

NHS Data Model and Dictionary



Type: Change Request
Reference: 1806
Version No: 1.0
Subject: National Workforce Data Set v3.2
Effective Date: 30 June 2021
Reason for Change: Change to Information Standards
Publication Date: 6 May 2021

Background:

Changes to the National Workforce Data Set are required to ensure that the data set remains fit for purpose and that it continues to reflect current workforce policy and practice and supports the NHS in relation to workforce.

The changes include amendments to existing data value lists in the National Workforce Data Set and to the codes and guidance within the NHS Occupation Code Manual. These changes have been approved by the Workforce Information Review Group (WIRG) and where appropriate have also been approved by the relevant Electronic Staff Record Special Interest Group.

The changes include:

- updates to the Area of Work Name values
- updates to the Job Role Code values
- updates to the Employee Sickness Reason Code values
- updates to the Employment History Leaving Destination values
- updates to the Employment History Leaving Reason Code values
- updates to the Employment History Recruitment Source values
- updates to the Qualification Type values
- new data element to record Reason for Fixed Term/Temporary Contract
- new data element to record Employee Absence Type Related Reason

This Change Request updates the Data Set and supporting definitions within the NHS Data Model and Dictionary to support the Information Standard.

A short demonstration is available which describes "How to Read an NHS Data Model and Dictionary Change Request", in an easy to understand screen capture including a voice over and readable captions. This demonstration can be viewed at: https://datadictionary.nhs.uk/elearning/Change_Request/index.html.

Note: if the web page does not open, please copy the link and paste into the web browser. A guide to how to use the demonstration can be found at: [Demonstrations](#).

Summary of changes:

Data Set

NATIONAL WORKFORCE DATA SET	Changed Description
<u>Class Definitions</u>	
EMPLOYEE	Changed Attributes
EMPLOYMENT CONTRACT	Changed Attributes
<u>Attribute Definitions</u>	
ACTIVITY PERCENTAGE	Changed Dataset
APPRAISAL REVIEW DATE	Changed Dataset
APPRAISAL REVIEW PLANNED DATE	Changed Dataset
AREA OF WORK NAME	Changed Dataset, Description
ASSIGNMENT CONTRACTED FULL TIME EQUIVALENT	Changed Dataset
ASSIGNMENT END DATE	Changed Dataset
ASSIGNMENT JOB SHARE INDICATOR	Changed Dataset
ASSIGNMENT LAST WORKING DATE	Changed Dataset
ASSIGNMENT Payscale POINT START DATE	Changed Dataset
ASSIGNMENT STATUS	Changed Dataset
ASSIGNMENT TYPE	Changed Dataset
CARE GROUP CODE	Changed Dataset
EMPLOYEE ABSENCE CATEGORY	Changed Dataset
EMPLOYEE ABSENCE DURATION	Changed Dataset
EMPLOYEE ABSENCE END DATE	Changed Dataset
EMPLOYEE ABSENCE OCCURRENCE TOTAL IN REPORTING PERIOD	Changed Dataset
EMPLOYEE ABSENCE RATE IN REPORTING PERIOD	Changed Dataset
EMPLOYEE ABSENCE SICKNESS REASON	Changed Dataset
EMPLOYEE ABSENCE START DATE	Changed Dataset
EMPLOYEE ABSENCE TYPE	Changed Dataset
EMPLOYEE ABSENCE TYPE RELATED REASON	New Attribute
EMPLOYEE ABSENCE WORKING HOURS LOST IN REPORTING PERIOD	Changed Dataset
EMPLOYEE DISABILITY STATUS	Changed Dataset
EMPLOYEE HIGHER EDUCATION STATISTICS AGENCY STUDENT NUMBER	Changed Dataset
EMPLOYEE INTERNATIONAL RECRUIT INDICATOR	Changed Dataset
EMPLOYEE LEARNING ACCOUNT START DATE	Changed Dataset
EMPLOYEE LENGTH OF TIME IN POSITION	Changed Dataset
EMPLOYEE LOCAL IDENTIFIER	Changed Dataset
EMPLOYEE NATIONAL TRAINING NUMBER	Changed Dataset
EMPLOYEE NHS IDENTIFIER	Changed Dataset
EMPLOYEE NHS LENGTH OF SERVICE	Changed Dataset
EMPLOYEE ORGANISATION LENGTH OF SERVICE	Changed Dataset
EMPLOYEE QUALIFICATION AWARDED DATE	Changed Dataset
EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE	Changed Dataset
EMPLOYEE RESIDENCY STATUS	Changed Dataset

<u>EMPLOYEE WORK PERMIT END DATE</u>	Changed Dataset
<u>EMPLOYMENT CONTRACT END DATE</u>	Changed Dataset
<u>EMPLOYMENT CONTRACT NATURE</u>	Changed Dataset, Description
<u>EMPLOYMENT CONTRACT SESSION TYPE</u>	Changed Dataset
<u>EMPLOYMENT CONTRACT START DATE</u>	Changed Dataset
<u>EMPLOYMENT CONTRACT TYPE</u>	Changed Dataset
<u>EMPLOYMENT CONTRACT WORKING HOURS</u>	Changed Dataset
<u>EMPLOYMENT CONTRACT WORKING SESSIONS</u>	Changed Dataset
<u>EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATE</u>	Changed Dataset
<u>EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATE</u>	Changed Dataset
<u>EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE</u>	Changed Dataset
<u>EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR</u>	Changed Dataset
<u>EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR</u>	Changed Dataset
<u>EMPLOYMENT HISTORY LEAVING DESTINATION</u>	Changed Dataset, Description
<u>EMPLOYMENT HISTORY LEAVING REASON</u>	Changed Dataset, Description
<u>EMPLOYMENT HISTORY NHS JOINING DATE</u>	Changed Dataset
<u>EMPLOYMENT HISTORY NHS LEAVING DATE</u>	Changed Dataset
<u>EMPLOYMENT HISTORY ORGANISATION JOINING DATE</u>	Changed Dataset
<u>EMPLOYMENT HISTORY RECRUITMENT SOURCE</u>	Changed Dataset, Description
<u>ETHNIC CATEGORY CODE 2001</u>	Changed Dataset
<u>FLEXIBLE WORKING PATTERN TYPE</u>	Changed Dataset
<u>HEADCOUNT ORGANISATION CURRENT</u>	Changed Dataset
<u>HEADCOUNT POSITION ASSIGNMENT CURRENT</u>	Changed Dataset
<u>HEADCOUNT STABILITY RATE JOB ROLE IN REPORTING PERIOD</u>	Changed Dataset
<u>HEADCOUNT STABILITY RATE ORGANISATION IN REPORTING PERIOD</u>	Changed Dataset
<u>HEADCOUNT STABILITY RATE STAFF GROUP IN REPORTING PERIOD</u>	Changed Dataset
<u>HEADCOUNT TURNOVER RATE FTE IN REPORTING PERIOD</u>	Changed Dataset
<u>HEADCOUNT TURNOVER RATE ORGANISATION IN REPORTING PERIOD</u>	Changed Dataset
<u>JOB ROLE CODE</u>	Changed Description
<u>JOB ROLE TITLE</u>	Changed Dataset
<u>NATIONAL INSURANCE NUMBER</u>	Changed Dataset
<u>NHS OCCUPATION CODE</u>	Changed Dataset
<u>NHS OCCUPATION CODE DESCRIPTION</u>	Changed Dataset
<u>ORGANISATION IDENTIFIER</u>	Changed Dataset
<u>ORGANISATION NAME</u>	Changed Dataset
<u>ORGANISATION SITE IDENTIFIER</u>	Changed Dataset
<u>ORGANISATION SITE NAME</u>	Changed Dataset
<u>PAYSCALE CODE</u>	Changed Dataset
<u>PAYSCALE DESCRIPTION</u>	Changed Dataset

<u>PAYSCALE SPINE POINT</u>	Changed Dataset
<u>PAYSCALE TYPE</u>	Changed Dataset
<u>PERSON AGE</u>	Changed Dataset
<u>PERSON BIRTH DATE</u>	Changed Dataset
<u>PERSON NAME WORD TEXT</u>	Changed Dataset
<u>PERSON STATED GENDER CODE</u>	Changed Dataset
<u>PERSON STATED NATIONALITY</u>	Changed Dataset
<u>PERSON STATED SEXUAL ORIENTATION CODE</u>	Changed Dataset
<u>POSITION BUDGETED FULL TIME EQUIVALENT</u>	Changed Dataset
<u>POSITION CONTRACTED FULL TIME EQUIVALENT</u>	Changed Dataset
<u>POSITION FTE VARIANCE</u>	Changed Dataset
<u>POSITION IDENTIFIER</u>	Changed Dataset
<u>POSITION INTERNATIONAL RECRUITMENT INDICATOR</u>	Changed Dataset
<u>POSITION ROTA PATTERN TYPE</u>	Changed Dataset
<u>POSITION SHIFT TYPE</u>	Changed Dataset
<u>POSITION STATUS</u>	Changed Dataset
<u>POSITION STATUS EFFECTIVE DATE</u>	Changed Dataset
<u>POSITION VACANCY END DATE</u>	Changed Dataset
<u>POSITION VACANCY FULL TIME EQUIVALENT</u>	Changed Dataset
<u>POSITION VACANCY IDENTIFIER</u>	Changed Dataset
<u>POSITION VACANCY START DATE</u>	Changed Dataset
<u>POSITION VACANCY STATUS</u>	Changed Dataset
<u>POSITION WORKED FTE IN REPORTING PERIOD</u>	Changed Dataset
<u>POSTCODE</u>	Changed Dataset
<u>PROFESSIONAL REGISTRATION BODY CODE</u>	Changed Dataset
<u>PROFESSIONAL REGISTRATION ENTRY IDENTIFIER</u>	Changed Dataset
<u>PROFESSIONAL REGISTRATION EXPIRY DATE</u>	Changed Dataset
<u>PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE</u>	Changed Dataset
<u>PROFESSIONAL REGISTRATION STATUS</u>	Changed Dataset
<u>PROFESSIONAL REGISTRATION TYPE</u>	Changed Dataset
<u>QUALIFICATION SUBJECT AREA</u>	Changed Dataset
<u>QUALIFICATION TITLE</u>	Changed Dataset
<u>QUALIFICATION TYPE</u>	Changed Dataset, Description
<u>REASON FOR EMPLOYEE FIXED TERM OR TEMPORARY EMPLOYMENT CONTRACT</u>	New Attribute
<u>STAFF GROUP</u>	Changed Dataset
<u>STAFF GROUP STANDARD HOURS</u>	Changed Dataset
<u>STAFF GROUP STANDARD SESSIONS</u>	Changed Dataset
<u>TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNT</u>	Changed Dataset
<u>TRAINING ACTIVITY ACTUAL COMPLETION DATE</u>	Changed Dataset
<u>TRAINING ACTIVITY ASSESSOR TYPE</u>	Changed Dataset
<u>TRAINING ACTIVITY COMPLETION DATE CHANGE REASON</u>	Changed Dataset
<u>TRAINING ACTIVITY DELIVERY METHOD</u>	Changed Dataset
<u>TRAINING ACTIVITY NAME</u>	Changed Dataset
<u>TRAINING ACTIVITY START DATE</u>	Changed Dataset

[TRAINING ACTIVITY TYPE](#) Changed Dataset

Data Elements

[APPRAISAL REVIEW DATE](#) Changed Dataset

[APPRAISAL REVIEW PLANNED DATE \(CONSULTANT JOB PLAN NEXT\)](#) Changed Dataset

[APPRAISAL REVIEW PLANNED DATE \(NEXT\)](#) Changed Dataset

[APPRAISAL REVIEW PLANNED DATE \(PDP NEXT\)](#) Changed Dataset

[AREA OF WORK NAME](#) Changed Dataset

[AREA OF WORK NAME \(CLINICAL SUB SPECIALTY\)](#) Changed Dataset

[ASSIGNMENT CONTRACTED FTE](#) Changed Dataset

[ASSIGNMENT END DATE](#) Changed Dataset

[ASSIGNMENT JOB SHARE INDICATOR](#) Changed Dataset

[ASSIGNMENT LAST WORKING DATE](#) Changed Dataset

[ASSIGNMENT STATUS](#) Changed Dataset

[ASSIGNMENT TYPE](#) Changed Dataset

[CARE GROUP CODE \(EMPLOYEE ASSIGNMENT\)](#) Changed Dataset

[CARE GROUP CODE \(POSITION\)](#) Changed Dataset

[EMPLOYEE ABSENCE CATEGORY](#) Changed Dataset

[EMPLOYEE ABSENCE DURATION](#) Changed Dataset

[EMPLOYEE ABSENCE END DATE](#) Changed Dataset

[EMPLOYEE ABSENCE OCCURRENCE TOTAL \(REPORTING PERIOD\)](#) Changed Dataset

[EMPLOYEE ABSENCE RATE \(REPORTING PERIOD\)](#) Changed Dataset

[EMPLOYEE ABSENCE SICKNESS REASON](#) Changed Dataset

[EMPLOYEE ABSENCE START DATE](#) Changed Dataset

[EMPLOYEE ABSENCE TYPE](#) Changed Dataset

[EMPLOYEE ABSENCE TYPE RELATED REASON](#) New Data Element

[EMPLOYEE ABSENCE WORKING HOURS LOST \(REPORTING PERIOD\)](#) Changed Dataset

[EMPLOYEE DISABILITY STATUS](#) Changed Dataset

[EMPLOYEE HESA STUDENT NUMBER](#) Changed Dataset

[EMPLOYEE INTERNATIONAL RECRUIT INDICATOR](#) Changed Dataset

[EMPLOYEE LEARNING ACCOUNT START DATE](#) Changed Dataset

[EMPLOYEE LENGTH OF TIME IN POSITION](#) Changed Dataset

[EMPLOYEE LOCAL IDENTIFIER](#) Changed Dataset

[EMPLOYEE NATIONAL TRAINING NUMBER](#) Changed Dataset

[EMPLOYEE NHS IDENTIFIER](#) Changed Dataset

[EMPLOYEE NHS LENGTH OF SERVICE](#) Changed Dataset

[EMPLOYEE ORGANISATION LENGTH OF SERVICE](#) Changed Dataset

[EMPLOYEE QUALIFICATION AWARDED DATE](#) Changed Dataset

[EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE \(GP TRAINING\)](#) Changed Dataset

[EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE \(SPECIALIST TRAINING\)](#) Changed Dataset

[EMPLOYEE RESIDENCY STATUS](#) Changed Dataset

<u>EMPLOYEE WORK PERMIT END DATE</u>	Changed Dataset
<u>EMPLOYMENT CONTRACT END DATE</u>	Changed Dataset
<u>EMPLOYMENT CONTRACT NATURE CODE</u>	Changed Dataset, Description
<u>EMPLOYMENT CONTRACT SESSION TYPE</u>	Changed Dataset
<u>EMPLOYMENT CONTRACT START DATE</u>	Changed Dataset
<u>EMPLOYMENT CONTRACT TYPE</u>	Changed Dataset
<u>EMPLOYMENT CONTRACT WORKING HOURS</u>	Changed Dataset
<u>EMPLOYMENT CONTRACT WORKING SESSIONS</u>	Changed Dataset
<u>EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATE</u>	Changed Dataset
<u>EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATE</u>	Changed Dataset
<u>EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE</u>	Changed Dataset
<u>EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR</u>	Changed Dataset
<u>EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR</u>	Changed Dataset
<u>EMPLOYMENT HISTORY LEAVING DESTINATION</u>	Changed Dataset
<u>EMPLOYMENT HISTORY LEAVING REASON</u>	Changed Dataset
<u>EMPLOYMENT HISTORY NHS JOINING DATE (FIRST)</u>	Changed Dataset
<u>EMPLOYMENT HISTORY NHS JOINING DATE (LATEST)</u>	Changed Dataset
<u>EMPLOYMENT HISTORY NHS LEAVING DATE (LATEST)</u>	Changed Dataset
<u>EMPLOYMENT HISTORY ORGANISATION JOINING DATE</u>	Changed Dataset
<u>EMPLOYMENT HISTORY RECRUITMENT SOURCE</u>	Changed Dataset
<u>ETHNIC CATEGORY</u>	Changed Dataset
<u>FLEXIBLE WORKING PATTERN TYPE</u>	Changed Dataset
<u>FTE STABILITY RATE (JOB ROLE IN REPORTING PERIOD)</u>	Changed Dataset
<u>FTE STABILITY RATE (ORGANISATION IN REPORTING PERIOD)</u>	Changed Dataset
<u>FTE STABILITY RATE (STAFF GROUP IN REPORTING PERIOD)</u>	Changed Dataset
<u>HEADCOUNT (ORGANISATION CURRENT)</u>	Changed Dataset
<u>HEADCOUNT (POSITION ASSIGNMENT CURRENT)</u>	Changed Dataset
<u>HEADCOUNT STABILITY RATE (JOB ROLE IN REPORTING PERIOD)</u>	Changed Dataset
<u>HEADCOUNT STABILITY RATE (ORGANISATION IN REPORTING PERIOD)</u>	Changed Dataset
<u>HEADCOUNT STABILITY RATE (STAFF GROUP IN REPORTING PERIOD)</u>	Changed Dataset
<u>HEADCOUNT TURNOVER RATE (FTE IN REPORTING PERIOD)</u>	Changed Dataset
<u>HEADCOUNT TURNOVER RATE (ORGANISATION IN REPORTING PERIOD)</u>	Changed Dataset
<u>JOB ROLE TITLE (POSITION)</u>	Changed Dataset
<u>NATIONAL INSURANCE NUMBER</u>	Changed Dataset
<u>OCCUPATION CODE</u>	Changed Dataset
<u>OCCUPATION CODE (CLINICAL SECOND SPECIALTY)</u>	Changed Dataset
<u>OCCUPATION CODE (CLINICAL SPECIALTY)</u>	Changed Dataset
<u>OCCUPATION CODE DESCRIPTION</u>	Changed Dataset
<u>ORGANISATION IDENTIFIER (EMPLOYER)</u>	Changed Dataset
<u>ORGANISATION IDENTIFIER (POSITION NON-NHS FUNDER)</u>	Changed Dataset
<u>ORGANISATION NAME (EMPLOYER)</u>	Changed Dataset

<u>ORGANISATION SITE IDENTIFIER (EMPLOYING ORGANISATION)</u>	Changed Dataset
<u>ORGANISATION SITE NAME (EMPLOYING ORGANISATION)</u>	Changed Dataset
<u>PAYSCALE CODE</u>	Changed Dataset
<u>PAYSCALE CODE (EMPLOYEE ASSIGNMENT LATEST)</u>	Changed Dataset
<u>PAYSCALE DESCRIPTION</u>	Changed Dataset
<u>PAYSCALE SPINE POINT</u>	Changed Dataset
<u>PAYSCALE TYPE</u>	Changed Dataset
<u>PERSON AGE IN YEARS (REPORTING PERIOD END DATE)</u>	Changed Dataset
<u>PERSON BIRTH DATE</u>	Changed Dataset
<u>PERSON FAMILY NAME</u>	Changed Dataset
<u>PERSON FULL NAME (CLINICAL SUPERVISOR LATEST)</u>	Changed Dataset
<u>PERSON FULL NAME (EDUCATIONAL SUPERVISOR LATEST)</u>	Changed Dataset
<u>PERSON GIVEN NAME (FIRST)</u>	Changed Dataset
<u>PERSON GIVEN NAME (SECOND)</u>	Changed Dataset
<u>PERSON GIVEN NAME (THIRD)</u>	Changed Dataset
<u>PERSON INITIALS</u>	Changed Dataset
<u>PERSON STATED GENDER CODE</u>	Changed Dataset
<u>PERSON STATED NATIONALITY</u>	Changed Dataset
<u>PERSON STATED SEXUAL ORIENTATION CODE</u>	Changed Dataset
<u>POSITION BUDGETED FTE</u>	Changed Dataset
<u>POSITION CONTRACTED FTE</u>	Changed Dataset
<u>POSITION FTE VARIANCE</u>	Changed Dataset
<u>POSITION IDENTIFIER</u>	Changed Dataset
<u>POSITION INTERNATIONAL RECRUITMENT INDICATOR</u>	Changed Dataset
<u>POSITION ROTA PATTERN TYPE</u>	Changed Dataset
<u>POSITION SHIFT TYPE</u>	Changed Dataset
<u>POSITION STATUS</u>	Changed Dataset
<u>POSITION VACANCY END DATE</u>	Changed Dataset
<u>POSITION VACANCY FTE</u>	Changed Dataset
<u>POSITION VACANCY IDENTIFIER</u>	Changed Dataset
<u>POSITION VACANCY LENGTH OF TIME UNFILLED</u>	Changed Dataset
<u>POSITION VACANCY START DATE</u>	Changed Dataset
<u>POSITION VACANCY STATUS</u>	Changed Dataset
<u>POSITION WORKED FTE (REPORTING PERIOD)</u>	Changed Dataset
<u>POSTCODE</u>	Changed Dataset
<u>PROFESSIONAL REGISTRATION BODY CODE</u>	Changed Dataset
<u>PROFESSIONAL REGISTRATION ENTRY IDENTIFIER</u>	Changed Dataset
<u>PROFESSIONAL REGISTRATION EXPIRY DATE</u>	Changed Dataset
<u>PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE</u>	Changed Dataset
<u>PROFESSIONAL REGISTRATION STATUS</u>	Changed Dataset
<u>PROFESSIONAL REGISTRATION TYPE</u>	Changed Dataset
<u>PROFESSIONAL REGISTRATION TYPE (POSITION)</u>	Changed Dataset
<u>QUALIFICATION PLANNED COMPLETION DATE CHANGE REASON (CCT)</u>	Changed Dataset
<u>QUALIFICATION SUBJECT AREA</u>	Changed Dataset
<u>QUALIFICATION TITLE</u>	Changed Dataset

QUALIFICATION TYPE	Changed Dataset
REASON FOR EMPLOYEE FIXED TERM OR TEMPORARY EMPLOYMENT CONTRACT	New Data Element
STAFF GROUP CODE (TRAINING ACTIVITY CLASSIFICATION)	Changed Dataset
STAFF GROUP STANDARD HOURS	Changed Dataset
STAFF GROUP STANDARD SESSIONS	Changed Dataset
START DATE (ASSIGNMENT PAYSCALE)	Changed Dataset
TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNT	Changed Dataset
TRAINING ACTIVITY ACTUAL COMPLETION DATE (GP TRAINING)	Changed Dataset
TRAINING ACTIVITY ACTUAL COMPLETION DATE (SPECIALIST TRAINING)	Changed Dataset
TRAINING ACTIVITY ASSESSOR TYPE	Changed Dataset
TRAINING ACTIVITY DELIVERY METHOD	Changed Dataset
TRAINING ACTIVITY NAME	Changed Dataset
TRAINING ACTIVITY START DATE (GP TRAINING)	Changed Dataset
TRAINING ACTIVITY START DATE (SPECIALIST TRAINING)	Changed Dataset
TRAINING ACTIVITY TYPE	Changed Dataset

Date: 6 May 2021

Sponsor: Stephen Balchin, Head of Workforce Information and Analysis, Department for Health and Social Care

Note: New text is shown with a blue background. Deleted text is crossed out. Retired text is shown in grey. Within the Diagrams deleted classes and relationships are red, changed items are blue and new items are green.

