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Cymru (AaGIC)  
Health Education and  
Improvement Wales (HEIW)

# Nursing Technical Document

May 2024



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# Nursing Technical Document

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## Introduction

### Purpose

This report provides an overview and trend analysis of the registered and support Nursing workforce to support the Strategic Nursing Workforce Plan.

### Context

This report focuses on workforce data that is available from the Electronic Staff Record Data Warehouse (ESR DW) and Stats Wales. It is acknowledged specifically for Mental Health and Learning Disabilities there are a number of Nurses that work outside NHS Wales. Analysis of this data has not been included into this report due to data availability and consistency of reporting.

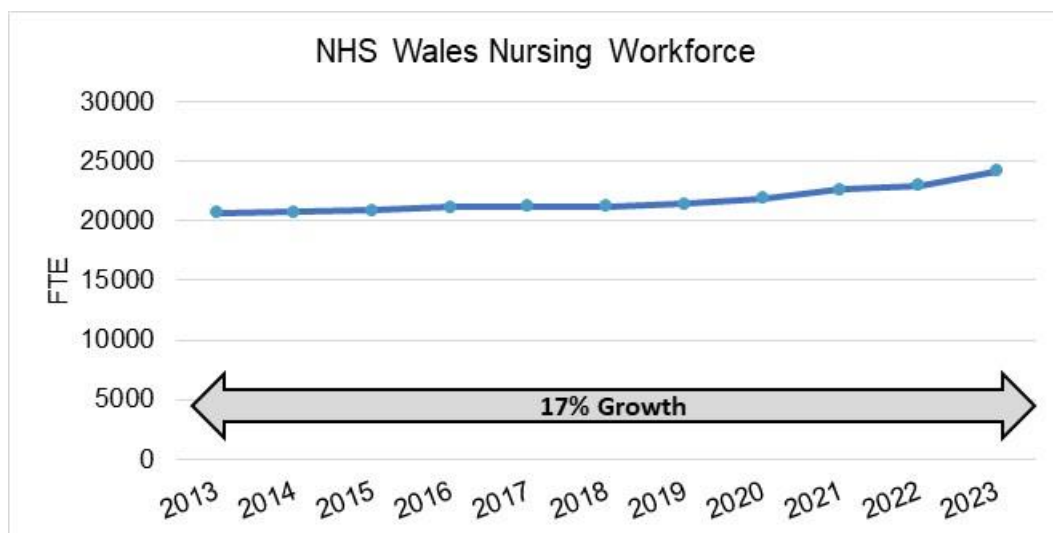
This report is broken down into 7 key sections:

1. NHS Wales Nursing overview
2. NHS Wales Nursing and Midwifery workforce
3. NHS Wales Adult Nursing overview
4. NHS Wales Children and Young People Nursing (CYP)
5. NHS Wales Mental Health Nursing
6. NHS Wales Learning Disabilities Nursing
7. General Practice Nursing

## NHS Wales Nursing Overview

This section aims to give an overview of the NHS Wales Nursing workforce utilising workforce data from ESR DW.

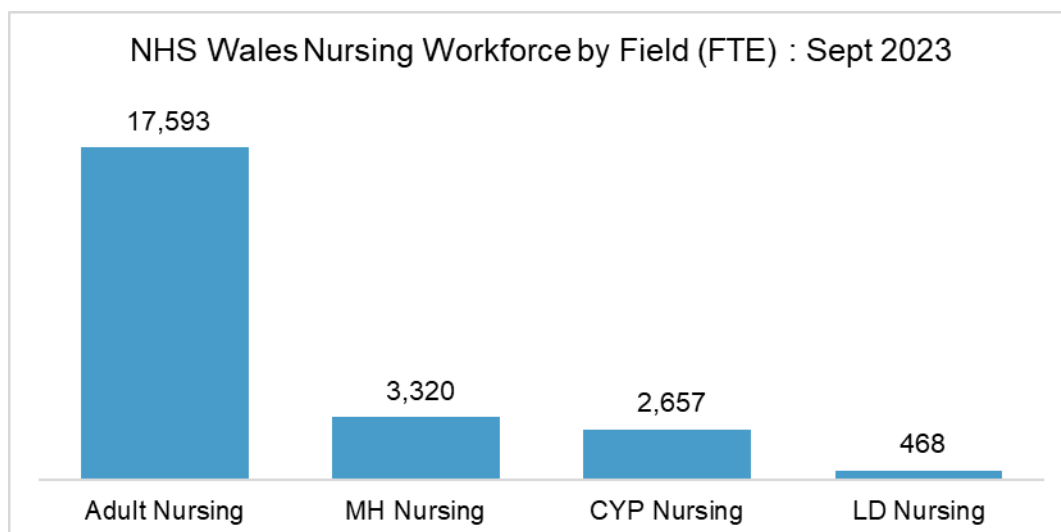
## Overall FTE Numbers of NHS Wales Nursing Workforce



**Data Source: ESR DW**

The nursing workforce has grown 17% since 2013. The graph shows that between 2013 and 2019 growth has been relatively small at 3% but from 2019 to 2023 the workforce has grown significantly with 13% growth.

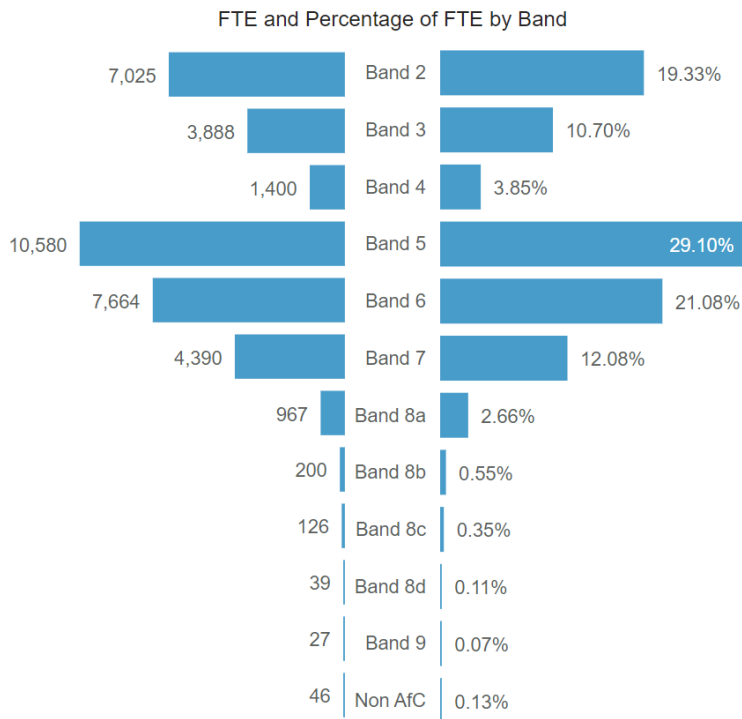
## Overall FTE of NHS Wales Nursing Workforce by Field



**Data Source: ESR DW**

Adult Nursing has the highest FTE out of the four fields of Nursing and accounts for 73% of the total workforce.

### Nursing Workforce by Band

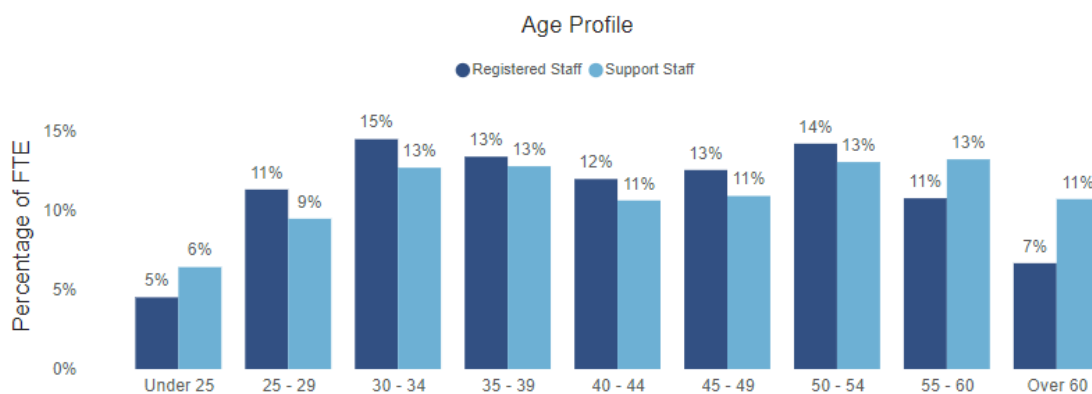


**Data Source: ESR DW**

The band with the largest FTE is Band 5, accounting for 29% of the Nursing workforce FTE.

Within the registered Nursing staff group, Band 5 accounts for 42% of FTE. Within the support to Nursing staff group, the majority of staff are paid at band 2 level (57%).

### Age Profile

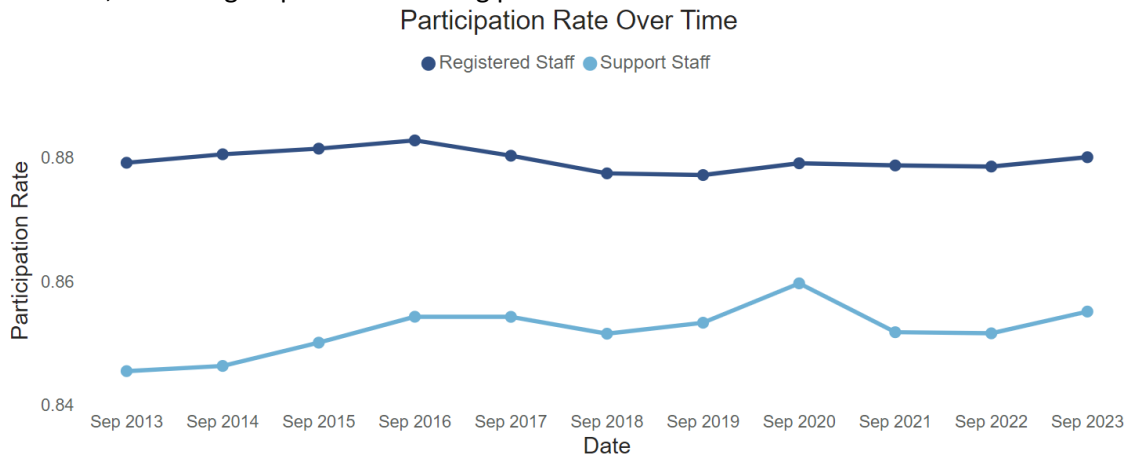


**Data Source: ESR DW**

Within the registered Nursing staff group the age band with the highest proportion of FTE is 30-34 accounting for 15% of FTE. Within the Support to Nursing staff group, the majority of staff are in the 30-34, 35-39, 50-54, and 55-60 age bands, accounting for 13% of FTE each.

## Participation Rate

Participation rate is a number between 0 and 1 that is a measure of part time working. The number is derived by dividing the contracted FTE by the headcount. The higher the participation rate, the more hours, on average a person is working per week.



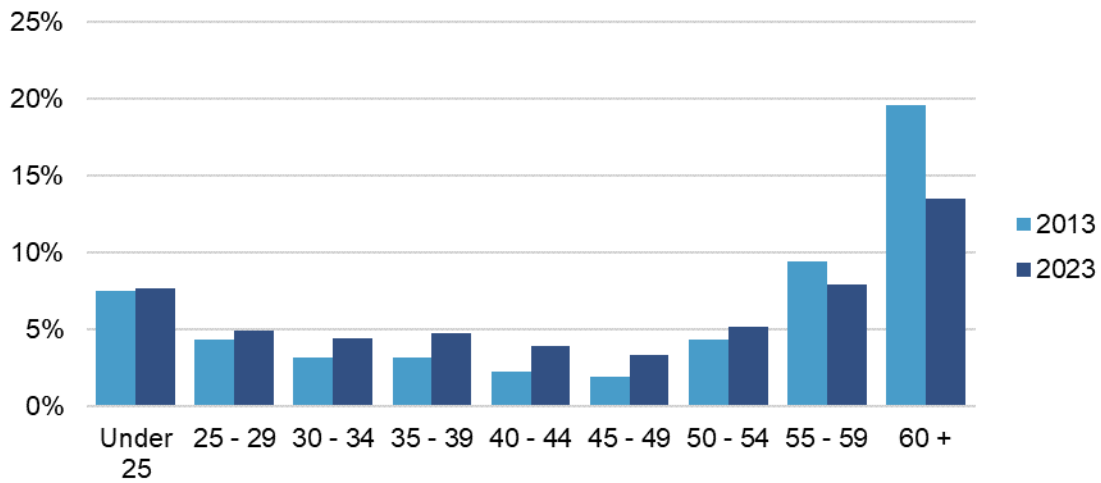
**Data Source: ESR DW**

Within the registered Nursing staff group, participation rate has remained stable for the past ten years, remaining at 0.88. Within the support to nursing staff group, the participation rate has increased from 0.85 to 0.86.

## NHS Wales Leaver Rate for Registered Nursing

The leaver rate shows the percentage of registered Nurses who leave within each age band. For example if there are 100 Nurses in age band 25-29 and 10 Nurse leavers the leaver rate would be 10%. A leaver is an individual who leaves a permanent or fixed term contract and does not appear in NHS Wales during the subsequent year. The graph does not include Nurses leaving to move to another area of the organisation or movement to another organisation.

