Workforce Official Statistics reporting: Location of Service Delivery and Country of Qualification review

The Data Group, June 2021

As part of the data warehouse project we are reviewing the data published to ensure it meets the standard required for Official Statistics. This means guaranteeing data meets the three pillars of the [Code of Practice for Statistics](https://code.statisticsauthority.gov.uk/the-code/): Trustworthiness, Quality and Value.

This paper considers two data items the NES Data Group currently report as part of the Workforce Official Statistics: Location of Service Delivery and Country of Qualification. In order to establish whether these data items meet the standard required we will:

1. undertake a preliminary investigation into data completeness and accuracy;
2. ask data providers to provide input on data quality; and
3. ask data users to provide input on data use.

Using this evidence and Code of Practice we will decide whether this information can continue to be part of the Workforce Official Statistics. All stakeholders will be informed of the outcome.

**Preliminary Investigation**

**Location of Service Delivery**

Location of Service Delivery (LoSD) is defined as “Location of treatment (e.g. Home/Hospital etc)” (SWISS User Manual). It is entered in the HR interface and fed to SWISS (called “Service Delivery Location”) where the Data Group extract it for all staff as part of the monthly staff in post process.

After extracting the staff in post data from SWISS, the Service Delivery Location is grouped up as shown in the table below to allocate a LoSD. These data are then reported in the Workforce Official Statistics Non-Medical Trend table, and are broken down by census date, NHS Board, Agenda for Change Band, and Sub Job Family for Nursing and Midwifery staff (see the [Non-Medical Trend released in June 2021](https://turasdata.nes.nhs.scot/media/y5qgewgk/non-medical_trend_m2021.xlsx)). LoSD data are not available in the Nursing and Midwifery PowerBI report.

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| SWISS: Service Delivery Location | Reported: Location of Service Delivery |
| Community combination | Community |
| Community premise | Community |
| Patient home | Community |
| Community | Community |
| Hospital/Community comb | Combined Hospital / Community |
| Hospital | Hospital |
| Prison | Prison |
| Not applicable | Other/Not applicable |
| Missing | Other/Not applicable |

Recent analysis (31 March 2021 data) shows that only 4% of staff in the Nursing and Midwifery Job Family in SWISS had a missing Service Delivery Location. However, in a quality assurance exercise by ISD in 2017, 13 of the 18 respondents rated LoSD as amber (minor data quality issues) and three respondents rated it as red (significant data quality issues).

LoSD are also collected for nursing and midwifery vacant posts which are provided quarterly by NHS Boards. Currently, these vacancy data are aggregated (to all LoSD) within the PowerBI Nursing and Midwifery report and provided by LoSD in the Non-Medical trend table. Whilst we are looking to review the source of these data, we are not currently proposing any changes to the vacancy return.

**Country of Qualification**

Country of Qualification (CoQ) is defined as “The country where the individual completed undergraduate training in the appropriate specialty/discipline” (SWISS User Manual). It is entered in the HR interface and fed to SWISS (called “Country Obtained”) where the Data Group extract it for medical staff as part of the monthly staff in post process.

After extracting staff in post data from SWISS, part of the processing matches Country Obtained to a reference file which allocates a CoQ grouping that is used for reporting. The CoQ groupings reported are Scotland, Other UK / UK unspecified, Other EEA Countries, Rest of world, and Unspecified. These data are then reported in the Workforce Official Statistics Medical Trend table, and are broken down by census date, NHS Board, and Grade (see the [Medical Trend released in June 2021](https://turasdata.nes.nhs.scot/media/ui0fugx3/medical_trend_m2021.xlsx)). CoQ data are not available in the Medical and Dental PowerBI report.

Recent analysis (31 March 2021 data) shows that there were 365 different values of Country Obtained data in SWISS. Data entered includes different spelling of the same country, lists cities and regions, and was only 41% complete. Although a large proportion of the people missing Country Obtained data were doctors in training, there were staff on other grades with missing data (e.g. 15% of Consultants). After matching to the reference file, CoQ was allocated where possible, but 45% of staff were assigned the “Unspecified” grouping.

In a quality assurance exercise by ISD in 2017, seven of the 18 respondents rated CoQ as amber (minor data quality issues) and five respondents rated it as red (significant data quality issues).