NATIONAL WORKFORCE DATA SET

Change to Data Set: Changed Description

ORGANISATIONAL DETAILS

Organisational
Data Set Data Elements
POSITION IDENTIFIER
ORGANISATION IDENTIFIER (EMPLOYER)
ORGANISATION NAME (EMPLOYER)
ORGANISATION IDENTIFIER (POSITION NON-NHS FUNDER)
ORGANISATION SITE IDENTIFIER (EMPLOYING ORGANISATION)
ORGANISATION SITE NAME (EMPLOYING ORGANISATION)

PERSONAL/OPERATIONAL DETAILS

Personal/Operational
Data Set Data Elements

EMPLOYEE NHS IDENTIFIER
PERSON AGE IN YEARS (REPORTING PERIOD END DATE)
PERSON BIRTH DATE
EMPLOYEE DISABILITY STATUS
ETHNIC CATEGORY
PERSON GIVEN NAME (FIRST)
PERSON GIVEN NAME (SECOND)
PERSON GIVEN NAME (THIRD)
PERSON STATED GENDER CODE
PERSON STATED SEXUAL ORIENTATION CODE
PERSON INITIALS
EMPLOYEE LOCAL IDENTIFIER
NATIONAL INSURANCE NUMBER
PERSON STATED NATIONALITY
EMPLOYEE RESIDENCY STATUS
PERSON FAMILY NAME
EMPLOYEE WORK PERMIT END DATE

DEPLOYMENT DETAILS

Deployment
Data Set Data Elements
AREA OF WORK NAME
FLEXIBLE WORKING PATTERN TYPE
JOB ROLE TITLE (POSITION)
POSITION ROTA PATTERN TYPE
POSITION SHIFT TYPE
CARE GROUP CODE (POSITION)
CARE GROUP CODE (EMPLOYEE ASSIGNMENT)
OCCUPATION CODE (CLINICAL SECOND SPECIALTY)
OCCUPATION CODE (CLINICAL SPECIALTY)
AREA OF WORK NAME (CLINICAL SUB SPECIALTY)
PAYSCALE SPINE POINT
OCCUPATION CODE
OCCUPATION CODE DESCRIPTION
PAYSCALE CODE (EMPLOYEE ASSIGNMENT LATEST)
PAYSCALE CODE
PAYSCALE DESCRIPTION
PAYSCALE TYPE

EDUCATION DETAILS

Education
Data Set Data Elements

TRAINING ACTIVITY TYPE
STAFF GROUP CODE (TRAINING ACTIVITY CLASSIFICATION)
TRAINING ACTIVITY DELIVERY METHOD
QUALIFICATION SUBJECT AREA
TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNT
TRAINING ACTIVITY ACTUAL COMPLETION DATE (SPECIALIST TRAINING)
TRAINING ACTIVITY ACTUAL COMPLETION DATE (GP TRAINING)
EMPLOYEE LEARNING ACCOUNT START DATE
PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE
EMPLOYEE QUALIFICATION AWARDED DATE
EMPLOYEE HESA STUDENT NUMBER
APPRAISAL REVIEW PLANNED DATE (CONSULTANT JOB PLAN NEXT)
PROFESSIONAL REGISTRATION TYPE (POSITION)
EMPLOYEE NATIONAL TRAINING NUMBER
PERSON FULL NAME (CLINICAL SUPERVISOR LATEST)
PERSON FULL NAME (EDUCATIONAL SUPERVISOR LATEST)
TRAINING ACTIVITY NAME
APPRAISAL REVIEW PLANNED DATE (NEXT)
APPRAISAL REVIEW PLANNED DATE (PDP NEXT)
APPRAISAL REVIEW DATE
PROFESSIONAL REGISTRATION BODY CODE
PROFESSIONAL REGISTRATION EXPIRY DATE
PROFESSIONAL REGISTRATION ENTRY IDENTIFIER
PROFESSIONAL REGISTRATION STATUS
EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (SPECIALIST TRAINING)
EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (GP TRAINING)
QUALIFICATION TITLE
QUALIFICATION TYPE
QUALIFICATION PLANNED COMPLETION DATE CHANGE REASON (CCT)
PROFESSIONAL REGISTRATION TYPE
TRAINING ACTIVITY START DATE (SPECIALIST TRAINING)
TRAINING ACTIVITY START DATE (GP TRAINING)
TRAINING ACTIVITY ASSESSOR TYPE

ABSENCE DETAILS

Absence
Data Set Data Elements
EMPLOYEE ABSENCE CATEGORY
EMPLOYEE ABSENCE DURATION
EMPLOYEE ABSENCE END DATE
EMPLOYEE ABSENCE RATE (REPORTING PERIOD)
EMPLOYEE ABSENCE START DATE

EMPLOYEE ABSENCE TYPE
EMPLOYEE ABSENCE TYPE RELATED REASON
EMPLOYEE ABSENCE OCCURRENCE TOTAL (REPORTING PERIOD)
EMPLOYEE ABSENCE SICKNESS REASON
EMPLOYEE ABSENCE WORKING HOURS LOST (REPORTING PERIOD)

STAFF MOVEMENTS AND NUMBERS DETAILS
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Staff Movements and Numbers
Data Set Data Elements
EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE
ASSIGNMENT STATUS
POSITION BUDGETED FTE
EMPLOYMENT CONTRACT NATURE CODE
EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATE
EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATE
EMPLOYMENT CONTRACT WORKING HOURS
EMPLOYMENT CONTRACT WORKING SESSIONS
ASSIGNMENT CONTRACTED FTE
POSITION CONTRACTED FTE
EMPLOYMENT HISTORY NHS LEAVING DATE (LATEST)
EMPLOYMENT HISTORY NHS JOINING DATE (LATEST)
EMPLOYMENT CONTRACT START DATE
EMPLOYMENT HISTORY LEAVING DESTINATION
EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR
EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR
EMPLOYMENT CONTRACT END DATE
HEADCOUNT (ORGANISATION CURRENT)
HEADCOUNT (POSITION ASSIGNMENT CURRENT)
EMPLOYEE INTERNATIONAL RECRUIT INDICATOR
ASSIGNMENT JOB SHARE INDICATOR
EMPLOYMENT HISTORY ORGANISATION JOINING DATE
ASSIGNMENT LAST WORKING DATE
EMPLOYEE ORGANISATION LENGTH OF SERVICE
EMPLOYEE NHS LENGTH OF SERVICE
POSITION VACANCY LENGTH OF TIME UNFILLED
POSITION INTERNATIONAL RECRUITMENT INDICATOR
POSITION STATUS
POSTCODE
ASSIGNMENT END DATE
EMPLOYMENT HISTORY LEAVING REASON
EMPLOYMENT HISTORY RECRUITMENT SOURCE
HEADCOUNT STABILITY RATE (JOB ROLE IN REPORTING PERIOD)

HEADCOUNT STABILITY RATE (ORGANISATION IN REPORTING PERIOD)
HEADCOUNT STABILITY RATE (STAFF GROUP IN REPORTING PERIOD)
FTE STABILITY RATE (JOB ROLE IN REPORTING PERIOD)
FTE STABILITY RATE (ORGANISATION IN REPORTING PERIOD)
FTE STABILITY RATE (STAFF GROUP IN REPORTING PERIOD)
STAFF GROUP STANDARD HOURS
STAFF GROUP STANDARD SESSIONS
START DATE (ASSIGNMENT PAYSCALE)
EMPLOYMENT HISTORY NHS JOINING DATE (FIRST)
EMPLOYEE LENGTH OF TIME IN POSITION
HEADCOUNT TURNOVER RATE (ORGANISATION IN REPORTING PERIOD)
HEADCOUNT TURNOVER RATE (FTE IN REPORTING PERIOD)
ASSIGNMENT TYPE
EMPLOYMENT CONTRACT TYPE
REASON FOR EMPLOYEE FIXED TERM OR TEMPORARY EMPLOYMENT CONTRACT
EMPLOYMENT CONTRACT SESSION TYPE
POSITION VACANCY END DATE
POSITION VACANCY START DATE
POSITION VACANCY STATUS
POSITION VACANCY FTE
POSITION VACANCY IDENTIFIER
POSITION WORKED FTE (REPORTING PERIOD)
POSITION FTE VARIANCE

EMPLOYEE

Change to Class: Changed Attributes

Attributes of this Class are:

- K EMPLOYEE NHS IDENTIFIER
- ASSIGNMENT END DATE
- ASSIGNMENT JOB SHARE INDICATOR
- ASSIGNMENT LAST WORKING DATE
- ASSIGNMENT PAYSCALE POINT START DATE
- ASSIGNMENT STATUS
- EMPLOYEE ABSENCE CATEGORY
- EMPLOYEE ABSENCE DURATION
- EMPLOYEE ABSENCE END DATE
- EMPLOYEE ABSENCE OCCURRENCE TOTAL IN REPORTING PERIOD
- EMPLOYEE ABSENCE RATE IN REPORTING PERIOD
- EMPLOYEE ABSENCE SICKNESS REASON
- EMPLOYEE ABSENCE START DATE
- EMPLOYEE ABSENCE TYPE
- EMPLOYEE ABSENCE TYPE RELATED REASON

EMPLOYEE ABSENCE WORKING HOURS LOST IN REPORTING PERIOD
EMPLOYEE DISABILITY STATUS
EMPLOYEE HIGHER EDUCATION STATISTICS AGENCY STUDENT NUMBER
EMPLOYEE INTERNATIONAL RECRUIT INDICATOR
EMPLOYEE LEARNING ACCOUNT START DATE
EMPLOYEE LOCAL IDENTIFIER
EMPLOYEE NATIONAL TRAINING NUMBER
EMPLOYEE RESIDENCY STATUS
EMPLOYEE WORK PERMIT END DATE
FLEXIBLE WORKING PATTERN TYPE
POSITION CONTRACTED FULL TIME EQUIVALENT

EMPLOYMENT CONTRACT

Change to Class: Changed Attributes

Attributes of this Class are:

ASSIGNMENT TYPE
EMPLOYEE NHS LENGTH OF SERVICE
EMPLOYEE ORGANISATION LENGTH OF SERVICE
EMPLOYMENT CONTRACT END DATE
EMPLOYMENT CONTRACT NATURE
EMPLOYMENT CONTRACT SESSION TYPE
EMPLOYMENT CONTRACT START DATE
EMPLOYMENT CONTRACT TYPE
EMPLOYMENT CONTRACT WORKING HOURS
EMPLOYMENT CONTRACT WORKING SESSIONS
REASON FOR EMPLOYEE FIXED TERM OR TEMPORARY EMPLOYMENT CONTRACT

ACTIVITY PERCENTAGE

Change to Attribute: Changed Dataset

The percentage calculated for individual [ACTIVITIES](#).

APPRAISAL REVIEW DATE

Change to Attribute: Changed Dataset

The date on which an [Appraisal Review](#) for an [EMPLOYEE](#) takes place.

APPRAISAL REVIEW PLANNED DATE

Change to Attribute: Changed Dataset

The planned review date for an [Appraisal Review](#) of an [EMPLOYEE PLAN](#).

AREA OF WORK NAME

Change to Attribute: Changed Dataset, Description

The name of an area of work.

An area of work is an area, function or specialty where work activity takes place.

An area of work is categorised into three hierarchical levels. Each Primary value is included in the list of Secondary values, and each Secondary value is included in the list of Tertiary values.

The **Primary** area of work is a high level grouping of clinical specialties e.g. Medicine, Surgery, Psychiatry; or support functions e.g. Estates, Facilities; or other broad grouping e.g. Primary Care, Clinical Support.

The **Secondary** area of work includes each recognised clinical specialty, e.g. Neurology, Ophthalmology; other values identify major areas e.g. Outpatients or functions e.g. Catering, Finance, Pharmacy, where work is undertaken.

The **Tertiary** area of work includes each clinical sub-specialty recognised by the Postgraduate Medical Education and Training Board (PMETB) e.g. Metabolic Medicine; other values identify subsidiary work areas or functions where work is undertaken.

Note that this is essentially [Electronic Staff Record \(ESR\)](#) terminology to facilitate workforce planning, and has no direct connection to Primary Care, Secondary Care, Intermediate Care, etc.

Primary	Secondary	Tertiary
Medicine	Medicine	Medicine
		Vascular Medicine
		Clinical Embryology
	General Medicine	General Medicine
		Acute Medicine
		Acute Medicine (Retired 30 June 2021)
	Acute Internal Medicine	
	Paediatrics	Paediatrics
		Paediatric Community Child Health
		Paediatric Endocrinology
		Paediatric Gastroenterology
		Paediatric Infectious Diseases and Immunology

	Paediatric Clinical Pharmacology
	Paediatric Intensive Care Medicine
	Paediatric Nephrology
	Paediatric Neurology
	Paediatric Neonatal Medicine
	Paediatric Oncology
	Paediatric Respiratory Medicine
	Paediatric Rheumatology
Infectious Diseases	Infectious Diseases
Respiratory Medicine	Respiratory Medicine
	Respiratory Physiology
	Sleep Physiology
Dermatology	Dermatology
Neurology	Neurology
	Autonomic Science
Cardiology	Cardiology
	Cardiac Physiology
Rheumatology	Rheumatology
Genitourinary Medicine	Genitourinary Medicine
Clinical Pharmacology and Therapeutics	Clinical Pharmacology and Therapeutics
Pharmaceutical Medicine	Pharmaceutical Medicine
Elderly Care Medicine	Elderly Care Medicine
Medical Oncology	Medical Oncology
Clinical Physiology	Clinical Physiology
Clinical Neurophysiology	Clinical Neurophysiology
	Neurophysiology
Renal Medicine	Renal Medicine
	Renal Technology
Endocrinology and Diabetes Mellitus	Endocrinology and Diabetes Mellitus
	Diabetes
Gastroenterology	Gastroenterology
	GI Physiology (Retired 01 December 2012)

		Endoscopy
		Hepatology
Audiovestibular Medicine (Retired 01 October 2017)	Audiovestibular Medicine (Retired 01 October 2017)	
		Audiological Measurement (Retired 01 December 2012)
Audio Vestibular Medicine	Audio Vestibular Medicine	
Clinical Genetics	Clinical Genetics	
Clinical Cytogenetics and Molecular Genetics	Clinical Cytogenetics and Molecular Genetics	
	Clinical Cytogenetics	
	Molecular Genetics	
Tropical Medicine	Tropical Medicine	
Allergy	Allergy	
Intensive Care Medicine	Intensive Care Medicine	
Rehabilitation	Rehabilitation	
	Intermediate Care	
	Neurorehabilitation	
	Stroke	
Palliative Medicine	Palliative Medicine	
Medical Ophthalmology	Medical Ophthalmology	
Paediatric Cardiology	Paediatric Cardiology	
Clinical Haematology	Clinical Haematology	
Sport and Exercise Medicine	Sport and Exercise Medicine	
Aviation and Space Medicine	Aviation and Space Medicine	
Pathology	Pathology	Pathology
		Phlebotomy
		Blood Transfusion
		Pathology External Quality Assurance
		Genetic Counselling
	General Pathology	General Pathology
	Chemical Pathology	Chemical Pathology
		Toxicology
Metabolic Medicine		

	Haematology	Haematology
		Haemostasis and Thrombosis
	Histopathology	Histopathology
		Anatomical Pathology
		Cervical Cytology
		Cytopathology
		Forensic Pathology
		Neuropathology
		Paediatric Pathology
		Electron Microscopy
		Diagnostic Neuropathology
		Paediatric and Perinatal Pathology
		Forensic Histopathology
	Medical Microbiology and Virology	Medical Microbiology and Virology
		Medical Microbiology
Medical Virology		
Immunology	Immunology	
Histocompatibility and Immunogenetics	Histocompatibility and Immunogenetics	
Blood Sciences	Blood Sciences	
	Clinical Biochemistry	
	Point of Care Testing	
Infection Sciences	Infection Sciences	
	Decontamination Science	
Cellular Sciences	Cellular Sciences	
	Reproductive Science	
Clinical Oncology	Clinical Oncology	
	Radiotherapy Physics	
Imaging	Imaging	
	Clinical Radiology	Clinical Radiology
		Ultrasound
		CT
		MRI
		Mammography
		Angiography
	Breast Screening	Breast Screening
Nuclear Medicine	Nuclear Medicine	

		Radiopharmacy	
Dental/Oral	Dental/Oral	Dental/Oral	
	Surgical Dentistry (Retired 01 December 2012)	Surgical Dentistry (Retired 01 December 2012)	
	Oral and Maxillofacial Surgery	Oral and Maxillofacial Surgery	
	Orthodontics	Orthodontics	
	Restorative Dentistry	Restorative Dentistry	
	Paediatric Dentistry	Paediatric Dentistry	
	Dental Health (Retired 01 January 2019)	Dental Health (Retired 01 January 2019)	
	Oral Surgery	Oral Surgery	
	Endodontics	Endodontics	
	Periodontics	Periodontics	
	Prosthodontics	Prosthodontics	
	Oral Hygiene	Oral Hygiene	
	Public Health Dentistry	Public Health Dentistry	
	Dental Technology	Dental Technology	
	Additional Dental Specialties (Retired 01 January 2019)	Additional Dental Specialties (Retired 01 January 2019)	Additional Dental Specialties (Retired 01 January 2019)
			Oral Medicine (Retired 01 January 2019)
			Oral Microbiology (Retired 01 January 2019)
			Oral and Maxillofacial Pathology (Retired 01 January 2019)
			Dental and Maxillofacial Radiology (Retired 01 January 2019)
	Special Care Dentistry	Special Care Dentistry	
Oral Medicine	Oral Medicine		
Oral Microbiology	Oral Microbiology		
Oral and Maxillofacial Pathology	Oral and Maxillofacial Pathology		
	Dental and Maxillofacial Radiology		

	Dental and Maxillofacial Radiology	
Surgery	Surgery	Surgery
	General Surgery	General Surgery
		Head and Neck Surgery
		Breast Surgery
		Vascular Surgery
	Paediatric Surgery	Paediatric Surgery
	Otolaryngology	Otolaryngology
	Trauma and Orthopaedic Surgery	Trauma and Orthopaedic Surgery
	Ophthalmology	Ophthalmology
		Ophthalmic and Vision Science (Retired 01 December 2012)
	Urology	Urology
	Plastic Surgery	Plastic Surgery
	Cardio-thoracic Surgery	Cardio-thoracic Surgery
		Clinical Perfusion
	Neurosurgery	Neurosurgery
	Anaesthetics	Anaesthetics
	Pain Management	Pain Management
	Intensive Care	Intensive Care
	Stoma Care	Stoma Care
	Wound Management	Wound Management
Operating Department	Operating Department	
	Day Case Unit	
Burns Care	Burns Care	
Obstetrics and Gynaecology	Obstetrics and Gynaecology	Obstetrics and Gynaecology
		Community Gynaecology
		Community Sexual and Reproductive Health
		Gynaecological Oncology
		Maternal and Fetal Medicine
		Sexual and Reproductive Medicine
		Urogynaecology
		Obstetrics

	Gynaecology	Gynaecology			
	Maternity	Maternity			
	Neonatal Intensive Care	Neonatal Intensive Care			
Psychiatry	Psychiatry	Psychiatry			
	Psychiatry of Learning Disability	Psychiatry of Learning Disability			
	General Psychiatry	General Psychiatry			
		Liaison Psychiatry			
		Rehabilitation Psychiatry			
		Substance Misuse Psychiatry			
	Child and Adolescent Psychiatry	Child and Adolescent Psychiatry			
	Forensic Psychiatry	Forensic Psychiatry			
	Medical Psychotherapy	Medical Psychotherapy			
		Child Psychotherapy (Retired 01 January 2019)			
Old Age Psychiatry	Old Age Psychiatry				
Occupational Health	Occupational Health	Occupational Health			
Primary Care	Primary Care	Primary Care	Primary Care	Primary Care	
		Primary Care		Marie Curie Nursing	
	MacMillan Nursing				
	Community Health Services			Community Health Services	
				Health Visiting	
				District Nursing	
				School Nursing	
				Sexual and Reproductive Health	
				Learning Disabilities (Retired 01 January 2019)	
				Family Nurse Partnership	
			Social Care		
	NHS Direct (Retired 01 January 2016)		NHS Direct (Retired 01 January 2016)		
	General Practice		General Practice		

Walk-in Centre	Walk-in Centre		
Urgent Treatment Centre	Urgent Treatment Centre		
Public Health Medicine	Public Health Medicine	Public Health Medicine	
	Health Promotion	Health Promotion	
		Teenage Pregnancy	
Public Health	Public Health	Public Health	
	Public Health Sciences	Public Health Sciences	
		Social Sciences	
		Nutritional Sciences	
		Behavioural Sciences	
		Field Epidemiology	
		Environmental Sciences	
		Radiation Sciences	
Clinical Support	Clinical Support	Clinical Support	
		Child Protection	
		Substance Abuse (Retired 01 January 2019)	
		Tissue Banking	
		Audiological Science	
		Gastrointestinal Physiology	
		Urodynamics	
		Vascular Science	
		Maxillofacial Prosthetics	
		Outpatients	Outpatients
	Cancer Support	Cancer Support	
		Radiotherapy	
	Chiropody/Podiatry	Chiropody/Podiatry	
	Dietetics	Dietetics	
	Occupational Therapy	Occupational Therapy	
	Orthoptics/Optics	Orthoptics/Optics	
	Ophthalmic and Vision Science	Ophthalmic and Vision Science	
	Physiotherapy	Physiotherapy	
	Art/Music/Drama Therapy	Art/Music/Drama Therapy	Art/Music/Dramatherapy
			Art Therapy
			Drama Therapy

Dramatherapy	
Music Therapy	
Speech and Language Therapy	Speech and Language Therapy
Ambulance Services	Ambulance Services
	Emergency Services
	Emergency Control
	Patient Transport Services
	Non-Emergency Control
	NHS 111
	Integrated Urgent Care
Prosthetics and Orthotics	Prosthetics and Orthotics
Social Services	Social Services
Complementary Medicine/Therapy	Complementary Medicine/Therapy
Counselling	Counselling
Clinical Psychology (Retired 01 January 2019)	Clinical Psychology (Retired 01 January 2019)
Clinical Informatics	Clinical Informatics
	Health Records
	Coding
Chaplaincy	Chaplaincy
Voluntary Services	Voluntary Services
Medical Illustration	Medical Illustration
Medical Physics	Medical Physics
	Clinical Measurement
	Medical Physics Computing
	Radiation Safety
	Diagnostic Radiology Support
	Non-Ionising Radiation
	Diagnostic and Interventional Radiology
	Clinical Pharmaceutical Science
Clinical Engineering	Clinical Engineering
	Electronics and Biomedical Engineering
	Biomechanical Engineering

		Medical Engineering Design		
		Rehabilitation Engineering		
		Medical Equipment Manager		
		Radiation Engineering		
		Reconstructive Science		
	Sterile Services	Sterile Services		
	Pharmacy	Pharmacy		
	Improving Access to Psychological Therapies (Retired 01 January 2019)	Improving Access to Psychological Therapies (Retired 01 January 2019)		
	Cardiac, Vascular, Respiratory and Sleep Sciences	Cardiac, Vascular, Respiratory and Sleep Sciences		
	Neurosensory Sciences	Neurosensory Sciences		
	Gastrointestinal and Urodynamic Sciences	Gastrointestinal and Urodynamic Sciences		
	Clinical Bioinformatics	Clinical Bioinformatics		
Genomics				
Health Informatics Science				
General Acute	General Acute	General Acute	General Acute	General Acute
				General Acute
				General Acute
		Nights		
		Accident and Emergency		Accident and Emergency
	Paediatric Accident and Emergency		Accident and Emergency	
Accident and Emergency Streaming				
Intensive Care	Intensive Care			
	Critical Care			
Estates	Estates	Estates		

	Building Services	Building Services			
	Engineering	Engineering			
	Grounds and Gardens	Grounds and Gardens			
Facilities	Facilities	Facilities			
	Catering	Catering			
		Dining Room			
		Kitchen			
	Domestic Services	Domestic Services			
	Portering Services	Portering Services			
	Security	Security			
	Transport	Transport			
	Linen Services	Linen Services			
		Laundry			
		Sewing Room			
	Telephone Services	Telephone Services			
	Health and Safety	Health and Safety			
Staff Facilities	Staff Facilities				
Corporate	Corporate	Corporate	Corporate	Corporate	
		Corporate		Legal	
	Communication				
	Administration		Administration		
	Clinical Governance			Clinical Governance	
				Patient Safety	
				Quality and Patient Care	
				Clinical Audit	
				Health Advocacy	
	Performance Management		Performance Management		
	Service Planning		Service Planning		
	Finance			Finance	
				Audit	
				Financial Services	
				Financial Management	
				Payroll	
	Human Resources		Human Resources		
		Medical Staffing			
		Training			
Education		Education			

	Research and Development		Research and Development	
	Informatics		Coding	
			Informatics	Coding
				Informatics Education and Training
				Informatics Strategy and Development
				Information Management
				Knowledge Management
				Knowledge Management (Retired 30 June 2021)
Information and Communication Technology				
Informatics				
Library and Knowledge Management				
Purchasing and Supplies	Purchasing and Supplies			
Mental Health	Mental Health	Mental Health		
		Mental Health	Mental Health	Mental Health
				Mental Health Eating Disorders
				Mental Health Forensic
				Mental Health Liaison
				Mental Health Perinatal Care
				Mental Health Promotion or Public

The Full Time Equivalent (FTE) of an [EMPLOYEE](#) for a [POSITION](#).

If the:

- [EMPLOYMENT CONTRACT WORKING HOURS](#)
- [EMPLOYMENT CONTRACT WORKING SESSIONS](#)
- [STAFF GROUP STANDARD HOURS](#) or
- [STAFF GROUP STANDARD SESSIONS](#)

change then [ASSIGNMENT CONTRACTED FULL TIME EQUIVALENT](#) should be recalculated to reflect the new values.

ASSIGNMENT END DATE

Change to Attribute: Changed Dataset

The date on which an assignment of an [EMPLOYEE](#) to a [POSITION](#) ends.

ASSIGNMENT JOB SHARE INDICATOR

Change to Attribute: Changed Dataset

An indication of whether an assignment is subject to a Job Share Agreement where two or more [EMPLOYEES](#) share or divide the duties and responsibilities of a [POSITION](#).

National Codes:

- 01 Yes - the assignment is subject to Job Share Agreement
- 02 No - the assignment is not subject to Job Share Agreement

ASSIGNMENT LAST WORKING DATE

Change to Attribute: Changed Dataset

The date of the last day on which an [EMPLOYEE](#) will physically work for an [ORGANISATION](#).

The date may differ from the [EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE](#) due to annual leave, etc.

ASSIGNMENT PAYSACLE POINT START DATE

Change to Attribute: Changed Dataset

The start date applicable to a [PAYSACLE CODE](#) and [PAYSACLE SPINE POINT](#) of an [EMPLOYEE](#) to a [POSITION](#).

ASSIGNMENT STATUS

Change to Attribute: Changed Dataset

The status of the assignment, in terms of the nature of the [POSITION](#) and the [EMPLOYEE](#) appointed to it.

