

Sponsoring Organisation:	Implementation Date:	Immediate
Department of Health	Subject: Data Standard: National Workforce Data Set v2.1	
DATA SET CHANGE NOTICE		
<p>This DSCN informs users of the approval of changes to an information standard by the Information Standards Board for Health and Social Care (ISB HaSC).</p> <p>This was approved by ISB HaSC on 18 May 2009.</p>		
<p>Summary: This DSCN informs the NHS of changes to the National Workforce Dataset (NWD) and should be read by all NHS Organisations, particularly HR and Workforce departments. It should also be read by all suppliers of HR / Workforce systems.</p> <p>The changes will support the capture, reporting and analysis of NHS Workforce information through HR / workforce systems including the Electronic Staff Record (ESR) and will facilitate both NHS workforce planning and policy development. The changes to the NWD are required to meet the following policy and practice requirements:</p> <ul style="list-style-type: none">• National roll-out of the Improving Access to Psychological Therapies (IAPT) programme• Changes to the Specialty and Associate Specialist (SAS) Doctors contract• Analysis of Burns Care workforce• Rectify gaps in existing value sets <p>In addition to these revisions this DSCN also corrects the following issues with the NWD definitions within the NHS Data Model and Dictionary:</p> <ul style="list-style-type: none">• Data Elements are associated with correct Attributes, and duplicate associations removed• Placement of Default Codes with Data Element definitions. <p>These changes must be implemented by 1st April 2010, although they may be used with immediate effect.</p> <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 change2. Part 2 provides the definitional, technical and modelling detail that will be included in the NHS Data Model and Dictionary. <p>Please note that NWD is a reference data set. It is not a specific collection although NWD data items, definitions and associated values are used in a variety of collections including the NHS Workforce Census and Electronic Staff Record (ESR).</p>		
Data Sets / return affected: Not applicable		
Related DSCNs: DSCN 10/2008		
Impact of Change:		
Service: Minor	System Suppliers:	Minor
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: www.isb.nhs.uk/docs/national-4/		

DATA SET CHANGE NOTICE

Reference No:	DSCN 06/2009
Version No:	v1.0
Subject:	National Workforce Dataset (NWD) (version 2.1)
Type of Change:	Change to an approved information standard
Implementation Date:	Immediate
Business Justification:	To meet the information requirements resulting from changes to the Specialty and Associate Specialist (SAS) Doctors contract, National roll-out of the Improving Access to Psychological Therapies (IAPT) programme, to facilitate analysis of burns care workforce and the analysis of reasons for staff leaving NHS employment.

Introduction

The proposed changes to the National Workforce Dataset (NWD) are required to meet the following policy and practice requirements:

- national roll-out of the Improving Access to Psychological Therapies (IAPT) programme
- changes to the SAS Doctors contract including the introduction of Specialty Doctors
- analysis of burns care workforce
- analysis of reasons for staff leaving NHS employment.

These proposed changes to the NWD are required to ensure that the dataset remains 'fit for purpose' and continues to reflect current workforce policy and practice and supports the NHS in relation to workforce. The proposed changes will support the capture, reporting and analysis of NHS Workforce information through HR/workforce systems including the Electronic Staff Record (ESR) and will facilitate both NHS workforce planning and policy development.

Background

The changes to the NWD will meet the specific business and information requirements of the legislative/policy/technical areas outlined below:

i) Burns Care

The Regional Burns Network has a requirement to identify staff working in specialist burns care to allow the analysis of these for NHS workforce planning purposes. This includes the need to capture the following information:

- the estimated total number of staff working in specialist burns care nationally
- the types of non-medical staff groups working in specialist burns care e.g. nurses.

ii) Improving Access to Psychological Therapies

The IAPT programme is currently being rolled out nationally. It aims to provide services for patients suffering from depression and anxiety disorders in a primary care setting.

Part of the national roll-out of IAPT will entail the development of a specialised workforce. This will involve the recruiting and training of two types of psychological therapy workers to provide interventions within an IAPT service. These are:

- low intensity therapy workers and
- high intensity psychological therapists.

