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National Workforce Data Set Version 2.8: Implementation Guidance

Document Management

Revision History

Version	Date	Summary of Changes
0.1	25/09/2015	Initial draft
0.2	14/10/2015	Second draft incorporating initial comments
0.3	27/10/2015	Final draft incorporating comments on previous version
0.4	12/01/2016	Updated final draft incorporating SCCI meeting recommendations
1.0	26/01/2016	Finalised version for publication.

Reviewers

This document must be reviewed by the following people:

Reviewer name	Title/Responsibility	Date	Version
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Approved by

This document must be approved by the following people:

Name	Signature	Title	Date	Version
Kate Bedford		Workforce & Facilities Programme Manager	12/01/2016	0.4

This information standard (SCCI1067) has been approved for publication by the Department of Health under [section 250 of the Health and Social Care Act 2012](#).

Assurance that this information standard meets the requirements of the Act and is appropriate for the use specified in the specification document has been provided by the Standardisation Committee for Care Information (SCCI), a sub-group of the National Information Board.

This information standard comprises the following documents:

- Requirements Specification
- Change Specification
- Implementation guidance.

An Information Standards Notice (SCCI1067 Amd 21/2015) has been issued as a notification of use and implementation timescales. Please read this alongside the documents for the standard.

The controlled versions of these documents can be found on the [HSCIC website](#).

Date of publication 29 January 2016.

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Glossary of Terms:

A full glossary of terms can be found as part of the Requirements Specification

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1 Introduction

The National Workforce Data Set (NWD) is a reference data standard comprising of standardised definitions to facilitate the capture of nationally consistent information relating to the NHS and wider healthcare workforce. It was first approved as an inherited operational standard by the Information Standards Board (ISB) in May 2008 and has undergone numerous updates since. Information on the NWD as ISB standard 1067 is available [here](http://www.isb.nhs.uk/documents/isb-1067)¹. NWD data items and definitions support a variety of workforce based collections including the workforce Minimum Data Set (wMDS), which has replaced the annual NHS Workforce Census and is covered by separate approvals through the Burden Advice and Assessment Service (BAAS) process as collections R00433 and R01010. They are also embedded within operational HR/workforce systems including the Electronic Staff Record (ESR), and the NHS Jobs web system.

The NWD Data Set Specification gives a classification of the different items included in the NWD with reference to the aspects of workforce information to which they relate, and previous versions are available on the Health and Social Care Information Centre (HSCIC) website [here](http://www.hscic.gov.uk/datasets/nwd)².

The majority of this implementation document provides guidance for those organisations, systems suppliers and users who have already implemented the NWD and need to make only the changes covered in this uplift to the standard.

For those who intend to implement the NWD afresh, then the full list of items and data values is available from the Health and Social Care Information Centre website [here](http://www.hscic.gov.uk/datasets/nwd)³ (NWD Data Set Specification) and [here](http://www.hscic.gov.uk/article/2268/NHS-Occupation-Codes)⁴ (NHS Occupation Code Manual). The NWD is also accessible through the NHS Data Model and Dictionary [here](http://www.datadictionary.nhs.uk/data_dictionary/messages/administrative_data_sets/data_sets/national_workforce_data_set_fr.asp?shownav=1)⁵, and anyone wishing to have more detailed guidance of the use of the specific values can access the growing suite of targeted guidance documents [here](http://www.hscic.gov.uk/article/2267/National-Workforce-Data-Set-NWD-guidance-documents).⁶

It is recommended that anyone intending to implement the NWD afresh contact the workforce and facilities team at the HSCIC at their earliest convenience so that they can provide help and advice regarding the implementation of the NWD. See Section 4 for the full list of contact details and further support information.

¹ <http://webarchive.nationalarchives.gov.uk/+http://www.isb.nhs.uk/documents/isb-1067>

² <http://www.hscic.gov.uk/datasets/nwd>

³ <http://www.hscic.gov.uk/datasets/nwd>

⁴ <http://www.hscic.gov.uk/article/2268/NHS-Occupation-Codes>

⁵

http://www.datadictionary.nhs.uk/data_dictionary/messages/administrative_data_sets/data_sets/national_workforce_data_set_fr.asp?shownav=1

⁶ <http://www.hscic.gov.uk/article/2267/National-Workforce-Data-Set-NWD-guidance-documents>

1.1 Purpose

This document⁷ comprises the implementation guidance for new and existing users of the NWD within NHS Organisations and other providers of NHS funded care in relation to the changes to the [National Workforce Data Set \(NWD\)](#) information standard. This Implementation Guidance is provided in accordance with [section 250 of the Health and Social Care Act 2012](#)⁸.

This document is intended to provide NHS Organisations and suppliers of HR/workforce systems with all of the information necessary to allow the capture of additional NWD data values to the specified definitions.

This document outlines the manner in which changes to the NWD should be interpreted and used by clinical, administrative and informatics staff within NHS organisations. It also provides guidance for system developers to implement these changes within HR/workforce systems.

The changing nature of the provision of NHS funded care is leading to plurality of supply, and an increasing diversification of the types of organisations and individuals providing NHS funded services. Therefore the NWD ensures that all suppliers of NHS funded care capture workforce information in an agreed and pre-determined format. The [workforce Minimum Data Set \(wMDS\)](#)⁹ which will be subject to a separate standard, is based upon a sub-set of the NWD, and will provide a practical means for the consistent collection of this information from all providers of NHS funded care to enable comprehensive Healthcare Workforce planning going forwards.

