

General Register Office
for
SCOTLAND
information about Scotland's people

Highland and Argyll & Bute Migration Report

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Highland and Argyll & Bute Migration Report

General Register Office for Scotland

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1. Introduction

1.1 Background

The Scottish Government has identified population growth is a key contributor to, and a consequence of, a more vibrant society and a more dynamic economy. Attracting migrants to Scotland is one method being used to meet the Government's high level purpose target to match average European (EU15) population growth to 2017. High quality migration statistics are therefore increasingly important, both for policy development and for the planning and provision of public services.

Migration is the most difficult component of population change to estimate. Unlike births and deaths, there is no comprehensive system for the registration of moves to or from the rest of the world, nor for moves within the UK. Estimates of migration are therefore based on survey data and the best proxy data available. The General Register Office for Scotland (GROS) is responsible for producing the official estimates of migration between Scotland and the rest of the world and migration within Scotland.

In addition to the official estimates, other sources of data also provide information on migration. Although these alternative sources offer less complete migration data, they may prove useful. For example, the data may be available in a more timely fashion or it may provide accurate information on a specific group of migrants. By using the GROS estimates of migration in conjunction with data from other sources a fuller picture of migration can be built up.

The aim of this report is to facilitate the analysis of migration by collating relevant information from a number of different sources. The official estimates of migration at Council and NHS Board level produced by the General Register Office for Scotland are presented first. These estimates describe migration at three levels: within Scotland, within the UK and overseas. The next section shows data from several other sources that inform on migration to the Highland and Argyll & Bute area. A list of further sources of information that may act as indicators of migration is given in [Annex A](#). This report is geographically focused on Highland and Argyll & Bute Council areas and Highland and Argyll & Clyde NHS Board areas¹. The background data for the charts and tables shown in this report are available on request, please contact:

Statistics Customer Services, General Register Office for Scotland, Ladywell House, Edinburgh, EH12 7TF

Telephone 0131 314 4299, email: customer@gro-scotland.gsi.gov.uk

1) In April 2006 Argyll & Clyde Health Board was dissolved. The Argyll & Bute Council area part of the dissolved Health Board was transferred to Highland Health Board and the remainder transferred to Greater Glasgow Health Board. However, data for Argyll & Clyde and the old Highland Health Board is included in this report so that a consistent time-series of data going back to 2001 is maintained. Data for the new Glasgow & Clyde and Highland Health Boards from mid-2006 onwards is available by contacting GROS statistics customer services as detailed above.

1.2 Research into improving Migration and Population Statistics

The migration data sources reported here represent the best information currently available. However, work to improve migration data is on-going, both at Scotland and UK level. The Office for National Statistics (ONS) is taking forward the recommendations of the 2006 Interdepartmental Task Force on Migration Statistics, through Improvements to Migration and Population Statistics (IMPS) research. The IMPS workplan involves migration research (both international and internal within the UK), collaborative work with local authorities with respect to greater use of administrative data sources to improve local estimates and population definitional issues.

GROS is involved in a number of workstreams within this programme with the aim of incorporating the research into its outputs. This work includes the investigation and development of administrative sources not currently used in the production of population estimates, such as data on students from the Higher Education Statistics Agency (HESA), the School Census, the Department for Work and Pensions (DWP) and HM Revenue and Customs (HMRC) data on benefits and employment. Improvements in the quality and efficiency of the system for using data from GP registrations are also being made. Other areas of joint working include the estimation of short term migrant numbers for Scotland, a review of the method of allocation of international migrants to Council areas, the development of indicators of migration at local authority level and early indications of changes in population trends.

More detail on the [IMPS programme](#) is available on the updates and reports section of the ONS website.

2. GROS migration data

Most of the migration data produced by the General Register Office for Scotland is included in the annual mid-year population estimates publication². The migration section of the GROS website³ has recently been expanded to include this data and other migration data held by GROS. A description of where the data presented in this section of the report can be found is given in the text accompanying each chart and table. Further details on the methods used to produce the estimates are given in the [Methodology](#) section. Rates per 1,000 population were calculated using the relevant mid-year population estimate.

2.1 Highland and Argyll & Bute recent migration summary, mid-2008 to mid-2009

Table 1 GROS official components of migration 2008/9.

		SCOTLAND		Highland		Argyll & Bute	
		Total	rate per 1000†	Total	rate per 1000	Total	rate per 1000
In	Total	90,240	17	8,083	37	3,865	43
	Within Scotland	n/a	n/a	4,134	19	2,066	23
	Rest of UK	47,540	9	2,729	12	1,380	15
	Overseas	42,700	8	1,220	6	419	5
Out	Total	68,545	13	7,015	32	4,010	44
	Within Scotland	n/a	n/a	4,057	18	2,397	26
	Rest of UK	43,345	8	1,989	9	1,085	12
	Overseas	25,200	5	969	4	528	6
Net	Total	21,695	4	1,068	5	-145	-2
	Within Scotland	0	0	77	0	-331	-4
	Rest of UK	4,195	1	740	3	295	3
	Overseas	17,500	3	251	1	-109	-1

(† The rate per 1000 for total migration at Scotland level cannot be compared with the Council level rate per 1000 total migration as the Council level rate includes within Scotland moves.)

- This table shows the migration flows to Highland and Argyll & Bute Councils, split by within Scotland, rest of UK and overseas migration.
- These data were extracted from Table 5 'Components of migration by administrative area' of the GROS Mid-Year Population Estimates Scotland and represent GROS official estimates of Council area migration.
- The mid-2006 to mid-2007 period was the first time that this data had been published. This data is now published annually as part of the GROS mid-year population estimates for Scotland. The equivalent data for previous years is not available as different processing was used that did not distinguish between overseas and rest of UK migration.

Footnotes

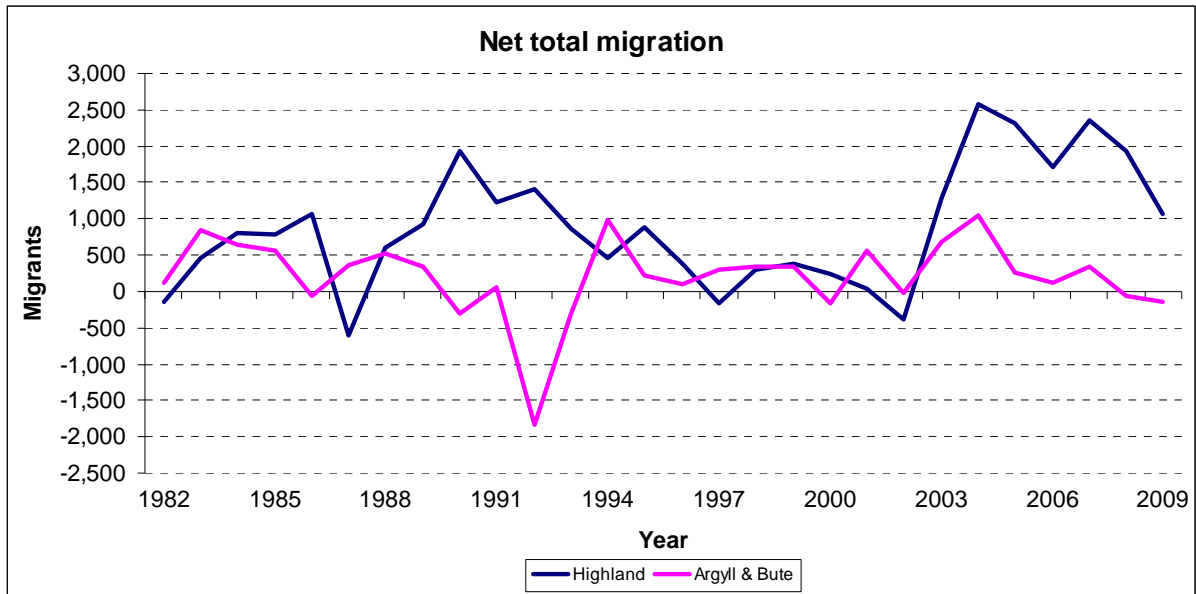
2) More details can be found on the [Population Estimates](#) section of the GROS website.

3) More details can be found on the [Migration](#) section of the GROS website.

- Within UK migration (i.e. within Scotland and Rest of UK) is based on GP registration moves recorded by the NHS Central Register (NHSCR). Movements to/from the armed forces are included in the figures shown in [Table 1](#).
- The primary source for overseas migration is the International Passenger Survey.

