

# National Workforce Data Set Version 3.5

## Implementation Guidance



# 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.

Date of publication: 15 April 2024



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<b>Document filename:</b>	DAPB1067 Amd 71/2023 Implementation Guidance		
<b>Project / Programme</b>	National Workforce Data Set (NWD)		
<b>Document Reference</b>	DAPB1067 Amd 71/2023		
<b>Project Manager</b>	Jill Clark	<b>Status</b>	Final
<b>Owner</b>	Alyson Whitmarsh	<b>Version</b>	1.0
<b>Author</b>	Jill Clark / Lalita Wakde	<b>Version issue date</b>	15/04/2024

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# Document management

## Revision History

Version	Date	Summary of Changes
0.1	04/12/2023	Initial draft.
0.2	13/02/2024	Second draft incorporating additional agreed changes to the NWD and DSAS comments.
0.3	23/02/2024	Third draft incorporating Data Dictionary codes and minor text updates
0.4	28/02/2024	Move updated templates
1.0	15/04/2024	Final

## Reviewers

This document must be reviewed by the following people:

Reviewer name	Title / Responsibility	Date	Version
Lalita Wakde	Workforce Analyst, Data Set Development Service, NHS England	22/02/2024	0.1, 0.2, 0.3
Jill Clark	Data Set Development Lead, Data Set Development Service, NHS England	23/02/2024	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		

## 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 Alliance Partnership Board (DAPB) standard 1067 is available online: [DAPB1067: National Workforce Data Set](#). 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 Data Set 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](#)

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](#) and online NHS Occupation Code Manual: [NHS Occupation Codes](#) The NWD is also accessible through the NHS Data Model and Dictionary: [National Workforce Data Set \(datadictionary.nhs.uk\)](#), 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](#).

It is recommended that anyone intending to implement the NWD afresh contact the Data Set Development 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 information standard](#). This Implementation Guidance is provided in accordance with section 250 of the Health and Social Care Act 2012: [Health and Social Care Act 2012 \(legislation.gov.uk\)](#)

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 \(wMDS\)](#), 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](#) and NHS Occupation Code Manual: [NHS Occupation Codes](#). The NWD is also accessible through the NHS Data Model and Dictionary: [National Workforce Data Set \(datadictionary.nhs.uk\)](#), 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](#).

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 3.5 includes updates which can be summarised as:

1. the inclusion of new values within existing elements (affecting Job Role, Occupation Code and Area of Work)

2. the renaming of existing values within elements (affecting Job Role, Occupation Code, Area of Work and Reason for Leaving)
3. the retiring of existing values within elements (affecting Area of Work)

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 Occupation Code
- Additions to the Area of Work
- Changes to the Job Role
- Changes to the Occupation Code
- Changes to the Area of Work
- Changes to the Reason for Leaving
- Deletions from the Area of Work
- 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 71/2023 and the NWD v3.5 Requirements Specification and Data Set Specification. All are available for download as part of the data standards materials on the DAPB section of the NHS England website: [DAPB1067: National Workforce Data Set](#). The Data Set Specification is also available on the NHS England website: [National Workforce Data Set \(NWD\) and NHS Occupation Codes](#).

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 1 March 2025.

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
<a href="#">DCB0028 Treatment Function and Main Specialty Standard</a>	Treatment Function and Main Specialty Standard
<a href="#">DAPB0011 Mental Health Services Data Set</a>	Mental Health Services Data Set
<a href="#">DAPB1069 Community Services Data Set</a>	Community Services Data Set
R00433 workforce Minimum Data Set (HCHS)	workforce Minimum Data Set (wMDS) for Hospital and Community Health Services
<a href="#">DAPB4034 General Practice and Primary Care Network Workforce</a>	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.	<a href="#">NWD3.5 - Change Specification</a>	Describes the detail of the changes to the NWD being proposed in this submission.
2.	<a href="#">NWD3.5 -Implementation Guidance</a>	Describes guidance for users of the data standard regarding the implementation of the changes proposed in this submission.
3.	<a href="#">NWD3.5 Data Set Specification</a>	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.
4.	<a href="#">NHS Occupation Code Manual Version 21.0</a>	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](#) and the NHS Data Model and Dictionary: [National Workforce Data Set \(datadictionary.nhs.uk\)](#). 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](mailto: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?**

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

#### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) for a new Job Role of 'Clinical Director' in the Allied Health Professionals Staff Group.

There is a 'Clinical Director' Job Role in the Additional Professional, Scientific and Technical Staff Group, and a Job Role of 'Director of Nursing' in Nursing and Midwifery Registered; however, there isn't an appropriate Job Role at the same level in the Allied Health Professionals Staff Group.

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

##### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) for a new Job Role of Clinical Director in the Healthcare Scientists Staff Group.

There is a 'Clinical Director' Job Role in the Additional Professional, Scientific and Technical Staff Group, and a Job Role of 'Director of Nursing' in Nursing and Midwifery Registered; however, there isn't an appropriate Job Role at the same level in the Healthcare Scientists Staff Group.

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

##### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to add a new Job Role of Consultant Healthcare Science Practitioner, specifically to be used for Healthcare Science Practitioners who are working at Consultant level and are not Clinical Scientists or Biomedical Scientists, both of which have their own specific Job Roles.

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

##### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) for the introduction of a new Job Role of General Practice Assistant (Primary Care only) as part of the Additional Roles Reimbursement Scheme (ARRS) in General Practice and Primary Care Networks.

The role offers clinical and administrative support to GPs, freeing up clinical time to focus on patient care. The role is subject to a maximum reimbursement equivalent of an Agenda for Change Band 4 level and the outline will be based on the NHS England (former Health Education England) competency framework.

The role is both Admin and Clinical, so the role needs to sit within the Additional Clinical Services Staff Group.

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) for the introduction of a new Job Role of Trainee General Practice Assistant (Primary Care only) as part of the Additional Roles Reimbursement Scheme (ARRS) in General Practice and Primary Care Networks.

Trainee General Practice Assistants can be trained in-practice, with on-the-job training and development led by GPs, in line with the role outline. They will also have the opportunity to complete structured training, aligned to the competency framework, equipping them with formal certification of their learning.

The role is both Admin and Clinical, so the role needs to sit within the Additional Clinical Services Staff Group.

The role is both Admin and Clinical, so the role needs to sit within the Additional Clinical Services Staff Group.

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

### **Why is this information required?**

Proposal to add a new Job Role value of Consultant Biomedical Scientist within the Healthcare Scientists Staff Group.

The new value will provide clarity and help to ensure that Consultant Biomedical Scientists are correctly identified. 'Biomedical Scientist' is a protected title and requires HCPC registration. Currently this group of staff are included within the Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

**[06018] Healthcare Scientists | Biomedical Scientist Advanced Practitioner****Why is this information required?**

Proposal to add a new Job Role value of Biomedical Scientist Advanced Practitioner within the Healthcare Scientists Staff Group.

The new value will provide clarity and help to ensure that Biomedical Scientist Advanced Practitioners are correctly identified. 'Biomedical Scientist' is a protected title and requires HCPC registration. Currently this group of staff are included within the Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

**[06019] Healthcare Scientists | Biomedical Scientist****Why is this information required?**

Proposal to add a new Job Role value of Biomedical Scientist within the Healthcare Scientists Staff Group.

The new value will provide clarity and help to ensure that Biomedical Scientists are correctly identified. 'Biomedical Scientist' is a protected title and requires HCPC registration. Currently this group of staff are included within the Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

**[06020] Healthcare Scientists | Specialist Biomedical Scientist****Why is this information required?**

Proposal to add a new Job Role value of Specialist Biomedical Scientist within the Healthcare Scientists Staff Group.