The majority of this implementation document provides guidance for those organisations, systems suppliers and users who have already implemented the NWD and need to make only the changes.

For those who intend to implement the NWD afresh, then the full list of items and data values is available from the Health and Social Care Information Centre website [here](#)¹⁰ (NWD Data Set Specification) and [here](#)¹¹ (NHS Occupation Code Manual). The NWD is also accessible through the NHS Data Model and Dictionary [here](#)¹², and

⁷ This and previous versions available here: <http://www.hscic.gov.uk/datasets/nwd>

⁸ <http://www.legislation.gov.uk/ukpga/2012/7/section/250>

⁹ <http://www.hscic.gov.uk/wmds>

¹⁰ <http://www.hscic.gov.uk/datasets/nwd>

¹¹ <http://www.hscic.gov.uk/article/2268/NHS-Occupation-Codes>

¹²

http://www.datadictionary.nhs.uk/data_dictionary/messages/administrative_data_sets/data_sets/national_workforce_data_set_fr.asp?shownav=1

anyone wishing to have more detailed guidance of the use of the specific values can access the growing suite of targeted guidance documents [here](#).¹³

The support arrangements described elsewhere in this document apply equally to both new and existing users of the data standard.

1.2 Overview

This document provides clarification with regard to the National Workforce Data Set (NWD) operational standard. The document is broken down into specific sections providing guidance and examples of use, to provide context and to support implementation.

The National Workforce Data Set version 2.8 includes updates to the Data Set which can be summarised as:

1. the inclusion of new values within existing elements (affecting Job Role, Occupation Code, Nationality, Absence Type, Vacancy Status);
2. the renaming of existing values within elements (affecting Job Role, Occupation Code, Nationality, Reason Sickness Absence);
3. the retiring of existing values and one element (affecting Job Role, Occupation Code, Area of Work, Nationality and the Group Code element);
4. the replacement of one element with another within the Data Dictionary (changing from Person Gender Code at Registration to Person Stated Gender Code);
5. improving guidance and presentation (relating to Absence Category, Absence Type, Reason Sickness Absence and Ethnic Category); and
6. updates to the guidance notes and other housekeeping work that does not materially change the approved standard for both the NHS Occupation Codes and the NWD specification.

The proposed changes to existing data value lists in the National Workforce Data Set consist of three types of change: proposing distinct new data values and altering or deleting existing values. Across these three types of changes we shall also be updating the definitions of existing data values as appropriate.

The data items affected in NWD are:

- Additions to the Job Role
- Additions to the NHS Occupation Codes
- Additions to the Nationality

¹³ <http://www.hscic.gov.uk/article/2267/National-Workforce-Data-Set-NWD-guidance-documents>

-
- Additions to the Absence Type
 - Additions to the Vacancy Status
 - Changes to the Job Role
 - Changes to the NHS Occupation Codes

 - Changes to the Nationality
 - Changes to the Reason Sickness Absence
 - Changes to the Person Gender Code at Registration (data Element)
 - Deletions from the Job Role
 - Deletions from the NHS Occupation Codes
 - Deletions from the Area of Work
 - Deletions from the Nationality
 - Deletion of the Group Code data element
 - Deletions from the Reason for Leaving

 - Updates to the guidance provided for anyone intending to utilise the data defined by the NWD for secondary purposes, which do not materially impact the input of the data items.

This document provides guidance for NHS organisations and other suppliers of NHS funded care, specifically relating to the changes to the National Workforce Data Set (NWD).

This document should be read in conjunction with the Information Standards Notice (SCCI1067 Amd 21/2015) and the NWD v2.8 Requirements Specification and Data Set Specification. All are available for download on the Health and Social Care Information Centre [website](#)¹⁴, and as part of the data standards materials on the SCCI [website](#)¹⁵.

The changes described in this guidance document **may** be acted upon with immediate effect (subject to availability of relevant codes within HR/workforce systems), and **must** be used, where relevant, by 1st August 2016.

Specific guidance relating to the implementation of these changes through HR/workforce systems, including the ESR system, is out of scope of this document. Users are recommended to refer to the specific guidance and training related to the specific system they are using.

¹⁴ <http://www.hscic.gov.uk/datasets/nwd>

¹⁵ <http://www.hscic.gov.uk/isce/publication/scci1067>

1.3 Related Standards

Reference	Title
ISB 0028 National Specialty List ¹⁶	National Specialty List
SCCI 0011 Mental Health Services Data Set ¹⁷	Mental Health Services Data Set

1.4 Supporting Documents

Ref	Name	Version Title	Summary
	NWD2.8 - Requirements Specification	NWD2.8 – Requirements Specification_v1.0.docx	Includes the detail of the background for the data standard, the detail of the change proposal with a list of requirements and conformance criteria related to the proposed changes.
	NWD2.8 - Change Specification	NWD2.8 - Change Specification_v1.0.docx	Includes the detail of the changes to the NWD being proposed in this submission.
2	NWDv2.8 Data Set Specification	NWD_v2.8_Data_Set_Specification.xlsx	Includes definition of Individual elements of the National Workforce Data Set, full set of List of Values for the NWD, summary of changes in latest update and full version history of the NWD. In excel format and published freely on the HSCIC website ¹⁸ .
3	NHS Occupation Code Manual Version 14	NHS_Occupation_Code_Manual_Version_14.xlsx	Includes definition of NHS Occupation Codes, full list of all codes and matrices, guidance on coding and analysis, summary of changes in the latest update. In excel format and published freely on the HSCIC website ¹⁹ .