National Codes:

- 01 Acting Up
- 02 Active Assignment
- 03 Career Break
- 04 End (Retired 01 October 2017)
- 05 Internal Secondment
- 06 Maternity and Adoption
- 07 Out on External Secondment - Paid
- 08 Out on External Secondment - Unpaid
- 09 Suspend No Pay
- 10 Suspend With Pay
- 11 Terminate Assignment (Retired 01 October 2017)
- 12 Terminate Process Assignment (Retired 01 October 2017)
- 13 Widow/Widower

ASSIGNMENT TYPE

Change to Attribute: Changed Dataset

The type of [EMPLOYMENT CONTRACT](#) applicable to a [POSITION](#).

National Codes:

- 01 Full-time
- 02 Part-time

CARE GROUP CODE

Change to Attribute: Changed Dataset

The code of the [CARE GROUP](#).

National Codes:

- 01 Elective Care
- 02 Emergency Care - Accident and Emergency
- 03 Emergency Care - Critical Care
- 04 Emergency Care - Other Emergency Care
- 05 Cancer
- 06 Mental Health
- 07 Older people services

- 08 Children and maternity - Children
- 09 Children and maternity - Young People
- 10 Children and maternity - Maternity and Gynaecology Devices
- 11 Long term conditions - Diabetes Care
- 12 Long term conditions - Renal Care
- 13 Long term conditions - Other Long Term Conditions
- 14 Coronary Heart Disease

EMPLOYEE ABSENCE CATEGORY

Change to Attribute: Changed Dataset

A high level category given for an [EMPLOYEE](#) absence.

National Codes:

- 01 Adoption
- 02 Paternity Adoption
- 03 Paternity Birth
- 04 Annual Leave
- 05 Maternity
- 06 Sickness
- 07 Special Leave
- 08 Study Leave
- 09 Disability
- 10 Paternity Antenatal Appointment
- 11 Adoption Appointment

EMPLOYEE ABSENCE DURATION

Change to Attribute: Changed Dataset

The number of calendar days of absence of an [EMPLOYEE](#) absence.

EMPLOYEE ABSENCE END DATE

Change to Attribute: Changed Dataset

The date on which an [EMPLOYEE](#) absence ended.

EMPLOYEE ABSENCE OCCURRENCE TOTAL IN REPORTING PERIOD

Change to Attribute: Changed Dataset

The sum total of all absences recorded for an [EMPLOYEE](#) within an [ORGANISATION](#) during the [REPORTING PERIOD](#).

EMPLOYEE ABSENCE RATE IN REPORTING PERIOD

Change to Attribute: Changed Dataset

The percentage rate of an [EMPLOYEE](#)'s absence in an [ORGANISATION](#) during the [REPORTING PERIOD](#).

Where the standard working week for the [EMPLOYEE](#) is expressed in [EMPLOYMENT CONTRACT WORKING SESSIONS](#) per week an assumed value of 3.5 hours per session should be used to convert sessions into working hours.

EMPLOYEE ABSENCE SICKNESS REASON

Change to Attribute: Changed Dataset

The reason given for an [EMPLOYEE](#) absence where the [EMPLOYEE ABSENCE TYPE](#) is National Code 'Sickness'.

The reason will normally be recorded from the certification of the sickness episode, either by the [EMPLOYEE](#) (Self certified) or by a [GENERAL MEDICAL PRACTITIONER](#) (Fit note).

National Codes:

- 01 Heart, Cardiac and Circulatory Problems
- 02 Eyes, Ears, Nose and Throat - Retired 01 June 2011
- 03 Gastro-intestinal Problems
- 04 Genitourinary and Gynaecological Disorders
- 05 Infections, Anaemia, Endocrine Disorders - Retired 01 June 2011
- 06 Benign and Malignant Tumours, Cancers
- 07 Back Problems
- 08 Musculo-skeletal Neck - Retired 01 June 2011
- 09 Musculo-skeletal Other Joint, Lower Limb - Retired 01 June 2011
- 10 Nervous System Disorders
- 11 Other Known Causes - not elsewhere classified
- 12 Other Mental Disorders - Retired 01 June 2011
- 13 Pregnancy Related Disorders
- 14 Psychological - Retired 01 June 2011
- 15 Psychoses - Retired 01 June 2011
- 16 Chest and Respiratory Problems
- 17 Injury, Fracture
- 18 Skin Disorders
- 19 Stress - Retired 01 June 2011
- 20 Substance Abuse
- 21 Surgery Related (National Code 21 is a separate flag in the [Electronic Staff Record](#), and is not implemented as a value in its own right)
- 22 Upper Limb Disorders - Retired 01 June 2011
- 23 Ear, Nose, Throat (ENT)
- 24 Eye Problems
- 25 Infectious Diseases
- 26 Blood Disorders
- 27 Cold, Cough, Flu - Influenza
- 28 Endocrine/Glandular Problems

- 29 Other Musculoskeletal Problems
- 30 Anxiety/Stress/Depression/Other Psychiatric Illnesses
- 31 Asthma
- 32 Burns, Poisoning, Frostbite, Hypothermia
- 33 Dental and Oral Problems
- 34 Headache/Migraine

EMPLOYEE ABSENCE START DATE

Change to Attribute: Changed Dataset

The date on which an [EMPLOYEE](#) absence started.

This can be the actual or the projected start date of absence.

EMPLOYEE ABSENCE TYPE

Change to Attribute: Changed Dataset

A subtype of [EMPLOYEE ABSENCE CATEGORY](#) that further defines the reason for the [EMPLOYEE](#) absence.

National Codes:

- 01 Adoption
- 02 Paternity Adoption
- 03 Paternity Birth
- 04 Annual Leave Accrual 1
- 05 Annual Leave Accrual 2
- 06 Annual Leave Accrual 3
- 07 Maternity Leave
- 08 Sickness
- 09 Special Leave Decreasing Balance
- 10 Special Leave Increasing Balance
- 11 Unpaid Authorised Special Leave
- 12 Unpaid Unauthorised Special Leave
- 13 Study Leave Decreasing Balance
- 14 Study Leave Increasing Balance
- 15 Disability Leave
- 16 Medical Suspension With Pay
- 17 Unpaid Authorised Special Hours

EMPLOYEE ABSENCE TYPE RELATED REASON

Change to Attribute: New Attribute

An additional related reason given for an **EMPLOYEE** absence which may be associated with a range of different **EMPLOYEE ABSENCE TYPES**.

National Codes:

- 1 Menopause
- 2 Coronavirus (COVID-19)
- 3 Coronavirus (COVID-19) - Test and Trace Contact
- 4 Coronavirus (COVID-19) - Household Member Symptoms
- 5 Coronavirus (COVID-19) - Post Travel Quarantine

This attribute is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCE TYPE RELATED REASONS

EMPLOYEE ABSENCE TYPE RELATED REASON

Change to Attribute: New Attribute

EMPLOYEE ABSENCE TYPE RELATED REASON

Data Elements:

EMPLOYEE ABSENCE TYPE RELATED REASON

EMPLOYEE ABSENCE WORKING HOURS LOST IN REPORTING PERIOD

Change to Attribute: Changed Dataset

The number of working hours lost of an **EMPLOYEE** absence. It is based upon the **EMPLOYMENT CONTRACT WORKING HOURS** for the **POSITION** of the **EMPLOYEE** in the period of the **EMPLOYEE** absence as recorded by the **EMPLOYEE ABSENCE START DATE** and **EMPLOYEE ABSENCE END DATE**.

EMPLOYEE DISABILITY STATUS

Change to Attribute: Changed Dataset

The disability status of an **EMPLOYEE**.

National Codes:

- 01 Yes - **EMPLOYEE** consider themselves to be disabled
- 02 No - **EMPLOYEE** does not consider themselves to be disabled

EMPLOYEE HIGHER EDUCATION STATISTICS AGENCY STUDENT NUMBER

Change to Attribute: Changed Dataset

A unique identifier for every student in the Higher Education Statistics Agency (HESA) system.

The number is allocated to a student when they first commence a higher education course of study, and this transfers with them to each Higher Education Institution they subsequently attend.

Every NHS [EMPLOYEE](#) who has attended a course at a higher education institution, whether as an [EMPLOYEE](#) of the NHS or not, will have an [EMPLOYEE HIGHER EDUCATION STATISTICS AGENCY STUDENT NUMBER](#).

EMPLOYEE INTERNATIONAL RECRUIT INDICATOR

Change to Attribute: Changed Dataset

An indication of whether an [EMPLOYEE](#) was recruited from outside of the United Kingdom.

National Codes:

- 01 [EMPLOYEE](#) was recruited from outside the United Kingdom
- 02 [EMPLOYEE](#) was not recruited from outside the United Kingdom

EMPLOYEE LEARNING ACCOUNT START DATE

Change to Attribute: Changed Dataset

The date on which NHS Learning Account funding is paid to an [EMPLOYEE](#).

EMPLOYEE LENGTH OF TIME IN POSITION

Change to Attribute: Changed Dataset

The number of months an [EMPLOYEE](#) has been employed in a [POSITION](#) in an [ORGANISATION](#).

EMPLOYEE LOCAL IDENTIFIER

Change to Attribute: Changed Dataset

A unique identifier for an [EMPLOYEE](#) on an [ORGANISATION](#)'s Human Resources and/or Payroll system.

EMPLOYEE NATIONAL TRAINING NUMBER

Change to Attribute: Changed Dataset

A unique identifier issued by a Postgraduate Dean to an [EMPLOYEE](#) where the [EMPLOYEE](#) has formally accepted, or commenced, a [EMPLOYEE TRAINING ACTIVITY](#) as a Specialist Registrar.

This is also known as the Medical and Dental National Training Number, or the NTN/VTN/FTN Number.

- NTN = National Training Number
- VTN = Visiting Training Number (until 31/03/04)

- FTN = Fixed Term Training Appointment Training Number.

The standard format for the [EMPLOYEE NATIONAL TRAINING NUMBER](#) comprises:

- Three characters to identify the particular Deanery (e.g. "WMD")
- Three digits identifying the [MAIN SPECIALTY](#) applicable to the training programme (e.g. "006")
- Three digits to identify the holder of the number (i.e. "324")
- a single character suffix to specify the Type of the number (i.e. "N" [NTN], "V" [VTN] or "F" [FTN])

Note: not all posts have NTN/VTN/FTN status. Only doctors who hold NTN or VTN approved numbers will be able to complete their formal training and be entered onto the Specialist Register, and thus be eligible to gain appointments as a [CONSULTANT](#).

The allocation of NTN, VTN and FTN numbers reflects the numbers of training places nationally, and the allocation of those numbers to each Deanery.

EMPLOYEE NHS IDENTIFIER

Change to Attribute: Changed Dataset

A unique number in the [Electronic Staff Record](#) which identifies an individual [EMPLOYEE](#).

Note: this is determined internally by the [Electronic Staff Record](#) system.

EMPLOYEE NHS LENGTH OF SERVICE

Change to Attribute: Changed Dataset

The number of years service in the NHS of an [EMPLOYEE](#), calculated by summing the number of years of each period of NHS service.

EMPLOYEE ORGANISATION LENGTH OF SERVICE

Change to Attribute: Changed Dataset

The number of years service in an [ORGANISATION](#) by an [EMPLOYEE](#).

[EMPLOYEE ORGANISATION LENGTH OF SERVICE](#) is the calculated number of years from the [EMPLOYMENT HISTORY ORGANISATION JOINING DATE](#) to the [EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE](#).

Where there is no recorded [EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE](#) i.e. the [EMPLOYEE](#) is still employed or the [EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE](#) is after the [REPORTING PERIOD END DATE](#) then the [REPORTING PERIOD END DATE](#) should be used instead of the [EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE](#).

EMPLOYEE QUALIFICATION AWARDED DATE

Change to Attribute: Changed Dataset

The date on which a [QUALIFICATION](#) was awarded to an [EMPLOYEE](#) successfully completing a relevant [EMPLOYEE TRAINING ACTIVITY](#) or course.

This also denotes the successful completion of the [EMPLOYEE TRAINING ACTIVITY](#).

EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE

Change to Attribute: Changed Dataset

The date on which an [EMPLOYEE](#) is expected to attain the [QUALIFICATION](#) for which they are training or studying.

EMPLOYEE RESIDENCY STATUS

Change to Attribute: Changed Dataset

The residency status of an [EMPLOYEE](#).

National Codes:

- 01 Permanent
- 02 Temporary

EMPLOYEE WORK PERMIT END DATE

Change to Attribute: Changed Dataset

The expiry date of a Work Permit held by an [EMPLOYEE](#).

EMPLOYMENT CONTRACT END DATE

Change to Attribute: Changed Dataset

The date on which an [EMPLOYMENT CONTRACT](#) between an [EMPLOYEE](#) and an [ORGANISATION](#) ended.

This is the legal contract termination date.

EMPLOYMENT CONTRACT NATURE

Change to Attribute: Changed Dataset, Description

The nature of an [EMPLOYMENT CONTRACT](#), in terms of whether an [EMPLOYEE](#) is expected to work full-time, part-time, or some other recognised working arrangement.

Details concerning the nature of [EMPLOYMENT CONTRACTS](#) are required for both Medical and Non-medical workforce censuses.

National Codes:

Medical Census

- 01 ~~Full-time~~
- 02 ~~Part-time~~
- 03 ~~Maximum Part-time~~
- 06 ~~Honorary~~
- 07 ~~Part-time in Community Health Service~~
- 09 ~~Retainer Scheme~~
- 1 Whole time (Medical and Dental Census or Non-medical Census)
- 2 Part-time (Medical and Dental Census or Non-medical Census)
- 3 Maximum Part-time (Medical and Dental Census)
- 5 Fixed Term (Medical and Dental Census)/Bank (Non-medical Census)
- 6 Honorary (Medical and Dental Census)
- 7 Part-time in Community Health Service (Medical and Dental Census)/Sessional (Non-medical Census)
- 9 Retainer Scheme (Medical and Dental Census)

Non-medical Census

- 01 ~~Full-time~~
- 02 ~~Part-time~~
- 05 ~~Bank~~
- 07 ~~Sessional~~

EMPLOYMENT CONTRACT SESSION TYPE

Change to Attribute: Changed Dataset

The type of session specified in an [EMPLOYMENT CONTRACT](#).

This only applies where [EMPLOYMENT CONTRACT WORKING SESSIONS](#) are used to express the working week.

National Codes:

- 01 Fixed session
- 02 Theatre session

EMPLOYMENT CONTRACT START DATE

Change to Attribute: Changed Dataset

The date on which an [EMPLOYMENT CONTRACT](#) between an [EMPLOYEE](#) and an [ORGANISATION](#) started.

EMPLOYMENT CONTRACT TYPE

Change to Attribute: Changed Dataset

The type of [EMPLOYMENT CONTRACT](#) applicable to a [POSITION](#) for an [EMPLOYEE](#).

National Codes:

- 01 Bank
- 02 Fixed Term/Temporary
- 03 Honorary
- 04 Locum
- 05 Permanent
- 06 Retainer Scheme
- 07 Non-Executive Director/Chair
- 08 Professional Executive Committee
- 09 Widow/Widower

EMPLOYMENT CONTRACT WORKING HOURS

Change to Attribute: Changed Dataset

The number of hours per week an [EMPLOYEE](#) is contracted to work in an assignment, as specified in the [EMPLOYMENT CONTRACT](#).

EMPLOYMENT CONTRACT WORKING SESSIONS

Change to Attribute: Changed Dataset

The number of sessions per week an [EMPLOYEE](#) is contracted to work in an assignment, as specified in the [EMPLOYMENT CONTRACT](#).

EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATE

Change to Attribute: Changed Dataset

The date on which continuous NHS Service began for an [EMPLOYEE](#), with no break greater than three months.

This date is used to calculate eligibility for Occupational Maternity entitlements, some employers also use it in producing [EMPLOYMENT CONTRACTS](#).

EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATE

Change to Attribute: Changed Dataset

The date on which continuous NHS Service began for an [EMPLOYEE](#), with no break greater than 12 months.

This date is used to calculate eligibility for Redundancy and Occupational Sick Pay.

EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE

Change to Attribute: Changed Dataset

The legal termination date of an [EMPLOYEE](#)'s employment with an employing [ORGANISATION](#).

EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR

Change to Attribute: Changed Dataset

An indication of whether an Exit Interview has taken place prior to an [EMPLOYEE](#) leaving employment with an NHS [ORGANISATION](#).

National Codes:

- 01 Yes - interview was held
 - 02 No - interview was not held
-

EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR

Change to Attribute: Changed Dataset

An indication of whether an Exit Questionnaire has been completed prior to an [EMPLOYEE](#) leaving employment with an NHS [ORGANISATION](#).

National Codes:

- 01 Yes - questionnaire was completed
 - 02 No - questionnaire was not completed
-

EMPLOYMENT HISTORY LEAVING DESTINATION

Change to Attribute: Changed Dataset, Description

The destination of an [EMPLOYEE](#) on termination of their employment with the NHS [ORGANISATION](#).

The destination indicates the type of [ORGANISATION](#) to which the [EMPLOYEE](#) will go, or the type of employment the [EMPLOYEE](#) will be taking up, or whether they will cease to be employed when they leave the current NHS [ORGANISATION](#).

National Codes:

- 01 NHS [ORGANISATION](#)
- 02 Social Services
- 03 Private Health/Social Care
- 04 General Practice
- 05 Prison Service
- 06 Armed Forces
- 07 Education Sector
- 08 Other Public Sector
- 09 Other Private Sector
- 10 Self Employed
- 11 Abroad - EU Country
- 12 Abroad - Non EU Country
- 13 Education /Training
- 14 Return to Practice
- 15 No Employment
- 16 Death in Service
- 17 Third Sector
- 18 [Primary Care Network](#)

EMPLOYMENT HISTORY LEAVING REASON

Change to Attribute: Changed Dataset, Description

The reason given for an [EMPLOYEE](#) to be leaving their employment with an [ORGANISATION](#).

The reason specifies either the [EMPLOYEE](#)'s, or the Employing [ORGANISATION](#)'s, reason for terminating the employment.

National Codes:

- 01 Death in Service
- 02 Dismissal - Capability
- 03 Dismissal - Conduct
- 04 Dismissal - Some Other Substantial Reason
- 05 Dismissal - Statutory Reason
- 06 End of Fixed Term Contract - Completion of Training Scheme
- 07 End of Fixed Term Contract - End of Work Requirement
- 08 End of Fixed Term Contract - External Rotation
- 09 End of Fixed Term Contract - Other
- 10 Initial Pension Ended
- 11 Pregnancy
- 12 Redundancy - Compulsory
- 13 Redundancy - Voluntary
- 14 Retirement - Age
- 15 Retirement - Ill Health
- 16 Voluntary Early Retirement - no Actuarial Reduction

- 17 Voluntary Early Retirement - with Actuarial Reduction
- 18 Voluntary Resignation - Adult Dependants
- 19 Voluntary Resignation - Better Reward Package
- 20 Voluntary Resignation - Child Dependants
- 21 Voluntary Resignation - Health
- 22 Voluntary Resignation - Incompatible Working Relationships
- 23 Voluntary Resignation - Lack of Opportunities
- 24 Voluntary Resignation - Other/Not Known
- 25 Voluntary Resignation - Promotion
- 26 Voluntary Resignation - Relocation
- 27 Voluntary Resignation - Work Life Balance
- 28 Voluntary Resignation - To undertake further education or training
- 29 Bank staff not fulfilled minimum work requirement
- 30 Mutually Agreed Resignation - National Scheme with Repayment
- 31 Mutually Agreed Resignation - Local Scheme with Repayment
- 32 Mutually Agreed Resignation - Local Scheme without Repayment (Retired 01 January 2016)
- 33 Transferred to [Primary Care Network](#) from a [GP Practice](#)
- 34 Transferred to [GP Practice](#) from a [Primary Care Network](#)

EMPLOYMENT HISTORY NHS JOINING DATE

Change to Attribute: Changed Dataset

The date on which an [EMPLOYEE](#) commenced (or re-commenced) employment in the NHS.

This can be with any NHS employing [ORGANISATION](#).

EMPLOYMENT HISTORY NHS LEAVING DATE

Change to Attribute: Changed Dataset

The date on which an [EMPLOYEE](#) ceased to be employed in the NHS.

EMPLOYMENT HISTORY ORGANISATION JOINING DATE

Change to Attribute: Changed Dataset

The date on which an [EMPLOYEE](#) commenced working for an employing [ORGANISATION](#).

EMPLOYMENT HISTORY RECRUITMENT SOURCE

Change to Attribute: Changed Dataset, Description

The source of recruitment of an [EMPLOYEE](#) immediately prior to joining an employing [ORGANISATION](#).

If the [EMPLOYEE](#) has been employed, the type of employer, or 'Self Employed', is recorded.

Where the [EMPLOYEE](#) has come from abroad, whether employed or not, the source or recruitment indicates whether the respective country is within the EU or outside the EU.

Where the [EMPLOYEE](#) was not employed, the source of recruitment indicates whether the [EMPLOYEE](#) is Newly Qualified, has undertaken some other form of Education/Training, is Returning to Practice, or was otherwise not employed.

The source of recruitment does not indicate the medium used in the recruitment campaign.

National Codes:

- 01 NHS [ORGANISATION](#)
- 02 Social Services
- 03 Private Health/Social Care
- 04 General Practice
- 05 Prison Service
- 06 Armed Forces
- 07 Education Sector
- 08 Other Public Sector
- 09 Other Private Sector
- 10 Self Employed
- 11 Abroad - EU Country
- 12 Abroad - Non EU Country
- 13 Education /Training
- 14 NQ - First Qualification
- 15 NQ - Further Qualification
- 16 Return to Practice
- 17 No Employment
- 18 Third Sector
- 19 [Primary Care Network](#)
- 20 [Return to NHS - COVID-19](#)
- 21 [Students - COVID-19](#)

ETHNIC CATEGORY CODE 2001

Change to Attribute: Changed Dataset

The ethnicity of a [PERSON](#), as specified by the [PERSON](#).

[ETHNIC CATEGORY CODE 2001](#) is the classification used for the 2001 census.

The [Office for National Statistics](#) has developed a further breakdown of the group from that given, which may be used locally.

Note: the National Code descriptions have been updated. The Data Set specifications that contain this item will be updated in the next version of the Information Standard where they are not already correct.

National Codes:

- A White - British
- B White - Irish
- C White - Any other White background
- D Mixed - White and Black Caribbean
- E Mixed - White and Black African
- F Mixed - White and Asian
- G Mixed - Any other mixed background
- H Asian or Asian British - Indian
- J Asian or Asian British - Pakistani
- K Asian or Asian British - Bangladeshi
- L Asian or Asian British - Any other Asian background
- M Black or Black British - Caribbean
- N Black or Black British - African
- P Black or Black British - Any other Black background
- R Other Ethnic Groups - Chinese
- S Other Ethnic Groups - Any other ethnic group
- Z Not stated

National code Z - Not Stated should be used where the [PERSON](#) has been given the opportunity to state their [ETHNIC CATEGORY](#) but chose not to.

FLEXIBLE WORKING PATTERN TYPE

Change to Attribute: Changed Dataset

The type of flexible working pattern agreed to and applied to an [EMPLOYMENT CONTRACT](#) for an [EMPLOYEE](#).

National Codes:

- 01 Annualised Hours
 - 02 Other Flexible Working (Retired 01 October 2017)
 - 03 Term Time
 - 04 Vacation Working
 - 05 Home Working (Retired 01 October 2017)
 - 06 Condensed Hours Working
 - 07 Flexible Retirement
 - 08 Home Working - Contracted
 - 09 Home Working - Occasional
 - 10 Staggered Working Hours
 - 98 Other Flexible Working (not listed)
-

HEADCOUNT ORGANISATION CURRENT

Change to Attribute: Changed Dataset

The total number of [EMPLOYEES](#) currently employed within the [ORGANISATION](#) on the [REPORTING PERIOD END DATE](#).

[HEADCOUNT \(ORGANISATION CURRENT\)](#) is a count of the number of [EMPLOYEES](#) who have one or more [EMPLOYMENT CONTRACTS](#) with the [ORGANISATION](#) where the:

- [EMPLOYMENT CONTRACT START DATE](#) is before or on the [REPORTING PERIOD END DATE](#)

and

- [EMPLOYMENT CONTRACT END DATE](#) is on or after the [REPORTING PERIOD START DATE](#).

HEADCOUNT POSITION ASSIGNMENT CURRENT

Change to Attribute: Changed Dataset

The total number of assignments for [POSITIONS](#) currently within the [ORGANISATION](#) on the [REPORTING PERIOD END DATE](#).

HEADCOUNT STABILITY RATE JOB ROLE IN REPORTING PERIOD

Change to Attribute: Changed Dataset

The percentage of [EMPLOYEES](#) who remain employed within a [POSITION](#) within the [ORGANISATION](#) within the [REPORTING PERIOD](#).

HEADCOUNT STABILITY RATE ORGANISATION IN REPORTING PERIOD

Change to Attribute: Changed Dataset

The percentage of [EMPLOYEES](#) who remain employed within the [ORGANISATION](#) within the [REPORTING PERIOD](#).

HEADCOUNT STABILITY RATE STAFF GROUP IN REPORTING PERIOD

Change to Attribute: Changed Dataset

The percentage of [EMPLOYEES](#) who remain employed within a [Staff Group](#) within the [ORGANISATION](#) within the [REPORTING PERIOD](#).

HEADCOUNT TURNOVER RATE FTE IN REPORTING PERIOD

Change to Attribute: Changed Dataset

The percentage of [EMPLOYEES](#), based upon their [ASSIGNMENT CONTRACTED FULL TIME EQUIVALENT](#), leaving employment with the [ORGANISATION](#) within the [REPORTING PERIOD](#).

