
POSITION ROTA PATTERN CODE	GRST	ESR: Rota Pattern
POSITION SHIFT TYPE CODE	GRWP	ESR: Shift Type (Work Requirement)
CARE GROUP CODE (POSITION)	GRCP	Care Group(s) applicable to a Position
CARE GROUP CODE (EMPLOYEE ASSIGNMENT)	GRCA	Care Group (s) covered by an Employee
OCCUPATION CODE (CLINICAL SECOND SPECIALTY)	GCSB	Clinical Second Specialty ESR: Second Specialty
OCCUPATION CODE (CLINICAL SPECIALTY)	GCSA	Clinical Specialty ESR: See Area of Work and Occupation Code
AREA OF WORK NAME (CLINICAL SUB SPECIALTY)	GCSS	Clinical Sub-Specialty
ASSIGNMENT GROUP CODE	GRGC	Group Code
PAYSCALE SPINE POINT CODE	GRSP	Incremental Point ESR: Grade Step
OCCUPATION CODE	GROC	Occupation Code

OCCUPATION CODE DESCRIPTION	GROD	Occupation Code Description
PAYSCALE CODE (EMPLOYEE ASSIGNMENT LATEST)	GRAG	Payscale (for an Assignment/Post) ESR: Grade (Assignment)
PAYSCALE CODE	GRCD	Payscale Code ESR: Grade Scale Code
PAYSCALE DESCRIPTION	GRDS	Payscale Description ESR: Grade Scale Description
PAYSCALE TYPE	GRTPT	Payscale Type (Derived) ESR: National/Local Identifier (Grade)
Education		
TRAINING ACTIVITY TYPE CODE	ETAT	ESR: Activity Type (Training)
STAFF GROUP CODE (TRAINING ACTIVITY CLASSIFICATION)	ETAC	ESR: Category Type (Training Classification)
TRAINING ACTIVITY DELIVERY METHOD TYPE CODE		ESR: Category Type (Delivery Method)
QUALIFICATION SUBJECT AREA CODE	EQSA	ESR: Subject Area
TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNT	EACC	Accreditation from Training Course ESR: Amount (Professional Credit)
TRAINING ACTIVITY ACTUAL COMPLETION DATE (SPECIALIST TRAINING)	ESPD	Actual CCST Date (Derived)
TRAINING ACTIVITY ACTUAL COMPLETION DATE (GP TRAINING)	EGPC	Actual GP Training Completion Date (Derived)
EMPLOYEE LEARNING ACCOUNT START DATE	ELAS	Date NHS Learning Account Funding Started
PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE	EPRD	Date of First Professional Registration ESR: First Registration Date
EMPLOYEE QUALIFICATION AWARDED DATE	EQDT	Date Qualification Awarded ESR: Awarded Date (Qualification)
EMPLOYEE HESA STUDENT NUMBER	EHEI	HESA Student Identifier
APPRAISAL REVIEW PLANNED DATE (CONSULTANT JOB PLAN NEXT)	EPED	Job Plan End Date ESR: Next Review Date (Consultant Job Plan)
PROFESSIONAL REGISTRATION TYPE CODE (POSITION)	ERDP	Mandatory Registration Details for Position ESR: Registration and Membership Requirements for Position
EMPLOYEE NATIONAL TRAINING NUMBER	ESRN	Medical and Dental Training Number
PERSON FULL NAME (CLINICAL SUPERVISOR LATEST)	ECSN	Name of Employee's Clinical Supervisor
PERSON FULL NAME (EDUCATIONAL SUPERVISOR LATEST)	EESN	Name of Employee's Educational Supervisor
TRAINING ACTIVITY NAME	ETRN	Name of Training Course ESR: Name (Training Activity)
APPRAISAL REVIEW PLANNED DATE (NEXT)	ENXT	Next/Future Performance Review (Appraisal) Date
APPRAISAL REVIEW PLANNED DATE (PDP NEXT)	EPDE	PDP (Personal Development Plan) Review Date
APPRAISAL REVIEW DATE	EPDR	Performance and Development Review Date
ORGANISATION NAME (PROFESSIONAL REGISTRATION BODY)	EPRB	Professional Registration Body ESR: Registration/Membership Body
PROFESSIONAL REGISTRATION EXPIRY DATE	EPRE	Professional Registration Expiry Date ESR: Expiry Date (Professional Registration)
PROFESSIONAL REGISTRATION ENTRY IDENTIFIER	EPRN	Professional Registration Number
PROFESSIONAL REGISTRATION STATUS	EPRS	Professional Registration Status (Derived)
EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (SPECIALIST TRAINING)	ESPA	Projected CCST Date (Derived)
EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (GP TRAINING)	EGPA	Projected GP Training Completion Date (Derived)
QUALIFICATION TITLE	EQTT	Qualification Title
QUALIFICATION TYPE CODE	EQTY	Qualification Type
QUALIFICATION PLANNED COMPLETION DATE CHANGE REASON (CCT)	ESPM	Reason for Moving CCST Date
PROFESSIONAL REGISTRATION TYPE CODE	ERGT	Registration Type

TRAINING ACTIVITY START DATE (SPECIALIST TRAINING)	ESPS	Start Date of CCST ESR: Start Date of Qualification
TRAINING ACTIVITY START DATE (GP TRAINING)	EGPS	Start Date of GP Training ESR: Start Date of Qualification
TRAINING ACTIVITY ASSESSOR TYPE CODE	EATY	Type of Assessor
Absence		
EMPLOYEE ABSENCE CATEGORY CODE	ACAT	Absence Category ESR: Category (Absence)
EMPLOYEE ABSENCE DURATION	ADCD	Absence Duration In Calendar Days (Derived)
EMPLOYEE ABSENCE END DATE	AEND	Absence End Date
EMPLOYEE ABSENCE RATE (REPORTING PERIOD)	ARTE	Absence Rate (Derived)
EMPLOYEE ABSENCE START DATE	ASTD	Absence Start Date
EMPLOYEE ABSENCE TYPE CODE	ATYP	Absence Type ESR: Type (Absence)
EMPLOYEE ABSENCE OCCURRENCE TOTAL (REPORTING PERIOD)	AEPI	Episodes of Absence (Derived) ESR: Number of Absence Occurrences
EMPLOYEE ABSENCE SICKNESS REASON CODE	AREA	Reason for Sickness Absence ESR: Reason (Sickness Absence)
EMPLOYEE ABSENCE WORKING HOURS LOST (REPORTING PERIOD)	AWHL	Working Hours Lost due to Absence
Staff Movements and Numbers		
EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE	STRD	Actual Termination Date
ASSIGNMENT STATUS CODE	SSTA	Appointment Status ESR: Assignment Status
POSITION BUDGETED FTE	SBUD	Budgeted Whole Time Equivalent (WTE) for Position ESR: FTE (Position Budgeted)
EMPLOYMENT CONTRACT NATURE CODE	SCEN	Census - Nature of Contract (Derived)
EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATE	SCSA	Continuous NHS Service Date (Type 1) ESR: CSD 3 Months
EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATE	SCSB	Continuous NHS Service Date (Type 2) ESR: CSD 12 Months
EMPLOYMENT CONTRACT WORKING HOURS	SCHR	Contracted Hours ESR: Working Hours
EMPLOYMENT CONTRACT WORKING SESSIONS	SCSE	Contracted Sessions
ASSIGNMENT CONTRACTED FTE	SCON	Contracted Whole Time Equivalent (WTE) for an Assignment (Derived) ESR: Assignment Budget Value
POSITION CONTRACTED FTE	SWTC	Contracted Whole Time Equivalent (WTE) for Position
EMPLOYMENT HISTORY NHS LEAVING DATE (LATEST)	SDGO	Date of Leaving NHS (Derived)
EMPLOYMENT HISTORY NHS JOINING DATE (LATEST)	SREJ	Date of Rejoining NHS (Derived)
EMPLOYMENT CONTRACT START DATE	SCSD	Date of Starting Current Contract of Employment
EMPLOYMENT HISTORY LEAVING DESTINATION CODE	SDOL	Destination on Leaving
EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR	SXIN	Exit Interview
EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR	SEIQ	Exit Interview Questionnaire (Derived) ESR: Exit Questionnaire
EMPLOYMENT CONTRACT END DATE	SCXP	Fixed Term/Temporary Contract Expiry Date
HEADCOUNT (ORGANISATION CURRENT)	SHED	Headcount
HEADCOUNT (POSITION ASSIGNMENT CURRENT)		Headcount
EMPLOYEE INTERNATIONAL RECRUIT INDICATOR	SINR	International Recruit (Derived)
ASSIGNMENT JOB SHARE INDICATOR	SJOS	Job Sharer
EMPLOYMENT HISTORY ORGANISATION JOINING DATE	SLHD	Joining Organisation Date ESR: Latest Start Date
ASSIGNMENT LAST WORKING DATE	SLWD	Last Working Day
EMPLOYEE ORGANISATION LENGTH OF SERVICE	SLEN	Length of Service with an Employing Organisation (Derived)
EMPLOYEE NHS LENGTH OF SERVICE	SYRS	Length of Service with NHS (Derived)
POSITION VACANCY LENGTH OF TIME UNFILLED	SVLN	Length of Time Vacancy Unfilled

		(Derived)
POSITION INTERNATIONAL RECRUITMENT INDICATOR	SINT	Position Suitable for International Recruitment
POSITION STATUS CODE	SPSS	Position /Post Status (Derived)
POSTCODE	SPOC	Post Code
ASSIGNMENT END DATE	SAED	Post Effective End Date ESR: To (Assignment Effective End Date)
EMPLOYMENT HISTORY LEAVING REASON CODE	SLGO	Reason for Leaving
EMPLOYMENT HISTORY RECRUITMENT SOURCE CODE	SSOU	Source of Recruitment
HEADCOUNT STABILITY RATE (JOB ROLE IN REPORTING PERIOD)	SSHC	Stability Rate - Head Count (Derived)
HEADCOUNT STABILITY RATE (ORGANISATION IN REPORTING PERIOD)		
HEADCOUNT STABILITY RATE (STAFF GROUP IN REPORTING PERIOD)		
FTE STABILITY RATE (JOB ROLE IN REPORTING PERIOD)	SSWE	Stability Rate- WTE (Derived)
FTE STABILITY RATE (ORGANISATION IN REPORTING PERIOD)		
FTE STABILITY RATE (STAFF GROUP IN REPORTING PERIOD)		
STAFF GROUP STANDARD HOURS	SGHR	Standard Hours for Grade
STAFF GROUP STANDARD SESSIONS		
START DATE (ASSIGNMENT Payscale)	SGSD	Start Date in Grade
EMPLOYMENT HISTORY NHS JOINING DATE (FIRST)	SSTD	Start Date in NHS ESR: NHS Entry Date
EMPLOYEE LENGTH OF TIME IN POSITION	STER	Time in Post (Derived)
HEADCOUNT TURNOVER RATE (ORGANISATION IN REPORTING PERIOD)	STUR	Turnover Rate - Head Count (Derived)
HEADCOUNT TURNOVER RATE (FTE IN REPORTING PERIOD)		
ASSIGNMENT TYPE CODE	STYP	Type of Appointment ESR: Employee Category
EMPLOYMENT CONTRACT TYPE CODE	STCO	Type of Contract ESR: Assignment Category
EMPLOYMENT CONTRACT SESSION TYPE CODE	STSS	Type of Session
POSITION VACANCY END DATE	SVED	Vacancy End Date ESR: To (Vacancy Date)
POSITION VACANCY START DATE	SVSD	Vacancy Start Date ESR: From (Vacancy Date)
POSITION VACANCY STATUS CODE	SVAS	Vacancy Status
POSITION VACANCY FTE	SDIF	Vacancy Whole Time Equivalent (WTE) (Derived) ESR: Vacancy Full Time Equivalent (FTE)
POSITION VACANCY IDENTIFIER		
POSITION WORKED FTE (REPORTING PERIOD)	SAHR	Worked Whole Time Equivalent (WTE) for Position (Derived)
POSITION FTE VARIANCE	SVAR	WTE Variance (Derived)

ELECTRONIC STAFF RECORD

Change to Supporting Information: New Supporting Information

Electronic Staff Record

Electronic Staff Record (ESR) is the Human Resource and Payroll IT system for the NHS in England and Wales.

A data warehouse has been developed, the Electronic Staff Record Data Warehouse, which is populated by extracts from Electronic Staff Record to provide for national and other supra-Trust level reporting.

ELECTRONIC STAFF RECORD DATA WAREHOUSE

Change to Supporting Information: New Supporting Information

Electronic Staff Record Data Warehouse

The Electronic Staff Record Data Warehouse provides for national and other supra-Trust level reporting.

The Electronic Staff Record Data Warehouse is populated by extracts from the Electronic Staff Record.

NATIONAL WORKFORCE DATA SET OVERVIEW

Change to Supporting Information: New Supporting Information

National Workforce Data Set Overview

The National Workforce Data Set is intended to provide NHS ORGANISATIONS that employ or manage staff with a consistent view of the type and format of information and data requiring to be collected for workforce related development, management, planning and reporting

APPRAISAL REVIEW

Change to Class: New Class

APPRAISAL REVIEW

An appraisal or performance review of the job role or personal development of an EMPLOYEE as agreed with their employing ORGANISATION. This will normally be based upon the setting of, or review of an EMPLOYEE PLAN.

An EMPLOYEE may have one or more written EMPLOYEE PLAN each of which should be reviewed at least annually, but may be reviewed more frequently. Each review should be recorded by an APPRAISAL REVIEW.

This class is also known by these names:

Context	Alias
plural	APPRAISAL REVIEWS

Attributes of this Class are:

APPRAISAL REVIEW DATE
APPRAISAL REVIEW PLANNED DATE
APPRAISAL REVIEW TYPE CODE

Each APPRAISAL REVIEW

K must be review for one and only one EMPLOYEE
may be review for one and only one EMPLOYEE PLAN

AREA OF WORK

Change to Class: New Class

AREA OF WORK

The area, function or specialty where work activity takes place.

AREA OF WORK is grouped into three levels to enable analysis of ASSIGNMENTS and POSITIONS at different levels of granularity.

AREA OF WORK NAME provides the table of names to which they apply.

This class is also known by these names:

Context	Alias
plural	AREAS OF WORK

Attributes of this Class are:

AREA OF WORK NAME

Each AREA OF WORK

may be categorisation for one or more ASSIGNMENT

ASSIGNMENT

Change to Class: New Class

ASSIGNMENT

The appointment of an EMPLOYEE to a POSITION within an ORGANISATION.

This class is also known by these names:

Context	Alias
plural	ASSIGNMENTS

Attributes of this Class are:

K ASSIGNMENT IDENTIFIER
ASSIGNMENT CONTRACTED FTE
ASSIGNMENT DAILY HOURS
ASSIGNMENT END DATE
ASSIGNMENT GROUP CODE
ASSIGNMENT JOB SHARE INDICATOR
ASSIGNMENT LAST WORKING DATE
ASSIGNMENT START DATE
ASSIGNMENT STATUS CODE
ASSIGNMENT TYPE CODE

Each ASSIGNMENT

- must be categorised in one and only one AREA OF WORK
- must be fulfilled by one and only one EMPLOYEE IN ORGANISATION
- must be classified by one and only one OCCUPATION CODE TYPE
- must be an assignment for one and only one POSITION
- may be subject of one or more ASSIGNMENT PAYSACLE POINT
- may be associated with one or more CARE GROUP APPLICABILITY
- may be defined by one or more EMPLOYMENT CONTRACT
- may be classified by one and only one FLEXIBLE WORKING PATTERN TYPE

ASSIGNMENT PAYSACLE POINT

Change to Class: New Class

ASSIGNMENT PAYSACLE POINT

A record of each PAYSACLE POINT of a PAYSACLE and PAYSACLE SPINE POINT held by an EMPLOYEE during an ASSIGNMENT.

This records the sequence of PAYSACLE POINTS awarded during an ASSIGNMENT. The first being when the appointment of the EMPLOYEE to a POSITION is made with the subsequent ones recording each change of PAYSACLE and/or PAYSACLE SPINE POINT awarded.

The ASSIGNMENT PAYSACLE POINT START DATE and ASSIGNMENT PAYSACLE POINT END DATE records the start and end dates applicable to the PAYSACLE POINT for the EMPLOYEE during the ASSIGNMENT. Where no ASSIGNMENT PAYSACLE POINT END DATE is recorded this should indicate the current PAYSACLE POINT held by the EMPLOYEE for the ASSIGNMENT.

This class is also known by these names:

Context	Alias
plural	ASSIGNMENT PAYSACLE POINTS

Attributes of this Class are:

- K ASSIGNMENT PAYSACLE POINT START DATE
- ASSIGNMENT PAYSACLE POINT END DATE

Each ASSIGNMENT PAYSACLE POINT

- K must be assignment of one and only one ASSIGNMENT
- K must be paysacle point of one and only one PAYSACLE POINT

CARE GROUP

Change to Class: New Class

CARE GROUP

A grouping of multi-disciplinary staff working together to provide care within a certain area.

The CARE GROUP classification helps to deliver patient-centred care by designing services around the patient journey that can cut across many STAFF GROUPS.

This class is also known by these names:

Context	Alias
plural	CARE GROUPS

Attributes of this Class are:

CARE GROUP CODE
CARE GROUP NAME

Each CARE GROUP

may be group for one or more CARE GROUP APPLICABILITY

CARE GROUP APPLICABILITY

Change to Class: New Class

CARE GROUP APPLICABILITY

An association of a CARE GROUP CODE of a CARE GROUP with a POSITION or an ASSIGNMENT of an EMPLOYEE.

For a POSITION, work may either be dedicated to a single CARE GROUP or split between CARE GROUPS.

For an EMPLOYEE it identifies the CARE GROUPS covered by all the ASSIGNMENTS of the EMPLOYEE.

This class is also known by these names:

Context	Alias
plural	CARE GROUP APPLICABILITIES

This class has no attributes.

Each CARE GROUP APPLICABILITY

must be care group associated with one and only one ASSIGNMENT
or must be care group associated with one and only one POSITION
must be allocation to one and only one CARE GROUP

CARE PROFESSIONAL ORGANISATION

Change to Class: Change to Attributes

Attributes of this Class are:

CARE PROFESSIONAL SERVICE TYPE
GENERAL OPHTHALMIC COUNCIL NUMBER END DATE
GENERAL OPHTHALMIC COUNCIL NUMBER START DATE
GRADE OF RESPONSIBLE HCP

~~JOB SHARE INDICATOR~~
LOCAL CARE PROFESSIONAL IDENTIFIER
LOCUM INDICATOR
SPECIALIST HIV SKILLS AVAILABLE
SPECIALIST REGISTRAR FLAG

EMPLOYEE

Change to Class: Change to Description

~~A named individual who has one or more contracts of employment with an employing ORGANISATION.~~

A named individual who has one or more EMPLOYMENT CONTRACTS with an employing ORGANISATION.

This class is also known by these names:

Context	Alias
plural	EMPLOYEES

EMPLOYEE

Change to Class: Change to Attributes

Attributes of this Class are:

K EMPLOYEE NHS IDENTIFIER
EMPLOYEE DISABILITY STATUS CODE
EMPLOYEE HESA STUDENT NUMBER
EMPLOYEE INTERNATIONAL RECRUIT INDICATOR
EMPLOYEE LEARNING ACCOUNT START DATE
EMPLOYEE LOCAL IDENTIFIER
EMPLOYEE NATIONAL TRAINING NUMBER
EMPLOYEE RESIDENCY STATUS
EMPLOYEE WORK PERMIT END DATE

EMPLOYEE

Change to Class: Change to Relationships

Each EMPLOYEE

must be employed as one or more EMPLOYEE IN ORGANISATION
must be designated as one and only one PERSON
may be reviewed by one or more APPRAISAL REVIEW
may be subject to one or more EMPLOYEE ABSENCE
may be subject to one or more EMPLOYEE PLAN
may be holder of one or more EMPLOYEE QUALIFICATION
may be supervised by one or more EMPLOYEE SUPERVISOR
may be holder of one or more EMPLOYMENT CONTRACT
may be subject of one or more EMPLOYMENT HISTORY
may be participating in one or more TRAINING ACTIVITY

EMPLOYEE ABSENCE

Change to Class: New Class

EMPLOYEE ABSENCE

A period of time an EMPLOYEE is not present for contracted work.

EMPLOYEE ABSENCE CATEGORY CODE provides the high level classification of the reason for absence with certain EMPLOYEE ABSENCE CATEGORY CODES being further classified by EMPLOYEE ABSENCE TYPE CODE.

This class is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCES

Attributes of this Class are:

- K EMPLOYEE ABSENCE CATEGORY CODE
- K EMPLOYEE ABSENCE START DATE
- EMPLOYEE ABSENCE END DATE
- EMPLOYEE ABSENCE IDENTIFIER
- EMPLOYEE ABSENCE SICKNESS REASON CODE
- EMPLOYEE ABSENCE TYPE CODE
- EMPLOYEE ABSENCE WORKING HOURS LOST

Each EMPLOYEE ABSENCE

- K must be an absence for one and only one EMPLOYEE

EMPLOYEE IN ORGANISATION

Change to Class: Change to Description

An EMPLOYEE with a contractual link to an ORGANISATION. An EMPLOYEE with one or more EMPLOYMENT CONTRACTS with an employing ORGANISATION.

This class is also known by these names:

Context	Alias
plural	EMPLOYEES IN ORGANISATIONS

EMPLOYEE IN ORGANISATION

Change to Class: Change to Attributes

~~This class has no attributes.~~ Attributes of this Class are:

- K EMPLOYEE LOCAL IDENTIFIER

EMPLOYEE IN ORGANISATION

Change to Class: Change to Relationships

Each EMPLOYEE IN ORGANISATION

- K must be employment of one and only one EMPLOYEE
 - K must be employed by one and only one ORGANISATION
 - may be appointed to one or more ASSIGNMENT
-

EMPLOYEE PLAN

Change to Class: New Class

EMPLOYEE PLAN

A written plan related to the job role or personal development of an EMPLOYEE as agreed with their employing ORGANISATION. The type of plan is recorded by EMPLOYEE PLAN TYPE CODE.

A Consultant Job Plan should reflect current work time commitments such as fixed clinical session, and the agreed responsibilities and objectives of the EMPLOYEE.

A Personal Development Plan should aim to develop the EMPLOYEE and identify training and development needs, and learning requirements, with measurable outcomes. The plan should be developed from an agreed local or national appraisal and performance review process.

Each EMPLOYEE PLAN should be reviewed at least annually, but may be reviewed more frequently. Each review should be recorded by an APPRAISAL REVIEW with the APPRAISAL REVIEW PLANNED DATE indicating when the review should take place.

There should be only one EMPLOYEE PLAN of each EMPLOYEE PLAN TYPE CODE active within an ORGANISATION at any one time. For an EMPLOYEE who has ASSIGNMENTS within more than one ORGANISATION at the same time then they can have an EMPLOYEE PLAN active for each ORGANISATION.

Each EMPLOYEE PLAN should have an agreed EMPLOYEE PLAN EFFECTIVE START DATE and an agreed EMPLOYEE PLAN EFFECTIVE END DATE.

This class is also known by these names:

Context	Alias
plural	EMPLOYEE PLANS

Attributes of this Class are:

- K EMPLOYEE PLAN IDENTIFIER
- EMPLOYEE PLAN EFFECTIVE END DATE
- EMPLOYEE PLAN EFFECTIVE START DATE
- EMPLOYEE PLAN END DATE
- EMPLOYEE PLAN START DATE
- EMPLOYEE PLAN TYPE CODE

Each EMPLOYEE PLAN

- K must be a plan for one and only one EMPLOYEE
- must be a plan agreed by one and only one ORGANISATION
- may be reviewed by one or more APPRAISAL REVIEW

EMPLOYEE QUALIFICATION

Change to Class: New Class

EMPLOYEE QUALIFICATION

A recognised qualification or award which is held by an EMPLOYEE; or for which an EMPLOYEE is undertaking training.

The award of an EMPLOYEE QUALIFICATION as indicated by a recorded EMPLOYEE QUALIFICATION AWARDED DATE, shows that the EMPLOYEE has successfully completed a training course, or has the necessary skills, ability, characteristics or experience that may make them suitable for a particular ASSIGNMENT or JOB ROLE according to the agreed criteria of an employing ORGANISATION.

An EMPLOYEE QUALIFICATION can be gained through formal academic and professional TRAINING ACTIVITIES as identified by QUALIFICATION TRAINING, or by other forms of structured training and supervision.

The EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE of the EMPLOYEE QUALIFICATION records the date on which the EMPLOYEE is expected to successfully complete training and attain the qualification.

This class is also known by these names:

Context	Alias
plural	EMPLOYEE QUALIFICATIONS

Attributes of this Class are:

- K EMPLOYEE QUALIFICATION EFFECTIVE START DATE
- EMPLOYEE QUALIFICATION AWARDED DATE
- EMPLOYEE QUALIFICATION EFFECTIVE END DATE
- EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE

Each EMPLOYEE QUALIFICATION

- K must be a qualification for one and only one EMPLOYEE
- K must be identified by one and only one QUALIFICATION

EMPLOYEE SUPERVISOR

Change to Class: New Class

EMPLOYEE SUPERVISOR

An association between a PERSON acting as a supervisor to an EMPLOYEE who is receiving formal on-going training in the workplace. The EMPLOYEE SUPERVISOR TYPE CODE identifies the type of supervision being provided.

The EMPLOYEE SUPERVISOR START DATE and EMPLOYEE SUPERVISOR END DATE records the start and end dates applicable to the period of supervision by the PERSON. Where no EMPLOYEE SUPERVISOR END DATE is recorded this should indicate the current EMPLOYEE SUPERVISOR being provided to an EMPLOYEE for the type

of supervision.

This class is also known by these names:

Context	Alias
plural	EMPLOYEE SUPERVISORS

Attributes of this Class are:

- K EMPLOYEE SUPERVISOR START DATE
- EMPLOYEE SUPERVISOR END DATE
- EMPLOYEE SUPERVISOR TYPE CODE

Each EMPLOYEE SUPERVISOR

- K must be supervision of one and only one EMPLOYEE
- K must be supervised by one and only one PERSON

EMPLOYMENT CONTRACT

Change to Class: New Class

EMPLOYMENT CONTRACT

A Contract between an EMPLOYEE and an ORGANISATION, specifying the terms and conditions of employment for an ASSIGNMENT.

This class is also known by these names:

Context	Alias
plural	EMPLOYMENT CONTRACTS

Attributes of this Class are:

- EMPLOYMENT CONTRACT END DATE
- EMPLOYMENT CONTRACT NATURE CODE
- EMPLOYMENT CONTRACT SESSION TYPE CODE
- EMPLOYMENT CONTRACT START DATE
- EMPLOYMENT CONTRACT TYPE CODE
- EMPLOYMENT CONTRACT WORKING HOURS
- EMPLOYMENT CONTRACT WORKING SESSIONS

Each EMPLOYMENT CONTRACT

- K must be contractual definition for one and only one ASSIGNMENT
- K must be contract for one and only one EMPLOYEE

EMPLOYMENT HISTORY

Change to Class: New Class

EMPLOYMENT HISTORY

A record of events and changes affecting an EMPLOYEE during the course of their employment with one or more ORGANISATION.

This class is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORIES

Attributes of this Class are:

EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATE
EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATE
EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE
EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR
EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR
EMPLOYMENT HISTORY LEAVING DESTINATION CODE
EMPLOYMENT HISTORY LEAVING REASON CODE
EMPLOYMENT HISTORY NHS JOINING DATE
EMPLOYMENT HISTORY NHS LEAVING DATE
EMPLOYMENT HISTORY ORGANISATION JOINING DATE
EMPLOYMENT HISTORY RECORDED DATE
EMPLOYMENT HISTORY RECORDED TIME
EMPLOYMENT HISTORY RECRUITMENT SOURCE CODE

Each EMPLOYMENT HISTORY

K must be employment event record for one and only one EMPLOYEE

FLEXIBLE WORKING PATTERN TYPE

Change to Class: New Class

FLEXIBLE WORKING PATTERN TYPE

A classification of the flexible working pattern agreed and applied to an ASSIGNMENT of an EMPLOYEE.

Flexible working schemes have been introduced to enable EMPLOYEES to balance personal interests, family and work commitments more easily. Flexible working may not be deployed by all employers or for all assignments.

This class is also known by these names:

Context	Alias
plural	FLEXIBLE WORKING PATTERN TYPES

Attributes of this Class are:

K FLEXIBLE WORK PATTERN TYPE CODE

Each FLEXIBLE WORKING PATTERN TYPE

may be flexible working pattern for one or more ASSIGNMENT

JOB ROLE

Change to Class: New Class

JOB ROLE

A description of a job role performed in a POSITION.