¹⁶ <http://www.isb.nhs.uk/library/standard/167>

¹⁷ <http://www.hscic.gov.uk/isce/publication/SCCI0011>

¹⁸ <http://www.hscic.gov.uk/datasets/nwd>

¹⁹ <http://www.hscic.gov.uk/article/2268/NHS-Occupation-Codes>

2 Human Behavioural Guidance Section

This section is primarily aimed at those who have already implemented the NWD and are having to just make the changes described in this update. Those who are intending to implement the NWD afresh are recommended to consult the information provided in the NWD Data Set Specification available here²⁰ and the NHS Data Model and Dictionary (DM&D), available here²¹. Should further clarification be required users are advised to contact the HSCIC directly²² if they have any specific questions regarding the implementation of the NWD.

This section provides a detailed summary of the guidance associated with the changes to the NWD which are covered by this uplift and the following approach has been taken to identify the proposed changes:

- new/re-named values are highlighted in **bold and blue**;
- retired values/previous values are ~~struck through~~;
- plain text indicates element of the standard which remains unchanged;
- codes are provided in [square brackets] as relevant, though some elements of the standard do not have associated codes defined and are specified within the standard by name only, for example Area of Work.

Where possible an indication of any specific issues related to the proposals, migration of data and so forth has been included here.

2.1 New Items

2.1.1 Job Role

What additional/changes to information are required?

[07041] Additional Clinical Services | **Analyst**

Why is this information required?

New data value to provide improved information about the analytical workforce within the NHS and wider care workforce, particularly with reference to the public health

²⁰ <http://www.hscic.gov.uk/datasets/nwd>

²¹

http://www.datadictionary.nhs.uk/data_dictionary/messages/administrative_data_sets/data_sets/national_workforce_data_set_fr.asp?shownav=1

²² enquiries@hscic.gov.uk

workforce and to indicate that this role may not be a purely administrative one. It would also allow a better link with the recently introduced Informatics AoW values, and specifically the Clinical Informatics areas.

[01039] Medical & Dental | [Associate Postgraduate Dean](#)

Why is this information required?

New data value to provide more accurate coding for this group of staff who are required to be medically qualified and registered, but are not involved in direct patient care as part of this educational and administrative role. More information about Postgraduate Deans is available here²³.

[01040] Medical & Dental | [Trust Grade Doctor - Foundation Level](#)

Why is this information required?

New data value to capture information about doctors who are no longer in training, but have chosen to remain at a grade equivalent to foundation level trainees, which represents a growing aspect of the non-consultant medical workforce.

[01041] Medical & Dental | [GP Senior Partner](#)

Why is this information required?

One of several new Job Roles to allow the capture of more detailed information relating to the Primary Care workforce as part of the implementation of the workforce Minimum Data Set. In this case the proposal is to introduce a Job Role for the capture of information regarding Senior Partners – A General Practitioner who has a senior partnership within the general practice, more control in how the practice is run both logistically and financially.

[01042] Medical & Dental | [GP Partner/Provider](#)

Why is this information required?

One of several new Job Roles to allow the capture of more detailed information relating to the Primary Care workforce as part of the implementation of the workforce Minimum Data Set. In this case the proposal is to introduce a Job Role for the capture of information regarding Partner/Providers - A General Practitioner who has

²³ <http://www.copmed.org.uk/>

entered into a contract to provide services to patients whilst advising how the practice is run both logistically and financially.

[01043] Medical & Dental | [GP Retainer](#)

Why is this information required?

One of several new Job Roles to allow the capture of more detailed information relating to the Primary Care workforce as part of the implementation of the workforce Minimum Data Set. In this case the proposal is to introduce a Job Role for the capture of information regarding GP Retainers – A General Practitioner who undertakes a reduced amount of clinical work in a practice in order to maintain their GP licence and view to return to the NHS on a more long term basis.

[01044] Medical & Dental | [GP Locum](#)

Why is this information required?

One of several new Job Roles to allow the capture of more detailed information relating to the Primary Care workforce as part of the implementation of the workforce Minimum Data Set. In this case the proposal is to introduce a Job Role for the capture of information regarding GP Locums, employed for any length of time – A GP Locum temporarily fulfils the duties of another GP who is temporarily absent, or when a hospital/practice is short-staffed. Information regarding the length of their time with a particular practice can be derived from their contractual/start and end dates.

[03017] Nursing & Midwifery Registered | [Practice Nurse](#)

Why is this information required?

One of several new Job Roles to allow the capture of more detailed information relating to the Primary Care workforce as part of the implementation of the workforce Minimum Data Set. In this case the proposal is to introduce a Job Role for the capture of information regarding Practice Nurses - A qualified nurse who treats and aids patients that are sick or infirm at a general practice.

[03018] Nursing & Midwifery Registered | [Extended Role Practice Nurse](#)

Why is this information required?

One of several new Job Roles to allow the capture of more detailed information relating to the Primary Care workforce as part of the implementation of the workforce Minimum Data Set. In this case the proposal is to introduce a Job Role for the

capture of information regarding Extended Role Practice Nurses - A qualified nurse who has specialist roles of delivery care within the general practice.

