

NHS YORKSHIRE & HUMBER

WORKFORCE INFORMATION SOURCES

Outline and useful Links to key sources of NHS workforce information.....



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Birth Choice UK

Here you can find information on national birth statistics and relevant research with links to helpful resources.

- **Statistical and Other Useful Information**
 - [Main index of national statistics](#)
 - [The sources of the BirthChoiceUK maternity statistics](#)
 - [Changes in status of maternity hospitals, opening, closures etc.](#)
- **Research Evidence**
 - [Referenced research pages](#)
 - [Normal birth pages](#)



Care Quality Commission (CQC)



Surveys which collect feedback on the experiences of people using a range of health care services provided by the NHS.

Inpatient survey 2012

This survey gathered the experiences of over 70,000 people who were admitted to hospital with at least one overnight stay.

Outpatient survey 2011

This survey collected patients' experiences of their most recent visit to an outpatient department.

Maternity services survey 2010

This survey collected the experiences of over 25,000 women who had a live birth in England in February 2010.

Centre for Workforce Intelligence (CfWI)



Shape of the Medical Workforce: Informing medical training numbers: [Link](#)

List of the medical specialty recommendations, presented as 57 fact and summary sheets

Workforce risks and opportunities – education commissioning risks summary reports: [Link](#)

The reports published as part of the 2012 CfWI workforce risks and opportunities: education commissioning risks summary project (WRO ECRS 2012). The project aims to provide robust, evidence-based assessments of workforce requirements to support decision making across the health workforce.

Recommended workforce models: [Link](#)

The CfWI has developed a simple set of metrics for helping users to select workforce planning models, and to help model developers improve model quality.

Workforce information architecture programme

The CfWI was commissioned by the Department of Health to develop this Excel 2007 tool as part of a wider workforce information architecture (WIA) programme to support a safe transition to the new health and social care system.

[Click here to download the WIA tool.](#)

CfWI iOS App (iPhone, iPad and iPod Touch)

The CfWI app provides a new and innovative way of accessing our content on a connected device, even when there is no connectivity. Key workforce messages and information will be contained directly on the tool, and the user will be signposted to online resources such as our other apps and the CfWI website for more information. [Link](#)

CfWI Horizon Scanning App (iPad only)

This app enables you to explore ideas about what the future might hold and understand factors influencing the health and social care workforce. [Link](#)



Child and Maternal Health Observatory (ChiMat)

Knowledge hub – Workforce

The Workforce hub provides access to key information resources on policy and practice to support the children's and maternity workforce. The workforce hub was initially developed with the [Child Health and Maternity Partnership](#) (CHaMP). CHaMP closed on 31 March 2011. [CHaMP resources](#) continue to be available here on the ChiMat website *hosted by Public Health England*.

Chimat tools data and services: [Link](#)

ChiMat has developed a range of resources to support workforce planning and development in children's and maternity services.

The links below take you to different sections of the website *hosted by Public Health England*.

- The [Safeguarding Children Training Directory](#) helps you find the training you and your workforce need.
- [Comprehensive CAMHS Integrated Workforce Planning Tool](#)
- Our [Tools and Data Directory](#) links to **over 20 workforce tools** to help you plan, evaluate and deliver an effective workforce.
- [Data Atlas](#) provides data and statistics on workforce and spend.

If you need any **help or advice in using these tools** or interpreting the information they provide, contact your [ChiMat Local Specialist](#).

Key Topics: [Link](#)

Resources on a range of key topics relating to workforce. Including:

- [Key organisations and portals](#)
- [Safeguarding](#)
- [Maternity and early years](#)
- [Integrated working](#)
- [Leadership](#)
- [Workforce planning](#)
- [School health workforce](#)
- [European working time directive](#)
- [Service improvement](#)
- [Child and Adolescent Mental Health services \(CAMHS\)](#)



Health & Social Care Information Centre



The Health and Social Care Information Centre has responsibility for collecting data from across the health and social care system.

Collecting data

This section brings together information on our manually submitted data collections and guidance for using our data collection systems. [Link](#)

Find data

Our data catalogue contains official statistics shown on our Publications Calendar as well as results from surveys, audits, and other reports and statistics. Indicators are not yet included here, but can be found through our Indicator Portal. [Link](#)

Data transfer tools

The tools used to collect and transfer data can have a big impact on participation and quality of the data received. Here is a list of the tools and surveys we use to collect our data. [Link](#)

Who we are and what we do

Our role

The Health and Social Care Information Centre (HSCIC) was set up as an Executive Non Departmental Public Body (ENDPB) in April 2013. The Health and Social Care Act 2012 sets out our responsibilities, which include:

- Collecting, analysing and presenting national health and social care data
- Setting up and managing national IT systems for transferring, collecting and analysing information. We can be directed to do this by the Secretary of State or NHS England
- Publishing a set of rules (called a Code of Practice) to set out how the personal confidential information of patients should be handled and managed by health and care staff and organisations
- Building up a library of 'indicators' that can be used to measure the quality of health and care services provided to the public
- Acting to reduce how much paperwork doctors, nurses and care workers have to complete by ensuring that only essential data is collected, and that we avoid collecting the same information twice
- Helping health and care organisations improve the quality of the data they collect and send to us by setting standards and guidelines to help them assess how well they are doing
- Creating a register of all the information that we collect and produce, and publishing that information in a range of different formats so that it will be useful to as many people as possible while safeguarding the personal confidential data of individuals.



