

# National Workforce Data Set Version 3.5

## Change Specification



# Data Alliance Partnership Board

The Data Alliance Partnership Board (DAPB), 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 Standards Assurance Service (DSAS) and endorsed by the Data Alliance Partnership Sub Board (DAPSB).

This information standard comprises the following documents:

- Change Specification
- Implementation Guidance
- Requirements Specification (this document)
- Technical Output Specification

An Information Standards Notice (DAPB1067 Amd 71/2023) 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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# Document management

## Revision History

Version	Date	Summary of Changes
0.1	28/11/2023	Initial draft
0.2	08/02/2024	Second draft incorporating additional agreed changes to the NWD and DSAS comments
0.3	21/02/2024	Third draft incorporating Data Dictionary codes
0.4	28/02/2024	Transfer to new templates
1.0	15/04/2024	Final

## Reviewers

This document must be reviewed by the following people:

Reviewer name	Title / Responsibility	Date	Version
Jill Clark	Data Set Development Lead, Data Set Development Service, NHS England	21/02/2024	0.1, 0.2, 0.3
Lalita Wakde	Workforce Analyst, Data Set Development Service, NHS England	21/02/2024	0.1, 0.2, 0.3

## Approved by

This document must be approved by the following people:

Name	Signature	Title	Date	Version
Alyson Whitmarsh		Information Analysis Lead Manager, Workforce and Estates	Alyson Whitmarsh	

## Glossary of Terms

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

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## 1. Summary

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.

The information captured using the values defined in the NWD will be used locally within organisations by a range of authorised people in addition to those working directly within Human Resources or Payroll teams. For example, in Training and Development; Workforce Information; Planning and Equality and Diversity. The accuracy and relevance of the data captured using the NWD values will impact on a number of issues at local level and beyond, hence the need to ensure the values available are kept up to date.

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 \(wMDS\)](#) 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 going forwards.

More detail regarding the definition of the NWD, where it should be used and who is responsible for coordinating the implementation of the changes to the data set are provided within the [Requirements Specification and Implementation Guidance documents](#). This document describes the changes which have been made with this uplift to the standard and therefore it is recommended that readers read this in conjunction with the Requirements Specification and the Implementation Guidance.

The proposals are for the updating of the existing Data Standard, which was approved by the Data Alliance Partnership Board (DAPB) as standard [DAPB1067: National Workforce Data Set](#). The NWD was first approved as an inherited operational standard in May 2008 and has undergone numerous updates since, the last being published in February 2023. The changes within this latest uplift do not significantly alter the scope or content of the NWD, but they do improve upon the content and guidance associated with the existing standard.

The detail of all the changes is provided in section 2 below, but a brief summary of the changes included within version 3.5 of the NWD could be categorised as:

- the inclusion of new values within existing elements (affecting Job Role, Occupation Code and Area of Work)
- the renaming of existing values within elements (affecting Job Role, Occupation Code, Area of Work and Reason for Leaving)
- the retiring of existing values within elements (affecting Area of Work)

## 2. Change specification – National Workforce Data Set

This section provides a detailed summary of the changes to the NWD which are covered by this proposal. Further details, including the rationale for the proposals, are included in the NWD Data Set Specification, in particular refer to the ‘Summary of Changes’ tab of the NWD\_v3.5\_Data\_Set\_Specification (Excel file): [National Workforce Data Set \(NWD\) and NHS Occupation Codes](#), which accompanies this submission.

In this section the following approach has been taken to identify the proposed changes:

- new/re-named values (and guidance text) 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 including the migration of data has been included here. Precise details regarding the meaning of the values and their usage are included in the accompanying Implementation Guidance document.