Applicants for these roles could be psychologists, therapists, graduate mental health workers, Allied Health Professionals, social workers or nurses.

For further details please see the IAPT website below:

www.iapt.nhs.uk/services/workforce

iii) Changes to the SAS Doctors Contract including the introduction of Specialty Doctors

Changes to the SAS Doctors contract have resulted in the introduction of Specialty Doctor and 'new' Associate Specialist grades to replace the existing grades of Associate Specialist and Staff Grade from 1st April 2008.

For further details please see the NHS Employers website below:

<http://www.nhsemployers.org/PayAndContracts/StaffAndAssociateSpecialistDrs/ContractDetails/Pages/ContractDetailsV2.aspx>

http://www.nhsemployers.org/Aboutus/Publications/PayCirculars/Documents/Pay_circular_MandD_1-2008_aw.pdf

iv) Reason for Leaving – Bank Staff not fulfilled minimum work requirement

NHS Organisations have a need to terminate the employment of Bank Staff who have not met the following criteria:

- have not worked for a certain number of weeks
- have worked less than a certain number of hours over a period of time.

These exact criteria will typically be set locally by NHS Organisations within local policy and guidelines.

There is currently no suitable value defined within the existing value set to allow this to be recorded accurately.

v) Reason for Leaving – Voluntary Resignation – To undertake further education or training

A significant proportion of staff leave NHS employment to undertake further education or training. There is currently no suitable value defined within the existing value set to allow this to be recorded accurately.

Details of Change

i) Burns Care

To facilitate the capture, reporting and analysis of information relating to staff working in specialist burns care nationally the following changes to NWD are required:

AREA OF WORK

Add new data value:

Primary Area of Work Secondary Area of Work Tertiary Area of Work

Surgery Burns Care Burns Care

NB: This proposed value should only be used for staff working in specialist burns care where this forms the primary area of work, such as in specialist burns units. Staff involved in burns care, but where this is not their main area of work, should continue to be recorded against their main area of work such as plastic surgery or maxillofacial surgery.

ii) Improving Access to Psychological Therapies

To facilitate the capture, reporting and analysis of information relating to the IAPT workforce nationally the following changes to NWD are required:

AREA OF WORK

Add new data value:

Primary Area of Work Secondary Area of Work Tertiary Area of Work

Clinical Support Improving Access to Psychological Therapies Improving Access to Psychological Therapies

JOB ROLE (FOR A POSITION)

Add new data values:

Additional Professional, Scientific and Technical

[05014] Psychological Therapist - Qualified

[05015] Psychological Therapist - Trainee

Additional Clinical Services

[07028] Therapy Worker – Qualified

[07029] Therapy Worker - Trainee

iii) Changes to the SAS Doctors Contract including the introduction of Specialty Doctors

To facilitate the capture, reporting and analysis of information relating to the changes in SAS Doctors contract and the introduction of Speciality Doctor and the 'new' Associate Specialist grades the following changes to NWD are required:

JOB ROLE (FOR A POSITION)

Add new data values:

[01032] Specialty Doctor

Retire the following data values:

[01008] Associate Specialist (closed for new entrants from 01/04/2008 or regrading from 01/04/2009)

[01009] Staff Grade (closed for new entrants from 01/04/2008)

The Specialty Doctor grade was introduced from 1st April 2008 and replaces the former Associate Specialist and Staff Grades.

The existing Staff Grade is now closed for new entrants as of 1st April 2008.

The Associate Specialist grade is now closed for new entrants as of 1st April 2008. For existing Staff Grade Doctors who met the criteria for grading to Associate Specialist on 31st March 2008 there is a 'window of opportunity' to apply for regrading until 31st March 2009.

