ELECTRONIC STAFF RECORD

ESR-NHS0131 - Data Warehouse Overview and Data Item Description

Information Classification: Public

Owner:	Lee Pacey
Author:	Pushpa Mistry
Creation Date:	12th October 2005
Last Updated:	2 January 2024
Version:	17.0

Approvals:

Name	Lee Pacey
Title	NHS ESR Director of Development and Operations

1. DOCUMENT CONTROL

1.1. CHANGE RECORD

Date	Author	Version	Change Reference
12/10/2005	L. Page	0.1	First draft
15/02/2006	K. Walsh	1.0	Updated after formal review
23/03/2007	K. Walsh	1.1	Updated after user feedback and review. Updated Security Profile matrix, added the usage columns into Appendix A Table 2.
23/12/2009	K. Walsh	1.2 DRAFT	Updated using new document template. Prepared for general review/overhaul of document by users.
05/03/2010	K. Walsh	1.3 DRAFT	Updated following review by Users and further review by Author.
22/03/2010	K. Walsh	1.4	Updated following further review internally and by users.
01/04/2010	R Hewer	2.0	Issued for sign off
20/03/2012	K. Walsh	2.1	Revised list of data items and general update.
26/03/2012	J Bickerton	2.2	Withdrawn from ESR programme documentation and revised as NHS document. Circulated for review.
03/04/2012	K. Walsh	2.3	Revised following review.
17/05/2012	J Bickerton	3.0	Published.
14/08/2012	K Walsh	3.1	Revised following Release DW15.2
16/08/2013	S Jones	3.2	Revised following Release DW 18 & 19
03/10/2013	K Walsh	3.3	Revised following Release DW 20
23/10/2013	K Walsh	4.0	Published
31/12/2013	K Walsh	5.0	Revised following Release DW 21
03/03/2014	K. Walsh	6.0	Revised following Release DW 22
11/07/2014	K. Walsh	6.1	Revised following Release DW 23
04/08/2014	K. Walsh	7.0	Published
25/09/2014	K. Walsh	7.1	Revised following Release DW 24
07/10/2014	K. Walsh	8.0	Published
09/01/2015	K. Walsh	8.1	Revised following Release DW 25
27/01/2015	K. Walsh	9.0	Published
21/08/2015	K. Walsh	9.1	Revised following Release DW 26 and transition from Discoverer to BI
09/09/2015	K. Walsh	10.0	Published
31/07/2018	K. Walsh	10.1	Revised following Release DW 39 and general revision. Circulated for review.
08/08/2018	K. Walsh	11.0	Published
31/12/2018	K. Walsh	11.1	Revised following Release DW 41. Circulated for review.
11/01/2019	K. Walsh	12.0	Published
25/07/2019	S. Wright	12.1	Revised to reflect changes in R42, R43 and R43.2.
12/08/2019	S. Wright	13.0	Published
09/04/2020	S. Wright	13.1	Revised to reflect changes in R44 and R45.
16/04/2020	S. Wright	13.2	Updated following first review
23/04/2020	S. Wright	14.0	Published
21/06/2021	S. Wright	14.1	Revised to reflect changes to Data Items up to R50.
25/06/2021	S. Wright	15.0	Published
03/07/2023	P Mistry	15.1	Revised to reflect changes to Data Items up to R58.
16/08/2023	L Pacey	16.0	Approved
02/01/2024	P Mistry	16.1	Revised following review of Security Profiles
14/03/2024	L Pacey	17.0	Approved

1.2. REVIEWERS

Name	Position
Julie Bickerton	NHS ESR PMO Manager
Carl Williams	IBM ESR Data Warehouse Team

Name	Position
Kieron Walsh	NHS ESR Senior Development Advisor
James Haddon	NHS ESR Senior Development Advisor
Sam Wright	NHS ESR Development Advisor

1.3. DISTRIBUTION

Copy No.	Name	Location
1	Library Master	Project Library
2	NHS Development Team Formal Documentation	NHS Development Team Shared Folder

2. CONTENTS

3.   INTRODUCTION

This document provides a background to the ESR Data Warehouse and a description of the data items that exist within it.

3.1. ESR

The Electronic Staff Record (ESR) is the world class workforce solution for the NHS in England and Wales.

Prior to the introduction of ESR there were approximately 600 autonomous NHS organisations between them using 28 payroll systems (plus variants) and 67 HR systems on fragmented technology with no common strategic reporting facility to help with national requirements. ESR replaced those HR and Payroll systems used in the NHS in England and Wales with a single, national, integrated solution. Approximately 1.9 million current NHS employee records from across England and Wales are held on ESR.

3.2. ESR DATA WAREHOUSE

The ESR Data Warehouse provides for national level reporting.

The ESR Data Warehouse is populated by extracts from the ESR production database. The Data Warehouse is maintained separately in order that national level reporting does not place any extra performance burden on the main ESR database. The Data Warehouse went live on the 1st August 2005 with access rolled out in waves through to April 2008. The scope of the Warehouse provides for:

- Full access nationally to agreed key data items within a single logical database with extensive report writing facilities to minimise wherever possible any separate reporting requirements from the Service.

- Direct national / central access has been enabled for specific sub-sets of the data.

- National access to the processing functionality (e.g. payroll data) to provide modelling capabilities based on actual data.

The requirements for the Data Warehouse were originally determined through consultation with potential users and stakeholders at various national bodies. The warehouse was designed to allow for the central reporting of data required to complete a range of reporting requirements at the time (note that not all of these returns are now required but the data which would have enabled their provision remains useful for successor requirements):

1. Medical and Dental workforce census
2. Non-Medical workforce census
3. NHS Earnings survey
4. Nursing campaign return
5. Vacancy survey of NHS Trusts
6. HR Performance Monitoring return (partially)
7. Planning Extract (Deanery data on Specialist registrars)
8. Doctors in Training Hours return (partially)
9. Monitoring Executive Board Member Gender and Ethnicity and staff Generic Reviews

The original design for the ESR Data Warehouse did not include any provision for standard reports as the User Community had agreed that each organisation would use the ad hoc reporting tool to produce their own 'Standard Reports' However, as usage of the Data Warehouse increased during the ESR implementation phase, it became abundantly clear that this approach needed to be revised as the lack of Standard Reports, and perhaps more importantly, the lack of standard definitions, was holding back usage of the Data Warehouse. The ESR NHS Central Team has since engaged with users to determine and maintain a set of standard reports that can be used 'as is' or as templates for local variation.

4. BENEFITS

The benefits to the NHS of the Data Warehouse include:

- Access at national level to a single database designed to meet central reporting requirements for workforce information and planning purposes.
- Streamlined reporting arrangements in which data is input once into ESR and used to populate the Data Warehouse.
- Improved accuracy, timeliness and consistency of data and provision of a rich data set for reporting.
- Reduced effort in meeting national reporting requirements.

5. USERS AND USER ROLE PROFILES

Organisations currently with direct access to the Data Warehouse include:

- Care Quality Commission
- Department of Health and Social Care
- IBM ESR Central Team
- NHS Employers
- NHS England
- NHS Business Services Authority
- NHS Wales Shared Services Partnership
- Other organisations authorised to use the warehouse

Each Data Warehouse user is assigned a security profile that reflects their access requirements.

To ensure that only relevant data can be accessed by each user, several security profiles have been created for the users of the Data Warehouse. The key distinctions are between those users with access to personal data items, restrictions on staff groups and the distinction between countries. NHS England and NHS Wales Shared Services Partnership currently use personal data items that would identify individuals by name for the completion of the Medical & Dental Workforce Census. This detailed level of access to Medical & Dental records is required, for this staff group only, to ensure that no double counting occurs when non-ESR records are added into the workforce Census data. Other users of the Data Warehouse do not have access to employee names. The profiles are reviewed periodically so that access remains appropriate.

Table 1 overleaf shows the active security profiles. Note that the security profile names give an indication of the access afforded.

Table 1

Active Data Warehouse Security Profiles:

Security Profile / Data Accessible	Description	NHS England	NHS Wales	NHS England and Wales	CQC	Non-NHS	All Staff Groups	All M&D	Medical (Training Grades)	Date of Birth	NI Number	Forename & Surname	Payroll Data Items
		Organisation/Country Group					Staff Groups			Person Items			Payroll
Standard Access - England	Enables access to English data only for all staff groups. Users are able to report on D.O.B & NI Number, however, forename and surname are restricted. Additionally, NI numbers and employee names are hidden within payroll data.	✓					✓			✓	✓		✓
Standard Access - Wales	Enables access to Welsh data only for all staff groups. Users are able to report on D.O.B & NI Number, however, forename and surname are restricted.		✓				✓			✓	✓		✓
M&D Access - England	Enables access to English data but is restricted to enable reporting of employees within the Medical & Dental Staff Group only.	✓						✓		✓	✓	✓	✓
M&D Access - Wales	Enables access to Welsh data but is restricted to enable reporting of employees within the Medical & Dental Staff Group only.		✓					✓		✓	✓	✓	✓
Full Access - England	Replicates Standard Access for England without a restriction on NI Number or names within the payroll data.	✓					✓			✓	✓		✓
Restricted Access - Wales	Enables access to Welsh data but is restricted to exclude names, NI Number and D.O.B.		✓				✓						✓
e-Learning for Healthcare	To be used by ElfH specifically to monitor usage of their training courses. Access enables access to English data but restricted to e-learning dashboard reports only with no ability for ad-hoc reporting.	✓					✓						

Profile can see payroll data but NI and Name fields will be blank

6. DATA WAREHOUSE DESIGN

The design of the Data Warehouse provides appropriate data items organised into the following Subject Areas:

- Absence Rate Subject Area
- Absence Subject Area
- Demonstrated Skills Subject Area
- Generic List of Values Subject Area
- Grade History Lookup
- Learning Subject Area
- Payroll Subject Area
- Position Composition Subject Area
- Position Requirements Subject Area
- Training and Attendance Subject Area
- Turnover Subject Area
- Vacancy Return Subject Area
- Vacancy Subject Area
- Workforce Composition Subject Area
- Workforce Movement Subject Area

The following table gives examples of how the data in each Subject Area can be interrogated:

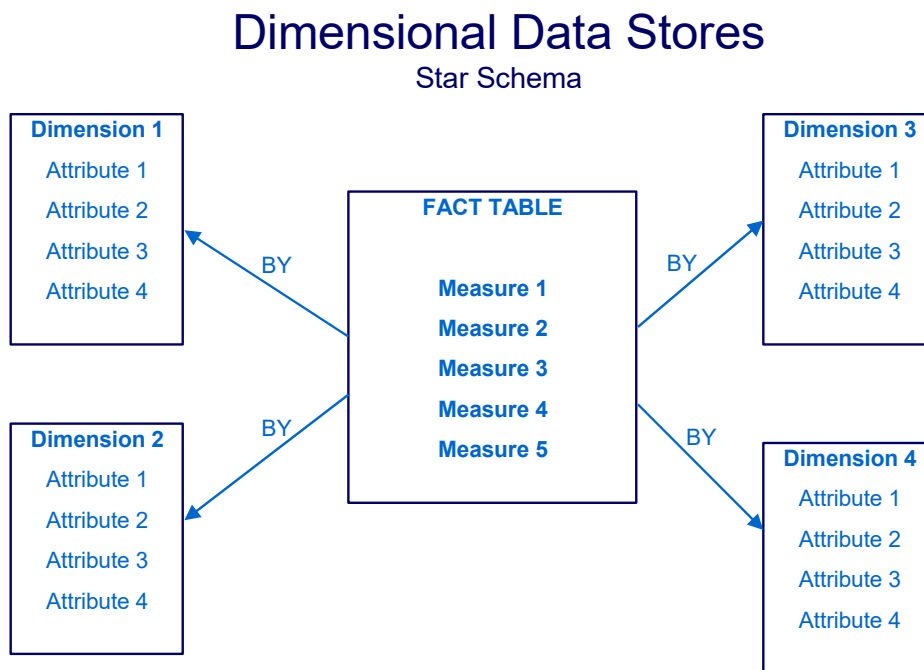|	
Absence Rate	Contracted FTE, FTE Days Available, FTE Days Lost which enables the calculation of Absence rates by Sickness Reason or all absence types, area of work, staff group, organisation, care group, occupation code and time.
Absence	Incidents and days lost by absence type/absence details, area of work, staff group, organisation, person, care group, occupation code and time.
Demonstrated Skills	Headcount and FTE of employees with skills, competencies and qualifications by skills profile, person, assignment, organisation, staff group, area of work, speciality, care group, nature of contract, occupation code and time.
Generic List of Values	Three specific measures which are enabled for selection in some centrally maintained reports: FTE (Contracted), Assignment Count, People Headcount.
Grade History Lookup	Enables reporting on the values associated with Grades as at specified points in time.
Learning	Enables the use of e-Learning to be reported on providing user status details (such as Player Status, Player Time, Complete/Incomplete, Passed/Failed) along with details of the course, split by organisation, staff group, area of work, occupation code, etc.
Payroll	Monthly earnings, basic pay, pay elements (grouped), hours/sessions worked/paid by assignment, staff group, person, organisation, grade, payroll frequency and time.

<u>Position Composition</u>	Enables reporting on Funded Establishment FTE in comparison with the Contracted FTE at a point in time split by organisation, staff group, area of work, occupation code, etc.
<u>Position Requirements</u>	Enables reporting on Position Requirements for Competence, Qualification and Registration either alone or in conjunction with the associated attributes held by staff in order to identify gaps.
<u>Training and Attendance</u>	Headcount of employees attending training courses by person, training course, attendance status, organisation, staff group, area of work, speciality, assignment, nature of contract, care group, occupation code and time.
<u>Turnover</u>	For calculating the Turnover and Stability rate of staff by organisation, staff group, area of work, occupation code within a defined period of time.
<u>Vacancy Return</u>	Analysis of Vacancy status, duration and WTE by a range of attributes including those from Area of Work, Assignment, Grade, Occupation Code, Organisation, Position and Time.
<u>Vacancy</u>	Open vacancy FTE and duration by area of work, occupation code, organisation, staff group, vacancy, grade and time.
<u>Workforce Composition</u>	FTE, headcount, time in post and reviews by care group, area of work, staff group, organisation, nature of contract, occupational code, grade, speciality, post, assignment, person and time.
<u>Workforce Movement</u>	Joiners and leavers, headcount and FTE, by area of work, staff group, occupation, person, workforce movement, organisation, staff group, census nature of contract, grade, speciality and time.

7. DATA WAREHOUSE STRUCTURE

The Data Warehouse uses a data model known as a star-schema. This consists of a central fact entity, surrounded by a number of dimensions. This model allows the greatest flexibility to view information in a number of different ways.

A fact is an entity containing measures or performance indicators. Measures within facts tend to be numeric and additive (can be summed or averaged). It describes what information is reported upon.

A dimension is an entity containing descriptive information about the measures. It describes how information is viewed and grouped for reporting.

Dimensional Data Stores
Star Schema

Dimension 1		FACT TABLE		Dimension 3
Attribute 1				Attribute 1
Attribute 2				Attribute 2
Attribute 3	BY	Measure 1	BY	Attribute 3
Attribute 4		Measure 2		Attribute 4
		Measure 3		
Dimension 2	BY	Measure 4	BY	Dimension 4
Attribute 1		Measure 5		Attribute 1
Attribute 2				Attribute 2
Attribute 3				Attribute 3
Attribute 4				Attribute 4

e.g. Fact = Contracted WTE for Assignment viewed by Dimension = Staff Group

At the end of each month, data is extracted from ESR into the Data Warehouse. Data can be reported on in two ways, depending on the type of data and the output required.

Snapshot:

As a snapshot data is reported at a point in time. For example, what was the headcount of staff in post as at the 31st of March?

Periodic:

Some data can be aggregated over a number of months. For example, the sum of overtime payments for the past 3 months, or the number of days lost due to sickness absence over the past year.

8. DATA ITEMS

A list of data items that are currently available in the Data Warehouse is provided in Appendix A, Table 2. It is presented as a table so that if desired it can be re-sorted within word-processing or spreadsheet software. Each item has a brief description to enable correct usage within reporting.

<u>NB</u>

a) Table 2 is sorted alphabetically by Subject Area Name, Folder Name and Data Item Name.
b) Changes to the data items are flagged in the 'Changes since …' column.
c) Changes to the sort order and therefore row numbers are not flagged.

9. TRANSFORMATIONS AND CALCULATIONS

Most data in the Data Warehouse comes directly from fields in ESR and is formatted into a different table structure in the Data Warehouse to improve reporting flexibility and performance. In addition a number of data items are derived for use within the Data Warehouse via a calculation or transformation.

Data items that are derived from transformations or calculations are listed in Appendix B, Table 3.

10. TIMING OF DATA REFRESH

The monthly Data Warehouse load process is scheduled to commence on Friday mornings at 8 a.m. when an extract from ESR is loaded into the database. For users, however; the downtime will only commence at 7 a.m. on the Saturday when the process to clone that database into the user-accessible Data Warehouse begins.

The weekend in which the load takes place will be prior to the second Monday of the month. Users will be advised in advance of any planned changes to the downtime schedule.

A schedule of the load dates is published regularly as a Data Warehouse User Notice which is e-mailed to Users and made available on the ESR Hub.

The data is extracted from ESR on the first of every month and then loaded into the Data Warehouse. A month time-lag is incorporated to allow organisations to validate and update their data where necessary before it is extracted. Therefore March's data, which includes data entered or revised up to and including the last day of the month, is available within the Data Warehouse after the load process is complete in early May.

It should be noted that functionality of the warehouse will also mean that changes applicable to previous periods, but which have occurred after the extraction date will be retrospectively applied within the next extract. For example, after the extract at the end of March has been taken, Trust 'A' retrospectively enters an absence which pertains to January; this change is picked up in the extract at the end of April and is made available in June to be reported upon. Changes made in the application will be applied to the period to which they pertain.

11. DEMERGE / MERGE CONSEQUENCES

Users should consider how centrally processed large-scale organisational changes in ESR are reflected in the Data Warehouse.

Note that a demerge/merge event is not reflected in the Data Warehouse until the next scheduled monthly load after the event has taken place within ESR.

Demerge consequences for the Data Warehouse

**a)   Current Demerge Process 2013 onwards**

In 2013 the Mass Organisational Change Process (MOCP) was implemented. MOCP is an automated process that terminates existing employees in a Sender organisation and creates a corresponding new starter record in a Receiver organisation. The process was developed as an alternative to the Demerge process, which required a long lead time as it transferred the complete employee record from one ESR VPD to another, including all history. The MOCP copies specific information into the Receiver VPD then terminates the employee record in the Sender VPD, rather than physically moving it between the VPDs.

In the event that the MOCP is not used for staff transfers, Sender and Receiver organisations will need to ensure a staff transfer approach is agreed and completed via manual data entry supported by Inter Authority Transfer (IAT), for individual staff records.

In either of the above scenarios the result is the same for the Data Warehouse; there will be a Leaver record in the Sender organisation and a corresponding Joiner record in the Receiver organisation.

b)   Demerge Process up to end of 2012

Previously, when a demerge occurred in ESR the organisational hierarchy, positions and assignments in the source trust were moved across to the target organisation. The top-level organisation in the hierarchy (e.g. the Trust) for source organisations became that of the target organisation. The ESR record and both Local and DW reports then reflected the view that for employment law purposes these people had always been employed by the target organisation.
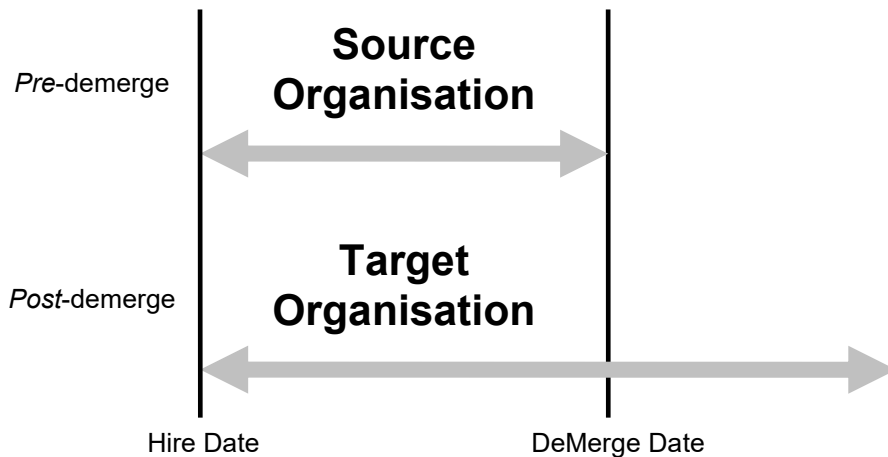
The potential effects of this change in handling must be taken into account when running historical reports.

Merge consequences for the Data Warehouse

Please note that whereas the Demerge Process has been replaced by the Mass Organisational Change Process, the Merge Process remains unaltered.

When a merge occurs in ESR the organisational hierarchy, positions and assignments in the source organisation are moved across to the target organisation. The top-level organisation in the hierarchy (e.g. the Trust) for source organisations became that of the target organisation. The ESR record and both Local and Data Warehouse reports then reflect the view that for employment law purposes these people have always been employed by the target organisation.
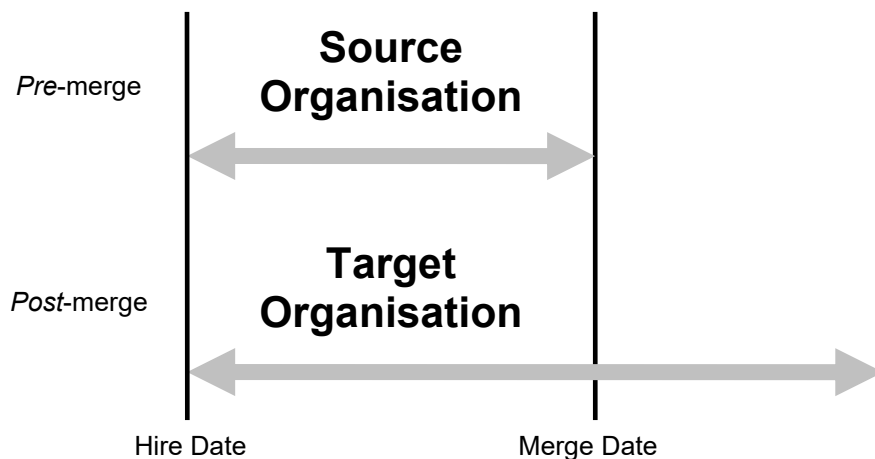
APPENDIX A, TABLE 2

