


# National Workforce Data Set Version 3.4: Implementation Guidance



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# Document management

## Revision History

Version	Date	Summary of Changes
0.1	14/11/2022	Initial draft.
0.2	28/11/2022	Second draft incorporating DSAS comments.
0.3	12/12/2022	Third draft incorporating additional agreed changes to the NWD
0.4	16/01/2023	Fourth draft incorporating Data Dictionary codes
0.5	06/02/2023	Update to template and editorial changes post-merger of NHS Digital
1.0	09/02/2023	Final – DAPB approved

## 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 Digital	16/01/2023	0.1, 0.2, 0.3, 0.4, 0.5, 1.0
Jill Clark	Data Set Development Lead, Data Set Development Service, NHS Digital	16/01/2023	0.1, 0.2, 0.3, 0.4

## Approved by

This document must be approved by the following people:

Name	Signature	Title	Date	Version
Alyson Whitmarsh		Information Analysis Lead Manager Workforce Statistics		

# Data Alliance Partnership Board

This information standard (DAPB1067) has been approved for publication by the Department of Health and Social Care 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 Alliance Partnership Board (DAPB), a sub-group of the Digital Delivery Board.

This information standard comprises the following documents:

- Change Specification
- Implementation Guidance
- Requirements Specification.

An Information Standards Notice (DAPB1067 Amd 73/2022) has been issued as a notification of use and implementation timescales. Please read this alongside the documents for the standard.

The controlled versions 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: 9 February 2023

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## Glossary of Terms

A full glossary of terms can be found as part of the [Requirements Specification](#).

# 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 Digital 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 Digital 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 Digital 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 3.4 includes updates which can be summarised as:

1. the inclusion of new values within existing elements (affecting Job Role; Area of Work, Nationality, Destination on Leaving, Source of Recruitment and Type of Contract)
2. the renaming of existing values within elements (affecting Job Role, Area of Work, Destination on Leaving and Source of Recruitment)
3. the retiring of existing values within elements (affecting Job Role, Occupation Code, Nationality, Destination on Leaving and Source of Recruitment)

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 Area of Work
- Additions to the Nationality
- Additions to the Destination on Leaving
- Additions to the Source of Recruitment
- Additions to the Type of Contract

- Changes to the Job Role
  - Changes to the Area of Work
  - Changes to the Destination on Leaving
  - Changes to the Source of Recruitment
- 
- Deletions from the Job Role
  - Deletions from the Occupation Code
  - Deletions from the Nationality
  - Deletions from the Destination on Leaving
  - Deletions from the Source of Recruitment
- 
- 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 73/2022 and the NWD v3.4 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 February 2024.

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

Reference and Link	Title
<a href="#">DCB0028 Treatment Function and Main Specialty Standard</a>	Treatment Function and Main Specialty Standard
<a href="#">DCB0011 Mental Health Services Data Set</a>	Mental Health Services Data Set
<a href="#">DAPB1069 Community Services Data Set</a>	Community Services Data Set
<a href="#">R00433 workforce Minimum Data Set (HCHS)</a>	workforce Minimum Data Set (wMDS) for Hospital and Community Health Services

Reference and Link	Title
<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="#">NWD3.4 - Requirements Specification</a>	Describes the detail of the background for the data standard, the detail of the change proposal with a list of requirements and conformance criteria related to the proposed changes.
2	<a href="#">NWD3.4 - Change Specification</a>	Describes the detail of the changes to the NWD being proposed in this submission.
3	<a href="#">NWD3.4 Data Set Specification</a>	Describes definition of individual elements of the National Workforce Data Set, 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 20.0</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 additional/changes to information are required?

[05042] Additional Professional Scientific and Technical | **Pharmacist Advanced Practitioner**

#### Why is this information required?

The proposed Job Role in Additional Professional Scientific and Technical will allow the identification of Pharmacist Advanced Practitioners within this Staff Group which will provide the ability to identify demand and supply of these staff for effective workforce planning.

As part of the NWD 3.3 updates it was agreed that better identification of Advanced Practitioners was required, linked especially to the proposals for more effective recording of Allied Health Professionals (AHP). WIRG agreed to have a new Advanced Practitioner Job Role for each AHP Profession. They also agreed to individual Advanced Practitioner Job Roles for Nurses; Midwives; Healthcare Scientists and Healthcare Science Practitioners.