HEADCOUNT TURNOVER RATE ORGANISATION IN REPORTING PERIOD

Change to Attribute: Changed Dataset

The percentage of [EMPLOYEES](#) leaving employment with the [ORGANISATION](#) within the [REPORTING PERIOD](#).

JOB ROLE CODE

Change to Attribute: Changed Description

A National Code for a [POSITION](#) applicable to an [EMPLOYEE](#).

National Codes:

01000 Medical and Dental

01001 Medical Director

01002 Clinical Director—Medical

01003 Professor

01004 Senior Lecturer

01005 [CONSULTANT](#)

01006 Dental surgeon acting as Hospital [CONSULTANT](#)

01007 Special salary scale in Public Health Medicine

01008 Associate Specialist (Closed to new entrants from 01 April 2008 or regrading from 01 April 2009)

01009 Staff Grade (Closed to new entrants 01 April 2008)

01010 Hospital Practitioner (Closed to new entrants)

01011 Clinical Assistant (Closed to new entrants)

01012 Specialist Registrar—Closed (Retired 01 April 2010)

01013 Senior House Officer—Closed (Retired 01 April 2010)

01014 House Officer—Pre-registration—Closed (Retired 01 April 2010)

01015 House Officer—Post registration—Closed (Retired 01 April 2010)

01016 Trust Grade Doctor—House Officer level—Closed (Retired 01 April 2010)

01017 Trust Grade Doctor—SHO level—Closed (Retired 01 April 2010)

01018 Trust Grade Doctor—Specialist Registrar level—Closed (Retired 01 April 2010)

01019 Trust Grade Doctor—Career Grade level

01020 Director of Public Health

01021 Clinical Medical Officer (Closed to new entrants)

01022 Senior Clinical Medical Officer (Closed to new entrants)

01023 'Other' Community Health Service

01024 [GENERAL DENTAL PRACTITIONER](#)

01025 [GENERAL MEDICAL PRACTITIONER](#)

01026 Salaried [GENERAL PRACTITIONER](#)

01027 Regional Dental Officer (Retired 01 October 2017)

01028 Clinical Director—Dental

01029 Dental Officer

01030 Senior Dental Officer

01031 Salaried Dental Practitioner

01032 Specialty Doctor

01033 Foundation Year 1

01034 Foundation Year 2

01035 Specialty Registrar

01036 Medical Student
 01037 Trust Grade Doctor – Specialty Registrar
 01038 Foundation Dentist
 01039 Associate Postgraduate Dean
 01040 Trust Grade Doctor – Foundation Level
 01041 GP Senior Partner
 01042 GP Partner/Provider
 01043 GP Retainer
 01044 GP Locum
 01045 Dental Core Trainee
 01046 Specialist Dentist
02000 Students
 02001 Student [NURSE](#) –Adult Branch
 02002 Student [NURSE](#) –Child Branch
 02003 Student [NURSE](#) –Mental Health Branch
 02004 Student [NURSE](#) –Learning Disabilities Branch
 02005 Student [MIDWIFE](#)
 02006 Student [Health Visitor](#)
 02007 Student District Nurse
 02008 Student [School Nurse](#)
 02009 Student Practice Nurse
 02010 Student [Occupational Health Nurse](#)
 02011 Student Community Children's Nurse
 02012 Student Mental Health Nurse
 02013 Student Learning Disabilities Nurse
 02014 Student [Chiropodist](#)
 02015 Student [Dietitian](#)
 02016 Student [Occupational Therapist](#)
 02017 Student [Orthoptist](#)
 02018 Student Physiotherapist
 02019 Student Radiographer – Diagnostic
 02020 Student Radiographer – Therapeutic
 02021 Student Speech and Language Therapist
 02022 Art, Music and Drama Student
 02023 Student Psychotherapist
 02024 Student [Social Worker](#)
 02025 Student Paramedic
 02026 Student Prosthetics and Orthotics
03000 Nursing and Midwifery Registered
 03001 Director of Nursing
 03002 Nurse Consultant
 03003 Nurse Manager
 03004 Modern Matron
 03005 Specialist Nurse Practitioner
 03006 Sister/Charge Nurse
 03007 Staff Nurse
 03008 [Enrolled Nurse](#)

03009 Midwife – Consultant
 03010 Midwife – Specialist Practitioner
 03011 Midwife – Manager
 03012 MIDWIFE – Sister/Charge Nurse (Retired 01 December 2012)
 03013 [MIDWIFE](#)
 03014 Community Practitioner
 03015 Community Nurse
 03016 Advanced Practitioner
 03017 Practice Nurse
 03018 Extended Role Practice Nurse
 03019 Practice Nurse Partner
 03020 Practice Research Nurse
 03021 Practice Nurse Dispenser
04000 Allied Health Professionals
 04001 Art Therapist
 04002 Art Therapist Consultant
 04003 Art Therapist Manager
 04004 Art Therapist Specialist Practitioner
 04005 [Chiropodist/Podiatrist](#)
 04006 [Chiropodist/Podiatrist](#) Consultant
 04007 [Chiropodist/Podiatrist](#) Manager
 04008 [Chiropodist/Podiatrist](#) Specialist Practitioner
 04009 [Dietitian](#)
 04010 [Dietitian](#) Consultant
 04011 [Dietitian](#) Manager
 04012 [Dietitian](#) Specialist Practitioner
 04013 Drama Therapist
 04014 Drama Therapist Consultant
 04015 Drama Therapist Manager
 04016 Drama Therapist Specialist Practitioner
 04017 Multi Therapist
 04018 Multi Therapist Consultant
 04019 Multi Therapist Manager
 04020 Multi Therapist Specialist Practitioner
 04021 Music Therapist
 04022 Music Therapist Consultant
 04023 Music Therapist Manager
 04024 Music Therapist Specialist Practitioner
 04025 [Occupational Therapist](#)
 04026 [Occupational Therapist](#) Consultant
 04027 [Occupational Therapist](#) Manager
 04028 [Occupational Therapist](#) Specialist Practitioner
 04029 [Orthoptist](#)
 04030 [Orthoptist](#) Consultant
 04031 [Orthoptist](#) Manager
 04032 [Orthoptist](#) Specialist Practitioner
 04033 [Orthotist](#)

04034 [Orthotist](#) Consultant
 04035 [Orthotist](#) Manager
 04036 [Orthotist](#) Specialist Practitioner
 04037 [Paramedic](#)
 04038 [Paramedic](#) Consultant
 04039 [Paramedic](#) Manager
 04040 [Paramedic](#) Specialist Practitioner
 04041 [Physiotherapist](#)
 04042 [Physiotherapist](#) Consultant
 04043 [Physiotherapist](#) Manager
 04044 [Physiotherapist](#) Specialist Practitioner
 04045 [Prosthetist](#)
 04046 [Prosthetist](#) Consultant
 04047 [Prosthetist](#) Manager
 04048 [Prosthetist](#) Specialist Practitioner
 04049 [Radiographer](#) –Diagnostic
 04050 [Radiographer](#) –Diagnostic, Consultant
 04051 [Radiographer](#) –Diagnostic, Manager
 04052 [Radiographer](#) –Diagnostic, Specialist Practitioner
 04053 [Radiographer](#) –Therapeutic
 04054 [Radiographer](#) –Therapeutic, Consultant
 04055 [Radiographer](#) –Therapeutic, Manager
 04056 [Radiographer](#) –Therapeutic, Specialist Practitioner
 04057 [Speech and Language Therapist](#)
 04058 [Speech and Language Therapist](#) Consultant
 04059 [Speech and Language Therapist](#) Manager
 04060 [Speech and Language Therapist](#) Specialist Practitioner
 04061 Advanced Practitioner
 04062 Emergency Care Practitioner
05000 Additional Professional, Scientific and Technical
 05001 Clinical Director
 05002 [OPTOMETRIST](#)
 05003 [Pharmacist](#)
 05004 Psychotherapist
 05005 Applied Psychologist—Clinical
 05006 Chaplain
 05007 [Social Worker](#)
 05008 Approved Social Worker (Retired 01 October 2017)
 05009 Youth Worker
 05010 Specialist Practitioner
 05011 Practitioner
 05012 Technician
 05013 [Osteopath](#)
 05014 High Intensity Therapist
 05015 Trainee High Intensity Therapist
 05016 Physician Assistant (Retired 01 January 2016)
 05017 Advanced Practitioner

05018 Physician Associate
 05019 Operating Department Practitioner
 05020 Social Care Manager
 05021 Manager
 05022 Approved Mental Health Professional
 05023 Trainee Clinical Psychologist
 05024 Trainee Counselling Psychologist
 05025 Trainee Health Psychologist
 05026 Trainee Other Applied Psychologist
 05027 Applied Psychologist—Counselling
 05028 Applied Psychologist—Educational
 05029 Applied Psychologist—Forensic
 05030 Applied Psychologist—Health
 05031 Applied Psychologist—Occupational
 05032 Applied Psychologist—Sport and Exercise
 05033 Applied Psychologist—Neuropsychologist
 05034 Counsellor
 05035 Social Worker—Psychological Therapist
 05036 Play Therapist
 05037 Family Therapist
 05038 Child and Adolescent Psychological Therapist or Psychotherapist
 05039 Surgical Care Practitioner
06000 Healthcare Scientists
 06001 [Clinical Scientist](#) (Retired 01 April 2013)
 06002 Consultant Healthcare Scientist
 06003 [Biomedical Scientist](#) (Retired 01 April 2013)
 06004 Technician (Retired 01 April 2013)
 06005 Therapist (Retired 01 April 2013)
 06006 Manager
 06007 Specialist Healthcare Scientist
 06008 Healthcare Scientist
 06009 Specialist Healthcare Science Practitioner
 06010 Healthcare Science Practitioner
07000 Additional Clinical Services
 07001 Health Care Support Worker
 07002 Social Care Support Worker
 07003 Home Help
 07004 Healthcare Assistant
 07005 Nursery Nurse
 07006 Play Therapist
 07007 Play Specialist
 07008 Technician
 07009 Technical Instructor
 07010 Assistant/Associate Practitioner
 07011 Counsellor
 07012 Assistant
 07013 Dental Surgery Assistant

07014 ~~Medical Laboratory Assistant (Retired 01 January 2016)~~
 07015 ~~Phlebotomist~~
 07016 ~~Cytoscreener~~
 07017 ~~Student Technician~~
 07018 ~~Trainee Scientist~~
 07019 ~~Trainee Practitioner~~
 07020 ~~Nursing Cadet~~
 07021 ~~Healthcare Cadet~~
 07022 ~~Pre-reg Pharmacist~~
 07023 ~~Assistant Psychologist~~
 07024 ~~Assistant Psychotherapist~~
 07025 ~~Call Operator~~
 07026 ~~Gateway Worker~~
 07027 ~~Support, Time, Recovery Worker~~
 07028 ~~Psychological Wellbeing Practitioner~~
 07029 ~~Trainee Psychological Wellbeing Practitioner~~
 07030 ~~Apprentice (Retired 01 January 2019)~~
 07031 ~~Assistant Practitioner Nursing~~
 07032 ~~Ambulance Care Assistant/Patient Transport Service Driver~~
 07033 ~~Emergency Care Assistant~~
 07034 ~~Emergency Care Practitioner (Retired 01 January 2019)~~
 07035 ~~Emergency Medical Dispatcher~~
 07036 ~~Healthcare Science Associate~~
 07037 ~~Healthcare Science Assistant~~
 07038 ~~Trainee Healthcare Scientist~~
 07039 ~~Trainee Healthcare Science Practitioner~~
 07040 ~~Trainee Healthcare Science Associate~~
 07041 ~~Analyst~~
 07042 ~~Emergency Call Handler~~
 07043 ~~Urgent Care Assistant~~
 07044 ~~Urgent Care Practitioner~~
 07045 ~~Employment Support Worker or Advisor~~
 07046 ~~Family Therapist~~
 07047 ~~Nursing Associate~~
 07048 ~~Trainee Nursing Associate~~
 07049 ~~Social Prescribing Link Worker~~
 07050 ~~Peer Support Worker~~
 07051 ~~Senior Peer Support Worker~~
 07052 ~~Children's Wellbeing Practitioner~~
 07053 ~~Trainee Children's Wellbeing Practitioner~~
 07054 ~~Education Mental Health Practitioner~~
 07055 ~~Trainee Education Mental Health Practitioner~~
08000 Administrative and Clerical
 08001 ~~Clerical Worker~~
 08002 ~~Receptionist~~
 08003 ~~Secretary~~
 08004 ~~Personal Assistant~~

08005 Medical Secretary
08006 Officer
08007 Manager
08009 Senior Manager
08010 Technician
08011 Accountant
08012 Librarian
08013 Interpreter
08014 Analyst
08015 Adviser
08016 Researcher
08017 Control Assistant
08018 Architect
08019 Lawyer
08020 Surveyor
08021 Chair
08022 Chief Executive
08023 Finance Director
08024 Other Executive Director
08025 Board Level director
08026 Non-executive Director
08027 Childcare Coordinator
08028 Apprentice (Retired 01 January 2019)
08029 Non-Emergency Call Handler
08030 Non-Emergency Medical Dispatcher
09000 Estates and Ancillary
09001 Support Worker
09002 Housekeeper
09003 Cook
09004 Porter
09005 Driver
09006 Telephonist
09007 Gardener/Groundsperson
09008 Technician
09009 Electrician
09010 Fitter
09011 Assistant
09012 Labourer
09013 Plumber
09014 Carpenter
09015 Bricklayer
09016 Painter/Decorator
09017 Work Analyst
09018 Chargehand
09019 Supervisor
09020 Engineer
09021 Building Officer

09022 Maintenance Craftsperson
 09023 Building Craftsperson
 09024 Mechanic
 09025 Apprentice (Retired 01 January 2019)
 09026 Cleaner
10000 Supplementary Roles
 10001 Assessor
 10002 Clinical Supervisor
 10003 Educational Supervisor
 10004 Tutor
 01001 Medical and Dental - Medical Director
 01002 Medical and Dental - Clinical Director - Medical
 01003 Medical and Dental - Professor
 01004 Medical and Dental - Senior Lecturer
 01005 Medical and Dental - CONSULTANT
 01006 Medical and Dental - Dental surgeon acting as Hospital CONSULTANT
 01007 Medical and Dental - Special salary scale in Public Health Medicine
 01008 Medical and Dental - Associate Specialist (Closed to new entrants from 01 April 2008 or regrading from 01 April 2009)
 01009 Medical and Dental - Staff Grade (Closed to new entrants 01 April 2008)
 01010 Medical and Dental - Hospital Practitioner (Closed to new entrants)
 01011 Medical and Dental - Clinical Assistant (Closed to new entrants)
 01012 Medical and Dental - Specialist Registrar - Closed (Retired 01 April 2010)
 01013 Medical and Dental - Senior House Officer - Closed (Retired 01 April 2010)
 01014 Medical and Dental - House Officer - Pre-registration - Closed (Retired 01 April 2010)
 01015 Medical and Dental - House Officer - Post-registration - Closed (Retired 01 April 2010)
 01016 Medical and Dental - Trust Grade Doctor - House Officer level - Closed (Retired 01 April 2010)
 01017 Medical and Dental - Trust Grade Doctor - SHO level - Closed (Retired 01 April 2010)
 01018 Medical and Dental - Trust Grade Doctor - Specialist Registrar level - Closed (Retired 01 April 2010)
 01019 Medical and Dental - Trust Grade Doctor - Career Grade level
 01020 Medical and Dental - Director of Public Health
 01021 Medical and Dental - Clinical Medical Officer (Closed to new entrants)
 01022 Medical and Dental - Senior Clinical Medical Officer (Closed to new entrants)
 01023 Medical and Dental - 'Other' Community Health Service
 01024 Medical and Dental - GENERAL DENTAL PRACTITIONER
 01025 Medical and Dental - GENERAL MEDICAL PRACTITIONER
 01026 Medical and Dental - Salaried GENERAL PRACTITIONER
 01027 Medical and Dental - Regional Dental Officer (Retired 01 October 2017)
 01028 Medical and Dental - Clinical Director - Dental
 01029 Medical and Dental - Dental Officer
 01030 Medical and Dental - Senior Dental Officer
 01031 Medical and Dental - Salaried Dental Practitioner
 01032 Medical and Dental - Specialty Doctor
 01033 Medical and Dental - Foundation Year 1
 01034 Medical and Dental - Foundation Year 2
 01035 Medical and Dental - Specialty Registrar

01036 Medical and Dental - Medical Student
 01037 Medical and Dental - Trust Grade Doctor - Specialty Registrar
 01038 Medical and Dental - Foundation Dentist
 01039 Medical and Dental - Associate Postgraduate Dean
 01040 Medical and Dental - Trust Grade Doctor - Foundation Level
 01041 Medical and Dental - GP Senior Partner
 01042 Medical and Dental - GP Partner/Provider
 01043 Medical and Dental - GP Retainer
 01044 Medical and Dental - GP Locum
 01045 Medical and Dental - Dental Core Trainee
 01046 Medical and Dental - Specialist Dentist
 02001 Students - Student NURSE - Adult Branch
 02002 Students - Student NURSE - Child Branch
 02003 Students - Student NURSE - Mental Health Branch
 02004 Students - Student NURSE - Learning Disabilities Branch
 02005 Students - Student MIDWIFE
 02006 Students - Student Health Visitor
 02007 Students - Student District Nurse
 02008 Students - Student School Nurse
 02009 Students - Student Practice Nurse
 02010 Students - Student Occupational Health Nurse
 02011 Students - Student Community Children's Nurse
 02012 Students - Student Mental Health Nurse
 02013 Students - Student Learning Disabilities Nurse
 02014 Students - Student Chiropodist
 02015 Students - Student Dietitian
 02016 Students - Student Occupational Therapist
 02017 Students - Student Orthoptist
 02018 Students - Student Physiotherapist
 02019 Students - Student Radiographer - Diagnostic
 02020 Students - Student Radiographer - Therapeutic
 02021 Students - Student Speech and Language Therapist
 02022 Students - Art, Music and Drama Student
 02023 Students - Student Psychotherapist
 02024 Students - Student Social Worker
 02025 Students - Student Paramedic
 02026 Students - Student Prosthetics and Orthotics
 02027 Students - Student Operating Department Practitioner
 02028 Students - Student Osteopath
 03001 Nursing and Midwifery Registered - Director of Nursing
 03002 Nursing and Midwifery Registered - Nurse Consultant
 03003 Nursing and Midwifery Registered - Nurse Manager
 03004 Nursing and Midwifery Registered - Modern Matron
 03005 Nursing and Midwifery Registered - Specialist Nurse Practitioner
 03006 Nursing and Midwifery Registered - Sister/Charge Nurse
 03007 Nursing and Midwifery Registered - Staff Nurse
 03008 Nursing and Midwifery Registered - Enrolled Nurse

03009 Nursing and Midwifery Registered - Midwife - Consultant
 03010 Nursing and Midwifery Registered - Midwife - Specialist Practitioner
 03011 Nursing and Midwifery Registered - Midwife - Manager
 03012 Nursing and Midwifery Registered - MIDWIFE - Sister/Charge Nurse (Retired 01 December 2012)
 03013 Nursing and Midwifery Registered - MIDWIFE
 03014 Nursing and Midwifery Registered - Community Practitioner
 03015 Nursing and Midwifery Registered - Community Nurse
 03016 Nursing and Midwifery Registered - Advanced Practitioner
 03017 Nursing and Midwifery Registered - Practice Nurse
 03018 Nursing and Midwifery Registered - Extended Role Practice Nurse
 03019 Nursing and Midwifery Registered - Practice Nurse Partner
 03020 Nursing and Midwifery Registered - Practice Research Nurse
 03021 Nursing and Midwifery Registered - Practice Nurse Dispenser
 03022 Nursing and Midwifery Registered - Surgical Care Practitioner
 04001 Allied Health Professionals - Art Therapist
 04002 Allied Health Professionals - Art Therapist Consultant
 04003 Allied Health Professionals - Art Therapist Manager
 04004 Allied Health Professionals - Art Therapist Specialist Practitioner
 04005 Allied Health Professionals - Chiropodist/Podiatrist
 04006 Allied Health Professionals - Chiropodist/Podiatrist Consultant
 04007 Allied Health Professionals - Chiropodist/Podiatrist Manager
 04008 Allied Health Professionals - Chiropodist/Podiatrist Specialist Practitioner
 04009 Allied Health Professionals - Dietitian
 04010 Allied Health Professionals - Dietitian Consultant
 04011 Allied Health Professionals - Dietitian Manager
 04012 Allied Health Professionals - Dietitian Specialist Practitioner
 04013 Allied Health Professionals - Dramatherapist
 04014 Allied Health Professionals - Dramatherapist Consultant
 04015 Allied Health Professionals - Dramatherapist Manager
 04016 Allied Health Professionals - Dramatherapist Specialist Practitioner
 04017 Allied Health Professionals - Multi Therapist
 04018 Allied Health Professionals - Multi Therapist Consultant
 04019 Allied Health Professionals - Multi Therapist Manager
 04020 Allied Health Professionals - Multi Therapist Specialist Practitioner
 04021 Allied Health Professionals - Music Therapist
 04022 Allied Health Professionals - Music Therapist Consultant
 04023 Allied Health Professionals - Music Therapist Manager
 04024 Allied Health Professionals - Music Therapist Specialist Practitioner
 04025 Allied Health Professionals - Occupational Therapist
 04026 Allied Health Professionals - Occupational Therapist Consultant
 04027 Allied Health Professionals - Occupational Therapist Manager
 04028 Allied Health Professionals - Occupational Therapist Specialist Practitioner
 04029 Allied Health Professionals - Orthoptist
 04030 Allied Health Professionals - Orthoptist Consultant
 04031 Allied Health Professionals - Orthoptist Manager
 04032 Allied Health Professionals - Orthoptist Specialist Practitioner
 04033 Allied Health Professionals - Orthotist

04034 Allied Health Professionals - Orthotist Consultant

04035 Allied Health Professionals - Orthotist Manager

04036 Allied Health Professionals - Orthotist Specialist Practitioner

04037 Allied Health Professionals - Paramedic

04038 Allied Health Professionals - Paramedic Consultant

04039 Allied Health Professionals - Paramedic Manager

04040 Allied Health Professionals - Paramedic Specialist Practitioner

04041 Allied Health Professionals - Physiotherapist

04042 Allied Health Professionals - Physiotherapist Consultant

04043 Allied Health Professionals - Physiotherapist Manager

04044 Allied Health Professionals - Physiotherapist Specialist Practitioner

04045 Allied Health Professionals - Prosthetist

04046 Allied Health Professionals - Prosthetist Consultant

04047 Allied Health Professionals - Prosthetist Manager

04048 Allied Health Professionals - Prosthetist Specialist Practitioner

04049 Allied Health Professionals - Radiographer - Diagnostic

04050 Allied Health Professionals - Radiographer - Diagnostic, Consultant

04051 Allied Health Professionals - Radiographer - Diagnostic, Manager

04052 Allied Health Professionals - Radiographer - Diagnostic, Specialist Practitioner

04053 Allied Health Professionals - Radiographer - Therapeutic

04054 Allied Health Professionals - Radiographer - Therapeutic, Consultant

04055 Allied Health Professionals - Radiographer - Therapeutic, Manager

04056 Allied Health Professionals - Radiographer - Therapeutic, Specialist Practitioner

04057 Allied Health Professionals - Speech and Language Therapist

04058 Allied Health Professionals - Speech and Language Therapist Consultant

04059 Allied Health Professionals - Speech and Language Therapist Manager

04060 Allied Health Professionals - Speech and Language Therapist Specialist Practitioner

04061 Allied Health Professionals - Advanced Practitioner

04062 Allied Health Professionals - Emergency Care Practitioner

04067 Allied Health Professionals - Operating Department Practitioner

04063 Allied Health Professionals - Operating Department Practitioner Manager

04064 Allied Health Professionals - Operating Department Practitioner Specialist Practitioner

04069 Allied Health Professionals - Surgical Care Practitioner

04068 Allied Health Professionals - Osteopath

04065 Allied Health Professionals - Osteopath Manager

04066 Allied Health Professionals - Osteopath Specialist Practitioner

05001 Additional Professional Scientific and Technical - Clinical Director

05002 Additional Professional Scientific and Technical - OPTOMETRIST

05003 Additional Professional Scientific and Technical - Pharmacist

05004 Additional Professional Scientific and Technical - Psychotherapist

05005 Additional Professional Scientific and Technical - Applied Psychologist - Clinical

05006 Additional Professional Scientific and Technical - Chaplain

05007 Additional Professional Scientific and Technical - Social Worker

05008 Additional Professional Scientific and Technical - Approved Social Worker (Retired 01 October 2017)

05009 Additional Professional Scientific and Technical - Youth Worker

05010 Additional Professional Scientific and Technical - Specialist Practitioner

05011 Additional Professional Scientific and Technical - Practitioner

05012 Additional Professional Scientific and Technical - Technician
 05014 Additional Professional Scientific and Technical - High Intensity Therapist
 05015 Additional Professional Scientific and Technical - Trainee High Intensity Therapist
 05016 Additional Professional Scientific and Technical - Physician Assistant (Retired 01 January 2016)
 05017 Additional Professional Scientific and Technical - Advanced Practitioner
 05018 Additional Professional Scientific and Technical - Physician Associate
 05020 Additional Professional Scientific and Technical - Social Care Manager
 05021 Additional Professional Scientific and Technical - Manager
 05022 Additional Professional Scientific and Technical - Approved Mental Health Professional
 05023 Additional Professional Scientific and Technical - Trainee Clinical Psychologist
 05024 Additional Professional Scientific and Technical - Trainee Counselling Psychologist
 05025 Additional Professional Scientific and Technical - Trainee Health Psychologist
 05026 Additional Professional Scientific and Technical - Trainee Other Applied Psychologist
 05027 Additional Professional Scientific and Technical - Applied Psychologist – Counselling
 05028 Additional Professional Scientific and Technical - Applied Psychologist – Educational
 05029 Additional Professional Scientific and Technical - Applied Psychologist – Forensic
 05030 Additional Professional Scientific and Technical - Applied Psychologist – Health
 05031 Additional Professional Scientific and Technical - Applied Psychologist – Occupational
 05032 Additional Professional Scientific and Technical - Applied Psychologist – Sport and Exercise
 05033 Additional Professional Scientific and Technical - Applied Psychologist – Neuropsychologist
 05034 Additional Professional Scientific and Technical - Counsellor
 05035 Additional Professional Scientific and Technical - Social Worker - Psychological Therapist
 05036 Additional Professional Scientific and Technical - Play Therapist
 05037 Additional Professional Scientific and Technical - Family Therapist
 05038 Additional Professional Scientific and Technical - Child and Adolescent Psychological Therapist or Psychotherapist
 05040 Additional Professional Scientific and Technical - Anaesthesia Associate
 06001 Healthcare Scientists - Clinical Scientist (Retired 01 April 2013)
 06002 Healthcare Scientists - Consultant Healthcare Scientist
 06003 Healthcare Scientists - Biomedical Scientist (Retired 01 April 2013)
 06004 Healthcare Scientists - Technician (Retired 01 April 2013)
 06005 Healthcare Scientists - Therapist (Retired 01 April 2013)
 06006 Healthcare Scientists - Manager
 06007 Healthcare Scientists - Specialist Healthcare Scientist
 06008 Healthcare Scientists - Healthcare Scientist
 06009 Healthcare Scientists - Specialist Healthcare Science Practitioner
 06010 Healthcare Scientists - Healthcare Science Practitioner
 07001 Additional Clinical Services - Health Care Support Worker
 07002 Additional Clinical Services - Social Care Support Worker
 07003 Additional Clinical Services - Home Help
 07004 Additional Clinical Services - Healthcare Assistant
 07005 Additional Clinical Services - Nursery Nurse
 07006 Additional Clinical Services - Play Therapist
 07007 Additional Clinical Services - Play Specialist
 07008 Additional Clinical Services - Technician
 07009 Additional Clinical Services - Technical Instructor
 07010 Additional Clinical Services - Assistant/Associate Practitioner

