Comparison of the Indicative Health Visitor Collection (IHVC) and the Health Visitor Minimum Data Set (HV MDS)

The HV MDS was set up to help support the government's commitment to improve the health visiting service and recruit 4,200 more health visitors by 2015. The HV MDS is the official dataset, published by the Health and Social Care Information Centre (HSCIC) as official statistics and it will remain the official source of Health Visitor workforce data. It is focused on total full time equivalent (FTE) of workforce, plus the training and graduation of new staff. It collects information from service providers that employ health visitors but do not use the Electronic Staff Record (ESR), such as local authorities and some social enterprises via Area Teams (ATs). Service providers that use the ESR have their data feed directly into the collection. It was first published in June 2012 using April 2012 data. The approximate three-month delay between the month being reported on and the publication of data facilitates detailed quality assurance, particularly for new staff joining the workforce.

In response to the need for more timely data to support effective monitoring and timely actions, the Indicative Health Visitor Collection (IHVC) was developed and started collecting data in April 2014. This has since been collected on a monthly basis, alongside the HV MDS. The IHVC supports more timely monitoring and reporting, but is collected as management information.

Both the IHVC and the HV MDS use the Electronic Staff Record (ESR) as the basis for data collection. The ESR is the integrated HR and Payroll system across the NHS in England and Wales and has been fully operational since 2008. The majority of Health Visitor Providers used the ESR.

Table 1. Summary of IHVC & HV MDS Collections

	IHVC	**HV MDS**
Published By	NHS England	HSCIC
Status	Management Information	Official Statistics
Purpose	Manage the increase in workforce	Provide the public with official HV workforce data. Primary source of data used to respond to PQs and FOIs and ad hoc data requests
Frequency	Monthly	Monthly
Timeliness	Approx. 3 weeks after the end of the month being reported on	Approx.12 weeks after the end of month being reported on
Data Source	Operational ESR (provisional local data) and non-ESR (local data) submitted by Providers	ESR Data Warehouse (National data) automatically filled in; amendments need explanation. Non-ESR data submitted by Area Teams
Revisions	No revisions made once data collection has been closed	Revisions to data submitted made up to publication date
Quality Assurance	Checked to be self-consistent by Area Teams. Additional checks by Regions & National.	Local data cross-checked with national data by Area Teams supported by HSCIC.

Scope	FTE[1] and HC[1] of workforce, starters, leaves, starters in hiring process, agency and bank staff.	FTE[1] and HC[1] of workforce and students starting & completing training
Type of data	Snapshot[3] at end of month	Snapshot[3] at end of month

[1]FTE and HC are Full Time Equivalent and Head Count respectively.
[2] PQ and FOI are Parliamentary Question and Freedom of Information.
[3] A snapshot is the values of the data items on a single day. It is not an average over a whole month.

IHVC Definitions, Scope & History

For the purposes of the IHVC and the HV MDS, a health visitor is aligned to the HSCIC definition used in the electronic staff record (ESR) -

Health Visitor: "An employee who holds a qualification as a Registered Health Visitor under the Specialist Community Public Health Nursing part of the NMC Register and who occupies a post where such a qualification is a requirement. Not below Agenda for Change Band 6."
Source: (NHS IC, (2011) Occupation Code Manual Version 11)

Further details on the definition can be found on the HSCIC website -
http://www.hscic.gov.uk/media/12652/Health-Visiting-Minimum-Data-Set-guidance-2013-14/pdf/HealthVisitorsMD_Guidance_2013-14_16092014.pdf

Provider - an organisation commissioned by the NHS to deliver services.
90 data items covering many aspects of the workforce for both headcount and FTE, but not the training or graduation of new staff. A subset of the data items listed below are being published. The decision on what to publish is based on disclosure and data quality issues.

First published on 9th January 2015 for the reporting period: November 2014. Monthly data for the reporting periods April-October 2014 and December 2014 published on 23rd January 2015, with monthly updates thereafter.

Collection & Aggregation Level

IHVC – Unify2 via spreadsheet template (see appendix 1). Data are submitted by Providers
HV MDS – Omnibus – mature system.

Area Teams are asked to complete Section B and check the number of health visitors taken from ESR (Question 3a). Further information about completing the return can be found in the Health Visiting Minimum Data Set guidance document (see link above)

The April 2012 to March 2013 data were published for the Regions, together with May 2010 ESR data for Area Teams. From April 2013 onwards both ESR and non-ESR data are published for Area Teams and Regions

Table 2. IHVC Published Data Items and Their Definitions

	Data Item	Definition
1	**Total established in workforce**	Total established Health Visitors working in England
2	**Total established in workforce (Excl New staff in administrative processing)**	Total established Health Visitors working in England for whom all administrative processing is complete
3	**Staff in administrative processing**	Health visitors waiting for official NMC registration or waiting for the Health Visitor occupation code on ESR
4	**Newly qualified starters**	Students who have recently graduated from the Education Commissions run by Health Education England and taken up a health visitors post. This includes Return To Practice (RTP) students.
5	**Other starters**	These are returning staff who have taken a career break of less than 5 years and therefore do not need RTP, plus staff from agencies who are now contracted directly to a provider, staff recruited from abroad and staff transferring between providers.
6	**Leavers**	All types of leavers from a Provider

Publication Timing

Data Month	Publication Date 2014/15	
	HV MDS	**IHVC**
May	21-Aug	*
June	23-Sep	*
July	21-Oct	*
August	25-Nov	*
September	17-Dec	*
October	23-Jan	*
November	24-Feb	9-Jan
December	25-Mar	23-Jan
January	28-Apr	19-Feb
February	21-May	19-Mar
March	24-Jun	23-Apr

 * April-October 2014 IHVC data will be published on 23rd January 2015

QA IHVC

The IHVC collates data on established and new staff, the latter before they are fully registered on the ESR, and thereby gives an indicative estimate of the FTE of all Health Visitors in the workforce.

There is a 12 day period following the end of the calendar month for data submission and QA.

QA is supported by a validation tool, and by the Area Team, Regional and National levels of the NHS. Submissions are then accepted and uploaded into Unify2. Changes to data in Unify2 are not permitted after the 12-day period, and published data are final.

QA MDS

ESR

The three-month time lag between the reporting period and publication allows time for the national ESR Data Warehouse to include data on new staff. This can then be cross-checked with the local data. Differences need an explanation, and the HSCIC does extensive QA before submissions are accepted and published.

Non-ESR

Area Teams aggregate totals of HVs who are employed by organisations that do not use ESR (for example, social enterprises, Local Authorities or private providers).