

North-East and Yorkshire Multi-Year Workforce Data Collection

eCollection & Template Guidance

Health Education England
eCollection Guidance Pack
v1.0

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Introduction

This pack contains guidance for the use of the North-East and Yorkshire (NEY) Multi-Year Workforce Collection 22/23 Tool, developed by Health Education England (HEE) in collaboration with NHSE/I.

The guidance provided includes:

- Instructions on how to log-in and use the Tool
- Contact Information for any queries

NEY Multi-Year Workforce Collection Overview & Guidance

The current challenges in health and care mean that applied and impactful integrated planning is more important than ever. In response, we are developing a workforce modelling approach that will help us collectively identify priority challenges and opportunities across our complex workforce landscape.

This is not a competitor to formal operational planning rounds which will still be required; however, we envisage that the establishment of the model will enable more streamlined and meaningful responses from System partners to the formal processes that follow.

Phase one of this project will:

- Establish a current 'one workforce' baseline across general practice, secondary and adult social care in the System footprint.
- Capture a collective view from System stakeholders of how the size and shape of the workforce will need to change to deliver effective health and care services over the next five years.

Secondary Care Data Collection

In this first phase of the project, we aim to capture workforce demand for the next 5 years to 2026/2027 across General Practice, Secondary Care and Adult Social Care. The approach being taken will vary between sectors, due to the number of individual organisations and resource and experience of workforce planning across systems.

The focus of this process is to understand the workforce each system will need, to deliver services over the next 5 years. While financial affordability will need to be considered this is should not be the primary focus.

The exercise for secondary care will take the form of a data collection, similar to the 2019 Strategic Workforce Plan but with some additional granularity as requested by system partners. The template will ask users to complete SIP data for March 22 and then complete workforce demand for the next 5 years based on expected service requirements.

The purpose of this guidance is to set out definitions, mapping and planning requirements; and relates to completion of the acute, community, community interest companies, ambulance and mental health template only.

When developing the workforce demand it will be useful to engage with service and professional leads and consider how changes in service requirements and national and local policy drivers may impact on the workforce you need. The below list is not exhaustive:

- Elective Recovery
- Community Diagnostic Centres
- Mental Health Long Term Plan
- Primary Care Additional Roles Reimbursement Scheme (employed by secondary care organisations)

eCollection

HEE has developed 'eCollection', a suite of data collection tools, one of which is the NEY Multi-Year Workforce Collection Tool.

The benefits of eCollection include:

- Easy access for users with the tools available through the HEE website/HEE online portal
- A clear data collection approach with user requirements at the centre
- All participating organisations can view the data once submitted and those with access to the tools are able to view these submissions within the live environment
- Technical support is provided as well as support for 'system users'
- User guides have been developed for each tool
- Each tool follows a similar format to maximise ease for providers and recipients of the data to move between the tools, and understand the operating system
- Tools include some simple online validation checks, reducing errors and maximising data quality
- All data is submitted and stored securely in line with GDPR (General Data Protection Regulations)
- Intelligent access: those with required login for each tool can access the data submitted at the level they require

Where to find the NEY Multi-Year Workforce Collection Tool

The NEY Multi-Year Workforce Collection Tool can be accessed via the eCollection web portal.

Link to the eCollection web portal: <https://ecollection.hee.nhs.uk/>

Timeline

Timeline	Activities	Owner
February 2022	Engage with systems around MYM - scope, requirements etc	RBS/WPLs/KA
February 2022	Develop NEY MYM data collection template	JA/DM/HM/JS
April 2022	Identify nominated sponsor for each organisation completing template	WPLs
April 2022	Sign Off NEY MYM template	RBS/RS/DM/HM/JS/JA
April 2022	Issue non-functional template to organisations	WPLs
April 2022	Organisations populate non-functional template	Organisations
01/07/2022	Identify individuals (and provide email addresses) of those who will need access to eCollection	WPLs
08/08/2022	Open eCollection for submission - option for organisations to submit at any point during this period to respond to organisation's requirements	Data Service
30/09/2022	Close eCollection	Data Service

Templates

The templates for the NEY Multi-Year Workforce been designed to collect Whole Time Equivalent (WTE) values for:

- Staff in Post
- Current Workforce
- Planned Workforce

Data can be entered either straight into the template within the eCollection portal, or downloaded as an excel file, completed, and then uploaded back to portal.

Please note that eCollection will only accept uploads of the official template downloaded from the eCollection portal.

Pasting data from other data sources into the template can be problematic if the source column data is not in the same order. If possible, try to rearrange the source data to fit the template format.

In some cases, this might not be possible. For instance, if there is a calculation field within the area being pasted into.

Taking these steps will enable a successful upload of the data. Once uploaded the data will be validated and, if it reports any errors, it will provide an opportunity to correct it.

Password protected workbooks or sheets are not required due to the secure functionality of eCollection; passwords may prohibit the functionality of the data upload and its contents.

Template Fields and Definitions

[See Appendix 1](#)

Using the NEY Multi-Year Workforce Tool

You will need a user account to access the data collection application.

If you have been registered as a user of the eCollection tool you will receive an electronic invitation to access the system. This section provides guidance on how to log in, and also what to do if you have not received the required information.

As an existing user

Existing users of the eCollection tool can login using their current login credentials.

Logging in

The login page will be the first page you see when you browse to the NEY Multi-Year Workforce Collection website.

NEY Multi-Year Workforce Tool Login page

The screenshot shows the login page for the NEY Multi-Year Workforce Tool. The page layout includes a header, a main content area, and a footer. The header is blue and contains the 'eCollection DEV' logo and the 'Health Education England NHS' logo. The main content area is white and features a 'Login' section on the left with input fields for 'Email address' and 'Password', a 'Log In' button, and a 'Forgotten your password?' link. The center section is titled '2022/23 MYM' and contains a 'Please note' section with bullet points about the collection period (March 22 to March 27) and a paragraph about the tool's purpose. Below this are three boxes: 'HAVE AN INVITE CODE?' with a link to complete registration, 'REGISTER TO USE MYM' with a link to sign up, and 'APPLICATION GUIDANCE' with a link to download documentation.

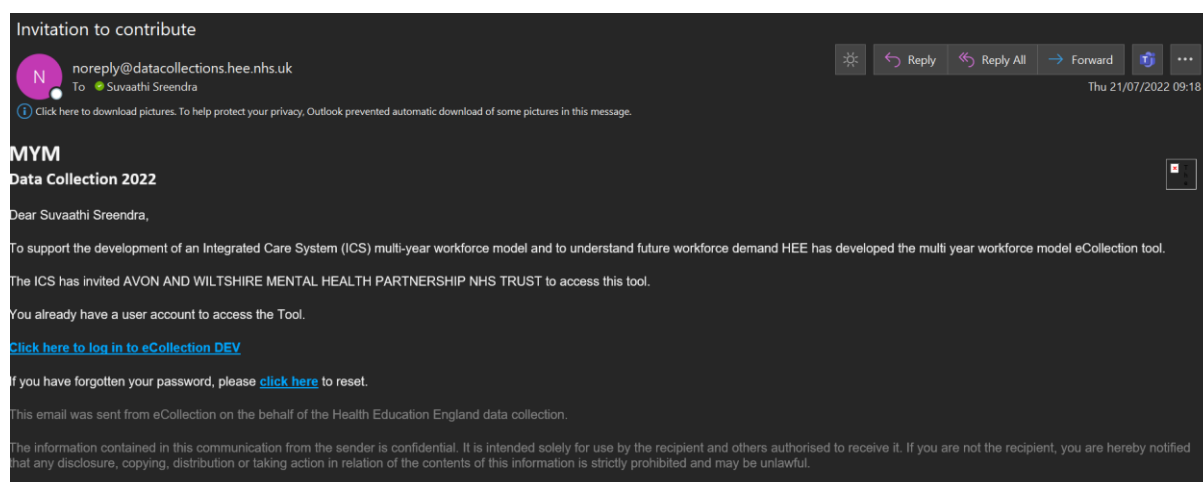
Populate the email address and password fields appearing on the left side of the login page and click the *Log In* button.

If the credentials you have provided are valid, you will be forwarded to the main page of your collection.

Invitations to use the NEY Multi-Year Workforce Collection Tool

An invitation to contribute will be sent to all those registered to contribute to the NEY Multi-Year Workforce Planning Tool as below:

Invitation to Contribute



This email will give you some high-level information about the collection, your role in the process and details for support contacts.

It also includes the following links:

- ECollection Tool site link
- Forgotten password link (for existing users)
- Complete registration link (for new users).

Invitation to new users

If the email address used in your invitation is not known to the application, your invitation will include a link that will enable you to complete the setup of your user account page shown in the screenshot below.

- Please take a moment to review the prepopulated sections and update this content as required.
- You will also be asked to provide and confirm your password to access the NEY Multi-Year Workforce Tool.
- Your password must contain between 8 and 16 letters, with a mix of uppercase and lowercase letters, with one or more symbols and numbers.

Click the “create user account” button. Create Account Page

Account set up – Workforce Planner

As the Workforce Planner for CENTRAL ENGLAND MENTAL HEALTH TRUST please set up an account to use the eCollection Tool. This will allow you to organise the collection and submission of workforce information to Health Education England.

Your contact details

Email address

keith.riviera@heavyenergy.com

Name

Keith Riviera

Telephone

Job title

Workforce Lead

Your password

New password

Confirm new password

Create user account

[Return to login](#)

An account will be created for you which you can use to access the tool in the future. After you have created your account, you will be taken through to the home page.

Joining the website as an unknown user

If you have been given an invite code (the invite code is 4 groups of letters separated by a dash - something like ABCD-EFGH-IJKL-MNOP), you can click the “HAVE AN INVITE CODE” link on the Login Screen. You will be presented with the following screen:

Accept an invitation

If you have been provided with an **Invite Code** please enter it below and click 'Next'.

Enter your invitation code

Next

[Return to login](#)

Enter your invite code. When you press the Next button, you will be taken through to a page where you will be asked to enter your email address. On pressing Next, you will be able to create an account as detailed above.

Registering to use NEY Multi-Year Collection Tool for the first time

If you have not received an invitation but believe you should have access to the application, you can use this section to request access from HEE.

