

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 104/2021
Name	National Workforce Data Set, Version 3.3
Approval date	31 January 2022
Publication date	3 February 2022
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> <p>The NWD is maintained by the Workforce Statistics team within NHS Digital.</p>
About this change	<p>Version 3.3 of the National Workforce Data Set has been updated to improve the content and guidance associated with the existing standard. Changes include:</p> <ul style="list-style-type: none"> • new values within existing elements (affecting Job Role, Area of Work and Nationality) • the renaming of existing values within elements (affecting Job Role and Area of Work) • the retiring of existing values within elements (affecting Job Role, Occupation Code and Nationality) • guidance update linked to mapping existing Tertiary Area of Work values to the Healthcare Science U Matrix in the NHS Occupation Code Manual.
Scope (Health and Social Care Act 2012)	Health Services, NHS Services, Adult Social Care
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 • NHS England and NHS Improvement • Health Education England • other Arm's Length Bodies of the DHSC

	<ul style="list-style-type: none"> other providers of NHS funded care including Independent Sector Health Care Providers, Social Enterprises and other Third Sector organisations. <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	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.
Legal authority	This information standard is published under section 250 of the Health and Social Care Act 2012.
Link to further documentation	<p>The Change Specification, Data Set Specification, Implementation Guidance and Requirements Specification are available on the NHS Digital website: http://www.digital.nhs.uk/isce/publication/dapb1067</p> <p>Further guidance is published by NHS Digital: https://digital.nhs.uk/data-and-information/areas-of-interest/workforce/national-workforce-data-set-nwd-guidance-documents</p>
Contacts	
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Help Desk	enquiries@nhsdigital.nhs.uk (please state National Workforce Data Set in subject line)
Dates	
Implementation and conformance dates	Implementation may start with immediate effect. All changes to national systems such as ESR and NHS Jobs must be made within 6 months from publication of this Notice. Individual organisations have a further 6 months to become fully conformant with the changes.
Full conformance date	3 February 2023
Post Implementation Review date	31 January 2024

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