Following approval of the NWD 3.3 updates it was highlighted that an Advanced Practitioner Job Role was required for Pharmacists, this was confirmed by the Advanced Practitioner Lead at Health Education England. The need for this new Job Role was also raised by users of the National Workforce Reporting Service (NWRS) to allow for the recording of these staff.

[05043] Additional Professional Scientific and Technical | **Pharmacist Consultant**

#### Why is this information required?

The proposed Job Role in Additional Professional Scientific and Technical will allow the identification of Pharmacist Consultants within this Staff Group which will provide the ability to identify demand and supply of these staff for effective workforce planning.

A proposal was raised by members of WIRG that Pharmacist Consultant should be a new Job Role in the Additional Professional, Scientific and Technical Staff Group. The rationale being that an Occupation Code already exists for this role; also, Consultant Pharmacist is a specific Position Title within the Pharmacy community.

More information on Consultant Pharmacists can be found on the Royal Pharmaceutical Society website here: [Credentialing & Consultant Pharmacists | RPS \(rpharms.com\)](https://www.rpharms.com)

**[09027] Estates and Ancillary | Multi Skilled Tradesperson****Why is this information required?**

Proposal agreed by WIRG to add the new Job Role of Multi Skilled Tradesperson into the Estates and Ancillary Staff Group as there are no suitable Job Roles currently available to categorise or identify this part of the Estates workforce.

The rationale for this change is because of recruitment market changes in relation to trades roles. The market is very competitive with considerable skills shortages. This has resulted in Trusts recruiting multi skilled trades people who can respond to a variety of maintenance requests across a site, rather than people with individual trades skills, therefore the profile of Estates staff is moving away from individual trades to multi skilled trades people.

**[05044] Additional Professional, Scientific and Technical | Cognitive Behavioural Therapist****Why is this information required?**

As part of the Psychological Professions review, the proposal was agreed by WIRG to add this recognised Job Role which is within the national Psychological Professions taxonomy. It requires specific training and is currently implemented in NHS services nationally.

**[07059] Additional Clinical Services | Mental Health and Wellbeing Practitioner****Why is this information required?**

As part of the Psychological Professions review, the proposal was agreed by WIRG to add this recognised Job Role which is within the national Psychological Professions taxonomy. It requires specific training and is currently implemented in NHS services nationally.

**[07060] Additional Clinical Services | Clinical Associate in Psychology****Why is this information required?**

As part of the Psychological Professions review, the proposal was agreed by WIRG to add this recognised Job Role which is within the national Psychological Professions taxonomy. It requires specific training and is currently implemented in NHS services nationally.

**[07061] Additional Clinical Services | Youth Intensive Psychological Practitioner****Why is this information required?**

As part of the Psychological Professions review, the proposal was agreed by WIRG to add this recognised Job Role which is within the national Psychological Professions taxonomy. It requires specific training and is currently implemented in NHS services nationally.

**[05045] Additional Professional, Scientific and Technical | Trainee Family Therapist****Why is this information required?**

As part of the Psychological Professions review, the proposal was agreed by WIRG to add the Trainee Job Role which directly aligns with the qualified role that already exists as a Job Role within the NWD.

**[05046] Additional Professional, Scientific and Technical | Trainee Child and Adolescent Psychological Therapist or Psychotherapist****Why is this information required?**

As part of the Psychological Professions review, the proposal was agreed by WIRG to add the Trainee Job Role which directly aligns with the qualified role that already exists as a Job Role within the NWD.

**[05047] Additional Professional, Scientific and Technical | Trainee Counsellor****Why is this information required?**

As part of the Psychological Professions review, the proposal was agreed by WIRG to add the Trainee Job Role which directly aligns with the qualified role that already exists as a Job Role within the NWD.

**[05048] Additional Professional, Scientific and Technical | Trainee Cognitive Behavioural Therapist****Why is this information required?**

As part of the Psychological Professions review, the proposal was agreed by WIRG to add the Trainee Cognitive Behavioural Therapist Job Role which directly aligns with the qualified role that was also agreed for inclusion in the NWD.

**[07062] Additional Clinical Services | Trainee Mental Health and Wellbeing practitioner****Why is this information required?**

As part of the Psychological Professions review, the proposal was agreed by WIRG to add the Trainee Mental Health and Wellbeing practitioner Job Role which directly aligns with the qualified role that was also agreed for inclusion in the NWD.

## [07063] Additional Clinical Services | [Trainee Clinical Associate in Psychology](#)

### Why is this information required?

As part of the Psychological Professions review, the proposal was agreed by WIRG to add the Trainee Clinical Associate in Psychology Job Role which directly aligns with the qualified role that was also agreed for inclusion in the NWD.