- Go to the NEY Multi-Year Workforce Tool login page
- Click the panel titled *REGISTER TO USE MYM*

REGISTER TO USE MYM

If you would like to sign up to use MYM, click here and follow the instructions.



- You will then be forwarded to the registration page. Enter your email address and click Next.

Registration email address *MYM*

Email address

Enter a valid email address

Please provide an email address

Next

- Once you have entered a valid email address and clicked Next, you will be taken to a page where you can enter your organisation code. The corresponding organisation name should auto-populate once you entered your ODS code. If you do not know your ODS code, you can click on the text "*I don't have an ODS code*" and this will take you through to another page where you can select your organisation from a drop-down list, to retrieve the ODS code.

Please enter the details of the organisation to which you wish to contribute.

ODS Code

Org Name

Org Code

Org Code

[I don't have an ODS code](#)

Next

- Once you have entered your ODS Code, click on the Next button and you will be taken through to a confirmation page. Please check the information on this page is correct and click the green button Submit Registration Request.
- Once submitted, your registration request will be reviewed by an administrator.
- If your request is accepted, you will be sent an invitation email inviting you to contribute.

Forgotten password

If you have forgotten your password, you can reset your password by following this simple process:

- Click “*Forgotten your password?*” on the login page. This will display the Password Reset page.

Password reset request

If you already have a user account but have forgotten your password, please use this section to create a new one.

Please enter your Email address

Request password reset

[Return to login](#)

- Enter your email address and click the “*Request password reset*” button. If successful, the following message will be displayed.

Password reset request

A password reset has been sent to your email address

[Return to login](#)

- A *password reset email* will be sent to your email address.

eCollection
Notification

NHS
Health Education England

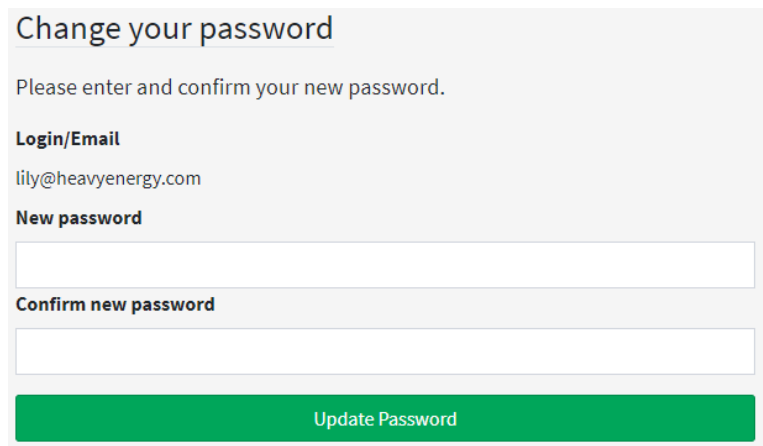
Dear Lily Crosswell,

You have requested a password reset for your eCollection account

If you have remembered your password, then no further action is necessary - please proceed to the [login page](#)

To proceed, [Reset Password now](#) and follow the instructions.

- Click the *Reset Password Now* link and your browser will display the change your password page.



Change your password

Please enter and confirm your new password.

Login/Email
lily@heavyenergy.com

New password

Confirm new password

Update Password

- Set and confirm your new password, then click *Update Password*.
- Your password has now been changed and you will be forwarded to the login page.

If your email address is not registered, the application will display the following message.

Password reset request

If you already have a user account but have forgotten your password, please use this section to request a password reset.

Please enter your Email address

We could not find a user account associated with this email address.

Request password reset

[Return to login](#)

Possible causes for this might include:

- The email you provided was incomplete or mistyped.
- You had previously received an invitation email to access NEY Multi-Year Workforce Tool but did not click the *Complete Registration* link. This may result in your email address not being recognised.

If either of these are the case, please contact DataService@hee.nhs.uk

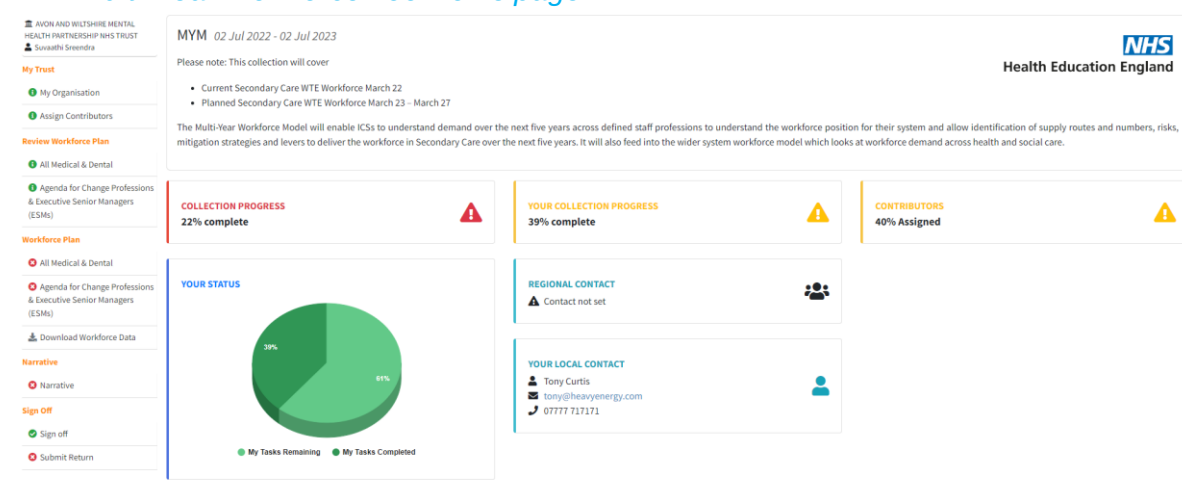
NEY Multi-Year Workforce Collection Tool home page

Upon successful login, you will be forwarded to the NEY Multi-Year Workforce Tool collection home page.

The page is split into three parts:

- **Page header**
This is visible in all application pages and provides access to application-level tasks such as logout and my account. Clicking the home button or eCollection icon in this area will always bring you back to this page.
- **Side bar navigation**
Also available in all pages, these are the tasks or application features to be completed.
- **Dashboard**
The main area of the page displays introductory text to provide a high-level overview of the collection. There are also panels providing status information, support contact details and NEY Multi-Year Workforce Tool documentation and downloads.

NEY Multi-Year Workforce Tool home page



Navigation buttons



The navigation buttons above, which are displayed at the top of the screen, have the following functions from left to right:

- Home – returns you to the home page
- Select – switching between different data collections or plans (if assigned to more than one)
- Help - Provides help and support on the system
- My Account - Manage your account and account details - see [Change User details](#)
- Log out – log out of the system and be sent back to the login screen - See [Login page link](#)

The “Select” button will only appear for those users who are working across simultaneous collections. Clicking through this button will allow you to select which collection you would like to view.

eCollection DEV
—> Developers and authorised only

Home Admin Select Help My Account Log out **NHS** Health Education England

Select Collection [Show archived](#)

You are currently a contributor to the following collections:

Organisation	Collection name	Start Date	Your role(s)	Current Status
AVON AND WILTSHIRE MENTAL HEALTH PARTNERSHIP NHS TRUST	MYM	02 Jul 2022	Workforce Planner	● In progress

Simply click on the relevant row you would like to view.

Change User details

Your user account

Your details

Full name

Phone number

Job title

[Update](#)

Change your password

Current password

New password

Confirm new password

[Change password](#)

You will find the following navigational features listed down the left-hand side of the dashboard.

Dashboard Navigation Features (National Admin view)

A National Admin will see the following navigation features:

My Trust

-  My Organisation
-  Assign Contributors

Review Workforce Plan

-  All Medical & Dental
-  Agenda for Change Professions
& Executive Senior Managers
(ESMs)

Workforce Plan

-  All Medical & Dental
-  Agenda for Change Professions
& Executive Senior Managers
(ESMs)
-  Download Workforce Data

Narrative

-  Narrative

Sign Off

-  Sign off
-  Submit Return

Dashboard Navigation Features (ICS view)

An ICS will see the following navigation features:

 Bath and North East Somerset,
Swindon & Wiltshire

 Suvaathi Sreendra

My Organisation

 My Organisation

 Assign Contributors

Preview Workforce Plans

 Browse Plans

ICS Workforce Plan

 All Medical & Dental

 Agenda for Change Professions
& Executive Senior Managers
(ESMs)

 Download

Dashboard Navigation Features (Regional view)

A regional viewer will see the following navigation features:

 NHSI/E - South West

 Suvaathi Sreendra

My Organisation

 My Organisation

 Assign Contributors

Preview Workforce Plans

 Browse Plans

Regional Workforce Plan

 All Medical & Dental

 Agenda for Change Professions
& Executive Senior Managers
(ESMs)

 Download Workforce Plan

The tasks in the navigation features list will have small icons to left of the text:

Icon	Meaning
	This indicates there is an incomplete task that is assigned to you. You can edit the demands in this task
	Indicates that the task is incomplete, and the task is not assigned to you. You can only view the tasks in this demand
	This button allows you to download all templates categorised under a particular section
	Indicates that the task is complete

eCollection general commands

 Cancel

- Red buttons cancel an action and lose all changes

 Save

- Green buttons perform an action which accepts changes

 Download

- Blue buttons perform actions – like download/upload data



- Amber buttons perform special actions

My Organisation

The first section on the dashboard navigation contains information about your organisation and the people who will work on your submission. It is divided into two subsections: organisation details and contributors.

When you first log in, check that your organisation or institution's details are correct. Click 'My Organisation' and check your details.

My Organisation Page

My Organisation Cancel Save

ODS Code	Org Name
QHL	Birmingham and Solihull

Location	About
Address	Organisation Type
	STP
	HEE
	Health Education England
	HEE - Local Office
	West Midlands
	HEE - Regional teams
	Midlands & East
Postcode	STP in NHSEI
	Birmingham and Solihull
	Region in HEE
	03_MIDLANDS
	NHS7 Regions 18
	Midlands
	HEE Region 17
	M&E
	HEE - Regional Team
	M&E
	HEE - Region
	Midlands

You can change your organisation's address here and review other details. Click the green save button once any necessary changes, if any, have been made.

