

Information Standards Notice – Change

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

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

Standard details	
DAPB unique identifier	DAPB1067 Amd 71/2023
Name	National Workforce Data Set Version 3.5
Approval date	5 April 2024
Publication date	15 April 2024
Standard definition	
Description	<p>The National Workforce Data Set (NWD) is a reference data standard containing standardised definitions to facilitate the capture of nationally consistent information relating to the NHS and wider healthcare workforce.</p> <p>NWD data items support a variety of workforce collections and are also embedded within HR/workforce IT systems, including the Electronic Staff Record (ESR) and NHS Jobs.</p>
About this change	<p>The National Workforce Data Set has been updated to ensure that the NWD and Electronic Staff Record (ESR) remain aligned and best reflect the changing Health and Care workforce. Changes include:</p> <ul style="list-style-type: none">• the inclusion of new values within existing elements (affecting Job Role, Occupation Code and Area of Work)• the renaming of existing values within elements (affecting Job Role, Occupation Code, Area of Work and Reason for Leaving)• the retiring of existing values within elements (affecting Area of Work)
Scope (Health and Social Care Act 2012)	Health Services, NHS Services
Applies to	<p>This information standard applies to multiple organisations, including but not limited to:</p> <ul style="list-style-type: none">• NHS organisations• Department of Health and Social Care (DHSC)• NHS England• Other arm's length bodies of the DHSC• Other providers of NHS funded care including <p>It may also be used in Local Authorities and Social Care organisations where applicable.</p>

DAPB

Data Alliance Partnership Board

For health and adult social care

Maximising benefit, minimising burden

	Note that the information standard is approved for use in England. However, the NHS in Wales also uses the standard and is encouraged to do so.
Impacts upon	<p>The changes will mostly impact administrative staff responsible for HR / Workforce / Finance information, but some of the changes will require validation of existing and future information from clinical managers regards members of their team, working in conjunction with their HR / Workforce / Finance colleagues.</p> <p>Implementation of this information standard impacts all health IT systems suppliers providing systems to the above providers; suppliers should work with their customers to determine necessary changes.</p>
Legal authority	This information standard is published under section 250 of the Health and Social Care Act 2012.
Link to further documentation	<p>The Change Specification, Requirements Specification and Implementation Guidance are available on the NHS England website: www.digital.nhs.uk/isce/publication/dapb1067</p> <p>Further guidance is published by NHS England: https://digital.nhs.uk/data-and-information/data-collections-and-data-sets/data-sets/national-workforce-data-set-nwd-and-nhs-occupation-codes</p>
Contacts	
Sponsor	Stephen Balchin, Head of Workforce Information and Analysis, Department of Health and Social Care
SRO	Chris Roebuck, Chief Statistician, Data and Analytics, NHS England
Business Lead	Alyson Whitmarsh, Information Analysis Lead Manager, Data and Analytics, NHS England
Help Desk	enquiries@nhsdigital.nhs.uk (Please state 'National Workforce Data Set' or 'Workforce Data Standards' in the subject line.)
Dates	
Implementation date	15 April 2024
Full conformance date	1 March 2025
Post Implementation Review date	1 March 2026

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