

National Workforce Data Set Version 3.6

Implementation Guidance



Data Assurance Board

The Data Assurance Board (DAB), which holds delegated authority from the Secretary of State for Health and Social Care, has approved a change to an existing information standard for publication under [section 250 of the Health and Social Care Act 2012](#).

Assurance that this information standard meets the requirements of the Act and is appropriate for the use specified in the specification document has been provided by the Data Governance and Testing Service (DGAT).

This information standard comprises the following documents:

- Implementation Guidance
- Requirements Specification (this document)
- National Workforce Data Set Specification

An Information Standards Notice (DAPB1067 Amd 2/2025) has been issued as a notification of use and implementation timescales. Please read this alongside the documents for the standard.

The controlled copies of these documents can be found on the [NHS England website](#). Any copies held outside of that area, in whatever format (e.g. paper, email attachment), are considered to have passed out of control and should be checked for currency and validity.

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1.0	18/02/2025	Final version

Reviewers

This document must be reviewed by the following people:

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Glossary of Terms

A full glossary of terms is available in the [Requirements Specification](#) that accompanies this Standard.

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1. Introduction

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 and wider healthcare workforce. It was first approved as an inherited operational standard by the Information Standards Board (ISB) in May 2008 and has undergone numerous updates since. More recent information on the NWD as Data Assurance Board (DAB) standard DAPB1067 is available online: [DAPB1067: National Workforce Data Set - NHS England Digital](#). NWD data items and definitions support a variety of workforce-based collections including the workforce Minimum Data Set (wMDS), which has replaced the annual NHS Workforce Census and is covered by separate approvals. They are also embedded within operational HR/workforce systems including the Electronic Staff Record (ESR), and the NHS Jobs web system.

The NWD Specification gives a classification of the different items included in the NWD with reference to the aspects of workforce information to which they relate, it and previous versions are available on the NHS England website: [National Workforce Data Set \(NWD\) and NHS Occupation Codes - NHS England Digital](#)

The majority of this implementation document provides guidance for those organisations, systems suppliers and users who have already implemented the NWD and need to make only the changes covered in this uplift to the standard.

For those who intend to implement the NWD for the first time, the full list of items and data values is available from the NHS England website (NWD Data Set Specification): [National Workforce Data Set \(NWD\) and NHS Occupation Codes - NHS England Digital](#) and online NHS Occupation Code Manual: [NHS Occupation Codes - NHS England Digital](#). The NWD is also accessible through the NHS Data Model and Dictionary: [National Workforce Data Set](#), and anyone wishing to have more detailed guidance on the use of the specific values can access the growing suite of targeted guidance documents on the NHS England website: [National Workforce Data Set \(NWD\) guidance documents - NHS England Digital](#).

It is recommended that anyone intending to implement the NWD afresh contact the Data Design Service (NWD Development Team) at NHS England at their earliest convenience so that they can provide help and advice regarding the implementation of the NWD. See [Section 4](#) for the full list of contact details and further support information.

1.1. Purpose

This document comprises the implementation guidance for new and existing users of the NWD within NHS Organisations and other providers of NHS funded care in relation to the changes to the National Workforce Data Set (NWD): [DAPB1067: National Workforce Data Set - NHS England Digital](#). This Implementation Guidance is provided in accordance with section 250 of the Health and Social Care Act 2012: [Health and Social Care Act 2012](#)

This document is intended to provide NHS Organisations, providers of NHS funded care and suppliers of HR/workforce systems with all the information necessary to allow the capture of additional NWD data values to the specified definitions.

This document outlines how changes to the NWD should be interpreted and used by clinical, administrative and informatics staff within NHS organisations. It also provides guidance for system developers to implement these changes within HR/workforce systems.

The changing nature of the provision of NHS funded care is leading to plurality of supply, and an increasing diversification of the types of organisations and individuals providing NHS funded services. Therefore, the NWD ensures that all suppliers of NHS funded care capture workforce information in an agreed and pre-determined format. The [Workforce Minimum Data Set \(wMDS\) - NHS England Digital](#), which will be subject to a separate standard, is based upon a sub-set of the NWD and will provide a practical means for the consistent collection of this information from all providers of NHS funded care to enable comprehensive Healthcare Workforce planning.

The majority of this implementation document provides guidance for those organisations, systems suppliers and users who have already implemented the NWD and need to make only the changes.

