

Guide to using the General Practice Workforce GP joiner and leaver ICB-level CSV files

About the CSVs

These CSVs present annual full-time equivalent (FTE) and headcount joiner and leaver figures for two groups of GPs, at regional and Integrated Care Board (ICB)-level. One pair of files (1a and 1b) reflect joiners and leavers to/from the general practice workforce, broken down by region and ICB. The other pair (2a and 2b) also include movers between regions and ICBs.

All four files include breakdowns by age band and gender.

- 1a Fully qualified *permanent* GPs - joiners and leavers
- 1b Fully qualified GPs - joiners and leavers
- 2a Fully qualified *permanent* GPs – joiners, leavers and movers
- 2b Fully qualified GPs – joiners, leavers and movers

1. Joiner and leavers to / from GP workforce
 - a. Fully qualified *permanent* GPs (excluding GPs in training grade and locums).
 - b. Fully qualified GPs (excluding GPs in training grade but including locums).

These two CSV files are the regional breakdowns of the four existing England-level Excel tables. For these files, the sum of the **All Genders** and **All Ages** joiner / leaver FTE figures for the seven regions, or for the 42 ICBs, will equal the England-level FTE from the Excel GP Joiners and Leavers tables. Headcounts may be different due to some individuals holding roles in more than one region / ICB.

Similarly, the sum of the of the **All genders** and **All ages** joiner / leaver FTE figures for each ICB within a region, will equal the FTE for that region. Again, headcounts will only be different where an individual included in the figures holds roles in more than one ICB.

2. Joiner and leavers to / from each region and ICB (the above, plus movers between regions and ICBs)
 - a. Fully qualified *permanent* GPs (excluding GPs in training grade and locums).
 - b. Fully qualified GPs (excluding GPs in training grade but including locums).

For these files, since movers between ICBs and regions are also included, figures at lower levels will not necessarily sum to those for the higher geographies. For example, where an

individual has moved from one ICB to another within the same region, they will be counted as a leaver from their old ICB and a joiner at the one they have moved to, but as they will still be present in the England-level workforce and at the same region, they will not be counted as a joiner or leaver in the England or region figures.

CSV fields

- TYPE - *whether headcount/FTE figure is a denominator or numerator*
- MEASURE - *whether headcount/FTE figure relates to joiners or leavers*
- GENDER
- AGE_BAND
- HC - *Headcount figure*
- FTE - *Full-time equivalent figure*
- COMM_REGION_CODE - *NHS England and NHS Improvement Region organisation code*
- COMM_REGION_NAME - *NHS England and NHS Improvement Region organisation name*
- ICB_CODE - *Integrated Care Board Code*
- ICB_NAME - *Integrated Care Board Code Name*

Reporting period and TYPE field

The reporting period is indicated by the filename. For example, where the filename of the CSV is **1a Fully qualified permanent GPs - joiners and leavers – December 2022**, the file presents joiners and leavers in the year from December 2021 to December 2022.

The *TYPE* field denotes whether the headcount and FTE figure for the selected group is a denominator or a numerator. **Numerators are the actual joiner or leaver FTE / headcount.** Denominators are the total amount of FTE or headcount included in the calculations for each group and annual period. They represent all GPs from the relevant GP group working at the reporting period, excluding estimated records and records which could not be included in the analysis due to missing identifying information.

In the example above for December 2022, for leavers, the denominator represents how many GPs there were in December **2021** (who could be included in the analysis), while the numerator represents how many of those left over the next year. For joiners, the denominator represents how many GPs there were in December **2022**, while the numerator represents how many of those joined in the year up to December 2022.

Together, the numerators and denominators can be used to calculate the percentage of the group joining or leaving within the period.

Example:

Imagine the filename for this example includes the reporting period *December 2022*. You are interested in the number of joiners aged 30-34 in all ICBs of the East of England region for this reporting period. Filter the data by selecting **Joiners** under *MEASURE*, **All Genders** under *GENDER*, **30-34** under *AGE_BAND*, **East of England** under *COMM_REGION_NAME* (or **Y61** under *COMM_REGION_CODE*) and **All** under *ICB_CODE* or *ICB_NAME*, as shown in Figure 1.

Figure 1: CSV rows filtered to select a desired group

A	B	C	D	E	F	G	H	I	J
TYPE	MEASURE	GENDER	AGE_BAND	COMM_REGION_CODE	COMM_REGION_NAME	ICB_CODE	ICB_NAME	HC	FTE
Denominator	Joiners	All Genders	30-34	Y61	East of England	All	All	318	232.8627
Numerator	Joiners	All Genders	30-34	Y61	East of England	All	All	106	73.2996

Figures are for illustrative purposes only

In this example, the denominator figures indicate there were of 318 GPs fulfilling 232.9 FTE in the workforce in the East of England in December 2022 (excluding estimated records and records which could not be included in the analysis due to missing identifying information).

The numerator figures tell you that of those, 106 individual GPs, fulfilling 73.3 FTE, joined the East of England region in the year to December 2022.

To calculate the percentage of the group joining within the year to December 2022 by headcount, divide the headcount joiner figure (numerator) by the total headcount figure (denominator) and multiply by 100. In this example, for headcount, the calculation is:

$$106 / 318 * 100 = 33.3\%$$

If, for the same region, gender and age band groups, you choose to instead look at leavers, change the filter for *MEASURE* to **Leavers**, as shown in Figure 2.

