

Data Coordination Board

Information Standards Notice – Change

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

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

Standard details	
DCB unique identifier	DCB1067 Amd 69/2020
Name	National Workforce Data Set, Version 3.2
Approval date	22 December 2020
Publication date	7 January 2021
Standard definition	
Description	<p>The National Workforce Data Set (NWD) is a reference data standard containing standardised definitions to facilitate the capture of nationally consistent information relating to the NHS and wider healthcare workforce.</p> <p>NWD data items support a variety of workforce collections and are also embedded within HR/workforce IT systems, including the Electronic Staff Record (ESR) and NHS Jobs.</p> <p>The NWD is maintained by the Workforce Statistics team within NHS Digital.</p>
About this change	<p>Version 3.2 of the National Workforce Data Set has been updated to improve upon the content and guidance associated with the existing standard. Changes include:</p> <ul style="list-style-type: none">• a new element for Fixed Term / Temporary Contract Reason• new values within new and existing elements (affecting Job Role, Occupation Code, Area of Work, Destination on Leaving, Fixed Term / Temporary Contract Reason, Qualification Type, Reason for Leaving and Source of Recruitment)• the renaming of existing values within elements (affecting Job Role, Occupation Code, Area of Work and Nationality)• the retiring of existing values within elements (affecting Job Role and Area of Work)• guidance update linked to existing Absence Type for new 'related' reasons, to capture additional contextual detail and other presentational/guidance updates to the NWD specification and guidance documents which do not materially impact on the individual values described by the NWD.

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Scope (Health and Social Care Act 2012)	Health Services, NHS Services, Adult Social Care
Applies to	<p>This information standard applies to multiple organisations, including but not limited to:</p> <ul style="list-style-type: none"> • NHS organisations • Department of Health and Social Care (DHSC) • NHS England and NHS Improvement • Health Education England • Other Arm's Length Bodies of the DHSC • Other providers of NHS funded care including Independent Sector Health Care Providers, Social Enterprises and other Third Sector organisations. <p>It may also be used in Local Authorities and Social Care organisations where applicable.</p> <p>Note that the information standard is approved for use in England. However, the NHS in Wales also uses the standard and is encouraged to do so.</p>
Impacts upon	Implementation of this information standard impacts all health workforce related IT systems suppliers providing systems to the above providers; suppliers should work with their customers to determine necessary changes.
Legal authority	This information standard is published under section 250 of the Health and Social Care Act 2012.
Link to further documentation	<p>The Change Specification, Requirements Specification and Implementation Guidance are available on the NHS Digital website: www.digital.nhs.uk/isce/publication/dcb1067</p> <p>Further guidance is published by NHS Digital: https://digital.nhs.uk/data-and-information/data-collections-and-data-sets/data-sets/national-workforce-data-set-nwd-and-nhs-occupation-codes</p>
Contacts	
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Help Desk	enquiries@nhsdigital.nhs.uk (please state National Workforce Data Set in subject line)
Dates	
Implementation date	7 January 2021
Full conformance date	1 January 2022
Post Implementation Review date	30 June 2022

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