Both the Staff Grade and Associate Specialist values may continue to be used for staff who choose to remain on these grades.

iv) Reason for Leaving – Bank Staff not fulfilled minimum work requirement

To facilitate the capture, reporting and analysis of this possible reason for employees to leave NHS employment the following changes to NWD are required:

REASON FOR LEAVING

Add new data value:

[29] Bank Staff not fulfilled minimum work requirement

v) Reason for Leaving – Voluntary Resignation – To undertake further education or training

To facilitate the capture, reporting and analysis of this possible reason for employees to leave NHS employment the following changes to NWD are required:

REASON FOR LEAVING

Add new data values:

[28] Voluntary Resignation – To undertake further education or training

Full details of all changes can be found in the updated National Workforce Dataset (v2.1) Specification which is available on The NHS Information Centre website:

www.ic.nhs.uk/datasets/NWD

Timescales for Implementation / Change

FRAMEWORK		Health Personnel	Organisation ^{Error!} Reference source not found.	IT Suppliers ^{Error!} Reference source not found.
Effective Date ^{Error! Reference source not found.} "may use"		Immediate	Immediate	Immediate
Implementation Date ^{Error! Reference source not found.} "must use"	Collection Start Date ^{Error! Reference source not found.}	Not Applicable		
	First Submission Date ^{Error! Reference source not found.}			
	Reporting Period / Submission Cycle ^{Error! Reference source not found.}			
Conformance Date ^{Error! Reference source not found.} "must be used effectively and assessed for use"		01/04/2010	01/04/2010	01/01/2010
Superseded Date (of prior standard) ^{Error! Reference source not found.} "stop using prior standard"		01/04/2010	01/04/2010	01/01/2010

Effects on Other Information Standards

There are no known effects on other NHS Information Standards as a result of these changes to the NWD.

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Further Information and Support

The following support mechanisms are available for users in relation to the NWD:

The NHS Information Centre

For enquiries relating to the NWD Information Standard including scope, data items, definitions and data values, future requirements and requests for change.

Telephone: 0845 3006016
 Email: enquiries@ic.nhs.uk
 Website: www.ic.nhs.uk/datasets/NWD

Electronic Staff Record (ESR)

For enquiries relating to the ESR system staff should consult the ESR User Manual on Kbase in the first instance:

<http://portal.mhapp.nhs.uk/esrusermanual/>

If a satisfactory answer cannot be found a Service Request (SR) should be raised through the organisations nominated 'Super user'. Further details can be found on the ESR website:

www.esrsolution.co.uk

Notes:

1. Relevant organisations are those organisations as defined in the standard who must take direct action to implement the standard
2. IT Suppliers are all suppliers to the organisations listed at ¹ who supply functionality pertinent to that standard
3. **Effective Date** is the date from which a new standard can be used but may not be mandatory. This might facilitate piloting, for example, or enable time for system functionality development. At this point, **you "may use" the standard.**
4. **Implementation Date** is the point from which the new standard becomes mandatory. Ideally, it inherently implies organisations use appropriate systems i.e. the date is the same for organisations and suppliers. However, there may be circumstances where interim workarounds are required i.e. the date is different for organisations and suppliers. At this date, **you "must use" the standard.** Where the standard demands data is submitted centrally, sub components of implementation date (and possibly 'effective date') are:
 5. **Collection Start Date** – this is the date collection of data must begin
 6. **First Submission Date** – this is the date of first submission of data centrally
 7. **Reporting Period / Submission Cycle** – If the standard calls for further collection and submission at defined intervals, this cell provides text of the reporting period (e.g. calendar month, financial year) and the submission cycle (e.g. submit data monthly on the 10th working day of the subsequent month).
8. **Conformance Date** is the date from which the service and IT system suppliers must use the standard as envisaged i.e. using appropriate IT solutions rather than interim workarounds and, if the standard requires it, an independent, authoritative body or legitimate internal audit would conduct a conformity assessment with the expectation of full conformance by all relevant parties. It is the **"must use standard effectively and assessed for use"** date
9. **Superseded Date** of the prior standard sets the date at which the prior standard is replaced by the new standard i.e. the prior standard must no longer be used. This date will apply only where there was a pre-existing standard made redundant by the new standard. It might be different from preceding dates in the framework if, for example, a new and old standard run in parallel for a period. It is the date from which you **"stop using the prior standard"**.