## [07064] Additional Clinical Services | [Trainee Youth Intensive Psychological Practitioner](#)

### Why is this information required?

As part of the Psychological Professions review, the proposal was agreed by WIRG to add the Trainee Youth Intensive Psychological Practitioner Job Role which directly aligns with the qualified role that was also agreed for inclusion in the NWD.

### 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 February 2024.

**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. Area of Work

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

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

#### Why is this information required?

Feedback from providers using the AHP Area of Work Framework has highlighted a critical area where the recording of staff has not been possible which is for those working in the Musculoskeletal (MSK) area, as there is no existing classification within the NWD for this Area of Work value. Numerous providers and national bodies have highlighted this as an issue including the leadership of the Best MSK Health Collaborative.

As this is an area where a large number of AHP staff are deployed and is key to recovery of services post pandemic, WIRG agreed that this new Area of Work value of 'Musculoskeletal' should be added to the NWD as soon as is possible so we can progress the implementation of the approved framework appropriately.

Estates | Engineering | [Estates Mechanical Engineering](#)

#### Why is this information required?

This proposed new Tertiary Area of Work value reflects the need to identify the types of work that is being undertaken, particularly in relation to engineering and the skills mix within the workforce.

Proposal approved by WIRG.

Estates | Engineering | [Estates Electrical Engineering](#)

#### Why is this information required?

This proposed new Tertiary Area of Work value reflects the need to identify the types of work that is being undertaken, particularly in relation to engineering and the skills mix within the workforce.

Proposal agreed by WIRG.

## Estates | Sustainability | **Sustainability**

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

These proposed new Secondary and Tertiary Area of Work values reflect the need to identify the type of work that is being undertaken, particularly for the staff working in this area of growth within Estates and Facilities Management – Sustainability.

Proposal agreed by WIRG.

## Facilities | Waste Management | **Waste Management**

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

These proposed new Secondary and Tertiary Area of Work values reflect the need to identify the type of work that is being undertaken, particularly for the staff working in this area of growth within Estates and Facilities Management – Waste Management.

Proposal agreed by WIRG.

### **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 February 2024.

**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. Nationality

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

#### Myanmar

#### Why is this information required?

Myanmar was formerly known as Burma. Burma was renamed Myanmar in 1989 and the nationality of Myanmar is Myanmar.

Myanmar is on the International Organisation for Standardisation (ISO) list of countries: <https://www.iso.org/obp/ui#search> (option country codes), which the NWD Nationality list aligns with; however, the nationality of Myanmar is not currently listed in the NWD, therefore, WIRG agreed it should be added.

#### 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 February 2024.

**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 for which these Nationality values are relevant.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide and the recruitment they undertake.

### 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. Destination on Leaving

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

#### [19] Private Health Care

#### Why is this information required?

The ESR team was contacted by NHSE to review existing Destination on Leaving values. The development of the Source of Recruitment / Destination on Leaving guidance raised the question of splitting the existing Private Health/Social Care value into two new separate values – WIRG agreed they should be separate values.

#### [20] Social Care

#### Why is this information required?

The ESR team was contacted by NHSE to review existing Destination on Leaving values. The development of the Source of Recruitment / Destination on Leaving guidance raised the question of splitting the existing Private Health/Social Care value into two new separate values – WIRG agreed they should be separate values.

### 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 February 2024.

**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 for which these Destination on Leaving values are relevant.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide and the recruitment they undertake.

### **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.

## **2.1.5. Source of Recruitment**

### **What additional/changes to information are required?**

#### **[22] Private Health Care**

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

The ESR team was contacted by NHSE to review existing Destination on Leaving values. The development of the Source of Recruitment / Destination on Leaving guidance raised the question of splitting the existing Private Health/Social Care value into two new separate values – WIRG agreed they should be separate values.

## [23] Social Care

### Why is this information required?

The ESR team was contacted by NHSE to review existing Destination on Leaving values. The development of the Source of Recruitment / Destination on Leaving guidance raised the question of splitting the existing Private Health/Social Care value into two new separate values – WIRG agreed they should be separate values.

### 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 February 2024.

**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 for which these Source of Recruitment values are relevant.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide and the recruitment they undertake.