SORTED BY SUBJECT AREA NAME, FOLDER NAME AND DATA ITEM NAME

Row	Business Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1	Absence Rate Subject Area	Abs Absence Rate Fact	Contracted WTE	NUMBER	The contracted Full Time Equivalent (FTE) of all those employed within the specified period.	
2	Absence Rate Subject Area	Abs Absence Rate Fact	Wte Days Available	NUMBER	The number of Full Time Equivalent (FTE) Days Available (both working and non-working) for the primary assignments of all those employed within the specified period.	
3	Absence Rate Subject Area	Abs Absence Rate Fact	Wte Days Lost This Month	NUMBER	The number of Full Time Equivalent (FTE) Days Lost through absence (both working and non-working days) for all those employed within the specified Month.	
4	Absence Rate Subject Area	Abs Absence Rate Fact	Wte Days Sick This Month	NUMBER	The number of Full Time Equivalent (FTE) Days Lost (both working and non-working) for all those employed within the specified Month, restricted to Absence Type of Sickness.	
5	Absence Rate Subject Area	Abs Rate Area Of Work Dim	Effective End Date	DATE	Date to which the Area of Work is effective.	
6	Absence Rate Subject Area	Abs Rate Area Of Work Dim	Effective Start Date	DATE	Date from which the Area of Work is valid.	
7	Absence Rate Subject Area	Abs Rate Area Of Work Dim	Primary Area Of Work	TEXT	A high level grouping of related Clinical Specialties or Support Functions.	
8	Absence Rate Subject Area	Abs Rate Area Of Work Dim	Secondary Area Of Work	TEXT	A grouping of related Clinical Specialties or Support Functions.	
9	Absence Rate Subject Area	Abs Rate Area Of Work Dim	Tertiary Area Of Work	TEXT	A Clinical Specialty or Support Function where work is undertaken.	
10	Absence Rate Subject Area	Abs Rate Assignment Dim	Asg Hosted Org	TEXT	The Assignment is allocated to an Organisation which is 'hosted' by the Employing Authority.	
11	Absence Rate Subject Area	Abs Rate Assignment Dim	Asg Number	NUMBER	Same as the unique Employee Number, except that if the person holds multiple Assignments then a suffix is added to each record after the Primary. (e.g. Employee Number 12345678, produces Primary Assignment Number 12345678, a second Assignment would have Assignment Number 12345678 -2, etc..	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
12	Absence Rate Subject Area	Abs Rate Assignment Dim	Asg Organisation Type	TEXT	A classification of NHS organisations.	
13	Absence Rate Subject Area	Abs Rate Assignment Dim	Assignment Reason	TEXT	The reason for the Assignment Change. E.g. Hours Change, Promotion, Supervisor Change etc.	
14	Absence Rate Subject Area	Abs Rate Assignment Dim	Band Supplement	TEXT	The Band Supplement attached to a Position for Junior Doctors in recompense for the anti-social and high intensity work pattern.	
15	Absence Rate Subject Area	Abs Rate Assignment Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
16	Absence Rate Subject Area	Abs Rate Assignment Dim	Contracted Session	NUMBER	The number of Standard Working Sessions per week for a Position, defaulted from the Grade associated with the Position.	
17	Absence Rate Subject Area	Abs Rate Assignment Dim	Contracted Wte	NUMBER	The amount of absence, in Full Time Equivalents, in the specified period - all Absence Types.	
18	Absence Rate Subject Area	Abs Rate Assignment Dim	Effective End Date	DATE	Date to which the Assignment is valid.	
19	Absence Rate Subject Area	Abs Rate Assignment Dim	Effective Start Date	DATE	Date from which the Assignment is valid.	
20	Absence Rate Subject Area	Abs Rate Assignment Dim	Exit Interview Completed	TEXT	This indicates whether an Exit Questionnaire has been completed by a leaver.	
21	Absence Rate Subject Area	Abs Rate Assignment Dim	Exit Interview Date	DATE	The date an Exit Questionnaire was completed by a leaver.	
22	Absence Rate Subject Area	Abs Rate Assignment Dim	Fixed Term End Date	DATE	The end date of a Fixed Term or Temporary assignment.	
23	Absence Rate Subject Area	Abs Rate Assignment Dim	Fixed Term Reason	TEXT	The Reason given for a fixed term contract.	
24	Absence Rate Subject Area	Abs Rate Assignment Dim	Frontline Healthcare Worker	TEXT	Assignment override for the position level 'Frontline Healthcare Worker' (Y/N) field.	
25	Absence Rate Subject Area	Abs Rate Assignment Dim	Job Sharer	TEXT	A flag to indicate that this assignment is held on a job sharing basis.	
26	Absence Rate Subject Area	Abs Rate Assignment Dim	Maximum Part Time Flag	TEXT	An indicator of whether a Full-Time Consultant holds the right to undertake Private Practice.	
27	Absence Rate Subject Area	Abs Rate Assignment Dim	Pay Step Date	DATE	The date of progression to the next Grade Step Point.	
28	Absence Rate Subject Area	Abs Rate Assignment Dim	Primary Flag	TEXT	A flag to indicate whether this is the employee's primary assignment.	
29	Absence Rate Subject Area	Abs Rate Assignment Dim	Site Code	NUMBER	This is the 2 character identifier for a site within an employing organisation in which the assignment is based, as determined by the ODS.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
30	Absence Rate Subject Area	Abs Rate Assignment Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
31	Absence Rate Subject Area	Abs Rate Assignment Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
32	Absence Rate Subject Area	Abs Rate Assignment Dim	Site Post Code	TEXT	This is the Post Code for a site within an employing organisation in which the assignment is based.	
33	Absence Rate Subject Area	Abs Rate Assignment Dim	Start Date In Grade	DATE	The date an employee first held an assignment at this Grade.	
34	Absence Rate Subject Area	Abs Rate Assignment Dim	Start Date In Position	DATE	The date an employee first held an assignment in this Position.	
35	Absence Rate Subject Area	Abs Rate Assignment Dim	Status	TEXT	Reflects the status of the Assignment.	
36	Absence Rate Subject Area	Abs Rate Assignment Dim	Target Org	TEXT	The Target Org (name) indicates the org which legally employs the staff. It is used in situations whereby a merge/demerge is yet to take place in ESR.	
37	Absence Rate Subject Area	Abs Rate Assignment Dim	Target Org Code	TEXT	The ODS code relating to the Target Org.	
38	Absence Rate Subject Area	Abs Rate Assignment Dim	Type Of Appointment	TEXT	The type of employment contract held. (Full or Part-Time.)	
39	Absence Rate Subject Area	Abs Rate Assignment Dim	Type Of Contract	TEXT	The Assignment Category of the Assignment. (e.g. Permanent, Bank, Locum, etc…)	
40	Absence Rate Subject Area	Abs Rate Assignment Dim	Working Pattern	TEXT	The type of flexible working pattern, if appropriate, for the assignment.	
41	Absence Rate Subject Area	Abs Rate Care Group Dim	Care Group Code	TEXT	A Code for the Care Group.	
42	Absence Rate Subject Area	Abs Rate Care Group Dim	Care Group Name	TEXT	Descriptive name of the care group.	
43	Absence Rate Subject Area	Abs Rate Care Group Dim	Care Group Weighting	TEXT	The percentage of time allocated to each care group associated with the position.	
44	Absence Rate Subject Area	Abs Rate Disabilities Dim	Category	TEXT	The detailed disability category.	
45	Absence Rate Subject Area	Abs Rate Disabilities Dim	Effective End Date	DATE	Date to which the disability record is valid.	
46	Absence Rate Subject Area	Abs Rate Disabilities Dim	Effective Start Date	DATE	Date from which the disability record is valid.	
47	Absence Rate Subject Area	Abs Rate Disabilities Dim	Reason	TEXT	Reason for disability.	
48	Absence Rate Subject Area	Abs Rate Disabilities Dim	Status	TEXT	The status of the disability record. E.g. Active, Closed.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
49	Absence Rate Subject Area	Abs Rate Grade Dim	AfC Band	TEXT	The AfC Band derived from the Grade Code.	
50	Absence Rate Subject Area	Abs Rate Grade Dim	Effective End Date	DATE	Date to which the grade is valid.	
51	Absence Rate Subject Area	Abs Rate Grade Dim	Effective Start Date	DATE	Date from which the grade is valid.	
52	Absence Rate Subject Area	Abs Rate Grade Dim	Grade Code	TEXT	The code applicable to a Grade. This is the second segment of the Grade flexfield.	
53	Absence Rate Subject Area	Abs Rate Grade Dim	Grade Desc	TEXT	The description of a Grade. This is the third segment of the Grade flexfield.	
54	Absence Rate Subject Area	Abs Rate Grade Dim	Grade Type	TEXT	This identifies whether the Grade is National (NHS) or Local (Trust Numeric Identifier). This is the first segment of the Grade flexfield.	
55	Absence Rate Subject Area	Abs Rate Grade Dim	Maximum Salary	NUMBER	The Maximum salary amount in the period.	
56	Absence Rate Subject Area	Abs Rate Grade Dim	Minimum Salary	NUMBER	The Minimum salary amount in the period.	
57	Absence Rate Subject Area	Abs Rate Grade Dim	Primary Payscale Letter	TEXT	The first character of the Payscale code (Grade code).	
58	Absence Rate Subject Area	Abs Rate Occupation Code Dim	Effective End Date	DATE	Date to which the Occupation Code is valid.	
59	Absence Rate Subject Area	Abs Rate Occupation Code Dim	Effective Start Date	DATE	Date from which the Occupation Code is valid.	
60	Absence Rate Subject Area	Abs Rate Occupation Code Dim	Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
61	Absence Rate Subject Area	Abs Rate Occupation Code Dim	Occ Code Group	TEXT	A grouping of related Occupation Codes (as per Occ 1 values but with the M&D values combined)	
62	Absence Rate Subject Area	Abs Rate Occupation Code Dim	Occupation Code	TEXT	The Occupation Code for a position.	
63	Absence Rate Subject Area	Abs Rate Occupation Code Dim	Occupation Description	TEXT	Description of the Occupation Code for a position.	
64	Absence Rate Subject Area	Abs Rate Org Dim	Area Team Code	TEXT	The code of the Area Team associated with the employing organisation.	
65	Absence Rate Subject Area	Abs rate Org Dim	Area Team Name	TEXT	The name of the Area Team associated with the employing organisation.	
66	Absence Rate Subject Area	Abs Rate Org Dim	Deanery Code	TEXT	The identifier for the Deanery associated with the previous employing organisation.	
67	Absence Rate Subject Area	Abs Rate Org Dim	Deanery Name	TEXT	The name of the Deanery associated with the employing organisation.	
68	Absence Rate Subject Area	Abs Rate Org Dim	HQ Site Code	NUMBER	This is the 2 character identifier for the Orgs HQ site as determined by the ODS.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
69	Absence Rate Subject Area	Abs Rate Org Dim	HQ Site Post Code	TEXT	This is the Post Code for the Orgs HQ site.	
70	Absence Rate Subject Area	Abs Rate Org Dim	National Level Code	TEXT	A single character identifier for the country associated with the employing organisation.	
71	Absence Rate Subject Area	Abs Rate Org Dim	National Level Name	TEXT	The name of the country associated with the employing organisation.	
72	Absence Rate Subject Area	Abs Rate Org Dim	ODS Code	TEXT	The Organisation Data Service (ODS) [previously known as NACS (National Administrative Coding Service)] code allocated to an employing organisation. A mapping table in the Data Warehouse derives the Org Code from the three character ESR identifier for the employing organisation.	
73	Absence Rate Subject Area	Abs Rate Org Dim	Organisation Type	TEXT	A classification of NHS organisations.	
74	Absence Rate Subject Area	Abs Rate Org Dim	Region	TEXT	The name of the Region associated with the employing organisation.	
75	Absence Rate Subject Area	Abs Rate Org Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
76	Absence Rate Subject Area	Abs Rate Org Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
77	Absence Rate Subject Area	Abs Rate Org Dim	Trust Code	TEXT	Derived from the first three characters of Prev Organisation ID and Name.	
78	Absence Rate Subject Area	Abs Rate Org Dim	Trust Name	TEXT	Name of the Employing Organisation. Derived from the Organisation ID and Name with the Identifier section removed.	
79	Absence Rate Subject Area	Abs Rate Person Dim	Age Band	TEXT	The age band applicable to an employee's age (as at the current date).	
80	Absence Rate Subject Area	Abs Rate Person Dim	Age In Years	NUMBER	The age of an employee in years (as at the current date).	
81	Absence Rate Subject Area	Abs Rate Person Dim	Age In Years And Months	TEXT	The age of an employee in years and months (as at the current date).	
82	Absence Rate Subject Area	Abs Rate Person Dim	Date Of Birth	DATE	The date on which the employee was born.	
83	Absence Rate Subject Area	Abs Rate Person Dim	Date Of Joining Nhs	DATE	The date on which the employee first entered NHS employment, regardless of subsequent breaks in service.	
84	Absence Rate Subject Area	Abs Rate Person Dim	Disability Status	TEXT	Indicates whether the employee considers him or herself to be disabled.	
85	Absence Rate Subject Area	Abs Rate Person Dim	Effective End Date	DATE	Date to which the Person record is effective.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
86	Absence Rate Subject Area	Abs Rate Person Dim	Effective Start Date	DATE	Date from which the Person record is valid.	
87	Absence Rate Subject Area	Abs Rate Person Dim	Employee Number	NUMBER	A person is given a unique Employee Number when they are hired by a Trust. (Automatically generated.) This number is unique to that person's employment at that Trust. Should they leave that Trust and later be re-hired by another Trust, they will be given a new unique Employee Number. However, should a person leave a Trust and later re-join that same Trust then the original record is 're-activated' hence the number is 're-used'.	
88	Absence Rate Subject Area	Abs Rate Person Dim	Ethnic Origin	TEXT	The ethnic category to which an employee belongs, as determined by the individual employee.	
89	Absence Rate Subject Area	Abs Rate Person Dim	Forename	TEXT	A person's first name.	
90	Absence Rate Subject Area	Abs Rate Person Dim	FTN Number	TEXT	The Fixed-term type of National Training Number (NTN) for a Specialist Registrar.	
91	Absence Rate Subject Area	Abs Rate Person Dim	Gender	TEXT	An employee's Gender.	
92	Absence Rate Subject Area	Abs Rate Person Dim	Home Post Code	TEXT	An employee's Home Post Code.	
93	Absence Rate Subject Area	Abs Rate Person Dim	International Recruit	TEXT	Indicates whether an employee is an International Recruit (Y) or not (N). Derived from the data item 'Source of Recruitment' ('Y' if Source of Recruitment start with 'Abroad', otherwise 'N')	
94	Absence Rate Subject Area	Abs Rate Person Dim	Key Worker Living	TEXT	A flag to identify staff in the Key Worker Living scheme.	
95	Absence Rate Subject Area	Abs Rate Person Dim	Latest Hire Date	DATE	The date of commencement of continuous employment with the employing organisation.	
96	Absence Rate Subject Area	Abs Rate Person Dim	Marital Status	TEXT	The Marital Status of the person.	
97	Absence Rate Subject Area	Abs Rate Person Dim	Nationality	TEXT	The nationality of the employee as declared by the individual on appointment or as advised by the individual in the course of employment (should they change their nationality).	
98	Absence Rate Subject Area	Abs Rate Person Dim	NI Number	TEXT	The National Insurance Number for an employee.	
99	Absence Rate Subject Area	Abs Rate Person Dim	NTN Number	TEXT	An alphanumeric training number issued by the postgraduate Deanery to a Specialist Registrar who has been accepted for a training programme.	
100	Absence Rate Subject Area	Abs Rate Person Dim	Original Hire Date	DATE	The date on which the employee was first hired by the employing organisation.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
101	Absence Rate Subject Area	Abs Rate Person Dim	Religious Belief	TEXT	The Religious Belief of the person.	
102	Absence Rate Subject Area	Abs Rate Person Dim	Residency Status	TEXT	Indicates whether an employee has the right to stay and work in the UK permanently.	
103	Absence Rate Subject Area	Abs Rate Person Dim	Sexual Orientation	TEXT	The Sexual Orientation of the person.	
104	Absence Rate Subject Area	Abs Rate Person Dim	Source Of Recruitment	TEXT	The Source of Recruitment of an employee immediately prior to their joining an employing organisation.	
105	Absence Rate Subject Area	Abs Rate Person Dim	Surname	TEXT	An employee's last name (Surname).	
106	Absence Rate Subject Area	Abs Rate Person Dim	Unique Nhs Identifier	NUMBER	The unique NHS identifier for an employee which enables individuals to be linked across multiple employee records in the NHS.	
107	Absence Rate Subject Area	Abs Rate Person Dim	User Person Type	TEXT	Indicates the record-type of a employee within ESR.	
108	Absence Rate Subject Area	Abs Rate Person Dim	VTN Number	TEXT	The Visiting type of National Training Number (NTN) for a Specialist Registrar.	
109	Absence Rate Subject Area	Abs Rate Person Dim	Work Permit Expiry Date	DATE	The date on which the employee's Work Permit expires.	
110	Absence Rate Subject Area	Abs Rate Position Dim	Frontline Healthcare Worker	TEXT	Indicates if the position is defined as 'Frontline Healthcare Worker' (Y/N).	
111	Absence Rate Subject Area	Abs Rate Staff Group Dim	Effective End Date	DATE	Date to which the Staff Group is valid.	
112	Absence Rate Subject Area	Abs Rate Staff Group Dim	Effective Start Date	DATE	Date from which the Staff Group is valid.	
113	Absence Rate Subject Area	Abs Rate Staff Group Dim	Job Role	TEXT	A nationally defined Job Role value.	
114	Absence Rate Subject Area	Abs Rate Staff Group Dim	Staff Group	TEXT	A nationally defined Staff Group value.	
115	Absence Rate Subject Area	Abs Rate Time Dim	Last Month Loaded	DATE	The last month for which data exists in the Data Warehouse.	
116	Absence Rate Subject Area	Abs Rate Time Dim	Tm End Date	DATE	The last day of the extract month (in the format 'DD-MON-YYYY').	
117	Absence Rate Subject Area	Abs Rate Time Dim	Tm Start Date	DATE	The first day of the extract month (in the format 'DD-MON-YYYY').	
118	Absence Rate Subject Area	Abs Rate Time Dim	Tm Year Month	TEXT	The extract month displayed as Year and Month (in the format 'YYYY-MON').	
119	Absence Rate Subject Area	Abs Rate Time Dim	Ty Year	TEXT	The extract month displayed as Year for display purpose (in the format 'YYYY').	
120	Absence Subject Area	Abs Area Of Work Dim	Effective End Date	DATE	Date to which the Area of Work value is valid.	
121	Absence Subject Area	Abs Area Of Work Dim	Effective Start Date	DATE	Date from which the Area of Work is valid.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
122	Absence Subject Area	Abs Area Of Work Dim	Primary Area Of Work	TEXT	A high level grouping of related Clinical Specialties or Support Functions.	
123	Absence Subject Area	Abs Area Of Work Dim	Secondary Area Of Work	TEXT	A grouping of related Clinical Specialties or Support Functions.	
124	Absence Subject Area	Abs Area Of Work Dim	Tertiary Area Of Work	TEXT	A Clinical Specialty or Support Function where work is undertaken.	
125	Absence Subject Area	Abs Assignment Dim	Asg Hosted Org	TEXT	The Assignment is allocated to an Organisation which is 'hosted' by the Employing Authority.	
126	Absence Subject Area	Abs Assignment Dim	Asg Maximum Part Time Flag	TEXT	An indicator of whether a Full-Time Consultant holds the right to undertake Private Practice.	
127	Absence Subject Area	Abs Assignment Dim	Asg Number	NUMBER	Same as the unique Employee Number, except that if the person holds multiple Assignments then a suffix is added to each record after the Primary. (e.g. Employee Number 12345678, produces Primary Assignment Number 12345678, a second Assignment would have Assignment Number 12345678 -2, etc..	
128	Absence Subject Area	Abs Assignment Dim	Asg Organisation Type	TEXT	A classification of NHS organisations.	
129	Absence Subject Area	Abs Assignment Dim	Asg Type Of Appointment	TEXT	Indicates whether the assignment is on a Full-time or Part-time basis.	
130	Absence Subject Area	Abs Assignment Dim	Asg Type Of Contract	TEXT	The type of employment contract held. (e.g. Bank, Locum, Permanent.)	
131	Absence Subject Area	Abs Assignment Dim	Assignment Reason	TEXT	The reason for the Assignment Change. E.g. Hours Change, Promotion, Supervisor Change etc.	
132	Absence Subject Area	Abs Assignment Dim	Band Supplement	TEXT	The Band Supplement attached to a Position for Junior Doctors in recompense for the anti-social and high intensity work pattern.	
133	Absence Subject Area	Abs Assignment Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
134	Absence Subject Area	Abs Assignment Dim	Contracted Session	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	
135	Absence Subject Area	Abs Assignment Dim	Contracted Wte	NUMBER	The contracted Full Time Equivalent of an employee's assignment calculated from the formula: Contracted Hours or Sessions for the Assignment / Standard Hours or Sessions for Grade.	
136	Absence Subject Area	Abs Assignment Dim	Effective End Date	DATE	Date to which the Assignment is valid.	
137	Absence Subject Area	Abs Assignment Dim	Effective Start Date	DATE	Date from which the Assignment is valid.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
138	Absence Subject Area	Abs Assignment Dim	Exit Interview Completed	TEXT	This indicates whether an Exit Questionnaire been completed by a leaver.	
139	Absence Subject Area	Abs Assignment Dim	Exit Interview Date	DATE	The date an Exit Questionnaire was completed by a leaver.	
140	Absence Subject Area	Abs Assignment Dim	Fixed Term End Date	DATE	The end date of a Fixed Term or Temporary assignment.	
141	Absence Subject Area	Abs Assignment Dim	Fixed Term Reason	TEXT	The Reason given for a fixed term contract.	
142	Absence Subject Area	Abs Assignment Dim	Frontline Healthcare Worker	TEXT	Assignment override for the position level 'Frontline Healthcare Worker' (Y/N) field.	
143	Absence Subject Area	Abs Assignment Dim	Job Sharer	TEXT	A flag to indicate that this assignment is held on a job sharing basis.	
144	Absence Subject Area	Abs Assignment Dim	Pay Step Date	DATE	The date of progression to the next Grade Step Point.	
145	Absence Subject Area	Abs Assignment Dim	Primary Flag	TEXT	A flag to indicate whether this is the employee's primary assignment.	
146	Absence Subject Area	Abs Assignment Dim	Site Code	NUMBER	This is the 2 character identifier for a site within an employing organisation in which the assignment is based, as determined by the ODS.	
147	Absence Subject Area	Abs Assignment Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
148	Absence Subject Area	Abs Assignment Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
149	Absence Subject Area	Abs Assignment Dim	Site Post Code	TEXT	This is the Post Code for a site within an employing organisation in which the assignment is based.	
150	Absence Subject Area	Abs Assignment Dim	Start Date In Grade	DATE	The date an employee first held an assignment at this Grade.	
151	Absence Subject Area	Abs Assignment Dim	Start Date In Position	DATE	The date an employee first held an assignment in this Position.	
152	Absence Subject Area	Abs Assignment Dim	Status	TEXT	A classification of the employee's Assignment Status.	
153	Absence Subject Area	Abs Assignment Dim	Target Org	TEXT	The Target Org (name) indicates the org which legally employs the staff. It is used in situations whereby a merge/demerge is yet to take place in ESR.	
154	Absence Subject Area	Abs Assignment Dim	Target Org Code	TEXT	The ODS code relating to the Target Org.	
155	Absence Subject Area	Abs Assignment Dim	Working Pattern	TEXT	The type of flexible working pattern, if appropriate, for the assignment.	
156	Absence Subject Area	Abs Care Group Dim	Care Group Code	TEXT	A Code for the Care Group.	
157	Absence Subject Area	Abs Care Group Dim	Care Group Name	TEXT	Descriptive name of the care group.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
158	Absence Subject Area	Abs Care Group Dim	Care Group Weighting	TEXT	The percentage of time allocated to each care group associated with the position.	
159	Absence Subject Area	Abs Dim	Absence Category	TEXT	A grouping of related Absence Types.	
160	Absence Subject Area	Abs Dim	Attendance Reason	TEXT	The reason given for the episode of Absence appropriate to the Absence Type.	
161	Absence Subject Area	Abs Dim	Attendance Type	TEXT	A classification of Absence.	
162	Absence Subject Area	Abs Dim	End Date	DATE	End date of a period of absence.	
163	Absence Subject Area	Abs Dim	Level 2 Sickness Reason	TEXT	The optional detailed Sickness Absence Reason.	
164	Absence Subject Area	Abs Dim	Related Reason	TEXT	A list of values which will enable monitoring of specific issues.	
165	Absence Subject Area	Abs Dim	Start Date	DATE	Start date of a period of absence.	
166	Absence Subject Area	Abs Dim	Surgery Related	TEXT	Indicates if the Absence is Surgery-related (which used to be a specific Sickness Reason).	
167	Absence Subject Area	Abs Disabilities Dim	Category	TEXT	The detailed disability category.	
168	Absence Subject Area	Abs Disabilities Dim	Effective End Date	DATE	Date to which the disability record is valid.	
169	Absence Subject Area	Abs Disabilities Dim	Effective Start Date	DATE	Date from which the disability record is valid.	
170	Absence Subject Area	Abs Disabilities Dim	Reason	TEXT	Reason for disability.	
171	Absence Subject Area	Abs Disabilities Dim	Status	TEXT	The status of the disability record. E.g. Active, Closed.	
172	Absence Subject Area	Abs Fact	Absence Episode Unique Reference	NUMBER	Unique reference identifier for each absence episode.	
173	Absence Subject Area	Abs Fact	Days Lost Due to Absence - Monthly	NUMBER	The number of days' absence in the specified period.	
174	Absence Subject Area	Abs Fact	Days Lost Due to Absence - Total	NUMBER	The cumulative number of days' absence in the specified period.	
175	Absence Subject Area	Abs Fact	Hours Lost Due to Absence - Monthly	NUMBER	The number of hours' absence in the specified period.	
176	Absence Subject Area	Abs Fact	Wte Days Lost	NUMBER	The contracted Full Time Equivalent (FTE) for the employee's assignment. When aggregated, shows the number (FTE) of employees in post.	
177	Absence Subject Area	Abs Grade Dim	Effective End Date	DATE	Date to which the grade is valid.	
178	Absence Subject Area	Abs Grade Dim	Effective Start Date	DATE	Date from which the grade is valid.	
179	Absence Subject Area	Abs Grade Dim	Grade Code	TEXT	The code applicable to a Grade. This is the second segment of the Grade flexfield.	
180	Absence Subject Area	Abs Grade Dim	Grade Desc	TEXT	The description of a Grade. This is the third segment of the Grade flexfield.	
181	Absence Subject Area	Abs Grade Dim	Grade Maximum Salary	NUMBER	The value applicable to the highest payscale point for this grade.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
182	Absence Subject Area	Abs Grade Dim	Grade Minimum Salary	NUMBER	The value applicable to the lowest payscale point for this grade.	
183	Absence Subject Area	Abs Grade Dim	Grade Primary Payscale Letter	TEXT	A character representing the Payscale with which the Grade is associated. This is derived from the first character of the Grade. Its use is for selection and grouping of Grades within a Payscale.	
184	Absence Subject Area	Abs Grade Dim	Grade Type	TEXT	This identifies whether the Grade is National (NHS) or Local (Trust Numeric Identifier). This is the first segment of the Grade flexfield.	
185	Absence Subject Area	Abs Grade Dim	National or Local Grade Type	TEXT	Indicates whether the Grade is national or local.	
186	Absence Subject Area	Abs Occupation Code Dim	Effective End Date	DATE	Date to which the occupation code is valid.	
187	Absence Subject Area	Abs Occupation Code Dim	Effective Start Date	DATE	Date from which the occupation code is valid.	
188	Absence Subject Area	Abs Occupation Code Dim	Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
189	Absence Subject Area	Abs Occupation Code Dim	Occupation Code	TEXT	The Occupation Code for a position.	
190	Absence Subject Area	Abs Occupation Code Dim	Occupation Description	TEXT	Description of the Occupation Code for a position.	
191	Absence Subject Area	Abs Occupation Code Dim	Second Specialty Code	TEXT	The code for the Second Specialty of a Consultant or Specialist Registrar.	
192	Absence Subject Area	Abs Occupation Code Dim	Second Specialty Desc	TEXT	The description for the Second Specialty of a Consultant or Specialist Registrar.	
193	Absence Subject Area	Abs Org Dim	Deanery Code	TEXT	The identifier for the Deanery associated with the employing organisation.	
194	Absence Subject Area	Abs Org Dim	Deanery Name	TEXT	The name of the Deanery associated with the employing organisation.	
195	Absence Subject Area	Abs Org Dim	HQ Site Code	NUMBER	This is the 2 character identifier for the Orgs HQ site as determined by the ODS.	
196	Absence Subject Area	Abs Org Dim	HQ Site Post Code	TEXT	This is the Post Code for the Orgs HQ site.	
197	Absence Subject Area	Abs Org Dim	National Level Code	TEXT	A single character identifier for the country associated with the employing organisation.	
198	Absence Subject Area	Abs Org Dim	National Level Name	TEXT	The name of the country associated with the employing organisation.	
199	Absence Subject Area	Abs Org Dim	ODS Code	TEXT	The Organisation Data Service (ODS) [previously known as NACS (National Administrative Coding Service)] code allocated to an employing organisation. A mapping table in the Data Warehouse derives the Org Code from the three character ESR identifier for the employing organisation.	
200	Absence Subject Area	Abs Org Dim	Organisation Type	TEXT	A classification of NHS organisations.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
201	Absence Subject Area	Abs Org Dim	Region	TEXT	The name of the Region associated with the employing organisation.	
202	Absence Subject Area	Abs Org Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
203	Absence Subject Area	Abs Org Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
204	Absence Subject Area	Abs Org Dim	Trust Code	TEXT	Derived from the first three characters of Organisation ID and Name.	
205	Absence Subject Area	Abs Org Dim	Trust Name	TEXT	Name of the Employing Organisation. Derived from the Organisation ID and Name with the Identifier section removed.	
206	Absence Subject Area	Abs Person Dim	Age Band	TEXT	The age band applicable to an employee's age (as at the current date).	
207	Absence Subject Area	Abs Person Dim	Age In Years	NUMBER	The age of an employee in years (as at the current date).	
208	Absence Subject Area	Abs Person Dim	Age In Years And Months	TEXT	The age of an employee in years and months (as at the current date).	
209	Absence Subject Area	Abs Person Dim	Date Of Birth	DATE	The date on which the employee was born.	
210	Absence Subject Area	Abs Person Dim	Date Of Joining Nhs	DATE	The date on which the employee first entered NHS employment, regardless of subsequent breaks in service.	
211	Absence Subject Area	Abs Person Dim	Disability Status	TEXT	Indicates whether the employee considers him or herself to be disabled.	
212	Absence Subject Area	Abs Person Dim	Effective End Date	DATE	Date to which the person record is effective.	
213	Absence Subject Area	Abs Person Dim	Effective Start Date	DATE	Date from which the Person record is valid.	
214	Absence Subject Area	Abs Person Dim	Employee Number	NUMBER	A person is given a unique Employee Number when they are hired by a Trust. (Automatically generated.) This number is unique to that person's employment at that Trust. Should they leave that Trust and later be re-hired by another Trust, they will be given a new unique Employee Number. However, should a person leave a Trust and later re-join that same Trust then the original record is 're-activated' hence the number is 're-used'.	
215	Absence Subject Area	Abs Person Dim	Ethnic Origin	TEXT	The ethnic category to which an employee belongs, as determined by the individual employee.	
216	Absence Subject Area	Abs Person Dim	Forename	TEXT	A person's first name.	
217	Absence Subject Area	Abs Person Dim	FTN Number	TEXT	The Fixed-term type of National Training Number (NTN) for a Specialist Registrar.	
218	Absence Subject Area	Abs Person Dim	Gender	TEXT	An employee's Gender.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
219	Absence Subject Area	Abs Person Dim	Home Post Code	TEXT	An employee's Home Post Code.	
220	Absence Subject Area	Abs Person Dim	International Recruit	TEXT	Indicates whether an employee is an International Recruit (Y) or not (N). Derived from the data item 'Source of Recruitment' ('Y' if Source of Recruitment start with 'Abroad', otherwise 'N')	
221	Absence Subject Area	Abs Person Dim	Key Worker Living	TEXT	A flag to identify staff in the Key Worker Living scheme.	
222	Absence Subject Area	Abs Person Dim	Latest Hire Date	DATE	The date of commencement of continuous employment with the employing organisation.	
223	Absence Subject Area	Abs Person Dim	Marital Status	TEXT	The Marital Status of the person.	
224	Absence Subject Area	Abs Person Dim	Nationality	TEXT	The nationality of the employee as declared by the individual on appointment or as advised by the individual in the course of employment (should they change their nationality).	
225	Absence Subject Area	Abs Person Dim	NI Number	TEXT	The National Insurance Number for an employee.	
226	Absence Subject Area	Abs Person Dim	NTN Number	TEXT	An alphanumeric training number issued by the postgraduate Deanery to a Specialist Registrar who has been accepted for a training programme.	
227	Absence Subject Area	Abs Person Dim	Original Hire Date	DATE	The date on which the employee was first hired by the employing organisation.	
228	Absence Subject Area	Abs Person Dim	Religious Belief	TEXT	The Religious Belief of the person.	
229	Absence Subject Area	Abs Person Dim	Residency Status	TEXT	Indicates whether an employee has the right to stay and work in the UK permanently.	
230	Absence Subject Area	Abs Person Dim	Sexual Orientation	TEXT	The Sexual Orientation of the person.	
231	Absence Subject Area	Abs Person Dim	Source Of Recruitment	TEXT	The Source of Recruitment of an employee immediately prior to their joining an employing organisation.	
232	Absence Subject Area	Abs Person Dim	Surname	TEXT	An employee's last name (Surname).	
233	Absence Subject Area	Abs Person Dim	Unique Nhs Identifier	NUMBER	The unique NHS identifier for an employee which enables individuals to be linked across multiple employee records in the NHS.	
234	Absence Subject Area	Abs Person Dim	User Person Type	TEXT	Indicates the record-type of a employee within ESR.	
235	Absence Subject Area	Abs Person Dim	VTN Number	TEXT	The Visiting type of National Training Number (NTN) for a Specialist Registrar.	
236	Absence Subject Area	Abs Person Dim	Work Permit Expiry Date	DATE	The date on which the employee's Work Permit expires.	
237	Absence Subject Area	Abs position Dim	Budgeted wte	NUMBER	The Budgeted Establishment (in contracted FTE) for a Position.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
238	Absence Subject Area	Abs position Dim	Contracted Hours	NUMBER	The number of Standard Working Hours per week for a Position, defaulted from the Grade associated with the Position.	
239	Absence Subject Area	Abs position Dim	Contracted Sessions	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	
240	Absence Subject Area	Abs position Dim	Deanery Post Number	TEXT	The reference number allocated by a post-graduate Deanery for a Junior Doctor training post which has been approved for training.	
241	Absence Subject Area	Abs position Dim	Effective End Date	DATE	The latest date on which a person can be hired into the Position.	
242	Absence Subject Area	Abs position Dim	Effective Start Date	DATE	The earliest date from which a person can be hired into the Position.	
243	Absence Subject Area	Abs Position Dim	Frontline Healthcare Worker	TEXT	Indicates if the position is defined as 'Frontline Healthcare Worker' (Y/N).	
244	Absence Subject Area	Abs position Dim	Pos Job Role	TEXT	A nationally defined Job Role value held against the Position.	
245	Absence Subject Area	Abs position Dim	Pos Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
246	Absence Subject Area	Abs position Dim	Pos Occ Code	TEXT	Description of the Occupation Code for a position.	
247	Absence Subject Area	Abs position Dim	Pos Occ Desc	TEXT	Description of the Occupation Code for a position.	
248	Absence Subject Area	Abs position Dim	Pos Occ Effective End Date	DATE	The effective end date for the Occupation Code against the Position.	
249	Absence Subject Area	Abs position Dim	Pos Occ Effective Start Date	DATE	The effective start date for the Occupation Code against the Position.	
250	Absence Subject Area	Abs position Dim	Pos Sg Effective End Date	DATE	The effective end date for the Staff Group held against the Position.	
251	Absence Subject Area	Abs position Dim	Pos Sg Effective Start Date	DATE	The effective start date for the Staff Group held against the Position.	
252	Absence Subject Area	Abs position Dim	Pos Staff Group	TEXT	A nationally defined Staff Group value held against the Position.	
253	Absence Subject Area	Abs position Dim	Pos Workplace Org Code	TEXT	The Workplace Organisation Code held against the Position. (Where the work physically takes place.)	
254	Absence Subject Area	Abs position Dim	Pos Workplace Org Name	TEXT	The Workplace Organisation Code description held against the Position. (Where the work physically takes place.)	
255	Absence Subject Area	Abs position Dim	Position Position Number	TEXT	The Position identifier.	
256	Absence Subject Area	Abs position Dim	Position Type	TEXT	A classification of Position Types.	
257	Absence Subject Area	Abs position Dim	Status	TEXT	Reflects the hiring status of the position.	
258	Absence Subject Area	Abs position Dim	Title	TEXT	The locally determined title for the Position.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
259	Absence Subject Area	Abs Staff Group Dim	Effective End Date	DATE	Date to which the Staff Group is valid.	
260	Absence Subject Area	Abs Staff Group Dim	Effective Start Date	DATE	Date from which the Staff Group is valid.	
261	Absence Subject Area	Abs Staff Group Dim	Job Role	TEXT	A nationally defined Job Role value.	
262	Absence Subject Area	Abs Staff Group Dim	Staff Group	TEXT	A nationally defined Staff Group value.	
263	Absence Subject Area	Abs Time Dim	Last Month Loaded	DATE	The last month for which data exists in the Data Warehouse.	
264	Absence Subject Area	Abs Time Dim	Tm End date	DATE	The last day of the extract month (in the format 'DD-MON-YYYY').	
265	Absence Subject Area	Abs Time Dim	Tm Start date	DATE	The first day of the extract month (in the format 'DD-MON-YYYY').	
266	Absence Subject Area	Abs Time Dim	Tm year month	TEXT	The extract month displayed as Year and Month (in the format 'YYYY-MON').	
267	Absence Subject Area	Abs Time Dim	Ty year	TEXT	The extract month displayed as Year for display purpose (in the format 'YYYY').	
268	Demonstrated Skills Subject Area	Demo Area Of Work Dim	Effective End Date	DATE	Date to which the Area of Work is valid.	
269	Demonstrated Skills Subject Area	Demo Area Of Work Dim	Effective Start Date	DATE	Date from which the Area of Work is valid.	
270	Demonstrated Skills Subject Area	Demo Area Of Work Dim	Primary Area Of Work	TEXT	A high level grouping of related Clinical Specialties or Support Functions.	
271	Demonstrated Skills Subject Area	Demo Area Of Work Dim	Secondary Area Of Work	TEXT	A grouping of related Clinical Specialties or Support Functions.	
272	Demonstrated Skills Subject Area	Demo Area Of Work Dim	Tertiary Area Of Work	TEXT	A Clinical Specialty or Support Function where work is undertaken.	
273	Demonstrated Skills Subject Area	Demo Assignment Dim	Asg Hosted Org	TEXT	The Assignment is allocated to an Organisation which is 'hosted' by the Employing Authority.	
274	Demonstrated Skills Subject Area	Demo Assignment Dim	Asg Maximum Part Time Flag	TEXT	An indicator of whether a Full-Time Consultant holds the right to undertake Private Practice.	
275	Demonstrated Skills Subject Area	Demo Assignment Dim	Asg Number	NUMBER	Same as the unique Employee Number, except that if the person holds multiple Assignments then a suffix is added to each record after the Primary. (e.g. Employee Number 12345678, produces Primary Assignment Number 12345678, a second Assignment would have Assignment Number 12345678 -2, etc..	
276	Demonstrated Skills Subject Area	Demo Assignment Dim	Asg Organisation Type	TEXT	A classification of NHS organisations.	
277	Demonstrated Skills Subject Area	Demo Assignment Dim	Asg Type Of Appointment	TEXT	Indicates whether the assignment is on a Full-time or Part-time basis.	
278	Demonstrated Skills Subject Area	Demo Assignment Dim	Asg Type Of Contract	TEXT	The type of employment contract held. (e.g. Bank, Locum, Permanent.)	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
279	Demonstrated Skills Subject Area	Demo Assignment Dim	Assignment Reason	TEXT	The reason for the Assignment Change. E.g. Hours Change, Promotion, Supervisor Change etc.	
280	Demonstrated Skills Subject Area	Demo Assignment Dim	Band Supplement	TEXT	The Band Supplement attached to a Position for Junior Doctors in recompense for the anti-social and high intensity work pattern.	
281	Demonstrated Skills Subject Area	Demo Assignment Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
282	Demonstrated Skills Subject Area	Demo Assignment Dim	Contracted Session	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	
283	Demonstrated Skills Subject Area	Demo Assignment Dim	Contracted Wte	NUMBER	The contracted Full Time Equivalent of an employee's assignment calculated from the formula: Contracted Hours or Sessions for the Assignment / Standard Hours or Sessions for Grade.	
284	Demonstrated Skills Subject Area	Demo Assignment Dim	Effective End Date	DATE	Date to which the Assignment is valid.	
285	Demonstrated Skills Subject Area	Demo Assignment Dim	Effective Start Date	DATE	Date from which the Assignment is valid.	
286	Demonstrated Skills Subject Area	Demo Assignment Dim	Exit Interview Completed	TEXT	This indicates whether an Exit Questionnaire has been completed by a leaver.	
287	Demonstrated Skills Subject Area	Demo Assignment Dim	Exit Interview Date	DATE	The date an Exit Questionnaire was completed by a leaver.	
288	Demonstrated Skills Subject Area	Demo Assignment Dim	Fixed Term End Date	DATE	The end date of a Fixed Term or Temporary assignment.	
289	Demonstrated Skills Subject Area	Demo Assignment Dim	Fixed Term Reason	TEXT	The Reason given for a fixed term contract.	
290	Demonstrated Skills Subject Area	Demo Assignment Dim	Frontline Healthcare Worker	TEXT	Assignment override for the position level 'Frontline Healthcare Worker' (Y/N) field.	
291	Demonstrated Skills Subject Area	Demo Assignment Dim	Job Sharer	TEXT	A flag to indicate that this assignment is held on a job sharing basis.	
292	Demonstrated Skills Subject Area	Demo Assignment Dim	Pay Step Date	DATE	The date of progression to the next Grade Step Point.	
293	Demonstrated Skills Subject Area	Demo Assignment Dim	Primary Flag	TEXT	A flag to indicate whether this is the employee's primary assignment.	
294	Demonstrated Skills Subject Area	Demo Assignment Dim	Site Code	NUMBER	This is the 2 character identifier for a site within an employing organisation in which the assignment is based, as determined by the ODS.	
295	Demonstrated Skills Subject Area	Demo Assignment Dim	Site Description	TEXT	The description of the site associated with the Assignment.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
296	Demonstrated Skills Subject Area	Demo Assignment Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
297	Demonstrated Skills Subject Area	Demo Assignment Dim	Site Post Code	TEXT	This is the Post Code for a site within an employing organisation in which the assignment is based.	
298	Demonstrated Skills Subject Area	Demo Assignment Dim	Start Date In Grade	DATE	The date an employee first held an assignment at this Grade.	
299	Demonstrated Skills Subject Area	Demo Assignment Dim	Start Date In Position	DATE	The date an employee first held an assignment in this Position.	
300	Demonstrated Skills Subject Area	Demo Assignment Dim	Status	TEXT	Reflects the status of the Assignment.	
301	Demonstrated Skills Subject Area	Demo Assignment Dim	Target Org	TEXT	The Target Org (name) indicates the org which legally employs the staff. It is used in situations whereby a merge/demerge is yet to take place in ESR.	
302	Demonstrated Skills Subject Area	Demo Assignment Dim	Target Org Code	TEXT	The ODS code relating to the Target Org.	
303	Demonstrated Skills Subject Area	Demo Assignment Dim	Working Pattern	TEXT	The type of flexible working pattern, if appropriate, for the assignment.	
304	Demonstrated Skills Subject Area	Demo Care Group Dim	Care Group Code	TEXT	A Code for the Care Group.	
305	Demonstrated Skills Subject Area	Demo Care Group Dim	Care Group Name	TEXT	Descriptive name of the care group.	
306	Demonstrated Skills Subject Area	Demo Care Group Dim	Care Group Weighting	TEXT	The percentage of time allocated to each care group associated with the position.	
307	Demonstrated Skills Subject Area	Demo Disabilities Dim	Category	TEXT	The detailed disability category.	
308	Demonstrated Skills Subject Area	Demo Disabilities Dim	Effective End Date	DATE	Date to which the disability record is valid.	
309	Demonstrated Skills Subject Area	Demo Disabilities Dim	Effective Start Date	DATE	Date from which the disability record is valid.	
310	Demonstrated Skills Subject Area	Demo Disabilities Dim	Reason	TEXT	Reason for disability.	
311	Demonstrated Skills Subject Area	Demo Disabilities Dim	Status	TEXT	The status of the disability record. E.g. Active, Closed.	
312	Demonstrated Skills Subject Area	Demo Grade Dim	Effective End Date	DATE	Date to which the Grade is valid.	
313	Demonstrated Skills Subject Area	Demo Grade Dim	Effective Start Date	DATE	Date from which the Grade is valid.	
314	Demonstrated Skills Subject Area	Demo Grade Dim	Grade Code	TEXT	The code applicable to a Grade. This is the second segment of the Grade flexfield.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
315	Demonstrated Skills Subject Area	Demo Grade Dim	Grade Description	TEXT	The description of a Grade. This is the third segment of the Grade flexfield.	
316	Demonstrated Skills Subject Area	Demo Grade Dim	Grade Maximum Salary	NUMBER	The value applicable to the highest payscale point for this grade.	
317	Demonstrated Skills Subject Area	Demo Grade Dim	Grade Minimum Salary	NUMBER	The value applicable to the lowest payscale point for this grade.	
318	Demonstrated Skills Subject Area	Demo Grade Dim	Grade Primary Payscale Letter	TEXT	A character representing the Payscale with which the Grade is associated. This is derived from the first character of the Grade. Its use is for selection and grouping of Grades within a Payscale.	
319	Demonstrated Skills Subject Area	Demo Grade Dim	Grade Type	TEXT	This identifies whether the Grade is National (NHS) or Local (Trust Numeric Identifier). This is the first segment of the Grade flexfield.	
320	Demonstrated Skills Subject Area	Demo Grade Dim	National or Local Grade Type	TEXT	Indicates whether the Grade is national or local.	
321	Demonstrated Skills Subject Area	Demo Occupation Code Dim	Effective End Date	DATE	Date to which the Occupation Code is valid.	
322	Demonstrated Skills Subject Area	Demo Occupation Code Dim	Effective Start Date	DATE	Date from which the Occupation Code is valid.	
323	Demonstrated Skills Subject Area	Demo Occupation Code Dim	Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
324	Demonstrated Skills Subject Area	Demo Occupation Code Dim	Occupation Code	TEXT	The Occupation Code for a position.	
325	Demonstrated Skills Subject Area	Demo Occupation Code Dim	Occupation Description	TEXT	Description of the Occupation Code for a position.	
326	Demonstrated Skills Subject Area	Demo Org Dim	Deanery Code	TEXT	The identifier for the Deanery associated with the employing organisation.	
327	Demonstrated Skills Subject Area	Demo Org Dim	Deanery Name	TEXT	The name of the Deanery associated with the employing organisation.	
328	Demonstrated Skills Subject Area	Demo Org Dim	HQ Site Code	NUMBER	This is the 2 character identifier for the Orgs HQ site as determined by the ODS.	
329	Demonstrated Skills Subject Area	Demo Org Dim	HQ Site Post Code	TEXT	This is the Post Code for the Orgs HQ site.	
330	Demonstrated Skills Subject Area	Demo Org Dim	National Level Code	TEXT	A single character identifier for the country associated with the employing organisation.	
331	Demonstrated Skills Subject Area	Demo Org Dim	National Level Name	TEXT	The name of the country associated with the previous employing organisation.	
332	Demonstrated Skills Subject Area	Demo Org Dim	ODS Code	TEXT	The Organisation Data Service (ODS) [previously known as NACS (National Administrative Coding Service)] code allocated to an employing organisation. A mapping table in the Data Warehouse derives the Org Code from the three	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					character ESR identifier for the employing organisation.	
333	Demonstrated Skills Subject Area	Demo Org Dim	Organisation Type	TEXT	A classification of NHS organisations.	
334	Demonstrated Skills Subject Area	Demo Org Dim	Region	TEXT	The name of the Region associated with the employing organisation.	
335	Demonstrated Skills Subject Area	Demo Org Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
336	Demonstrated Skills Subject Area	Demo Org Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
337	Demonstrated Skills Subject Area	Demo Org Dim	Trust Code	TEXT	Derived from the first three characters of Organisation ID and Name.	
338	Demonstrated Skills Subject Area	Demo Org Dim	Trust Name	TEXT	Name of the Employing Organisation. Derived from the Organisation ID and Name with the Identifier section removed.	
339	Demonstrated Skills Subject Area	Demo Person Dim	Age Band	TEXT	The age band applicable to an employee's age (as at the current date).	
340	Demonstrated Skills Subject Area	Demo Person Dim	Age In Years	NUMBER	The age of an employee in years (as at the current date).	
341	Demonstrated Skills Subject Area	Demo Person Dim	Age In Years And Months	TEXT	The age of an employee in years and months (as at the current date).	
342	Demonstrated Skills Subject Area	Demo Person Dim	Date Of Birth	DATE	The date on which the employee was born.	
343	Demonstrated Skills Subject Area	Demo Person Dim	Date Of Joining Nhs	DATE	The date on which the employee first entered NHS employment, regardless of subsequent breaks in service.	
344	Demonstrated Skills Subject Area	Demo Person Dim	Disability Status	TEXT	Indicates whether the employee considers him or herself to be disabled.	
345	Demonstrated Skills Subject Area	Demo Person Dim	Effective End Date	DATE	Date to which the Person record is valid.	
346	Demonstrated Skills Subject Area	Demo Person Dim	Effective Start Date	DATE	Date from which the Person record is valid.	
347	Demonstrated Skills Subject Area	Demo Person Dim	Employee Number	NUMBER	A person is given a unique Employee Number when they are hired by a Trust. (Automatically generated.) This number is unique to that person's employment at that Trust. Should they leave that Trust and later be re-hired by another Trust, they will be given a new unique Employee Number. However, should a person leave a Trust and later re-join that same Trust then the original record is 're-activated' hence the number is 're-used'.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
348	Demonstrated Skills Subject Area	Demo Person Dim	Ethnic Origin	TEXT	The ethnic category to which an employee belongs, as determined by the individual employee.	
349	Demonstrated Skills Subject Area	Demo Person Dim	Forename	TEXT	A person's first name.	
350	Demonstrated Skills Subject Area	Demo Person Dim	FTN Number	TEXT	The Fixed-term type of National Training Number (NTN) for a Specialist Registrar.	
351	Demonstrated Skills Subject Area	Demo Person Dim	Gender	TEXT	An employee's Gender.	
352	Demonstrated Skills Subject Area	Demo Person Dim	Home Post Code	TEXT	An employee's Home Post Code.	
353	Demonstrated Skills Subject Area	Demo Person Dim	International Recruit	TEXT	Indicates whether an employee is an International Recruit (Y) or not (N). Derived from the data item 'Source of Recruitment' ('Y' if Source of Recruitment start with 'Abroad', otherwise 'N')	
354	Demonstrated Skills Subject Area	Demo Person Dim	Key Worker Living	TEXT	A flag to identify staff in the Key Worker Living scheme.	
355	Demonstrated Skills Subject Area	Demo Person Dim	Latest Hire Date	DATE	The date of commencement of continuous employment with the employing organisation.	
356	Demonstrated Skills Subject Area	Demo Person Dim	Marital Status	TEXT	The Marital Status of the person.	
357	Demonstrated Skills Subject Area	Demo Person Dim	Nationality	TEXT	The nationality of the employee as declared by the individual on appointment or as advised by the individual in the course of employment (should they change their nationality).	
358	Demonstrated Skills Subject Area	Demo Person Dim	NI Number	TEXT	The National Insurance Number for an employee.	
359	Demonstrated Skills Subject Area	Demo Person Dim	NTN Number	TEXT	An alphanumeric training number issued by the postgraduate Deanery to a Specialist Registrar who has been accepted for a training programme.	
360	Demonstrated Skills Subject Area	Demo Person Dim	Original Hire Date	DATE	The date on which the employee was first hired by the employing organisation.	
361	Demonstrated Skills Subject Area	Demo Person Dim	Religious Belief	TEXT	The Religious Belief of the person.	
362	Demonstrated Skills Subject Area	Demo Person Dim	Residency Status	TEXT	Indicates whether an employee has the right to stay and work in the UK permanently.	
363	Demonstrated Skills Subject Area	Demo Person Dim	Sexual Orientation	TEXT	The Sexual Orientation of the person.	
364	Demonstrated Skills Subject Area	Demo Person Dim	Source Of Recruitment	TEXT	The Source of Recruitment of an employee immediately prior to their joining an employing organisation.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
365	Demonstrated Skills Subject Area	Demo Person Dim	Surname	TEXT	An employee's last name (Surname).	
366	Demonstrated Skills Subject Area	Demo Person Dim	Training Number	TEXT	The Training number which Deaneries assign to trainee doctors.	
367	Demonstrated Skills Subject Area	Demo Person Dim	Unique Nhs Identifier	NUMBER	The unique NHS identifier for an employee which enables individuals to be linked across multiple employee records in the NHS.	
368	Demonstrated Skills Subject Area	Demo Person Dim	User Person Type	TEXT	Indicates the record-type of a employee within ESR.	