### NHS Wales Leaver Rate by Age for Registered Nursing (2013 & 2023)

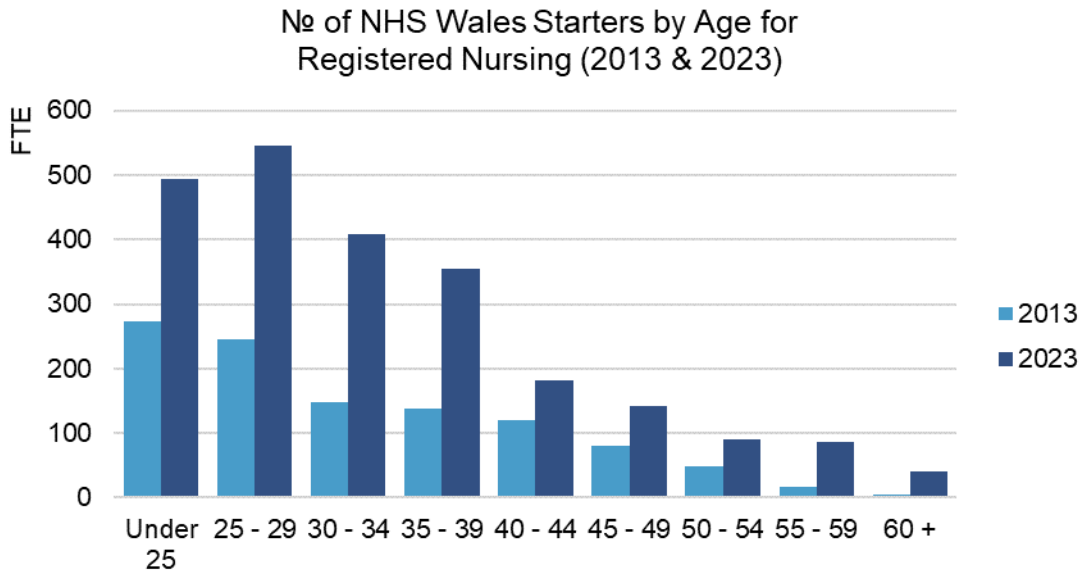


**Data Source: ESR DW**

Except for age band 55-59 and 60+, the leaver rate in 2023 is higher than 2013. In 2013, 19% of Nurses left at age band 60+ this percentage has reduced to 14%. The biggest increase in leaver rates from 2013 to 2023 is in age band 35-39, a change from 3% to 5%.

### No of New NHS Wales Starters for Registered Nursing

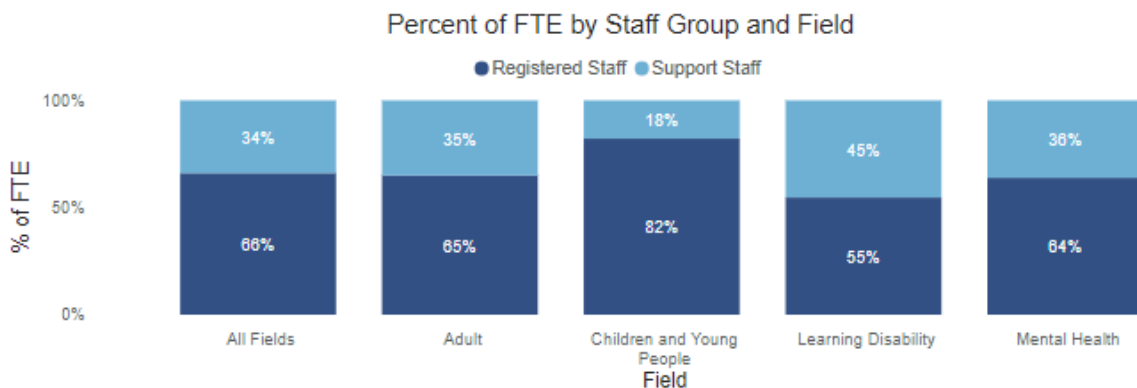
A Starter has been categorised as an individual who is appointed to a post in NHS Wales on either a permanent or fixed term contract and were not employed in the previous year within any NHS Wales organisation on a permanent or fixed term contract. The graph does not include registered Nurses joining from another area of the organisation or movement from another organisation.



**Data Source: ESR DW**

The workforce (as referenced above) has grown over the past 10 years. The graph shows the number of registered Nurses who have joined the workforce has significantly increased. Overall, there were 1268 FTE more Nurses who started in 2023 compared to 2013. Every age band has seen an increase of starters. The biggest increase is in age band 25-29 with a 300 FTE increase.

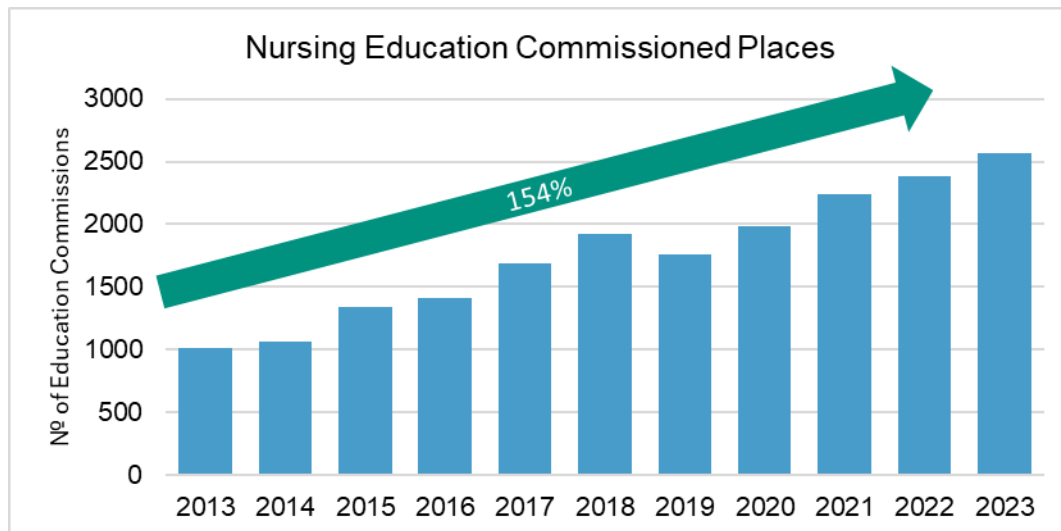
## Registered and Support Staff Ratio by Field



**Data Source: ESR DW**

The overall split between registered and support staff is 66% registered and 34% support. This number is heavily influenced by Adult Nursing because of the large total numbers in Adult Nursing. The field with the lowest ratio is CYP Nursing with 18% support staff and the highest ratio is Learning Disability Nursing with 45% support staff.

## Education Commissioning Numbers



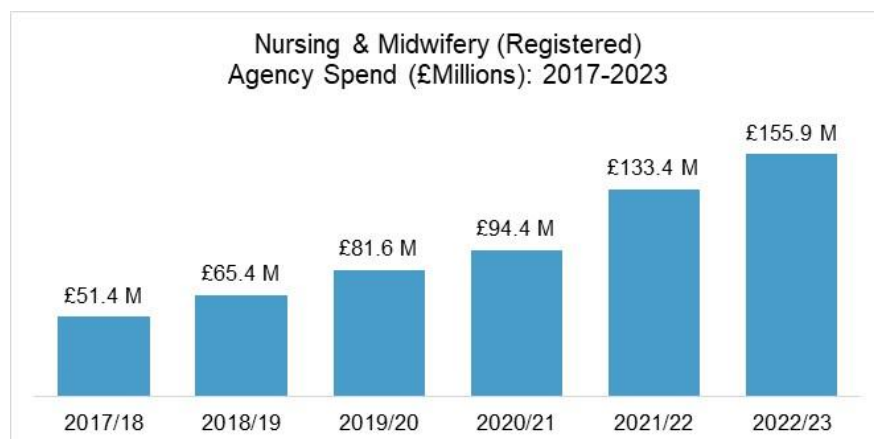
*Data Source: HEIW Data Warehouse*

**HEIW has increased the total amount of registered Nurse commissioning by 154%, from 1000 in 2013 to over 2500 places in 2023.**

## NHS Wales Nursing and Midwifery workforce

National NHS Wales workforce data for finance and vacancies is aggregated into staff groups, Nursing and Midwifery registered is one of those groups. Data is readily available in this format; the following analytics are shown at this level.

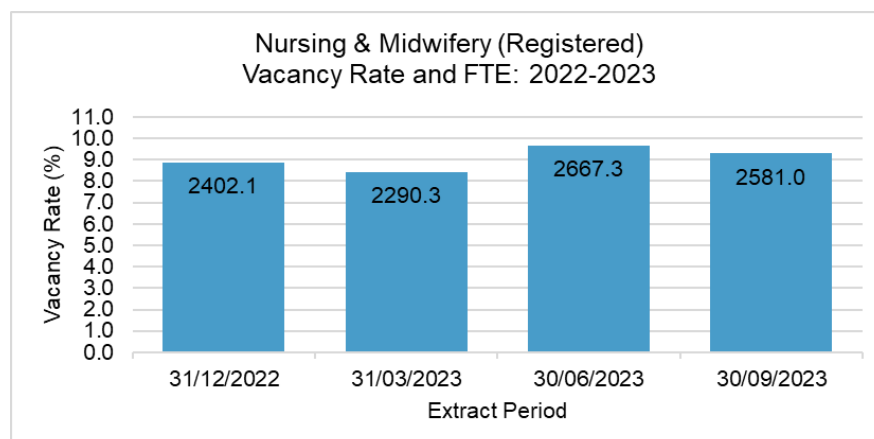
### Nursing and Midwifery Agency Spend



**Data Source:** Financial Monitoring Returns

**Agency spend has increased annually;** the agency spend has increased more than 200% since 2017/18 to 2022/23.

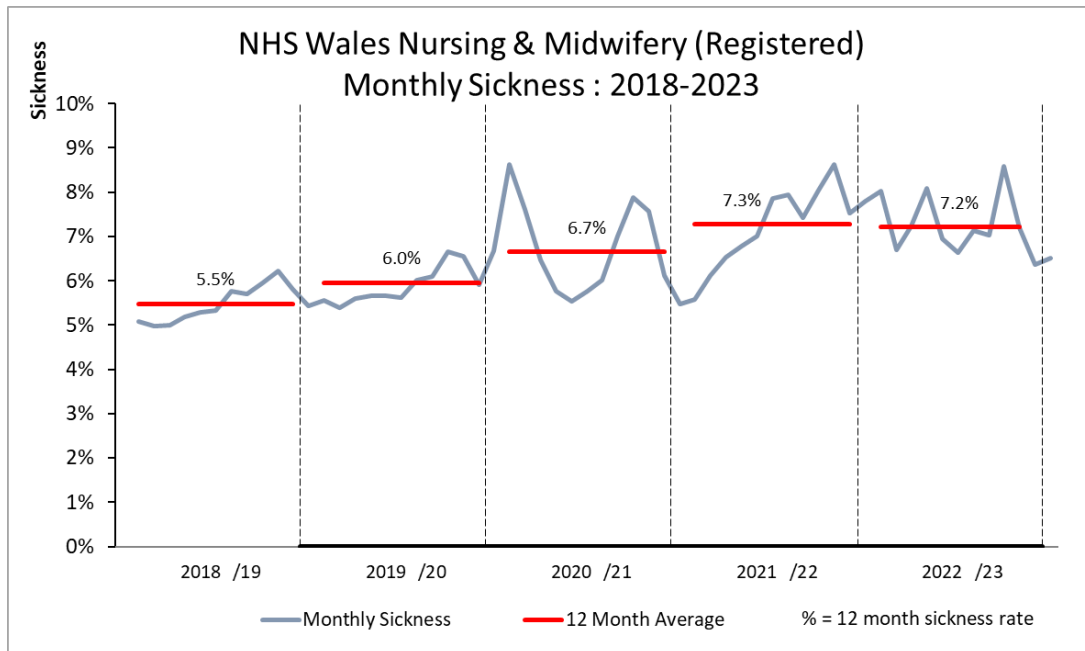
### Nº and Percentage of Vacancies for Nursing and Midwifery



**Data Source:** Stats Wales

**The vacancy rate has remained around 9%.** Latest data shows that there are over 2500 vacant posts across NHS Wales as published on Stats Wales<sup>1</sup>.

### Monthly and Annual Sickness Rate for Nursing and Midwifery



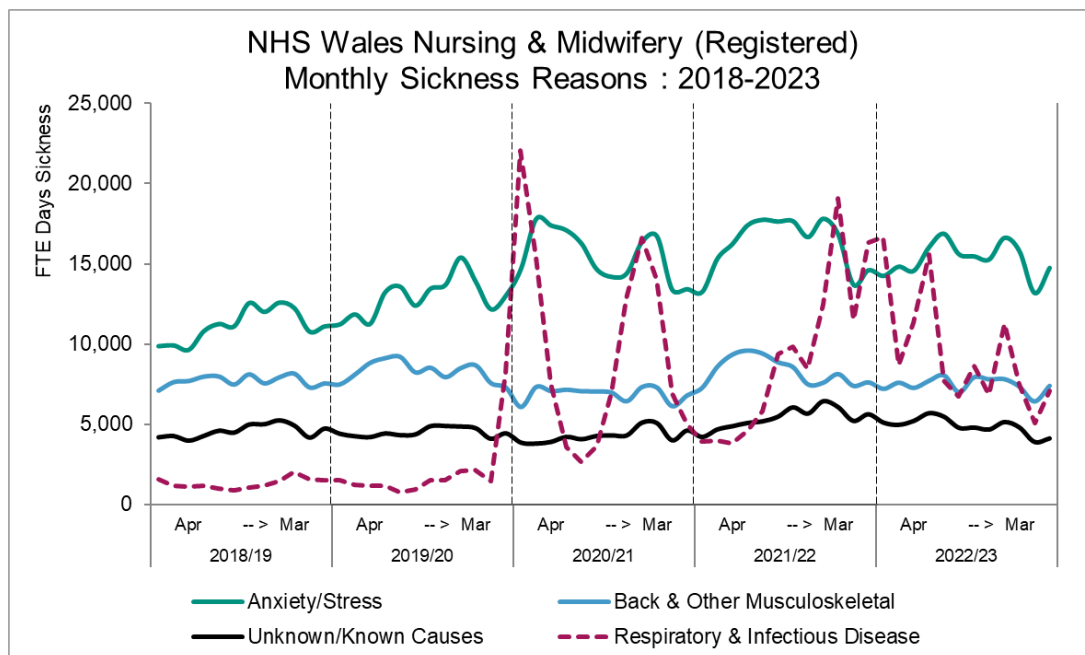
**Data Source: ESR DW**

**The 12-month sickness rate has been over 6% from 2020 and remains high. 2021/22 had the highest 12-month sickness rate in the past 5 years at 7.3%.**

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<sup>1</sup> [Vacancies \(gov.wales\)](https://gov.wales)

## No of FTE Days Sickness by Four Key Sickness Reasons for Nursing and Midwifery



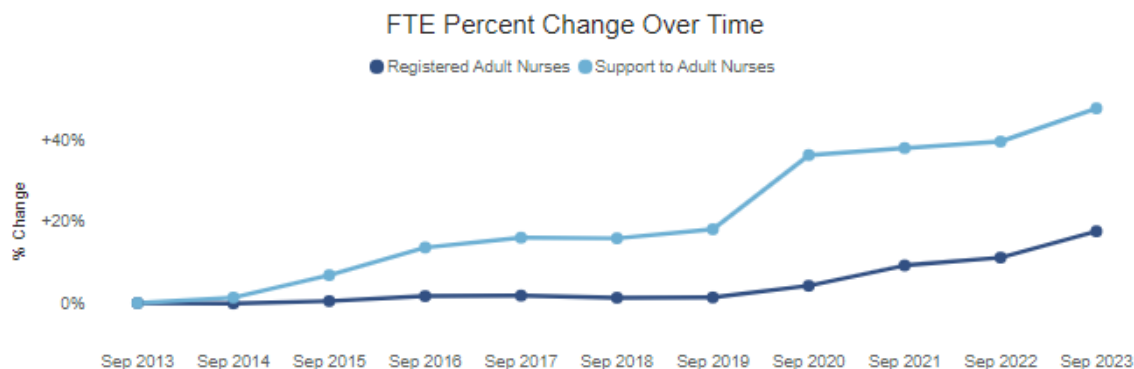
**Data Source:** ESR DW

**29% of all sickness can be attributed to Anxiety/Stress.** It remains the highest contributor for sickness.

## NHS Wales Adult Nursing

The summary data and graphs found in this section have all been taken from ESR Data Warehouse and give a high-level overview of the Adult Nursing workforce.