The new value will provide clarity and help to ensure that Specialist Biomedical Scientists are correctly identified. 'Biomedical Scientist' is a protected title and requires HCPC registration. Currently this group of staff are included within the Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is also

a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

#### [07067] Additional Clinical Services | [Trainee Biomedical Scientist](#)

##### **Why is this information required?**

Proposal to add a new Job Role value of Trainee Biomedical Scientist within the Additional Clinical Services Staff Group.

The new value will provide clarity and help to ensure that Trainee Biomedical Scientists are correctly identified. Currently this group of staff are included within the Trainee Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is a protected title and HCPC registered, as is 'Biomedical Scientist'. Therefore, records will need to be updated accordingly.

#### [05049] Additional Professional Scientific and Technical | [Optometrist Consultant](#)

##### **Why is this information required?**

Proposal to add a new Job Role value of Optometrist Consultant within the Additional Professional Scientific and Technical Staff Group.

This change to the National Workforce Data Set will support improvements to the Optometrist workforce data quality, and workforce planning at local, regional and national level to better understand this workforce.

#### [05050] Additional Professional Scientific and Technical | [Optometrist Advanced Practitioner](#)

##### **Why is this information required?**

Proposal to add a new Job Role value of Optometrist Advanced Practitioner within the Additional Professional Scientific and Technical Staff Group.

This change to the National Workforce Data Set will support improvements to the Optometrist workforce data quality, and workforce planning at local, regional and national level to better understand this workforce.

**[05051] Additional Professional Scientific and Technical | [Optometrist Specialist Practitioner](#)****Why is this information required?**

Proposal to add a new Job Role value of Optometrist Specialist Practitioner within the Additional Professional Scientific and Technical Staff Group.

This change to the National Workforce Data Set will support improvements to the Optometrist workforce data quality, and workforce planning at local, regional and national level to better understand this workforce.

**[07068] Additional Clinical Services | [Trainee Optometrist](#)****Why is this information required?**

Proposal to add a new Job Role value of Trainee Optometrist within the Additional Clinical Services Staff Group.

This change to the National Workforce Data Set will support improvements to the Optometrist workforce data quality, and workforce planning at local, regional and national level to better understand this workforce.

**[01048] Medical and Dental | [Trust Grade Dentist - Dental Core Level](#)****Why is this information required?**

Proposal to add a new Job Role value of Trust Grade Dentist - Dental Core Level within the Medical and Dental Staff Group.

This change to the National Workforce Data Set will support improvements to the Medical and Dental workforce data quality, and workforce planning at local, regional and national level to better understand the Dental workforce.

### 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 2025.

**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. Occupation code

What additions / changes to information are required?

### [UBE] Consultant Healthcare Science Practitioner in Cardiac, Vascular, Respiratory and Sleep Sciences

#### Why is this information required?

Proposal agreed by the Workforce Information Review Group (WIRG) to add a new Occupation Code of Consultant Healthcare Science Practitioner within the U Matrix, 'UB (E-M)', specifically to be used for Healthcare Science Practitioners who are working at Consultant level and are not Clinical Scientists or Biomedical Scientists, both of which have their own specific Occupation Codes.

### [UBF] Consultant Healthcare Science Practitioner in Neurosensory Sciences

#### Why is this information required?

Proposal agreed by the Workforce Information Review Group (WIRG) to add a new Occupation Code of Consultant Healthcare Science Practitioner within the U Matrix, 'UB (E-M)', specifically to be used for Healthcare Science Practitioners who are working at Consultant level and are not Clinical Scientists or Biomedical Scientists, both of which have their own specific Occupation Codes.

### [UBG] Consultant Healthcare Science Practitioner in Gastrointestinal and Urodynamic Sciences

#### Why is this information required?

Proposal agreed by the Workforce Information Review Group (WIRG) to add a new Occupation Code of Consultant Healthcare Science Practitioner within the U Matrix, 'UB (E-M)', specifically to be used for Healthcare Science Practitioners who are working at Consultant level and are not Clinical Scientists or Biomedical Scientists, both of which have their own specific Occupation Codes.

## [UBH] Consultant Healthcare Science Practitioner in Medical Physics

### Why is this information required?

Proposal agreed by the Workforce Information Review Group (WIRG) to add a new Occupation Code of Consultant Healthcare Science Practitioner within the U Matrix, 'UB (E-M)', specifically to be used for Healthcare Science Practitioners who are working at Consultant level and are not Clinical Scientists or Biomedical Scientists, both of which have their own specific Occupation Codes.

## [UBJ] Consultant Healthcare Science Practitioner in Clinical Engineering

### Why is this information required?

Proposal agreed by the Workforce Information Review Group (WIRG) to add a new Occupation Code of Consultant Healthcare Science Practitioner within the U Matrix, 'UB (E-M)', specifically to be used for Healthcare Science Practitioners who are working at Consultant level and are not Clinical Scientists or Biomedical Scientists, both of which have their own specific Occupation Codes.

## [UBK] Consultant Healthcare Science Practitioner in Clinical Bioinformatics

### Why is this information required?

Proposal agreed by the Workforce Information Review Group (WIRG) to add a new Occupation Code of Consultant Healthcare Science Practitioner within the U Matrix, 'UB (E-M)', specifically to be used for Healthcare Science Practitioners who are working at Consultant level and are not Clinical Scientists or Biomedical Scientists, both of which have their own specific Occupation Codes.

## [UBL] Consultant Healthcare Science Practitioner in Social Sciences

### Why is this information required?

Proposal agreed by the Workforce Information Review Group (WIRG) to add a new Occupation Code of Consultant Healthcare Science Practitioner within the U Matrix, 'UB (E-

M)', specifically to be used for Healthcare Science Practitioners who are working at Consultant level and are not Clinical Scientists or Biomedical Scientists, both of which have their own specific Occupation Codes.

### **[UBM] Consultant Healthcare Science Practitioner in Environmental Sciences**

#### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to add a new Occupation Code of Consultant Healthcare Science Practitioner within the U Matrix, 'UB (E-M)', specifically to be used for Healthcare Science Practitioners who are working at Consultant level and are not Clinical Scientists or Biomedical Scientists, both of which have their own specific Occupation Codes.

### **[UCA] Consultant Biomedical Scientist in Blood Sciences**

#### **Why is this information required?**

Proposal for a new Occupation Code in the U matrix of Consultant Biomedical Scientist, 'UC (A-D)'.

The new value will provide clarity and help to ensure that Consultant Biomedical Scientists are correctly identified. 'Biomedical Scientist' is a protected title and requires HCPC registration. Currently this group of staff are included within the Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

### **[UCB] Consultant Biomedical Scientist in Infection Sciences**

#### **Why is this information required?**

Proposal for a new Occupation Code in the U matrix of Consultant Biomedical Scientist, 'UC (A-D)'.

The new value will provide clarity and help to ensure that Consultant Biomedical Scientists are correctly identified. 'Biomedical Scientist' is a protected title and requires HCPC registration. Currently this group of staff are included within the Healthcare Science

Practitioner values but should align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

### **[UCC] Consultant Biomedical Scientist in Cellular Sciences**

#### **Why is this information required?**

Proposal for a new Occupation Code in the U matrix of Consultant Biomedical Scientist, 'UC (A-D)'.

The new value will provide clarity and help to ensure that Consultant Biomedical Scientists are correctly identified. 'Biomedical Scientist' is a protected title and requires HCPC registration. Currently this group of staff are included within the Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

### **[UCD] Consultant Biomedical Scientist in Genetics**

#### **Why is this information required?**

Proposal for a new Occupation Code in the U matrix of Consultant Biomedical Scientist, 'UC (A-D)'.

The new value will provide clarity and help to ensure that Consultant Biomedical Scientists are correctly identified. 'Biomedical Scientist' is a protected title and requires HCPC registration. Currently this group of staff are included within the Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

### **[UDA] Specialist Biomedical Scientist in Blood Sciences**

#### **Why is this information required?**

Proposal for a new Occupation Code in the U matrix of Specialist Biomedical Scientist, 'UD (A-D)'.