369	Demonstrated Skills Subject Area	Demo Person Dim	VTN Number	TEXT	The Visiting type of National Training Number (NTN) for a Specialist Registrar.	
370	Demonstrated Skills Subject Area	Demo Person Dim	Work Permit Expiry Date	DATE	The date on which the employee's Work Permit expires.	
371	Demonstrated Skills Subject Area	Demo Position Dim	Budgeted Wte	NUMBER	The Budgeted Establishment (in contracted FTE) for a Position.	
372	Demonstrated Skills Subject Area	Demo Position Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
373	Demonstrated Skills Subject Area	Demo Position Dim	Contracted Sessions	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	
374	Demonstrated Skills Subject Area	Demo Position Dim	Deanery Post Number	TEXT	The reference number allocated by a post-graduate Deanery for a Junior Doctor training post which has been approved for training.	
375	Demonstrated Skills Subject Area	Demo Position Dim	Effective End Date	DATE	Date to which the Position is valid.	
376	Demonstrated Skills Subject Area	Demo Position Dim	Effective Start Date	DATE	Date from which the Position is valid.	
377	Demonstrated Skills Subject Area	Demo Position Dim	Frontline Healthcare Worker	TEXT	Indicates if the position is defined as 'Frontline Healthcare Worker' (Y/N).	
378	Demonstrated Skills Subject Area	Demo Position Dim	Pos Job Role	TEXT	A nationally defined Job Role value held against the Position.	
379	Demonstrated Skills Subject Area	Demo Position Dim	Pos Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
380	Demonstrated Skills Subject Area	Demo Position Dim	Pos Occ Code	TEXT	Description of the Occupation Code for a position.	
381	Demonstrated Skills Subject Area	Demo Position Dim	Pos Occ Desc	TEXT	Description of the Occupation Code for a position.	
382	Demonstrated Skills Subject Area	Demo Position Dim	Pos Occ Effective End Date	DATE	The effective end date for the Occupation Code against the Position.	
383	Demonstrated Skills Subject Area	Demo Position Dim	Pos Occ Effective Start Date	DATE	The effective start date for the Occupation Code against the Position.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
384	Demonstrated Skills Subject Area	Demo Position Dim	Pos Sg Effective End Date	DATE	The effective end date for the Staff Group held against the Position.	
385	Demonstrated Skills Subject Area	Demo Position Dim	Pos Sg Effective Start Date	DATE	The effective start date for the Staff Group held against the Position.	
386	Demonstrated Skills Subject Area	Demo Position Dim	Pos Staff Group	TEXT	A nationally defined Staff Group value held against the Position.	
387	Demonstrated Skills Subject Area	Demo Position Dim	Pos Workplace Org Code	TEXT	The Workplace Organisation Code held against the Position. (Where the work physically takes place.)	
388	Demonstrated Skills Subject Area	Demo Position Dim	Pos Workplace Org Name	TEXT	The Workplace Organisation Code description held against the Position. (Where the work physically takes place.)	
389	Demonstrated Skills Subject Area	Demo Position Dim	Position Position Number	TEXT	The Position identifier.	
390	Demonstrated Skills Subject Area	Demo Position Dim	Position Type	TEXT	A classification of Position Types.	
391	Demonstrated Skills Subject Area	Demo Position Dim	Status	TEXT	Reflects the status of the Position.	
392	Demonstrated Skills Subject Area	Demo Position Dim	Title	TEXT	The locally determined title for the Position.	
393	Demonstrated Skills Subject Area	Demo Staff Group Dim	Effective End Date	DATE	Date to which the Staff Group is valid.	
394	Demonstrated Skills Subject Area	Demo Staff Group Dim	Effective Start Date	DATE	Date from which the Staff Group is valid.	
395	Demonstrated Skills Subject Area	Demo Staff Group Dim	Job Role	TEXT	A nationally defined Job Role value.	
396	Demonstrated Skills Subject Area	Demo Staff Group Dim	Staff Group	TEXT	A nationally defined Staff Group value.	
397	Demonstrated Skills Subject Area	Demo Time Dim	Last Month Loaded	DATE	The last month for which data exists in the Data Warehouse.	
398	Demonstrated Skills Subject Area	Demo Time Dim	Tm End Date	DATE	The last day of the extract month (in the format 'DD-MON-YYYY').	
399	Demonstrated Skills Subject Area	Demo Time Dim	Tm Start Date	DATE	The first day of the extract month (in the format 'DD-MON-YYYY').	
400	Demonstrated Skills Subject Area	Demo Time Dim	Tm Year Month	TEXT	The extract month displayed as Year and Month (in the format 'YYYY-MON').	
401	Demonstrated Skills Subject Area	Demo Time Dim	Ty Year	TEXT	The extract month displayed as Year for display purpose (in the format 'YYYY').	
402	Demonstrated Skills Subject Area	Demo Wfm Dim	Date Of Joining Org	DATE	The date of commencement of continuous employment with the employing organisation.	
403	Demonstrated Skills Subject Area	Demo Wfm Dim	Date Of Leaving Org	DATE	The legal termination date of an individual's employment with an employing organisation.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
404	Demonstrated Skills Subject Area	Demo Wfm Dim	Dest On Leaving	TEXT	The Destination of an employee at the termination of their employment.	
405	Demonstrated Skills Subject Area	Demo Wfm Dim	Dest Org On Leaving	TEXT	The NHS Organisation given as the Destination of an employee at the termination of their employment.	
406	Demonstrated Skills Subject Area	Demo Wfm Dim	Dest Trust Code On Leaving	TEXT	The Trust Code of the NHS Organisation given as the Destination of an employee at the termination of their employment.	
407	Demonstrated Skills Subject Area	Demo Wfm Dim	Exit Interview Quest	TEXT	Indicator of whether an exit questionnaire has been completed.	
408	Demonstrated Skills Subject Area	Demo Wfm Dim	Flow Month Of Leaving	TEXT	The Year and Month of the 'Leaving Org Date'.	
409	Demonstrated Skills Subject Area	Demo Wfm Dim	Reason For Leaving	TEXT	The reason why the employment has been terminated.	
410	Demonstrated Skills Subject Area	Demo Wfm Dim	Recruitment Org	TEXT	The title of the organisation recruited from.	
411	Demonstrated Skills Subject Area	Demo Wfm Dim	Recruitment Trust Code	TEXT	The ODS Code of the organisation recruited from.	
412	Demonstrated Skills Subject Area	Demo Wfm Dim	Source Of Recruitment	TEXT	The Source of Recruitment of an employee immediately prior to their joining an employing organisation.	
413	Demonstrated Skills Subject Area	Demonstrated Skills Fact	No Of Qual Type Occ	NUMBER	The number of occurrences of a particular qualification type (e.g. A-Levels) a person has in the effective period.	
414	Demonstrated Skills Subject Area	Demonstrated Skills Fact	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
415	Demonstrated Skills Subject Area	Demonstrated Skills Fact	Unique NHS Identifier	NUMBER	The unique NHS identifier for an employee which enables individuals to be linked across multiple employee records in the NHS.	
416	Demonstrated Skills Subject Area	Demonstrated Skills Fact	Wte	NUMBER	The contracted Full Time Equivalent (FTE) for the employee's assignment. When aggregated, shows the number (FTE) of employees who have achieved a specified skill (competence, qualification or registration)	
417	Demonstrated Skills Subject Area	Personal Competences Dim	Comp Proficiency Level	TEXT	The current level of proficiency in a competence.	
418	Demonstrated Skills Subject Area	Personal Competences Dim	Comp Proficiency Step	NUMBER	The means by which the level of Competence has been attained.	
419	Demonstrated Skills Subject Area	Personal Competences Dim	Competence Date From	DATE	Date from which the competence is held.	
420	Demonstrated Skills Subject Area	Personal Competences Dim	Competence Date To	DATE	Date to which the competence is held.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
421	Demonstrated Skills Subject Area	Personal Competences Dim	Competence Framework	TEXT	The Competence Framework to which the Competence belongs.	
422	Demonstrated Skills Subject Area	Personal Competences Dim	Competence Name	TEXT	The name of the Competence which the Student acquires from successful completion of the Training Activity.	
423	Demonstrated Skills Subject Area	Personal Competences Dim	Competence Type	TEXT	Used to identify whether the competence is National (NHS) or Local (Local code).	
424	Demonstrated Skills Subject Area	Personal Competences Dim	Skill Type	TEXT	The Skill Type = 'COMPETENCE'.	
425	Demonstrated Skills Subject Area	Personal Qualifications Dim	Qual Awarded Date	DATE	The date on which the qualification was awarded.	
426	Demonstrated Skills Subject Area	Personal Qualifications Dim	Qual Awarding Body	TEXT	The University, Training College or other body responsible for awarding the Qualification.	
427	Demonstrated Skills Subject Area	Personal Qualifications Dim	Qual Ccst Nvq Flag	TEXT	Flag indicating whether the qualification for which additional information is held is of the type 'CCST' or 'NVQ'.	
428	Demonstrated Skills Subject Area	Personal Qualifications Dim	Qual Establishment	TEXT	The educational establishment where the student studied or is studying.	
429	Demonstrated Skills Subject Area	Personal Qualifications Dim	Qual Grade	TEXT	The Grade associated with the Qualification held.	
430	Demonstrated Skills Subject Area	Personal Qualifications Dim	Qual Projected Completion Date	DATE	The date the student is expected to complete their study for a Qualification.	
431	Demonstrated Skills Subject Area	Personal Qualifications Dim	Qual Reason For Moving Completion Date	TEXT	The reason for a change in the Completion Date for a CCST Qualification.	
432	Demonstrated Skills Subject Area	Personal Qualifications Dim	Qual Subject Area	TEXT	The name of the high level Subject Area applicable to the Qualification.	
433	Demonstrated Skills Subject Area	Personal Qualifications Dim	Qualification End Date	DATE	The Date on which a person ends their study for a Qualification.	
434	Demonstrated Skills Subject Area	Personal Qualifications Dim	Qualification Start Date	DATE	The Date from which a person begins to study for a Qualification.	
435	Demonstrated Skills Subject Area	Personal Qualifications Dim	Qualification Status	TEXT	The person's status in progress toward the Qualification.	
436	Demonstrated Skills Subject Area	Personal Qualifications Dim	Qualification Title	TEXT	The free-text title of the Qualification.	
437	Demonstrated Skills Subject Area	Personal Qualifications Dim	Qualification Type	TEXT	The National Classification of Required Qualification Types.	
438	Demonstrated Skills Subject Area	Personal Qualifications Dim	Skill Type	TEXT	The Skill Type = "Qualification".	
439	Demonstrated Skills Subject Area	Professional Registrations Dim	Reg First Registered Date	DATE	The date that the person was first registered with this Professional Body.	
440	Demonstrated Skills Subject Area	Professional Registrations Dim	Registration Body	TEXT	The name of the body responsible for a required registration. Note that a position may have more	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					than one required Professional Registration and therefore more than one professional Registration body. In this circumstance a record will have multiple rows.	
441	Demonstrated Skills Subject Area	Professional Registrations Dim	Registration Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
442	Demonstrated Skills Subject Area	Professional Registrations Dim	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
443	Demonstrated Skills Subject Area	Professional Registrations Dim	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
444	Demonstrated Skills Subject Area	Professional Registrations Dim	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
445	Demonstrated Skills Subject Area	Professional Registrations Dim	Skill Type	TEXT	The Skill Type = "Registration".	
446	Generic List of Values Subject Area	Workforce Measure	Measure	TEXT	A parameter enabling selection of Contracted WTE, Assignment Count or People Headcount.	
447	Generic List of Values Subject Area	Workforce Org Codes	Target Org	TEXT	The Target Org (name) indicates the org which legally employs the staff. It is used in situations whereby a merge/demerge is yet to take place in ESR.	
448	Generic List of Values Subject Area	Workforce Org Codes	Target Org Code	TEXT	The ODS code relating to the Target Org.	
449	Grade History Lookup	Grade History Lookup	Grade Date From	DATE	Date from which the grade is valid.	
450	Grade History Lookup	Grade History Lookup	Grade Date To	DATE	Date to which the grade is valid.	
451	Grade History Lookup	Grade History Lookup	Grade name	TEXT	The concatenated name of the Grade (consists of the Grade Trust ID, Grade Payscale Code and Grade Payscale Description).	
452	Grade History Lookup	Grade History Lookup	Grade Scale Eff End Date	DATE	Date to which the Payscale is valid for the Grade Name.	
453	Grade History Lookup	Grade History Lookup	Grade Scale Eff Start Date	DATE	Date from which the Payscale is valid for the Grade Name.	
454	Grade History Lookup	Grade History Lookup	Grade Step Eff End Date	DATE	Date to which the Payscale Progression Point is valid for the Grade Step.	
455	Grade History Lookup	Grade History Lookup	Grade Step Eff Start Date	DATE	Date from which the Payscale Progression Point is valid for the Grade Step.	
456	Grade History Lookup	Grade History Lookup	Payscale	TEXT	The name of the Pay scale.	
457	Grade History Lookup	Grade History Lookup	Payscale Description	TEXT	The description of a Grade. This is the third segment of the Grade flexfield.	
458	Grade History Lookup	Grade History Lookup	Payscale Segment	TEXT	The code applicable to a Grade. This is the second segment of the Grade flexfield.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
459	Grade History Lookup	Grade History Lookup	Progression point	NUMBER	The Progression Point on the Payscale.	
460	Grade History Lookup	Grade History Lookup	Rate Value Eff End Date	DATE	Date to which the Grade Step Point Value is effective.	
461	Grade History Lookup	Grade History Lookup	Rate Value Eff Start Sate	DATE	Date from which the Grade Step Point Value is effective.	
462	Grade History Lookup	Grade History Lookup	Trust Identifier	TEXT	This identifies whether the Grade is National (NHS) or Local (Trust Numeric Identifier). This is the first segment of the Grade flexfield.	
463	Grade History Lookup	Grade History Lookup	Value	NUMBER	The monetary value, at a specified date, of the Progression Point for a Payscale.	
464	Learning Subject Area	Learning Area of Work Dim	Effective End Date	DATE	Date to which the Area of Work is valid.	
465	Learning Subject Area	Learning Area of Work Dim	Effective Start Date	DATE	Date from which the Area of Work is valid.	
466	Learning Subject Area	Learning Area of Work Dim	Primary Area Of Work	TEXT	A high level grouping of related Clinical Specialties or Support Functions.	
467	Learning Subject Area	Learning Area of Work Dim	Secondary Area Of Work	TEXT	A grouping of related Clinical Specialties or Support Functions.	
468	Learning Subject Area	Learning Area of Work Dim	Tertiary Area Of Work	TEXT	A Clinical Specialty or Support Function where work is undertaken.	
469	Learning Subject Area	Learning Assignment Dim	Asg Number	NUMBER	Same as the unique Employee Number, except that if the person holds multiple Assignments then a suffix is added to each record after the Primary. (e.g. Employee Number 12345678, produces Primary Assignment Number 12345678, a second Assignment would have Assignment Number 12345678 -2, etc..	
470	Learning Subject Area	Learning Assignment Dim	Assignment Category	TEXT	The type of employment contract held.	
471	Learning Subject Area	Learning Assignment Dim	Assignment Reason	TEXT	The reason for the Assignment Change. E.g. Hours Change, Promotion, Supervisor Change etc.	
472	Learning Subject Area	Learning Assignment Dim	Band Supplement	TEXT	The Band Supplement attached to a Position for Junior Doctors in recompense for the anti-social and high intensity work pattern.	
473	Learning Subject Area	Learning Assignment Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
474	Learning Subject Area	Learning Assignment Dim	Contracted Session	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	
475	Learning Subject Area	Learning Assignment Dim	Contracted Wte	NUMBER	The contracted Full Time Equivalent of an employee's assignment calculated from the formula: Contracted Hours or Sessions for the	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					Assignment / Standard Hours or Sessions for Grade.	
476	Learning Subject Area	Learning Assignment Dim	Effective End Date	DATE	Date to which the Assignment is valid.	
477	Learning Subject Area	Learning Assignment Dim	Effective Start Date	DATE	Date from which the Assignment is valid.	
478	Learning Subject Area	Learning Assignment Dim	Employment Category	TEXT	Indicates whether the assignment is on a Full-time or Part-time basis.	
479	Learning Subject Area	Learning Assignment Dim	Exit Interview Completed	TEXT	This indicates whether an Exit Questionnaire has been completed by a leaver.	
480	Learning Subject Area	Learning Assignment Dim	Exit Interview Date	DATE	The date an Exit Questionnaire was completed by a leaver.	
481	Learning Subject Area	Learning Assignment Dim	Fixed Term End Date	DATE	The end date of a Fixed Term or Temporary assignment.	
482	Learning Subject Area	Learning Assignment Dim	Fixed Term Reason	TEXT	The Reason given for a fixed term contract.	
483	Learning Subject Area	Learning Assignment Dim	Frontline Healthcare Worker	TEXT	Assignment override for the position level 'Frontline Healthcare Worker' (Y/N) field.	
484	Learning Subject Area	Learning Assignment Dim	Hosted Org	TEXT	The Assignment is allocated to an Organisation which is 'hosted' by the Employing Authority.	
485	Learning Subject Area	Learning Assignment Dim	Job Sharer	TEXT	A flag to indicate that this assignment is held on a job sharing basis.	
486	Learning Subject Area	Learning Assignment Dim	Maximum Part Time Flag	TEXT	An indicator of whether a Full-Time Consultant holds the right to undertake Private Practice.	
487	Learning Subject Area	Learning Assignment Dim	Organisation Type	TEXT	A classification of NHS organisations.	
488	Learning Subject Area	Learning Assignment Dim	Pay Step Date	DATE	The date of progression to the next Grade Step Point.	
489	Learning Subject Area	Learning Assignment Dim	Primary Flag	TEXT	A flag to indicate whether this is the employee's primary assignment.	
490	Learning Subject Area	Learning Assignment Dim	Site Code	NUMBER	This is the 2 character identifier for a site within an employing organisation in which the assignment is based, as determined by the ODS.	
491	Learning Subject Area	Learning Assignment Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
492	Learning Subject Area	Learning Assignment Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
493	Learning Subject Area	Learning Assignment Dim	Site Post Code	TEXT	This is the Post Code for a site within an employing organisation in which the assignment is based.	
494	Learning Subject Area	Learning Assignment Dim	Start Date In Grade	DATE	The date an employee first held an assignment at this Grade.	
495	Learning Subject Area	Learning Assignment Dim	Start Date In Position	DATE	The date an employee first held an assignment in this Position.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
496	Learning Subject Area	Learning Assignment Dim	Status	TEXT	Reflects the status of the Assignment.	
497	Learning Subject Area	Learning Assignment Dim	Target Org	TEXT	The Target Org (name) indicates the org which legally employs the staff. It is used in situations whereby a merge/demerge is yet to take place in ESR.	
498	Learning Subject Area	Learning Assignment Dim	Target Org Code	TEXT	The ODS code relating to the Target Org.	
499	Learning Subject Area	Learning Assignment Dim	Working Pattern	TEXT	The type of flexible working pattern, if appropriate, for the assignment.	
500	Learning Subject Area	Learning Care Group Dim	Care Group Code	TEXT	A Code for the Care Group.	
501	Learning Subject Area	Learning Care Group Dim	Care Group Name	TEXT	Descriptive name of the care group.	
502	Learning Subject Area	Learning Care Group Dim	Care Group Weighting	TEXT	The percentage of time allocated to each care group associated with the position.	
503	Learning Subject Area	Learning Class Dim	Category	TEXT	The broad category with which the Class is associated.	
504	Learning Subject Area	Learning Class Dim	Class date From	DATE	The date from which the Class is effective.	
505	Learning Subject Area	Learning Class Dim	Class Date To	DATE	The date to which the Class is effective.	
506	Learning Subject Area	Learning Class Dim	Course Name	TEXT	The name of the course.	
507	Learning Subject Area	Learning Class Dim	Course Title	TEXT	The title of the course.	
508	Learning Subject Area	Learning Class Dim	Delivery Mode	TEXT	Offerings specify the delivery mode of the course, for example, classroom based or On the Job.	
509	Learning Subject Area	Learning Class Dim	Duration	NUMBER	The number of Units duration of the Learning Class.	
510	Learning Subject Area	Learning Class Dim	Duration Units	NUMBER	The number of Units duration of the Learning Class.	
511	Learning Subject Area	Learning Class Dim	Int Ext Flag	TEXT	Indicates whether the course is open to Internal or External enrolments.	
512	Learning Subject Area	Learning Class Dim	Number Of Prof Credits	NUMBER	The number of Professional Credits awarded as a result of successful completion of a Learning Class.	
513	Learning Subject Area	Learning Class Dim	Offering Name	TEXT	Each Offering defines the delivery mode of the class, the Duration and Maximum/Minimum attendees.	
514	Learning Subject Area	Learning Class Dim	Professional Credit Type	TEXT	The type of Professional Credit awarded as a result of successful completion of a Training Event.	
515	Learning Subject Area	Learning Class Dim	Supplier	TEXT	Name of the organisation providing the Training Event - if external to the Trust.	
516	Learning Subject Area	Learning Course Competencies	Category	TEXT	The broad category with which the Competence is associated.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
517	Learning Subject Area	Learning Course Competencies	Comp Eff Date From	DATE	Date from which the Student Competence associated with the Training Activity is valid.	
518	Learning Subject Area	Learning Course Competencies	Comp Eff Date To	DATE	Date to which the Student Competence associated with the Training Activity is valid.	
519	Learning Subject Area	Learning Course Competencies	Competence Name	TEXT	The name of the Competence which the Student acquires from successful completion of the Training Activity.	
520	Learning Subject Area	Learning Course Competencies	Course Date From	DATE	The start date of the Course.	
521	Learning Subject Area	Learning Course Competencies	Course Date To	DATE	The end date of the course.	
522	Learning Subject Area	Learning Course Competencies	Course Name	TEXT	The name of the course.	
523	Learning Subject Area	Learning Course Competencies	Parent Course Name	TEXT	The name of the parent Course.	
524	Learning Subject Area	Learning Course Competencies	Professional Credit Type	TEXT	The type of Professional Credit awarded as a result of successful completion of a Training Event.	
525	Learning Subject Area	Learning Course Competencies	Professional Credits	NUMBER	The number of Professional Credits a person receives on successful completion of the Activity.	
526	Learning Subject Area	Learning Course Competencies	Rating Level Name	TEXT	The levels of proficiency in the Competence which the Student could acquire from successful completion of the Training Activity.	
527	Learning Subject Area	Learning Disability Dim	Category	TEXT	The detailed disability category.	
528	Learning Subject Area	Learning Disability Dim	Effective End Date	DATE	Date to which the disability record is valid.	
529	Learning Subject Area	Learning Disability Dim	Effective Start Date	DATE	Date from which the disability record is valid.	
530	Learning Subject Area	Learning Disability Dim	Reason	TEXT	Reason for disability.	
531	Learning Subject Area	Learning Disability Dim	Status	TEXT	The status of the disability record. E.g. Active, Closed.	
532	Learning Subject Area	Learning Enrolment Status Dim	Completion Date	DATE	The Completion date for the learning.	
533	Learning Subject Area	Learning Enrolment Status Dim	Date Booking Place	DATE	Date the place was booked.	
534	Learning Subject Area	Learning Enrolment Status Dim	Enrolment Status	TEXT	The status of the enrolment.	
535	Learning Subject Area	Learning Enrolment Status Dim	Player Status	TEXT	The status of the player.	
536	Learning Subject Area	Learning Enrolment Status Dim	Player Time	NUMBER	The duration of player time.	
537	Learning Subject Area	Learning Enrolment Status Dim	Reason For Changing Status	TEXT	The reason for a change to the Enrolment Status.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
538	Learning Subject Area	Learning Enrolment Status Dim	Successful Completion Flag	TEXT	A flag to indicate whether a person has successfully completed a Training Event.	
539	Learning Subject Area	Learning Fact	Browsed	NUMBER	A calculated field to retrieve the number of events with the specific status.	
540	Learning Subject Area	Learning Fact	Completed	NUMBER	A calculated field to retrieve the number of events with the specific status.	
541	Learning Subject Area	Learning Fact	Failed	NUMBER	A calculated field to retrieve the number of events with the specific status.	
542	Learning Subject Area	Learning Fact	Incomplete	NUMBER	A calculated field to retrieve the number of events with the specific status.	
543	Learning Subject Area	Learning Fact	Not Attempted	TEXT	Identifies that learning was not attempted.	
544	Learning Subject Area	Learning Fact	Passed	TEXT	Status of the Learning.	
545	Learning Subject Area	Learning Fact	Player Status	TEXT	The status of the player.	
546	Learning Subject Area	Learning Fact	Player Time	NUMBER	The duration of player time.	
547	Learning Subject Area	Learning Fact	Score	NUMBER	The Score obtained from the learning activity.	
548	Learning Subject Area	Learning Learning Dim	Learning Object	TEXT	The name of the Learning Object.	
549	Learning Subject Area	Learning Learning Dim	Learning Object Id	NUMBER	The identifier of the Learning Object.	
550	Learning Subject Area	Learning Learning Dim	Parent Learning Object Id	TEXT	The ID of the Parent Learning Object.	
551	Learning Subject Area	Learning Learning Dim	Starting Url	TEXT	The URL to access the learning.	
552	Learning Subject Area	Learning Learning Dim	Top Level Learning Obj Id	NUMBER	The Top Level Learning Object associated with a lower level Object.	
553	Learning Subject Area	Learning Occupation Code Dim	Effective End Date	DATE	Date to which the Occupation Code is valid.	
554	Learning Subject Area	Learning Occupation Code Dim	Effective Start Date	DATE	Date from which the Occupation Code is valid.	
555	Learning Subject Area	Learning Occupation Code Dim	Job Role	TEXT	A nationally defined Job Role value.	
556	Learning Subject Area	Learning Occupation Code Dim	Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
557	Learning Subject Area	Learning Occupation Code Dim	Occ Effective End Date	DATE	Date to which the Occupation Code is valid.	
558	Learning Subject Area	Learning Occupation Code Dim	Occ Effective Start Date	DATE	Date from which the Occupation Code is valid.	
559	Learning Subject Area	Learning Occupation Code Dim	Occupation Code	TEXT	The Occupation Code for a position.	
560	Learning Subject Area	Learning Occupation Code Dim	Occupation Desc	TEXT	Description of the Occupation Code for a position.	
561	Learning Subject Area	Learning Org Dim	Deanery Code	TEXT	The identifier for the Deanery associated with the employing organisation.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
562	Learning Subject Area	Learning Org Dim	Deanery Name	TEXT	The name of the Deanery associated with the employing organisation.	
563	Learning Subject Area	Learning Org Dim	HQ Site Code	NUMBER	This is the 2 character identifier for the Orgs HQ site as determined by the ODS.	
564	Learning Subject Area	Learning Org Dim	HQ Site Post Code	TEXT	This is the Post Code for the Orgs HQ site.	
565	Learning Subject Area	Learning Org Dim	National Level Code	TEXT	A single character identifier for the country associated with the employing organisation.	
566	Learning Subject Area	Learning Org Dim	National Level Name	TEXT	The name of the country associated with the previous employing organisation.	
567	Learning Subject Area	Learning Org Dim	ODS Code	TEXT	The Organisation Data Service (ODS) [previously known as NACS (National Administrative Coding Service)] code allocated to an employing organisation. A mapping table in the Data Warehouse derives the Org Code from the three character ESR identifier for the employing organisation.	
568	Learning Subject Area	Learning Org Dim	Organisation Type	TEXT	A classification of NHS organisations.	
569	Learning Subject Area	Learning Org Dim	Region	TEXT	The name of the Region associated with the employing organisation.	
570	Learning Subject Area	Learning Org Dim	Site Code	TEXT	The name of the site associated with the Assignment.	
571	Learning Subject Area	Learning Org Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
572	Learning Subject Area	Learning Org Dim	Trust Code	TEXT	Derived from the first three characters of Organisation ID and Name.	
573	Learning Subject Area	Learning Org Dim	Trust Name	TEXT	Name of the Employing Organisation. Derived from the Organisation ID and Name with the Identifier section removed.	
574	Learning Subject Area	Learning Person Dim	Age Band	TEXT	The age band applicable to an employee's age (as at the current date).	
575	Learning Subject Area	Learning Person Dim	Age In Years	NUMBER	The age of an employee in years (as at the current date).	
576	Learning Subject Area	Learning Person Dim	Age In Years And Months	TEXT	The age of an employee in years and months (as at the current date).	
577	Learning Subject Area	Learning Person Dim	Date Of Birth	DATE	The date on which the employee was born.	
578	Learning Subject Area	Learning Person Dim	Date Of Joining Nhs	DATE	The date on which the employee first entered NHS employment, regardless of subsequent breaks in service.	
579	Learning Subject Area	Learning Person Dim	Disability Status	TEXT	Indicates whether the employee considers him or herself to be disabled.	
580	Learning Subject Area	Learning Person Dim	Effective End Date	DATE	Date to which the Person record is valid.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
581	Learning Subject Area	Learning Person Dim	Effective Start Date	DATE	Date from which the Person record is valid.	
582	Learning Subject Area	Learning Person Dim	Employee Number	NUMBER	A person is given a unique Employee Number when they are hired by a Trust. (Automatically generated.) This number is unique to that person's employment at that Trust. Should they leave that Trust and later be re-hired by another Trust, they will be given a new unique Employee Number. However, should a person leave a Trust and later re-join that same Trust then the original record is 're-activated' hence the number is 're-used'.	
583	Learning Subject Area	Learning Person Dim	Ethnic Origin	TEXT	The ethnic category to which an employee belongs, as determined by the individual employee.	
584	Learning Subject Area	Learning Person Dim	Forename	TEXT	A person's first name.	
585	Learning Subject Area	Learning Person Dim	FTN Number	TEXT	The Fixed-term type of National Training Number (NTN) for a Specialist Registrar.	
586	Learning Subject Area	Learning Person Dim	Gender	TEXT	An employee's Gender.	
587	Learning Subject Area	Learning Person Dim	Home Post Code	TEXT	An employee's Home Post Code.	
588	Learning Subject Area	Learning Person Dim	International Recruit	TEXT	Indicates whether an employee is an International Recruit (Y) or not (N). Derived from the data item 'Source of Recruitment' ('Y' if Source of Recruitment start with 'Abroad', otherwise 'N')	
589	Learning Subject Area	Learning Person Dim	Key Worker Living	TEXT	A flag to identify staff in the Key Worker Living scheme.	
590	Learning Subject Area	Learning Person Dim	Latest Hire Date	DATE	The date of commencement of continuous employment with the employing organisation.	
591	Learning Subject Area	Learning Person Dim	Marital Status	TEXT	The Marital Status of the person.	
592	Learning Subject Area	Learning Person Dim	Nationality	TEXT	The nationality of the employee as declared by the individual on appointment or as advised by the individual in the course of employment (should they change their nationality).	
593	Learning Subject Area	Learning Person Dim	Ni Number	TEXT	The National Insurance Number for an employee.	
594	Learning Subject Area	Learning Person Dim	NTN Number	TEXT	An alphanumeric training number issued by the postgraduate Deanery to a Specialist Registrar who has been accepted for a training programme.	
595	Learning Subject Area	Learning Person Dim	Original Hire Date	DATE	The date on which the employee was first hired by the employing organisation.	
596	Learning Subject Area	Learning Person Dim	Religious Belief	TEXT	The Religious Belief of the person.	
597	Learning Subject Area	Learning Person Dim	Residency Status	TEXT	Indicates whether an employee has the right to stay and work in the UK permanently.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
598	Learning Subject Area	Learning Person Dim	Sexual Orientation	TEXT	The Sexual Orientation of the person.	
599	Learning Subject Area	Learning Person Dim	Source Of Recruitment	TEXT	The Source of Recruitment of an employee immediately prior to their joining an employing organisation.	
600	Learning Subject Area	Learning Person Dim	Surname	TEXT	An employee's last name (Surname).	
601	Learning Subject Area	Learning Person Dim	Training Number	TEXT	The Training number which Deaneries assign to trainee doctors.	
602	Learning Subject Area	Learning Person Dim	Unique Nhs Identifier	NUMBER	The unique NHS identifier for an employee which enables individuals to be linked across multiple employee records in the NHS.	
603	Learning Subject Area	Learning Person Dim	User Person Type	TEXT	Indicates the record-type of a employee within ESR.	
604	Learning Subject Area	Learning Person Dim	VTN Number	TEXT	The Visiting type of National Training Number (NTN) for a Specialist Registrar.	
605	Learning Subject Area	Learning Person Dim	Work Permit Expiry Date	DATE	The date on which the employee's Work Permit expires.	
606	Learning Subject Area	Learning Position Dim	Budgeted Wte	NUMBER	The Budgeted Establishment (in contracted FTE) for a Position.	
607	Learning Subject Area	Learning Position Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
608	Learning Subject Area	Learning Position Dim	Contracted Sessions	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	
609	Learning Subject Area	Learning Position Dim	DBS Disclosure Level	TEXT	The Level of CRB Disclosure.	
610	Learning Subject Area	Learning Position Dim	DBS Disclosure Type	TEXT	The type of CRB Disclosure.	
611	Learning Subject Area	Learning Position Dim	Deanery Post Number	TEXT	The reference number allocated by a post-graduate Deanery for a Junior Doctor training post which has been approved for training.	
612	Learning Subject Area	Learning Position Dim	Frontline Healthcare Worker	TEXT	Indicates if the position is defined as 'Frontline Healthcare Worker' (Y/N).	
613	Learning Subject Area	Learning Position Dim	Position Number	TEXT	The Position identifier.	
614	Learning Subject Area	Learning Position Dim	Position Type	TEXT	A classification of Position Types.	
615	Learning Subject Area	Learning Position Dim	Sg Effective End Date	DATE	The effective end date of the Staff Group.	
616	Learning Subject Area	Learning Position Dim	Sg Effective Start Date	DATE	The effective start date of the Staff Group.	
617	Learning Subject Area	Learning Position Dim	Staff Group	TEXT	A nationally defined Staff Group value.	
618	Learning Subject Area	Learning Position Dim	Status	TEXT	Reflects the status of the Occupation Code.	
619	Learning Subject Area	Learning Position Dim	Title	TEXT	The locally determined title for the Position.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
620	Learning Subject Area	Learning Position Dim	Workplace Org Code	TEXT	The Workplace Organisation Code held against the Position. (Where the work physically takes place.)	
621	Learning Subject Area	Learning Position Dim	Workplace Org Name	TEXT	The Workplace Organisation Code description held against the Position. (Where the work physically takes place.)	
622	Payroll Subject Area	Payroll Area of work dim	Effective End Date	DATE	Date to which the Area of Work is valid.	
623	Payroll Subject Area	Payroll Area of work dim	Effective Start Date	DATE	Date from which the Area of Work is valid.	
624	Payroll Subject Area	Payroll Area of work dim	Primary Area Of Work	TEXT	A high level grouping of related Clinical Specialties or Support Functions.	
625	Payroll Subject Area	Payroll Area of work dim	Secondary Area Of Work	TEXT	A grouping of related Clinical Specialties or Support Functions.	
626	Payroll Subject Area	Payroll Area of work dim	Tertiary Area Of Work	TEXT	A Clinical Specialty or Support Function where work is undertaken.	
627	Payroll Subject Area	Payroll Assignment Dim	Asg Hosted Org	TEXT	The Assignment is allocated to an Organisation which is 'hosted' by the Employing Authority.	
628	Payroll Subject Area	Payroll Assignment Dim	Asg Maximum Part Time Flag	TEXT	An indicator of whether a Full-Time Consultant holds the right to undertake Private Practice.	
629	Payroll Subject Area	Payroll Assignment Dim	Asg Number	NUMBER	Same as the unique Employee Number, except that if the person holds multiple Assignments then a suffix is added to each record after the Primary. (e.g. Employee Number 12345678, produces Primary Assignment Number 12345678, a second Assignment would have Assignment Number 12345678 -2, etc..	
630	Payroll Subject Area	Payroll Assignment Dim	Asg Organisation Type	TEXT	A classification of NHS organisations.	
631	Payroll Subject Area	Payroll Assignment Dim	Asg Type Of Appointment	TEXT	Indicates whether the assignment is on a Full-time or Part-time basis.	
632	Payroll Subject Area	Payroll Assignment Dim	Asg Type Of Contract	TEXT	The type of employment contract held. (e.g. Bank, Locum, Permanent.)	
633	Payroll Subject Area	Payroll Assignment Dim	Assignment Reason	TEXT	The reason for the Assignment Change. E.g. Hours Change, Promotion, Supervisor Change etc.	
634	Payroll Subject Area	Payroll Assignment Dim	Band Supplement	TEXT	The Band Supplement attached to a Position for Junior Doctors in recompense for the anti-social and high intensity work pattern.	
635	Payroll Subject Area	Payroll Assignment Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
636	Payroll Subject Area	Payroll Assignment Dim	Contracted Session	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
637	Payroll Subject Area	Payroll Assignment Dim	Contracted Wte	NUMBER	The contracted Full Time Equivalent of an employee's assignment calculated from the formula: Contracted Hours or Sessions for the Assignment / Standard Hours or Sessions for Grade.	
638	Payroll Subject Area	Payroll Assignment Dim	Effective End Date	DATE	Date to which the Assignment is valid.	
639	Payroll Subject Area	Payroll Assignment Dim	Effective Start Date	DATE	Date from which the Assignment is valid.	
640	Payroll Subject Area	Payroll Assignment Dim	Exit Interview Completed	TEXT	This indicates whether an Exit Questionnaire has been completed by a leaver.	
641	Payroll Subject Area	Payroll Assignment Dim	Exit Interview Date	DATE	The date an Exit Questionnaire was completed by a leaver.	
642	Payroll Subject Area	Payroll Assignment Dim	Fixed Term End Date	DATE	The end date of a Fixed Term or Temporary assignment.	
643	Payroll Subject Area	Payroll Assignment Dim	Fixed Term Reason	TEXT	The Reason given for a fixed term contract.	
644	Payroll Subject Area	Payroll Assignment Dim	Frontline Healthcare Worker	TEXT	Assignment override for the position level 'Frontline Healthcare Worker' (Y/N) field.	
645	Payroll Subject Area	Payroll Assignment Dim	Id	NUMBER	Same as the unique Employee Number, except that if the person holds multiple Assignments then a suffix is added to each record after the Primary. (e.g. Employee Number 12345678, produces Primary Assignment Number 12345678, a second Assignment would have Assignment Number 12345678 -2, etc..	
646	Payroll Subject Area	Payroll Assignment Dim	Job Sharer	TEXT	A flag to indicate that this assignment is held on a job sharing basis.	
647	Payroll Subject Area	Payroll Assignment Dim	Pay Step Date	DATE	The date of progression to the next Grade Step Point.	
648	Payroll Subject Area	Payroll Assignment Dim	Primary Flag	TEXT	A flag to indicate whether this is the employee's primary assignment.	
649	Payroll Subject Area	Payroll Assignment Dim	Site Code	NUMBER	This is the 2 character identifier for a site within an employing organisation in which the assignment is based, as determined by the ODS.	
650	Payroll Subject Area	Payroll Assignment Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
651	Payroll Subject Area	Payroll Assignment Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
652	Payroll Subject Area	Payroll Assignment Dim	Site Post Code	TEXT	This is the Post Code for a site within an employing organisation in which the assignment is based.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
653	Payroll Subject Area	Payroll Assignment Dim	Start Date In Grade	DATE	The date an employee first held an assignment at this Grade.	
654	Payroll Subject Area	Payroll Assignment Dim	Start Date In Position	DATE	The date an employee first held an assignment in this Position.	
655	Payroll Subject Area	Payroll Assignment Dim	Status	TEXT	A classification of the employee's Assignment Status.	
656	Payroll Subject Area	Payroll Assignment Dim	Target Org	TEXT	The Target Org (name) indicates the org which legally employs the staff. It is used in situations whereby a merge/demerge is yet to take place in ESR.	
657	Payroll Subject Area	Payroll Assignment Dim	Target Org Code	TEXT	The ODS code relating to the Target Org.	
658	Payroll Subject Area	Payroll Assignment Dim	Working Pattern	TEXT	The type of flexible working pattern, if appropriate, for the assignment.	
659	Payroll Subject Area	Payroll Disabilities Dim	Category	TEXT	The detailed disability category.	
660	Payroll Subject Area	Payroll Disabilities Dim	Effective End Date	DATE	Date to which the disability record is valid.	
661	Payroll Subject Area	Payroll Disabilities Dim	Effective Start Date	DATE	Date from which the disability record is valid.	
662	Payroll Subject Area	Payroll Disabilities Dim	Reason	TEXT	Reason for disability.	
663	Payroll Subject Area	Payroll Disabilities Dim	Status	TEXT	The status of the disability record. E.g. Active, Closed.	
664	Payroll Subject Area	Payroll Fact	Actual Additional PA	NUMBER	Additional Programmed Activities payment.	
665	Payroll Subject Area	Payroll Fact	Actual Additional Standard Time	NUMBER	Additional Standard Time payment.	
666	Payroll Subject Area	Payroll Fact	Actual Band Supplement	NUMBER	The Band Supplement attached to a Position for Junior Doctors in recompense for the anti-social and high intensity work pattern.	
667	Payroll Subject Area	Payroll Fact	Actual Basic Pay	NUMBER	Basic Pay earned.	
668	Payroll Subject Area	Payroll Fact	Actual Bonus/PRP	NUMBER	Bonus or Performance Related Payment.	
669	Payroll Subject Area	Payroll Fact	Actual Clinical Excellence Awards	NUMBER	Clinical Excellence Award payment.	
670	Payroll Subject Area	Payroll Fact	Actual Directors of Public Health Supplement	NUMBER	Directors of Public Health Supplement payment.	
671	Payroll Subject Area	Payroll Fact	Actual Discretionary Points	NUMBER	Discretionary Points payment.	
672	Payroll Subject Area	Payroll Fact	Actual Distinction Awards	NUMBER	Distinction Award payment.	
673	Payroll Subject Area	Payroll Fact	Actual Geographic Allowance	NUMBER	Clinical Excellence Award payment.	
674	Payroll Subject Area	Payroll Fact	Actual Local	NUMBER	Clinical Excellence Award payment.	
675	Payroll Subject Area	Payroll Fact	Actual National Insurance	NUMBER	National Insurance Number payment.	
676	Payroll Subject Area	Payroll Fact	Actual Occupational Absence	NUMBER	Occupational Absence payment.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
677	Payroll Subject Area	Payroll Fact	Actual On Call/Standby	NUMBER	On call or Standby allowance.	
678	Payroll Subject Area	Payroll Fact	Actual Other	NUMBER	All Other payments not captured within another Payroll Element Group.	
679	Payroll Subject Area	Payroll Fact	Actual Overtime/ADH	NUMBER	Overtime or Additional Working Hours payments.	
680	Payroll Subject Area	Payroll Fact	Actual Pension	NUMBER	Employer's Pension payment.	
681	Payroll Subject Area	Payroll Fact	Actual Protected Pay	NUMBER	Protected Pay payment.	
682	Payroll Subject Area	Payroll Fact	Actual RRP General	NUMBER	General Recruitment & Retention Premia payment.	
683	Payroll Subject Area	Payroll Fact	Actual RRP Long Term	NUMBER	Long Term Recruitment & Retention Premia payment.	
684	Payroll Subject Area	Payroll Fact	Actual Shift Working	NUMBER	Shift or Flexible Working payments.	
685	Payroll Subject Area	Payroll Fact	Contracted Wte	NUMBER	The contracted Full Time Equivalent of an employee's assignment calculated from the formula: Contracted Hours or Sessions for the Assignment / Standard Hours or Sessions for Grade.	
686	Payroll Subject Area	Payroll Fact	Es Additional PA	NUMBER	DH Adjusted figure: Additional programmed Activities payment.	
687	Payroll Subject Area	Payroll Fact	Es Additional Standard Time	NUMBER	DH Adjusted figure: Additional Standard time payment.	
688	Payroll Subject Area	Payroll Fact	Es Band Supplement	NUMBER	DH Adjusted figure: The Band Supplement attached to a Position for Junior Doctors in recompense for the anti-social and high intensity work pattern.	
689	Payroll Subject Area	Payroll Fact	Es Basic Pay	NUMBER	DH Adjusted figure: Basic Pay earned.	
690	Payroll Subject Area	Payroll Fact	Es Bonus/PRP	NUMBER	DH Adjusted figure: Bonus or Performance Related Payment.	
691	Payroll Subject Area	Payroll Fact	Es Clinical Excellence Awards	NUMBER	DH Adjusted figure: Clinical Excellence Awards payment.	
692	Payroll Subject Area	Payroll Fact	Es Directors of Public Health Supplement	NUMBER	DH Adjusted figure: Directors of Public Health Supplement payment.	
693	Payroll Subject Area	Payroll Fact	Es Discretionary Points	NUMBER	DH Adjusted figure: Discretionary Points payment.	
694	Payroll Subject Area	Payroll Fact	Es Distinction Awards	NUMBER	DH Adjusted figure: Distinction Award payment.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
695	Payroll Subject Area	Payroll Fact	Es Geographic Allowance	NUMBER	DH Adjusted figure: Geographic Allowance payment.	
696	Payroll Subject Area	Payroll Fact	Es Local	NUMBER	DH Adjusted figure: Local payment.	
697	Payroll Subject Area	Payroll Fact	Es National Insurance	NUMBER	DH Adjusted figure: National Insurance Number payment.	
698	Payroll Subject Area	Payroll Fact	Es Occupational Absence	NUMBER	DH Adjusted figure: Occupational Absence.	
699	Payroll Subject Area	Payroll Fact	Es On Call/Standby	NUMBER	DH Adjusted figure: On call or Standby allowance.	
700	Payroll Subject Area	Payroll Fact	Es Other	NUMBER	DH Adjusted figure: Any other allowances that do not fall into the previous categories.	
701	Payroll Subject Area	Payroll Fact	Es Overtime/ADH	NUMBER	DH Adjusted figure: Overtime or Additional Working Hours payments.	
702	Payroll Subject Area	Payroll Fact	Es Pension	NUMBER	DH Adjusted figure: Employer's Pension payment.	
703	Payroll Subject Area	Payroll Fact	Es Protected Pay	NUMBER	DH Adjusted figure: Protected Pay payment.	
704	Payroll Subject Area	Payroll Fact	Es RRP General	NUMBER	DH Adjusted figure: General Recruitment & Retention payment.	
705	Payroll Subject Area	Payroll Fact	Es RRP Long Term	NUMBER	DH Adjusted figure: Long Term Recruitment & Retention payment.	
706	Payroll Subject Area	Payroll Fact	Es Shift Working	NUMBER	DH Adjusted figure: Shift or Flexible Working payments.	
707	Payroll Subject Area	Payroll Fact	Extract Payroll Period Count	NUMBER	The number of Payroll Periods.	
708	Payroll Subject Area	Payroll Fact	Monthly Hours Paid	NUMBER	Number of hours paid.	
709	Payroll Subject Area	Payroll Fact	Monthly Hours Worked	NUMBER	Number of hours worked.	
710	Payroll Subject Area	Payroll Fact	Monthly Sessions Paid	NUMBER	Number of sessions paid.	
711	Payroll Subject Area	Payroll Fact	Monthly Sessions Worked	NUMBER	Number of sessions worked.	
712	Payroll Subject Area	Payroll Fact	No Of Payroll Periods	NUMBER	Number of payroll periods in the specified period.	
713	Payroll Subject Area	Payroll Fact	Paid Wte	NUMBER	The number of hours and sessions paid, converted into Full Time Equivalent.	
714	Payroll Subject Area	Payroll Fact	Person Unique Nhs Identifier	NUMBER	The unique NHS identifier for an employee which enables individuals to be linked across multiple employee records in the NHS.	
715	Payroll Subject Area	Payroll Fact	Total Actual Allowances	NUMBER	The sum total of Actual Allowances in the period.	
716	Payroll Subject Area	Payroll Fact	Total Earnings	NUMBER	Total earnings comprises the sum of all the earnings-related Payroll Element Groups	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					present in the DW. It therefore excludes the Employer Costs of 'Actual National Insurance' and 'Actual Pension'.	
717	Payroll Subject Area	Payroll Fact	Total Monthly Hours Paid	NUMBER	The total Monthly Hours Paid in the period.	
718	Payroll Subject Area	Payroll Fact	Total Monthly Hours Worked	NUMBER	The total Monthly Hours Worked in the period.	
719	Payroll Subject Area	Payroll Fact	Worked Wte	NUMBER	The number of hours and sessions worked, converted into Full Time Equivalent.	
720	Payroll Subject Area	Payroll Freq Dim	Effective End Date	DATE	Date to which the Payroll Frequency is valid.	
721	Payroll Subject Area	Payroll Freq Dim	Effective Start Date	DATE	Date from which the Payroll Frequency is valid.	
722	Payroll Subject Area	Payroll Freq Dim	Payroll Frequency	TEXT	Consists of the employing organisation identifier and the Payroll Name.	
723	Payroll Subject Area	Payroll Freq Dim	Period Type	TEXT	The payroll frequency for the Payroll Name.	
724	Payroll Subject Area	Payroll Grade Dim	AfC Band	TEXT	The AfC Band derived from the Grade Code.	
725	Payroll Subject Area	Payroll Grade Dim	Effective End Date	DATE	Date to which the Grade is valid.	
726	Payroll Subject Area	Payroll Grade Dim	Effective Start Date	DATE	Date from which the Grade is valid.	
727	Payroll Subject Area	Payroll Grade Dim	Grade Code	TEXT	The code applicable to a Grade. This is the second segment of the Grade flexfield.	
728	Payroll Subject Area	Payroll Grade Dim	Grade Desc	TEXT	The description of a Grade. This is the third segment of the Grade flexfield.	
729	Payroll Subject Area	Payroll Grade Dim	Grade Maximum Salary	NUMBER	The value applicable to the highest payscale point for this grade.	
730	Payroll Subject Area	Payroll Grade Dim	Grade Minimum Salary	NUMBER	The value applicable to the lowest payscale point for this grade.	
731	Payroll Subject Area	Payroll Grade Dim	Grade Primary Payscale Letter	TEXT	A character representing the Payscale with which the Grade is associated. This is derived from the first character of the Grade. Its use is for selection and grouping of Grades within a Payscale.	
732	Payroll Subject Area	Payroll Grade Dim	Grade Type	TEXT	This identifies whether the Grade is National (NHS) or Local (Trust Numeric Identifier). This is the first segment of the Grade flexfield.	
733	Payroll Subject Area	Payroll Grade Dim	National or Local Grade Type	TEXT	Indicates whether the Grade is national or local.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
734	Payroll Subject Area	Payroll Grade Step Point	Grade Step Placement Step	NUMBER	The Grade Step Placement Step (aka Incremental Point) to which a person is assigned.	
735	Payroll Subject Area	Payroll Occupation code dim	Effective End Date	DATE	Date to which the Occupation Code is valid.	
736	Payroll Subject Area	Payroll Occupation code dim	Effective Start Date	DATE	Date from which the Occupation Code is valid.	
737	Payroll Subject Area	Payroll Occupation code dim	Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
738	Payroll Subject Area	Payroll Occupation code dim	Occupation Code	TEXT	The Occupation Code for a position.	
739	Payroll Subject Area	Payroll Occupation code dim	Occupation Description	TEXT	Description of the Occupation Code for a position.	
740	Payroll Subject Area	Payroll Org Dim	Deanery Code	TEXT	The identifier for the Deanery associated with the employing organisation.	
741	Payroll Subject Area	Payroll Org Dim	Deanery Name	TEXT	The name of the Deanery associated with the employing organisation.	
742	Payroll Subject Area	Payroll Org Dim	HQ Site Code	NUMBER	This is the 2 character identifier for the Orgs HQ site as determined by the ODS.	
743	Payroll Subject Area	Payroll Org Dim	HQ Site Post Code	TEXT	This is the Post Code for the Orgs HQ site.	
744	Payroll Subject Area	Payroll Org Dim	National Level Code	TEXT	A single character identifier for the country associated with the employing organisation.	
745	Payroll Subject Area	Payroll Org Dim	National Level Name	TEXT	The name of the country associated with the previous employing organisation.	
746	Payroll Subject Area	Payroll Org Dim	ODS Code	TEXT	The Organisation Data Service (ODS) [previously known as NACS (National Administrative Coding Service)] code allocated to an employing organisation. A mapping table in the Data Warehouse derives the Org Code from the three character ESR identifier for the employing organisation.	
747	Payroll Subject Area	Payroll Org Dim	Organisation Type	TEXT	A classification of NHS organisations.	
748	Payroll Subject Area	Payroll Org Dim	Region	TEXT	The name of the Region associated with the employing organisation.	
749	Payroll Subject Area	Payroll Org Dim	Site Description	TEXT	The description of the site associated with the Assignment.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
750	Payroll Subject Area	Payroll Org Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
751	Payroll Subject Area	Payroll Org Dim	Trust Code	TEXT	Derived from the first three characters of Organisation ID and Name.	