### 2.1. New items

#### 2.1.1. Job role

[04089] Allied Health Professionals | **Clinical Director**

[08041] Administrative and Clerical | **Digital and Transformation Lead (Primary Care only)**

[06015] Healthcare Scientists | **Clinical Director**

[06016] Healthcare Scientists | **Consultant Healthcare Science Practitioner**

[07065] Additional Clinical Services | **General Practice Assistant (Primary Care only)**

[07066] Additional Clinical Services | **Trainee General Practice Assistant (Primary Care only)**

[06017] Healthcare Scientists | **Consultant Biomedical Scientist**

[06018] Healthcare Scientists | **Biomedical Scientist Advanced Practitioner**

[06019] Healthcare Scientists | **Biomedical Scientist**

- [06020] Healthcare Scientists | **Specialist Biomedical Scientist**
- [07067] Additional Clinical Services | **Trainee Biomedical Scientist**
- [05049] Additional Professional Scientific and Technical | **Optometrist Consultant**
- [05050] Additional Professional Scientific and Technical | **Optometrist Advanced Practitioner**
- [05051] Additional Professional Scientific and Technical | **Optometrist Specialist Practitioner**
- [07068] Additional Clinical Services | **Trainee Optometrist**
- [01048] Medical and Dental | **Trust Grade Dentist - Dental Core Level**

### 2.1.2. Occupation code

- [UBE] **Consultant Healthcare Science Practitioner in Cardiac, Vascular, Respiratory and Sleep Sciences**
- [UBF] **Consultant Healthcare Science Practitioner in Neurosensory Sciences**
- [UBG] **Consultant Healthcare Science Practitioner in Gastrointestinal and Urodynamic Sciences**
- [UBH] **Consultant Healthcare Science Practitioner in Medical Physics**
- [UBJ] **Consultant Healthcare Science Practitioner in Clinical Engineering**
- [UBK] **Consultant Healthcare Science Practitioner in Clinical Bioinformatics**
- [UBL] **Consultant Healthcare Science Practitioner in Social Sciences**
- [UBM] **Consultant Healthcare Science Practitioner in Environmental Sciences**
- [UCA] **Consultant Biomedical Scientist in Blood Sciences**
- [UCB] **Consultant Biomedical Scientist in Infection Sciences**
- [UCC] **Consultant Biomedical Scientist in Cellular Sciences**
- [UCD] **Consultant Biomedical Scientist in Genetics**
- [UDA] **Specialist Biomedical Scientist in Blood Sciences**
- [UDB] **Specialist Biomedical Scientist in Infection Sciences**

**[UDC] Specialist Biomedical Scientist in Cellular Sciences**

**[UDD] Specialist Biomedical Scientist in Genetics**

**[UEA] Biomedical Scientist in Blood Sciences**

**[UEB] Biomedical Scientist in Infection Sciences**

**[UEC] Biomedical Scientist in Cellular Sciences**

**[UED] Biomedical Scientist in Genetics**

**[UFA] Trainee Biomedical Scientist in Blood Sciences**

**[UFB] Trainee Biomedical Scientist in Infection Sciences**

**[UFC] Trainee Biomedical Scientist in Cellular Sciences**

**[UFD] Trainee Biomedical Scientist in Genetics**

**[S7G] Tutor in Radiography (therapeutic)**

**[SAW] Consultant Therapist / Scientist in Optometry**

**[S0W] Manager in Optometry**

**[S2W] Scientist in Optometry**

**[S4W] Technician in Optometry**

**[S5W] Assistant Practitioner in Optometry**

**[S8W] Student / Trainee in Optometry**

**[S9W] Assistant in Optometry**

### **2.1.3. Area of work**

**Healthcare Science | Healthcare Science | Healthcare Science**

Clinical Support | **Optometry | Optometry**

Clinical Support | Cancer Support | **Radiotherapy Patient Review**

Clinical Support | Cancer Support | **Radiotherapy Pre-Treatment or Planning**

Clinical Support | Cancer Support | **Radiotherapy Research**

Clinical Support | Clinical Support | **Radiotherapy Quality Management or Quality Assurance**

Corporate | **Digital, Data and Technology** | **Digital, Data and Technology**

Corporate | **Digital, Data and Technology** | **Digital and Data – Product and Delivery**