[03019] Nursing & Midwifery Registered | [Practice Nurse Partner](#)

Why is this information required?

One of several new Job Roles to allow the capture of more detailed information relating to the Primary Care workforce as part of the implementation of the workforce Minimum Data Set. In this case the proposal is to introduce a Job Role for the capture of information regarding Nurse Partners - A nurse who is in partnership at general practice agreeing to particular terms on how the practice is run both logistically and financially.

[03020] Nursing & Midwifery Registered | [Practice Research Nurse](#)

Why is this information required?

One of several new Job Roles to allow the capture of more detailed information relating to the Primary Care workforce as part of the implementation of the workforce Minimum Data Set. In this case the proposal is to introduce a Job Role for the capture of information regarding Research Nurses - A nurse who is dedicated to the systematic investigation of treatment or cause of a particular ailment.

[03021] Nursing & Midwifery Registered | [Practice Nurse Dispenser](#)

Why is this information required?

One of several new Job Roles to allow the capture of more detailed information relating to the Primary Care workforce as part of the implementation of the workforce Minimum Data Set. In this case the proposal is to introduce a Job Role for the capture of information regarding Nurse Dispensers - A nurse whose sole responsibility is to dispense drugs on behalf of the General Practitioner.

When should this information be collected from?

This information **may** be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes **must** be used, where relevant, by 1st August 2016.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff employed in the roles listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

This information should be captured as part of the recruitment process as staff are recruited/assigned.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.1.2 Occupation Code

What additional/changes to information are required?

[S8H] [Student/Trainee Art/Music/Drama Therapy](#)

Why is this information required?

Removes a mismatch in the data standard that currently exists as there is a Job Role value of 'Art, Music & Drama Student', but the corresponding occupation code - S8H - is not available for selection. This change removes the historical mismatch and allows the posts to be correctly coded by opening the occupation code. An example of an NHS organisation with training courses for Art, Music and Drama Therapy Students here²⁴.

[S9D] Helper/Assistant Orthoptics/Optics

Why is this information required?

To allow the accurate coding of staff such as Retinal Screening Assistants (AfC Band 2) in Diabetic Eye Screening Services, amongst other similar and developing roles.

When should this information be collected from?

This information **may** be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes **must** be used, where relevant, by 1st August 2016.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff employed in the roles listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

²⁴ <http://shsc.nhs.uk/service-a-z/art-therapy-northern-programme/>

This information should be captured as part of the recruitment process as staff are recruited/assigned.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

Additional information relating to the changes to the NHS Occupation Codes, including supporting guidance, can be found in the NHS Occupation Code Manual v14.0. This is available on the Health and Social Care Information Centre website²⁵.

2.1.3 Nationality

What additional/changes to information are required?

Palestinian

Why is this information required?

To satisfy a number of requests to add Palestinian to the list of nationalities available in the NWD to allow accurate data capture for members of the healthcare workforce who hold Palestinian passports.

Hong Kong (British/Chinese)

Mauritanian

²⁵ <http://www.hscic.gov.uk/article/2268/NHS-Occupation-Codes>

Nigerian

Taiwanese

Why is this information required?

Additional values from ESR/NWD Comparison exercise, these values are already implemented in ESR and missed from NWD list.

English

Welsh

Scottish

Northern Irish

Why is this information required?

To allow better alignment with the ONS National Identity information²⁶ this change to the NWD introduces separate nationalities for all elements of the British Isles.

When should this information be collected from?

This information *may* be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes *must* be used, where relevant, by 1st August 2016.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff who identify themselves as belonging to the nationalities listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

²⁶ <http://www.ons.gov.uk/ons/guide-method/measuring-equality/equality/ethnic-nat-identity-religion/national-identity/index.html>

How and when should the information be captured?

This information should be captured as part of the recruitment process as staff are recruited/assigned. It may also be updated in response to equality monitoring exercises and as part of the responsibility of employers to keep personal data up to date under the Data Protection Act (DPA) 1998.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.1.4 Absence Type

What additional/changes to information are required?

[16] Medical Suspension with Pay

Why is this information required?

Change to NWD based on ESR/NWD comparison exercise as Medical Suspension with Pay is already implemented in ESR and this value enables the capture of information about an important reason for absence which is otherwise not possible.

When should this information be collected from?

This information *may* be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes **must** be used, where relevant, by 1st August 2016.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with medical staff that are absent due to suspension and are still receiving pay.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

This information should be captured as part of the on-going upkeep of HR/Payroll information related to absence management.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.1.5 Vacancy Status

What additional/changes to information are required?

[11] [Open following previous unsuccessful attempt](#)

[12] [Partially filled](#)

Why is this information required?

Along with several of the other changes within this uplift to the NWD, these new Vacancy Status values are required to allow the capture of more detailed information relating to the Primary Care workforce as part of the implementation of the workforce Minimum Data Set.

When should this information be collected from?

This information *may* be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes *must* be used, where relevant, by 1st August 2016.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with vacancies whose current status is listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

This information should be captured as part of the recruitment process as staff are recruited/assigned and vacancies are updated.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.1.5.1 Migration of existing data to new values

There is no means of transferring existing records on to the new codes systematically; therefore there will be no migration of data automatically within systems such as the ESR. Individual users need to investigate the correct classification of their staff and update or input as necessary.