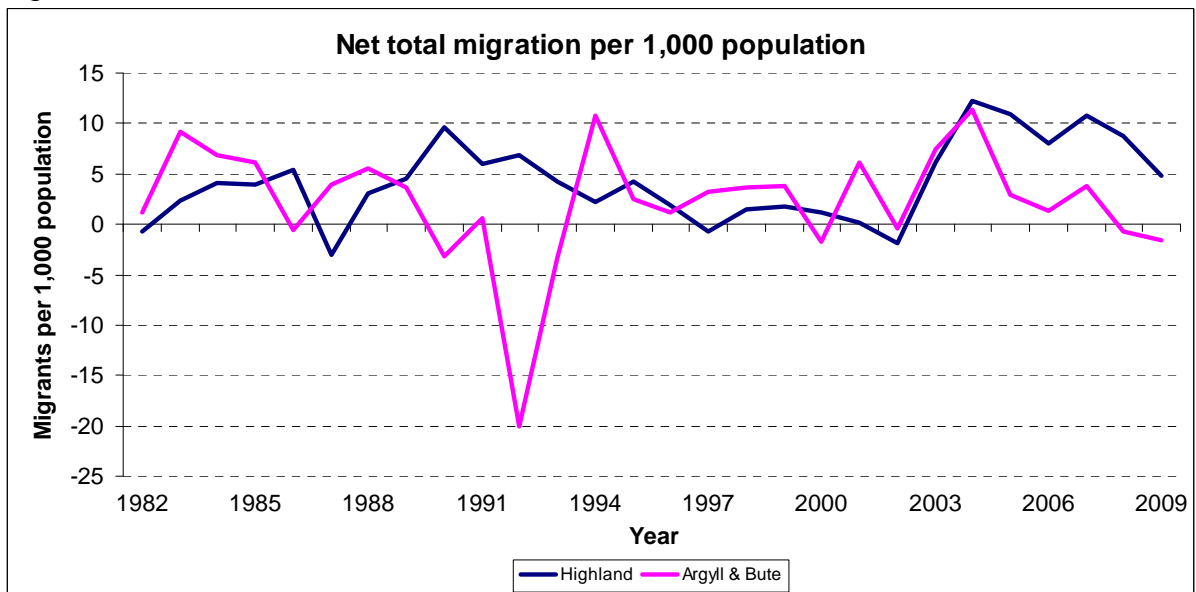
2.2 Historical net total migration

Figure 1a



(source: GROS).

Figure 1b



(source: GROS)

- Figure 1a shows the official GROS net total migration estimates for Highland and Argyll & Bute Councils as an annual time-series from mid-1982 to latest mid-year estimate. Total migration includes migration within Scotland, the rest of the UK and overseas.
- Figure 1b shows the net total migration estimates for Council areas, expressed as migrants per 1,000 population.

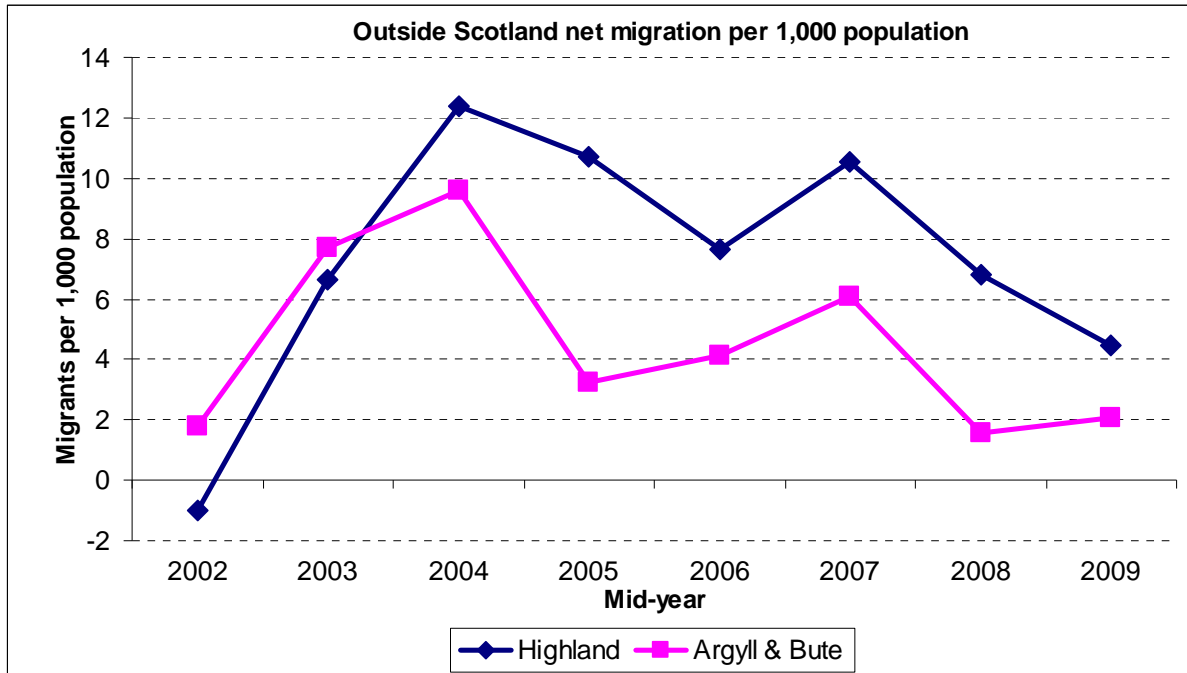
- Net migration by administrative area is published annually as part of the GROS Mid-year Population Estimate Scotland publication, Table 4 'Components of population change by administrative area' from 2001 onwards. Before 2001,
- the components of change can be found within the publications of revised mid-year estimates which took place following the 2001 Census.
- The time series of net migration by administrative area is available under 'Total migration to or from an area' in the migration section of the GROS website⁴.
- Prior to 2001 these data included 'other changes'. This could have a big impact in certain Council areas, for example where there are large numbers of armed forces.
- These data are compiled from NHSCR, Community Health Index (CHI) and International Passenger Survey (IPS) data sources.

Footnote

3) More information can be found in the [Migration](#) section of the GROS website.

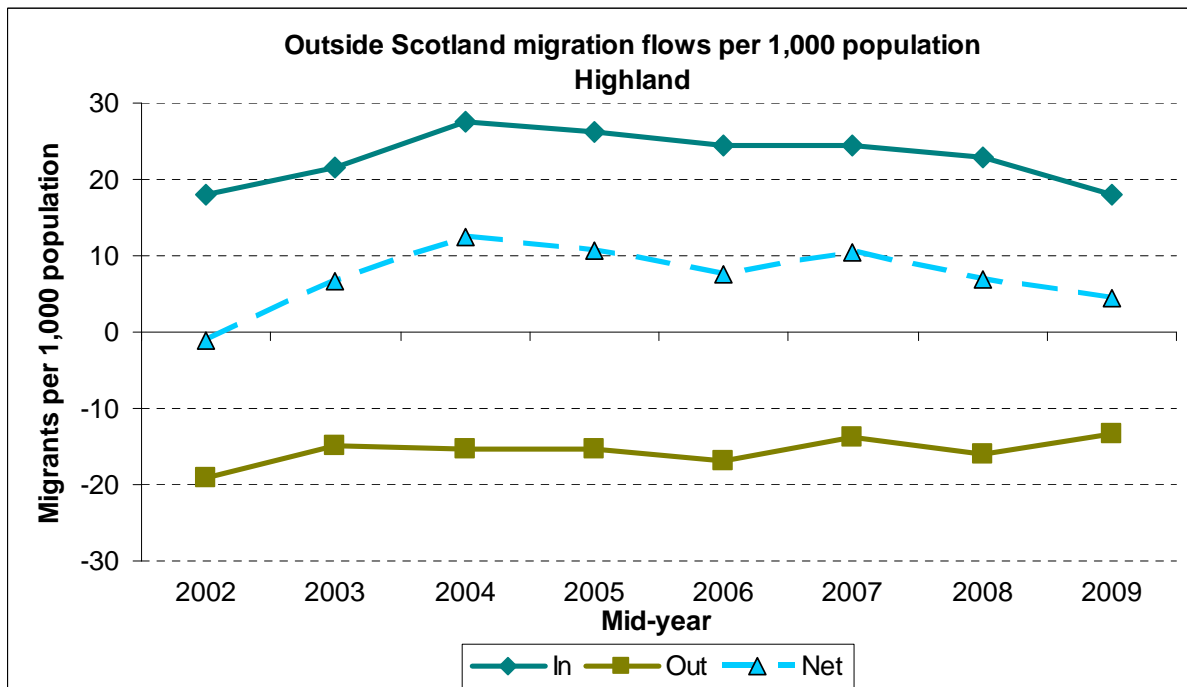
2.3 Migration outside Scotland – net and gross migration flows