### Adult Nursing Change Over Time

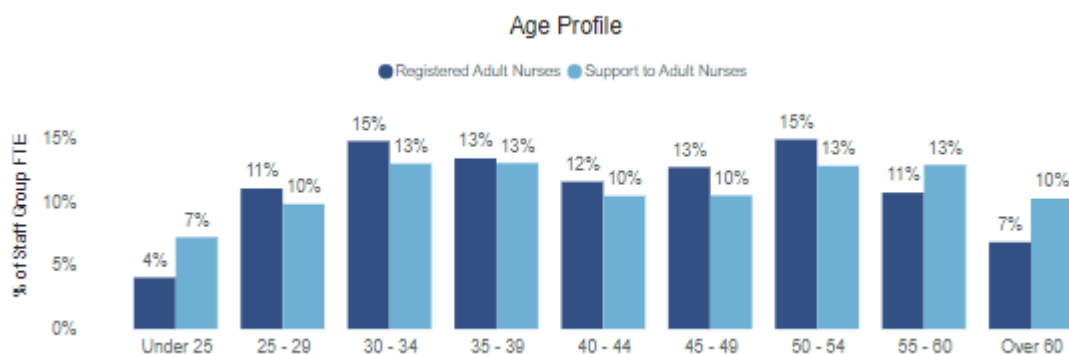


**Data Source: ESR DW**

Within the registered Adult Nurses staff group, FTE has increased over time from 14,968 in September 2013 to 17,593 in September 2023, an increase of 16%. FTE remained stable from 2013 to 2019 with only a 1% increase, then steadily increased after 2019.

Within the Support to Adult Nurses staff group, FTE has increased from 6,416 to 9471, an increase of 31%. Between September 2019 and September 2020 there was a sharper percentage increase in FTE.

### Adult Nursing Age Profile

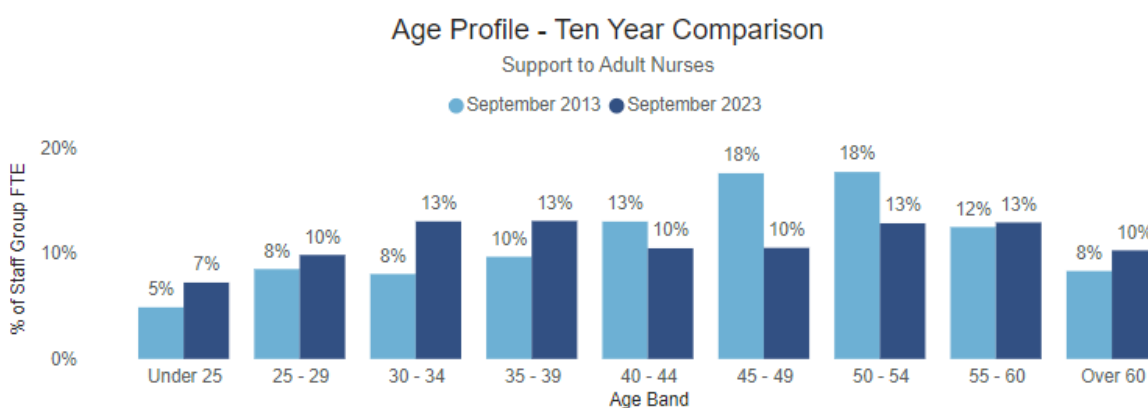
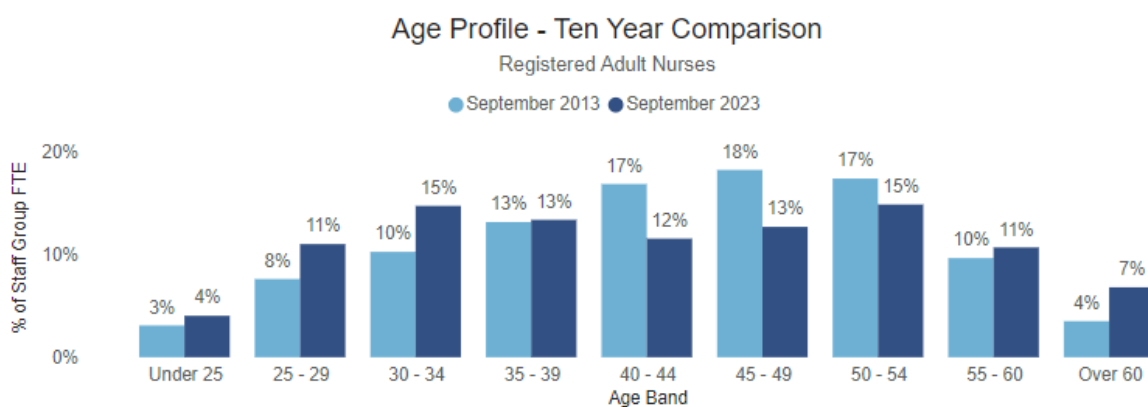


**Data Source: ESR DW**

Within registered Adult Nurses, the largest age bands are 30-34 or 50-54, each accounting for 15% of FTE. Between these age bands there is a reduction in FTE, with age bands 35-39, 40-44, and 45-49 accounting for 13%, 12%, and 13% of the registered workforce, respectively.

Within the Support to Adult Nurses staff group, the majority of staff are in the age bands 30-34, 35-39, 50-54, and 55-60 with each accounting for 13% of the staff group FTE. Like the registered Adult Nursing staff group, there is a reduction in FTE in the age bands in-between, with the age bands 40-44 and 45-49 each accounting for 10% of staff group FTE.

### Adult Nursing 10 Year Age Profile Comparison



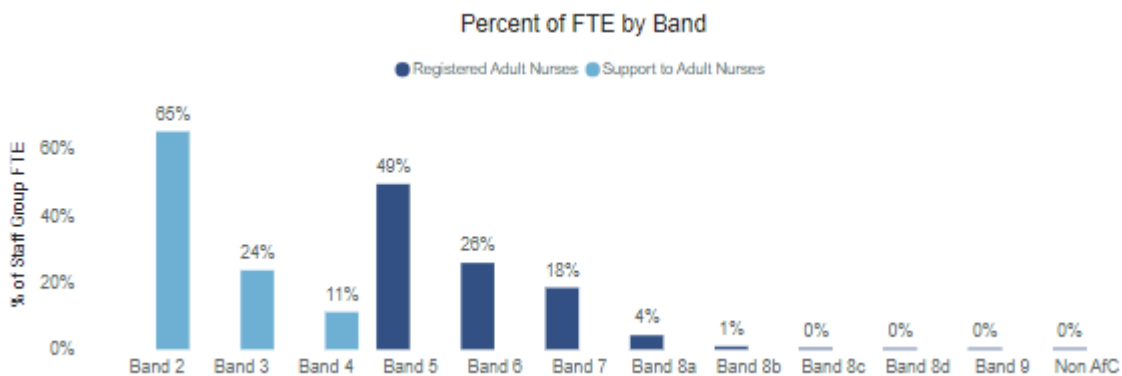
**Data Source: ESR DW**

For registered Adult Nurses, the age distribution has flattened slightly over time from 2013 to 2023, with FTE spread out more evenly over the age bands in 2023. In September 2013, the largest age band was 45-49 accounting for 18% of FTE. In September 2023 the largest age bands were 30-34 and 50-54 (15% of FTE each).

In the Support to Adult Nurses staff group the age distribution has also flattened over time. In September 2013 the largest age bands were 45-49 and 50-54, each accounting for 18% of FTE, whereas in September 2023 the largest age bands were 30-34, 35,39, 50-54, and 55-60, each accounting for 13% of FTE.

Over the past 10 years, within both the registered Adult Nurses and the Support to Adult Nurses staff groups, the proportion of FTE in age bands 40-44, 45-49, and 50-55 has decreased, and in all other age bands it has increased.

### Adult Nursing by Band

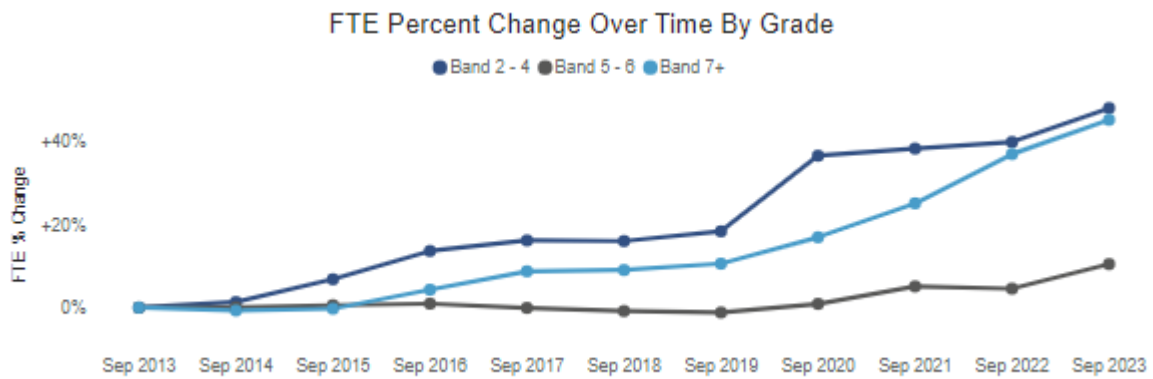


**Data Source: ESR DW**

Within the registered Adult Nurses staff group, 49% of FTE staff are paid at Band 5 level.

Within the support to adult Nurses staff group, the majority of staff are paid at Band 2 level (65% of FTE).

### FTE Change Over Time by Pay Grade



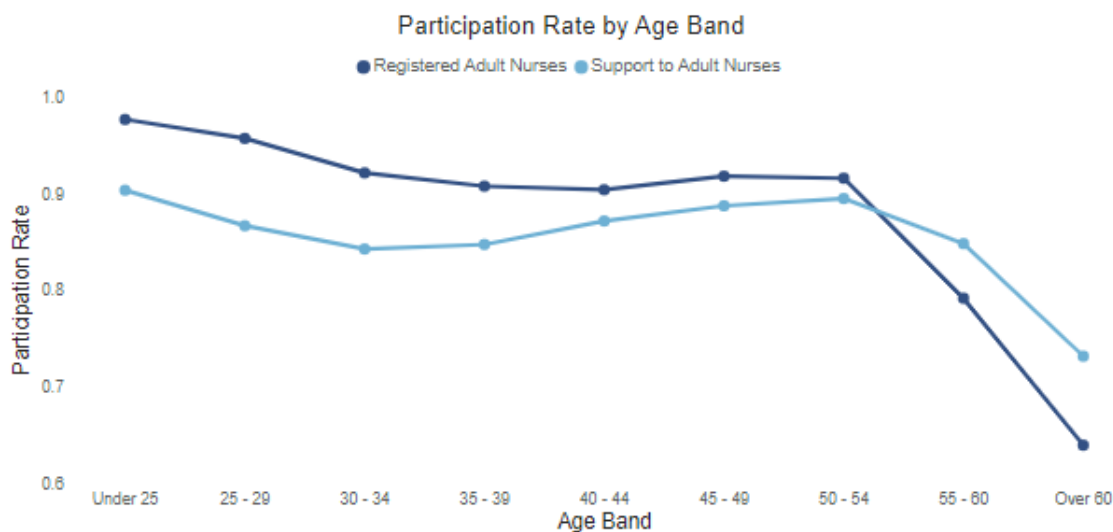
**Data Source: ESR DW**

Over the past 10 years, FTE in Bands 2-4 has increased from 6,398 to 9,471 (48% increase) with a sharper increase from September 2019 to September 2020.

FTE in bands 5-6 has increased from 11,995 to 13,251 (10% increase), remaining steady until 2020 then increasing.

FTE in bands 7+ has had a percentage increase similar to bands 2-4, increasing from 2,960 to 4,298 (45% increase).