JOB ROLE is a sub-category of STAFF GROUP, and is also related to AREA OF WORK in order to link the job role to the area of work in which it is being performed.

This class is also known by these names:

Context	Alias
plural	JOB ROLES

Attributes of this Class are:

K JOB ROLE CODE
JOB ROLE TITLE
JOB ROLE TYPE CODE

Each JOB ROLE

must be performed as part of one and only one POSITION
must be constituent of one and only one STAFF GROUP

NATIONALITY OR RESIDENCY

Change to Class: Change to Attributes

Attributes of this Class are:

~~NATIONAL OR RESIDENT INDICATOR~~
NATIONALITY END DATE
NATIONALITY INDICATOR
NATIONALITY START DATE
RESIDENCY END DATE
RESIDENCY INDICATOR
RESIDENCY START DATE

NATIONALITY OR RESIDENCY

Change to Class: Change to Relationships

Each NATIONALITY OR RESIDENCY

K must be located in one and only one COUNTRY
~~K must be owned by one and only one PATIENT~~
K must be classifying one and only one PERSON

OCCUPATION CODE TYPE

Change to Class: New Class

OCCUPATION CODE TYPE

The standard national NHS Occupation Code for an EMPLOYEE filling a POSITION through an ASSIGNMENT.

The NHS Occupation Codes are maintained by the Health & Social Care Information Centre, on behalf of the Department of Health and can be viewed at NHS Occupation Code Manual V6 and further information on the workforce census which uses the NHS Occupation Codes can be viewed at NHS workforce census.

This class is also known by these names:

Context	Alias
plural	OCCUPATION CODE TYPES

Attributes of this Class are:

K OCCUPATION CODE
OCCUPATION CODE DESCRIPTION

Each OCCUPATION CODE TYPE

may be occupation code type for one or more ASSIGNMENT

ORGANISATION

Change to Class: Change to Description

~~One or more people with a common purpose of function (eg. a General Practice). This includes public, private or voluntary sector organisations whose activities encompass the funding or provision of health care and support services.~~ One or more people with a common purpose of function (e.g. a General Practice). This includes public, private or voluntary sector ORGANISATIONS whose activities encompass the funding or provision of health care and support services.

~~Note: A 'dummy organisation' for 'private patients' has been introduced.~~ Note: A 'dummy ORGANISATION' for 'private PATIENTS' has been introduced.

This class is also known by these names:

Context	Alias
plural	ORGANISATIONS

ORGANISATION

Change to Class: Change to Relationships

Each ORGANISATION

may be a supplier of one or more ACTIVITY
may be the originator of one or more CARE PLAN
may be the employer of one or more CARE PROFESSIONAL ORGANISATION
may be related to one or more CLINICAL INVESTIGATION SERVICE PROVIDER
may be contacted by one or more COMMUNICATION CONTACT INFORMATION
may be the operator and manager of one or more DEPARTMENT
may be the subject of one or more ELECTIVE ADMISSION LIST
may be the employer of one or more EMPLOYEE IN ORGANISATION
may be agreeing to one or more EMPLOYEE PLAN
may be the resident in one or more GEOGRAPHIC AREA
may be related to one or more GEOGRAPHIC AREA ASSOCIATION
may be the subject of one or more GMP CLAIM FOR PAYMENT OR REIMBURSEMENT
may be the recipient of one or more GMP CLAIM FOR PAYMENT OR REIMBURSEMENT
may be the payee of one or more GMP PAYMENT OR REIMBURSEMENT
may be the lead for one or more HEALTH PROGRAMME
may be the creator and updater of one or more LOCATION
may be commissioner of one or more NHS SERVICE AGREEMENT
may be playing one or more ORGANISATION ACTIVITY ROLE
may be the owner of one or more ORGANISATION DEPARTMENT
may be recorded as one or more ORGANISATION REGISTRATION
may be the second party in one or more ORGANISATION RELATIONSHIP
may be the first party in one or more ORGANISATION RELATIONSHIP
may be related to one or more ORGANISATION REPORTING PERIOD
may be operator or manager of one or more ORGANISATION SITE
may be the registered organisation for one or more PATIENT ORGANISATION
may be the issuer of the identifier of one or more PATIENT PATHWAY
may be related to one or more PERSON OR ORGANISATION ADDRESS
may be intending to provide one or more PLANNED ACTIVITY
may be controller of one or more POSITION
may be fund holder of one or more POSITION NON-NHS FUNDING
may be the place of treatment for one or more PRIOR NOTIFICATION LIST ENTRY
may be the subject of one or more PRIOR NOTIFICATION LIST FOR CYTOLOGY
may be play a role within one or more PROVIDER IN SERVICE AGREEMENT
may be qualification awarding body one or more QUALIFICATION
may be holder of one or more REGISTER
may be give one or more RIGHT OF ADMISSION
may be request one or more SERVICE REPORT
may be receive a copy of one or more SERVICE REPORT
may be issue one or more SERVICE REPORT
may be the originator of one or more SERVICE REQUEST
may be the subject of one or more SINGLE SEX ACCOMMODATION TARGET
may be provider of one or more TRAINING ACTIVITY
may be the recipient of one or more TRANSPORT REQUEST
may be the responsible owner organisation of one or more WAITING LIST
may be the receiver of one or more WRITTEN COMPLAINT

PATIENT

Change to Class: Change to Relationships

Each PATIENT

must be recorded as one and only one PERSON
may be the subject of one or more ACTIVITY
may be offered one or more APPOINTMENT OFFER

may be the subject of one or more DECISION TO ADMIT
 may be the subject of one or more DECISION TO REFER
 may be the subject of one or more ELECTIVE ADMISSION LIST ENTRY
 may be the subject of one or more LEAVE
~~may be classified by one or more NATIONALITY OR RESIDENCY~~
 may be treated out of area under one or more NHS SERVICE AGREEMENT
 may be related to one or more PATIENT CLINIC
 may be related to one or more PATIENT IN PROGRAMME STAGE
 may be the registered patient of one or more PATIENT ORGANISATION
 may be related to one or more PERSON IN PROGRAMME
 may be the subject of one or more PLANNED ACTIVITY
 may be the recipient of one or more PRESCRIPTION
 may be the subject of one or more PRIOR NOTIFICATION LIST ENTRY
 may be born as one and only one REGISTERABLE BIRTH
 may be the victim of one or more ROAD TRAFFIC ACCIDENT
 may be the subject of one or more SERVICE REQUEST
 may be the reporter of one or more WRITTEN COMPLAINT

PAYSCALE

Change to Class: New Class

PAYSCALE

A set of PAYSCALE SPINE POINTS, that forms a scale of salary or pay associated with a POSITION or an ASSIGNMENT.

This class is also known by these names:

Context	Alias
plural	PAYSCALES

Attributes of this Class are:

K PAYSCALE CODE
 PAYSCALE DESCRIPTION
 PAYSCALE TYPE

Each PAYSCALE

may be made up of one or more PAYSCALE POINT
 may be salary scale for one or more POSITION

PAYSCALE POINT

Change to Class: New Class

PAYSCALE POINT

An association which links a particular PAYSCALE to a specific PAYSCALE SPINE POINT.

This class is also known by these names:

Context	Alias
---------	-------

plural

PAYSCALE POINTS

This class has no attributes.

Each PAYSCALE POINT

- K must be contained within one and only one PAYSCALE
- K must be made up of one and only one PAYSCALE SPINE POINT
- may be payscale point for one or more ASSIGNMENT PAYSCALE POINT

PAYSCALE SPINE POINT

Change to Class: New Class

PAYSCALE SPINE POINT

A specific point related to an associated salary level or rate of pay.

PAYSCALE SPINE POINTS are set within one or more PAYSCALES to provide pay boundaries and incremental salary levels for EMPLOYEES filling POSITIONS

This class is also known by these names:

Context	Alias
plural	PAYSCALE SPINE POINTS

Attributes of this Class are:

- K PAYSCALE SPINE POINT CODE

Each PAYSCALE SPINE POINT

may be contained in one or more PAYSCALE POINT

PERSON

Change to Class: Change to Attributes

Attributes of this Class are:

- K PERSON IDENTIFIER
- DRIVER NUMBER
- NATIONAL INSURANCE NUMBER
- PASSPORT NUMBER
- PERSON BIRTH DATE
- UNIQUE PUPIL NUMBER
- UNIQUE TAX REFERENCE NUMBER
- VALUE ADDED TAX NUMBER FOR PERSON

PERSON

Change to Class: Change to Relationships

Each PERSON

must be the user of one or more PERSON NAME

may be registered as one and only one CARE PROFESSIONAL
 may be contacted via one or more COMMUNICATION CONTACT INFORMATION
 may be born in one and only one COUNTRY
 may be recorded as one or more EMPLOYEE
 may be supervisor of one or more EMPLOYEE SUPERVISOR
 may be classified by one or more NATIONALITY OR RESIDENCY
 may be registered as one and only one PATIENT
 may be the subject of one or more PERSON DEATH DETAILS
 may be related to one or more PERSON OR ORGANISATION ADDRESS
 may be the reporter of one or more PERSON PROPERTY
 may be the recorder of one or more PERSON PROPERTY
 may be the owner of one or more PERSON PROPERTY
 may be the observer of one or more PERSON PROPERTY
 may be the second party in one or more PERSON RELATIONSHIP
~~may be be the first party in one or more PERSON RELATIONSHIP~~
 may be the first party in one or more PERSON RELATIONSHIP
 may be holder of one or more PROFESSIONAL REGISTRATION

PERSON RELATIONSHIP

Change to Class: Change to Relationships

Each PERSON RELATIONSHIP

- K must be the connection of one and only one PERSON
- K must be connected to one and only one PERSON

POSITION

Change to Class: New Class

POSITION

A full-time or part-time post in an ORGANISATION authorised to be filled by an EMPLOYEE.

An ASSIGNMENT records the appointment of an EMPLOYEE to a POSITION.

In some cases one-full time post may be covered by a job sharing arrangement whereby two or more EMPLOYEES share or divide the duties and responsibilities of the POSITION. This is indicated by POSITION JOB SHARE INDICATOR for the POSITION and ASSIGNMENT JOB SHARE INDICATOR for the ASSIGNMENT.

This class is also known by these names:

Context	Alias
plural	POSITIONS

Attributes of this Class are:

- K POSITION IDENTIFIER
- POSITION BUDGETED FTE
- POSITION CONTRACTED FTE
- POSITION INTERNATIONAL RECRUITMENT INDICATOR

POSITION JOB SHARE INDICATOR
POSITION ROTA PATTERN CODE
POSITION SHIFT TYPE CODE
POSITION STATUS CODE
POSITION STATUS EFFECTIVE DATE

Each POSITION

- K must be controlled by one and only one ORGANISATION
- must be allocated one and only one PAYSACLE
- may be assignment to one or more ASSIGNMENT
- may be associated with one or more CARE GROUP APPLICABILITY
- may be require performance of one or more JOB ROLE
- may be funded by one or more POSITION NON-NHS FUNDING
- may be vacancy for one and only one POSITION VACANCY
- may be associated with one or more PROFESSIONAL REGISTRATION FOR POSITION

POSITION NON-NHS FUNDING

Change to Class: New Class

POSITION NON-NHS FUNDING

The linking of a non-NHS ORGANISATION that is responsible for funding, either wholly or partially, to a POSITION in a NHS ORGANISATION.

This class is also known by these names:

Context	Alias
plural	POSITION NON-NHS FUNDING

Attributes of this Class are:

- K POSITION NON-NHS FUNDING START DATE
- POSITION NON-NHS FUNDING CHARITABLE INDICATOR
- POSITION NON-NHS FUNDING END DATE
- POSITION NON-NHS FUNDING PERCENTAGE

Each POSITION NON-NHS FUNDING

- K must be provided funds of one and only one ORGANISATION
- K must be providing funds for one and only one POSITION

POSITION VACANCY

Change to Class: New Class

POSITION VACANCY

A full-time or part-time POSITION which is vacant in an ORGANISATION i.e. has no current ASSIGNMENT of an EMPLOYEE.

A POSITION VACANCY may be associated with a single POSITION, or it may be a bucket vacancy covering a

number of POSITIONS.

This class is also known by these names:

Context	Alias
plural	POSITION VACANCIES

Attributes of this Class are:

- K POSITION VACANCY IDENTIFIER
- POSITION VACANCY END DATE
- POSITION VACANCY FTE
- POSITION VACANCY START DATE
- POSITION VACANCY STATUS CODE

Each POSITION VACANCY

may be vacancy of one or more POSITION

PROFESSIONAL REGISTRATION

Change to Class: New Class

PROFESSIONAL REGISTRATION

PROFESSIONAL REGISTRATION is the registration of a PERSON with a PROFESSIONAL REGISTRATION BODY.

The PERSON may have several PROFESSIONAL REGISTRATION TYPES HELD recorded for a PROFESSIONAL REGISTRATION each of which will be separately identified by its PROFESSIONAL REGISTRATION TYPE. This may be due to more than one registration type being able to be held concurrently or that each registration type awarded supersedes the previous one.

The PROFESSIONAL REGISTRATION TYPE HELD EFFECTIVE START DATE and the PROFESSIONAL REGISTRATION TYPE HELD EFFECTIVE END DATE records the effective period of the PROFESSIONAL REGISTRATION TYPE HELD. Where no PROFESSIONAL REGISTRATION TYPE HELD EFFECTIVE END DATE is recorded then the PROFESSIONAL REGISTRATION TYPE HELD is still current.

In specific professions, an EMPLOYEE must have successfully completed a recognised or accredited training programme and applied to the relevant PROFESSIONAL REGISTRATION BODY in order to be registered as able to practice. This registration is recorded by a PROFESSIONAL REGISTRATION for each PROFESSIONAL REGISTRATION TYPE held by the EMPLOYEE.

A PROFESSIONAL REGISTRATION has to be maintained on a regular basis in line with the requirements of the PROFESSIONAL REGISTRATION BODY.

For certain POSITIONS within an ORGANISATION it is mandatory for the EMPLOYEE to hold a PROFESSIONAL REGISTRATION TYPE HELD of a given PROFESSIONAL REGISTRATION TYPE or from a list of PROFESSIONAL REGISTRATION TYPES (as multiple PROFESSIONAL REGISTRATION TYPES may be acceptable for the POSITION).

This class is also known by these names:

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Context	Alias
plural	PROFESSIONAL REGISTRATIONS

Attributes of this Class are:

- K PROFESSIONAL REGISTRATION ENTRY IDENTIFIER
- PROFESSIONAL REGISTRATION DATE
- PROFESSIONAL REGISTRATION EXPIRY DATE
- PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE

Each PROFESSIONAL REGISTRATION

- K must be a registration held by one and only one PERSON
- K must be a registration held by one and only one REGISTER
- may be a registration with one or more PROFESSIONAL REGISTRATION TYPE HELD

PROFESSIONAL REGISTRATION BODY

Change to Class: New Class

PROFESSIONAL REGISTRATION BODY

A subtype of ORGANISATION.

A PROFESSIONAL REGISTRATION BODY administers the registration of a PERSON who is a CARE PROFESSIONAL or other professional, to enable them to practice their profession. For example a Regulatory Body, such as the General Medical Council etc.

In specific professions, an EMPLOYEE must have successfully completed a recognised or accredited training programme and applied to the relevant PROFESSIONAL REGISTRATION BODY in order to be registered as able to practice. This registration is recorded by a PROFESSIONAL REGISTRATION for each PROFESSIONAL REGISTRATION TYPE held by the EMPLOYEE.

A PROFESSIONAL REGISTRATION has to be maintained on a regular basis in line with the requirements of the PROFESSIONAL REGISTRATION BODY.

For certain POSITIONS within an ORGANISATION it is mandatory for the EMPLOYEE to hold a PROFESSIONAL REGISTRATION TYPE HELD of a given PROFESSIONAL REGISTRATION TYPE or from a list of PROFESSIONAL REGISTRATION TYPES (as multiple PROFESSIONAL REGISTRATION TYPES may be acceptable for the POSITION).

This class is also known by these names:

Context	Alias
plural	PROFESSIONAL REGISTRATION BODIES

Attributes of this Class are:

- K PROFESSIONAL REGISTRATION BODY CODE

This class has no relationships.

PROFESSIONAL REGISTRATION FOR POSITION

Change to Class: New Class

PROFESSIONAL REGISTRATION FOR POSITION

A recognised PROFESSIONAL REGISTRATION a PERSON must hold in order to be considered suitable for a POSITION.

In specific professions, an EMPLOYEE must have successfully completed a recognised or accredited training programme and applied to the relevant PROFESSIONAL REGISTRATION BODY in order to be registered as able to practice. This registration is recorded by PROFESSIONAL REGISTRATION and a PROFESSIONAL REGISTRATION TYPE HELD for each PROFESSIONAL REGISTRATION TYPE held by the EMPLOYEE.

A PROFESSIONAL REGISTRATION has to be maintained on a regular basis in line with the requirements of the PROFESSIONAL REGISTRATION BODY.

For certain POSITIONS within an ORGANISATION it is mandatory for the EMPLOYEE to hold a PROFESSIONAL REGISTRATION TYPE HELD of a given PROFESSIONAL REGISTRATION TYPE or from a list of PROFESSIONAL REGISTRATION TYPES (as multiple PROFESSIONAL REGISTRATION TYPES may be acceptable for the POSITION).

This class is also known by these names:

Context	Alias
plural	PROFESSIONAL REGISTRATIONS FOR POSITION

This class has no attributes.

Each PROFESSIONAL REGISTRATION FOR POSITION

K must be registration type associated with one and only one POSITION

K must be registration type of one and only one PROFESSIONAL REGISTRATION TYPE

PROFESSIONAL REGISTRATION TYPE

Change to Class: New Class

PROFESSIONAL REGISTRATION TYPE

Classifies the type of PROFESSIONAL REGISTRATION TYPE HELD of a PROFESSIONAL REGISTRATION for a REGISTER of a PROFESSIONAL REGISTRATION BODY.

It also classifies the type of a PROFESSIONAL REGISTRATION FOR POSITION.

This class is also known by these names:

Context	Alias
plural	PROFESSIONAL REGISTRATION TYPES

Attributes of this Class are:

K PROFESSIONAL REGISTRATION TYPE CODE

Each PROFESSIONAL REGISTRATION TYPE

K must be a registration type for one and only one REGISTER
may be registration type associated with one or more PROFESSIONAL REGISTRATION FOR POSITION
may be registration type associated with one or more PROFESSIONAL REGISTRATION TYPE HELD

PROFESSIONAL REGISTRATION TYPE HELD

Change to Class: New Class

PROFESSIONAL REGISTRATION TYPE HELD

The PROFESSIONAL REGISTRATION TYPE of a PROFESSIONAL REGISTRATION held by a PERSON.

The PERSON may have several PROFESSIONAL REGISTRATION TYPES recorded for a PROFESSIONAL REGISTRATION. This may be due to more than one registration type being able to be held concurrently or that each registration type awarded supersedes the previous one.

The PROFESSIONAL REGISTRATION TYPE HELD EFFECTIVE START DATE and the PROFESSIONAL REGISTRATION TYPE HELD EFFECTIVE END DATE records the effective period of the PROFESSIONAL REGISTRATION TYPE HELD. Where no PROFESSIONAL REGISTRATION TYPE HELD EFFECTIVE END DATE is recorded then the PROFESSIONAL REGISTRATION TYPE HELD is still current.

This class is also known by these names:

Context	Alias
plural	PROFESSIONAL REGISTRATION TYPES HELD

Attributes of this Class are:

K PROFESSIONAL REGISTRATION TYPE HELD EFFECTIVE START DATE
PROFESSIONAL REGISTRATION TYPE HELD EFFECTIVE END DATE

Each PROFESSIONAL REGISTRATION TYPE HELD

K must be registration of one and only one PROFESSIONAL REGISTRATION
K must be registration type of one and only one PROFESSIONAL REGISTRATION TYPE

QUALIFICATION

Change to Class: New Class

QUALIFICATION

A recognised qualification or award of an ORGANISATION which can be held by an EMPLOYEE; or for which training can be undertaken.

The qualification or award can be gained through formal academic and professional TRAINING ACTIVITIES as identified by QUALIFICATION TRAINING or by other forms of structured training and supervision.

This class is also known by these names:

Context	Alias
plural	QUALIFICATIONS

Attributes of this Class are:

- K QUALIFICATION TYPE CODE
- QUALIFICATION SUBJECT AREA CODE
- QUALIFICATION TITLE

Each QUALIFICATION

- K must be awarded by one and only one ORGANISATION
- may be a qualification awarded for one or more EMPLOYEE QUALIFICATION
- may be achieved through one or more QUALIFICATION TRAINING

QUALIFICATION TRAINING

Change to Class: New Class

QUALIFICATION TRAINING

An association between a QUALIFICATION and a TRAINING ACTIVITY to achieve it.

This class is also known by these names:

Context	Alias
plural	QUALIFICATION TRAINING

This class has no attributes.

Each QUALIFICATION TRAINING

- K must be training undertaken for one and only one QUALIFICATION
- K must be undertaken by one and only one TRAINING ACTIVITY

REGISTER

Change to Class: New Class

REGISTER

A REGISTER maintained by an ORGANISATION.

REGISTER REGISTRATION TYPE CODE identifies the type of registration being made to the REGISTER.

This class is also known by these names:

Context	Alias
plural	REGISTERS

Attributes of this Class are:

K REGISTER NAME
REGISTER REGISTRATION TYPE CODE

Each REGISTER

K must be a register held one and only one ORGANISATION
may be the registration holder for one or more PROFESSIONAL REGISTRATION
may be register for one or more PROFESSIONAL REGISTRATION TYPE

STAFF GROUP

Change to Class: New Class

STAFF GROUP

A high level classification for grouping JOB ROLES.

This class is also known by these names:

Context	Alias
plural	STAFF GROUPS

Attributes of this Class are:

K STAFF GROUP CODE
STAFF GROUP NAME
STAFF GROUP STANDARD HOURS
STAFF GROUP STANDARD SESSIONS

Each STAFF GROUP

may be consisting of one or more JOB ROLE
may be classifying staff group for one or more TRAINING ACTIVITY

TRAINING ACTIVITY

Change to Class: New Class

TRAINING ACTIVITY

An activity or event that can be attended or undertaken by an EMPLOYEE to improve their skills or knowledge.

A TRAINING ACTIVITY may be a formal course, seminar, workshop, on-line/CBT product, etc, that is seen to deliver a recognised and measurable result, in terms of a formal qualification, award, or the increased competence of an EMPLOYEE to perform work tasks.

This class is also known by these names:

Context	Alias
plural	TRAINING ACTIVITIES

Attributes of this Class are:

- TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNT
- TRAINING ACTIVITY ACTUAL COMPLETION DATE
- TRAINING ACTIVITY ASSESSOR TYPE CODE
- TRAINING ACTIVITY COMPLETION DATE CHANGE REASON
- TRAINING ACTIVITY DELIVERY METHOD TYPE CODE
- TRAINING ACTIVITY NAME
- TRAINING ACTIVITY PLANNED COMPLETION DATE
- TRAINING ACTIVITY START DATE
- TRAINING ACTIVITY TYPE CODE

Each TRAINING ACTIVITY

- K must be attended by one and only one EMPLOYEE
- K must be provided by one and only one ORGANISATION
- may be training contributor towards one or more QUALIFICATION TRAINING
- may be training associated with one and only one STAFF GROUP

APPRAISAL REVIEW DATE

Change to Attribute: New Attribute

APPRAISAL REVIEW DATE

The date on which an APPRAISAL REVIEW for an EMPLOYEE takes place.

This attribute is also known by these names:

Context	Alias
plural	APPRAISAL REVIEW DATES

APPRAISAL REVIEW PLANNED DATE

Change to Attribute: New Attribute

APPRAISAL REVIEW PLANNED DATE

The planned review date for an APPRAISAL REVIEW.

This attribute is also known by these names:

Context	Alias
plural	APPRAISAL REVIEW PLANNED DATES

APPRAISAL REVIEW TYPE CODE

Change to Attribute: New Attribute

APPRAISAL REVIEW TYPE CODE

The type of APPRAISAL REVIEW.

National Codes:

- 01 Personal development review
- 02 Performance review

This attribute is also known by these names:

Context	Alias
plural	APPRAISAL REVIEW TYPE CODES

AREA OF WORK NAME

Change to Attribute: New Attribute

AREA OF WORK NAME

The name of an AREA OF WORK.

An AREA OF WORK is an area, function or specialty where work activity takes place.

AREAS OF WORK are categorised into three hierarchical levels. Each Primary value is included in the list of Secondary values, and each Secondary value is included in the list of Tertiary values.

The **Primary** AREA OF WORK is a high level grouping of clinical specialties e.g. Medicine, Surgery, Psychiatry; or support functions e.g. Estates, Facilities; or other broad grouping e.g. Primary Care, Clinical Support.

The **Secondary** AREA OF WORK includes each recognised clinical specialty, e.g. Neurology, Ophthalmology; other values identify major areas e.g. Outpatients or functions e.g. Catering, Finance, Pharmacy, where work is undertaken.

The **Tertiary** AREA OF WORK includes each clinical sub-specialty recognised by the Postgraduate Medical Education and Training Board (PMETB) e.g. Metabolic Medicine; other values identify subsidiary work areas or functions where work is undertaken.

Note that this is essentially Electronic Staff Record (ESR) terminology to facilitate Workforce planning, and has no direct connection to Primary care, Secondary Care, Intermediate Care, etc.