As highlighted in the relevant sections above there are several of the above new values which have already been implemented within the ESR and are being added to the NWD as part of the on-going ESR and NWD comparison exercise. For those organisations using ESR no additional action is required as a result of these changes to the NWD.

2.2 Amendments

2.2.1 Job Role

What additional/changes to information are required?

Retire data value:

[05016] Additional Professional Scientific & Technical | ~~Physician Assistant~~

Replace with new data value:

[05016] Additional Professional Scientific & Technical | **Physician Associate**

Why is this information required?

Physician Assistant is an out of date term, and should instead be replaced by the current name for the role - Physician Associate. This is a role which is becoming increasingly common within the healthcare workforce and therefore it is crucial that

accurate information is available about the numbers of the workforce involved in this specific role to help improve future workforce planning. More information is available [here](#)²⁷. No impact on existing staff as the Job Role should be renamed like for like.

When should this information be collected from?

This information *may* be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes *must* be used, where relevant, by 1st August 2016.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff employed in the roles listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

This information should be captured as part of the recruitment process as staff are recruited/assigned.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

²⁷ <http://www.nhscareers.nhs.uk/explore-by-career/wider-healthcare-team/careers-in-the-wider-healthcare-team/clinical-support-staff/physician-associate/>

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.2.2 Occupation Code

What additional/changes to information are required?

Retire data value:

[019] ~~Audiovestibular Medicine~~

Replace with new data value:

[019] **Audio Vestibular Medicine**

Why is this information required?

In order to ensure that the NHS occupation codes correctly match statutorily approved medical main specialties and the GMC approved [training curricula](#)²⁸. The renaming of the NHS Occupation Code M Matrix specialty to match the legal name of Audio Vestibular Medicine as defined in the [Statutory Instrument](#)²⁹. No impact on existing staff as the code should be renamed like for like. This change will also be reflected in the Locum version of the code (119) which will also be renamed to mirror its substantive counterpart.

When should this information be collected from?

This information **may** be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes **must** be used, where relevant, by 1st August 2016.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

²⁸ http://www.gmc-uk.org/education/approved_curricula_systems.asp

²⁹ <http://www.legislation.gov.uk/uksi/2012/344/made>

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff employed in the medical specialties listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

This information should be captured as part of the recruitment process as staff are recruited/assigned.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

Additional information relating to the changes to the NHS Occupation Codes, including supporting guidance, can be found in the NHS Occupation Code Manual v14.0. This is available on the Health and Social Care Information Centre website³⁰.

2.2.3 Nationality

What additional/changes to information are required?

³⁰ <http://www.hscic.gov.uk/article/2268/NHS-Occupation-Codes>

Retire data value:

~~Botswana~~

Replace with new data value:

Motswana

Retire data value:

~~Christmas Island~~

Replace with new data value:

Christmas **Islander**

Retire data value:

~~Falkland Island~~

Replace with new data value:

Falkland **Islander**

Why is this information required?

Several changes to NWD based on ESR/NWD comparison exercise as the Nationalities are already implemented in ESR correctly, and the names of the individual countries were mistakenly included in the NWD list in their place. No impact on existing staff as the Nationalities should be renamed like for like.

Retire data value:

~~Singapore~~

Replace with new data value:

Singaporean

Why is this information required?

Change picked up as part of ESR/NWD comparison exercise, Singapore is a country, not a Nationality. Renaming existing value, no impact on existing staff as the Nationalities should be renamed like for like.

When should this information be collected from?

This information *may* be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes **must** be used, where relevant, by 1st August 2016.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff who identify themselves as belonging to the nationalities listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

This information should be captured as part of the recruitment process as staff are recruited/assigned. It may also be updated in response to equality monitoring exercises and as part of the responsibility of employers to keep personal data up to date under the DPA 1998.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.2.4 Reason Sickness Absence

What additional/changes to information are required?

Retire data value:

~~[21] Surgery~~

Replace with new data value:

[21] **Surgery Related**

Additionally, 'Surgery Related' is a separate flag in ESR, and is not implemented as a value in its own right, rather it can be flagged against other specific Reason Sickness Absence values to give additional clarification. A note: **To Note - this is a separate flag in ESR and not implemented as a value in its own right** has been added to the NWD Specification.

Why is this information required?

Change to NWD based on ESR/NWD comparison exercise, update 'Surgery' to 'Surgery Related', along with a note that it is implemented as a separate flag in ESR which can relate to other reasons for absence. The underlying rationale for this implementation is that Surgery is not a reason for sickness absence in its own right, rather it relates to a reason as cause - e.g. other musculoskeletal problems, which has led to the need for surgery. Renaming of existing value and improved guidance. No impact on existing staff as the Reason Sickness Absence should be renamed like for like.

When should this information be collected from?

This information **may** be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes **must** be used, where relevant, by 1st August 2016.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff that are absent related to a surgical procedure.

This change will not necessarily be relevant to all organisations equally.

How and when should the information be captured?

This information should be captured as part of the on-going upkeep of HR/Payroll information related to absence management.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.2.5 Person Gender Code at Registration (change data element)

What additional/changes to information are required?

Retire data element from NWD:

~~PERSON GENDER CODE AT REGISTRATION~~

Replace with data element in NWD:

PERSON STATED GENDER CODE

This change of data element has a minor impact on the specific values implemented, the code and label for both Male and Female remains unchanged; the code for indeterminate gender remains the same, though the label changes from 'Not Specified' to the more accurate 'Indeterminate' and finally the code for not known changes from '0' to 'X' whilst the label remains the same. More detail is provided below based upon the entries in the NHS Data Model and Dictionary (DM&D).