For those who intend to implement the NWD afresh, then the full list of items and data values is available from the NHS England website (NWD Data Set Specification): [National Workforce Data Set \(NWD\) and NHS Occupation Codes - NHS England Digital](#) and NHS Occupation Code Manual: [NHS Occupation Codes - NHS England Digital](#). The NWD is also accessible through the NHS Data Model and Dictionary: [National Workforce Data Set](#), and anyone wishing to have more detailed guidance on the use of the specific values can access the growing suite of targeted guidance documents on the NHS England website: [National Workforce Data Set \(NWD\) guidance documents - NHS England Digital](#).

The support arrangements described elsewhere in this document apply equally to both new and existing users of the data standard.

1.2. Overview

This document provides clarification regarding the National Workforce Data Set (NWD) Operational standard. The document is broken down into specific sections providing guidance and examples of use, to provide context and to support implementation.

The National Workforce Data Set version 3.6 includes updates which can be summarised as:

1. the inclusion of new values within existing elements (affecting Job Role, Area of Work and Socio-Economic Background Information)

2. the renaming of existing values within elements (affecting Job Role, Occupation Code, Area of Work and Fixed Term/Temporary Contract Reason)
3. the retiring of existing values within elements (affecting Occupation Code and Fixed Term/Temporary Contract Reason)

The proposed changes to existing data value lists in the National Workforce Data Set consist of three types of change: proposing distinct new data values and altering or deleting existing values. Across these three types of changes, we shall also be updating the definitions of existing data values as appropriate.

The data items affected in NWD are:

- Additions to the Job Role
- Additions to the Area of Work
- Additions to the Socio-Economic Background Information
- Changes to the Job Role
- Changes to the Occupation Code
- Changes to the Area of Work
- Changes to the Fixed Term/Temporary Contract Reason
- Deletions from the Occupation Code
- Deletions from the Fixed Term/Temporary Contract Reason
- Updates to the guidance provided for anyone intending to utilise the data defined by the NWD for secondary purposes, which do not materially impact the input of the data items.

This document provides guidance for NHS organisations and other suppliers of NHS funded care, specifically relating to the changes to the National Workforce Data Set (NWD).

This document should be read in conjunction with ISN DAPB1067 Amd 2/2025 and the NWD v3.6 Requirements Specification and Data Set Specification. All are available for download as part of the data standards materials on the DAB section of the NHS England website: [DAPB1067: National Workforce Data Set - NHS England Digital](#). The Data Set Specification is also available on the NHS England website: [National Workforce Data Set \(NWD\) and NHS Occupation Codes - NHS England Digital](#).

The changes described in this guidance document may be acted upon with immediate effect (subject to availability of relevant codes within HR/workforce systems), and must be adopted, where relevant, by March 2026.

Specific guidance relating to the implementation of these changes through HR/workforce systems, including the ESR system, is out of scope of this document. Users are recommended to refer to the specific guidance and training related to the specific system they are using.

1.3. Related standards and collections

Reference and link	Title
DCB0028: Treatment Function and Main Specialty Standard - NHS England Digital	Treatment Function and Main Specialty Standard
DAPB0011: Mental Health Services Data Set - NHS England Digital	Mental Health Services Data Set
DAPB1069: Community Services Data Set - NHS England Digital	Community Services Data Set
R00433 workforce Minimum Data Set (HCHS)	workforce Minimum Data Set (wMDS) for Hospital and Community Health Services
General Practice and Primary Care Network Workforce Data for England - NHS England Digital	workforce Minimum Data Set (wMDS) for General Practice and Primary Care Network Workforce

1.4. Supporting documents

Ref	Name and link to document	Summary
1.	NWD3.6 -Implementation Guidance	Describes guidance for users of the data standard regarding the implementation of the changes proposed in this submission.
2.	NWD3.6 Data Set Specification	Describes definition of individual elements of the NWD, full set of List of Values for the NWD, summary of changes in latest update and full version history of the NWD.
3.	NHS Occupation Code Manual Version 22.0	Describes definition of NHS Occupation Codes, full list of all codes and matrices, guidance on coding and analysis, summary of changes in the latest update.

2. Human behavioural guidance section

This section is primarily aimed at those who have already implemented the NWD and are concerned with making the changes described in this update. Those who are intending to implement the NWD for the first time are recommended to consult the information provided in the NWD Data Set Specification: [National Workforce Data Set \(NWD\) and NHS Occupation Codes - NHS England Digital](#) and the NHS Data Model and Dictionary: [National Workforce Data Set](#). Should further clarification be required or if they have any specific questions regarding the implementation of the NWD, users are advised to contact NHS England directly: enquiries@nhsdigital.nhs.uk.