### 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.

## 2.1.6. Type of Contract

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

#### [10] NHS Reservist

#### Why is this information required?

The proposal was raised for a new Type of Contract value of 'NHS Reservist' to introduce a new employment type across the NHS in England. This would provide a seamless method of tracking the introduction of this new employment type – WIRG agreed this new Type of Contract value was required.

#### 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 February 2024.

**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 for which these Type of Contract values are relevant.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide and the recruitment they undertake.

#### 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.

### 2.1.7. Migration of existing data to new values (2.1.1 – 2.1.6)

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 additional/changes to information are required?

Retire data value:

[09003] Estates and Ancillary | ~~Cook~~

Replace with new data value:

[09003] Estates and Ancillary | **Cook or Chef**

#### Why is this information required?

Proposal agreed by WIRG to change the existing Job Role of 'Cook' to 'Cook or Chef'.

Retire data value:

[01042] Medical and Dental | ~~GP Partner/Provider~~

Replace with new data value:

[01042] Medical and Dental | **GP Partner or Provider**

#### Why is this information required?

Housekeeping decision made by WIRG to replace the '/' with 'or' in order for the values to be more user and database friendly.

Retire data value:

[03006] Nursing and Midwifery Registered | ~~Sister/Charge Nurse~~

Replace with new data value:

[03006] Nursing and Midwifery Registered | **Sister or Charge Nurse**

### Why is this information required?

Housekeeping decision made by WIRG to replace the '/' with 'or' in order for the values to be more user and database friendly.

Retire data value:

[04005] Allied Health Professionals | ~~Chiropodist/Podiatrist~~

Replace with new data value:

[04005] Allied Health Professionals | **Chiropodist or Podiatrist**

### Why is this information required?

Housekeeping decision made by WIRG to replace the '/' with 'or' in order for the values to be more user and database friendly.

Retire data value:

[04071] Allied Health Professionals | ~~Chiropodist/Podiatrist Advanced Practitioner~~

Replace with new data value:

[04071] Allied Health Professionals | **Chiropodist or Podiatrist Advanced Practitioner**

### Why is this information required?

Housekeeping decision made by WIRG to replace the '/' with 'or' in order for the values to be more user and database friendly.

Retire data value:

[04006] Allied Health Professionals | ~~Chiropodist/Podiatrist Consultant~~

Replace with new data value:

[04006] Allied Health Professionals | **Chiropodist or Podiatrist Consultant**

### Why is this information required?

Housekeeping decision made by WIRG to replace the '/' with 'or' in order for the values to be more user and database friendly.

Retire data value:

[04007] Allied Health Professionals | ~~Chiroprapist/Podiatrist Manager~~

Replace with new data value:

[04007] Allied Health Professionals | **Chiroprapist or Podiatrist Manager**

### Why is this information required?

Housekeeping decision made by WIRG to replace the '/' with 'or' in order for the values to be more user and database friendly.

Retire data value:

[04008] Allied Health Professionals | ~~Chiroprapist/Podiatrist Specialist Practitioner~~

Replace with new data value:

[04008] Allied Health Professionals | **Chiroprapist or Podiatrist Specialist Practitioner**

### Why is this information required?

Housekeeping decision made by WIRG to replace the '/' with 'or' in order for the values to be more user and database friendly.

Retire data value:

[07032] Additional Clinical Services | ~~Ambulance Care Assistant/Patient Transport Service Driver~~

Replace with new data value:

[07032] Additional Clinical Services | **Ambulance Care Assistant or Patient Transport Service Driver**

### Why is this information required?

Housekeeping decision made by WIRG to replace the '/' with 'or' in order for the values to be more user and database friendly.

Retire data value:

[07010] Additional Clinical Services | ~~Assistant/Associate Practitioner~~

Replace with new data value:

[07010] Additional Clinical Services | **Assistant or Associate Practitioner**

### Why is this information required?

Housekeeping decision made by WIRG to replace the '/' with 'or' in order for the values to be more user and database friendly.

Retire data value:

[09007] Estates and Ancillary | ~~Gardener/Groundsperson~~

Replace with new data value:

[09007] Estates and Ancillary | **Gardener or Groundsperson**

### Why is this information required?

Housekeeping decision made by WIRG to replace the '/' with 'or' in order for the values to be more user and database friendly.

Retire data value:

[09016] Estates and Ancillary | ~~Painter/Decorator~~

Replace with new data value:

[09016] Estates and Ancillary | **Painter or Decorator**

### Why is this information required?

Housekeeping decision made by WIRG to replace the '/' with 'or' in order for the values to be more user and database friendly.