Assign Contributors

Multiple users may be assigned to the data collection allowing the tasks to be shared with designated colleagues. **Please note only users who are national administrators will be able to assign contributors.**

The Assign Contributors function can be used at any time to view, remove, or add users to your organisation. When the page is loaded you will be presented with a list of the users currently assigned to the application.

Assign Users

Users

Setup and modify your organisation's users

Cancel

Save

Email	Name	Job Title	
University Administrator			Add another
lily@heavyenergy.com	Lily Piper	Administrator	

Adding a user

Please note that adding a user to your organisation will also give them access to the data.

- Click “Assign Contributors” in the side menu
- Click the “Add another” link which will result in a new row being displayed

University Administrator

Add another

lily@heavyenergy.com	Lily Piper	Administrator	
Add email address	Add contact name	Add job title	

- Add the details of the new user into these fields, taking particular care to add the email address correctly.

billy@heavyenergy.com	Billy Williamson	Administrator	
----------------------------------	-----------------------------	--------------------------	-------------------------

- Once you have completed the detail, click the Save button, and the new user(s) will be created.

Email	Name	Job Title	
University Administrator			Add another
lily@heavyenergy.com	Lily Piper	Administrator	  
billy@heavyenergy.com	Billy Williamson	Administrator	  

- An invitation will then be sent to the new users giving further instructions for how to complete their registration.

Adding a user note

When adding a colleague as a user, it may be useful to provide a note or personal message to provide them with some context.

To add a note:

- Locate the user for whom you would like to add a note
- Click the blue comment button 
- The add note popup is displayed

Add note for Billy Williamson

Billy, please could you lead on the placement provider returns?

Cancel

OK

- Add your note or message and click OK.
- Finally, click the save button and an invitation will be sent which includes the new message.

Deleting a user

If an individual has left your organisation, you can remove their user account to revoke their access to the application.

- Click the red cross button by the user you wish to remove. 
- Once clicked, the user details will change to highlight the item as tagged for deletion.

! Billy Williamson will be deleted when you click save.
- If you are sure you want to delete this user, click the “Save” button.
- The page will reload, and the user has been removed.



NEY Multi-Year Workforce Plan

In the user view, there should be two tabs for each plan; a tab labelled *Total* and a tab labelled with the name of the lead ICS for the user's respective NHS Trust.

AVON AND WILTSHIRE MENTAL HEALTH PARTNERSHIP NHS TRUST Susannah Sreedra All Medical & Dental Demand 100% Complete Download tab		Total Bath and North East Somerset, Swindon & Wiltshire 31st Mar 2023						
Area/Role		Baseline		Forecast				
		Staff In Post	Establishment	Planned Establishment				
		31st Mar 2022	31st Mar 2022	31st Mar 2023	31st Mar 2024	31st Mar 2025	31st Mar 2026	31st Mar 2027
All Medical & Dental		452.00	210.00	210.00	210.00	210.00	210.00	210.00
All Medical		413.00	171.00	171.00	171.00	171.00	171.00	171.00
Emergency Medicine		224.00	3.00	3.00	3.00	3.00	3.00	3.00
Consultant		222.00	1.00	1.00	1.00	1.00	1.00	1.00
Non-Consultant Career Grades (including trainees)		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Trainees		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Anaesthetics		3.00	3.00	3.00	3.00	3.00	3.00	3.00
Consultant		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Non-Consultant Career Grades (including trainees)		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Trainees		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Intensive Care Medicine		3.00	3.00	3.00	3.00	3.00	3.00	3.00
Consultant		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Non-Consultant Career Grades (including trainees)		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Trainees		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Acute and General Internal Medicine		3.00	3.00	3.00	3.00	3.00	3.00	3.00
Consultant		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Non-Consultant Career Grades (including trainees)		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Trainees		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Endocrinology and Diabetes Mellitus		3.00	3.00	3.00	3.00	3.00	3.00	3.00
Consultant		1.00	1.00	1.00	1.00	1.00	1.00	1.00

AVON AND WILTSHIRE MENTAL HEALTH PARTNERSHIP NHS TRUST Susannah Sreedra Agenda for Change Professions & Executive Senior Managers (ESMs) Demand 100% Complete Download tab		Total Bath and North East Somerset, Swindon & Wiltshire 31st Mar 2023						
Area/Role		Baseline		Forecast				
		Staff In Post	Establishment	Planned Establishment				
		31st Mar 2022	31st Mar 2022	31st Mar 2023	31st Mar 2024	31st Mar 2025	31st Mar 2026	31st Mar 2027
Agenda for Change Professions & Executive Senior Managers (ESMs)		47896.00	125.00	125.00	77896.00	125.00	125.00	125.00
Clinical		47894.00	121.00	121.00	77894.00	121.00	121.00	121.00
Registered Nursing, Midwifery and Health visiting staff		22.00	22.00	22.00	22.00	22.00	22.00	22.00
Adult nursing		5.00	5.00	5.00	5.00	5.00	5.00	5.00
Hospital based		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Maternity Services		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Neonatal Nursing		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Community based		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Education		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Children's nursing		5.00	5.00	5.00	5.00	5.00	5.00	5.00
Hospital based		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Maternity Services		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Neonatal Nursing		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Community based		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Education		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Mental health nursing		2.00	2.00	2.00	2.00	2.00	2.00	2.00
Hospital based		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Community based		1.00	1.00	1.00	1.00	1.00	1.00	1.00
Learning disability nursing		2.00	2.00	2.00	2.00	2.00	2.00	2.00

Total:

The Total tab displays a view of the aggregated total of the workforce plans (tabs) submitted by Trust i.e. all the workforce plans submitted by the NHS Trust for ICSs for whom they provide services.

Adding a template for an additional ICS:

For those NHS Trusts who provide services to more than one ICS and would like to complete a workforce plan to reflect this, there is the facility to add further tabs for additional ICS's. When you click on the orange 'Add ICS' button, a list with all the ICS's will be displayed.

If you click on an ICS in this list, it will be added as another tab alongside your lead ICS. This can be repeated as many times as necessary. Any ICS's which have been added as tabs will then be displayed in bold when looking at this menu again.

eCollection DEV

→ Developers and authorised only

AVON AND WILTSHIRE MENTAL HEALTH PARTNERSHIP NHS TRUST

Suvathi Seendra

My Trust

My Organisation

Assign Contributors

Review Workforce Plan

All Medical & Dental

Agenda for Change Professions & Executive Senior Managers (ESMs)

Workforce Plan

All Medical & Dental

Agenda for Change Professions & Executive Senior Managers (ESMs)

Download Workforce Data

Narrative

Narrative

Sign Off

Sign off

Submit Return

https://www.e-collection.net/avon-wiltshire/Collection/ps/117/48072-5046-4655-80952-000876/64545/25876

Bath and North East Somerset, Swindon & Wiltshire

Birmingham & Solihull

Black Country & West Birmingham

Buckinghamshire, Oxfordshire & Berkshire West

Cambridgeshire and Peterborough STP

Cheshire & Merseyside

Cornwall & The Isle of Scilly

Coventry & Warwickshire

Cumbria & North East

Derbyshire

Devon

Dorset

East London Health & Care Partnership

Frimley Health & Care

Gloucestershire

Greater Manchester Health & Social Care Partnership

Hampshire & The Isle of Wight

Herefordshire & Worcestershire

Hertfordshire and West Essex STP

Humber, Coast & Vale

Kent and Medway

Lancashire & South Cumbria

Leicester, Leicestershire & Rutland

Lincolnshire

Home

Admin

Select

Help

My Account

Log out

0% Complete

Upload a template

Download

Agenda for Change Professions & Executive Senior Managers (ESMs)

Total

Bath and North East Somerset, Swindon & Wiltshire

Cambridgeshire and Peterborough STP

Area/Role	Baseline	
	Staff in Post	
	31st Mar 2022	
Agenda for Change Professions & Executive Senior Managers (ESMs)	0.00	
Clinical	0.00	
Registered Nursing, Midwifery and Health visiting staff	0.00	
Adult nursing	0.00	
Hospital based		
Maternity Services		
Neonatal Nursing		
Community based		
Education		
Children's nursing	0.00	
Hospital based		
Maternity Services		
Neonatal Nursing		
Community based		
Education		
Mental health nursing	0.00	
Hospital based		
Community based		
	0.00	

Bath and North East Somerset, Swindon & Wiltshire

Birmingham & Solihull

Black Country & West Birmingham

Buckinghamshire, Oxfordshire & Berkshire West

Cambridgeshire and Peterborough STP

Cheshire & Merseyside

Cornwall & The Isle of Scilly

Coventry & Warwickshire

Cumbria & North East

Derbyshire

Devon

Dorset

East London Health & Care Partnership

Frimley Health & Care

Gloucestershire

Greater Manchester Health & Social Care Partnership

Hampshire & The Isle of Wight

Herefordshire & Worcestershire

Hertfordshire and West Essex STP

Humber, Coast & Vale

Kent and Medway

Lancashire & South Cumbria

Leicester, Leicestershire & Rutland

Lincolnshire

Forecast

Planned Establishment

2024	31st Mar 2025	31st Mar 2026
	0.00	0.00
	0.00	0.00
	0.00	0.00
	0.00	0.00
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Deleting an ICS tab:

If you would like to remove an ICS and delete the tab, there is an orange X button (X) which appears next to the name of the ICS in the tab. Clicking on this button will lead to a pop-up window appearing (highlighted in red)

If you click on the green 'Yes' option, the tab will be deleted and the data will no longer be accessible to you.

Delete tab and data

You are about to delete the tab and associated data. The data will be archived and inaccessible to you.

Would you like to proceed?

Cancel

Yes

Completing the Workforce plan:

When you click on the tab for an ICS a blank template should initially be displayed, and you should be able to input data into the cells. In the top right of the screen there will be options to save, download and upload data (via the respective buttons as indicated).