This section provides a detailed summary of the guidance associated with the changes to the NWD which are covered by this uplift and the following approach has been taken to identify the changes:

- new/re-named values are highlighted in **bold and blue**
- retired values/previous values are ~~struck through~~
- plain text indicates element of the standard which remains unchanged
- codes are provided in [square brackets] as relevant, though some elements of the standard do not have associated codes defined and are specified within the standard by name only, for example Area of Work.

Where possible an indication of any specific issues related to the proposals, migration of data and so forth has been included here.

2.1. New items

2.1.1. Job role

What additions / changes to information are required?

[03027] Nursing and Midwifery Registered | **Enhanced Practice Nurse (Primary Care only)**

Why is this information required?

Proposal agreed by the Workforce Information Review Group (WIRG) to add a new Job Role of 'Enhanced Practice Nurse (Primary Care only)'. This will be used to record Enhanced Practice Nurses who are employed or engaged by Primary Care Networks under the Additional Roles Reimbursement Scheme (ARRS).

When should this information be collected from?

This information **may** be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes **must** be used, where relevant, by 1 April 2026.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff employed in the areas listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

This information should be captured as part of the recruitment process as staff are recruited/assigned and existing records are updated.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.1.2. Area of work

What additions / changes to information are required?

Clinical Support | [Audiology and Hearing Services](#) | [Audiology and Hearing Services Adult](#)

Why is this information required?

Proposal agreed by the Workforce Information Review Group (WIRG) to add a new Tertiary AoW value of Audiology and Hearing Services Adult within the proposed Audiology and Hearing

Services Secondary Area of Work. This change will improve consistency for workforce planning and subsequently improve quality and safety for audiology patients.

[Clinical Support](#) | [Audiology and Hearing Services](#) | [Audiology and Hearing Services Paediatric](#)

Why is this information required?

Proposal agreed by the Workforce Information Review Group (WIRG) to add a new Tertiary AoW value of Audiology and Hearing Services Paediatric within the proposed Audiology and Hearing Services Secondary Area of Work. This change will improve consistency for workforce planning and subsequently improve quality and safety for audiology patients.

When should this information be collected from?

This information **may** be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes **must** be used, where relevant, by 1 April 2026.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff employed in the areas listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

This information should be captured as part of the recruitment process as staff are recruited/assigned and existing records are updated.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.1.3. Socio-economic Background Information

What additions / changes to information are required?

Socio-economic Background Information

Why is this information required?

New element to be added to the NWD. The Secretary of State (SoS) has requested intelligence regarding the Socio-economic background (SEB) of the healthcare workforce. Socio-economic background information is needed both for those recruited into the NHS to inform whether communities are disproportionately missed in NHS recruitment and for existing employees within the NHS to compare progression through their careers. Socio-economic background relates to a member of staff's background (e.g. eligibility for free school meals or their parent's occupation).

The Social Mobility Commission are experts in socio-economic background. Their definition of socio-economic background can be summarised as: the term to refer to the particular set of social and economic circumstances that an individual has come from. It permits objective discussion of the influence of these circumstances on individuals' educational and career trajectories.

This element could be added to the NHS Data Model and Dictionary in a similar way as the NHS Occupation Codes, e.g., it could reference the NWD Guidance webpage for the detail of the SEB questions.

Question 1. What was the occupation of your main household earner when you were aged about 14?

•Modern Professional and Traditional Professional occupations: Such as Teacher, Nurse, Physiotherapist, Social Worker, Musician, Police Officer (Sergeant or above), Software Designer, Accountant, Solicitor, Medical Practitioner, Scientist, Civil or Mechanical Engineer

•Senior, Middle or Junior Managers or Administrators: Such as Finance Manager,

Chief Executive, Large Business owner, Office Manager, Retail Manager, Bank Manager, Restaurant Manager, Warehouse Manager

- **Clerical and Intermediate Occupations: Such as Secretary, Personal Assistant, Call Centre Agent, Clerical Worker, Nursery Nurse**
- **Technical and Craft Occupations: Such as Motor Mechanic, Plumber, Printer, Electrician, Gardener, Train Driver**
- **Routine, Semi-Routine manual and Service Occupations: Such as Postal Worker, Machine Operative, Security Guard, Caretaker, Farm Worker, Catering Assistant, Sales Assistant, HGV Driver, Cleaner, Porter, Packer, Labourer, Waiter or Waitress, Bar Staff**
- **Long-Term unemployed: Claimed Jobseeker’s Allowance or earlier unemployment benefit for more than a year**
- **Small Business Owners who employed less than 25 people: Such as Corner Shop owners, Small Plumbing Companies, Retail Shop owner, single Restaurant or Cafe owner, Taxi owner, Garage owner**
- **Other: Such as Retired, this question does not apply to me, I don’t know**
- **I prefer not to say: Prefer not to provide a specific response to this question**

Why is this information required?

