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Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Nursing Workforce
Technical Document
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Contents

1. Data Source

Information contained within this report has been extracted from the Electronic Staff Record (ESR) Data Warehouse (DW). Using information held within the DW it is possible to identify the workforce based on staff groups and national occupational codes.

1.1. Data used in Analysis

The data used in this report relates to the Total Nursing Workforce (Registered Nursing and Support to Registered Nursing) working within 6 specified areas (details of these areas are listed below) and covers the period September 2015 – September 2021.

- Adult and General Nursing
- Children and Young People Nursing
- Community Services
- Learning Disabilities
- Mental Health
- Neonatal Nursing

2. Definition of the Workforce

2.1. Total Nursing Workforce

The Total Nursing Workforce consists of the Registered Nursing Workforce and the Support to Registered Nursing Workforce working across the 6 specified areas.

2.2. Registered Nursing Workforce

The Registered Nursing Workforce consists of all registered nurses working within the 6 specified areas who are held in the DW under the Nursing and Midwifery staff group and with occupational codes which reflect this registered workforce (see Appendix 1).

2.3. Support to Registered Nursing Workforce

The Support to Registered Nursing Workforce consists of all support staff working in the 6 specified areas who are held in the DW under the Additional Clinical Services staff group, have the national job roles of Healthcare Assistant or Healthcare Support Worker and who have occupational codes which reflect support to registered nursing (see Appendix 1).

3. Other Definitions

3.1. Starter

When an individual is appointed to a post in NHS Wales on either a permanent or fixed term contract between two period of time, and they were not employed at the start of the period within any NHS Wales organisation on a permanent or fixed term contract, they are classed as a starter.

For example:
An employee identified as having a permanent or fixed term contract in March 2019 but not in March 2018 will be classed as a new starter between the period April 2018 and March 2019 (Apr18-Mar19).

If an individual is employed on a Bank contract by one of the NHS Wales organisations and they take up a permanent or fixed term contract within any NHS Wales organisation, including the one they are already employed at, they would also be classed as a starter.

Please note – Individuals who start on a permanent or fixed term contract with one NHS organisation after leaving a permanent or fixed term contract with another NHS Wales organisation without having a break in service will not be classed as a starter – this is defined as Organisational 'Churn', this is not currently included in this report.

3.2. Leaver

When an individual leaves a permanent or fixed term contract between two periods of time and they do not appear as an employee with a permanent or fixed term contract at the end of the period, either within the same organisation or within a different NHS Wales organisation, they are classed as a leaver.

For example:
An employee identified as having a permanent or fixed term contract in March 2018 but not in March 2019 will be classed as a leaver between the period April 2018 and March 2019 (Apr18-Mar19).

If an individual leaves a permanent or fixed term contract during the month and they retain or take up a Bank Contract, they will be classed as a leaver.

Please Note – individuals who leave a permanent or fixed term contract with one NHS Wales organisation and take up a permanent or fixed term contract with another NHS Wales organisation without having a break in service will not be classed as a leaver – this is defined as Organisational 'Churn', this is not currently included in this report.

3.3. Retiree

The analysis of retirements is based on staff with a reason for leaving recorded within ESR as one of the following:

- ⤴ Flexi Retirement
- ⤴ Retirement- Ill Health
- ⤴ Retirement Age
- ⤴ Voluntary Early Retirement- no Actuarial Reduction
- ⤴ Voluntary Early Retirement- with Actuarial Reduction

Where an individual has been identified as having multiple retiring dates during the period the report covers (September 2015 – September 2021), the first/oldest date of leaving is used as the primary record i.e. the contracted fte and retirement age is based on the primary record.

3.4. Participation Rate

The participation rate is a measure of impact of part-time working on the availability of the organisation's workforce. The higher the participation rate the more hours on average, an individual will work each week.

4. Introduction

This report gives an overview of the Total Nursing Workforce working within the 6 specified areas during the period September 2015 to September 2021.

For the purpose of this report the information included has been split into 3 sections and shows detail for the Total Nursing Workforce and the split between Registered Nursing and Support to Registered Nursing based on the definition of the workforce as stated above.

The 3 individual sections of this report refer to:

- ⤴ The current workforce at September 2021 based on all 6 areas
- ⤴ A comparison of the workforce between September 2015 – September 2021, based on all 6 areas
- ⤴ An overview of the workforce in the individual areas based on September 2021 and also between September 2015 and September 2021

Please note the following:

- ⤴ In reference to the graphs/tables based on headcount detail, if an individual works in more than one area they have been counted once within sections 1 and 2 but in each of the areas they work in section 3.
- ⤴ As a result of the rounding of figures in the analysis process there may be instances throughout this report where the totals are out by +/- 0.1.

5. Section 1 – Current Workforce Profile September 2021

The graphs and tables in Section 1 provide an overview of the current Nursing Workforce based on the information held at September 2021. Further detail to support the comments can be found in the appendix.

5.1. Workforce by AfC Pay Band – Registered Nursing and Support to Registered Nursing

The Workforce by AfC Pay Band profile is based on the Contracted FTE worked at the applicable pay band at September 2021. The comments below are based on detail from Graph 1.

Graph 1 – Contracted FTE and Percentage of Contracted FTE by Pay Band
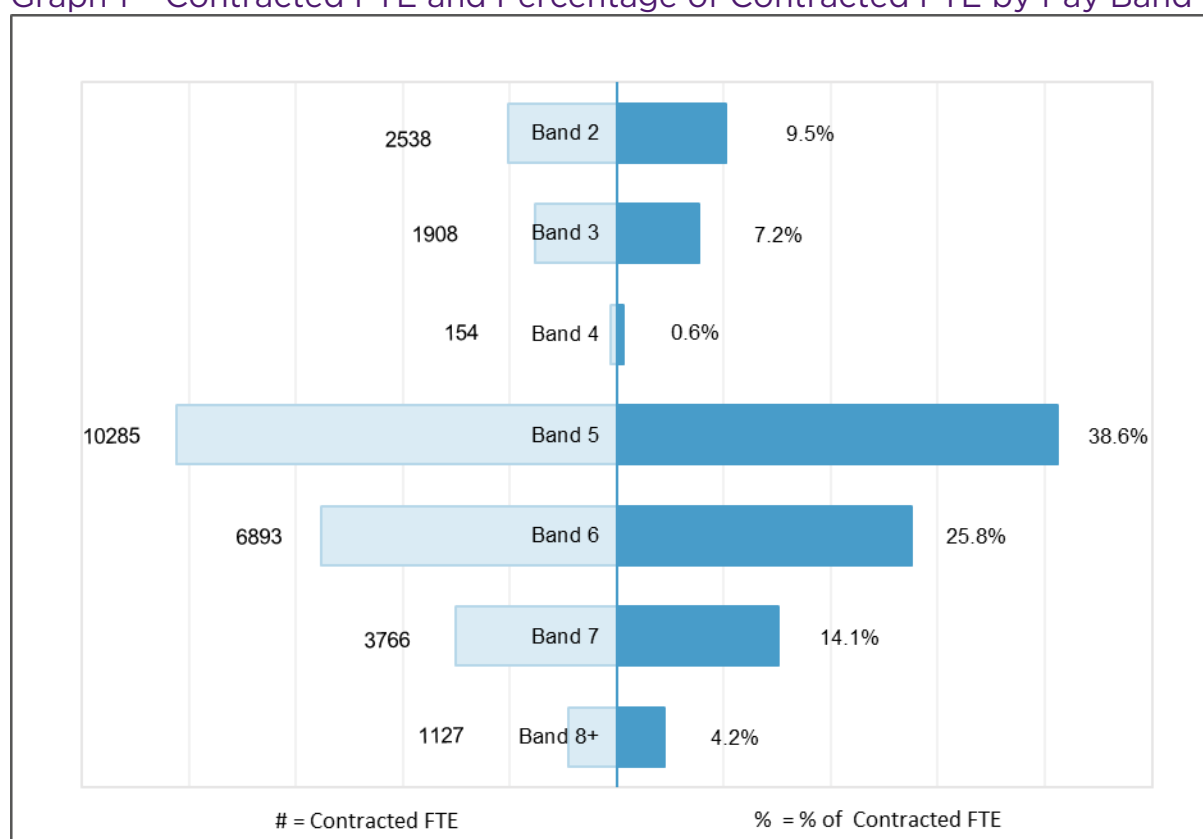
The vast majority of the Nursing Workforce are Band 5 with 38.6% (10285 FTE) of the Nursing workforce being paid at this level.

Individuals paid at Band 2 account for the largest proportion of the Support to Registered Nursing Workforce, with 9.5% of the total Nursing Workforce (2538 FTE) falling into this pay band.

There are only 154 FTE hours worked at Band 4 and 1127 FTE worked at Band 8+, individuals working within these pay bands account for 4.8% of the total contracted FTE worked by the Nursing Workforce.

5.2. Age Profile

Age profiles are based on the headcount for the Registered Nursing Workforce and the Support to Registered Nursing Workforce at September 2021, and the comments below are based on detail from Graph 2 and Appendix Table 2.