National Codes:

Medicine	Medicine	Vascular Medicine
		Clinical Embryology
	General Medicine	General Medicine
		Acute Medicine
	Paediatrics	Paediatrics
		Paediatric Community Child Health
		Paediatric Endocrinology
		Paediatric Gastroenterology
		Paediatric Infectious Diseases and Immunology
		Paediatric Clinical Pharmacology
		Paediatric Intensive Care Medicine
		Paediatric Nephrology
		Paediatric Neurology
		Paediatric Neonatal Medicine
		Paediatric Oncology
		Paediatric Respiratory Medicine
		Paediatric Rheumatology
	Infectious Diseases	Infectious Diseases
	Respiratory Medicine	Respiratory Medicine
		Respiratory Physiology
		Sleep Physiology
	Dermatology	Dermatology
	Neurology	Neurology
		Autonomic Science
	Cardiology	Cardiology
		Cardiac Science
	Rheumatology	Rheumatology
	Genitourinary Medicine	Genitourinary Medicine
	Clinical Pharmacology and Therapeutics	Clinical Pharmacology and Therapeutics
	Pharmaceutical Medicine	Pharmaceutical Medicine
	Elderly Care Medicine	Elderly Care Medicine
Medical Oncology	Medical Oncology	
Clinical Physiology	Clinical Physiology	
Clinical Neurophysiology	Clinical Neurophysiology	
	Neurophysiology Measurement	
Renal Medicine	Renal Medicine	

	Renal Dialysis Technology
Endocrinology and Diabetes Mellitus	Endocrinology and Diabetes Mellitus
	Diabetes
Gastroenterology	Gastroenterology
	GI Physiology
	Endoscopy
	Hepatology
Audiological Medicine	Audiological Medicine
	Audiological Measurement
Clinical Genetics	Clinical Genetics
Clinical Cytogenetics and Molecular Genetics	Clinical Cytogenetics and Molecular Genetics
	Clinical Cytogenetics
	Molecular Genetics
Tropical Medicine	Tropical Medicine
Allergy	Allergy
Intensive Care Medicine	Intensive Care Medicine
Rehabilitation	Rehabilitation
	Intermediate Care
	Neurorehabilitation
	Stroke
Palliative Medicine	Palliative Medicine
Medical Ophthalmology	Medical Ophthalmology
Paediatric Cardiology	Paediatric Cardiology
Clinical Haematology	Clinical Haematology
Pathology	Pathology
	Phlebotomy
	Blood Transfusion
	Pathology External Quality Assurance
	General Pathology
	Chemical Pathology
	Chemical Pathology
	Toxicology
	Metabolic Medicine
	Haematology
	Haematology
	Haemostasis and Thrombosis
	Histopathology
	Histopathology
	Anatomical Pathology
	Cervical Cytology
	Cytopathology
Forensic Pathology	
Neuropathology	
Paediatric Pathology	
Electron Microscopy	
Medical Microbiology and Virology	Medical Microbiology and Virology
Immunology	Immunology
Histocompatibility and	Histocompatibility and

	Immunogenetics	Immunogenetics	
Clinical Oncology	Clinical Oncology	Radiotherapy Physics	
Imaging	Clinical Radiology	Clinical Radiology	
		Ultrasound	
		CT	
		MRI	
		Mammography	
	Breast Screening	Breast Screening	
	Nuclear Medicine	Nuclear Medicine	
		Radiopharmacy	
Dental/Oral	Surgical Dentistry	Surgical Dentistry	
	Oral and Maxillofacial Surgery	Oral and Maxillofacial Surgery	
	Orthodontics	Orthodontics	
	Restorative Dentistry	Restorative Dentistry	
	Paediatric Dentistry	Paediatric Dentistry	
	Dental Health	Dental Health	
	Oral Surgery	Oral Surgery	
	Endodontics	Endodontics	
	Periodontics	Periodontics	
	Prosthodontics	Prosthodontics	
	Oral Hygiene	Oral Hygiene	
	Public Health Dentistry	Public Health Dentistry	
	Dental Technology	Dental Technology	
	Additional Dental Specialties		Additional Dental Specialties
			Oral Medicine
			Oral Microbiology
			Oral Pathology
		Dental and Maxillofacial Radiology	
Surgery	General Surgery	General Surgery	
		Head and Neck Surgery	
		Breast Surgery	
		Vascular Surgery	
	Paediatric Surgery	Paediatric Surgery	
	Otolaryngology	Otolaryngology	
	Trauma and Orthopaedic Surgery	Trauma and Orthopaedic Surgery	
	Ophthalmology		Ophthalmology
			Ophthalmic and Vision Science
	Urology	Urology	
	Plastic Surgery	Plastic Surgery	
	Cardio-thoracic Surgery		Cardio-thoracic Surgery
			Clinical Perfusion
	Neurosurgery	Neurosurgery	
	Anaesthetics	Anaesthetics	
Pain Management	Pain Management		

	Intensive Care	Intensive Care
	Stoma Care	Stoma Care
	Wound Management	Wound Management
	Operating Department	Operating Department
		Day Case Unit
Obstetrics and Gynaecology	Obstetrics and Gynaecology	Community Gynaecology
		Gynaecological Oncology
		Maternal and Fetal Medicine
		Sexual and Reproductive Medicine
		Urogynaecology
	Obstetrics	Obstetrics
	Gynaecology	Gynaecology
	Maternity	Maternity
	Neonatal Intensive Care	Neonatal Intensive Care
Psychiatry	Psychiatry of Learning Disability	Psychiatry of Learning Disability
	General Psychiatry	General Psychiatry
		Liaison Psychiatry
		Rehabilitation Psychiatry
		Substance Misuse Psychiatry
	Child and Adolescent Psychiatry	Child and Adolescent Psychiatry
	Forensic Psychiatry	Forensic Psychiatry
	Psychotherapy	Psychotherapy
		Child Psychotherapy
	Old Age Psychiatry	Old Age Psychiatry
Occupational Health	Occupational Health	Occupational Health
Primary Care	Community Health Services	Community Health Services
		Health Visiting
		District Nursing
		School Nursing
		Family Planning
		Learning Disabilities
		Community Mental Health
	NHS Direct	NHS Direct
	General Practice	General Practice
	Walk-in Centre	Walk-in Centre
	Primary Care	Marie Curie Nursing
		MacMillan Nursing
Public Health Medicine	Health Promotion	Health Promotion
		Teenage Pregnancy
Clinical Support	Clinical Support	Child Protection
		Substance Abuse
		Tissue Banking
		Audiological Science
		Gastro-intestinal Physiology
		Urodynamics
		Vascular Technology

		Maxillofacial Prosthetics and Technology
	Outpatients	Outpatients
	Cancer Support	Cancer Support
	Chiropody/Podiatry	Chiropody/Podiatry
	Dietetics	Dietetics
	Occupational Therapy	Occupational Therapy
	Orthoptics/Optics	Orthoptics/Optics
	Ophthalmic and Vision Science	Ophthalmic and Vision Science
	Physiotherapy	Physiotherapy
	Art/Music/Drama Therapy	Art/Music/Drama Therapy
		Art Therapy
		Drama Therapy
		Music Therapy
	Speech and Language Therapy	Speech and Language Therapy
	Ambulance Services	Ambulance Services
		Emergency Services
		Emergency Control
		Patient Transport Services
	Prosthetics and Orthotics	Prosthetics and Orthotics
	Social Services	Social Services
	Complementary Medicine/Therapy	Complementary Medicine/Therapy
	Counselling	Counselling
	Clinical Psychology	Clinical Psychology
	Health Records	Health Records
		Clinical Coding
	Chaplaincy	Chaplaincy
	Voluntary Services	Voluntary Services
	Medical Illustration	Medical Illustration
	Medical Physics	Medical Physics
		Clinical Measurement
		Medical Physics Computing
		Radiation Protection and Monitoring
		Diagnostic Radiology Support
	Clinical Engineering	Clinical Engineering
		Electronics and Biomedical Engineering
		Biomechanical Engineering
		Medical Engineering Design
		Rehabilitation Engineering
	Sterile Services	Sterile Services
	Pharmacy	Pharmacy
General Acute	General Acute	Private Patients
		Bank
		Nights
	Accident and Emergency	Accident and Emergency

		Paediatric Accident and Emergency
	Intensive Care	Intensive Care
		Critical Care Technology
Estates	Building Services	Building Services
	Engineering	Engineering
	Grounds and Gardens	Grounds and Gardens
Facilities	Catering	Catering
		Dining Room
		Kitchen
	Domestic Services	Domestic Services
	Portering Services	Portering Services
	Security	Security
	Transport	Transport
	Linen Services	Linen Services
		Laundry
		Sewing Room
	Telephone Services	Telephone Services
	Health and Safety	Health and Safety
	Staff Facilities	Staff Facilities
Corporate	Corporate	Legal
		Communication
	Administration	Administration
	Clinical Governance	Clinical Governance
		Patient Safety
		Quality and Patient Care
		Clinical Audit
		Health Advocacy
	Performance Management	Performance Management
	Service Planning	Service Planning
	Finance	Finance
		Audit
		Financial Services
		Financial Management
		Payroll
	Human Resources	Human Resources
		Medical Staffing
		Training
	Education	Education
	Research and Development	Research and Development
	Information and Communication Technology	Information and Communication Technology
	Information Services	Information Services
		Library Services
	Purchasing and Supplies	Purchasing and Supplies

This attribute is also known by these names:

Context	Alias
plural	AREA OF WORK NAMES

ASSIGNMENT CONTRACTED FTE

Change to Attribute: New Attribute

ASSIGNMENT CONTRACTED FTE

The Full Time Equivalent (FTE) for an ASSIGNMENT of an EMPLOYEE to a POSITION based upon the STAFF GROUP of the JOB ROLE for the POSITION.

Where the standard working week for the EMPLOYEE is expressed in EMPLOYMENT CONTRACT WORKING HOURS per week, it is calculated as follows:

$$\text{EMPLOYMENT CONTRACT WORKING HOURS} / \text{STAFF GROUP STANDARD HOURS}$$

for example, if contracted working hours per week is 20 and the STAFF GROUP STANDARD HOURS is 37.5 per week, then $20 / 37.5$ gives an ASSIGNMENT CONTRACTED FTE of 0.53

Where the standard working week for the EMPLOYEE is expressed in EMPLOYMENT CONTRACT WORKING SESSIONS per week, it is calculated as follows:

$$\text{EMPLOYMENT CONTRACT WORKING SESSIONS} / \text{STAFF GROUP STANDARD SESSIONS}$$

for example, if contracted working sessions per week is 5 and the STAFF GROUP STANDARD SESSIONS is 11 per week, then $5 / 11$ gives an ASSIGNMENT CONTRACTED FTE of 0.45.

Should the EMPLOYMENT CONTRACT WORKING HOURS or EMPLOYMENT CONTRACT WORKING SESSIONS; or the STAFF GROUP STANDARD HOURS or STAFF GROUP STANDARD SESSIONS change then ASSIGNMENT CONTRACTED FTE should be recalculated to reflect the new values.

Although the value this attribute is recording is derivable if needed in any subsequent data analyses, it is more convenient for the abstracting of data if this is a recorded value rather than requiring a calculation based upon other attributes when abstraction takes place.

This attribute is also known by these names:

Context	Alias
plural	ASSIGNMENT CONTRACTED FTES

ASSIGNMENT DAILY HOURS

Change to Attribute: New Attribute

ASSIGNMENT DAILY HOURS

The number of hours per day required for the fulfilment of an ASSIGNMENT.

This attribute is also known by these names:

Context	Alias
plural	ASSIGNMENT DAILY HOURS

ASSIGNMENT END DATE

Change to Attribute: New Attribute

ASSIGNMENT END DATE

The date on which an ASSIGNMENT of an EMPLOYEE to a POSITION ends.

This attribute is also known by these names:

Context	Alias
plural	ASSIGNMENT END DATES

ASSIGNMENT GROUP CODE

Change to Attribute: New Attribute

ASSIGNMENT GROUP CODE

A classification for Non-Medical workforce to identify an EMPLOYEE as to whether they are GP Practice or NHS Direct staff for Non-Medical Workforce Census purposes.

National Codes:

- A GP Practice staff
- B NHS Direct staff

This attribute is also known by these names:

Context	Alias
plural	ASSIGNMENT GROUP CODES

ASSIGNMENT IDENTIFIER

Change to Attribute: New Attribute

ASSIGNMENT IDENTIFIER

A unique identifier of an ASSIGNMENT.

This attribute is also known by these names:

Context	Alias
plural	ASSIGNMENT IDENTIFIERS

ASSIGNMENT LAST WORKING DATE

Change to Attribute: New Attribute

ASSIGNMENT LAST WORKING DATE

The date of the last day on which an EMPLOYEE will physically work for an ORGANISATION.

The date may differ from the EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE due to annual leave, etc.

This attribute is also known by these names:

Context	Alias
plural	ASSIGNMENT LAST WORKING DATES

ASSIGNMENT PAYSACLE POINT END DATE

Change to Attribute: New Attribute

ASSIGNMENT PAYSACLE POINT END DATE

The end date applicable to an ASSIGNMENT PAYSACLE POINT.

This attribute is also known by these names:

Context	Alias
plural	ASSIGNMENT PAYSACLE POINT END DATES

ASSIGNMENT PAYSACLE POINT START DATE

Change to Attribute: New Attribute

ASSIGNMENT PAYSACLE POINT START DATE

The start date applicable to an ASSIGNMENT PAYSACLE POINT.

This attribute is also known by these names:

Context	Alias
plural	ASSIGNMENT PAYSACLE POINT START DATES

ASSIGNMENT START DATE

Change to Attribute: New Attribute

ASSIGNMENT START DATE

The date on which an ASSIGNMENT of an EMPLOYEE to a POSITION starts.

This attribute is also known by these names:

Context	Alias
plural	ASSIGNMENT START DATES

ASSIGNMENT STATUS CODE

Change to Attribute: New Attribute

ASSIGNMENT STATUS CODE

The classification of the ASSIGNMENT, in terms of the nature of the POSITION and the EMPLOYEE appointed to it.

National Codes:

- 01 Acting Up
- 02 Active Assignment
- 03 Career Break
- 04 End
- 05 Internal Secondment
- 06 Maternity and Adoption
- 07 Out on External Secondment - Paid
- 08 Out on External Secondment - Unpaid
- 09 Suspend No Pay
- 10 Suspend With Pay
- 11 Terminate Assignment

- 12 Terminate Process Assignment
- 13 Widow/Widower

This attribute is also known by these names:

Context	Alias
plural	ASSIGNMENT STATUS CODES

ASSIGNMENT TYPE CODE

Change to Attribute: New Attribute

ASSIGNMENT TYPE CODE

A classification which indicates whether for the ASSIGNMENT the EMPLOYEE has a full-time or a part-time EMPLOYMENT CONTRACT.

National Codes:

- 01 Full-time
- 02 Part-time

This attribute is also known by these names:

Context	Alias
plural	ASSIGNMENT TYPE CODES

CARE GROUP CODE

Change to Attribute: New Attribute

CARE GROUP CODE

A classification of the type of CARE GROUP.

National Codes:

- 01 Elective Care
- 02 Emergency Care - Accident and Emergency
- 03 Emergency Care - Critical Care
- 04 Emergency Care - Other Emergency Care
- 05 Cancer
- 06 Mental Health
- 07 Older people services
- 08 Children and maternity - Children
- 09 Children and maternity - Young People

- 10 Children and maternity - Maternity and Gynaecology Devices
- 11 Long term conditions - Diabetes Care
- 12 Long term conditions - Renal Care
- 13 Long term conditions - Other Long Term Conditions
- 14 Coronary Hear Disease

This attribute is also known by these names:

Context	Alias
plural	CARE GROUP CODES

CARE GROUP NAME

Change to Attribute: New Attribute

CARE GROUP NAME

The name of a CARE GROUP.

This attribute is also known by these names:

Context	Alias
plural	CARE GROUP NAMES

EMPLOYEE ABSENCE CATEGORY CODE

Change to Attribute: New Attribute

EMPLOYEE ABSENCE CATEGORY CODE

A high level classification of the reason for an EMPLOYEE ABSENCE.

National Codes:

- 01 Adoption
- 02 Paternity Adoption
- 03 Paternity Birth
- 04 Annual Leave
- 05 Maternity
- 06 Sickness
- 07 Special leave
- 08 Study Leave

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCE CATEGORY CODES

EMPLOYEE ABSENCE END DATE

Change to Attribute: New Attribute

EMPLOYEE ABSENCE END DATE

The date on which an EMPLOYEE ABSENCE ended.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCE END DATES

EMPLOYEE ABSENCE IDENTIFIER

Change to Attribute: New Attribute

EMPLOYEE ABSENCE IDENTIFIER

A unique identifier of an EMPLOYEE ABSENCE.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCE IDENTIFIERS

EMPLOYEE ABSENCE SICKNESS REASON CODE

Change to Attribute: New Attribute

EMPLOYEE ABSENCE SICKNESS REASON CODE

The reason given for an EMPLOYEE ABSENCE where the EMPLOYEE ABSENCE TYPE CODE is National Code 08 'Sickness'.

The reason will normally be recorded from the certification of the sickness episode, either by the EMPLOYEE (Self certified) or by a GENERAL MEDICAL PRACTITIONER (Medical certificate).

National Codes

- 01 Cardiac Conditions
- 02 Eyes, Ears, Nose and Throat
- 03 Gastro-intestinal
- 04 Genitourinary and Female (Non-pregnant)
- 05 Infections, Anaemia, Endocrine Disorders
- 06 Malignancy
- 07 Musculo-skeletal Back
- 08 Musculo-skeletal Neck
- 09 Musculo-skeletal Other Joint, Lower Limb
- 10 Neurological
- 11 Other
- 12 Other Mental Disorders
- 13 Pregnancy Related
- 14 Psychological
- 15 Psychoses
- 16 Respiratory
- 17 RTA Severe Injury Fractures
- 18 Skin
- 19 Stress
- 20 Substance Abuse
- 21 Surgery
- 22 Upper Limb Disorders
- 99 Not Known

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCE SICKNESS REASON CODES

EMPLOYEE ABSENCE START DATE

Change to Attribute: New Attribute

EMPLOYEE ABSENCE START DATE

The date of which an EMPLOYEE ABSENCE started.

This can be the actual or the projected start date of absence.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCE START DATES

EMPLOYEE ABSENCE TYPE CODE

Change to Attribute: New Attribute

EMPLOYEE ABSENCE TYPE CODE

A sub-classification of **EMPLOYEE ABSENCE CATEGORY CODE** that further defines the reason for the **EMPLOYEE ABSENCE**.

National Codes:

- 01 Adoption
- 02 Paternity Adoption
- 03 Paternity Birth
- 04 Annual Leave Accrual 1
- 05 Annual Leave Accrual 2
- 06 Annual Leave Accrual 3
- 07 Maternity Leave
- 08 Sickness
- 09 Special Leave Decreasing Balance
- 10 Special Leave Increasing Balance
- 11 Unpaid Authorised Special Leave
- 12 Unpaid Unauthorised Special Leave
- 13 Study Leave Decreasing Balance
- 14 Study Leave Increasing Balance

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCE TYPE CODES

EMPLOYEE ABSENCE WORKING HOURS LOST

Change to Attribute: New Attribute

EMPLOYEE ABSENCE WORKING HOURS LOST

This is the number of working hours lost of an **EMPLOYEE ABSENCE**. It is based upon the **EMPLOYMENT CONTRACT WORKING HOURS** for the **ASSIGNMENT** of the **EMPLOYEE** in the period of the **EMPLOYEE ABSENCE** as recorded by the **EMPLOYEE ABSENCE START DATE** and **EMPLOYEE ABSENCE END DATE**.

Where the absence relates to staff whose contracted time is measured in **EMPLOYMENT CONTRACT WORKING SESSIONS**, then the lost working sessions should be converted into lost working hours by using the conversion factor of a session representing 3.5 hours.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCES WORKING HOURS LOST

EMPLOYEE DISABILITY STATUS CODE

Change to Attribute: New Attribute

EMPLOYEE DISABILITY STATUS CODE

An indicator to denote whether an EMPLOYEE considers whether or not they are disabled.

National Codes:

01	Yes, they consider themselves to be disabled
02	No, they do not consider themselves to be disabled
97	Not recorded
98	Not applicable
99	Not known

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE DISABILITY STATUS CODES

EMPLOYEE HESA STUDENT NUMBER

Change to Attribute: New Attribute

EMPLOYEE HESA STUDENT NUMBER

A unique identifier for every student in the Higher Education Statistics Agency (HESA) system.

The number is allocated to a student when they first commence a higher education course of study, and this transfers with them to each Higher Education Institution they subsequently attend.

Every NHS EMPLOYEE who has attended a course at a higher education institution, whether as an EMPLOYEE of the NHS or not, will have a EMPLOYEE HESA STUDENT NUMBER.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE HESA STUDENT NUMBERS

EMPLOYEE INTERNATIONAL RECRUIT INDICATOR

Change to Attribute: New Attribute

EMPLOYEE INTERNATIONAL RECRUIT INDICATOR

An indicator to denote whether or not an EMPLOYEE was recruited from outside of the United Kingdom.

National Codes:

- 01 EMPLOYEE was recruited from outside the United Kingdom
- 02 EMPLOYEE was not recruited from outside the United Kingdom

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE INTERNATIONAL RECRUIT INDICATOR

EMPLOYEE LEARNING ACCOUNT START DATE

Change to Attribute: New Attribute

EMPLOYEE LEARNING ACCOUNT START DATE

The date on which NHS Learning Account funding is paid to an EMPLOYEE.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE LEARNING ACCOUNT START DATES

EMPLOYEE LOCAL IDENTIFIER

Change to Attribute: New Attribute

EMPLOYEE LOCAL IDENTIFIER

A unique identifier for an EMPLOYEE on an ORGANISATION's Human Resources and/or Payroll system.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE LOCAL IDENTIFIERS

EMPLOYEE NATIONAL TRAINING NUMBER

Change to Attribute: New Attribute

EMPLOYEE NATIONAL TRAINING NUMBER

This item is also known as the Medical and Dental National Training Number, or the NTN/VTN/FTN Number (TN = National Training Number; VTN = Visiting Training Number (until 31/03/04); FTN = Fixed Term Training Appointment Training Number).

It is a unique identifier issued by a Postgraduate Dean to an EMPLOYEE where the EMPLOYEE has formally accepted, or commenced, a TRAINING ACTIVITY as a Specialist Registrar.

The standard format for the EMPLOYEE NATIONAL TRAINING NUMBER comprises:

- i Three characters to identify the particular Deanery (e.g. "WMD")
- ii Three digits identifying the MAIN SPECIALTY applicable to the training programme (e.g. "006")
- iii Three digits to identify the holder of the number (e.g. "324")
- iv a single character suffix to specify the Type of the number (e.g. "N" [NTN], "V" [VTN] or "F" [FTN])

Note that not all posts have NTN/VTN/FTN status. Only doctors who hold NTN or VTN approved numbers will be able to complete their formal training and be entered onto the Specialist Register, and thus be eligible to gain appointments as a CONSULTANT.

The allocation of NTN, VTN and FTN numbers reflects the numbers of training places nationally, and the allocation of those numbers to each Deanery.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE NATIONAL TRAINING NUMBERS

EMPLOYEE PLAN EFFECTIVE END DATE

Change to Attribute: New Attribute

EMPLOYEE PLAN EFFECTIVE END DATE

The date on which a EMPLOYEE PLAN for an EMPLOYEE is planned to end or expire.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE PLAN EFFECTIVE END DATES

EMPLOYEE PLAN EFFECTIVE START DATE

Change to Attribute: New Attribute

EMPLOYEE PLAN EFFECTIVE START DATE

The date on which a EMPLOYEE PLAN for an EMPLOYEE is planned to come into effect.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE PLAN EFFECTIVE START DATES

EMPLOYEE PLAN END DATE

Change to Attribute: New Attribute

EMPLOYEE PLAN END DATE

The date on which a EMPLOYEE PLAN for an EMPLOYEE ended.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE PLAN END DATE

EMPLOYEE PLAN IDENTIFIER

Change to Attribute: New Attribute

EMPLOYEE PLAN IDENTIFIER

A unique identifier of an EMPLOYEE PLAN in an ORGANISATION.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE PLAN IDENTIFIERS

EMPLOYEE PLAN START DATE

Change to Attribute: New Attribute

EMPLOYEE PLAN START DATE

The start date of an EMPLOYEE PLAN.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE PLAN START DATES

EMPLOYEE PLAN TYPE CODE

Change to Attribute: New Attribute

EMPLOYEE PLAN TYPE CODE

A classification of the type of EMPLOYEE PLAN.

National Codes:

- 01 Consultant Job Plan
- 02 Personal Development Plan

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE PLAN TYPE CODES

EMPLOYEE QUALIFICATION AWARDED DATE

Change to Attribute: New Attribute

EMPLOYEE QUALIFICATION AWARDED DATE

The date on which an EMPLOYEE QUALIFICATION was awarded to an EMPLOYEE successfully completing a relevant TRAINING ACTIVITY or course.

This also denotes the successful completion of the TRAINING ACTIVITY.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE QUALIFICATION AWARDED DATES

EMPLOYEE QUALIFICATION EFFECTIVE END DATE

Change to Attribute: New Attribute

EMPLOYEE QUALIFICATION EFFECTIVE END DATE

The date on which an EMPLOYEE QUALIFICATION ceases to be valid or effective.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE QUALIFICATION EFFECTIVE END DATES

EMPLOYEE QUALIFICATION EFFECTIVE START DATE

Change to Attribute: New Attribute

EMPLOYEE QUALIFICATION EFFECTIVE START DATE

The date on which an EMPLOYEE QUALIFICATION for an EMPLOYEE becomes valid or effective.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE QUALIFICATION EFFECTIVE START DATES

EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE

Change to Attribute: New Attribute

EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE

The date on which an EMPLOYEE is expected to attain the EMPLOYEE QUALIFICATION for which they are training or studying.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE QUALIFICATION PLANNED COMPLETION DATES

EMPLOYEE RESIDENCY STATUS

Change to Attribute: New Attribute

EMPLOYEE RESIDENCY STATUS

An indicator denoting whether an EMPLOYEE who is not a national of the United Kingdom has the right to stay and work permanently in the UK.

National Codes:

- 01 Permanent
- 02 Temporary

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE RESIDENCY STATUSES

EMPLOYEE SUPERVISOR END DATE

Change to Attribute: New Attribute

EMPLOYEE SUPERVISOR END DATE

The date on which a PERSON ended as an EMPLOYEE SUPERVISOR providing supervision to an EMPLOYEE who is receiving formal on-going training in the workplace.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE SUPERVISOR END DATES

EMPLOYEE SUPERVISOR START DATE

Change to Attribute: New Attribute

EMPLOYEE SUPERVISOR START DATE

The date on which a PERSON commenced supervision as an EMPLOYEE SUPERVISOR providing supervision to an EMPLOYEE who is receiving formal on-going training in the workplace.

This attribute is also known by these names:

Context	Alias
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Context	Alias
plural	EMPLOYEE SUPERVISOR START DATES

EMPLOYEE SUPERVISOR TYPE CODE

Change to Attribute: New Attribute

EMPLOYEE SUPERVISOR TYPE CODE

The type of an EMPLOYEE SUPERVISOR.

This is the type of supervision the PERSON is providing to an EMPLOYEE who is receiving formal on-going training in the workplace.

National Codes:

- 01 Clinical Supervisor - the named Clinical Supervisor has ultimate clinical responsibility for patients who may be diagnosed or treated by the EMPLOYEE under supervision
- 02 Educational Supervisor - the named Educational Supervisor having educational responsibility for the EMPLOYEE in a training placement. This may or may not be the same person fulfilling the Clinical Supervisor role

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE SUPERVISOR TYPE CODES

EMPLOYEE WORK PERMIT END DATE

Change to Attribute: New Attribute

EMPLOYEE WORK PERMIT END DATE

The expiry date of a Work Permit held by an EMPLOYEE.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE WORK PERMIT END DATES

EMPLOYMENT CONTRACT END DATE

Change to Attribute: New Attribute

EMPLOYMENT CONTRACT END DATE

The date on which an EMPLOYMENT CONTRACT between an EMPLOYEE and an ORGANISATION ended.

This is the legal contract termination date.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT CONTRACT END DATES

EMPLOYMENT CONTRACT NATURE CODE

Change to Attribute: New Attribute

EMPLOYMENT CONTRACT NATURE CODE

The nature of an EMPLOYMENT CONTRACT, in terms of whether an EMPLOYEE is expected to work full-time, part-time, or some other recognised working arrangement.

Details concerning the nature of EMPLOYMENT CONTRACTS are required for both Medical and Non-medical workforce censuses.

National Codes:

Medical Census

- 01 Full-time
- 02 Part-time
- 03 Maximum Part-time
- 06 Honorary
- 07 Part-time in Community Health Service
- 09 Retainer Scheme

Non-medical Census

- 01 Full-time
- 02 Part-time
- 05 Bank
- 07 Sessional

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT CONTRACT NATURE CODES

EMPLOYMENT CONTRACT SESSION TYPE CODE

Change to Attribute: New Attribute

EMPLOYMENT CONTRACT SESSION TYPE CODE

A classification of the type of working session specified in an EMPLOYMENT CONTRACT, this only applies where EMPLOYMENT CONTRACT WORKING SESSIONS are used to express the working week.

National Codes:

01	Fixed session
02	Theatre session
97	Not recorded
99	Not known

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT CONTRACT SESSION TYPE CODES

EMPLOYMENT CONTRACT START DATE

Change to Attribute: New Attribute

EMPLOYMENT CONTRACT START DATE

The date on which an EMPLOYMENT CONTRACT between an EMPLOYEE and an ORGANISATION started.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT CONTRACT START DATES

EMPLOYMENT CONTRACT TYPE CODE

Change to Attribute: New Attribute

EMPLOYMENT CONTRACT TYPE CODE

The type of EMPLOYMENT CONTRACT applicable to an ASSIGNMENT for an EMPLOYEE.

National Codes:

01	Bank
02	Fixed Term/Temporary

- 03 Honorary
- 04 Locum
- 05 Permanent
- 06 Retainer Scheme

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT CONTRACT TYPE CODES

EMPLOYMENT CONTRACT WORKING HOURS

Change to Attribute: New Attribute

EMPLOYMENT CONTRACT WORKING HOURS

The number of hours per week an EMPLOYEE is contracted to work in an ASSIGNMENT, as specified in the EMPLOYMENT CONTRACT.

The contracted working hours also forms the basis for calculation of the Full Time Equivalent (FTE) for an ASSIGNMENT. The FTE value is calculated by dividing the EMPLOYMENT CONTRACT WORKING HOURS by the STAFF GROUP STANDARD HOURS of the STAFF GROUP for the POSITION of the ASSIGNMENT.

For example, if the STAFF GROUP STANDARD HOURS are set at 37.5 and the EMPLOYMENT CONTRACT WORKING HOURS are 20 hours per week then the FTE is calculated as: $20/37.5 = 0.53$ FTE.