Each question elicits different data and as such, provides different ways of understanding Socio-economic background (SEB). For example:

- parental occupation, which provides a distribution of different SEB groups
- type of school attended, which shows extreme economic and cultural advantage
- free school meals eligibility, which shows extreme economic disadvantage

Question 2. Which type of school did you attend for the most time between the ages of 11 and 16?

- **A state-run or state-funded school**
- **Independent or fee-paying school**
- **Independent or fee-paying school, where I received a bursary covering 90% or more of my tuition**
- **Attended school outside the UK**
- **I do not know**
- **I prefer not to say**

Why is this information required?

Each question elicits different data and as such, provides different ways of understanding Socio-economic background (SEB). For example:

- parental occupation, which provides a distribution of different SEB groups
- type of school attended, which shows extreme economic and cultural advantage
- free school meals eligibility, which shows extreme economic disadvantage

Question 3. If you finished school after 1980, were you eligible for free school meals at any point during your school years?

- Yes
- No
- Not applicable (finished school before 1980 or went to school overseas)
- I do not know
- I prefer not to say

Why is this information required?

Each question elicits different data and as such, provides different ways of understanding Socio-economic background (SEB). For example:

- parental occupation, which provides a distribution of different SEB groups
- type of school attended, which shows extreme economic and cultural advantage
- free school meals eligibility, which shows extreme economic disadvantage

When should this information be collected from?

This information **may** be captured with immediate effect subject to availability of relevant codes within HR/workforce/recruitment systems.

These codes **must** be used, where relevant, by 1 April 2026

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff employed, and recruitment systems.

How and when should the information be captured?

This information should be captured as part of the recruitment process as staff are

recruited/assigned and existing records are updated.

Who should capture the information?

This information should be captured by HR/workforce staff/employees/recruitment systems.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.1.4. Migration of existing data to new values (2.1.1 – 2.1.3)

Where a new value has been introduced to an existing element of the data standard, users of the data standard and the systems within which it is implemented should consider the new values with regards to their current and future workforce. This should be done as part of their on-going data husbandry in case the new values provide a better fit than the existing values which may have been used previously.

As there is no means of transferring existing staff on to the new codes systematically there will be no migration of data automatically within systems such as the ESR and individual users would need to investigate the correct classification of their staff and update or input as necessary.

2.2. Amendments

2.2.1. Job role

What additions / changes to information are required?

Retire data value:

[07048] Additional Clinical Services | ~~Trainee Nursing Associate~~

Replace with new data value:

[07048] Additional Clinical Services | **Student Nursing Associate**

Why is this information required?

Proposal to change the existing Job Role value from Trainee Nursing Associate to Student Nursing Associate to align with the terminology used by the Nursing and Midwifery Council and NHS England.

When should this information be collected from?

This information *may* be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes *must* be used, where relevant, by 1 April 2026.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff employed in the areas listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

This information should be captured as part of the recruitment process as staff are recruited/assigned and existing records are updated.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.2.2. Occupation code

What additions / changes to information are required?

Retire data value:

[NHA] ~~Trainee Nursing Associate in Adult and General~~

Replace with new data value:

[NHA] **Student Nursing Associate in Adult and General**

Why is this information required?

Proposal to change the level description of the Occupation Code 'NHA' from Trainee Nursing Associate to Student Nursing Associate to align with the terminology used by the Nursing and Midwifery Council and NHS England.

Retire data value:

[NHB] ~~Trainee Nursing Associate in Children and Young People~~

Replace with new data value:

[NHB] **Student Nursing Associate in Children and Young People**

Why is this information required?

Proposal to change the level description of the Occupation Code 'NHB' from Trainee Nursing Associate to Student Nursing Associate to align with the terminology used by the Nursing and Midwifery Council and NHS England.

Retire data value:

[NHC] ~~Trainee Nursing Associate in Maternity Services~~

Replace with new data value:

[NHC] **Student Nursing Associate in Maternity Services**

Why is this information required?

Proposal to change the level description of the Occupation Code 'NHC' from Trainee Nursing Associate to Student Nursing Associate to align with the terminology used by the Nursing and Midwifery Council and NHS England.

Retire data value:

~~[NHD] Trainee Nursing Associate in Community Mental Health~~

Replace with new data value:

[NHD] **Student Nursing Associate in Community Mental Health**

Why is this information required?