### 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 February 2024.

**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 roles 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. Area of Work

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

Retire data value:

Medicine | ~~Gastroenterology~~ | ~~Gastroenterology~~

Replace with new data value:

Medicine | **Gastro-enterology** | **Gastro-enterology**

### Why is this information required?

This proposed change to the Secondary and Tertiary Area of Work value is based on an update received from GMC that the Area of Work value 'Gastro-enterology' is a hyphenated term as stated in the statutory instrument and the GMC website (links as below). Proposal was agreed by WIRG.

[The Postgraduate Medical Education and Training \(Amendment\) Order of Council 2012 \(legislation.gov.uk\)](https://www.legislation.gov.uk)

[GMC approved postgraduate curricula - GMC \(gmc-uk.org\)](https://www.gmc-uk.org)

Retire data value:

Medicine | ~~Gastroenterology~~ | Endoscopy

Replace with new data value:

Medicine | **Gastro-enterology** | Endoscopy

### Why is this information required?

This proposed change to Secondary Area of Work value is based on an update received from GMC that the Area of Work 'Gastro-enterology' is a hyphenated term as stated in the statutory instrument and the GMC website (links as below). Proposal agreed by WIRG.

[The Postgraduate Medical Education and Training \(Amendment\) Order of Council 2012 \(legislation.gov.uk\)](#)

[GMC approved postgraduate curricula - GMC \(gmc-uk.org\)](#)

Retire data value:

Medicine | ~~Gastroenterology~~ | Hepatology

Replace with new data value:

Medicine | **Gastro-enterology** | Hepatology

### Why is this information required?

This proposed change to Secondary Area of Work value is based on an update received from GMC that the Area of Work 'Gastro-enterology' is a hyphenated term as stated in the statutory instrument and the GMC website (links as below). Proposal agreed by WIRG.

[The Postgraduate Medical Education and Training \(Amendment\) Order of Council 2012 \(legislation.gov.uk\)](#)

[GMC approved postgraduate curricula - GMC \(gmc-uk.org\)](#)

### 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 February 2024.

**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. Destination on Leaving

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

Retire data value:

[13] ~~Education /Training~~

Replace with new data value:

[13] **Education or Training**

### Why is this information required?

Housekeeping decision made by WIRG to replace the '/' with 'or' in order for the values to be more user and database friendly.

### 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 February 2024.

**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. Source of Recruitment

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

Retire data value:

[13] ~~Education /Training~~

Replace with new data value:

[13] **Education or Training**

### Why is this information required?

Housekeeping decision made by WIRG to replace the '/' with 'or' in order for the values to be more user and database friendly.

### 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 February 2024.

**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 Area of Work, 2.2.3 Destination on Leaving and 2.2.4 Source of Recruitment) 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. Job Role

Value to be deleted

~~{09017} Estates and Ancillary | Work Analyst~~

#### Why is this information required?

It was proposed to retire the 'Work Analyst' Job Role in the Estates and Ancillary Staff Group as the role of an Analyst sits within the Administrative and Clerical Staff Group. Only 23 staff are recorded against 'Work Analyst' (as at 30/04/2022) and will be moved to the Administrative and Clerical 'Analyst' Job Role. Occupation Code and Area of Work will identify Estates and Facilities staff.

This proposal was approved by WIRG.

#### When should this information be updated from?

This information **may** be updated with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes **must** be retired, where relevant, by 1 February 2024.

**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 role 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. Occupation Code

Value to be deleted

~~[996] Medical Research Council~~

### Why is this information required?

This Occupation Code is an inherited value which pre-dates the development of the current Occupation Code structure in the mid-1990s.

The current guidance indicates that the code is not of national interest so is excluded from published data and valid for local use only.

As at March 2022 there were 21 staff recorded against this code, these staff will be recoded to an appropriate nationally used Occupation Code.)

### When should this information be updated from?

This information *may* be updated with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes *must* be retired, where relevant, by 1 February 2024.

**Note: NHS organisations must reassign existing staff records to new codes as appropriate.**

### Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff employed in the area listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

## 2.3.3. Nationality

Value to be deleted:

~~Burmese~~

### Why is this information required?

Burmese was the nationality of Burma which was renamed Myanmar in 1989. Burma is not listed on the International Organisation for Standardisation (ISO) list of countries: <https://www.iso.org/obp/ui#search> (option country codes). Therefore, Burmese, which is currently a Nationality value in the NWD needs to be retired as WIRG have agreed to add the new proposed value of Myanmar.