Area/Role	Baseline		Forecast				
	Staff in Post	Establishment	21st Mar 2023	21st Mar 2024	21st Mar 2025	21st Mar 2026	21st Mar 2027
All Medical & Dental	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Emergency Medicine	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Consultant	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Non Consultant Career Grades (including trainees)	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Trainees	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Anaesthetics	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Consultant	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Non Consultant Career Grades (including trainees)	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Trainees	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Intensive Care Medicine	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Consultant	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Non Consultant Career Grades (including trainees)	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Trainees	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Acute and General Internal Medicine	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Consultant	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Non Consultant Career Grades (including trainees)	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Trainees	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Endocrinology and Diabetes Mellitus	0.00	0.00	0.00	0.00	0.00	0.00	0.00

There are three ways which you can use to navigate between cells. You can:

- Use your mouse to click cells
- Use the TAB or ENTER key on your keyboard or
- Use the arrows on your keyboard.

In order to enter information/data you need to click on the cells and enter your value. **You must enter some data in all cells (even if zero) to complete the section.**

To make it easier to bulk fill empty cells with zero data, each row has a bulk editing option that is shown when you click on the row header under “Area/Role”.

Clicking on a coloured header shows the option “No WTEs”, which fills all the empty cells within that section with zeros.



Clicking on the “No WTEs” link in the above example will fill any empty cell in the whole staff group with a zero.

Clicking on a row header for an editable row (white background) will give the following options:

1. Comments
2. No WTE's
3. Clear
4. Undo

Area/Role	Baseline Staff in Post 31st Mar 2022	Baseline Establishment 31st Mar 2022	31st Mar 2023	
All Medical & Dental	0.00	0.00	0.00	
All Medical	0.00	0.00	0.00	
Emergency Medicine 030, 130	0.00	0.00	0.00	
Consultant 030, 130 ⓘ				
Non-Consultant Career Grades (excluding trainees) 030, 130 ⓘ Occ codes + job role 'see inclusion and exclusions sheet'				
Comments No WTEs Clear Undo				
Trainees 030, 130 ⓘ				

When you click on the blue No WTEs link, all the cells in that row are filled with zero.

When you click on the black Clear link, all the cells are emptied

When you click on the red Undo link, all your changes are reverted to what they were before - when you entered the screen

You may save the template at any time and return to it later if you wish. If you press cancel, all your unsaved updates will be lost.

Entering Comments

To enter comments, click on the green “comments” (as per the illustration above). A pop-up text box will be displayed for entering comments, perhaps to detail any assumptions, actions, risks or mitigations, relating to the row in question.

Non-Consultant Career Grades (excluding trainees) ✕

All Medical & Dental\All Medical\Emergency Medicine

Comments or notes

This content is saved immediately.

Cancel Save comments

Once completed, click “Save Comments” and the text will be saved.

A symbol of a pen will appear by the job title or service area of the row to indicate that a comment has been included, as per the image below.

Area/Role	Baseline	Baseline
	Staff in Post	Establishment
	31st Mar 2022	31st Mar 2022
All Medical & Dental	0.00	0.00
All Medical	0.00	0.00
Emergency Medicine	0.00	0.00
Consultant		
Non-Consultant Career Grades (excluding trainees)		
Trainees		

The comment can be edited as necessary by clicking on the green “comments link.”

The comments will also show as an additional column in the template when downloaded to excel (*except in the Total tab*) and can be entered or edited as necessary in excel and uploaded to eCollection, where they can be further reviewed or amended if required.

[illegible]

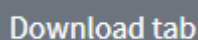
Downloading and Uploading demand data

If you find it easier, you can download the demand data and do the editing in Microsoft® Excel.

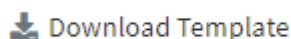
Users can download the template in the 'Downloads' tab on the homepage. There are options to download this as:

- Demand template (blank)
- Demand template (with data)

Templates for a specific tab can also be downloaded from the associated tab in the template screen by pressing the grey 'Download tab' button:

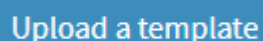
A grey rectangular button with the text "Download tab" in white.

You can also download the complete workforce data template which includes all the tabs by clicking the 'Download Template' option in the navigation bar on the left:

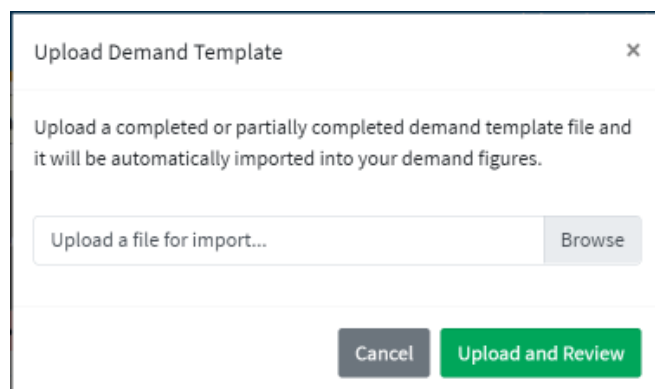
A button with a download icon and the text "Download Template".

Please note, a template downloaded from the “Download Template” menu item will have a locked view and cannot be reuploaded to the Tool itself. The totals on this version will be static and will not reflect any changes that you may make to the ICS’s data in Excel.

From the template page for each of the ICS tabs, there is also the option to upload a template by clicking on the blue 'Upload a template' button:

A blue rectangular button with the text "Upload a template" in white.

Once you have downloaded and filled out a template using Microsoft® Excel, you can reupload it to the eCollection Tool. Once you click on the “Upload a template” button from the tab of the ICS the template belongs to, you will receive the option to select a file to import:

A dialog box titled "Upload Demand Template" with a close button (X) in the top right corner. The text inside says: "Upload a completed or partially completed demand template file and it will be automatically imported into your demand figures." Below this is a text input field with the placeholder "Upload a file for import..." and a "Browse" button to its right. At the bottom are two buttons: "Cancel" and "Upload and Review".

Once you have chosen the file and clicked on the green “Upload and Review” button, you will be taken through to the staging area (as seen on a test below). At this point, you can review your uploads.

Import Demand Data

Cancel Import

Import

	Internal ID	Area/Role	Staff In Post	Establishment	31st Mar 2023	31st Mar 2024	31st Mar 2025	31st Mar 2026	31st Mar 2027	Commentary	OrgGroupID	Errors
sions	✓ 44829	All Medical & Dental	401.00	11.00	4.00	rtr	198.00	367.00	0.00		277	
	✓ 44830	All Medical	401.00	11.00	5.00	0.00	198.00	367.00	0.00		277	
	✓ 44583	Emergency Medicine	401.00	0.00	0.00	rtr	190.00	300.00	0.00		277	
	✓ 44584	Consultant	1.00								277	
	✓ 44585	Non-Consultant Career Grades (excluding trainees)	2.00				190.00	300.00		Hi	277	
	✓ 44586	Trainees	398.00								277	
	✓ 44587	Anaesthetics	0.00	11.00	0.00	rtr	8.00	67.00	0.00		277	
	✗ 44588	Consultant									277	Empty - No data will be imported
sions	✓ 44589	Non-Consultant Career Grades (excluding trainees)		5.00			8.00	67.00			277	
	✓ 44590	Trainees		6.00						Test	277	
	✓ 44591	Intensive Care Medicine	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Test	277	
	✗ 44592	Consultant									277	Empty - No data will be imported
	✗ 44593	Non-Consultant Career Grades (excluding trainees)									277	Empty - No data will be imported
	✗ 44594	Trainees									277	Empty - No data will be imported

Please check the data you have entered is correct on this page and click on the green “Import” button in the top right if there are no issues.

Once the upload has been completed the following message will be displayed.

Import Demand Data

Currently there are no pending demand data uploads.

Navigate back to the workforce data screen to check that the data has successfully updated.

Editing Uploaded Data

Changing data is an easy task to do in the application. Simply locate and click on the field you wish to update and make your amendments.

Please note: Any cells highlighted in red demonstrate a validation error and must be corrected before 100% completion can be achieved and the data collection submitted demonstrated with a green tick.

Validation errors include negative numbers (ensure only positive numbers are entered) and blank cells (enter as zero).

File Versions

The upload template may be updated between subsequent data collections. Please ensure you are using the current version of the file when completing your return.

Sign-off

Once the template has been completed, the hierarchical menu on the left will have all ticks, apart from “Sign-Off” and “Submit Return”. The collection will need to be signed off by your respective trust’s CEO and once this has been confirmed, you will have to add their name to the input box as seen below. You can then tick the “Yes” box to acknowledge that the submission has been signed off and click on the green “Save” button to mark this section as complete.

AVON AND WILTSHIRE MENTAL HEALTH PARTNERSHIP NHS TRUST
Suvaathi Sreendra

MYM Sign-Off

Confirmation

It is assumed that by submitting the return your organisation confirms:

- that the plan reflects the intentions of the organisation for the next five years
- that the workforce plans align with projected activity changes
- that you agree to share these plans with the ICS and HEE to support workforce planning and transformation.
- the submission has been signed off by the organisation’s CEO.