Note: for certain STAFF GROUPS, the standard working week is expressed in STAFF GROUP STANDARD SESSIONS and the EMPLOYMENT CONTRACT WORKING SESSIONS per week an EMPLOYEE is contracted to work in an ASSIGNMENT, as specified in the EMPLOYMENT CONTRACT. The FTE calculation is still the same but uses the session values instead.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT CONTRACT WORKING HOURS

EMPLOYMENT CONTRACT WORKING SESSIONS

Change to Attribute: New Attribute

EMPLOYMENT CONTRACT WORKING SESSIONS

The number of sessions per week an EMPLOYEE is contracted to work in an ASSIGNMENT, as specified in the EMPLOYMENT CONTRACT

The contracted working sessions also forms the basis for calculation of the Full Time Equivalent (FTE) for an

ASSIGNMENT. The FTE value is calculated by dividing the EMPLOYMENT CONTRACT WORKING SESSIONS by the STAFF GROUP STANDARD SESSIONS of the STAFF GROUP for the POSITION of the ASSIGNMENT.

For example, if the STAFF GROUP STANDARD SESSIONS are set at 20 and the EMPLOYMENT CONTRACT WORKING SESSIONS are 10 sessions per week then the FTE is calculated as: $10/20 = 0.50$ FTE.

Note: for most STAFF GROUPS, the standard working week is expressed in STAFF GROUP STANDARD HOURS and the EMPLOYMENT CONTRACT WORKING HOURS per week an EMPLOYEE is contracted to work in an ASSIGNMENT, as specified in the EMPLOYMENT CONTRACT. The FTE calculation is still the same but uses the hours values instead.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT CONTRACT WORKING SESSIONS

EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATE

Change to Attribute: New Attribute

EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATE

The date on which continuous NHS Service began for an EMPLOYEE, with no break greater than three months.

This date is used to calculate eligibility for Occupational Maternity entitlements, some employers also use it in producing EMPLOYMENT CONTRACTS.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATES

EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATE

Change to Attribute: New Attribute

EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATE

The date on which continuous NHS Service began for an EMPLOYEE, with no break greater than 12 months.

This date is used to calculate eligibility for Redundancy and Occupational Sick Pay.

This attribute is also known by these names:

Context	Alias
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Context	Alias
plural	EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATES

EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE

Change to Attribute: New Attribute

EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE

The legal termination date of an EMPLOYEE's employment with an employing ORGANISATION.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATES

EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR

Change to Attribute: New Attribute

EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR

An indicator to denote whether or not an Exit Interview has taken place prior to an EMPLOYEE leaving employment with an NHS ORGANISATION.

National Codes:

- 01 Yes, interview was held
- 02 No, interview was not held
- 97 Not recorded
- 99 Not known

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR

EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR

Change to Attribute: New Attribute

EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR

An indicator to denote whether or not an Exit Questionnaire has been completed prior to an EMPLOYEE leaving employment with an NHS ORGANISATION.

National Codes:

- 01 Yes, questionnaire was completed
- 02 No, questionnaire was not completed
- 97 Not recorded
- 99 Not known

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR

EMPLOYMENT HISTORY LEAVING DESTINATION CODE

Change to Attribute: New Attribute

EMPLOYMENT HISTORY LEAVING DESTINATION CODE

The destination of an EMPLOYEE on termination of their employment with the NHS ORGANISATION.

The destination indicates the type of ORGANISATION to which the EMPLOYEE will go, or the type of employment the EMPLOYEE will be taking up, or whether they will cease to be employed when they leave the current NHS ORGANISATION.

National Codes:

- 01 NHS Organisation
- 02 Social Services
- 03 Private Health/Social Care
- 04 General Practice
- 05 Prison Service
- 06 Armed Forces
- 07 Education Sector
- 08 Other Public Sector
- 09 Other Private Sector
- 10 Self Employed
- 11 Abroad - EU Country
- 12 Abroad - Non EU Country
- 13 Education /Training
- 14 Return to Practice
- 15 No Employment
- 98 Unknown

This attribute is also known by these names:

Context	Alias
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plural	EMPLOYMENT HISTORY LEAVING DESTINATION CODES
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EMPLOYMENT HISTORY LEAVING REASON CODE

Change to Attribute: New Attribute

EMPLOYMENT HISTORY LEAVING REASON CODE

The reason given for an EMPLOYEE to be leaving their employment with an ORGANISATION.

The reason specifies either the EMPLOYEE's, or the Employing ORGANISATION's, reason for terminating the employment.

When the EMPLOYEE opts to retire then one of the Retirement codes should be used.

National Codes:

- 01 Death in Service
- 02 Dismissal - Capability
- 03 Dismissal - Conduct
- 04 Dismissal - Some Other Substantial Reason
- 05 Dismissal - Statutory Reason
- 06 End of Fixed Term Contract - Completion of Training Scheme
- 07 End of Fixed Term Contract - End of Work Requirement
- 08 End of Fixed Term Contract - External Rotation
- 09 End of Fixed Term Contract - Other
- 10 Initial Pension Ended
- 11 Pregnancy
- 12 Redundancy - Compulsory
- 13 Redundancy - Voluntary
- 14 Retirement - Age
- 15 Retirement - Ill Health
- 16 Voluntary Early Retirement - no Actuarial Reduction
- 17 Voluntary Early Retirement - with Actuarial Reduction
- 18 Voluntary Resignation - Adult Dependants
- 19 Voluntary Resignation - Better Reward Package
- 20 Voluntary Resignation - Child Dependants
- 21 Voluntary Resignation - Health
- 22 Voluntary Resignation - Incompatible Working Relationships
- 23 Voluntary Resignation - Lack of Opportunities
- 24 Voluntary Resignation - Other/Not Known
- 25 Voluntary Resignation - Promotion
- 26 Voluntary Resignation - Relocation
- 27 Voluntary Resignation - Work Life Balance

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY LEAVING REASON CODES

EMPLOYMENT HISTORY NHS JOINING DATE

Change to Attribute: New Attribute

EMPLOYMENT HISTORY NHS JOINING DATE

The date on which an EMPLOYEE commenced (or re-commenced) employment in the NHS. This can be with any NHS employing ORGANISATION.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY NHS JOINING DATES

EMPLOYMENT HISTORY NHS LEAVING DATE

Change to Attribute: New Attribute

EMPLOYMENT HISTORY NHS LEAVING DATE

The date on which an EMPLOYEE ceased to be employed in the NHS.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY NHS LEAVING DATES

EMPLOYMENT HISTORY ORGANISATION JOINING DATE

Change to Attribute: New Attribute

EMPLOYMENT HISTORY ORGANISATION JOINING DATE

The date on which an EMPLOYEE commenced working for an employing ORGANISATION.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY ORGANISATION JOINING DATES

EMPLOYMENT HISTORY RECORDED DATE

Change to Attribute: New Attribute

EMPLOYMENT HISTORY RECORDED DATE

The date when the EMPLOYMENT HISTORY was recorded. In a computerised system this date would be derived from the date the information was entered.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY RECORDED DATES

EMPLOYMENT HISTORY RECORDED TIME

Change to Attribute: New Attribute

EMPLOYMENT HISTORY RECORDED TIME

The time on the date when the EMPLOYMENT HISTORY was recorded. In a computerised system this time would be derived from the date and time the information was entered.

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY RECORDED TIMES

EMPLOYMENT HISTORY RECRUITMENT SOURCE CODE

Change to Attribute: New Attribute

EMPLOYMENT HISTORY RECRUITMENT SOURCE CODE

The classification of the source of recruitment of an EMPLOYEE immediately prior to joining an employing ORGANISATION.

If the EMPLOYEE has been employed, the type of employer, or 'Self Employed', is recorded.

Where the EMPLOYEE has come from abroad, whether employed or not, the source or recruitment indicates whether the respective country is within the EU or outside the EU.

Where the EMPLOYEE was not employed, the source of recruitment indicates whether the EMPLOYEE is Newly Qualified, has undertaken some other form of Education/Training, is Returning to Practice, or was otherwise not employed.

The source of recruitment does not indicate the medium used in the recruitment campaign.

National Codes:

- 01 NHS Organisation
- 02 Social Services
- 03 Private Health/Social Care
- 04 General Practice
- 05 Prison Service
- 06 Armed Forces
- 07 Education Sector
- 08 Other Public Sector
- 09 Other Private Sector
- 10 Self Employed
- 11 Abroad - EU Country
- 12 Abroad - Non EU Country
- 13 Education /Training
- 14 NQ - First Qualification
- 15 NQ - Further Qualification
- 16 Return to Practice
- 17 No Employment

This attribute is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY RECRUITMENT SOURCE CODES

FLEXIBLE WORK PATTERN TYPE CODE

Change to Attribute: New Attribute

FLEXIBLE WORK PATTERN TYPE CODE

A classification of the FLEXIBLE WORKING PATTERN TYPE agreed to and applied to an ASSIGNMENT for an EMPLOYEE.

National Codes:

- 01 Annualised Hours
- 02 Other Flexible Working
- 03 Term Time
- 04 Vacation Working
- 05 Home Working

This attribute is also known by these names:

Context	Alias
plural	FLEXIBLE WORK PATTERN TYPE CODES

JOB ROLE CODE

Change to Attribute: New Attribute

JOB ROLE CODE

A National Code for a JOB ROLE TITLE of a JOB ROLE applicable to an EMPLOYEE, as required by the National Workforce Data Set.

National Codes:

Code	Staff Group	Job Role Title
01000	Medical and Dental	
01001		Medical Director
01002		Clinical Director
01003		Professor
01004		Senior Lecturer
01005		Consultant
01006		Dental surgeon acting as Consultant
01007		Special salary scale in Public Health Medicine
01008		Associate Specialist
01009		Staff Grade
01010		Hospital Practitioner
01011		Clinical Assistant
01012		Specialist Registrar
01013		Senior House Officer
01014		House Officer - Pre-registration
01015		House Officer - Post-registration
01016		Trust Grade Doctor - House Officer level
01017		Trust Grade Doctor - SHO level
01018		Trust Grade Doctor - Specialist Registrar level
01019		Trust Grade Doctor - Career Grade level
01020		Director of Public Health
01021		Clinical Medical Officer
01022		Senior Clinical Medical Officer
01023		'Other' Community Health Service
01024		General Dental Practitioner
01025		General Medical Practitioner
01026		Salaried General Practitioner
01027		Regional Dental Officer
01028		Dental Clinical Director
01029		Dental Officer
01030		Senior Dental Officer
01031		Salaried Dental Practitioner
02000	Students	
02001		Student Nurse - Adult Branch

02002		Student Nurse - Child Branch
02003		Student Nurse - Mental Health Branch
02004		Student Nurse - Learning Disabilities Branch
02005		Student Midwife
02006		Student Health Visitor
02007		Student District Nurse
02008		Student School Nurse
02009		Student Practice Nurse
02010		Student Occupational Health Nurse
02011		Student Community Paediatric Nurse
02012		Student Community Mental Health Nurse
02013		Student Community Learning Disabilities Nurse
02014		Student Chiropodist
02015		Student Dietitian
02016		Student Occupational Therapist
02017		Student Orthoptist
02018		Student Physiotherapist
02019		Student Radiographer - Diagnostic
02020		Student Radiographer - Therapeutic
02021		Student Speech and Language Therapist
02022		Art, Music and Drama Student
02023		Student Psychotherapist
03000	Nursing and Midwifery Registered	
03001		Director of Nursing
03002		Nurse Consultant
03003		Nurse Manager
03004		Modern Matron
03005		Specialist Nurse Practitioner
03006		Sister/Charge Nurse
03007		Staff Nurse
03008		Enrolled Nurse
03009		Midwife - Consultant
03010		Midwife - Specialist Practitioner
03011		Midwife Manager
03012		Midwife - Sister/Charge Nurse
03013		Midwife
03014		Community Practitioner
03015		Community Nurse
04000	Allied Health Professionals	
04001		Art Therapist
04002		Art Therapist Consultant
04003		Art Therapist Manager
04004		Art Therapist Specialist Practitioner
04005		Chiropodist/Podiatrist
04006		Chiropodist/Podiatrist Consultant
04007		Chiropodist/Podiatrist Manager

04008	Chiropodist/Podiatrist Specialist Practitioner
04009	Dietitian
04010	Dietitian Consultant
04011	Dietitian Manager
04012	Dietitian Specialist Practitioner
04013	Drama Therapist
04014	Drama Therapist Consultant
04015	Drama Therapist Manager
04016	Drama Therapist Specialist Practitioner
04017	Multi Therapist
04018	Multi Therapist Consultant
04019	Multi Therapist Manager
04020	Multi Therapist Specialist Practitioner
04021	Music Therapist
04022	Music Therapist Consultant
04023	Music Therapist Manager
04024	Music Therapist Specialist Practitioner
04025	Occupational Therapist
04026	Occupational Therapist Consultant
04027	Occupational Therapist Manager
04028	Occupational Therapist Specialist Practitioner
04029	Orthoptist
04030	Orthoptist Consultant
04031	Orthoptist Manager
04032	Orthoptist Specialist Practitioner
04033	Orthotist
04034	Orthotist Consultant
04035	Orthotist Manager
04036	Orthotist Specialist Practitioner
04037	Paramedic
04038	Paramedic Consultant
04039	Paramedic Manager
04040	Paramedic Specialist Practitioner
04041	Physiotherapist
04042	Physiotherapist Consultant
04043	Physiotherapist Manager
04044	Physiotherapist Specialist Practitioner
04045	Prosthetist
04046	Prosthetist Consultant
04047	Prosthetist Manager
04048	Prosthetist Specialist Practitioner
04049	Radiographer - Diagnostic
04050	Radiographer - Diagnostic, Consultant
04051	Radiographer - Diagnostic, Manager
04052	Radiographer - Diagnostic, Specialist Practitioner
04053	Radiographer - Therapeutic

04054		Radiographer - Therapeutic, Consultant
04055		Radiographer - Therapeutic, Manager
04056		Radiographer - Therapeutic, Specialist Practitioner
04057		Speech and Language Therapist
04058		Speech and Language Therapist Consultant
04059		Speech and Language Therapist Manager
04050		Speech and Language Therapist Specialist Practitioner
05000	Additional Professional, Scientific and Technical	
05001		Clinical Director
05002		Optometrist
05003		Pharmacist
05004		Psychotherapist
05005		Clinical Psychologist
05006		Chaplain
05007		Social Worker
05008		Approved Social Worker
05009		Youth Worker
05010		Specialist Practitioner
05011		Practitioner
05012		Technician
05013		Osteopath
06000	Healthcare Scientists	
06001		Clinical Scientist
06002		Consultant Healthcare Scientist
06003		Biomedical Scientist
06004		Technician
06005		Therapist
07000	Additional Clinical Services	
07001		Health Care Support Worker
07002		Social Care Support Worker
07003		Home Help
07004		Healthcare Assistant
07005		Nursery Nurse
07006		Play Therapist
07007		Play Specialist
07008		Technician
07009		Technical Instructor
07010		Associate Practitioner
07011		Counsellor
07012		Helper/Assistant
07013		Dental Surgery Assistant
07014		Medical Laboratory Assistant
07015		Phlebotomist
07016		Cytoscreener

07017		Student Technician
07018		Trainee Scientist
07019		Trainee Practitioner
07020		Nursing Cadet
07021		Healthcare Cadet
07022		Pre-reg Pharmacist
07023		Assistant Psychologist
07024		Assistant Psychotherapist
07025		Call Operator
07026		Gateway Worker
07027		Support, Time, Recovery Worker
08000	Administrative and Clerical	
08001		Clerical Worker
08002		Receptionist
08003		Secretary
08004		Personal Assistant
08005		Medical Secretary
08006		Officer
08007		Manager
08009		Senior Manager
08010		Technician
08011		Accountant
08012		Librarian
08013		Interpreter
08014		Analyst
08015		Adviser
08016		Researcher
08017		Control Assistant
08018		Architect
08019		Lawyer
08020		Surveyor
08021		Chair
08022		Chief Executive
08023		Finance Director
08024		Other Executive Director
08025		Board Level director
08026		Non-executive Director
08027		Childcare Coordinator
09000	Estates and Ancillary	
09001		Support Worker
09002		Housekeeper
09003		Cook
09004		Porter
09005		Driver
09006		Telephonist
09007		Gardener/Groundsperson

09008		Technician
09009		Electrician
09010		Fitter
09011		Assistant
09012		Labourer
09013		Plumber
09014		Carpenter
09015		Bricklayer
09016		Painter/Decorator
09017		Work Analyst
09018		Chargehand
09019		Supervisor
09020		Engineer
09021		Building Officer
09022		Maintenance Craftsperson
09023		Building Craftsperson
09024		Mechanic
09025		Apprentice
10000	Supplementary Roles	
10001		Assessor
10002		Clinical Supervisor
10003		Educational Supervisor
10004		Tutor

This attribute is also known by these names:

Context	Alias
plural	JOB ROLE CODES

JOB ROLE TITLE

Change to Attribute: New Attribute

JOB ROLE TITLE

The title of a JOB ROLE .

This attribute is also known by these names:

Context	Alias
plural	JOB ROLE TITLES

JOB ROLE TYPE CODE

Change to Attribute: New Attribute

JOB ROLE TYPE CODE

The classification of the type of JOB ROLE.

National Codes:

- 01 Primary
- 02 Supplementary

This attribute is also known by these names:

Context	Alias
plural	JOB ROLE TYPE CODES

JOB SHARE INDICATOR

Change to Attribute: Change to Name

~~JOB SHARE INDICATOR~~ ASSIGNMENT JOB SHARE INDICATOR

JOB SHARE INDICATOR renamed ASSIGNMENT JOB SHARE INDICATOR

Change to Attribute: Change to Aliases

~~An indicator as to whether a PERSON is part of a job sharing arrangement.~~ An indicator to denote whether an ASSIGNMENT is subject to a Job Share Agreement whereby two or more EMPLOYEES share or divide the duties and responsibilities of a POSITION.

~~Classification:~~ *National Codes:*

- ~~a.~~ Yes
- 01 Yes, the ASSIGNMENT is subject to Job Share Agreement
- ~~b.~~ No
- 02 No, the ASSIGNMENT is not subject to Job Share Agreement
- 97 Not recorded
- 98 Not applicable
- 99 Not known

This attribute is also known by these names:

Context	Alias
plural	JOB SHARE INDICATORS
plural	ASSIGNMENT JOB SHARE INDICATORS

NATIONAL INSURANCE NUMBER

Change to Attribute: New Attribute

NATIONAL INSURANCE NUMBER

The National Insurance Number is a reference number that is issued to a PERSON by the Department for Work and Pensions (DWP)/ HM Revenue and Customs (HMRC) for participants in the National Insurance Scheme.

This attribute is also known by these names:

Context	Alias
plural	NATIONAL INSURANCE NUMBERS

NATIONALITY END DATE

Change to Attribute: New Attribute

NATIONALITY END DATE

The date on which nationality of a particular COUNTRY ended for a PERSON.

In cases where documented proof is not available, this is the date on which the PERSON declared nationality of the COUNTRY has ceased.

Where the NATIONALITY END DATE has been recorded this indicates that the PERSON can no longer be considered a national of the COUNTRY.

The date on which nationality of a particular COUNTRY started is recorded by NATIONALITY START DATE.

This attribute is also known by these names:

Context	Alias
plural	NATIONALITY END DATES

NATIONALITY INDICATOR

Change to Attribute: New Attribute

NATIONALITY INDICATOR

An indicator of the nationality status applying to a particular COUNTRY for a PERSON.

This can be used in conjunction with the RESIDENCY INDICATOR, which provides the residency status applying to the particular country, to record the nationality and/or residency status of a recorded NATIONALITY OR RESIDENCY.

National Codes:

- 01 National of the respective country at birth and still a national
- 02 National of the respective country at birth but no longer a national
- 03 National of the respective country subsequent to birth and still a national
- 04 National of the respective country subsequent to birth but no longer a national
- 97 Not recorded
- 99 Not known

NATIONALITY START DATE records the date on which nationality of a particular COUNTRY started for a PERSON. In cases where documented proof is not available, this is the date on which the PERSON declared themselves as a national of the COUNTRY in order that there 'nationality' can be recorded for a particular purpose e.g. workforce planning, clinical need etc.

NATIONALITY END DATE records the date on which nationality of a particular COUNTRY ended and should be present where National Codes 02 '*National of the respective country at birth but no longer a national*' or 04 '*National of the respective country subsequent to birth but no longer a national*' has been recorded.

This attribute is also known by these names:

Context	Alias
plural	NATIONALITY INDICATOR

NATIONALITY START DATE

Change to Attribute: New Attribute

NATIONALITY START DATE

The date on which nationality of a particular COUNTRY started for a PERSON as recorded in the NATIONALITY OR RESIDENCY.

In cases where documented proof is not available, this is the date on which the PERSON declared nationality of the COUNTRY.

A PERSON may be a national of more than one COUNTRY at the same time each instance being separately recorded by an individual NATIONALITY OR RESIDENCY.

Where the NATIONALITY END DATE has been recorded this indicates that the PERSON can no longer be considered a national of the COUNTRY.

This attribute is also known by these names:

Context	Alias

plural

NATIONALITY STARTED DATES

NATIONAL OR RESIDENT INDICATOR

Change to Attribute: DeletedDeleted

OCCUPATION CODE

Change to Attribute: New Attribute

OCCUPATION CODE

The classification of an OCCUPATION CODE TYPE for an EMPLOYEE filling a POSITION through an ASSIGNMENT.

The NHS Occupation Codes are maintained by the Health & Social Care Information Centre, on behalf of the Department of Health and can be viewed at [NHS Occupation Code Manual V6](#) and further information on the workforce census which uses the NHS Occupation Codes can be viewed at [NHS workforce census](#).

This attribute is also known by these names:

Context	Alias
plural	OCCUPATION CODES

OCCUPATION CODE DESCRIPTION

Change to Attribute: New Attribute

OCCUPATION CODE DESCRIPTION

A text description , or name, of an OCCUPATION CODE.

The NHS Occupation Codes are maintained by the Health & Social Care Information Centre, on behalf of the Department of Health and can be viewed at [NHS Occupation Code Manual V6](#) and further information on the workforce census which uses the NHS Occupation Codes can be viewed at [NHS workforce census](#).

This attribute is also known by these names:

Context	Alias
plural	OCCUPATION CODE DESCRIPTIONS

PAYSCALE CODE

Change to Attribute: New Attribute

PAYSCALE CODE

A unique identifier of a PAYSCALE.

This attribute is also known by these names:

Context	Alias
plural	PAYSCALE CODES

PAYSCALE DESCRIPTION

Change to Attribute: New Attribute

PAYSCALE DESCRIPTION

A text description, or name, for a PAYSCALE.

This attribute is also known by these names:

Context	Alias
plural	PAYSCALE DESCRIPTIONS

PAYSCALE SPINE POINT CODE

Change to Attribute: New Attribute

PAYSCALE SPINE POINT CODE

A unique identifier of a PAYSCALE SPINE POINT.

This attribute is also known by these names:

Context	Alias
plural	PAYSCALE SPINE POINT CODES

PAYSCALE TYPE

Change to Attribute: New Attribute

PAYSCALE TYPE

A classification to identify whether a PAYSCALE is associated with a national or a local negotiating body.

National Codes:

- 01 National
- 02 Local
- 97 Not recorded
- 99 Not known

This attribute is also known by these names:

Context	Alias
plural	PAYSCALE TYPES

POSITION BUDGETED FTE

Change to Attribute: New Attribute

POSITION BUDGETED FTE

The authorised Contracted Full Time Equivalent budgeted for a POSITION.

This item may also be known as the 'Authorised' or 'Planned' FTE or 'Establishment'. It describes the authorised amount of time which may be contracted for a POSITION. This may be greater than, less than or equal to 1. If related to funding, the FTE may be 'Paid' rather than 'Contracted'. Each grade, and the amount of FTE within each grade, is added together to calculate the Budgeted FTE for the block.

This attribute is also known by these names:

Context	Alias
plural	POSITION BUDGETED FTES

POSITION CONTRACTED FTE

Change to Attribute: New Attribute

POSITION CONTRACTED FTE

The Full Time Equivalent (FTE) of contracted time for a POSITION based upon the ASSIGNMENTS of all EMPLOYEES employed in the POSITION.

The EMPLOYMENT CONTRACT WORKING HOURS or EMPLOYMENT CONTRACT WORKING SESSIONS for EMPLOYEES in ASSIGNMENTS for the POSITION are aggregated and the divided by the contracted hours or sessions which would be applicable to one full time EMPLOYEE in the STAFF GROUP applicable to the POSITION. This may be equal to 1 FTE, less than 1 FTE or in certain circumstances more than 1 FTE.

Should the EMPLOYMENT CONTRACT WORKING HOURS or EMPLOYMENT CONTRACT WORKING SESSIONS for any EMPLOYEE employed in the POSITION; or the STAFF GROUP STANDARD HOURS or STAFF GROUP STANDARD SESSIONS change then POSITION CONTRACTED FTE should be recalculated to reflect the new values.

This attribute is also known by these names:

Context	Alias
plural	POSITION CONTRACTED FTE

POSITION IDENTIFIER

Change to Attribute: New Attribute

POSITION IDENTIFIER

A unique identifier of a POSITION within an ORGANISATION.

This attribute is also known by these names:

Context	Alias
plural	POSITION IDENTIFIERS

POSITION INTERNATIONAL RECRUITMENT INDICATOR

Change to Attribute: New Attribute

POSITION INTERNATIONAL RECRUITMENT INDICATOR

An indicator to denote whether or not a POSITION is suitable for recruitment outside of the United Kingdom.

National Codes:

- 01 Yes, the POSITION is suitable
- 02 No, the POSITION is not suitable
- 97 Not recorded
- 98 Not applicable
- 99 Not known

This attribute is also known by these names:

Context	Alias

plural

POSITION INTERNATIONAL RECRUITMENT INDICATOR

POSITION JOB SHARE INDICATOR

Change to Attribute: New Attribute

POSITION JOB SHARE INDICATOR

An indicator to denote whether or not a POSITION is subject to a Job Share Agreement whereby two or more EMPLOYEE share or divide the duties and responsibilities of the POSITION.

National Codes:

- 01 Yes, the POSITION is subject to Job Share Agreement
- 02 No, the POSITION is not subject to Job Share Agreement
- 97 Not recorded
- 98 Not applicable
- 99 Not known

This attribute is also known by these names:

Context	Alias
plural	POSITION JOB SHARE INDICATOR

POSITION NON-NHS FUNDING CHARITABLE INDICATOR

Change to Attribute: New Attribute

POSITION NON-NHS FUNDING CHARITABLE INDICATOR

An indicator to denote whether or not a non-NHS ORGANISATION which is partially or fully funding a POSITION in an NHS ORGANISATION, is a charitable organisation,

National Codes:

- 01 Yes
- 02 No
- 97 Not recorded
- 98 Not applicable
- 99 Not known

This attribute is also known by these names:

Context	Alias
plural	POSITION NON-NHS FUNDING CHARITABLE INDICATOR

POSITION NON-NHS FUNDING END DATE

Change to Attribute: New Attribute

POSITION NON-NHS FUNDING END DATE

The date on which non-NHS funding for a POSITION in an ORGANISATION ends, or is intended to end.

This attribute is also known by these names:

Context	Alias
plural	POSITION NON-NHS FUNDING END DATES

POSITION NON-NHS FUNDING PERCENTAGE

Change to Attribute: New Attribute

POSITION NON-NHS FUNDING PERCENTAGE

The percentage of non-NHS funding contributed by an ORGANISATION for a POSITION.

This attribute is also known by these names:

Context	Alias
plural	POSITION NON-NHS FUNDING PERCENTAGES

POSITION NON-NHS FUNDING START DATE

Change to Attribute: New Attribute

POSITION NON-NHS FUNDING START DATE

The date from which non-NHS funding for a POSITION in an ORGANISATION begins, or is intended to begin.

This attribute is also known by these names:

Context	Alias
plural	POSITION NON-NHS FUNDING START DATES

POSITION ROTA PATTERN CODE

Change to Attribute: New Attribute

POSITION ROTA PATTERN CODE

A classification for a shift rota pattern of a POSITION.

This classification is only applicable to Medical and Dental Staff.

National Codes:

01	On Call
02	Partial Shift
03	Full shift
04	24 Partial Shift
05	Hybrid

This attribute is also known by these names:

Context	Alias
plural	POSITION ROTA PATTERN CODES

POSITION SHIFT TYPE CODE

Change to Attribute: New Attribute

POSITION SHIFT TYPE CODE

The type of shift (time of day or night) which is required or agreed to be worked.

National Codes:

01	Early/Morning
02	Late/Afternoon
03	Twilight/Evening
04	Night
05	Long
98	Other

This attribute is also known by these names:

Context	Alias
plural	POSITION SHIFT TYPE CODES

POSITION STATUS CODE

Change to Attribute: New Attribute

POSITION STATUS CODE

A classification of the status of a POSITION, in terms of whether or not it is filled by an EMPLOYEE.