Appendix 1: National Workforce Dataset (NWD) - Summary of Changes

NWD Data Item	Change Type	Existing Value	Proposed Value	Comments	Change Request ID
REASON FOR LEAVING	New data value	NEW	[28] Voluntary Resignation - To undertake further education or training	This change relates to the NHS Data Dictionary Attribute - EMPLOYMENT HISTORY LEAVING REASON CODE	DCRNWD10001
AREA OF WORK	New data value	NEW	Burns Care	<p>This change relates to the NHS Data Dictionary Attribute – AREA OF WORK NAME</p> <p>This should be listed under the Primary Area of Work 'Surgery' and the Secondary Area of Work 'Burns Care'.</p> <p>This value should be used for staff working in dedicated specialist burns care such as a specialist burns unit. Staff working in other areas that may involve an element of burns but not dedicated to Specialist Burns Care should continue to be recorded against the major area of work such as plastic surgery or maxillofacial surgery.</p>	DCRNWD10003
REASON FOR LEAVING	New data value	NEW	[29] Bank staff not fulfilled minimum work requirement	<p>This change relates to the NHS Data Dictionary Attribute - EMPLOYMENT HISTORY LEAVING REASON CODE</p> <p>This data value should be used in accordance with local policy and guidance.</p>	DCRNWD10006
AREA OF WORK	New data value	NEW	Improving Access to Psychological Therapies	<p>This change relates to the NHS Data Dictionary Attribute – AREA OF WORK NAME</p> <p>This should be listed under the Primary Area of Work 'Clinical Support' and the Secondary Area of Work 'Improving Access to Psychological Therapies'</p>	DCRNWD10007
JOB ROLE (FOR A POSITION)	New data value	NEW	[05014] Psychological Therapist - Qualified	This change relates to the NHS Data Dictionary Attribute – JOB ROLE CODE	DCRNWD10007

NWD Data Item	Change Type	Existing Value	Proposed Value	Comments	Change Request ID
				<p>This should be listed under the heading 'Additional Professional Scientific & Technical.</p> <p>Separate Job Role required for qualified and trainee as use of AFC Band not suitable.</p>	
JOB ROLE (FOR A POSITION)	New data value	NEW	[05015] Psychological Therapist - Trainee	<p>This change relates to the NHS Data Dictionary Attribute – JOB ROLE CODE</p> <p>This should be listed under the heading 'Additional Professional Scientific & Technical.</p> <p>Separate Job Role required for qualified and trainee as use of AFC Band not suitable.</p>	DCRNWD10007
JOB ROLE (FOR A POSITION)	New data value	NEW	[07028] Therapy Worker - Qualified	<p>This change relates to the NHS Data Dictionary Attribute – JOB ROLE CODE</p> <p>This should be listed under the heading 'Additional Clinical Services'.</p> <p>Separate Job Role required for qualified and trainee as use of AFC Band not suitable.</p>	DCRNWD10007
JOB ROLE (FOR A POSITION)	New data value	NEW	[07029] Therapy Worker - Trainee	<p>This change relates to the NHS Data Dictionary Attribute – JOB ROLE CODE</p> <p>This should be listed under the heading 'Additional Clinical Services'.</p> <p>Separate Job Role required for qualified and trainee as use of AFC Band not suitable.</p>	DCRNWD10007
JOB ROLE (FOR A POSITION)	New data value	NEW	[01032] Specialty Doctor	<p>This change relates to the NHS Data Dictionary Attribute – JOB ROLE CODE</p> <p>This should be listed under the heading 'Medical and Dental'.</p> <p>The Specialty Doctor grade was introduced from 01/04/2008 and replaces the former Associate Specialist and Staff Grades.</p>	DCRNWD10004