Name of CEO

Jess

Has this submission been signed off by the Trust’s CEO

☒ Yes ☐ No

My Trust

- My Organisation
- Assign Contributors
- Review Workforce Plan
- All Medical & Dental
- Agenda for Change Professions & Executive Senior Managers (ESMs)
- Workforce Plan
- All Medical & Dental
- Agenda for Change Professions & Executive Senior Managers (ESMs)
- Download Workforce Data
- Narrative
- Narrative
- Sign Off
- Sign off
- Submit Return

AVON AND WILTSHIRE MENTAL HEALTH PARTNERSHIP NHS TRUST
Suvaathi Sreendra

Submit Return

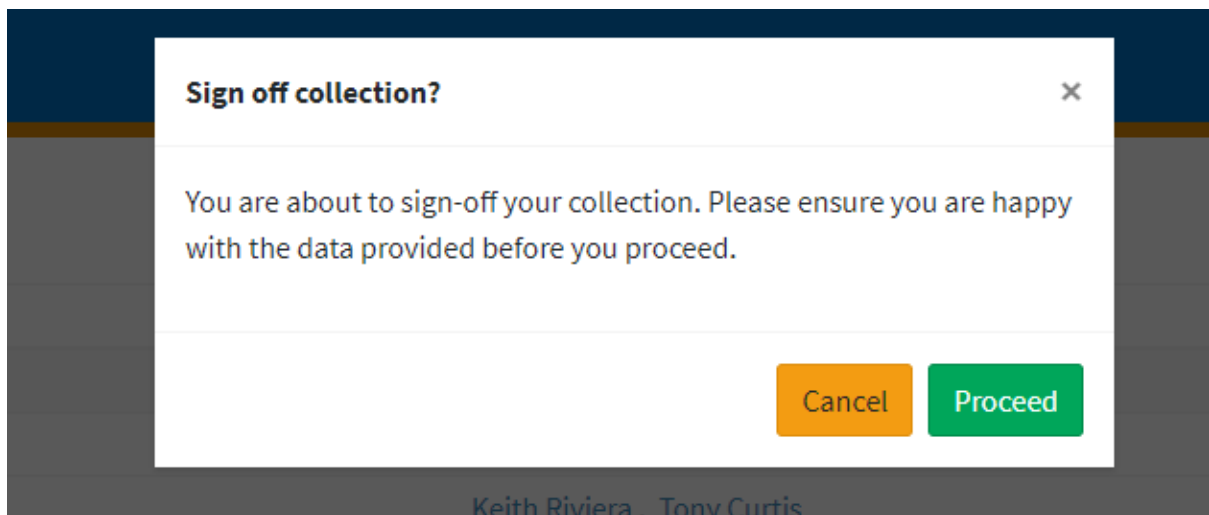
Collection Complete Submit

Task	Contributor(s)	Progress	Completed
Workforce Plan			
All Medical & Dental	Clement Davey , Jess Anderson , Kim Alexander , Naresh Toora , Suvaathi Sreendra , Tony Curtis	100%	21/07/2022
Agenda for Change Professions & Executive Senior Managers (ESMs)	Clement Davey , Jess Anderson , Kim Alexander , Naresh Toora , Suvaathi Sreendra , Tony Curtis	100%	21/07/2022
Narrative			
Narrative	Clement Davey , Jess Anderson , Kim Alexander , Naresh Toora , Suvaathi Sreendra , Tony Curtis	100%	-
Sign Off			
Sign off	Clement Davey , Jess Anderson , Kim Alexander , Naresh Toora , Suvaathi Sreendra , Tony Curtis	100%	-
Submit Return	Clement Davey , Jess Anderson , Kim Alexander , Naresh Toora , Suvaathi Sreendra , Tony Curtis	0%	-

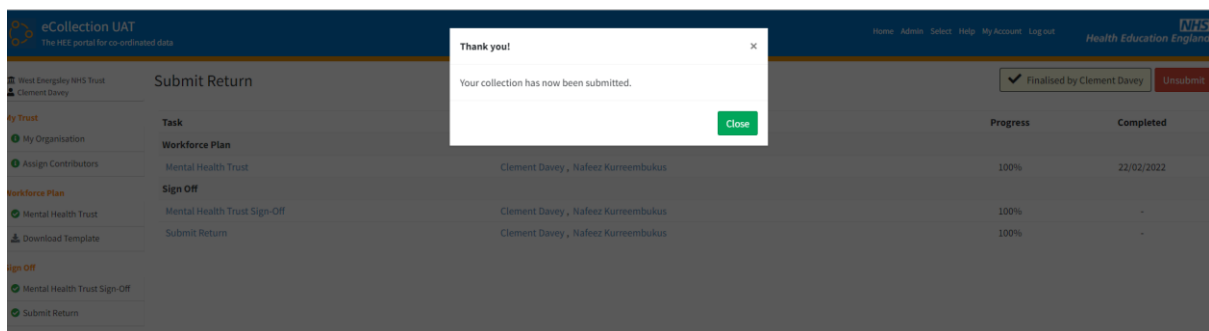
My Trust

- My Organisation
- Assign Contributors
- Review Workforce Plan
- All Medical & Dental
- Agenda for Change Professions & Executive Senior Managers (ESMs)
- Workforce Plan
- All Medical & Dental
- Agenda for Change Professions & Executive Senior Managers (ESMs)
- Download Workforce Data
- Narrative
- Narrative
- Sign Off
- Sign off
- Submit Return

To complete the collection, click on the “Submit Return” menu item. Click on the green submit button at the top right of the screen, a confirmation box will appear:



Click “Proceed” to submit your return. Once submitted a message will be displayed saying that the collection has now been submitted.



Click the green “Close” button.

The return has now been submitted and this will be reflected in the home screen, showing a green tick next to the “Submit Return” stage in the left hand menu, as below.



Support Section

Technical Support

For support to access the HEE e-collection portal, to amend user details, to set up additional users or any other technical enquiries please contact DataService@hee.nhs.uk

All other NEY Multi-Year Workforce Planning enquiries

For all general queries relating to the health workforce planning collection, including queries about definitions, guidance and content, please contact your relevant ICS contact below:

Integrated Care System	Contact Details
Humber & North Yorkshire	Clare.Humble@hee.nhs.uk
North East North Cumbria	Justine.Harris@hee.nhs.uk
South Yorkshire	Jess.Anderson@hee.nhs.uk
West Yorkshire	Gaynor.Clark@hee.nhs.uk

Appendix 1 – Definitions and Occupation Mapping Guidance

Definitions

SIP 31st March 22 – WTE SIP substantive workforce as of the 31st March 2022

Establishment 31st March 22 – the total budgeted for and funded WTE as per 31st March 22 identified within the organisation as required for the delivery of the overall provision of service

Planned SIP – Planned WTE SIP required to deliver services within the organisation as per 31st March for each of the subsequent years of the plan

Current Substantive Workforce

By organisation, the Whole Time Equivalent (WTE) forecast of substantive staff broken down by role. Substantive staff are defined as those staff who usually work in the organisation in the position they are being recorded against. Substantive staff should include/exclude employees with the following ESR assignment status:

Include	Exclude
Active Assignment	Out on external secondment - unpaid
Acting up	Inactive not worked
Internal Secondment	Suspend no pay
Maternity	Career break
	Out on external secondment – paid
	Suspend with pay
	Assignment costing deletion

Substantive staff should include/exclude employees with the following type of contracts:

Include	Exclude
Retainer scheme	Bank
Fixed-term temp	Honorary
Non-exec director/chair	Widow/Widower
Permanent	
Prof exec committee	
Locum	

Medical and Dental Staff Job Roles

Substantive medical and dental staff should include employees with the following roles:

A note on Medical and Dental Trainees: HEE will prepopulate the final template with trainee medical and dental WTE numbers using data from the Trainee Information System (TIS) and organisations won't have the ability to overwrite this. This is because the number of trainees organisations get is generally dictated by the Deanery. Nationally there is currently an ongoing piece of work looking at the number and distribution of trainees, so we did not want to cause confusion by collecting separate demand. Once the work the Deanery is undertaken is completed it will be amalgamated into the multi-year workforce model.

Grade	Job Roles
Consultant	Associate Postgraduate Dean Clinical Director Clinical Director – Dental Clinical Director – Medical Consultant Dental Surgeon acting as Hospital Consultant Director of Public Health Medical Director Professor Radiographer – Diagnostic Senior Lecturer General Dental Practitioner General Dental Practitioner Locum General Medical Practitioner General Medical Practitioner Locum GP Locum GP Partner/Provider GP Senior Partner Salaried Dental Practitioner Salaried General Practitioner Vocational Dental practitioner
Career/Staff Grades	Associate Specialist, Associate Specialist (Closed to new entrants) Associate Specialist (Closed) Clinical Assistant Clinical Assistant (Closed to new entrants) Clinical Medical Officer Clinical Medical Officer (Closed to new entrants) Hospital Practitioner Hospital Practitioner (Closed to new entrants) Senior Clinical Medical Officer Senior Clinical Medical Officer (Closed to new entrants) Specialist Dentist Specialty Doctor Staff Grade (Closed to new entrants) Staff Grade (Closed) Community Health Services Dental Locum Community Health Services Medical Locum Dental Officer, Dental Public Health Locum 'Other' Community Health Service Public Health Medicine Locum Regional Dental Officer Senior Dental Officer Senior Dental Officer (Closed) Special Salary Scale in Public Health Medicine Trust Grade Doctor - Career Grade level Trust Grade Doctor - Foundation Level Trust Grade Doctor - House Officer Level Trust Grade Doctor - House Officer Level (Closed) Trust Grade Doctor - SHO level

	Trust Grade Doctor - SHO Level (Closed) Trust Grade Doctor - Specialist Registrar Level Trust Grade Doctor - Specialist Registrar Level (Closed) Trust Grade Doctor - Specialty Registrar
Trainee Grades	Dental Core Trainee Foundation Dentist Foundation Year 1 Foundation Year 2 House Officer - Post Registration House Officer - Post Registration (Closed) House Officer - Pre-Registration House Officer - Pre-Registration (Closed) Medical Student Registrar Registrar (Closed) Senior House Officer Senior House Officer (Closed) Senior Registrar Senior Registrar (Closed) Specialist Registrar Specialist Registrar (Closed) Specialty Registrar

Acute, Community, Community Interest Companies, Ambulance and Mental Health – Occ Code Mapping and Additional Guidance

All Medical

Staffing Categories	Occupation Codes	Mapping Instructions/Additional Guidance
All Medical		
Emergency Medicine	030, 130	
Consultant	030, 130	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	030, 130	Occupation codes + job role see 'inclusion and exclusions' above
Anaesthetics	091, 191	
Consultant	091, 191	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	091, 191	Occupation codes + job role see 'inclusion and exclusions' above
Intensive Care Medicine	034, 134	
Consultant	034, 134	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	034, 134	Occupation codes + job role see 'inclusion and exclusions' above

Acute and General Internal Medicine	001, 035, 101, 135	
Consultant	001, 035, 101, 135	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	001, 035, 101, 135	Occupation codes + job role see 'inclusion and exclusions' above
Endocrinology and Diabetes Mellitus	017, 117	
Consultant	017, 117	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	017, 117	Occupation codes + job role see 'inclusion and exclusions' above
Gastroenterology	018, 118	
Consultant	018, 118	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	018, 118	Occupation codes + job role see 'inclusion and exclusions' above
Geriatric Medicine	011, 111	
Consultant	011, 111	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	011, 111	Occupation codes + job role see 'inclusion and exclusions' above
Respiratory Medicine	004, 104	
Consultant	004, 104	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	004, 104	Occupation codes + job role see 'inclusion and exclusions' above
Cardiology	007, 107	
Consultant	007, 107	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	007, 107	Occupation codes + job role see 'inclusion and exclusions' above
Neurology	006, 106	
Consultant	006, 106	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	006, 106	Occupation codes + job role see 'inclusion and exclusions' above