[Link](#)

Electronic Staff Record (ESR) Data Warehouse



People Management for the NHS

The ESR Data Warehouse provides a wealth of workforce data through a tool called 'Discovery'. Data Warehouse is populated once a month with workforce data uploaded from organisational live sites. The data is predominantly 6 weeks old.

Health Education England



Health Education England - delivering a better health and healthcare workforce for England.

We are responsible for the education, training and personal development of every member of staff, and recruiting for values. We are England's health and healthcare people service. [Link](#)

NHS England



The main aim of NHS England is to improve the health outcomes for people in England.

We believe the new approach we are taking will really make a difference and deliver the improved health outcomes we all want to see.

Central to our ambition is to place the patients and the public at the heart of everything we do.

We are what we want the NHS to be – open, evidence-based and inclusive, to be transparent about the decisions we make, the way we operate and the impact we have. [Link](#)



National NHS Staff Survey Co-ordination Centre

Briefing note: Issues highlighted by the 2012 NHS staff survey

To see an overview of results from the ninth annual survey of NHS staff click [here](#).

Feedback reports

Each participating organisation has a detailed feedback report of their findings. The reports include information on local changes since 2010, a benchmarked analysis of findings and data by occupational and demographic groups.

The main and summary feedback reports are arranged by organisation type and in alphabetical order.

Please use the links below:

[Click here for Acute Trusts - A to I](#)

[Click here for Acute Trusts - J to R](#)

[Click here for Acute Trusts - S to Y](#)

[Click here for Ambulance Trusts](#)

[Click here for Mental Health/Learning Disabilities Trusts](#)

[Click here for Community Trusts](#)

[Click here for Social Enterprises](#)



Detailed spreadsheets

Detailed spreadsheets showing Key Finding and question level information for each organisation who took part in the NHS Staff Survey 2011 can be found [here](#).

NHS Employers



Reducing sickness absence: [Link](#)

Information in this section includes contacting staff, confidentiality, handling short-term absence, absence review meetings, investigation, long-term sickness and the statutory framework.

Workforce QIPP Community: [Link](#)

NHS Employers has created a dedicated space for NHS managers with a responsibility for delivering the workforce productivity element of QIPP. Click to access their [discussion forums](#), [events calendar](#) and [resource library](#) to share best practice, pose questions, plan your diary and see what others from across the NHS are doing to improve productivity.

Stress & mental health: [Link](#)

Mental ill health will affect one in four people at some point in their working lives while stress is believed to account for over 30 per cent of sickness absence in the NHS, costing the NHS £300-400 million per year. Click here to access related reports, tools and research.

Agenda for Change: [Link](#)

The NHS Employers organisation is responsible for representing employers' views in national negotiations on Agenda for Change. We also provide on-going support and advice to employers who are responsible for supporting staff. Find out more about how Agenda for Change works

NHS Staff Survey toolkit

Our last staff engagement webinar looked at how you can use your staff survey results in a more practical and useful way.

[Link](#)



NHS Well-being at work



NHS Institute for Innovation and Improvement



NHS Better Care, Better Value Indicators

Better Care Better Value indicators identify potential areas for [improvement in efficiency](#) which may include commissioners re-designing and shifting services away from the traditional setting of the hospital and out towards community based care.

Office for National Statistics (ONS)



Population Estimates for England and Wales, Mid 2011 (Census Based): [Link](#)

Mid 2011 population estimates are available at England and Wales level by single year of age and sex and subnationally (local authority/health area) by five year age group and sex. These include additional selected age groups and broad components of population change. The Population Estimates reflect the local authority administrative boundaries that were in place on 30 June of the reference year of the tables.

Latest news and publications from the Population Statistics Research Unit: [Link](#)

PSRU second Census reconciliation report published on 25 September. The report is titled "[Examining the difference between the rolled-forward mid-2011 population estimates and the 2011 Census-based MYEs at local authority level](#) (1.19 Mb Pdf)".

