

**NHS Scotland
National Primary Care Workforce Planning
Survey 2007**

**Results for North Region (excluding NHS
Grampian)**

Final version, 28th March 2008

nGMS OD/HR workforce planning subgroup

This report was produced by members of the ISD Scotland Primary Medical Services team on behalf of the nGMS OD/HR workforce planning subgroup.

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Introduction

Survey Overview

In recent years there has been a dearth of information available in Scotland about general practice staffing profiles, patterns of full time/part time working and anticipated retirements, with resultant difficulties in national workforce planning for this area of healthcare. The National Primary Care Workforce Planning Survey was developed as a means to address something of this gap in information availability. The survey structure and process was devised by representatives from NHS Boards, the Scottish Government Workforce Planning Division, The Scottish GP's Committee (SGPC), Local Medical Committees (LMCs), NHS Education for Scotland (NES) and ISD Scotland (the national information Services organisation for NHS Scotland). Piloted in 2006, the survey was repeated in slightly revised form in 2007. This report is based on data returned by general practices for 2007.

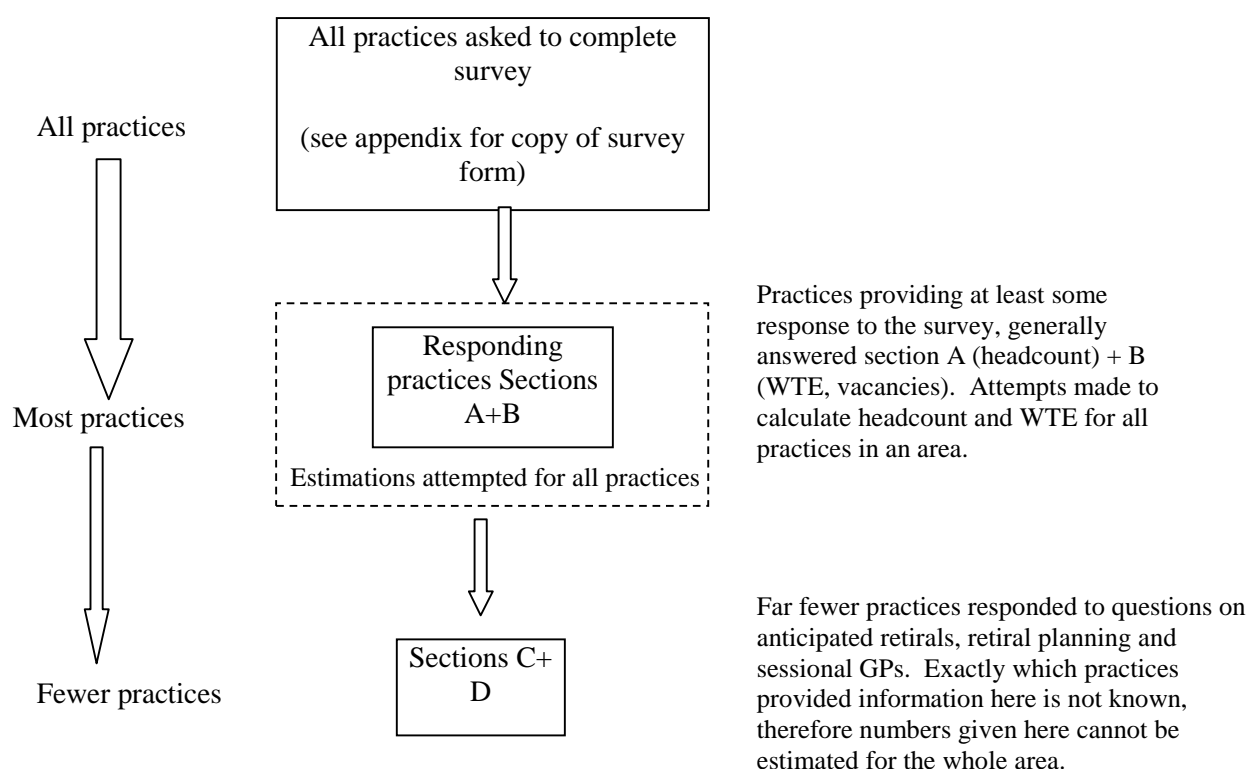
Survey content, process and responses

The main sections of the 2007 survey sought information on headcounts and whole time equivalent (WTE) status of different staff groups working within general practice. Headcounts were split by gender and age group. Further, smaller sections sought information on anticipated retirements, planning for GP retirements, and the employment of sessional GPs. A copy of the survey form sent out to practices is available in Appendix B of this report.

All Scottish general practices with registered patients were asked via their LMCs to participate in the survey. Not included in this survey are other primary medical services with no registered patients, for example Board-run Out of Hours services. Individual practice responses were collated by LMCs, who then aggregated the data to CHP/CHCP level. Results at CHP/CHCP level were returned to ISD for further collation, analysis and reporting.

Overall, a high proportion of practices returned a form to their LMC, although the rate of response varied between areas. Additionally, some questions were responded to more fully than others, summarised in Figure A below, and this in turn has an impact on what it has been possible to include in this report. Nonetheless, the results of this survey are expected to prove useful to those involved in workforce planning at national and/or sub-national levels.

Figure A: Availability of information from the survey



Presentation of Results

The majority of figures provided in this report are the actual data from responding practices only. Information accompanying each table or chart indicates the numbers of practices to which the figures relate. Where possible, estimated figures for the entire group of practices in a particular Board or Region, or for Scotland as a whole, have been presented. This was made possible by the fact that as part of the survey process the LMCs returned to ISD data on the collective size of the populations served by the responding practices, relative to the population for the whole group of practices in each area. In some cases an estimated figure is not shown because either the number of responses has been too low, the actual reported numbers are too small or when compared with other sources of information the estimated figures are not as expected.

Throughout the report, figures in grey italics are not the actual values, they have been estimated using the reported figures and this should be taken into consideration when using them.

Section 2 shows the breakdown of practice staff by gender, age and full-time/part-time status in chart format. Percentages have been displayed in these charts and are based on the actual survey responses for that area (e.g. region). The questions in the survey providing these results were the best recorded, but the response rate does vary between areas within the region. The board level response rate is tabulated in Section 1, Table 1.1. Assuming the range of practices that responded has similar characteristics and workforce profiles to those that didn't respond, the tables and charts for each Board and Region should be fairly representative of the whole Board and Region. In the case of smaller Boards or lower response rates, this assumption may no longer apply.

The latter questions in the survey have been used to populate Section 3 of this report. With the exception of the vacancies information, these questions are in the format of a yes/no answer with further information expected in each following table. It was observed that this section was answered by fewer practices than were recorded to have taken part in the whole survey. For this reason, each table states the number of practices that completed that particular question. Details of which practices responded to these sections is unavailable, therefore we don't know the population of responding practices or how representative they are of the area. Combined with the low responses, the actual numbers have been shown, rather than percentages or estimates. These numbers may or may not be useful to form a pattern of what could be happening in a given area.