## Participation Rate by Age



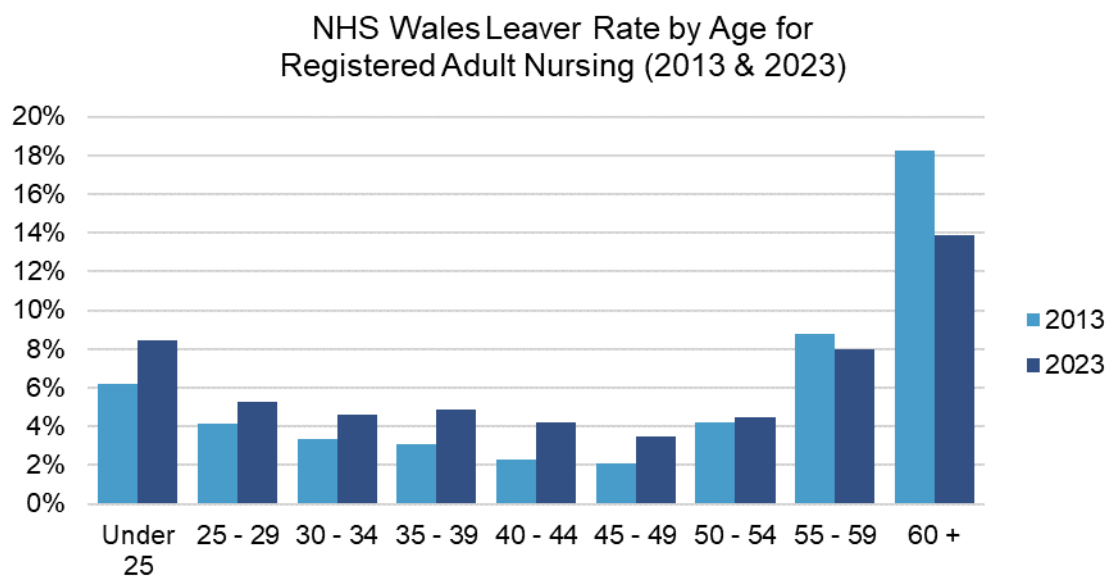
**Data Source: ESR DW**

Within the registered Adult Nurses staff group, the participation rate is highest in the Under 25 age band at 0.98. There is a sharp decline after age band 50-54 to a participation rate of 0.64 in the Over 60 age band.

In the Support to Adult Nurses staff group there is a similar pattern, with participation rate starting at 0.90 in Under 25s and a sharp decline after age band 50-54 to 0.73 in the Over 60 age band.

The participation rate in registered Adult Nurses staff group is higher than that of the Support to Adult Nurses staff group in all age bands except for 55-60 and Over 60.

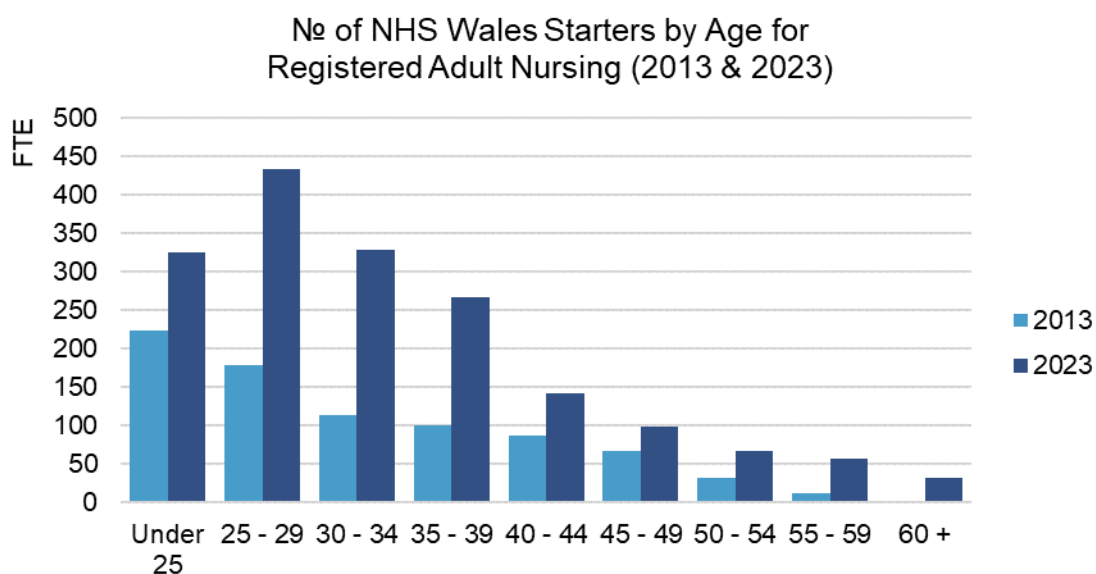
## Leaver Rate for Registered Adult Nursing



**Data Source: ESR DW**

The 2023 the registered Adult Nursing leaver rate has increased compared to 2013 in all age bands apart from 55-59 and 60+. One of the largest increases can be seen in the age band of Under 25, in 2013, 6% of Nurses left the workforce at that age band, this has increased to 8%.

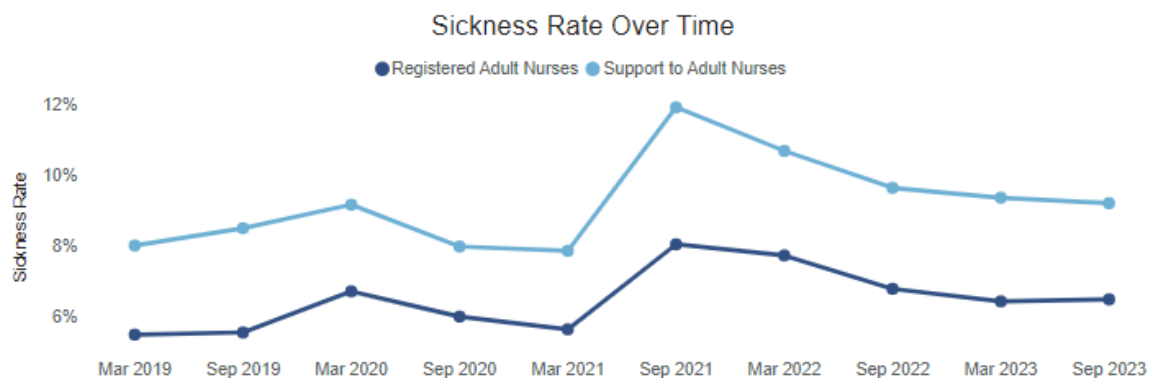
## No of New Starters for Registered Adult Nursing



**Data Source: ESR DW**

Overall, there were 938 FTE more Nurses who started in 2023 compared to 2013. The number of Nurses who have joined the workforce has significantly increased in every age band. The biggest increase is in age band 25-29 with a 255 FTE increase.

## Adult Nursing Sickness



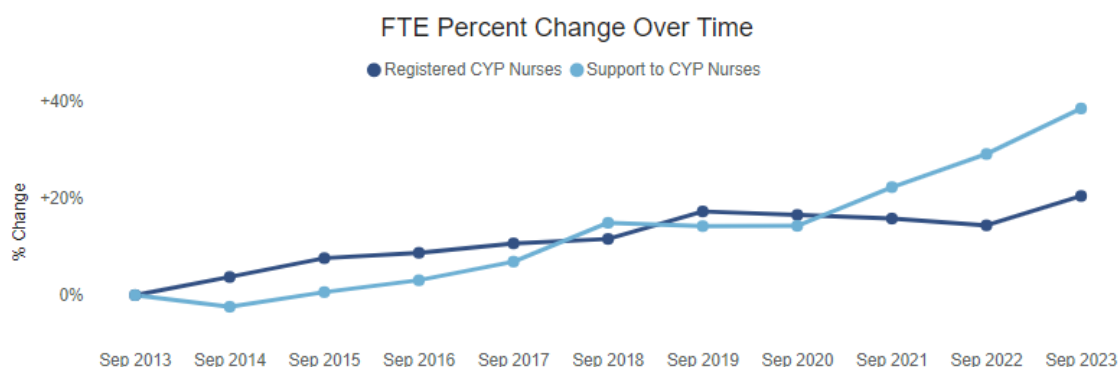
**Data Source: ESR DW**

Sickness rates in both the registered Adult Nurses and Support to Adult Nurses staff groups have shown a similar pattern over the past 5 years. Sickness rates peaked in September 2021 with the rate at 8% in registered Adult Nurses and 12% in Support to Adult Nurses. The sickness rate in the Support to Adult Nurses staff group has remained consistently higher than in the registered Adult Nurses staff group.

## NHS Wales Children and Young People Nursing

The summary data and graphs found in this section have all been taken from ESR Data Warehouse and give a high-level overview of the Children and Young People (CYP) Nursing workforce.

### Children and Young People Nursing Change Over Time

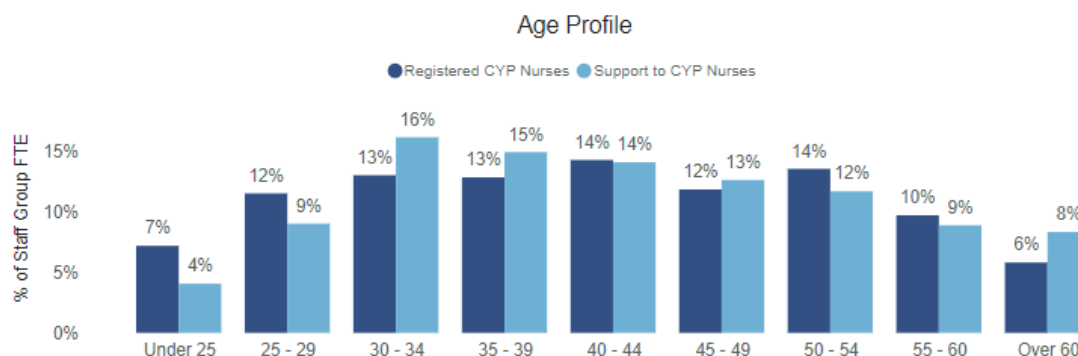


**Data Source: ESR DW**

Within the registered CYP Nurses staff group, FTE has increased over time from 2,205 in September 2013 to 2,656 in September 2023, an increase of 20%.

Within the Support to CYP Nurses staff group, FTE has increased from 416 to 576, an increase of 39%.

### Children and Young People Nursing Age Profile

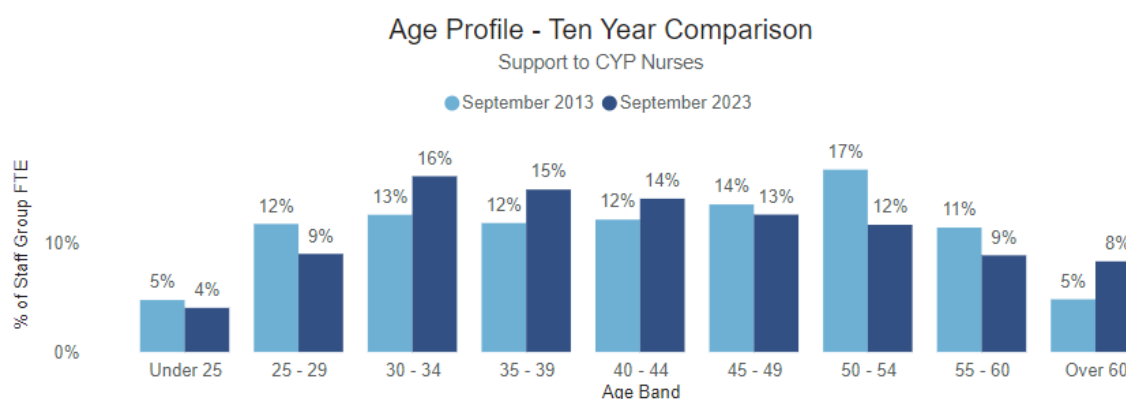
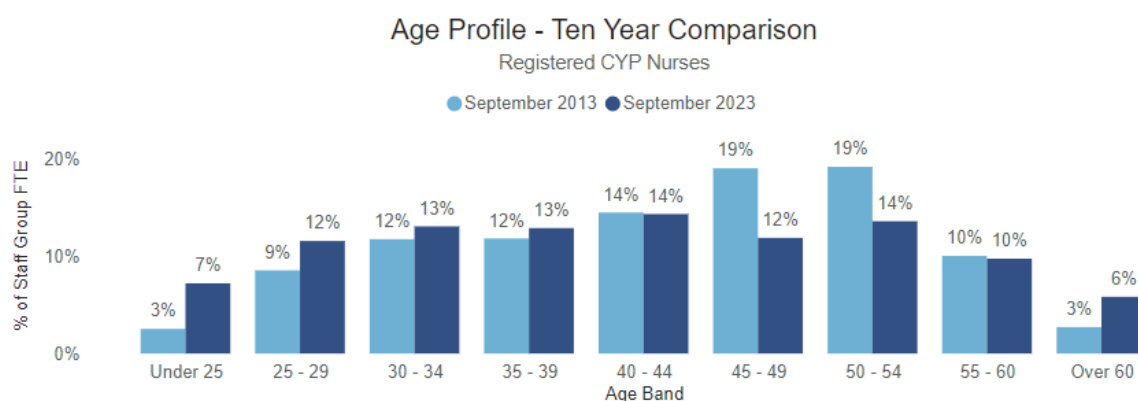


**Data Source: ESR DW**

Within the registered CYP Nurses staff group, the largest age bands are 40-44 and 50-54, each accounting for 14% of FTE.

Within the Support to CYP Nurses staff group, the largest age band is 30-34, accounting for 16% of the FTE.

## Children and Young People Nursing 10 Year Age Profile Comparison

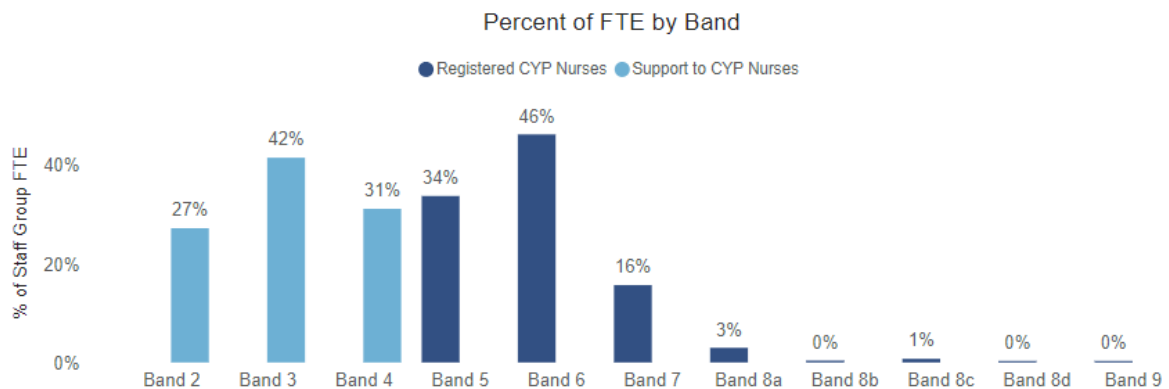


**Data Source: ESR DW**

Within the registered CYP Nurses staff group, the age distribution has flattened over time from 2013 to 2023, with FTE spread out more evenly over the age bands in 2023. The biggest change has been a reduction in the proportion of FTE in the 45-49 and 50-54 age bands.