07011 Additional Clinical Services - Counsellor
07012 Additional Clinical Services - Assistant
07013 Additional Clinical Services - Dental Surgery Assistant
07014 Additional Clinical Services - Medical Laboratory Assistant (Retired 01 January 2016)
07015 Additional Clinical Services - Phlebotomist
07016 Additional Clinical Services - Cytoscreener
07017 Additional Clinical Services - Student Technician
07018 Additional Clinical Services - Trainee Scientist
07019 Additional Clinical Services - Trainee Practitioner
07020 Additional Clinical Services - Nursing Cadet
07021 Additional Clinical Services - Healthcare Cadet
07022 Additional Clinical Services - Pre-reg Pharmacist
07023 Additional Clinical Services - Assistant Psychologist
07024 Additional Clinical Services - Assistant Psychotherapist
07025 Additional Clinical Services - Call Operator
07026 Additional Clinical Services - Gateway Worker
07027 Additional Clinical Services - Support, Time, Recovery Worker
07028 Additional Clinical Services - Psychological Wellbeing Practitioner
07029 Additional Clinical Services - Trainee Psychological Wellbeing Practitioner
07030 Additional Clinical Services - Apprentice (Retired 01 January 2019)
07031 Additional Clinical Services - Assistant Practitioner Nursing
07032 Additional Clinical Services - Ambulance Care Assistant/Patient Transport Service Driver
07033 Additional Clinical Services - Emergency Care Assistant
07034 Additional Clinical Services - Emergency Care Practitioner (Retired 01 January 2019)
07035 Additional Clinical Services - Emergency Medical Dispatcher
07036 Additional Clinical Services - Healthcare Science Associate
07037 Additional Clinical Services - Healthcare Science Assistant
07038 Additional Clinical Services - Trainee Healthcare Scientist
07039 Additional Clinical Services - Trainee Healthcare Science Practitioner
07040 Additional Clinical Services - Trainee Healthcare Science Associate
07041 Additional Clinical Services - Analyst
07042 Additional Clinical Services - Emergency Call Handler
07043 Additional Clinical Services - Urgent Care Assistant
07044 Additional Clinical Services - Urgent Care Practitioner
07045 Additional Clinical Services - Employment Support Worker or Advisor
07046 Additional Clinical Services - Family Therapist
07047 Additional Clinical Services - Nursing Associate
07048 Additional Clinical Services - Trainee Nursing Associate
07049 Additional Clinical Services - Social Prescribing Link Worker
07050 Additional Clinical Services - Peer Support Worker
07051 Additional Clinical Services - Senior Peer Support Worker
07052 Additional Clinical Services - Children's Wellbeing Practitioner
07053 Additional Clinical Services - Trainee Children's Wellbeing Practitioner
07054 Additional Clinical Services - Education Mental Health Practitioner
07055 Additional Clinical Services - Trainee Education Mental Health Practitioner
07056 Additional Clinical Services - Maternity Support Worker
07057 Additional Clinical Services - Health and Wellbeing Coach

07058 Additional Clinical Services - Care Coordinator
08001 Administrative and Clerical - Clerical Worker
08002 Administrative and Clerical - Receptionist
08003 Administrative and Clerical - Secretary
08004 Administrative and Clerical - Personal Assistant
08005 Administrative and Clerical - Medical Secretary
08006 Administrative and Clerical - Officer
08007 Administrative and Clerical - Manager
08009 Administrative and Clerical - Senior Manager
08010 Administrative and Clerical - Technician
08011 Administrative and Clerical - Accountant
08012 Administrative and Clerical - Librarian (Retired 30 June 2021)
08013 Administrative and Clerical - Interpreter
08014 Administrative and Clerical - Analyst
08015 Administrative and Clerical - Adviser
08016 Administrative and Clerical - Researcher
08017 Administrative and Clerical - Control Assistant
08018 Administrative and Clerical - Architect
08019 Administrative and Clerical - Lawyer
08020 Administrative and Clerical - Surveyor
08021 Administrative and Clerical - Chair
08022 Administrative and Clerical - Chief Executive
08023 Administrative and Clerical - Finance Director
08024 Administrative and Clerical - Other Executive Director
08025 Administrative and Clerical - Board Level director
08026 Administrative and Clerical - Non-executive Director
08027 Administrative and Clerical - Childcare Coordinator
08028 Administrative and Clerical - Apprentice (Retired 01 January 2019)
08029 Administrative and Clerical - Non-Emergency Call Handler
08030 Administrative and Clerical - Non-Emergency Medical Dispatcher
08031 Administrative and Clerical - Library and Knowledge Services Professional
08032 Administrative and Clerical - Library and Knowledge Services Paraprofessional
09001 Estates and Ancillary - Support Worker
09002 Estates and Ancillary - Housekeeper
09003 Estates and Ancillary - Cook
09004 Estates and Ancillary - Porter
09005 Estates and Ancillary - Driver
09006 Estates and Ancillary - Telephonist
09007 Estates and Ancillary - Gardener/Groundsperson
09008 Estates and Ancillary - Technician
09009 Estates and Ancillary - Electrician
09010 Estates and Ancillary - Fitter
09011 Estates and Ancillary - Assistant
09012 Estates and Ancillary - Labourer
09013 Estates and Ancillary - Plumber
09014 Estates and Ancillary - Carpenter
09015 Estates and Ancillary - Bricklayer

09016 Estates and Ancillary - Painter/Decorator
09017 Estates and Ancillary - Work Analyst
09018 Estates and Ancillary - Chargehand
09019 Estates and Ancillary - Supervisor
09020 Estates and Ancillary - Engineer
09021 Estates and Ancillary - Building Officer
09022 Estates and Ancillary - Maintenance Craftsperson
09023 Estates and Ancillary - Building Craftsperson
09024 Estates and Ancillary - Mechanic
09025 Estates and Ancillary - Apprentice (Retired 01 January 2019)
09026 Estates and Ancillary - Cleaner
10001 Supplementary Role - Assessor
10002 Supplementary Role - Clinical Supervisor
10003 Supplementary Role - Educational Supervisor
10004 Supplementary Role - Tutor

JOB ROLE TITLE

Change to Attribute: Changed Dataset

The title of a job role for a [POSITION](#).

NATIONAL INSURANCE NUMBER

Change to Attribute: Changed Dataset

The National Insurance Number is a reference number that is issued to a [PERSON](#) by the Department for Work and Pensions (DWP) / HM Revenue and Customs (HMRC) for participants in the National Insurance Scheme.

Note:

This was [e-GIF](#) approved for use in NHS England.

[e-GIF](#) and the [Government Data Standards Catalogue](#) **have been archived** and are available for reference only.

NHS OCCUPATION CODE

Change to Attribute: Changed Dataset

An [NHS OCCUPATION CODE](#) for an [EMPLOYEE](#) filling a [POSITION](#).

The [NHS OCCUPATION CODES](#) are maintained by [NHS Digital](#), on behalf of the [Department of Health and Social Care](#) and can be viewed in the [NHS Occupation Code Manual](#).

NHS OCCUPATION CODE DESCRIPTION

Change to Attribute: Changed Dataset

The text description or name of an [NHS OCCUPATION CODE](#).

ORGANISATION IDENTIFIER

Change to Attribute: Changed Dataset

A unique identifier for an [ORGANISATION](#).

Note:

- [ORGANISATION IDENTIFIERS](#) are governed by the fundamental standard for "Health and Social Care Organisation Reference Data" (HSC Org Ref Data).
- The standard only relates to [ORGANISATION IDENTIFIERS](#) which are maintained and published by the [Organisation Data Service \(ODS\)](#). See [Health and Social Care Organisation Reference Data](#).

The Format/Length of a published code for an [ORGANISATION](#) is min an3 max an8.

ORGANISATION NAME

Change to Attribute: Changed Dataset

The name by which an [ORGANISATION](#) wishes to be known or the official name given to an [ORGANISATION](#).

ORGANISATION SITE IDENTIFIER

Change to Attribute: Changed Dataset

A unique identifier for an [ORGANISATION SITE](#).

Note:

- [ORGANISATION SITE IDENTIFIERS](#) are governed by the fundamental standard for "Health and Social Care Organisation Reference Data" (HSC Org Ref Data).
- The standard only relates to [ORGANISATION SITE IDENTIFIERS](#) which are maintained and published by the [Organisation Data Service \(ODS\)](#). See [Health and Social Care Organisation Reference Data](#).

The Format/Length of a published code for an [ORGANISATION SITE](#) is min an5 max an9.

ORGANISATION SITE NAME

Change to Attribute: Changed Dataset

The name of an [ORGANISATION SITE](#).

PAYSCALE CODE

Change to Attribute: Changed Dataset

A unique code of a [PAYSCALE](#).

PAYSCALE DESCRIPTION

Change to Attribute: Changed Dataset

A description of a [PAYSCALE CODE](#) applicable to a [PAYSCALE](#).

PAYSCALE SPINE POINT

Change to Attribute: Changed Dataset

A unique identifier of a [PAYSCALE](#) spine point.

PAYSCALE TYPE

Change to Attribute: Changed Dataset

An indication of whether a [PAYSCALE](#) is associated with a national or a local negotiating body.

National Codes:

- 01 National
- 02 Local

PERSON AGE

Change to Attribute: Changed Dataset

The age in years of the [PERSON](#).

PERSON BIRTH DATE

Change to Attribute: Changed Dataset

The date on which a [PERSON](#) was born or is officially deemed to have been born.

Note:

This was [e-GIF](#) approved for use in NHS England.

[e-GIF](#) and the [Government Data Standards Catalogue](#) **have been archived** and are available for reference only.

PERSON NAME WORD TEXT

Change to Attribute: Changed Dataset

The character or string of characters comprising an element of a [PERSON](#)'s name which has been recorded for at least one [PERSON](#) (e.g. 'Dr', 'John', 'Smith').

This can be a [PERSON NAME STRUCTURED](#) or [PERSON NAME UNSTRUCTURED](#).

PERSON STATED GENDER CODE

Change to Attribute: Changed Dataset

The gender of a [PERSON](#).

[PERSON STATED GENDER CODE](#) is self declared or inferred by observation for those unable to declare their [PERSON STATED GENDER](#).

National Codes:

- 1 Male
- 2 Female
- 9 Indeterminate (unable to be classified as either male or female)

[PERSON GENDER CODE](#) will be replaced with [PERSON STATED GENDER CODE](#) or [PERSON PHENOTYPIC SEX CLASSIFICATION](#), which is the most recent approved national information standard to describe the required definition.

PERSON STATED NATIONALITY

Change to Attribute: Changed Dataset

The [NATIONALITY](#) of a [PERSON](#), as specified by a [PERSON](#).

For the [National Workforce Data Set](#), the codes are provided by [NHS Digital](#) and can be found in the [National Workforce Data Set v2.8 Data Set Specification](#) document on the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) and NHS occupation codes](#).

PERSON STATED SEXUAL ORIENTATION CODE

Change to Attribute: Changed Dataset

The [PERSON STATED SEXUAL ORIENTATION](#) of a [PERSON](#).

[PERSON STATED SEXUAL ORIENTATION CODE](#) is aligned with descriptors for "Sexual orientation findings" in [SNOMED CT](#)® as follows:

[SNOMED CT Refset](#) Metadata:

- [Refset](#) FSN: Sexual orientation findings simple reference set (foundation metadata concept)
- [Refset](#) Id: 999003081000000103

For further details relating to the [SNOMED CT Refset](#) Metadata, see the [Data Dictionary for Care \(DD4C\)](#) website at: [Sexual orientation findings](#).

National Codes:

- 1 Heterosexual or Straight
- 2 Gay or Lesbian
- 3 Bisexual
- 4 Other sexual orientation not listed
- U [PERSON](#) asked and does not know or is not sure
- Z Not Stated ([PERSON](#) asked but declined to provide a response)

POSITION BUDGETED FULL TIME EQUIVALENT

Change to Attribute: Changed Dataset

The authorised Contracted Full Time Equivalent (FTE) budgeted for a [POSITION](#).

This may also be known as the 'Authorised' or 'Planned' FTE or 'Establishment'.

It describes the authorised amount of time which may be contracted for a [POSITION](#). This may be greater than, less than or equal to 1.

If related to funding, the FTE may be 'Paid' rather than 'Contracted'. Each grade, and the amount of FTE within each grade, is added together to calculate the Budgeted FTE for the block.

POSITION CONTRACTED FULL TIME EQUIVALENT

Change to Attribute: Changed Dataset

The Full Time Equivalent (FTE) of contracted time for a [POSITION](#) based upon the [EMPLOYMENT CONTRACTS](#) of all [EMPLOYEES](#) employed in the [POSITION](#).

POSITION FTE VARIANCE

Change to Attribute: Changed Dataset

The calculation of the difference between [POSITION CONTRACTED FULL TIME EQUIVALENT](#) and [POSITION BUDGETED FULL TIME EQUIVALENT](#).

The calculated value for [POSITION FTE VARIANCE](#) may be negative.

POSITION IDENTIFIER

Change to Attribute: Changed Dataset

A unique identifier of a [POSITION](#) within an [ORGANISATION](#).

POSITION INTERNATIONAL RECRUITMENT INDICATOR

Change to Attribute: Changed Dataset

An indication of whether a [POSITION](#) is suitable for recruitment outside of the United Kingdom.

National Codes:

- 01 Yes - the [POSITION](#) is suitable
- 02 No - the [POSITION](#) is not suitable

POSITION ROTA PATTERN TYPE

Change to Attribute: Changed Dataset

The type of rota pattern applicable to a [POSITION](#).

Note: this is only applicable to Medical and Dental Staff.

National Codes:

- 01 On Call
- 02 Partial Shift
- 03 Full shift
- 04 24 Hour Partial Shift
- 05 Hybrid

POSITION SHIFT TYPE

Change to Attribute: Changed Dataset

The type of shift (time of day or night) which is required or agreed to be worked.

National Codes:

- 01 Early/Morning
- 02 Late/Afternoon
- 03 Twilight/Evening
- 04 Night

- 05 Long
- 98 Other (not listed)

POSITION STATUS

Change to Attribute: Changed Dataset

The status of a [POSITION](#), in terms of whether it is filled by an [EMPLOYEE](#).

National Codes:

- 01 Closed
- 02 Suspended
- 03 New
- 04 Zero budget
- 05 Occupied
- 06 Vacant

POSITION STATUS EFFECTIVE DATE

Change to Attribute: Changed Dataset

The date on which a [POSITION STATUS](#) came into effect for a [POSITION](#).

POSITION VACANCY END DATE

Change to Attribute: Changed Dataset

The date on which an [ORGANISATION](#) stops active recruitment for the [POSITION VACANCY](#) either through a candidate accepting an offer to take-up the [POSITION](#), or through abandoning the recruitment process for the [POSITION](#).

POSITION VACANCY FULL TIME EQUIVALENT

Change to Attribute: Changed Dataset

The Full Time Equivalent (FTE) of contracted time for a [POSITION VACANCY](#).

POSITION VACANCY IDENTIFIER

Change to Attribute: Changed Dataset

A unique identifier of a [POSITION VACANCY](#) in an [ORGANISATION](#).

POSITION VACANCY START DATE

Change to Attribute: Changed Dataset

The date on which an [ORGANISATION](#) starts active recruitment for a [POSITION VACANCY](#).

POSITION VACANCY STATUS

Change to Attribute: Changed Dataset

[POSITION VACANCY STATUS](#) is the vacancy status of a [POSITION VACANCY](#) where the [POSITION STATUS](#) is National Code 06 'Vacant'.

National Codes:

- 01 Open
 - 02 Approved
 - 03 Hold
 - 04 Pending
 - 05 Rejected
 - 06 Unapproved
 - 07 Suspended
 - 08 Terminated
 - 09 Filled
 - 10 Closed
 - 11 Open Following Previous Unsuccessful Attempt
 - 12 Partially Filled
-

POSITION WORKED FTE IN REPORTING PERIOD

Change to Attribute: Changed Dataset

The amount of time worked by an [EMPLOYEE](#) in a given [POSITION](#) over a period of time,

POSTCODE

Change to Attribute: Changed Dataset

The code assigned by Royal Mail to identify postal delivery areas across the United Kingdom.

[POSTCODES](#) may also be used to identify a [GEOGRAPHIC AREA](#).

Note:

This was [e-GIF](#) approved for use in NHS England.

[e-GIF](#) and the [Government Data Standards Catalogue](#) **have been archived** and are available for reference only.

PROFESSIONAL REGISTRATION BODY CODE

Change to Attribute: Changed Dataset

A code which identifies the [PROFESSIONAL REGISTRATION BODY](#).

Notes:

- The National Code description for 05 '[Social Care Wales](#)' has been updated as a result of the work undertaken for the development of the [National Workforce Data Set](#). The [Maternity Services Data Set](#) specification will be updated in the next version of the Information Standards where it is not already correct.
- National Code 17 '[General Osteopathic Council](#)' is **not** valid for use in the [Maternity Services Data Set](#).
- National Code 18 '[Social Work England](#)' is **not** valid for use in the [Community Services Data Set](#), [Maternity Services Data Set](#) and [Mental Health Services Data Set](#).

National Codes:

- | | |
|----|--|
| 01 | General Chiropractic Council |
| 02 | General Dental Council |
| 03 | General Medical Council |
| 04 | General Optical Council |
| 05 | Social Care Wales |
| 06 | Scottish Social Services Council (Retired 01 April 2013) |
| 07 | General Social Care Council (for England) (Retired 01 August 2012) |
| 08 | Health and Care Professions Council |
| 09 | Nursing and Midwifery Council |
| 10 | Royal Pharmaceutical Society (Retired 27 September 2010) |
| 11 | British Psychological Society (Retired 01 October 2017) |
| 12 | Association for Operating Department Practitioners (Retired January 2015) |
| 13 | Association of Chartered Certified Accountants (Retired 01 October 2017) |
| 14 | Chartered Institute of Personnel and Development (Retired 01 October 2017) |
| 15 | Chartered Institute of Management Accountants (Retired 01 October 2017) |
| 16 | General Pharmaceutical Council |
| 17 | General Osteopathic Council |
| 18 | Social Work England |

PROFESSIONAL REGISTRATION ENTRY IDENTIFIER

Change to Attribute: Changed Dataset

The registration identifier allocated by an [ORGANISATION](#).

Examples include:

- [GENERAL DENTAL COUNCIL REGISTRATION NUMBER](#)
- [GENERAL MEDICAL COUNCIL REFERENCE NUMBER](#).

PROFESSIONAL REGISTRATION EXPIRY DATE

Change to Attribute: Changed Dataset

The date on which a [PROFESSIONAL REGISTRATION](#) expires or becomes invalid.

PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE

Change to Attribute: Changed Dataset

The date of the first membership registration of a [PROFESSIONAL REGISTRATION](#).

PROFESSIONAL REGISTRATION STATUS

Change to Attribute: Changed Dataset

The status of a [PROFESSIONAL REGISTRATION](#) of a [PERSON](#).

[PROFESSIONAL REGISTRATION STATUS](#) is derived by comparing the [PROFESSIONAL REGISTRATION EXPIRY DATE](#) of the [PROFESSIONAL REGISTRATION](#) with the [REPORTING PERIOD END DATE](#).

If the [PROFESSIONAL REGISTRATION EXPIRY DATE](#) is on or after the [REPORTING PERIOD END DATE](#) then the [PROFESSIONAL REGISTRATION](#) is National Code 'Active' otherwise it is classified as expired.

National Codes:

- 01 Valid (Retired 01 October 2017)
- 02 Expired
- 03 Active

PROFESSIONAL REGISTRATION TYPE

Change to Attribute: Changed Dataset

The type of [PROFESSIONAL REGISTRATION](#).

National Codes:

- 01 Association of Chartered Certified Accountants (ACCA) - Affiliate Membership (Retired 01 October 2017)
- 02 Association of Chartered Certified Accountants (ACCA) - Full Membership (Retired 01 October 2017)
- 03 Chartered Institute of Management Accountants (CIMA) - ACMA (Associate Membership) (Retired 01 October 2017)
- 04 Chartered Institute of Management Accountants (CIMA) - FCMA (Full Membership) (Retired 01 October 2017)
- 05 Chartered Institute of Management Accountants (CIMA) - Passed Finalist (Retired 01 October 2017)
- 06

- Chartered Institute of Management Accountants (CIMA) - Student (Retired 01 October 2017)
- 07 Chartered Institute of Personnel and Development (CIPD) - Associate Member (Retired 01 October 2017)
- 08 Chartered Institute of Personnel and Development (CIPD) - Companion (Retired 01 October 2017)
- 09 Chartered Institute of Personnel and Development (CIPD) - Fellow (Retired 01 October 2017)
- 10 Chartered Institute of Personnel and Development (CIPD) - Graduate Member (Retired 01 October 2017)
- 11 Chartered Institute of Personnel and Development (CIPD) - Licentiate Member (Retired 01 October 2017)
- 12 Chartered Institute of Personnel and Development (CIPD) - Member (Retired 01 October 2017)
- 13 [General Dental Council \(GDC\)](#) - Full
- 14 [General Dental Council \(GDC\)](#) - Temporary
- 15 [General Medical Council \(GMC\)](#) - Full
- 16 [General Medical Council \(GMC\)](#) - Limited
- 17 [General Medical Council \(GMC\)](#) - Provisional
- 18 [General Medical Council \(GMC\)](#) - Temporary
- 19 [Health and Care Professions Council \(HCPC\)](#) - [Arts Therapist](#)
- 20 [Health and Care Professions Council \(HCPC\)](#) - [Chiropodist/ Podiatrist](#)
- 21 [Health and Care Professions Council \(HCPC\)](#) - [Clinical Scientist](#)
- 22 [Health and Care Professions Council \(HCPC\)](#) - [Dietitian](#)
- 23 [Health and Care Professions Council \(HCPC\)](#) - [Biomedical Scientist](#)
- 24 [Health and Care Professions Council \(HCPC\)](#) - [Occupational Therapist](#)
- 25 [Health and Care Professions Council \(HCPC\)](#) - [Operating Department Practitioner](#)
- 26 [Health and Care Professions Council \(HCPC\)](#) - [Orthoptist](#)
- 27 [Health and Care Professions Council \(HCPC\)](#) - [Paramedic](#)
- 28 [Health and Care Professions Council \(HCPC\)](#) - [Physiotherapist](#)
- 29 [Health and Care Professions Council \(HCPC\)](#) - [Prosthetist/ Orthotist](#)
- 30 [Health and Care Professions Council \(HCPC\)](#) - [Radiographer](#)
- 31 [Health and Care Professions Council \(HCPC\)](#) - [Speech and Language Therapist](#)
- 32 [Nursing and Midwifery Council \(NMC\)](#) - [MIDWIFE](#)
- 33 [Nursing and Midwifery Council \(NMC\)](#) - [NURSE \(Level One Nurse\)](#)
- 34 [Nursing and Midwifery Council \(NMC\)](#) - [NURSE \(Level Two Nurse\)](#)
- 35 [Nursing and Midwifery Council \(NMC\)](#) - [Specialist Community Public Health Nurse](#)
- 36 [Nursing and Midwifery Council \(NMC\)](#) - [NURSE](#)
- 37 General Social Care Council (GSCC)/ Scottish Social Services Council (SSSC)/ Care Council for Wales (CCW) - Social Worker (Retired 01 December 2012)
- 38 Health and Care Professions Council (HCPC) - Social Worker in England (Retired 02 December 2019)
- 39 Health and Care Professions Council (HCPC) - Registered Student (Retired 01 April 2013)
- 40 [Health and Care Professions Council \(HCPC\)](#) - [Hearing Aid Dispenser](#)
- 41 [Health and Care Professions Council \(HCPC\)](#) - [Practitioner Psychologist](#)
- 42 [Social Care Wales \(SCW\)](#) - Part 1 - [Social Workers](#)
- 43 [Social Care Wales \(SCW\)](#) - Part 2 - [Social Care Workers](#)
- 44 [General Pharmaceutical Council \(GPhC\)](#) - [Pharmacist](#)
- 45 [General Pharmaceutical Council \(GPhC\)](#) - [Pharmacist Technician](#)

46 [General Pharmaceutical Council \(GPhC\)](#) - Registered Student

47 [Social Work England](#) - [Social Worker](#) in England

QUALIFICATION SUBJECT AREA

Change to Attribute: Changed Dataset

The subject area covered by a [QUALIFICATION](#).