Figure 2a



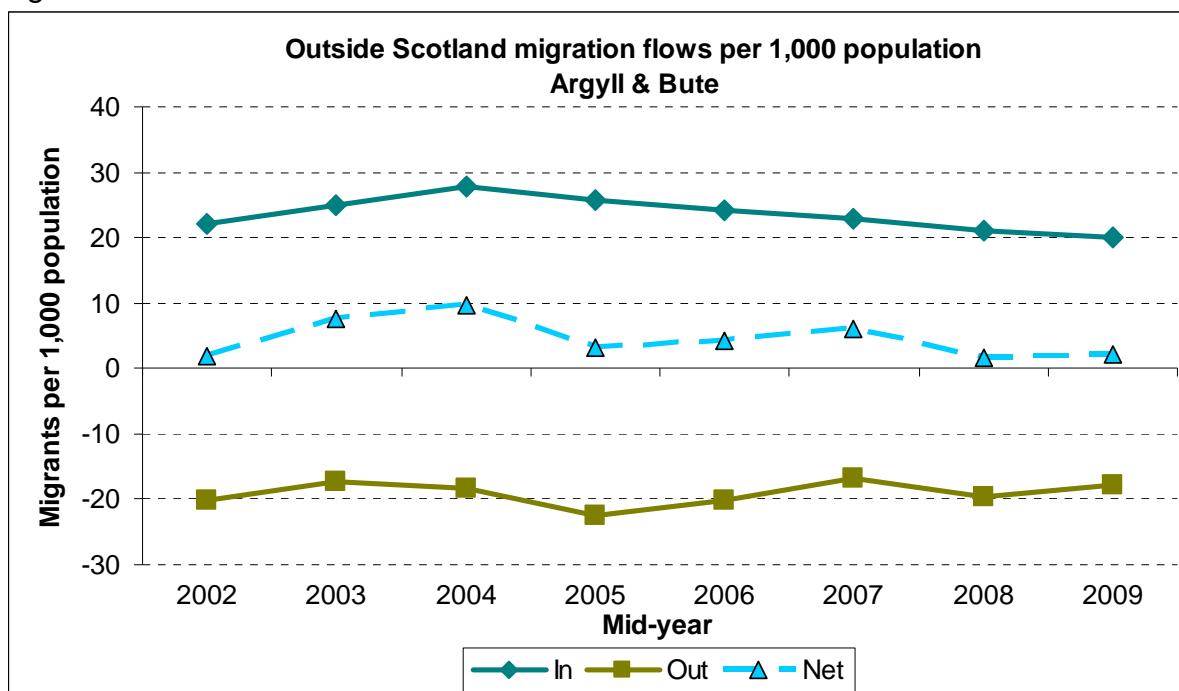
(source: GROS)

Figure 2b



(source: GROS)

Figure 2c

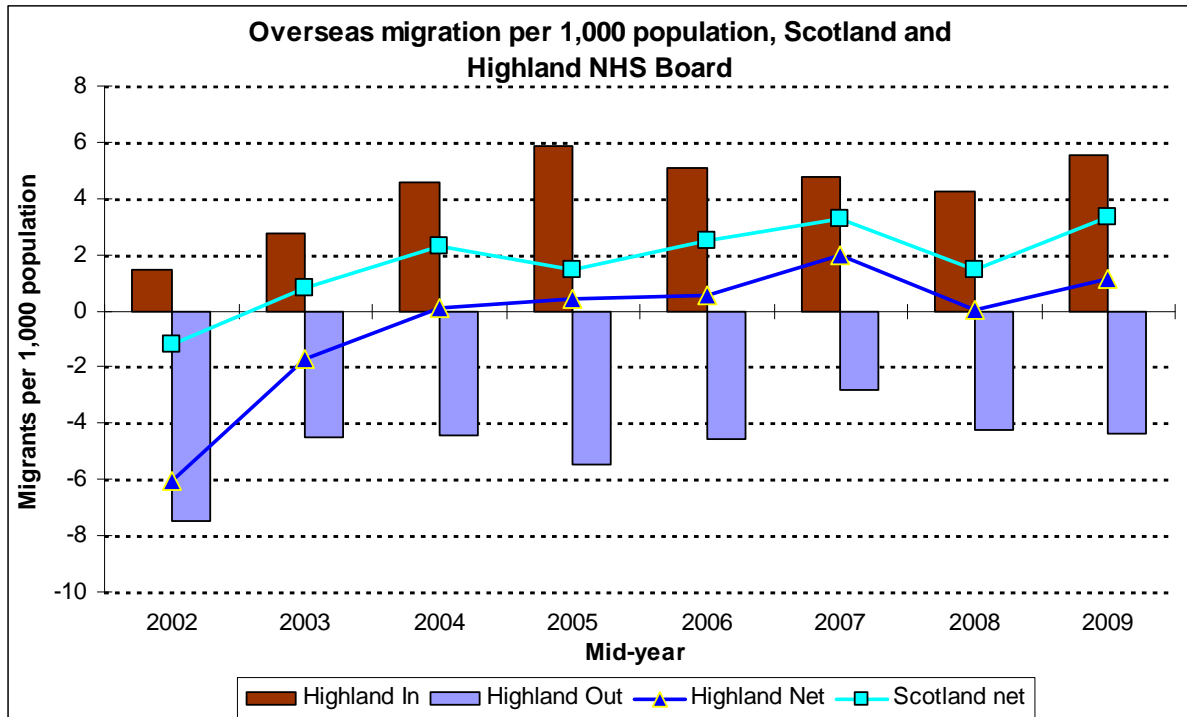


(source: GROS)

- [Figure 2](#) shows migration between Council areas and places outside Scotland (i.e. Rest of UK and overseas) expressed as number of migrants per 1,000 population.
- The data is produced annually as mid-year data and is available on request from GROS.
- These data can be further broken-down by sex and quinary age-group for in and out flows. Net figures are available by sex and single year of age.
- The data is produced using Community Health Index (CHI), NHSCR and IPS data sources.

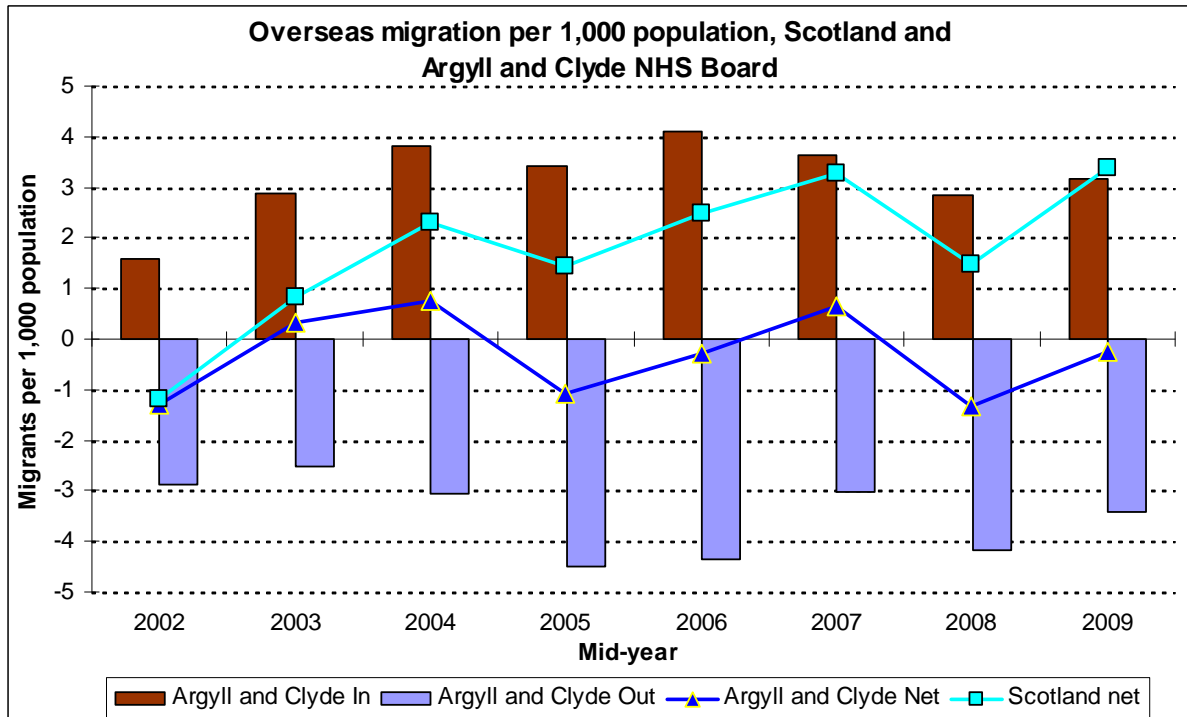
2.4 Overseas migration flows

Figure 3a



(source: GROS)

