

NHSScotland Workforce

AS AT 31 MARCH 2026

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About this release

This release by Public Services Delivery Scotland (PSD Scotland) provides a quarterly update, as at 31 March 2026. Additionally, this quarter, we report on the number of people who joined and left NHSScotland, the spend on bank and agency staff and the sickness absence rate over the year ending 31 March 2026. When describing the size of a particular staff group figures are presented either as headcount (actual number of staff) or whole time equivalent (WTE) which adjusts the headcount to take account of part time working.

Key Workforce Figures – 31 March 2026



163,913.4 | Number of Staff employed
by NHSScotland (191,313 HC)

+0.5%
Quarter
change

+1.6%
Annual
change

+7.6%
5 Years
change

+18.4%
10 Years
change



In the year ending 31 March 2026 there was:

12,143.9 People who joined NHSScotland (WTE)

8,859.4 People who left NHSScotland (WTE)



In the year ending 31 March 2026 there was:

6.4% Sickness Absence Rate

Medical and Dental

 Key figures



6,288.7 | Number of consultants excluding directors (WTE)

▲ 3.2% increase over the last year.

38 years | Medical and Dental median age

£106.6 million | Spent on agency locums

398.0 | Number of vacancies (WTE)

▲ 2.8% increase over the last year.

Nursing and Midwifery

 Key figures



68,921.7 | Number of staff (WTE)

▲ 1.8% increase over the last year.

43 years | Nursing and Midwifery median age

£391.0 million | Spent on bank staff

2,710.7 | Number of vacancies (WTE)

▲ 4.2% increase over the last year.

Allied Health Professions

 Key figures



14,424.8 | Number of staff (WTE)

▲ 1.9% increase over the last year.

42 years | Allied Health Professions median age

680.6 | Number of vacancies (WTE)

▲ 30.2% increase over the last year.

Administrative Service

 Key figures



29,826.9 | Number of staff (WTE)

▲ 0.6% increase over the last year.

49 years | Administrative Service median age

Primary Care Workforce

 Key figures



3,429

Primary Care Dentists (headcount)

▲ 5.7% increase over the last year.

5,419

General Practitioners including trainees (headcount)

▲ 3.1% increase over the last year.

The GPs and Dentists in this section work mainly as contractors and are not directly employed by NHS Scotland. However, some of these staff, GP and Dental trainees, and some qualified GPs and Dentists are employed by NHS Scotland and are included in the figures presented above. This means that combining the NHS Scotland Workforce above with the Primary Care workforce will double count staff included in both sections.

Background

Information on staff directly employed is sourced from each NHS Board's human resources and payroll systems. These are dynamic, operational systems and data can change over time. Work is undertaken with NHS Boards to improve data quality and previously published information may change from one publication to the next to reflect these improvements.

More information is available on [Turas Data Intelligence](https://turasdata.nes.nhs.scot) (turasdata.nes.nhs.scot).

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Official Statistics

Public Services Delivery Scotland (PSD Scotland)

(publicservicesdelivery.scot/) brings together NHS Education for Scotland (NES) and NHS National Services Scotland (NSS) into a single national organisation. It is the authoritative source of information on the people who work for NHSScotland. NES became an accredited provider of Official Statistics in December 2019 and as such this release is produced in accordance with UK Statistics Authority's Code of Practice for Statistics.