Previously - Person Gender at Registration³¹

- 1 Male
- 2 Female
- 9 ~~Not Specified~~ (National Code '**Not Specified**' means indeterminate, i.e. unable to be classified as either male or female.)
- 0 Not Known (National Code '**Not Known**' means that the sex of a person has not been recorded)

Becomes - Person Stated Gender³²

- 1 Male
- 2 Female
- 9 **Indeterminate** (unable to be classified as either male or female)
- X** Not Known (Person Stated Gender code not recorded)

Why is this information required?

In the NHS Data Dictionary instance of the NWD the current PERSON GENDER CODE AT REGISTRATION should be replaced with PERSON STATED GENDER CODE as this more accurately reflects the question which is being asked and the data which is being captured as part of the HR process and hence corrects an historic issue with the alignment of the NWD with the NHS DM&D. We are making this change as part of the on-going maintenance of the NHS DM&D in the short term. In the longer term the outcome of the current discussions regarding requirements and guidance for equalities monitoring within the NHS will decide the precise values which need to be captured for all protected characteristics, including gender, and once this has been decided the values in the NWD and ESR will be updated accordingly. No change in burden on data inputters/submitters.

When should this information be collected from?

This information *may* be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes *must* be used, where relevant, by 1st August 2016.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

³¹

http://www.datadictionary.nhs.uk/data_dictionary/data_field_notes/p/pers/person_gender_code_at_registration_de.asp?shownav=1

³²

http://www.datadictionary.nhs.uk/data_dictionary/data_field_notes/p/pers/person_stated_gender_code_de.asp?shownav=1

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff where HR/Payroll and workforce information systems have not previously been set up using the Person Stated Gender codes.

This change will not necessarily be relevant to all organisations equally, depending upon the way in which their systems have been set up to capture staff gender information.

How and when should the information be captured?

This information should be captured as part of the recruitment process as staff are recruited/assigned. It may also be updated in response to equality monitoring exercises and as part of the responsibility of employers to keep personal data up to date under the DPA 1998.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.2.6 Migration of existing data related to amended values (2.2.1-2.2.5)

Where an amendment to an existing value (or element) has occurred and the replacement value is comparable to the existing value, this is treated as an amendment and the existing data should be migrated within systems within which the standard has been implemented.

In the case of the Reason Sickness Absence and several of the Nationality amendments highlighted above no data needs to be migrated or values updated within the ESR as the values have already been implemented correctly. They are being added to the NWD as part of the on-going ESR and NWD comparison exercise. For those organisations using ESR no additional action is required as a result of these changes to the NWD.

In the case of all the other amendments (Job role, Occupation Code, Person Stated Gender Code and remaining Nationality amendments) highlighted in this request, these are straight name changes where any existing data should be migrated directly without the need for direct intervention by individual users.

2.3 Deletions

2.3.1 Job Role

[07014] Additional Clinical Services | ~~Medical Laboratory Assistant~~

(No new value - existing staff to be recoded using the most relevant existing Healthcare Science support staff Job Role)

Why is this information required?

The job role of Medical Laboratory Assistant (MLA) is no longer relevant due to the implementation of first Agenda for Change and then of the Modernising Scientific Careers programme and the attendant updates to the data standards which have rendered this value obsolete. Any staff currently coded using this Job Role should be recoded using the correct current Job Role code for the post they hold.

When should this information be collected from?

This information **may** be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes **must** be used, where relevant, by 1st August 2016.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff employed in the roles listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

This information should be considered as part of the recruitment process as staff are recruited/assigned and existing records are updated.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.3.2 Occupation Code

~~[092] Blood Transfusion~~

(Recode staff with existing value [073] Haematology value)

Why is this information required?

Linked to work in ensuring the NHS occupation codes correctly match statutorily approved³³ medical main specialties and the GMC approved training curricula³⁴. The closure of the spurious 092 Blood Transfusion Specialty Code. Existing staff to be recoded using the existing [073] Haematology value which corrects this historical error within the NHS Occupation Code Manual. This value better reflects the nature of the work and removes the current data quality issues related to the inclusion of a code for a Medical Specialty which does not exist. This change will also be reflected in the Locum version of the code (192) which will be retired, and any existing records recoded to the existing locum version of the remaining Haematology Specialty Code (173) to mirror the process for its substantive counterpart.

~~[013] Clinical Physiology~~

(No new value - existing staff to be recoded using the most appropriate valid specialty code)

Why is this information required?

Linked to work in ensuring the NHS occupation codes correctly match statutorily approved³⁵ medical main specialties and the GMC approved training curricula³⁶. The closure of the spurious 013 Clinical Physiology value which corrects this historical error within the NHS Occupation Code Manual. Individual organisations should consider how best to recode those staff currently coded with the specialty code of Clinical Physiology in the most relevant valid specialty code as there is no obvious suggestion to where all of these staff should correctly be coded which could be applied centrally. This change removes the current data quality issues related to the inclusion of a code for a Medical Specialty which does not exist. This change will also be reflected in the Locum version of the code (113) which will be retired, and similarly any existing records will need to be recoded to the most appropriate valid specialty code to mirror the process for its substantive counterpart.

~~[079] Clinical Cytogenetics and Molecular Genetics~~

(No new value - existing staff to be recoded using the most appropriate valid specialty code)

Why is this information required?