National Codes:

- 01 Academic subjects at a high level, for example Mathematics
- 02 Specialties and sub-specialties recognised by the Postgraduate Medical Education and Training Board (PMETB) for specialist training
- 03 The recognised branches of training for [NURSES](#) or [MIDWIVES](#)

QUALIFICATION TITLE

Change to Attribute: Changed Dataset

The title or name of a [QUALIFICATION](#).

QUALIFICATION TYPE

Change to Attribute: Changed Dataset, Description

A recognised [QUALIFICATION](#) or award which can be held by a [PERSON](#); or for which training can be undertaken.

The qualification or award can be gained through formal academic and professional [EMPLOYEE TRAINING ACTIVITIES](#).

National Codes:

- 01 A/S Level
- 02 A Level
- 03 Certificate
- 04 Certificate of Completion of Training (CCT) - Specialist Training
- 05 Foundation Degree
- 06 Further Medical
- 07 Further Professional
- 08 GCSE
- 09 Certificate of Completion of Training (CCT) - General Practitioner Training
- 10 Higher National Diploma (HND)
- 11 Bachelors Degree
- 12 Bachelors Degree Honours
- 13 Diploma
- 14 English National Board (ENB)

- 15 European Computer Driving Licence (ECDL)
- 16 Ordinary National Diploma (OND)
- 17 Higher National Certificate (HNC)
- 18 Ordinary National Certificate (ONC)
- 19 Post Graduate Diploma
- 20 Masters Degree
- 21 S/NVQ - Level 1
- 22 S/NVQ - Level 2
- 23 S/NVQ - Level 3
- 24 S/NVQ - Level 4
- 25 S/NVQ - Level 5
- 26 S/NVQ - Other
- 27 O Level
- 28 Certificate in Secondary Education (CSE)
- 29 PhD (Doctorate)
- 30 GNVQ (General National Vocational Qualification)
- 31 T Level
- 98 Other (not listed)

REASON FOR EMPLOYEE FIXED TERM OR TEMPORARY EMPLOYMENT CONTRACT

Change to Attribute: New Attribute

The reason that an **EMPLOYEE** was employed under an **EMPLOYMENT CONTRACT TYPE** National Code '*Fixed Term/Temporary*'.

National Codes:

- 01 Business Development
- 02 Covering Maternity Leave
- 03 Covering Other Absence
- 04 Covering Sickness
- 05 Covering Vacancy
- 06 Limited Registration
- 07 Limited Term Project
- 08 Organisational Change
- 09 Retirement Age
- 10 Short Term Funding
- 11 Training Contract - Dean App Trainee
- 12 Training Contract - Trst Trainee Prog
- 13 Training Contract
- 14 Training Contract - LAS
- 15 Training Contract - LAT
- 16 Visa
- 17 Work Permit

This attribute is also known by these names:

Context	Alias
plural	REASONS FOR EMPLOYEE FIXED TERM OR TEMPORARY EMPLOYMENT CONTRACT

REASON FOR EMPLOYEE FIXED TERM OR TEMPORARY EMPLOYMENT CONTRACT

Change to Attribute: New Attribute

REASON FOR EMPLOYEE FIXED TERM OR TEMPORARY EMPLOYMENT CONTRACT

Data Elements:

REASON FOR EMPLOYEE FIXED TERM OR TEMPORARY EMPLOYMENT CONTRACT

STAFF GROUP

Change to Attribute: Changed Dataset

A grouping of related [JOB ROLE CODES](#) of a [POSITION](#).

National Codes:

- 01 Medical and Dental
- 02 Students
- 03 Nursing and Midwifery Registered
- 04 Allied Health Professionals
- 05 Additional Professional Scientific and Technical
- 06 Healthcare Scientists
- 07 Additional Clinical Services
- 08 Administrative and Clerical
- 09 Estates and Ancillary
- 10 Supplementary Roles

STAFF GROUP STANDARD HOURS

Change to Attribute: Changed Dataset

The standard hours per week for a full time assignment for a [Staff Group](#).

[Staff Groups](#) have different standard hours (e.g. 37 standard hours per week for Community Medical/Dental staff, 37.5 standard hours per week for non-medical staff, etc).

For some [Staff Groups](#), the standard working week is expressed as [STAFF GROUP STANDARD SESSIONS](#).

STAFF GROUP STANDARD SESSIONS

Change to Attribute: Changed Dataset

The standard sessions per week for a full time assignment for a [Staff Group](#).

For most [Staff Groups](#), the standard working week is expressed as [STAFF GROUP STANDARD HOURS](#).

TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNT

Change to Attribute: Changed Dataset

A record of professional or academic accreditation gained from successful completion of an [EMPLOYEE TRAINING ACTIVITY](#).

TRAINING ACTIVITY ACTUAL COMPLETION DATE

Change to Attribute: Changed Dataset

The date on which [EMPLOYEE TRAINING ACTIVITY](#) undertaken by an [EMPLOYEE](#) was actually completed.

TRAINING ACTIVITY ASSESSOR TYPE

Change to Attribute: Changed Dataset

The type of Assessor for an [EMPLOYEE TRAINING ACTIVITY](#) undertaken by an [EMPLOYEE](#).

National Codes:

- 01 Assessor
 - 02 Internal Verifier
 - 03 Work-based National Vocational Qualifications (NVQ) Assessor
 - 04 Royal College Assessor
 - 05 Control of Substances Hazardous to Health (COSHH) Assessor
 - 06 Display Screen Equipment (DSE) Assessor
 - 07 Improving Working Lives (IWL) Assessor
 - 08 National Vocational Qualifications (NVQ) Assessor
 - 09 National Vocational Qualifications (NVQ) Verifier
-

TRAINING ACTIVITY COMPLETION DATE CHANGE REASON

Change to Attribute: Changed Dataset

The reason why the [TRAINING ACTIVITY PLANNED COMPLETION DATE](#) changed.

National Codes:

- 01 Education
- 02 Flexible Training (Retired 01 October 2017)
- 03 Research
- 04 Sickness/Accident
- 05 Maternity
- 98 Other (not listed)

TRAINING ACTIVITY DELIVERY METHOD

Change to Attribute: Changed Dataset

The method employed to deliver an [EMPLOYEE TRAINING ACTIVITY](#).

National Codes:

- 01 Coaching Conference
- 02 Course
- 03 Distance Learning
- 04 E-learning
- 05 Instructor-led
- 06 Mentoring
- 07 On the Job
- 08 Professional Network Meeting
- 09 Self-pace Learning
- 10 Seminar

TRAINING ACTIVITY NAME

Change to Attribute: Changed Dataset

The name of the [EMPLOYEE TRAINING ACTIVITY](#).

TRAINING ACTIVITY START DATE

Change to Attribute: Changed Dataset

The date on which an [EMPLOYEE TRAINING ACTIVITY](#) undertaken by an [EMPLOYEE](#) commenced.

TRAINING ACTIVITY TYPE

Change to Attribute: Changed Dataset

The type of [EMPLOYEE TRAINING ACTIVITY](#).

National Codes:

- 01 Customer Relations
- 02 Health and Safety
- 03 Induction
- 04 Informatics
- 05 Medical Equipment
- 06 Occupational Knowledge and Skills
- 07 Personal Development
- 08 Postgraduate Health Care and Medical Education
- 09 Resuscitation
- 10 Risk Management

APPRAISAL REVIEW DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	EPDR
NWDS Field Name:	Performance and Development Review Date
National Codes:	
Default Codes:	

Notes:

[APPRAISAL REVIEW DATE](#) is the same as attribute [APPRAISAL REVIEW DATE](#).

APPRAISAL REVIEW PLANNED DATE (CONSULTANT JOB PLAN NEXT)

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	EPED
NWDS Field Name:	Job Plan End Date
ESR Field Name:	Next Review Date (Consultant Job Plan)
National Codes:	
Default Codes:	

Notes:

[APPRAISAL REVIEW PLANNED DATE \(CONSULTANT JOB PLAN NEXT\)](#) is the same as attribute [APPRAISAL REVIEW PLANNED DATE](#).

[APPRAISAL REVIEW PLANNED DATE \(CONSULTANT JOB PLAN NEXT\)](#) is the planned review date for the next [Appraisal Review](#) of an [EMPLOYEE PLAN](#) where the [EMPLOYEE PLAN TYPE](#) is National Code '[Consultant Job Plan](#)'.

APPRAISAL REVIEW PLANNED DATE (NEXT)

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	ENXT

[NWDS](#) Field Name: Next/Future Performance Review (Appraisal) Date
National Codes:
Default Codes:

Notes:

[APPRAISAL REVIEW PLANNED DATE \(NEXT\)](#) is the same as attribute [APPRAISAL REVIEW PLANNED DATE](#).

APPRAISAL REVIEW PLANNED DATE (PDP NEXT)

Change to Data Element: Changed Dataset

Format/Length: an10 CCYY-MM-DD
[NWDS](#) ID: EPDE
[NWDS](#) Field Name: PDP (Personal Development Plan) Review Date
National Codes:
Default Codes:

Notes:

[APPRAISAL REVIEW PLANNED DATE \(PDP NEXT\)](#) is the same as attribute [APPRAISAL REVIEW PLANNED DATE](#) where the [EMPLOYEE PLAN TYPE](#) is National Code '*Personal Development Plan*'.

AREA OF WORK NAME

Change to Data Element: Changed Dataset

Format/Length: max an75
[NWDS](#) ID: GRWA
[ESR](#) Field Name: Area of Work
National Codes:
Default Codes:

Notes:

[AREA OF WORK NAME](#) is the same as attribute [AREA OF WORK NAME](#).

AREA OF WORK NAME (CLINICAL SUB SPECIALTY)

Change to Data Element: Changed Dataset

Format/Length: max an75
[NWDS](#) ID: GCSS
[NWDS](#) Field Name: Clinical Sub-Specialty
National Codes:
Default Codes:

Notes:

[AREA OF WORK NAME \(CLINICAL SUB SPECIALTY\)](#) is the same as attribute [AREA OF WORK NAME](#).

[AREA OF WORK NAME \(CLINICAL SUB SPECIALTY\)](#) should exclude Estates, Facilities and Corporate areas of work.

ASSIGNMENT CONTRACTED FTE

Change to Data Element: Changed Dataset

Format/Length:	n1.n2
NWDS ID:	SCON
NWDS Field Name:	Contracted Whole Time Equivalent (WTE) for an Assignment (Derived)
ESR Field Name:	Assignment Budget Value
National Codes:	
Default Codes:	

Notes:

[ASSIGNMENT CONTRACTED FTE](#) is the same as attribute [ASSIGNMENT CONTRACTED FULL TIME EQUIVALENT](#).

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

ASSIGNMENT END DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	SAED
NWDS Field Name:	Post Effective End Date
ESR Field Name:	To (Assignment Effective End Date)
National Codes:	
Default Codes:	

Notes:

[ASSIGNMENT END DATE](#) is the same as attribute [ASSIGNMENT END DATE](#).

ASSIGNMENT JOB SHARE INDICATOR

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	SJOS
NWDS Field Name:	Job Sharer
National Codes:	See ASSIGNMENT JOB SHARE INDICATOR
Default Codes:	97 - Not recorded 98 - Not applicable 99 - Not known

Notes:

[ASSIGNMENT JOB SHARE INDICATOR](#) is the same as attribute [ASSIGNMENT JOB SHARE INDICATOR](#).

ASSIGNMENT LAST WORKING DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	SLWD
NWDS Field Name:	Last Working Day

National Codes:
Default Codes:

Notes:

[ASSIGNMENT LAST WORKING DATE](#) is the same as attribute [ASSIGNMENT LAST WORKING DATE](#).

ASSIGNMENT STATUS

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	SSTA
NWDS Field Name:	Appointment Status
ESR Field Name:	Assignment Status
National Codes:	See ASSIGNMENT STATUS
Default Codes:	

Notes:

[ASSIGNMENT STATUS](#) is the same as attribute [ASSIGNMENT STATUS](#).

ASSIGNMENT TYPE

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	STYP
NWDS Field Name:	Type of Appointment
ESR Field Name:	Employee Category
National Codes:	See ASSIGNMENT TYPE
Default Codes:	

Notes:

[ASSIGNMENT TYPE](#) is the same as attribute [ASSIGNMENT TYPE](#).

CARE GROUP CODE (EMPLOYEE ASSIGNMENT)

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	GRCA
NWDS Field Name:	Care Group(s) covered by an Employee
National Codes:	See CARE GROUP CODE
Default Codes:	

Notes:

[CARE GROUP CODE \(EMPLOYEE ASSIGNMENT\)](#) is the same as attribute [CARE GROUP CODE](#).

[CARE GROUP CODE \(EMPLOYEE ASSIGNMENT\)](#) is the [CARE GROUP CODE](#) recorded for the assignment of the [EMPLOYEE](#).

CARE GROUP CODE (POSITION)

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	GRCP
NWDS Field Name:	Care Group(s) applicable to a Position
National Codes:	See CARE GROUP CODE
Default Codes:	

Notes:

[CARE GROUP CODE \(POSITION\)](#) is the same as attribute [CARE GROUP CODE](#).

EMPLOYEE ABSENCE CATEGORY

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	ACAT
NWDS Field Name:	Absence Category
ESR Field Name:	Category (Absence)
National Codes:	See EMPLOYEE ABSENCE CATEGORY
Default Codes:	

Notes:

[EMPLOYEE ABSENCE CATEGORY](#) is the same as attribute [EMPLOYEE ABSENCE CATEGORY](#).

EMPLOYEE ABSENCE DURATION

Change to Data Element: Changed Dataset

Format/Length:	max n3
NWDS ID:	ADCD
NWDS Field Name:	Absence Duration In Calendar Days (Derived)
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE ABSENCE DURATION](#) is the same as attribute [EMPLOYEE ABSENCE DURATION](#).

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

EMPLOYEE ABSENCE END DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	AEND
NWDS Field Name:	Absence End Date
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE ABSENCE END DATE](#) is the same as attribute [EMPLOYEE ABSENCE END DATE](#).

EMPLOYEE ABSENCE OCCURRENCE TOTAL (REPORTING PERIOD)

Change to Data Element: Changed Dataset

Format/Length:	max n3
NWDS ID:	AEPI
NWDS Field Name:	Episodes of Absence (Derived)
ESR Field Name:	Number of Absence Occurrences
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE ABSENCE OCCURRENCE TOTAL \(REPORTING PERIOD\)](#) is the same as attribute [EMPLOYEE ABSENCE OCCURRENCE TOTAL IN REPORTING PERIOD](#).

EMPLOYEE ABSENCE RATE (REPORTING PERIOD)

Change to Data Element: Changed Dataset

Format/Length:	max n3.max n2
NWDS ID:	ARTE
NWDS Field Name:	Absence Rate (Derived)
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE ABSENCE RATE \(REPORTING PERIOD\)](#) is the same as attribute [EMPLOYEE ABSENCE RATE IN REPORTING PERIOD](#).

EMPLOYEE ABSENCE SICKNESS REASON

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	AREA
NWDS Field Name:	Reason for Sickness Absence
ESR Field Name:	Reason (Sickness Absence)
National Codes:	See EMPLOYEE ABSENCE SICKNESS REASON
Default Codes:	99 - Unknown causes/Not specified

Notes:

[EMPLOYEE ABSENCE SICKNESS REASON](#) is the same as attribute [EMPLOYEE ABSENCE SICKNESS REASON](#).

EMPLOYEE ABSENCE START DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	ASTD
NWDS Field Name:	Absence Start Date
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE ABSENCE START DATE](#) is the same as attribute [EMPLOYEE ABSENCE START DATE](#).

EMPLOYEE ABSENCE TYPE

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	ATYP
NWDS Field Name:	Absence Type
ESR Field Name:	Type (Absence)
National Codes:	See EMPLOYEE ABSENCE TYPE
Default Codes:	

Notes:

[EMPLOYEE ABSENCE TYPE](#) is the same as attribute [EMPLOYEE ABSENCE TYPE](#).

EMPLOYEE ABSENCE TYPE RELATED REASON

Change to Data Element: New Data Element

Format/Length:	an1
National Codes:	See EMPLOYEE ABSENCE TYPE RELATED REASON
Default Codes:	

Notes:

[EMPLOYEE ABSENCE TYPE RELATED REASON](#) is the same as attribute [EMPLOYEE ABSENCE TYPE RELATED REASON](#)

This data element is also known by these names:

Context	Alias
plural	EMPLOYEE ABSENCE TYPE RELATED REASONS

EMPLOYEE ABSENCE TYPE RELATED REASON

Change to Data Element: New Data Element

EMPLOYEE ABSENCE TYPE RELATED REASON

Attribute:

EMPLOYEE ABSENCE TYPE RELATED REASON
--

EMPLOYEE ABSENCE WORKING HOURS LOST (REPORTING PERIOD)

Change to Data Element: Changed Dataset

Format/Length:	max n4
NWDS ID:	AWHL
NWDS Field Name:	Working Hours Lost due to Absence
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE ABSENCE WORKING HOURS LOST \(REPORTING PERIOD\)](#) is the same as attribute [EMPLOYEE ABSENCE WORKING HOURS LOST IN REPORTING PERIOD](#).

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

EMPLOYEE DISABILITY STATUS

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	PDSS
NWDS Field Name:	Disability Status
ESR Field Name:	Disabled
National Codes:	EMPLOYEE DISABILITY STATUS
Default Codes:	97 - Not recorded
	98 - Not applicable
	99 - Not known

Notes:

[EMPLOYEE DISABILITY STATUS](#) is the same as attribute [EMPLOYEE DISABILITY STATUS](#).

EMPLOYEE HESA STUDENT NUMBER

Change to Data Element: Changed Dataset

Format/Length:	max an13
NWDS ID:	EHEI
NWDS Field Name:	HESA Student Identifier
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE HESA STUDENT NUMBER](#) is the same as attribute [EMPLOYEE HIGHER EDUCATION STATISTICS AGENCY STUDENT NUMBER](#).

EMPLOYEE INTERNATIONAL RECRUIT INDICATOR

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	SINR
NWDS Field Name:	International Recruit (Derived)
National Codes:	See EMPLOYEE INTERNATIONAL RECRUIT INDICATOR
Default Codes:	

Notes:

[EMPLOYEE INTERNATIONAL RECRUIT INDICATOR](#) is the same as attribute [EMPLOYEE INTERNATIONAL RECRUIT INDICATOR](#) and is derived from [EMPLOYMENT HISTORY RECRUITMENT SOURCE](#).

EMPLOYEE LEARNING ACCOUNT START DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID :	ELAS
NWDS Field Name:	Date NHS Learning Account Funding Started
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE LEARNING ACCOUNT START DATE](#) is the same as attribute [EMPLOYEE LEARNING ACCOUNT START DATE](#).

EMPLOYEE LENGTH OF TIME IN POSITION

Change to Data Element: Changed Dataset

Format/Length:	max n3
NWDS ID :	STER
NWDS Field Name:	Time in Post (Derived)
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE LENGTH OF TIME IN POSITION](#) is the same as attribute [EMPLOYEE LENGTH OF TIME IN POSITION](#).

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

EMPLOYEE LOCAL IDENTIFIER

Change to Data Element: Changed Dataset

Format/Length:	max an32
NWDS ID :	PLNO
NWDS Field Name:	Local Unique Employee Number
ESR Field Name:	Employee Number
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE LOCAL IDENTIFIER](#) is the same as attribute [EMPLOYEE LOCAL IDENTIFIER](#).

The Non-Medical Workforce Census requires this data item to identify an individual record. It is used in place of personal details (such as [PERSON NAME](#) and [NATIONAL INSURANCE NUMBER](#)) to refer queries to the employing [ORGANISATION](#).

The [Electronic Staff Record](#) provides this item as well as [EMPLOYEE NHS IDENTIFIER](#). It is not duplicated and is not re-used within the system.

EMPLOYEE NATIONAL TRAINING NUMBER

Change to Data Element: Changed Dataset

Format/Length:	max an10
NWDS ID:	ESRN
NWDS Field Name:	Medical and Dental Training Number
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE NATIONAL TRAINING NUMBER](#) is the same as attribute [EMPLOYEE NATIONAL TRAINING NUMBER](#).

EMPLOYEE NHS IDENTIFIER

Change to Data Element: Changed Dataset

Format/Length:	max an32
NWDS ID:	PENO
ESR Field Name:	Unique NHS Identifier (ID)
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE NHS IDENTIFIER](#) is the same as attribute [EMPLOYEE NHS IDENTIFIER](#).

EMPLOYEE NHS LENGTH OF SERVICE

Change to Data Element: Changed Dataset

Format/Length:	max n2
NWDS ID:	SYRS
NWDS Field Name:	Length of Service with NHS (Derived)
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE NHS LENGTH OF SERVICE](#) is the same as attribute [EMPLOYEE NHS LENGTH OF SERVICE](#).

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

EMPLOYEE ORGANISATION LENGTH OF SERVICE

Change to Data Element: Changed Dataset

Format/Length:	max n2
NWDS ID:	SLEN
NWDS Field Name:	Length of Service with an Employing Organisation (Derived)
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE ORGANISATION LENGTH OF SERVICE](#) is the same as attribute [EMPLOYEE ORGANISATION LENGTH OF SERVICE](#).

EMPLOYEE QUALIFICATION AWARDED DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	EQDT
NWDS Field Name:	Date Qualification Awarded
ESR Field Name:	Awarded Date (Qualification)
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE QUALIFICATION AWARDED DATE](#) is the same as attribute [EMPLOYEE QUALIFICATION AWARDED DATE](#).

EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (GP TRAINING)

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	EGPA
NWDS Field Name:	Projected GP Training Completion Date (Derived)
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE \(GP TRAINING\)](#) is the same as attribute [EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE](#) where the [QUALIFICATION TYPE](#) is National Code '*Certificate of Completion of Training (CCT) - General Practitioner Training*'.

EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE (SPECIALIST TRAINING)

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	ESPA
NWDS Field Name:	Projected CCST Date (Derived)
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE \(SPECIALIST TRAINING\)](#) is the same as attribute [EMPLOYEE QUALIFICATION PLANNED COMPLETION DATE](#) where the [QUALIFICATION TYPE](#) is National Code '*Certificate of Completion of Training (CCT) - Specialist Training*'.

Note: the Certificate of Completion of Specialist Training (CCST) was replaced by the Certificate of Completion of Training (CCT) on 30th December 2006.

EMPLOYEE RESIDENCY STATUS

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID :	PSTA
NWDS Field Name :	Residency Status
National Codes:	See EMPLOYEE RESIDENCY STATUS
Default Codes:	

Notes:

[EMPLOYEE RESIDENCY STATUS](#) is the same as attribute [EMPLOYEE RESIDENCY STATUS](#).

The [Electronic Staff Record](#) will hold the residency status classifications as advised by the Immigration and Nationality Department (IND).

[EMPLOYEE RESIDENCY STATUS](#) was previously collected in the Medical and Dental Workforce Census but is no longer a required item. Its use for all staff is recommended, however, as it is extremely helpful in planning for replacement of staff without permanent rights of residence in the United Kingdom.

EMPLOYEE WORK PERMIT END DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID :	PWPE
NWDS Field Name :	Work Permit Expiry Date
National Codes:	
Default Codes:	

Notes:

[EMPLOYEE WORK PERMIT END DATE](#) is the same as attribute [EMPLOYEE WORK PERMIT END DATE](#).

The Work Permit arrangements allow employers based in the United Kingdom to employ people who are not nationals of a [European Economic Area \(EEA\)](#) country and are not entitled to work in the United Kingdom.

The Work Permit scheme is administered by Work Permits (UK), part of the Home Office's Immigration and Nationality Department (IND).