Section 1: Response Rates and Practice Staff Summary

Table 1.1 shows the proportion of the Board and Region population represented by the responding practices. For many of the following graphs, unless otherwise stated, the results are based on the responders only and hence percentages rather than absolute numbers are shown.

This report is based upon data from all NHS Board areas in the North region except NHS Grampian. Unfortunately, whilst Grampian LMC did receive survey submissions from 33 practices (a response rate of approximately 40%) and compiled their own survey report, the data were not returned to ISD Scotland in a form that allowed them to be included in regional or national reporting. In particular, no indication was provided of the total size of the population served by the responding practices, so inclusion in any estimated figures was not possible. Furthermore, no data were returned for the section on full time/part time status of staff / vacancies. After several attempts by ISD, members of the primary care workforce survey subgroup, and NHS Grampian to obtain a more useable return for Grampian practices, ultimately this report has had to be produced without such a return. The absence of Grampian data will have an effect on the robustness of some estimates in this report.

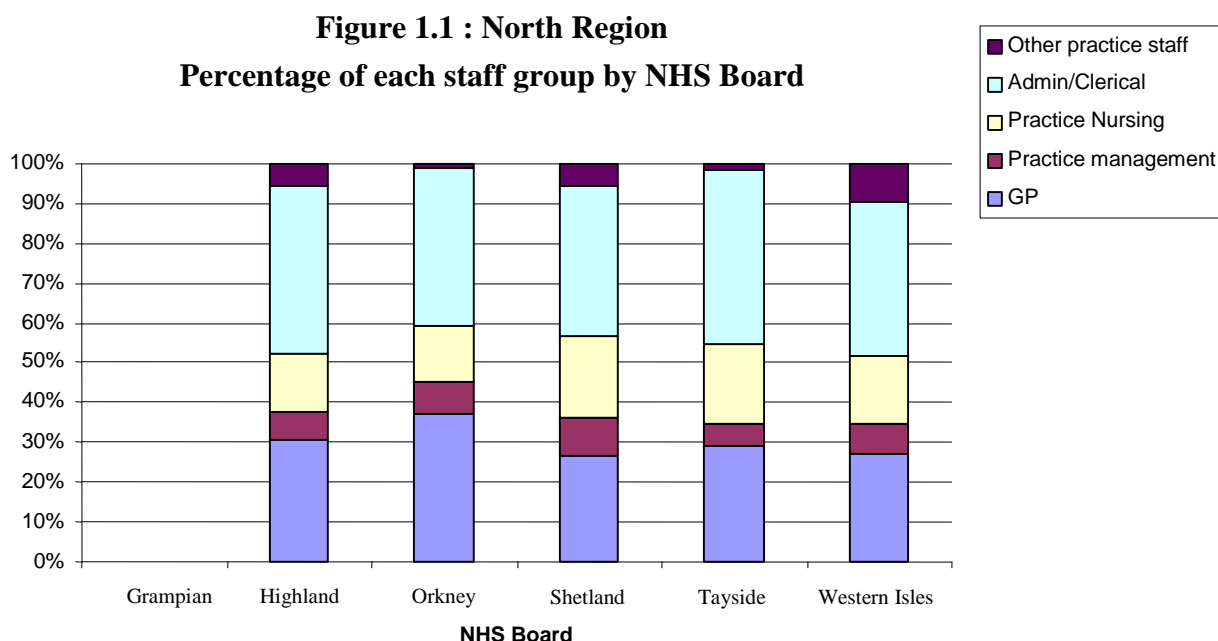
Table 1.1 : Response rates

Area	No of practices asked to participate	No of practices included in submission	Practice Response rate	Responses from % of the population
Grampian	-	-	-	-
Highland	103	47	46%	49%
Orkney	15	11	73%	95%
Shetland	10	7	70%	53%
Tayside	71	45	63%	68%
Western Isles	12	12	100%	100%
North Region (excluding NHS Grampian)	211	122	58%	62%

Note: Board totals are based on aggregations of CHPs, therefore where CHPs and Boards are not co-terminous, this will have an impact on Board figures.

GP Practice Staff groups

Figure 1.1 shows the practice staff breakdown into staff groups.



Admin & Clerical staff account for the highest proportion of practice staff, with the next largest group being GPs. The apportionment is similar across each Board.

NHS North Region workforce summary

Table 1.2 shows the headcount and the whole time equivalent for each staff group, based on the survey responses.

In some areas, where the staff numbers are large enough and the population response rate is high enough to reduce any error rate, the headcount and WTE has been estimated for the whole region. The population response rate, shown in table 1.1, has been used to extrapolate the actual numbers collected from the survey.

Estimated headcount for total area (NHS region) = $\frac{\text{headcount recorded by survey responses}}{\text{practice population response rate}}$

The estimated figures expected in the table below may be blank for the following reasons:

1. The number of staff in a particular staff group is too small to attempt an estimate (<20).
2. The responses are from too few practices to allow a fair representation of the greater area.
3. The estimated headcount of GPs from the survey results differ by more than 10% from the published figures of GPs at Board and CHP level as at September 2006 (www.isdscotland.org/GPpracs&pops). Where this happens this suggests that the responding practices may not be adequately representative of the whole area in terms of their staff to population ratio.

Estimates for staff groups other than GPs have been provided subject to the GP estimates meeting the tolerance requirements outlined in point 3 above. This assumes that staff to population ratios for non-GPs are also adequately captured in the data from the responding practices, relative to the region area as a whole.

**Table 1.2: Workforce summary of the Region
North Region (excluding NHS Grampian)**

Staff Group		Responses from 62% of the region population		Estimated for the total region population	
		Headcount	WTE¹	Headcount²	WTE^{1,2}
GPs	Total	543	396.3	880	640
	Performer (Partner)	406	303.8	655	490
	Performer salaried	83	55.3	-	-
	Performer trainee	20	5.6	-	-
	Performer registrar	34	31.6	-	-
Practice Management	Practice Manager	117	87.6	190	140
	Registered Practice Nurse	256	147.6	415	240
Practice Nursing	Health Care/Primary Care Assistants	65	27.8	105	45
Admin/Clerical	General Clerical Staff	766	496.3	1240	805
Other	Phlebotomist	12	3.3	-	-
	Allied Health Professional	6	1.5	-	-
	Counsellor	10	3.2	-	-
	Other	43	26.3	70	45

Note: 1. Whole Time Equivalent (WTE) = [no. of sessions]/9 for GPs or [no. of hrs]/37 for other staff groups (number of sessions/ number of hours worked is collected from the survey alongside headcount).