Graph 2 – Headcount Comparison of Age Profile September 2021 of the Registered Nursing and Support to Registered Nursing Workforce

In September 2021 staff aged 50+ accounted for 37.7% of the Total Nursing Workforce. Staff aged 45+ accounted for just over 50.0% of the Registered Nursing Workforce and just under 54.0% of the Support to Registered Nursing Workforce.
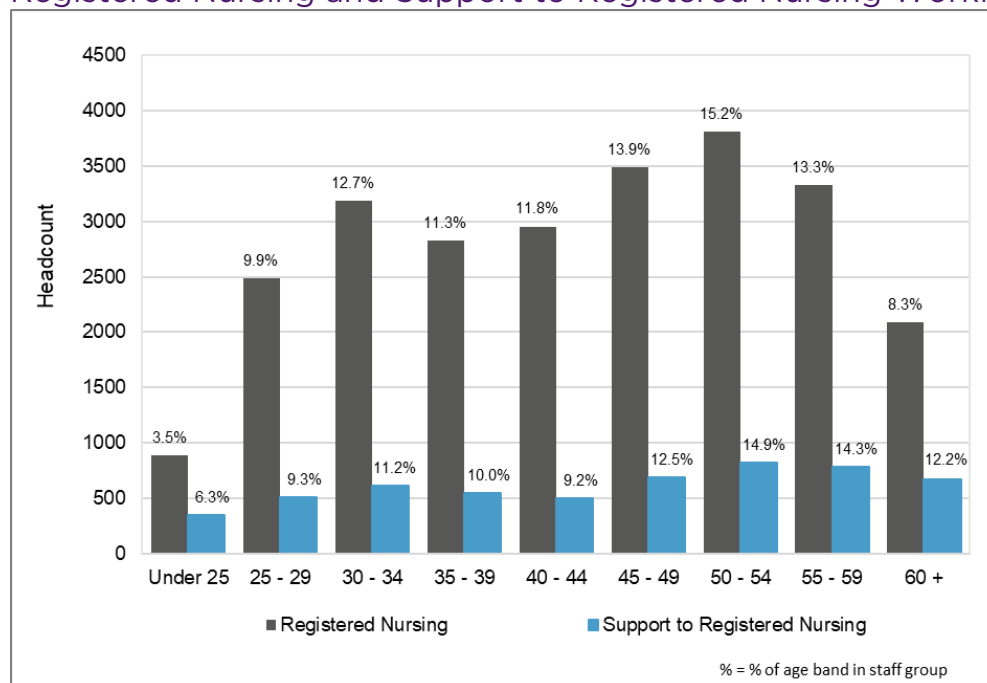
The highest proportion of staff in both Registered Nursing and Support to Registered Nursing are aged 50 – 54, this age group accounts for 15.2% and 14.9% of their staff group respectively.

The lowest proportion of staff for both staff groups are those age under 25, with 3.5% of individuals from Registered Nursing and 6.3% of individuals from Support to Registered Nursing falling into this category.

A reduction in headcount numbers can be seen from age 30 – 34 in both staff groups, with headcount numbers not increasing above the level of age 30 – 34 again until the age of 45 – 49.

A sharp decrease can be seen within the Registered Nursing Workforce for staff aged 60+, with the number of individuals in post at September 2021 being lower than all the other age bands with the exception of those under 25.

Despite the Support to Registered Nursing showing a decrease in those age 60+, the number of staff still working at this age is higher than those in the lower age bands i.e. up to the age of 44.

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5.3. Participation Rate by Age Band and Staff Group

Participation Rate profiles as based on the contracted FTE worked by individuals at September 2021 and are shown based on the Registered Nursing and Support to Registered Nursing groups. The comments below are based on detail from Table 1 and Graph 3. Please see 3.4 for definition of participation rate.

Graph 3 – Participation Rate by Age Band and Staff Group at September 2021
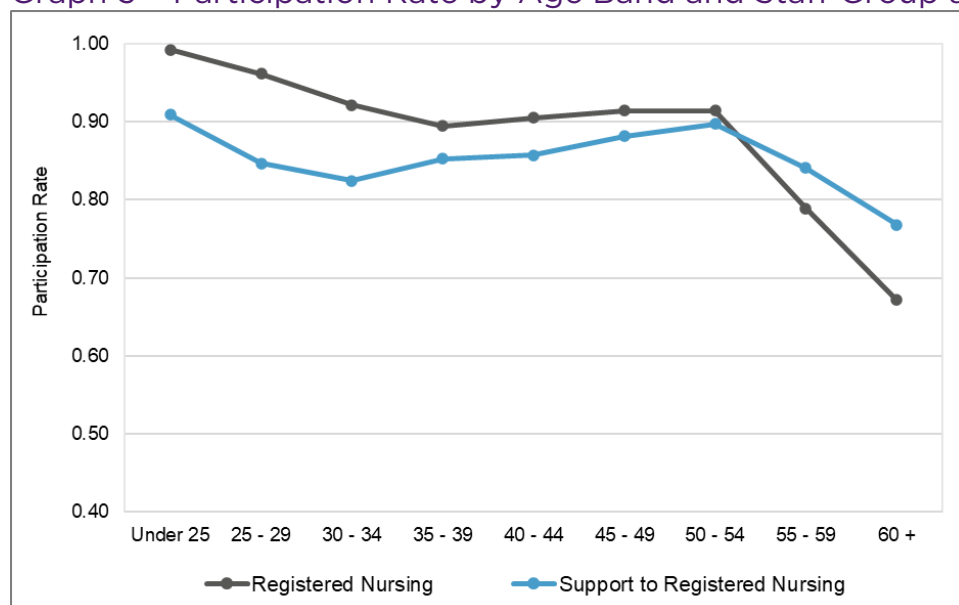
Table 1 – Participation Rate by Age Band and Staff Group at September 2021

Age Band	Registered Nursing	Support to Registered Nursing
Under 25	0.99	0.91
25-29	0.96	0.85
30-34	0.92	0.82
35-39	0.89	0.85
40-44	0.91	0.86
45-49	0.91	0.88
50-54	0.91	0.90
55-59	0.79	0.84
60 +	0.67	0.77

Participation Rates are based on the Total Nursing Workforce at September 2021 split into Registered Nursing and Support to Registered Nursing.

Individuals under the age of 25 have the highest participation rate in both staff groups, both with participation rates above 0.90.

The lowest participation rate can be seen in those aged 60+ with Registered Nursing having a rate of 0.67 and Support to Registered Nursing having a participation rate of 0.77.

Between the ages of 40 – 54 the participation rate for Registered Nursing has remained stable at 0.91, falling sharply from 55 – 59 to 0.79 and further to 0.67 for those aged 60+.

The participation rate for Support to Registered Nursing decreases until the age 30 – 34 and is steadily increasing from 35 – 54 from 0.85 to 0.90.

Support to Registered Nursing follows a similar pattern to Registered Nursing with participation rates decreasing from age 55 – 59 and 60+ to 0.84 and 0.77 respectively.

5.4. Participation Rate by Age Band and Gender

Participation Rate profiles as based on the contracted FTE worked by individuals at September 2021 and are shown based on Gender. The comments below are based on detail from Graph 4 and Table 2.

Graph 4 – Participation Rate by Age Band and Gender at September 2021 – Total Nursing Workforce
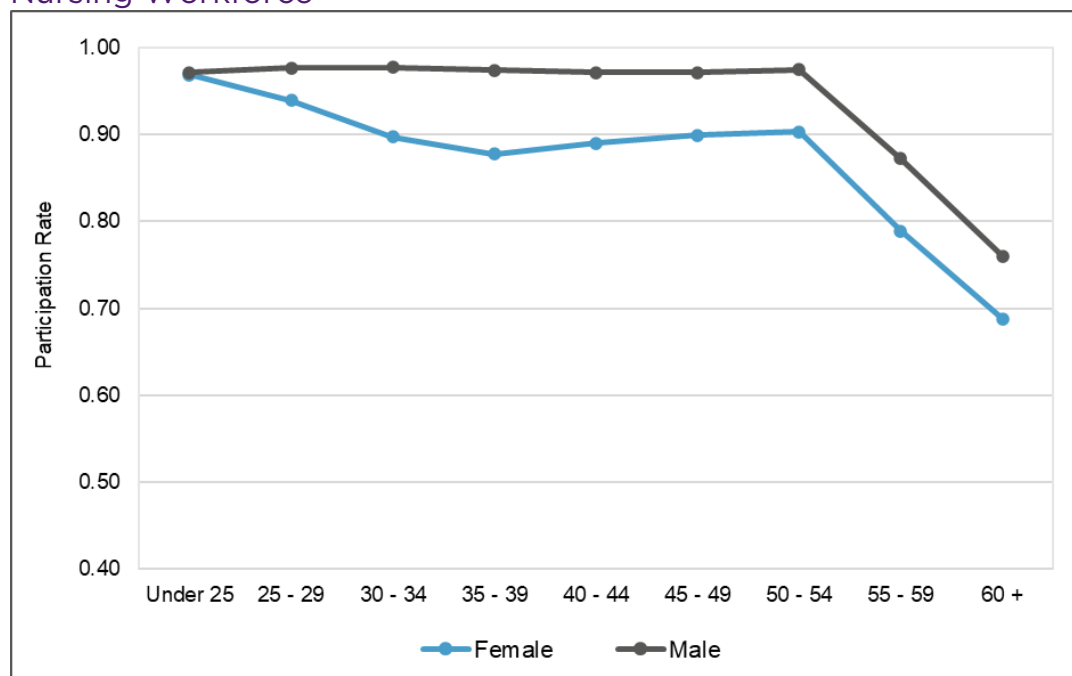
Table 2 – Participation Rate by Age Band and Gender at September 2021 – Total Nursing Workforce

Age Band	Female	Male
Under 25	0.97	0.97
25- 29	0.94	0.98
30- 34	0.90	0.98
35- 39	0.88	0.97
40- 44	0.89	0.97
45- 49	0.90	0.97
50- 54	0.90	0.97
55- 59	0.79	0.87
60 +	0.69	0.76

Participation Rates are based on the Total Nursing Workforce at September 2021 and relate to detail in Table 2 and Graph 4.

The participation rate for males up to the age of 54 is consistent, ranging between 0.97 and 0.98. At ages 55 – 59 the participation rate drops to 0.87 and to 0.76 at age 60+.

Participation rates for females up to the age of 54 fluctuate, ranging between 0.98 and 0.88, with those age 35 – 39 having the lowest participation rate. At age 55 – 59 the participation rate drops to 0.79 and to 0.69 at age 60+.

The pattern of the female participation rate shows a continuous reduction in the participation rate up to the age of 35- 39. The participation rate gradually increases to age 50 – 54 and reduces from age 55 – 59 to follow the same pattern as the male participation.

5.5. Ethnicity

Ethnicity profiles as based on headcount detail at September 2021 and are shown based on the Registered Nursing and Support to Registered Nursing groups. The comments below are based on detail from Table 3.