The new value will provide clarity and help to ensure that Specialist Biomedical Scientists are correctly identified. 'Biomedical Scientist' is a protected title and requires HCPC registration. Currently this group of staff are included within the Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

### **[UDB] Specialist Biomedical Scientist in Infection Sciences**

#### **Why is this information required?**

Proposal for a new Occupation Code in the U matrix of Specialist Biomedical Scientist, 'UD (A-D)'.

The new value will provide clarity and help to ensure that Specialist Biomedical Scientists are correctly identified. 'Biomedical Scientist' is a protected title and requires HCPC registration. Currently this group of staff are included within the Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

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

#### **Why is this information required?**

Proposal for a new Occupation Code in the U matrix of Specialist Biomedical Scientist, 'UD (A-D)'.

The new value will provide clarity and help to ensure that Specialist Biomedical Scientists are correctly identified. 'Biomedical Scientist' is a protected title and requires HCPC registration. Currently this group of staff are included within the Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

## [UDD] Specialist Biomedical Scientist in Genetics

### Why is this information required?

Proposal for a new Occupation Code in the U matrix of Specialist Biomedical Scientist, 'UD (A-D)'.

The new value will provide clarity and help to ensure that Specialist Biomedical Scientists are correctly identified. 'Biomedical Scientist' is a protected title and requires HCPC registration. Currently this group of staff are included within the Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

## [UEA] Biomedical Scientist in Blood Sciences

### Why is this information required?

Proposal for a new Occupation Code in the U matrix of Biomedical Scientist, 'UE (A-D)'.

The new value will provide clarity and help to ensure that Specialist Biomedical Scientists are correctly identified. 'Biomedical Scientist' is a protected title and requires HCPC registration. Currently this group of staff are included within the Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

## [UEB] Biomedical Scientist in Infection Sciences

### Why is this information required?

Proposal for a new Occupation Code in the U matrix of Biomedical Scientist, 'UE (A-D)'.

The new value will provide clarity and help to ensure that Specialist Biomedical Scientists are correctly identified. 'Biomedical Scientist' is a protected title and requires HCPC registration. Currently this group of staff are included within the Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

## [UEC] Biomedical Scientist in Cellular Sciences

### Why is this information required?

Proposal for a new Occupation Code in the U matrix of Biomedical Scientist, 'UE (A-D)'.

The new value will provide clarity and help to ensure that Specialist Biomedical Scientists are correctly identified. 'Biomedical Scientist' is a protected title and requires HCPC registration. Currently this group of staff are included within the Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

## [UED] Biomedical Scientist in Genetics

### Why is this information required?

Proposal for a new Occupation Code in the U matrix of Biomedical Scientist.

The new value will provide clarity and help to ensure that Biomedical Scientists are correctly identified. 'Biomedical Scientist' is a protected title and requires HCPC registration. Currently this group of staff are included within the Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

## [UFA] Trainee Biomedical Scientist in Blood Sciences

### Why is this information required?

Proposal for a new Occupation Code in the U matrix of Trainee Biomedical Scientist, 'UF (A-D)'.

The new value will provide clarity and help to ensure that Trainee Biomedical Scientists are correctly identified. Currently this group of staff are included within the Trainee Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is a protected title and HCPC registered, as is 'Biomedical Scientist'. Therefore, records will need to be updated accordingly.

## [UFB] Trainee Biomedical Scientist in Infection Sciences

### Why is this information required?

Proposal for a new Occupation Code in the U matrix of Trainee Biomedical Scientist, 'UF (A-D)'.

The new value will provide clarity and help to ensure that Trainee Biomedical Scientists are correctly identified. Currently this group of staff are included within the Trainee Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is a protected title and HCPC registered, as is 'Biomedical Scientist'. Therefore, records will need to be updated accordingly.

## [UFC] Trainee Biomedical Scientist in Cellular Sciences

### Why is this information required?

Proposal for a new Occupation Code in the U matrix of Trainee Biomedical Scientist, 'UF (A-D)'.

The new value will provide clarity and help to ensure that Trainee Biomedical Scientists are correctly identified. Currently this group of staff are included within the Trainee Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is a protected title and HCPC registered, as is 'Biomedical Scientist'. Therefore, records will need to be updated accordingly.

## [UFD] Trainee Biomedical Scientist in Genetics

### Why is this information required?

Proposal for a new Occupation Code in the U matrix of Trainee Biomedical Scientist, 'UF (A-D)'.

The new value will provide clarity and help to ensure that Trainee Biomedical Scientists are correctly identified. Currently this group of staff are included within the Trainee Healthcare Science Practitioner values but should align with the coding values of 'Clinical Scientist' which is a protected title and HCPC registered, as is 'Biomedical Scientist'. Therefore, records will need to be updated accordingly.

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

#### Why is this information required?

Proposal by colleagues in NHS Wales to open the Occupation Code 'S7G' in the S matrix for Tutor in Radiography (therapeutic). These staff provide education for Therapeutic Radiographers and are employed in each Radiotherapy Department in Wales.

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

#### Why is this information required?

Proposal to change the S\*D column heading in the S matrix from Orthoptics/Optics to Orthoptics, as Optics is an outdated term. Optometrists and Dispensing Opticians who were previously coded within this Occupation Code and within the label of 'Optics', will be recorded in the new 'Optometry' Occupation Codes which have been agreed by WIRG.

Orthoptists are registered with the Health and Care Professions Council (HCPC) and are Allied Health Professionals, whereas Optometrists are registered with the General Optical Council (GOC) and are within the Additional Professional Scientific and Technical Staff Group. Therefore, the agreed change is a logical one to separate these two professions.

### [SOW] Manager in Optometry

#### Why is this information required?

Proposal to change the S\*D column heading in the S matrix from Orthoptics/Optics to Orthoptics, as Optics is an outdated term. Optometrists and Dispensing Opticians who were previously coded within this Occupation Code and within the label of 'Optics', will be recorded in the new 'Optometry' Occupation Codes which have been agreed by WIRG.

Orthoptists are registered with the Health and Care Professions Council (HCPC) and are Allied Health Professionals, whereas Optometrists are registered with the General Optical Council (GOC) and are within the Additional Professional Scientific and Technical Staff Group. Therefore, the agreed change is a logical one to separate these two professions.

## [S2W] Scientist in Optometry

### Why is this information required?

Proposal to change the S\*D column heading in the S matrix from Orthoptics/Optics to Orthoptics, as Optics is an outdated term. Optometrists and Dispensing Opticians who were previously coded within this Occupation Code and within the label of 'Optics', will be recorded in the new 'Optometry' Occupation Codes which have been agreed by WIRG.

Orthoptists are registered with the Health and Care Professions Council (HCPC) and are Allied Health Professionals, whereas Optometrists are registered with the General Optical Council (GOC) and are within the Additional Professional Scientific and Technical Staff Group. Therefore, the agreed change is a logical one to separate these two professions.

## [S4W] Technician in Optometry

### Why is this information required?

Proposal to change the S\*D column heading in the S matrix from Orthoptics/Optics to Orthoptics, as Optics is an outdated term. Optometrists and Dispensing Opticians who were previously coded within this Occupation Code and within the label of 'Optics', will be recorded in the new 'Optometry' Occupation Codes which have been agreed by WIRG.

Orthoptists are registered with the Health and Care Professions Council (HCPC) and are Allied Health Professionals, whereas Optometrists are registered with the General Optical Council (GOC) and are within the Additional Professional Scientific and Technical Staff Group. Therefore, the agreed change is a logical one to separate these two professions.

## [S5W] Assistant Practitioner in Optometry

### Why is this information required?

Proposal to change the S\*D column heading in the S matrix from Orthoptics/Optics to Orthoptics, as Optics is an outdated term. Staff who are supporting Optometrists and Dispensing Opticians, along with Students / Trainees, who were previously coded within this Occupation Code and within the label of 'Optics', will be recorded in the new 'Optometry' Occupation Codes which have been agreed by WIRG.