2. Estimates of headcount and WTE have been rounded to the nearest 5.

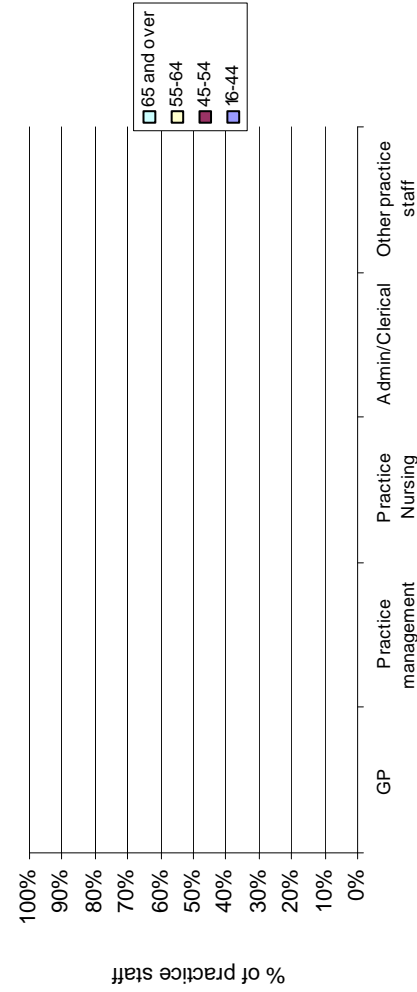
Section 2: Staff Breakdown by Gender, Age, Full-time/Part-time status

The charts in this section show percentages rather than absolute numbers and are based on the actual responses from that Board. See table 1.1 for the population response rates. These responses may or may not be representative of the complete Board or Region.

The numbers used in creating all charts in section 2 below are included as tables in appendix A.

Figures 2.1 show the percentage of staff belonging to each age group for each staff group. This is shown separately for each Board.

**Figure 2.1.1 : NHS Grampian
Percentage of staff within each age group by staff group**



**Figure 2.1.2 : NHS Highland
Percentage of staff within each age group by staff group**

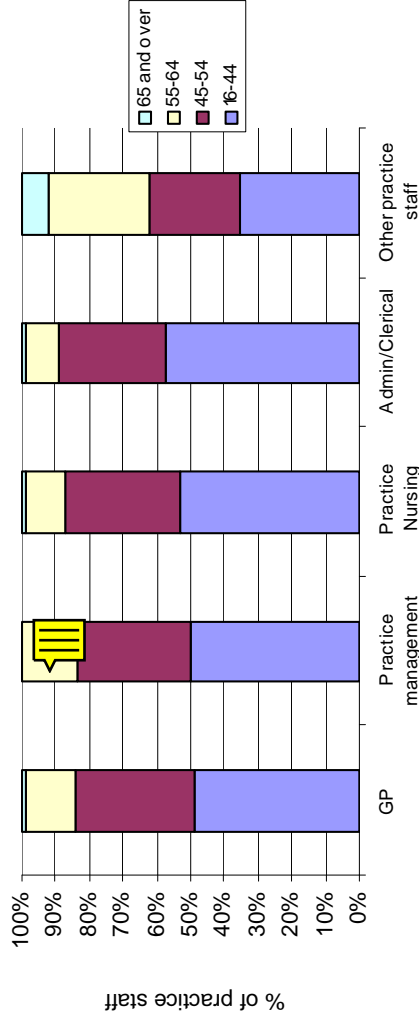


Figure 2.1.3 : NHS Orkney
Percentage of staff within each age group by staff group

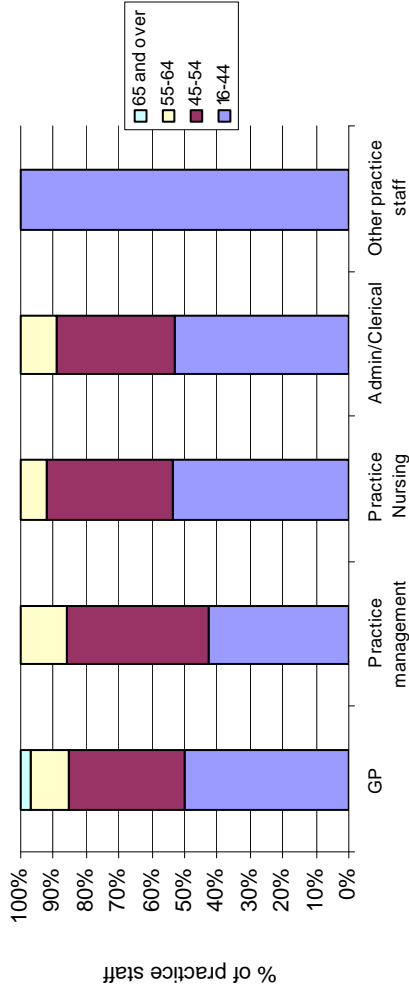


Figure 2.1.4 : NHS Shetland
Percentage of staff within each age group by staff group

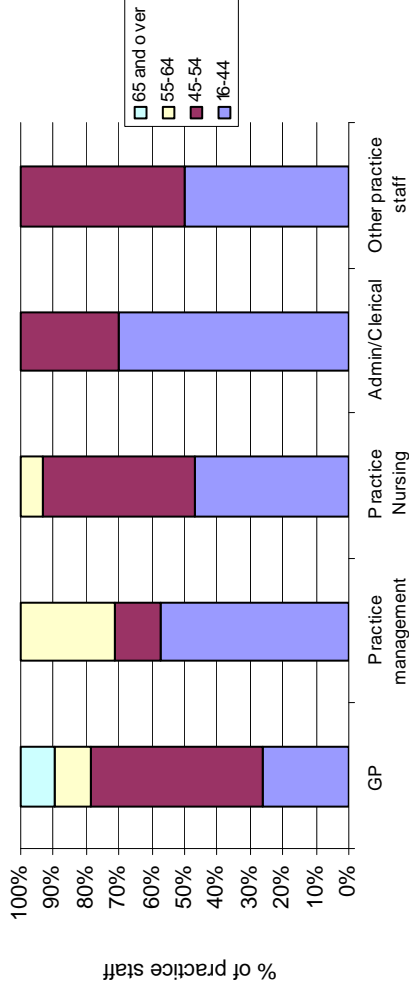


Figure 2.1.5 : NHS Tayside
Percentage of staff within each age group by staff group

