

NHS Scotland workforce statistics newsletter - 8 January 2026

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Welcome

This quarterly newsletter aims to keep users up to date with news from the NES Data Group. It will mainly focus on developments related to Official Statistics publications. We will also share updates on other TDI reports, along with helpful links to make navigating the website easier.

This is our first edition, and we would love to hear your feedback. Please let us know what you would like to see included in future newsletters.

You can get in touch by contacting the [Data Group](#).

Our next newsletter will be released in March.

NHS Scotland workforce

Latest publication news

The latest Official Statistics publication was released on 2 December on [Turas Data Intelligence](#).

There are several updates to the [dashboard](#).

- A new landing page that provides links to background information and dashboard guidance.

- A new key points page for Primary Care. This shows summary figures for General Practitioners and General Dental Practitioners.
- For the first time we report the whole time equivalent of General Practitioners.
- Location of Service Delivery (LoSD) figures for nursing & midwifery staff have been removed after [uncovering significant data quality issues](#).

The next NHS Scotland workforce Official Statistics publication will be released on 3 March 2026 (based on the 31 December 2025 census).

Transition from SWISS to eESS

Until now, [NHS Scotland employment figures](#) have been reported using data from SWISS, which receives information from ePayroll and eESS. During 2025, we developed a new way to send data directly from eESS into the data platform used for reporting.

There are many benefits to this change. It will reduce the time to extract and process these data, and lower the risk of errors. It will also give us access to more information, as SWISS only includes some of the data held in eESS.

During the changeover, the data and new processes went through several stages of testing. This included comparing data from SWISS with data taken directly from eESS. Some small differences were found. Most of these are due to differences in when eESS, ePayroll and SWISS are refreshed. An [exception report](#) was also checked with colleagues in NHS Boards to confirm the data at 30 November 2025.

The NHS Scotland workforce Official Statistics publication due for release on 3 March 2026 (based on the 31 December 2025 census) will be the first to use data taken directly from eESS. A full report of the impact of this change will be published alongside these statistics.

General Practice workforce

The latest [General Practice Workforce survey publication](#) was released as Official Statistics in Development (OSID) on 26 August 2025.

In line with Office for Statistics Regulation's requirements for OSID, we have developed an [action plan](#). This sets out the steps we will take to move these statistics to Official Statistics.

We have made progress by publishing the General Practitioner whole time equivalent for 31 March and 30 September census dates, covering 2023 to 2025. These figures were included in the [NHS Scotland Workforce Official Statistics dashboard](#) released on 2 December 2025. These data come from two sources, the [GP Workforce survey](#) and the [National Primary Care Contractor Database](#).

The next step is to publish statistics on staff in post (for all roles) and their characteristics from the GP workforce survey as Official Statistics in 2026.

The latest [Primary Care Out of Hours Workforce survey publication](#) was released as Official Statistics on 26 August 2025.

Psychology and CAMHS workforce

The latest [NHS Scotland Psychology Services Workforce publication](#) and [NHS Scotland CAMHS workforce publication](#) were released on 2 December.

As part of work to develop a report on the national mental health workforce, we worked with NHS boards over the summer to improve the accuracy of the data we collect about the CAMHS and Psychology Services workforces. The improvements made have enabled us to combine the role-specific information we hold on these staff employments with the more general employment information we access from administrative data.

The next publication will be released on 3 March 2026 (based on the 31 December 2025 census).

National Treatment Centre workforce

The latest publication was released as Official Statistics in Development on 2 December on [Turas Data Intelligence](#).

NES have been publishing statistics on the [National Treatment Centre workforce](#) funded by the Scottish Government since June 2023. These data are reported twice a year in June and December.

A review of these statistics will be carried out in line with the [Official Statistics in Development guidance](#). This will commence in January 2026 and we will aim to report our findings and outcome of the publication in March 2026. We will work with data providers and users, and our colleagues in Statistical Governance.

If you have any feedback or comments on these outputs please get in touch with the [Data Group](#).

Medical specialty training and transition to the GP workforce

On 9 December 2025 NES published new statistics on [Medical specialty training and transition to the GP workforce](#).

These statistics are released as Official Statistics in Development (OSID). In line with the Office for Statistics Regulation's (OSR) requirements for OSID, we have produced a [development plan](#) which outlines the content of the statistics and the rationale for producing them, the timing of releases, and the expected users of the statistics.

In June 2026 we will update the first release with all training specialties and Board-level breakdowns, as well as any updates to style and presentation based on user feedback.

Users can provide feedback by completing a [short form](#) or getting in touch with the [Data Group](#) directly.

Mental Health Workforce

We are currently developing a new method to count the NHS Scotland mental health workforce, with the aim to publish a pilot report on this workforce as Official Statistics in Development in 2026.

We thank all NHS board colleagues who have provided information about the current scope, size and details of their local mental health services, and helped us to better understand and improve the quality of the data we hold about the staff in these services.

Please look out for a formal pre-announcement of the timeframe and contents of the first publication in early 2026.

Assessment of statistics about the NHS workforce in Scotland

The Office for Statistical Regulation (OSR) has completed an assessment of three Official Statistics publications: NHS Scotland workforce, CAMHS workforce and Psychology workforce.

The OSR identified [six requirements](#) that need to be met for these statistics to become Accredited Official Statistics. Here is what we have done so far:

- Appointed a lead official within NES who is responsible for decisions on the statistics
- Included a list of roles with [pre-release access](#) in each publication summary
- Produced a [technical report](#) that brings together information on data sources and methods used to produce the statistics, and a [data quality report](#) which describes any quality issues. Updates to both reports will be released alongside the Official Statistics publications.
- Launched this quarterly newsletter to keep our users better informed

We will keep our users updated on our progress. As part of this, we are developing a user engagement strategy and will actively involve users in our work.

We thank the OSR for carrying out this assessment and look forward to improving our publications.

Links to content on TDI

Feedback from the [OSR assessment into the NHS Scotland workforce statistics](#) revealed some parts of our website, Turas Data Intelligence (TDI), are hard to find. We are working with our User Experience team to make this better. For now, we want to share some content on TDI.

- The latest Official Statistics can be found here: [Official Statistics on the workforce of NHS Scotland](#).
- Detail of each [data source](#) used within the publications are provided.
- A [publication timetable](#) provides the release date for each publication up to a year in advance.
- A list of events that have [impacted data or reporting](#) is available.

- Future [development plans](#) explains what we are working on.
- There is [guidance available](#) on how to navigate our reports and dashboards, including how to use the filters or export data.