

Date: 26 August 2026
Our Ref: FOI2026-3449
Enquiries to: Freedom of Information
Email: psd.foi@nhs.scot

Dear [REDACTED]

Freedom of Information Reference: FOI2026-3449

Thank you for your information request received on 11 August 2026 by Public Services Delivery Scotland (PSD Scotland).

From 1 April 2026, NHS Education for Scotland (NES) and NHS National Services Scotland (NSS) joined to form Public Services Delivery Scotland (PSD Scotland), enabling transformation in health, social care, and the wider public sector. This means your Freedom of Information request is now being responded to by PSD Scotland.

Your Request

For each neonatal unit in Scotland, please provide the following for 2023/24, 2024/25, 2025/26 and the most recent available position in 2026/27:

- 1. The registered neonatal nursing workforce establishment, in WTE and/or headcount, where held.*
- 2. The number of registered neonatal nurses in post.*
- 3. The number and percentage of registered neonatal nurses who hold an accredited post-registration qualification in specialised neonatal care, referred to as QIS.*
- 4. The number and percentage of registered neonatal nurses currently undertaking QIS training.*
- 5. The number of registered neonatal nursing vacancies.*
- 6. Any centrally held data showing whether individual neonatal units meet the national expectation that at least 70% of the registered nursing establishment is QIS-qualified.*

Chair Mr Keith Redpath
Chief Executive Professor Karen Reid

7. Any national or regional workforce dataset, dashboard, return or assessment showing shortages or projected shortages of QIS-trained neonatal staff, broken down by neonatal unit or NHS board where possible.

Please also provide, for each of those years:

8. The number of QIS neonatal training places commissioned, funded or supported by PSD Scotland or its predecessor organisations, broken down by education provider.

9. The number of places filled and the number of practitioners completing QIS training, broken down by provider where held.

I wish to advise under the Freedom of Information (Scotland) Act 2002 (FOISA), that PSD Scotland can provide a partial response to your request, as detailed below.

1. The registered neonatal nursing workforce establishment, in WTE and/or headcount, where held:

Under Section 17 of the FOISA information on the neonatal nursing workforce establishment is not held by PSD Scotland.

It is possible this information may be held by individual health boards. This information can be requested directly from the relevant board/s within NHS Scotland. The following link has details for each individual board: <https://www.scot.nhs.uk/organisations/>

2. The number of registered neonatal nurses in post.

Under Section 25 of the FOISA this information is publicly available.

Employment data are available by Health Board in the NHS Scotland workforce Official Statistics. The last publication was released in June with latest data at 30 June 2026: <https://turasdata.nes.nhs.scot/data-and-reports/official-workforce-statistics/all-official-statistics-publications/02-june-2026-workforce/dashboards/nhs-scotland-workforce/?pageid=16255>.

The requested information can be accessed by using the Employment tabs on the dashboard by selecting "Neonatal nursing" from "Nursing & Midwifery" Job family filter, and "Qualified" from the "Non-medical band" Band/Grade filter. These data are quality checked with health boards.

3. The number and percentage of registered neonatal nurses who hold an accredited post-registration qualification in specialised neonatal care, referred to as QIS.

Under Section 17 of the FOISA this information is not held by PSD Scotland.

It is possible this information may be held by individual health boards. This information can be requested directly from the relevant board/s within NHS Scotland The following link has details for each individual board: <https://www.scot.nhs.uk/organisations/>

4. The number and percentage of registered neonatal nurses currently undertaking QIS training.

Under Section 17 of the FOISA this information is not held by PSD Scotland.

It is possible this information may be held by individual health boards. This information can be requested directly from the relevant board/s within NHS Scotland The following link has details for each individual board: <https://www.scot.nhs.uk/organisations/>

This information may also be held by Edinburgh Napier University (ENU) who are the only current provider of the Neonatal QIS (Qualified in Specialty) Programme. The following link has information on how to make an FOI request from ENU: [Freedom of information](#)

5. The number of registered neonatal nursing vacancies.

Under Section 17 of the FOISA information on the neonatal nursing workforce vacancies is not held by PSD Scotland.

It is possible this information may be held by individual health boards. This information can be requested directly from the relevant board/s within NHS Scotland The following link has details for each individual board: <https://www.scot.nhs.uk/organisations/>

6. Any centrally held data showing whether individual neonatal units meet the national expectation that at least 70% of the registered nursing establishment is QIS-qualified.

Under Section 17 of the FOISA this information is not held by PSD Scotland.

It is possible this information may be held by individual health boards. This information can be requested directly from the relevant board/s within NHS Scotland The following link has details for each individual board: <https://www.scot.nhs.uk/organisations/>

7. Any national or regional workforce dataset, dashboard, return or assessment showing shortages or projected shortages of QIS-trained neonatal staff, broken down by neonatal unit or NHS board where possible.

Under Section 17 of the FOISA this information is not held by PSD Scotland.

It is possible this information may be held by individual health boards. This information can be requested directly from the relevant board/s within NHS Scotland. The following link has details for each individual board: <https://www.scot.nhs.uk/organisations/>

Please also provide, for each of those years:

8. The number of QIS neonatal training places commissioned, funded or supported by PSD Scotland or its predecessor organisations, broken down by education provider.

Under Section 17 of the FOISA this information is not held by PSD Scotland as PSDS and its predecessor organisation have not commissioned, funded or supported the QIS neonatal programme.

As detailed previously ENU are the only current provider of the Neonatal QIS Programme. It is possible they may hold this information. The following link has information on how to make an FOI request from ENU: [Freedom of information](#)

9. The number of places filled and the number of practitioners completing QIS training, broken down by provider where held.

Under Section 17 of the FOISA this information is not held by PSD Scotland.

It is possible this information may be held by individual health boards. This information can be requested directly from the relevant board/s within NHS Scotland. The following link has details for each individual board: <https://www.scot.nhs.uk/organisations/>

As detailed previously ENU are the only current provider of the Neonatal QIS (Qualified in Specialty) Programme. The following link has information on how to make an FOI request from ENU: [Freedom of information](#)

If you are dissatisfied with this reply under the terms of the Freedom of Information (Scotland) Act 2002, you should contact us again in writing or by email within 40 days of receipt of this response to request an internal review.

If you remain unhappy with the outcome of that internal review, you have the right to apply directly to the Scottish Information Commissioner for a decision within six months of receiving our response. For further information, please visit the Scottish Information Commissioner's [website](#).

Yours sincerely

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