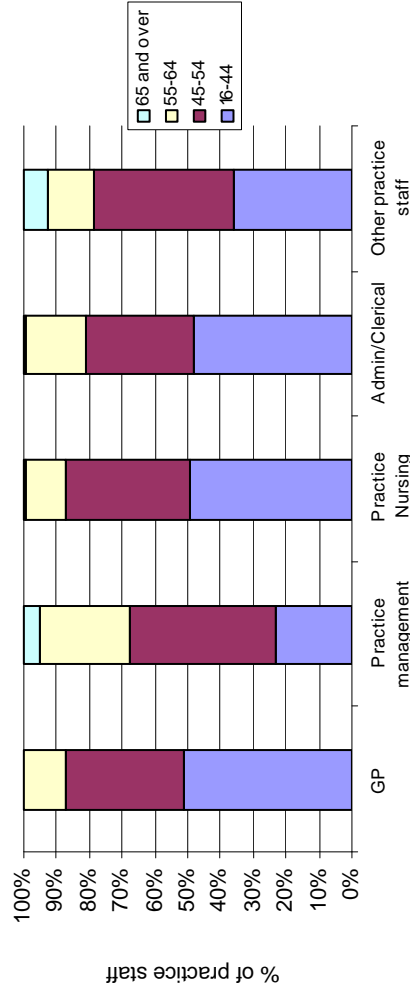
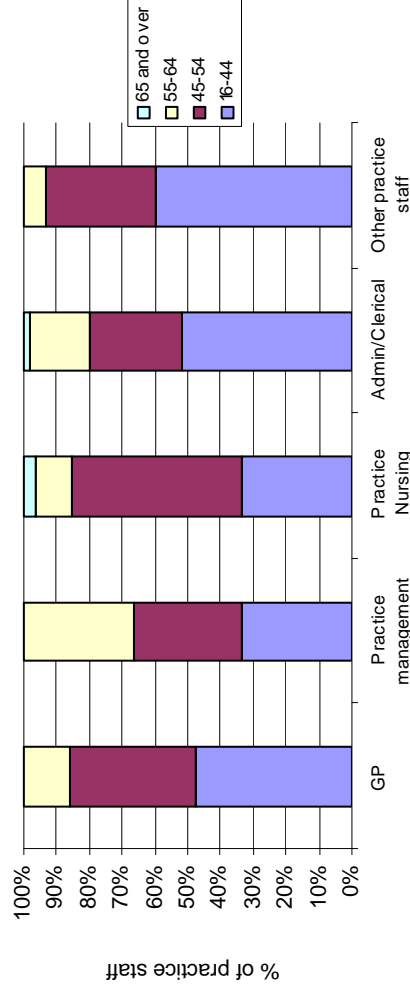


Figure 2.1.6 : NHS Western Isles
Percentage of staff within each age group by staff group



Figures 2.2 show the percentage of full-time and part-time staff within each staff group for each Board. Note that these particular figures do not differentiate between different extents of part time working, e.g. 80% contracts versus half time contracts.

Practice managers are predominantly employed as full time staff.
Practice nursing and admin & clerical are more likely to be employed as part-time.

Figure 2.2.1 : NHS Grampian
Percentage of full-time/part-time staff by staff group

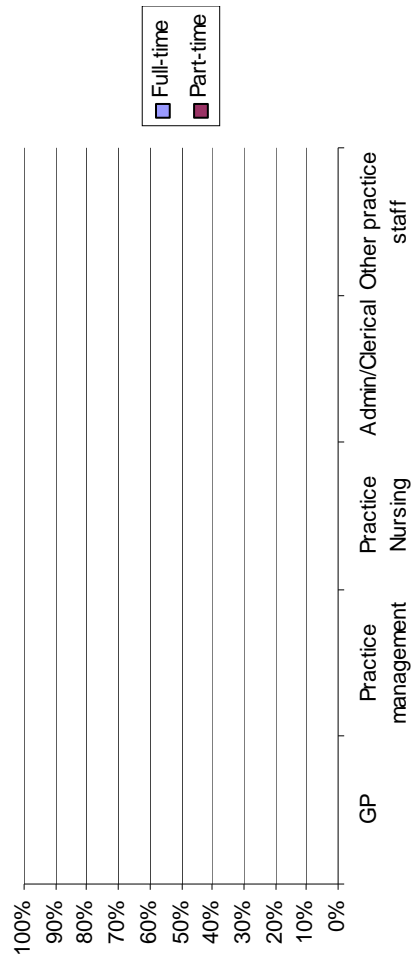


Figure 2.2.2 : NHS Highland
Percentage of full-time/part-time staff by staff group