In September 2013 the largest age band in the Support to CYP Nurses staff group was 50-54, accounting for 17% of FTE, whereas in September 2023 the largest age band was 30-34, accounting for 16% of FTE.

## Children and Young People Nursing by Band

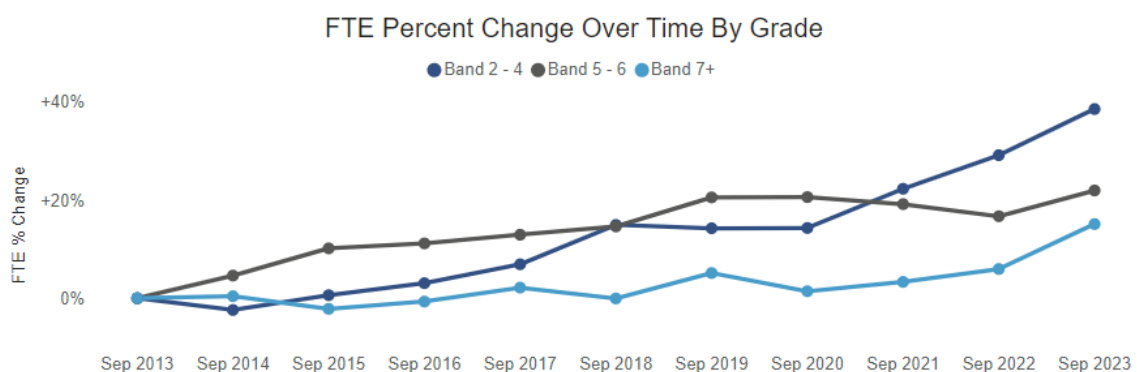


**Data Source: ESR DW**

Within the registered CYP Nurses staff group, Band 6 accounts for the largest proportion of the FTE (46%)

Within the Support to CYP Nurses staff group, Band 3 accounts for the largest proportion of FTE (42%).

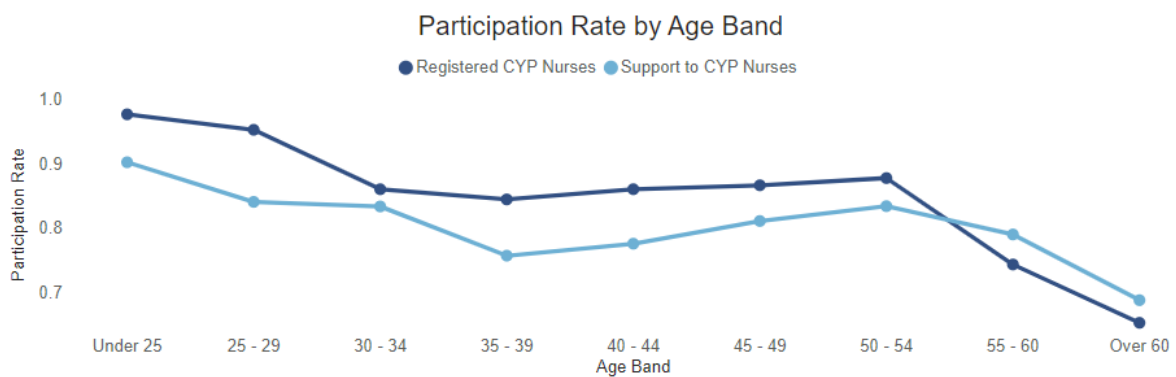
## Children and Young People Nursing FTE Change Over Time by Pay Grade



**Data Source: ESR DW**

Over the past 10 years, Band 2-4 has seen the largest percentage increase in FTE from 416 to 576 (39% increase) with a more significant increase after September 2020. FTE in Band 5-6 has increased from 1,744 to 2,127 (22% increase) and FTE in Bands 7+ has increased from 459 to 528 (15% increase).

### Children and Young People Nursing Participation Rate by Age

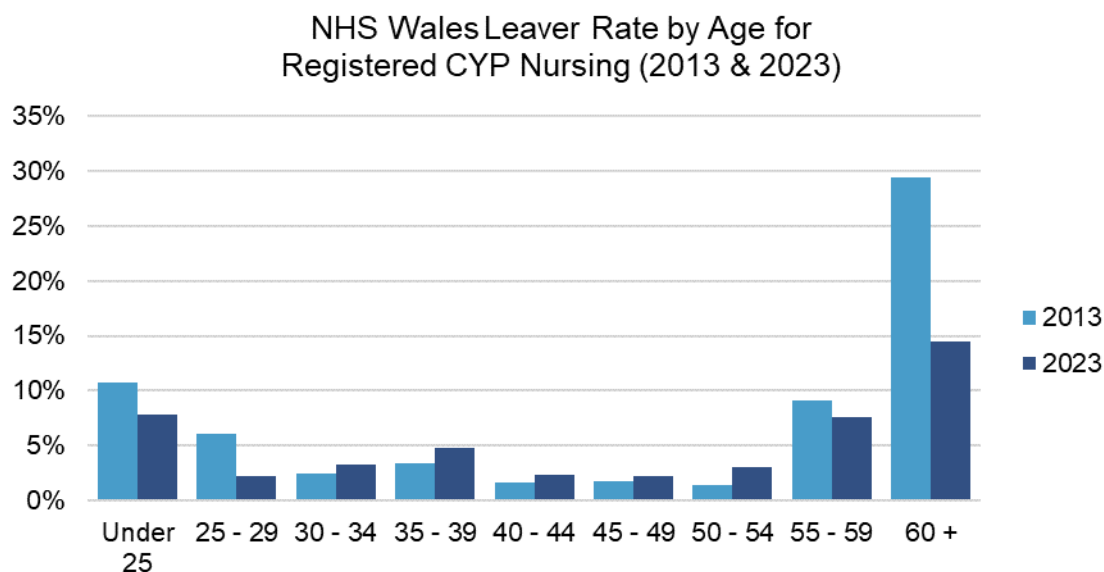


**Data Source: ESR DW**

Within the registered CYP Nurses staff group, the participation rate is highest in the Under 25 age band at 0.98 and then declines as age increases to 0.84 in age band 35-39. There is a decline after age band 50-54 to a participation rate of 0.65 in the Over 60 age band.

In the Support to CYP Nurses staff group there is a similar pattern, with participation rate starting at 0.90 in Under 25s then declining to 0.76 in the 30-34 age band. Participation rate declines after age band 50-54 to 0.69 in the Over 60 age band.

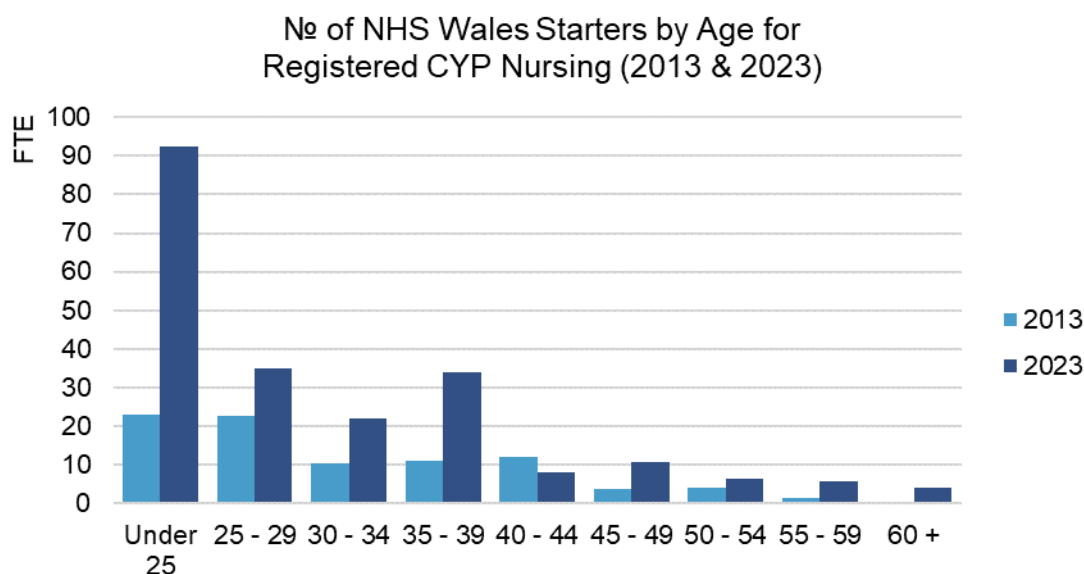
## Leaver Rate for Registered Children and Young People Nursing



**Data Source: ESR DW**

The leaver rate profile of registered Children and Young People Nurses has remained relatively stable between the ages of 40 and 54. There has been a noticeable increase in the age band of 35-39 and a large percentage decrease in people leaving at age 60+.

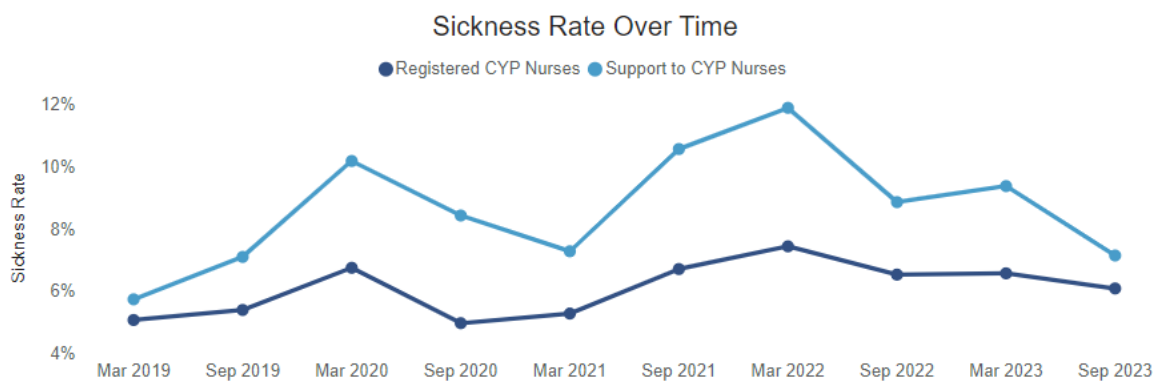
## No of New Starters for Registered Children and Young People Nursing



**Data Source: ESR DW**

Overall, there were 129 more registered Nurses who started in 2023 compared to 2013. The number of Children and Young People Nurses has increased in all age bands. The largest increase has been in the Under 25 age band, increasing from 23 starters to 92 starters.

## Children and Young People Nursing Sickness Rate



**Data Source: ESR DW**

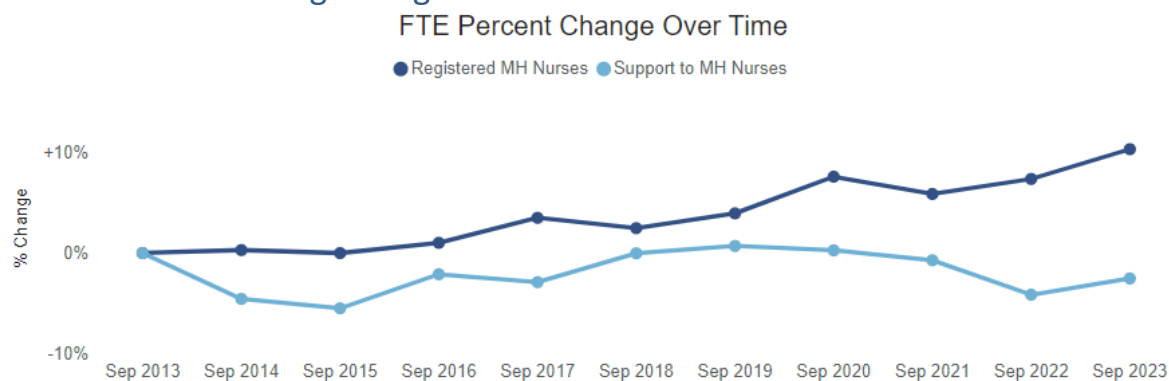
For both the registered CYP Nurses and Support to CYP Nurses staff groups, sickness rates were highest in March 2022 with the rate at 7% in registered CYP Nurses and 12% in Support to CYP Nurses.

In September 2023, the sickness rate for registered CYP Nurses and Support to CYP Nurses were 6% and 7% respectively.

## NHS Wales Mental Health Nursing

The summary data and graphs found in this section have all been taken from ESR Data Warehouse and give a high-level overview of the Mental Health Nursing workforce.

### Mental Health Nursing Change Over Time

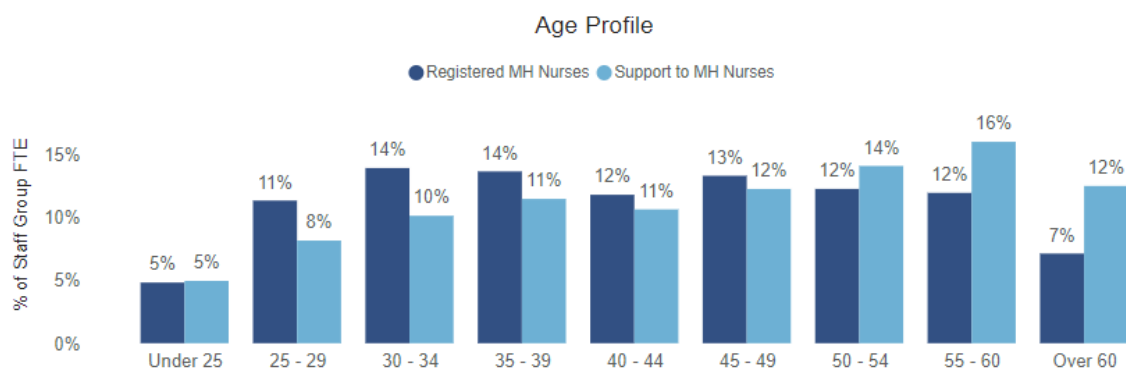


**Data Source: ESR DW**

Within the registered Mental Health Nurses staff group, FTE has increased over time from 3,010 in September 2013 to 3,320 in September 2023, an increase of 10%.