³³ <http://www.legislation.gov.uk/ukxi/2012/344/made>

³⁴ http://www.gmc-uk.org/education/approved_curricula_systems.asp

³⁵ <http://www.legislation.gov.uk/ukxi/2012/344/made>

³⁶ http://www.gmc-uk.org/education/approved_curricula_systems.asp

Linked to work in ensuring the NHS occupation codes correctly match statutorily approved³⁷ medical main specialties and the GMC approved training curricula³⁸. The closure of the spurious 079 Clinical Cytogenetics and Molecular Genetics value which corrects this historical error within the NHS Occupation Code Manual. Individual organisations should consider how best to recode those staff currently coded with the specialty code of Clinical Cytogenetics and Molecular Genetics in the most relevant valid specialty code as there is no obvious suggestion to where all of these staff should correctly be coded which could be applied centrally. This change removes the current data quality issues related to the inclusion of a code for a Medical Specialty which does not exist. This change will also be reflected in the Locum version of the code (179) which will be retired, and similarly any existing records will need to be recoded to the most appropriate valid specialty code to mirror the process for its substantive counterpart.

[049] Paediatric Neurology

(Recode staff with existing [002] Paediatrics specialty code of which Paediatric Neurology is in fact a sub-specialty)

Why is this information required?

Linked to work in ensuring the NHS occupation codes correctly match Statutorily approved³⁹ medical main specialties and the GMC approved training curricula⁴⁰. The closure of the spurious 049 Paediatric Neurology value which corrects this historical error within the NHS Occupation Code Manual. Existing staff to be recoded as [002] Paediatrics as this value better reflects the nature of the work and removes the current data quality issues related to the inclusion of a code for a Medical Specialty which does not exist as a Main Specialty in its own right - Paediatric Neurology is in fact a sub-specialty and is included in the sub-specialty annex⁴¹ to the Occupation Code Manual. This change will also be reflected in the Locum version of the code (149) which will be retired, and any existing records recoded to the existing locum version of the remaining Paediatrics specialty Code (102) to mirror the process for its substantive counterpart. The majority of existing records can be recoded automatically in systems such as ESR.

When should this information be collected from?

This information *may* be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

³⁷ <http://www.legislation.gov.uk/ukxi/2012/344/made>

³⁸ http://www.gmc-uk.org/education/approved_curricula_systems.asp

³⁹ <http://www.legislation.gov.uk/ukxi/2012/344/made>

⁴⁰ http://www.gmc-uk.org/education/approved_curricula_systems.asp

⁴¹ <http://www.hscic.gov.uk/article/2268/NHS-Occupation-Codes>

These codes **must** be used, where relevant, by 1st August 2016.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff currently coded using the medical specialties listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

This information should be considered as part of the recruitment process as staff are recruited/assigned and existing records are updated.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

Additional information relating to the changes to the NHS Occupation Codes, including supporting guidance, can be found in the NHS Occupation Code Manual v14.0. This is available on the Health and Social Care Information Centre website⁴².

⁴² <http://www.hscic.gov.uk/article/2268/NHS-Occupation-Codes>

2.3.3 Area of work

Primary Care | ~~NHS Direct~~ | ~~NHS Direct~~

(No new value - existing staff to be recoded using the most suitable existing value)

Why is this information required?

Linked to the closure of the corresponding Group Code described below, as NHS Direct has now closed, the concept is no longer required in the data set as it continued use may increase data quality issues as staff are miscoded as working directly for the NHS, rather than within part of an NHS Direct team.

When should this information be collected from?

This information *may* be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes *must* be used, where relevant, by 1st August 2016.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff currently coded using the Area of Work values listed above.

This change will not necessarily be relevant to all organisations equally, depending upon the range of services they provide.

How and when should the information be captured?

This information should be considered as part of the recruitment process as staff are recruited/assigned and existing records are updated.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.3.4 Nationality

French

Why is this information required?

Removing duplicate value from NWD - all records to remain on existing single 'French' value – this is effectively a documentation only issue as the duplicate value has not been implemented in systems such as ESR and therefore should have no impact upon users of the NWD.

2.3.5 Group Code (retire data element)

~~GROUP CODE~~

And both items under it

~~[A] GP Practice Staff~~

~~[B] NHS Direct Staff~~

(No new values)

Why is this information required?

Linked to the closure of the corresponding Area of Work described above, as NHS Direct has now closed, the concept of Group Code is no longer required in the data set. Group Code only exists in the data standard because of its previous use in the Non-Medical Workforce Census to differentiate between GP Practice Staff and NHS Direct Staff who were directly employed by NHS Trusts. The annual non-medical workforce census has ceased, therefore this concept is redundant and should be removed. It has never been implemented within the ESR and therefore will have no impact upon users of that system. The HSCIC has not been made aware of it having been implemented anywhere other than historically within the specification of the annual non-medical workforce census, so this change should not have any impact upon users of the data standard.

2.3.6 Reason for Leaving

~~[32] Mutually Agreed Resignation – Local Scheme without Repayment~~

(No new value)

Why is this information required?

The Reason for Leaving value ‘MARS – Local Scheme Without Repayment’ should be withdrawn from any systems where it has been implemented. This particular option was only needed in the early days of the Mutually Agreed Resignation Scheme (MARS) when some organisations had been running local voluntary severance schemes before the Section 20 agreement had been reached. Section 20 is clear that any scheme requires re-payment arrangements, so this value is no longer valid. Some employers continue to use the “without repayment” option and this is creating data quality issues as this cannot be the true nature of the reason for leaving.