NWD Data Item	Change Type	Existing Value	Proposed Value	Comments	Change Request ID
JOB ROLE (FOR A POSITION)	Retire data value	[01008] Associate Specialist	[01008] Associate Specialist (closed for new entrants from 01/04/2008 or regrading from 01/04/2009)	<p>This change relates to the NHS Data Dictionary Attribute – JOB ROLE CODE</p> <p>This should be listed under the heading 'Medical and Dental'.</p> <p>The job role of Associate Specialist has been replaced by Specialty Doctor and the 'new' Associate Specialist grades from 01/04/2008.</p> <p>The Associate Specialist grade is now closed for new entrants as of 1st April 2008. For existing Staff Grade Doctors who met the criteria for grading to Associate Specialist on 31st March 2008 there is a 'window of opportunity' to apply for regrading until 31st March 2009.</p> <p>It may still be recorded for staff who choose to remain on this grade.</p>	DCRNWD10004
JOB ROLE (FOR A POSITION)	Retire data value	[01009] Staff Grade	[01009] Staff Grade (closed for new entrants from 01/04/2008)	<p>This change relates to the NHS Data Dictionary Attribute – JOB ROLE CODE</p> <p>This should be listed under the heading 'Medical and Dental'.</p> <p>The job role of Staff Grade has been replaced by Specialty Doctor from 01/04/2008.</p> <p>The Staff Grade is now closed for new entrants as of 1st April 2008.</p> <p>It may still be recorded for staff who choose to remain on this grade.</p>	DCRNWD10004

NHS Connecting for Health

NHS Data Model and Dictionary Service

Reference: Change Request 1059
Version No: 1.0
Subject: National Workforce Data Set
Effective Date: 1 April 2009
Reason for Change: Change to data standards
Publication Date: 19 May 2009

Background:

The National Workforce Data Set (NWD) is a reference data set comprising standardised definitions to facilitate the capture of nationally consistent information relating to the NHS workforce. It supports a number of functions, including workforce planning, through the national and local reporting and analysis of NHS workforce information.

This Data Set Change Notice introduces changes to the National Workforce Data Set that are required to meet the following policy and practice requirements:

- National roll-out of the Improving Access to Psychological Therapies (IAPT) programme
- Changes to the Doctors contract
- Analysis of Burns Care workforce
- Rectify gaps in existing value sets

The primary beneficiary of these changes will be the NHS as the changes to the National Workforce Data Set will support the NHS need to capture and report this information for workforce planning purposes. The following organisations are considered to be key stakeholders who will benefit from these changes:

- Department of Health
 - Workforce Directorate
 - Improving Access to Psychological Therapies (IAPT) Team
- Workforce Review Team
- Regional Burns Network
- Electronic Staff Record (ESR)
- Deaneries
- Strategic Health Authorities (SHAs)
- Trusts

These changes to the National Workforce Data Set are required to ensure that the dataset remains fit for purpose and continues to reflect current workforce policy and practice and supports the NHS in relation to workforce. The changes will support the capture, reporting and analysis of NHS Workforce information through HR/workforce systems including the Electronic Staff Record (ESR) and will facilitate both NHS workforce planning and policy development.

In addition to these revisions this Data Set Change Notice also corrects the following issues with the National Workforce Data Set definitions within the NHS Data Model and Dictionary:

- Data Elements are associated with correct Attributes, and duplicate associations removed;
- placement of Default Codes with Data Element definitions.

Summary of changes:

Attribute Definitions

AREA OF WORK NAME	Changed Description
ASSIGNMENT JOB SHARE INDICATOR	Changed Description
EMPLOYEE ABSENCE SICKNESS REASON CODE	Changed Description
EMPLOYEE DISABILITY STATUS CODE	Changed Description
EMPLOYMENT CONTRACT SESSION TYPE CODE	Changed Description
EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR	Changed Description
EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR	Changed Description
EMPLOYMENT HISTORY LEAVING DESTINATION CODE	Changed Description
EMPLOYMENT HISTORY LEAVING REASON CODE	Changed Description
JOB ROLE CODE	Changed Description
PAYSCALE TYPE	Changed Description
POSITION INTERNATIONAL RECRUITMENT INDICATOR	Changed Description