Proposal to change the level description of the Occupation Code 'NHD' from Trainee Nursing Associate to Student Nursing Associate to align with the terminology used by the Nursing and Midwifery Council and NHS England.

Retire data value:

~~[NHE] Trainee Nursing Associate in Other Mental Health~~

Replace with new data value:

[NHE] **Student Nursing Associate in Other Mental Health**

Why is this information required?

Proposal to change the level description of the Occupation Code 'NHE' from Trainee Nursing Associate to Student Nursing Associate to align with the terminology used by the Nursing and Midwifery Council and NHS England.

Retire data value:

~~[NHF] Trainee Nursing Associate in Community Learning Disabilities~~

Replace with new data value:

[NHF] **Student Nursing Associate in Community Learning Disabilities**

Why is this information required?

Proposal to change the level description of the Occupation Code 'NHF' from Trainee Nursing Associate to Student Nursing Associate to align with the terminology used by the Nursing and Midwifery Council and NHS England.

Retire data value:

~~[NHG] Trainee Nursing Associate in Other Learning Disabilities~~

Replace with new data value:

[NHG] **Student Nursing Associate in Other Learning Disabilities**

Why is this information required?

Proposal to change the level description of the Occupation Code 'NHG' from Trainee Nursing Associate to Student Nursing Associate to align with the terminology used by the Nursing and Midwifery Council and NHS England.

Retire data value:

~~[NHH] Trainee Nursing Associate in Community Services~~

Replace with new data value:

[NHH] **Student Nursing Associate in Community Services**

Why is this information required?

Proposal to change the level description of the Occupation Code 'NHH' from Trainee Nursing Associate to Student Nursing Associate to align with the terminology used by the Nursing and Midwifery Council and NHS England.

Retire data value:

[045] ~~Dental and Maxillofacial Radiology~~

Replace with new data value:

[045] **Dental and Maxillo-facial Radiology**

Why is this information required?

This proposal is to bring consistency to the NHS Occupation Codes and Area of Work values as currently there is a mismatch. The values which are predominantly medical are hyphenated to align with the General Medical Council (GMC) website and the Statutory Instrument. However, a number of values, mainly dental, do not have the hyphen and they are not hyphenated on the General Dental Council (GDC) website. The NWD Team contacted the GDC who approved for us to hyphenate all the values in the NWD which will provide consistency and aid analysis/analysts.

Retire data value:

[046] ~~Oral and Maxillofacial Pathology~~

Replace with new data value:

[046] **Oral and Maxillo-facial Pathology**

Why is this information required?

This proposal is to bring consistency to the NHS Occupation Codes and Area of Work values as currently there is a mismatch. The values which are predominantly medical are hyphenated to align with the General Medical Council (GMC) website and the Statutory Instrument. However, a number of values, mainly dental, do not have the hyphen and they are not hyphenated on the General Dental Council (GDC) website. The NWD Team contacted the GDC who approved for us to hyphenate all the values in the NWD which will provide consistency and aid analysis/analysts.

Retire data value:

[061] ~~Oral and Maxillo-Facial Surgery~~

Replace with new data value:

[061] **Oral and Maxillo-facial Surgery**

Why is this information required?

This change is to provide consistency to the Maxillo-facial values within the NHS Occupation Codes and Area of Work values. Currently the value is hyphenated written with a capital 'M' and

'F'; however, the 'f' needs to be written in lower case which will then align with the other changed values.

When should this information be collected from?

This information **may** be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes **must** be used, where relevant, by 1 April 2026.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff employed in the areas listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

This information should be captured as part of the recruitment process as staff are recruited/assigned and existing records are updated.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.2.3. Area of work

What additions / changes to information are required?

Retire data value:

Clinical Support | ~~Clinical Support~~ | ~~Audiological Science~~

Replace with new data value:

Clinical Support | **Audiology and Hearing Services** | **Audiology and Hearing Services**

Why is this information required?

Proposal to change the Secondary Area of Work value from Clinical Support to Audiology and Hearing Services, and the Tertiary Area of Work value of Audiological Science to Audiology and Hearing Services. This change will improve consistency for workforce planning and subsequently improve quality and safety for audiology patients.

Staff recorded against this Area of Work value will be those who work across both Adult and Paediatric services. Those staff who work only within Adult or Paediatric services should be recoded to the appropriate new Tertiary Area of Work value.

Retire data value:

Dental/Oral | ~~Oral and Maxillofacial Surgery~~ | ~~Oral and Maxillofacial Surgery~~

Replace with new data value:

Dental/Oral | **Oral and Maxillo-facial Surgery** | **Oral and Maxillo-facial Surgery**

Why is this information required?