Orthoptists are registered with the Health and Care Professions Council (HCPC) and are Allied Health Professionals, whereas Optometrists are registered with the General Optical Council (GOC) and are within the Additional Professional Scientific and Technical Staff Group. Therefore, the agreed change is a logical one to separate these two professions.

### [S8W] Student / Trainee in Optometry

#### Why is this information required?

Proposal to change the S\*D column heading in the S matrix from Orthoptics/Optics to Orthoptics, as Optics is an outdated term. Staff who are supporting Optometrists and Dispensing Opticians, along with Students / Trainees, who were previously coded within this Occupation Code and within the label of 'Optics', will be recorded in the new 'Optometry' Occupation Codes which have been agreed by WIRG.

Orthoptists are registered with the Health and Care Professions Council (HCPC) and are Allied Health Professionals, whereas Optometrists are registered with the General Optical Council (GOC) and are within the Additional Professional Scientific and Technical Staff Group. Therefore, the agreed change is a logical one to separate these two professions.

### [S9W] Assistant in Optometry

#### Why is this information required?

Proposal to change the S\*D column heading in the S matrix from Orthoptics/Optics to Orthoptics, as Optics is an outdated term. Staff who are supporting Optometrists and Dispensing Opticians, along with Students / Trainees, who were previously coded within this Occupation Code and within the label of 'Optics', will be recorded in the new 'Optometry' Occupation Codes which have been agreed by WIRG.

Orthoptists are registered with the Health and Care Professions Council (HCPC) and are Allied Health Professionals, whereas Optometrists are registered with the General Optical Council (GOC) and are within the Additional Professional Scientific and Technical Staff Group. Therefore, the agreed change is a logical one to separate these two professions.

#### 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 2025.

**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. Area of work

#### What additions / changes to information are required?

[Healthcare Science](#) | [Healthcare Science](#) | [Healthcare Science](#)

#### Why is this information required?

Proposal agreed by the Workforce Information Review Group (WIRG) for a new Primary, Secondary and Tertiary Area of Work value of 'Healthcare Science' to enable those with overarching Healthcare Science roles to be coded within the profession.

Clinical Support | [Optometry](#) | [Optometry](#)

#### Why is this information required?

Proposal to add a new Secondary and Tertiary value of Optometry within the Primary value of Clinical Support and change the Secondary and Tertiary Area of Work values of Orthoptics/Optics to Orthoptics, as Optics is an outdated term.

Those staff working within Optometry, which was previously included in the Optics label, should be recoded with the new Optometry value.

Clinical Support | Cancer Support | [Radiotherapy Patient Review](#)

#### Why is this information required?

Proposal to add a new Tertiary Area of Work value of Radiotherapy Patient Review within Clinical Support | Cancer Support.

This change to the National Workforce Data Set will support improvements to Radiography workforce data quality and workforce planning at local, regional and national level, and provide a better understanding of the Areas of Work applicable to the Radiography workforce.

## Clinical Support | Cancer Support | [Radiotherapy Pre-Treatment or Planning](#)

### **Why is this information required?**

Proposal to add a new Tertiary Area of Work value of Radiotherapy Pre-Treatment or Planning within Clinical Support | Cancer Support.

This change to the National Workforce Data Set will support improvements to Radiography workforce data quality and workforce planning at local, regional and national level, and provide a better understanding of the Areas of Work applicable to the Radiography workforce.

## Clinical Support | Cancer Support | [Radiotherapy Research](#)

### **Why is this information required?**

Proposal to add a new Tertiary Area of Work value of Radiotherapy Research within Clinical Support | Cancer Support.

This change to the National Workforce Data Set will support improvements to Radiography workforce data quality and workforce planning at local, regional and national level, and provide a better understanding of the Areas of Work applicable to the Radiography workforce.

## Clinical Support | Clinical Support | [Radiotherapy Quality Management or Quality Assurance](#)

### **Why is this information required?**

Proposal to add a new Tertiary Area of Work value of Radiotherapy Quality Management or Quality Assurance within Clinical Support | Clinical Support.

This change to the National Workforce Data Set will support improvements to Radiography workforce data quality and workforce planning at local, regional and national level, and provide a better understanding of the Areas of Work applicable to the Radiography workforce.

The proposed Tertiary AoW 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 slightly from the data standard, 'Radiotherapy Quality Management or Qual Assurance'.

Corporate | [Digital, Data and Technology](#) | [Digital, Data and Technology](#)

### **Why is this information required?**

Proposal to add a new Secondary and Tertiary Area of Work value of Digital, Data and Technology within the Corporate Primary Area of Work value. This change to the National Workforce Data Set will enable more accurate and appropriate recording of the DDaT workforce.

Corporate | [Digital, Data and Technology](#) | [Digital and Data – Product and Delivery](#)

### **Why is this information required?**

Proposal to add a new Tertiary Area of Work value of Digital and Data – Product and Delivery within Corporate | Digital, Data and Technology. This change to the National Workforce Data Set will enable more accurate and appropriate recording of the DDaT workforce.

Corporate | [Digital, Data and Technology](#) | [Digital and Data – Information Technology Operations](#)

### **Why is this information required?**

Proposal to add a new Tertiary Area of Work value of Digital and Data – Information Technology Operations within Corporate | Digital, Data and Technology. This change to the National Workforce Data Set will enable more accurate and appropriate recording of the DDaT workforce.

The proposed Tertiary AoW 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 slightly from the data standard, 'Digital and Data – IT Operations'.

Corporate | Digital, Data and Technology | [Digital and Data – User Centred Design](#)

### **Why is this information required?**

Proposal to add a new Tertiary Area of Work value of Digital and Data – User Centred Design within Corporate | Digital, Data and Technology. This change to the National Workforce Data Set will enable more accurate and appropriate recording of the DDaT workforce.

Corporate | Digital, Data and Technology | [Digital and Data – Quality Assurance Testing](#)

### **Why is this information required?**

Proposal to add a new Tertiary Area of Work value of Digital and Data – Quality Assurance Testing within Corporate | Digital, Data and Technology. This change to the National Workforce Data Set will enable more accurate and appropriate recording of the DDaT workforce.

Corporate | Digital, Data and Technology | [Digital and Data – Software Development](#)

### **Why is this information required?**

Proposal to add a new Tertiary Area of Work value of Digital and Data – Software Development within Corporate | Digital, Data and Technology. This change to the National Workforce Data Set will enable more accurate and appropriate recording of the DDaT workforce.

Corporate | Digital, Data and Technology | [Digital and Data – Architecture](#)

### **Why is this information required?**

Proposal to add a new Tertiary Area of Work value of Digital and Data – Architecture within Corporate | Digital, Data and Technology. This change to the National Workforce Data Set will enable more accurate and appropriate recording of the DDaT workforce.

## Corporate | Digital, Data and Technology | [Digital and Data – Information Governance](#)

### **Why is this information required?**

Proposal to add a new Tertiary Area of Work value of Digital and Data – Information Governance within Corporate | Digital, Data and Technology. This change to the National Workforce Data Set will enable more accurate and appropriate recording of the DDaT workforce.

## Corporate | Digital, Data and Technology | [Digital and Data – Cyber Security](#)

### **Why is this information required?**

Proposal to add a new Tertiary Area of Work value of Digital and Data – Cyber Security within Corporate | Digital, Data and Technology. This change to the National Workforce Data Set will enable more accurate and appropriate recording of the DDaT workforce.

## Corporate | Digital, Data and Technology | [Digital and Data – Data and Analytics](#)

### **Why is this information required?**

Proposal to add a new Tertiary Area of Work value of Digital and Data – Data Analytics within Corporate | Digital, Data and Technology. This change to the National Workforce Data Set will enable more accurate and appropriate recording of the DDaT workforce.