Table 3 – Ethnicity Profile for the Registered Nursing and Support to Registered Nursing Workforce based on Headcount and Overall Percentage within Staff Group

Ethnicity	Registered Nursing Workforce	Support to Registered Nursing Workforce
White	(81.4%) 20393	(87.3%) 4805
Unknown	(5.9%) 1485	(3.7%) 203
Not Stated	(4.5%) 1124	(5.4%) 298
Asian / Asian British	(4.4%) 1112	(1.7%) 93
Other Ethnic Groups	(1.9%) 481	(0.8%) 42
Black / African / Caribbean / Black British	(1.1%) 284	(0.4%) 24
Mixed / Multiple ethnic groups	(0.7%) 171	(0.7%) 37
Total Nursing Workforce	(100.0%) 25050	(100.0%) 5502

In September 2021 the largest ethnic group for the both the Registered Nursing and the Support to Registered Nursing Workforce is White, with both staff groups having over 80% of staff recorded against this ethnicity.

The number of individuals who have not updated or chosen not to disclose their ethnicity at September 2021 account for 10.4% (2609) of the Registered Nursing Workforce and 9.1% (501) of the Support to Registered Nursing Workforce.

All other ethnic groups make up 8.1% (2048) of the Registered Nursing Workforce and 3.6% (196) of the Support to Registered Nursing Workforce.

5.6. Starters and Leavers Contracted FTE by Age Band – Registered Nursing Workforce

The Starters and Leavers Contracted FTE by Age Band profile is based the FTE gained and lost based on individual age bands and relates to the period October 2020 to September 2021. The comments below are based on detail from Graph 5 and Table 4.

Graph 5 – Starters and Leavers Contracted FTE by Age Band for the period October 2020 to September 2021 – Registered Nursing

Table 4 – Starters and Leavers Contracted FTE by Age Band for the period October 2020 to September 2021 – Registered Nursing

Age Band	Leavers	Starters
Under 25	87.1	230.0
25- 29	122.1	383.1
30- 34	121.0	408.0
35- 39	126.3	211.4
40- 44	94.2	133.3
45- 49	101.3	95.4
50- 54	171.9	91.8
55- 59	260.0	110.8
60 +	227.6	98.0
Total	1311.6	1761.8

Starters and Leavers detail for the Registered Nursing Workforce is based on Contracted FTE for the period October 2020 – September 2021.

Those aged 30 – 34 account for the highest proportion of Contracted FTE for starters working in the Registered Nursing Workforce.

The lower three age bands account for 58.0% of the Contracted FTE for new starters.

There is a sharp drop in the Contracted FTE for starters between the ages of 35 – 39. Starters in this age group account for 11.2% less than those aged 30 – 34.

From age 40 the Contracted FTE for starters reduces further with the lowest Contracted FTE seen in age band 50 – 54 with 91.8 FTE.

The Contracted FTE for leavers up to the age of 49 shows some slight changes, with those under 25 accounting for the lowest loss in FTE (87.1 FTE), while those age 35 – 39 are the highest loss (126.3 FTE).

Between ages 50 – 54 and 55 – 59 the Contracted FTE for leavers increased to 171.9 FTE and 260.0 FTE respectively, with a further increase to 227.6 FTE for leavers aged 60+.

Just over 50% of all Contracted FTE for leavers relates to those age 50+.

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5.7. Starters and Leavers Contracted FTE by Age Band – Support to Registered Nursing Workforce

The Starters and Leavers Contracted FTE by Age Band profile is based the FTE gained and lost based on individual age bands and relates to the period October 2020 to September 2021. The comments below are based on detail from Graph 6 and Table 5.

Graph 6 – Starters and Leavers Contracted FTE by Age Band for the period October 2020 to September 2021 – Support to Registered Nursing
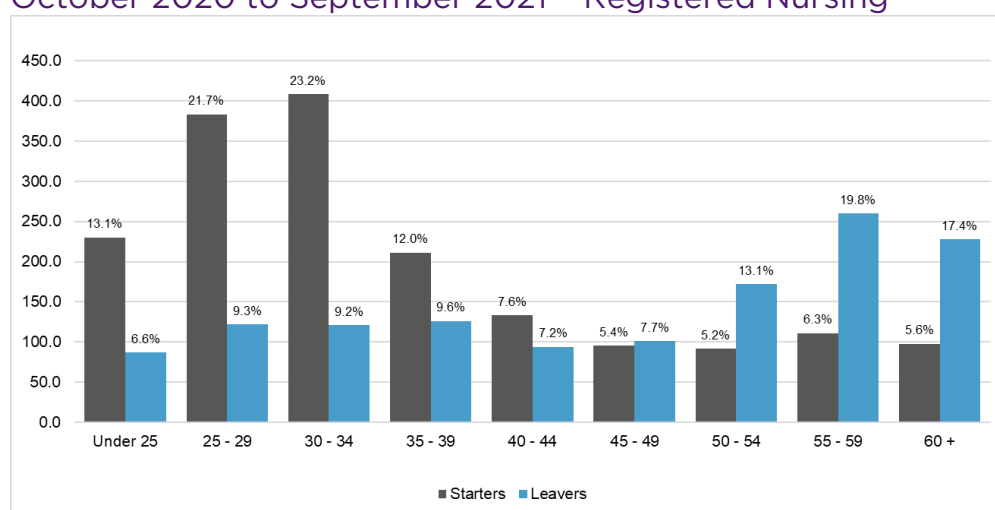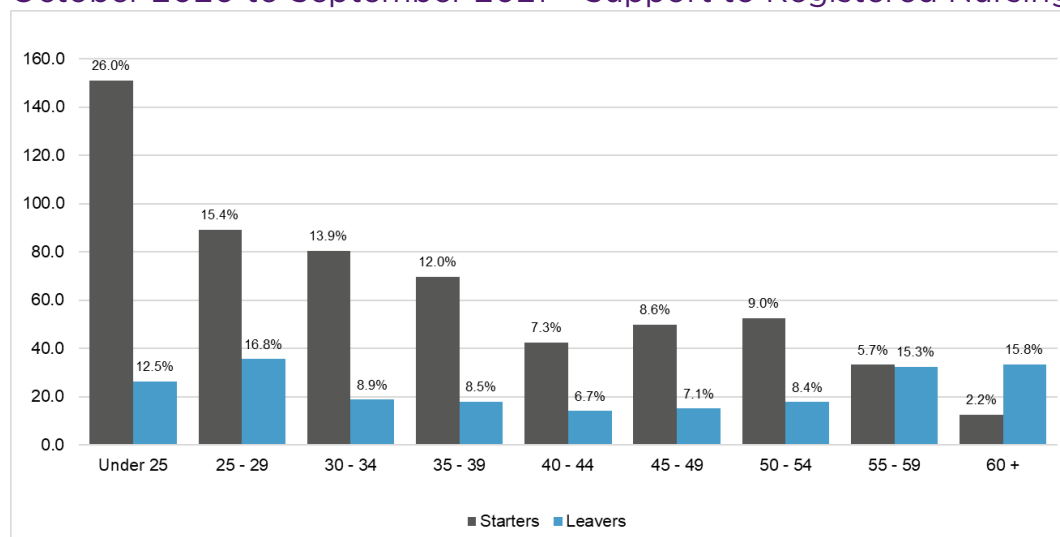

Table 5 – Starters and Leavers Contracted FTE by Age Band for the period October 2020 to September 2021 – Support to Registered Nursing

Age Band	Leavers	Starters
Under 25	26.4	151.0
25- 29	35.6	89.2
30- 34	18.9	80.5
35- 39	17.9	69.7
40- 44	14.1	42.5
45- 49	15.1	49.9
50- 54	17.8	52.6
55- 59	32.5	33.3
60 +	33.5	12.5
Total	211.8	581.2

Starters and Leavers detail for the Support to Registered Nursing Workforce is based on Contracted FTE for the period October 2020 – September 2021.

Those aged under 25 account for the highest proportion (26.0%) of Contracted FTE for starters working in the Support to Registered Nursing Workforce.

The lower three age bands account for 55.2% of the Contracted FTE for new starters.

There is a sharp drop in the Contracted FTE for starters between the ages of 25 – 29. Starters in this age group account for 10.6% less than those aged under 25.

From age 40 the Contracted FTE for starters reduces further with the lowest Contracted FTE seen in age band 50 – 54 with 52.6 FTE.

The Contracted FTE for leavers up to age 29 accounts for 29.3% of leavers, while those aged 55+ account for 31.1%, this represents 62.0 FTE and 66.0 FTE respectively.

Between the ages of 30 – 34 and 50 – 54 the Contracted FTE for leavers reduces with the lowest leavers being those age 40 – 44 with 14.1 FTE, which equate to 6.7% of the workforce.

Almost 40% of all Contracted FTE for leavers relates to those age 50+.

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6. Section 2 – Workforce Trends between September 2015 and September 2021

The graphs and tables in Section 2 provide an overview of the current Nursing Workforce based on the information held from September 2015 to September 2021. Further detail to support the comments can be found in the appendix.

6.1. Percentage Change in FTE from September 2015

The Percentage Change in FTE profile is based on the growth of the Registered Nursing and Support to Registered Nursing Workforce from September 2015 and shows the percentage growth based on 6-monthly intervals to September 2021. The comments below are based on detail from Graph 7 and Appendix Table 3.

Graph 7 – Percentage Change in FTE from September 2015 – Registered Nursing and Support to Registered Nursing Workforce
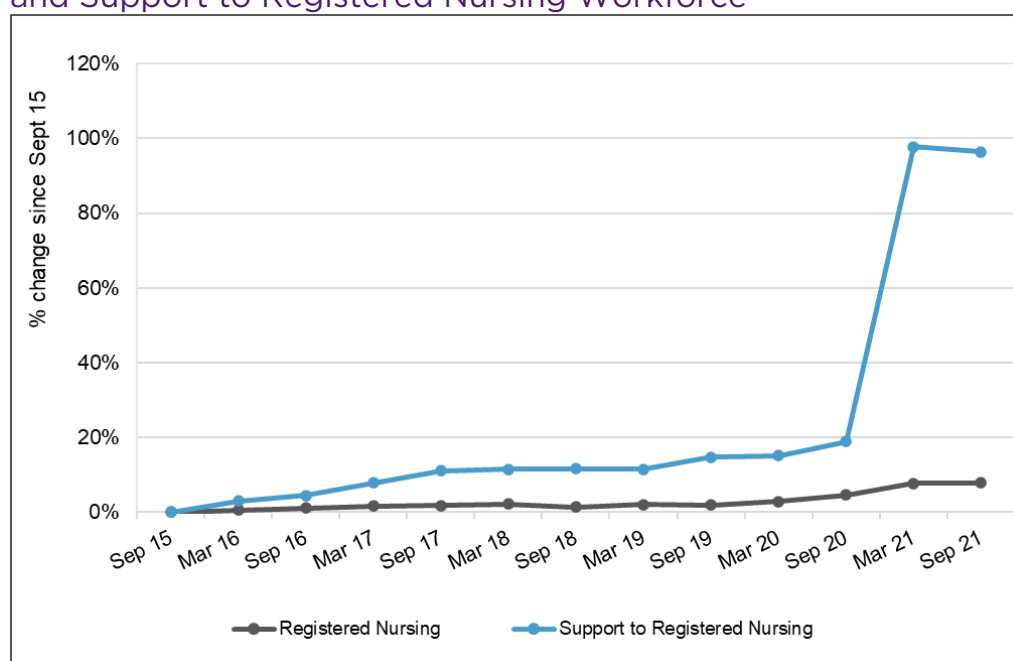
During the period September 2015 to March 2020 the Registered Nursing Workforce increased at a steady pace with increases of between 0.6% and 2.9%. These increases can be seen in the majority of months with only September 2018 and September 2019 showing lower increases.