Figure 3b



(source: GROS)

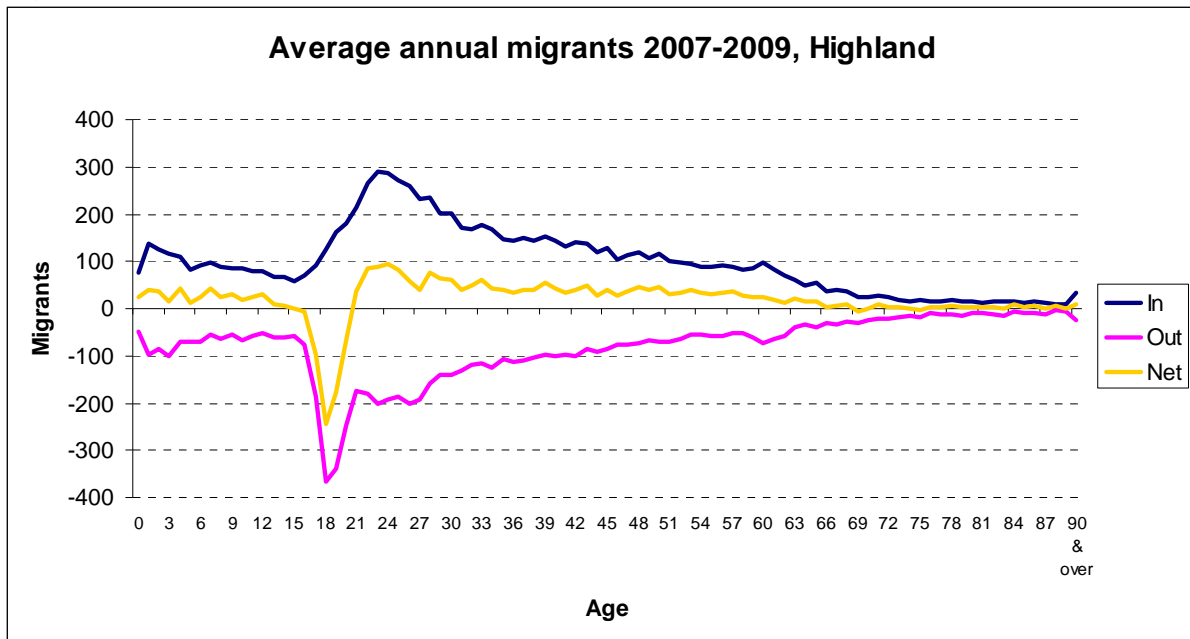
- [Figures 3a and 3b](#) show the net overseas migration for Highland and Argyll & Clyde NHS Board and Scotland (lines). Also shown are the overseas migration flows (in and out) for Highland and Argyll & Clyde NHS Board (bars). All the data are shown as a rate per 1,000 people.
- Overseas migration estimates are produced annually (mid-year to mid-year) and are available back to mid-2002 for NHS Boards and mid-2009 for Council areas on the GROS website⁵. The equivalent data for previous years is not available as different processing was used that did not distinguish between overseas and rest of UK migration.
- The data can be further broken-down by age and sex.
- These overseas migration figures are from the overseas migration element of the mid-year population estimates (got to the [Methodology](#) section).

Footnote

5) More information can be found in the [Migration](#) section of the GROS website.

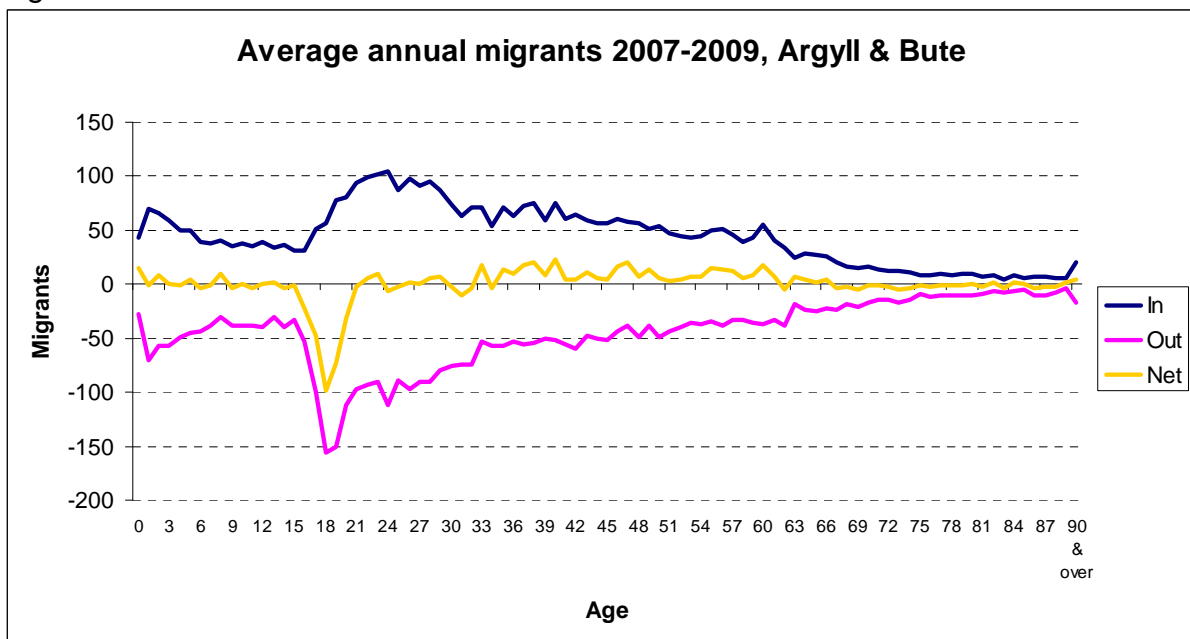
2.5 Age-profile of migrants

Figure 4a



(source: GROS)

Figure 4b



(source: GROS)

- These charts show the age-profile of in, out and net migrants to all areas averaged over the years 2007-2009.
- The data are available on the GROS website⁶.

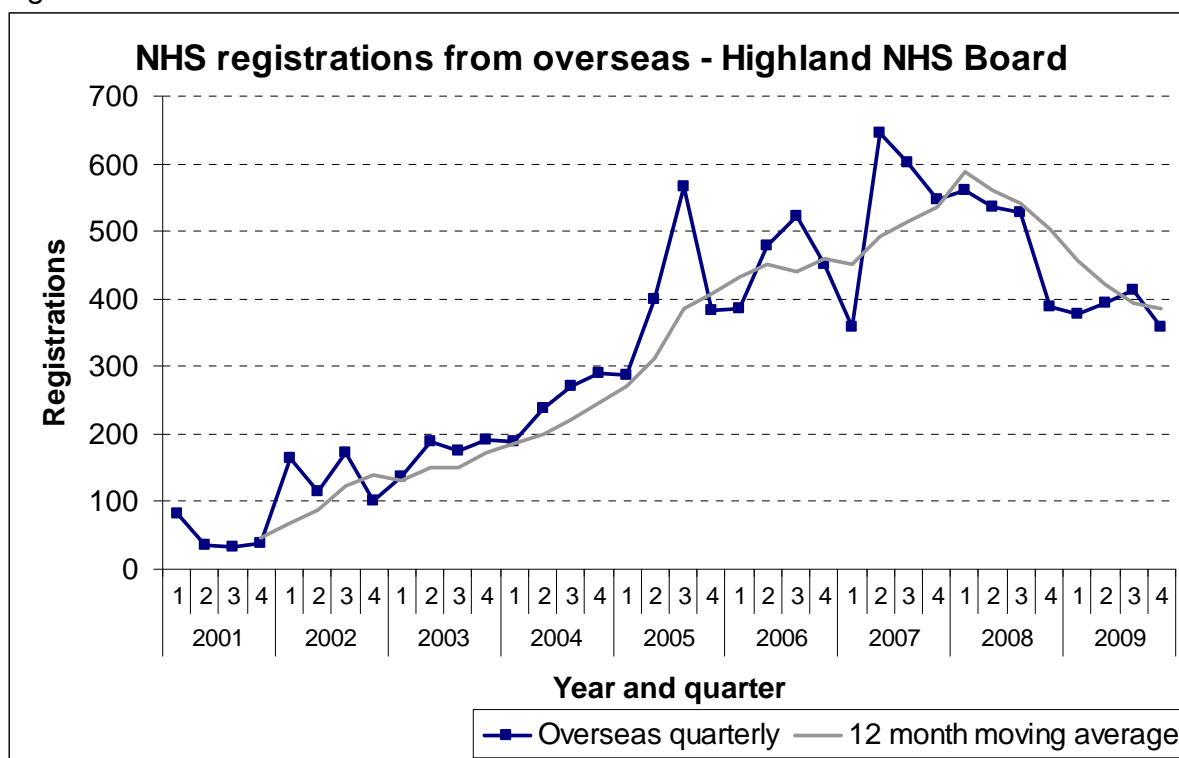
Footnote

6) More information can be found in the [Migration](#) section of the GROS website.