## [Clinical Radiology](#) | Clinical Radiology | Clinical Radiology

### **Why is this information required?**

Proposal to add the new Primary Area of Work value of Clinical Radiology to align with the existing Secondary and Tertiary Clinical Radiology values.

This change to the National Workforce Data Set will support improvements to Radiography workforce data quality and workforce planning at local, regional and national level, and provide a better understanding of the Areas of Work applicable to the Radiography workforce.

### 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 2025.

**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.

### 2.1.4. 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:

[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**

#### Why is this information required?

Proposal to change the existing Job Role value of Trust Grade Doctor - Foundation Level within the Medical and Dental Staff Group, to Trust Grade Doctor or Dentist - Foundation Level.

This change to the National Workforce Data Set will support improvements to the Medical and Dental workforce data quality, and workforce planning at local, regional and national level to better understand the Dental workforce.

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**

### **Why is this information required?**

Proposal to change the existing Job Role value of Trust Grade Doctor - Specialty Registrar within the Medical and Dental Staff Group, to Trust Grade Doctor or Dentist - Specialty Registrar.

This change to the National Workforce Data Set will support improvements to the Medical and Dental workforce data quality, and workforce planning at local, regional and national level to better understand the Dental workforce.

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**

### **Why is this information required?**

Proposal to update the title of this Job Role to its correct professional title and to be aligned with the training and accreditation funded by NHS England Workforce, Training and Education and the Psychological Professions Network.

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**

### **Why is this information required?**

Proposal to update the title of this Job Role to its correct professional title and to be aligned with the training and accreditation funded by NHS England Workforce, Training and Education and the Psychological Professions Network.

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)**

### **Why is this information required?**

The Workforce Information Review Group (WIRG) agreed that (Primary Care only) should be added to all Job Roles that were for Primary Care use only.

Retire data value:

[01043] Medical and Dental | GP Retainer

Replace with new data value:

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

### **Why is this information required?**

The Workforce Information Review Group (WIRG) agreed that (Primary Care only) should be added to all Job Roles that were for Primary Care use 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)**

### **Why is this information required?**

The Workforce Information Review Group (WIRG) agreed that (Primary Care only) should be added to all Job Roles that were for Primary Care use 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)**

### **Why is this information required?**

The Workforce Information Review Group (WIRG) agreed that (Primary Care only) should be added to all Job Roles that were for Primary Care use 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)**

### **Why is this information required?**

The Workforce Information Review Group (WIRG) agreed that (Primary Care only) should be added to all Job Roles that were for Primary Care use 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 \(Primary Care only\)](#)

### **Why is this information required?**

The Workforce Information Review Group (WIRG) agreed that (Primary Care only) should be added to all Job Roles that were for Primary Care use 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 \(Primary Care only\)](#)

### **Why is this information required?**

The Workforce Information Review Group (WIRG) agreed that (Primary Care only) should be added to all Job Roles that were for Primary Care use 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 \(Primary Care only\)](#)

### **Why is this information required?**

The Workforce Information Review Group (WIRG) agreed that (Primary Care only) should be added to all Job Roles that were for Primary Care use only.

Retire data value:

[02009] Students | Student Practice Nurse

Replace with new data value:

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

### **Why is this information required?**

The Workforce Information Review Group (WIRG) agreed that (Primary Care only) should be added to all Job Roles that were for Primary Care use only.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Housekeeping review of the NWD / Data Dictionary highlighted that Non Executive, in the Non Executive Director Job Role, should be hyphenated, as is the case in the NHS Occupation Code Manual and the Data Dictionary. Proposal agreed by Workforce Information Review Group (WIRG).

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the various Healthcare Scientist Job Roles within the Healthcare Scientists Staff Group to 'Clinical Scientist', as they can only be used for Clinical Scientists and no other staff, so the change would provide clarity and aid identification of these staff.

Retire data value:

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

Replace with new data value

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the various Healthcare Scientist Job Roles within the Healthcare Scientists Staff Group to 'Clinical Scientist', as they can only be used for Clinical Scientists and no other staff, so the change would provide clarity and aid identification of these staff.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the various Healthcare Scientist Job Roles within the Healthcare Scientists Staff Group to 'Clinical Scientist', as they can only be used for Clinical Scientists and no other staff, so the change would provide clarity and aid identification of these staff.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the various Healthcare Scientist Job Roles within the Healthcare Scientists Staff Group to 'Clinical Scientist', as they can only be used for Clinical Scientists and no other staff, so the change would provide clarity and aid identification of these staff.

Retire data value:

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

Replace with new data value:

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

### Why is this information required?

Proposal agreed by the Workforce Information Review Group (WIRG) to change the Trainee Healthcare Scientist Job Role within the Additional Clinical Services Staff Group to 'Trainee Clinical Scientist' for clarity and to aid identification of these staff.

### 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 2025.

**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.

## 2.2.2. Occupation code

### What additions / changes to information are required?

Retire data value:

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

Replace with new data value:

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

### Why is this information required?

Proposal to change the S\*D column heading in the S matrix from Orthoptics/Optics to Orthoptics, as Optics is an outdated term. Optometrists and Dispensing Opticians who were previously coded within this Occupation Code and within the label of 'Optics', will be recorded in the new 'Optometry' Occupation Codes which have been agreed by WIRG.

Orthoptists are registered with the Health and Care Professions Council (HCPC) and are Allied Health Professionals, whereas Optometrists are registered with the General Optical Council (GOC) and are within the Additional Professional Scientific and Technical Staff Group. Therefore, the agreed change is a logical one to separate these two professions.

Retire data value:

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

Replace with new data value:

[S0D] **Manager in Orthoptics**

### **Why is this information required?**

Proposal to change the S\*D column heading in the S matrix from Orthoptics/Optics to Orthoptics, as Optics is an outdated term. Optometrists and Dispensing Opticians who were previously coded within this Occupation Code and within the label of 'Optics', will be recorded in the new 'Optometry' Occupation Codes which have been agreed by WIRG.

Orthoptists are registered with the Health and Care Professions Council (HCPC) and are Allied Health Professionals, whereas Optometrists are registered with the General Optical Council (GOC) and are within the Additional Professional Scientific and Technical Staff Group. Therefore, the agreed change is a logical one to separate these two professions.

Retire data value:

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

Replace with new data value:

[S1D] **Therapist in Orthoptics**

### **Why is this information required?**

Proposal to change the S\*D column heading in the S matrix from Orthoptics/Optics to Orthoptics, as Optics is an outdated term. Optometrists and Dispensing Opticians who were previously coded within this Occupation Code and within the label of 'Optics', will be recorded in the new 'Optometry' Occupation Codes which have been agreed by WIRG.

Orthoptists are registered with the Health and Care Professions Council (HCPC) and are Allied Health Professionals, whereas Optometrists are registered with the General Optical Council (GOC) and are within the Additional Professional Scientific and Technical Staff Group. Therefore, the agreed change is a logical one to separate these two professions.

Retire data value:

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

Replace with new data value:

[S2D] **Scientist in Orthoptics**

### **Why is this information required?**

Proposal to change the S\*D column heading in the S matrix from Orthoptics/Optics to Orthoptics, as Optics is an outdated term. Optometrists and Dispensing Opticians who were previously coded within this Occupation Code and within the label of 'Optics', will be recorded in the new 'Optometry' Occupation Codes which have been agreed by WIRG.

Orthoptists are registered with the Health and Care Professions Council (HCPC) and are Allied Health Professionals, whereas Optometrists are registered with the General Optical Council (GOC) and are within the Additional Professional Scientific and Technical Staff Group. Therefore, the agreed change is a logical one to separate these two professions.

Retire data value:

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

Replace with new data value:

[S4D] **Technician in Orthoptics**

### **Why is this information required?**

Proposal to change the S\*D column heading in the S matrix from Orthoptics/Optics to Orthoptics, as Optics is an outdated term. Optometrists and Dispensing Opticians who were previously coded within this Occupation Code and within the label of 'Optics', will be recorded in the new 'Optometry' Occupation Codes which have been agreed by WIRG.