Corporate | **Digital, Data and Technology** | **Digital and Data – Information Technology Operations**

Corporate | **Digital, Data and Technology** | **Digital and Data – User Centred Design**

Corporate | **Digital, Data and Technology** | **Digital and Data – Quality Assurance Testing**

Corporate | **Digital, Data and Technology** | **Digital and Data – Software Development**

Corporate | **Digital, Data and Technology** | **Digital and Data – Architecture**

Corporate | **Digital, Data and Technology** | **Digital and Data – Information Governance**

Corporate | **Digital, Data and Technology** | **Digital and Data – Cyber Security**

Corporate | **Digital, Data and Technology** | **Digital and Data – Data and Analytics**

**Clinical Radiology** | Clinical Radiology | Clinical Radiology

#### **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

Retire data value:

[01040] Medical and Dental | Trust Grade Doctor - Foundation Level

Replace with new data value:

[01040] Medical and Dental | **Trust Grade Doctor or Dentist - Foundation Level**

Retire data value:

[01037] Medical and Dental | Trust Grade Doctor - Specialty Registrar

Replace with new data value:

[01037] Medical and Dental | **Trust Grade Doctor or Dentist - Specialty Registrar**

Retire data value:

[05038] Additional Professional Scientific and Technical | ~~Child and Adolescent Psychological Therapist or Psychotherapist~~

Replace with new data value:

[05038] Additional Professional Scientific and Technical | **Child and Adolescent Psychotherapist**

Retire data value:

[05046] Additional Professional Scientific and Technical | ~~Trainee Child and Adolescent Psychological Therapist or Psychotherapist~~

Replace with new data value:

[05046] Additional Professional Scientific and Technical | **Trainee Child and Adolescent Psychotherapist**

Retire data value:

[01042] Medical and Dental | GP Partner or Provider

Replace with new data value:

[01042] Medical and Dental | **GP Partner or Provider (Primary Care only)**

Retire data value:

[01043] Medical and Dental | GP Retainer

Replace with new data value:

[01043] Medical and Dental | **GP Retainer (Primary Care only)**

Retire data value:

[01041] Medical and Dental | GP Senior Partner

Replace with new data value:

[01041] Medical and Dental | **GP Senior Partner (Primary Care only)**

Retire data value:

[03017] Nursing and Midwifery Registered | Practice Nurse

Replace with new data value:

[03017] Nursing and Midwifery Registered | **Practice Nurse (Primary Care only)**

Retire data value:

[03021] Nursing and Midwifery Registered | Practice Nurse Dispenser

Replace with new data value:

[03021] Nursing and Midwifery Registered | **Practice Nurse Dispenser (Primary Care only)**

Retire data value:

[03019] Nursing and Midwifery Registered | Practice Nurse Partner

Replace with new data value:

[03019] Nursing and Midwifery Registered | **Practice Nurse Partner (Primary Care only)**

Retire data value:

[03020] Nursing and Midwifery Registered | Practice Research Nurse

Replace with new data value:

[03020] Nursing and Midwifery Registered | **Practice Research Nurse (Primary Care only)**

Retire data value:

[03018] Nursing and Midwifery Registered | Extended Role Practice Nurse

Replace with new data value:

[03018] Nursing and Midwifery Registered | **Extended Role Practice Nurse (Primary Care only)**

Retire data value:

[02009] Students | Student Practice Nurse

Replace with new data value:

[02009] Students | **Student Practice Nurse (Primary Care only)**

Retire data value:

[08026] Administrative and Clerical | ~~Non-Executive Director~~

Replace with new data value:

[08026] Administrative and Clerical | **Non-Executive Director**

Retire data value:

[06002] Healthcare Scientists | ~~Consultant Healthcare Scientist~~

Replace with new data value:

[06002] Healthcare Scientists | **Consultant Clinical Scientist**

Retire data value:

[06012] Healthcare Scientists | ~~Healthcare Scientist Advanced Practitioner~~

Replace with new data value:

[06012] Healthcare Scientists | **Clinical Scientist Advanced Practitioner**

Retire data value:

[06007] Healthcare Scientists | ~~Specialist Healthcare Scientist~~

Replace with new data value:

[06007] Healthcare Scientists | **Specialist Clinical Scientist**

Retire data value:

[06008] Healthcare Scientists | ~~Healthcare Scientist~~

Replace with new data value:

[06008] Healthcare Scientists | **Clinical Scientist**

Retire data value:

[07038] Additional Clinical Services | ~~Trainee Healthcare Scientist~~

Replace with new data value:

[07038] Additional Clinical Services | **Trainee Clinical Scientist**

### 2.2.2. Occupation code

Retire data value:

[SAD] Consultant Therapist / Scientist in Orthoptics / ~~Optics~~

Replace with new data value:

[SAD] Consultant Therapist / **Scientist in Orthoptics**

Retire data value:

[S0D] Manager in Orthoptics / ~~Optics~~

Replace with new data value:

[S0D] **Manager in Orthoptics**

Retire data value:

[S1D] Therapist in Orthoptics / ~~Optics~~

Replace with new data value:

[S1D] **Therapist in Orthoptics**

Retire data value:

[S2D] Scientist in Orthoptics / ~~Optics~~

Replace with new data value:

[S2D] **Scientist in Orthoptics**

Retire data value:

[S4D] Technician in Orthoptics / ~~Optics~~

Replace with new data value:

[S4D] **Technician in Orthoptics**

Retire data value:

[S7D] Tutor in Orthoptics / ~~Optics~~

Replace with new data value:

[S7D] **Tutor in Orthoptics**

Retire data value:

[S5D] Assistant Practitioner in Orthoptics / ~~Optics~~

Replace with new data value:

[S5D] **Assistant Practitioner in Orthoptics**

Retire data value:

[S8D] Student / Trainee in Orthoptics / ~~Optics~~

Replace with new data value:

[S8D] **Student / Trainee in Orthoptics**

Retire data value:

[S9D] Assistant in Orthoptics / ~~Optics~~

Replace with new data value:

[S9D] **Assistant in Orthoptics**

Retire data value:

[UAA] Consultant ~~Healthcare~~ Scientist in Blood Sciences

Replace with new data value:

[UAA] **Consultant Clinical Scientist in Blood Sciences**

Retire data value:

[UAB] Consultant ~~Healthcare~~ Scientist in Infection Sciences

Replace with new data value:

[UAB] **Consultant Clinical Scientist in Infection Sciences**

Retire data value:

[UAC] Consultant ~~Healthcare~~ Scientist in Cellular Sciences

Replace with new data value:

[UAC] **Consultant Clinical Scientist in Cellular Sciences**

Retire data value:

[UAD] Consultant ~~Healthcare~~ Scientist in Genetics

Replace with new data value:

[UAD] **Consultant Clinical Scientist in Genetics**

Retire data value:

[UAE] Consultant ~~Healthcare~~ Scientist in Cardiac, Vascular, Respiratory and Sleep Sciences

Replace with new data value:

[UAE] **Consultant Clinical Scientist in Cardiac, Vascular, Respiratory and Sleep Sciences**

Retire data value:

[UAF] Consultant ~~Healthcare~~ Scientist in Neurosensory Sciences

Replace with new data value:

[UAF] **Consultant Clinical Scientist in Neurosensory Sciences**

Retire data value:

[UAG] Consultant ~~Healthcare~~ Scientist in Gastrointestinal and Urodynamic Sciences

Replace with new data value:

[UAG] **Consultant Clinical Scientist in Gastrointestinal and Urodynamic Sciences**

Retire data value:

[UAH] Consultant ~~Healthcare~~ Scientist in Medical Physics

Replace with new data value:

[UAH] **Consultant Clinical Scientist in Medical Physics**

Retire data value:

[UAJ] Consultant ~~Healthcare~~ Scientist in Clinical Engineering

Replace with new data value:

[UAJ] **Consultant Clinical Scientist in Clinical Engineering**

Retire data value:

[UAK] Consultant ~~Healthcare~~ Scientist in Clinical Bioinformatics

Replace with new data value:

[UAK] **Consultant Clinical Scientist in Clinical Bioinformatics**

Retire data value:

[UAL] Consultant ~~Healthcare~~ Scientist in Social Sciences

Replace with new data value:

[UAL] **Consultant Clinical Scientist in Social Sciences**

Retire data value:

[UAM] Consultant ~~Healthcare~~ Scientist in Environmental Sciences

Replace with new data value:

[UAM] **Consultant Clinical Scientist in Environmental Sciences**

Retire data value:

[U1A] Specialist ~~Healthcare~~ Scientist in Blood Sciences

Replace with new data value:

[U1A] **Specialist Clinical Scientist in Blood Sciences**

Retire data value:

[U1B] Specialist ~~Healthcare~~ Scientist in Infection Sciences

Replace with new data value:

[U1B] **Specialist Clinical Scientist in Infection Sciences**

Retire data value:

[U1C] Specialist ~~Healthcare~~ Scientist in Cellular Sciences

Replace with new data value:

[U1C] **Specialist Clinical Scientist in Cellular Sciences**

Retire data value:

[U1D] Specialist ~~Healthcare~~ Scientist in Genetics

Replace with new data value:

[U1D] **Specialist Clinical Scientist in Genetics**

Retire data value:

[U1E] Specialist ~~Healthcare~~ Scientist in Cardiac, Vascular, Respiratory and Sleep Sciences

Replace with new data value:

[U1E] **Specialist Clinical Scientist in Cardiac, Vascular, Respiratory and Sleep Sciences**

Retire data value:

[U1F] Specialist ~~Healthcare~~ Scientist in Neurosensory Sciences

Replace with new data value:

[U1F] **Specialist Clinical Scientist in Neurosensory Sciences**

Retire data value:

[U1G] Specialist ~~Healthcare~~ Scientist in Gastrointestinal and Urodynamic Sciences

Replace with new data value:

[U1G] **Specialist Clinical Scientist in Gastrointestinal and Urodynamic Sciences**

Retire data value:

[U1H] Specialist ~~Healthcare~~ Scientist in Medical Physics

Replace with new data value:

[U1H] **Specialist Clinical Scientist in Medical Physics**

Retire data value:

[U1J] Specialist ~~Healthcare~~ Scientist in Clinical Engineering

Replace with new data value:

[U1J] **Specialist Clinical Scientist in Clinical Engineering**

Retire data value:

[U1K] Specialist ~~Healthcare~~ Scientist in Clinical Bioinformatics

Replace with new data value:

[U1K] **Specialist Clinical Scientist in Clinical Bioinformatics**

Retire data value:

[U1L] Specialist ~~Healthcare~~ Scientist in Social Sciences

Replace with new data value:

[U1L] **Specialist Clinical Scientist in Social Sciences**

Retire data value:

[U1M] Specialist ~~Healthcare~~ Scientist in Environmental Sciences

Replace with new data value:

[U1M] **Specialist Clinical Scientist in Environmental Sciences**

Retire data value:

[U2A] ~~Healthcare~~ Scientist in Blood Sciences

Replace with new data value:

[U2A] **Clinical Scientist in Blood Sciences**

Retire data value:

[U2B] ~~Healthcare~~ Scientist in Infection Sciences

Replace with new data value:

[U2B] **Clinical Scientist in Infection Sciences**

Retire data value:

[U2C] ~~Healthcare~~ Scientist in Cellular Sciences

Replace with new data value:

[U2C] **Clinical Scientist in Cellular Sciences**

Retire data value:

[U2D] ~~Healthcare~~ Scientist in Genetics

Replace with new data value:

[U2D] **Clinical Scientist in Genetics**

Retire data value:

[U2E] ~~Healthcare~~ Scientist in Cardiac, Vascular, Respiratory and Sleep Sciences

Replace with new data value:

[U2E] **Clinical Scientist in Cardiac, Vascular, Respiratory and Sleep Sciences**

Retire data value:

[U2F] ~~Healthcare~~ Scientist in Neurosensory Sciences

Replace with new data value:

[U2F] **Clinical Scientist in Neurosensory Sciences**

Retire data value:

[U2G] ~~Healthcare~~ Scientist in Gastrointestinal and Urodynamic Sciences

Replace with new data value:

[U2G] **Clinical Scientist in Gastrointestinal and Urodynamic Sciences**

Retire data value:

[U2H] ~~Healthcare~~ Scientist in Medical Physics

Replace with new data value:

[U2H] **Clinical Scientist in Medical Physics**

Retire data value:

[U2J] ~~Healthcare~~ Scientist in Clinical Engineering

Replace with new data value:

[U2J] **Clinical Scientist in Clinical Engineering**

Retire data value:

[U2K] ~~Healthcare~~ Scientist in Clinical Bioinformatics

Replace with new data value:

[U2K] **Clinical Scientist in Clinical Bioinformatics**

Retire data value:

[U2L] ~~Healthcare~~ Scientist in Social Sciences

Replace with new data value:

[U2L] **Clinical Scientist in Social Sciences**

Retire data value:

[U2M] ~~Healthcare~~ Scientist in Environmental Sciences

Replace with new data value:

[U2M] **Clinical Scientist in Environmental Sciences**

Retire data value:

[U6A] Trainee ~~Healthcare~~ Scientist in Blood Sciences

Replace with new data value:

[U6A] **Trainee Clinical Scientist in Blood Sciences**

Retire data value:

[U6B] Trainee ~~Healthcare~~ Scientist in Infection Sciences

Replace with new data value:

[U6B] **Trainee Clinical Scientist in Infection Sciences**

Retire data value:

[U6C] Trainee ~~Healthcare~~ Scientist in Cellular Sciences

Replace with new data value:

[U6C] **Trainee Clinical Scientist in Cellular Sciences**

Retire data value:

[U6D] Trainee ~~Healthcare~~ Scientist in Genetics

Replace with new data value:

[U6D] **Trainee Clinical Scientist in Genetics**

Retire data value:

[U6E] Trainee ~~Healthcare~~ Scientist in Cardiac, Vascular, Respiratory and Sleep Sciences

Replace with new data value:

[U6E] **Trainee Clinical Scientist in Cardiac, Vascular, Respiratory and Sleep Sciences**

Retire data value:

[U6F] Trainee ~~Healthcare~~ Scientist in Neurosensory Sciences

Replace with new data value:

[U6F] **Trainee Clinical Scientist in Neurosensory Sciences**

Retire data value:

[U6G] Trainee ~~Healthcare~~ Scientist in Gastrointestinal and Urodynamic Sciences

Replace with new data value:

[U6G] **Trainee Clinical Scientist in Gastrointestinal and Urodynamic Sciences**

Retire data value:

[U6H] Trainee ~~Healthcare~~ Scientist in Medical Physics

Replace with new data value:

[U6H] **Trainee Clinical Scientist in Medical Physics**

Retire data value:

[U6J] Trainee ~~Healthcare~~ Scientist in Clinical Engineering

Replace with new data value:

[U6J] **Trainee Clinical Scientist in Clinical Engineering**

Retire data value:

[U6K] Trainee ~~Healthcare~~ Scientist in Clinical Bioinformatics

Replace with new data value:

[U6K] **Trainee Clinical Scientist in Clinical Bioinformatics**

Retire data value:

[U6L] Trainee ~~Healthcare~~ Scientist in Social Sciences

Replace with new data value:

[U6L] **Trainee Clinical Scientist in Social Sciences**

Retire data value:

[U6M] Trainee ~~Healthcare~~ Scientist in Environmental Sciences

Replace with new data value:

[U6M] **Trainee Clinical Scientist in Environmental Sciences**

### 2.2.3. Area of work

Retire data value:

Imaging | ~~Clinical Radiology~~ | Ultrasound

Replace with new data value:

Imaging | **Imaging** | Ultrasound

Retire data value:

Imaging | ~~Clinical Radiology~~ | CT

Replace with new data value:

Imaging | **Imaging** | CT

Retire data value:

Imaging | ~~Clinical Radiology~~ | MRI

Replace with new data value:

Imaging | **Imaging** | MRI

Retire data value:

Imaging | ~~Clinical Radiology~~ | Mammography

Replace with new data value:

Imaging | **Imaging** | Mammography

Retire data value:

Imaging | ~~Clinical Radiology~~ | Angiography

Replace with new data value:

Imaging | **Imaging** | Angiography

Retire data value:

Corporate | ~~Informatics~~ | ~~Informatics~~ Strategy and Development

Replace with new data value:

Corporate | **Digital, Data and Technology** | **Digital and Data – Strategy and Development**

Retire data value:

Corporate | ~~Informatics~~ | ~~Informatics~~ Education and Training

Replace with new data value:

Corporate | **Digital, Data and Technology** | **Digital and Data – Education, Training and Development**

Retire data value:

Clinical Support | Clinical Informatics | ~~Health Records~~

Replace with new data value:

Clinical Support | Clinical Informatics | **Patient Record and Coding Services**

Retire data value:

Mental Health | Mental Health Primary Care | ~~Mental Health Primary Care – IAPT~~

Replace with new data value:

Mental Health | Mental Health Primary Care | **Mental Health Primary Care – NHS Talking Therapies for anxiety and depression**

Retire data value:

Clinical Support | Orthoptics /~~Optics~~ | Orthoptics /~~Optics~~

Replace with new data value:

Clinical Support | **Orthoptics** | **Orthoptics**

#### 2.2.4. Reason for leaving

Retire data value:

[19] Voluntary Resignation – ~~Better Reward Package~~

Replace with new data value:

[19] Voluntary Resignation – **Pay and Reward Related**

#### 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 (see Section 2.3) 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 Reason for Leaving) 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.

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 v3.5 Data Set Specification: National Workforce Data Set \(NWD\) and NHS Occupation Codes](#), including an explanation of which values are already implemented within the ESR, which accompanies this submission.

## 2.3. Deletions

### 2.3.1. Area of work

Value to be deleted:

~~Primary Care | Walk-in-Centre | Walk-in-Centre~~

~~Imaging | Clinical Radiology | Clinical Radiology~~

~~Corporate | Informatics | Information and Communication Technology~~

~~Corporate | Informatics | Information Management~~

~~Corporate | Informatics | Programmes and Projects~~

~~Clinical Support | Clinical Informatics | Coding~~

### 2.3.2. Migration of existing data related to deleted values (2.3.1)

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. If such cases exist in relation to the current round of proposals, they are highlighted in this Change Specification, giving detail of the value to be used.

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 v3.5 Data Set Specification: National Workforce Data Set \(NWD\) and NHS Occupation Codes](#), 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

### 2.4.1 Other Guidance/Presentation Changes

Other minor guidance and presentational updates are to be made to the guidance documents which support the NWD Data Set Specification which do not materially alter the approved standard, but which will increase its usability and utility.

## 2.5. Points of Contact

For more information on the National Workforce Data Set (NWD) or to log a change request please contact:

NHS England

Email: [enquiries@nhsdigital.nhs.uk](mailto:enquiries@nhsdigital.nhs.uk) please state ‘National Workforce Data Set’ or ‘Workforce Data Standards’ in the subject line.

Telephone: 0300 303 5678

## 3. Useful Resources

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>

Health and Social Care Act 2012 – Section 250

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

NWD v(3.5) Data Set Specification (Excel file)

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

workforce Minimum Data Set (wMDS)

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