By September 2020 the Registered Nursing Workforce had increased by 4.6%, with further increases seen in March 2021 and September 2021 to 7.7% and 7.9% respectively.

The Support to Registered Nursing Workforce increased by 7.8% between September 2015 and March 2017 and then increased at a relatively consistent level from September 2017 – March 2019, between 11.1% and 11.7%.

September 2019 – September 2020 saw the Support to Registered Nursing Workforce continue to increase with growth increasing from 14.7% in September

2019 to 18.9% in September 2020. Unprecedented increases in the Support to Registered Nursing Workforce occurred from March 2021 when this workforce increased by 97.8%, falling to 96.4% in September 2021.

6.2. Change in Contracted FTE between Periods

The Change in Contracted FTE profile is based on the growth of the Registered Nursing and Support to Registered Nursing Workforce on an annual basis from September 2015 to September 2021. The comments below are based on detail from Graph 8, Table 6, and Appendix Tables 4 & 5.

Graph 8 – Change in Contracted FTE between the periods September 2015 to September 2021 – Registered Nursing and Support to Registered Nursing Workforce
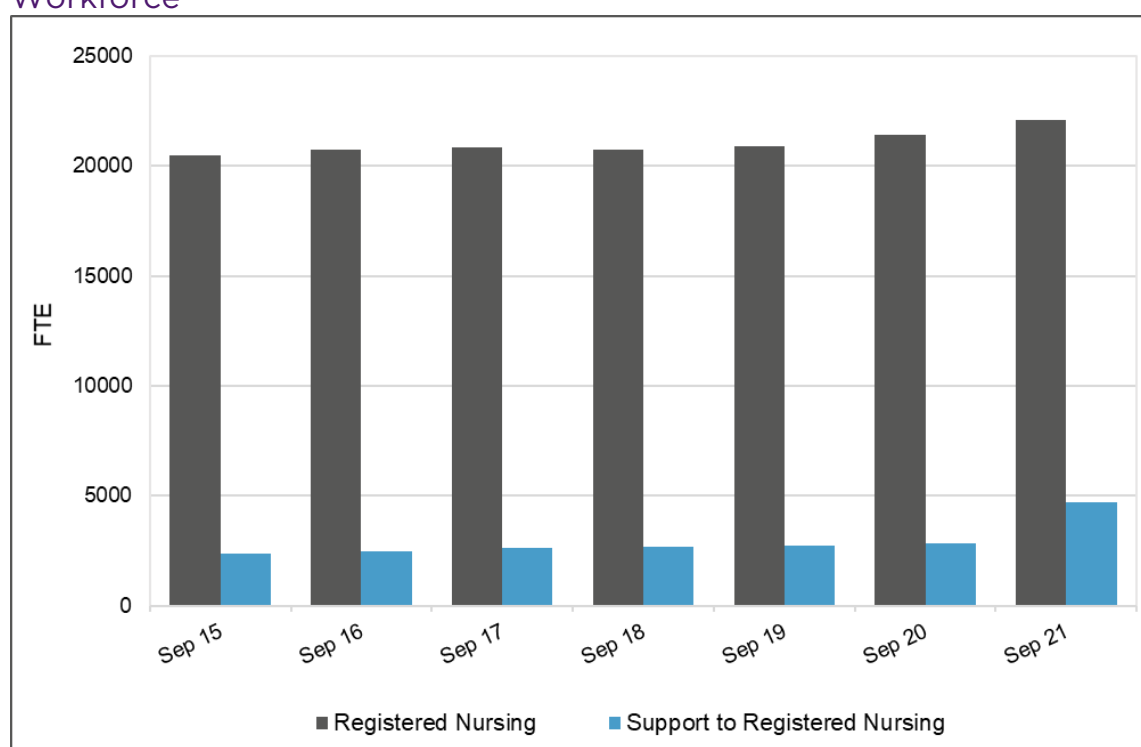
Table 6 – Contracted FTE, Change in Contracted FTE and Percentage Change in FTE between periods – Total Nursing Workforce

Workforce	Sep-15	Sep-16	Sep-17	Sep-18	Sep-19	Sep-20	Sep-21
Contracted FTE for Total Nursing Workforce	22867	23212	23495	23426	23610	24256	26785
Change in FTE from Sep 15 for Total Nursing Workforce	0	345	628	559	743	1389	3918
Percentage Change in FTE from Sep 15 for Total Nursing Workforce	0%	1.5%	2.7%	2.4%	3.2%	6.1%	17.1%

Graph 8 shows a fairly steady growth in the Registered Nursing Workforce during the period September 2015 to September 2019, with the Contracted FTE increasing since September 2020 at a higher rate than previous years. Overall, this workforce has increased by 7.9% (1620 FTE) since September 2015.

Between September 2019 and September 2021, the Contracted FTE for the Registered Nursing Workforce increased from 20875 FTE to 22102 FTE, an increase of 1227 FTE. This increase could potentially be attributed to the need for additional staff as a result of the impact of Covid-19.

The Contracted FTE for the Support to Registered Nursing Workforce appears to be stable when looking at Graph 8 but in September 2021 there is a very noticeable increase in this workforce. Between September 2015 and September 2020 this workforce increased by 18.9% (451 FTE) and then increase further in 2021 reaching a growth since September 2015 of 96.4% (2298 FTE).

The increase seen in the Support to Registered Nursing Workforce could also be attributed mainly to the additional staff employed as a result of Covid-19. The contracted FTE for this workforce increased from 2835 FTE in September 2020 to 4682 FTE in September 2021.

Overall, the Contracted FTE for the Total Nursing Workforce increased from 22867 FTE in September 2015 to 26785 FTE in September 2021. This equates to an overall increase of 17.1% (3918 FTE) in this workforce during this period.

6.3. Percentage Change in FTE by AfC Pay Bands

The Percentage Change in Contracted FTE by AFC Pay Band profile is based on the growth of the AfC Pay Bands. For the purpose of this analysis the Bands have been group into Band 2 – 4, Band 5 – 7 and Band 8+ and are shown based on the growth on a 6 monthly basis from September 2015 to September 2021. The comments below are based on detail from Graphs 9 & 10 and Appendix Tables 6 & 7.

Graph 9 – Percentage Change in FTE September 2015 to September 2021 for Nursing Workforce by AfC Pay Bands
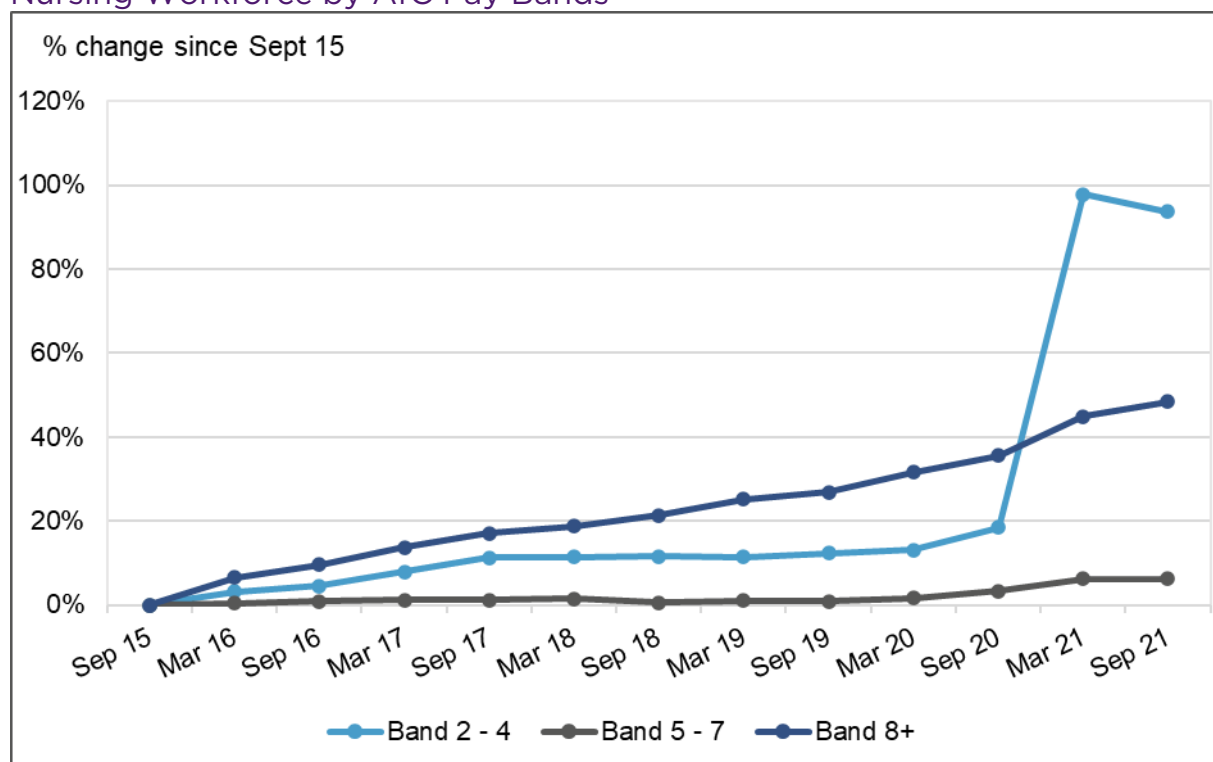
Since September 2015 there has been growth in the contracted FTE across all AfC pay bands within the Nursing Workforce.