This proposal is to bring consistency to the NHS Occupation Codes and Area of Work values as currently there is a mismatch. The values which are predominantly medical are hyphenated to align with the General Medical Council (GMC) website and the Statutory Instrument. However, a number of values, mainly dental, do not have the hyphen and they are not hyphenated on the General Dental Council (GDC) website. The NWD Team contacted the GDC who approved for us to hyphenate all the values in the NWD which will provide consistency and aid analysis/analysts.

Retire data value:

Dental/Oral | ~~Oral and Maxillofacial Pathology~~ | ~~Oral and Maxillofacial Pathology~~

Replace with new data value:

Dental/Oral | **Oral and Maxillo-facial Pathology** | **Oral and Maxillo-facial Pathology**

Why is this information required?

This proposal is to bring consistency to the NHS Occupation Codes and Area of Work values as

currently there is a mismatch. The values which are predominantly medical are hyphenated to align with the General Medical Council (GMC) website and the Statutory Instrument. However, a number of values, mainly dental, do not have the hyphen and they are not hyphenated on the General Dental Council (GDC) website. The NWD Team contacted the GDC who approved for us to hyphenate all the values in the NWD which will provide consistency and aid analysis/analysts.

Retire data value:

Dental/Oral | ~~Dental and Maxillofacial Radiology~~ | ~~Dental and Maxillofacial Radiology~~

Replace with new data value:

Dental/Oral | **Dental and Maxillo-facial Radiology** | **Dental and Maxillo-facial Radiology**

Why is this information required?

This proposal is to bring consistency to the NHS Occupation Codes and Area of Work values as currently there is a mismatch. The values which are predominantly medical are hyphenated to align with the General Medical Council (GMC) website and the Statutory Instrument. However, a number of values, mainly dental, do not have the hyphen and they are not hyphenated on the General Dental Council (GDC) website. The NWD Team contacted the GDC who approved for us to hyphenate all the values in the NWD which will provide consistency and aid analysis/analysts.

Retire data value:

Clinical Support | Clinical Support | ~~Maxillofacial Prosthetics~~

Replace with new data value:

Clinical Support | Clinical Support | **Maxillo-facial Prosthetics**

Why is this information required?

This proposal is to bring consistency to the NHS Occupation Codes and Area of Work values as currently there is a mismatch. The values which are predominantly medical are hyphenated to align with the General Medical Council (GMC) website and the Statutory Instrument. However, a number of values, mainly dental, do not have the hyphen and they are not hyphenated on the General Dental Council (GDC) website. The NWD Team contacted the GDC who approved for us to hyphenate all the values in the NWD which will provide consistency and aid analysis/analysts.

When should this information be collected from?

This information **may** be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes **must** be used, where relevant, by 1 April 2026.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff employed in the areas listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

This information should be captured as part of the recruitment process as staff are recruited/assigned and existing records are updated.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.2.4. Fixed Term/Temporary Contract Reason

What additions / changes to information are required?

Retire data value:

[11] ~~Train Cont – Dean App Trainee~~

Replace with new data value:

[11] **Medical and Dental Training Contract - Deanery Appointed Trainee**

Why is this information required?

Proposal by the NHS Data Model and Dictionary to extend the abbreviations and present the value using the full terminology to provide clarity for users.

The Workforce Information Review Group also agreed that 'Medical and Dental' should

precede the existing value to provide clarity on the group of staff it should be used for.

The extended value exceeds the ESR character limit. Therefore, the value will be written in full in the NWD with a note to say that ESR has a character limit on this field and that the value will vary from the data standard, 'Train Cont – Dean App Trainee'. This is the value as presented in ESR currently and will remain unchanged.

Retire data value:

[12] ~~Train Cont – Trst Trainee Prog~~

Replace with new data value:

[12] **Training Contract - Trust Trainee Programme**

Why is this information required?

Proposal by the NHS Data Model and Dictionary to extend the abbreviations and present the value using the full terminology to provide clarity for users.

The extended value exceeds the ESR character limit. Therefore, the value will be written in full in the NWD with a note to say that ESR has a character limit on this field and that the value will vary from the data standard, 'Train Cont – Trst Trainee Prog'. This is the value as presented in ESR currently and will remain unchanged.

Retire data value:

[14] ~~Training Contract – LAS~~

Replace with new data value:

[14] **Medical and Dental - Locum Appointment Service**

Why is this information required?

Proposal by the NHS Data Model and Dictionary to extend the abbreviations and present the values using the full terminology.

In addition, the Workforce Information Review Group agreed that 'Training Contract' should be removed from this value as Locum Appointment Service is not a training contract, and that 'Medical and Dental' should precede the value to provide clarity on the group of staff it should be used for.