3. Other data that inform on migration

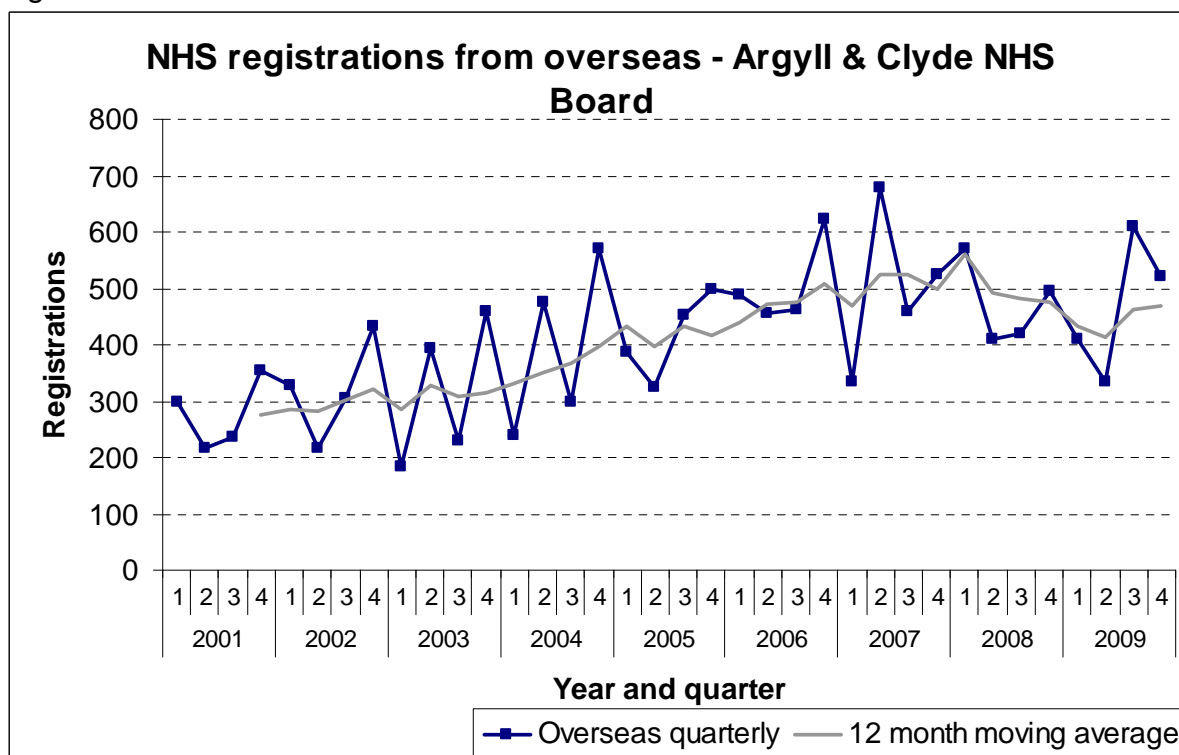
3.1 NHS registrations from overseas

Figure 5a



(source: GROS/NHSCR)

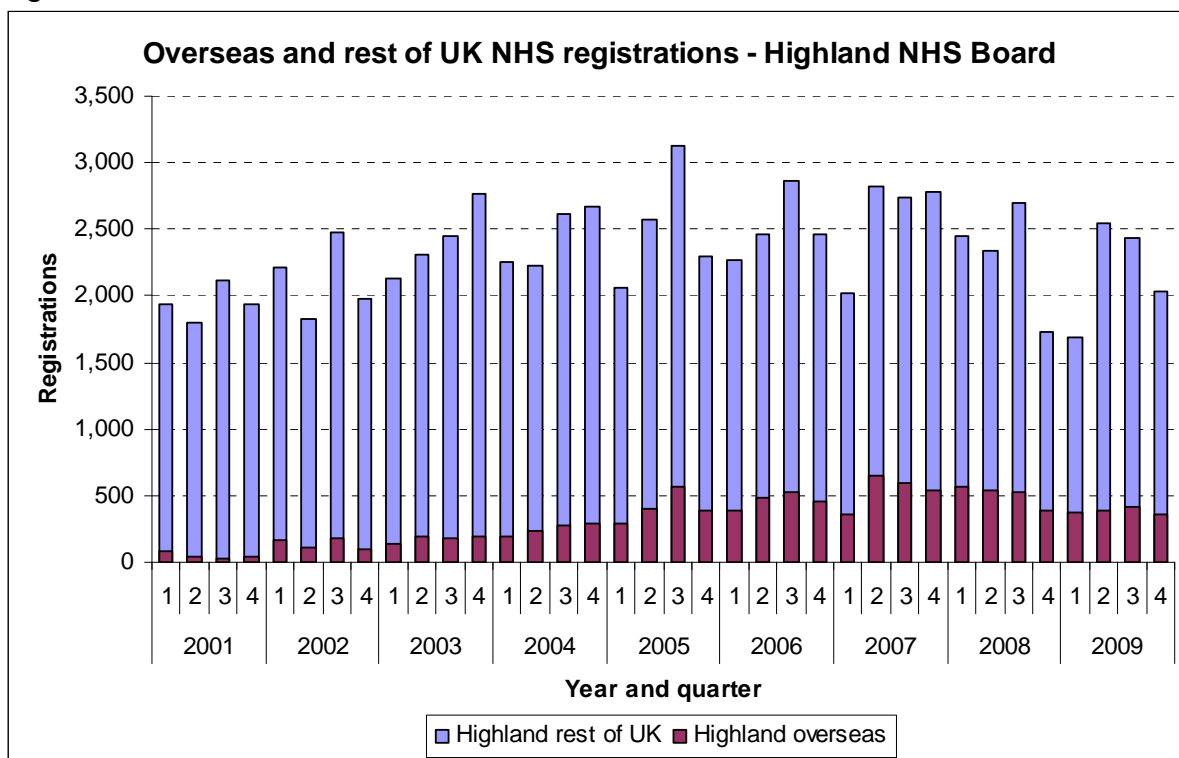
Figure 5b



(source: GROS/NHSCR)

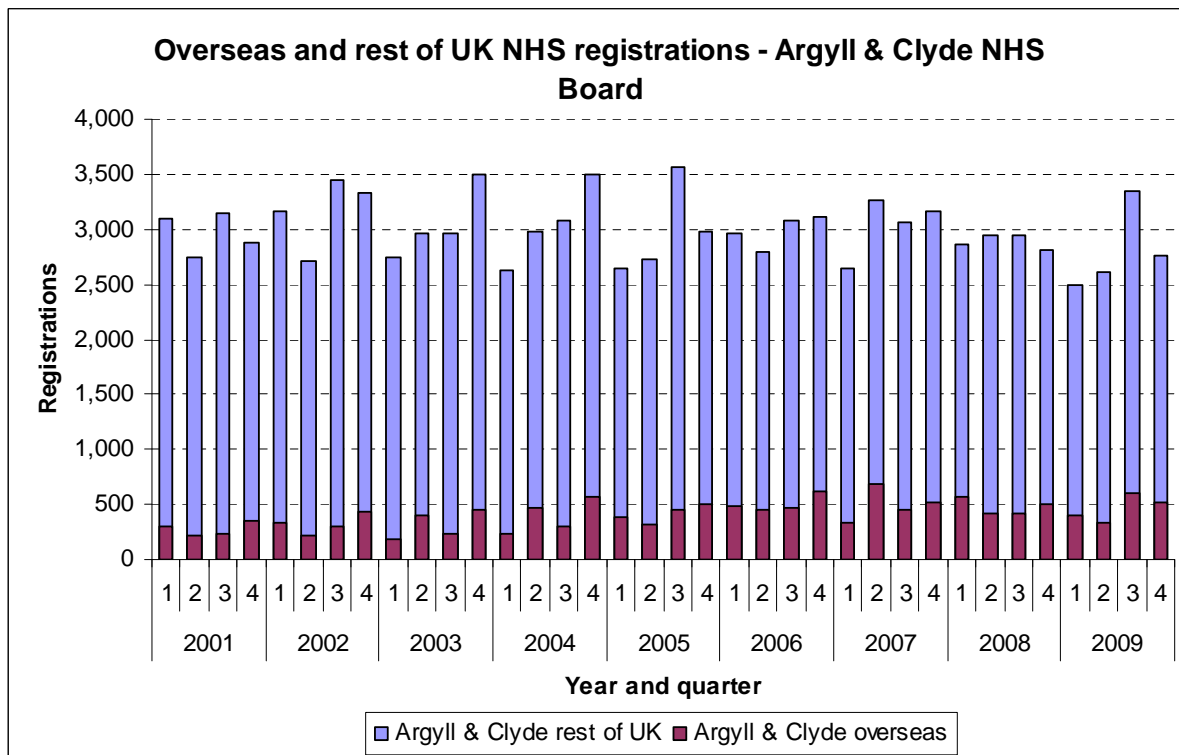
- [Figure 5](#) shows the number of people who have come from overseas and registered with a GP in the Highland and Argyll & Clyde NHS Board areas, each quarter since 2001, together with a twelve-month moving average.
- [Figure 6](#) compares the number of registrations from those coming from overseas with registrations from the rest of the UK for Highland and Argyll & Clyde NHS Boards.
- These data include short-term overseas migrants, unlike the GROS overseas migration estimates that only count overseas migrants staying for 12 months or more.
- The data is an extract from the NHSCR database.
- NHS GP registrations from overseas data are used to produce the age and sex distributions of international in-migrants in the GROS mid-year estimates. For this use, a three month lag is assumed between arrival and registration. More information is available from the [Data source methodology and information](#) section.