Associated tables and charts:

[Difference between rolled-forward mid-2011 estimates and 2011 Census MYEs](#) (6.91 Mb Excel sheet)

[LA cohort change over time 2001 to 2011](#) (9.14 Mb Excel sheet)

[LA SYOA population comparison charts](#) (12.83 Mb Excel sheet)



Skills for Care (SfC)

National Minimum Data Set - Local Authority Area Profiles. Analyses of all NMDS-SC data received within each Council with Social Service Responsibilities (CSSRs): [Link](#)

The local authority area profile report provides a profile of the care infrastructure and care workforce in the geographical area of any Council with Social Services Responsibilities. It includes information on numbers and types of establishments, organisational size and the nature of services provided and workforce demographics, pay and qualifications.

National Minimum Data Set – Regional Key Statistics Report: [Link](#)

The Regional Key Statistics report provides a regional overview on NMDS-SC activity and levels of returns. The report provides regional, sub-regional and CSSR level information and statistics on a variety of headline NMDS-SC data, both at establishment level and worker level. Topics covered include turnover rates, vacancy rates, worker demographics, qualification levels and pay rates. The report allows the reader to compare statistics across sub-regions and between CSSRs in the region.

National Minimum Data Set – National Key Statistics Report: [Link](#)

The National Key Statistics report provides an overview of NMDS-SC activity and levels of returns for England and for each of the nine government office regions. The report provides national and regional level information and statistics on a variety of headline NMDS-SC data, both at establishment level and worker level. Topics covered include turnover rates, vacancy rates, worker demographics, qualification levels and pay rates. The report is designed to provide quick access to key data and to allow quick and easy comparison of data across regions.

National Minimum Data set – Regional Workforce Development Report (Adult Services): [Link](#)

The Regional Workforce Development Report (Adult Care Sector) focuses solely on returns from establishments whose main service is categorised as being within adult services, it aims to facilitate workforce planning. The report provides detailed analysis of workforce qualification data (both held and in progress) by job role, by sector, by age, by gender, by ethnicity, by main service and by salary. Data is provided at regional, sub-regional and CSSR levels allowing comparison across these geographies.

Skills for Health (SfH)



Tools

Here you can find all of the tools within the Skills for Health portfolio. Feel free to browse through our portfolio by clicking on any of the tools below. Once satisfied you have found the tool that meets your needs click on 'Launch Tool' to be directed to its home page.

Assessing Workforce Supply Tool: [Link](#)

Profile your staff, using ESR data on indicators such as sickness and absence rates, age, leavers and new starters. Understand your workforce supply issues and potential workforce gaps. Develop an accurate starting point for all workforce planning and development activities.

NHS Benchmarking Database: [Link](#)

Benchmark your healthcare organisation against similar organisations from the acute, mental health, primary care, ambulance or maternity sectors. Develop insight and identify best practice on a range of workforce and service delivery issues.

Doctors Rostering System: [Link](#)

The Doctors Rostering System (DRS) is software designed to support the complex task of ensuring junior doctor working practices are in line with the New Deal (ND) and the European Working Time Directive (EWTD).

Workforce Reconfiguration Tool: [Link](#)

The Workforce Reconfiguration Planning Tool, designed by NHS Plymouth, shows the current and proposed skill mix of staff in post for any given service and the associated pay costs.

Nursing Workforce Planning Tool: [Link](#)

This tool aims to assist nursing workforce planning and help make better decisions about cost effective numbers and mixes of nurses.

Workforce Productivity Benchmarking Tool: [Link](#)

This tool has been developed to enable individual NHS trusts to benchmark their key workforce data with specific other organizations or with average figures for comparable organizations at a regional and national level. It is not trying to replace individual day to day trust performance management dashboards. The data is indicative and at a high level, to suggest some questions to think about, and areas to explore further.

Health and Social Care Information Centre

Primary care

As many people's first point of contact with the NHS, around 90 per cent of patient interaction is with primary care services. In addition to GP practices, primary care covers dental practices, community pharmacies and high street optometrists. Our information gives valuable insight into how services are provided.



Statistical publications

- General pharmaceutical services
- Dentistry
- Eye care
- General practice
- Quality Outcomes Framework (QOF)
- National Dementia and Antipsychotic Prescribing Audit
- Clinical audits - Primary care
- NHS Outcomes Framework Indicators
- Clinical Commissioning Group Outcomes Indicator Set (CCG OIS)
- All primary care publications

[Link](#)



Do you know of any Workforce Related Information?

If you would like to suggest additional sources of workforce related information please contact us.

There is a wealth of excellent workforce practice, development and improvement happening across Yorkshire and the Humber.....Lets Capture it!!!

This is your portal, so feel free to tell us what you are up to; your achievements and challenges and if there is anything we can put on eWIN to be of use to you.

General Enquiries

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Leeds
LS1 4PL

Workforce Intelligence Community

The workforce is the largest and most valuable NHS resource.

eWIN is somewhere to find high quality workforce related information for organisations to increase productivity and contribute to patient care.

Are you looking for a place to engage with people in organisations in a similar role, share intelligence and spread best practice let us know as eWIN is developing Communities please contact the eWIN team and see what we can do for you!

General Enquiries

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