Nuclear Medicine	016, 116	
Consultant	016, 116	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	016, 116	Occupation codes + job role see 'inclusion and exclusions' above
Palliative Medicine	094, 194	
Consultant	094, 194	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	094, 194	Occupation codes + job role see 'inclusion and exclusions' above
Histopathology	074, 088, 174, 188	
Consultant	074, 088, 174, 188	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	074, 088, 174, 188	Occupation codes + job role see 'inclusion and exclusions' above
Haematology	073, 173	
Consultant	073, 173	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	073, 173	Occupation codes + job role see 'inclusion and exclusions' above
Clinical Radiology	080, 180	
Consultant	080, 180	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	080, 180	Occupation codes + job role see 'inclusion and exclusions' above
Clinical Oncology	026, 126	
Consultant	026, 126	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	026, 126	Occupation codes + job role see 'inclusion and exclusions' above
Medical Oncology	012, 112	
Consultant	012, 112	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	012, 112	Occupation codes + job role see 'inclusion and exclusions' above
General and Adult Psychiatry	052, 152	

Consultant	052, 152	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	052, 152	Occupation codes + job role see 'inclusion and exclusions' above
Old Age Psychiatry	056, 156	
Consultant	056, 156	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	056, 156	Occupation codes + job role see 'inclusion and exclusions' above
Child and Adolescent Psychiatry	053, 153	
Consultant	053, 153	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	053, 153	Occupation codes + job role see 'inclusion and exclusions' above
Psychiatry of Learning Disability	051, 151	
Consultant	051, 151	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	051, 151	Occupation codes + job role see 'inclusion and exclusions' above
Medical Psychotherapy	055, 155	
Consultant	055, 155	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	055, 155	Occupation codes + job role see 'inclusion and exclusions' above
Forensic Psychiatry	054, 154	
Consultant	054, 154	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	054, 154	Occupation codes + job role see 'inclusion and exclusions' above
General and Vascular Surgery	021, 036, 121, 136	
Consultant	021, 036, 121, 136	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	021, 036, 121, 136	Occupation codes + job role see 'inclusion and exclusions' above
Trauma and Orthopaedic Surgery	024, 124	

Consultant	024, 124	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	024, 124	Occupation codes + job role see 'inclusion and exclusions' above
Plastic Surgery	028, 128	
Consultant	028, 128	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	028, 128	Occupation codes + job role see 'inclusion and exclusions' above
Urology	027, 127	
Consultant	027, 127	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	027, 127	Occupation codes + job role see 'inclusion and exclusions' above
Otolaryngology	023, 123	
Consultant	023, 123	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	023, 123	Occupation codes + job role see 'inclusion and exclusions' above
Cardio-thoracic Surgery	029, 129	
Consultant	029, 129	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	029, 129	Occupation codes + job role see 'inclusion and exclusions' above
Oral and Maxillo-facial Surgery	061, 161	
Consultant	061, 161	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	061, 161	Occupation codes + job role see 'inclusion and exclusions' above
Neurosurgery	031, 131	
Consultant	031, 131	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	031, 131	Occupation codes + job role see 'inclusion and exclusions' above
Paediatric Surgery	022, 122	
Consultant	022, 122	Occupation codes + job role see 'inclusion and exclusions' above

Non-Consultant Career Grades (excluding trainees)	022, 122	Occupation codes + job role see 'inclusion and exclusions' above
Obstetrics and Gynaecology	040, 140	
Consultant	040, 140	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	040, 140	Occupation codes + job role see 'inclusion and exclusions' above
Paediatrics and Paediatric Cardiology	002, 097, 102, 197	
Consultant	002, 097, 102, 197	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	002, 097, 102, 197	Occupation codes + job role see 'inclusion and exclusions' above
Public Health Medicine	230, 930	
Consultant	230, 930	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	230, 930	Occupation codes + job role see 'inclusion and exclusions' above
General Practice	200, 221, 800, 921	
Consultant	200, 221, 800, 921	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	200, 221, 800, 921	Occupation codes + job role see 'inclusion and exclusions' above
Clinical Genetics	020, 120	
Consultant	020, 120	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	020, 120	Occupation codes + job role see 'inclusion and exclusions' above
Genitourinary Medicine	009, 109	
Consultant	009, 109	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	009, 109	Occupation codes + job role see 'inclusion and exclusions' above
Clinical Neurophysiology	014, 114	
Consultant	014, 114	Occupation codes + job role see 'inclusion and exclusions' above

Non-Consultant Career Grades (excluding trainees)	014, 114	Occupation codes + job role see 'inclusion and exclusions' above
Dermatology	005, 105	
Consultant	005, 105	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	005, 105	Occupation codes + job role see 'inclusion and exclusions' above
Clinical Pharmacology and Therapeutics	010, 110	
Consultant	010, 110	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	010, 110	Occupation codes + job role see 'inclusion and exclusions' above
Occupational Medicine	093, 193	
Consultant	093, 193	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	093, 193	Occupation codes + job role see 'inclusion and exclusions' above
Rehabilitation Medicine	084, 184	
Consultant	084, 184	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	084, 184	Occupation codes + job role see 'inclusion and exclusions' above
Renal Medicine	015, 115	
Consultant	015, 115	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	015, 115	Occupation codes + job role see 'inclusion and exclusions' above
Rheumatology	008, 108	
Consultant	008, 108	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	008, 108	Occupation codes + job role see 'inclusion and exclusions' above
Sport and Exercise Medicine	085, 185	
Consultant	085, 185	Occupation codes + job role see 'inclusion and exclusions' above

Non-Consultant Career Grades (excluding trainees)	085, 185	Occupation codes + job role see 'inclusion and exclusions' above
Allergy	033, 133	
Consultant	033, 133	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	033, 133	Occupation codes + job role see 'inclusion and exclusions' above
Audio Vestibular Medicine	019, 119	
Consultant	019, 119	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	019, 119	Occupation codes + job role see 'inclusion and exclusions' above
Aviation and Space Medicine	037, 137	
Consultant	037, 137	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	037, 137	Occupation codes + job role see 'inclusion and exclusions' above
Community and Sexual Reproductive Health	041, 141	
Consultant	041, 141	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Workforce (excluding trainees)	041, 141	Occupation codes + job role see 'inclusion and exclusions' above
Chemical Pathology	072, 172	
Consultant	072, 172	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	072, 172	Occupation codes + job role see 'inclusion and exclusions' above
Diagnostic Neuropathology	086, 186	
Consultant	086, 186	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	086, 186	Occupation codes + job role see 'inclusion and exclusions' above
Immunology	077, 177	
Consultant	077, 177	Occupation codes + job role see 'inclusion and exclusions' above

Non-Consultant Career Grades (excluding trainees)	077, 177	Occupation codes + job role see 'inclusion and exclusions' above
Infectious Diseases, Medical Microbiology, Medical Virology and Tropical Medicine	003, 032, 075, 078, 103, 132, 175, 178	
Consultant	003, 032, 075, 078, 103, 132, 175, 178	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	003, 032, 075, 078, 103, 132, 175, 178	Occupation codes + job role see 'inclusion and exclusions' above
Paediatric and Perinatal Pathology	087, 187	
Consultant	087, 187	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	087, 187	Occupation codes + job role see 'inclusion and exclusions' above
Ophthalmology and Medical Ophthalmology	025, 096, 125, 196	
Consultant	025, 096, 125, 196	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	025, 096, 125, 196	Occupation codes + job role see 'inclusion and exclusions' above
Other Specialties	099, 199	
Consultant	099, 199	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	099, 199	Occupation codes + job role see 'inclusion and exclusions' above

All Dental

Staffing Categories	Occupation Codes	Mapping Instructions
All Dental		
Dental & Maxillofacial Radiology	045, 145	
Consultant	045, 145	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	045, 145	Occupation codes + job role see 'inclusion and exclusions' above
Oral & Maxillofacial Pathology	046, 146	

Consultant	046, 146	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	046, 146	Occupation codes + job role see 'inclusion and exclusions' above
Oral Microbiology	047, 147	
Consultant	047, 147	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	047, 147	Occupation codes + job role see 'inclusion and exclusions' above
Oral Medicine	048, 148	
Consultant	048, 148	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	048, 148	Occupation codes + job role see 'inclusion and exclusions' above
Orthodontics	062, 162	
Consultant	062, 162	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	062, 162	Occupation codes + job role see 'inclusion and exclusions' above
Restorative Dentistry	063, 163	
Consultant	063, 163	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	063, 163	Occupation codes + job role see 'inclusion and exclusions' above
Paediatric Dentistry	064, 164	
Consultant	064, 164	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	064, 164	Occupation codes + job role see 'inclusion and exclusions' above
Oral Surgery	066, 166	
Consultant	066, 166	Occupation codes + job role see 'inclusion and exclusions' above
Non-Consultant Career Grades (excluding trainees)	066, 166	Occupation codes + job role see 'inclusion and exclusions' above
Endodontics	067, 167	
Consultant	067, 167	Occupation codes + job role see 'inclusion and exclusions' above

<i>Non-Consultant Career Grades (excluding trainees)</i>	067, 167	Occupation codes + job role see 'inclusion and exclusions' above
Periodontics	068, 168	
<i>Consultant</i>	068, 168	Occupation codes + job role see 'inclusion and exclusions' above
<i>Non-Consultant Career Grades (excluding trainees)</i>	068, 168	Occupation codes + job role see 'inclusion and exclusions' above
Prosthodontics	069, 169	
<i>Consultant</i>	069, 169	Occupation codes + job role see 'inclusion and exclusions' above
<i>Non-Consultant Career Grades (excluding trainees)</i>	069, 169	Occupation codes + job role see 'inclusion and exclusions' above
Special Care Dentistry	070, 170	
<i>Consultant</i>	070, 170	Occupation codes + job role see 'inclusion and exclusions' above
<i>Non-Consultant Career Grades (excluding trainees)</i>	070, 170	Occupation codes + job role see 'inclusion and exclusions' above
Dental Public Health	280,980	
<i>Consultant</i>	280,980	Occupation codes + job role see 'inclusion and exclusions' above
<i>Non-Consultant Career Grades (excluding trainees)</i>	280,980	Occupation codes + job role see 'inclusion and exclusions' above