National Codes:

- 01 Closed
- 02 Suspended
- 03 New
- 04 Zero budget
- 05 Occupied
- 06 Vacant

This attribute is also known by these names:

Context	Alias
plural	POSITION STATUS CODES

POSITION STATUS EFFECTIVE DATE

Change to Attribute: New Attribute

POSITION STATUS EFFECTIVE DATE

The date on which a POSITION STATUS CODE came into effect for a POSITION.

This attribute is also known by these names:

Context	Alias
plural	POSITION STATUS EFFECTIVE DATES

POSITION VACANCY END DATE

Change to Attribute: New Attribute

POSITION VACANCY END DATE

The date on which an ORGANISATION stops active recruitment for the POSITION VACANCY either through a candidate accepting an offer to take-up an ASSIGNMENT to the POSITION, or through abandoning the recruitment process for the POSITION.

Note when this end date is recorded, the recorded POSITION STATUS CODE of the POSITION should also change from National Code 06 'Vacant' to the appropriate new National Code value.

This attribute is also known by these names:

Context	Alias
plural	POSITION VACANCY END DATES

POSITION VACANCY FTE

Change to Attribute: New Attribute

POSITION VACANCY FTE

The Full Time Equivalent (FTE) of contracted time for a POSITION VACANCY.

This attribute is also known by these names:

Context	Alias
plural	POSITION VACANCY FTE

POSITION VACANCY IDENTIFIER

Change to Attribute: New Attribute

POSITION VACANCY IDENTIFIER

A unique identifier of a POSITION VACANCY in an ORGANISATION.

This attribute is also known by these names:

Context	Alias
plural	POSITION VACANCY IDENTIFIERS

POSITION VACANCY START DATE

Change to Attribute: New Attribute

POSITION VACANCY START DATE

The date on which an ORGANISATION starts active recruitment for a POSITION VACANCY.

This attribute is also known by these names:

Context	Alias
plural	POSITION VACANCY START DATES

POSITION VACANCY STATUS CODE

Change to Attribute: New Attribute

POSITION VACANCY STATUS CODE

A code which denotes the status of a POSITION VACANCY where the POSITION STATUS CODE of the POSITION is National Code 06 'Vacant'.

National Codes:

01	Open
02	Approved
03	Hold
04	Pending
05	Rejected
06	Unapproved
07	Suspended
08	Terminated
09	Filled
10	Closed

This attribute is also known by these names:

Context	Alias
plural	POSITION VACANCY STATUS CODES

PROFESSIONAL REGISTRATION BODY CODE

Change to Attribute: New Attribute

PROFESSIONAL REGISTRATION BODY CODE

A code which identifies the PROFESSIONAL REGISTRATION BODY.

National Codes:

01	General Chiropractic Council
02	General Dental Council
03	General Medical Council
04	General Optical Council
05	Care Council for Wales
06	Scottish Social Services Council
07	General Social Care Council (for England)
08	Health Professions Council

- 09 Nursing and Midwifery Council
- 10 Royal Pharmaceutical Society of Great Britain
- 11 British Psychological Society
- 12 Association for Operating Department Practitioners
- 13 Association of Chartered Certified Accountants
- 14 Chartered Institute of Personnel and Development
- 15 Chartered Institute of Management Accountants

This attribute is also known by these names:

Context	Alias
plural	PROFESSIONAL REGISTRATION BODY CODES

PROFESSIONAL REGISTRATION DATE

Change to Attribute: New Attribute

PROFESSIONAL REGISTRATION DATE

The date of the current or latest membership registration of a PROFESSIONAL REGISTRATION.

This attribute is also known by these names:

Context	Alias
plural	PROFESSIONAL REGISTRATION DATES

PROFESSIONAL REGISTRATION ENTRY IDENTIFIER

Change to Attribute: New Attribute

PROFESSIONAL REGISTRATION ENTRY IDENTIFIER

The registration identifier allocated by an ORGANISATION.

Examples include:

- GENERAL DENTAL COUNCIL NUMBER;
- GENERAL MEDICAL COUNCIL (GMC) NUMBER etc;

This attribute is also known by these names:

Context	Alias

plural

PROFESSIONAL REGISTRATION ENTRY IDENTIFIERS

PROFESSIONAL REGISTRATION EXPIRY DATE

Change to Attribute: New Attribute

PROFESSIONAL REGISTRATION EXPIRY DATE

The date on which a PROFESSIONAL REGISTRATION expires or becomes invalid.

This attribute is also known by these names:

Context	Alias
plural	PROFESSIONAL REGISTRATION EXPIRY DATES

PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE

Change to Attribute: New Attribute

PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE

The date of the first membership registration of a PROFESSIONAL REGISTRATION.

This attribute is also known by these names:

Context	Alias
plural	PROFESSIONAL REGISTRATION FIRST REGISTRATION DATES

PROFESSIONAL REGISTRATION TYPE CODE

Change to Attribute: New Attribute

PROFESSIONAL REGISTRATION TYPE CODE

The classification of PROFESSIONAL REGISTRATION TYPE.

National Codes:

- 01 Association of Chartered Certified Accountants (ACCA) - Affiliate Membership
- 02 Association of Chartered Certified Accountants (ACCA) - Full Membership
- 03 Chartered Institute of Management Accountants (CIMA) - ACMA (Associate Membership)
- 04 Chartered Institute of Management Accountants (CIMA) - FCMA (Full Membership)
- 05 Chartered Institute of Management Accountants (CIMA) - Passed Finalist

- 06 Chartered Institute of Management Accountants (CIMA) - Student
- 07 Chartered Institute of Personnel and Development (CIPD) - Associate Member
- 08 Chartered Institute of Personnel and Development (CIPD) - Companion
- 09 Chartered Institute of Personnel and Development (CIPD) - Fellow
- 10 Chartered Institute of Personnel and Development (CIPD) - Graduate Member
- 11 Chartered Institute of Personnel and Development (CIPD) - Licentiate Member
- 12 Chartered Institute of Personnel and Development (CIPD) - Member
- 13 General Dental Council (GDC) - Full
- 14 General Dental Council (GDC) - Temporary
- 15 General Medical Council (GMC) - Full
- 16 General Medical Council (GMC) - Limited
- 17 General Medical Council (GMC) - Provisional
- 18 General Medical Council (GMC) - Temporary
- 19 Health Professional Council (HPC) - Arts Therapist
- 20 Health Professional Council (HPC) - Chiropodist/Podiatrist
- 21 Health Professional Council (HPC) - Clinical Scientist
- 22 Health Professional Council (HPC) - Dietitian
- 23 Health Professional Council (HPC) - Biomedical Scientist
- 24 Health Professional Council (HPC) - Occupational Therapist
- 25 Health Professional Council (HPC) - Operating Department Practitioner
- 26 Health Professional Council (HPC) - Orthoptist
- 27 Health Professional Council (HPC) - Paramedic
- 28 Health Professional Council (HPC) - Physiotherapist
- 29 Health Professional Council (HPC) - Prosthetist/Orthotist
- 30 Health Professional Council (HPC) - Radiographer
- 31 Health Professional Council (HPC) - Speech and Language Therapist
- 32 Nursing and Midwifery Council (NMC) - Midwives
- 33 Nursing and Midwifery Council (NMC) - Nurses sub-part 1
- 34 Nursing and Midwifery Council (NMC) - Nurses sub-part 2
- 35 Nursing and Midwifery Council (NMC) - Specialist Community Public Health
- 36 Nursing and Midwifery Council (NMC) - Nurses
- 37 General Social Care Council (GSCC)/Scottish Social Services Council (SSSC)/Care Council for Wales (CCW) - Social Worker

This attribute is also known by these names:

Context	Alias
plural	PROFESSIONAL REGISTRATION TYPE CODES

PROFESSIONAL REGISTRATION TYPE HELD EFFECTIVE END DATE

Change to Attribute: New Attribute

PROFESSIONAL REGISTRATION TYPE HELD EFFECTIVE END DATE

The effective end date of a PROFESSIONAL REGISTRATION TYPE HELD.

This attribute is also known by these names:

Context	Alias
---------	-------

plural

PROFESSIONAL REGISTRATION TYPE HELD EFFECTIVE END DATES

PROFESSIONAL REGISTRATION TYPE HELD EFFECTIVE START DATE

Change to Attribute: New Attribute

PROFESSIONAL REGISTRATION TYPE HELD EFFECTIVE START DATE

The effective start date of a PROFESSIONAL REGISTRATION TYPE HELD.

This attribute is also known by these names:

Context	Alias
plural	PROFESSIONAL REGISTRATION TYPE HELD EFFECTIVE START DATES

QUALIFICATION SUBJECT AREA CODE

Change to Attribute: New Attribute

QUALIFICATION SUBJECT AREA CODE

A broad classification of the category of a QUALIFICATION.

National Codes:

- 01 Academic subjects at a high level, for example Mathematics
- 02 Specialties and sub-specialties recognised by the Postgraduate Medical Education and Training Board (PMETB) for specialist training
- 03 The recognised branches of training for Nurses or Midwives

This attribute is also known by these names:

Context	Alias
plural	QUALIFICATION SUBJECT AREA CODES

QUALIFICATION TITLE

Change to Attribute: New Attribute

QUALIFICATION TITLE

The title or name of a QUALIFICATION.

This attribute is also known by these names:

Context	Alias
plural	QUALIFICATION TITLES

QUALIFICATION TYPE CODE

Change to Attribute: New Attribute

QUALIFICATION TYPE CODE

The type of QUALIFICATION of an EMPLOYEE QUALIFICATION held or for an EMPLOYEE undertaking training, it is the classification of the type and level of an EMPLOYEE QUALIFICATION for which training is being undertaken as identified by a QUALIFICATION TRAINING.

National Codes:

- 01 A/S Level
- 02 A Level
- 03 Certificate
- 04 Certificate of Completion of Training (CCT) - Specialist Training
- 05 Foundation Degree
- 06 Further Medical
- 07 Further Professional
- 08 GCSE
- 09 Certificate of Completion of Training (CCT) - General Practitioner Training
- 10 Higher National Diploma (HND)
- 11 Bachelors Degree
- 12 Bachelors Degree Hons
- 13 Diploma
- 14 English National Board (ENB)
- 15 European Computer Driving Licence (ECDL)
- 16 Ordinary National Diploma (OND)
- 17 Higher National Certificate (HNC)
- 18 Ordinary National Certificate (ONC)
- 19 Post Graduate Diploma
- 20 Masters Degree
- 21 S/NVQ - Level 1
- 22 S/NVQ - Level 2
- 23 S/NVQ - Level 3
- 24 S/NVQ - Level 4
- 25 S/NVQ - Level 5
- 26 S/NVQ - Other
- 27 O Level
- 28 Certificate in Secondary Education (CSE)
- 29 PhD
- 30 GNVQ
- 98 Other

This attribute is also known by these names:

Context	Alias
plural	QUALIFICATION TYPE CODES

REGISTER NAME

Change to Attribute: New Attribute

REGISTER NAME

The name of a REGISTER maintained by an ORGANISATION.

Examples of REGISTER NAME are:

- "List of Registered Medical Practitioners" - General Medical Council;
- "Dentists Register" - General Dental Council etc.

This attribute is also known by these names:

Context	Alias
plural	REGISTER NAMES

REGISTER REGISTRATION TYPE CODE

Change to Attribute: New Attribute

REGISTER REGISTRATION TYPE CODE

A classification which identifies the type of registration of a REGISTER.

National Codes:

- 01 Care Professional Registration
- 02 Other Professional Registration

This attribute is also known by these names:

Context	Alias
plural	REGISTER REGISTRATION TYPE CODES

RESIDENCY END DATE

Change to Attribute: New Attribute

RESIDENCY END DATE

The date on which residency of a particular COUNTRY ended for a PERSON as recorded in the NATIONALITY OR RESIDENCY.

In cases where documented proof is not available, this is the date on which the PERSON declared residency of the COUNTRY has ceased.

Where the RESIDENCY END DATE has been recorded this indicates that the PERSON can no longer be considered a resident of the COUNTRY.

This attribute is also known by these names:

Context	Alias
plural	RESIDENCY END DATE

RESIDENCY INDICATOR

Change to Attribute: New Attribute

RESIDENCY INDICATOR

An indicator of the residency status applying to a particular COUNTRY for a PERSON.

This can be used in conjunction with NATIONALITY INDICATOR, which provides the nationality status applying to the particular country, to record the nationality and/or residency status of a recorded NATIONALITY OR RESIDENCY.

National Codes:

- 01 Resident of the respective country
- 02 Resident of the respective country but normally resident elsewhere
- 03 No longer resident of the respective country
- 97 Not recorded
- 99 Not known

RESIDENCY START DATE records the date on which residency of a particular COUNTRY started for a PERSON.

RESIDENCY END DATE records the date on which residency of a particular COUNTRY ended and should be present where National Code 02 'No longer resident of the respective country' has been recorded.

This attribute is also known by these names:

Context	Alias
plural	RESIDENCY INDICATOR

RESIDENCY START DATE

Change to Attribute: New Attribute

RESIDENCY START DATE

The date on which residency of a particular COUNTRY started for a PERSON as recorded in the NATIONALITY OR RESIDENCY.

In cases where documented proof is not available, this is the date on which the PERSON declared residency of the COUNTRY.

Where the RESIDENCY END DATE has been recorded this indicates that the PERSON can no longer be considered a resident of the COUNTRY.

This attribute is also known by these names:

Context	Alias
plural	RESIDENCY START DATES

STAFF GROUP CODE

Change to Attribute: New Attribute

STAFF GROUP CODE

A grouping of related JOB ROLES.

National Codes:

- 01 Medical and Dental
- 02 Students
- 03 Nursing and Midwifery Registered
- 04 Allied Health Professionals
- 05 Additional Professional Scientific and Technical
- 06 Healthcare Scientists
- 07 Additional Clinical Services
- 08 Administrative and Clerical
- 09 Estates and Ancillary
- 10 Supplementary Roles

This attribute is also known by these names:

Context	Alias
plural	STAFF GROUP CODES

STAFF GROUP NAME

Change to Attribute: New Attribute

STAFF GROUP NAME

The name of a STAFF GROUP.

This attribute is also known by these names:

Context	Alias
plural	STAFF GROUP NAMES

STAFF GROUP STANDARD HOURS

Change to Attribute: New Attribute

STAFF GROUP STANDARD HOURS

The standard hours per week for a full time assignment for a STAFF GROUP.

STAFF GROUPS have different standard hours (e.g. 37 standard hours per week for Community Medical/Dental staff, 37.5 standard hours per week for non-medical staff, etc).

For some STAFF GROUPS, the standard working week is expressed as STAFF GROUP STANDARD SESSIONS.

This attribute is also known by these names:

Context	Alias
plural	STAFF GROUP STANDARD HOURS

STAFF GROUP STANDARD SESSIONS

Change to Attribute: New Attribute

STAFF GROUP STANDARD SESSIONS

The standard sessions per week for a full time assignment for a STAFF GROUP.

For most STAFF GROUPS, the standard working week is expressed as STAFF GROUP STANDARD HOURS.

This attribute is also known by these names:

Context	Alias
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Context	Alias
plural	STAFF GROUPS STANDARD SESSIONS

TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNT

Change to Attribute: New Attribute

TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNT

A record of professional or academic accreditation gained from successful completion of a TRAINING ACTIVITY.

This attribute is also known by these names:

Context	Alias
plural	TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNTS

TRAINING ACTIVITY ACTUAL COMPLETION DATE

Change to Attribute: New Attribute

TRAINING ACTIVITY ACTUAL COMPLETION DATE

The date on which TRAINING ACTIVITY undertaken by an EMPLOYEE was actually completed.

This attribute is also known by these names:

Context	Alias
plural	TRAINING ACTIVITY ACTUAL COMPLETION DATES

TRAINING ACTIVITY ASSESSOR TYPE CODE

Change to Attribute: New Attribute

TRAINING ACTIVITY ASSESSOR TYPE CODE

The classification of the type of Assessor for a TRAINING ACTIVITY undertaken by an EMPLOYEE.

National Codes:

- 01 Assessor
- 02 Internal Verifier
- 03 Work-based NVQ Assessor

This attribute is also known by these names:

Context	Alias
plural	TRAINING ACTIVITY ASSESSOR TYPE CODE

TRAINING ACTIVITY COMPLETION DATE CHANGE REASON

Change to Attribute: New Attribute

TRAINING ACTIVITY COMPLETION DATE CHANGE REASON

The reason why the Postgraduate Dean changed the TRAINING ACTIVITY PLANNED COMPLETION DATE

National Codes:

- 01 Education
- 02 Flexible Training
- 03 Research
- 04 Sickness/Accident
- 05 Maternity
- 98 Other
- 99 Original Completion Date

This attribute is also known by these names:

Context	Alias
plural	TRAINING ACTIVITY COMPLETION DATE CHANGE REASONS

TRAINING ACTIVITY DELIVERY METHOD TYPE CODE

Change to Attribute: New Attribute

TRAINING ACTIVITY DELIVERY METHOD TYPE CODE

A categorisation of the method employed to deliver a TRAINING ACTIVITY.

National Codes:

- 01 Coaching Conference
- 02 Course
- 03 Distance Learning
- 04 E-learning
- 05 Instructor-led
- 06 Mentoring

- 07 On the Job
- 08 Professional Network Meeting
- 09 Self-pace Learning
- 10 Seminar

This attribute is also known by these names:

Context	Alias
plural	TRAINING ACTIVITY DELIVERY METHOD TYPE CODES

TRAINING ACTIVITY NAME

Change to Attribute: New Attribute

TRAINING ACTIVITY NAME

The name of the TRAINING ACTIVITY.

This attribute is also known by these names:

Context	Alias
plural	TRAINING ACTIVITY NAMES

TRAINING ACTIVITY PLANNED COMPLETION DATE

Change to Attribute: New Attribute

TRAINING ACTIVITY PLANNED COMPLETION DATE

The date on which a TRAINING ACTIVITY undertaken by an EMPLOYEE is planned to be completed and the appropriate qualification attained.

This attribute is also known by these names:

Context	Alias
plural	TRAINING ACTIVITY PLANNED COMPLETION DATES

TRAINING ACTIVITY START DATE

Change to Attribute: New Attribute

TRAINING ACTIVITY START DATE

The date on which a TRAINING ACTIVITY undertaken by an EMPLOYEE commenced.

This attribute is also known by these names:

Context	Alias
plural	TRAINING ACTIVITY START DATES

TRAINING ACTIVITY TYPE CODE

Change to Attribute: New Attribute

TRAINING ACTIVITY TYPE CODE

A classification of the type of TRAINING ACTIVITY.

National Codes:

- 01 Customer Relations
- 02 Health and Safety
- 03 Induction
- 04 Informatics
- 05 Medical Equipment
- 06 Occupational Knowledge and Skills
- 07 Personal Development
- 08 Postgraduate Medical Education
- 09 Resuscitation
- 10 Risk Management

This attribute is also known by these names:

Context	Alias
plural	TRAINING ACTIVITY TYPE CODES

APPRAISAL REVIEW DATE

Change to Data Element: New Data Element

APPRAISAL REVIEW DATE

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

This is the same as attribute APPRAISAL REVIEW DATE.

This data element is also known by these names:

Context	Alias
plural	APPRAISAL REVIEW DATES

APPRAISAL REVIEW PLANNED DATE (CONSULTANT JOB PLAN NEXT)

Change to Data Element: New Data Element

APPRAISAL REVIEW PLANNED DATE (CONSULTANT JOB PLAN NEXT)

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

APPRAISAL REVIEW PLANNED DATE (CONSULTANT JOB PLAN NEXT) is the same as attribute APPRAISAL REVIEW PLANNED DATE.

The planned review date for the next APPRAISAL REVIEW of an EMPLOYEE PLAN where the EMPLOYEE PLAN TYPE CODE is National Code 01 'Consultant Job Plan'.

This data element is also known by these names:

Context	Alias
plural	APPRAISAL REVIEW PLANNED DATES (CONSULTANT JOB PLAN NEXT)

APPRAISAL REVIEW PLANNED DATE (NEXT)

Change to Data Element: New Data Element

APPRAISAL REVIEW PLANNED DATE (NEXT)

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

APPRAISAL REVIEW PLANNED DATE (NEXT) is the same as attribute APPRAISAL REVIEW PLANNED DATE.

The planned review date for the next APPRAISAL REVIEW of an EMPLOYEE PLAN.

This data element is also known by these names:

Context	Alias
plural	APPRAISAL REVIEW PLANNED DATES (NEXT)

APPRAISAL REVIEW PLANNED DATE (PDP NEXT)

Change to Data Element: New Data Element

APPRAISAL REVIEW PLANNED DATE (PDP NEXT)

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

APPRAISAL REVIEW PLANNED DATE (PDP NEXT) is the same as attribute APPRAISAL REVIEW PLANNED DATE.

The planned review date for the next APPRAISAL REVIEW of an EMPLOYEE PLAN where the EMPLOYEE PLAN TYPE CODE is National Code 02 'Personal Development Plan'.

This data element is also known by these names:

Context	Alias
plural	APPRAISAL REVIEW PLANNED DATE (PDP NEXT)

AREA OF WORK NAME

Change to Data Element: New Data Element

AREA OF WORK NAME

Format/length:	max 75 characters
HES item:	
National codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default codes:	

Notes:

This is the same as attribute AREA OF WORK NAME.

The area, function or specialty where work activity takes place.

This data element is also known by these names:

Context	Alias
plural	AREA OF WORK NAMES

AREA OF WORK NAME (CLINICAL SUB SPECIALTY)

Change to Data Element: New Data Element

AREA OF WORK NAME (CLINICAL SUB SPECIALTY)

Format/length:	max 75 characters
HES item:	
National codes	
Default codes	

Notes:

AREA OF WORK NAME (CLINICAL SUB SPECIALTY) is the same as attribute AREA OF WORK NAME.

In the Electronic Staff Record (ESR) system, these clinical specialties are included in the list of values for AREA OF WORK.

AREA OF WORK NAME (CLINICAL SUB SPECIALTY) should exclude Estates, Facilities and Corporate areas of work.

This data element is also known by these names:

Context	Alias
plural	AREA OF WORK NAMES (CLINICAL SUB SPECIALTY)

ASSIGNMENT CONTRACTED FTE

Change to Data Element: New Data Element

ASSIGNMENT CONTRACTED FTE

Format/length:	an4 (real number, including decimal point and 2 decimal places)
HES item:	
National codes:	
Default codes:	

Notes:

The Full Time Equivalent (FTE) for an ASSIGNMENT of an EMPLOYEE to a POSITION based upon the STAFF GROUP of the JOB ROLE for the POSITION.

Where the standard working week for the EMPLOYEE is expressed in EMPLOYMENT CONTRACT WORKING HOURS per week, it is calculated as follows:

$$\text{EMPLOYMENT CONTRACT WORKING HOURS} / \text{STAFF GROUP STANDARD HOURS}$$

for example, if contracted working hours per week is 20 and the STAFF GROUP STANDARD HOURS is 37.5 per

week, then $20 / 37.5$ gives an ASSIGNMENT CONTRACTED FTE of 0.53.

Where the standard working week for the EMPLOYEE is expressed in EMPLOYMENT CONTRACT WORKING SESSIONS per week, it is calculated as follows:

$$\text{EMPLOYMENT CONTRACT WORKING SESSIONS} / \text{STAFF GROUP STANDARD SESSIONS}$$

for example, if contracted working sessions per week is 5 and the STAFF GROUP STANDARD SESSIONS is 11 per week, then $5 / 11$ gives an ASSIGNMENT CONTRACTED FTE of 0.45.

This data element is also known by these names:

Context	Alias
plural	ASSIGNMENT CONTRACTED FTES

ASSIGNMENT END DATE

Change to Data Element: New Data Element

ASSIGNMENT END DATE

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

This is the same as attribute ASSIGNMENT END DATE.

The date on which an EMPLOYEE ended an ASSIGNMENT in an ORGANISATION.

This data element is also known by these names:

Context	Alias
plural	ASSIGNMENT END DATES

ASSIGNMENT GROUP CODE

Change to Data Element: New Data Element

ASSIGNMENT GROUP CODE

Format/length:	a1
HES item:	
National codes	Click on the Attribute tab to display the attribute that contains the National Codes
Default codes	

Notes:

This is the same as attribute ASSIGNMENT GROUP CODE.

A classification for Non-Medical workforce to identify EMPLOYEES who are GP Practice staff or NHS Direct staff for Non-Medical Workforce Census purposes.

This data element is also known by these names:

Context	Alias
plural	ASSIGNMENT GROUP CODES

ASSIGNMENT JOB SHARE INDICATOR

Change to Data Element: New Data Element

ASSIGNMENT JOB SHARE INDICATOR

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	

Notes:

This is the same as attribute ASSIGNMENT JOB SHARE INDICATOR.

An indicator of whether or not an ASSIGNMENT is subject to a Job Share agreement

This data element is also known by these names:

Context	Alias
plural	ASSIGNMENT JOB SHARE INDICATOR

ASSIGNMENT LAST WORKING DATE

Change to Data Element: New Data Element

ASSIGNMENT LAST WORKING DATE

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

This is the same as attribute ASSIGNMENT LAST WORKING DATE.

The date of the last day on which the EMPLOYEE will physically work for the ORGANISATION.

The date may differ from the EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE due to annual leave, etc.

This data element is also known by these names:

Context	Alias
plural	ASSIGNMENT LAST WORKING DATES

ASSIGNMENT STATUS CODE

Change to Data Element: New Data Element

ASSIGNMENT STATUS CODE

Format/length:	n2
HES item:	
National codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default codes:	

Notes:

This is the same as attribute ASSIGNMENT STATUS CODE.

The classification of the status of an ASSIGNMENT, in terms of the nature of the POSITION and the EMPLOYEE appointed to it.

This data element is also known by these names:

Context	Alias
plural	ASSIGNMENT STATUS CODES

ASSIGNMENT TYPE CODE

Change to Data Element: New Data Element

ASSIGNMENT TYPE CODE

Format/length:	n2
HES item:	
National codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default codes:	

Notes:

This is the same as attribute ASSIGNMENT TYPE CODE.

A classification which indicates whether an EMPLOYEE has a full-time or part-time EMPLOYMENT CONTRACT for the ASSIGNMENT.

This data element is also known by these names:

Context	Alias
plural	ASSIGNMENT TYPE CODES

CARE GROUP CODE (EMPLOYEE ASSIGNMENT)

Change to Data Element: New Data Element

CARE GROUP CODE (EMPLOYEE ASSIGNMENT)

Format/length:	n2
HES item:	
National codes	
Default codes	

Notes:

CARE GROUP CODE (EMPLOYEE ASSIGNMENT) is the same as attribute CARE GROUP CODE.

The CARE GROUP CODE of the CARE GROUP recorded by the CARE GROUP APPLICABILITY for the ASSIGNMENT of the EMPLOYEE.

An EMPLOYEE with more than one concurrent ASSIGNMENT will have a separate CARE GROUP APPLICABILITY recorded for each.

This data element is also known by these names:

Context	Alias
plural	CARE GROUP CODE (EMPLOYEE ASSIGNMENT)

CARE GROUP CODE (POSITION)

Change to Data Element: New Data Element

CARE GROUP CODE (POSITION)

Format/length:	n2
HES item:	
National codes	
Default codes	

Notes:

CARE GROUP CODE (POSITION) is the same as attribute CARE GROUP CODE.

The CARE GROUP CODE of the CARE GROUP recorded by the CARE GROUP APPLICABILITY for the POSITION.

This data element is also known by these names:

Context	Alias

plural

CARE GROUP CODES (POSITION)

COUNTRY CODE (AT ASSIGNMENT)

Change to Data Element: New Data Element

COUNTRY CODE (AT ASSIGNMENT)

Format/length:	See COUNTRY CODE
HES item:	
National Codes:	
Default Codes:	97 Not recorded 99 Not known

Notes:

COUNTRY CODE (AT ASSIGNMENT) is the same as attribute COUNTRY CODE.

The nationality of the EMPLOYEE as declared by the individual on appointment for an ASSIGNMENT to a POSITION or as advised by the individual in the course of employment (should they change their nationality).

This is the COUNTRY CODE of the COUNTRY where the NATIONALITY INDICATOR of NATIONALITY OR RESIDENCY is National Code 01 'National of the respective country at birth and still a national' or 03 'National of respective country subsequent to birth and still a national'.

For Electronic Staff Record and National Workforce Data Set usage only one nationality can be identified so in the case of dual nationality, the EMPLOYEE should choose the preferred COUNTRY for recording their nationality.