Bands 5 – 7 have seen an increase of 1241.5 FTE between September 2015 (19699.6 FTE) and September 2021 (20941.1 FTE). This equates to an increase in contracted FTE of 6.3%.

The contracted FTE for Band 8+ has increased substantially, with an increase of 48.4% from September 2015 to September 2021. This has seen the Band 8+ workforce increase from 759.2 FTE to 1127.0 FTE, an increase of 367.8 FTE.

There has been a substantial increase in the contracted FTE for the Bands 2 – 4 Support to Registered Nursing Workforce with an additional 1786.7 FTE between September 2020 (2812.9 FTE) and September 2021 (4599.6 FTE).

Graph 10 – Percentage Change in FTE by Individual AfC Pay Band from September 2015 – Registered Nursing
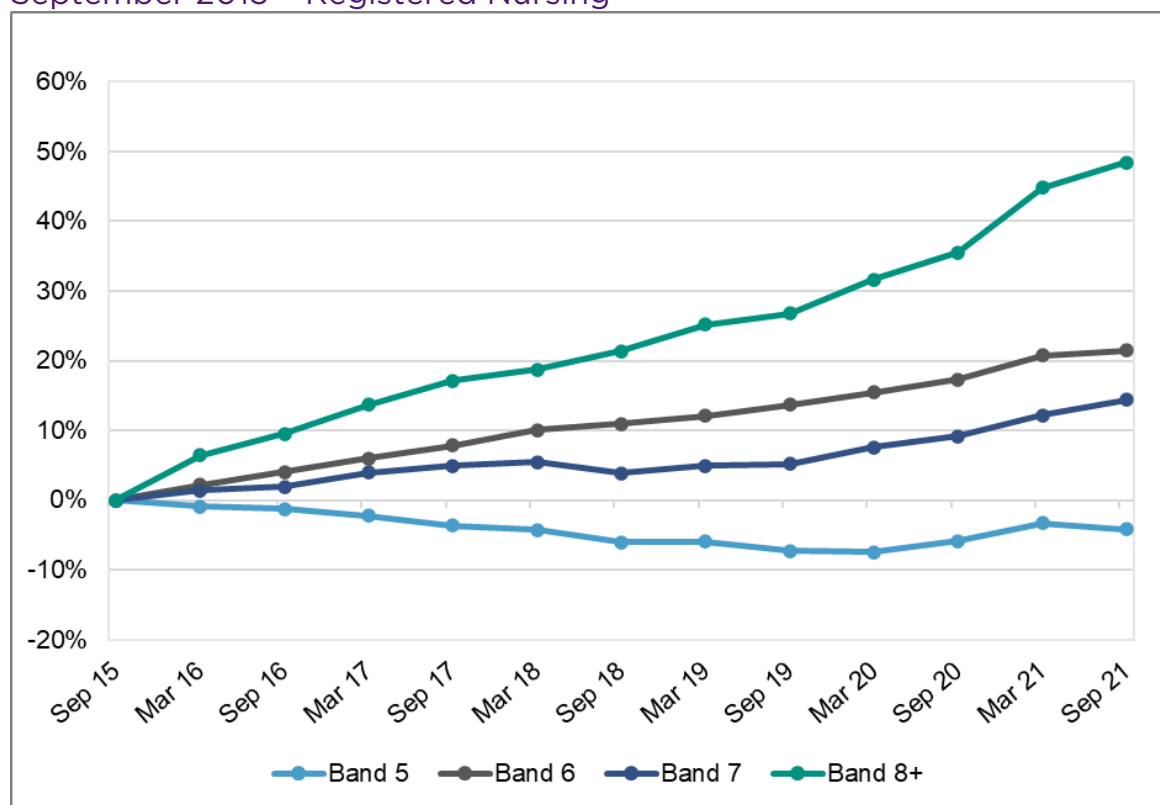
The Band 5 Registered Nursing Workforce has seen a decrease of 448.2 FTE between September 2015 and September 2021. This equates to a decrease in contracted FTE of 4.2%.

From September 2015 to March 2020 the Band 5 Registered Nursing Workforce experienced a constant decline in contracted FTE . This resulted in an overall reduction of 7.4%, which equates to 799.3 FTE.

Between March 2020 and September 2021, the contracted FTE for Band 5 registered nurses increased by 351.0 FTE. Overall, since September 2015 the Band 5 Registered Nursing Workforce has reduced by 448.2 FTE, which equates to a reduction of 4.2%.

The Band 6 and Band 7 Registered Nursing Workforce have followed similar trends with regards to the percentage increases, increasing by 21.4% (1216.5 FTE) and 14.4% (473.2 FTE) respectively since September 2015.

The Band 8+ Registered Nursing Workforce has seen the highest percentage increase of 48.4%, this equates to an increase of 367.8 FTE between September 2015 (759.2 FTE) and September 2021 (1127.0 FTE).

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6.4. Contracted FTE by Individual AfC Pay Band Comparison

The Contracted FTE by Individual AFC Pay Band Comparison profile is based on the growth of the AfC Pay Bands from September 2015 to September 2021. The comments below are based on detail from Table 7 and Graph 11.

Table 7 – Contracted FTE by Individual AfC Pay Band Comparison September 2015 to September 2021 – Total Nursing Workforce

AfC Pay Band	Sep-15	Sep-21	Difference
Band 2	1341.3	2538.1	1196.7
Band 3	949.5	1907.9	958.4
Band 4	84.4	153.6	69.2
Band 5	10738.8	10284.7	-454.1
Band 6	5676.3	6892.8	1216.5
Band 7	3292.4	3765.6	473.2
Band 8+	759.2	1127.0	367.7
All AfC Bands	22841.8	26669.5	3827.7

Graph 11 – Contracted FTE by Individual AfC Pay Band comparison September 2015 to September 2021 – Total Nursing Workforce

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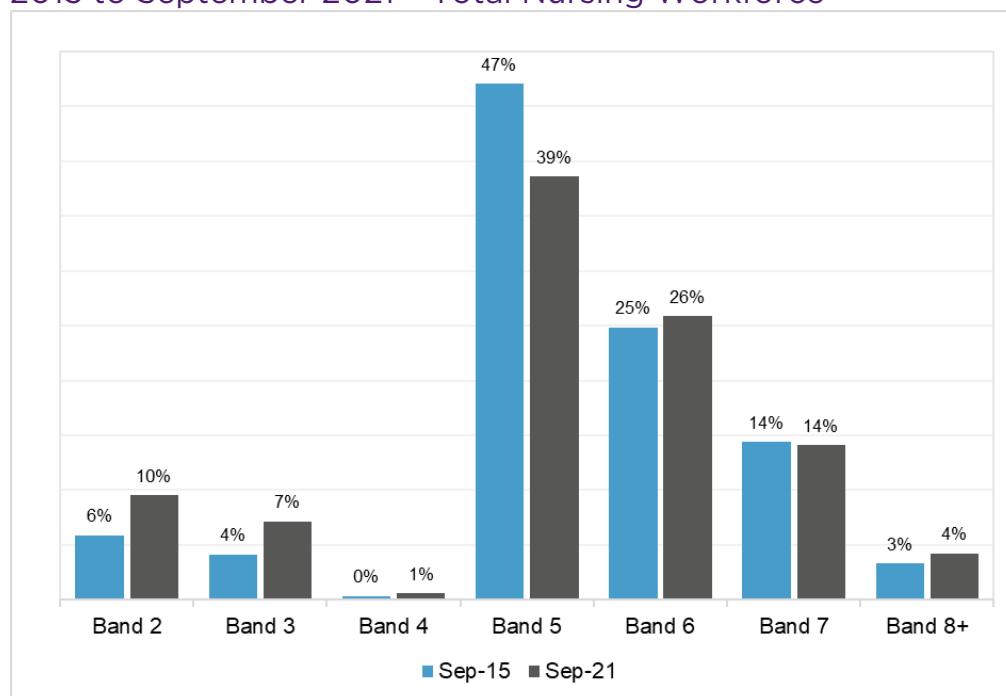
In September 2015 the Band 5 workforce accounted for 47% of the total Nursing Workforce (10738.8 FTE). In September 2021 this changed to 39% (10284.7 FTE). The loss in FTE of the Band 5 workforce during this period equates to 454.1 FTE.

There has been an increase in Band 6 Registered Nurses, this workforce now represents 26% of the total Nursing Workforce in September 2021 (6892.8 FTE) compared with 25% in September 2015 (5676.3 FTE).

Despite a slight increase of 473.2 FTE, the Band 7 Registered Nursing Workforce accounts for 14% of the total Nursing Workforce in both September 2015 and September 2021, with the FTE increasing from 3292.4 FTE to 3765.6 FTE.

Although the Band 8+ Registered Nursing Workforce has seen a slight increase of 1% there has been a noticeable increase in FTE for individuals within this pay band. The FTE increased from 795.2 FTE in September 2015 to 1127.0 FTE in September 2021, resulting in an additional 367.7 FTE now working at this level.

The Band 2 Support to Registered Nursing Workforce accounts for the largest proportion of this Workforce. In September 2015 they accounted for 6% of the total Nursing Workforce (1341.3 FTE) and in September 2021 this increased to 10% (2538.1 FTE)

There has been an increase in the Band 3 Support to Registered Nursing Workforce, this workforce now represents 7% of the overall workforce in September 2021 (1907.9 FTE) compared with 4% in September 2015 (949.5 FTE).

A slight increase of 1% can be seen in the Band 4 Support to Registered Nursing Workforce between September 2015 and September 2021. Despite this low increase the actual contracted FTE has increased from 84.4 FTE to 156.3 FTE.

6.5. Starters and Leavers Contracted FTE

The Starters and Leavers Contracted FTE profile is based the FTE gained and lost between two periods of time and is shown on an annual basis for the period October to September. The comments below are based on detail from Graphs 12 & 13 and Tables 8 & 9.