Data Elements

APPRAISAL REVIEW PLANNED DATE (CONSULTANT JOB PLAN NEXT)	Changed linked Attribute
APPRAISAL REVIEW PLANNED DATE (NEXT)	Changed linked Attribute
APPRAISAL REVIEW PLANNED DATE (PDP NEXT)	Changed linked Attribute
ASSIGNMENT CONTRACTED FTE	Changed Description
ASSIGNMENT JOB SHARE INDICATOR	Changed linked Attribute, Description
EMPLOYEE ABSENCE SICKNESS REASON CODE	Changed Description
EMPLOYEE DISABILITY STATUS CODE	Changed Description
EMPLOYEE INTERNATIONAL RECRUIT INDICATOR	Changed linked Attribute
EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (GP TRAINING)	Changed linked Attribute
EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (SPECIALIST TRAINING)	Changed linked Attribute
EMPLOYMENT CONTRACT END DATE	Changed Description
EMPLOYMENT CONTRACT SESSION TYPE CODE	Changed Description
EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR	Changed Description
EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR	Changed Description
EMPLOYMENT HISTORY LEAVING DESTINATION CODE	Changed linked Attribute, Description
EMPLOYMENT HISTORY RECRUITMENT SOURCE CODE	Changed linked Attribute
JOB ROLE TITLE (POSITION)	Changed Description
PAYSCALE TYPE	Changed Description
POSITION INTERNATIONAL RECRUITMENT INDICATOR	Changed linked Attribute, Description
POSITION VACANCY END DATE	Changed linked Attribute
POSITION VACANCY FTE	Changed linked Attribute
PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE	Changed linked Attribute
START DATE (ASSIGNMENT PAYSCALE)	Changed linked Attribute

Date: 19 May 2009

Sponsor: Wendy Bilton, Head of Workforce Planning and Availability, Department of Health

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.

AREA OF WORK NAME

Change to Attribute: Changed Description

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	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 Immunogenetics	Histocompatibility and Immunogenetics	
Clinical Oncology	Clinical Oncology	Radiotherapy Physics
Imaging	Clinical Radiology	Clinical Radiology
		Ultrasound
		CT
		MRI
		Mammography
	Angiography	
	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	General Surgery	General Surgery
		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				
Burns Care	Burns Care			

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		
		Clinical Support	Clinical Support	Child Protection
				Substance

Maxillofacial Prosthetics and Technology
Outpatients
Cancer Support
Chiropody/Podiatry
Dietetics
Occupational Therapy
Orthoptics/Optics
Ophthalmic and Vision Science
Physiotherapy
Art/Music/Drama Therapy
Speech and Language Therapy
Ambulance Services
Prosthetics and Orthotics
Social Services
Complementary Medicine/Therapy
Counselling
Clinical Psychology
Health Records
Chaplaincy
Voluntary Services
Medical Illustration
Medical Physics

	Abuse
	Tissue Banking
	Audiological Science
	Gastro-intestinal Physiology
	Urodynamics
	Vascular Technology
Outpatients	
Cancer Support	
Chiropody/Podiatry	
Dietetics	
Occupational Therapy	
Orthoptics/Optics	
Ophthalmic and Vision Science	
Physiotherapy	
Art/Music/Drama Therapy	
Art Therapy	
Drama Therapy	
Music Therapy	
Speech and Language Therapy	
Ambulance Services	
Emergency Services	
Emergency Control	
Patient Transport Services	
Prosthetics and Orthotics	
Social Services	
Complementary Medicine/Therapy	
Counselling	
Clinical Psychology	
Health Records	
Clinical Coding	
Chaplaincy	
Voluntary Services	
Medical Illustration	
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		
Improving Access to Psychological Therapies	Improving Access to Psychological Therapies		
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	

ASSIGNMENT JOB SHARE INDICATOR

Change to Attribute: Changed Description

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](#).