Figure 6a



(source: GROS/NHSCR)

Figure 6b



(source: GROS/NHSCR)

3.2 Country of birth

Table 2 Non-UK country of birth for Highland and Argyll & Bute Councils

	2001
	Census
Scotland	191.6
Highland	6.5
Argyll & Bute	3.2

(source: Scotland's Census)

- This table shows the number of people living in Scotland and local Council areas that were born outside the UK.
- These data come from Scotland's Census 2001.
- Country of birth data are available for some Council areas from the Annual Population Survey (APS). However, for Highland and Argyll & Bute Council areas only Census data is available as the number of people born outside the United Kingdom is too small for a reliable estimate to be made from the APS.
- The APS comprises data from the Labour Force Survey (LFS), plus data from the Annual Local (Area) Labour Force Survey Boosts for England, Scotland and Wales.
- The population by country of birth and the related statistics on population by nationality are updated quarterly and can be found on the GROS website under 'Estimates of special populations' ⁷

Footnote

7) More information can be found on the [Population Estimates](#) section of the GROS website.

3.3 Worker Registration Scheme (WRS)

Figure 7



(source: Accession Monitoring Reports, Home Office)

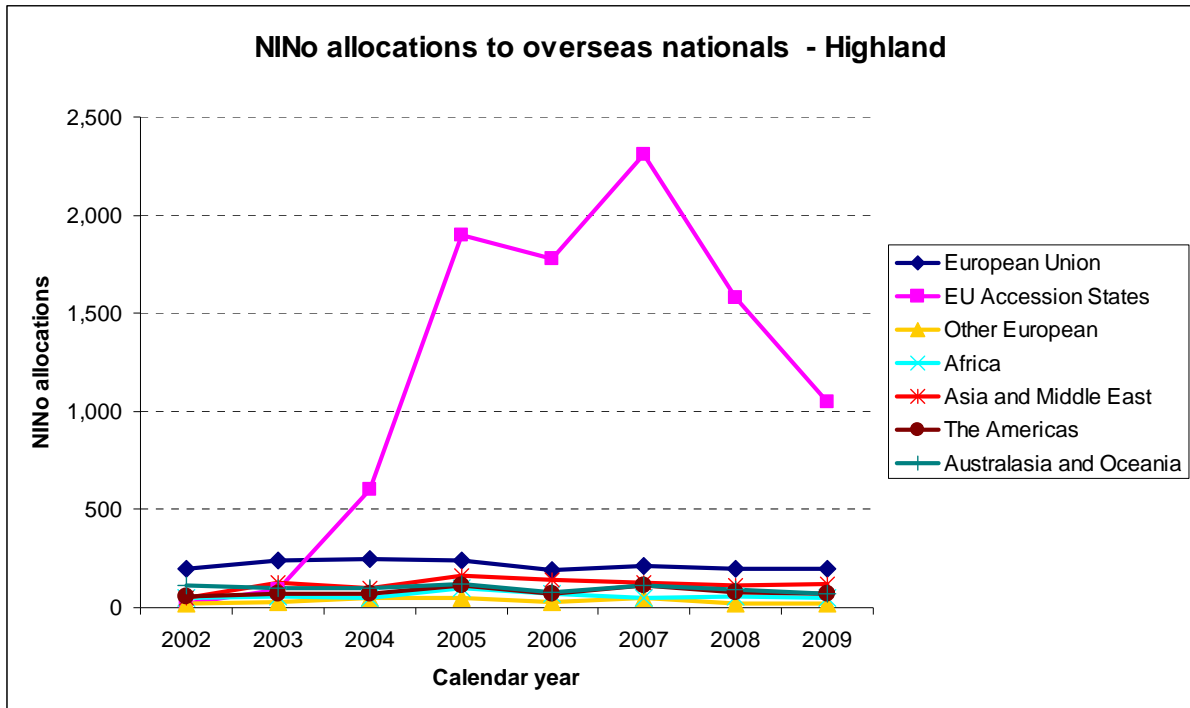
- This chart shows the number of workers from A8 countries with an employer in Scotland on a quarterly basis from 2004 (accession took place 1st May 2004).
- Nationals of the A8 countries (those countries which joined the European Union (EU) on 1 May 2004 with the exception of Cyprus and Malta, namely: Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia) who wish to work as an employee in the UK are generally required to register with the WRS.
- These figures exclude the self-employed, those not working and those not from A8 countries and do not provide any indication of out migration.
- WRS data at Council Area level is available to Councils through the Local Government Association website⁸.

Footnote

8) More information can be found on the [Local Government Association \(LGA\)](#) website.

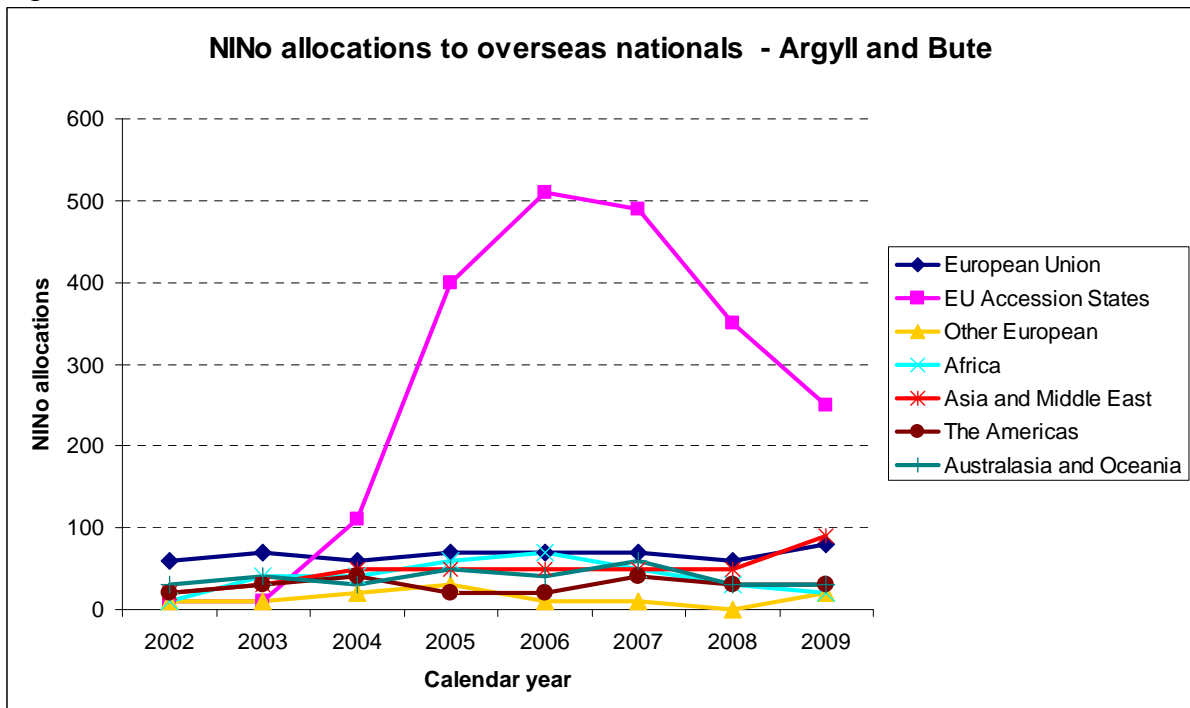
3.4 National Insurance number allocations