752	Payroll Subject Area	Payroll Org Dim	Trust Name	TEXT	Name of the Employing Organisation. Derived from the Organisation ID and Name with the Identifier section removed.	
753	Payroll Subject Area	Payroll Person Dim	Age Band	TEXT	The age band applicable to an employee's age (as at the current date).	
754	Payroll Subject Area	Payroll Person Dim	Age In Years	NUMBER	The age of an employee in years (as at the current date).	
755	Payroll Subject Area	Payroll Person Dim	Age In Years And Months	TEXT	The age of an employee in years and months (as at the current date).	
756	Payroll Subject Area	Payroll Person Dim	Date Of Birth	DATE	The date on which the employee was born.	
757	Payroll Subject Area	Payroll Person Dim	Date Of Joining Nhs	DATE	The date on which the employee first entered NHS employment, regardless of subsequent breaks in service.	
758	Payroll Subject Area	Payroll Person Dim	Disability Status	TEXT	Indicates whether the employee considers him or herself to be disabled.	
759	Payroll Subject Area	Payroll Person Dim	Effective End Date	DATE	Date to which the Person record is valid.	
760	Payroll Subject Area	Payroll Person Dim	Effective Start Date	DATE	Date from which the Person record is valid.	
761	Payroll Subject Area	Payroll Person Dim	Employee Number	NUMBER	A person is given a unique Employee Number when they are hired by a Trust. (Automatically generated.) This number is unique to that person's employment at that Trust. Should they leave that Trust and later be re-hired by another Trust, they will be given a new unique Employee Number. However, should a person leave a Trust and later re-join that same Trust then the original record is 're-activated' hence the number is 're-used'.	
762	Payroll Subject Area	Payroll Person Dim	Ethnic Origin	TEXT	The ethnic category to which an employee belongs, as determined by the individual employee.	
763	Payroll Subject Area	Payroll Person Dim	Forename	TEXT	A person's first name.	
764	Payroll Subject Area	Payroll Person Dim	FTN Number	TEXT	The Fixed-term type of National Training Number (NTN) for a Specialist Registrar.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
765	Payroll Subject Area	Payroll Person Dim	Gender	TEXT	An employee's Gender.	
766	Payroll Subject Area	Payroll Person Dim	Home Post Code	TEXT	An employee's Home Post Code.	
767	Payroll Subject Area	Payroll Person Dim	International Recruit	TEXT	Indicates whether an employee is an International Recruit (Y) or not (N). Derived from the data item 'Source of Recruitment' ('Y' if Source of Recruitment start with 'Abroad', otherwise 'N')	
768	Payroll Subject Area	Payroll Person Dim	Key Worker Living	TEXT	A flag to identify staff in the Key Worker Living scheme.	
769	Payroll Subject Area	Payroll Person Dim	Latest Hire Date	DATE	The date of commencement of continuous employment with the employing organisation.	
770	Payroll Subject Area	Payroll Person Dim	Marital Status	TEXT	The Marital Status of the person.	
771	Payroll Subject Area	Payroll Person Dim	Nationality	TEXT	The nationality of the employee as declared by the individual on appointment or as advised by the individual in the course of employment (should they change their nationality).	
772	Payroll Subject Area	Payroll Person Dim	NI Number	TEXT	The National Insurance Number for an employee.	
773	Payroll Subject Area	Payroll Person Dim	NTN Number	TEXT	An alphanumeric training number issued by the postgraduate Deanery to a Specialist Registrar who has been accepted for a training programme.	
774	Payroll Subject Area	Payroll Person Dim	Original Hire Date	DATE	The date on which the employee was first hired by the employing organisation.	
775	Payroll Subject Area	Payroll Person Dim	Religious Belief	TEXT	The Religious Belief of the person.	
776	Payroll Subject Area	Payroll Person Dim	Residency Status	TEXT	Indicates whether an employee has the right to stay and work in the UK permanently.	
777	Payroll Subject Area	Payroll Person Dim	Sexual Orientation	TEXT	The Sexual Orientation of the person.	
778	Payroll Subject Area	Payroll Person Dim	Source Of Recruitment	TEXT	The Source of Recruitment of an employee immediately prior to their joining an employing organisation.	
779	Payroll Subject Area	Payroll Person Dim	Surname	TEXT	An employee's last name (Surname).	
780	Payroll Subject Area	Payroll Person Dim	Unique Nhs Identifier	NUMBER	The unique NHS identifier for an employee which enables individuals to be linked across multiple employee records in the NHS.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
781	Payroll Subject Area	Payroll Person Dim	User Person Type	TEXT	Indicates the record-type of a employee within ESR.	
782	Payroll Subject Area	Payroll Person Dim	VTN Number	TEXT	The Visiting type of National Training Number (NTN) for a Specialist Registrar.	
783	Payroll Subject Area	Payroll Person Dim	Work Permit Expiry Date	DATE	The date on which the employee's Work Permit expires.	
784	Payroll Subject Area	Payroll Position Dim	Frontline Healthcare Worker	TEXT	Indicates if the position is defined as 'Frontline Healthcare Worker' (Y/N).	
785	Payroll Subject Area	Payroll Position Dim	Workplace Org Code	TEXT	The Workplace Organisation Code held against the Position. (Where the work physically takes place.)	
786	Payroll Subject Area	Payroll Position Dim	Workplace Org Name	TEXT	The Workplace Organisation Code description held against the Position. (Where the work physically takes place.)	
787	Payroll Subject Area	Payroll Progression Point Dim	Afc Spinal Point	TEXT	The AfC Spinal Point Value as published in the Pay Circulars.	
788	Payroll Subject Area	Payroll Progression Point Dim	Current Value	NUMBER	The current value (£'s) associated with the Progression Point.	
789	Payroll Subject Area	Payroll Progression Point Dim	Pay Step Point	NUMBER	A point on a particular Payscale.	
790	Payroll Subject Area	Payroll Progression Point Dim	Pl Effective End Date	DATE	The effective end date of the Progression Point.	
791	Payroll Subject Area	Payroll Progression Point Dim	Pl Effective Start Date	DATE	The effective start date of the Progression Point.	
792	Payroll Subject Area	Payroll Progression Point Dim	Rate Effective End Date	DATE	Date to which the Grade Step Point Value is effective.	
793	Payroll Subject Area	Payroll Progression Point Dim	Rate Effective Start Date	DATE	Date from which the Grade Step Point Value is effective.	
794	Payroll Subject Area	Payroll Staff Group Dim	Effective End Date	DATE	Date to which the Staff Group is valid.	
795	Payroll Subject Area	Payroll Staff Group Dim	Effective Start Date	DATE	Date from which the Staff Group is valid.	
796	Payroll Subject Area	Payroll Staff Group Dim	Job Role	TEXT	A nationally defined Job Role value.	
797	Payroll Subject Area	Payroll Staff Group Dim	Staff Group	TEXT	A nationally defined Staff Group value.	
798	Payroll Subject Area	Payroll Time Dim	Last Month Loaded	DATE	The last month for which data exists in the Data Warehouse.	
799	Payroll Subject Area	Payroll Time Dim	Tm End Date	DATE	The last day of the extract month (in the format 'DD-MON-YYYY').	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
800	Payroll Subject Area	Payroll Time Dim	Tm Start Date	DATE	The first day of the extract month (in the format 'DD-MON-YYYY').	
801	Payroll Subject Area	Payroll Time Dim	Tm Year Month	TEXT	The extract month displayed as Year and Month (in the format 'YYYY-MON').	
802	Payroll Subject Area	Payroll Time Dim	Ty Year	TEXT	The extract month displayed as Year for display purpose (in the format 'YYYY').	
803	Position Composition Subject Area	Pos Comp Area of Work Dim	Effective End Date	DATE	Date to which the Area of Work is valid.	
804	Position Composition Subject Area	Pos Comp Area of Work Dim	Effective Start Date	DATE	Date from which the Area of Work is valid.	
805	Position Composition Subject Area	Pos Comp Area of Work Dim	Primary Area Of Work	TEXT	A high level grouping of related Clinical Specialties or Support Functions.	
806	Position Composition Subject Area	Pos Comp Area of Work Dim	Secondary Area Of Work	TEXT	A grouping of related Clinical Specialties or Support Functions.	
807	Position Composition Subject Area	Pos Comp Area of Work Dim	Tertiary Area Of Work	TEXT	A Clinical Specialty or Support Function where work is undertaken.	
808	Position Composition Subject Area	Pos Comp Fact	Asg Contracted Wte	NUMBER	The contracted Full Time Equivalent (FTE) of employees assigned to a Position.	
809	Position Composition Subject Area	Pos Comp Fact	Pos Budgeted Wte	NUMBER	The Budgeted WTE for the Position.	
810	Position Composition Subject Area	Pos Comp Occupation Code Dim	Effective End Date	DATE	Date to which the Occupation Code is valid.	
811	Position Composition Subject Area	Pos Comp Occupation Code Dim	Effective Start Date	DATE	Date from which the Occupation Code is valid.	
812	Position Composition Subject Area	Pos Comp Occupation Code Dim	Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
813	Position Composition Subject Area	Pos Comp Occupation Code Dim	Occ Code Group	TEXT	A grouping of related Occupation Codes (as per Occ 1 values but with the M&D values combined)	
814	Position Composition Subject Area	Pos Comp Occupation Code Dim	Occupation Code	TEXT	The Occupation Code for a position.	
815	Position Composition Subject Area	Pos Comp Occupation Code Dim	Occupation Description	TEXT	Description of the Occupation Code for a position.	
816	Position Composition Subject Area	Pos Comp Organisation Dim	Deanery Code	TEXT	The identifier for the Deanery associated with the employing organisation.	
817	Position Composition Subject Area	Pos Comp Organisation Dim	Deanery Name	TEXT	The name of the Deanery associated with the employing organisation.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
818	Position Composition Subject Area	Pos Comp Organisation Dim	HQ Site Code	NUMBER	This is the 2 character identifier for the Orgs HQ site as determined by the ODS.	
819	Position Composition Subject Area	Pos Comp Organisation Dim	HQ Site Post Code	TEXT	This is the Post Code for the Orgs HQ site.	
820	Position Composition Subject Area	Pos Comp Organisation Dim	National Level Code	TEXT	A single character identifier for the country associated with the employing organisation.	
821	Position Composition Subject Area	Pos Comp Organisation Dim	National Level Name	TEXT	The name of the country associated with the previous employing organisation.	
822	Position Composition Subject Area	Pos Comp Organisation Dim	ODS Code	TEXT	The Organisation Data Service (ODS) [previously known as NACS (National Administrative Coding Service)] code allocated to an employing organisation. A mapping table in the Data Warehouse derives the Org Code from the three character ESR identifier for the employing organisation.	
823	Position Composition Subject Area	Pos Comp Organisation Dim	Organisation Type	TEXT	A classification of NHS organisations.	
824	Position Composition Subject Area	Pos Comp Organisation Dim	Region	TEXT	The name of the Region associated with the employing organisation.	
825	Position Composition Subject Area	Pos Comp Organisation Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
826	Position Composition Subject Area	Pos Comp Organisation Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
827	Position Composition Subject Area	Pos Comp Organisation Dim	Trust Code	TEXT	Derived from the first three characters of Organisation ID and Name.	
828	Position Composition Subject Area	Pos Comp Organisation Dim	Trust Name	TEXT	Name of the Employing Organisation. Derived from the Organisation ID and Name with the Identifier section removed.	
829	Position Composition Subject Area	Pos Comp Position Dim	Budgeted Wte	NUMBER	The Budgeted Establishment (in contracted FTE) for a Position.	
830	Position Composition Subject Area	Pos Comp Position Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
831	Position Composition Subject Area	Pos Comp Position Dim	Contracted Sessions	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
832	Position Composition Subject Area	Pos Comp Position Dim	DBS Disclosure Level	TEXT	The Level of CRB Disclosure.	
833	Position Composition Subject Area	Pos Comp Position Dim	DBS Disclosure Type	TEXT	The type of CRB Disclosure.	
834	Position Composition Subject Area	Pos Comp Position Dim	Deanery Post Number	TEXT	The reference number allocated by a post-graduate Deanery for a Junior Doctor training post which has been approved for training.	
835	Position Composition Subject Area	Pos Comp Position Dim	Effective End Date	DATE	Date to which the Position is valid.	
836	Position Composition Subject Area	Pos Comp Position Dim	Effective Start Date	DATE	Date from which the Position is valid.	
837	Position Composition Subject Area	Pos Comp Position Dim	Frontline Healthcare Worker	TEXT	Indicates if the position is defined as 'Frontline Healthcare Worker' (Y/N).	
838	Position Composition Subject Area	Pos Comp Position Dim	Pos Job Role	TEXT	A nationally defined Job Role value held against the Position.	
839	Position Composition Subject Area	Pos Comp Position Dim	Pos Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
840	Position Composition Subject Area	Pos Comp Position Dim	Pos Occ Code	TEXT	Description of the Occupation Code for a position.	
841	Position Composition Subject Area	Pos Comp Position Dim	Pos Occ Desc	TEXT	Description of the Occupation Code for a position.	
842	Position Composition Subject Area	Pos Comp Position Dim	Pos Occ Effective End Date	DATE	The effective end date for the Occupation Code against the Position.	
843	Position Composition Subject Area	Pos Comp Position Dim	Pos Occ Effective Start Date	DATE	The effective start date for the Occupation Code against the Position.	
844	Position Composition Subject Area	Pos Comp Position Dim	Pos Sg Effective End Date	DATE	The effective end date for the Staff Group held against the Position.	
845	Position Composition Subject Area	Pos Comp Position Dim	Pos Sg Effective Start Date	DATE	The effective start date for the Staff Group held against the Position.	
846	Position Composition Subject Area	Pos Comp Position Dim	Pos Staff Group	TEXT	A nationally defined Staff Group value held against the Position.	
847	Position Composition Subject Area	Pos Comp Position Dim	Pos Workplace Org Code	TEXT	The Workplace Organisation Code held against the Position. (Where the work physically takes place.)	
848	Position Composition Subject Area	Pos Comp Position Dim	Pos Workplace Org Name	TEXT	The Workplace Organisation Code description held against the Position. (Where the work physically takes place.)	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
849	Position Composition Subject Area	Pos Comp Position Dim	Position Count	NUMBER	The number of Positions.	
850	Position Composition Subject Area	Pos Comp Position Dim	Position ID	TEXT	The Position Identifier.	
851	Position Composition Subject Area	Pos Comp Position Dim	Position Number	TEXT	The Position identifier.	
852	Position Composition Subject Area	Pos Comp Position Dim	Position Type	TEXT	A classification of Position Types.	
853	Position Composition Subject Area	Pos Comp Position Dim	Status	TEXT	Reflects the status of the Position.	
854	Position Composition Subject Area	Pos Comp Position Dim	Title	TEXT	The locally determined title for the Position.	
855	Position Composition Subject Area	Pos Comp Staff Group Dim	Effective End Date	DATE	Date to which the Staff Group is valid.	
856	Position Composition Subject Area	Pos Comp Staff Group Dim	Effective Start Date	DATE	Date from which the Staff Group is valid.	
857	Position Composition Subject Area	Pos Comp Staff Group Dim	Job Role	TEXT	A nationally defined Job Role value.	
858	Position Composition Subject Area	Pos Comp Staff Group Dim	Staff Group	TEXT	A nationally defined Staff Group value.	
859	Position Composition Subject Area	Pos Comp Time Dim	Last Month Loaded	DATE	The last month for which data exists in the Data Warehouse.	
860	Position Composition Subject Area	Pos Comp Time Dim	Tm End Date	DATE	The last day of the extract month (in the format 'DD-MON-YYYY').	
861	Position Composition Subject Area	Pos Comp Time Dim	Tm Start Date	DATE	The first day of the extract month (in the format 'DD-MON-YYYY').	
862	Position Composition Subject Area	Pos Comp Time Dim	Tm Year Month	TEXT	The extract month displayed as Year and Month (in the format 'YYYY-MON').	
863	Position Composition Subject Area	Pos Comp Time Dim	Ty Year	TEXT	The extract month displayed as Year for display purpose (in the format 'YYYY').	
864	Position Requirements Subject Area	Pos Area Of Work Dim	Effective End Date	DATE	Date to which the Area of Work is valid.	
865	Position Requirements Subject Area	Pos Area Of Work Dim	Effective Start Date	DATE	Date from which the Area of Work is valid.	
866	Position Requirements Subject Area	Pos Area Of Work Dim	Primary Area Of Work	TEXT	A high level grouping of related Clinical Specialties or Support Functions.	
867	Position Requirements Subject Area	Pos Area Of Work Dim	Secondary Area Of Work	TEXT	A grouping of related Clinical Specialties or Support Functions.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
868	Position Requirements Subject Area	Pos Area Of Work Dim	Tertiary Area Of Work	TEXT	A Clinical Specialty or Support Function where work is undertaken.	
869	Position Requirements Subject Area	Pos Assignment Dim	Asg Hosted Org	TEXT	The Assignment is allocated to an Organisation which is 'hosted' by the Employing Authority.	
870	Position Requirements Subject Area	Pos Assignment Dim	Asg Maximum Part Time Flag	TEXT	An indicator of whether a Full-Time Consultant holds the right to undertake Private Practice.	
871	Position Requirements Subject Area	Pos Assignment Dim	Asg Number	NUMBER	Same as the unique Employee Number, except that if the person holds multiple Assignments then a suffix is added to each record after the Primary. (e.g. Employee Number 12345678, produces Primary Assignment Number 12345678, a second Assignment would have Assignment Number 12345678 -2, etc..	
872	Position Requirements Subject Area	Pos Assignment Dim	Asg Organisation Type	TEXT	A classification of NHS organisations.	
873	Position Requirements Subject Area	Pos Assignment Dim	Asg Type Of Appointment	TEXT	Indicates whether the assignment is on a Full-time or Part-time basis.	
874	Position Requirements Subject Area	Pos Assignment Dim	Asg Type Of Contract	TEXT	The type of employment contract held. (e.g. Bank, Locum, Permanent.)	
875	Position Requirements Subject Area	Pos Assignment Dim	Assignment Reason	TEXT	The reason for the Assignment Change. E.g. Hours Change, Promotion, Supervisor Change etc.	
876	Position Requirements Subject Area	Pos Assignment Dim	Band Supplement	TEXT	The Band Supplement attached to a Position for Junior Doctors in recompense for the anti-social and high intensity work pattern.	
877	Position Requirements Subject Area	Pos Assignment Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
878	Position Requirements Subject Area	Pos Assignment Dim	Contracted Session	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	
879	Position Requirements Subject Area	Pos Assignment Dim	Contracted Wte	NUMBER	The contracted Full Time Equivalent of an employee's assignment calculated from the formula: Contracted Hours or Sessions for	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					the Assignment / Standard Hours or Sessions for Grade.	
880	Position Requirements Subject Area	Pos Assignment Dim	Effective End Date	DATE	Date to which the Assignment is valid.	
881	Position Requirements Subject Area	Pos Assignment Dim	Effective Start Date	DATE	Date from which the Assignment is valid.	
882	Position Requirements Subject Area	Pos Assignment Dim	Exit Interview Completed	TEXT	This indicates whether an Exit Questionnaire has been completed by a leaver.	
883	Position Requirements Subject Area	Pos Assignment Dim	Exit Interview Date	DATE	The date an Exit Questionnaire was completed by a leaver.	
884	Position Requirements Subject Area	Pos Assignment Dim	Fixed Term End Date	DATE	The end date of a Fixed Term or Temporary assignment.	
885	Position Requirements Subject Area	Pos Assignment Dim	Fixed Term Reason	TEXT	The Reason given for a fixed term contract.	
886	Position Requirements Subject Area	Pos Assignment Dim	Frontline Healthcare Worker	TEXT	Assignment override for the position level 'Frontline Healthcare Worker' (Y/N) field.	
887	Position Requirements Subject Area	Pos Assignment Dim	Job Sharer	TEXT	A flag to indicate that this assignment is held on a job sharing basis.	
888	Position Requirements Subject Area	Pos Assignment Dim	Pay Step Date	DATE	The date of progression to the next Grade Step Point.	
889	Position Requirements Subject Area	Pos Assignment Dim	Primary Flag	TEXT	A flag to indicate whether this is the employee's primary assignment.	
890	Position Requirements Subject Area	Pos Assignment Dim	Site Code	NUMBER	This is the 2 character identifier for a site within an employing organisation in which the assignment is based, as determined by the ODS.	
891	Position Requirements Subject Area	Pos Assignment Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
892	Position Requirements Subject Area	Pos Assignment Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
893	Position Requirements Subject Area	Pos Assignment Dim	Site Post Code	TEXT	This is the Post Code for a site within an employing organisation in which the assignment is based.	
894	Position Requirements Subject Area	Pos Assignment Dim	Start Date In Grade	DATE	The date an employee first held an assignment at this Grade.	
895	Position Requirements Subject Area	Pos Assignment Dim	Start Date In Position	DATE	The date an employee first held an assignment in this Position.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
896	Position Requirements Subject Area	Pos Assignment Dim	Status	TEXT	Reflects the status of the Assignment.	
897	Position Requirements Subject Area	Pos Assignment Dim	Target Org	TEXT	The Target Org (name) indicates the org which legally employs the staff. It is used in situations whereby a merge/demerge is yet to take place in ESR.	
898	Position Requirements Subject Area	Pos Assignment Dim	Target Org Code	TEXT	The ODS code relating to the Target Org.	
899	Position Requirements Subject Area	Pos Assignment Dim	Working Pattern	TEXT	The type of flexible working pattern, if appropriate, for the assignment.	
900	Position Requirements Subject Area	Pos Care Group Dim	Care Group Code	TEXT	A Code for the Care Group.	
901	Position Requirements Subject Area	Pos Care Group Dim	Care Group Name	TEXT	Descriptive name of the care group.	
902	Position Requirements Subject Area	Pos Care Group Dim	Care Group Weighting	TEXT	The percentage of time allocated to each care group associated with the position.	
903	Position Requirements Subject Area	Pos Competence Requirements Dim	Comp Req Date From	DATE	The Date from which a person holds a Competence.	
904	Position Requirements Subject Area	Pos Competence Requirements Dim	Comp Req Date To	DATE	The Date after which a person's Competence ceases to be valid.	
905	Position Requirements Subject Area	Pos Competence Requirements Dim	Comp Req Mandatory	TEXT	A flag indicating whether the competence requirement is an Essential requirement for an occupant of the Position.	
906	Position Requirements Subject Area	Pos Competence Requirements Dim	Competence Framework	TEXT	The Competency Framework to which the Competence belongs.	
907	Position Requirements Subject Area	Pos Competence Requirements Dim	Competence Name	TEXT	The name of the Competence which the Student acquires from successful completion of the Training Activity.	
908	Position Requirements Subject Area	Pos Competence Requirements Dim	Competence Type	TEXT	Used to identify whether the competence is National (NHS) or Local (Local code).	
909	Position Requirements Subject Area	Pos Competence Requirements Dim	Effective End Date	DATE	Date to which the Competence Requirement is valid.	
910	Position Requirements Subject Area	Pos Competence Requirements Dim	Effective Start Date	DATE	Date from which the Competence Requirement is valid.	
911	Position Requirements Subject Area	Pos Competence Requirements Dim	Proficiency Level High	TEXT	The Competence level which is necessary for progression through the Second Gateway.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
912	Position Requirements Subject Area	Pos Competence Requirements Dim	Proficiency Level Low	TEXT	The Competence level which is necessary for progression through the Foundation Gateway.	
913	Position Requirements Subject Area	Pos Competence Requirements Dim	Proficiency Step High	NUMBER	The higher limit at which the level of Competence is required.	
914	Position Requirements Subject Area	Pos Competence Requirements Dim	Proficiency Step Low	NUMBER	The lower limit at which the level of Competence is required.	
915	Position Requirements Subject Area	Pos Competence Requirements Dim	Requirement Type	TEXT	The Requirement Type associated with the Competence.	
916	Position Requirements Subject Area	Pos Disabilities Dim	Category	TEXT	The detailed disability category.	
917	Position Requirements Subject Area	Pos Disabilities Dim	Effective End Date	DATE	Date to which the disability record is valid.	
918	Position Requirements Subject Area	Pos Disabilities Dim	Effective Start Date	DATE	Date from which the disability record is valid.	
919	Position Requirements Subject Area	Pos Disabilities Dim	Reason	TEXT	Reason for disability.	
920	Position Requirements Subject Area	Pos Disabilities Dim	Status	TEXT	The status of the disability record. E.g. Active, Closed.	
921	Position Requirements Subject Area	Pos Grade Dim	Effective End Date	DATE	Date to which the Grade is valid.	
922	Position Requirements Subject Area	Pos Grade Dim	Effective Start Date	DATE	Date from which the Grade is valid.	
923	Position Requirements Subject Area	Pos Grade Dim	Grade Code	TEXT	The code applicable to a Grade. This is the second segment of the Grade flexfield.	
924	Position Requirements Subject Area	Pos Grade Dim	Grade Desc	TEXT	The description of a Grade. This is the third segment of the Grade flexfield.	
925	Position Requirements Subject Area	Pos Grade Dim	Grade First and Second Payscale Letters	TEXT	Two characters representing the Payscale with which the Grade is associated. This is derived from the first two characters of the Grade. Its use is for selection and grouping of Grades within a Payscale.	
926	Position Requirements Subject Area	Pos Grade Dim	Grade Maximum Salary	NUMBER	The value applicable to the highest payscale point for this grade.	
927	Position Requirements Subject Area	Pos Grade Dim	Grade Minimum Salary	NUMBER	The value applicable to the lowest payscale point for this grade.	
928	Position Requirements Subject Area	Pos Grade Dim	Grade Primary Payscale Letter	TEXT	A character representing the Payscale with which the Grade is associated. This is	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					derived from the first character of the Grade. Its use is for selection and grouping of Grades within a Payscale.	
929	Position Requirements Subject Area	Pos Grade Dim	Grade Type	TEXT	This identifies whether the Grade is National (NHS) or Local (Trust Numeric Identifier). This is the first segment of the Grade flexfield.	
930	Position Requirements Subject Area	Pos Grade Dim	National or Local Grade Type	TEXT	Indicates whether the Grade is national or local.	
931	Position Requirements Subject Area	Pos Occupation Code Dim	Effective End Date	DATE	Date to which the Occupation Code is valid.	
932	Position Requirements Subject Area	Pos Occupation Code Dim	Effective Start Date	DATE	Date from which the Occupation Code is valid.	
933	Position Requirements Subject Area	Pos Occupation Code Dim	Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
934	Position Requirements Subject Area	Pos Occupation Code Dim	Occupation Code	TEXT	The Occupation Code for a position.	
935	Position Requirements Subject Area	Pos Occupation Code Dim	Occupation Description	TEXT	Description of the Occupation Code for a position.	
936	Position Requirements Subject Area	Pos Org Dim	Deanery Code	TEXT	The identifier for the Deanery associated with the employing organisation.	
937	Position Requirements Subject Area	Pos Org Dim	Deanery Name	TEXT	The name of the Deanery associated with the employing organisation.	
938	Position Requirements Subject Area	Pos Org Dim	HQ Site Code	NUMBER	This is the 2 character identifier for the Orgs HQ site as determined by the ODS.	
939	Position Requirements Subject Area	Pos Org Dim	HQ Site Post Code	TEXT	This is the Post Code for the Orgs HQ site.	
940	Position Requirements Subject Area	Pos Org Dim	National Level Code	TEXT	A single character identifier for the country associated with the employing organisation.	
941	Position Requirements Subject Area	Pos Org Dim	National Level Name	TEXT	The name of the country associated with the previous employing organisation.	
942	Position Requirements Subject Area	Pos Org Dim	ODS Code	TEXT	The Organisation Data Service (ODS) [previously known as NACS (National Administrative Coding Service)] code allocated to an employing organisation. A mapping table in the Data Warehouse derives the Org Code from the three	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					character ESR identifier for the employing organisation.	
943	Position Requirements Subject Area	Pos Org Dim	Organisation Type	TEXT	A classification of NHS organisations.	
944	Position Requirements Subject Area	Pos Org Dim	Region	TEXT	The name of the Region associated with the employing organisation.	
945	Position Requirements Subject Area	Pos Org Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
946	Position Requirements Subject Area	Pos Org Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
947	Position Requirements Subject Area	Pos Org Dim	Trust Code	TEXT	Derived from the first three characters of Organisation ID and Name.	
948	Position Requirements Subject Area	Pos Org Dim	Trust Name	TEXT	Name of the Employing Organisation. Derived from the Organisation ID and Name with the Identifier section removed.	
949	Position Requirements Subject Area	Pos Person Dim	Age Band	TEXT	The age band applicable to an employee's age (as at the current date).	
950	Position Requirements Subject Area	Pos Person Dim	Age In Years	NUMBER	The age of an employee in years (as at the current date).	
951	Position Requirements Subject Area	Pos Person Dim	Age In Years And Months	TEXT	The age of an employee in years and months (as at the current date).	
952	Position Requirements Subject Area	Pos Person Dim	Date Of Birth	DATE	The date on which the employee was born.	
953	Position Requirements Subject Area	Pos Person Dim	Date Of Joining Nhs	DATE	The date on which the employee first entered NHS employment, regardless of subsequent breaks in service.	
954	Position Requirements Subject Area	Pos Person Dim	Disability Status	TEXT	Indicates whether the employee considers him or herself to be disabled.	
955	Position Requirements Subject Area	Pos Person Dim	Effective End Date	DATE	Date to which the Person record is valid.	
956	Position Requirements Subject Area	Pos Person Dim	Effective Start Date	DATE	Date from which the Person record is valid.	
957	Position Requirements Subject Area	Pos Person Dim	Employee Number	NUMBER	A person is given a unique Employee Number when they are hired by a Trust. (Automatically generated.) This number is unique to that person's employment at that Trust. Should they leave that Trust and later	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					be re-hired by another Trust, they will be given a new unique Employee Number. However, should a person leave a Trust and later re-join that same Trust then the original record is 're-activated' hence the number is 're-used'.	
958	Position Requirements Subject Area	Pos Person Dim	Ethnic Origin	TEXT	The ethnic category to which an employee belongs, as determined by the individual employee.	
959	Position Requirements Subject Area	Pos Person Dim	Forename	TEXT	A person's first name.	
960	Position Requirements Subject Area	Pos Person Dim	Frontline Healthcare Worker	TEXT	Indicates if the position is defined as 'Frontline Healthcare Worker' (Y/N).	
961	Position Requirements Subject Area	Pos Person Dim	FTN Number	TEXT	The Fixed-term type of National Training Number (NTN) for a Specialist Registrar.	
962	Position Requirements Subject Area	Pos Person Dim	Gender	TEXT	An employee's Gender.	
963	Position Requirements Subject Area	Pos Person Dim	Home Post Code	TEXT	An employee's Home Post Code.	
964	Position Requirements Subject Area	Pos Person Dim	International Recruit	TEXT	Indicates whether an employee is an International Recruit (Y) or not (N). Derived from the data item 'Source of Recruitment' ('Y' if Source of Recruitment start with 'Abroad', otherwise 'N')	
965	Position Requirements Subject Area	Pos Person Dim	Key Worker Living	TEXT	A flag to identify staff in the Key Worker Living scheme.	
966	Position Requirements Subject Area	Pos Person Dim	Latest Hire Date	DATE	The date of commencement of continuous employment with the employing organisation.	
967	Position Requirements Subject Area	Pos Person Dim	Marital Status	TEXT	The Marital Status of the person.	
968	Position Requirements Subject Area	Pos Person Dim	Nationality	TEXT	The nationality of the employee as declared by the individual on appointment or as advised by the individual in the course of employment (should they change their nationality).	
969	Position Requirements Subject Area	Pos Person Dim	NI Number	TEXT	The National Insurance Number for an employee.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
970	Position Requirements Subject Area	Pos Person Dim	NTN Number	TEXT	An alphanumeric training number issued by the postgraduate Deanery to a Specialist Registrar who has been accepted for a training programme.	
971	Position Requirements Subject Area	Pos Person Dim	Original Hire Date	DATE	The date on which the employee was first hired by the employing organisation.	
972	Position Requirements Subject Area	Pos Person Dim	Religious Belief	TEXT	The Religious Belief of the person.	
973	Position Requirements Subject Area	Pos Person Dim	Residency Status	TEXT	Indicates whether an employee has the right to stay and work in the UK permanently.	
974	Position Requirements Subject Area	Pos Person Dim	Sexual Orientation	TEXT	The Sexual Orientation of the person.	
975	Position Requirements Subject Area	Pos Person Dim	Source Of Recruitment	TEXT	The Source of Recruitment of an employee immediately prior to their joining an employing organisation.	
976	Position Requirements Subject Area	Pos Person Dim	Surname	TEXT	An employee's last name (Surname).	
977	Position Requirements Subject Area	Pos Person Dim	Unique Nhs Identifier	NUMBER	The unique NHS identifier for an employee which enables individuals to be linked across multiple employee records in the NHS.	
978	Position Requirements Subject Area	Pos Person Dim	User Person Type	TEXT	Indicates the record-type of a employee within ESR.	
979	Position Requirements Subject Area	Pos Person Dim	VTN Number	TEXT	The Visiting type of National Training Number (NTN) for a Specialist Registrar.	
980	Position Requirements Subject Area	Pos Person Dim	Work Permit Expiry Date	DATE	The date on which the employee's Work Permit expires.	
981	Position Requirements Subject Area	Pos Personal Competences	Awarding Organisation	TEXT	The organisation in which the competency was initially awarded.	
982	Position Requirements Subject Area	Pos Personal Competences	Competence Date From	DATE	Date from which the competence is held.	
983	Position Requirements Subject Area	Pos Personal Competences	Competence Date To	DATE	Date to which the competence is held.	
984	Position Requirements Subject Area	Pos Personal Competences	Competence Framework	TEXT	The Competency Framework to which the Competence belongs.	
985	Position Requirements Subject Area	Pos Personal Competences	Competence Name	TEXT	The required competence comprised of the four segments.	
986	Position Requirements Subject Area	Pos Personal Competences	Competence Type	TEXT	Used to identify whether the competence is National (NHS) or Local (Local code).	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
987	Position Requirements Subject Area	Pos Personal Competences	Effective End Date	DATE	Date to which the Personal Competence is valid.	
988	Position Requirements Subject Area	Pos Personal Competences	Effective Start Date	DATE	Date from which the Personal Competence is valid.	
989	Position Requirements Subject Area	Pos Personal Competences	Proficiency Level	TEXT	The level of Proficiency associated with the Competence.	
990	Position Requirements Subject Area	Pos Personal Competences	Proficiency Step	NUMBER	The level at which the Competence is held.	
991	Position Requirements Subject Area	Pos Position Dim	Budgeted Wte	NUMBER	The Budgeted Establishment (in contracted FTE) for a Position.	
992	Position Requirements Subject Area	Pos Position Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
993	Position Requirements Subject Area	Pos Position Dim	Contracted Sessions	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	
994	Position Requirements Subject Area	Pos Position Dim	Deanery Post Number	TEXT	The reference number allocated by a post-graduate Deanery for a Junior Doctor training post which has been approved for training.	
995	Position Requirements Subject Area	Pos Position Dim	Effective End Date	DATE	Date to which the Position is valid.	
996	Position Requirements Subject Area	Pos Position Dim	Effective Start Date	DATE	Date from which the Position is valid.	
997	Position Requirements Subject Area	Pos Position Dim	Pos Job Role	TEXT	A nationally defined Job Role value held against the Position.	
998	Position Requirements Subject Area	Pos Position Dim	Pos Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
999	Position Requirements Subject Area	Pos Position Dim	Pos Occ Code	TEXT	Description of the Occupation Code for a position.	
1000	Position Requirements Subject Area	Pos Position Dim	Pos Occ Desc	TEXT	Description of the Occupation Code for a position.	
1001	Position Requirements Subject Area	Pos Position Dim	Pos Occ Effective End Date	DATE	The effective end date for the Occupation Code against the Position.	
1002	Position Requirements Subject Area	Pos Position Dim	Pos Occ Effective Start Date	DATE	The effective start date for the Occupation Code against the Position.	
1003	Position Requirements Subject Area	Pos Position Dim	Pos Sg Effective End Date	DATE	The effective end date for the Staff Group held against the Position.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1004	Position Requirements Subject Area	Pos Position Dim	Pos Sg Effective Start Date	DATE	The effective start date for the Staff Group held against the Position.	
1005	Position Requirements Subject Area	Pos Position Dim	Pos Staff Group	TEXT	A nationally defined Staff Group value held against the Position.	
1006	Position Requirements Subject Area	Pos Position Dim	Pos Workplace Org Code	TEXT	The Workplace Organisation Code held against the Position. (Where the work physically takes place.)	
1007	Position Requirements Subject Area	Pos Position Dim	Pos Workplace Org Name	TEXT	The Workplace Organisation Code description held against the Position. (Where the work physically takes place.)	
1008	Position Requirements Subject Area	Pos Position Dim	Position Position Number	TEXT	The Position identifier.	
1009	Position Requirements Subject Area	Pos Position Dim	Position Type	TEXT	A classification of Position Types.	
1010	Position Requirements Subject Area	Pos Position Dim	Status	TEXT	Reflects the status of the Position.	
1011	Position Requirements Subject Area	Pos Position Dim	Title	TEXT	The locally determined title for the Position.	
1012	Position Requirements Subject Area	Pos Profession Registration	Effective End Date	DATE	Date to which the Professional Registration is valid.	
1013	Position Requirements Subject Area	Pos Profession Registration	Effective Start Date	DATE	Date from which the Professional Registration is valid.	
1014	Position Requirements Subject Area	Pos Profession Registration	Expiry Date	DATE	Date on which the Professional Registration expires.	
1015	Position Requirements Subject Area	Pos Profession Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered..	
1016	Position Requirements Subject Area	Pos Profession Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1017	Position Requirements Subject Area	Pos Profession Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
1018	Position Requirements Subject Area	Pos Profession Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
1019	Position Requirements Subject Area	Pos Profession Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					'Valid' or 'Expired' as at the last day of the period.	
1020	Position Requirements Subject Area	Pos Profession Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
1021	Position Requirements Subject Area	Pos Qualification Requirements Dim	Effective End Date	DATE	Date to which the Qualification Requirement is valid.	
1022	Position Requirements Subject Area	Pos Qualification Requirements Dim	Effective Start Date	DATE	Date from which the Qualification Requirement is valid.	
1023	Position Requirements Subject Area	Pos Qualification Requirements Dim	Qualification Subject Area	TEXT	A high level description of the Subject Area appropriate to the Required Qualification.	
1024	Position Requirements Subject Area	Pos Qualification Requirements Dim	Qualification Type	TEXT	The type of Qualification.	
1025	Position Requirements Subject Area	Pos Qualification Requirements Dim	Requirement Type	TEXT	The Requirement Type associated with the Qualification.	
1026	Position Requirements Subject Area	Pos Registration Requirements Dim	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
1027	Position Requirements Subject Area	Pos Registration Requirements Dim	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	
1028	Position Requirements Subject Area	Pos Registration Requirements Dim	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1029	Position Requirements Subject Area	Pos Registration Requirements Dim	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
1030	Position Requirements Subject Area	Pos Registration Requirements Dim	Requirement Type	TEXT	The Requirement Type associated with the Professional Registration.	
1031	Position Requirements Subject Area	Pos Requirements Dim	Comp Req Date From	DATE	The Date from which a person holds a Competence.	
1032	Position Requirements Subject Area	Pos Requirements Dim	Comp Req Date To	DATE	The Date after which a person's Competence ceases to be valid.	
1033	Position Requirements Subject Area	Pos Requirements Dim	Comp Req Mandatory	TEXT	A flag indicating whether the competence requirement is an Essential requirement for an occupant of the Position.	
1034	Position Requirements Subject Area	Pos Requirements Dim	Competence Framework	TEXT	The Competency Framework to which the Competence belongs.	
1035	Position Requirements Subject Area	Pos Requirements Dim	Competence Name	TEXT	The Competence held by a person comprised of the four segments.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1036	Position Requirements Subject Area	Pos Requirements Dim	Competence Type	TEXT	Used to identify whether the competence is National (NHS) or Local (Local code).	
1037	Position Requirements Subject Area	Pos Requirements Dim	Effective End Date	DATE	Date to which the Position Requirement is valid.	
1038	Position Requirements Subject Area	Pos Requirements Dim	Effective Start Date	DATE	Date from which the Position requirement is valid.	
1039	Position Requirements Subject Area	Pos Requirements Dim	Proficiency Level High	TEXT	The Competence level which is necessary for progression through the Second Gateway.	
1040	Position Requirements Subject Area	Pos Requirements Dim	Proficiency Level Low	TEXT	The Competence level which is necessary for progression through the Foundation Gateway.	
1041	Position Requirements Subject Area	Pos Requirements Dim	Proficiency Step High	NUMBER	The higher limit at which the level of Competence is required.	
1042	Position Requirements Subject Area	Pos Requirements Dim	Proficiency Step Low	NUMBER	The lower limit at which the level of Competence is required.	
1043	Position Requirements Subject Area	Pos Requirements Dim	Qualification Subject Area	TEXT	A high level description of the Subject Area appropriate to the Required Qualification.	
1044	Position Requirements Subject Area	Pos Requirements Dim	Qualification Type	TEXT	The type of Qualification.	
1045	Position Requirements Subject Area	Pos Requirements Dim	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1046	Position Requirements Subject Area	Pos Requirements Dim	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
1047	Position Requirements Subject Area	Pos Requirements Dim	Requirement Type	TEXT	The Requirement Type associated with the Position.	
1048	Position Requirements Subject Area	Pos Requirements Fact	Unique NHS ID	NUMBER	The unique NHS identifier for an employee which enables individuals to be linked across multiple employee records in the NHS.	
1049	Position Requirements Subject Area	Pos Requirements Fact	Unique Nhs Id With Req	TEXT	The unique NHS identifier for an employee . When aggregated, shows the number (headcount) of employees who hold the competence, qualification or registration required.	
1050	Position Requirements Subject Area	Pos Requirements Fact	Unique Nhs Id Without Req	TEXT	The unique NHS identifier for an employee . When aggregated, shows the number (headcount) of employees who do not hold	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					the competence, qualification or registration required.	
1051	Position Requirements Subject Area	Pos Requirements Fact	Wte	NUMBER	The contracted Full Time Equivalent (FTE) for the employee's assignment. When aggregated, shows the number (FTE) of employees in post.	
1052	Position Requirements Subject Area	Pos Requirements Fact	Wte With Req	NUMBER	The contracted Full Time Equivalent (FTE) for the employee's assignment. When aggregated, shows the number (FTE) of employees in post who hold the competence, skill or qualification required.	
1053	Position Requirements Subject Area	Pos Requirements Fact	Wte Without Req	NUMBER	The contracted Full Time Equivalent (FTE) for the employee's assignment. When aggregated, shows the number (FTE) of employees in post who do not hold the competence, skill or qualification required.	
1054	Position Requirements Subject Area	Pos Staff Group Dim	Effective End Date	DATE	Date to which the Staff Group is valid.	
1055	Position Requirements Subject Area	Pos Staff Group Dim	Effective Start Date	DATE	Date from which the Staff Group is valid.	
1056	Position Requirements Subject Area	Pos Staff Group Dim	Job Role	TEXT	A nationally defined Job Role value.	
1057	Position Requirements Subject Area	Pos Staff Group Dim	Staff Group	TEXT	A nationally defined Staff Group value.	
1058	Position Requirements Subject Area	Pos Time Dim	Last Month Loaded	DATE	The last month for which data exists in the Data Warehouse.	
1059	Position Requirements Subject Area	Pos Time Dim	Tm End date	DATE	The last day of the extract month (in the format 'DD-MON-YYYY').	
1060	Position Requirements Subject Area	Pos Time Dim	Tm Start date	DATE	The first day of the extract month (in the format 'DD-MON-YYYY').	
1061	Position Requirements Subject Area	Pos Time Dim	Tm year month	TEXT	The extract month displayed as Year and Month (in the format 'YYYY-MON').	
1062	Position Requirements Subject Area	Pos Time Dim	Ty year	TEXT	The extract month displayed as Year for display purpose (in the format 'YYYY').	
1063	Training and Attendance Subject Area	Training Area Of Work Dim	Effective End Date	DATE	Date to which the Area of Work is valid.	
1064	Training and Attendance Subject Area	Training Area Of Work Dim	Effective Start Date	DATE	Date from which the Area of Work is valid.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1065	Training and Attendance Subject Area	Training Area Of Work Dim	Primary Area Of Work	TEXT	A high level grouping of related Clinical Specialties or Support Functions.	
1066	Training and Attendance Subject Area	Training Area Of Work Dim	Secondary Area Of Work	TEXT	A grouping of related Clinical Specialties or Support Functions.	
1067	Training and Attendance Subject Area	Training Area Of Work Dim	Tertiary Area Of Work	TEXT	A Clinical Specialty or Support Function where work is undertaken.	
1068	Training and Attendance Subject Area	Training Assignment Dim	Asg Hosted Org	TEXT	The Assignment is allocated to an Organisation which is 'hosted' by the Employing Authority.	
1069	Training and Attendance Subject Area	Training Assignment Dim	Asg Maximum Part Time Flag	TEXT	An indicator of whether a Full-Time Consultant holds the right to undertake Private Practice.	
1070	Training and Attendance Subject Area	Training Assignment Dim	Asg Number	NUMBER	Same as the unique Employee Number, except that if the person holds multiple Assignments then a suffix is added to each record after the Primary. (e.g. Employee Number 12345678, produces Primary Assignment Number 12345678, a second Assignment would have Assignment Number 12345678 -2, etc..	
1071	Training and Attendance Subject Area	Training Assignment Dim	Asg Organisation Type	TEXT	A classification of NHS organisations.	
1072	Training and Attendance Subject Area	Training Assignment Dim	Asg Type Of Appointment	TEXT	Indicates whether the assignment is on a Full-time or Part-time basis.	
1073	Training and Attendance Subject Area	Training Assignment Dim	Asg Type Of Contract	TEXT	The type of employment contract held. (e.g. Bank, Locum, Permanent.)	
1074	Training and Attendance Subject Area	Training Assignment Dim	Assignment Reason	TEXT	The reason for the Assignment Change. E.g. Hours Change, Promotion, Supervisor Change etc.	
1075	Training and Attendance Subject Area	Training Assignment Dim	Band Supplement	TEXT	The Band Supplement attached to a Position for Junior Doctors in recompense for the anti-social and high intensity work pattern.	
1076	Training and Attendance Subject Area	Training Assignment Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
1077	Training and Attendance Subject Area	Training Assignment Dim	Contracted Session	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1078	Training and Attendance Subject Area	Training Assignment Dim	Contracted Wte	NUMBER	The contracted Full Time Equivalent of an employee's assignment calculated from the formula: Contracted Hours or Sessions for the Assignment / Standard Hours or Sessions for Grade.	
1079	Training and Attendance Subject Area	Training Assignment Dim	Effective End Date	DATE	Date to which the Grade is valid.	
1080	Training and Attendance Subject Area	Training Assignment Dim	Effective Start Date	DATE	Date from which the Assignment is valid.	
1081	Training and Attendance Subject Area	Training Assignment Dim	Exit Interview Completed	TEXT	This indicates whether an Exit Questionnaire has been completed by a leaver.	
1082	Training and Attendance Subject Area	Training Assignment Dim	Exit Interview Date	DATE	The date an Exit Questionnaire was completed by a leaver.	
1083	Training and Attendance Subject Area	Training Assignment Dim	Fixed Term End Date	DATE	The end date of a Fixed Term or Temporary assignment.	
1084	Training and Attendance Subject Area	Training Assignment Dim	Fixed Term Reason	TEXT	The Reason given for a fixed term contract.	
1085	Training and Attendance Subject Area	Training Assignment Dim	Frontline Healthcare Worker	TEXT	Assignment override for the position level 'Frontline Healthcare Worker' (Y/N) field.	
1086	Training and Attendance Subject Area	Training Assignment Dim	Job Sharer	TEXT	A flag to indicate that this assignment is held on a job sharing basis.	
1087	Training and Attendance Subject Area	Training Assignment Dim	Pay Step Date	DATE	The date of progression to the next Grade Step Point.	
1088	Training and Attendance Subject Area	Training Assignment Dim	Primary Flag	TEXT	A flag to indicate whether this is the employee's primary assignment.	
1089	Training and Attendance Subject Area	Training Assignment Dim	Site Code	NUMBER	This is the 2 character identifier for a site within an employing organisation in which the assignment is based, as determined by the ODS.	
1090	Training and Attendance Subject Area	Training Assignment Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
1091	Training and Attendance Subject Area	Training Assignment Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
1092	Training and Attendance Subject Area	Training Assignment Dim	Site Post Code	TEXT	This is the Post Code for a site within an employing organisation in which the assignment is based.	
1093	Training and Attendance Subject Area	Training Assignment Dim	Start Date In Grade	DATE	The date an employee first held an assignment at this Grade.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1094	Training and Attendance Subject Area	Training Assignment Dim	Start Date In Position	DATE	The date an employee first held an assignment in this Position.	
1095	Training and Attendance Subject Area	Training Assignment Dim	Status	TEXT	Reflects the status of the Assignment.	
1096	Training and Attendance Subject Area	Training Assignment Dim	Working Pattern	TEXT	The type of flexible working pattern, if appropriate, for the assignment.	
1097	Training and Attendance Subject Area	Training Care Group Dim	Care Group Code	TEXT	A Code for the Care Group.	
1098	Training and Attendance Subject Area	Training Care Group Dim	Care Group Name	TEXT	Descriptive name of the care group.	
1099	Training and Attendance Subject Area	Training Care Group Dim	Care Group Weighting	TEXT	The percentage of time allocated to each care group associated with the position.	
1100	Training and Attendance Subject Area	Training Class Dim	Category	TEXT	The broad category with which the Class is associated.	
1101	Training and Attendance Subject Area	Training Class Dim	Class Date From	DATE	The date from which the Class is effective.	
1102	Training and Attendance Subject Area	Training Class Dim	Class Date To	DATE	The date to which the Class is effective.	
1103	Training and Attendance Subject Area	Training Class Dim	Class Title	TEXT	the title of the Class.	
1104	Training and Attendance Subject Area	Training Class Dim	Course Name	TEXT	The name of the course.	
1105	Training and Attendance Subject Area	Training Class Dim	Delivery Mode	TEXT	Offerings specify the delivery mode of the course, for example, classroom based or On the Job.	