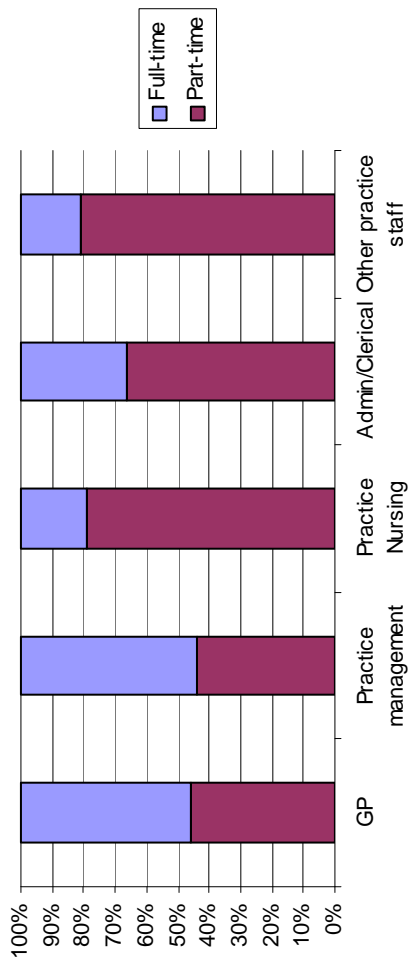


Figure 2.2.3 : NHS Orkney

Percentage of full-time/part-time staff by staff group

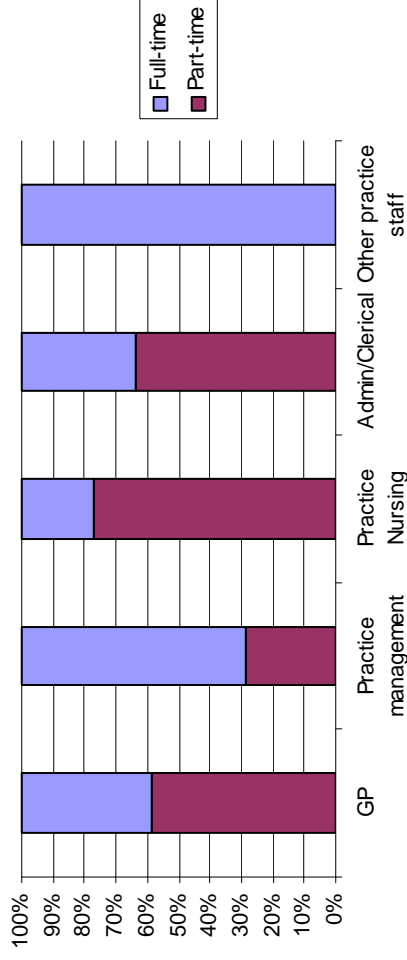


Figure 2.2.4 : NHS Shetland

Percentage of full-time/part-time staff by staff group

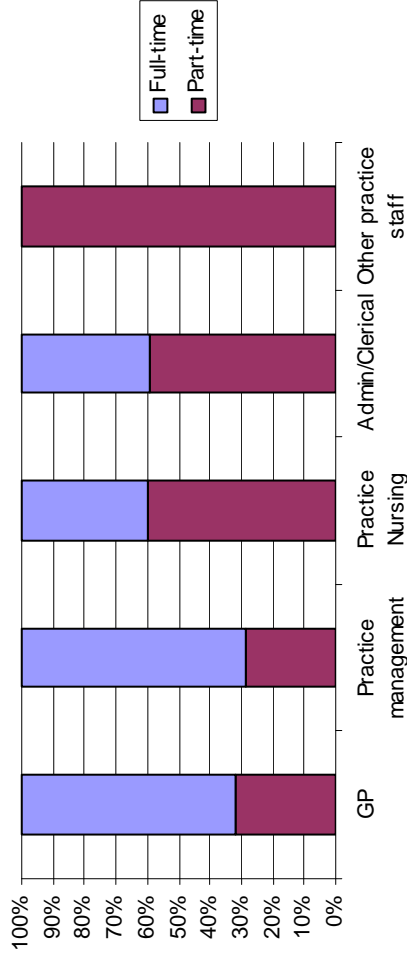


Figure 2.2.5 : NHS Tayside

Percentage of full-time/part-time staff by staff group

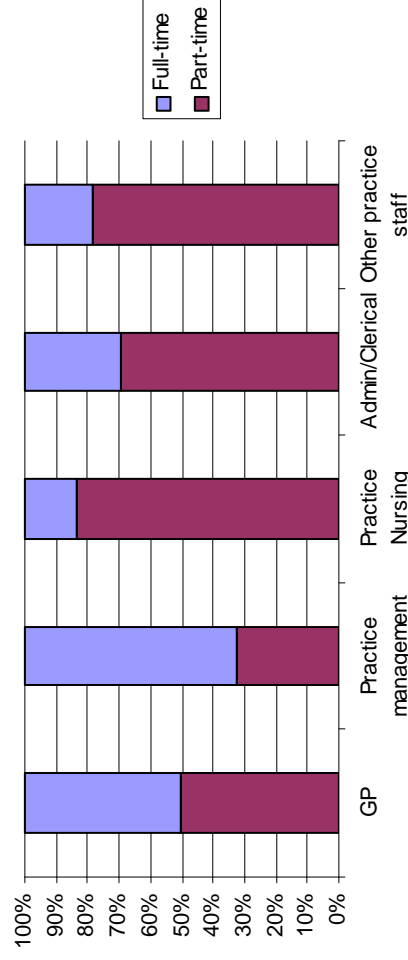
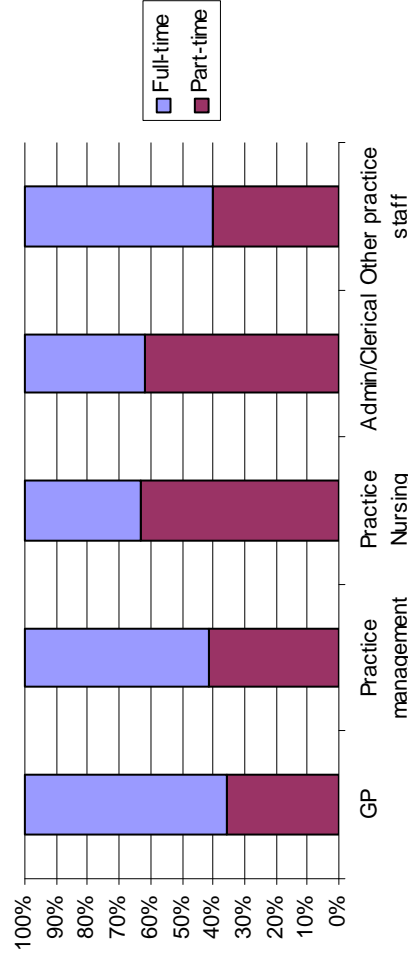


Figure 2.2.6 : NHS Western Isles

Percentage of full-time/part-time staff by staff group



Figures 2.3 show the percentage of staff of each gender within each staff group, shown separately for each Board. GPs have a relatively even gender split in many areas but all other staff groups are predominantly female.