Graph 12 – Starters and Leavers Contracted FTE – Registered Nursing
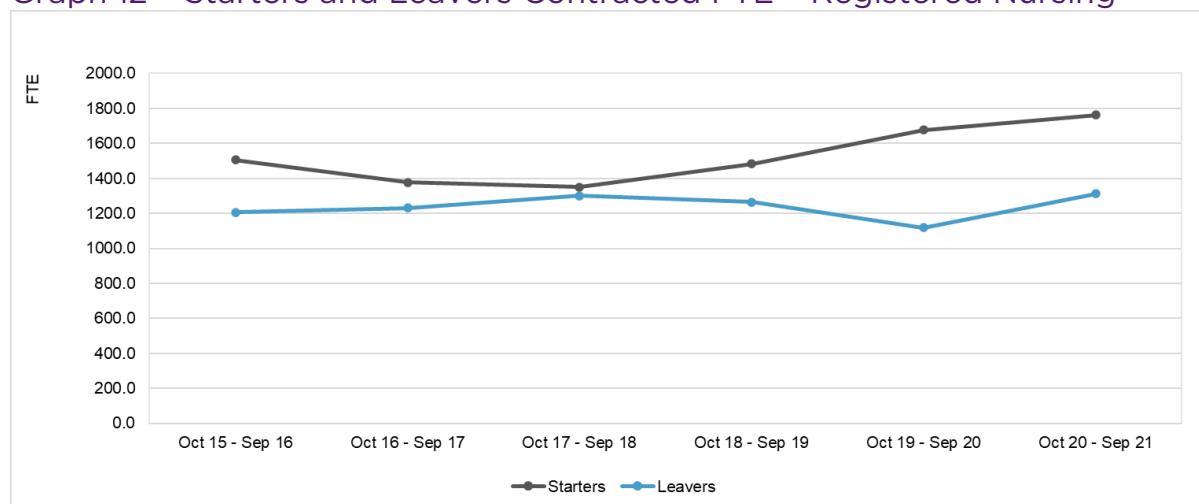
Table 8 – Starters and Leavers Contracted FTE – Registered Nursing

Registered Nursing	Oct 15-Sep 16	Oct 16-Sep 17	Oct 17-Sep 18	Oct 18-Sep 19	Oct 19-Sep 20	Oct 20-
Starters	1505.4	1377.5	1349.7	1483.5	1677.1	1761.8
Leavers	1206.9	1231.4	1301.0	1265.2	1117.6	1311.6
Difference in Contracted FTE between Starters	298.4	146.2	48.8	218.4	559.5	450.3

During the period October 2015 – September 2016 the increase in Contracted FTE for Registered Nursing new starters was 1505.4 FTE. By the period October 2020 – September 2021 this increased to 1761.8 FTE.

The period with the lowest increase in Contracted FTE for Registered Nursing new starters is October 2017 – September 2018, where new starters accounted for 1349.7 FTE.

During October 2015 – September 2016 the loss in Contracted FTE for Registered Nursing leavers was 1206.9 FTE, this loss increased to 1311.6 FTE for the period October 2020 – September 2021.

The lowest reduction in Contracted FTE for Registered Nursing leavers occurred during the period October 2019 – September 2020, with a loss of 1117.6 FTE.

Graph 13 – Starters and Leavers Contracted FTE – Support to Registered Nursing
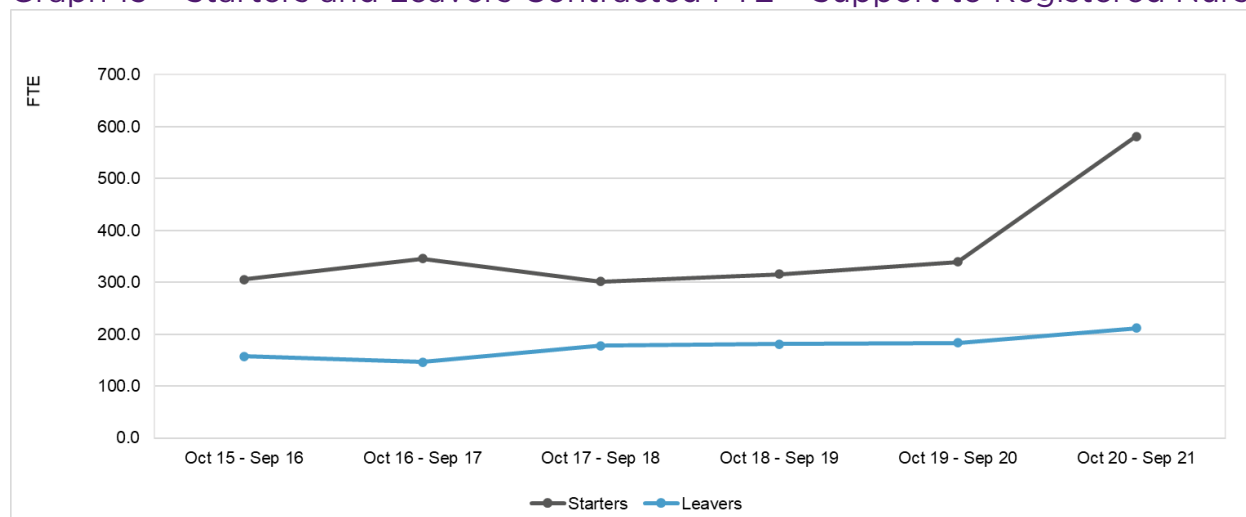
Table 9 – Starters and Leavers Contracted FTE – Support to Registered Nursing

Support to Registered Nursing	Oct 15-Sep 16	Oct 16-Sep 17	Oct 17-Sep 18	Oct 18-Sep 19	Oct 19-Sep 20	Oct 20-
Starters	305.6	345.7	301.3	316.1	339.7	581.2
Leavers	157.3	146.3	178.1	180.8	183.4	211.8
Difference in Contracted FTE between Starters	148.3	199.3	123.2	135.3	156.3	369.4

During the period October 2015 – September 2016 the increase in Contracted FTE for the new starters supporting the Registered Nursing workforce was 305.6 FTE. By the period October 2020 – September 2021 this increased to 581.2 FTE.

The period with the lowest increase in Contracted FTE for new starters supporting the Registered Nursing workforce is October 2017- September 2018, where new starters accounted for 301.3 FTE.

During October 2015 – September 2016 the loss in Contracted FTE for leavers supporting the Registered Nursing workforce was 157.3 FTE, this loss increased to 211.8 FTE for the period October 2020 – September 2021.

The lowest reduction in Contracted FTE for leavers supporting the Registered Nursing workforce occurred during the period October 2016 – September 2017, with a loss of 146.3 FTE.

6.6. Retirements

The Retirements profile is based on the FTE lost on an annual basis and is shown based on the age at retirement. The annual periods used are October 15 – September 16 and October 20 – September 21. The comments below are based on detail from Graphs 14 & 15. Please see 3.3 for leaving reasons used to capture retirements.

Graph 14 – Retirements by Contracted FTE by Age Comparison for the period October 2015- September 2016 and October 2020 – September 2021 – Registered Nursing Workforce
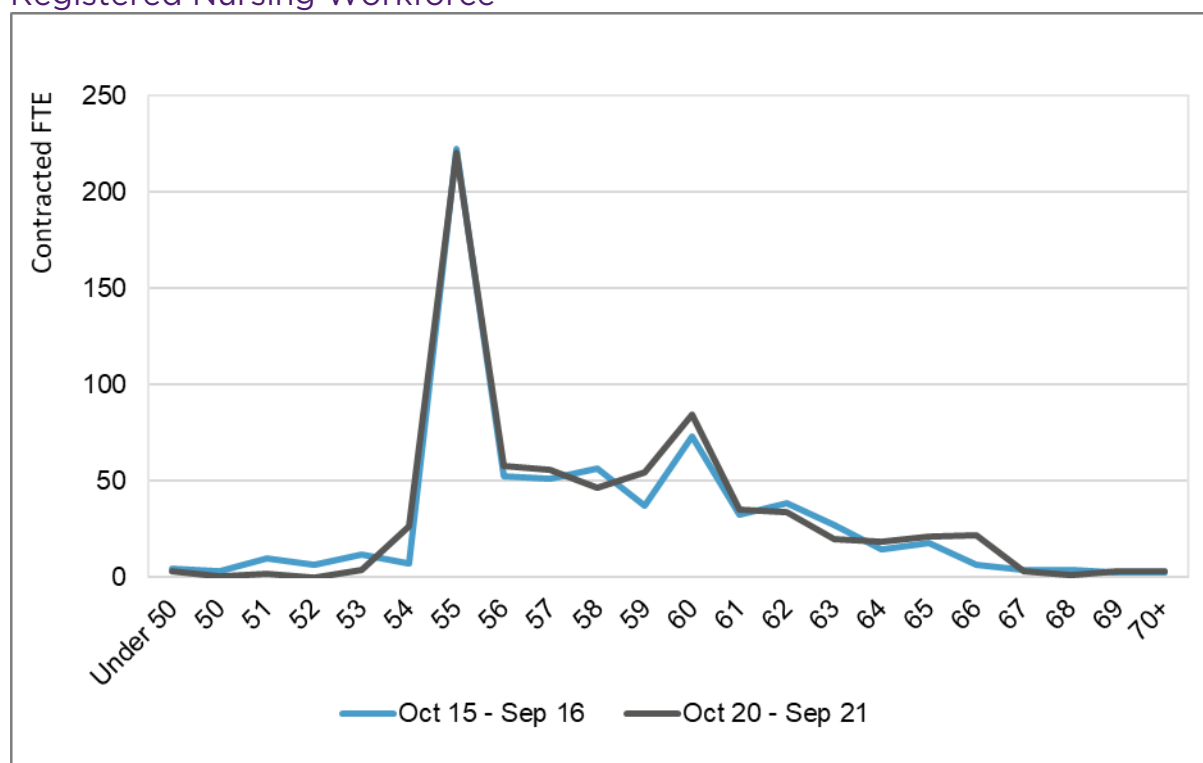
The retirement trend for Registered Nurses during both periods shows the highest retirements to be at age 55, with a very similar reduction in contracted FTE lost due to retirement.

The reduction in contracted FTE for Registered Nurses who retire at age 60 account for the second highest loss in both periods.

