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About this release

This release by NHS Education for Scotland (NES) provides a quarterly update, as at 31 December 2025. This includes the number of staff directly employed by NHSScotland and the number of vacant posts there were for nursing and midwifery staff, allied health professions, and medical and dental consultants. 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 December 2025



163,161.5

Number of staff employed
by NHSScotland (190,261 HC)

+0.8%
Quarter
change

+1.1%
Annual
change

+9.8%
5 years
change

+18.0%
10 years
change

Medical and Dental

Key figures



6,235.7

Number of consultants
excluding directors (WTE)

▲ 2.6% increase over the last year.

38 years

Medical and
Dental median age

388.9

Number of
vacancies (WTE)

Nursing and Midwifery

Key figures



68,752.4

Number of staff
(WTE)

▲ 1.3% increase over the last year.

43 years

Nursing and
Midwifery median age

2,962.8

Number of
vacancies (WTE)

Allied Health Professions

 Key figures



14,196.4 | Number of staff (WTE)

▲ 0.8% increase over the last year.

42 years | Allied Health Professions median age

669.9 | Number of vacancies (WTE)

Administrative Service

 Key figures



29,646.8 | Number of staff (WTE)

▼ 0.3% decrease over the last year.

49 years | Administrative Service median age

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).

Contact

MORAG MACPHERSON

Senior Specialist Information Analyst

morag.macpherson@nhs.scot

BEN TAIT

Senior Specialist Information Analyst

ben.tait@nhs.scot

AOIFE MCCARTHY

Information Analyst Business Partner

aoife.mccarthy@nhs.scot

Email: Datagroup@nes.scot.nhs.uk

NES and Official Statistics

NHS Education for Scotland (NES) is NHSScotland's education and training body. 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.