National Codes:

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

EMPLOYEE ABSENCE SICKNESS REASON CODE

Change to Attribute: Changed Description

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

EMPLOYEE DISABILITY STATUS CODE

Change to Attribute: Changed Description

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

EMPLOYMENT CONTRACT SESSION TYPE CODE

Change to Attribute: Changed Description

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~~

EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR

Change to Attribute: Changed Description

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~~

EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR

Change to Attribute: Changed Description

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~~

EMPLOYMENT HISTORY LEAVING DESTINATION CODE

Change to Attribute: Changed Description

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~~

EMPLOYMENT HISTORY LEAVING REASON CODE

Change to Attribute: Changed Description

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

- 28 Voluntary Resignation - To undertake further education or training
- 29 Bank staff not fulfilled minimum work requirement

JOB ROLE CODE

Change to Attribute: Changed Description

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
01008		Associate Specialist (Closed to new entrants from 01 April 2008 or regrading from 01 April 2009)
01009		Staff Grade (Closed to new entrants 01 April 2008)
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
01032		Specialty Doctor
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 Specialist Community Public Health Nurse - Health Visitor
02007		Student District Nurse
02008		Student Specialist Community Public Health Nurse - School Nurse
02009		Student Practice Nurse
02010		Student Specialist Community Public Health Nurse - Occupational Health Nurse
02011		Student Specialist Community Public Health Nurse Children's Nurse
02012		Student Specialist Community Public Health Nurse Mental Health Nurse
02013		Student Specialist Community Public Health Nurse 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		Specialist Community Public Health Nurse
04000	Allied Health Professionals	
04001		Arts 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
04059		Speech and Language Therapist Specialist Practitioner
04060		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
05014		Psychological Therapist - Qualified
05015		Psychological Therapist - Trainee
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
07028		Therapy Worker - Qualified
07029		Therapy Worker - Trainee
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

PAYSCALE TYPE

Change to Attribute: Changed Description

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~~

POSITION INTERNATIONAL RECRUITMENT INDICATOR

Change to Attribute: Changed Description

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~~

APPRAISAL REVIEW PLANNED DATE (CONSULTANT JOB PLAN NEXT)

Change to Data Element: Changed linked Attribute

APPRAISAL REVIEW PLANNED DATE (CONSULTANT JOB PLAN NEXT)

Attribute:

~~EMPLOYEE PLAN EFFECTIVE END DATE~~

APPRAISAL REVIEW PLANNED DATE

APPRAISAL REVIEW PLANNED DATE (NEXT)

Change to Data Element: Changed linked Attribute

APPRAISAL REVIEW PLANNED DATE (NEXT)

Attribute:

APPRAISAL REVIEW PLANNED DATE

APPRAISAL REVIEW PLANNED DATE (PDP NEXT)

Change to Data Element: Changed linked Attribute

APPRAISAL REVIEW PLANNED DATE (PDP NEXT)

Attribute:

APPRAISAL REVIEW PLANNED DATE

ASSIGNMENT CONTRACTED FTE

Change to Data Element: Changed Description

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 [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:

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

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:

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

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.

ASSIGNMENT JOB SHARE INDICATOR

Change to Data Element: Changed linked Attribute, Description

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	
Default Codes:	97 - Not recorded 98 - Not applicable 99 - Not known

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

ASSIGNMENT JOB SHARE INDICATOR

Change to Data Element: Changed linked Attribute, Description

ASSIGNMENT JOB SHARE INDICATOR

Attribute:

ASSIGNMENT JOB SHARE INDICATOR

EMPLOYEE ABSENCE SICKNESS REASON CODE

Change to Data Element: Changed Description

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	
Default Codes:	99 - Not known

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'.

EMPLOYEE DISABILITY STATUS CODE

Change to Data Element: Changed Description

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	
Default Codes:	97 - Not recorded 98 - Not applicable 99 - Not known

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.

EMPLOYEE INTERNATIONAL RECRUIT INDICATOR

Change to Data Element: Changed linked Attribute

EMPLOYEE INTERNATIONAL RECRUIT INDICATOR

Attribute:

[EMPLOYEE INTERNATIONAL RECRUIT INDICATOR](#)

EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (GP TRAINING)

Change to Data Element: Changed linked Attribute

EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (GP TRAINING)

Attribute:

EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE

EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (SPECIALIST TRAINING)

Change to Data Element: Changed linked Attribute

EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (SPECIALIST TRAINING)

Attribute:

EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE

EMPLOYMENT CONTRACT END DATE

Change to Data Element: Changed Description

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

Notes:

This is the same as attribute [EMPLOYMENT CONTRACT END DATE](#).