Within the Support to Mental Health Nurses staff group, FTE has decreased from 1,926 to 1,878 – a percentage decrease of 3%.

### Mental Health Nursing Age Profile

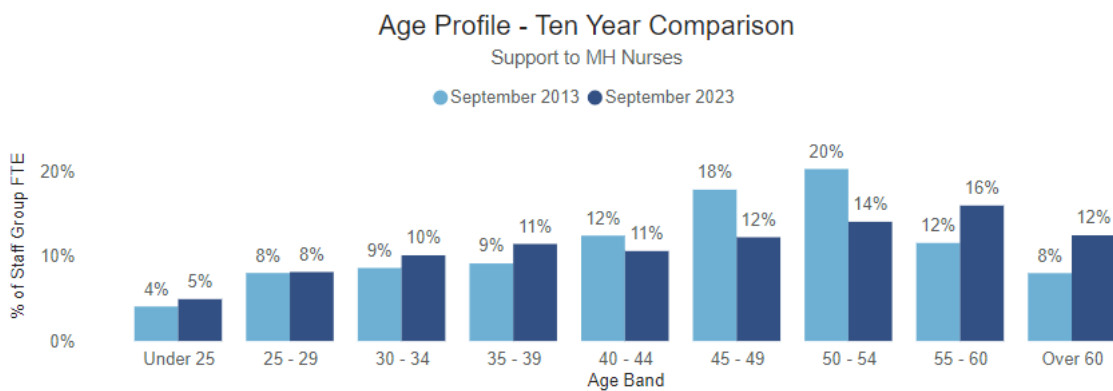
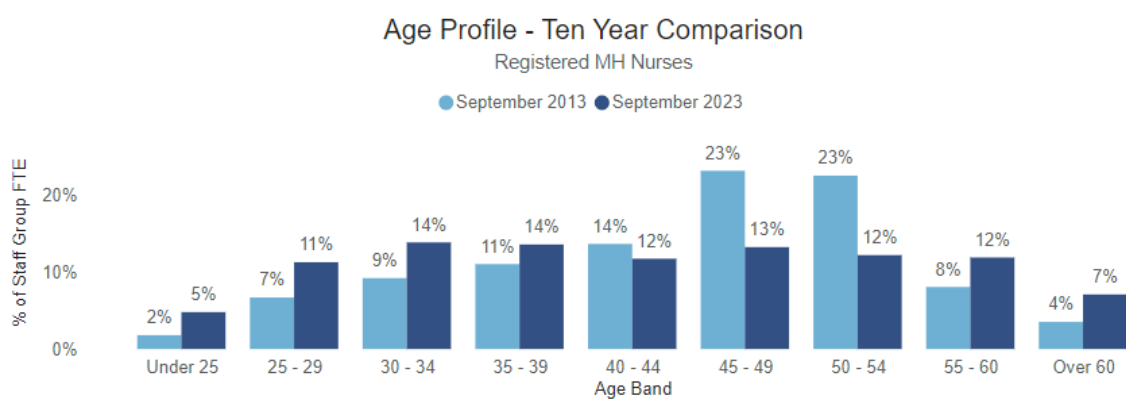


**Data Source: ESR DW**

Within the registered Mental Health Nurses staff group, the largest age bands are 30-34 and 35-39, each accounting for 14% of FTE.

Within the Support to Mental Health Nurses staff group, the largest age band is 55-60, accounting for 16% of FTE.

## Mental Health Nursing 10 Year Age Profile Comparison



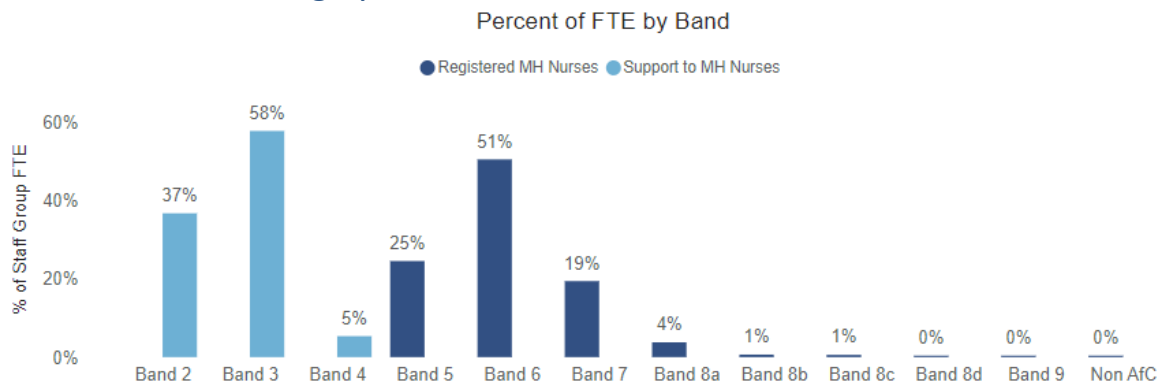
**Data Source: ESR DW**

Within the registered Mental Health Nurses staff group, the age distribution has flattened over time from 2013 to 2023, with FTE spread out more evenly over the age bands in 2023. In September 2013, the largest age bands were 45-49 and 50-54, each accounting for 23% of FTE. In September 2023 the largest age bands were 30-34 and 35-39, accounting for 14% of FTE each.

The age distribution within the Support to Mental Health Nurses has also flattened over time. In September 2013 the largest age band was 50-54, accounting for 20% of FTE, whereas in September 2023 the largest age band was 55-60, accounting for 16% of FTE.

The biggest change for both registered and support staff groups has been a reduction in the proportion of FTE in the 45-49 and 50-54 age bands.

### Mental Health Nursing by Band

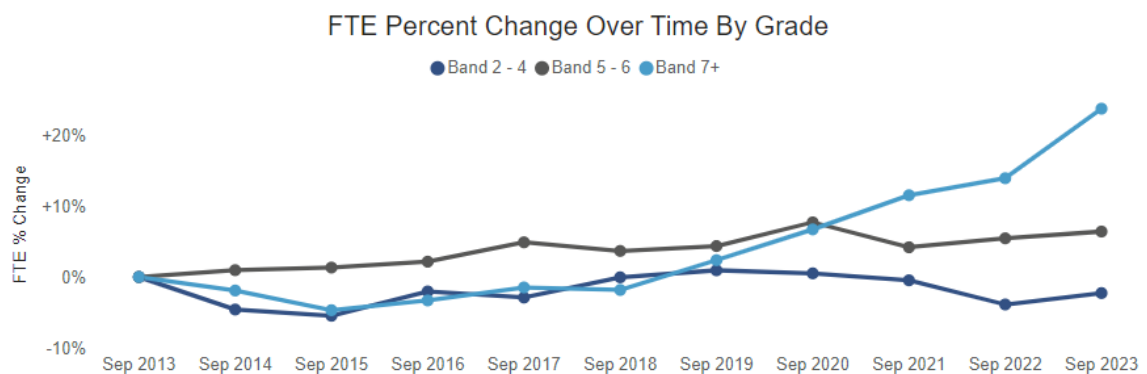


**Data Source: ESR DW**

Within the registered Mental Health Nurses staff group, the majority of staff are paid at Band 6 level (51% of the staff group FTE).

Within the Support to Mental Health Nurses staff group, the majority of staff are paid at Band 3 level (58% of the staff group FTE).

### Mental Health Nursing FTE Change Over Time by Pay Grade

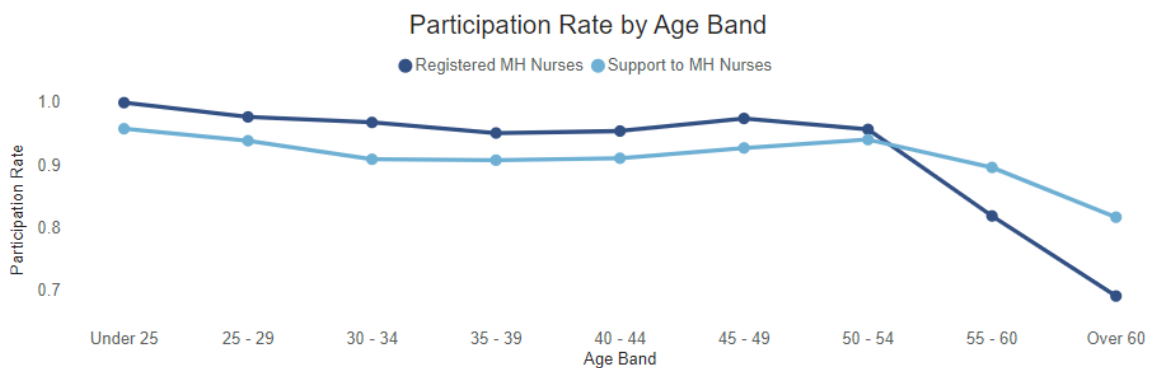


**Data Source: ESR DW**

Over the past 10 years, Band 7+ has had the largest percentage increase in FTE from 663 to 822 (24% increase), with the increase starting from 2018.

FTE in Band 5-6 has increased from 2,344 to 2,495 (6% increase) and FTE in Band 2-4 has decreased from 1,922 to 1,878 (2% decrease).

### Mental Health Nursing Participation Rate by Age

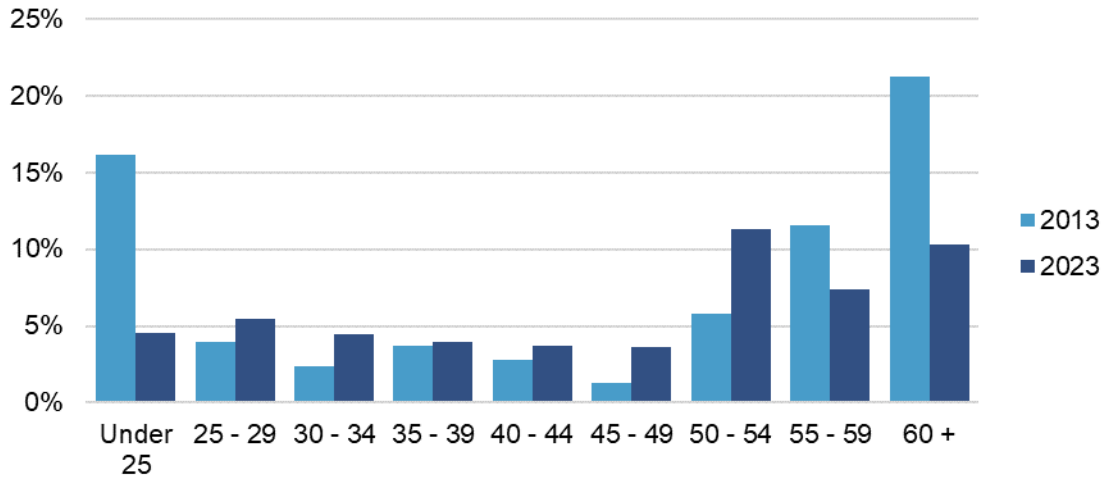


**Data Source: ESR DW**

Within both the registered Mental Health Nurses and Support to Mental Health Nurses staff groups, the participation rate is highest in the Under 25 age band (1.0 and 0.96, respectively). Participation rate declines after age band 50-54.

### Leaver Rate for Registered Mental Health Nursing

### NHS Wales Leaver Rate by Age for Registered MH Nursing (2013 & 2023)

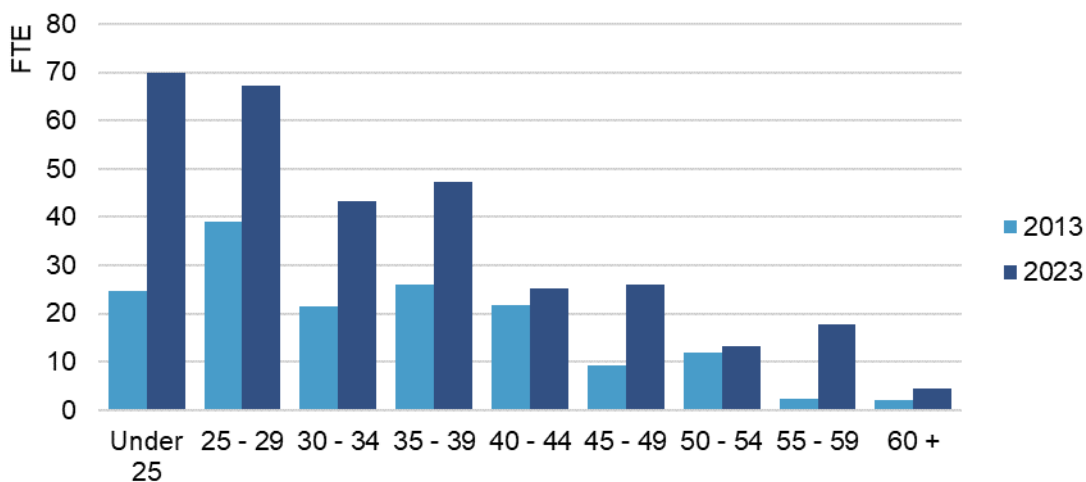


**Data Source: ESR DW**

Between the ages of 30 and 49 the leaver rate remains below 5%. There has been a large percentage increase in registered Nurses leaving at age band 50-54, from 6% in 2013 to 11% in 2023. There has been a noticeable decrease in the percentage of Nurses leaving in age bands of Under 25, 55-59 and 60+.

