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# A guide to ESR coding for Advanced Practitioner roles



# Background

Advanced clinical practice is core to the transformation of service delivery and better meeting local health needs by providing improved capacity, capability, expertise and efficiency within multi-professional teams.

The expectation regarding increased use of advanced practice roles is threaded throughout workforce policy including

- A Healthier Wales: our plan for Health and Social Care 2018
- The Health and Social Care Workforce Strategy 2020
- The National Clinical Framework 2021
- The NHS Quality and Safety Framework 2021

Thus advanced clinical practice is a key part of the workforce transformation required to deliver the care needed for the population of Wales.

To ensure that advanced practitioners' skills are consistently recognised, and better enable those skills to be deployed across healthcare settings we must now ensure that the NHS workforce accurately reflects the breadth of the modern clinical workforce.

Being able to recognise those working at advanced levels of practice, gather information regarding numbers and base profession and geographical location allows health boards, trusts, employers and Education providers to recognise needs and deficits regarding levels of practice.

Since 2015 The Directors of NHS Workforce and Organisational Development, NHS Therapies Directors and NHS Nurse Directors in Wales requested that those using the Advanced Practice and being able to demonstrate evidence of meeting the 4 pillars of advanced practice should be recorded on ESR.

This guidance is intended to clarify the correct coding of 'Advanced' and 'Trainee Advanced Practitioner' across professions, and will be useful for human resource directors, workforce analytical teams, professional and service leads, and anyone with responsibility for ensuring accuracy of NHS workforce data.

This guide should be used in conjunction with the existing ESR guidance published by NHS Digital, which can be found here [National Workforce Data set guidance documents](#)

For further information contact your Health Board or organisation ESR lead. Every organisation has an ESR lead.

## Coding changes for Advanced Practice

Following the annual publication of the [Information Standards Notice](#) - v3.4 in February 2023 there have been additional amendments to the national workforce dataset (NWDv3.4).

This follows a significant change to the job role coding for Advanced Practitioner and Trainee Advanced Practitioner in ESR in NWD3.3 in February 2022 providing more specific job roles than the current generic advanced practitioner for Nursing and Midwifery Registered and Allied Health Professional staff groups.

All the following ESR fields must be completed correctly. For detail refer to [National Workforce Data Set \(NWD\) guidance documents - NHS Digital](#) and [NHS Occupation Codes - NHS Digital](#)

<b>Staff Group:</b> Staff Group is a defined grouping of related job roles	E.g., Additional Professional Scientific and Technical, Allied Health Professions, Healthcare Scientists and Nursing and Midwifery Registered staff
<b>Job Role:</b> Job Role a defining characteristic of a position, and integral to the workstructure	For those working at an advanced practice level that is mapped to the Professional Framework for Advanced and Consultant Practice in Wales 2023, use [ <b>Profession</b> ] <b>Advanced Practitioner (as in table below)</b> For those in training, use the <b>Trainee Advanced Practitioner</b> from the relevant staff group
<b>Occupation Code:</b> Occupation Codes define and identify the NHS workforce	Choose either <b>A, N, S</b> or <b>U</b> Matrix. This records the professional group of the Advanced Practitioner. Each category has a selection of designated occupational codes that provide additional detail of the profession. The three character codes show major staff group and level (vertical) and care setting (horizontal)
<b>Area of Work:</b> Area of Work is the area, function or specialty where the work activity takes place	Where possible choose the Area of Work code <b>that reflects the specialism the practitioner works in</b> , rather than your profession. eg. Choose 'General Acute' not 'Physiotherapy'
<b>Position Title</b>	This is a free text field in ESR that is used to describe job title. Staff who do not meet the Advanced Clinical Practitioner (ACP) framework criteria, may still have 'advanced' in their job title, <b>but should not have the ESR job role 'Advanced Practitioner'</b> .

The table below details the list of new Advanced Practice job roles aligned to the relevant staff group.

Staff Group	Profession	Job Role
<b>Nursing and Midwifery Registered</b>	Registered Nursing	Nurse - Advanced Practitioner
	Registered Midwifery	Midwife - Advanced Practitioner
	either Nursing or Midwifery	Trainee Advanced Practitioner
<b>Allied Health Professionals</b>	Art, Music & Drama Therapy	Art Therapist Advanced Practitioner
		Music Therapist Advanced Practitioner
		Drama Therapist Advanced Practitioner
	Chiropody or Podiatry	Chiropodist or Podiatrist Advanced Practitioner
	Dietetics	Dietitian Advanced Practitioner

Staff Group	Profession	Job Role
	Occupational Therapy	Occupational Therapist Advanced Practitioner
	Operating Department	Operating Department Practitioner Advanced Practitioner (Requires foot note to say they are classed as Health Care Scientists in NHS Wales)
	Orthoptists	Orthoptist Advanced Practitioner
	Orthotics	Orthotist Advanced Practitioner
	Osteopathy	Osteopath Advanced Practitioner
	Paramedic	Paramedic Advanced Practitioner
	Physiotherapy	Physiotherapist Advanced Practitioner
	Radiography (Diagnostic)	Radiography – Diagnostic, Advanced Practitioner (Requires foot note to say they are classed as Health Care Scientists in NHS Wales)
	Radiography (Therapeutic)	Radiography – Therapeutic, Advanced Practitioner (Requires foot note to say they are classed as Health Care Scientists in NHS Wales)
	Prosthetics and Orthotics	Prosthetist Advanced Practitioner
	Speech and Language Therapy	Speech and Language Therapist Advanced Practitioner
	Multi-Therapy	Multi Therapist Advanced Practitioner
	Any AHP profession	Trainee Advanced Practitioner
<b>Additional Professional Scientific and Technical</b>	Additional Professional, Scientific & Technical	Advanced Practitioner
		Pharmacist Advanced Practitioner
		Trainee Advanced Practitioner
<b>Healthcare Scientists</b>	Healthcare Science -----	Healthcare Scientist Advanced Practitioner (HCPC Registered only)
	Healthcare Science Practitioner -----	Healthcare Science Practitioner Advanced Practitioner
	Any HCS profession	Trainee Advanced Practitioner (not currently in use in Wales)

## Future National Workforce Data Set – recoding

All eligible professions under the Additional Professional, Scientific and Technical and Healthcare Scientists staff groups will be coded within the generic Advanced Practitioner job roles. However, specific coding is available for Pharmacist from end June 2023. If future additional Advanced Practice Job Roles are required, please contact your local ESR lead in the first instance. The development request can then be raised with NHS Digital for potential development in the National Workforce Dataset.

## Acknowledgements

This document is adapted from the Guide to ESR coding for Advanced Practitioner Roles published by Health Education England (2022), We acknowledge and thank them for this work. HEIW would also like to acknowledge and thank the following for access to, and use of photographs and illustrations. They retain the copyright for these images.

Cardiff University.

Wales Air Ambulance and Emergency Medical Retrieval & Transfer Service (EMRTS) Cymru.

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