Value to be deleted:

Kosrae

### Why is this information required?

Kosrae is not listed on the International Organisation for Standardisation (ISO) list of countries: <https://www.iso.org/obp/ui#search> (option country codes), which returns the value Micronesia (Federated States of) upon giving a search of 'Kosrae'. Kosrae is an island in the Federated States of Micronesia but is listed as a Nationality value in the NWD. Micronesian exists in the Nationality values in the NWD and is the one which should be used.

### When should this information be updated from?

This information **may** be updated with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes **must** be retired, where relevant, by 1 February 2024.

**Note: NHS organisations must reassign existing staff records to new codes as appropriate.**

### Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff employed in the area listed above.

## 2.3.4. Destination on Leaving

Value to be deleted:

[03] Private Health/Social Care

### Why is this information required?

NHSE contacted ESR to review existing Destination on Leaving values. The development of the Source of Recruitment / Destination on Leaving guidance raised the question of splitting the existing Private Health/Social Care value into two new separate values which WIRG agreed. Therefore, the combined value of Private Health/Social Care needs to be retired.

Value to be deleted:

~~[14] Return to Practice~~

### Why is this information required?

NHSE contacted ESR to review existing Destination on Leaving values. The development of the Source of Recruitment / Destination on Leaving guidance raised the question whether the 'Return to Practice' value is required. The decision was made by WIRG to retire the value 'Return to Practice' from Destination on Leaving list of values.

### When should this information be updated from?

This information *may* be updated with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes *must* be retired, where relevant, by 1 February 2024.

### 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.

## 2.3.5. Source of Recruitment

Value to be deleted:

~~[03] Private Health/Social Care~~

### Why is this information required?

NHSE contacted ESR to review existing Destination on Leaving values. The development of the Source of Recruitment / Destination on Leaving guidance raised the question of splitting the existing Private Health/Social Care value into two new separate values which WIRG agreed. Therefore, the combined value of Private Health/Social Care needs to be retired.

Value to be deleted:

~~[16] Return to Practice~~

### Why is this information required?

NHSE contacted ESR to review existing Destination on Leaving values. The development of the Source of Recruitment / Destination on Leaving guidance raised the question whether the Return to Practice value is required. The decision was made by WIRG to retire the value 'Return to Practice' from the Source of Recruitment list of values.

Value to be deleted:

~~[20] Return to NHS – COVID-19~~

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

NHSE contacted ESR to review existing Destination on Leaving values. The development of the Source of Recruitment / Destination on Leaving guidance raised the question whether the two COVID-19 values were still required as a Source of Recruitment. One of them was 'Return to NHS – Covid-19'. It was always expected that these values were to be implemented on a temporary basis only, therefore, WIRG agreed they should now be retired.

Value to be deleted:

~~[21] Students – COVID-19~~

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

NHSE contacted ESR to review existing Destination on Leaving values. The development of the Source of Recruitment / Destination on Leaving guidance raised the question whether the two COVID-19 values were still required as a Source of Recruitment. One of them was 'Students – Covid-19'. It was always expected that these values were to be implemented on a temporary basis only, therefore, WIRG agreed they should now be retired.

### **When should this information be updated from?**

This information *may* be updated with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes *must* be retired, where relevant, by 1 February 2024.

**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 area listed above.

### **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.

### **2.3.6. Migration of existing data related to amended values (2.3.1-2.3.5)**

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\\_v3.4\\_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. 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 \(datadictionary.nhs.uk\)](https://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 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 \(wMDS\)](#).

## NWD3.4 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>

Consultant Pharmacist

<https://www.rpharms.com/development/credentialing/consultant>

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>

GMC approved postgraduate curricula - GMC (gmc-uk.org)

<https://www.gmc-uk.org/education/standards-guidance-and-curricula/curricula>

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>

International Organisation for Standardisation (ISO) List of Countries

<https://www.iso.org/obp/ui#search>

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>

The Postgraduate Medical Education and Training (Amendment) Order of Council 2012 (legislation.gov.uk)

<https://www.legislation.gov.uk/ukSI/2012/344/made>

Treatment Function and Main Specialty Standard (DCB0028)

<https://digital.nhs.uk/data-and-information/information-standards/information-standards-and-data-collections-including-extractions/publications-and-notifications/standards-and-collections/dcb0028-treatment-function-and-main-specialty-standard>

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-wmfs>