This data element is also known by these names:

Context	Alias
plural	COUNTRY CODES (AT ASSIGNMENT)

EMPLOYEE ABSENCE CATEGORY CODE

Change to Data Element: New Data Element

EMPLOYEE ABSENCE CATEGORY CODE

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	

Notes:

This is the same as attribute EMPLOYEE ABSENCE CATEGORY CODE.

A high level classification of the reason for an EMPLOYEE ABSENCE

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCE CATEGORY CODES

EMPLOYEE ABSENCE DURATION

Change to Data Element: New Data Element

EMPLOYEE ABSENCE DURATION

Format/length:	n3
HES item:	
National Codes:	
Default Codes:	

Notes:

The number of calendar days of absence of an EMPLOYEE ABSENCE, it is calculated as follow:

$$(\text{EMPLOYEE ABSENCE END DATE} - \text{EMPLOYEE ABSENCE START DATE}) + 1$$

Where there is no recorded EMPLOYEE ABSENCE END DATE i.e. the period of absence has not yet ended or the EMPLOYEE ABSENCE END DATE is after the REPORTING PERIOD END DATE then the REPORTING PERIOD END DATE should be used instead of the EMPLOYEE ABSENCE END DATE.

The format of a date, see DATE, is cmmm-dd-yy and for calculation purposes the difference between the end and start dates should be converted into the number of calendar days to calculate the result.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCE DURATIONS

EMPLOYEE ABSENCE END DATE

Change to Data Element: New Data Element

EMPLOYEE ABSENCE END DATE

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

This is the same as attribute EMPLOYEE ABSENCE END DATE.

The date of the last calendar day on which an EMPLOYEE ABSENCE ended.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCE END DATES

EMPLOYEE ABSENCE OCCURRENCE TOTAL (REPORTING PERIOD)

Change to Data Element: New Data Element

EMPLOYEE ABSENCE OCCURRENCE TOTAL (REPORTING PERIOD)

Format/length:	n3
HES item:	
National codes	
Default codes	

Notes:

The sum total of all EMPLOYEE ABSENCES recorded for an EMPLOYEE within an ORGANISATION during the REPORTING PERIOD.

The total should exclude any EMPLOYEE ABSENCE with an EMPLOYEE ABSENCE END DATE before the REPORTING PERIOD START DATE or with an EMPLOYEE ABSENCE START DATE after the REPORTING PERIOD END DATE.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCE OCCURRENCE TOTALS (REPORTING PERIOD)

EMPLOYEE ABSENCE RATE (REPORTING PERIOD)

Change to Data Element: New Data Element

EMPLOYEE ABSENCE RATE (REPORTING PERIOD)

Format/length:	nnn.nn
HES item:	
National codes	
Default codes	

Notes:

The percentage rate of an EMPLOYEE's absence in an ORGANISATION during the REPORTING PERIOD.

To calculate this percentage both the EMPLOYEE ABSENCE WORKING HOURS LOST (REPORTING PERIOD) and the EMPLOYMENT CONTRACT WORKING HOURS (REPORTING PERIOD) should first be calculated.

The EMPLOYEE ABSENCE RATE (REPORTING PERIOD) percentage is calculated as follows:

(EMPLOYEE ABSENCE WORKING HOURS LOST (REPORTING PERIOD) / EMPLOYMENT CONTRACT WORKING HOURS (REPORTING PERIOD)) * 100

Where the standard working week for the EMPLOYEE is expressed in EMPLOYMENT CONTRACT WORKING SESSIONS per week an assumed value of 3.5 hours per session should be used to convert sessions into working hours.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCE RATES (REPORTING PERIOD)

EMPLOYEE ABSENCE SICKNESS REASON CODE

Change to Data Element: New Data Element

EMPLOYEE ABSENCE SICKNESS REASON CODE

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	

Notes:

This is the same as attribute EMPLOYEE ABSENCE SICKNESS REASON CODE.

The reason given for the EMPLOYEE ABSENCE where the EMPLOYEE ABSENCE TYPE CODE is National Code 08 'Sickness'.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCE SICKNESS REASON CODES

EMPLOYEE ABSENCE START DATE

Change to Data Element: New Data Element

EMPLOYEE ABSENCE START DATE

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

This is the same as attribute EMPLOYEE ABSENCE START DATE.

The date of the first calendar day on which an EMPLOYEE ABSENCE started or is projected to start.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCE START DATES

EMPLOYEE ABSENCE TYPE CODE

Change to Data Element: New Data Element

EMPLOYEE ABSENCE TYPE CODE

Format/length:	n2
HES item:	
National codes	Click on the Attribute tab to display the attribute that contains the National Codes
Default codes	

Notes:

This is the same as attribute EMPLOYEE ABSENCE TYPE CODE.

The sub classification of an EMPLOYEE ABSENCE.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCE TYPE CODES

EMPLOYEE ABSENCE WORKING HOURS LOST (REPORTING PERIOD)

Change to Data Element: New Data Element

EMPLOYEE ABSENCE WORKING HOURS LOST (REPORTING PERIOD)

Format/length:	n4
HES item:	
National Codes:	
Default Codes:	

Notes:

The sum total of each EMPLOYEE ABSENCE WORKING HOURS LOST due to EMPLOYEE ABSENCE of an EMPLOYEE within an ORGANISATION during the REPORTING PERIOD.

To be included within the sum total the EMPLOYEE ABSENCE END DATE of the EMPLOYEE ABSENCE should be on or after the REPORTING PERIOD START DATE or where no EMPLOYEE ABSENCE END DATE is recorded i.e. not

yet ended, then the EMPLOYEE ABSENCE START DATE should be before or on the REPORTING PERIOD END DATE.

For an EMPLOYEE ABSENCE which either starts before and ends after the REPORTING PERIOD START DATE or starts before the REPORTING PERIOD END DATE and ends after or has not ended on the REPORTING PERIOD END DATE, the sum total EMPLOYEE ABSENCE WORKING HOURS LOST (REPORTING PERIOD) should be adjusted as follows:

- a. where the EMPLOYEE ABSENCE START DATE is before the REPORTING PERIOD START DATE
and

where the date difference is one week or more, then the EMPLOYEE ABSENCE WORKING HOURS LOST (REPORTING PERIOD) should be reduced by EMPLOYMENT CONTRACT WORKING HOURS * calculated number of whole weeks difference between the EMPLOYEE ABSENCE START DATE and the REPORTING PERIOD START DATE

otherwise

where the date difference is less than one week, then no adjustment should be made

- b. where the EMPLOYEE ABSENCE END DATE is after the REPORTING PERIOD END DATE
and

where the date difference is one week or more, then the EMPLOYEE ABSENCE WORKING HOURS LOST (REPORTING PERIOD) should be reduced by EMPLOYMENT CONTRACT WORKING HOURS * calculated number of whole weeks difference between the EMPLOYEE ABSENCE END DATE and the REPORTING PERIOD END DATE

otherwise

where the date difference is less than one week, then no adjustment should be made

- c. where no EMPLOYEE ABSENCE END DATE is recorded and the EMPLOYEE ABSENCE START DATE is after the REPORTING PERIOD START DATE

and

where the date difference is one week or more, then the sum total EMPLOYEE ABSENCE WORKING HOURS LOST (REPORTING PERIOD) should be increased by EMPLOYMENT CONTRACT WORKING HOURS * calculated number of whole weeks difference between the EMPLOYEE ABSENCE START DATE and the REPORTING PERIOD END DATE

otherwise

where the date difference is less than one week, then no adjustment should be made

- d. where no EMPLOYEE ABSENCE END DATE is recorded and the EMPLOYEE ABSENCE START DATE is before the REPORTING PERIOD START DATE

and

where the date difference is one week or more, then the sum total EMPLOYEE ABSENCE WORKING HOURS LOST (REPORTING PERIOD) should be increased by EMPLOYMENT CONTRACT WORKING HOURS * calculated number of whole weeks difference between the REPORTING PERIOD START DATE and the REPORTING PERIOD END DATE

otherwise

where the date difference is less than one week, then no adjustment should be made

Where the absence relates to staff whose contracted time is measured in EMPLOYMENT CONTRACT WORKING SESSIONS, then the lost working sessions should be converted into lost working hours by using the conversion factor of a session representing 3.5 hours.

This data element is also known by these names:

Context	Alias

plural

EMPLOYEE ABSENCE WORKING HOURS LOST (REPORTING PERIOD)

EMPLOYEE DISABILITY STATUS CODE

Change to Data Element: New Data Element

EMPLOYEE DISABILITY STATUS CODE

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	

Notes:

This is the same as attribute EMPLOYEE DISABILITY STATUS CODE.

An indicator to denote whether or not an EMPLOYEE considers that they are disabled.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE DISABILITY STATUS CODES

EMPLOYEE HESA STUDENT NUMBER

Change to Data Element: New Data Element

EMPLOYEE HESA STUDENT NUMBER

Format/length:	n13
HES item:	
National codes	
Default codes	

Notes:

This is the same as attribute EMPLOYEE HESA STUDENT NUMBER.

A unique identifier for each student in the Higher Education Statistics Agency (HESA) system.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE HESA STUDENT NUMBERS

EMPLOYEE INTERNATIONAL RECRUIT INDICATOR

Change to Data Element: New Data Element

EMPLOYEE INTERNATIONAL RECRUIT INDICATOR

Format/length:	n2
HES item:	
National codes	Click on the Attribute tab to display the attribute that contains the National Codes
Default codes	

Notes:

This is the same as attribute EMPLOYEE INTERNATIONAL RECRUIT INDICATOR.

An indicator of whether or not an EMPLOYEE was recruited from outside the United Kingdom.

The value is derived from EMPLOYMENT HISTORY RECRUITMENT SOURCE CODE.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE INTERNATIONAL RECRUIT INDICATOR

EMPLOYEE LEARNING ACCOUNT START DATE

Change to Data Element: New Data Element

EMPLOYEE LEARNING ACCOUNT START DATE

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

This is the same as attribute EMPLOYEE LEARNING ACCOUNT START DATE.

The date on which NHS Learning Account funding is paid to an EMPLOYEE.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE LEARNING ACCOUNT START DATES

EMPLOYEE LENGTH OF TIME IN POSITION

Change to Data Element: New Data Element

EMPLOYEE LENGTH OF TIME IN POSITION

Format/length:	n3
HES item:	
National Codes:	
Default Codes:	

Notes:

The number of months an EMPLOYEE has been employed in an ASSIGNMENT for a POSITION in an ORGANISATION, it is calculated as follow:

$$(REPORTING PERIOD END DATE - EMPLOYMENT CONTRACT START DATE)$$

The format of a date, see DATE, is ccyy-mm-dd and for calculation purposes the difference between the end and start dates should be converted into the number of calendar months to calculate the result.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE LENGTH OF TIME IN POSITION

EMPLOYEE LOCAL IDENTIFIER

Change to Data Element: New Data Element

EMPLOYEE LOCAL IDENTIFIER

Format/length:	max 32 characters
HES item:	
National codes:	
Default codes:	

Notes:

This is the same as attribute EMPLOYEE LOCAL IDENTIFIER.

A unique identifier for an EMPLOYEE on an ORGANISATION's Human Resources and/or Payroll system.

The Non-Medical Workforce Census requires this data item to identify an individual record. It is used in place of personal details (such as PERSON NAME and NATIONAL INSURANCE NUMBER) to refer queries to the employing ORGANISATION.

The Electronic Staff Record provides this item as well as EMPLOYEE NHS IDENTIFIER. It is not duplicated and is not re-used within the system.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE LOCAL IDENTIFIERS

EMPLOYEE NATIONAL TRAINING NUMBER

Change to Data Element: New Data Element

EMPLOYEE NATIONAL TRAINING NUMBER

Format/length:	an10
HES item:	
National codes	
Default codes	

Notes:

This is the same as attribute EMPLOYEE NATIONAL TRAINING NUMBER.

A unique identifier issued by a Postgraduate Dean to an EMPLOYEE where the EMPLOYEE has formally accepted, or commenced, a TRAINING ACTIVITY as a Specialist Registrar.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE NATIONAL TRAINING NUMBERS

EMPLOYEE NHS IDENTIFIER

Change to Data Element: New Data Element

EMPLOYEE NHS IDENTIFIER

Format/length:	max 32 characters
HES item:	
National codes	
Default codes	

Notes:

This is the same as attribute EMPLOYEE NHS IDENTIFIER.

A unique number in the Electronic Staff Record which identifies an individual EMPLOYEE within the system.

Note that this code is determined internally by the Electronic Staff Record system.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE NHS IDENTIFIERS

EMPLOYEE NHS LENGTH OF SERVICE

Change to Data Element: New Data Element

EMPLOYEE NHS LENGTH OF SERVICE

Format/length:	n2
HES item:	
National codes	
Default codes	

Notes:

The number of years service in the NHS of an EMPLOYEE, it is calculated by summing the number of years of each period of NHS service.

Each period of NHS service is established by the calculating the number of years from the EMPLOYMENT HISTORY NHS JOINING DATE of a recorded EMPLOYMENT HISTORY to the next EMPLOYMENT HISTORY NHS LEAVING DATE of a recorded EMPLOYMENT HISTORY.

This should start with the first recorded EMPLOYMENT HISTORY NHS JOINING DATE and end either with the last recorded EMPLOYMENT HISTORY NHS LEAVING DATE where the EMPLOYEE has not subsequently re-joined the NHS

or

the REPORTING PERIOD END DATE where the EMPLOYEE is currently employed in the NHS and will therefore not have a recorded EMPLOYMENT HISTORY NHS LEAVING DATE for the current employment in the NHS.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE NHS LENGTHS OF SERVICE

EMPLOYEE ORGANISATION LENGTH OF SERVICE

Change to Data Element: New Data Element

EMPLOYEE ORGANISATION LENGTH OF SERVICE

Format/length:	n2
HES item:	
National codes	
Default codes	

Notes:

The number of years service in an ORGANISATION by an EMPLOYEE.

It is the calculated number of years from the EMPLOYMENT HISTORY ORGANISATION JOINING DATE to the EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE.

Where there is no recorded EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE i.e. the EMPLOYEE is still employed or the EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE is after the REPORTING PERIOD END DATE then the REPORTING PERIOD END DATE should be used instead of the EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE.

The format of a date, see DATE, is ccyy-mm-dd and for calculation purposes the difference between the joining

and leaving dates should be converted into the number of calendar days to calculate the result.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE ORGANISATION LENGTHS OF SERVICE

EMPLOYEE QUALIFICATION AWARDED DATE

Change to Data Element: New Data Element

EMPLOYEE QUALIFICATION AWARDED DATE

Format/length:	See DATE
HES item:	
National Codes:	
Default Codes:	

Notes:

This is the same as attribute EMPLOYEE QUALIFICATION AWARDED DATE.

The date on which an EMPLOYEE QUALIFICATION was awarded to an EMPLOYEE

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE QUALIFICATION AWARDED DATES

EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (GP TRAINING)

Change to Data Element: New Data Element

EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (GP TRAINING)

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (GP TRAINING) is the same as attribute EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE.

The date on which an EMPLOYEE is expected to attain the Certificate of Completion of Training (CCT) marking the completion of GP training.

This is the EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE of EMPLOYEE QUALIFICATION where the QUALIFICATION TYPE CODE of the QUALIFICATION is National Code 09 'Certificate of Completion of Training

(CCT) - General Practitioner Training'.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE QUALIFICATION PLANNED COMPLETION DATES (GP TRAINING)

EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (SPECIALIST TRAINING)

Change to Data Element: New Data Element

EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (SPECIALIST TRAINING)

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (SPECIALIST TRAINING) is the same as attribute EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE.

The date on which an EMPLOYEE is expected to attain the Certificate of Completion of Training (CCT) marking the completion of Specialist training.

Please note that the Certificate of Completion of Specialist Training (CCST) was replaced by the Certificate of Completion of Training (CCT) on 30th December 2006.

This is the EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE of EMPLOYEE QUALIFICATION where the QUALIFICATION TYPE CODE of QUALIFICATION is National Code 04 'Certificate of Completion of Training (CCT) - Specialist Training'.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE QUALIFICATION PLANNED COMPLETION DATES (SPECIALIST TRAINING)

EMPLOYEE RESIDENCY STATUS

Change to Data Element: New Data Element

EMPLOYEE RESIDENCY STATUS

Format/length:	n2
HES item:	
National codes	Click on the Attribute tab to display the attribute that contains the National Codes
Default codes	

Notes:

This is the same as attribute EMPLOYEE RESIDENCY STATUS.

This indicates whether an EMPLOYEE who is not a national of the United Kingdom has the right to stay and work permanently in the UK.

The Electronic Staff Record will hold the residency status classifications as advised by the Immigration and Nationality Department (IND). The item was previously collected in the Medical and Dental Workforce Census but is no longer a required item. Its use for all staff is recommended, however, as it is extremely helpful in planning for replacement of staff without permanent rights of residence in the UK.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE RESIDENCY STATUSES

EMPLOYEE WORK PERMIT END DATE

Change to Data Element: New Data Element

EMPLOYEE WORK PERMIT END DATE

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

This is the same as attribute EMPLOYEE WORK PERMIT END DATE.

The expiry date of a Work Permit for an EMPLOYEE.

The Work Permit arrangements allow employers based in the United Kingdom to employ people who are not nationals of a European Economic Area (EEA) country and are not entitled to work in the United Kingdom. The Work Permit scheme is administered by Work Permits (UK), part of the Home Office's Immigration and Nationality Department (IND). This is primarily an operational Human Resources item, but for planning purposes it is used in conjunction with EMPLOYEE RESIDENCY STATUS information to help plan for any necessary replacement of EMPLOYEES who are not entitled to work in the UK.

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE WORK PERMIT END DATE

EMPLOYMENT CONTRACT END DATE

Change to Data Element: New Data Element

EMPLOYMENT CONTRACT END DATE

Format/length: See DATE
HES item:
National codes
Default codes

The date on which an EMPLOYMENT CONTRACT ends.

This applies primarily for EMPLOYEES on fixed-term or temporary EMPLOYMENT CONTRACTS.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT CONTRACT END DATES

EMPLOYMENT CONTRACT NATURE CODE

Change to Data Element: New Data Element

EMPLOYMENT CONTRACT NATURE CODE

Format/length: n2
HES item:
National codes Click on the Attribute tab to display the attribute that contains the National Codes
Default codes

Notes:

This is the same as attribute EMPLOYMENT CONTRACT NATURE CODE.

The nature of an EMPLOYMENT CONTRACT for an EMPLOYEE.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT CONTRACT NATURE CODES

EMPLOYMENT CONTRACT SESSION TYPE CODE

Change to Data Element: New Data Element

EMPLOYMENT CONTRACT SESSION TYPE CODE

Format/length: n2
HES item:
National Codes: Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:

Notes:

This is the same as attribute EMPLOYMENT CONTRACT SESSION TYPE CODE.

A description of the type of session specified in an EMPLOYMENT CONTRACT.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT CONTRACT SESSION TYPE CODES

EMPLOYMENT CONTRACT START DATE

Change to Data Element: New Data Element

EMPLOYMENT CONTRACT START DATE

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

This is the same as attribute EMPLOYMENT CONTRACT START DATE.

The effective start date of an EMPLOYMENT CONTRACT for an EMPLOYEE within an ORGANISATION.

An EMPLOYMENT CONTRACT may change where the ASSIGNMENT for the EMPLOYEE stays the same, but the hours of work, or the location/base, is changed.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT CONTRACT START DATES

EMPLOYMENT CONTRACT TYPE CODE

Change to Data Element: New Data Element

EMPLOYMENT CONTRACT TYPE CODE

Format/length:	n2
HES item:	
National codes	Click on the Attribute tab to display the attribute that contains the National Codes
Default codes	

Notes:

This is the same as attribute EMPLOYMENT CONTRACT TYPE CODE.

The type of EMPLOYMENT CONTRACT applicable to an ASSIGNMENT for an EMPLOYEE.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT CONTRACT TYPE CODES

EMPLOYMENT CONTRACT WORKING HOURS

Change to Data Element: New Data Element

EMPLOYMENT CONTRACT WORKING HOURS

Format/length:	an4 (real number, including decimal point and 2 decimal places)
HES item:	
National codes:	
Default codes:	

Notes:

This is the same as attribute EMPLOYMENT CONTRACT WORKING HOURS.

The number of hours an EMPLOYEE is contracted to work for an ORGANISATION in an ASSIGNMENT.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT CONTRACT WORKING HOURS

EMPLOYMENT CONTRACT WORKING HOURS (REPORTING PERIOD)

Change to Data Element: New Data Element

EMPLOYMENT CONTRACT WORKING HOURS (REPORTING PERIOD)

Format/length:	n4
HES item:	
National Codes:	
Default Codes:	

Notes:

The number of EMPLOYMENT CONTRACT WORKING HOURS of an EMPLOYEE within an ORGANISATION during the REPORTING PERIOD, it is calculated as follows:

EMPLOYMENT CONTRACT WORKING HOURS * calculated REPORTING PERIOD weeks

Before the EMPLOYMENT CONTRACT WORKING HOURS (REPORTING PERIOD) can be calculated it is necessary to convert the REPORTING PERIOD into a number of weeks, this is calculated as follows:

$(\text{REPORTING PERIOD END DATE} - \text{REPORTING PERIOD START DATE}) / 7$ rounded up to next whole number

or

Where the **EMPLOYMENT CONTRACT START DATE** is after the **REPORTING PERIOD START DATE**, this is calculated as follows:

$(\text{EMPLOYMENT CONTRACT START DATE} - \text{REPORTING PERIOD START DATE}) / 7$ rounded up to next whole number

Where the standard working week for the **EMPLOYEE** is expressed in **EMPLOYMENT CONTRACT WORKING SESSIONS** per week an assumed value of 3.5 hours per session should be used to convert sessions into working hours.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT CONTRACT WORKING HOURS (REPORTING PERIOD)

EMPLOYMENT CONTRACT WORKING SESSIONS

Change to Data Element: New Data Element

EMPLOYMENT CONTRACT WORKING SESSIONS

Format/length:	n2
HES item:	
National codes:	
Default codes:	

Notes:

This is the same as attribute **EMPLOYMENT CONTRACT WORKING SESSIONS**.

The number of sessions an **EMPLOYEE** is contracted to work for an **ORGANISATION** in an **ASSIGNMENT**, as specified in an **EMPLOYMENT CONTRACT**.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT CONTRACT WORKING SESSIONS

EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATE

Change to Data Element: New Data Element

EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATE

--

Format/length: See DATE
HES item:
National codes
Default codes

Notes:

This is the same as attribute EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATE.

The date on which continuous NHS Service began, with no break greater than three months.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATES

EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATE

Change to Data Element: New Data Element

EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATE

Format/length: See DATE
HES item:
National codes
Default codes

Notes:

This is the same as attribute EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATE.

The date on which continuous NHS Service began, with no break greater than 12 months.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATES

EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE

Change to Data Element: New Data Element

EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE

Format/length: See DATE
HES item:
National codes
Default codes

Notes:

This is the same as attribute EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE.

The legal termination date of an EMPLOYEE's employment with an ORGANISATION.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATES

EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR

Change to Data Element: New Data Element

EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR

Format/length:	n2
HES item:	
National codes	Click on the Attribute tab to display the attribute that contains the National Codes
Default codes	

Notes:

This is the same as attribute EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR.

An indicator to denote whether or not an Exit Interview has taken place prior to an EMPLOYEE leaving employment with an NHS ORGANISATION.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR

EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR

Change to Data Element: New Data Element

EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR

Format/length:	n2
HES item:	
National codes	Click on the Attribute tab to display the attribute that contains the National Codes
Default codes	

Notes:

This is the same as attribute EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR.

An indicator to denote whether or not an EMPLOYEE has completed an Exit Questionnaire prior to leaving

employment with an NHS ORGANISATION.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR

EMPLOYMENT HISTORY LEAVING DESTINATION CODE

Change to Data Element: New Data Element

EMPLOYMENT HISTORY LEAVING DESTINATION CODE

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	

Notes:

This is the same as attribute EMPLOYMENT HISTORY LEAVING DESTINATION CODE.

The destination of an EMPLOYEE on termination of their employment with the NHS ORGANISATION.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY LEAVING DESTINATION CODES

EMPLOYMENT HISTORY LEAVING REASON CODE

Change to Data Element: New Data Element

EMPLOYMENT HISTORY LEAVING REASON CODE

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	

Notes:

This is the same as attribute EMPLOYMENT HISTORY LEAVING REASON CODE.

The reason given for an EMPLOYEE to be leaving their employment with an ORGANISATION.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY LEAVING REASON CODES

EMPLOYMENT HISTORY NHS JOINING DATE (FIRST)

Change to Data Element: New Data Element

EMPLOYMENT HISTORY NHS JOINING DATE (FIRST)

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

EMPLOYMENT HISTORY NHS JOINING DATE (FIRST) is the same as attribute EMPLOYMENT HISTORY NHS JOINING DATE.

The date on which an EMPLOYEE started their first employment in the NHS in any NHS ORGANISATION, regardless of any subsequent breaks in employment in the NHS.

This is the earliest recorded EMPLOYMENT HISTORY NHS JOINING DATE of EMPLOYMENT HISTORY for the EMPLOYEE.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY NHS JOINING DATES (FIRST)

EMPLOYMENT HISTORY NHS JOINING DATE (LATEST)

Change to Data Element: New Data Element

EMPLOYMENT HISTORY NHS JOINING DATE (LATEST)

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

EMPLOYMENT HISTORY NHS JOINING DATE (LATEST) is the same as attribute EMPLOYMENT HISTORY NHS JOINING DATE.

The date on which an EMPLOYEE started their latest employment in the NHS in any NHS ORGANISATION, regardless of any subsequent breaks in employment in the NHS.

This is the latest recorded EMPLOYMENT HISTORY NHS JOINING DATE of EMPLOYMENT HISTORY for the EMPLOYEE.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY NHS JOINING DATES (LATEST)

EMPLOYMENT HISTORY NHS LEAVING DATE (LATEST)

Change to Data Element: New Data Element

EMPLOYMENT HISTORY NHS LEAVING DATE (LATEST)

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

EMPLOYMENT HISTORY NHS LEAVING DATE (LATEST) is the same as attribute EMPLOYMENT HISTORY NHS LEAVING DATE.

This date on which an EMPLOYEE finished their latest employment in the NHS in any NHS ORGANISATION regardless of any previous employment in the NHS.

This is the latest recorded EMPLOYMENT HISTORY NHS LEAVING DATE of EMPLOYMENT HISTORY for the EMPLOYEE where the EMPLOYEE is no longer working in the NHS.

Where there is an EMPLOYMENT HISTORY with a recorded EMPLOYMENT HISTORY NHS JOINING DATE but no recorded corresponding EMPLOYMENT HISTORY NHS LEAVING DATE then the EMPLOYEE should be considered as still working for the NHS.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY NHS LEAVING DATES (LATEST)

EMPLOYMENT HISTORY ORGANISATION JOINING DATE

Change to Data Element: New Data Element

EMPLOYMENT HISTORY ORGANISATION JOINING DATE

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

This is the same as attribute EMPLOYMENT HISTORY ORGANISATION JOINING DATE.

The date on which an EMPLOYEE commenced continuous employment with an ORGANISATION.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY ORGANISATION JOINING DATES

EMPLOYMENT HISTORY RECRUITMENT SOURCE CODE

Change to Data Element: New Data Element

EMPLOYMENT HISTORY RECRUITMENT SOURCE CODE

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	

Notes:

This is the same as attribute EMPLOYMENT HISTORY RECRUITMENT SOURCE CODE.

The classification of the source of recruitment of an EMPLOYEE immediately prior to joining an employing ORGANISATION.

If the EMPLOYEE has been employed, the type of employer, or '*Self Employed*', is recorded.

Where the EMPLOYEE has come from abroad, whether employed or not, the source or recruitment indicates whether the respective country is within the EU or outside the EU.

Where the EMPLOYEE was not employed, the source of recruitment indicates whether the EMPLOYEE is Newly Qualified, has undertaken some other form of Education/Training, is Returning to Practice, or was otherwise not employed.

This data element is also known by these names:

Context	Alias
plural	EMPLOYMENT HISTORY RECRUITMENT SOURCE CODES

FLEXIBLE WORKING PATTERN TYPE CODE

Change to Data Element: New Data Element

FLEXIBLE WORKING PATTERN TYPE CODE

Format/length:	n2
HES item:	

National codes

Click on the Attribute tab to display the attribute that contains the National Codes

Default codes

Notes:

This is the same as attribute FLEXIBLE WORK PATTERN TYPE CODE.