When should this information be collected from?

This information *may* be captured with immediate effect subject to availability of relevant codes within HR/workforce systems.

These codes *must* be used, where relevant, by 1st August 2016.

Note: NHS organisations should consider whether a retrospective data capture exercise will be required to reassign existing staff records to new codes where these are more appropriate.

Who is the subject of this change?

Any NHS organisation or other supplier of NHS funded care with staff that have left or are leaving the organisation.

This change will not necessarily be relevant to all organisations equally.

How and when should the information be captured?

This information should be considered as part of the leaving process as staff are leaving the organisation and ceasing their employment.

Who should capture the information?

This information should be captured by HR/workforce staff.

Informatics/Finance staff may be responsible for ensuring data quality and comprehensiveness in some organisations.

How often should this information be updated?

This information should be captured and updated on an on-going basis as required to ensure that it remains accurate and up to date.

2.3.7 Migration of existing data from retired values (2.3.1-2.3.6)

Where a value is to be retired and a suitable replacement value onto which existing staff can be migrated exists, the data should be migrated directly within the systems within which the standard has been implemented.

For those retirements where there is no existing comparable value – for example where there is a one to many relationship between the retired and choice of remaining values, there would be no migration of data and individual system users would need to investigate the correct replacement value and input as necessary.

In this case there will be no migration of data related to the retirement of the Group Code element or the Reason for Leaving value, as there is no remaining value which would relate to this information. This information is no longer required and only historic information will remain within systems where the standard has been implemented.

In this case there are direct relationships between some of the retired Occupation Codes and what remains – for example, staff records currently coded 092 Blood Transfusion should be automatically transferred to 073 Haematology value, and all future staff coded as such; in the cases where there is no single sensible alternative – for example, staff records currently coded 013 Clinical Physiology where it will not be possible to migrate the data, the value should be marked as retired and stopped from being selectable for future use and instead individual users should select the correct value from those remaining as part of their on-going data husbandry in response to this update.

2.4 Guidance/Presentation Changes

There are several guidance and presentational updates which have been made to the NWD specification as part of this uplift to the standard which do not materially alter the approved standard. Therefore the changes to the guidance should not impact upon the input of the data associated with the NWD as they relate to providing greater detail to those people who are analysing the administrative data which can be extracted for secondary purposes. Therefore no migration of data or recoding of existing information is required in response to this aspect of these proposals and no further implementation guidance is needed.

3 Additional Sources of Information

Full details of changes to data items, including definitions and associated value lists are available on the NHS Data Dictionary website⁴³, and in the data set specification available on the HSCIC website⁴⁴.

Full details of the NHS Occupation Code Manual⁴⁵ and additional and growing library of NWD Guidance Documents⁴⁶ are available in the Workforce section of the Health and Social Care Information Centre website⁴⁷.

Full details of the NWD Change Submission to the Standardisation Committee for Care Information (SCCI) are available on the SCCI section of the HSCIC website.⁴⁸

⁴³

http://www.datadictionary.nhs.uk/data_dictionary/messages/administrative_data_sets/data_sets/national_workforce_data_set_fr.asp?shownav=1

⁴⁴ <http://www.hscic.gov.uk/datasets/nwd>

⁴⁵ <http://www.hscic.gov.uk/article/2268/NHS-Occupation-Codes>

⁴⁶ <http://www.hscic.gov.uk/article/2267/National-Workforce-Data-Set-NWD-guidance-documents>

⁴⁷ <http://www.hscic.gov.uk/workforce>

⁴⁸ <http://www.hscic.gov.uk/isce/publication/scci1067>

4 Support Arrangements

The following support mechanisms are available for users in relation to the NWD:

The Health and Social Care Information Centre

For enquiries relating to the NWD Information Standard including scope, data items, definitions and data values, future requirements and requests for change.

Telephone: 0300 303 5678

Email: enquiries@hscic.gov.uk

Website: <http://www.hscic.gov.uk/datasets/nwd>

Electronic Staff Record (ESR)

For enquiries relating to the Electronic Staff Record system staff should consult the ESR User Manual on [Kbase](#)⁴⁹ in the first instance.

If a satisfactory answer cannot be found a Service Request (SR) should be raised through the organisations nominated 'Super user'.

Further details can be found on the ESR [website](#)⁵⁰.

NHS Occupation Code Manual

For further details please see the Health and Social Care Information Centre [website](#)⁵¹.

Workforce Minimum Data Set

Further details of the workforce Minimum Data Set is available from the HSCIC [website](#)⁵².

⁴⁹ https://www.electronicstaffrecord.nhs.uk/kbase/login/index_enter/ restricted to registered users with NHS e-mail addresses

⁵⁰ <http://www.electronicstaffrecord.nhs.uk/>

⁵¹ <http://www.hscic.gov.uk/article/2268/NHS-Occupation-Codes>

NWD2.8 Implementation Guidance

The current version of this document is available for download from [here](#)⁵³ and will ensure that you always have access to the most up to date version of the guidance associated with these changes to the NWD.

⁵² <http://www.hscic.gov.uk/datasets/wmnds>

⁵³ <http://www.hscic.gov.uk/datasets/nwd>