1106	Training and Attendance Subject Area	Training Class Dim	Duration	NUMBER	The number of Units duration of the Training Event.	
1107	Training and Attendance Subject Area	Training Class Dim	Duration Units	TEXT	The Units in which the duration of a Training Event is measured.	
1108	Training and Attendance Subject Area	Training Class Dim	Number Of Prof Credits	NUMBER	The number of Professional Credits awarded as a result of successful completion of a Training Event.	
1109	Training and Attendance Subject Area	Training Class Dim	Offering Name	TEXT	Each Offering defines the delivery mode of the class, the Duration and Maximum/Minimum attendees.	
1110	Training and Attendance Subject Area	Training Class Dim	Professional Credit Type	TEXT	The type of Professional Credit awarded as a result of successful completion of a Training Event.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1111	Training and Attendance Subject Area	Training Class Dim	Supplier	TEXT	Name of the organisation providing the Training Event - if external to the Trust.	
1112	Training and Attendance Subject Area	Training Class Dim	Target Org	TEXT	The Target Org (name) indicates the org which legally employs the staff. It is used in situations whereby a merge/demerge is yet to take place in ESR.	
1113	Training and Attendance Subject Area	Training Class Dim	Target Org Code	TEXT	The ODS code relating to the Target Org.	
1114	Training and Attendance Subject Area	Training Course Competences	Category	TEXT	The broad category with which the Course is associated.	
1115	Training and Attendance Subject Area	Training Course Competences	Comp Eff Date From	DATE	Date from which the Student Competence associated with the Training Activity is valid.	
1116	Training and Attendance Subject Area	Training Course Competences	Comp Eff Date To	DATE	Date to which the Student Competence associated with the Training Activity is valid.	
1117	Training and Attendance Subject Area	Training Course Competences	Competence Name	TEXT	The Competence held by a person comprised of the four segments.	
1118	Training and Attendance Subject Area	Training Course Competences	Course Date From	DATE	The start date of the Course.	
1119	Training and Attendance Subject Area	Training Course Competences	Course Date To	DATE	The end date of the course.	
1120	Training and Attendance Subject Area	Training Course Competences	Course Name	TEXT	The name of the course.	
1121	Training and Attendance Subject Area	Training Course Competences	Professional Credit Type	TEXT	The type of Professional Credit awarded as a result of successful completion of a Training Event.	
1122	Training and Attendance Subject Area	Training Course Competences	Professional Credits	NUMBER	The number of Professional Credits a person receives on successful completion of the Activity.	
1123	Training and Attendance Subject Area	Training Course Competences	Rating Level Name	TEXT	The levels of proficiency in the Competence which the Student could acquire from successful completion of the Training Activity.	
1124	Training and Attendance Subject Area	Training Disabilities Dim	Category	TEXT	The detailed disability category.	
1125	Training and Attendance Subject Area	Training Disabilities Dim	Effective End Date	DATE	Date to which the disability record is valid.	
1126	Training and Attendance Subject Area	Training Disabilities Dim	Effective Start Date	DATE	Date from which the disability record is valid.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1127	Training and Attendance Subject Area	Training Disabilities Dim	Reason	TEXT	Reason for disability.	
1128	Training and Attendance Subject Area	Training Disabilities Dim	Status	TEXT	The status of the disability record. E.g. Active, Closed.	
1129	Training and Attendance Subject Area	Training Enrolment Status Dim	Completion Date	DATE	The Completion Date for the training.	
1130	Training and Attendance Subject Area	Training Enrolment Status Dim	Date Booking Placed	DATE	The date on which a person was first enrolled on a Training Event.	
1131	Training and Attendance Subject Area	Training Enrolment Status Dim	Enrolment User Status	TEXT	A classification of Enrolment Status for a Training Event.	
1132	Training and Attendance Subject Area	Training Enrolment Status Dim	Player Status	TEXT	Indicates whether the course has been partially or fully completed.	
1133	Training and Attendance Subject Area	Training Enrolment Status Dim	Player Time	TEXT	How long the course content has been played.	
1134	Training and Attendance Subject Area	Training Enrolment Status Dim	Reason For Changing Status	TEXT	The reason for a change to the Enrolment Status.	
1135	Training and Attendance Subject Area	Training Enrolment Status Dim	Successful Completion Flag	TEXT	A flag to indicate whether a person has successfully completed a Training Event.	
1136	Training and Attendance Subject Area	Training Fact	Class Duration	NUMBER	The duration of the Class.	
1137	Training and Attendance Subject Area	Training Fact	Unique NHS Identifier	NUMBER	The unique NHS identifier for an employee which enables individuals to be linked across multiple employee records in the NHS.	
1138	Training and Attendance Subject Area	Training Grade Dim	Effective End Date	DATE	Date to which the Grade is valid.	
1139	Training and Attendance Subject Area	Training Grade Dim	Effective Start Date	DATE	Date from which the Grade is valid.	
1140	Training and Attendance Subject Area	Training Grade Dim	Grade Code	TEXT	The code applicable to a Grade. This is the second segment of the Grade flexfield.	
1141	Training and Attendance Subject Area	Training Grade Dim	Grade Desc	TEXT	The description of a Grade. This is the third segment of the Grade flexfield.	
1142	Training and Attendance Subject Area	Training Grade Dim	Grade Maximum Salary	NUMBER	The value applicable to the highest payscale point for this grade.	
1143	Training and Attendance Subject Area	Training Grade Dim	Grade Minimum Salary	NUMBER	The value applicable to the lowest payscale point for this grade.	
1144	Training and Attendance Subject Area	Training Grade Dim	Grade Primary Payscale Letter	TEXT	A character representing the Payscale with which the Grade is associated. This is derived from the first character of the Grade.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					Its use is for selection and grouping of Grades within a Payscale.	
1145	Training and Attendance Subject Area	Training Grade Dim	Grade Type	TEXT	This identifies whether the Grade is National (NHS) or Local (Trust Numeric Identifier). This is the first segment of the Grade flexfield.	
1146	Training and Attendance Subject Area	Training Grade Dim	National or Local Grade Type	TEXT	Indicates whether the Grade is national or local.	
1147	Training and Attendance Subject Area	Training Occupation Code Dim	Effective Start Date	DATE	Date from which the Occupation Code is valid.	
1148	Training and Attendance Subject Area	Training Occupation Code Dim	Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
1149	Training and Attendance Subject Area	Training Occupation Code Dim	Occupation Code	TEXT	The Occupation Code for a position.	
1150	Training and Attendance Subject Area	Training Occupation Code Dim	Occupation Description	TEXT	Description of the Occupation Code for a position.	
1151	Training and Attendance Subject Area	Training Org Dim	Deanery Code	TEXT	The identifier for the Deanery associated with the employing organisation.	
1152	Training and Attendance Subject Area	Training Org Dim	Deanery Name	TEXT	The name of the Deanery associated with the employing organisation.	
1153	Training and Attendance Subject Area	Training Org Dim	HQ Site Code	NUMBER	This is the 2 character identifier for the Orgs HQ site as determined by the ODS.	
1154	Training and Attendance Subject Area	Training Org Dim	HQ Site Post Code	TEXT	This is the Post Code for the Orgs HQ site.	
1155	Training and Attendance Subject Area	Training Org Dim	National Level Code	TEXT	A single character identifier for the country associated with the employing organisation.	
1156	Training and Attendance Subject Area	Training Org Dim	National Level Name	TEXT	The name of the country associated with the previous employing organisation.	
1157	Training and Attendance Subject Area	Training Org Dim	ODS Code	TEXT	The Organisation Data Service (ODS) [previously known as NACS (National Administrative Coding Service)] code allocated to an employing organisation. A mapping table in the Data Warehouse derives the Org Code from the three character ESR identifier for the employing organisation.	
1158	Training and Attendance Subject Area	Training Org Dim	Organisation Type	TEXT	A classification of NHS organisations.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1159	Training and Attendance Subject Area	Training Org Dim	Region	TEXT	The name of the Region associated with the employing organisation.	
1160	Training and Attendance Subject Area	Training Org Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
1161	Training and Attendance Subject Area	Training Org Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
1162	Training and Attendance Subject Area	Training Org Dim	Trust Code	TEXT	Derived from the first three characters of Organisation ID and Name.	
1163	Training and Attendance Subject Area	Training Org Dim	Trust Name	TEXT	Name of the Employing Organisation. Derived from the Organisation ID and Name with the Identifier section removed.	
1164	Training and Attendance Subject Area	Training Person Dim	Age Band	TEXT	The age band applicable to an employee's age (as at the current date).	
1165	Training and Attendance Subject Area	Training Person Dim	Age In Years	NUMBER	The age of an employee in years (as at the current date).	
1166	Training and Attendance Subject Area	Training Person Dim	Age In Years And Months	TEXT	The age of an employee in years and months (as at the current date).	
1167	Training and Attendance Subject Area	Training Person Dim	Date Of Birth	DATE	The date on which the employee was born.	
1168	Training and Attendance Subject Area	Training Person Dim	Date Of Joining Nhs	DATE	The date on which the employee first entered NHS employment, regardless of subsequent breaks in service.	
1169	Training and Attendance Subject Area	Training Person Dim	Disability Status	TEXT	Indicates whether the employee considers him or herself to be disabled.	
1170	Training and Attendance Subject Area	Training Person Dim	Effective End Date	DATE	Date to which the Person record is valid.	
1171	Training and Attendance Subject Area	Training Person Dim	Effective Start Date	DATE	Date from which the Person record is valid.	
1172	Training and Attendance Subject Area	Training Person Dim	Employee Number	NUMBER	A person is given a unique Employee Number when they are hired by a Trust. (Automatically generated.) This number is unique to that person's employment at that Trust. Should they leave that Trust and later be re-hired by another Trust, they will be given a new unique Employee Number. However, should a person leave a Trust and later re-join that same Trust then the original record is 're-activated' hence the number is 're-used'.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1173	Training and Attendance Subject Area	Training Person Dim	Ethnic Origin	TEXT	The ethnic category to which an employee belongs, as determined by the individual employee.	
1174	Training and Attendance Subject Area	Training Person Dim	Forename	TEXT	A person's first name.	
1175	Training and Attendance Subject Area	Training Person Dim	FTN Number	TEXT	The Fixed-term type of National Training Number (NTN) for a Specialist Registrar.	
1176	Training and Attendance Subject Area	Training Person Dim	Gender	TEXT	An employee's Gender.	
1177	Training and Attendance Subject Area	Training Person Dim	Home Post Code	TEXT	An employee's Home Post Code.	
1178	Training and Attendance Subject Area	Training Person Dim	International Recruit	TEXT	Indicates whether an employee is an International Recruit (Y) or not (N). Derived from the data item 'Source of Recruitment' ('Y' if Source of Recruitment start with 'Abroad', otherwise 'N')	
1179	Training and Attendance Subject Area	Training Person Dim	Key Worker Living	TEXT	A flag to identify staff in the Key Worker Living scheme.	
1180	Training and Attendance Subject Area	Training Person Dim	Latest Hire Date	DATE	The date of commencement of continuous employment with the employing organisation.	
1181	Training and Attendance Subject Area	Training Person Dim	Marital Status	TEXT	The Marital Status of the person.	
1182	Training and Attendance Subject Area	Training Person Dim	Nationality	TEXT	The nationality of the employee as declared by the individual on appointment or as advised by the individual in the course of employment (should they change their nationality).	
1183	Training and Attendance Subject Area	Training Person Dim	NI Number	TEXT	The National Insurance Number for an employee.	
1184	Training and Attendance Subject Area	Training Person Dim	NTN Number	TEXT	An alphanumeric training number issued by the postgraduate Deanery to a Specialist Registrar who has been accepted for a training programme.	
1185	Training and Attendance Subject Area	Training Person Dim	Original Hire Date	DATE	The date on which the employee was first hired by the employing organisation.	
1186	Training and Attendance Subject Area	Training Person Dim	Religious Belief	TEXT	The Religious Belief of the person.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1187	Training and Attendance Subject Area	Training Person Dim	Residency Status	TEXT	Indicates whether an employee has the right to stay and work in the UK permanently.	
1188	Training and Attendance Subject Area	Training Person Dim	Sexual Orientation	TEXT	The Sexual Orientation of the person.	
1189	Training and Attendance Subject Area	Training Person Dim	Source Of Recruitment	TEXT	The Source of Recruitment of an employee immediately prior to their joining an employing organisation.	
1190	Training and Attendance Subject Area	Training Person Dim	Surname	TEXT	An employee's last name (Surname).	
1191	Training and Attendance Subject Area	Training Person Dim	Training Number	TEXT	The Training number which Deaneries assign to trainee doctors.	
1192	Training and Attendance Subject Area	Training Person Dim	Unique Nhs Identifier	NUMBER	The unique NHS identifier for an employee which enables individuals to be linked across multiple employee records in the NHS.	
1193	Training and Attendance Subject Area	Training Person Dim	User Person Type	TEXT	Indicates the record-type of a employee within ESR.	
1194	Training and Attendance Subject Area	Training Person Dim	VTN Number	TEXT	The Visiting type of National Training Number (NTN) for a Specialist Registrar.	
1195	Training and Attendance Subject Area	Training Person Dim	Work Permit Expiry Date	DATE	The date on which the employee's Work Permit expires.	
1196	Training and Attendance Subject Area	Training Position Dim	Budgeted Wte	NUMBER	The Budgeted Establishment (in contracted FTE) for a Position.	
1197	Training and Attendance Subject Area	Training Position Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
1198	Training and Attendance Subject Area	Training Position Dim	Contracted Sessions	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	
1199	Training and Attendance Subject Area	Training Position Dim	Deanery Post Number	TEXT	The reference number allocated by a post-graduate Deanery for a Junior Doctor training post which has been approved for training.	
1200	Training and Attendance Subject Area	Training Position Dim	Effective End Date	DATE	Date to which the Position is valid.	
1201	Training and Attendance Subject Area	Training Position Dim	Effective Start Date	DATE	Date from which the Position is valid.	
1202	Training and Attendance Subject Area	Training Position Dim	Frontline Healthcare Worker	TEXT	Indicates if the position is defined as 'Frontline Healthcare Worker' (Y/N).	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1203	Training and Attendance Subject Area	Training Position Dim	Pos Workplace Org Code	TEXT	The Workplace Organisation Code held against the Position. (Where the work physically takes place.)	
1204	Training and Attendance Subject Area	Training Position Dim	Pos Workplace Org Name	TEXT	The Workplace Organisation Code description held against the Position. (Where the work physically takes place.)	
1205	Training and Attendance Subject Area	Training Position Dim	Position Position Number	TEXT	The Position identifier.	
1206	Training and Attendance Subject Area	Training Position Dim	Position Type	TEXT	A classification of Position Types.	
1207	Training and Attendance Subject Area	Training Position Dim	Status	TEXT	Reflects the status of the Position.	
1208	Training and Attendance Subject Area	Training Position Dim	Title	TEXT	The locally determined title for the Position.	
1209	Training and Attendance Subject Area	Training Staff Group Dim	Effective End Date	DATE	Date to which the Staff Group is valid.	
1210	Training and Attendance Subject Area	Training Staff Group Dim	Effective Start Date	DATE	Date from which the Staff Group is valid.	
1211	Training and Attendance Subject Area	Training Staff Group Dim	Job Role	TEXT	A nationally defined Job Role value.	
1212	Training and Attendance Subject Area	Training Staff Group Dim	Staff Group	TEXT	A nationally defined grouping of related Job Roles.	
1213	Training and Attendance Subject Area	Training Time Dim	Last Month Loaded	DATE	The last month for which data exists in the Data Warehouse.	
1214	Training and Attendance Subject Area	Training Time Dim	Tm End date	DATE	The last day of the extract month (in the format 'DD-MON-YYYY').	
1215	Training and Attendance Subject Area	Training Time Dim	Tm Start date	DATE	The first day of the extract month (in the format 'DD-MON-YYYY').	
1216	Training and Attendance Subject Area	Training Time Dim	Tm year month	TEXT	The extract month displayed as Year and Month (in the format 'YYYY-MON').	
1217	Training and Attendance Subject Area	Training Time Dim	Ty year	TEXT	The extract month displayed as Year for display purpose (in the format 'YYYY').	
1218	Turnover Subject Area	Turnover Area Of Work Dim	Effective End Date	DATE	Date to which the Area of Work is valid.	
1219	Turnover Subject Area	Turnover Area Of Work Dim	Effective Start Date	DATE	Date from which the Area of Work is valid.	
1220	Turnover Subject Area	Turnover Area Of Work Dim	Primary Area Of Work	TEXT	A high level grouping of related Clinical Specialties or Support Functions.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1221	Turnover Subject Area	Turnover Area Of Work Dim	Secondary Area Of Work	TEXT	A grouping of related Clinical Specialties or Support Functions.	
1222	Turnover Subject Area	Turnover Area Of Work Dim	Tertiary Area Of Work	TEXT	A Clinical Specialty or Support Function where work is undertaken.	
1223	Turnover Subject Area	Turnover Assignment Dim	Asg Hosted Org	TEXT	The Assignment is allocated to an Organisation which is 'hosted' by the Employing Authority.	
1224	Turnover Subject Area	Turnover Assignment Dim	Asg Maximum Part Time Flag	TEXT	An indicator of whether a Full-Time Consultant holds the right to undertake Private Practice.	
1225	Turnover Subject Area	Turnover Assignment Dim	Asg Number	NUMBER	Same as the unique Employee Number, except that if the person holds multiple Assignments then a suffix is added to each record after the Primary. (e.g. Employee Number 12345678, produces Primary Assignment Number 12345678, a second Assignment would have Assignment Number 12345678 -2, etc..	
1226	Turnover Subject Area	Turnover Assignment Dim	Asg Organisation Type	TEXT	A classification of NHS organisations.	
1227	Turnover Subject Area	Turnover Assignment Dim	Asg Type Of Appointment	TEXT	Indicates whether the assignment is on a Full-time or Part-time basis.	
1228	Turnover Subject Area	Turnover Assignment Dim	Asg Type Of Contract	TEXT	The type of employment contract held. (e.g. Bank, Locum, Permanent.)	
1229	Turnover Subject Area	Turnover Assignment Dim	Assignment Reason	TEXT	The reason for the Assignment Change. E.g. Hours Change, Promotion, Supervisor Change etc.	
1230	Turnover Subject Area	Turnover Assignment Dim	Band Supplement	TEXT	The Band Supplement attached to a Position for Junior Doctors in recompense for the anti-social and high intensity work pattern.	
1231	Turnover Subject Area	Turnover Assignment Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
1232	Turnover Subject Area	Turnover Assignment Dim	Contracted Session	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	
1233	Turnover Subject Area	Turnover Assignment Dim	Contracted Wte	NUMBER	The contracted Full Time Equivalent of an employee's assignment calculated from the	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					formula: Contracted Hours or Sessions for the Assignment / Standard Hours or Sessions for Grade.	
1234	Turnover Subject Area	Turnover Assignment Dim	Effective End Date	DATE	Date to which the Assignment is valid.	
1235	Turnover Subject Area	Turnover Assignment Dim	Effective Start Date	DATE	Date from which the Assignment is valid.	
1236	Turnover Subject Area	Turnover Assignment Dim	Exit Interview Completed	TEXT	This indicates whether an Exit Questionnaire has been completed by a leaver.	
1237	Turnover Subject Area	Turnover Assignment Dim	Exit Interview Date	DATE	The date an Exit Questionnaire was completed by a leaver.	
1238	Turnover Subject Area	Turnover Assignment Dim	Fixed Term End Date	DATE	The end date of a Fixed Term or Temporary assignment.	
1239	Turnover Subject Area	Turnover Assignment Dim	Fixed Term Reason	TEXT	The Reason given for a fixed term contract.	
1240	Turnover Subject Area	Turnover Assignment Dim	Frontline Healthcare Worker	TEXT	Assignment override for the position level 'Frontline Healthcare Worker' (Y/N) field.	
1241	Turnover Subject Area	Turnover Assignment Dim	Job Sharer	TEXT	A flag to indicate that this assignment is held on a job sharing basis.	
1242	Turnover Subject Area	Turnover Assignment Dim	Pay Step Date	DATE	The date of progression to the next Grade Step Point.	
1243	Turnover Subject Area	Turnover Assignment Dim	Primary Flag	TEXT	A flag to indicate whether this is the employee's primary assignment.	
1244	Turnover Subject Area	Turnover Assignment Dim	Site Code	NUMBER	This is the 2 character identifier for a site within an employing organisation in which the assignment is based, as determined by the ODS.	
1245	Turnover Subject Area	Turnover Assignment Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
1246	Turnover Subject Area	Turnover Assignment Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
1247	Turnover Subject Area	Turnover Assignment Dim	Site Post Code	TEXT	This is the Post Code for a site within an employing organisation in which the assignment is based.	
1248	Turnover Subject Area	Turnover Assignment Dim	Start Date In Grade	DATE	The date an employee first held an assignment at this Grade.	
1249	Turnover Subject Area	Turnover Assignment Dim	Start Date In Position	DATE	The date an employee first held an assignment in this Position.	
1250	Turnover Subject Area	Turnover Assignment Dim	Status	TEXT	Reflects the status of the Assignment.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1251	Turnover Subject Area	Turnover Assignment Dim	Target Org	TEXT	The Target Org (name) indicates the org which legally employs the staff. It is used in situations whereby a merge/demerge is yet to take place in ESR.	
1252	Turnover Subject Area	Turnover Assignment Dim	Target Org Code	TEXT	The ODS code relating to the Target Org.	
1253	Turnover Subject Area	Turnover Assignment Dim	Working Pattern	TEXT	The type of flexible working pattern, if appropriate, for the assignment.	
1254	Turnover Subject Area	Turnover Care Group Dim	Care Group Code	TEXT	A Code for the Care Group.	
1255	Turnover Subject Area	Turnover Care Group Dim	Care Group Name	TEXT	Descriptive name of the care group.	
1256	Turnover Subject Area	Turnover Care Group Dim	Care Group Weighting	TEXT	The percentage of time allocated to each care group associated with the position.	
1257	Turnover Subject Area	Turnover Disabilities Dim	Category	TEXT	The detailed disability category.	
1258	Turnover Subject Area	Turnover Disabilities Dim	Effective End Date	DATE	Date to which the disability record is valid.	
1259	Turnover Subject Area	Turnover Disabilities Dim	Effective Start Date	DATE	Date from which the disability record is valid.	
1260	Turnover Subject Area	Turnover Disabilities Dim	Reason	TEXT	Reason for disability.	
1261	Turnover Subject Area	Turnover Disabilities Dim	Status	TEXT	The status of the disability record. E.g. Active, Closed.	
1262	Turnover Subject Area	Turnover Fact	Asg Contracted Wte	NUMBER	The contracted Full Time Equivalent (FTE) of employees assigned to a Position.	
1263	Turnover Subject Area	Turnover Fact	At End Flag	TEXT	Indicates that the employee was 'in post' at the end of the period in question.	
1264	Turnover Subject Area	Turnover Fact	At Start Flag	TEXT	Indicates that the employee was 'in post' at the start of the period in question.	
1265	Turnover Subject Area	Turnover Fact	Flow Month Of Leaving	TEXT	The month in which the terminated employment is counted in the Data Warehouse. This item is used in the calculation of Stability and Turnover rates, and reflects the following design decisions: (see Definition for T&S Month of Leaving.doc)	
1266	Turnover Subject Area	Turnover Fact	Nhs ID In Post End	TEXT	Identifies that the person was in post at the end of the period.	
1267	Turnover Subject Area	Turnover Fact	Nhs ID In Post Start	TEXT	Identifies that the person was in post at the start of the period.	
1268	Turnover Subject Area	Turnover Fact	Nhs ID Joiners	TEXT	Identifies that the person Joined during the period.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1269	Turnover Subject Area	Turnover Fact	Nhs ID Leavers	TEXT	Identifies that the person Left during the period.	
1270	Turnover Subject Area	Turnover Fact	Person Start Date	DATE	The date of commencement of continuous employment with the employing organisation.	
1271	Turnover Subject Area	Turnover Fact	Time In Organisation	NUMBER	The Length of Service, in days, since the Latest Start Date of an employee in the employing organisation.	
1272	Turnover Subject Area	Turnover Fact	Unique Nhs Identifier	NUMBER	The unique NHS identifier for an employee which enables individuals to be linked across multiple employee records in the NHS.	
1273	Turnover Subject Area	Turnover Fact	Wte Change Decrease	NUMBER	The contracted Full Time Equivalent (FTE) for the employee's assignment. When aggregated, shows the number (FTE) of employees in post.	
1274	Turnover Subject Area	Turnover Fact	Wte Change Increase	NUMBER	The contracted Full Time Equivalent (FTE) for the employee's assignment. When aggregated, shows the number (FTE) of employees in post.	
1275	Turnover Subject Area	Turnover Fact	Wte In Post End	NUMBER	The contracted Full Time Equivalent (FTE) for the employee's assignment. When aggregated, shows the number (FTE) of employees in post.	
1276	Turnover Subject Area	Turnover Fact	Wte In Post Start	NUMBER	The contracted Full Time Equivalent (FTE) for the employee's assignment. When aggregated, shows the number (FTE) of employees in post.	
1277	Turnover Subject Area	Turnover Fact	Wte Joiners	NUMBER	The contracted Full Time Equivalent (FTE) for the employee's assignment. When aggregated, shows the number (FTE) of employees in post.	
1278	Turnover Subject Area	Turnover Fact	Wte Leavers	NUMBER	The contracted Full Time Equivalent (FTE) for the employee's assignment. When aggregated, shows the number (FTE) of employees in post.	
1279	Turnover Subject Area	Turnover Fact	Year Month	TEXT	The extract month displayed as Year and Month (in the format 'YYYY-MON').	
1280	Turnover Subject Area	Turnover Grade Dim	Effective End Date	DATE	Date to which the Grade is valid.	
1281	Turnover Subject Area	Turnover Grade Dim	Effective Start Date	DATE	Date from which the Grade is valid.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1282	Turnover Subject Area	Turnover Grade Dim	Grade Code	TEXT	The code applicable to a Grade. This is the second segment of the Grade flexfield.	
1283	Turnover Subject Area	Turnover Grade Dim	Grade Desc	TEXT	The description of a Grade. This is the third segment of the Grade flexfield.	
1284	Turnover Subject Area	Turnover Grade Dim	Grade Type	TEXT	This identifies whether the Grade is National (NHS) or Local (Trust Numeric Identifier). This is the first segment of the Grade flexfield.	
1285	Turnover Subject Area	Turnover Grade Dim	Maximum Salary	NUMBER	The Maximum salary amount in the period.	
1286	Turnover Subject Area	Turnover Grade Dim	Minimum Salary	NUMBER	The Minimum salary amount in the period.	
1287	Turnover Subject Area	Turnover Grade Dim	National or Local Grade Type	TEXT	Indicates whether the Grade is national or local.	
1288	Turnover Subject Area	Turnover Grade Dim	Primary Payscale Letter	TEXT	The first character of the Payscale code (Grade code).	
1289	Turnover Subject Area	Turnover Occupation Code Dim	Effective End Date	DATE	Date to which the Occupation Code is valid.	
1290	Turnover Subject Area	Turnover Occupation Code Dim	Effective Start Date	DATE	Date from which the Occupation Code is valid.	
1291	Turnover Subject Area	Turnover Occupation Code Dim	Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
1292	Turnover Subject Area	Turnover Occupation Code Dim	Occ Code Group	TEXT	A grouping of related Occupation Codes (as per Occ 1 values but with the M&D values combined)	
1293	Turnover Subject Area	Turnover Occupation Code Dim	Occupation Code	TEXT	The Occupation Code for a position.	
1294	Turnover Subject Area	Turnover Occupation Code Dim	Occupation Description	TEXT	Description of the Occupation Code for a position.	
1295	Turnover Subject Area	Turnover Organisation Dim	Deanery Code	TEXT	The identifier for the Deanery associated with the employing organisation.	
1296	Turnover Subject Area	Turnover Organisation Dim	Deanery Name	TEXT	The name of the Deanery associated with the employing organisation.	
1297	Turnover Subject Area	Turnover Organisation Dim	HQ Site Code	NUMBER	This is the 2 character identifier for the Orgs HQ site as determined by the ODS.	
1298	Turnover Subject Area	Turnover Organisation Dim	HQ Site Post Code	TEXT	This is the Post Code for the Orgs HQ site.	
1299	Turnover Subject Area	Turnover Organisation Dim	National Level Code	TEXT	A single character identifier for the country associated with the employing organisation.	
1300	Turnover Subject Area	Turnover Organisation Dim	National Level Name	TEXT	The name of the country associated with the previous employing organisation.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1301	Turnover Subject Area	Turnover Organisation Dim	ODS Code	TEXT	The Organisation Data Service (ODS) [previously known as NACS (National Administrative Coding Service)] code allocated to an employing organisation. A mapping table in the Data Warehouse derives the Org Code from the three character ESR identifier for the employing organisation.	
1302	Turnover Subject Area	Turnover Organisation Dim	Organisation Type	TEXT	A classification of NHS organisations.	
1303	Turnover Subject Area	Turnover Organisation Dim	Region	TEXT	The name of the Region associated with the employing organisation.	
1304	Turnover Subject Area	Turnover Organisation Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
1305	Turnover Subject Area	Turnover Organisation Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
1306	Turnover Subject Area	Turnover Organisation Dim	Trust Code	TEXT	Derived from the first three characters of Organisation ID and Name.	
1307	Turnover Subject Area	Turnover Organisation Dim	Trust Name	TEXT	Name of the Employing Organisation. Derived from the Organisation ID and Name with the Identifier section removed.	
1308	Turnover Subject Area	Turnover Person Dim	Age Band	TEXT	The age band applicable to an employee's age (as at the current date).	
1309	Turnover Subject Area	Turnover Person Dim	Age In Years	NUMBER	The age of an employee in years (as at the current date).	
1310	Turnover Subject Area	Turnover Person Dim	Age In Years And Months	TEXT	The age of an employee in years and months (as at the current date).	
1311	Turnover Subject Area	Turnover Person Dim	Date Of Birth	DATE	The date on which the employee was born.	
1312	Turnover Subject Area	Turnover Person Dim	Date Of Joining Nhs	DATE	The date on which the employee first entered NHS employment, regardless of subsequent breaks in service.	
1313	Turnover Subject Area	Turnover Person Dim	Disability Status	TEXT	Indicates whether the employee considers him or herself to be disabled.	
1314	Turnover Subject Area	Turnover Person Dim	Effective End Date	DATE	Date to which the Person record is valid.	
1315	Turnover Subject Area	Turnover Person Dim	Effective Start Date	DATE	Date from which the Person record is valid.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1316	Turnover Subject Area	Turnover Person Dim	Employee Number	NUMBER	A person is given a unique Employee Number when they are hired by a Trust. (Automatically generated.) This number is unique to that person's employment at that Trust. Should they leave that Trust and later be re-hired by another Trust, they will be given a new unique Employee Number. However, should a person leave a Trust and later re-join that same Trust then the original record is 're-activated' hence the number is 're-used'.	
1317	Turnover Subject Area	Turnover Person Dim	Ethnic Origin	TEXT	The ethnic category to which an employee belongs, as determined by the individual employee.	
1318	Turnover Subject Area	Turnover Person Dim	Forename	TEXT	A person's first name.	
1319	Turnover Subject Area	Turnover Person Dim	FTN Number	TEXT	The Fixed-term type of National Training Number (NTN) for a Specialist Registrar.	
1320	Turnover Subject Area	Turnover Person Dim	Gender	TEXT	An employee's Gender.	
1321	Turnover Subject Area	Turnover Person Dim	Home Post Code	TEXT	An employee's Home Post Code.	
1322	Turnover Subject Area	Turnover Person Dim	International Recruit	TEXT	Indicates whether an employee is an International Recruit (Y) or not (N). Derived from the data item 'Source of Recruitment' ('Y' if Source of Recruitment start with 'Abroad', otherwise 'N')	
1323	Turnover Subject Area	Turnover Person Dim	Key Worker Living	TEXT	A flag to identify staff in the Key Worker Living scheme.	
1324	Turnover Subject Area	Turnover Person Dim	Latest Hire Date	DATE	The date of commencement of continuous employment with the employing organisation.	
1325	Turnover Subject Area	Turnover Person Dim	Marital Status	TEXT	The Marital Status of the person.	
1326	Turnover Subject Area	Turnover Person Dim	Nationality	TEXT	The nationality of the employee as declared by the individual on appointment or as advised by the individual in the course of employment (should they change their nationality).	
1327	Turnover Subject Area	Turnover Person Dim	NI Number	TEXT	The National Insurance Number for an employee.	
1328	Turnover Subject Area	Turnover Person Dim	NTN Number	TEXT	An alphanumeric training number issued by the postgraduate Deanery to a Specialist	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					Registrar who has been accepted for a training programme.	
1329	Turnover Subject Area	Turnover Person Dim	Original Hire Date	DATE	The date on which the employee was first hired by the employing organisation.	
1330	Turnover Subject Area	Turnover Person Dim	Religious Belief	TEXT	The Religious Belief of the person.	
1331	Turnover Subject Area	Turnover Person Dim	Residency Status	TEXT	Indicates whether an employee has the right to stay and work in the UK permanently.	
1332	Turnover Subject Area	Turnover Person Dim	Sexual Orientation	TEXT	The Sexual Orientation of the person.	
1333	Turnover Subject Area	Turnover Person Dim	Source Of Recruitment	TEXT	The Source of Recruitment of an employee immediately prior to their joining an employing organisation.	
1334	Turnover Subject Area	Turnover Person Dim	Surname	TEXT	An employee's last name (Surname).	
1335	Turnover Subject Area	Turnover Person Dim	Unique Nhs Identifier	NUMBER	The unique NHS identifier for an employee which enables individuals to be linked across multiple employee records in the NHS.	
1336	Turnover Subject Area	Turnover Person Dim	User Person Type	TEXT	Indicates the record-type of a employee within ESR.	
1337	Turnover Subject Area	Turnover Person Dim	VTN Number	TEXT	The Visiting type of National Training Number (NTN) for a Specialist Registrar.	
1338	Turnover Subject Area	Turnover Person Dim	Work Permit Expiry Date	DATE	The date on which the employee's Work Permit expires.	
1339	Turnover Subject Area	Turnover Position Dim	Budgeted Wte	NUMBER	The Budgeted Establishment (in contracted FTE) for a Position.	
1340	Turnover Subject Area	Turnover Position Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
1341	Turnover Subject Area	Turnover Position Dim	Contracted Sessions	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	
1342	Turnover Subject Area	Turnover Position Dim	Deanery Post Number	TEXT	The reference number allocated by a post-graduate Deanery for a Junior Doctor training post which has been approved for training.	
1343	Turnover Subject Area	Turnover Position Dim	Effective End Date	DATE	Date to which the Position is valid.	
1344	Turnover Subject Area	Turnover Position Dim	Effective Start Date	DATE	Date from which the Position is valid.	
1345	Turnover Subject Area	Turnover Position Dim	Frontline Healthcare Worker	TEXT	Indicates if the position is defined as 'Frontline Healthcare Worker' (Y/N).	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1346	Turnover Subject Area	Turnover Position Dim	Pos Job Role	TEXT	A nationally defined Job Role value held against the Position.	
1347	Turnover Subject Area	Turnover Position Dim	Pos Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
1348	Turnover Subject Area	Turnover Position Dim	Pos Occ Code	TEXT	Description of the Occupation Code for a position.	
1349	Turnover Subject Area	Turnover Position Dim	Pos Occ Desc	TEXT	Description of the Occupation Code for a position.	
1350	Turnover Subject Area	Turnover Position Dim	Pos Occ Effective End Date	DATE	The effective end date for the Occupation Code against the Position.	
1351	Turnover Subject Area	Turnover Position Dim	Pos Occ Effective Start Date	DATE	The effective start date for the Occupation Code against the Position.	
1352	Turnover Subject Area	Turnover Position Dim	Pos Sg Effective End Date	DATE	The effective end date for the Staff Group held against the Position.	
1353	Turnover Subject Area	Turnover Position Dim	Pos Sg Effective Start Date	DATE	The effective start date for the Staff Group held against the Position.	
1354	Turnover Subject Area	Turnover Position Dim	Pos Staff Group	TEXT	A nationally defined Staff Group value.	
1355	Turnover Subject Area	Turnover Position Dim	Pos Workplace Org Code	TEXT	The Workplace Organisation Code held against the Position. (Where the work physically takes place.)	
1356	Turnover Subject Area	Turnover Position Dim	Pos Workplace Org Name	TEXT	The Workplace Organisation Code description held against the Position. (Where the work physically takes place.)	
1357	Turnover Subject Area	Turnover Position Dim	Position Position Number	TEXT	The Position identifier.	
1358	Turnover Subject Area	Turnover Position Dim	Position Type	TEXT	A classification of Position Types.	
1359	Turnover Subject Area	Turnover Position Dim	Status	TEXT	Reflects the status of the Position.	
1360	Turnover Subject Area	Turnover Position Dim	Title	TEXT	The locally determined title for the Position.	
1361	Turnover Subject Area	Turnover Staff Group Dim	Effective End Date	DATE	Date to which the Staff Group is valid.	
1362	Turnover Subject Area	Turnover Staff Group Dim	Effective Start Date	DATE	Date from which the Staff Group is valid.	
1363	Turnover Subject Area	Turnover Staff Group Dim	Job Role	TEXT	A nationally defined Job Role value.	
1364	Turnover Subject Area	Turnover Staff Group Dim	Staff Group	TEXT	A nationally defined Staff Group value.	
1365	Turnover Subject Area	Turnover Time Dim	Last Month Loaded	DATE	The last month for which data exists in the Data Warehouse.	
1366	Turnover Subject Area	Turnover Time Dim	Tm End Date	DATE	The last day of the extract month (in the format 'DD-MON-YYYY').	
1367	Turnover Subject Area	Turnover Time Dim	Tm Start Date	DATE	The first day of the extract month (in the format 'DD-MON-YYYY').	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1368	Turnover Subject Area	Turnover Time Dim	Tm Year Month	TEXT	The extract month displayed as Year and Month (in the format 'YYYY-MON').	
1369	Turnover Subject Area	Turnover Time Dim	Ty Year	TEXT	The extract month displayed as Year for display purpose (in the format 'YYYY').	
1370	Turnover Subject Area	Turnover Workforce Movement Dim	Date Of Joining Org	DATE	The date of commencement of continuous employment with the employing organisation.	
1371	Turnover Subject Area	Turnover Workforce Movement Dim	Date Of Leaving Org	DATE	The legal termination date of an individual's employment with an employing organisation.	
1372	Turnover Subject Area	Turnover Workforce Movement Dim	Dest On Leaving	TEXT	The Destination of an employee at the termination of their employment.	
1373	Turnover Subject Area	Turnover Workforce Movement Dim	Dest Org On Leaving	TEXT	The NHS Organisation given as the Destination of an employee at the termination of their employment.	
1374	Turnover Subject Area	Turnover Workforce Movement Dim	Dest Trust Code On Leaving	TEXT	The Trust Code of the NHS Organisation given as the Destination of an employee at the termination of their employment.	
1375	Turnover Subject Area	Turnover Workforce Movement Dim	Exit Interview Quest	TEXT	Indicator of whether an exit questionnaire has been completed.	
1376	Turnover Subject Area	Turnover Workforce Movement Dim	Flow Month Of Leaving	TEXT	The month in which the terminated employment is counted in the Data Warehouse. This item is used in the calculation of Stability and Turnover rates, and reflects the following design decisions: (see Definition for T&S Month of Leaving.doc)	
1377	Turnover Subject Area	Turnover Workforce Movement Dim	Reason For Leaving	TEXT	The reason why the employment has been terminated.	
1378	Turnover Subject Area	Turnover Workforce Movement Dim	Recruitment Org	TEXT	The title of the organisation recruited from.	
1379	Turnover Subject Area	Turnover Workforce Movement Dim	Recruitment Trust Code	TEXT	The ODS Code of the organisation recruited from.	
1380	Turnover Subject Area	Turnover Workforce Movement Dim	Source Of Recruitment	TEXT	The Source of Recruitment of an employee immediately prior to their joining an employing organisation.	
1381	Vacancy Return Subject Area	Vac Ret Area Of Work Dim	Effective End Date	DATE	Date to which the Area of Work is valid.	
1382	Vacancy Return Subject Area	Vac Ret Area Of Work Dim	Effective Start Date	DATE	Date from which the Area of Work is valid.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1383	Vacancy Return Subject Area	Vac Ret Area Of Work Dim	Primary Area Of Work	TEXT	A high level grouping of related Clinical Specialties or Support Functions.	
1384	Vacancy Return Subject Area	Vac Ret Area Of Work Dim	Secondary Area Of Work	TEXT	A grouping of related Clinical Specialties or Support Functions.	
1385	Vacancy Return Subject Area	Vac Ret Area Of Work Dim	Tertiary Area Of Work	TEXT	A Clinical Specialty or Support Function where work is undertaken.	
1386	Vacancy Return Subject Area	Vac Ret Care Group Dim	Care Group Code	TEXT	A Code for the Care Group.	
1387	Vacancy Return Subject Area	Vac Ret Care Group Dim	Care Group Name	TEXT	Descriptive name of the care group.	
1388	Vacancy Return Subject Area	Vac Ret Care Group Dim	Care Group Weighting	TEXT	The percentage of time allocated to each care group associated with the position.	
1389	Vacancy Return Subject Area	Vac Ret Dim	Vacancy End Date	DATE	The date at which active recruiting ceases for the Vacancy. This is the date on which the offer of employment has been accepted, or when the organisation withdraws the Vacancy.	
1390	Vacancy Return Subject Area	Vac Ret Dim	Vacancy Name	TEXT	The Vacancy Identifier.	
1391	Vacancy Return Subject Area	Vac Ret Dim	Vacancy Start Date	DATE	The date at which active recruitment starts for the Vacancy.	
1392	Vacancy Return Subject Area	Vac Ret Dim	Vacancy Status	TEXT	The status of a Vacancy.	
1393	Vacancy Return Subject Area	Vac Ret Grade Dim	Effective End Date	DATE	Date to which the Grade is valid.	
1394	Vacancy Return Subject Area	Vac Ret Grade Dim	Effective Start Date	DATE	Date from which the Grade is valid.	
1395	Vacancy Return Subject Area	Vac Ret Grade Dim	Grade Code	TEXT	The code applicable to a Grade. This is the second segment of the Grade flexfield.	
1396	Vacancy Return Subject Area	Vac Ret Grade Dim	Grade Description	TEXT	The description of a Grade. This is the third segment of the Grade flexfield.	
1397	Vacancy Return Subject Area	Vac Ret Grade Dim	Grade Maximum Salary	NUMBER	The value applicable to the highest payscale point for this grade.	
1398	Vacancy Return Subject Area	Vac Ret Grade Dim	Grade Minimum Salary	NUMBER	The value applicable to the lowest payscale point for this grade.	
1399	Vacancy Return Subject Area	Vac Ret Grade Dim	Grade Primary Payscale Letter	TEXT	A character representing the Payscale with which the Grade is associated. This is derived from the first character of the Grade.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					Its use is for selection and grouping of Grades within a Payscale.	
1400	Vacancy Return Subject Area	Vac Ret Grade Dim	Grade Type	TEXT	This identifies whether the Grade is National (NHS) or Local (Trust Numeric Identifier). This is the first segment of the Grade flexfield.	
1401	Vacancy Return Subject Area	Vac Ret Grade Dim	National or Local Grade Type	TEXT	Indicates whether the Grade is national or local.	
1402	Vacancy Return Subject Area	Vac Ret Occupation Code Dim	Effective End Date	DATE	Date to which the Occupation Code is valid.	
1403	Vacancy Return Subject Area	Vac Ret Occupation Code Dim	Effective Start Date	DATE	Date from which the Occupation Code is valid.	
1404	Vacancy Return Subject Area	Vac Ret Occupation Code Dim	Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
1405	Vacancy Return Subject Area	Vac Ret Occupation Code Dim	Occupation Code	TEXT	The Occupation Code for a position.	
1406	Vacancy Return Subject Area	Vac Ret Occupation Code Dim	Occupation Description	TEXT	Description of the Occupation Code for a position.	
1407	Vacancy Return Subject Area	Vac Ret Org Dim	Deanery Code	TEXT	The identifier for the Deanery associated with the employing organisation.	
1408	Vacancy Return Subject Area	Vac Ret Org Dim	Deanery Name	TEXT	The name of the Deanery associated with the employing organisation.	
1409	Vacancy Return Subject Area	Vac Ret Org Dim	HQ Site Code	NUMBER	This is the 2 character identifier for the Orgs HQ site as determined by the ODS.	
1410	Vacancy Return Subject Area	Vac Ret Org Dim	HQ Site Post Code	TEXT	This is the Post Code for the Orgs HQ site.	
1411	Vacancy Return Subject Area	Vac Ret Org Dim	National Level Code	TEXT	A single character identifier for the country associated with the employing organisation.	
1412	Vacancy Return Subject Area	Vac Ret Org Dim	National Level Name	TEXT	The name of the country associated with the previous employing organisation.	
1413	Vacancy Return Subject Area	Vac Ret Org Dim	ODS Code	TEXT	The Organisation Data Service (ODS) [previously known as NACS (National Administrative Coding Service)] code allocated to an employing organisation. A mapping table in the Data Warehouse derives the Org Code from the three character ESR identifier for the employing organisation.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1414	Vacancy Return Subject Area	Vac Ret Org Dim	Organisation Type	TEXT	A classification of NHS organisations.	
1415	Vacancy Return Subject Area	Vac Ret Org Dim	Region	TEXT	The name of the Region associated with the employing organisation.	
1416	Vacancy Return Subject Area	Vac Ret Org Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
1417	Vacancy Return Subject Area	Vac Ret Org Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
1418	Vacancy Return Subject Area	Vac Ret Org Dim	Trust Code	TEXT	Derived from the first three characters of Organisation ID and Name.	
1419	Vacancy Return Subject Area	Vac Ret Org Dim	Trust Name	TEXT	Name of the Employing Organisation. Derived from the Organisation ID and Name with the Identifier section removed.	
1420	Vacancy Return Subject Area	Vac Ret Position Dim	Budgeted Wte	NUMBER	The Budgeted Establishment (in contracted FTE) for a Position.	
1421	Vacancy Return Subject Area	Vac Ret Position Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
1422	Vacancy Return Subject Area	Vac Ret Position Dim	Contracted Sessions	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	
1423	Vacancy Return Subject Area	Vac Ret Position Dim	Deanery Post Number	TEXT	The reference number allocated by a post-graduate Deanery for a Junior Doctor training post which has been approved for training.	
1424	Vacancy Return Subject Area	Vac Ret Position Dim	Effective End Date	DATE	Date to which the Position is valid.	
1425	Vacancy Return Subject Area	Vac Ret Position Dim	Effective Start Date	DATE	Date from which the Position is valid.	
1426	Vacancy Return Subject Area	Vac Ret Position Dim	Frontline Healthcare Worker	TEXT	Indicates if the position is defined as 'Frontline Healthcare Worker' (Y/N).	
1427	Vacancy Return Subject Area	Vac Ret Position Dim	Pos Job Role	TEXT	A nationally defined Job Role value held against the Position.	
1428	Vacancy Return Subject Area	Vac Ret Position Dim	Pos Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
1429	Vacancy Return Subject Area	Vac Ret Position Dim	Pos Occ Code	TEXT	Description of the Occupation Code for a position.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1430	Vacancy Return Subject Area	Vac Ret Position Dim	Pos Occ Desc	TEXT	Description of the Occupation Code for a position.	
1431	Vacancy Return Subject Area	Vac Ret Position Dim	Pos Occ Effective End Date	DATE	The effective end date for the Occupation Code against the Position.	
1432	Vacancy Return Subject Area	Vac Ret Position Dim	Pos Occ Effective Start Date	DATE	The effective start date for the Occupation Code against the Position.	
1433	Vacancy Return Subject Area	Vac Ret Position Dim	Pos Sg Effective End Date	DATE	The effective end date for the Staff Group held against the Position.	
1434	Vacancy Return Subject Area	Vac Ret Position Dim	Pos Sg Effective Start Date	DATE	The effective start date for the Staff Group held against the Position.	
1435	Vacancy Return Subject Area	Vac Ret Position Dim	Pos Staff Group	TEXT	A nationally defined Staff Group value held against the Position.	
1436	Vacancy Return Subject Area	Vac Ret Position Dim	Pos Workplace Org Code	TEXT	The Workplace Organisation Code held against the Position. (Where the work physically takes place.)	
1437	Vacancy Return Subject Area	Vac Ret Position Dim	Pos Workplace Org Name	TEXT	The Workplace Organisation Code description held against the Position. (Where the work physically takes place.)	
1438	Vacancy Return Subject Area	Vac Ret Position Dim	Position Position Number	TEXT	The Position identifier.	
1439	Vacancy Return Subject Area	Vac Ret Position Dim	Position Type	TEXT	A classification of Position Types.	
1440	Vacancy Return Subject Area	Vac Ret Position Dim	Status	TEXT	Reflects the status of the Position.	
1441	Vacancy Return Subject Area	Vac Ret Position Dim	Title	TEXT	The locally determined title for the Position.	
1442	Vacancy Return Subject Area	Vac Ret Staff Group Dim	Effective End Date	DATE	Date to which the Staff Group is valid.	
1443	Vacancy Return Subject Area	Vac Ret Staff Group Dim	Effective Start Date	DATE	Date from which the Staff Group is valid.	
1444	Vacancy Return Subject Area	Vac Ret Staff Group Dim	Job Role	TEXT	A nationally defined Job Role value.	
1445	Vacancy Return Subject Area	Vac Ret Staff Group Dim	Staff Group	TEXT	A nationally defined Staff Group value.	
1446	Vacancy Return Subject Area	Vac Ret Time Dim	Last Month Loaded	DATE	The last month for which data exists in the Data Warehouse.	
1447	Vacancy Return Subject Area	Vac Ret Time Dim	Tm End Date	DATE	The last day of the extract month (in the format 'DD-MON-YYYY').	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1448	Vacancy Return Subject Area	Vac Ret Time Dim	Tm Start Date	DATE	The first day of the extract month (in the format 'DD-MON-YYYY').	
1449	Vacancy Return Subject Area	Vac Ret Time Dim	Tm Year Month	TEXT	The extract month displayed as Year and Month (in the format 'YYYY-MON').	
1450	Vacancy Return Subject Area	Vac Ret Time Dim	Ty Year	TEXT	The extract month displayed as Year for display purpose (in the format 'YYYY').	
1451	Vacancy Return Subject Area	Vac Vacancy Return Fact	Asg Contracted Wte	NUMBER	The contracted Full Time Equivalent (FTE) of employees assigned to a Position.	
1452	Vacancy Return Subject Area	Vac Vacancy Return Fact	Three Month Flag	TEXT	Flag to indicate whether the Vacancy Duration exceeded 90 days (Y/N). Required for the DH Vacancy Return.	
1453	Vacancy Return Subject Area	Vac Vacancy Return Fact	Vacancy Duration	NUMBER	The Duration of a Vacancy, in calendar days. (Vacancy 'To Date' +1 - Vacancy 'From date')	
1454	Vacancy Return Subject Area	Vac Vacancy Return Fact	Vacancy Wte	NUMBER	The Full Time Equivalent value for a vacancy.	
1455	Vacancy Subject Area	Vac Area Of Work Dim	Effective End Date	DATE	Date to which the Area of Work is valid.	
1456	Vacancy Subject Area	Vac Area Of Work Dim	Effective Start Date	DATE	Date from which the Area of Work is valid.	
1457	Vacancy Subject Area	Vac Area Of Work Dim	Primary Area Of Work	TEXT	A high level grouping of related Clinical Specialties or Support Functions.	
1458	Vacancy Subject Area	Vac Area Of Work Dim	Secondary Area Of Work	TEXT	A grouping of related Clinical Specialties or Support Functions.	
1459	Vacancy Subject Area	Vac Area Of Work Dim	Tertiary Area Of Work	TEXT	A Clinical Specialty or Support Function where work is undertaken.	
1460	Vacancy Subject Area	Vac Care Group Dim	Care Group Code	TEXT	A Code for the Care Group.	
1461	Vacancy Subject Area	Vac Care Group Dim	Care Group Name	TEXT	Descriptive name of the care group.	