### No of New Starters for Registered Mental Health Nursing

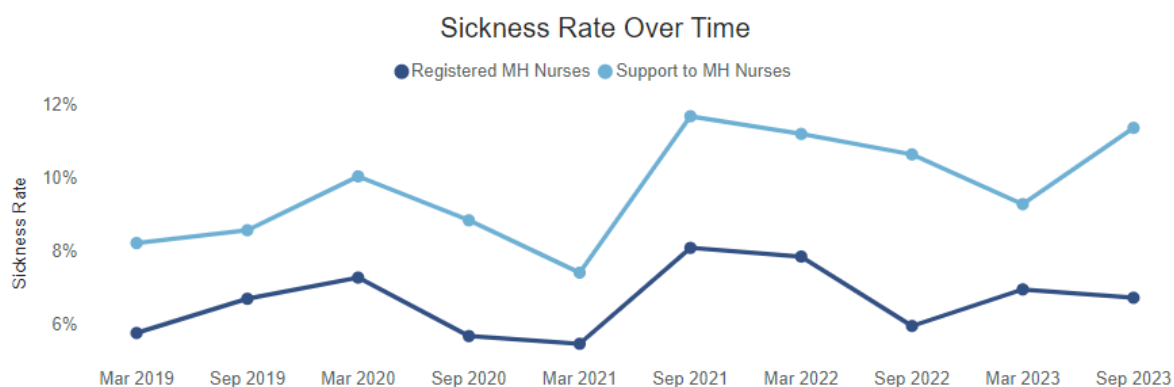
#### No of NHS Wales Starters by Age for Registered MH Nursing (2013 & 2023)



**Data Source: ESR DW**

Overall, there were 156 more registered Nurses who started in 2023 compared to 2013. The number of Mental Health Nurses has increased in all age bands. The largest increase has been in the Under 25 age band, increasing from 24 starters to 70 starters.

## Mental Health Nursing Sickness Rate



**Data Source: ESR DW**

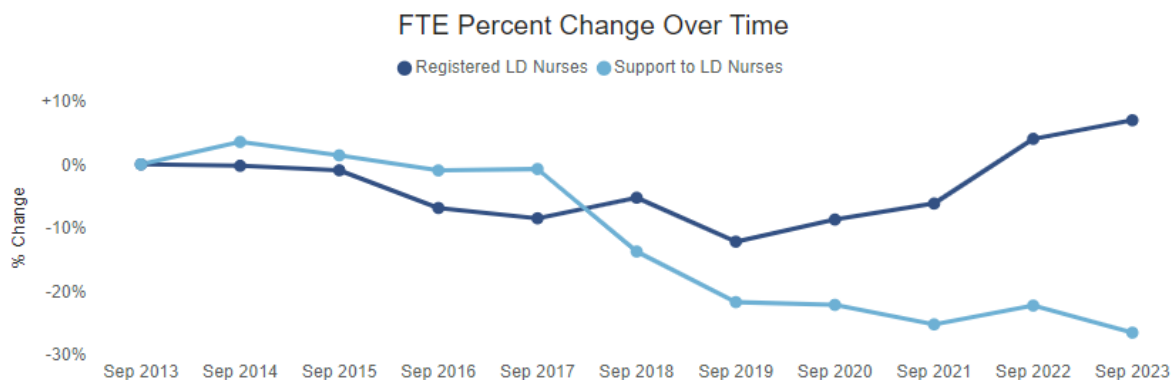
For both the registered Mental Health Nurses and Support to Mental Health Nurses staff groups, sickness rates were highest in September 2021 with the rate at 8% in registered Mental Health Nurses and 12% in Support to Mental Health Nurses.

In September 2023, the sickness rates for registered Mental Health Nurses and Support to Mental Health Nurses were 7% and 11% respectively.

## NHS Wales Learning Disabilities Nursing

The summary data and graphs found in this section have all been taken from ESR Data Warehouse and give a high-level overview of the Learning Disabilities Nursing workforce.

### Learning Disabilities Nursing Change Over Time

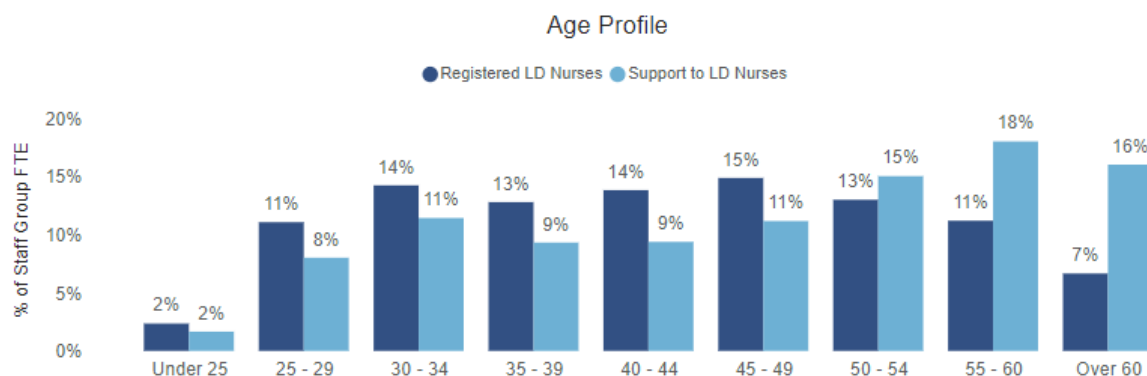


**Data Source: ESR DW**

Within the registered Learning Disabilities Nurses staff group, FTE has increased over time from 437 in September 2013 to 468 in September 2023, an increase of 7%.

Within the Support to Learning Disabilities Nurses staff group, FTE has decreased from 527 to 387, a percentage decrease of 27%.

### Learning Disabilities Nursing Age Profile

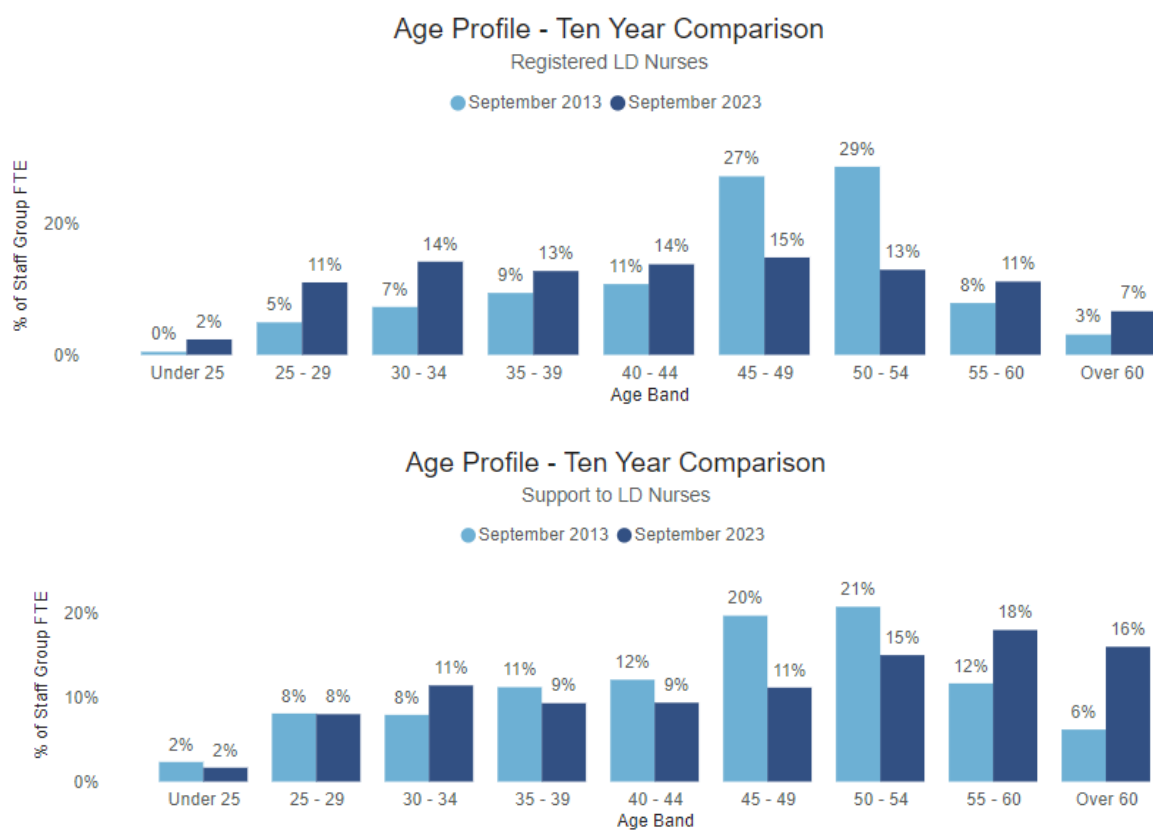


**Data Source: ESR DW**

Within the registered Learning Disabilities Nurses staff group, the largest age band is 45-49, accounting for 15% of FTE.

Within the Support to Learning Disabilities Nurses staff group, the largest age band is 55-60, accounting for 18% of FTE.

### Learning Disabilities Nursing 10 Year Age Profile Comparison

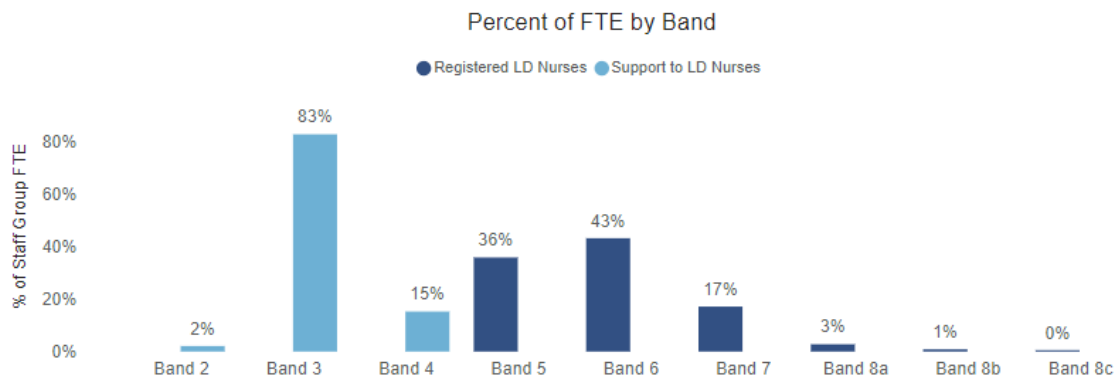


**Data Source: ESR DW**

Within the registered Learning Disabilities staff group, the age distribution has flattened over time from 2013 to 2023, with FTE spread out more evenly over the age bands in 2023. In September 2013, the largest age band was 50-54, accounting for 29% of FTE. In September 2023 the largest age band was 45-49, accounting for 15% of FTE.

The age distribution within the Support to Learning Disabilities Nurses has changed over time. The largest age band in 2013 was 50-54, accounting for 21% of FTE, this has now changed to 55-60 in 2023, accounting for 18% of FTE.

## Learning Disabilities Nursing by Band

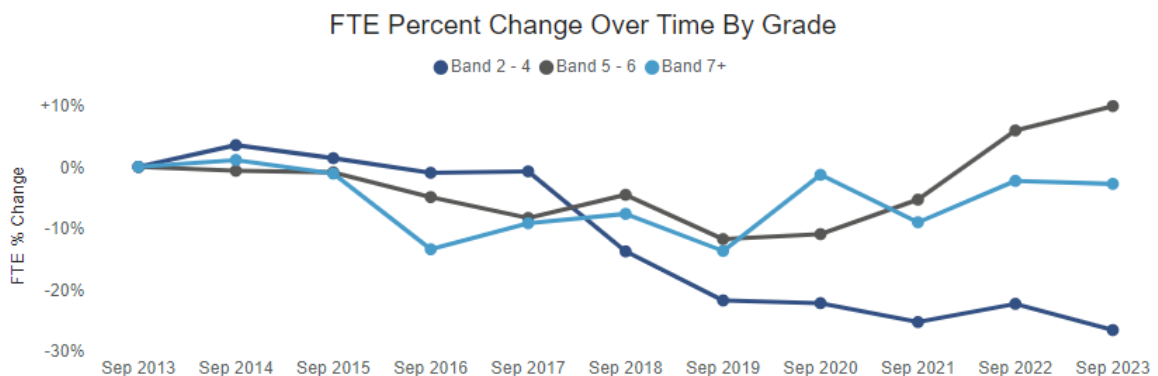


**Data Source: ESR DW**

Within the registered Learning Disabilities Nurses staff group, Band 6 accounts for the largest proportion of FTE (43% of FTE).

Within the Support to Learning Disabilities Nurses staff group, the majority of staff are paid at Band 3 level (83% of the staff group FTE).

## Learning Disabilities Nursing FTE Change Over Time by Pay Grade

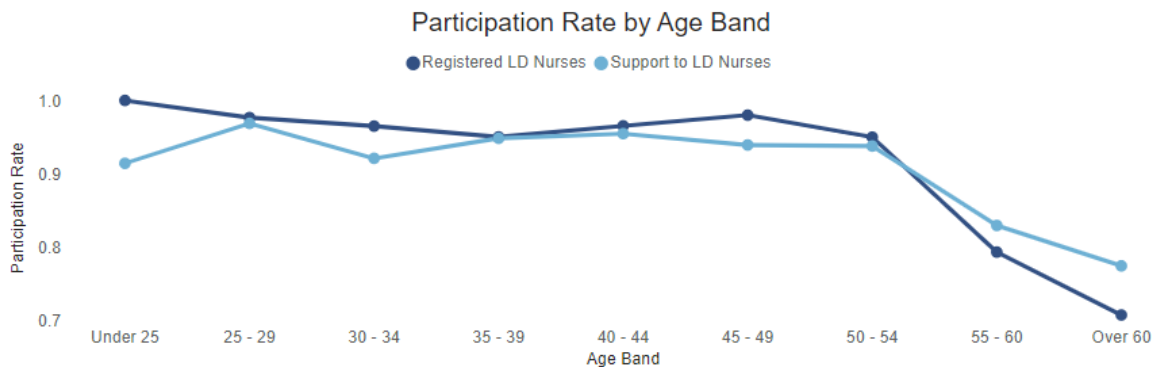


**Data Source: ESR DW**

Over the past 10 years, FTE in Band 5-6 has increased from 335 to 369 (10% increase).