Figure 2.3.1 : NHS Grampian
Percentage of male and female staff by staff group

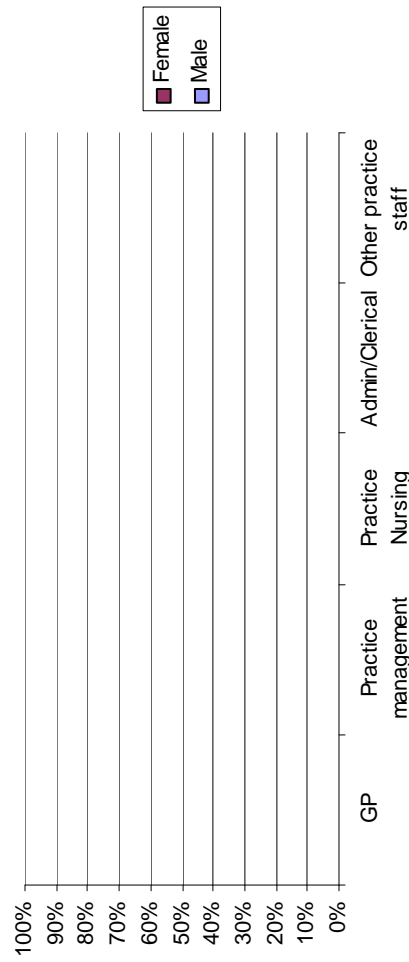


Figure 2.3.2 : NHS Highland
Percentage of male and female staff by staff group

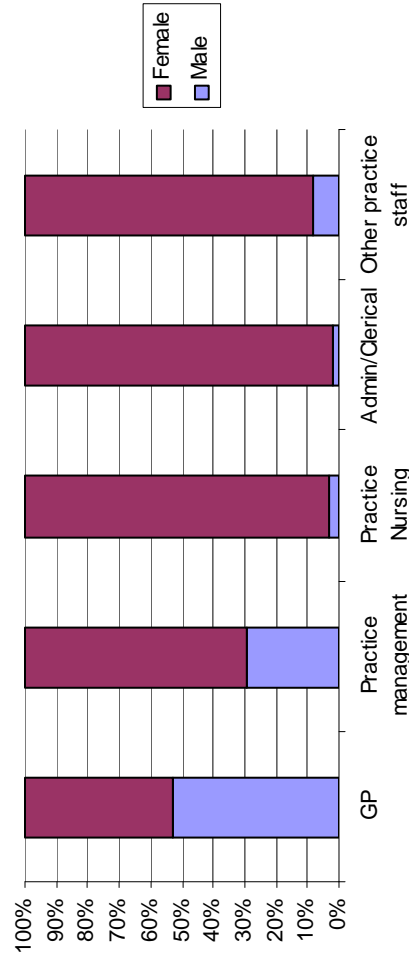


Figure 2.3.3 : NHS Orkney
Percentage of male and female staff by staff group

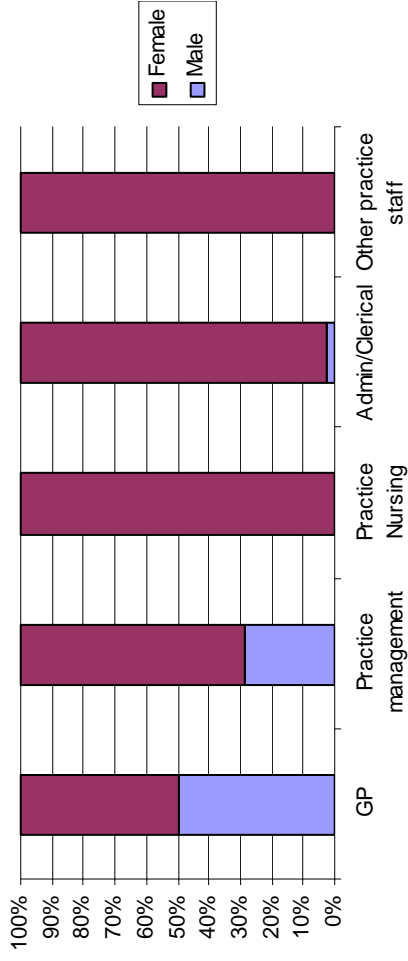


Figure 2.3.4 : NHS Shetland
Percentage of male and female staff by staff group

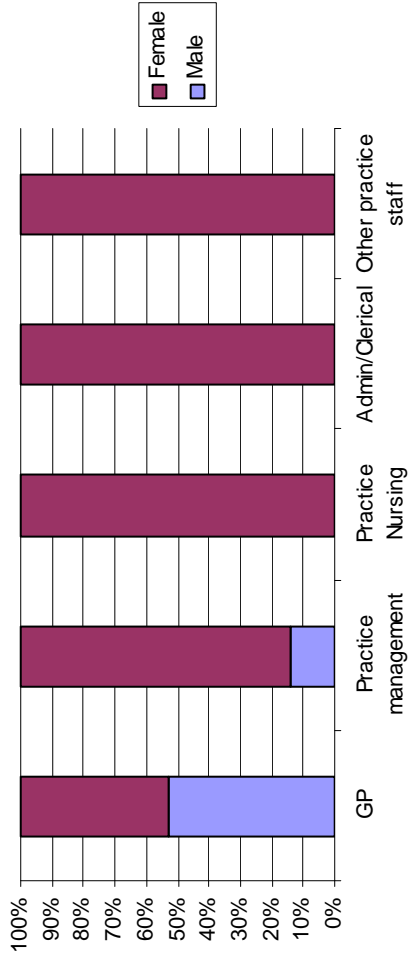


Figure 2.3.5 : NHS Tayside
Percentage of male and female staff by staff group

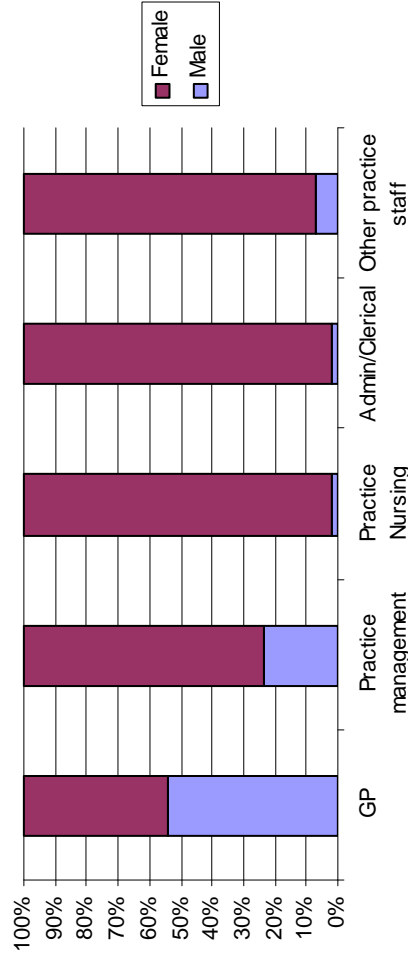
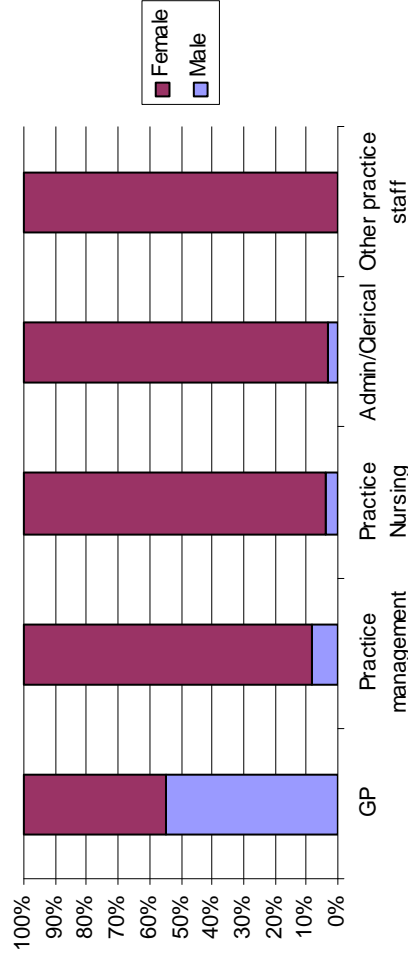


Figure 2.3.6 : NHS Western Isles
Percentage of male and female staff by staff group



Section 3: Vacancies, Retirals and Sessional GPs

At this point it is once again stressed that there is no guarantee that each practice submitting a response completed every field on the survey form. Overall, responses became less complete in the lower sections (C&D) of the form.

Table 3.1 shows the number of vacancies recorded for each staff group. This is shown as both headcount and whole time equivalent. Vacancy figures requested in section B may also have been affected by declining completeness in response as per the sections on retirals and sessional GPs. For example, if the exact situation regarding vacancies were unknown, or this field was simply forgotten about, it may have been left blank and there is no means of knowing if this happened. Overall, we can assume the vacancies stated below are the minimum number of vacancies for that proportion of the region that responded.