Orthoptists are registered with the Health and Care Professions Council (HCPC) and are Allied Health Professionals, whereas Optometrists are registered with the General Optical Council (GOC) and are within the Additional Professional Scientific and Technical Staff Group. Therefore, the agreed change is a logical one to separate these two professions.

Retire data value:

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

Replace with new data value:

[S7D] **Tutor in Orthoptics**

### **Why is this information required?**

Proposal to change the S\*D column heading in the S matrix from Orthoptics/Optics to Orthoptics, as Optics is an outdated term. Optometrists and Dispensing Opticians who were previously coded within this Occupation Code and within the label of 'Optics', will be recorded in the new 'Optometry' Occupation Codes which have been agreed by WIRG.

Orthoptists are registered with the Health and Care Professions Council (HCPC) and are Allied Health Professionals, whereas Optometrists are registered with the General Optical Council (GOC) and are within the Additional Professional Scientific and Technical Staff Group. Therefore, the agreed change is a logical one to separate these two professions.

Retire data value:

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

Replace with new data value:

[S5D] **Assistant Practitioner in Orthoptics**

### **Why is this information required?**

Proposal to change the S\*D column heading in the S matrix from Orthoptics/Optics to Orthoptics, as Optics is an outdated term. Staff who are supporting Optometrists and Dispensing Opticians, along with Students / Trainees, who were previously coded within this Occupation Code and within the label of 'Optics', will be recorded in the new 'Optometry' Occupation Codes which have been agreed by WIRG.

Orthoptists are registered with the Health and Care Professions Council (HCPC) and are Allied Health Professionals, whereas Optometrists are registered with the General Optical Council (GOC) and are within the Additional Professional Scientific and Technical Staff Group. Therefore, the agreed change is a logical one to separate these two professions.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal to change the S\*D column heading in the S matrix from Orthoptics/Optics to Orthoptics, as Optics is an outdated term. Staff who are supporting Optometrists and Dispensing Opticians, along with Students / Trainees, who were previously coded within this Occupation Code and within the label of 'Optics', will be recorded in the new 'Optometry' Occupation Codes which have been agreed by WIRG.

Orthoptists are registered with the Health and Care Professions Council (HCPC) and are Allied Health Professionals, whereas Optometrists are registered with the General Optical Council (GOC) and are within the Additional Professional Scientific and Technical Staff Group. Therefore, the agreed change is a logical one to separate these two professions.

Retire data value:

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

Replace with new data value:

[S9D] **Assistant in Orthoptics**

### **Why is this information required?**

Proposal to change the S\*D column heading in the S matrix from Orthoptics/Optics to Orthoptics, as Optics is an outdated term. Staff who are supporting Optometrists and Dispensing Opticians, along with Students / Trainees, who were previously coded within this Occupation Code and within the label of 'Optics', will be recorded in the new 'Optometry' Occupation Codes which have been agreed by WIRG.

Orthoptists are registered with the Health and Care Professions Council (HCPC) and are Allied Health Professionals, whereas Optometrists are registered with the General Optical Council (GOC) and are within the Additional Professional Scientific and Technical Staff Group. Therefore the agreed change is a logical one to separate these two professions.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Consultant Healthcare Scientist' to 'Consultant Clinical Scientist' in the U matrix as this Occupation Code is for Consultant Clinical Scientists only.

The change will provide clarity and help to ensure that Consultant Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Consultant Healthcare Scientist' to 'Consultant Clinical Scientist' in the U matrix as this Occupation Code is for Consultant Clinical Scientists only.

The change will provide clarity and help to ensure that Consultant Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Consultant Healthcare Scientist' to 'Consultant Clinical Scientist' in the U matrix as this Occupation Code is for Consultant Clinical Scientists only.

The change will provide clarity and help to ensure that Consultant Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Consultant Healthcare Scientist' to 'Consultant Clinical Scientist' in the U matrix as this Occupation Code is for Consultant Clinical Scientists only.

The change will provide clarity and help to ensure that Consultant Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

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**

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Consultant Healthcare Scientist' to 'Consultant Clinical Scientist' in the U matrix as this Occupation Code is for Consultant Clinical Scientists only.

The change will provide clarity and help to ensure that Consultant Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Consultant Healthcare Scientist' to 'Consultant Clinical Scientist' in the U matrix as this Occupation Code is for Consultant Clinical Scientists only.

The change will provide clarity and help to ensure that Consultant Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

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**

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Consultant Healthcare Scientist' to 'Consultant Clinical Scientist' in the U matrix as this Occupation Code is for Consultant Clinical Scientists only.

The change will provide clarity and help to ensure that Consultant Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Consultant Healthcare Scientist' to 'Consultant Clinical Scientist' in the U matrix as this Occupation Code is for Consultant Clinical Scientists only.

The change will provide clarity and help to ensure that Consultant Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Consultant Healthcare Scientist' to 'Consultant Clinical Scientist' in the U matrix as this Occupation Code is for Consultant Clinical Scientists only.

The change will provide clarity and help to ensure that Consultant Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Consultant Healthcare Scientist' to 'Consultant Clinical Scientist' in the U matrix as this Occupation Code is for Consultant Clinical Scientists only.

The change will provide clarity and help to ensure that Consultant Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Consultant Healthcare Scientist' to 'Consultant Clinical Scientist' in the U matrix as this Occupation Code is for Consultant Clinical Scientists only.

The change will provide clarity and help to ensure that Consultant Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Consultant Healthcare Scientist' to 'Consultant Clinical Scientist' in the U matrix as this Occupation Code is for Consultant Clinical Scientists only.

The change will provide clarity and help to ensure that Consultant Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Specialist Healthcare Scientist' to 'Specialist Clinical Scientist' in the U matrix as this Occupation Code is for Specialist Clinical Scientists only.

The change will provide clarity and help to ensure that Specialist Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Specialist Healthcare Scientist' to 'Specialist Clinical Scientist' in the U matrix as this Occupation Code is for Specialist Clinical Scientists only.

The change will provide clarity and help to ensure that Specialist Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Specialist Healthcare Scientist' to 'Specialist Clinical Scientist' in the U matrix as this Occupation Code is for Specialist Clinical Scientists only.

The change will provide clarity and help to ensure that Specialist Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Specialist Healthcare Scientist' to 'Specialist Clinical Scientist' in the U matrix as this Occupation Code is for Specialist Clinical Scientists only.

The change will provide clarity and help to ensure that Specialist Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

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**

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Specialist Healthcare Scientist' to 'Specialist Clinical Scientist' in the U matrix as this Occupation Code is for Specialist Clinical Scientists only.

The change will provide clarity and help to ensure that Specialist Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Specialist Healthcare Scientist' to 'Specialist Clinical Scientist' in the U matrix as this Occupation Code is for Specialist Clinical Scientists only.

The change will provide clarity and help to ensure that Specialist Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

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**

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Specialist Healthcare Scientist' to 'Specialist Clinical Scientist' in the U matrix as this Occupation Code is for Specialist Clinical Scientists only.

The change will provide clarity and help to ensure that Specialist Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Specialist Healthcare Scientist' to 'Specialist Clinical Scientist' in the U matrix as this Occupation Code is for Specialist Clinical Scientists only.

The change will provide clarity and help to ensure that Specialist Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Specialist Healthcare Scientist' to 'Specialist Clinical Scientist' in the U matrix as this Occupation Code is for Specialist Clinical Scientists only.

The change will provide clarity and help to ensure that Specialist Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Specialist Healthcare Scientist' to 'Specialist Clinical Scientist' in the U matrix as this Occupation Code is for Specialist Clinical Scientists only.

The change will provide clarity and help to ensure that Specialist Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Specialist Healthcare Scientist' to 'Specialist Clinical Scientist' in the U matrix as this Occupation Code is for Specialist Clinical Scientists only.