The proposed extended value exceeds the ESR character limit. Therefore, the value will be written in full in the NWD with a note to say that ESR has a character limit on this field and that the value will vary from the data standard, 'Locum Appointment Service'.

Retire data value:

[15] ~~Training Contract – LAT~~

Replace with new data value:

[15] **Medical and Dental Training Contract - Locum Appointment for Training**

Why is this information required?

Proposal by the NHS Data Model and Dictionary to extend the abbreviations and present the values using the full terminology.

In addition, the Workforce Information Review Group agreed that 'Medical and Dental' should precede the value to provide clarity on the group of staff it should be used for.

The proposed extended value exceeds the ESR character limit. Therefore, the value will be written in full in the NWD with a note to say that ESR has a character limit on this field and that the value will vary from the data standard, 'Training Contract – LAT'. This is the value as presented in ESR currently and will remain unchanged.

When should this information be collected from?

This information **may** be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes **must** be used, where relevant, by 1 April 2026.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff employed in the areas listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

This information should be captured as part of the recruitment process as staff are recruited/assigned and existing records are updated.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.2.5. Migration of existing data related to amended values (2.2.1 – 2.2.4)

Where an amendment to an existing value (or element) has occurred and the replacement value is comparable to the existing value, this is treated as an amendment and the existing data should be migrated within systems on which the standard has been implemented.

Those changes where the replacement value is not comparable to the existing value, for example where there is a one-to-many relationship between the existing and new values, the change is instead handled as a deletion and subsequent introduction(s) of values. In this case there would be no migration of data and individual system users would need to investigate the correct replacement value(s) and input or update as necessary.

In the case of all the amendments (2.2.1 Job Role, 2.2.2 Occupation Code 2.2.3 Area of Work and 2.2.4 Fixed Term/Temporary Contract Reason) highlighted in this request, these are straight name changes where any existing data should be migrated directly without the need for direct intervention by individual users.

2.3. Deletions

2.3.1. Occupation Code

Value to be deleted

~~[S2D] Scientist in Orthoptics~~

Why is this information required?

Proposal to retire Occupation Code 'S2D' as this was previously used for Optometrists and

Dispensing Opticians only, when the Care Setting was 'Orthoptics/Optics'. The Care Setting was changed in NWD 3.5 to 'Orthoptics' and a new Care Setting of 'Optometry' was implemented. However, closing the 'S2D' Occupation Code within 'Orthoptics' was overlooked so needs to be remedied which this proposal will do.

When should this information be collected from?

This information **may** be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes **must** be used, where relevant, by 1 April 2026.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff employed in the areas listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

This information should be captured as part of the recruitment process as staff are recruited/assigned and existing records are updated.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.3.2. Fixed Term / Temporary Contract Reason

Value to be deleted

[09] Retirement Age

Why is this information required?

The Workforce Information Review Group agreed that this value should be retired as it is no longer relevant and there are more appropriate values which can be used.

When should this information be collected from?

This information *may* be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes *must* be used, where relevant, by 1 April 2026.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff employed in the areas listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

This information should be captured as part of the recruitment process as staff are recruited/assigned and existing records are updated.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.3.3. Migration of existing data related to amended values (2.3.1 - 2.3.2)

Where a value is to be retired and a suitable replacement value onto which existing staff can be migrated exists, the data should be migrated directly within the systems within which the standard has been implemented.

For those retirements where there is no existing comparable value (for example where there is a one-to-many relationship between the retired and choice of remaining values), there would be no migration of data and individual system users would need to refer to the guidance material provided and investigate the correct replacement value and input as necessary.

In the cases where there is no single sensible alternative, it will not be possible to migrate the data systematically. The retired value should be marked as retired in systems such as ESR and made unavailable for future use. Instead, individual users should review their existing records and select the correct value from those remaining to update any effected records as part of their on-going data husbandry in response to this update.

More detail regarding the changes are highlighted in the notes provided in the comments section of the 'Summary of Changes' tab of the excel document titled NWD_v3.6_Data_Set_Specification: [National Workforce Data Set \(NWD\) and NHS Occupation Codes - NHS England Digital](#), including an explanation of which values are already implemented within the ESR, which accompanies this submission. These notes also include an explanation of which values should be automatically migrated within systems such as the ESR.

