Freedom of Information (FOI) reference: FOI2026-3535 – Appendix A
Public Services Delivery Scotland (PSD Scotland)

1. FOI request

"Using the linked [Public Health Scotland] PHS (practice-level patient demographics) and PSDS (GP workforce survey) datasets, could you provide an analysis of general practice workforce (headcount and WTE. GPs and other practice-employed staff, vacancies, turnover, and intentions to recruit) by deprivation (i.e. the % of registered patients who live in the 15% most socioeconomically deprived postcodes)."

2. FOI response

2.1. The following paragraphs examine the relationship between several labour market outcomes and a practice's Deep End status.

2.2. The list size of each practice and the deprivation of patients are sourced from PHS's list sizes and demographics publication[1]. Deep End practices are defined as the 100 practices with the highest proportion of patients in the most deprived 15% of datazones in Scotland[2]. Information using these sources is published via TURAS Data Intelligence[3]. Of the 873 practices identified, 100 are classifed as Deep End practices.

2.3. **The National Primary Care Clinicians Database (NPCCD)** holds data on primary care clinicans and general practice details (held at PHS and maintained by NHS Boards). These data can be used to measure the number and turnover of GPs. The NPCCD for March 2025 and March 2026 were matched to the list size and demographics data. There were 866 practices in the NPCCD that were also in the list size and demographics data publication.

2.3.1. **Headcount:** Table 1 below presents the number of practices that were matched to the list size and demographics data and the mean headcount of doctors per capita per practice in 2026.

Table 1: The type and number of practices and the mean headcount of doctors per capita per practice in 2026.

Practice type	Frequency	Mean headcount of doctors per capita per practice
Other practices	766	0.00104
Deep End	100	0.000792

[1] https://publichealthscotland.scot/publications/general-practice-list-sizes-and-demographics/general-practice-list-sizes-and-demographics-28-july-2026/
[2] https://www.gla.ac.uk/schools/healthwellbeing/research/generalpractice/deepend/about/
[3] https://turasdata.nes.nhs.scot/about-our-data-and-reports/data-sources-and-quality-assurance/?pageid=5786

2.3.2. **Turnover:** The NPCCD can be used to identify doctors that leave a practice. A doctor was recorded as leaving a practice if they were in a practice in 2025 and not in the same practice in 2026. Table 2 below reports the number of practices and the mean outflow rate per practice.

Table 2: The type and number of practices, and the mean outflow rate per practice.

Practice type	Frequency	Mean outflow rate per practice
Other practices	766	0.0675
Deep End	100	0.0527

2.4. **The General Practice Workforce Survey** was used to examine the relationship between several labour market outcomes and the Deep End status of a practice. The General Practice Workforce Survey contains information on the labour employed in each practice such as doctors, administrative and non-clinical staff (ANC), nurses and other staff providing direct clinical care (ODPC).

2.4.1. **Headcount:** Table 3 below reports the number of practices and the mean headcount per capita per practice for practices that were matched to the list size and demographics data. There were 870 practices in the survey that were also in the list size and demographics data. Not all occupational groups were in every practice.

Table 3: The number of practices and the mean headcount per capita per practice.

Staff group	Other practices (frequency)	Deep End practices (frequency)	Mean headcount per capita per practice
ANC	768	-	0.00188
ANC	-	100	0.00163
Doctor	763	-	0.00102
Doctor	-	98	0.000914
Nurse	732	-	0.000495
Nurse	-	88	0.000411
ODPC	409	-	0.000418
ODPC	-	39	0.000235

2.4.2. Whole Time Equivalent: Table 4 below reports the number of practices and the mean WTE per capitaa per practice.

Table 4: The number of practices and the mean headcount per capita per practice.

Staff group	Other practices (frequency)	Deep End practices (frequency)	Mean headcount per capita per practice
ANC	768	-	0.00128
ANC	-	100	0.00116
Doctor	763	-	0.000714
Doctor	-	98	0.000670
Nurse	732	-	0.000325
Nurse	-	88	0.000269
ODPC	409	-	0.000225
ODPC	-	39	0.000150

2.4.3. **Vacancies:** Table 5 below reports the number of practices and the mean vacancy rate per practice.

Table 5: The number of practices and the mean vacancy rate per practice.

Staff group	Other practices (frequency)	Deep End practices (frequency)	Mean headcount per capita per practice
ANC	768	-	0.0267
ANC	-	100	0.0204
Doctor	763	-	0.0602
Doctor	-	98	0.0399
Nurse	732	-	0.0403
Nurse	-	88	0.0320
ODPC	409	-	0.0157
ODPC	-	39	0.0217

2.4.4. **Seeking to recruit:** The survey reports information on whether practices are seeking to recruit to vacant posts. Table 6 below reports the number of practices and the mean proportion of practices that are seeking to recruit to vacancies.

Table 6: The number of practices and the mean proportion of practices that are seeking to recruit to vacancies.

Staff group	Other practices (frequency)	Deep End practices (frequency)	Mean proportion of practices seeking to recruit to vacancies
ANC	768	-	0.692
ANC	-	100	0.722
Doctor	763	-	0.803
Doctor	-	98	0.9
Nurse	732	-	0.625
Nurse	-	88	0.778
ODPC	409	-	0.632
ODPC	-	39	1