

## 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 73/2022  |
| Name                   | National Workforce Data Set, Version 3.4  |
| Approval date          | 26 January 2023   |
| Publication date       | 9 February 2023   |
| 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"> <li>• Additions to the Job Role</li> <li>• Additions to the Area of Work</li> <li>• Additions to the Nationality</li> <li>• Additions to the Destination on Leaving</li> <li>• Additions to the Source of Recruitment</li> <li>• Additions to the Type of Contract</li> <br/> <li>• Deletions from the Occupation Code</li> <li>• Deletions from the Nationality</li> <li>• Deletions from the Destination on Leaving</li> <li>• Deletions from the Source of Recruitment</li> </ul> <p>Updates have been made to the guidance provided for anyone intending to utilise the reference data defined by the NWD for secondary purposes. This does materially impact the input of the data items.</p> |

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| 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"> <li>• NHS organisations</li> <li>• Department of Health and Social Care (DHSC)</li> <li>• NHS England</li> <li>• Other arm's length bodies of the DHSC</li> <li>• Other providers of NHS funded care including           <ul style="list-style-type: none"> <li>• Independent sector health care providers</li> <li>• Social enterprises</li> <li>• Other third sector organisations</li> </ul> </li> </ul> <p>It may also be used in Local Authorities and Social Care organisations where applicable.</p> <p>Note that the information standard is approved for use in England. However, the NHS in Wales also uses the standard and is encouraged to do so.</p> |
| Impacts upon                            | <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 <a href="#">section 250 of the Health and Social Care Act 2012</a> .   |
| Link to further documentation           | <p>The Change Specification, Requirements Specification and Implementation Guidance are available online:</p> <p><a href="http://www.digital.nhs.uk/isce/publication/dapb1067">www.digital.nhs.uk/isce/publication/dapb1067</a></p> <p>Further guidance is published by NHS England:</p> <p><a href="https://digital.nhs.uk/data-and-information/data-collections-and-data-sets/data-sets/national-workforce-data-set-nwd-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</a></p>   |
| <b>Contacts</b>                         |   |
| 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  |

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|---------------------------------|--|
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| Help Desk                       | <a href="mailto:enquiries@nhsdigital.nhs.uk">enquiries@nhsdigital.nhs.uk</a> (Please state 'National Workforce Data Set' or 'Workforce Data Standards' in the subject line.) |
| <b>Dates</b>                    |  |
| Implementation date             | 9 February 2023  |
| Full conformance date           | 1 February 2024  |
| Post Implementation Review date | 31 January 2025  |

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