

Information Standards Notice – Change

Acting under delegated authority from the Secretary of State for Health and Social Care, the Data Alliance Partnership Board (DAPB) has approved a change to an existing information standard for publication under section 250 of the Health and Social Care Act 2012.

You must comply with the change to this standard by the full conformance date specified below.

Standard details	
DAPB unique identifier	DAPB1067 Amd 2/2025
Name	National Workforce Data Set Version 3.6
Approval date	18 February 2025
Publication date	1 March 2025
Standard definition	
Description	<p>The National Workforce Data Set (NWD) is a reference data standard containing standardised definitions to facilitate the capture of nationally consistent information relating to the NHS and wider healthcare workforce.</p> <p>NWD data items support a variety of workforce collections and are also embedded within HR/workforce IT systems, including the Electronic Staff Record (ESR) and NHS Jobs.</p>
About this change	<p>The National Workforce Data Set has been updated to ensure that the NWD and Electronic Staff Record (ESR) remain aligned and best reflect the changing Health and Care workforce. Changes include:</p> <ul style="list-style-type: none">• Job Role – new value/change to existing value• Occupation Code – changes to existing values/retire a value• Area of Work – new values/changes to existing values• Fixed Term/Temporary Contract Reason – Changes to existing values/retire a value• inclusion of a new element relating to Socio-economic Background Information at the request of the Secretary of State• Presentational / guidance updates to the NWD specification and guidance documents which do not materially impact the individual values described by the NWD
Scope (Health and Social Care Act 2012)	Health Services, NHS Services

DAPB

Data Alliance Partnership Board

For health and adult social care

Maximising benefit, minimising burden

Applies to	<p>This information standard applies to multiple organisations, including but not limited to:</p> <ul style="list-style-type: none">• NHS organisations• Department of Health and Social Care (DHSC)• NHS England• Other arm's length bodies of the DHSC• Other providers of NHS funded care including <p>It may also be used in Local Authorities and Social Care organisations where applicable.</p>
	<p>Note that the information standard is approved for use in England. However, the NHS in Wales also uses the standard and is encouraged to do so.</p>
Impacts upon	<p>The changes will mostly impact administrative staff responsible for HR / Workforce / Finance information, but some of the changes will require validation of existing and future information from clinical managers regards members of their team, working in conjunction with their HR / Workforce / Finance colleagues.</p> <p>Implementation of this information standard impacts all health IT systems suppliers providing systems to the above providers; suppliers should work with their customers to determine necessary changes.</p>
Legal authority	<p>This information standard is published under section 250 of the Health and Social Care Act 2012.</p>
Link to further documentation	<p>The Requirements Specification and Implementation Guidance are available on the NHS England website: www.digital.nhs.uk/isce/publication/dapb1067</p> <p>Further guidance is published by NHS England: https://digital.nhs.uk/data-and-information/data-collections-and-data-sets/data-sets/national-workforce-data-set-nwd-and-nhs-occupation-codes</p>
Contacts	
Sponsor	<p>Stephen Balchin, Head of Workforce Information and Analysis, Department of Health and Social Care</p>
SRO	<p>Chris Roebuck, Deputy Director of Analysis - Clinical Outcomes and Indicators, NHS England</p>
Business Lead	<p>Alyson Whitmarsh, Lead Information Manager - WTE Data & Analytics, NHS England</p>
Help Desk	<p>enquiries@nhsdigital.nhs.uk (Please state 'National Workforce Data Set' or 'Workforce Data Standards' in the subject line.)</p>
Dates	
Implementation date	<p>1 March 2025</p>
Full conformance date	<p>1 March 2026</p>
Post Implementation Review date	<p>1 March 2027</p>

The controlled version of this Information Standards Notice is published on the NHS England website: www.digital.nhs.uk/isce/publication/isns