Agenda for Change Professions & Executive Senior Managers (ESMs)

Staffing Categories	Occupation Codes	Mapping Instructions
Agenda for Change Professions & Executive Senior Managers (ESMs)		
Clinical		
Registered Nursing, Midwifery and Health visiting staff		
Adult nursing	N0A, N0C, N0H, N0J, N0L, N6A, N6C, N6H, N6J, N6L, N7A, N7C, N7H, N7L, NAA, NAC, NAH, NAJ, NAL, NCA, NCC, NCH, NCJ, NCL, NEH	
of which Hospital based	N0A, N6A, N7A, NAA, NCA	
of which Maternity Services	N0C, N6C, N7C, NAC, NCC	
of which Neonatal Nursing	N0L, N6L, N7L, NAL, NCL	
of which Community based	N0H, N6H, N7H, NAH, NCH, NEH	
of which Education	N0J, N6J, NAJ, NCJ	
Children's nursing	N0B, N1B, N1C, N1H, N1J, N1L, N6B, N7B, NAB, NCB	
of which Hospital based	N0B, N1B, N6B, N7B, NAB, NCB	
of which Maternity Services	N1C	
of which Neonatal Nursing	N1L	
of which Community based	N1H	
of which Education	N1J	
Mental health nursing	N0D, N0E, N4D, N5D, N6D, N6E, N7D, N7E, NAD, NAE, NCD, NCE	
of which Hospital based	N0E, N6E, N7E, NAE, NCE	
of which Community based	N0D, N4D, N5D, N6D, N7D, NAD, NCD	
Learning disability nursing	N0F, N4F, N5F, N6F, N6G, N7F, N7G, NAF, NAG, NCF, NCG	
of which Hospital based	N0G, N6G, N7G, NAG, NCG	
of which Community based	N0F, N4F, N5F, N6F, N7F, NAF, NCF	
Registered midwives	N2C, N2J, N2L	

of which Maternity Services	N2C	
of which Neonatal Nursing	N2L	
of which Education	N2J	
Other Community Services	N0H, N0K, N3H, N4H, N5H, N6H, N6K, N7H, N7K, NAH, NAK, NBK, NCH, NCK, NEH	
of which District Nurses	N4H, N5H	
of which Health Visitors	N3H	
of which Qualified School Nurses	NBK	
of which School Nursing	N0K, N6K, N7K, NAK, NCK	
Post Registration Learners	P2A, P2B, P2C, P2D, P2E, P3A, P3C, P3D, P3E	
Critical Care / ICU Nursing		Note: THESE NUMBERS ARE NOT COUNTED IN THE TOTALS, AS ALREADY INCLUDED AS PART OF RELEVANT NURSING GROUP ABOVE
of which are Adult Critical Care/ICU Nurses	N0A, N6A, N7A, NAA, NCA	occupation codes + following tertiary areas of work: Neonatal Intensive Care, Paediatric Intensive Care Medicine, Critical Care, Intensive Care, Intensive Care Medicine
of which are Paediatric ICU Nurses	N0B, N1B, N6B, N7B, NAB, NCB	occupation codes + following tertiary areas of work: Neonatal Intensive Care, Paediatric Intensive Care Medicine, Critical Care, Intensive Care, Intensive Care Medicine
of which are Neonatal ICU Nurses	N0L, N6L, N7L, NAL, NCL, N1L, N2L	occupation codes + following tertiary areas of work: Neonatal Intensive Care, Paediatric Intensive Care Medicine, Critical Care, Intensive Care, Intensive Care Medicine
Critical Care / ICU Nursing		Note: THESE NUMBERS ARE NOT COUNTED IN THE TOTALS, AS ALREADY INCLUDED AS PART OF RELEVANT NURSING GROUP ABOVE
of which are Adult Nurses	N0A, N0C, N0H, N0J, N0L, N6A, N6C, N6H, N6J, N6L, N7A, N7C,	Occ codes + following tertiary areas of work: Endoscopy, Cancer Support,

	N7H, N7L, NAA, NAC, NAH, NAJ, NAL, NCA, NCC, NCH, NCJ, NCL, NEH	Gastroenterology, Clinical Oncology, Medical Oncology, Paediatric Oncology, MacMillan Nursing, Marie Curie Nursing, Clinical Radiology, Imaging, Breast Screening, Radiotherapy Physics, Paediatric Gastroenterology, Nuclear Medicine, Diagnostic and Interventional Radiology, Mammography
of which are Children's Nurses	N0B, N1B, N1C, N1H, N1J, N1L, N6B, N7B, NAB, NCB	Occ codes + following tertiary areas of work: Endoscopy, Cancer Support, Gastroenterology, Clinical Oncology, Medical Oncology, Paediatric Oncology, MacMillan Nursing, Marie Curie Nursing, Clinical Radiology, Imaging, Breast Screening, Radiotherapy Physics, Paediatric Gastroenterology, Nuclear Medicine, Diagnostic and Interventional Radiology, Mammography
of which are Other Nurses	N0D, N0E, N4D, N5D, N6D, N6E, N7D, N7E, NAD, NAE, NCD, NCE, N0F, N4F, N5F, N6F, N6G, N7F, N7G, NAF, NAG, NCF, NCG, N0H, N0K, N3H, N4H, N5H, N6H, N6K, N7H, N7K, NAH, NAK, NBK, NCH, NCK, NEH, P2A, P2B, P2C, P2D, P2E, P3A, P3C, P3D, P3E	Occ codes + following tertiary areas of work: Endoscopy, Cancer Support, Gastroenterology, Clinical Oncology, Medical Oncology, Paediatric Oncology, MacMillan Nursing, Marie Curie Nursing, Clinical Radiology, Imaging, Breast Screening, Radiotherapy Physics, Paediatric Gastroenterology, Nuclear Medicine, Diagnostic and Interventional Radiology, Mammography

Qualified Scientific, Therapeutic and Technical Staff

Staffing Categories	Occupation Codes	Mapping Instructions
Qualified Scientific, Therapeutic and Technical Staff		
Allied Health Professionals		
Podiatry	S0A, S1A, SAA, S4A, S7A	
Dietetics	S0B, S1B, SAB	
Occupational Therapy	S0C, S1C, SAC, S4C, S6C, S7C	
Orthoptics / Optics	S0D, S1D, S2D, SAD, S4D, S7D	Orthoptics staff here should be counted only if they have Orthoptics occ codes + the following job roles: Orthoptist, Orthoptist Consultant, Orthoptist Manager, Orthoptist Specialist Practitioner
Physiotherapy	S0E, S1E, SAE, S6E, S7E	
Radiography (Diagnostic)	S0F, S1F, SAF, S7F	
Radiography (Therapeutic)	S0G, S1G, SAG	
Art/Music/Dramatherapy	S0H, S1H, SAH, S6H	
Paramedic	A0A, A0B, A0C, A0D, A0E, A4A, A4B, A4C, A4D, A4E, A5A, A5B, A5C, A5D, A5E, A6A, A6B, A6C, A6D, A6E, ABA, ABB, ABC, ABD, ABE	
Prosthetics and Orthotics	S0I, S1I, S4I, SAI	
Speech and Language Therapy	S0J, S1J, SAJ, S6J, S7J	
Operating Department Practitioners	S0T, S1T, S4T, SAT	
Osteopathy	S0V, S1V	
Other Scientific, Therapeutic and Technical Staff		
Other Optics Staff (e.g. Opticians/Optometrists)	S0D, S1D, S2D, SAD, S4D, S7D	Count all staff not counted above in 'Orthoptics'
Multi-therapies	S0K, S1K, SAK	
Clinical Psychologists	S0L, S1L, S2L, SAL	
Psychotherapy	S0M, S1M, S2M, SAM	
of which high intensity (high intensity therapist)	S1M	Occ code + job role 'high intensity therapist'
Pharmacists	S0P, S2P, SAP	

Pharmacy Technicians	S4P	
Dental Therapist	S0R, S1R, SAR	
Dental Nurse/Technician	S4R	
Social Services	S0U, S1U, S6U, S7U, SAU	
Any Other ST&T Staff	S0X, S1X, S2X, S3X, SAX	
of which Physician Associate	S1X	Occ code + job role 'physician associate'

Healthcare Science (Qualified & Support)

Qualified are counted under 'Qualified Scientific, Therapeutic and Technical Staff', Support under 'Support to Clinical Staff'.

Staffing Categories	Occupation Codes	Mapping Instructions
Healthcare science (Qualified + Support)		
Qualified Healthcare Scientists		Counted under 'Qualified Scientific, Therapeutic and Technical Staff'
Support to Healthcare Science		Counted under 'Support to Clinical Staff'
Blood Sciences	U*A	
Consultant Healthcare Scientist	UAA	
Specialist Healthcare Scientist/Healthcare Scientist/Manager	U0A, U1A, U2A	
Specialist Healthcare Science Practitioner/Healthcare Science Practitioner	U3A, U4A	
Support and Trainees	U5A, U6A, U7A, U8A, U9A	
Infection Sciences	U*B	
Consultant Healthcare Scientist	UAB	
Specialist Healthcare Scientist/Healthcare Scientist/Manager	U0B, U1B, U2B	
Specialist Healthcare Science Practitioner/Healthcare Science Practitioner	U3B, U4B	
Support and Trainees	U5B, U6B, U7B, U8B, U9B	
Cellular Sciences	U*C	
Consultant Healthcare Scientist	UAC	
Specialist Healthcare Scientist/Healthcare Scientist/Manager	U0C, U1C, U2C	
Specialist Healthcare Science Practitioner/Healthcare Science Practitioner	U3C, U4C	
Support and Trainees	U5C, U6C, U7C, U8C, U9C	
Genetics	U*D	
Consultant Healthcare Scientist	UAD	
Specialist Healthcare Scientist/Healthcare Scientist/Manager	U0D, U1D, U2D	