A	B	C	D	E	F	G	H	I	J
TYPE	MEASURE	GENDER	AGE_BAND	COMM_REGION_CODE	COMM_REGION_NAME	ICB_CODE	ICB_NAME	HC	FTE
Denominator	Leavers	All Gender	30-34	Y61	East of En	All	All	331	236.0443
Numerator	Leavers	All Gender	30-34	Y61	East of En	All	All	31	19.46453

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In this example, the denominator tells you there were 331 individual GPs, fulfilling 236 FTE between them, in December 2021. Of those, 31 GPs, fulfilling 19.5 FTE, had left by December 2022. If the file you are looking at is either a 1a or 1b file (joiners and leavers), this means those GPs left the general practice workforce entirely. If the file is a 2a or 2b file (joiners, leavers and movers) then they have left the East of England region in the year to December 2022 but could have moved elsewhere in the workforce.

To calculate the percentage of the December 2021 FTE GPs who had left the East of England region by December 2022, divide the FTE leaver figure (numerator) by the total FTE figure (denominator) and multiply by 100:

$$19.5 / 236 * 100 = 8.3\%$$

Other filtering examples

To see only the leaver figures at a particular ICB, ensure the ICB of interest is selected in the filter for column I or J, and select only **Numerator** under *TYPE* and **Leavers** under *MEASURE*. Selecting all values for *GENDER* and *AGE_BAND* will display rows for all combinations of age band and gender (including **all** genders and **all** ages), as in Figure 3.

Figure 3: Leavers for all combinations of age band and gender at a single ICB

A	B	C	D	E	F	G	H	I	J
TYPE	MEASURE	GENDER	AGE	COM	COMM_REGION	ICB	ICB	HC	FTE
Numerator	Leavers	All Genders	30-34	Y62	North West	QE1	NHS La	7	4.014
Numerator	Leavers	All Genders	35-39	Y62	North West	QE1	NHS La	10	6.662933
Numerator	Leavers	All Genders	40-44	Y62	North West	QE1	NHS La	4	1.965067
Numerator	Leavers	All Genders	45-49	Y62	North West	QE1	NHS La	10	7.965867
Numerator	Leavers	All Genders	50-54	Y62	North West	QE1	NHS La	9	7.373333
Numerator	Leavers	All Genders	55-59	Y62	North West	QE1	NHS La	15	10.41333
Numerator	Leavers	All Genders	60-64	Y62	North West	QE1	NHS La	6	4.914667
Numerator	Leavers	All Genders	65-69	Y62	North West	QE1	NHS La	1	1.013333
Numerator	Leavers	All Genders	All Ages	Y62	North West	QE1	NHS La	63	44.9892
Numerator	Leavers	All Genders	Under 3	Y62	North West	QE1	NHS La	1	0.666667
Numerator	Leavers	Female	30-34	Y62	North West	QE1	NHS La	5	2.810667
Numerator	Leavers	Female	35-39	Y62	North West	QE1	NHS La	6	3.110933
Numerator	Leavers	Female	40-44	Y62	North West	QE1	NHS La	2	0.726667
Numerator	Leavers	Female	45-49	Y62	North West	QE1	NHS La	3	1.962667
Numerator	Leavers	Female	50-54	Y62	North West	QE1	NHS La	6	4.613333
Numerator	Leavers	Female	55-59	Y62	North West	QE1	NHS La	4	1.893333
Numerator	Leavers	Female	60-64	Y62	North West	QE1	NHS La	3	1.981333
Numerator	Leavers	Female	All Ages	Y62	North West	QE1	NHS La	29	17.09893
Numerator	Leavers	Male	30-34	Y62	North West	QE1	NHS La	2	1.203333
Numerator	Leavers	Male	35-39	Y62	North West	QE1	NHS La	4	3.552
Numerator	Leavers	Male	40-44	Y62	North West	QE1	NHS La	2	1.2384
Numerator	Leavers	Male	45-49	Y62	North West	QE1	NHS La	7	6.0032
Numerator	Leavers	Male	50-54	Y62	North West	QE1	NHS La	3	2.76
Numerator	Leavers	Male	55-59	Y62	North West	QE1	NHS La	11	8.52
Numerator	Leavers	Male	60-64	Y62	North West	QE1	NHS La	3	2.933333
Numerator	Leavers	Male	65-69	Y62	North West	QE1	NHS La	1	1.013333
Numerator	Leavers	Male	All Ages	Y62	North West	QE1	NHS La	34	27.89027
Numerator	Leavers	Male	Under 3	Y62	North West	QE1	NHS La	1	0.666667

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The example in Figure 4 shows both joiner and leaver figures (numerators), and the total GPs (denominators) included in the analysis at the beginning (Leavers) and end (Joiners) of the annual period, for NHS Birmingham and Solihull ICB (QHL). Only **All Ages** has been selected under *AGE_BAND*, and **Female** and **Male** under *GENDER* (**All Genders** and **Other/Unknown** are excluded) to give the joiner and leaver stats for males and females separately, not broken down by age band.

Figure 4: Male and female joiners and leavers of all ages to/from a single ICB

TYPE	MEASU	GENDE	AGE BA	COMM	COMM	ICB_CC	ICB_NA	HC	FTE
Denominat Joiners	Female	All Ages	Y60	Midlands	QHL	NHS Birmi	480	325.4468	
Denominat Leavers	Female	All Ages	Y60	Midlands	QHL	NHS Birmi	491	331.729	
Numerator Joiners	Female	All Ages	Y60	Midlands	QHL	NHS Birmi	50	29.96713	
Numerator Leavers	Female	All Ages	Y60	Midlands	QHL	NHS Birmi	62	33.2952	
Denominat Joiners	Male	All Ages	Y60	Midlands	QHL	NHS Birmi	429	366.295	
Denominat Leavers	Male	All Ages	Y60	Midlands	QHL	NHS Birmi	437	370.4588	
Numerator Joiners	Male	All Ages	Y60	Midlands	QHL	NHS Birmi	33	22.3998	
Numerator Leavers	Male	All Ages	Y60	Midlands	QHL	NHS Birmi	36	24.616	

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