1462	Vacancy Subject Area	Vac Care Group Dim	Care Group Weighting	TEXT	The percentage of time allocated to each care group associated with the position.	
1463	Vacancy Subject Area	Vac Dim	Vacancy End Date	DATE	The date at which active recruiting ceases for the Vacancy. This is the date on which the offer of employment has been accepted, or when the organisation withdraws the Vacancy.	
1464	Vacancy Subject Area	Vac Dim	Vacancy Name	TEXT	The Vacancy Identifier.	
1465	Vacancy Subject Area	Vac Dim	Vacancy Start Date	DATE	The date at which active recruitment starts for the Vacancy.	
1466	Vacancy Subject Area	Vac Dim	Vacancy Status	TEXT	The status of a Vacancy.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1467	Vacancy Subject Area	Vac Fact	Open Vacancy WTE	NUMBER	The Full Time Equivalent value for a vacancy.	
1468	Vacancy Subject Area	Vac Fact	Vacancy Duration	NUMBER	The Duration of a Vacancy, in calendar days. (Vacancy 'To Date' +1 - Vacancy 'From date')	
1469	Vacancy Subject Area	Vac Grade Dim	Effective End Date	DATE	Date to which the Grade is valid.	
1470	Vacancy Subject Area	Vac Grade Dim	Effective Start Date	DATE	Date from which the Grade is valid.	
1471	Vacancy Subject Area	Vac Grade Dim	Grade Code	TEXT	The code applicable to a Grade. This is the second segment of the Grade flexfield.	
1472	Vacancy Subject Area	Vac Grade Dim	Grade Description	TEXT	The description of a Grade. This is the third segment of the Grade flexfield.	
1473	Vacancy Subject Area	Vac Grade Dim	Grade Maximum Salary	NUMBER	The value applicable to the highest payscale point for this grade.	
1474	Vacancy Subject Area	Vac Grade Dim	Grade Minimum Salary	NUMBER	The value applicable to the lowest payscale point for this grade.	
1475	Vacancy Subject Area	Vac Grade Dim	Grade Primary Payscale Letter	TEXT	A character representing the Payscale with which the Grade is associated. This is derived from the first character of the Grade. Its use is for selection and grouping of Grades within a Payscale.	
1476	Vacancy Subject Area	Vac Grade Dim	Grade Type	TEXT	This identifies whether the Grade is National (NHS) or Local (Trust Numeric Identifier). This is the first segment of the Grade flexfield.	
1477	Vacancy Subject Area	Vac Grade Dim	National or Local Grade Type	TEXT	Indicates whether the Grade is national or local.	
1478	Vacancy Subject Area	Vac Occupation Code Dim	Effective End Date	DATE	Date to which the Occupation Code is valid.	
1479	Vacancy Subject Area	Vac Occupation Code Dim	Effective Start Date	DATE	Date from which the Occupation Code is valid.	
1480	Vacancy Subject Area	Vac Occupation Code Dim	Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
1481	Vacancy Subject Area	Vac Occupation Code Dim	Occupation Code	TEXT	The Occupation Code for a position.	
1482	Vacancy Subject Area	Vac Occupation Code Dim	Occupation Description	TEXT	Description of the Occupation Code for a position.	
1483	Vacancy Subject Area	Vac Org Dim	Deanery Code	TEXT	The identifier for the Deanery associated with the employing organisation.	
1484	Vacancy Subject Area	Vac Org Dim	Deanery Name	TEXT	The name of the Deanery associated with the employing organisation.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1485	Vacancy Subject Area	Vac Org Dim	HQ Site Code	TEXT	This is the 2 character identifier for the Orgs HQ site as determined by the ODS.	
1486	Vacancy Subject Area	Vac Org Dim	HQ Site Post Code	TEXT	This is the Post Code for the Orgs HQ site.	
1487	Vacancy Subject Area	Vac Org Dim	National Level Code	TEXT	A single character identifier for the country associated with the employing organisation.	
1488	Vacancy Subject Area	Vac Org Dim	National Level Name	TEXT	The name of the country associated with the previous employing organisation.	
1489	Vacancy Subject Area	Vac Org Dim	ODS Code	TEXT	The Organisation Data Service (ODS) [previously known as NACS (National Administrative Coding Service)] code allocated to an employing organisation. A mapping table in the Data Warehouse derives the Org Code from the three character ESR identifier for the employing organisation.	
1490	Vacancy Subject Area	Vac Org Dim	Organisation Type	TEXT	A classification of NHS organisations.	
1491	Vacancy Subject Area	Vac Org Dim	Region	TEXT	The name of the Region associated with the employing organisation.	
1492	Vacancy Subject Area	Vac Org Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
1493	Vacancy Subject Area	Vac Org Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
1494	Vacancy Subject Area	Vac Org Dim	Trust Code	TEXT	Derived from the first three characters of Organisation ID and Name.	
1495	Vacancy Subject Area	Vac Org Dim	Trust Name	TEXT	Name of the Employing Organisation. Derived from the Organisation ID and Name with the Identifier section removed.	
1496	Vacancy Subject Area	Vac Position Dim	Budgeted Wte	NUMBER	The Budgeted Establishment (in contracted FTE) for a Position.	
1497	Vacancy Subject Area	Vac Position Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
1498	Vacancy Subject Area	Vac Position Dim	Contracted Sessions	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1499	Vacancy Subject Area	Vac Position Dim	Deanery Post Number	TEXT	The reference number allocated by a post-graduate Deanery for a Junior Doctor training post which has been approved for training.	
1500	Vacancy Subject Area	Vac Position Dim	Effective End Date	DATE	Date to which the Position is valid.	
1501	Vacancy Subject Area	Vac Position Dim	Effective Start Date	DATE	Date from which the Position is valid.	
1502	Vacancy Subject Area	Vac Position Dim	Frontline Healthcare Worker	TEXT	Indicates if the position is defined as 'Frontline Healthcare Worker' (Y/N).	
1503	Vacancy Subject Area	Vac Position Dim	Pos Job Role	TEXT	A nationally defined Job Role value held against the Position.	
1504	Vacancy Subject Area	Vac Position Dim	Pos Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
1505	Vacancy Subject Area	Vac Position Dim	Pos Occ Code	TEXT	Description of the Occupation Code for a position.	
1506	Vacancy Subject Area	Vac Position Dim	Pos Occ Desc	TEXT	Description of the Occupation Code for a position.	
1507	Vacancy Subject Area	Vac Position Dim	Pos Occ Effective End Date	DATE	The effective end date for the Occupation Code against the Position.	
1508	Vacancy Subject Area	Vac Position Dim	Pos Occ Effective Start Date	DATE	The effective start date for the Occupation Code against the Position.	
1509	Vacancy Subject Area	Vac Position Dim	Pos Sg Effective End Date	DATE	The effective end date for the Staff Group held against the Position.	
1510	Vacancy Subject Area	Vac Position Dim	Pos Sg Effective Start Date	DATE	The effective start date for the Staff Group held against the Position.	
1511	Vacancy Subject Area	Vac Position Dim	Pos Staff Group	TEXT	A nationally defined Staff Group value held against the Position.	
1512	Vacancy Subject Area	Vac Position Dim	Pos Workplace Org Code	TEXT	The Workplace Organisation Code held against the Position. (Where the work physically takes place.)	
1513	Vacancy Subject Area	Vac Position Dim	Pos Workplace Org Name	TEXT	The Workplace Organisation Code description held against the Position. (Where the work physically takes place.)	
1514	Vacancy Subject Area	Vac Position Dim	Position Position Number	TEXT	The Position identifier.	
1515	Vacancy Subject Area	Vac Position Dim	Position Type	TEXT	A classification of Position Types.	
1516	Vacancy Subject Area	Vac Position Dim	Status	TEXT	Reflects the status of the Position.	
1517	Vacancy Subject Area	Vac Position Dim	Title	TEXT	The locally determined title for the Position.	
1518	Vacancy Subject Area	Vac Staff Group Dim	Effective End Date	DATE	Date to which the Staff Group is valid.	
1519	Vacancy Subject Area	Vac Staff Group Dim	Effective Start Date	DATE	Date from which the Staff Group is valid.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1520	Vacancy Subject Area	Vac Staff Group Dim	Job Role	TEXT	A nationally defined Job Role value.	
1521	Vacancy Subject Area	Vac Staff Group Dim	Staff Group	TEXT	A nationally defined Staff Group value.	
1522	Vacancy Subject Area	Vac Staff Group Dim	Staff Group Flag	TEXT	An indicator of availability to learning by staff in a Staff Group.	
1523	Vacancy Subject Area	Vac Time Dim	Last Month Loaded	DATE	The last month for which data exists in the Data Warehouse.	
1524	Vacancy Subject Area	Vac Time Dim	Tm End Date	DATE	The last day of the extract month (in the format 'DD-MON-YYYY').	
1525	Vacancy Subject Area	Vac Time Dim	Tm Start Date	DATE	The first day of the extract month (in the format 'DD-MON-YYYY').	
1526	Vacancy Subject Area	Vac Time Dim	Tm Year Month	TEXT	The extract month displayed as Year and Month (in the format 'YYYY-MON').	
1527	Vacancy Subject Area	Vac Time Dim	Ty Year	TEXT	The extract month displayed as Year for display purpose (in the format 'YYYY').	
1528	WorkForce Composition Subject Area	Wfc ACCA Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
1529	WorkForce Composition Subject Area	Wfc ACCA Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	
1530	WorkForce Composition Subject Area	Wfc ACCA Registration	Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
1531	WorkForce Composition Subject Area	Wfc ACCA Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered..	
1532	WorkForce Composition Subject Area	Wfc ACCA Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1533	WorkForce Composition Subject Area	Wfc ACCA Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
1534	WorkForce Composition Subject Area	Wfc ACCA Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
1535	WorkForce Composition Subject Area	Wfc ACCA Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
1536	WorkForce Composition Subject Area	Wfc ACCA Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1537	WorkForce Composition Subject Area	Wfc Appraisal	Appraisal Date	DATE	Date the appraisal took place.	
1538	WorkForce Composition Subject Area	Wfc Appraisal	Next Appraisal Date	DATE	Date the next appraisal is planned to take place.	
1539	WorkForce Composition Subject Area	Wfc Appraisal	Non Progression Reason 1 Code	TEXT	The reason code for non progression through an AfC pay gateway.	
1540	WorkForce Composition Subject Area	Wfc Appraisal	Non Progression Reason 1 Meaning	TEXT	The reason meaning for non progression through an AfC pay gateway.	
1541	WorkForce Composition Subject Area	Wfc Appraisal	Non Progression Reason 2 Code	TEXT	The reason code for non progression through an AfC pay gateway.	
1542	WorkForce Composition Subject Area	Wfc Appraisal	Non Progression Reason 2 Meaning	TEXT	The reason meaning for non progression through an AfC pay gateway.	
1543	WorkForce Composition Subject Area	Wfc Appraisal	Non Progression Reason 3 Code	TEXT	The reason code for non progression through an AfC pay gateway.	
1544	WorkForce Composition Subject Area	Wfc Appraisal	Non Progression Reason 3 Meaning	TEXT	The reason meaning for non progression through an AfC pay gateway.	
1545	WorkForce Composition Subject Area	Wfc Appraisal	Non Progression Reason 4 Code	TEXT	The reason code for non progression through an AfC pay gateway.	
1546	WorkForce Composition Subject Area	Wfc Appraisal	Non Progression Reason 4 Meaning	TEXT	The reason meaning for non progression through an AfC pay gateway.	
1547	WorkForce Composition Subject Area	Wfc Appraisal	Non Progression Reason 5 Code	TEXT	The reason code for non progression through an AfC pay gateway.	
1548	WorkForce Composition Subject Area	Wfc Appraisal	Non Progression Reason 5 Meaning	TEXT	The reason meaning for non progression through an AfC pay gateway.	
1549	WorkForce Composition Subject Area	Wfc Appraisal	Pay Progression	TEXT	Whether or not an employee passed through an AfC pay gateway.	
1550	WorkForce Composition Subject Area	Wfc Appraisal	Pay Progression Reinstatement Date	DATE	The date at which pay progression was reinstated following an initial deferral.	
1551	WorkForce Composition Subject Area	Wfc Appraisal	Pay Reduction Code	TEXT	The reduction amount code (5% or 10%) for Band 8C or above.	
1552	WorkForce Composition Subject Area	Wfc Appraisal	Pay Reduction Meaning	TEXT	The reduction amount meaning (5% or 10%) for Band 8C or above.	
1553	WorkForce Composition Subject Area	Wfc Appraisal	Period End Date	DATE	End Date of the Review Period.	
1554	WorkForce Composition Subject Area	Wfc Appraisal	Period Start Date	DATE	Start Date of the Review Period.	
1555	WorkForce Composition Subject Area	Wfc Appraisal	Review Type	TEXT	Type of Review.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1556	WorkForce Composition Subject Area	Wfc Apprenticeship	Wfc Actual End Date	DATE	The actual date on which the Apprenticeship ended.	
1557	WorkForce Composition Subject Area	Wfc Apprenticeship	Wfc Apprenticeship Level	TEXT	The level of Apprenticeship being undertaken or completed.	
1558	WorkForce Composition Subject Area	Wfc Apprenticeship	Wfc Apprenticeship Type	TEXT	The type of Apprenticeship: an existing employee in the same or a new role; or else a new employee hired directly as an Apprentice.	
1559	WorkForce Composition Subject Area	Wfc Apprenticeship	Wfc EPA Centre	TEXT	The centre providing the end-point assessment (EPA) for the Apprenticeship Standard.	
1560	WorkForce Composition Subject Area	Wfc Apprenticeship	Wfc Framework Standard	TEXT	The Framework or Standard relating to the Apprenticeship.	
1561	WorkForce Composition Subject Area	Wfc Apprenticeship	Wfc Main Training Provider	NUMBER	The 8 digit numerical code for the main training provider of the Apprenticeship.	
1562	WorkForce Composition Subject Area	Wfc Apprenticeship	Wfc Proposed End Date	DATE	The proposed end date of the Apprenticeship.	
1563	WorkForce Composition Subject Area	Wfc Apprenticeship	Wfc Start Date	DATE	The start date of the Apprenticeship.	
1564	WorkForce Composition Subject Area	Wfc Apprenticeship	Wfc Status	TEXT	The status of the Apprenticeship.	
1565	WorkForce Composition Subject Area	Wfc Area Of Work Dim	Effective End Date	DATE	Date to which the Area of Work is valid.	
1566	WorkForce Composition Subject Area	Wfc Area Of Work Dim	Effective Start Date	DATE	Date from which the Area of Work is valid.	
1567	WorkForce Composition Subject Area	Wfc Area Of Work Dim	Primary Area Of Work	TEXT	A high level grouping of related Clinical Specialties or Support Functions.	
1568	WorkForce Composition Subject Area	Wfc Area Of Work Dim	Secondary Area Of Work	TEXT	A grouping of related Clinical Specialties or Support Functions.	
1569	WorkForce Composition Subject Area	Wfc Area Of Work Dim	Tertiary Area Of Work	TEXT	A Clinical Specialty or Support Function where work is undertaken.	
1570	WorkForce Composition Subject Area	Wfc Assignment Dim	Asg Hosted Org	TEXT	The Assignment is allocated to an Organisation which is 'hosted' by the Employing Authority.	
1571	WorkForce Composition Subject Area	Wfc Assignment Dim	Asg Maximum Part Time Flag	TEXT	An indicator of whether a Full-Time Consultant holds the right to undertake Private Practice.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1572	WorkForce Composition Subject Area	Wfc Assignment Dim	Asg Number	NUMBER	Same as the unique Employee Number, except that if the person holds multiple Assignments then a suffix is added to each record after the Primary. (e.g. Employee Number 12345678, produces Primary Assignment Number 12345678, a second Assignment would have Assignment Number 12345678 -2, etc..	
1573	WorkForce Composition Subject Area	Wfc Assignment Dim	Asg Organisation Type	TEXT	A classification of NHS organisations.	
1574	WorkForce Composition Subject Area	Wfc Assignment Dim	Asg Type Of Appointment	TEXT	Indicates whether the assignment is on a Full-time or Part-time basis.	
1575	WorkForce Composition Subject Area	Wfc Assignment Dim	Asg Type Of Contract	TEXT	The type of employment contract held. (e.g. Bank, Locum, Permanent.)	
1576	WorkForce Composition Subject Area	Wfc Assignment Dim	Assignment Reason	TEXT	The reason for the Assignment Change. E.g. Hours Change, Promotion, Supervisor Change etc.	
1577	WorkForce Composition Subject Area	Wfc Assignment Dim	Band Supplement	TEXT	The Band Supplement attached to a Position for Junior Doctors in recompense for the anti-social and high intensity work pattern.	
1578	WorkForce Composition Subject Area	Wfc Assignment Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
1579	WorkForce Composition Subject Area	Wfc Assignment Dim	Contracted Session	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	
1580	WorkForce Composition Subject Area	Wfc Assignment Dim	Contracted Wte	NUMBER	The contracted Full Time Equivalent of an employee's assignment calculated from the formula: Contracted Hours or Sessions for the Assignment / Standard Hours or Sessions for Grade.	
1581	WorkForce Composition Subject Area	Wfc Assignment Dim	Effective End Date	DATE	Date to which the Assignment is valid.	
1582	WorkForce Composition Subject Area	Wfc Assignment Dim	Effective Start Date	DATE	Date from which the Assignment is valid.	
1583	WorkForce Composition Subject Area	Wfc Assignment Dim	Exit Interview Completed	TEXT	This indicates whether an Exit Questionnaire has been completed by a leaver.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1584	WorkForce Composition Subject Area	Wfc Assignment Dim	Exit Interview Date	DATE	The date an Exit Questionnaire was completed by a leaver.	
1585	WorkForce Composition Subject Area	Wfc Assignment Dim	Fixed Term End Date	DATE	The end date of a Fixed Term or Temporary assignment.	
1586	WorkForce Composition Subject Area	Wfc Assignment Dim	Fixed Term Reason	TEXT	The Reason given for a fixed term contract.	
1587	WorkForce Composition Subject Area	Wfc Assignment Dim	Frontline Healthcare Worker	TEXT	Assignment override for the position level 'Frontline Healthcare Worker' (Y/N) field.	
1588	WorkForce Composition Subject Area	Wfc Assignment Dim	Job Sharer	TEXT	A flag to indicate that this assignment is held on a job sharing basis.	
1589	WorkForce Composition Subject Area	Wfc Assignment Dim	Pay Step Date	DATE	The date of progression to the next Grade Step Point.	
1590	WorkForce Composition Subject Area	Wfc Assignment Dim	Primary Flag	TEXT	A flag to indicate whether this is the employee's primary assignment.	
1591	WorkForce Composition Subject Area	Wfc Assignment Dim	Site Code	NUMBER	This is the 2 character identifier for a site within an employing organisation in which the assignment is based, as determined by the ODS.	
1592	WorkForce Composition Subject Area	Wfc Assignment Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
1593	WorkForce Composition Subject Area	Wfc Assignment Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
1594	WorkForce Composition Subject Area	Wfc Assignment Dim	Site Post Code	TEXT	This is the Post Code for a site within an employing organisation in which the assignment is based.	
1595	WorkForce Composition Subject Area	Wfc Assignment Dim	Start Date In Grade	DATE	The date an employee first held an assignment at this Grade.	
1596	WorkForce Composition Subject Area	Wfc Assignment Dim	Start Date In Position	DATE	The date an employee first held an assignment in this Position.	
1597	WorkForce Composition Subject Area	Wfc Assignment Dim	Status	TEXT	Reflects the status of the Assignment.	
1598	WorkForce Composition Subject Area	Wfc Assignment Dim	Working pattern	TEXT	The type of flexible working pattern, if appropriate, for the assignment.	
1599	WorkForce Composition Subject Area	Wfc BABCP Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
1600	WorkForce Composition Subject Area	Wfc BABCP Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1601	WorkForce Composition Subject Area	Wfc BABCP Registration	Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
1602	WorkForce Composition Subject Area	Wfc BABCP Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered..	
1603	WorkForce Composition Subject Area	Wfc BABCP Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1604	WorkForce Composition Subject Area	Wfc BABCP Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
1605	WorkForce Composition Subject Area	Wfc BABCP Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
1606	WorkForce Composition Subject Area	Wfc BABCP Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
1607	WorkForce Composition Subject Area	Wfc BABCP Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
1608	WorkForce Composition Subject Area	Wfc BPS Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
1609	WorkForce Composition Subject Area	Wfc BPS Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	
1610	WorkForce Composition Subject Area	Wfc BPS Registration	Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
1611	WorkForce Composition Subject Area	Wfc BPS Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered.	
1612	WorkForce Composition Subject Area	Wfc BPS Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1613	WorkForce Composition Subject Area	Wfc BPS Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
1614	WorkForce Composition Subject Area	Wfc BPS Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1615	WorkForce Composition Subject Area	Wfc BPS Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
1616	WorkForce Composition Subject Area	Wfc BPS Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
1617	WorkForce Composition Subject Area	Wfc Care Group Dim	Care Group Code	TEXT	A Code for the Care Group.	
1618	WorkForce Composition Subject Area	Wfc Care Group Dim	Care Group Name	TEXT	Descriptive name of the care group.	
1619	WorkForce Composition Subject Area	Wfc Care Group Dim	Care Group Weighting	TEXT	The percentage of time allocated to each care group associated with the position.	
1620	WorkForce Composition Subject Area	Wfc CCFW Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
1621	WorkForce Composition Subject Area	Wfc CCFW Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	
1622	WorkForce Composition Subject Area	Wfc CCFW Registration	Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
1623	WorkForce Composition Subject Area	Wfc CCFW Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered.	
1624	WorkForce Composition Subject Area	Wfc CCFW Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1625	WorkForce Composition Subject Area	Wfc CCFW Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
1626	WorkForce Composition Subject Area	Wfc CCFW Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
1627	WorkForce Composition Subject Area	Wfc CCFW Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
1628	WorkForce Composition Subject Area	Wfc CCFW Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1629	WorkForce Composition Subject Area	Wfc CIMA Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
1630	WorkForce Composition Subject Area	Wfc CIMA Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	
1631	WorkForce Composition Subject Area	Wfc CIMA Registration	Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
1632	WorkForce Composition Subject Area	Wfc CIMA Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered.	
1633	WorkForce Composition Subject Area	Wfc CIMA Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1634	WorkForce Composition Subject Area	Wfc CIMA Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
1635	WorkForce Composition Subject Area	Wfc CIMA Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
1636	WorkForce Composition Subject Area	Wfc CIMA Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
1637	WorkForce Composition Subject Area	Wfc CIMA Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
1638	WorkForce Composition Subject Area	Wfc CIPD Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
1639	WorkForce Composition Subject Area	Wfc CIPD Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
1640	WorkForce Composition Subject Area	Wfc CIPD Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	
1641	WorkForce Composition Subject Area	Wfc CIPD Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	
1642	WorkForce Composition Subject Area	Wfc CIPD Registration	Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
1643	WorkForce Composition Subject Area	Wfc CIPD Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered..	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1644	WorkForce Composition Subject Area	Wfc CIPD Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1645	WorkForce Composition Subject Area	Wfc CIPD Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
1646	WorkForce Composition Subject Area	Wfc CIPD Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
1647	WorkForce Composition Subject Area	Wfc CIPD Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
1648	WorkForce Composition Subject Area	Wfc CIPD Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
1649	WorkForce Composition Subject Area	Wfc CIPD Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
1650	WorkForce Composition Subject Area	Wfc CIPD Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
1651	WorkForce Composition Subject Area	Wfc CIPD Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
1652	WorkForce Composition Subject Area	Wfc Conflict of Interests	Consent Flag	TEXT	Indicates that consent was given. (Yes/No)	
1653	WorkForce Composition Subject Area	Wfc Conflict of Interests	Date From	DATE	Date from which the declaration is valid.	
1654	WorkForce Composition Subject Area	Wfc Conflict of Interests	Date To	DATE	Date to which the declaration is valid.	
1655	WorkForce Composition Subject Area	Wfc Conflict of Interests	Interest Category	TEXT	The type of interest. E.g. Financial , non-financial personal interests etc.	
1656	WorkForce Composition Subject Area	Wfc Conflict of Interests	Interest Declared	TEXT	Indicates that an interest has been declared. (Yes/No)	
1657	WorkForce Composition Subject Area	Wfc Conflict of Interests	Interest Situation	TEXT	Situation linked to conflict. E.g. Donation, Hospitality etc.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1658	WorkForce Composition Subject Area	Wfc Disabilities Dim	Category	TEXT	The detailed disability category.	
1659	WorkForce Composition Subject Area	Wfc Disabilities Dim	Effective End Date	DATE	Date to which the disability record is valid.	
1660	WorkForce Composition Subject Area	Wfc Disabilities Dim	Effective Start Date	DATE	Date from which the disability record is valid.	
1661	WorkForce Composition Subject Area	Wfc Disabilities Dim	Reason	TEXT	Reason for disability.	
1662	WorkForce Composition Subject Area	Wfc Disabilities Dim	Status	TEXT	The status of the disability record. E.g. Active, Closed.	
1663	WorkForce Composition Subject Area	Wfc EU Settlement Status	Date Settlement Status Issued	DATE	The date on which the Settlement Status was issued.	
1664	WorkForce Composition Subject Area	Wfc EU Settlement Status	E-Rec Vacancy Ref	TEXT	The vacancy reference.	
1665	WorkForce Composition Subject Area	Wfc EU Settlement Status	EU Leave to Remain Expiry Date	DATE	The date on which the EU Leave to Remain Expires	
1666	WorkForce Composition Subject Area	Wfc EU Settlement Status	EU Settlement Scheme Status	TEXT	EU Settlement Status (Settled, Pre-Settled, Unknown/Not Declared)	
1667	WorkForce Composition Subject Area	Wfc EU Settlement Status	Granted EU Temp Leave to Remain	TEXT	Whether or not an employee has been granted EU Temporary Leave to Remain (Yes, No)	
1668	WorkForce Composition Subject Area	Wfc EU Settlement Status	Pre-Settled Status Expiry Date	DATE	The date on which the Settlement Status Expires.	
1669	WorkForce Composition Subject Area	Wfc EU Settlement Status	Settlement Status Verified Date	DATE	The date on which the Settlement Status was verified by the employer.	
1670	WorkForce Composition Subject Area	Wfc Fact	At End Flag	TEXT	Indicates that the employee was 'in post' at the end of the period in question.	
1671	WorkForce Composition Subject Area	Wfc Fact	At Start Flag	TEXT	Indicates that the employee was 'in post' at the start of the period in question.	
1672	WorkForce Composition Subject Area	Wfc Fact	Contracted WTE for Assignment	NUMBER	The contracted Full Time Equivalent (FTE) for the employee's assignment. When aggregated, shows the number (FTE) of employees in post.	
1673	WorkForce Composition Subject Area	Wfc Fact	Length Of Service Band	NUMBER	The Length of Service, in year bands, since the Latest Start Date of an employee in the employing organisation.	
1674	WorkForce Composition Subject Area	Wfc Fact	Time In Grade	NUMBER	The Length of Service, in months, since an employee first held a Position in a grade.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1675	WorkForce Composition Subject Area	Wfc Fact	Time In Grade (Years)	NUMBER	The Length of Service, in years, since an employee first held a Position in a grade.	
1676	WorkForce Composition Subject Area	Wfc Fact	Time in Org (Years)	NUMBER	The Length of Service, in years, since the Latest Start Date of an employee in the employing organisation.	
1677	WorkForce Composition Subject Area	Wfc Fact	Time In Organisation	NUMBER	The Length of Service, in days, since the Latest Start Date of an employee in the employing organisation.	
1678	WorkForce Composition Subject Area	Wfc Fact	Time In Position	NUMBER	The Length of Service, in months, since an employee commenced in a position.	
1679	WorkForce Composition Subject Area	Wfc Fact	Time In Position (Years)	NUMBER	The Length of Service, in years, since an employee commenced in a position.	
1680	WorkForce Composition Subject Area	Wfc Fact	Unique NHS Identifier	NUMBER	The unique NHS identifier for an employee which enables individuals to be linked across multiple employee records in the NHS.	
1681	WorkForce Composition Subject Area	Wfc GCC Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
1682	WorkForce Composition Subject Area	Wfc GCC Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	
1683	WorkForce Composition Subject Area	Wfc GCC Registration	Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
1684	WorkForce Composition Subject Area	Wfc GCC Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered.	
1685	WorkForce Composition Subject Area	Wfc GCC Registration	Fitness to Practice Decisions	TEXT	Indicates whether there are any current limitations on the registration as a result of fitness to practice decisions.	
1686	WorkForce Composition Subject Area	Wfc GCC Registration	GCC Registration Status	TEXT	Indicates whether the registration is active or not.	
1687	WorkForce Composition Subject Area	Wfc GCC Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1688	WorkForce Composition Subject Area	Wfc GCC Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
1689	WorkForce Composition Subject Area	Wfc GCC Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1690	WorkForce Composition Subject Area	Wfc GCC Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
1691	WorkForce Composition Subject Area	Wfc GCC Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
1692	WorkForce Composition Subject Area	Wfc GDC Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
1693	WorkForce Composition Subject Area	Wfc GDC Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	
1694	WorkForce Composition Subject Area	Wfc GDC Registration	Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
1695	WorkForce Composition Subject Area	Wfc GDC Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered.	
1696	WorkForce Composition Subject Area	Wfc GDC Registration	GDC Profession	TEXT	Profession associated with General Dental Council registration.	
1697	WorkForce Composition Subject Area	Wfc GDC Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1698	WorkForce Composition Subject Area	Wfc GDC Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
1699	WorkForce Composition Subject Area	Wfc GDC Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
1700	WorkForce Composition Subject Area	Wfc GDC Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
1701	WorkForce Composition Subject Area	Wfc GDC Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
1702	WorkForce Composition Subject Area	Wfc GMC Registration	Country of Qual	TEXT	Details of Country where Qualification was obtained.	
1703	WorkForce Composition Subject Area	Wfc GMC Registration	Designated Body	TEXT	Free text field to enable the recording of the doctors Designated Body. The Designated Body is the organisation that provides the doctor with regular appraisals and support for	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					revalidation. Most doctors have a clear connection with an organisation, such as their NHS employer or their PCT.	
1704	WorkForce Composition Subject Area	Wfc GMC Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
1705	WorkForce Composition Subject Area	Wfc GMC Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	
1706	WorkForce Composition Subject Area	Wfc GMC Registration	Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
1707	WorkForce Composition Subject Area	Wfc GMC Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered.	
1708	WorkForce Composition Subject Area	Wfc GMC Registration	Ftp Cond Exist	TEXT	Indicates if a 'Fitness to Practice' Condition applies - Yes/No.	
1709	WorkForce Composition Subject Area	Wfc GMC Registration	Ftp Under Exist	TEXT	Indicates if a 'Fitness to Practice Undertaking' exists. (Y/N).	
1710	WorkForce Composition Subject Area	Wfc GMC Registration	Ftp Warning Exists	TEXT	Indicates whether a 'Fitness to Practice' Warning exists. (Y/N).	
1711	WorkForce Composition Subject Area	Wfc GMC Registration	Full Reg Date	DATE	Date of Full Registration.	
1712	WorkForce Composition Subject Area	Wfc GMC Registration	Provis Reg Date	DATE	Date of a Doctor's provisional registration. Doctors with provisional registration are restricted to working in posts which are specifically designed to allow them to gain the necessary knowledge and skills for full registration.	
1713	WorkForce Composition Subject Area	Wfc GMC Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1714	WorkForce Composition Subject Area	Wfc GMC Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
1715	WorkForce Composition Subject Area	Wfc GMC Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
1716	WorkForce Composition Subject Area	Wfc GMC Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1717	WorkForce Composition Subject Area	Wfc GMC Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
1718	WorkForce Composition Subject Area	Wfc GMC Registration	Responsible Officer	TEXT	Free text field to enable the recording of the doctors Responsible Officer. A Responsible Officer (RO) is a senior clinician in a Designated Body who ensures that the doctors for whom they act in this nominated capacity, continue to practice safely and are properly supported and managed in maintaining their professional standards.	
1719	WorkForce Composition Subject Area	Wfc GMC Registration	Revalidation Date	DATE	The date on which the registration was revalidated with the professional body.	
1720	WorkForce Composition Subject Area	Wfc GMC Registration	Revalidation Status	TEXT	The status of the doctors revalidation. E.g. (Approved, On Hold, Rejected etc.)	
1721	WorkForce Composition Subject Area	Wfc GMC Registration	Specialty 1	TEXT	Details of First Specialty.	
1722	WorkForce Composition Subject Area	Wfc GMC Registration	Specialty 2	TEXT	Details of Second Specialty.	
1723	WorkForce Composition Subject Area	Wfc GMC Registration	Specialty 3	TEXT	Details of Third Specialty.	
1724	WorkForce Composition Subject Area	Wfc GMC Registration	Specialty 4	TEXT	Details of Fourth Specialty.	
1725	WorkForce Composition Subject Area	Wfc GMC Registration	Specialty 5	TEXT	Details of Fifth Specialty.	
1726	WorkForce Composition Subject Area	Wfc GMC Registration	Sub Specialty 1	TEXT	Details of First Sub Specialty.	
1727	WorkForce Composition Subject Area	Wfc GMC Registration	Sub Specialty 2	TEXT	Details of Second Sub Specialty.	
1728	WorkForce Composition Subject Area	Wfc GMC Registration	Sub Specialty 3	TEXT	Details of Third Sub Specialty.	
1729	WorkForce Composition Subject Area	Wfc GMC Registration	Sub Specialty 4	TEXT	Details of Fourth Sub Specialty.	
1730	WorkForce Composition Subject Area	Wfc GMC Registration	Sub Specialty 5	TEXT	Details of Fifth Sub Specialty.	
1731	WorkForce Composition Subject Area	Wfc GOC Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1732	WorkForce Composition Subject Area	Wfc GOC Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	
1733	WorkForce Composition Subject Area	Wfc GOC Registration	Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
1734	WorkForce Composition Subject Area	Wfc GOC Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered.	
1735	WorkForce Composition Subject Area	Wfc GOC Registration	Fitness to Practice Decisions	TEXT	Indicates whether there are any current limitations on the registration as a result of fitness to practice decisions.	
1736	WorkForce Composition Subject Area	Wfc GOC Registration	GOC Registration Status	TEXT	Indicates whether the registration is active or not.	
1737	WorkForce Composition Subject Area	Wfc GOC Registration	Registered Specialties	TEXT	Indicates whether the professional has any specialties associated with their registration (Y/N)	
1738	WorkForce Composition Subject Area	Wfc GOC Registration	Registration As	TEXT	The role in which the individual is practising. i.e. Optometrist, Dispensing Optician etc.	
1739	WorkForce Composition Subject Area	Wfc GOC Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1740	WorkForce Composition Subject Area	Wfc GOC Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
1741	WorkForce Composition Subject Area	Wfc GOC Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
1742	WorkForce Composition Subject Area	Wfc GOC Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
1743	WorkForce Composition Subject Area	Wfc GOC Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
1744	WorkForce Composition Subject Area	Wfc GOC Registration	Town	TEXT	Town in which the professional practices.	
1745	WorkForce Composition Subject Area	Wfc GOsC Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
1746	WorkForce Composition Subject Area	Wfc GOsC Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1747	WorkForce Composition Subject Area	Wfc GOsC Registration	Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
1748	WorkForce Composition Subject Area	Wfc GOsC Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered.	
1749	WorkForce Composition Subject Area	Wfc GOsC Registration	Fitness to Practice Decisions	TEXT	Indicates whether there are any current limitations on the registration as a result of fitness to practice decisions.	
1750	WorkForce Composition Subject Area	Wfc GOsC Registration	GOsC Registration Status	TEXT	Indicates whether the holder of the registration is currently practising or not.	
1751	WorkForce Composition Subject Area	Wfc GOsC Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1752	WorkForce Composition Subject Area	Wfc GOsC Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
1753	WorkForce Composition Subject Area	Wfc GOsC Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
1754	WorkForce Composition Subject Area	Wfc GOsC Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
1755	WorkForce Composition Subject Area	Wfc GOsC Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
1756	WorkForce Composition Subject Area	Wfc GPhC Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
1757	WorkForce Composition Subject Area	Wfc GPhC Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	
1758	WorkForce Composition Subject Area	Wfc GPhC Registration	Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
1759	WorkForce Composition Subject Area	Wfc GPhC Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered.	
1760	WorkForce Composition Subject Area	Wfc GPhC Registration	Prescription Only Medicines	TEXT	An independent prescriber can prescribe any medicine for any condition (excluding 3 Controlled Drugs for the treatment of addiction).	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1761	WorkForce Composition Subject Area	Wfc GPhC Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1762	WorkForce Composition Subject Area	Wfc GPhC Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
1763	WorkForce Composition Subject Area	Wfc GPhC Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
1764	WorkForce Composition Subject Area	Wfc GPhC Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
1765	WorkForce Composition Subject Area	Wfc GPhC Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
1766	WorkForce Composition Subject Area	Wfc GPhC Registration	Supplementary Prescribing	TEXT	A supplementary prescriber can prescribe any medicine for any condition within an agreed clinical management plan.	
1767	WorkForce Composition Subject Area	Wfc Grade Dim	AfC Band	TEXT	The AfC Band derived from the Grade Code.	
1768	WorkForce Composition Subject Area	Wfc Grade Dim	Effective End Date	DATE	Date to which the Grade is valid.	
1769	WorkForce Composition Subject Area	Wfc Grade Dim	Effective Start Date	DATE	Date from which the Grade is valid.	
1770	WorkForce Composition Subject Area	Wfc Grade Dim	Grade Code	TEXT	The code applicable to a Grade. This is the second segment of the Grade flexfield.	
1771	WorkForce Composition Subject Area	Wfc Grade Dim	Grade Desc	TEXT	The description of a Grade. This is the third segment of the Grade flexfield.	
1772	WorkForce Composition Subject Area	Wfc Grade Dim	Grade Type	TEXT	This identifies whether the Grade is National (NHS) or Local (Trust Numeric Identifier). This is the first segment of the Grade flexfield.	
1773	WorkForce Composition Subject Area	Wfc Grade Dim	Maximum Salary	NUMBER	The Maximum salary amount in the period.	
1774	WorkForce Composition Subject Area	Wfc Grade Dim	Minimum Salary	NUMBER	The Minimum salary amount in the period.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1775	WorkForce Composition Subject Area	Wfc Grade Dim	National or Local Grade Type	TEXT	Indicates whether the Grade is national or local.	
1776	WorkForce Composition Subject Area	Wfc Grade Dim	Primary Payscale Letter	TEXT	The first character of the Payscale code (Grade code).	
1777	WorkForce Composition Subject Area	Wfc Grade Step point	Grade Step Placement Step	NUMBER	The Grade Step Placement Step (aka Incremental Point) to which a person is assigned.	
1778	WorkForce Composition Subject Area	Wfc HCPC Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
1779	WorkForce Composition Subject Area	Wfc HCPC Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	
1780	WorkForce Composition Subject Area	Wfc HCPC Registration	Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
1781	WorkForce Composition Subject Area	Wfc HCPC Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered.	
1782	WorkForce Composition Subject Area	Wfc HCPC Registration	Hcpc Registration Status	TEXT	The current status of the person's HCPC registration.	
1783	WorkForce Composition Subject Area	Wfc HCPC Registration	Local Anaesthesia	TEXT	Indicates a 'Local anaesthetics' annotation to the registration. This means that the chiropodist or podiatrist is qualified to administer a range of prescription only medicines in their practice, including (but not limited to) a range of local anaesthetics. (Y/N)	
1784	WorkForce Composition Subject Area	Wfc HCPC Registration	Medical Exemption	TEXT	Indicates whether the registrant has sufficient training to sell and supply certain prescription only medicines on their own initiative (Y/N).	
1785	WorkForce Composition Subject Area	Wfc HCPC Registration	Modalities	TEXT	If a profession is divided into areas or 'domains' of practice the Modality indicates the regulated domain.	
1786	WorkForce Composition Subject Area	Wfc HCPC Registration	Podiatric Surgery	TEXT	Indicates a 'Podiatric Surgery' annotation to the registration. This means that a podiatrist has undertaken HCPC approved training or had their experience endorsed through an HCPC approved course. (Y/N)	
1787	WorkForce Composition Subject Area	Wfc HCPC Registration	Prescription Only Medicines	TEXT	Indicates a 'Prescription only medicine' annotation to the registration. This means that the chiropodist and podiatrist is qualified	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					to supply a range of prescription only medicines in their practice. (Y/N)	
1788	WorkForce Composition Subject Area	Wfc HCPC Registration	Public Work Town	TEXT	Details the town of working indicated on the person's registration.	
1789	WorkForce Composition Subject Area	Wfc HCPC Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1790	WorkForce Composition Subject Area	Wfc HCPC Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
1791	WorkForce Composition Subject Area	Wfc HCPC Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
1792	WorkForce Composition Subject Area	Wfc HCPC Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
1793	WorkForce Composition Subject Area	Wfc HCPC Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
1794	WorkForce Composition Subject Area	Wfc HCPC Registration	Supplementary Prescribing	TEXT	Indicates if Registration includes supplementary prescribing.	
1795	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Additional Fee Paying Work Hours	NUMBER	The Additional Fee Paying Work 'Hours' agreed in the Job Plan.	
1796	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Additional NHS Responsibilities Hours	NUMBER	The Additional NHS Responsibilities 'Hours' agreed in the Job Plan.	
1797	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Additional NHS responsibilities Sessions	NUMBER	The Additional NHS Responsibilities 'Sessions' agreed in the Job Plan.	
1798	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Average Weekly Private Practice Hours	NUMBER	The Average Weekly Private Practice 'Hours' agreed in the Job Plan.	
1799	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Date Last Reviewed	DATE	The Date the Job Plan was last reviewed.	
1800	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Direct Clinical Care Duties (Hours)	NUMBER	The Direct Clinical Care Duties 'Hours' as agreed in the Job Plan.	
1801	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Direct Clinical Care Duties Sessions	NUMBER	The Direct Clinical Cate Duties 'Sessions' as agreed in the Job Plan.	
1802	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Job Plan Type	TEXT	Consultant or SAS Doctor selection based on whether they are employed in accordance	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					with amended Consultant Contract or new (2008) SAS contracts.	
1803	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Management Responsibilities Hours	NUMBER	The Management Responsibilities 'Hours' as agreed in the Job Plan.	
1804	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Management Responsibilities Sessions	NUMBER	The Management Responsibilities 'Sessions' as agreed in the Job Plan.	
1805	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Next Review Date	DATE	The date that the next job plan review is to take place.	
1806	WorkForce Composition Subject Area	Wfc Job Plan Reviews	On-Call Hours (Included in DCC)	NUMBER	The On-Call (Included in DCC) 'Hours' as agreed in the Job Plan.	
1807	WorkForce Composition Subject Area	Wfc Job Plan Reviews	On-Call Rota Arrangements	NUMBER	The On-Call Rota Arrangements as agreed in the Job Plan.	
1808	WorkForce Composition Subject Area	Wfc Job Plan Reviews	On-Call Sessions (Included in DCC)	NUMBER	The On-Call (Included in DCC) 'Sessions' as agreed in the Job Plan.	
1809	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Other External Relevant NHS Duty Hours	NUMBER	The Other External Relevant NHS Duty 'Hours' as agreed in the Job Plan.	
1810	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Research/Education PA Hours	NUMBER	The Research/Education PA 'Hours' as agreed in the Job Plan.	
1811	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Responsibility Allowance PA Hours	NUMBER	The Responsibility Allowance PA 'Hours' as agreed in the Job Plan.	
1812	WorkForce Composition Subject Area	Wfc Job Plan Reviews	SAS In Hours	NUMBER	The SAS In Hours as agreed in the Job Plan.	
1813	WorkForce Composition Subject Area	Wfc Job Plan Reviews	SAS Out of Hours	NUMBER	The SAS Out of Hours as agreed in the Job Plan.	
1814	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Signed at Last Review	TEXT	Indicates that the Job Plan was signed at the last review (Yes or No.)	
1815	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Supporting Professional Activities Hours	NUMBER	The Supporting Professional Activities 'Hours' agreed in the Job Plan.	
1816	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Supporting Professional Activities Sessions	NUMBER	The Supporting Professional Activities 'Sessions' agreed in the Job Plan.	
1817	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Total Commitment in Hours	NUMBER	The total of all 'Hours' agreed in the Job Plan.	
1818	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Total DCC/SPA Hours	NUMBER	The Direct Clinical Care Duties / Supporting Professional Activities 'Hours' agreed in the Job Plan.	
1819	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Total DCC/SPA Sessions	NUMBER	The Direct Clinical Care Duties / Supporting Professional Activities 'Sessions'agreed in the Job Plan.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1820	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Total Hours of Other Duties	NUMBER	Any other 'Hours' agreed in the Job Plan.	
1821	WorkForce Composition Subject Area	Wfc Job Plan Reviews	Travelling Time	NUMBER	The Travelling Time 'Hours' agreed in the Job Plan.	
1822	WorkForce Composition Subject Area	Wfc Job Plan Reviews - Other	Additional Fee Paying Work Hours	NUMBER	The Additional Fee Paying Work 'Hours' agreed in the Job Plan.	
1823	WorkForce Composition Subject Area	Wfc Job Plan Reviews - Other	Additional NHS Responsibilities Hours	NUMBER	The Additional NHS Responsibilities 'Hours' agreed in the Job Plan.	
1824	WorkForce Composition Subject Area	Wfc Job Plan Reviews - Other	Date Last Reviewed	NUMBER	The Date the Job Plan was last reviewed.	
1825	WorkForce Composition Subject Area	Wfc Job Plan Reviews - Other	Direct Clinical Care Duties (including on-call work) Hours	NUMBER	The Direct Clinical Care Duties 'Hours' as agreed in the Job Plan.	
1826	WorkForce Composition Subject Area	Wfc Job Plan Reviews - Other	Job Plan Type	TEXT	The Job Plan Type is relevant to the Staff Group and Role of the employee.	
1827	WorkForce Composition Subject Area	Wfc Job Plan Reviews - Other	Management Responsibilities Hours	NUMBER	The Management Responsibilities 'Hours' as agreed in the Job Plan.	
1828	WorkForce Composition Subject Area	Wfc Job Plan Reviews - Other	Next Review Date	DATE	The date that the next job plan review is to take place.	
1829	WorkForce Composition Subject Area	Wfc Job Plan Reviews - Other	On-Call Hours (Included in DCC)	NUMBER	The On-Call (Included in DCC) 'Hours' as agreed in the Job Plan.	
1830	WorkForce Composition Subject Area	Wfc Job Plan Reviews - Other	Other External Relevant NHS Duty Hours	NUMBER	The Other External Relevant NHS Duty 'Hours' as agreed in the Job Plan.	
1831	WorkForce Composition Subject Area	Wfc Job Plan Reviews - Other	Research Education PA Hours	NUMBER	The Research/Education PA 'Hours' as agreed in the Job Plan.	
1832	WorkForce Composition Subject Area	Wfc Job Plan Reviews - Other	Signed at Last Review	TEXT	Indicates that the Job Plan was signed at the last review (Yes or No.)	
1833	WorkForce Composition Subject Area	Wfc Job Plan Reviews - Other	Supp Prof Activities Hours	NUMBER	The Supporting Professional Activities 'Hours' agreed in the Job Plan.	
1834	WorkForce Composition Subject Area	Wfc Job Plan Reviews - Other	Total Commitment Hours	NUMBER	The total of all 'Hours' agreed in the Job Plan.	
1835	WorkForce Composition Subject Area	Wfc Job Plan Reviews - Other	Total DCC SPA Hours	NUMBER	The Direct Clinical Care Duties / Supporting Professional Activities 'Hours' agreed in the Job Plan.	
1836	WorkForce Composition Subject Area	Wfc Job Plan Reviews - Other	Total Other Duties Hours	NUMBER	Any other 'Hours' agreed in the Job Plan.	
1837	WorkForce Composition Subject Area	Wfc Job Plan Reviews - Other	Travelling Time	NUMBER	The Travelling Time 'Hours' agreed in the Job Plan.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1838	WorkForce Composition Subject Area	Wfc Latest Hired Person	Last Hire Date	DATE	The Latest Start Date of an individual's employment with the previous NHS employing organisation.	
1839	WorkForce Composition Subject Area	Wfc Latest Hired Person	Unique Nhs Identifier	NUMBER	The unique NHS identifier for an employee which enables individuals to be linked across multiple employee records in the NHS.	
1840	WorkForce Composition Subject Area	Wfc Length of Service with Previous Authority	Leaver Wte	NUMBER	The contracted Full Time Equivalent of the primary assignment at the time of leaving the previous NHS employing organisation.	
1841	WorkForce Composition Subject Area	Wfc Length of Service with Previous Authority	Source Of Recruitment	TEXT	The Source of Recruitment of an employee immediately prior to their joining an employing organisation.	
1842	WorkForce Composition Subject Area	Wfc Length of Service with Previous Authority	Time In Last Grade	NUMBER	The Length of Service, in days, between the 'Start Date in Grade' for the primary assignment held at the date of leaving the previous NHS employing organisation and 'Prev Actual Termination Date'.	
1843	WorkForce Composition Subject Area	Wfc Length of Service with Previous Authority	Time In Last Position	NUMBER	The Length of Service, in days, between the start and end dates for the primary assignment last held in the previous NHS employing organisation.	
1844	WorkForce Composition Subject Area	Wfc Length of Service with Previous Authority	Time In Organisation	NUMBER	The Length of Service, in days, between the Latest Start Date and Actual Termination Date for an individual's employment with the previous NHS employing organisation.	
1845	WorkForce Composition Subject Area	Wfc Length of Service with Previous Authority	Wfm Date Of Leaving Org	DATE	The Actual Termination Date of an individual's employment with the previous NHS employing organisation.	
1846	WorkForce Composition Subject Area	Wfc Length of Service with Previous Authority	Wfm Reason For Leaving	TEXT	The reason for the termination of employment with the previous NHS employing organisation.	