The change will provide clarity and help to ensure that Specialist Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Specialist Healthcare Scientist' to 'Specialist Clinical Scientist' in the U matrix as this Occupation Code is for Specialist Clinical Scientists only.

The change will provide clarity and help to ensure that Specialist Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Healthcare Scientist' to 'Clinical Scientist' in the U matrix as this Occupation Code is for Clinical Scientists only.

The change will provide clarity and help to ensure that Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Healthcare Scientist' to 'Clinical Scientist' in the U matrix as this Occupation Code is for Clinical Scientists only.

The change will provide clarity and help to ensure that Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Healthcare Scientist' to 'Clinical Scientist' in the U matrix as this Occupation Code is for Clinical Scientists only.

The change will provide clarity and help to ensure that Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

[U2D] ~~Healthcare Scientist in Genetics~~

Replace with new data value:

[U2D] **Clinical Scientist in Genetics**

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Healthcare Scientist' to 'Clinical Scientist' in the U matrix as this Occupation Code is for Clinical Scientists only.

The change will provide clarity and help to ensure that Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

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**

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Healthcare Scientist' to 'Clinical Scientist' in the U matrix as this Occupation Code is for Clinical Scientists only.

The change will provide clarity and help to ensure that Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Healthcare Scientist' to 'Clinical Scientist' in the U matrix as this Occupation Code is for Clinical Scientists only.

The change will provide clarity and help to ensure that Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Healthcare Scientist' to 'Clinical Scientist' in the U matrix as this Occupation Code is for Clinical Scientists only.

The change will provide clarity and help to ensure that Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Healthcare Scientist' to 'Clinical Scientist' in the U matrix as this Occupation Code is for Clinical Scientists only.

The change will provide clarity and help to ensure that Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

[U2H] **Clinical Scientist in Clinical Engineering**

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Healthcare Scientist' to 'Clinical Scientist' in the U matrix as this Occupation Code is for Clinical Scientists only.

The change will provide clarity and help to ensure that Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Healthcare Scientist' to 'Clinical Scientist' in the U matrix as this Occupation Code is for Clinical Scientists only.

The change will provide clarity and help to ensure that Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Healthcare Scientist' to 'Clinical Scientist' in the U matrix as this Occupation Code is for Clinical Scientists only.

The change will provide clarity and help to ensure that Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Healthcare Scientist' to 'Clinical Scientist' in the U matrix as this Occupation Code is for Clinical Scientists only.

The change will provide clarity and help to ensure that Clinical Scientists are correctly identified. 'Clinical Scientist' is a protected title and requires HCPC registration. Currently this Occupation Code has staff recorded against it who are not Clinical Scientists and not HCPC registered, these staff need to be recoded with the correct Occupation Code.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Trainee Healthcare Scientist' to 'Trainee Clinical Scientist' in the U matrix as this Occupation Code is for Trainee Clinical Scientists only.

The change will provide clarity and help to ensure that Trainee Clinical Scientists are correctly identified.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Trainee Healthcare Scientist' to 'Trainee Clinical Scientist' in the U matrix as this Occupation Code is for Trainee Clinical Scientists only.

The change will provide clarity and help to ensure that Trainee Clinical Scientists are correctly identified.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Trainee Healthcare Scientist' to 'Trainee Clinical Scientist' in the U matrix as this Occupation Code is for Trainee Clinical Scientists only.

The change will provide clarity and help to ensure that Trainee Clinical Scientists are correctly identified.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Trainee Healthcare Scientist' to 'Trainee Clinical Scientist' in the U matrix as this Occupation Code is for Trainee Clinical Scientists only.

The change will provide clarity and help to ensure that Trainee Clinical Scientists are correctly identified.

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**

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Trainee Healthcare Scientist' to 'Trainee Clinical Scientist' in the U matrix as this Occupation Code is for Trainee Clinical Scientists only.

The change will provide clarity and help to ensure that Trainee Clinical Scientists are correctly identified.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Trainee Healthcare Scientist' to 'Trainee Clinical Scientist' in the U matrix as this Occupation Code is for Trainee Clinical Scientists only.

The change will provide clarity and help to ensure that Trainee Clinical Scientists are correctly identified.

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**

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Trainee Healthcare Scientist' to 'Trainee Clinical Scientist' in the U matrix as this Occupation Code is for Trainee Clinical Scientists only.

The change will provide clarity and help to ensure that Trainee Clinical Scientists are correctly identified.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Trainee Healthcare Scientist' to 'Trainee Clinical Scientist' in the U matrix as this Occupation Code is for Trainee Clinical Scientists only.

The change will provide clarity and help to ensure that Trainee Clinical Scientists are correctly identified.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Trainee Healthcare Scientist' to 'Trainee Clinical Scientist' in the U matrix as this Occupation Code is for Trainee Clinical Scientists only.

The change will provide clarity and help to ensure that Trainee Clinical Scientists are correctly identified.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Trainee Healthcare Scientist' to 'Trainee Clinical Scientist' in the U matrix as this Occupation Code is for Trainee Clinical Scientists only.

The change will provide clarity and help to ensure that Trainee Clinical Scientists are correctly identified.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Trainee Healthcare Scientist' to 'Trainee Clinical Scientist' in the U matrix as this Occupation Code is for Trainee Clinical Scientists only.

The change will provide clarity and help to ensure that Trainee Clinical Scientists are correctly identified.

Retire data value:

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

Replace with new data value:

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

### **Why is this information required?**

Proposal agreed by the Workforce Information Review Group (WIRG) to change the row heading 'Trainee Healthcare Scientist' to 'Trainee Clinical Scientist' in the U matrix as this Occupation Code is for Trainee Clinical Scientists only.

The change will provide clarity and help to ensure that Trainee Clinical Scientists are correctly identified.

### **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 2025.

**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.

### 2.2.3. Area of work

#### What additions / changes to information are required?

Retire data value:

Imaging | ~~Clinical Radiology~~ | Ultrasound

Replace with new data value:

Imaging | **Imaging** | Ultrasound

#### Why is this information required?

Proposal to change the Secondary Area of Work value from Clinical Radiology to Imaging.

This change to the National Workforce Data Set will support improvements to Radiography workforce data quality and workforce planning at local, regional and national level, and provide a better understanding of the Areas of Work applicable to the Radiography workforce.

Retire data value:

Imaging | ~~Clinical Radiology~~ | CT

Replace with new data value:

Imaging | **Imaging** | CT

#### Why is this information required?

Proposal to change the Secondary Area of Work value from Clinical Radiology to Imaging.

This change to the National Workforce Data Set will support improvements to Radiography workforce data quality and workforce planning at local, regional and national level, and provide a better understanding of the Areas of Work applicable to the Radiography workforce.

Retire data value:

Imaging | ~~Clinical Radiology~~ | MRI

Replace with new data value:

Imaging | **Imaging** | MRI

### **Why is this information required?**

Proposal to change the Secondary Area of Work value from Clinical Radiology to Imaging.

This change to the National Workforce Data Set will support improvements to Radiography workforce data quality and workforce planning at local, regional and national level, and provide a better understanding of the Areas of Work applicable to the Radiography workforce.

Retire data value:

Imaging | ~~Clinical Radiology~~ | Mammography

Replace with new data value:

Imaging | **Imaging** | Mammography

### **Why is this information required?**

Proposal to change the Secondary Area of Work value from Clinical Radiology to Imaging.

This change to the National Workforce Data Set will support improvements to Radiography workforce data quality and workforce planning at local, regional and national level, and provide a better understanding of the Areas of Work applicable to the Radiography workforce.

Retire data value:

Imaging | ~~Clinical Radiology~~ | Angiography

Replace with new data value:

Imaging | **Imaging** | Angiography

### **Why is this information required?**

Proposal to change the Secondary Area of Work value from Clinical Radiology to Imaging.