This is primarily an operational Human Resources item, but for planning purposes it is used in conjunction with [EMPLOYEE RESIDENCY STATUS](#) information to help plan for any necessary replacement of [EMPLOYEES](#) who are not entitled to work in the UK.

EMPLOYMENT CONTRACT END DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
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NWDS ID:	SCXP
NWDS Field Name:	Fixed Term/Temporary Contract Expiry Date
National Codes:	
Default Codes:	

Notes:

[EMPLOYMENT CONTRACT END DATE](#) is the same as attribute [EMPLOYMENT CONTRACT END DATE](#).

This applies primarily for [EMPLOYEES](#) on fixed-term or temporary [EMPLOYMENT CONTRACTS](#).

EMPLOYMENT CONTRACT NATURE CODE

Change to Data Element: Changed Dataset, Description

Format/Length:	an2
Format/Length:	an1
NWDS ID:	SCEN
NWDS Field Name:	Census - Nature of Contract (Derived)
National Codes:	See EMPLOYMENT CONTRACT NATURE
Default Codes:	

Notes:

[EMPLOYMENT CONTRACT NATURE CODE](#) is the same as attribute [EMPLOYMENT CONTRACT NATURE](#).

EMPLOYMENT CONTRACT SESSION TYPE

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	STSS
NWDS Field Name:	Type of Session
National Codes:	See EMPLOYMENT CONTRACT SESSION TYPE
Default Codes:	97 - Not recorded 99 - Not known

Notes:

[EMPLOYMENT CONTRACT SESSION TYPE](#) is the same as attribute [EMPLOYMENT CONTRACT SESSION TYPE](#).

EMPLOYMENT CONTRACT START DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	SCSD
NWDS Field Name:	Date of Starting Current Contract of Employment
National Codes:	
Default Codes:	

Notes:

[EMPLOYMENT CONTRACT START DATE](#) is the same as attribute [EMPLOYMENT CONTRACT START DATE](#).

EMPLOYMENT CONTRACT TYPE

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	STCO
NWDS Field Name:	Type of Contract
ESR Field Name:	Assignment Category
National Codes:	See EMPLOYMENT CONTRACT TYPE
Default Codes:	

Notes:

[EMPLOYMENT CONTRACT TYPE](#) is the same as attribute [EMPLOYMENT CONTRACT TYPE](#).

EMPLOYMENT CONTRACT WORKING HOURS

Change to Data Element: Changed Dataset

Format/Length:	max n2.n2
NWDS ID:	SCHR
NWDS Field Name:	Contracted Hours
ESR Field Name:	Working Hours
National Codes:	
Default Codes:	

Notes:

[EMPLOYMENT CONTRACT WORKING HOURS](#) is the same as attribute [EMPLOYMENT CONTRACT WORKING HOURS](#).

EMPLOYMENT CONTRACT WORKING SESSIONS

Change to Data Element: Changed Dataset

Format/Length:	max n2
NWDS ID:	SCSE
NWDS Field Name:	Contracted Sessions
National Codes:	
Default Codes:	

Notes:

[EMPLOYMENT CONTRACT WORKING SESSIONS](#) is the same as attribute [EMPLOYMENT CONTRACT WORKING SESSIONS](#).

EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	SCSA
NWDS Field Name:	Continuous NHS Service Date (Type 1)
ESR Field Name:	CSD 3 Months

National Codes:
Default Codes:

Notes:

[EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATE](#) is the same as attribute [EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 1 DATE](#).

EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	SCSB
NWDS Field Name:	Continuous NHS Service Date (Type 2)
ESR Field Name:	CSD 12 Months
National Codes:	
Default Codes:	

Notes:

[EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATE](#) is the same as attribute [EMPLOYMENT HISTORY CONTINUOUS SERVICE TYPE 2 DATE](#).

EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	STRD
NWDS Field Name:	Actual Termination Date
National Codes:	
Default Codes:	

Notes:

[EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE](#) is the same as attribute [EMPLOYMENT HISTORY EMPLOYMENT LEAVING DATE](#).

EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	SXIN
NWDS Field Name:	Exit Interview
National Codes:	See EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR
Default Codes:	97 - Not recorded 99 - Not known

Notes:

[EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR](#) is the same as attribute [EMPLOYMENT HISTORY EXIT INTERVIEW INDICATOR](#).

EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR

Change to Data Element: Changed Dataset

Format/Length:	an2
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NWDS ID:	SEIQ
NWDS Field Name:	Exit Interview Questionnaire (Derived)
ESR Field Name:	Exit Questionnaire
National Codes:	See EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR
Default Codes:	97 - Not recorded 99 - Not known

Notes:

[EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR](#) is the same as attribute [EMPLOYMENT HISTORY EXIT QUESTIONNAIRE INDICATOR](#).

EMPLOYMENT HISTORY LEAVING DESTINATION

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	SDOL
NWDS Field Name:	Destination on Leaving
National Codes:	See EMPLOYMENT HISTORY LEAVING DESTINATION
Default Codes:	98 - Unknown

Notes:

[EMPLOYMENT HISTORY LEAVING DESTINATION](#) is the same as attribute [EMPLOYMENT HISTORY LEAVING DESTINATION](#).

EMPLOYMENT HISTORY LEAVING REASON

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	SLGO
NWDS Field Name:	Reason for Leaving
National Codes:	See EMPLOYMENT HISTORY LEAVING REASON
Default Codes:	

Notes:

[EMPLOYMENT HISTORY LEAVING REASON](#) is the same as attribute [EMPLOYMENT HISTORY LEAVING REASON](#).

EMPLOYMENT HISTORY NHS JOINING DATE (FIRST)

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	SSTD
NWDS Field Name:	Start Date in NHS
ESR Field Name:	NHS Entry Date
National Codes:	
Default Codes:	

Notes:

[EMPLOYMENT HISTORY NHS JOINING DATE \(FIRST\)](#) is the same as attribute [EMPLOYMENT HISTORY NHS JOINING DATE](#).

[EMPLOYMENT HISTORY NHS JOINING DATE \(FIRST\)](#) is the earliest recorded [EMPLOYMENT HISTORY NHS JOINING DATE](#) of the [EMPLOYEE](#).

EMPLOYMENT HISTORY NHS JOINING DATE (LATEST)

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	SREJ
NWDS Field Name:	Date of Rejoining NHS (Derived)
National Codes:	
Default Codes:	

Notes:

[EMPLOYMENT HISTORY NHS JOINING DATE \(LATEST\)](#) is the same as attribute [EMPLOYMENT HISTORY NHS JOINING DATE](#).

[EMPLOYMENT HISTORY NHS JOINING DATE \(LATEST\)](#) is the latest recorded [EMPLOYMENT HISTORY NHS JOINING DATE](#) regardless of any subsequent breaks in employment in the NHS.

EMPLOYMENT HISTORY NHS LEAVING DATE (LATEST)

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	SDGO
NWDS Field Name:	Date of Leaving NHS (Derived)
National Codes:	
Default Codes:	

Notes:

[EMPLOYMENT HISTORY NHS LEAVING DATE \(LATEST\)](#) is the same as attribute [EMPLOYMENT HISTORY NHS LEAVING DATE](#) in any NHS [ORGANISATION](#) regardless of any previous employment in the NHS.

EMPLOYMENT HISTORY ORGANISATION JOINING DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	SLHD
NWDS Field Name:	Joining Organisation Date
ESR Field Name:	Latest Start Date
National Codes:	
Default Codes:	

Notes:

[EMPLOYMENT HISTORY ORGANISATION JOINING DATE](#) is the same as attribute [EMPLOYMENT HISTORY ORGANISATION JOINING DATE](#).

EMPLOYMENT HISTORY RECRUITMENT SOURCE

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	SSOU
NWDS Field Name:	Source of Recruitment
National Codes:	See EMPLOYMENT HISTORY RECRUITMENT SOURCE
Default Codes:	

Notes:

[EMPLOYMENT HISTORY RECRUITMENT SOURCE](#) is the same as attribute [EMPLOYMENT HISTORY RECRUITMENT SOURCE](#).

ETHNIC CATEGORY

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	PETH
NWDS Field Name:	Ethnic Category
ESR Field Name:	Ethnic Origin
National Codes:	See ETHNIC CATEGORY CODE 2001
Default Codes:	99 - Not known

Notes:

[ETHNIC CATEGORY](#) is the same as attribute [ETHNIC CATEGORY CODE 2001](#).

The 16+1 ethnic data categories defined in the 2001 census is the national mandatory standard for the collection and analysis of ethnicity.

The national code must be transmitted as the first character in the 2 character field. The second character is optional for use locally. It must, however, be able to be grouped consistently with the 16 main categories.

National code Z should be used where the [PERSON](#) has been given the opportunity to state their [ETHNIC CATEGORY](#) but chose not to. Default code 99 should be used where the [PERSON](#)'s [ETHNIC CATEGORY](#) is not known.

Note: for the [Stop Smoking Services Quarterly Data Set](#) default code 99 'Not Known' is **not** valid.

FLEXIBLE WORKING PATTERN TYPE

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	GRFL
ESR Field Name:	Flexible Working Pattern
National Codes:	See FLEXIBLE WORKING PATTERN TYPE
Default Codes:	

Notes:

[FLEXIBLE WORKING PATTERN TYPE](#) is the same as attribute [FLEXIBLE WORKING PATTERN TYPE](#).

FTE STABILITY RATE (JOB ROLE IN REPORTING PERIOD)

Change to Data Element: Changed Dataset

Format/Length:	max n3.max n2
NWDS ID:	SSWE
NWDS Field Name:	Stability Rate - WTE (Derived)
National Codes:	
Default Codes:	

Notes:

[FTE STABILITY RATE \(JOB ROLE IN REPORTING PERIOD\)](#) is the percentage of [EMPLOYEES](#) who remain employed within a job role within the [ORGANISATION](#) within the [REPORTING PERIOD](#), based upon the [ASSIGNMENT CONTRACTED FULL TIME EQUIVALENT](#) of the assignments rather than just the headcount.

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

FTE STABILITY RATE (ORGANISATION IN REPORTING PERIOD)

Change to Data Element: Changed Dataset

Format/Length:	max n3.max n2
NWDS ID:	SSWE
NWDS Field Name:	Stability Rate - WTE (Derived)
National Codes:	
Default Codes:	

Notes:

[FTE STABILITY RATE \(ORGANISATION IN REPORTING PERIOD\)](#) is the percentage of [EMPLOYEES](#) who remain employed within the [ORGANISATION](#) within the [REPORTING PERIOD](#), based upon the [ASSIGNMENT CONTRACTED FULL TIME EQUIVALENT](#) of the assignments rather than the headcount.

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

FTE STABILITY RATE (STAFF GROUP IN REPORTING PERIOD)

Change to Data Element: Changed Dataset

Format/Length:	max n3.max n2
NWDS ID:	SSWE
NWDS Field Name:	Stability Rate - WTE (Derived)
National Codes:	
Default Codes:	

Notes:

[FTE STABILITY RATE \(STAFF GROUP IN REPORTING PERIOD\)](#) is the percentage of [EMPLOYEES](#) who remain employed within a [Staff Group](#) within the [ORGANISATION](#) within the [REPORTING PERIOD](#), based upon the [ASSIGNMENT CONTRACTED FULL TIME EQUIVALENT](#) of the assignments rather than the headcount.

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

HEADCOUNT (ORGANISATION CURRENT)

Change to Data Element: Changed Dataset

Format/Length:	max n6
NWDS ID:	SHED
NWDS Field Name:	Headcount
National Codes:	
Default Codes:	

Notes:

[HEADCOUNT \(ORGANISATION CURRENT\)](#) is the same as attribute [HEADCOUNT ORGANISATION CURRENT](#).

HEADCOUNT (POSITION ASSIGNMENT CURRENT)

Change to Data Element: Changed Dataset

Format/Length:	max n6
NWDS ID:	SHED
NWDS Field Name:	Headcount
National Codes:	
Default Codes:	

Notes:

[HEADCOUNT \(POSITION ASSIGNMENT CURRENT\)](#) is the same as attribute [HEADCOUNT POSITION ASSIGNMENT CURRENT](#).

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

HEADCOUNT STABILITY RATE (JOB ROLE IN REPORTING PERIOD)

Change to Data Element: Changed Dataset

Format/Length:	max n3.max n2
NWDS ID:	SSHC
NWDS Field Name:	Stability Rate - Head Count (Derived)
National Codes:	
Default Codes:	

Notes:

[HEADCOUNT STABILITY RATE \(JOB ROLE IN REPORTING PERIOD\)](#) is the same as attribute [HEADCOUNT STABILITY RATE JOB ROLE IN REPORTING PERIOD](#).

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

HEADCOUNT STABILITY RATE (ORGANISATION IN REPORTING PERIOD)

Change to Data Element: Changed Dataset

Format/Length:	max n3.max n2
NWDS ID:	SSHC
NWDS Field Name:	Stability Rate - Head Count (Derived)
National Codes:	
Default Codes:	

Notes:

[HEADCOUNT STABILITY RATE \(ORGANISATION IN REPORTING PERIOD\)](#) is the same as attribute [HEADCOUNT STABILITY RATE ORGANISATION IN REPORTING PERIOD](#).

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

HEADCOUNT STABILITY RATE (STAFF GROUP IN REPORTING PERIOD)

Change to Data Element: Changed Dataset

Format/Length:	max n3.max n2
NWDS ID:	SSHC
NWDS Field Name:	Stability Rate - Head Count (Derived)
National Codes:	
Default Codes:	

Notes:

[HEADCOUNT STABILITY RATE \(STAFF GROUP IN REPORTING PERIOD\)](#) is the same as attribute [HEADCOUNT STABILITY RATE STAFF GROUP IN REPORTING PERIOD](#).

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

HEADCOUNT TURNOVER RATE (FTE IN REPORTING PERIOD)

Change to Data Element: Changed Dataset

Format/Length:	max n3.max n2
NWDS ID:	STOR
NWDS Field Name:	Turnover Rate- WTE (Derived)
National Codes:	
Default Codes:	

Notes:

[HEADCOUNT TURNOVER RATE \(FTE IN REPORTING PERIOD\)](#) is the same as attribute [HEADCOUNT TURNOVER RATE FTE IN REPORTING PERIOD](#).

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

HEADCOUNT TURNOVER RATE (ORGANISATION IN REPORTING PERIOD)

Change to Data Element: Changed Dataset

Format/Length:	max n3.max n2
NWDS ID :	STUR
NWDS Field Name:	Turnover Rate - Head Count (Derived)
National Codes:	
Default Codes:	

Notes:

[HEADCOUNT TURNOVER RATE \(ORGANISATION IN REPORTING PERIOD\)](#) is the same as attribute [HEADCOUNT TURNOVER RATE ORGANISATION IN REPORTING PERIOD](#).

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

JOB ROLE TITLE (POSITION)

Change to Data Element: Changed Dataset

Format/Length:	max an70
NWDS ID :	GRJB
ESR Field Name:	Job Role (for a Position)
National Codes:	
Default Codes:	

Notes:

[JOB ROLE TITLE \(POSITION\)](#) is the [JOB ROLE TITLE](#) of the [JOB ROLE CODE](#).

NATIONAL INSURANCE NUMBER

Change to Data Element: Changed Dataset

Format/Length:	an9
NWDS ID :	PNIN
NWDS Field Name:	National Insurance Number (NI Number)
National Codes:	
Default Codes:	

Notes:

[NATIONAL INSURANCE NUMBER](#) is the same as attribute [NATIONAL INSURANCE NUMBER](#).

OCCUPATION CODE

Change to Data Element: Changed Dataset

Format/Length:	an3
NWDS ID :	GROC
NWDS Field Name:	Occupation Code
National Codes:	
Default Codes:	

Notes:

[OCCUPATION CODE](#) is the same as attribute [NHS OCCUPATION CODE](#).

OCCUPATION CODE (CLINICAL SECOND SPECIALTY)

Change to Data Element: Changed Dataset

Format/Length:	an3
NWDS ID:	GCSB
NWDS Field Name:	Clinical Second Specialty
ESR Field Name:	Second Specialty
National Codes:	
Default Codes:	

Notes:

[OCCUPATION CODE \(CLINICAL SECOND SPECIALTY\)](#) is the same as attribute [NHS OCCUPATION CODE](#).

[OCCUPATION CODE \(CLINICAL SECOND SPECIALTY\)](#) is the secondary specialty [NHS OCCUPATION CODE](#) of a [CONSULTANT](#).

The medical and dental specialty [NHS OCCUPATION CODES](#) are currently used exclusively for National Workforce and [Electronic Staff Record](#) purposes.

Note: these codes are not the same as those used for [MAIN SPECIALTY CODE](#).

A second clinical specialty [NHS OCCUPATION CODE](#) is added to a [CONSULTANT](#) or Specialist's record where the doctor's primary (main) specialty is 'General Medicine'.

Note that Specialty codes for a doctor with an [NHS OCCUPATION CODE](#) of 021 General Surgery, or in the [NHS OCCUPATION CODE](#) range of 920 to 980 Community and Public Health Medicine/Dentistry, are not valid as a second clinical specialty.

OCCUPATION CODE (CLINICAL SPECIALTY)

Change to Data Element: Changed Dataset

Format/Length:	an3
NWDS ID:	GCSA
NWDS Field Name:	Clinical Specialty
ESR Field Name:	See Area of Work and Occupation Code
National Codes:	
Default Codes:	

Notes:

[OCCUPATION CODE \(CLINICAL SPECIALTY\)](#) is the same as attribute [NHS OCCUPATION CODE](#).

[OCCUPATION CODE \(CLINICAL SPECIALTY\)](#) is the primary (main) specialty [NHS OCCUPATION CODE](#) of a doctor or dentist.

The medical and dental specialty [NHS OCCUPATION CODES](#) are currently used exclusively for National Workforce and [Electronic Staff Record](#) purposes.

Note: these codes are not the same as those used for [MAIN SPECIALTY CODE](#).

OCCUPATION CODE DESCRIPTION

Change to Data Element: Changed Dataset

Format/Length:	max an255
NWDS ID:	GROD
NWDS Field Name:	Occupation Code Description
National Codes:	
Default Codes:	

Notes:

[OCCUPATION CODE DESCRIPTION](#) is the same as attribute [NHS OCCUPATION CODE DESCRIPTION](#).

ORGANISATION IDENTIFIER (EMPLOYER)

Change to Data Element: Changed Dataset

Format/Length:	min an3 max an5
NWDS ID:	OCSC
NWDS Field Name:	Employing Organisation Code
National Codes:	
Default Codes:	

Notes:

[ORGANISATION IDENTIFIER \(EMPLOYER\)](#) is the same as attribute [ORGANISATION IDENTIFIER](#).

[ORGANISATION IDENTIFIER \(EMPLOYER\)](#) is the [ORGANISATION IDENTIFIER](#) that identifies the [ORGANISATION](#) acting as an employer.

ORGANISATION IDENTIFIER (POSITION NON-NHS FUNDER)

Change to Data Element: Changed Dataset

Format/Length:	min an3 max an5
NWDS ID:	ORGF
NWDS Field Name:	Post Funded By
National Codes:	
Default Codes:	

Notes:

[ORGANISATION IDENTIFIER \(POSITION NON-NHS FUNDER\)](#) is the same as attribute [ORGANISATION IDENTIFIER](#).

[ORGANISATION IDENTIFIER \(POSITION NON-NHS FUNDER\)](#) is the [ORGANISATION IDENTIFIER](#) of the non-NHS [ORGANISATION](#) funding the [POSITION](#).

ORGANISATION NAME (EMPLOYER)

Change to Data Element: Changed Dataset

Format/Length:	See ORGANISATION NAME
NWDS ID:	ORGN
NWDS Field Name:	Employing Organisation Name
National Codes:	
Default Codes:	

Notes:

[ORGANISATION NAME \(EMPLOYER\)](#) is the same as data element [ORGANISATION NAME](#).

[ORGANISATION NAME \(EMPLOYER\)](#) is the [ORGANISATION NAME](#) of the employing [ORGANISATION](#).

ORGANISATION SITE IDENTIFIER (EMPLOYING ORGANISATION)

Change to Data Element: Changed Dataset

Format/Length:	min an5 max an9
NWDS ID:	ORST
NWDS Field Name:	Site Description (Location)
National Codes:	
Default Codes:	89999 - Non-NHS UK Provider where no ORGANISATION SITE IDENTIFIER has been issued 89997 - Non-UK Provider where no ORGANISATION SITE IDENTIFIER has been issued

Notes:

[ORGANISATION SITE IDENTIFIER \(EMPLOYING ORGANISATION\)](#) is the same as attribute [ORGANISATION SITE IDENTIFIER](#).

[ORGANISATION SITE IDENTIFIER \(EMPLOYING ORGANISATION\)](#) is the [ORGANISATION SITE IDENTIFIER](#) of the [ORGANISATION SITE](#) of the employing [ORGANISATION](#) where the [EMPLOYEE](#) is employed or based from.

ORGANISATION SITE NAME (EMPLOYING ORGANISATION)

Change to Data Element: Changed Dataset

Format/Length:	max an255
NWDS ID:	ORGP
NWDS Field Name:	Site Description (Location)
National Codes:	
Default Codes:	

Notes:

[ORGANISATION SITE NAME \(EMPLOYING ORGANISATION\)](#) is the same as attribute [ORGANISATION SITE NAME](#)

[ORGANISATION SITE NAME \(EMPLOYING ORGANISATION\)](#) is the [ORGANISATION SITE NAME](#) of the [ORGANISATION SITE](#) of the employing [ORGANISATION](#) where the [EMPLOYEE](#) is employed or based from.

PAYSCALE CODE

Change to Data Element: Changed Dataset

Format/Length: an4
[NWDS](#) ID: GRCD
[NWDS](#) Field Name: Payscale Code
[ESR](#) Field Name: Grade Scale Code
National Codes:
Default Codes:

Notes:

[PAYSCALE CODE](#) is the same as attribute [PAYSCALE CODE](#).

PAYSCALE CODE (EMPLOYEE ASSIGNMENT LATEST)

Change to Data Element: Changed Dataset

Format/Length:	an4
NWDS ID:	GRAG
NWDS Field Name:	Payscale (for an Assignment/Post)
ESR Field Name:	Grade (Assignment)
National Codes:	
Default Codes:	

Notes:

[PAYSCALE CODE \(EMPLOYEE ASSIGNMENT LATEST\)](#) is the same as attribute [PAYSCALE CODE](#).

[PAYSCALE CODE \(EMPLOYEE ASSIGNMENT LATEST\)](#) is the [PAYSCALE CODE](#) recorded with the latest recorded [ASSIGNMENT PAYSCALE POINT START DATE](#).

PAYSCALE DESCRIPTION

Change to Data Element: Changed Dataset

Format/Length:	max an255
NWDS ID:	GRDS
NWDS Field Name:	Payscale Description
ESR Field Name:	Grade Scale Description
National Codes:	
Default Codes:	

Notes:

[PAYSCALE DESCRIPTION](#) is the same as attribute [PAYSCALE DESCRIPTION](#).

PAYSCALE SPINE POINT

Change to Data Element: Changed Dataset

Format/Length: an2
[NWDS ID](#): GRSP
[NWDS Field Name](#): Incremental Point
[ESR Field Name](#): Grade Step
National Codes:
Default Codes:

Notes:

[PAYSCALE SPINE POINT](#) is the same as attribute [PAYSCALE SPINE POINT](#).

[PAYSCALE SPINE POINT](#) is the point within a [PAYSCALE](#) that has been reached by an [EMPLOYEE](#) for a [POSITION](#).

PAYSCALE TYPE

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID :	GRTP
NWDS Field Name :	Payscale Type (Derived)
ESR Field Name :	National/Local Identifier (Grade)
National Codes:	See PAYSCALE TYPE
Default Codes:	97 - Not recorded 99 - Not known

Notes:

[PAYSCALE TYPE](#) is the same as attribute [PAYSCALE TYPE](#).

PERSON AGE IN YEARS (REPORTING PERIOD END DATE)

Change to Data Element: Changed Dataset

Format/Length:	n2
NWDS ID :	PEAG
NWDS Field Name :	Age in Years
ESR Field Name :	Age
National Codes:	
Default Codes:	

Notes:

[PERSON AGE IN YEARS \(REPORTING PERIOD END DATE\)](#) is the age in years of the [PERSON](#) of working age for the purpose of the [National Workforce Data Set](#) as at the [REPORTING PERIOD END DATE](#).

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

PERSON BIRTH DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID :	PEBD
NWDS Field Name:	Date of Birth
National Codes:	
Default Codes:	

Notes:

[PERSON BIRTH DATE](#) is the same as attribute [PERSON BIRTH DATE](#).

PERSON FAMILY NAME

Change to Data Element: Changed Dataset

Format/Length:	max an35
NWDS ID :	PSUR
NWDS Field Name:	Surname
ESR Field Name:	Last Name
National Codes:	
Default Codes:	

Notes:

[PERSON FAMILY NAME](#) is the same as attribute [PERSON NAME WORD TEXT](#) where the [PERSON NAME WORD TYPE](#) is National Code 'Person Family Name'.

[PERSON FAMILY NAME](#) is the part of a [PERSON](#)'s name which is used to describe family, clan, tribal group, or marital association.

Note:

This was [e-GIF](#) approved for use in NHS England.

[e-GIF](#) and the [Government Data Standards Catalogue](#) **have been archived** and are available for reference only.

