

Dear

FREEDOM OF INFORMATION – PHARMACY WORKFORCE

I write in response to your request for information in relation to pharmacy workforce in NHS Lothian.

Question:

I am writing to request data on your trust's pharmacy workforce for each of the financial years from 2020/2021 to 2024/2025

1. Total number of pharmacy staff for each year, including headcount and full-time equivalent (FTE).
2. Pharmacy workforce by agenda for change band, including headcount (HC) and full-time equivalent (FTE).

Answer:

The information you have requested is publicly available on the TURAS Data Intelligence website at the following link:

<https://turasdata.nes.nhs.scot/data-and-reports/official-workforce-statistics/all-official-statistics-publications/03-march-2026-workforce/nhs-scotland-workforce-dashboards/nhsscotland-pharmacy-workforce-managed-service/?pageid=15688>

I have enclosed a step by step guide to help you to find the information you need on the dashboard.

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at <https://www.foi.scot/appeal>. If

you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the reviewer at the address at the top of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhslothian.scot/FOI>

Yours sincerely

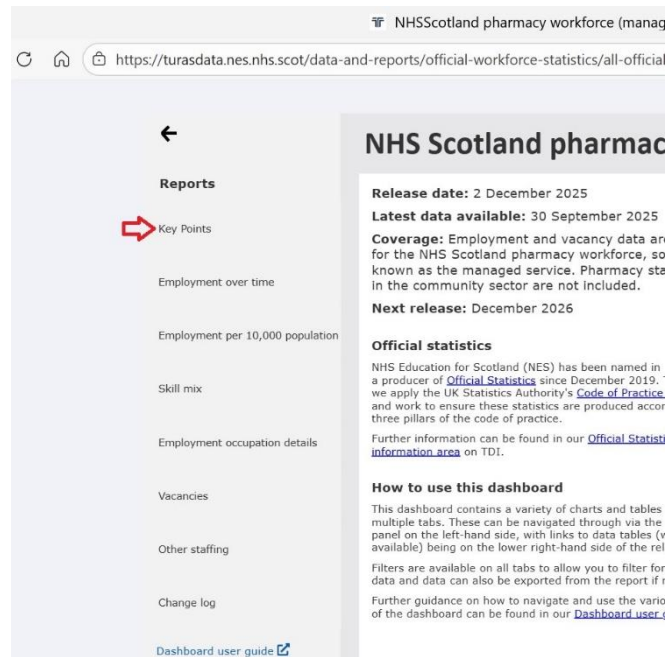
ALISON MACDONALD
Executive Director of Nursing Midwifery and AHPs
Cc: Chief Executive

Guide to Using the Dashboard for NHS Lothian Pharmacy Workforce Data

Open the dashboard using this [link](https://turasdata.nes.nhs.scot/data-and-reports/official-workforce-statistics/all-official).

Step 1: Access the dashboard and select “Key Points”

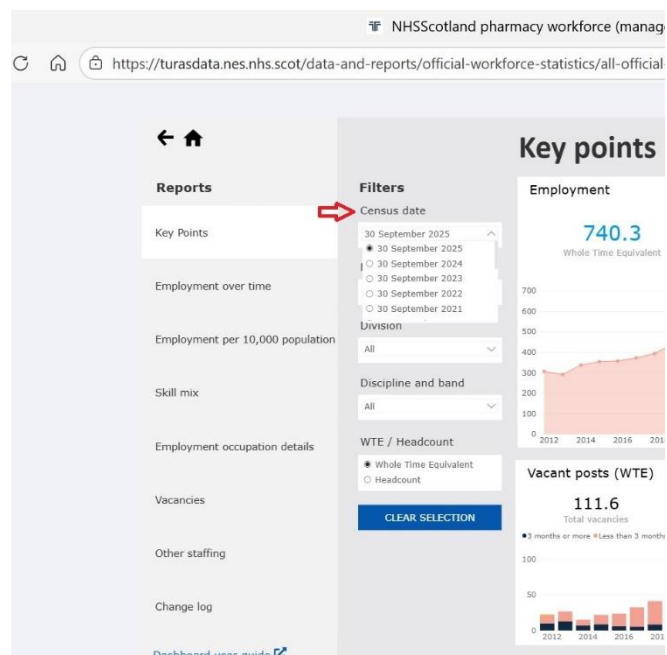
- From the left-hand menu, select “Key Points”



The screenshot shows the NHS Scotland pharmacy workforce dashboard. The left-hand menu is visible, with 'Key Points' highlighted by a red arrow. The main content area displays the title 'NHS Scotland pharmacy workforce', the release date (2 December 2025), the latest data available (30 September 2025), and the coverage (Employment and vacancy data for the NHS Scotland pharmacy workforce, so known as the managed service. Pharmacy sites in the community sector are not included). It also includes official statistics information and a 'How to use this dashboard' section.