Retirements at age 54 and age 66 appear have increased slightly during October 2020 – September 2021, while a reduction in those retiring at age 58 can be seen for the same period.

Graph 15 – Retirements by Contracted FTE by Age Comparison for the period October 2015 – September 2016 and October 2020 – September 2021 – Support to Registered Nursing Workforce
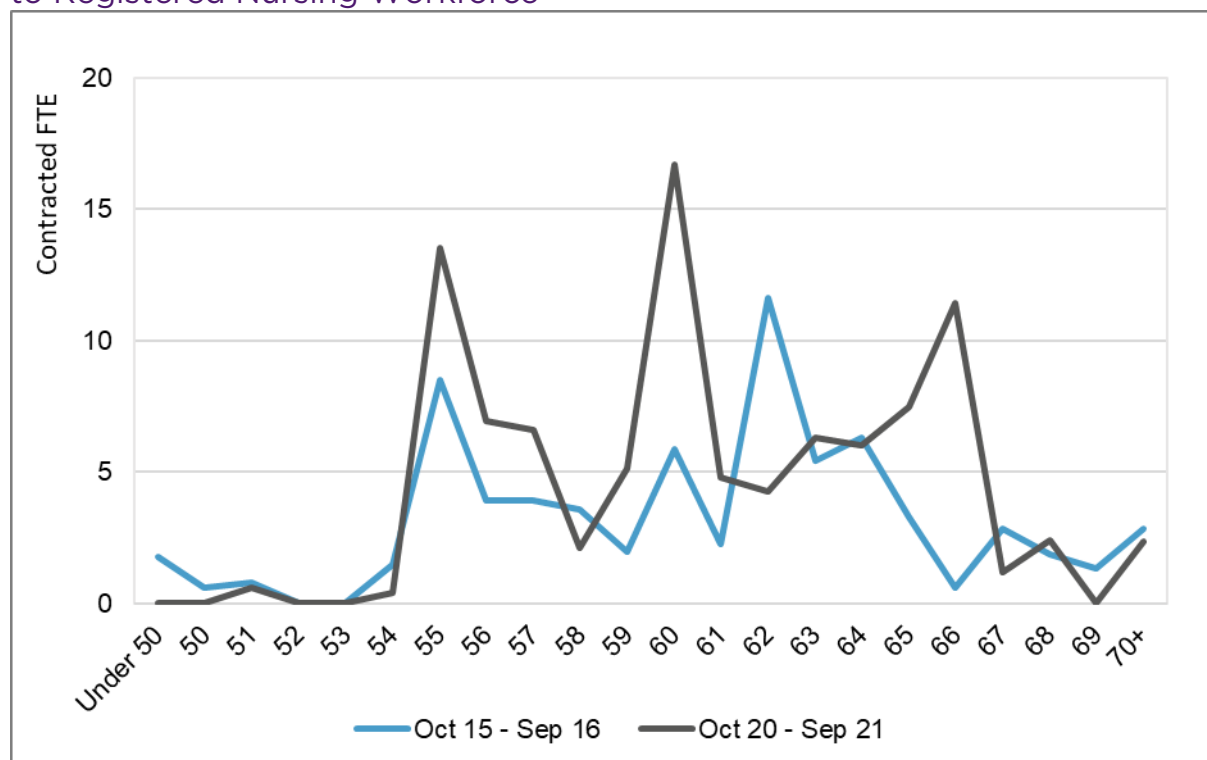
During the period October 2015 – September 2016 the highest loss in contracted FTE for individuals from the Support to Registered Nursing Workforce is at age 62, with those age 55 accounting for the second highest loss in contracted FTE.

During the period October 2020 – September 2021, the highest reduction in contracted FTE due to retirements can be seen for those age 60, followed by age 55 and 66.

The retirements at age 62 and 66 appear to have reversed between the two periods. More contracted FTE was lost to retirement at age 62 during October 2015 – September 2016, while during October 2020 – September 2021 those aged 66 accounted for the higher loss in contracted FTE.

7. Section 3 – High-Level Analysis of Total Nursing Workforce by Individual Area

The tables below provide high-level analysis based on each individual area. These tables can be used to identify any fluctuation to the workforce in these areas during the period September 2015 to September 2021.

Please note any dramatic change in FTE could be due to data cleansing, this can result in the workforce being recoded and impact on future reporting. Any changes seen could potentially be related to recoding and are not necessarily a reflection of staff turnover i.e. starters and leavers.

7.1. Contracted FTE and Percentage Contracted FTE by Area

The Contracted FTE and Percentage Contracted FTE by Area profiles are based on the Contracted FTE worked by the total Nursing Workforce on an annual basis from September 2015 to September 2021 and are shown by each of the 6 specified areas.

Table 10 – Contracted FTE by Area

Area	Sep-15	Sep-16	Sep-17	Sep-18	Sep-19	Sep-20	Sep-21
Adult & General Nursing	14092	14238	14216	13289	13328	13688	15386
Community Nursing	3416	3546	3721	4514	4597	4719	5069
Mental Health Nursing	3418	3474	3564	3614	3652	3759	4066
Learning Disability Nursing	608	596	604	583	543	560	685
Children and Young People Nursing	936	954	967	970	1029	1060	1110
Neonatal Nursing	398	404	423	457	462	470	469
All Areas	22867	23212	23495	23426	23610	24256	26785

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Table 11 – Proportion of the Nursing workforce across the areas based on Contracted FTE

Area	Sep 15	Sep 16	Sep 17	Sep 18	Sep 19	Sep 20	Sep 21
Adult & General Nursing	61.6%	61.3%	60.5%	56.7%	56.4%	56.4%	57.4%
Community Nursing	14.9%	15.0%	15.2%	15.4%	15.5%	15.5%	15.2%
Mental Health Nursing	14.9%	15.3%	15.8%	19.3%	19.5%	19.5%	18.9%
Learning Disability Nursing	2.7%	2.6%	2.6%	2.5%	2.3%	2.3%	2.6%
Children and Young People Nursing	4.1%	4.1%	4.1%	4.1%	4.4%	4.4%	4.1%
Neonatal Nursing	1.7%	1.7%	1.8%	2.0%	2.0%	1.9%	1.8%
All Areas	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

7.2. Contracted FTE and Percentage Contracted FTE by AfC Pay Band by Area

The Contracted FTE and Percentage Contracted FTE by AfC Pay Band profiles are based on the Contracted FTE worked in each of the pay bands at September 2021. Detail included relates to the total Nursing Workforce and is shown by each of the 6 specified areas.

Table 12 – Contracted FTE by AfC Pay Band by Area

Area	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8+	All Bands
Adult & General Nursing	1898	547	50	6964	3062	2152	630	15303
Community Nursing	325	475	23	1517	1691	779	229	5039
Mental Health Nursing	287	566	26	872	1571	590	151	4063
Learning Disability Nursing	0	241	34	165	153	71	22	685
Children and Young People	24	67	20	525	264	144	66	1110
Neonatal Nursing	3	13	0	243	151	29	30	469

Table 13 – Percentage Contracted FTE by AfC Pay Band by individual Area

Area	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8+	All Bands
Adult & General Nursing	12%	4%	0%	46%	20%	14%	4%	100%
Community Nursing	6%	9%	0%	30%	34%	15%	5%	100%
Mental Health Nursing	7%	14%	1%	21%	39%	15%	4%	100%
Learning Disability Nursing	0%	35%	5%	24%	22%	10%	3%	100%
Children and Young People Nursing	2%	6%	2%	47%	24%	13%	6%	100%
Neonatal Nursing	1%	3%	0%	52%	32%	6%	6%	100%

7.3. Headcount and Percentage Headcount by Age Band and Area

The Headcount and Percentage Headcount by Age Band profiles are based on the headcount within each age band and are based on the detail held at September 2021. Detail is shown for the total Nursing Workforce, the Registered Nursing Workforce and the Support to Registered Nursing Workforce. All tables are shown by each of the 6 specified areas.

Graph 16 shows the percentage of the headcount age 55+ for both the Registered Nursing Workforce and the Support to Registered Nursing Workforce and is based on the percentages shown in Tables 17 & 19. Headcount numbers relating to the percentages are shown in Tables 16 & 18.

Table 14 – Headcount by Age Band and Area – Total Nursing Workforce

Area	Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60 +	All Ages
Adult & General Nursing	774	1845	2341	1851	1959	2505	2587	2172	1482	17516
Community Nursing	111	377	590	687	742	848	1049	1011	694	6109
Mental Health Nursing	174	432	525	533	455	568	692	661	398	4438
Learning Disability Nursing	26	69	76	63	78	98	124	140	84	758
Children and Young People Nursing	111	193	178	164	177	131	143	116	79	1292
Neonatal Nursing	43	86	103	89	60	37	56	31	35	540

Table 15 – Percentage Headcount by Age Band and Area – Total Nursing Workforce

Area	Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60 +	All Ages
Adult & General Nursing	4%	11%	13%	11%	11%	14%	15%	12%	8%	100%
Community Nursing	2%	6%	10%	11%	12%	14%	17%	17%	11%	100%
Mental Health Nursing	4%	10%	12%	12%	10%	13%	16%	15%	9%	100%
Learning Disability Nursing	3%	9%	10%	8%	10%	13%	16%	18%	11%	100%
Children and Young	9%	15%	14%	13%	14%	10%	11%	9%	6%	100%

People Nursing									
Neonatal Nursing	8%	16%	19%	16%	11%	7%	10%	6%	6%	100%

Table 16 – Headcount by Age Band and Area – Registered Nursing Workforce

Area	Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	All Ages
Adult & General Nursing	524	1540	1986	1557	1686	2136	2166	1765	1128	14488
Community Nursing	68	294	475	587	639	703	876	860	560	5062
Mental Health Nursing	134	360	425	418	374	442	530	517	279	3479
Learning Disability Nursing	17	47	47	46	53	60	71	70	39	450
Children and Young People Nursing	104	169	158	141	152	124	130	102	62	1142
Neonatal Nursing	43	81	103	88	59	34	53	27	31	519

Table 17 – Percentage Headcount by Age Band and Area – Registered Nursing Workforce

Area	Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	All Ages
Adult & General Nursing	4%	11%	14%	11%	12%	15%	15%	12%	8%	100%
Community Nursing	1%	6%	9%	12%	13%	14%	17%	17%	11%	100%