The date on which an [EMPLOYMENT CONTRACT](#) ends.

This applies primarily for [EMPLOYEES](#) on fixed-term or temporary [EMPLOYMENT CONTRACTS](#).

EMPLOYMENT CONTRACT SESSION TYPE CODE

Change to Data Element: Changed Description

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	
Default Codes:	97 - Not recorded 99 - Not known

Notes:

This is the same as attribute [EMPLOYMENT CONTRACT SESSION TYPE CODE](#).

A description of the type of session specified in an [EMPLOYMENT CONTRACT](#).

EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR

Change to Data Element: Changed Description

Format/length:	n2
HES item:	

National codes	Click on the Attribute tab to display the attribute that contains the National Codes
Default codes	
Default codes	97 - Not recorded 99 - Not known

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](#).

EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR

Change to Data Element: Changed Description

Format/length:	n2
HES item:	
National codes	Click on the Attribute tab to display the attribute that contains the National Codes
Default codes	
Default codes	97 - Not recorded 99 - Not known

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](#).

EMPLOYMENT HISTORY LEAVING DESTINATION CODE

Change to Data Element: Changed linked Attribute, Description

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	
Default Codes:	98 - Unknown

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](#).

EMPLOYMENT HISTORY LEAVING DESTINATION CODE

Change to Data Element: Changed linked Attribute, Description

EMPLOYMENT HISTORY LEAVING DESTINATION CODE

Attribute:

EMPLOYMENT HISTORY LEAVING DESTINATION CODE
EMPLOYMENT HISTORY LEAVING DESTINATION CODE

EMPLOYMENT HISTORY RECRUITMENT SOURCE CODE

Change to Data Element: Changed linked Attribute

EMPLOYMENT HISTORY RECRUITMENT SOURCE CODE

Attribute:

EMPLOYMENT HISTORY RECRUITMENT SOURCE CODE
EMPLOYMENT HISTORY RECRUITMENT SOURCE CODE
EMPLOYMENT HISTORY RECRUITMENT SOURCE CODE

JOB ROLE TITLE (POSITION)

Change to Data Element: Changed Description

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](#).

For the [National Workforce Data Set](#), this is the Job Role Title listed on [JOB ROLE CODE](#).

PAYSCALE TYPE

Change to Data Element: Changed Description

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	
Default Codes:	97 - Not recorded 99 - Not known

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.

POSITION INTERNATIONAL RECRUITMENT INDICATOR

Change to Data Element: Changed linked Attribute, Description

Format/length:	n2
HES item:	
National Codes:	Click on the Attribute tab to display the attribute that contains the National Codes
Default Codes:	
Default Codes:	97 - Not recorded 98 - Not applicable 99 - Not known

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.

POSITION INTERNATIONAL RECRUITMENT INDICATOR

Change to Data Element: Changed linked Attribute, Description

POSITION INTERNATIONAL RECRUITMENT INDICATOR

Attribute:

[POSITION INTERNATIONAL RECRUITMENT INDICATOR](#)

POSITION VACANCY END DATE

Change to Data Element: Changed linked Attribute

POSITION VACANCY END DATE

Attribute:

[POSITION STATUS EFFECTIVE DATE](#)
[POSITION VACANCY END DATE](#)

POSITION VACANCY FTE

Change to Data Element: Changed linked Attribute

POSITION VACANCY FTE

Attribute:

[POSITION CONTRACTED FTE](#)
[POSITION VACANCY FTE](#)

PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE

Change to Data Element: Changed linked Attribute

PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE

Attribute:

[PROFESSIONAL REGISTRATION DATE](#)

PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE

START DATE (ASSIGNMENT PAYSACLE)

Change to Data Element: Changed linked Attribute

START DATE (ASSIGNMENT PAYSACLE)

Attribute:

~~ASSIGNMENT START DATE~~

ASSIGNMENT PAYSACLE POINT START DATE

For enquiries about this Data Set Change Notice, please email datastandards@nhs.net

For enquiries relating to the National Workforce Data Set Information Standard please email the Information Centre for Health and Social Care: enquiries@ic.nhs.uk