Step 2: Select Census Date (relevant year)

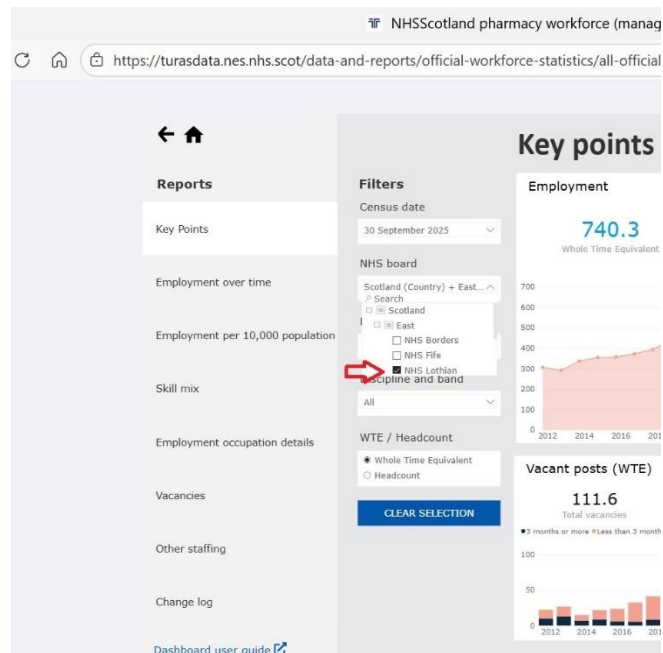
- Use the Census Date dropdown to select the required reporting year(s)



The screenshot shows the NHS Scotland pharmacy workforce dashboard with the 'Key points' section selected. The left-hand menu is visible, with 'Key Points' highlighted by a red arrow. The main content area displays the title 'Key points', the census date (30 September 2025), the division (All), the discipline and band (All), and the WTE / Headcount (Whole Time Equivalent). The dashboard also includes two charts: 'Employment' (740.3 Whole Time Equivalent) and 'Vacant posts (WTE)' (111.6 Total vacancies). The 'Employment' chart shows a line graph of employment from 2012 to 2021, and the 'Vacant posts (WTE)' chart shows a bar chart of vacancies from 2012 to 2021.

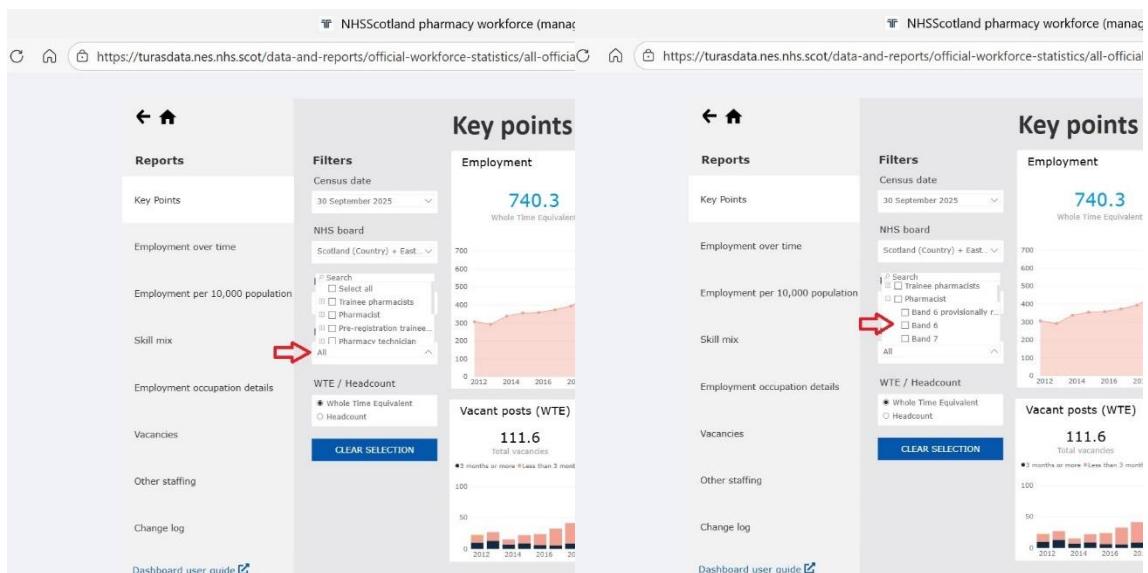
Step 3: Select NHS Board (NHS Lothian)

- In the NHS Board filter, select: *Scotland* → *East* → *NHS Lothian*



Step 4: Select Division / Discipline and Band

- Use the Division and Discipline and Band filters to select the relevant roles (e.g. Pharmacists, Pharmacy Technicians)
- Expand each role group to view band-specific breakdowns (e.g. Band 6, Band 7, etc.)



Step 5: Select WTE or Headcount

- The dashboard defaults to Whole Time Equivalent (WTE)
- You can switch to Headcount using the WTE/Headcount toggle, depending on your requirements

The screenshot displays the NHS Scotland pharmacy workforce dashboard. The browser address bar shows the URL: <https://turasdata.nes.nhs.scot/data-and-reports/official-workforce-statistics/all-official>. The page title is "NHSScotland pharmacy workforce (manac)".

The dashboard is divided into several sections:

- Reports:** A sidebar menu on the left with options: Key Points, Employment over time, Employment per 10,000 population, Skill mix, Employment occupation details, Vacancies, Other staffing, and Change log. A red arrow points to the "Employment occupation details" option.
- Filters:** A central panel with the following settings:
 - Census date: 30 September 2025
 - NHS board: Scotland (Country) + East...
 - Division: All
 - Discipline and band: All
 - WTE / Headcount: Whole Time Equivalent, HeadcountA "CLEAR SELECTION" button is located below the WTE/Headcount toggle.
- Key points:** A right-hand panel with two main sections:
 - Employment:** Shows a value of 740.3 Whole Time Equivalent. Below this is a line chart showing employment trends from 2012 to 2020.
 - Vacant posts (WTE):** Shows a value of 111.6 Total vacancies. Below this is a stacked bar chart showing the number of vacancies from 2012 to 2020, categorized by duration: 3 months or more (dark red) and Less than 3 months (light red).