Figure 8a



(source: DWP)

Figure 8b



(source: DWP)

Table 3 Nationalities of NINo allocations to overseas nationals in 2007

	Number of nationalities	Top 5 most common nationalities
Highland	30	Poland, Rep of Latvia, Hungary, Czech Rep, Slovak Rep
Argyll and Bute	23	Poland, Hungary, Thailand, Australia, Spain

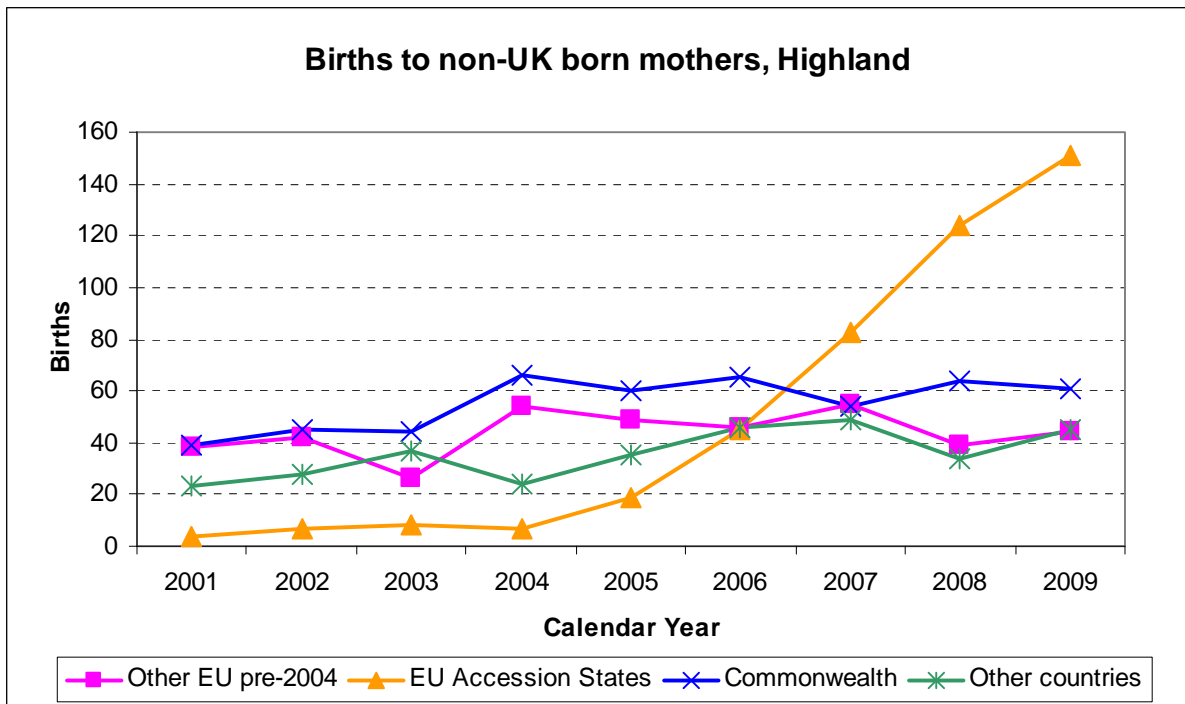
- [Figure 8](#) shows the number National Insurance number (NINo) allocations to overseas nationals each calendar year from 2002.
- Table 3 shows the most common and total number of nationalities to be allocated a NINo in 2009.
- These data have been obtained using the Department for Work and pensions (DWP) tabulation tool website⁹, which has annual Council area data. The data is based on date of registration and not date of arrival.
- A NINo is generally required by any overseas national looking to work or claim benefits / tax credits in the UK, including the self-employed or students working part-time.
- However, the figures will generally exclude those not working, planning to work or claim benefits (for example, some dependents and some students). They also exclude returning UK nationals. The data do not provide any out-migration information.

Footnote

9) [National Insurance Number Allocations to Adult Overseas Nationals entering the UK](#) on the Department for Work and Pensions website.

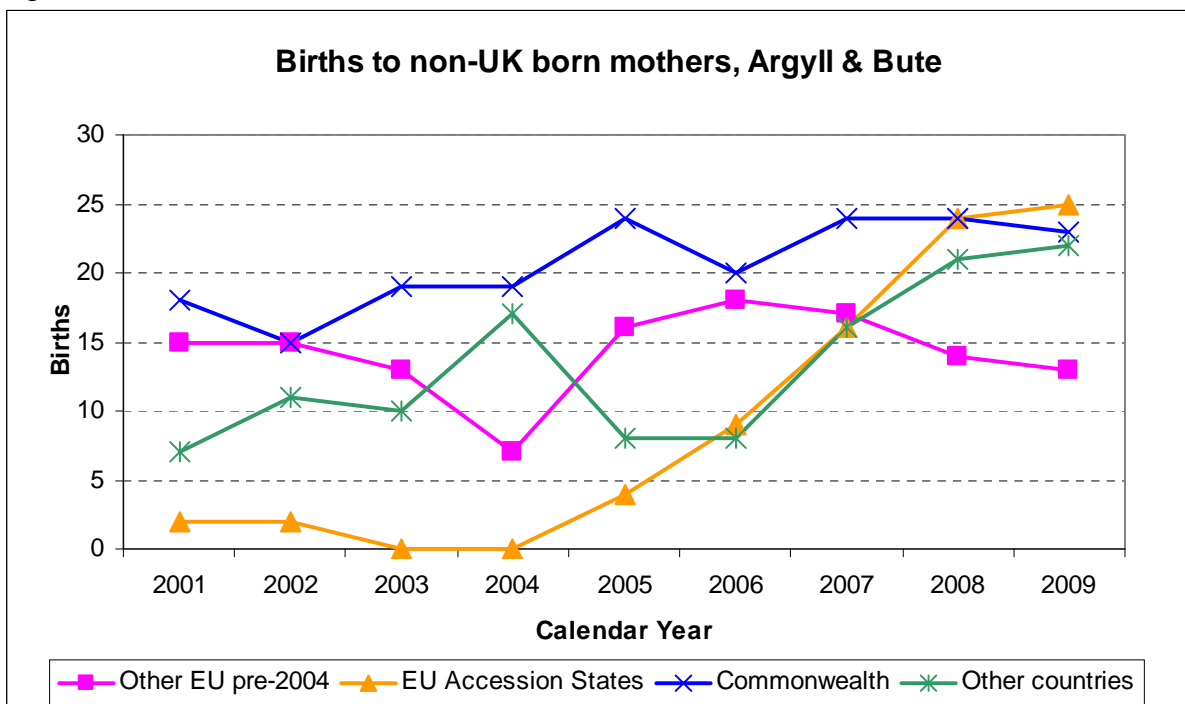
3.5 Mothers' country of birth

Figure 9a



(source: GROS).

Figure 9b



(source: GROS).