FTE in Band 2-4 has decreased from 527 to 387 (27% decrease).

## Learning Disabilities Nursing Participation Rate by Age



**Data Source: ESR DW**

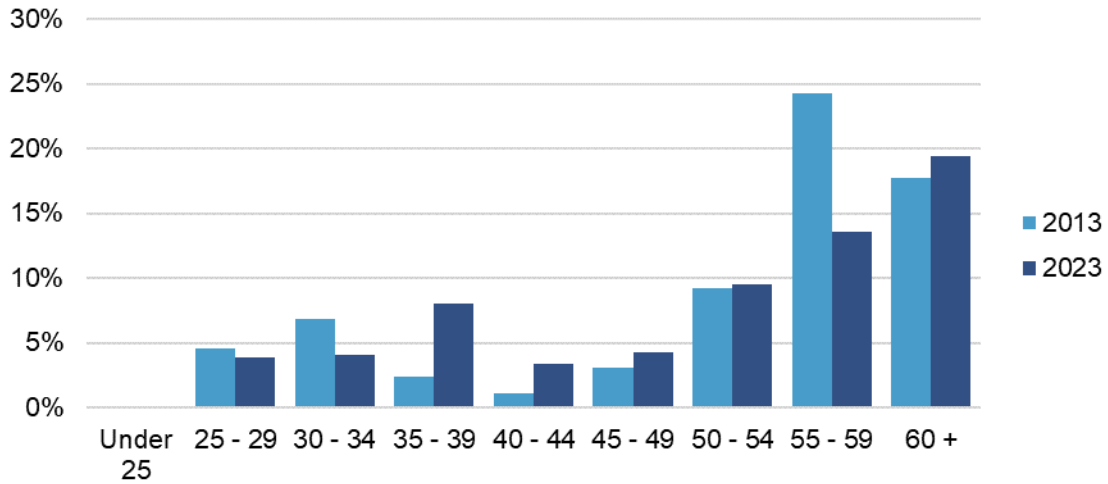
Within the registered Learning Disabilities Nurses, the participation rate is highest in the Under 25 age band, at 1.0.

In the Support to Learning Disabilities Nurses, the participation rate is highest in the 25-29 age band, at 0.97.

In both staff groups the participation rate begins to decline after age band 50-54.

## Leaver Rate for Registered Learning Disabilities Nursing

NHS Wales Leaver Rate by Age for Registered LD Nursing (2013 & 2023)

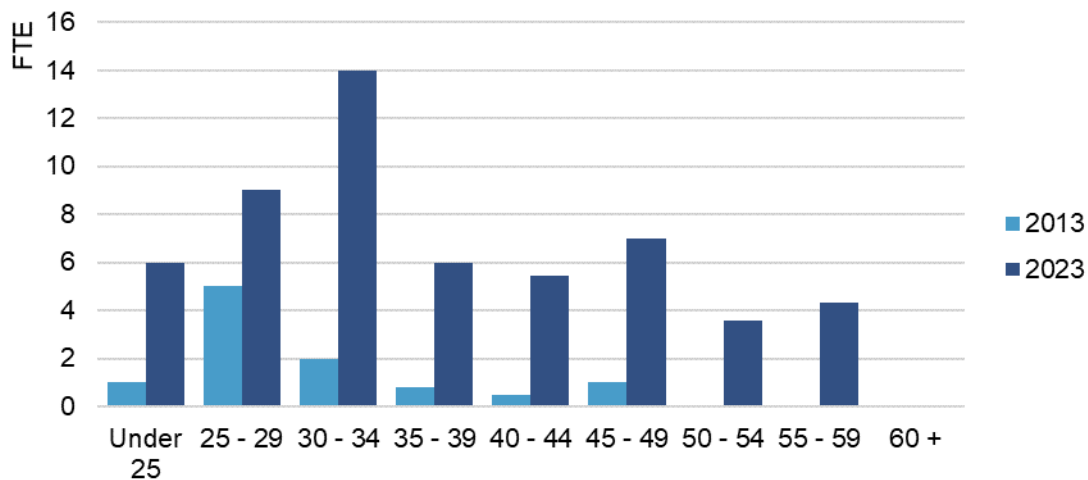


Data Source: ESR DW

Due to the small numbers in registered Learning Disabilities Nursing the percentage swings in the graph are more pronounced. The graph shows there has been a marked increase in Nurses leaving at age band 35-39 and 60+ compared to 2013.

### No of New Starters for Registered Learning Disabilities Nursing

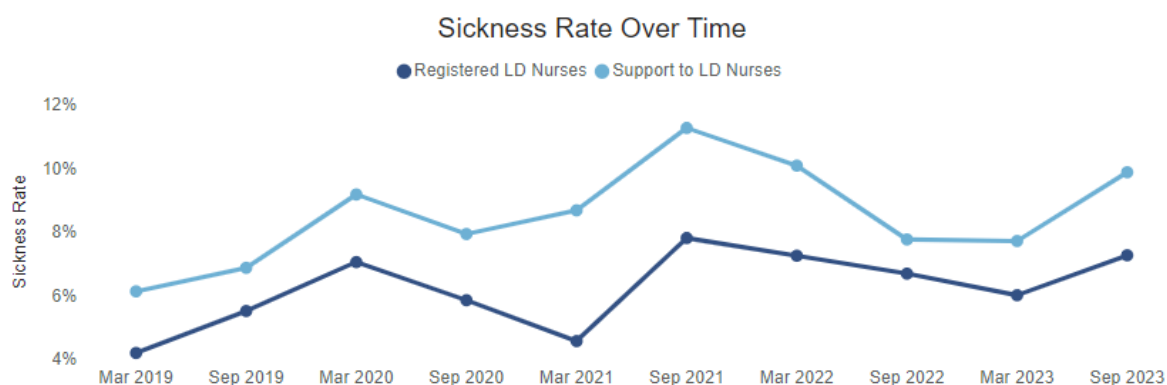
No of NHS Wales Starters by Age for Registered LD Nursing (2013 & 2023)



Data Source: ESR DW

Overall, there were 45 more registered Nurses who started in 2023 compared to 2013. The number of learning Disabilities Nurses has increased in all age bands. The largest increase has been in the 30-34 age band, increasing from 2 starters to 14 starters.

### Learning Disabilities Nursing Sickness Rate



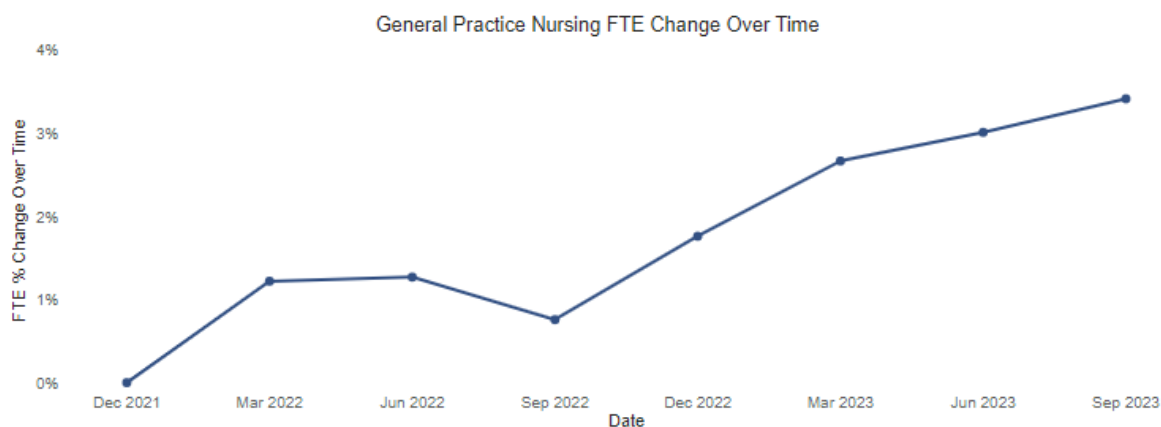
**Data Source: ESR DW**

In September 2023, the sickness rate for registered Learning Disabilities Nurses and Support to Learning Disabilities Nurses were 7% and 10% respectively. This has increased for both groups over the past 5 years from 4% for registered Learning Disabilities Nurses and 6% for Support to Learning Disabilities Nurses in March 2019.

## General Practice Nursing

The summary data and graphs found in this section have all been taken from Stats Wales and give a high-level overview of the General Practice Nursing workforce.

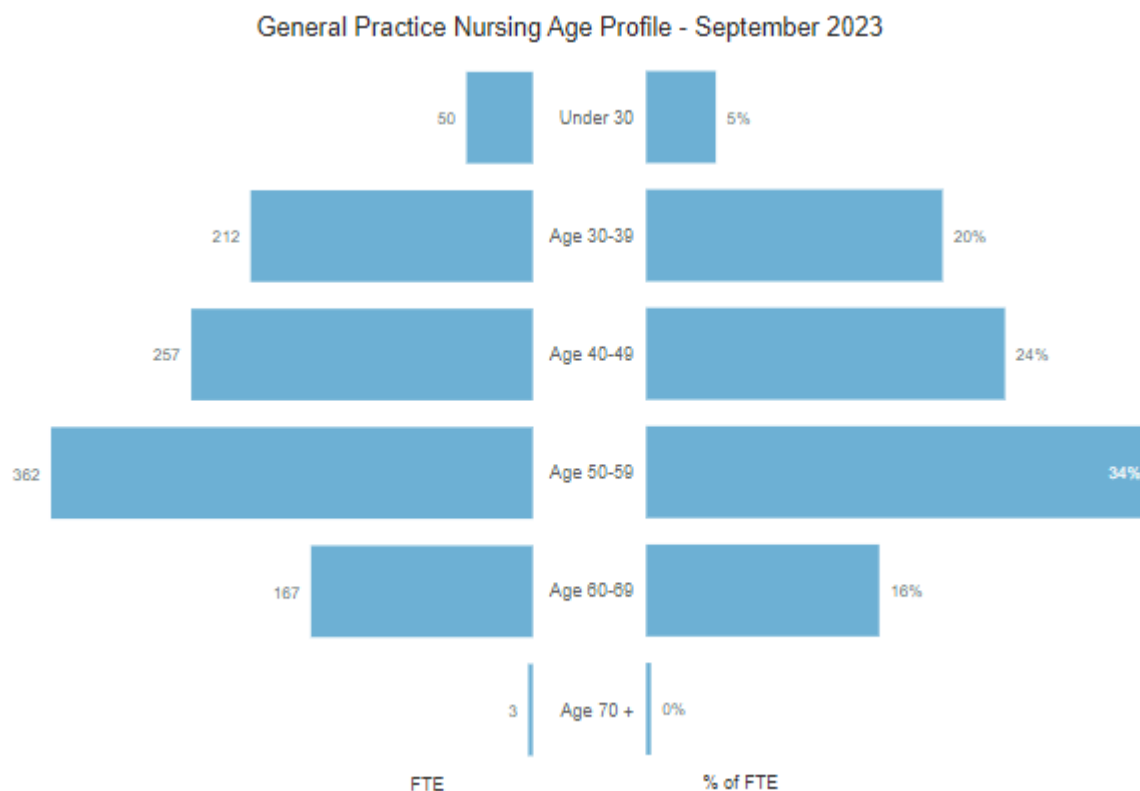
### General Practice Nursing Change Over Time



**Source:** Stats Wales

In the General Practice Nursing workforce, the FTE in September 2023 was 1050. This has increased by 4% since December 2021 when it was 1015.

## General Practice Nursing Age Profile



**Source: Stats Wales**

The largest age band in the general practice Nursing workforce is 50-59 accounting for 34% of FTE.

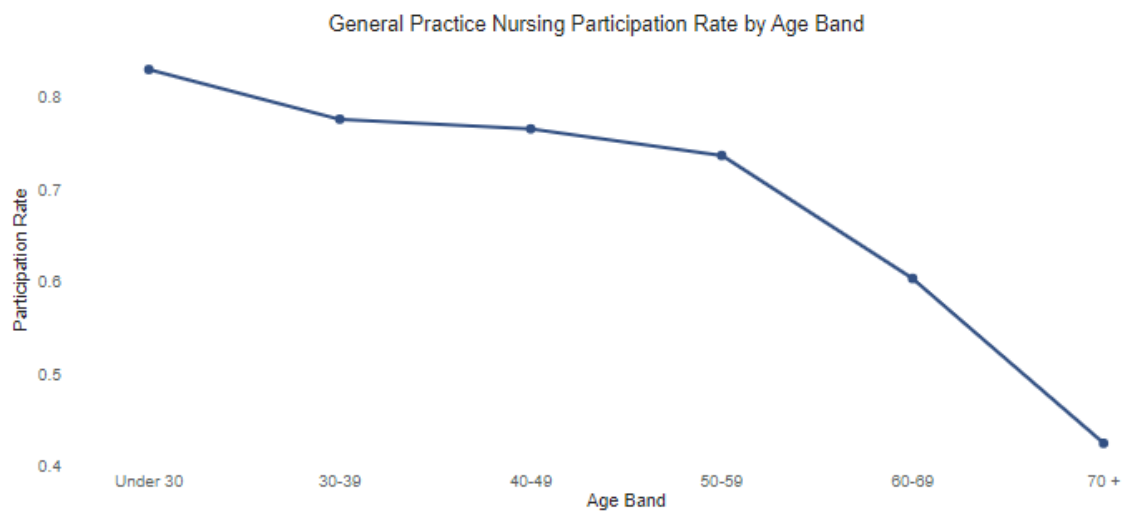
## General Practice Nursing Participation Rate



**Source: Stats Wales**

Overall, in the General Practice Nursing workforce the participation rates have remained stable. The participation rate in December 2021 was 0.72 and in September 2023 it was 0.73.

## General Practice Nursing Participation Rate by Age Band



**Source: Stats Wales**

Participation rate has declined as age increases with a participation rate of 0.83 in the Under 30 age band and a participation rate of 0.43 in the 70 and over age band.