1847	WorkForce Composition Subject Area	Wfc NMC Registration	Cautions Apply	TEXT	Indicates where a nurse or midwife is allowed to practise without any restriction but has been made the subject of a caution order by a fitness to practise panel following an investigation into their fitness to practise. These can last from between one and five years. (Y/N)	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1848	WorkForce Composition Subject Area	Wfc NMC Registration	Conditions Apply	TEXT	Indicates whether a nurse or midwife is restricted following a final order by a fitness to practise panel. These conditions can be in place for one to three years. They are reviewed before they expire and might be replaced, varied or revoked. (Y/N)	
1849	WorkForce Composition Subject Area	Wfc NMC Registration	Current Midwifery ltp	TEXT	Indicates that a current Intention to practise (ItP) notification has been submitted to confirm that the person is intending to practice as a midwife for the coming year. (Y/N)	
1850	WorkForce Composition Subject Area	Wfc NMC Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
1851	WorkForce Composition Subject Area	Wfc NMC Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	
1852	WorkForce Composition Subject Area	Wfc NMC Registration	Eighth Part Of The Register	TEXT	Details of a Nurse's or Midwife's Eighth Part of Registration.	
1853	WorkForce Composition Subject Area	Wfc NMC Registration	Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
1854	WorkForce Composition Subject Area	Wfc NMC Registration	Fifth Part Of The Register	TEXT	Details of a Nurse's or Midwife's Fifth Part of Registration.	
1855	WorkForce Composition Subject Area	Wfc NMC Registration	Fifth Recorded Qualification	TEXT	Details of any recorded qualifications.	
1856	WorkForce Composition Subject Area	Wfc NMC Registration	First Recorded Qualification	TEXT	Details of any recorded qualifications.	
1857	WorkForce Composition Subject Area	Wfc NMC Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered.	
1858	WorkForce Composition Subject Area	Wfc NMC Registration	Fourth Part Of The Register	TEXT	Details of a Nurse's or Midwife's Fourth Part of Registration.	
1859	WorkForce Composition Subject Area	Wfc NMC Registration	Fourth Recorded Qualification	TEXT	Details of any recorded qualifications.	
1860	WorkForce Composition Subject Area	Wfc NMC Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1861	WorkForce Composition Subject Area	Wfc NMC Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1862	WorkForce Composition Subject Area	Wfc NMC Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
1863	WorkForce Composition Subject Area	Wfc NMC Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
1864	WorkForce Composition Subject Area	Wfc NMC Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
1865	WorkForce Composition Subject Area	Wfc NMC Registration	Second Part Of The Register	TEXT	Details of a Nurse's or Midwife's Second Part of Registration.	
1866	WorkForce Composition Subject Area	Wfc NMC Registration	Second Recorded Qualification	TEXT	Details of any recorded qualifications.	
1867	WorkForce Composition Subject Area	Wfc NMC Registration	Seventh Part Of The Register	TEXT	Details of a Nurse's or Midwife's Seventh Part of Registration.	
1868	WorkForce Composition Subject Area	Wfc NMC Registration	Sixth Part Of The Register	TEXT	Details of a Nurse's or Midwife's Sixth Part of Registration.	
1869	WorkForce Composition Subject Area	Wfc NMC Registration	Supervisor Of Midwifes	TEXT	Indicates whether Nurse or Midwife is a Supervisor of Midwifes. (Y/N).	
1870	WorkForce Composition Subject Area	Wfc NMC Registration	Third Part Of The Register	TEXT	Details of a Nurse's or Midwife's Third Part of Registration.	
1871	WorkForce Composition Subject Area	Wfc NMC Registration	Third Recorded Qualification	TEXT	Details of any recorded qualifications.	
1872	WorkForce Composition Subject Area	Wfc Occupation Code Dim	Effective End Date	DATE	Date to which the Occupation Code is valid.	
1873	WorkForce Composition Subject Area	Wfc Occupation Code Dim	Effective Start Date	DATE	Date from which the Occupation Code is valid.	
1874	WorkForce Composition Subject Area	Wfc Occupation Code Dim	Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
1875	WorkForce Composition Subject Area	Wfc Occupation Code Dim	Occ Code Group	TEXT	A grouping of related Occupation Codes (as per Occ 1 values but with the M&D values combined)	
1876	WorkForce Composition Subject Area	Wfc Occupation Code Dim	Occupation Code	TEXT	The Occupation Code for a position.	
1877	WorkForce Composition Subject Area	Wfc Occupation Code Dim	Occupation Description	TEXT	Description of the Occupation Code for a position.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1878	WorkForce Composition Subject Area	Wfc Organisation Dim	Deanery Code	TEXT	The identifier for the Deanery associated with the employing organisation.	
1879	WorkForce Composition Subject Area	Wfc Organisation Dim	Deanery Name	TEXT	The name of the Deanery associated with the employing organisation.	
1880	WorkForce Composition Subject Area	Wfc Organisation Dim	HQ Site Code	NUMBER	This is the 2 character identifier for the Orgs HQ site as determined by the ODS.	
1881	WorkForce Composition Subject Area	Wfc Organisation Dim	HQ Site Post Code	TEXT	This is the Post Code for the Orgs HQ site.	
1882	WorkForce Composition Subject Area	Wfc Organisation Dim	National Level Code	TEXT	A single character identifier for the country associated with the employing organisation.	
1883	WorkForce Composition Subject Area	Wfc Organisation Dim	National Level Name	TEXT	The name of the country associated with the previous employing organisation.	
1884	WorkForce Composition Subject Area	Wfc Organisation Dim	ODS Code	TEXT	The Organisation Data Service (ODS) [previously known as NACS (National Administrative Coding Service)] code allocated to an employing organisation. A mapping table in the Data Warehouse derives the Org Code from the three character ESR identifier for the employing organisation.	
1885	WorkForce Composition Subject Area	Wfc Organisation Dim	Organisation Type	TEXT	A classification of NHS organisations.	
1886	WorkForce Composition Subject Area	Wfc Organisation Dim	Region	TEXT	The name of the Region associated with the employing organisation.	
1887	WorkForce Composition Subject Area	Wfc Organisation Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
1888	WorkForce Composition Subject Area	Wfc Organisation Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
1889	WorkForce Composition Subject Area	Wfc Organisation Dim	Trust Code	TEXT	Derived from the first three characters of Organisation ID and Name.	
1890	WorkForce Composition Subject Area	Wfc Organisation Dim	Trust Name	TEXT	Name of the Employing Organisation. Derived from the Organisation ID and Name with the Identifier section removed.	
1891	WorkForce Composition Subject Area	Wfc Other Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
1892	WorkForce Composition Subject Area	Wfc Other Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1893	WorkForce Composition Subject Area	Wfc Other Registration	Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
1894	WorkForce Composition Subject Area	Wfc Other Registration	Field 10	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	
1895	WorkForce Composition Subject Area	Wfc Other Registration	Field 11	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	
1896	WorkForce Composition Subject Area	Wfc Other Registration	Field 12	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	
1897	WorkForce Composition Subject Area	Wfc Other Registration	Field 13	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	
1898	WorkForce Composition Subject Area	Wfc Other Registration	Field 14	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	
1899	WorkForce Composition Subject Area	Wfc Other Registration	Field 15	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	
1900	WorkForce Composition Subject Area	Wfc Other Registration	Field 16	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	
1901	WorkForce Composition Subject Area	Wfc Other Registration	Field 17	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	
1902	WorkForce Composition Subject Area	Wfc Other Registration	Field 18	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	
1903	WorkForce Composition Subject Area	Wfc Other Registration	Field 19	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	
1904	WorkForce Composition Subject Area	Wfc Other Registration	Field 2	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	
1905	WorkForce Composition Subject Area	Wfc Other Registration	Field 3	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1906	WorkForce Composition Subject Area	Wfc Other Registration	Field 4	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	
1907	WorkForce Composition Subject Area	Wfc Other Registration	Field 5	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	
1908	WorkForce Composition Subject Area	Wfc Other Registration	Field 6	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	
1909	WorkForce Composition Subject Area	Wfc Other Registration	Field 7	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	
1910	WorkForce Composition Subject Area	Wfc Other Registration	Field 8	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	
1911	WorkForce Composition Subject Area	Wfc Other Registration	Field 9	Text	This field holds potentially different data dependent upon the Registration Body concerned; hence the generic title given.	
1912	WorkForce Composition Subject Area	Wfc Other Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered.	
1913	WorkForce Composition Subject Area	Wfc Other Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1914	WorkForce Composition Subject Area	Wfc Other Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
1915	WorkForce Composition Subject Area	Wfc Other Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
1916	WorkForce Composition Subject Area	Wfc Other Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
1917	WorkForce Composition Subject Area	Wfc Other Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
1918	WorkForce Composition Subject Area	Wfc Person DBS detail	DBS Disclosure Level	TEXT	The Level of CRB Disclosure.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1919	WorkForce Composition Subject Area	Wfc Person DBS detail	DBS Disclosure Type	TEXT	The type of CRB Disclosure.	
1920	WorkForce Composition Subject Area	Wfc Person DBS detail	DBS Received	TEXT	The date on which the CRB check was received/viewed.	
1921	WorkForce Composition Subject Area	Wfc Person DBS detail	DBS Website Match	Text	Indicator as to whether the employee's details match against a record in the Disclosure and Barring Service (DBS) database.	
1922	WorkForce Composition Subject Area	Wfc Person DBS detail	Permission to Check DBS Status	Text	Indicator as to whether permission as been granted to check employee's details against the Disclosure and Barring Service (DBS) database.	
1923	WorkForce Composition Subject Area	Wfc Person Dim	Age Band	TEXT	The age band applicable to an employee's age (as at the current date).	
1924	WorkForce Composition Subject Area	Wfc Person Dim	Age In Years	NUMBER	The age of an employee in years (as at the current date).	
1925	WorkForce Composition Subject Area	Wfc Person Dim	Age In Years And Months	TEXT	The age of an employee in years and months (as at the current date).	
1926	WorkForce Composition Subject Area	Wfc Person Dim	Date Of Birth	DATE	The date on which the employee was born.	
1927	WorkForce Composition Subject Area	Wfc Person Dim	Date Of Joining Nhs	DATE	The date on which the employee first entered NHS employment, regardless of subsequent breaks in service.	
1928	WorkForce Composition Subject Area	Wfc Person Dim	Disability Status	TEXT	Indicates whether the employee considers him or herself to be disabled.	
1929	WorkForce Composition Subject Area	Wfc Person Dim	Effective End Date	DATE	Date to which the Person record is valid.	
1930	WorkForce Composition Subject Area	Wfc Person Dim	Effective Start Date	DATE	Date from which the Person record is valid.	
1931	WorkForce Composition Subject Area	Wfc Person Dim	Employee Number	NUMBER	A person is given a unique Employee Number when they are hired by a Trust. (Automatically generated.) This number is unique to that person's employment at that Trust. Should they leave that Trust and later be re-hired by another Trust, they will be given a new unique Employee Number. However, should a person leave a Trust and later re-join that same Trust then the original	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					record is 're-activated' hence the number is 're-used'.	
1932	WorkForce Composition Subject Area	Wfc Person Dim	Ethnic Origin	TEXT	The ethnic category to which an employee belongs, as determined by the individual employee.	
1933	WorkForce Composition Subject Area	Wfc Person Dim	Forename	TEXT	A person's first name.	
1934	WorkForce Composition Subject Area	Wfc Person Dim	FTN Number	TEXT	The Fixed-term type of National Training Number (NTN) for a Specialist Registrar.	
1935	WorkForce Composition Subject Area	Wfc Person Dim	Gender	TEXT	An employee's Gender.	
1936	WorkForce Composition Subject Area	Wfc Person Dim	Home Post Code	TEXT	An employee's Home Post Code.	
1937	WorkForce Composition Subject Area	Wfc Person Dim	International Recruit	TEXT	Indicates whether an employee is an International Recruit (Y) or not (N). Derived from the data item 'Source of Recruitment' ('Y' if Source of Recruitment start with 'Abroad', otherwise 'N')	
1938	WorkForce Composition Subject Area	Wfc Person Dim	Key Worker Living	TEXT	A flag to identify staff in the Key Worker Living scheme.	
1939	WorkForce Composition Subject Area	Wfc Person Dim	Latest Hire Date	DATE	The date of commencement of continuous employment with the employing organisation.	
1940	WorkForce Composition Subject Area	Wfc Person Dim	Marital Status	TEXT	The Marital Status of the person.	
1941	WorkForce Composition Subject Area	Wfc Person Dim	Nationality	TEXT	The nationality of the employee as declared by the individual on appointment or as advised by the individual in the course of employment (should they change their nationality).	
1942	WorkForce Composition Subject Area	Wfc Person Dim	NI Number	TEXT	The National Insurance Number for an employee.	
1943	WorkForce Composition Subject Area	Wfc Person Dim	NTN Number	TEXT	An alphanumeric training number issued by the postgraduate Deanery to a Specialist Registrar who has been accepted for a training programme.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1944	WorkForce Composition Subject Area	Wfc Person Dim	Original Hire Date	DATE	The date on which the employee was first hired by the employing organisation.	
1945	WorkForce Composition Subject Area	Wfc Person Dim	Religious Belief	TEXT	The Religious Belief of the person.	
1946	WorkForce Composition Subject Area	Wfc Person Dim	Residency Status	TEXT	Indicates whether an employee has the right to stay and work in the UK permanently.	
1947	WorkForce Composition Subject Area	Wfc Person Dim	Sexual Orientation	TEXT	The Sexual Orientation of the person.	
1948	WorkForce Composition Subject Area	Wfc Person Dim	Source Of Recruitment	TEXT	The Source of Recruitment of an employee immediately prior to their joining an employing organisation.	
1949	WorkForce Composition Subject Area	Wfc Person Dim	Surname	TEXT	An employee's last name (Surname).	
1950	WorkForce Composition Subject Area	Wfc Person Dim	Unique Nhs Identifier	NUMBER	The unique NHS identifier for an employee which enables individuals to be linked across multiple employee records in the NHS.	
1951	WorkForce Composition Subject Area	Wfc Person Dim	User Person Type	TEXT	Indicates the record-type of a employee within ESR.	
1952	WorkForce Composition Subject Area	Wfc Person Dim	VTN Number	TEXT	The Visiting type of National Training Number (NTN) for a Specialist Registrar.	
1953	WorkForce Composition Subject Area	Wfc Person Dim	Work Permit Expiry Date	DATE	The date on which the employee's Work Permit expires.	
1954	WorkForce Composition Subject Area	Wfc Position Dim	Budgeted Wte	NUMBER	The Budgeted Establishment (in contracted FTE) for a Position.	
1955	WorkForce Composition Subject Area	Wfc Position Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
1956	WorkForce Composition Subject Area	Wfc Position Dim	Contracted Sessions	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	
1957	WorkForce Composition Subject Area	Wfc Position Dim	DBS Disclosure Level	TEXT	The Level of DBS Disclosure.	
1958	WorkForce Composition Subject Area	Wfc Position Dim	DBS Disclosure Type	TEXT	The type of DBS Disclosure.	
1959	WorkForce Composition Subject Area	Wfc Position Dim	Deanery Post Number	TEXT	The reference number allocated by a post-graduate Deanery for a Junior Doctor training post which has been approved for training.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1960	WorkForce Composition Subject Area	Wfc Position Dim	Effective End Date	DATE	Date to which the Position is valid.	
1961	WorkForce Composition Subject Area	Wfc Position Dim	Effective Start Date	DATE	Date from which the Position is valid.	
1962	WorkForce Composition Subject Area	Wfc Position Dim	Frontline Healthcare Worker	TEXT	Indicates if the position is defined as 'Frontline Healthcare Worker' (Y/N).	
1963	WorkForce Composition Subject Area	Wfc Position Dim	Pos Job Role	TEXT	A nationally defined Job Role value held against the Position.	
1964	WorkForce Composition Subject Area	Wfc Position Dim	Pos Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
1965	WorkForce Composition Subject Area	Wfc Position Dim	Pos Occ Code	TEXT	Description of the Occupation Code for a position.	
1966	WorkForce Composition Subject Area	Wfc Position Dim	Pos Occ Desc	TEXT	Description of the Occupation Code for a position.	
1967	WorkForce Composition Subject Area	Wfc Position Dim	Pos Occ Effective End Date	DATE	The effective end date for the Occupation Code against the Position.	
1968	WorkForce Composition Subject Area	Wfc Position Dim	Pos Occ Effective Start Date	DATE	The effective start date for the Occupation Code against the Position.	
1969	WorkForce Composition Subject Area	Wfc Position Dim	Pos Sg Effective End Date	DATE	The effective end date for the Staff Group held against the Position.	
1970	WorkForce Composition Subject Area	Wfc Position Dim	Pos Sg Effective Start Date	DATE	The effective start date for the Staff Group held against the Position.	
1971	WorkForce Composition Subject Area	Wfc Position Dim	Pos Staff Group	TEXT	A nationally defined Staff Group value held against the Position.	
1972	WorkForce Composition Subject Area	Wfc Position Dim	Pos Workplace Org Code	TEXT	The Workplace Organisation Code held against the Position. (Where the work physically takes place.)	
1973	WorkForce Composition Subject Area	Wfc Position Dim	Pos Workplace Org Name	TEXT	The Workplace Organisation Code description held against the Position. (Where the work physically takes place.)	
1974	WorkForce Composition Subject Area	Wfc Position Dim	Position Count	NUMBER	The number of Positions.	
1975	WorkForce Composition Subject Area	Wfc Position Dim	Position ID	TEXT	The Position Identifier.	
1976	WorkForce Composition Subject Area	Wfc Position Dim	Position Position Number	TEXT	The Position identifier.	
1977	WorkForce Composition Subject Area	Wfc Position Dim	Position Type	TEXT	A classification of Position Types.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1978	WorkForce Composition Subject Area	Wfc Position Dim	Status	TEXT	Reflects the status of the Position.	
1979	WorkForce Composition Subject Area	Wfc Position Dim	Title	TEXT	The locally determined title for the Position.	
1980	WorkForce Composition Subject Area	Wfc Previous Organisation	Deanery Code	TEXT	The identifier for the Deanery associated with the previous employing organisation.	
1981	WorkForce Composition Subject Area	Wfc Previous Organisation	Deanery Name	TEXT	The name of the Deanery associated with the previous employing organisation.	
1982	WorkForce Composition Subject Area	Wfc Previous Organisation	HQ Site Code	NUMBER	This is the 2 character identifier for the Orgs HQ site for the previous organisation as determined by the ODS.	
1983	WorkForce Composition Subject Area	Wfc Previous Organisation	HQ Site Post Code	TEXT	This is the Post Code for the previous Orgs HQ site.	
1984	WorkForce Composition Subject Area	Wfc Previous Organisation	National Level Code	TEXT	A single character identifier for the country associated with the previous employing organisation.	
1985	WorkForce Composition Subject Area	Wfc Previous Organisation	National Level Name	TEXT	The name of the country associated with the previous employing organisation.	
1986	WorkForce Composition Subject Area	Wfc Previous Organisation	ODS Code	TEXT	The Organisation Data Service (ODS) [previously known as NACS (National Administrative Coding Service)] code allocated to the employing organisation. A mapping table in the Data Warehouse derives the Org Code from the three character ESR identifier for the employing organisation.	
1987	WorkForce Composition Subject Area	Wfc Previous Organisation	Organisation Type	TEXT	A classification of NHS organisations.	
1988	WorkForce Composition Subject Area	Wfc Previous Organisation	Region	TEXT	The name of the Region associated with the employing organisation.	
1989	WorkForce Composition Subject Area	Wfc Previous Organisation	Site Description	TEXT	The description of the site associated with the Assignment in a previous organisation.	
1990	WorkForce Composition Subject Area	Wfc Previous Organisation	Site Name	TEXT	The name of the site associated with the Assignment in a previous organisation.	
1991	WorkForce Composition Subject Area	Wfc Previous Organisation	Trust Code	TEXT	Derived from the first three characters of Organisation ID and Name for the previous employing organisation.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
1992	WorkForce Composition Subject Area	Wfc Previous Organisation	Trust Name	TEXT	Name of the previous Employing Organisation. Derived from the Organisation ID and Name with the Identifier section removed.	
1993	WorkForce Composition Subject Area	Wfc Profession Registration	Effective End Date	DATE	Date to which the Professional Registration is valid.	
1994	WorkForce Composition Subject Area	Wfc Profession Registration	Effective Start Date	DATE	Date from which the Professional Registration is valid.	
1995	WorkForce Composition Subject Area	Wfc Profession Registration	Expiry Date	DATE	Date on which the Professional Registration expires.	
1996	WorkForce Composition Subject Area	Wfc Profession Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered.	
1997	WorkForce Composition Subject Area	Wfc Profession Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
1998	WorkForce Composition Subject Area	Wfc Profession Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
1999	WorkForce Composition Subject Area	Wfc Profession Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
2000	WorkForce Composition Subject Area	Wfc Profession Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
2001	WorkForce Composition Subject Area	Wfc Profession Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
2002	WorkForce Composition Subject Area	Wfc Progression Point Dim	Afc Spinal Point	TEXT	The AfC Spinal Point Value as published in the Pay Circulars.	
2003	WorkForce Composition Subject Area	Wfc Progression Point Dim	Current Value	NUMBER	The current value (£'s) associated with the Progression Point.	
2004	WorkForce Composition Subject Area	Wfc Progression Point Dim	Pay Step Point	NUMBER	A point on a particular Payscale.	
2005	WorkForce Composition Subject Area	Wfc Progression Point Dim	Pl Effective End Date	DATE	The effective end date of the Progression Point.	
2006	WorkForce Composition Subject Area	Wfc Progression Point Dim	Pl Effective Start Date	DATE	The effective start date of the Progression Point.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
2007	WorkForce Composition Subject Area	Wfc Progression Point Dim	Rate Effective End Date	DATE	Date to which the Grade Step Point Value is effective.	
2008	WorkForce Composition Subject Area	Wfc Progression Point Dim	Rate Effective Start Date	DATE	Date from which the Grade Step Point Value is effective.	
2009	WorkForce Composition Subject Area	Wfc SCW Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
2010	WorkForce Composition Subject Area	Wfc SCW Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	
2011	WorkForce Composition Subject Area	Wfc SCW Registration	Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
2012	WorkForce Composition Subject Area	Wfc SCW Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered.	
2013	WorkForce Composition Subject Area	Wfc SCW Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
2014	WorkForce Composition Subject Area	Wfc SCW Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
2015	WorkForce Composition Subject Area	Wfc SCW Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
2016	WorkForce Composition Subject Area	Wfc SCW Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
2017	WorkForce Composition Subject Area	Wfc SCW Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
2018	WorkForce Composition Subject Area	Wfc Staff Group Dim	Effective End Date	DATE	Date to which the Staff Group is valid.	
2019	WorkForce Composition Subject Area	Wfc Staff Group Dim	Effective Start Date	DATE	Date from which the Staff Group is valid.	
2020	WorkForce Composition Subject Area	Wfc Staff Group Dim	Job Role	TEXT	A nationally defined Job Role value.	
2021	WorkForce Composition Subject Area	Wfc Staff Group Dim	Staff Group	TEXT	A nationally defined Staff Group value.	
2022	WorkForce Composition Subject Area	Wfc Supplementary Roles	End Date	DATE	Date up to which the Supplementary Role is valid.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
2023	WorkForce Composition Subject Area	Wfc Supplementary Roles	Job Group Description	TEXT	Description of the group for the Supplementary Role held by the employee.	
2024	WorkForce Composition Subject Area	Wfc Supplementary Roles	Job Name	TEXT	The name of the Supplementary Role held by the employee.	
2025	WorkForce Composition Subject Area	Wfc Supplementary Roles	Start Date	DATE	Date from which the Supplementary Role is valid.	
2026	WorkForce Composition Subject Area	Wfc SWE Registration	Effective End Date	DATE	Date to which the Registration Requirement is valid.	
2027	WorkForce Composition Subject Area	Wfc SWE Registration	Effective Start Date	DATE	Date from which the Registration Requirement is valid.	
2028	WorkForce Composition Subject Area	Wfc SWE Registration	Expiry Date	DATE	The expiry date of a person's Professional Registration or Membership.	
2029	WorkForce Composition Subject Area	Wfc SWE Registration	First Registered Date	DATE	Date on which the Professional Registration was first registered.	
2030	WorkForce Composition Subject Area	Wfc SWE Registration	Public Work Town	TEXT	Details the town of working indicated on the person's registration.	
2031	WorkForce Composition Subject Area	Wfc SWE Registration	Registration Body	TEXT	The name of the body that administers the Professional Registration or Membership of an employee.	
2032	WorkForce Composition Subject Area	Wfc SWE Registration	Registration In Use	TEXT	Indicator whether a Professional Registration held by an employee is required for the Position to which (s)he is assigned (Y/N).	
2033	WorkForce Composition Subject Area	Wfc SWE Registration	Registration Number	TEXT	The unique identification number given by the Professional Registration or Membership body.	
2034	WorkForce Composition Subject Area	Wfc SWE Registration	Registration Status	TEXT	A derived item, showing whether the Professional Registration or Membership is 'Valid' or 'Expired' as at the last day of the period.	
2035	WorkForce Composition Subject Area	Wfc SWE Registration	Registration Type	TEXT	This field gives the type of registration required, it is context-sensitive in relation to the professional registration body.	
2036	WorkForce Composition Subject Area	Wfc SWE Registration	SWE Registration Status	TEXT	The current status of the person's Social Workers England registration.	
2037	WorkForce Composition Subject Area	Wfc Time Dim	Last Month Loaded	DATE	The last month for which data exists in the Data Warehouse.	
2038	WorkForce Composition Subject Area	Wfc Time Dim	Tm End Date	DATE	The last day of the extract month (in the format 'DD-MON-YYYY').	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
2039	WorkForce Composition Subject Area	Wfc Time Dim	Tm Start Date	DATE	The first day of the extract month (in the format 'DD-MON-YYYY').	
2040	WorkForce Composition Subject Area	Wfc Time Dim	Tm Year Month	TEXT	The extract month displayed as Year and Month (in the format 'YYYY-MON').	
2041	WorkForce Composition Subject Area	Wfc Time Dim	Ty Year	TEXT	The extract month displayed as Year for display purpose (in the format 'YYYY').	
2042	WorkForce Composition Subject Area	Wfc Workforce Movement Dim	Date Of Joining Org	DATE	The date of commencement of continuous employment with the employing organisation.	
2043	WorkForce Composition Subject Area	Wfc Workforce Movement Dim	Date Of Leaving Org	DATE	The legal termination date of an individual's employment with an employing organisation.	
2044	WorkForce Composition Subject Area	Wfc Workforce Movement Dim	Dest On Leaving	TEXT	The Destination of an employee at the termination of their employment.	
2045	WorkForce Composition Subject Area	Wfc Workforce Movement Dim	Dest Org On Leaving	TEXT	The NHS Organisation given as the Destination of an employee at the termination of their employment.	
2046	WorkForce Composition Subject Area	Wfc Workforce Movement Dim	Dest Trust Code On Leaving	TEXT	The Trust Code of the NHS Organisation given as the Destination of an employee at the termination of their employment.	
2047	WorkForce Composition Subject Area	Wfc Workforce Movement Dim	Exit Interview Quest	TEXT	Indicator of whether an exit questionnaire has been completed.	
2048	WorkForce Composition Subject Area	Wfc Workforce Movement Dim	Flow Month Of Leaving	TEXT	The month in which the terminated employment is counted in the Data Warehouse. This item is used in the calculation of Stability and Turnover rates, and reflects the following design decisions: (see Definition for T&S Month of Leaving.doc)	
2049	WorkForce Composition Subject Area	Wfc Workforce Movement Dim	Reason For Leaving	TEXT	The reason why the employment has been terminated.	
2050	WorkForce Composition Subject Area	Wfc Workforce Movement Dim	Recruitment Org	TEXT	The title of the organisation recruited from.	
2051	WorkForce Composition Subject Area	Wfc Workforce Movement Dim	Recruitment Trust Code	TEXT	The ODS Code of the organisation recruited from.	
2052	WorkForce Composition Subject Area	Wfc Workforce Movement Dim	Source Of Recruitment	TEXT	The Source of Recruitment of an employee immediately prior to their joining an employing organisation.	
2053	WorkForce Composition Subject Area	Workforce Assignment Dim	Target Org	TEXT	The Target Org (name) indicates the org which legally employs the staff. It is used in	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					situations whereby a merge/demerge is yet to take place in ESR.	
2054	WorkForce Composition Subject Area	Workforce Assignment Dim	Target Org Code	TEXT	The ODS code relating to the Target Org.	
2055	WorkForce Movement Subject Area	Wfm Area Of Work Dim	Effective End Date	DATE	Date to which the Area of Work is valid.	
2056	WorkForce Movement Subject Area	Wfm Area Of Work Dim	Effective Start Date	DATE	Date from which the Area of Work is valid.	
2057	WorkForce Movement Subject Area	Wfm Area Of Work Dim	Primary Area Of Work	TEXT	A high level grouping of related Clinical Specialties or Support Functions.	
2058	WorkForce Movement Subject Area	Wfm Area Of Work Dim	Secondary Area Of Work	TEXT	A grouping of related Clinical Specialties or Support Functions.	
2059	WorkForce Movement Subject Area	Wfm Area Of Work Dim	Tertiary Area Of Work	TEXT	A Clinical Specialty or Support Function where work is undertaken.	
2060	WorkForce Movement Subject Area	Wfm Assignment Dim	Asg Hosted Org	TEXT	The Assignment is allocated to an Organisation which is 'hosted' by the Employing Authority.	
2061	WorkForce Movement Subject Area	Wfm Assignment Dim	Asg Maximum Part Time Flag	TEXT	An indicator of whether a Full-Time Consultant holds the right to undertake Private Practice.	
2062	WorkForce Movement Subject Area	Wfm Assignment Dim	Asg Number	NUMBER	Same as the unique Employee Number, except that if the person holds multiple Assignments then a suffix is added to each record after the Primary. (e.g. Employee Number 12345678, produces Primary Assignment Number 12345678, a second Assignment would have Assignment Number 12345678 -2, etc..	
2063	WorkForce Movement Subject Area	Wfm Assignment Dim	Asg Organisation Type	TEXT	A classification of NHS organisations.	
2064	WorkForce Movement Subject Area	Wfm Assignment Dim	Asg Type Of Appointment	TEXT	Indicates whether the assignment is on a Full-time or Part-time basis.	
2065	WorkForce Movement Subject Area	Wfm Assignment Dim	Asg Type Of Contract	TEXT	The type of employment contract held. (e.g. Bank, Locum, Permanent.)	
2066	WorkForce Movement Subject Area	Wfm Assignment Dim	Assignment Reason	TEXT	The reason for the Assignment Change. E.g. Hours Change, Promotion, Supervisor Change etc.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
2067	WorkForce Movement Subject Area	Wfm Assignment Dim	Band Supplement	TEXT	The Band Supplement attached to a Position for Junior Doctors in recompense for the anti-social and high intensity work pattern.	
2068	WorkForce Movement Subject Area	Wfm Assignment Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
2069	WorkForce Movement Subject Area	Wfm Assignment Dim	Contracted Session	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	
2070	WorkForce Movement Subject Area	Wfm Assignment Dim	Contracted Wte	NUMBER	The contracted Full Time Equivalent of an employee's assignment calculated from the formula: Contracted Hours or Sessions for the Assignment / Standard Hours or Sessions for Grade.	
2071	WorkForce Movement Subject Area	Wfm Assignment Dim	Effective End Date	DATE	Date to which the Assignment is valid.	
2072	WorkForce Movement Subject Area	Wfm Assignment Dim	Effective Start Date	DATE	Date from which the Assignment is valid.	
2073	WorkForce Movement Subject Area	Wfm Assignment Dim	Exit Interview Completed	TEXT	This indicates whether an Exit Questionnaire has been completed by a leaver.	
2074	WorkForce Movement Subject Area	Wfm Assignment Dim	Exit Interview Date	DATE	The date an Exit Questionnaire was completed by a leaver.	
2075	WorkForce Movement Subject Area	Wfm Assignment Dim	Fixed Term End Date	DATE	The end date of a Fixed Term or Temporary assignment.	
2076	WorkForce Movement Subject Area	Wfm Assignment Dim	Fixed Term Reason	TEXT	The Reason given for a fixed term contract.	
2077	WorkForce Movement Subject Area	Wfm Assignment Dim	Frontline Healthcare Worker	TEXT	Assignment override for the position level 'Frontline Healthcare Worker' (Y/N) field.	
2078	WorkForce Movement Subject Area	Wfm Assignment Dim	Job Sharer	TEXT	A flag to indicate that this assignment is held on a job sharing basis.	
2079	WorkForce Movement Subject Area	Wfm Assignment Dim	Pay Step Date	DATE	The date of progression to the next Grade Step Point.	
2080	WorkForce Movement Subject Area	Wfm Assignment Dim	Primary Flag	TEXT	A flag to indicate whether this is the employee's primary assignment.	
2081	WorkForce Movement Subject Area	Wfm Assignment Dim	Site Code	NUMBER	This is the 2 character identifier for a site within an employing organisation in which the	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
					assignment is based, as determined by the ODS.	
2082	WorkForce Movement Subject Area	Wfm Assignment Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
2083	WorkForce Movement Subject Area	Wfm Assignment Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
2084	WorkForce Movement Subject Area	Wfm Assignment Dim	Site Post Code	TEXT	This is the Post Code for a site within an employing organisation in which the assignment is based.	
2085	WorkForce Movement Subject Area	Wfm Assignment Dim	Start Date In Grade	DATE	The date an employee first held an assignment at this Grade.	
2086	WorkForce Movement Subject Area	Wfm Assignment Dim	Start Date In Position	DATE	The date an employee first held an assignment in this Position.	
2087	WorkForce Movement Subject Area	Wfm Assignment Dim	Status	TEXT	Reflects the status of the Assignment.	
2088	WorkForce Movement Subject Area	Wfm Assignment Dim	Target Org	TEXT	The Target Org (name) indicates the org which legally employs the staff. It is used in situations whereby a merge/demerge is yet to take place in ESR.	
2089	WorkForce Movement Subject Area	Wfm Assignment Dim	Target Org Code	TEXT	The ODS code relating to the Target Org.	
2090	WorkForce Movement Subject Area	Wfm Assignment Dim	Working Pattern	TEXT	The type of flexible working pattern, if appropriate, for the assignment.	
2091	WorkForce Movement Subject Area	Wfm Care Group Dim	Care Group Code	TEXT	A Code for the Care Group.	
2092	WorkForce Movement Subject Area	Wfm Care Group Dim	Care Group Name	TEXT	Descriptive name of the care group.	
2093	WorkForce Movement Subject Area	Wfm Care Group Dim	Care Group Weighting	TEXT	The percentage of time allocated to each care group associated with the position.	
2094	WorkForce Movement Subject Area	Wfm Dim	Date Of Joining Org	DATE	The date of commencement of continuous employment with the employing organisation.	
2095	WorkForce Movement Subject Area	Wfm Dim	Date Of Leaving Org	DATE	The legal termination date of an individual's employment with an employing organisation.	
2096	WorkForce Movement Subject Area	Wfm Dim	Dest On Leaving	TEXT	The Destination of an employee at the termination of their employment.	
2097	WorkForce Movement Subject Area	Wfm Dim	Dest Org On Leaving	TEXT	The NHS Organisation given as the Destination of an employee at the termination of their employment.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
2098	WorkForce Movement Subject Area	Wfm Dim	Dest Trust Code On Leaving	TEXT	The Trust Code of the NHS Organisation given as the Destination of an employee at the termination of their employment.	
2099	WorkForce Movement Subject Area	Wfm Dim	Exit Interview Quest Required	TEXT	Exit Interview Questionnaire Required.	
2100	WorkForce Movement Subject Area	Wfm Dim	Flow Month Of Leaving	TEXT	The month in which the terminated employment is counted in the Data Warehouse. This item is used in the calculation of Stability and Turnover rates, and reflects the following design decisions: (see Definition for T&S Month of Leaving.doc)	
2101	WorkForce Movement Subject Area	Wfm Dim	Length Of Service	NUMBER	The number of days' service within an organisation to-date, or until the 'Leaving Org Date'.	
2102	WorkForce Movement Subject Area	Wfm Dim	Reason For Leaving	TEXT	The reason why the employment has been terminated.	
2103	WorkForce Movement Subject Area	Wfm Dim	Recruitment Org	TEXT	The title of the organisation recruited from.	
2104	WorkForce Movement Subject Area	Wfm Dim	Recruitment Trust Code	TEXT	The ODS Code of the organisation recruited from.	
2105	WorkForce Movement Subject Area	Wfm Dim	Source Of Recruitment	TEXT	The Source of Recruitment of an employee immediately prior to their joining an employing organisation.	
2106	WorkForce Movement Subject Area	Wfm Disabilities Dim	Category	TEXT	The detailed disability category.	
2107	WorkForce Movement Subject Area	Wfm Disabilities Dim	Effective End Date	DATE	Date to which the disability record is valid.	
2108	WorkForce Movement Subject Area	Wfm Disabilities Dim	Effective Start Date	DATE	Date from which the disability record is valid.	
2109	WorkForce Movement Subject Area	Wfm Disabilities Dim	Reason	TEXT	Reason for disability.	
2110	WorkForce Movement Subject Area	Wfm Disabilities Dim	Status	TEXT	The status of the disability record. E.g. Active, Closed.	
2111	WorkForce Movement Subject Area	Wfm Fact	Joiner Leaver Flag	TEXT	Indicates whether the employee Joined or Left the employing organisation within the period.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
2112	WorkForce Movement Subject Area	Wfm Fact	Joiner Unique Nhs Identifier	NUMBER	Unique Id of a single joiner within the NHS.	
2113	WorkForce Movement Subject Area	Wfm Fact	Joiner Wte	NUMBER	The Full Time Equivalent of Joiners within the period.	
2114	WorkForce Movement Subject Area	Wfm Fact	Leaver Unique Nhs Identifier	NUMBER	Unique Id of a single leaver within the NHS.	
2115	WorkForce Movement Subject Area	Wfm Fact	Leaver Wte	NUMBER	The Full Time Equivalent of Leavers in the period.	
2116	WorkForce Movement Subject Area	Wfm Grade Dim	Effective End Date	DATE	Date to which the Grade is valid.	
2117	WorkForce Movement Subject Area	Wfm Grade Dim	Effective Start Date	DATE	Date from which the Grade is valid.	
2118	WorkForce Movement Subject Area	Wfm Grade Dim	Grade Code	TEXT	The code applicable to a Grade. This is the second segment of the Grade flexfield.	
2119	WorkForce Movement Subject Area	Wfm Grade Dim	Grade Desc	TEXT	The description of a Grade. This is the third segment of the Grade flexfield.	
2120	WorkForce Movement Subject Area	Wfm Grade Dim	Grade Type	TEXT	This identifies whether the Grade is National (NHS) or Local (Trust Numeric Identifier). This is the first segment of the Grade flexfield.	
2121	WorkForce Movement Subject Area	Wfm Grade Dim	Maximum Salary	NUMBER	The Maximum salary amount in the period.	
2122	WorkForce Movement Subject Area	Wfm Grade Dim	Minimum Salary	NUMBER	The Minimum salary amount in the period.	
2123	WorkForce Movement Subject Area	Wfm Grade Dim	National or Local Grade Type	TEXT	Indicates whether the Grade is national or local.	
2124	WorkForce Movement Subject Area	Wfm Grade Dim	Primary Payscale Letter	TEXT	The first character of the Payscale code (Grade code).	
2125	WorkForce Movement Subject Area	Wfm Occupation Code Dim	Effective End Date	DATE	Date to which the Occupation Code is valid.	
2126	WorkForce Movement Subject Area	Wfm Occupation Code Dim	Effective Start Date	DATE	Date from which the Occupation Code is valid.	
2127	WorkForce Movement Subject Area	Wfm Occupation Code Dim	Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
2128	WorkForce Movement Subject Area	Wfm Occupation Code Dim	Occ Code Group	TEXT	A grouping of related Occupation Codes (as per Occ 1 values but with the M&D values combined)	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
2129	WorkForce Movement Subject Area	Wfm Occupation Code Dim	Occupation Code	TEXT	The Occupation Code for a position.	
2130	WorkForce Movement Subject Area	Wfm Occupation Code Dim	Occupation Description	TEXT	Description of the Occupation Code for a position.	
2131	WorkForce Movement Subject Area	Wfm Org Dim	Deanery Code	TEXT	The identifier for the Deanery associated with the employing organisation.	
2132	WorkForce Movement Subject Area	Wfm Org Dim	Deanery Name	TEXT	The name of the Deanery associated with the employing organisation.	
2133	WorkForce Movement Subject Area	Wfm Org Dim	HQ Site Code	NUMBER	This is the 2 character identifier for the Orgs HQ site as determined by the ODS.	
2134	WorkForce Movement Subject Area	Wfm Org Dim	HQ Site Post Code	TEXT	This is the Post Code for the Orgs HQ site.	
2135	WorkForce Movement Subject Area	Wfm Org Dim	National Level Code	TEXT	A single character identifier for the country associated with the employing organisation.	
2136	WorkForce Movement Subject Area	Wfm Org Dim	National Level Name	TEXT	The name of the country associated with the previous employing organisation.	
2137	WorkForce Movement Subject Area	Wfm Org Dim	ODS Code	TEXT	The Organisation Data Service (ODS) [previously known as NACS (National Administrative Coding Service)] code allocated to an employing organisation. A mapping table in the Data Warehouse derives the Org Code from the three character ESR identifier for the employing organisation.	
2138	WorkForce Movement Subject Area	Wfm Org Dim	Organisation Type	TEXT	A classification of NHS organisations.	
2139	WorkForce Movement Subject Area	Wfm Org Dim	Region	TEXT	The name of the Region associated with the employing organisation.	
2140	WorkForce Movement Subject Area	Wfm Org Dim	Site Description	TEXT	The description of the site associated with the Assignment.	
2141	WorkForce Movement Subject Area	Wfm Org Dim	Site Name	TEXT	The name of the site associated with the Assignment.	
2142	WorkForce Movement Subject Area	Wfm Org Dim	Trust Code	TEXT	Derived from the first three characters of Organisation ID and Name.	
2143	WorkForce Movement Subject Area	Wfm Org Dim	Trust Name	TEXT	Name of the Employing Organisation. Derived from the Organisation ID and Name with the Identifier section removed.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
2144	WorkForce Movement Subject Area	Wfm Person Dim	Age Band	TEXT	The age band applicable to an employee's age (as at the current date).	
2145	WorkForce Movement Subject Area	Wfm Person Dim	Age In Years	NUMBER	The age of an employee in years (as at the current date).	
2146	WorkForce Movement Subject Area	Wfm Person Dim	Age In Years And Months	TEXT	The age of an employee in years and months (as at the current date).	
2147	WorkForce Movement Subject Area	Wfm Person Dim	Date Of Birth	DATE	The date on which the employee was born.	
2148	WorkForce Movement Subject Area	Wfm Person Dim	Date Of Joining Nhs	DATE	The date on which the employee first entered NHS employment, regardless of subsequent breaks in service.	
2149	WorkForce Movement Subject Area	Wfm Person Dim	Disability Status	TEXT	Indicates whether the employee considers him or herself to be disabled.	
2150	WorkForce Movement Subject Area	Wfm Person Dim	Effective End Date	DATE	Date to which the Person record is valid.	
2151	WorkForce Movement Subject Area	Wfm Person Dim	Effective Start Date	DATE	Date from which the Person record is valid.	
2152	WorkForce Movement Subject Area	Wfm Person Dim	Employee Number	NUMBER	A person is given a unique Employee Number when they are hired by a Trust. (Automatically generated.) This number is unique to that person's employment at that Trust. Should they leave that Trust and later be re-hired by another Trust, they will be given a new unique Employee Number. However, should a person leave a Trust and later re-join that same Trust then the original record is 're-activated' hence the number is 're-used'.	
2153	WorkForce Movement Subject Area	Wfm Person Dim	Ethnic Origin	TEXT	The ethnic category to which an employee belongs, as determined by the individual employee.	
2154	WorkForce Movement Subject Area	Wfm Person Dim	Forename	TEXT	A person's first name.	
2155	WorkForce Movement Subject Area	Wfm Person Dim	FTN Number	TEXT	The Fixed-term type of National Training Number (NTN) for a Specialist Registrar.	
2156	WorkForce Movement Subject Area	Wfm Person Dim	Gender	TEXT	An employee's Gender.	
2157	WorkForce Movement Subject Area	Wfm Person Dim	Home Post Code	TEXT	An employee's Home Post Code.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
2158	WorkForce Movement Subject Area	Wfm Person Dim	International Recruit	TEXT	Indicates whether an employee is an International Recruit (Y) or not (N). Derived from the data item 'Source of Recruitment' ('Y' if Source of Recruitment start with 'Abroad', otherwise 'N')	
2159	WorkForce Movement Subject Area	Wfm Person Dim	Key Worker Living	TEXT	A flag to identify staff in the Key Worker Living scheme.	
2160	WorkForce Movement Subject Area	Wfm Person Dim	Latest Hire Date	DATE	The date of commencement of continuous employment with the employing organisation.	
2161	WorkForce Movement Subject Area	Wfm Person Dim	Marital Status	TEXT	The Marital Status of the person.	
2162	WorkForce Movement Subject Area	Wfm Person Dim	Nationality	TEXT	The nationality of the employee as declared by the individual on appointment or as advised by the individual in the course of employment (should they change their nationality).	
2163	WorkForce Movement Subject Area	Wfm Person Dim	NI Number	TEXT	The National Insurance Number for an employee.	
2164	WorkForce Movement Subject Area	Wfm Person Dim	Ntn Ftn Vtn Number	TEXT	The Training number which Deaneries assign to trainee doctors.	
2165	WorkForce Movement Subject Area	Wfm Person Dim	NTN Number	TEXT	An alphanumeric training number issued by the postgraduate Deanery to a Specialist Registrar who has been accepted for a training programme.	
2166	WorkForce Movement Subject Area	Wfm Person Dim	Original Hire Date	DATE	The date on which the employee was first hired by the employing organisation.	
2167	WorkForce Movement Subject Area	Wfm Person Dim	Religious Belief	TEXT	The Religious Belief of the person.	
2168	WorkForce Movement Subject Area	Wfm Person Dim	Residency Status	TEXT	Indicates whether an employee has the right to stay and work in the UK permanently.	
2169	WorkForce Movement Subject Area	Wfm Person Dim	Sexual Orientation	TEXT	The Sexual Orientation of the person.	
2170	WorkForce Movement Subject Area	Wfm Person Dim	Source Of Recruitment	TEXT	The Source of Recruitment of an employee immediately prior to their joining an employing organisation.	
2171	WorkForce Movement Subject Area	Wfm Person Dim	Surname	TEXT	An employee's last name (Surname).	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
2172	WorkForce Movement Subject Area	Wfm Person Dim	Unique Nhs Identifier	NUMBER	The unique NHS identifier for an employee which enables individuals to be linked across multiple employee records in the NHS.	
2173	WorkForce Movement Subject Area	Wfm Person Dim	User Person Type	TEXT	Indicates the record-type of a employee within ESR.	
2174	WorkForce Movement Subject Area	Wfm Person Dim	VTN Number	TEXT	The Visiting type of National Training Number (NTN) for a Specialist Registrar.	
2175	WorkForce Movement Subject Area	Wfm Person Dim	Work Permit Expiry Date	DATE	The date on which the employee's Work Permit expires.	
2176	WorkForce Movement Subject Area	Wfm Position Dim	Budgeted Wte	NUMBER	The Budgeted Establishment (in contracted FTE) for a Position.	
2177	WorkForce Movement Subject Area	Wfm Position Dim	Contracted Hours	NUMBER	The hours an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Hours for the grade.)	
2178	WorkForce Movement Subject Area	Wfm Position Dim	Contracted Sessions	NUMBER	The Sessions an employee is contracted to work in an assignment. (This may be less than or equal to the Standard Sessions for the grade.)	
2179	WorkForce Movement Subject Area	Wfm Position Dim	Deanery Post Number	TEXT	The reference number allocated by a post-graduate Deanery for a Junior Doctor training post which has been approved for training.	
2180	WorkForce Movement Subject Area	Wfm Position Dim	Effective End Date	DATE	Date to which the Position is valid.	
2181	WorkForce Movement Subject Area	Wfm Position Dim	Effective Start Date	DATE	Date from which the Position is valid.	
2182	WorkForce Movement Subject Area	Wfm Position Dim	Frontline Healthcare Worker	TEXT	Indicates if the position is defined as 'Frontline Healthcare Worker' (Y/N).	
2183	WorkForce Movement Subject Area	Wfm Position Dim	Pos Job Role	TEXT	A nationally defined Job Role value held against the Position.	
2184	WorkForce Movement Subject Area	Wfm Position Dim	Pos Occ 1	TEXT	The first character of the Occupation Code. (DW derived to assist data analysis.)	
2185	WorkForce Movement Subject Area	Wfm Position Dim	Pos Occ Code	TEXT	Description of the Occupation Code for a position.	
2186	WorkForce Movement Subject Area	Wfm Position Dim	Pos Occ Desc	TEXT	Description of the Occupation Code for a position.	
2187	WorkForce Movement Subject Area	Wfm Position Dim	Pos Occ Effective End Date	DATE	The effective end date for the Occupation Code against the Position.	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
2188	WorkForce Movement Subject Area	Wfm Position Dim	Pos Occ Effective Start Date	DATE	The effective start date for the Occupation Code against the Position.	
2189	WorkForce Movement Subject Area	Wfm Position Dim	Pos Sg Effective End Date	DATE	The effective end date for the Staff Group held against the Position.	
2190	WorkForce Movement Subject Area	Wfm Position Dim	Pos Sg Effective Start Date	DATE	The effective start date for the Staff Group held against the Position.	
2191	WorkForce Movement Subject Area	Wfm Position Dim	Pos Staff Group	TEXT	A nationally defined Staff Group value held against the Position.	
2192	WorkForce Movement Subject Area	Wfm Position Dim	Pos Workplace Org Code	TEXT	The Workplace Organisation Code held against the Position. (Where the work physically takes place.)	
2193	WorkForce Movement Subject Area	Wfm Position Dim	Pos Workplace Org Name	TEXT	The Workplace Organisation Code description held against the Position. (Where the work physically takes place.)	
2194	WorkForce Movement Subject Area	Wfm Position Dim	Position Position Number	TEXT	The Position identifier.	
2195	WorkForce Movement Subject Area	Wfm Position Dim	Position Type	TEXT	A classification of Position Types.	
2196	WorkForce Movement Subject Area	Wfm Position Dim	Status	TEXT	Reflects the status of the Position.	
2197	WorkForce Movement Subject Area	Wfm Position Dim	Title	TEXT	The locally determined title for the Position.	
2198	WorkForce Movement Subject Area	Wfm Staff Group Dim	Effective End Date	DATE	Date to which the Staff Group is valid.	
2199	WorkForce Movement Subject Area	Wfm Staff Group Dim	Effective Start Date	DATE	Date from which the Staff Group is valid.	
2200	WorkForce Movement Subject Area	Wfm Staff Group Dim	Job Role	TEXT	A nationally defined Job Role value.	
2201	WorkForce Movement Subject Area	Wfm Staff Group Dim	Staff Group	TEXT	A nationally defined Staff Group value.	
2202	WorkForce Movement Subject Area	Wfm Time Dim	Last Month Loaded	DATE	The last month for which data exists in the Data Warehouse.	
2203	WorkForce Movement Subject Area	Wfm Time Dim	Tm End Date	DATE	The last day of the extract month (in the format 'DD-MON-YYYY').	
2204	WorkForce Movement Subject Area	Wfm Time Dim	Tm Start Date	DATE	The first day of the extract month (in the format 'DD-MON-YYYY').	
2205	WorkForce Movement Subject Area	Wfm Time Dim	Tm Year Month	TEXT	The extract month displayed as Year and Month (in the format 'YYYY-MON').	