PERSON FULL NAME (CLINICAL SUPERVISOR LATEST)

Change to Data Element: Changed Dataset

Format/Length:	max an70
NWDS ID :	ECSN
NWDS Field Name:	Name of Employee's Clinical Supervisor
National Codes:	
Default Codes:	

Notes:

[PERSON FULL NAME \(CLINICAL SUPERVISOR LATEST\)](#) is the same as attribute [PERSON NAME WORD TEXT](#).

[PERSON FULL NAME \(CLINICAL SUPERVISOR LATEST\)](#) is the [PERSON FULL NAME](#) of the [PERSON](#) providing the latest clinical supervision to an [EMPLOYEE](#) who is receiving formal on-going training in the workplace.

PERSON FULL NAME (EDUCATIONAL SUPERVISOR LATEST)

Change to Data Element: Changed Dataset

Format/Length:	max an70
NWDS ID:	EESN
NWDS Field Name:	Name of Employee's Educational Supervisor
National Codes:	
Default Codes:	

Notes:

[PERSON FULL NAME \(EDUCATIONAL SUPERVISOR LATEST\)](#) is the same as attribute [PERSON NAME WORD TEXT](#).

[PERSON FULL NAME \(EDUCATIONAL SUPERVISOR LATEST\)](#) is the [PERSON FULL NAME](#) of the [PERSON](#) providing the latest educational supervision to an [EMPLOYEE](#) who is receiving formal on-going training in the workplace.

PERSON GIVEN NAME (FIRST)

Change to Data Element: Changed Dataset

Format/Length:	max an35
NWDS ID:	PNMA
NWDS Field Name:	Forename (1)
ESR Field Name:	First Name
National Codes:	
Default Codes:	

Notes:

[PERSON GIVEN NAME \(FIRST\)](#) is the same as attribute [PERSON NAME WORD TEXT](#) where the [PERSON NAME WORD TYPE](#) is National Code 'Person Given Name'.

[PERSON GIVEN NAME \(FIRST\)](#) is the first [PERSON GIVEN NAME](#) of a [PERSON](#).

For the [National Workforce Data Set](#), [PERSON GIVEN NAME \(FIRST\)](#) is the name that the [EMPLOYEE](#) uses for formal communications. It is used to derive the first initial.

PERSON GIVEN NAME (SECOND)

Change to Data Element: Changed Dataset

Format/Length:	max an35
NWDS ID:	PNMB
NWDS Field Name:	Forename (2)
ESR Field Name:	Middle Name
National Codes:	
Default Codes:	

Notes:

[PERSON GIVEN NAME \(SECOND\)](#) is the same as attribute [PERSON NAME WORD TEXT](#) where the [PERSON NAME WORD TYPE](#) is National Code 'Person Given Name'.

[PERSON GIVEN NAME \(SECOND\)](#) is the second [PERSON GIVEN NAME](#) of a [PERSON](#).

For the [National Workforce Data Set](#), [PERSON GIVEN NAME \(SECOND\)](#) is the name that the [EMPLOYEE](#) uses for formal communications. It is used to derive the second initial.

PERSON GIVEN NAME (THIRD)

Change to Data Element: Changed Dataset

Format/Length:	max an35
NWDS ID:	PNMC
NWDS Field Name:	Forename (3)
ESR Field Name:	Middle Name
National Codes:	
Default Codes:	

Notes:

[PERSON GIVEN NAME \(THIRD\)](#) is the same as attribute [PERSON NAME WORD TEXT](#) where the [PERSON NAME WORD TYPE](#) is National Code 'Person Given Name'.

[PERSON GIVEN NAME \(THIRD\)](#) is the third [PERSON GIVEN NAME](#) of a [PERSON](#).

For the [National Workforce Data Set](#), [PERSON GIVEN NAME \(THIRD\)](#) is the name that the [EMPLOYEE](#) uses for formal communications. It is used to derive the third initial.

PERSON INITIALS

Change to Data Element: Changed Dataset

Format/Length:	max an35
NWDS ID:	PEIN
NWDS Field Name:	Initials
National Codes:	
Default Codes:	

Notes:

[PERSON INITIALS](#) is the same as attribute [PERSON NAME WORD TEXT](#) where the [PERSON NAME WORD TYPE](#) is National Code 'Person Initials'.

[PERSON INITIALS](#) is used to record a [PERSON](#)'s initials.

Note:

This was [e-GIF](#) approved for use in NHS England.

[e-GIF](#) and the [Government Data Standards Catalogue](#) have been archived and are available for reference only.

PERSON STATED GENDER CODE

Change to Data Element: Changed Dataset

Format/Length:	an1
National Codes:	See PERSON STATED GENDER CODE
Default Codes:	X - Not Known (PERSON STATED GENDER CODE not recorded)

Notes:

[PERSON STATED GENDER CODE](#) is the same as attribute [PERSON STATED GENDER CODE](#).

[PERSON GENDER CODE CURRENT](#) will be replaced with [PERSON STATED GENDER CODE](#) or [PERSON PHENOTYPIC SEX](#), which is the most recent approved national information standard to describe the required definition.

PERSON STATED NATIONALITY

Change to Data Element: Changed Dataset

Format/Length:	max an50
NWDS ID:	PNAT
NWDS Field Name:	Nationality
National Codes:	
Default Codes:	

Notes:

[PERSON STATED NATIONALITY](#) is the same as attribute [PERSON STATED NATIONALITY](#).

For the [National Workforce Data Set](#) the [PERSON STATED NATIONALITY](#) is the nationality of the [PERSON](#):

- as stated by the individual on appointment to a [POSITION](#) or
- as stated by the individual in the course of employment (should they change their [NATIONALITY](#)).

For [Electronic Staff Record](#) and [National Workforce Data Set](#) only one [NATIONALITY](#) can be identified. In the case of dual [NATIONALITY](#), the [PERSON](#) should choose their preferred [NATIONALITY](#).

PERSON STATED SEXUAL ORIENTATION CODE

Change to Data Element: Changed Dataset

Format/Length:	an1
National Codes:	See PERSON STATED SEXUAL ORIENTATION CODE
Default Codes:	9 - Not Known (Not Recorded)

Notes:

[PERSON STATED SEXUAL ORIENTATION CODE](#) is the same as attribute [PERSON STATED SEXUAL ORIENTATION CODE](#).

POSITION BUDGETED FTE

Change to Data Element: Changed Dataset

Format/Length:	n1.n2
NWDS ID:	SBUD
NWDS Field Name:	Budgeted Whole Time Equivalent (WTE) for Position
ESR Field Name:	FTE (Position Budgeted)
National Codes:	
Default Codes:	

Notes:

[POSITION BUDGETED FTE](#) is the same as attribute [POSITION BUDGETED FULL TIME EQUIVALENT](#).

POSITION CONTRACTED FTE

Change to Data Element: Changed Dataset

Format/Length:	n1.n2
NWDS ID:	SWTC
NWDS Field Name:	Contracted Whole Time Equivalent (WTE) for Position
National Codes:	
Default Codes:	

Notes:

[POSITION CONTRACTED FTE](#) is the same as attribute [POSITION CONTRACTED FULL TIME EQUIVALENT](#).

POSITION FTE VARIANCE

Change to Data Element: Changed Dataset

Format/Length:	n3.n2
NWDS ID:	SVAR
NWDS Field Name:	WTE Variance (Derived)
National Codes:	
Default Codes:	

Notes:

[POSITION FTE VARIANCE](#) is the same as attribute [POSITION FTE VARIANCE](#).

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

POSITION IDENTIFIER

Change to Data Element: Changed Dataset

Format/Length:	max an32
NWDS ID:	ORPN
ESR Field Name:	Position Number
National Codes:	

Default Codes:

Notes:

[POSITION IDENTIFIER](#) is the same as attribute [POSITION IDENTIFIER](#).

POSITION INTERNATIONAL RECRUITMENT INDICATOR

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	SINT
NWDS Field Name:	Position Suitable for International Recruitment
National Codes:	See POSITION INTERNATIONAL RECRUITMENT INDICATOR
Default Codes:	97 - Not recorded 98 - Not applicable 99 - Not known

Notes:

[POSITION INTERNATIONAL RECRUITMENT INDICATOR](#) is the same as attribute [POSITION INTERNATIONAL RECRUITMENT INDICATOR](#).

POSITION ROTA PATTERN TYPE

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	GRST
ESR Field Name:	Rota Pattern
National Codes:	See POSITION ROTA PATTERN TYPE
Default Codes:	

Notes:

[POSITION ROTA PATTERN TYPE](#) is the same as attribute [POSITION ROTA PATTERN TYPE](#).

POSITION SHIFT TYPE

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	GRWP
ESR Field Name:	Shift Type (Work Requirement)
National Codes:	See POSITION SHIFT TYPE
Default Codes:	

Notes:

[POSITION SHIFT TYPE](#) is the same as attribute [POSITION SHIFT TYPE](#).

POSITION STATUS

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	SPSS
NWDS Field Name:	Position /Post Status (Derived)
National Codes:	See POSITION STATUS

Default Codes:

Notes:

[POSITION STATUS](#) is the same as attribute [POSITION STATUS](#).

POSITION VACANCY END DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	SVED
NWDS Field Name:	Vacancy End Date
ESR Field Name:	To (Vacancy Date)
National Codes:	
Default Codes:	

Notes:

[POSITION VACANCY END DATE](#) is the same as attribute [POSITION VACANCY END DATE](#).

POSITION VACANCY FTE

Change to Data Element: Changed Dataset

Format/Length:	max n2.n2
NWDS ID:	SDIF
NWDS Field Name:	Vacancy Whole Time Equivalent (WTE) (Derived)
ESR Field Name:	Vacancy Full Time Equivalent (FTE)
National Codes:	
Default Codes:	

Notes:

[POSITION VACANCY FTE](#) is the same as attribute [POSITION VACANCY FULL TIME EQUIVALENT](#) where the [POSITION STATUS](#) is National Code '*Vacant*'.

POSITION VACANCY IDENTIFIER

Change to Data Element: Changed Dataset

Format/Length:	max an4
NWDS ID:	SVAC
NWDS Field Name:	Vacant Position/Post
ESR Field Name:	Vacancy
National Codes:	
Default Codes:	

Notes:

[POSITION VACANCY IDENTIFIER](#) is the same as attribute [POSITION VACANCY IDENTIFIER](#) where the [POSITION STATUS](#) is National Code '*Vacant*'.

POSITION VACANCY LENGTH OF TIME UNFILLED

Change to Data Element: Changed Dataset

Format/Length:	max n4
NWDS ID:	SVLN
NWDS Field Name:	Length of Time Vacancy Unfilled (Derived)

National Codes:

Default Codes:

Notes:

[POSITION VACANCY LENGTH OF TIME UNFILLED](#) is the number of days of a [POSITION VACANCY](#) was unfilled in an [ORGANISATION](#).

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

POSITION VACANCY START DATE

Change to Data Element: Changed Dataset

Format/Length: an10 CCYY-MM-DD

[NWDS](#) ID: SVSD

[NWDS](#) Field Name: Vacancy Start Date

[ESR](#) Field Name: From (Vacancy Date)

National Codes:

Default Codes:

Notes:

[POSITION VACANCY START DATE](#) is the same as attribute [POSITION VACANCY START DATE](#).

POSITION VACANCY STATUS

Change to Data Element: Changed Dataset

Format/Length: an2

[NWDS](#) ID: SVAS

[NWDS](#) Field Name: Vacancy Status

National Codes: See [POSITION VACANCY STATUS](#)

Default Codes:

Notes:

[POSITION VACANCY STATUS](#) is the same as attribute [POSITION VACANCY STATUS](#).

POSITION WORKED FTE (REPORTING PERIOD)

Change to Data Element: Changed Dataset

Format/Length: n3.n2

[NWDS](#) ID: SAHR

[NWDS](#) Field Name: Worked Whole Time Equivalent (WTE) for Position (Derived)

National Codes:

Default Codes:

Notes:

[POSITION WORKED FTE \(REPORTING PERIOD\)](#) is the same as attribute [POSITION WORKED FTE IN REPORTING PERIOD](#).

For further guidance, see the [NHS Digital](#) website at: [National Workforce Data Set \(NWD\) guidance documents](#).

POSTCODE

Change to Data Element: Changed Dataset

Format/Length:	max an8
NWDS ID :	SPOC
NWDS Field Name:	Post Code
National Codes:	
Default Codes:	

Notes:

[POSTCODE](#) is the same as attribute [POSTCODE](#).

For further information on [POSTCODES](#), see:

- [NHS Postcode Directory](#)
- [Contact Details](#)
- [Office for National Statistics website: Postal geography](#)
- [NHS Digital](#) website at: [ODS postcode files](#).

If a [POSTCODE](#) is not known, (for example, the [PATIENT](#) has no fixed abode, the [PATIENT](#) is an [Overseas Visitor](#) etc.) the appropriate [Organisation Data Service](#) pseudo [POSTCODE](#) should be used.

The pseudo [POSTCODES](#) can be found on the [Organisation Data Service](#) pages of the [NHS Digital](#) website at: [Office for National Statistics data](#). The look_ups file contains the Pseudo Country Postcode files.

PROFESSIONAL REGISTRATION BODY CODE

Change to Data Element: Changed Dataset

Format/Length:	an2
National Codes:	See PROFESSIONAL REGISTRATION BODY CODE
Default Codes:	

Notes:

[PROFESSIONAL REGISTRATION BODY CODE](#) is the same as attribute [PROFESSIONAL REGISTRATION BODY CODE](#).

For specific National Code usage in different data sets, see [PROFESSIONAL REGISTRATION BODY CODE](#).

PROFESSIONAL REGISTRATION ENTRY IDENTIFIER

Change to Data Element: Changed Dataset

Format/Length:	max an32
NWDS ID :	EPRN
NWDS Field Name:	Professional Registration Number
National Codes:	

Default Codes:

Notes:

[PROFESSIONAL REGISTRATION ENTRY IDENTIFIER](#) is the same as attribute [PROFESSIONAL REGISTRATION ENTRY IDENTIFIER](#).

PROFESSIONAL REGISTRATION EXPIRY DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	EPRE
NWDS Field Name:	Professional Registration Expiry Date
ESR Field Name:	Expiry Date (Professional Registration)
National Codes:	
Default Codes:	

Notes:

[PROFESSIONAL REGISTRATION EXPIRY DATE](#) is the same as attribute [PROFESSIONAL REGISTRATION EXPIRY DATE](#).

PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	EPRD
NWDS Field Name:	Date of First Professional Registration
ESR Field Name:	First Registration Date
National Codes:	
Default Codes:	

Notes:

[PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE](#) is the same as attribute [PROFESSIONAL REGISTRATION FIRST REGISTRATION DATE](#).

PROFESSIONAL REGISTRATION STATUS

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	EPRS
NWDS Field Name:	Professional Registration Status (Derived)
National Codes:	See PROFESSIONAL REGISTRATION STATUS
Default Codes:	

Notes:

[PROFESSIONAL REGISTRATION STATUS](#) is the same as attribute [PROFESSIONAL REGISTRATION STATUS](#).

PROFESSIONAL REGISTRATION TYPE

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	ERGT

[NWDS](#) Field Name: Registration Type
National Codes: See [PROFESSIONAL REGISTRATION TYPE](#)
Default Codes:

Notes:

[PROFESSIONAL REGISTRATION TYPE](#) is the same as attribute [PROFESSIONAL REGISTRATION TYPE](#).

PROFESSIONAL REGISTRATION TYPE (POSITION)

Change to Data Element: Changed Dataset

Format/Length: an2
[NWDS](#) ID: ERDP
[NWDS](#) Field Name: Mandatory Registration Details for Position
[ESR](#) Field Name: Registration and Membership Requirements for Position
National Codes: See [PROFESSIONAL REGISTRATION TYPE](#)
Default Codes:

Notes:

[PROFESSIONAL REGISTRATION TYPE \(POSITION\)](#) is the same as attribute [PROFESSIONAL REGISTRATION TYPE](#) for a [POSITION](#).

A [POSITION](#) may have multiple [PROFESSIONAL REGISTRATION TYPES](#).

QUALIFICATION PLANNED COMPLETION DATE CHANGE REASON (CCT)

Change to Data Element: Changed Dataset

Format/Length: an2
[NWDS](#) ID: ESPM
[NWDS](#) Field Name: Reason for Moving CCST Date
National Codes: [TRAINING ACTIVITY COMPLETION DATE CHANGE REASON](#)
Default Codes: 99 - Original Date

Notes:

[QUALIFICATION PLANNED COMPLETION DATE CHANGE REASON \(CCT\)](#) is the same as attribute [TRAINING ACTIVITY COMPLETION DATE CHANGE REASON](#) where the [QUALIFICATION TYPE](#) is National Code '*Certificate of Completion of Training (CCT) - Specialist Training*'.

QUALIFICATION SUBJECT AREA

Change to Data Element: Changed Dataset

Format/Length: an2
[NWDS](#) ID: EQSA
[ESR](#) Field Name: Subject Area
National Codes: See [QUALIFICATION SUBJECT AREA](#)
Default Codes:

Notes:

[QUALIFICATION SUBJECT AREA](#) is the same as attribute [QUALIFICATION SUBJECT AREA](#).

QUALIFICATION TITLE

Change to Data Element: Changed Dataset

Format/Length:	max an255
NWDS ID:	EQTT
NWDS Field Name:	Qualification Title
National Codes:	
Default Codes:	

Notes:

[QUALIFICATION TITLE](#) is the same as attribute [QUALIFICATION TITLE](#).

QUALIFICATION TYPE

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	EQTY
NWDS Field Name:	Qualification Type
National Codes:	See QUALIFICATION TYPE
Default Codes:	

Notes:

[QUALIFICATION TYPE](#) is the same as attribute [QUALIFICATION TYPE](#).

REASON FOR EMPLOYEE FIXED TERM OR TEMPORARY EMPLOYMENT CONTRACT

Change to Data Element: New Data Element

Format/Length:	an2
NWDS ID:	SCCR
NWDS Field Name:	Staff Movements and Numbers
ESR Field Name:	Fixed Term/Temporary Contract Reason
National Codes:	See REASON FOR EMPLOYEE FIXED TERM OR TEMPORARY EMPLOYMENT CONTRACT

Notes:

[REASON FOR EMPLOYEE FIXED TERM OR TEMPORARY EMPLOYMENT CONTRACT](#) is the same as attribute [REASON FOR EMPLOYEE FIXED TERM OR TEMPORARY EMPLOYMENT CONTRACT](#)

This data element is also known by these names:

Context	Alias
plural	REASONS FOR EMPLOYEE FIXED TERM OR TEMPORARY EMPLOYMENT CONTRACT

REASON FOR EMPLOYEE FIXED TERM OR TEMPORARY EMPLOYMENT CONTRACT

Change to Data Element: New Data Element



REASON FOR EMPLOYEE FIXED TERM OR TEMPORARY EMPLOYMENT CONTRACT

Attribute:

REASON FOR EMPLOYEE FIXED TERM OR TEMPORARY EMPLOYMENT CONTRACT

STAFF GROUP CODE (TRAINING ACTIVITY CLASSIFICATION)

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	ETAC
ESR Field Name:	Category Type (Training Classification)
National Codes:	See STAFF GROUP
Default Codes:	

Notes:

[STAFF GROUP CODE \(TRAINING ACTIVITY CLASSIFICATION\)](#) is the same as attribute [STAFF GROUP](#).

[STAFF GROUP CODE \(TRAINING ACTIVITY CLASSIFICATION\)](#) is the [STAFF GROUP](#) which classifies the staff group for which the [EMPLOYEE TRAINING ACTIVITY](#) is targeted.

STAFF GROUP STANDARD HOURS

Change to Data Element: Changed Dataset

Format/Length:	max n2.max n2
NWDS ID:	SGHR
NWDS Field Name:	Standard Hours for Grade
National Codes:	
Default Codes:	

Notes:

[STAFF GROUP STANDARD HOURS](#) is the same as attribute [STAFF GROUP STANDARD HOURS](#).

STAFF GROUP STANDARD SESSIONS

Change to Data Element: Changed Dataset

Format/Length:	max n2.max n2
National Codes:	
Default Codes:	

Notes:

[STAFF GROUP STANDARD SESSIONS](#) is the standard sessions per week for a full time appointment for a [Staff Group](#).

START DATE (ASSIGNMENT PAYSACLE)

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
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[NWDS](#) ID: SGSD
[NWDS](#) Field Name: Start Date in Grade
National Codes:
Default Codes:

Notes:

[START DATE \(ASSIGNMENT PAYSCALE\)](#) is the same as attribute [ASSIGNMENT PAYSCALE POINT START DATE](#).

TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNT

Change to Data Element: Changed Dataset

Format/Length: max an3
[NWDS](#) ID: EACC
[NWDS](#) Field Name: Accreditation from Training Course
[ESR](#) Field Name: Amount (Professional Credit)
National Codes:
Default Codes:

Notes:

[TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNT](#) is the same as attribute [TRAINING ACTIVITY ACCREDITATION CREDIT AMOUNT](#).

TRAINING ACTIVITY ACTUAL COMPLETION DATE (GP TRAINING)

Change to Data Element: Changed Dataset

Format/Length: an10 CCYY-MM-DD
[NWDS](#) ID: EGPC
[NWDS](#) Field Name: Actual GP Training Completion Date (Derived)
National Codes:
Default Codes:

Notes:

[TRAINING ACTIVITY ACTUAL COMPLETION DATE \(GP TRAINING\)](#) is the same as attribute [TRAINING ACTIVITY ACTUAL COMPLETION DATE](#).

[TRAINING ACTIVITY ACTUAL COMPLETION DATE \(GP TRAINING\)](#) is the actual date on which an [EMPLOYEE](#) successfully completed their General Practitioner training to attain [QUALIFICATION TYPE](#) National Code '*Certificate of Completion of Training (CCT) - General Practitioner Training*'.

TRAINING ACTIVITY ACTUAL COMPLETION DATE (SPECIALIST TRAINING)

Change to Data Element: Changed Dataset

Format/Length: an10 CCYY-MM-DD
[NWDS](#) ID: ESPD
[NWDS](#) Field Name: Actual CCST Date (Derived)
National Codes:
Default Codes:

Notes:

[TRAINING ACTIVITY ACTUAL COMPLETION DATE \(SPECIALIST TRAINING\)](#) is the same as attribute [TRAINING ACTIVITY ACTUAL COMPLETION DATE](#).

[TRAINING ACTIVITY ACTUAL COMPLETION DATE \(SPECIALIST TRAINING\)](#) is the actual date on which an [EMPLOYEE](#) successfully completed their Specialist training to [QUALIFICATION TYPE](#) National Code 'Certificate of Completion of Training (CCT) - Specialist Training'.

TRAINING ACTIVITY ASSESSOR TYPE

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	EATY
NWDS Field Name:	Type of Assessor
National Codes:	See TRAINING ACTIVITY ASSESSOR TYPE
Default Codes:	

Notes:

[TRAINING ACTIVITY ASSESSOR TYPE](#) is the same as attribute [TRAINING ACTIVITY ASSESSOR TYPE](#).

TRAINING ACTIVITY DELIVERY METHOD

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	ETAC
ESR Field Name:	Category Type (Delivery Method)
National Codes:	See TRAINING ACTIVITY DELIVERY METHOD
Default Codes:	

Notes:

[TRAINING ACTIVITY DELIVERY METHOD](#) is the same as attribute [TRAINING ACTIVITY DELIVERY METHOD](#).

TRAINING ACTIVITY NAME

Change to Data Element: Changed Dataset

Format/Length:	max an255
NWDS ID:	ETRN
NWDS Field Name:	Name of Training Course
ESR Field Name:	Name (Training Activity)
National Codes:	
Default Codes:	

Notes:

[TRAINING ACTIVITY NAME](#) is the same as attribute [TRAINING ACTIVITY NAME](#).

TRAINING ACTIVITY START DATE (GP TRAINING)

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
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NWDS ID:	EGPS
NWDS Field Name:	Start Date of GP Training
ESR Field Name:	Start Date of Qualification
National Codes:	
Default Codes:	

Notes:

[TRAINING ACTIVITY START DATE \(GP TRAINING\)](#) is the same as attribute [TRAINING ACTIVITY START DATE](#) where the [QUALIFICATION TYPE](#) is National Code '*Certificate of Completion of Training (CCT) - General Practitioner Training*'.

TRAINING ACTIVITY START DATE (SPECIALIST TRAINING)

Change to Data Element: Changed Dataset

Format/Length:	an10 CCYY-MM-DD
NWDS ID:	ESPS
NWDS Field Name:	Start Date of CCST
ESR Field Name:	Start Date of Qualification
National Codes:	
Default Codes:	

Notes:

[TRAINING ACTIVITY START DATE \(SPECIALIST TRAINING\)](#) is the same as attribute [TRAINING ACTIVITY START DATE](#) where the [QUALIFICATION TYPE](#) is National Code '*Certificate of Completion of Training (CCT) - Specialist Training*'.

TRAINING ACTIVITY TYPE

Change to Data Element: Changed Dataset

Format/Length:	an2
NWDS ID:	ETAT
ESR Field Name:	Activity Type (Training)
National Codes:	See TRAINING ACTIVITY TYPE
Default Codes:	

Notes:

[TRAINING ACTIVITY TYPE](#) is the same as attribute [TRAINING ACTIVITY TYPE](#).

For enquiries about this Change Request, please email information.standards@nhs.net