Table 3.1 : Reported Vacancies

North Region (excluding NHS Grampian)

Up to 58% of practices responded, relating to up to 62% of the Regions population

Staff group	Headcount	WTE ¹
GP	6	4.1
Practice Manager	1	0.9
Practice Nurse	2	1.1
Admin/Clerical	11	7.3
Other	1	0.1

1 Whole Time Equivalent (WTE) = (no. of sessions)/9 for GPs or (no. of hrs)/37 for other staff groups.

Note: The remaining tables were based on questions where there was a yes/no option followed by a request for more specific information. In some areas there may be a reduced practice response rate for these questions (i.e. lower than that stated in Table 1.1). Therefore, within each of the following tables, the number of practices that responded is shown (this number is also shown as a percentage of all practices within that region). Please note, that as we cannot distinguish which practices responded to these specific questions, we do not know the population of the whole area that these figures relate to.

Table 3.2.1 : Staff due to retire in the next 5 years

North Region (excluding NHS Grampian)

84 (40%) practices within the region responded to this particular question

66 (31%) practices responded “yes” that they have staff due to retire in next 5 years

Staff Group	Headcount	No of hours	No of sessions	WTE	% staff due to retire ¹	% staff at retiral age ²
GP	42	N/A	275	30.6	8%	6%
Practice Manager	19	639.0	N/A	17.3	16%	21%
Practice Nurse	32	423.0	N/A	11.4	10%	12%
Admin/Clerical	56	1421.4	N/A	38.4	7%	15%
Other	8	112.5	N/A	3.0	11%	25%

1 % of staff due to retire = (staff recorded as due to retire) / (total staff recorded in this survey).

2 % of staff at retiral age = (staff in this survey recorded to be male and currently aged 60 and over or female and currently aged 55 or over) / (total staff recorded in this survey). For each staff group, these figures are taken from Section A and B of the survey, the response rate for which is shown in table 1.1.

N/A - not applicable

The percentage of GPs known to be retiring in the next 5 years is higher than the expected percentage, based on the standard retiral age. For all other staff, the proportion of known retivals is less than the proportion of expected. GPs seem to be more likely to retire early and all other practice staff groups are less likely to retire early.

Since the introduction of the new GP contract, it is possible for ISD to analyse the age profile of retiring GPs in recent years. This could be looked into and provided on request if interested. Please see link www.isdscotland.org/general_practice for latest contact information.

Table 3.2.2 shows that, although based on partial data, not all GPs planning to retire in the next 5 years are to be directly replaced by another GP. Some practices seem to be considering a combination of GPs and nurses as replacements.

Table 3.2.2: Replacement of GPs due to retire in next 5 years

North Region (excluding NHS Grampian)

Information¹ from 22 practices planning to replace GPs with another GP or a nurse

Staff Group	Headcount	Number of Hours	Number of Sessions	WTE²
Another GP	30	N/A	232	25.8
Nurse	5	113	N/A	3.1

¹ This is equivalent to 10% of the 211 practices within the region.

² WTE = (no. of sessions)/9 for GPs or (no. of hrs)/37 for other staff groups.

N/A - not applicable

Practices employing sessional GPs

63 (30%) practices within this region provided at least some response to the question “Does your practice employ sessional GPs, excluding salaried GPs?”

25 (12%) practices within the region responded “yes” they did employ sessional GPs.

The number of sessions worked by sessional GPs at these responding practices between 1st October 2006 and 30th September 2007 was recorded as 2897. The total number of sessions is equivalent to approximately 6 GPs working full-time (assumed to be 9 sessions per week for 52 weeks of a year).

Some practices stated sick leave and maternity cover as reasons for higher than normal use of sessional GPs, so this number may be inflated and would be unpredictable to apply to future years usage.

The numbers recorded on usage of sessional GPs are based on a very low response to this question. The practices responding may or may not be representative of the whole region and therefore great care should be taken if using these numbers as they may give a false picture of usage throughout the whole region.

Appendix A : Tables showing the numbers related to the charts in Section 2

Table 2.1

Practice staff by age group

NHS Board Staff group	Number					Percentage				
	16-44	45-54	55-64	65 and over	All ages	16-44	45-54	55-64	65 and over	
NHS Grampian										
GP	0	0	0	0	0	-	-	-	-	
Practice management	0	0	0	0	0	-	-	-	-	
Practice Nursing	0	0	0	0	0	-	-	-	-	
Admin/Clerical	0	0	0	0	0	-	-	-	-	
Other practice staff	0	0	0	0	0	-	-	-	-	
All Staff groups	0	0	0	0	0	-	-	-	-	
NHS Highland										
GP	101	73	31	2	207	48.8%	35.3%	15.0%	1.0%	
Practice management	24	16	8	0	48	50.0%	33.3%	16.7%	0.0%	
Practice Nursing	53	34	12	1	100	53.0%	34.0%	12.0%	1.0%	
Admin/Clerical	164	90	29	3	286	57.3%	31.5%	10.1%	1.0%	
Other practice staff	13	10	11	3	37	35.1%	27.0%	29.7%	8.1%	
All Staff groups	355	223	91	9	678	52.4%	32.9%	13.4%	1.3%	
NHS Orkney										
GP	17	12	4	1	34	50.0%	35.3%	11.8%	2.9%	
Practice management	3	3	1	0	7	42.9%	42.9%	14.3%	0.0%	
Practice Nursing	7	5	1	0	13	53.8%	38.5%	7.7%	0.0%	
Admin/Clerical	19	13	4	0	36	52.8%	36.1%	11.1%	0.0%	
Other practice staff	1	0	0	0	1	100.0%	0.0%	0.0%	0.0%	
All Staff groups	47	33	10	1	91	51.6%	36.3%	11.0%	1.1%	
NHS Shetland										
GP	5	10	2	2	19	26.3%	52.6%	10.5%	10.5%	
Practice management	4	1	2	0	7	57.1%	14.3%	28.6%	0.0%	
Practice Nursing	7	7	1	0	15	46.7%	46.7%	6.7%	0.0%	
Admin/Clerical	19	8	0	0	27	70.4%	29.6%	0.0%	0.0%	
Other practice staff	2	2	0	0	4	50.0%	50.0%	0.0%	0.0%	
All Staff groups	37	28	5	2	72	51.4%	38.9%	6.9%	2.8%	
NHS Tayside										
GP	124	86	31	0	241	51.5%	35.7%	12.9%	0.0%	
Practice management	10	19	12	2	43	23.3%	44.2%	27.9%	4.7%	
Practice Nursing	82	63	20	1	166	49.4%	38.0%	12.0%	0.6%	
Admin/Clerical	171	118	66	2	357	47.9%	33.1%	18.5%	0.6%	
Other practice staff	5	6	2	1	14	35.7%	42.9%	14.3%	7.1%	
All Staff groups	392	292	131	6	821	47.7%	35.6%	16.0%	0.7%	
NHS Western Isles										
GP	20	16	6	0	42	47.6%	38.1%	14.3%	0.0%	
Practice management	4	4	4	0	12	33.3%	33.3%	33.3%	0.0%	
Practice Nursing	9	14	3	1	27	33.3%	51.9%	11.1%	3.7%	
Admin/Clerical	31	17	11	1	60	51.7%	28.3%	18.3%	1.7%	
Other practice staff	9	5	1	0	15	60.0%	33.3%	6.7%	0.0%	
All Staff groups	73	56	25	2	156	46.8%	35.9%	16.0%	1.3%	