This change to the National Workforce Data Set will support improvements to Radiography workforce data quality and workforce planning at local, regional and national level, and provide a better understanding of the Areas of Work applicable to the Radiography workforce.

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**

### **Why is this information required?**

Proposal to change the Secondary Area of Work value from Informatics to Digital, Data and Technology, and the Tertiary Area of Work value from Informatics Strategy and Development to Digital and Data – Strategy and Development. This change to the National Workforce Data Set will enable more accurate and appropriate recording of the DDaT workforce.

This is a renaming of the value so will not affect those staff recorded with it.

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**

### **Why is this information required?**

Proposal to change the Secondary Area of Work value from Informatics to Digital, Data and Technology, and the Tertiary Area of Work value from Informatics Education and Training to Digital and Data – Education, Training and Development. This change to the National Workforce Data Set will enable more accurate and appropriate recording of the DDaT workforce.

This is a renaming of the value so will not affect those staff recorded with it.

The proposed Tertiary AoW 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 slightly from the data standard, 'Digital and Data – Education, Training and Dev'.

Retire data value:

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

Replace with new data value:

Clinical Support | Clinical Informatics | [Patient Record and Coding Services](#)

### **Why is this information required?**

Proposal to change the Tertiary Area of Work value of 'Health Records' to 'Patient Record and Coding Services'.

This change to the National Workforce Data Set will enable more accurate and appropriate recording of the DDaT workforce. Those staff who are recorded with the Tertiary Area of Work value of 'Health Records' will be moved to the renamed 'Patient Record and Coding Services' value as part of the ESR change implementation process.

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](#)

### **Why is this information required?**

Following a public consultation which concluded on 16th January 2023, Improving Access to Psychological Therapy (IAPT) services were renamed as NHS Talking Therapies for anxiety and depression. Therefore, the National Workforce Dataset (NWD) and related guidance documents will need to be updated accordingly.

It was agreed by the Workforce Information Review Group (WIRG) that the proposed Tertiary AoW value would be written in full in the NWD, with a note included to say that ESR has a character limit on this field and therefore the value will vary slightly from the data standard, 'Mental Health Primary Care – NHS Talking Therapies'.

Those staff who are recorded with the Tertiary Area of Work value of 'Mental Health Primary Care – IAPT' will be moved to the renamed 'Mental Health Primary Care – NHS Talking Therapies' value as part of the ESR change implementation process.

Retire data value:

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

Replace with new data value:

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

### Why is this information required?

Proposal to change the Secondary and Tertiary Area of Work values of Orthoptics/Optics to Orthoptics as Optics is an outdated term and add a new Secondary and Tertiary value of Optometry.

Those staff working within the Orthoptics Area of Work can remain recorded against this changed value.

Those staff working within Optometry should be recorded against the new 'Optometry' Area of Work Value.

### 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 2025.

**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.

## 2.2.4. Reason for leaving

### What additions / changes to information are required?

Retire data value:

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

Replace with new data value:

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

### Why is this information required?

Trusts are unable to specifically identify staff leaving due to dissatisfaction with pay. In the current economic climate, this is required to enable improvement conversations to be facilitated within Trusts, and also help facilitate potential ratification discussions. It was originally suggested to add a new value of 'Voluntary Resignation – Pay Related'; however, this was not approved by WIRG but the group suggested changing the existing value of 'Voluntary Resignation – Better Reward Package' to 'Voluntary Resignation – Pay and Reward Related'. This can also then be triangulated with leaving destination, to determine volumes of staff leaving the NHS due to dissatisfaction with pay.

### 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 2025.

**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 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.

## 2.3. Deletions

### 2.3.1. Area of work

Value to be deleted

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

#### Why is this information required?

Proposal agreed by the Workforce Information Review Group (WIRG) to retire the Secondary and Tertiary Area of Work value 'Walk-in Centre' as Urgent Treatment Centres were introduced as part of NWD 3.2.

[When to visit an urgent treatment centre \(walk-in centre or minor injury unit\) - NHS \(www.nhs.uk\)](https://www.nhs.uk)

Walk-in Centres; Minor Injury Units; Urgent Care Centres and other locally named services fall under the Urgent Treatment Centre umbrella, so this Secondary and Tertiary Area of Work value is no longer required.

Those staff who are recorded with the Tertiary Area of Work value of 'Walk-in Centre' will be moved to the existing 'Urgent Treatment Centre' value as a data fix which will be applied by ESR as part of the change implementation process.

Value to be deleted

~~Imaging | Clinical Radiology | Clinical Radiology~~

### **Why is this information required?**

Proposal to retire the Area of Work value of Imaging | Clinical Radiology | Clinical Radiology and add the new Primary Area of Work value of Clinical Radiology to align with Secondary and Tertiary Clinical Radiology values.

This change to the National Workforce Data Set will support improvements to Radiography workforce data quality and workforce planning at local, regional and national level, and provide a better understanding of the Areas of Work applicable to the Radiography workforce.

Value to be deleted

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

### **Why is this information required?**

Proposal to retire the Primary, Secondary and Tertiary Area of Work values.

This change to the National Workforce Data Set will enable more accurate and appropriate recording of the DDaT workforce. There isn't a direct mapping to another value for the value proposed for retirement; therefore, the most appropriate new/changed DDaT value should be selected for affected individuals.

Value to be deleted

~~Corporate | Informatics | Information Management~~

### **Why is this information required?**

Proposal to retire the Primary, Secondary and Tertiary Area of Work values.

This change to the National Workforce Data Set will enable more accurate and appropriate recording of the DDaT workforce. There isn't a direct mapping to another value for the value proposed for retirement; therefore, the most appropriate new/changed DDaT value should be selected for affected individuals.

Value to be deleted

~~Corporate | Informatics | Programmes and Projects~~

### **Why is this information required?**

Proposal to retire the Primary, Secondary and Tertiary Area of Work values.

This change to the National Workforce Data Set will enable more accurate and appropriate recording of the DDaT workforce. There isn't a direct mapping to another value for the value proposed for retirement; therefore, the most appropriate new/changed DDaT value should be selected for affected individuals.

Value to be deleted

~~Clinical Support | Clinical Informatics | Coding~~

### **Why is this information required?**

Proposal to retire the Tertiary Area of Work value of 'Coding'.

This change to the National Workforce Data Set will enable more accurate and appropriate recording of the DDaT workforce. Those staff who are recorded with the Tertiary Area of Work value of 'Coding' will be moved to the renamed 'Patient Record and Coding Services' value as a data fix which will be applied by ESR as part of the change implementation process.

### **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 2025.

**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. Migration of existing data related to amended 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 the 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

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 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.

### 2.4.1. Matrix split note for the A; N and P Matrices – NHS Occupation Code Manual

Update the matrix split note for the A, N and P matrices in the NHS Occupation Code Manual to provide clarity.

#### Why is this information required?

The matrix split notes may once have been correct; however, the structure of the matrices in terms of registered / non-registered staff has evolved. Therefore, it was agreed by the Workforce Information Review Group (WIRG) to update the note to explain what the splits are, as opposed to what they are not.

### 2.4.2. 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.

## 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 \(datadictionary.nhs.uk\)](#), and in the data set specification available on the NHS England website: [National Workforce Data Set \(NWD\) and NHS Occupation Codes](#).

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

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

## 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](mailto: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](#)

### 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](#).

## workforce Minimum Data Set

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

## NWD3.5 Implementation Guidance

The current version of this document is available for download from [National Workforce Data Set \(NWD\) and NHS Occupation Codes](#) 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

<http://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-mental-health-services-data-set/>

### 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://datadictionary.nhs.uk/data\\_sets/administrative\\_data\\_sets/national\\_workforce\\_data\\_set.html#dataset\\_national\\_workforce\\_data\\_set](https://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-wmlds>

### Urgent Treatment Centres:

<https://www.nhs.uk/using-the-nhs/nhs-services/urgent-and-emergency-care/when-to-visit-an-urgent-care-centre/>