A classification of flexible working schemes for EMPLOYEES.

This data element is also known by these names:

Context	Alias
plural	FLEXIBLE WORKING PATTERN TYPE CODES

FTE STABILITY RATE (JOB ROLE IN REPORTING PERIOD)

Change to Data Element: New Data Element

FTE STABILITY RATE (JOB ROLE IN REPORTING PERIOD)

Format/length: nnn.nn (including decimal point)

HES item:

National codes

Default codes

Notes:

The percentage of EMPLOYEES who remain employed within a JOB ROLE within the ORGANISATION within the REPORTING PERIOD, this is based upon the ASSIGNMENT CONTRACTED FTE of the ASSIGNMENTS rather than just the headcount, it is calculated as follows:

1. Sum the ASSIGNMENT CONTRACTED FTE of ASSIGNMENTS for POSITIONS for a JOB ROLE in an ORGANISATION at the start of the REPORTING PERIOD where:
 - a. the ASSIGNMENT START DATE is before or on the REPORTING PERIOD START DATEand
 - b. ASSIGNMENT END DATE is on or after the REPORTING PERIOD START DATE
 - or
 - no ASSIGNMENT END DATE has been recorded i.e. the employee is still employed
2. Sum the ASSIGNMENT CONTRACTED FTE of ASSIGNMENTS for POSITIONS for a JOB ROLE in an ORGANISATION at the end of the REPORTING PERIOD where:
 - c. the ASSIGNMENT END DATE is on or after the REPORTING PERIOD END DATE
 - or
 - no ASSIGNMENT END DATE has been recorded i.e. the employee is still employedand
 - d. the ASSIGNMENT START DATE is on or before the REPORTING PERIOD END DATE
3. Divide the resulting sum of ASSIGNMENT CONTRACTED FTES at the end of the REPORTING PERIOD by the resulting sum of ASSIGNMENT CONTRACTED FTES at the start of the REPORTING PERIOD multiplied by 100.

For example if the resulting sum of FTEs at the start of the reporting period is 65.33 and the resulting sum of FTEs at the end of the reporting period is 59.16 the headcount stability rate is:

$$(59.16 / 65.33) * 100 = 90.55\%$$

This data element is also known by these names:

Context	Alias
plural	FTE STABILITY RATES (JOB ROLE IN REPORTING PERIOD)

FTE STABILITY RATE (ORGANISATION IN REPORTING PERIOD)

Change to Data Element: New Data Element

FTE STABILITY RATE (ORGANISATION IN REPORTING PERIOD)

Format/length:	nnn.nn (including decimal point)
HES item:	
National codes	
Default codes	

Notes:

The percentage of EMPLOYEES who remain employed within the ORGANISATION within the REPORTING PERIOD, this is based upon the ASSIGNMENT CONTRACTED FTE of the ASSIGNMENTS rather than just the headcount, it is calculated as follows:

1. Sum the ASSIGNMENT CONTRACTED FTE of ASSIGNMENTS in an ORGANISATION at the start of the REPORTING PERIOD where:
 - a. the ASSIGNMENT START DATE is before or on the REPORTING PERIOD START DATE

and

 - b. ASSIGNMENT END DATE is on or after the REPORTING PERIOD START DATE
 - or
 - no ASSIGNMENT END DATE has been recorded i.e. the employee is still employed
2. Sum the ASSIGNMENT CONTRACTED FTE of ASSIGNMENTS in an ORGANISATION at the end of the REPORTING PERIOD where:
 - c. the ASSIGNMENT END DATE is on or after the REPORTING PERIOD END DATE
 - or
 - no ASSIGNMENT END DATE has been recorded i.e. the employee is still employed

and

 - d. the ASSIGNMENT START DATE is on or before the REPORTING PERIOD END DATE
3. Divide the resulting sum of ASSIGNMENT CONTRACTED FTES at the end of the REPORTING PERIOD by the resulting sum of ASSIGNMENT CONTRACTED FTES at the start of the REPORTING PERIOD multiplied by 100.

For example if the resulting sum of FTEs at the start of the reporting period is 65.33 and the resulting sum of FTEs at the end of the reporting period is 59.16 the headcount stability rate is:

$$(59.16 / 65.33) * 100 = 90.55\%$$

This data element is also known by these names:

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Context	Alias
plural	FTE STABILITY RATES (ORGANISATION IN REPORTING PERIOD)

FTE STABILITY RATE (STAFF GROUP IN REPORTING PERIOD)

Change to Data Element: New Data Element

FTE STABILITY RATE (STAFF GROUP IN REPORTING PERIOD)

Format/length:	nnn.nn (including decimal point)
HES item:	
National codes	
Default codes	

Notes:

The percentage of EMPLOYEES who remain employed within a STAFF GROUP within the ORGANISATION within the REPORTING PERIOD, this is based upon the ASSIGNMENT CONTRACTED FTE of the ASSIGNMENTS rather than just the headcount, it is calculated as follows:

1. Sum the ASSIGNMENT CONTRACTED FTE of ASSIGNMENTS for POSITIONS for a STAFF GROUP in an ORGANISATION at the start of the REPORTING PERIOD where:
 - a. the ASSIGNMENT START DATE is before or on the REPORTING PERIOD START DATE

and

 - b. ASSIGNMENT END DATE is on or after the REPORTING PERIOD START DATE
 - or
 - no ASSIGNMENT END DATE has been recorded i.e. the employee is still employed
2. Sum the ASSIGNMENT CONTRACTED FTE of ASSIGNMENTS for POSITIONS for a STAFF GROUP in an ORGANISATION at the end of the REPORTING PERIOD where:
 - c. the ASSIGNMENT END DATE is on or after the REPORTING PERIOD END DATE
 - or
 - no ASSIGNMENT END DATE has been recorded i.e. the employee is still employed

and

 - d. the ASSIGNMENT START DATE is on or before the REPORTING PERIOD END DATE
3. Divide the resulting sum of ASSIGNMENT CONTRACTED FTES at the end of the REPORTING PERIOD by the resulting sum of ASSIGNMENT CONTRACTED FTES at the start of the REPORTING PERIOD multiplied by 100.

For example if the resulting sum of FTEs at the start of the reporting period is 65.33 and the resulting sum of FTEs at the end of the reporting period is 59.16 the headcount stability rate is:

$$(59.16 / 65.33) * 100 = 90.55\%$$

The appropriate STAFF GROUP for a POSITION is established via its relationship to the JOB ROLE of the POSITION.

This data element is also known by these names:

Context	Alias
plural	FTE STABILITY RATES (STAFF GROUP IN REPORTING PERIOD)

HEADCOUNT (ORGANISATION CURRENT)

Change to Data Element: New Data Element

HEADCOUNT (ORGANISATION CURRENT)

Format/length:	n6
HES item:	
National Codes:	
Default Codes:	

Notes:

The total number of EMPLOYEES currently employed within the ORGANISATION on the REPORTING PERIOD END DATE.

It is a count of the number of EMPLOYEES who have one or more EMPLOYMENT CONTRACTS with the ORGANISATION where:

- a. the EMPLOYMENT CONTRACT START DATE is before or on the REPORTING PERIOD END DATE

and

- b. the EMPLOYMENT CONTRACT END DATE is on or after the REPORTING PERIOD START DATE

This data element is also known by these names:

Context	Alias
plural	HEADCOUNT (ORGANISATION CURRENT)

HEADCOUNT (POSITION ASSIGNMENT CURRENT)

Change to Data Element: New Data Element

HEADCOUNT (POSITION ASSIGNMENT CURRENT)

Format/length:	n6
HES item:	
National Codes:	
Default Codes:	

Notes:

The total number of ASSIGNMENTS for POSITIONS currently within the ORGANISATION on the REPORTING PERIOD END DATE. This is the total current POSITION headcount where the number of ASSIGNMENTS express the number of EMPLOYEES filling the POSITIONS i.e. a POSITION may have more than one EMPLOYEE employed in it.

It is a count of the number of ASSIGNMENTS for POSITIONS within the ORGANISATION where:

- a. the ASSIGNMENT START DATE is before or on the REPORTING PERIOD END DATE

and

- b. the ASSIGNMENT END DATE is on or after the REPORTING PERIOD START DATE

This data element is also known by these names:

Context	Alias
plural	HEADCOUNT (POSITION ASSIGNMENT CURRENT)

HEADCOUNT STABILITY RATE (JOB ROLE IN REPORTING PERIOD)

Change to Data Element: New Data Element

HEADCOUNT STABILITY RATE (JOB ROLE IN REPORTING PERIOD)

Format/length:	nnn.nn (including decimal point)
HES item:	
National codes	
Default codes	

Notes:

The percentage of EMPLOYEES who remain employed within a JOB ROLE within the ORGANISATION within the REPORTING PERIOD, it is calculated as follows:

1. Count the number of ASSIGNMENTS for POSITIONS for a JOB ROLE in an ORGANISATION at the start of the REPORTING PERIOD where:
 - a. the ASSIGNMENT START DATE is before or on the REPORTING PERIOD START DATE

and

 - b. the ASSIGNMENT END DATE is on or after the REPORTING PERIOD START DATE
 - or
 - no ASSIGNMENT END DATE has been recorded i.e. the employee is still employed
2. Count the number of ASSIGNMENTS for POSITIONS for a JOB ROLE in an ORGANISATION at the end of the REPORTING PERIOD where:
 - c. the ASSIGNMENT END DATE is on or after the REPORTING PERIOD END DATE
 - or
 - no ASSIGNMENT END DATE has been recorded i.e. the employee is still employed

and

 - d. the ASSIGNMENT START DATE is on or before the REPORTING PERIOD END DATE
3. Divide the resulting count of the number of ASSIGNMENTS at the end of the REPORTING PERIOD by the resulting count of the number of ASSIGNMENTS at the start of the REPORTING PERIOD multiplied by 100.

For example if the number of assignments at the start of the reporting period is 150 and the number of assignments at the end of the reporting period is 120 the headcount stability rate is:

$$(120 / 150) * 100 = 80.00\%$$

This data element is also known by these names:

Context	Alias
plural	HEADCOUNT STABILITY RATES (JOB ROLE IN REPORTING PERIOD)

HEADCOUNT STABILITY RATE (ORGANISATION IN REPORTING PERIOD)

Change to Data Element: New Data Element

HEADCOUNT STABILITY RATE (ORGANISATION IN REPORTING PERIOD)

Format/length:	nnn.nn (including decimal point)
HES item:	
National codes	
Default codes	

Notes:

The percentage of EMPLOYEES who remain employed within the ORGANISATION within the REPORTING PERIOD, it is calculated as follows:

1. Count the number of ASSIGNMENTS in an ORGANISATION at the start of the REPORTING PERIOD where:
 - a. the ASSIGNMENT START DATE is before or on the REPORTING PERIOD START DATEand
 - b. the ASSIGNMENT END DATE is on or after the REPORTING PERIOD START DATE
 - or
 - no ASSIGNMENT END DATE has been recorded i.e. the employee is still employed
2. Count the number of ASSIGNMENTS in an ORGANISATION at the end of the REPORTING PERIOD where:
 - c. the ASSIGNMENT END DATE is on or after the REPORTING PERIOD END DATE
 - or
 - no ASSIGNMENT END DATE has been recorded i.e. the employee is still employedand
 - d. the ASSIGNMENT START DATE is on or before the REPORTING PERIOD END DATE
3. Divide the resulting count of the number of ASSIGNMENTS at the end of the REPORTING PERIOD by the resulting count of the number of ASSIGNMENTS at the start of the REPORTING PERIOD multiplied by 100.

For example if the number of assignments at the start of the reporting period is 150 and the number of assignments at the end of the reporting period is 120 the headcount stability rate is:

$$(120 / 150) * 100 = 80.00\%$$

This data element is also known by these names:

Context	Alias
plural	HEADCOUNT STABILITY RATES (ORGANISATION IN REPORTING PERIOD)

HEADCOUNT STABILITY RATE (STAFF GROUP IN REPORTING PERIOD)

Change to Data Element: New Data Element

HEADCOUNT STABILITY RATE (STAFF GROUP IN REPORTING PERIOD)

Format/length:	nnn.nn (including decimal point)
HES item:	
National codes	
Default codes	

Notes:

The percentage of EMPLOYEES who remain employed within a STAFF GROUP within the ORGANISATION within the REPORTING PERIOD, it is calculated as follows:

1. Count the number of ASSIGNMENTS for POSITIONS for a STAFF GROUP in an ORGANISATION at the start of the REPORTING PERIOD where:
 - a. the ASSIGNMENT START DATE is before or on the REPORTING PERIOD START DATE

and

 - b. the ASSIGNMENT END DATE is on or after the REPORTING PERIOD START DATE
 - or
 - no ASSIGNMENT END DATE has been recorded i.e. the employee is still employed
2. Count the number of ASSIGNMENTS for POSITIONS for a JOB ROLE in an ORGANISATION at the end of the REPORTING PERIOD where:
 - c. the ASSIGNMENT END DATE is on or after the REPORTING PERIOD END DATE
 - or
 - no ASSIGNMENT END DATE has been recorded i.e. the employee is still employed

and

 - d. the ASSIGNMENT START DATE is on or before the REPORTING PERIOD END DATE
3. Divide the resulting count of the number of ASSIGNMENTS at the end of the REPORTING PERIOD by the resulting count of the number of ASSIGNMENTS at the start of the REPORTING PERIOD multiplied by 100.

For example if the number of assignments at the start of the reporting period is 150 and the number of assignments at the end of the reporting period is 120 the headcount stability rate is:

$$(120 / 150) * 100 = 80.00\%$$

The appropriate STAFF GROUP for a POSITION is established via its relationship to the JOB ROLE of the POSITION.

This data element is also known by these names:

Context	Alias
plural	HEADCOUNT STABILITY RATE (STAFF GROUP IN REPORTING PERIOD)

HEADCOUNT TURNOVER RATE (FTE IN REPORTING PERIOD)

Change to Data Element: New Data Element

HEADCOUNT TURNOVER RATE (FTE IN REPORTING PERIOD)

Format/length:	nnn.nn (including decimal point)
HES item:	

National codes
Default codes

Notes:

The percentage of EMPLOYEES, based upon their ASSIGNMENT CONTRACTED FTE, leaving employment with the ORGANISATION within the REPORTING PERIOD, it is calculated as follows:

1. Sum the ASSIGNMENT CONTRACTED FTE of each ASSIGNMENT in an ORGANISATION at the start of the REPORTING PERIOD where:
 - a. the ASSIGNMENT START DATE is before or on the REPORTING PERIOD START DATEand
 - b. the ASSIGNMENT END DATE is on or after the REPORTING PERIOD START DATE
 - or
 - no ASSIGNMENT END DATE has been recorded i.e. the employee is still employed
2. Sum the ASSIGNMENT CONTRACTED FTE of each ASSIGNMENT in an ORGANISATION at the end of the REPORTING PERIOD where:
 - c. the ASSIGNMENT END DATE is on or after the REPORTING PERIOD END DATE
 - or
 - no ASSIGNMENT END DATE has been recorded i.e. the employee is still employedand
 - d. the EMPLOYMENT CONTRACT START DATE is on or before the REPORTING PERIOD END DATE
3. Add the resulting sum of the FTEs at the start of the REPORTING PERIOD to the resulting sum of the FTEs at the end of the REPORTING PERIOD divided by 2.
For example if the sum result at the start of the reporting period is 65.3 and the sum result at the end of the reporting period is 59.16 the average staff in assignments is:
$$(65.3 + 59.16) / 2 = 62.23$$
4. Sum the ASSIGNMENT CONTRACTED FTE of each ASSIGNMENT for each EMPLOYEE leaving employment in an ORGANISATION with a recorded EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE where:
 - e. the EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE is on or after the REPORTING PERIOD START DATEand
 - f. the EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE is on or before the REPORTING PERIOD END DATE
5. Divide the sum FTE of EMPLOYEES leaving employment by the average staff in assignments multiplied by 100
For example if the number of FTEs leaving employment is 12.7 and the average FTEs in assignments is 62.23 the headcount turnover rate is:
$$(12.7 / 62.23) * 100 = 20.40\%$$

This data element is also known by these names:

Context	Alias
plural	HEADCOUNT TURNOVER RATES (FTE IN REPORTING PERIOD)

HEADCOUNT TURNOVER RATE (ORGANISATION IN REPORTING PERIOD)

HEADCOUNT TURNOVER RATE (ORGANISATION IN REPORTING PERIOD)

Format/length:	nnn.nn (including decimal point)
HES item:	
National codes	
Default codes	

Notes:

The percentage of EMPLOYEES leaving employment with the ORGANISATION within the REPORTING PERIOD, it is calculated as follows:

1. Count the number of EMPLOYEES with one or more EMPLOYMENT CONTRACTS with an ORGANISATION at the start of the REPORTING PERIOD where:
 - a. the EMPLOYMENT CONTRACT START DATE is before or on the REPORTING PERIOD START DATEand
 - b. the EMPLOYMENT CONTRACT END DATE is on or after the REPORTING PERIOD START DATE
 - or
 - no EMPLOYMENT CONTRACT END DATE has been recorded i.e. the employee is still employed
2. Count the number of EMPLOYEES with one or more EMPLOYMENT CONTRACTS with an ORGANISATION at the end of the REPORTING PERIOD where:
 - c. the EMPLOYMENT CONTRACT END DATE is on or after the REPORTING PERIOD END DATE
 - or
 - no EMPLOYMENT CONTRACT END DATE has been recorded i.e. the employee is still employedand
 - d. the EMPLOYMENT CONTRACT START DATE is on or before the REPORTING PERIOD END DATE
3. Add the resulting count of the number of EMPLOYEES at the start of the REPORTING PERIOD to the resulting count of the number of EMPLOYEES at the end of the REPORTING PERIOD divided by 2.
For example if the number of employees at the start of the reporting period is 150 and the number of employees at the end of the reporting period is 120 the average staff in employment is:
$$(120 + 150) / 2 = 54$$
4. Count the number of EMPLOYEES leaving employment in an ORGANISATION with a recorded EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE where:
 - e. the EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE is on or after the REPORTING PERIOD START DATEand
 - f. the EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE is on or before the REPORTING PERIOD END DATE
5. Divide the count of the number of EMPLOYEES leaving employment by the average staff in employment multiplied by 100.
For example if the number of employees leaving employment is 11 and the average staff in employment is 54 the headcount turnover rate is:
$$(11 / 54) * 100 = 20.37\%$$

This data element is also known by these names:

Context	Alias

plural

HEADCOUNT TURNOVER RATES (ORGANISATION IN REPORTING PERIOD)

JOB ROLE TITLE

Change to Data Element: New Data Element

JOB ROLE TITLE

Format/length:	max 70 characters
HES item:	
National Codes:	
Default Codes:	

Notes:

This is the same as attribute JOB ROLE TITLE.

The title of a JOB ROLE .

This data element is also known by these names:

Context	Alias
plural	JOB ROLE TITLES

JOB ROLE TITLE (POSITION)

Change to Data Element: New Data Element

JOB ROLE TITLE (POSITION)

Format/length:	max 70 characters
HES item:	
National Codes:	
Default Codes:	

Notes:

JOB ROLE TITLE (POSITION) is the same as attribute JOB ROLE TITLE.

The JOB ROLE TITLE of a JOB ROLE for a POSITION. A POSITION may require performance of more than one JOB ROLE.

This data element is also known by these names:

Context	Alias
plural	JOB ROLE TITLES (POSITION)

OCCUPATION CODE

Change to Data Element: New Data Element

OCCUPATION CODE

Format/length:	an3
HES item:	
National codes	Click on the Attribute tab to display the attribute that contains the National Codes
Default codes	

Notes:

This is the same as attribute OCCUPATION CODE.

The standard national NHS Occupation Code for an EMPLOYEE filling a POSITION through an ASSIGNMENT.

The NHS Occupation Codes are maintained by the Health & Social Care Information Centre, on behalf of the Department of Health and can be viewed at [NHS Occupation Code Manual V6](#) and further information on the workforce census which uses the NHS Occupation Codes can be viewed at [NHS workforce census](#).

This data element is also known by these names:

Context	Alias
plural	OCCUPATION CODES

OCCUPATION CODE (CLINICAL SECOND SPECIALTY)

Change to Data Element: New Data Element

OCCUPATION CODE (CLINICAL SECOND SPECIALTY)

Format/length:	n3
HES item:	
National codes	
Default codes	

Notes:

OCCUPATION CODE (CLINICAL SECOND SPECIALTY) is the same as attribute OCCUPATION CODE.

This is the secondary specialty OCCUPATION CODE of a CONSULTANT, Specialist Registrar or Senior Registrar.

The medical and dental specialty OCCUPATION CODES are currently used exclusively for National Workforce and Electronic Staff Record purposes.

The NHS Occupation Codes are maintained by the Health & Social Care Information Centre, on behalf of the Department of Health and can be viewed at [NHS Occupation Code Manual V6](#) and further information on the workforce census which uses the NHS Occupation Codes can be viewed at [NHS workforce census](#).

Please note these codes are not the same as those used for MAIN SPECIALTY CODE.

A second clinical specialty OCCUPATION CODE is added to a CONSULTANT or Specialist's record where the doctor's primary (main) specialty is 'General Medicine'.

Note that Specialty codes for a doctor with an OCCUPATION CODE of 021 General Surgery, or in the OCCUPATION CODE range of 920 to 980 Community and Public Health Medicine/Dentistry, are not valid as a second clinical specialty.

This data element is also known by these names:

Context	Alias
plural	OCCUPATION CODES (CLINICAL SECOND SPECIALTY)

OCCUPATION CODE (CLINICAL SPECIALTY)

Change to Data Element: New Data Element

OCCUPATION CODE (CLINICAL SPECIALTY)

Format/length:	n3
HES item:	
National codes	
Default codes	

Notes:

OCCUPATION CODE (CLINICAL SPECIALTY) is the same as attribute OCCUPATION CODE.

This is the primary (main) specialty OCCUPATION CODE of a doctor or dentist.

The medical and dental specialty OCCUPATION CODES are currently used exclusively for National Workforce and Electronic Staff Record purposes.

The NHS Occupation Codes are maintained by the Health & Social Care Information Centre, on behalf of the Department of Health and can be viewed at [NHS Occupation Code Manual V6](#) and further information on the workforce census which uses the NHS Occupation Codes can be viewed at [NHS workforce census](#).

Please note these codes are not the same as those used for MAIN SPECIALTY CODE.

This data element is also known by these names:

Context	Alias
plural	OCCUPATION CODES (CLINICAL SPECIALTY)

OCCUPATION CODE DESCRIPTION

Change to Data Element: New Data Element

OCCUPATION CODE DESCRIPTION

Format/length:	max 255 characters
HES item:	
National codes	Click on the Attribute tab to display the attribute that contains the National

Codes

Default codes

Notes:

This is the same as attribute OCCUPATION CODE DESCRIPTION.

A description or name corresponding to a specific NHS OCCUPATION CODE.

The NHS Occupation Codes are maintained by the Health & Social Care Information Centre, on behalf of the Department of Health and can be viewed at [NHS Occupation Code Manual V6](#) and further information on the workforce census which uses the NHS Occupation Codes can be viewed at [NHS workforce census](#).

This data element is also known by these names:

Context	Alias
plural	OCCUPATION CODE DESCRIPTIONS

ORGANISATION CODE (EMPLOYER)

Change to Data Element: New Data Element

ORGANISATION CODE (EMPLOYER)

Format/length: an5
HES item:
National Codes:
Default Codes:

Notes:

ORGANISATION CODE (EMPLOYER) is the same as attribute ORGANISATION CODE.

The ORGANISATION CODE that identifies the ORGANISATION acting as an employer.

This data element is also known by these names:

Context	Alias
plural	ORGANISATION CODES (EMPLOYER)

ORGANISATION CODE (POSITION NON-NHS FUNDER)

Change to Data Element: New Data Element

ORGANISATION CODE (POSITION NON-NHS FUNDER)

Format/length: an5
HES item:
National Codes:
Default Codes:

Notes:

ORGANISATION CODE (POSITION NON-NHS FUNDER) is the same as attribute ORGANISATION CODE.

The ORGANISATION CODE of the non-NHS ORGANISATION responsible for a POSITION NON-NHS FUNDING for a POSITION.

This data element is also known by these names:

Context	Alias
plural	ORGANISATION CODES (POSITION NON-NHS FUNDER)

ORGANISATION NAME (EMPLOYER)

Change to Data Element: New Data Element

ORGANISATION NAME (EMPLOYER)

Format/length:	See ORGANISATION NAME
HES item:	
National Codes:	
Default Codes:	

Notes:

ORGANISATION NAME (EMPLOYER) is the same as attribute ORGANISATION NAME.

The ORGANISATION NAME of the employing ORGANISATION.

This data element is also known by these names:

Context	Alias
plural	ORGANISATION NAMES (EMPLOYER)

ORGANISATION NAME (PROFESSIONAL REGISTRATION BODY)

Change to Data Element: New Data Element

ORGANISATION NAME (PROFESSIONAL REGISTRATION BODY)

Format/length:	See ORGANISATION NAME
HES item:	
National Codes:	
Default Codes:	

Notes:

ORGANISATION NAME (PROFESSIONAL REGISTRATION BODY) is the same as attribute ORGANISATION NAME.

The ORGANISATION NAME of the PROFESSIONAL REGISTRATION BODY.

This data element is also known by these names:

Context	Alias
plural	ORGANISATION NAMES (PROFESSIONAL REGISTRATION BODY)

ORGANISATION TYPE (EMPLOYER)

Change to Data Element: New Data Element

ORGANISATION TYPE (EMPLOYER)

Format/length:	a2
HES item:	
National Codes:	
Default Codes:	

Notes:

ORGANISATION TYPE (EMPLOYER) is the same as attribute ORGANISATION TYPE.

A classification of the type of employing ORGANISATION.

This data element is also known by these names:

Context	Alias
plural	ORGANISATION TYPES (EMPLOYER)

PAYSCALE CODE

Change to Data Element: New Data Element

PAYSCALE CODE

Format/length:	an7
HES item:	
National codes	Click on the Attribute tab to display the attribute that contains the National Codes
Default codes	

Notes:

This is the same as attribute PAYSCALE CODE.

A unique identifier of PAYSCALE.

The format for national codes is "NHSaannn", where 'NHS' is a literal text string, and 'aannn' is a 2-character and 3-digit string corresponding to nationally-recognised codes maintained by the Department of Health. Local codes have the format "nnnaaaaa", where 'nnn' is a 3-digit code (maintained by the Electronic Staff Record system) corresponding to the relevant ORGANISATION CODE, and 'aaaaa' refers to the appropriate local PAYSCALE code.

Note that local PAYSACLE CODES will be phased-out, as the Agenda for Change programme implements consistent national PAYSACLES across the entire NHS.

This data element is also known by these names:

Context	Alias
plural	PAYSACLE CODES

PAYSACLE CODE (EMPLOYEE ASSIGNMENT LATEST)

Change to Data Element: New Data Element

PAYSACLE CODE (EMPLOYEE ASSIGNMENT LATEST)

Format/length:	an7
HES item:	
National codes	
Default codes	

Notes:

PAYSACLE CODE (EMPLOYEE ASSIGNMENT LATEST) is the same as attribute PAYSACLE CODE.

The PAYSACLE CODE of the PAYSACLE recorded by the ASSIGNMENT PAYSACLE POINT for the ASSIGNMENT of the EMPLOYEE with the latest recorded ASSIGNMENT PAYSACLE POINT START DATE.

This data element is also known by these names:

Context	Alias
plural	PAYSACLE CODE (EMPLOYEE ASSIGNMENT LATEST)

PAYSACLE DESCRIPTION

Change to Data Element: New Data Element

PAYSACLE DESCRIPTION

Format/length:	max 255 characters
HES item:	
National codes	
Default codes	

Notes:

This is the same as attribute PAYSACLE DESCRIPTION.

A narrative description, contained in the Whitley (or a local) manual, or on the HR/Payroll system, to describe a PAYSACLE CODE applicable to a PAYSACLE or PAYSACLE POINT.

This data element is also known by these names:

Context	Alias
plural	PAYSCALE DESCRIPTIONS

PAYSCALE SPINE POINT CODE

Change to Data Element: New Data Element

PAYSCALE SPINE POINT CODE

Format/length:	To be decided
HES item:	
National codes	Click on the Attribute tab to display the attribute that contains the National Codes
Default codes	

Notes:

This is the same as attribute PAYSCALE SPINE POINT CODE.

The point within a PAYSCALE that has been reached by an EMPLOYEE for an ASSIGNMENT.