Table 2.2
Practice staff by Gender

		Number		Percentage	
NHS					
Board	Staff group	Male	Female	Male	Female
NHS Grampian					
	GP	0	0	-	-
	Practice management	0	0	-	-
	Practice Nursing	0	0	-	-
	Admin/Clerical	0	0	-	-
	Other practice staff	0	0	-	-
	All Staff groups	0	0	-	-
NHS Highland					
	GP	109	98	52.7%	47.3%
	Practice management	14	34	29.2%	70.8%
	Practice Nursing	3	97	3.0%	97.0%
	Admin/Clerical	6	280	2.1%	97.9%
	Other practice staff	3	34	8.1%	91.9%
	All Staff groups	135	543	19.9%	80.1%
NHS Orkney					
	GP	17	17	50.0%	50.0%
	Practice management	2	5	28.6%	71.4%
	Practice Nursing	0	13	0.0%	100.0%
	Admin/Clerical	1	35	2.8%	97.2%
	Other practice staff	0	1	0.0%	100.0%
	All Staff groups	20	71	22.0%	78.0%
NHS Shetland					
	GP	10	9	52.6%	47.4%
	Practice management	1	6	14.3%	85.7%
	Practice Nursing	0	15	0.0%	100.0%
	Admin/Clerical	0	27	0.0%	100.0%
	Other practice staff	0	4	0.0%	100.0%
	All Staff groups	11	61	15.3%	84.7%
NHS Tayside					
	GP	130	111	53.9%	46.1%
	Practice management	10	33	23.3%	76.7%
	Practice Nursing	3	163	1.8%	98.2%
	Admin/Clerical	7	350	2.0%	98.0%
	Other practice staff	1	13	7.1%	92.9%
	All Staff groups	151	670	18.4%	81.6%
NHS Western Isles					
	GP	23	19	54.8%	45.2%
	Practice management	1	11	8.3%	91.7%
	Practice Nursing	1	26	3.7%	96.3%
	Admin/Clerical	2	58	3.3%	96.7%
	Other practice staff	0	15	0.0%	100.0%
	All Staff groups	27	129	17.3%	82.7%

Table 2.3
Practice staff by full-time/part-time status

		Number			Percentage	
NHS Board	Staff group	Full-time	Part-time	Total	Full-time	Part-time
NHS Grampian						
	GP	0	0	0	-	-
	Practice management	0	0	0	-	-
	Practice Nursing	0	0	0	-	-
	Admin/Clerical	0	0	0	-	-
	Other practice staff	0	0	0	-	-
	All Staff groups	0	0	0	-	-
NHS Highland						
	GP	112	95	207	54.1%	45.9%
	Practice management	27	21	48	56.3%	43.8%
	Practice Nursing	21	79	100	21.0%	79.0%
	Admin/Clerical	97	189	286	33.9%	66.1%
	Other practice staff	7	30	37	18.9%	81.1%
	All Staff groups	264	414	678	38.9%	61.1%
NHS Orkney						
	GP	14	20	34	41.2%	58.8%
	Practice management	5	2	7	71.4%	28.6%
	Practice Nursing	3	10	13	23.1%	76.9%
	Admin/Clerical	13	23	36	36.1%	63.9%
	Other practice staff	1	0	1	100.0%	0.0%
	All Staff groups	36	55	91	39.6%	60.4%
NHS Shetland						
	GP	13	6	19	68.4%	31.6%
	Practice management	5	2	7	71.4%	28.6%
	Practice Nursing	6	9	15	40.0%	60.0%
	Admin/Clerical	11	16	27	40.7%	59.3%
	Other practice staff	0	4	4	0.0%	100.0%
	All Staff groups	35	37	72	48.6%	51.4%
NHS Tayside						
	GP	119	122	241	49.4%	50.6%
	Practice management	29	14	43	67.4%	32.6%
	Practice Nursing	28	138	166	16.9%	83.1%
	Admin/Clerical	109	248	357	30.5%	69.5%
	Other practice staff	3	11	14	21.4%	78.6%
	All Staff groups	288	533	821	35.1%	64.9%
NHS Western Isles						
	GP	27	15	42	64.3%	35.7%
	Practice management	7	5	12	58.3%	41.7%
	Practice Nursing	10	17	27	37.0%	63.0%
	Admin/Clerical	23	37	60	38.3%	61.7%
	Other practice staff	9	6	15	60.0%	40.0%
	All Staff groups	76	80	156	48.7%	51.3%

Section B - Full-time/Part-time breakdown		(Please refer to guidance notes section B)			Total Hours/Sessions worked per week	
Staff Group	Occupation	Full-time	Part-time	TOTAL	Hours	Sessions
GPs	Performer (Partner)			0		
	Performer salaried			0		
	Performer retaine			0		
	Performer registrar			0		
	Vacancies			0		
Practice Management	Practice Manager			0		
	Vacancies			0		
Practice Nursing	Registered Practice Nurse			0		
	Health Care/Primary Care Assistants			0		
	Vacancies			0		
Admin/Clerical	General Clerical Staff			0		
	Vacancies			0		
Other	Phlebotomist			0		
	Allied Health Professional			0		
	Counsellor			0		
	Other			0		
	Vacancies			0		

Section C - Retirals (Please refer to guidance notes section C)

Does the practice have any staff due to retire in the next 5 years? Please select "Yes" or "No" in the box (or, if filling in a printed form, circle your response here)

Please select

If yes, please enter the numbers and total hours/sessions worked per week for each staff group

Staff Group	No of staff	No of hours	No of sessions
GP			
Practice Manager			
Practice Nurse			
Admin/Clerical			
Other			

Please select

If your practice has indicated one or more GP retirements do you intend to replace them?
 Select "Yes", "No" or "Not applicable" in the box

If yes, how do you intend to replace them? (If you are unsure, please answer to the best of your current knowledge)

Staff Group	No of staff	No of hours	No of sessions
Another GP			
Nurse			

Section D - Sessional GPs (Please refer to guidance notes section D)

Please select

Does your practice employ sessional GPs? (exclude salaried GPs)
 Select "Yes" or "No" in the box

If yes, please enter the total number of sessions worked in the past year here

Section E - Additional Information

Please enter any relevant supporting information here