2.4. Guidance/presentation changes

There are several guidance and presentational updates which have been made to the NWD specification as part of this uplift to the standard which do not materially alter the approved standard. Therefore, the changes to the guidance should not impact upon the input of the data associated with the NWD as they relate to providing greater detail to those people who are inputting/analysing the administrative data which can be extracted for secondary purposes. Therefore, no migration of data or recoding of existing information is required in response to this aspect of these changes and no further implementation guidance is needed.

3. Additional sources of information

Full details of changes to data items, including definitions and associated value lists are available on the NHS Data Dictionary website: [National Workforce Data Set](#), and in the data set specification available on the NHS England website: [National Workforce Data Set \(NWD\) and NHS Occupation Codes - NHS England Digital](#).

Full details of the NHS Occupation Code Manual: [NHS Occupation Codes - NHS England Digital](#) and additional and growing library of NWD Guidance Documents: [National Workforce Data Set \(NWD\) guidance documents - NHS England Digital](#) are available in the Workforce section (within Data definitions) of the NHS England website: [Workforce data hub - NHS England Digital](#).

Full details of the NWD Change Submission to the Data Assurance Board (DAB) are available on the DAB section of the NHS England website: [DAPB1067: National Workforce Data Set - NHS England Digital](#).

4. Support arrangements

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

NHS England

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

Telephone: 0300 303 5678

Email: enquiries@nhsdigital.nhs.uk please state 'National Workforce Data Set' or 'Workforce Data Standards' in the subject line

Website: [National Workforce Data Set \(NWD\) and NHS Occupation Codes - NHS England Digital](#)

Electronic Staff Record (ESR)

For enquiries relating to the Electronic Staff Record system, staff should consult the ESR User Manual on the ESR Hub: Home - [ESR Hub - NHS Electronic Staff Record](#) in the first instance.

If a satisfactory answer cannot be found, a Service Request (SR) should be raised through the organisation's nominated 'Super user'. Further details can be found on the ESR website: Home - [ESR Hub - NHS Electronic Staff Record](#).

NHS Occupation Code Manual

For further details please see the NHS England website: [NHS Occupation Codes - NHS England Digital](#).

workforce Minimum Data Set

Further details of the workforce Minimum Data Set is available from the NHS England website: [Workforce Minimum Data Set \(wMDS\) - NHS England Digital](#).

NWD3.6 Implementation Guidance

The current version of this document is available for download from [National Workforce Data Set \(NWD\) and NHS Occupation Codes - NHS England Digital](#) and will ensure that you always have access to the most up to date version of the guidance associated with these changes to the NWD.

5. Useful resources

Community Services Data Set (DAPB1069)

<https://digital.nhs.uk/data-and-information/information-standards/information-standards-and-data-collections-including-extractions/publications-and-notifications/standards-and-collections/dapb1069-community-services-data-set>

DAPB1067

<https://digital.nhs.uk/data-and-information/information-standards/information-standards-and-data-collections-including-extractions/publications-and-notifications/standards-and-collections/dapb1067-national-workforce-data-set>

ESR Hub

<https://my.esr.nhs.uk/dashboard/web/esrweb>

General Practice and Primary Care network

<https://digital.nhs.uk/about-nhs-digital/corporate-information-and-documents/directions-and-data-provision-notices/data-provision-notices-dpns/general-practice-and-primary-care-network-workforce>

Health and Social Care Act 2012 – Section 250

<https://www.legislation.gov.uk/ukpga/2012/7/section/250>

Mental Health Services Data Set (DCB0011)

<https://digital.nhs.uk/data-and-information/information-standards/information-standards-and-data-collections-including-extractions/publications-and-notifications/standards-and-collections/dcb0011-scci0011-mental-health-services-data-set-archive>

NHS Occupation Code Manual

<https://digital.nhs.uk/data-and-information/areas-of-interest/workforce/nhs-occupation-codes>

National Workforce Data Set (NWD) – current /previous versions and NHS Occupation Codes

<https://digital.nhs.uk/data-and-information/data-collections-and-data-sets/data-sets/national-workforce-data-set-nwd-and-nhs-occupation-codes>

National Workforce Data Set (NWD) – NHS Data Model and Dictionary

https://www.datadictionary.nhs.uk/data_sets/administrative_data_sets/national_workforce_data_set.html#dataset_national_workforce_data_set

National Workforce Data Set (NWD) Guidance Documents

<https://digital.nhs.uk/data-and-information/areas-of-interest/workforce/national-workforce-data-set-nwd-guidance-documents>

Workforce data hub – NHSD

<https://digital.nhs.uk/data-and-information/areas-of-interest/workforce>

workforce Minimum Data Set (wMDS):

<https://digital.nhs.uk/data-and-information/areas-of-interest/workforce/workforce-minimum-data-set-wmds>