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Area	Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	All Ages
Mental Health Nursing	4%	10%	12%	12%	11%	13%	15%	15%	8%	100%
Learning Disability Nursing	4%	10%	10%	10%	12%	13%	16%	16%	9%	100%
Children and Young People Nursing	9%	15%	14%	12%	13%	11%	11%	9%	5%	100%
Neonatal Nursing	8%	16%	20%	17%	11%	7%	10%	5%	6%	100%

Table 18 – Headcount by Age Band and Area – Support to Registered Nursing Workforce

Area	Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	All Ages
Adult & General Nursing	250	305	355	294	273	369	421	407	354	3028
Community Nursing	43	83	115	100	103	145	173	151	134	1047
Mental Health Nursing	40	72	100	115	81	126	162	144	119	959
Learning Disability Nursing	9	22	29	17	25	38	53	70	45	308
Children and Young People Nursing	7	24	20	23	25	7	13	14	17	150
Neonatal Nursing	0	5	0	1	1	3	3	4	4	21

Table 19 – Percentage Headcount by Age Band and Area – Support to Registered Nursing Workforce

Area	Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	All Ages
Adult & General Nursing	8%	10%	12%	10%	9%	12%	14%	13%	12%	100%
Community Nursing	4%	8%	11%	10%	10%	14%	17%	14%	13%	100%
Mental Health Nursing	4%	8%	10%	12%	8%	13%	17%	15%	12%	100%
Learning Disability Nursing	3%	7%	9%	6%	8%	12%	17%	23%	15%	100%
Children and Young People Nursing	5%	16%	13%	15%	17%	5%	9%	9%	11%	100%
Neonatal Nursing	0%	24%	0%	5%	5%	14%	14%	19%	19%	100%

Graph 16 – Percentage Headcount for Age 55+ by Area- Registered Nursing and Support to Registered Nursing Workforce

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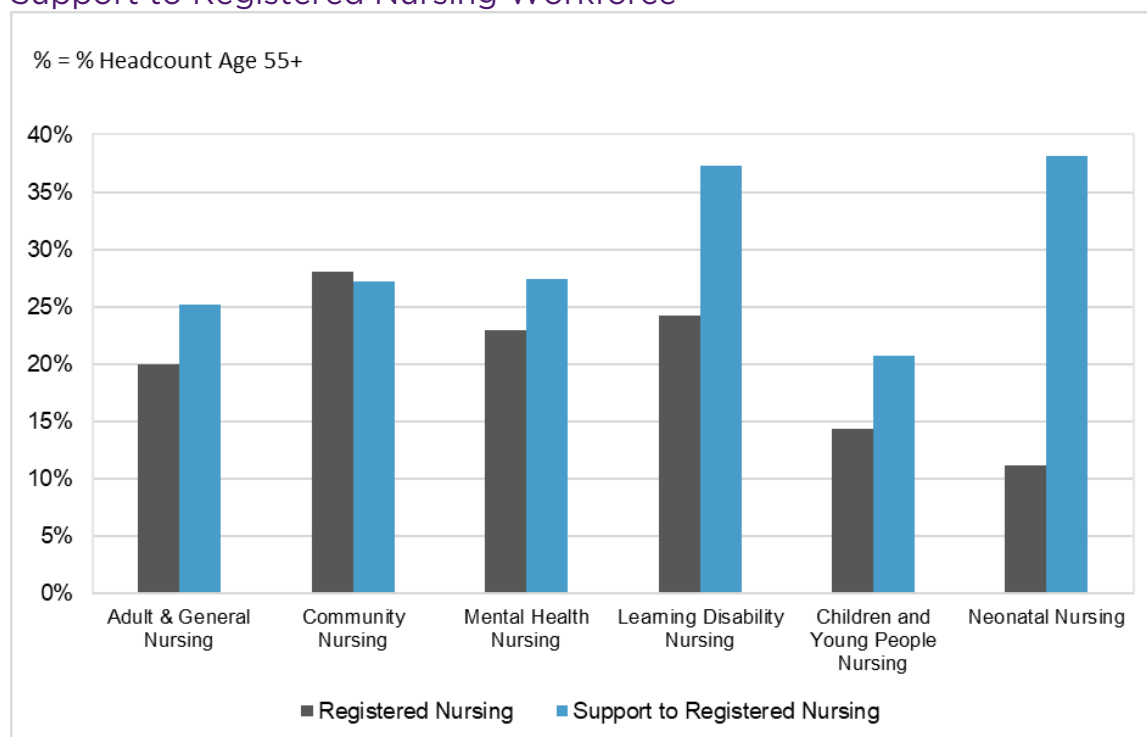
8. Appendix

Table 1 – Occupational Codes

Registered Nursing Workforce	Adult and General	Children and Young People	Community Mental Health	Other Mental Health	Community Learning Disabilities	Other Learning Disabilities	Community Services	Neonatal Nursing (including SCBUs)
Nurse Consultant	NAA	NAB	NAD	NAE	NAF	NAG	NAH	NAL
Modern Matron	NCA	NCB	NCD	NCE	NCF	NCG	NCH	NCL
Community Matron							NEH	
Manager	N0A	N0B	N0D	N0E	N0F	N0G	N0H	N0L
Children's Nurse		N1B					N1H	N1L
Health Visitor							N3H	
District Nurse / CMHN/CLDN- 1st level			N4D		N4F		N4H	
District Nurse / CMHN/CLDN- 2nd level			N5D		N5F		N5H	
Other 1st level (Level 1- Sub Part 1)	N6A	N6B	N6D	N6E	N6F	N6G	N6H	N6L
Other 2nd level (Level 2- Sub Part 2)	N7A	N7B	N7D	N7E	N7F	N7G	N7H	N7L

Support to Registered Nursing Workforce	Adult and General	Children and Young People	Community Mental Health	Other Mental Health	Community Learning Disabilities	Other Learning Disabilities	Community Services	Neonatal Nursing (including SCBUs)
Nursing Assistant / Auxiliary	N9A	N9B	N9D	N9E	N9F	N9G	N9H	N9L

Support to Registered Nursing Workforce	Adult and General	Children and Young People	Mental Health	Learning Disabilities	Community Services
HCA	H1A	H1B	H1D	H1E	H1F
Support Worker	H2A	H2B	H2D	H2E	H2F

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Table 2- Percentage Headcount Comparison of Age Profile September 2021

Age Band	Registered Nursing	Support to Registered Nursing	Total Nursing Workforce
Under 25	3.5%	6.3%	4.1%
25- 29	9.9%	9.3%	9.8%
30- 34	12.7%	11.2%	12.5%
35- 39	11.3%	10.0%	11.0%
40- 44	11.8%	9.2%	11.3%
45- 49	13.9%	12.5%	13.7%
50- 54	15.2%	14.9%	15.2%
55- 59	13.3%	14.3%	13.5%
60 +	8.3%	12.2%	9.0%

Table 3- Percentage Change in Contracted FTE from September 2015

Month	Registered Nursing	Support to Registered Nursing	Total Nursing Workforce
Sep-15	0	0	0
Mar-16	0.6%	3.1%	0.9%
Sep-16	1.2%	4.5%	1.5%
Mar-17	1.7%	7.8%	2.3%
Sep-17	1.8%	11.1%	2.7%
Mar-18	2.2%	11.5%	3.2%
Sep-18	1.4%	11.7%	2.4%
Mar-19	2.0%	11.5%	3.0%
Sep-19	1.9%	14.7%	3.2%
Mar-20	2.9%	15.1%	4.1%
Sep-20	4.6%	18.9%	6.1%
Mar-21	7.7%	97.8%	17.1%
Sep-21	7.9%	96.4%	17.1%

Table 4- Contracted FTE and Change in Contracted FTE between periods – Registered Nursing Workforce

Workforce	Sep						
	15	16	17	18	19	20	21
Contracted FTE for the Registered Nursing Workforce	20 48 2	20 72 0	20 84 7	20 763	20 875	214 21	221 02
Change in FTE from Sep 15 for Registered Nursing	0	238	36 4	281	393	93 9	162 0
Percentage Change in FTE from Sep 15 for Registered Nursing	0%	1.2 %	1.8 %	1.4 %	1.9 %	4.6 %	7.9 %

Table 5- Contracted FTE and Change in Contracted FTE between periods – Support to Registered Nursing Workforce

Workforce	Sep						
	15	16	17	18	19	20	21
Contracted FTE for the Support to Nursing Workforce	23 85	24 92	26 49	26 63	27 35	28 35	46 82
Change in FTE from Sep 15 for Support to Nursing	0	107	26 4	27 8	35 0	451	22 98
Percentage Change in FTE from Sep 15 for Support to Nursing	0	4.5 %	11.1 %	11.7 %	14. 7%	18. 9%	96. 4%

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Table 6- Contracted FTE September 2015 to September 2021 by AfC Grade Band Groups

Month	Band 2- 4	Band 5-7	Band 8+
Sep 15	2375.2	19699.5	759.2
Sep 16	2484.1	19861.0	831.7
Sep 17	2641.7	19919.7	889.0
Sep 18	2648.5	19804.5	921.3
Sep 19	2667.2	19868.9	962.6
Sep 20	2812.9	20355.6	1029.0
Sep 21	4599.6	20941.1	1127.0

Table 7- Contracted FTE September 2015 to September 2021 by Individual AfC Grade Bands 5 – 8+

Month	Band 5	Band 6	Band 7	Band 8+
Sep 15	10730.9	5676.3	3292.4	759.2
Mar 16	10638.1	5800.0	3339.8	808.2
Sep 16	10598.6	5907.5	3354.9	831.7
Mar 17	10493.6	6015.6	3423.9	863.1
Sep 17	10342.6	6121.2	3455.9	889.0
Mar 18	10272.1	6247.4	3472.7	901.2
Sep 18	10088.4	6295.4	3420.7	921.3
Mar 19	10091.9	6361.6	3453.9	950.2
Sep 19	9949.7	6455.0	3464.2	962.6
Mar 20	9931.7	6555.0	3542.4	999.3
Sep 20	10104.7	6657.7	3593.2	1029.0
Mar 21	10383.0	6854.2	3694.2	1099.5
Sep 21	10282.7	6892.8	3765.6	1127.0