Row	Subject Area Name	Folder Name	Data Item Name	Format	Data Item Description	Changes since v16.0
2206	WorkForce Movement Subject Area	Wfm Time Dim	Ty Year	TEXT	The extract month displayed as Year for display purpose (in the format 'YYYY').	

APPENDIX B, TABLE 3

Census Nature Of Contract	In the following description the naming applies:
	   (ESR) Assignment Category = (DW) Asg Type of Appointment
	   (ESR) Employee Category = (DW) Asg Type of Contract
	
	The Census Nature of Contract Field is derived based on the combination of the Maximum Part Time Flag, the Assignment Category and the Employee Category associated with the particular assignment.
	
	The derivation of the Census Nature of Contract (NOC) Field is sequential:
	Maximum Part time Flag → Assignment Category → Employee Category
	
	A.
	If the Maximum Part Time Flag is Y, then the Census NOC is set to 3.
	Otherwise, the Assignment Category field is considered:
	
	B.
	 If the Assignment Category is Bank, then Census NOC is set to 5.
	 If the Assignment Category is Honorary, then Census NOC is set to 6.
	 If the Assignment Category is Locum, then Census NOC is set to 4.
	 If the Assignment Category is Retainer Scheme, then Census NOC is set to 9.
	 If the Assignment Category is Permanent or Fixed Term Temp, then Employee Category is considered
	
	C.
	 If the Assignment Category is Permanent or Fixed Term Temp, and Employee Category is Full Time, then Census NOC is set to 1.
	 If the Assignment Category is Permanent or Fixed Term Temp, and Employee Category is Part Time, then Census NOC is set to 2.
	
	If the record doesn't satisfy any of the criteria above, then the Census NOC is left blank.
	
	The table below details the possible combinations of fields, and determines the appropriate Census Nature of Contract identifier:

Maximum Part Time Flag	Assignment Category	Employee Category	Census Nature of Contract
Y	N/A	N/A	3
!= Y	B (Bank)	N/A	5
!= Y	H (Honorary)	N/A	6
!= Y	L (Locum)	N/A	4
!= Y	RS (Retainer Scheme)	N/A	9
!= Y	FT (Fixed Term Temp)	FT (Full Time)	1
!= Y	FT (Fixed Term Temp)	PT (Part time)	2
!= Y	P (Permanent)	FT (Full Time)	1
!= Y	P (Permanent)	PT (Part time)	2
!=Y	!= P, FT, RS,L,H,B	N/A	

	NB This derivation does not account for M&D staff who should be identified as 'Fixed Term' (NoC = 5) or 'Part Time in the Community Health Services' (NoC = 7), nor Non-Medical staff who should be identified as 'Sessional' staff (NoC = 7). NB This definition of the Nature of Contract is being reviewed. In the meantime DW Users should include the component parts in their reports so that the NoC can be checked.
Contracted WTE	Assignment Contracted WTE. This is the summation of all WTE for primary assignments for each month. If the assignment has been flagged to end in this extract period then use the persons current FTE (WTE) Assignment Budget Value in ESR. Else If the assignment has ended on the last day then use the persons current FTE (WTE) Assignment Budget Value in ESR. Else If the assignment end date lies within the extract period set the WTE to 0 so that is doesn't get counted twice. In all other cases, use the persons current FTE (WTE) Assignment Budget Value in ESR. The above logical has been implemented to avoid double counting of WTE.
Days Absent in Period	Days Absent in Period is the number of recorded days absent (all absent types) for a person in a period. This is the summation of all days recorded in the Absence Attendances in ESR for a person over the period. The Absence Attendances for a person holds the start and end date for an absence, so the number of days recorded is the number of days between the start and end date (inclusive of both the start and end date). Since an Absence Attendance may cross the reporting period, the calculation must take this into account. Hence, the calculation for Days Absent in Period is as follows: If the absence start date is in the current period, then use the absence start date; otherwise use the start date of the period. Subtract the above date from (to get the number of days between): If the absence end date is in the current period, then use the absence end date; otherwise use the end date of the period. Then add one day (for each absence recorded) to ensure that the final number of days is inclusive.
Days Available in Period	Days Available in Period is the number of days (both working and non-working) available for a person's primary assignment (only primary assignment, since that is what absence is recorded against). The Assignment for a person in ESR holds the effective start and end date for the assignment, so the number of days for that assignment is the number of days between the start date and end date (inclusive of both the start and end date). Since an Assignment may cross the reporting period, the calculation must take this into account. Hence, the calculation for Days Available in Period is as follows: If the assignment start date is in the current period, then use the absence start date; otherwise use the start date of the period. Subtract the above date from (to get the number of days between): If the assignment end date is in the current period, then use the absence end date; otherwise use the end date of the period.

	Then add one day (for each assignment) to ensure that the final number of days is inclusive.
Days Lost Due To Absence - Total	The total days lost due to absence is calculated based on the start and end date of a person's absence attendance and the current reporting period. The calculation is as follows: If the absence attendance end date is in the same month (and year) as the start of the current reporting period Total Days Lost = End of the Absence – Start of the Absence + 1 day (to be inclusive) Else Total Days Lost = End of Reporting Period – Start of the Absence + 1 day (to be inclusive)
Days Sick in Period	Days Sick in Period is the number of recorded days absent with sickness for a person in a period. This is the summation of all days recorded in the Absence Attendances in ESR for a person over the period with an absent attendance type of 'Sickness'. The Absence Attendances for a person holds the start and end date for an absence, so the number of days recorded is the number of days between the start and end date (inclusive of both the start and end date). Since an Absence Attendance may cross the reporting period, the calculation must take this into account. Hence, the calculation for Days Sick in Period is as follows: For all Absence Attendances in ESR that have a Absent Attendance Type of 'Sickness': If the absence start date is in the current period, then use the absence start date; otherwise use the start date of the period. Subtract the above date from (to get the number of days between): If the absence end date is in the current period, then use the absence end date; otherwise use the end date of the period. Then add one day (for each absence recorded) to ensure that the final number of days is inclusive.
ES element group value	For each 'Actual' Pay Element Group there is an' Estimated' (ES) element group in the payroll fact. These estimates are calculated so as to smooth out the effects of differing lengths of months. The element group value is calculated dependent on the freq frequency of payment (i.e. Monthly, Weekly, Lunar Monthly, Bi-Weekly). The calculation is the same for each group, and is as follows: If payment frequency is Monthly Es Basic Pay = Group Value in ESR Else If payment frequency is Weekly Es Basic Pay = (Group Value in ESR / No Payroll Periods) * 4.34 Else If payment frequency is Lunar Monthly Es Basic Pay = Group Value in ESR / No Payroll Periods) * 4.34) * 4 Else If payment frequency is Bi-Weekly Es Basic Pay = ((Group Value in ESR /No Payroll Periods) * 4.34) * 2
Event Duration	The event duration (for training events and courses) from the Events in ESR.
Flow Month of Leaving	The Flow Month of Leaving is transformed from the Actual Termination Date for the person's period of service in ESR. The transformation converts the date into a string in the format 'YYYY-MON' where YYYY is the four digit year (including century) and MON is the three character ISO standard representation on the month (e.g. '2004-DEC')

HC (Head Count) and WTE turnover rates	Turnover rate - head count: A calculation that identifies the number of persons leaving an organisation in a reporting period, expressed as a percentage of average staff employed by an organisation during the same period Turnover rate = Headcount of Leavers / AVG Headcount of staff employed by an organisation in period, Where AVG Headcount of staff employed by an organisation in period = (Headcount of staff employed by an organisation at start of period + Headcount of staff employed by an organisation at end of period) / 2 Turnover rate - whole time equivalent: A calculation that identifies the WTE of persons leaving an organisation in a reporting period, expressed as a percentage of average WTE staff employed by an organisation during the same period Turnover rate WTE = WTE of Leavers / AVG WTE of staff employed by an organisation in period, Where AVG WTE of staff employed by an organisation in period = (WTE of staff in post at start of period + WTE of staff employed by an organisation at end of period) / 2
HC (Head Count) and WTE stability rates	Stability rate - head count: A calculation that identifies the percentage of persons (head count) who remained employed with an organisation in a nominated period of time Calculation of Stability Rate – Headcount as follows: Headcount of People employed by an organisation at the end of a period who were employed at the beginning of period *100 / Headcount of people employed by an organisation at the Start of the period Stability rate - whole time equivalent: A calculation that identifies the percentage of persons (whole time equivalent) who remained employed with an organisation in a nominated period of time. Calculation of Stability Rate - WTE as follows: WTE of people employed by an organisation at the end of a period who were employed at the beginning of period * 100 / WTE of people employed by an organisation at the start of the period
HC (Head Count) In Post End	The Headcount in Post End for a nominated period of time is calculated as: Sum Of (Employees with primary assignments that have not left in this period i.e. are still employed at the end of the period or have joined during the month)
HC (Head Count) In Post Start	The Headcount in Post Start for a nominated period of time is calculated as: Sum Of (Employees with primary assignments that have not joined this period i.e. are still employed or have left during the period)
HC (Head Count) Joiners	The Headcount Joiners for a nominated period of time is calculated as: Sum Of (Employees with primary assignments that have joined in this month)
HC (Head Count) Leavers	The Headcount Leavers for a nominated period of time is calculated as: Sum Of (Employees with primary assignments that have left in this period)
International Recruit	If the persons NHS Recruitment Source (in ESR) begins with the word "Abroad" (case insensitive) then set this flag to be 'Y'; else set it to 'N'
NHS or Local Grade Type	If the Grade Type is 'NHS', then this data item is set to 'National', else it is set to 'Local'. The Grade Type is derived from Segment 1 in the persons Grade Definitions in ESR.

Paid WTE	Paid whole time equivalents (WTE) are based on the hours paid in all the Payroll Elements for a single Payment, against the current contracted annualised hours for an assignment. Paid WTE is calculated dependent on the frequency of payment (i.e. Monthly, Weekly, Lunar Monthly, Bi-Weekly). The calculation is as follows: If payment frequency is Monthly Paid WTE = Total Monthly Hours Paid / (Contracted Annual Hours/12) Else If payment frequency is Weekly Paid WTE = Total Monthly Hours Paid / (Contracted Annual Hours/52.1428) * No Payroll Periods Else If payment frequency is Lunar Monthly Paid WTE = Total Monthly Hours Paid / ((Contracted Annual Hours/52.1428) * 4) * No Payroll Periods Else If payment frequency is Bi-Weekly Paid WTE = Total Monthly Hours Paid / ((Contracted Annual Hours/52.1428) * 2) * No Payroll Periods The balance DOH_BASIC_HRS_PAID will be used to calculate and populate the Paid WTE field in the Data Warehouse; that Balance is populated as follows: - Element Name - Add Prog Activity NHS - Add Prog Activity NHS ARS - Add Prog Activity NP NHS - Add Prog Activity NP NHS ARS - Additional Basic Pay NHS - Additional Basic Pay NHS ARS - Additional Rostered Hrs NP NHS - Additional Rostered Hrs NP NHS ARS - Bank Holiday OT PAY NHS - Bank Holiday OT PAY NHS ARS - Basic Pay NHS - Basic Pay NHS ARS - New Starter Basic Arrears NHS - New Starter Basic Arrears NHS ARS - Night Duty OT PAY NHS - Night Duty OT PAY NHS ARS - Plain Time OT PAY NHS - Plain Time OT PAY NHS ARS - Rest Day OT PAY NHS - Rest Day OT PAY NHS ARS - Saturday OT PAY NHS - Saturday OT PAY NHS ARS - Sunday OT PAY NHS - Sunday OT PAY NHS ARS - Unsocial OT PAY NHS - Unsocial OT PAY NHS ARS - Weekday OT PAY NHS - Weekday OT PAY NHS ARS
Payroll and Earnings	Payroll and earnings are represented in the Payroll Fact, and have been transformed from the following in ESR: Payroll Elements Payroll Balances

	Payroll Frequencies
Payroll Element Groups	The Payroll Groups available in the Data Warehouse are defined as follows:

Payroll Group	Definition
Additional PA	Payment made for additional Programmed Activities (PA's) performed by Consultant Doctors. This does not include extra sessions (or work done under the old contract) they are included in the 'Additional Standard Time' Payroll Group.
Additional Standard Time	Additional time between the Contracted and the Standard FTE for the grade. Includes time in lieu and redundancy payments, etc..
Band Supplement	Junior Doctors receive a multiplier to their basic salary based on a number of factors which correspond to the number of hours worked, availability for on call and the antisocial hours they work.
Bonus/PRP	Any form of bonus or performance related pay. (Excludes discretionary points, distinction awards and clinical excellence awards which are grouped separately.)
Clinical Excellence Awards	Specific payment made under the new Medical Consultant contract.
Directors of Public Health Supplement	Specific payment type made to Directors of Public Health. (Also known as Chief Officer's Supplement.)
Discretionary Points	Discretionary points awarded to Medical Consultants under the old contract that have not been subsumed into Clinical Excellence Awards
Distinction Awards	Distinction Awards given to Medical Consultants under the old contract that have not been subsumed into Clinical Excellence Awards
National Insurance	Costs incurred by the employer relating to National Insurance contributions.
Pension	Costs incurred by the employer relating to Pension contributions.
Geographic Allowance	A payment relating to cost of living normally based on a geographical area. Includes London Weighting, Cost of Living Supplement (COLS) and Agenda for Change High Cost Area payments.
Local	Any payroll element created and paid by an individual organisation rather than part of the national ESR solution.
Not Required for DW	Any payment not required in the Data Warehouse. (Includes all deductions and expense type payments.) For clarity: This group is NOT present in the DW.
Occupational Absence	Occupational Pay for Adoption, Maternity, Paternity. (Excludes Statutory absence payments).
On call/Standby	Any form of payment for staff either on-call or standing-by, whether on Whitley Council or Agenda for Change terms. (It includes payments made when staff are actually called into work.)
Other	Any payment that does not fit into any of the other categories listed here.
Overtime/ADH	Any payment for additional time beyond the standard FTE for the grade. (In determining Payroll Groups this one takes priority over others - any Overtime payment would go here. For example the Element 'ASC Alt Shift OT PAY NHS' would normally go under

		Shift Working but since it has the OT tag it goes under Overtime/ADH.)
	Protected Pay	Payments made to staff who have moved onto Agenda for Change but who's previous contract provided higher pay overall.
	RRP General	Any form of Recruitment and Retention Premium (RRP) excluding those funded from the Department of Health (known as long term).
	RRP Long Term	Any form of Recruitment and Retention Premium (RRP) funded from the Department of Health (known as long term).
	Salary / Basic Pay	Pay for contracted time.
	Shift Working	Any form of payment for unsocial hours and shift working. Includes night, weekend and bank holiday time. Includes Agenda for Change payments for outside normal hours work.
	Total Earnings	This is a summation of all the 'Earnings' payroll groups and therefore excludes the Employer Charge groups of National Insurance and Pension.
Position Status	The status of a position is derived from the following rules: Closed - if the position has an effective end date <= extract month end Suspended – if the position hiring status = 'Frozen' New - if position hiring status = 'Active' and position has no current or previous occupants Zero Budget - if the position hiring status = 'Active' and Authorised WTE of position equals 0.00 Occupied - if the position hiring status = 'Active' and position has one or more current assignments vacant - if the position hiring status = 'Active' and the position has no current assignment	
Post Code	Post Code from Person's Primary Address	
Registration in Use	If a person's assignment position at the end of a nominated period of time is using a registration to a professional body that the person currently has, then set Registration in Use flag to 'Y'; in all other cases, set to 'N'.	
Start Date in Position	If a Person has 1 Assignment with a Position then that person's earliest start date in that position is the Assignment Effective Start Date. If a Person has 2 Assignments with the same Position then that person's earliest start date in the position is the earliest Assignment Effective Start Date. If a person has 2 Assignments with different Positions then that person's earliest start date in each position is the earliest Effective Start Date of each Assignment.	
System Person Types	Any of the following lookup values: EMP, EX_EMP	
Time In Grade	Round to nearest month: Extract month end – Earliest start date for an assignment at an employee's current grade, where current grade is derived from the current assignment	
Time In Position	Extract End Date (or Assignment Effective End Date if it comes first) – Earliest Position Start Date	
User Person Types	Any of the following lookup values: EMPLOYEE, EX-EMPLOYEE, EXTERNAL SUPERVISOR, HONORARY, SHARED APPOINTMENT	
Vacancy Duration	The Vacancy Duration is calculated by subtracting the Vacancy Start Date from the Vacancy End Date for the person's vacancy record(s) in ESR.	
Worked WTE	Worked whole time equivalents (WTE) are based on the hours worked in all the Payroll Elements for a single Payment, against the current contracted annualised hours for an assignment. Paid WTE is calculated dependent on the frequency of	

	payment (i.e. Monthly, Weekly, Lunar Monthly, Bi-Weekly). The calculation is as follows: If payment frequency is Monthly Paid WTE = Total Monthly Hours Worked / (Contracted Annual Hours/12) Else If payment frequency is Weekly Paid WTE = Total Monthly Hours Worked / (Contracted Annual Hours/52.1428) * No Payroll Periods Else If payment frequency is Lunar Monthly Paid WTE = Total Monthly Hours Worked / ((Contracted Annual Hours/52.1428) * 4) * No Payroll Periods Else If payment frequency is Bi-Weekly Paid WTE = Total Monthly Hours Worked / ((Contracted Annual Hours/52.1428) * 2) * No Payroll Periods The balance DOH_BASIC_HRS_WKD will be used to calculate and populate the Worked WTE field in the Data Warehouse; that Balance is populated as follows: - Element Name - Add Prog Activity NHS - Add Prog Activity NHS ARS - Add Prog Activity NP NHS - Add Prog Activity NP NHS ARS - Additional Basic Pay NHS - Additional Basic Pay NHS ARS - Additional Rostered Hrs NP NHS - Additional Rostered Hrs NP NHS ARS - Bank Holiday OT PAY NHS - Bank Holiday OT PAY NHS ARS - Basic Pay NHS - Basic Pay NHS ARS - New Starter Basic Arrears NHS - New Starter Basic Arrears NHS ARS - Night Duty OT PAY NHS - Night Duty OT PAY NHS ARS - Plain Time OT PAY NHS - Plain Time OT PAY NHS ARS - Rest Day OT PAY NHS - Rest Day OT PAY NHS ARS - Saturday OT PAY NHS - Saturday OT PAY NHS ARS - Sunday OT PAY NHS - Sunday OT PAY NHS ARS - Unsocial OT PAY NHS - Unsocial OT PAY NHS ARS - Weekday OT PAY NHS - Weekday OT PAY NHS ARS
WTE End	The WTE End is calculation as the contracted hours for all employee assignments they have been working on at the end of a nominated period of time divided by the WTE of the position. If more than one assignment exists then sum all WTE
WTE Joiners	The WTE Joiners is calculated for an employee is where Date of Joining Organisation is between the start date and end of the current reporting period. It is the contracted hours for the assignment they have been hired for (at their date

	of joining) divided by the WTE of the position. If more than one assignment exists then sum all WTE in the EUL. Ensure that the WTE is <= headcount for joiners
WTE Leavers	The WTE Leavers is calculated for an employee where Date of Leaving Organisation is between the start date and end date of the current reporting period. It is the contracted hours for the assignment they have been working on, (at their date of leaving) divided by the WTE of the position. If more than one assignment exists then sum all WTE
WTE Start	The WTE Start is calculated as the contracted hours for all employee assignments they have been working on at the start of a nominated period of time divided by the WTE of the position. If more than one assignment exists then sum all WTE