This data element is also known by these names:

Context	Alias
plural	PAYSCALE SPINE POINT CODE

PAYSCALE TYPE

Change to Data Element: New Data Element

PAYSCALE TYPE

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	

Notes:

This is the same as attribute PAYSCALE TYPE.

A classification which indicates whether a PAYSCALE is associated with a national or local negotiating body.

This data element is also known by these names:

Context	Alias
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plural

PAYSCALE TYPES

PERSON AGE IN YEARS (REPORTING PERIOD END DATE)

Change to Data Element: New Data Element

PERSON AGE IN YEARS (REPORTING PERIOD END DATE)

Format/length: n2
HES item:
National codes
Default codes

Notes:

The age in years of the PERSON as at the REPORTING PERIOD END DATE, it is calculated as follows:

$(\text{REPORTING PERIOD END DATE} - \text{PERSON BIRTH DATE})$

The format of a date, see DATE, is ccmm-dd-yy and for calculation purposes only the ccmm elements should be used.

This data element is also known by these names:

Context	Alias
plural	PERSON AGE IN YEARS (REPORTING PERIOD END DATES)

PERSON FULL NAME (CLINICAL SUPERVISOR LATEST)

Change to Data Element: New Data Element

PERSON FULL NAME (CLINICAL SUPERVISOR LATEST)

Format/length: max 70 characters
HES item:
National codes
Default codes

Notes:

The full name of the PERSON providing the latest Clinical Supervision to an EMPLOYEE who is receiving formal on-going training in the workplace. This is the recorded by the EMPLOYEE SUPERVISOR with the latest recorded EMPLOYEE SUPERVISOR START DATE and where the EMPLOYEE SUPERVISOR TYPE CODE is National Code 01 'Clinical Supervisor - the named Clinical Supervisor has ultimate clinical responsibility for patients who may be diagnosed or treated by the EMPLOYEE under supervision'.

The full name of the PERSON is an unstructured concatenation of some or all of the PERSON TITLE, PERSON GIVEN NAME, PERSON FAMILY NAME and PERSON NAME SUFFIX elements, or other elements that make up a PERSON's full name.

References: UK Government Data Standards Catalogue (GDSC), Version 1.0, Agreed 01.01.02. GDSC: <http://www.govtalk.gov.uk/gdsc/html/default.htm>

This is the e-GIF standard that should be used for all new and developing systems and for XML messages.

This data element is also known by these names:

Context	Alias
plural	PERSON FULL NAME (CLINICAL SUPERVISOR LATEST)

PERSON FULL NAME (EDUCATIONAL SUPERVISOR LATEST)

Change to Data Element: New Data Element

PERSON FULL NAME (EDUCATIONAL SUPERVISOR LATEST)

Format/length:	max 70 characters
HES item:	
National codes	
Default codes	

Notes:

The full name of the PERSON providing the latest educational supervision to an EMPLOYEE who is receiving formal on-going training in the workplace. This is recorded by the EMPLOYEE SUPERVISOR with the latest recorded EMPLOYEE SUPERVISOR START DATE and where the EMPLOYEE SUPERVISOR TYPE CODE is National Code 02 'Educational Supervisor - the named Educational Supervisor having educational responsibility for the EMPLOYEE in a training placement. This may or may not be the same person fulfilling the Clinical Supervisor role'.

The full name of the PERSON is an unstructured concatenation of some or all of the PERSON TITLE, PERSON GIVEN NAME, PERSON FAMILY NAME and PERSON NAME SUFFIX elements, or other elements that make up a PERSON's full name.

References: UK Government Data Standards Catalogue (GDSC), Version 1.0, Agreed 01.01.02. GDSC: <http://www.govtalk.gov.uk/gdsc/html/default.htm>

This is the e-GIF standard that should be used for all new and developing systems and for XML messages.

This data element is also known by these names:

Context	Alias
plural	PERSON FULL NAME (EDUCATIONAL SUPERVISOR LATEST)

PERSON GIVEN NAME (FIRST)

Change to Data Element: New Data Element

PERSON GIVEN NAME (FIRST)

Format/length:	max 35 characters
HES item:	
National Codes:	
Default Codes:	

Notes:

The first PERSON GIVEN NAME of an EMPLOYEE.

This is the name that the EMPLOYEE uses for formal communications. It is used to derive the first initial.

This data element is also known by these names:

Context	Alias
plural	PERSON GIVEN NAMES (FIRST)

PERSON GIVEN NAME (SECOND)

Change to Data Element: New Data Element

PERSON GIVEN NAME (SECOND)

Format/length:	max 35 characters
HES item:	
National Codes:	
Default Codes:	

Notes:

The second PERSON GIVEN NAME of an EMPLOYEE.

This is the name that the EMPLOYEE uses for formal communications. It is used to derive the second initial.

This data element is also known by these names:

Context	Alias
plural	PERSON GIVEN NAMES (SECOND)

PERSON GIVEN NAME (THIRD)

Change to Data Element: New Data Element

PERSON GIVEN NAME (THIRD)

Format/length:	max 35 characters
HES item:	
National Codes:	
Default Codes:	

Notes:

The third PERSON GIVEN NAME of an EMPLOYEE.

This is the name that the EMPLOYEE uses for formal communications. It is used to derive the third initial.

This data element is also known by these names:

Context	Alias
plural	PERSON GIVEN NAMES (THIRD)

POSITION BUDGETED FTE

Change to Data Element: New Data Element

POSITION BUDGETED FTE

Format/length:	an4 (including decimal point and 2 decimal places)
HES item:	
National codes	
Default codes	

Notes:

This is the same as attribute POSITION BUDGETED FTE.

The authorised Contracted Full Time Equivalent budgeted for a POSITION.

This data element is also known by these names:

Context	Alias
plural	POSITION BUDGETED FTES

POSITION CONTRACTED FTE

Change to Data Element: New Data Element

POSITION CONTRACTED FTE

Format/length:	an4 (including decimal point and 2 decimal places)
HES item:	
National codes	
Default codes	

Notes:

This is the same as attribute POSITION CONTRACTED FTE.

The Full Time Equivalent (FTE) of contracted time for a POSITION.

This data element is also known by these names:

Context	Alias

plural

POSITION CONTRACTED FTES

POSITION FTE VARIANCE

Change to Data Element: New Data Element

POSITION FTE VARIANCE

Format/length: an6 (including decimal point and 2 decimal places)
HES item:
National codes
Default codes

Notes:

The calculation of the difference between POSITION CONTRACTED FTE and POSITION BUDGETED FTE, it is calculated as follows:

$$\text{POSITION CONTRACTED FTE} - \text{POSITION BUDGETED FTE}$$

The calculated value for POSITION FTE VARIANCE may be negative.

This data element is also known by these names:

Context	Alias
plural	POSITION FTE VARIANCES

POSITION IDENTIFIER

Change to Data Element: New Data Element

POSITION IDENTIFIER

Format/length: max 32 characters
HES item:
National Codes:
Default Codes:

Notes:

This is the same as attribute POSITION IDENTIFIER.

A unique identifier a particular POSITION within an ORGANISATION.

This data element is also known by these names:

Context	Alias
plural	POSITION IDENTIFIERS

POSITION INTERNATIONAL RECRUITMENT INDICATOR

Change to Data Element: New Data Element

POSITION INTERNATIONAL RECRUITMENT INDICATOR

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	

Notes:

This is the same as attribute POSITION INTERNATIONAL RECRUITMENT INDICATOR.

An indicator to denote whether or not a POSITION is suitable for International Recruitment.

This data element is also known by these names:

Context	Alias
plural	POSITION INTERNATIONAL RECRUITMENT INDICATOR

POSITION ROTA PATTERN CODE

Change to Data Element: New Data Element

POSITION ROTA PATTERN CODE

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	

Notes:

This is the same as attribute POSITION ROTA PATTERN CODE.

A classification of the type shift rota pattern for a POSITION.

The classification is only applicable to POSITIONS for Medical and Dental Staff.

This data element is also known by these names:

Context	Alias
plural	POSITION ROTA PATTERN CODES

POSITION SHIFT TYPE CODE

Change to Data Element: New Data Element

POSITION SHIFT TYPE CODE

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	

Notes:

This is the same as attribute POSITION SHIFT TYPE CODE.

A classification of the type of shift for a POSITION.

This data element is also known by these names:

Context	Alias
plural	POSITION SHIFT TYPE CODES

POSITION STATUS CODE

Change to Data Element: New Data Element

POSITION STATUS CODE

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	

Notes:

This is the same as attribute POSITION STATUS CODE.

A classification of the status of a POSITION.

This data element is also known by these names:

Context	Alias
plural	POSITION STATUS CODES

POSITION VACANCY END DATE

Change to Data Element: New Data Element

POSITION VACANCY END DATE

Format/length:	See DATE
HES item:	
National Codes:	
Default Codes:	

Notes:

This is the same as attribute POSITION VACANCY END DATE.

The date on which an ORGANISATION stops active recruitment for a particular vacant POSITION, either through a candidate accepting an offer to take-up an ASSIGNMENT to the POSITION, or through abandoning the recruitment process for the POSITION.

This data element is also known by these names:

Context	Alias
plural	POSITION VACANCY END DATES

POSITION VACANCY FTE

Change to Data Element: New Data Element

POSITION VACANCY FTE

Format/length:	an4 (including decimal point and 2 decimal places)
HES item:	
National codes	
Default codes	

Notes:

This is the same as attribute POSITION VACANCY FTE.

The Full Time Equivalent (FTE) of contracted hours (or sessions) for a vacant POSITION where the POSITION STATUS CODE is National Code 06 'Vacant'.

This data element is also known by these names:

Context	Alias
plural	POSITION VACANCY FTES

POSITION VACANCY IDENTIFIER

Change to Data Element: New Data Element

POSITION VACANCY IDENTIFIER

Format/length:	n4
HES item:	
National Codes:	
Default Codes:	

Notes:

This is the same as attribute POSITION VACANCY IDENTIFIER.

The identifier of a POSITION VACANCY for a POSITION in an ORGANISATION where the POSITION STATUS CODE is National Code 06 'Vacant'.

This data element is also known by these names:

Context	Alias
plural	POSITION VACANCY IDENTIFIERS

POSITION VACANCY LENGTH OF TIME UNFILLED

Change to Data Element: New Data Element

POSITION VACANCY LENGTH OF TIME UNFILLED

Format/length:	n4
HES item:	
National Codes:	
Default Codes:	

Notes:

The number of days of a POSITION VACANCY was unfilled in an ORGANISATION, it is calculated as follows:

(POSITION VACANCY END DATE - POSITION VACANCY START DATE) converted to number of calendar days

Where there is no recorded POSITION VACANCY END DATE i.e. the period of vacancy has not yet ended or the POSITION VACANCY END DATE is after the REPORTING PERIOD END DATE then the REPORTING PERIOD END DATE should be used instead of the POSITION VACANCY END DATE.

The format of a date, see DATE, is cmmm-dd-yy and for calculation purposes the difference between the end and start dates should be converted into the number of calendar days to calculate the result.

This data element is also known by these names:

Context	Alias
plural	POSITION VACANCY LENGTH OF TIME UNFILLED

POSITION VACANCY START DATE

Change to Data Element: New Data Element

POSITION VACANCY START DATE

Format/length:	See DATE
HES item:	
National Codes:	
Default Codes:	

Notes:

This is the same as attribute POSITION VACANCY START DATE.

The date on which an ORGANISATION begins active recruitment to fill a particular POSITION after it has become vacant, and has been authorised to be filled.

This data element is also known by these names:

Context	Alias
plural	POSITION VACANCY START DATES

POSITION VACANCY STATUS CODE

Change to Data Element: New Data Element

POSITION VACANCY STATUS CODE

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	

Notes:

This is the same as attribute POSITION VACANCY STATUS CODE.

This data element is also known by these names:

Context	Alias
plural	POSITION VACANCY STATUS CODES

POSITION WORKED FTE (REPORTING PERIOD)

Change to Data Element: New Data Element

POSITION WORKED FTE (REPORTING PERIOD)

Format/length:	an6 (including decimal point and 2 decimal places)
HES item:	
National Codes:	

Default Codes:

Notes:

The amount of time (in either hours or sessions) worked by EMPLOYEE in a given POSITION over a period of time, converted to a Full Time Equivalent (FTE).

This is calculated by dividing the sum of the amount of time worked by the time which would be worked over the same period of time by one full time EMPLOYEE working the Standard Hours for the Grade.

This data element is also known by these names:

Context	Alias
plural	POSITION WORKED FTES (REPORTING PERIOD)

PROFESSIONAL REGISTRATION ENTRY IDENTIFIER

Change to Data Element: New Data Element

PROFESSIONAL REGISTRATION ENTRY IDENTIFIER

Format/length:	max 32 characters
HES item:	
National Codes:	
Default Codes:	

Notes:

This is the same as attribute PROFESSIONAL REGISTRATION ENTRY IDENTIFIER.

The registration identifier allocated by an ORGANISATION to a PERSON with a PROFESSIONAL REGISTRATION on a REGISTER of the ORGANISATION.

This data element is also known by these names:

Context	Alias
plural	PROFESSIONAL REGISTRATION ENTRY IDENTIFIER

PROFESSIONAL REGISTRATION EXPIRY DATE

Change to Data Element: New Data Element

PROFESSIONAL REGISTRATION EXPIRY DATE

Format/length:	See DATE
HES item:	
National Codes:	
Default Codes:	

Notes:

This is the same as attribute PROFESSIONAL REGISTRATION EXPIRY DATE.

The expiry date of the PROFESSIONAL REGISTRATION of an EMPLOYEE.

This data element is also known by these names:

Context	Alias
plural	PROFESSIONAL REGISTRATION EXPIRY DATES

PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE

Change to Data Element: New Data Element

PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE

Format/length:	See DATE
HES item:	
National codes	
Default codes	

Notes:

This is the same as attribute PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE.

The date on which a PERSON was first registered to practise in a particular profession, with regard to the length of time the PERSON has been registered to practise (as opposed to being qualified to practise).

This data element is also known by these names:

Context	Alias
plural	PROFESSIONAL REGISTRATION FIRST REGISTRATION DATES

PROFESSIONAL REGISTRATION STATUS

Change to Data Element: New Data Element

PROFESSIONAL REGISTRATION STATUS

Format/length:	n2
HES item:	
National Codes:	
Default Codes:	

Notes:

The status of a PROFESSIONAL REGISTRATION of a PERSON.

It is derived from comparing the PROFESSIONAL REGISTRATION EXPIRY DATE of the PROFESSIONAL REGISTRATION with the REPORTING PERIOD END DATE.

If the PROFESSIONAL REGISTRATION EXPIRY DATE is on or after the REPORTING PERIOD END DATE then the

PROFESSIONAL REGISTRATION it is classified as valid otherwise it is classified as expired.

The derived values are:

- 01 Valid
- 02 Expired

This data element is also known by these names:

Context	Alias
plural	PROFESSIONAL REGISTRATION STATUS

PROFESSIONAL REGISTRATION TYPE CODE

Change to Data Element: New Data Element

PROFESSIONAL REGISTRATION TYPE CODE

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	

Notes:

This is the same as attribute PROFESSIONAL REGISTRATION TYPE CODE.

The classification of the type of PROFESSIONAL REGISTRATION TYPE.

This data element is also known by these names:

Context	Alias
plural	PROFESSIONAL REGISTRATION TYPE CODES

PROFESSIONAL REGISTRATION TYPE CODE (POSITION)

Change to Data Element: New Data Element

PROFESSIONAL REGISTRATION TYPE CODE (POSITION)

Format/length:	n2
HES item:	
National Codes:	
Default Codes:	

Notes:

PROFESSIONAL REGISTRATION TYPE CODE (POSITION) is the same as attribute PROFESSIONAL REGISTRATION TYPE CODE.

A PROFESSIONAL REGISTRATION TYPE CODE of a PROFESSIONAL REGISTRATION TYPE associated with a POSITION by PROFESSIONAL REGISTRATION FOR POSITION that is mandatory for an EMPLOYEE to hold a PROFESSIONAL REGISTRATION TYPE HELD of a given PROFESSIONAL REGISTRATION TYPE or from a list of PROFESSIONAL REGISTRATION TYPES (as multiple PROFESSIONAL REGISTRATION TYPES may be acceptable for the POSITION).

This data element is also known by these names:

Context	Alias
plural	PROFESSIONAL REGISTRATION TYPE CODES (POSITION)

QUALIFICATION PLANNED COMPLETION DATE CHANGE REASON (CCT)

Change to Data Element: New Data Element

QUALIFICATION PLANNED COMPLETION DATE CHANGE REASON (CCT)

Format/length:	n2
HES item:	
National Codes:	
Default Codes:	

Notes:

QUALIFICATION PLANNED COMPLETION DATE CHANGE REASON (CCT) is the same as attribute TRAINING ACTIVITY COMPLETION DATE CHANGE REASON.

The TRAINING ACTIVITY COMPLETION DATE CHANGE REASON for a Postgraduate Dean to change the EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE on which an EMPLOYEE is expected to attain the Certificate of Completion of Training (CCT) for Specialist training.

This is the EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE of EMPLOYEE QUALIFICATION where the QUALIFICATION TYPE CODE of QUALIFICATION is National Code 04 'Certificate of Completion of Training (CCT) - Specialist Training'.

This data element is also known by these names:

Context	Alias
plural	QUALIFICATION PLANNED COMPLETION DATE CHANGE REASONS (CCT)

QUALIFICATION SUBJECT AREA CODE

Change to Data Element: New Data Element

QUALIFICATION SUBJECT AREA CODE

Format/length:	n2
HES item:	

National Codes: Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:

Notes:

This is the same as attribute QUALIFICATION SUBJECT AREA CODE.

A classification of the broad category of an QUALIFICATION.

This data element is also known by these names:

Context	Alias
plural	QUALIFICATION SUBJECT AREA CODES

QUALIFICATION TITLE

Change to Data Element: New Data Element

QUALIFICATION TITLE

Format/length: max 255 characters
HES item:
National Codes:
Default Codes:

Notes:

This is the same as attribute QUALIFICATION TITLE.

The name or title of an QUALIFICATION.

This data element is also known by these names:

Context	Alias
plural	QUALIFICATION TITLES

QUALIFICATION TYPE CODE

Change to Data Element: New Data Element

QUALIFICATION TYPE CODE

Format/length: n2
HES item:
National Codes: Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:

Notes:

This is the same as attribute QUALIFICATION TYPE CODE.

The type of QUALIFICATION held; or for which an EMPLOYEE is undertaking training.

This data element is also known by these names:

Context	Alias
plural	QUALIFICATION TYPE CODE

SITE CODE (EMPLOYING ORGANISATION)

Change to Data Element: New Data Element

SITE CODE (EMPLOYING ORGANISATION)

Format/length:	an5
HES item:	
National Codes:	
Default Codes:	

Notes:

SITE CODE (EMPLOYING ORGANISATION) is the same as attribute ORGANISATION SITE CODE.

The ORGANISATION SITE CODE of the ORGANISATION SITE of the employing ORGANISATION where the EMPLOYEE is employed or based from.

This data element is also known by these names:

Context	Alias
plural	SITE CODES (EMPLOYING ORGANISATION)

SITE NAME (EMPLOYING ORGANISATION)

Change to Data Element: New Data Element

SITE NAME (EMPLOYING ORGANISATION)

Format/length:	max 255 characters
HES item:	
National Codes:	
Default Codes:	

Notes:

SITE NAME (EMPLOYING ORGANISATION) is the same as attribute ORGANISATION SITE NAME.

The ORGANISATION SITE NAME of the ORGANISATION SITE of the employing ORGANISATION where the EMPLOYEE is employed or based from.

This data element is also known by these names:

Context	Alias
plural	SITE NAMES (EMPLOYING ORGANISATION)

STAFF GROUP CODE (TRAINING ACTIVITY CLASSIFICATION)

Change to Data Element: New Data Element

STAFF GROUP CODE (TRAINING ACTIVITY CLASSIFICATION)

Format/length:	n2
HES item:	
National codes	
Default codes	

Notes:

STAFF GROUP CODE (TRAINING ACTIVITY CLASSIFICATION) is the same as attribute STAFF GROUP CODE.

The STAFF GROUP CODE of the STAFF GROUP which classifies the staff group for which the TRAINING ACTIVITY is targeted.

This data element is also known by these names:

Context	Alias
plural	STAFF GROUP CODES (TRAINING ACTIVITY CLASSIFICATION)

STAFF GROUP STANDARD HOURS

Change to Data Element: New Data Element

STAFF GROUP STANDARD HOURS

Format/length:	an5 (including decimal point and 2 decimal places)
HES item:	
National Codes:	
Default Codes:	

Notes:

This is the same as attribute STAFF GROUP STANDARD HOURS.

The standard hours for a full time appointment for a STAFF GROUP.

This data element is also known by these names:

Context	Alias
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plural

STAFF GROUP STANDARD HOURS

STAFF GROUP STANDARD SESSIONS

Change to Data Element: New Data Element

STAFF GROUP STANDARD SESSIONS

Format/length: an5 (including decimal point and 2 decimal places)
HES item:
National Codes:
Default Codes:

Notes:

The standard sessions per week for a full time appointment for a STAFF GROUP.

For most STAFF GROUPS, the standard working week is expressed as STAFF GROUP STANDARD HOURS.

This data element is also known by these names:

Context	Alias
plural	STAFF GROUPS STANDARD SESSIONS

START DATE (ASSIGNMENT PAYSACLE)

Change to Data Element: New Data Element

START DATE (ASSIGNMENT PAYSACLE)

Format/length: DATE
HES item:
National codes
Default codes

Notes:

START DATE (ASSIGNMENT PAYSACLE) is the same as attribute ASSIGNMENT PAYSACLE POINT START DATE.

The date on which an EMPLOYEE first held an ASSIGNMENT for their current PAYSACLE.

This is the ASSIGNMENT PAYSACLE POINT START DATE of the first recorded ASSIGNMENT PAYSACLE POINT for the PAYSACLE of the latest recorded ASSIGNMENT PAYSACLE POINT.

The first recorded ASSIGNMENT PAYSACLE POINT may not necessarily be for the current ASSIGNMENT as the EMPLOYEE may first have held the particular PAYSACLE in another ASSIGNMENT within their current or previous employer.

This data element is also known by these names:

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Context	Alias
plural	START DATES (ASSIGNMENT PAYSCALE)

TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNT

Change to Data Element: New Data Element

TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNT

Format/length:	n3
HES item:	
National codes:	
Default codes:	

Notes:

This is the same as attribute TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNT.

A record of professional or academic accreditation gained from successful completion of a TRAINING ACTIVITY.

This data element is also known by these names:

Context	Alias
plural	TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNTS

TRAINING ACTIVITY ACTUAL COMPLETION DATE (GP TRAINING)

Change to Data Element: New Data Element

TRAINING ACTIVITY ACTUAL COMPLETION DATE (GP TRAINING)

Format/length:	See DATE
HES item:	
National Codes:	
Default Codes:	

Notes:

TRAINING ACTIVITY ACTUAL COMPLETION DATE (GP TRAINING) is the same as attribute TRAINING ACTIVITY ACTUAL COMPLETION DATE.

The actual date on which an EMPLOYEE successfully completed their General Practitioner training to attain the Certificate of Completion of Training (CCT).

This is the TRAINING ACTIVITY ACTUAL COMPLETION DATE of TRAINING ACTIVITY for the EMPLOYEE QUALIFICATION where the QUALIFICATION TYPE CODE of QUALIFICATION is National Code 09 'Certificate of Completion of Training (CCT) - General Practitioner Training'.

This data element is also known by these names:

Context	Alias
plural	TRAINING ACTIVITY ACTUAL COMPLETION DATES (GP TRAINING)

TRAINING ACTIVITY ACTUAL COMPLETION DATE (SPECIALIST TRAINING)

Change to Data Element: New Data Element

TRAINING ACTIVITY ACTUAL COMPLETION DATE (SPECIALIST TRAINING)

Format/length:	See DATE
HES item:	
National Codes:	
Default Codes:	

Notes:

TRAINING ACTIVITY ACTUAL COMPLETION DATE (SPECIALIST TRAINING) is the same as attribute TRAINING ACTIVITY ACTUAL COMPLETION DATE.

The actual date on which an EMPLOYEE successfully completed their Specialist training to attain the Certificate of Completion of Training (CCT).

This is the TRAINING ACTIVITY ACTUAL COMPLETION DATE of TRAINING ACTIVITY for the EMPLOYEE QUALIFICATION where the QUALIFICATION TYPE CODE of QUALIFICATION is National Code 04 'Certificate of Completion of Training (CCT) - Specialist Training'.

This data element is also known by these names:

Context	Alias
plural	TRAINING ACTIVITY ACTUAL COMPLETION DATES (SPECIALIST TRAINING)

TRAINING ACTIVITY ASSESSOR TYPE CODE

Change to Data Element: New Data Element

TRAINING ACTIVITY ASSESSOR TYPE CODE

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	

Notes:

This is the same as attribute TRAINING ACTIVITY ASSESSOR TYPE CODE.

A classification of the type of Assessor for a TRAINING ACTIVITY undertaken by an EMPLOYEE.

This data element is also known by these names:

Context	Alias
plural	TRAINING ACTIVITY ASSESSOR TYPE CODES

TRAINING ACTIVITY DELIVERY METHOD TYPE CODE

Change to Data Element: New Data Element

TRAINING ACTIVITY DELIVERY METHOD TYPE CODE

Format/length:	n2
HES item:	
National codes	Click on the Attribute tab to display the attribute that contains the National Codes
Default codes	

Notes:

This is the same as attribute TRAINING ACTIVITY DELIVERY METHOD TYPE CODE.

A categorisation of the method employed to deliver a TRAINING ACTIVITY.

This data element is also known by these names:

Context	Alias
plural	TRAINING ACTIVITY DELIVERY METHOD TYPE CODES

TRAINING ACTIVITY NAME

Change to Data Element: New Data Element

TRAINING ACTIVITY NAME

Format/length:	max 255 characters
HES item:	
National Codes:	
Default Codes:	

Notes:

This is the same as attribute TRAINING ACTIVITY NAME.

The name or title of a TRAINING ACTIVITY.

This data element is also known by these names:

Context	Alias
plural	TRAINING ACTIVITY NAMES

TRAINING ACTIVITY START DATE (GP TRAINING)

Change to Data Element: New Data Element

TRAINING ACTIVITY START DATE (GP TRAINING)

Format/length:	See DATE
HES item:	
National Codes:	
Default Codes:	

Notes:

TRAINING ACTIVITY START DATE (GP TRAINING) is the same as attribute TRAINING ACTIVITY START DATE.

The date on which an EMPLOYEE started their General Practitioner training to attain the Certificate of Completion of Training.

This is the TRAINING ACTIVITY START DATE of TRAINING ACTIVITY for the EMPLOYEE QUALIFICATION where the QUALIFICATION TYPE CODE of QUALIFICATION is National Code 09 '*Certificate of Completion of Training (CCT) - General Practitioner Training*'.

This data element is also known by these names:

Context	Alias
plural	TRAINING ACTIVITY START DATES (GP TRAINING)

TRAINING ACTIVITY START DATE (SPECIALIST TRAINING)

Change to Data Element: New Data Element

TRAINING ACTIVITY START DATE (SPECIALIST TRAINING)

Format/length:	See DATE
HES item:	
National Codes:	
Default Codes:	

Notes:

TRAINING ACTIVITY START DATE (SPECIALIST TRAINING) is the same as attribute TRAINING ACTIVITY START DATE.

The date on which an EMPLOYEE started their Specialist training to attain the Certificate of Completion of Training (CCT) .

This is the TRAINING ACTIVITY START DATE of TRAINING ACTIVITY for the EMPLOYEE QUALIFICATION where the QUALIFICATION TYPE CODE of QUALIFICATION is National Code 04 '*Certificate of Completion of Training (CCT) - Specialist Training*'.

This data element is also known by these names:

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Context	Alias
plural	TRAINING ACTIVITY START DATES (SPECIALIST TRAINING)

TRAINING ACTIVITY TYPE CODE

Change to Data Element: New Data Element

TRAINING ACTIVITY TYPE CODE

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	

Notes:

This is the same as attribute TRAINING ACTIVITY TYPE CODE.

A classification of the type of TRAINING ACTIVITY.

This data element is also known by these names:

Context	Alias
plural	TRAINING ACTIVITY TYPE CODES

For enquiries about this Data Set Change Notice:

- email datastandards@nhs.net for NHS Data Model and Dictionary queries or
- email enquiries@ic.nhs.uk for Workforce queries.