Specialist Healthcare Science Practitioner/Healthcare Science Practitioner	U3D, U4D	
Support and Trainees	U5D, U6D, U7D, U8D, U9D	
Cardiac, Vascular, Respiratory and Sleep Sciences (CVRS)	U*E	
Consultant Healthcare Scientist	UAE	
Specialist Healthcare Scientist/Healthcare Scientist/Manager	U0E, U1E, U2E	
Specialist Healthcare Science Practitioner/Healthcare Science Practitioner	U3E, U4E	
Support and Trainees	U5E, U6E, U7E, U8E, U9E	
Neurosensory Sciences	U*F	
Consultant Healthcare Scientist	UAF	
Specialist Healthcare Scientist/Healthcare Scientist/Manager	U0F, U1F, U2F	
Specialist Healthcare Science Practitioner/Healthcare Science Practitioner	U3F, U4F	
Support and Trainees	U5F, U6F, U7F, U8F, U9F	
Gastrointestinal and Urodynamic Sciences	U*G	
Consultant Healthcare Scientist	UAG	
Specialist Healthcare Scientist/Healthcare Scientist/Manager	U0G, U1G, U2G	
Specialist Healthcare Science Practitioner/Healthcare Science Practitioner	U3G, U4G	
Support and Trainees	U5G, U6G, U7G, U8G, U9G	
Medical Physics	U*H	
Consultant Healthcare Scientist	UAH	
Specialist Healthcare Scientist/Healthcare Scientist/Manager	U0H, U1H, U2H	
Specialist Healthcare Science Practitioner/Healthcare Science Practitioner	U3H, U4H	
Support and Trainees	U5H, U6H, U7H, U8H, U9H	
Clinical Engineering	U*J	

Consultant Healthcare Scientist	UAJ	
Specialist Healthcare Scientist/Healthcare Scientist/Manager	U0J, U1J, U2J	
Specialist Healthcare Science Practitioner/Healthcare Science Practitioner	U3J, U4J	
Support and Trainees	U5J, U6J, U7J, U8J, U9J	
Clinical Bioinformatics	U*K	
Consultant Healthcare Scientist	UAK	
Specialist Healthcare Scientist/Healthcare Scientist/Manager	U0K, U1K, U2K	
Specialist Healthcare Science Practitioner/Healthcare Science Practitioner	U3K, U4K	
Support and Trainees	U5K, U6K, U7K, U8K, U9K	
Public Health Sciences (Social Sciences)	U*L	
Consultant Healthcare Scientist	UAL	
Specialist Healthcare Scientist/Healthcare Scientist/Manager	U0L, U1L, U2L	
Specialist Healthcare Science Practitioner/Healthcare Science Practitioner	U3L, U4L	
Support and Trainees	U5L, U6L, U7L, U8L, U9L	
Public Health Sciences (Environmental Sciences)	U*M	
Consultant Healthcare Scientist	UAM	
Specialist Healthcare Scientist/Healthcare Scientist/Manager	U0M, U1M, U2M	
Specialist Healthcare Science Practitioner/Healthcare Science Practitioner	U3M, U4M	
Support and Trainees	U5M, U6M, U7M, U8M, U9M	Support and Trainees

Advanced Clinical Practitioner

ACPs are currently identified in ESR via the job role 'Advanced Practitioner' within A**, N**, S** and U** occupation codes. In a recent 2021 change to the NWD, 'Advanced Practitioner' will in future be identified within individual occupation codes.

Example: a Dietitian Advanced Practitioner will be identified under Dietetics occupation codes (S*B) with the job role 'Dietitian Advanced Practitioner'.

Staffing Categories	Occupation Codes	Mapping Instructions
Advanced Clinical Practitioner		Note: THESE NUMBERS ARE NOT COUNTED IN THE TOTALS, AS ALREADY INCLUDED AS PART OF RELEVANT NURSING GROUP ABOVE occ code + job role 'advanced practioner'
Registered Nursing, Midwifery and Health visiting staff		
Adult nursing	N0A, N0C, N0H, N0J, N0L, N6A, N6C, N6H, N6J, N6L, N7A, N7C, N7H, N7L, NAA, NAC, NAH, NAJ, NAL, NCA, NCC, NCH, NCJ, NCL, NEH	occ code + job role 'advanced practioner'
Children's nursing	N0B, N1B, N1C, N1H, N1J, N1L, N6B, N7B, NAB, NCB	occ code + job role 'advanced practioner'
Mental health nursing	N0D, N0E, N4D, N5D, N6D, N6E, N7D, N7E, NAD, NAE, NCD, NCE	occ code + job role 'advanced practioner'
Learning disability nursing	N0F, N4F, N5F, N6F, N6G, N7F, N7G, NAF, NAG, NCF, NCG	occ code + job role 'advanced practioner'
Midwifery	N2C, N2J, N2L	occ code + job role 'advanced practioner'
Other Community Services	N0H, N0K, N3H, N4H, N5H, N6H, N6K, N7H, N7K, NAH, NAK, NBK, NCH, NCK, NEH	occ code + job role 'advanced practioner'
AHPs		
Podiatry	S0A, S1A, SAA, S4A, S7A	occ code + job role 'advanced practioner'
Dietetics	S0B, S1B, SAB	occ code + job role 'advanced practioner'

Occupational Therapy	S0C, S1C, SAC, S4C, S6C, S7C	occ code + job role 'advanced practioner'
Orthoptics / Optics	S0D, S1D, S2D, SAD, S4D, S7D	occ code + job role 'advanced practioner'
Physiotherapy	S0E, S1E, SAE, S6E, S7E	occ code + job role 'advanced practioner'
Radiography (Diagnostic)	S0F, S1F, SAF, S7F	occ code + job role 'advanced practioner'
Radiography (Therapeutic)	S0G, S1G, SAG	occ code + job role 'advanced practioner'
Art/Music/Dramatherapy	S0H, S1H, SAH, S6H	occ code + job role 'advanced practioner'
Paramedic	A0A, A0B, A0C, A0D, A0E, A4A, A4B, A4C, A4D, A4E, A5A, A5B, A5C, A5D, A5E, A6A, A6B, A6C, A6D, A6E, ABA, ABB, ABC, ABD, ABE	occ code + job role 'advanced practioner'
Prosthetics and Orthotics	S0I, S1I, S4I, SAI	occ code + job role 'advanced practioner'
Speech and Language Therapy	S0J, S1J, SAJ, S6J, S7J	occ code + job role 'advanced practioner'
Operating Department Practitioners	S0T, S1T, S4T, SAT	occ code + job role 'advanced practioner'
Osteopathy	S0V, S1V	occ code + job role 'advanced practioner'
Other		
Multi-therapies	S0K, S1K, SAK	occ code + job role 'advanced practioner'
Healthcare Science - Qualified Clinical	U*A, U*B, U*C, U*D, U*E, U*F, U*G, U*H, U*J, U*K, U*L, U*M	occ code + job role 'advanced practioner'
Healthcare Science - Qualified Practitioner	U*A, U*B, U*C, U*D, U*E, U*F, U*G, U*H, U*J, U*K, U*L, U*M	occ code + job role 'advanced practioner'

Support to Clinical Staff

Staffing Categories	Occupation Codes	Mapping Instructions
Support to Clinical staff		
Support to Nursing & Midwifery	H1A, H1B, H1C, H1D, H1E, H1F, H2A, H2B, H2C, H2D, H2E, H2F, N8A, N8B, N8C, N8D, N8E, N8F, N8G, N8H, N8K, N8L, N9A, N9B, N9C, N9D, N9E, N9F, N9G, N9H, N9K, N9L, NFA, NFB, NFC, NFD, NFE, NFF, NFG, NFH, NFJ, NFK, NFL	
of which support to nursing	H1A, H1B, H1D, H1E, H1F, H2A, H2B, H2D, H2E, H2F, N8A, N8B, N8D, N8E, N8F, N8G, N8H, N8K, N8L, N9A, N9B, N9D, N9E, N9F, N9G, N9H, N9K, N9L, NFA, NFB, NFD, NFE, NFF, NFG, NFH, NFJ, NFK, NFL	
of which support to midwifery	H1C, H2C, N8C, NFC	
of which maternity support workers	N9C	
Nursing Associates (NAs)		
NA in Adult Nursing	NGA	
NA in Paediatric Nursing	NGB	
NA in Maternity Services	NGC	
NA in Community Mental Health	NGD	
NA in Other Mental Health	NGE	
NA in Community Learning Disabilities	NGF	
NA in Other Learning Disabilities	NGG	
NA in Community Services	NGH	
Support to AHPs	H1G, H1H, H1J, H1K, H1L, H2G, H2H, H2J, H2K, H2L, S5A, S5B, S5C, S5D, S5E, S5F,	

	S5G, S5H, S5I, S5J, S5T, S8A, S8B, S8C, S8D, S8E, S8F, S8G, S8I, S8J, S8T, S9A, S9B, S9C, S9D, S9E, S9F, S9G, S9H, S9I, S9J, S9T, S5V, S8V, S9V	
Support to Other ST&T	H1M, H1N, H2M, H2N, S4L, S4X, S5K, S5M, S5R, S5U, S5X, S6K, S6X, S7R, S7X, S8L, S8M, S8R, S8U, S8X, S9D, S9K, S9L, S9R, S9U, S9X	
of which low intensity (Psychological Wellbeing Practitioner)	S5M	Occ code + job role 'psychological wellbeing practitioner'
of which peer support workers	S9L	Occ code + job role 'peer support worker' or 'senior peer support worker'
Pharmacy Assistant	S5P, S9P	
Assistant Psychologists	S5L	
Ambulance Technicians/Associate Practitioners	AEA, AEB, AEC, AED, AEE	
Other Support to Registered Ambulance Staff	A7A, A7B, A7C, A8A, A8B, A8C, A9C	

All Other Non-Clinical

Staffing Categories	Occupation Codes	Mapping Instructions
All Other Non-Clinical		
NHS Infrastructure and Clinical Support		
Senior Managers & Managers	G0A, G0B, G0C, G0D, G0E, G1A, G1B, G1C, G1D, G1E	
Clinical & Administration	G2A, G2B, G2C, G2E	
Maintenance & Works	G3A, G3B, G3C, G3E, H1R, H2R	
Any Other Clinical Support	G2D, G3D, H1P, H2P	