Table 4 Births to non-UK born mothers as percentage of total births, by Council Area and calendar year

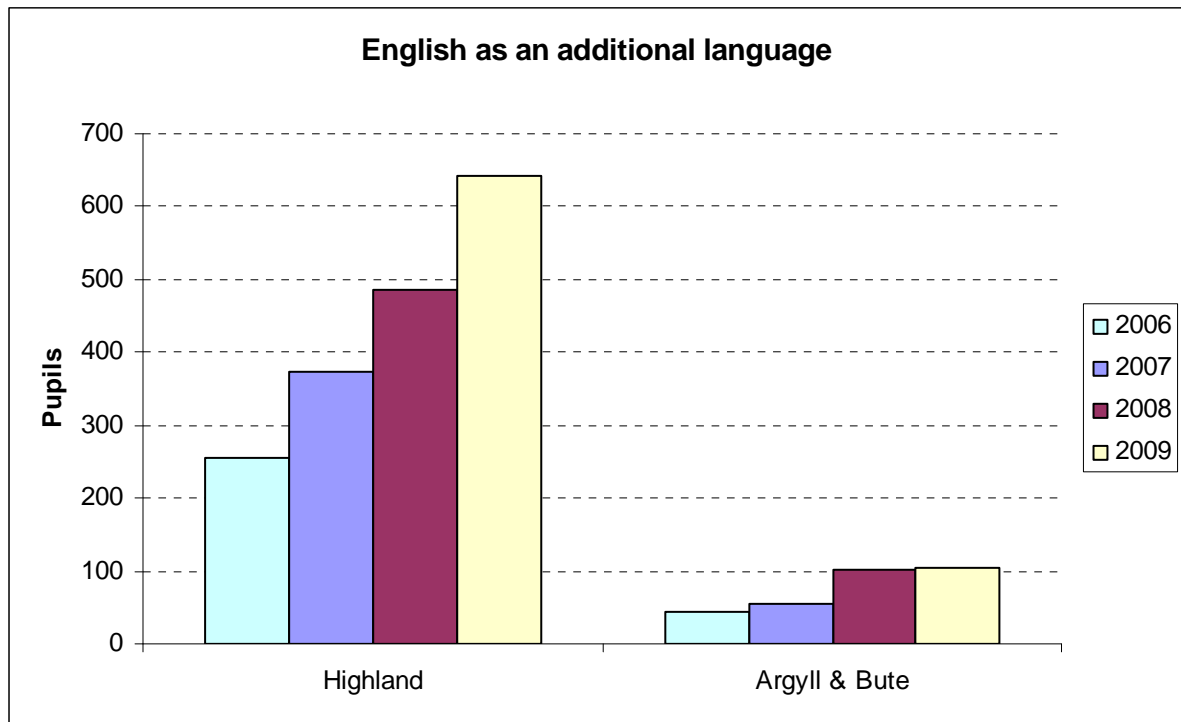
	Births to non-UK born mothers as a percentage of all births								
	2001	2002	2003	2004	2005	2006	2007	2008	2009
Highland	5	6	6	7	7	9	10	11	13
Argyll & Bute	5	6	6	5	7	7	10	10	10

(source: GROS)

- [Figure 9](#) shows the annual number of births to non-UK born mothers and Table 4 shows the percentage of all births that are to non-UK mothers.
- This data comes from the Vital Events team at GROS and is collected when the birth is registered. Data is available on request.
- This data is produced annually.

3.6 Pupil Census

Figure 10



(source: Pupil Census)

Table 5 Pupils with non-English main home language

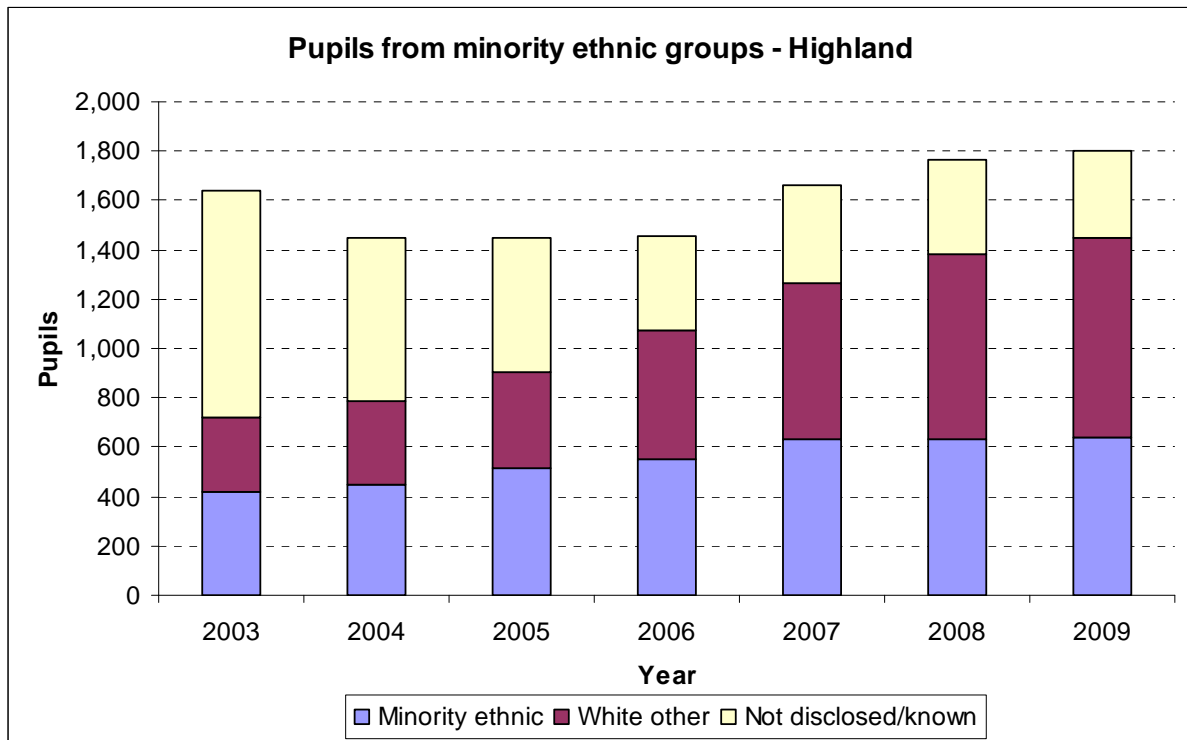
	2006	2007	2008	2009	Main three languages after English in 2009
Highland	437	622	736	799	Polish, Gaelic, Tagalog
Argyll & Bute	118	142	181	176	Polish, Gaelic, French

- The data shown in this section is derived mainly from the Pupil Census which is collected as part of the ScotXed programme. The data is published annually¹⁰.
- Data on English as an additional language and main home language data is available from 2006; data on minority ethnic groups is available from 2003.

Footnote

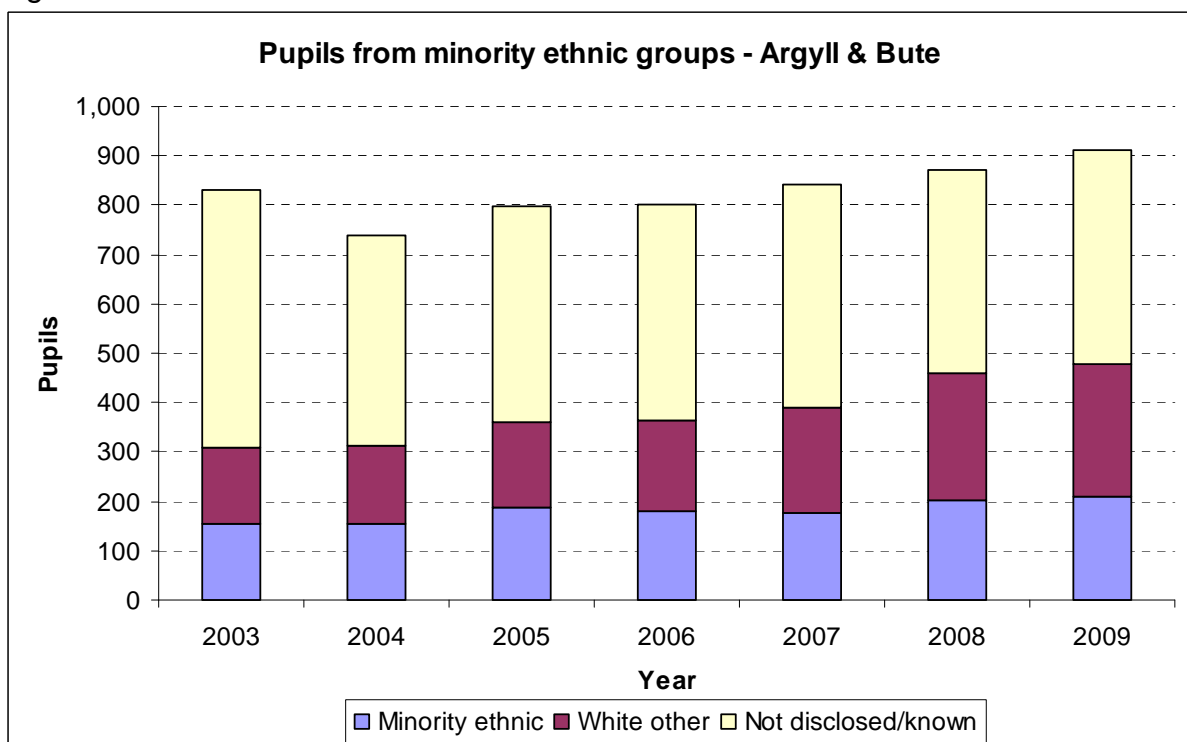
10) More information can be found on the [Pupil Census](#) section of the Scottish Government website.

Figure 11a



(source: Pupil Census)

Figure 11b



(source: Pupil Census)

4. Data source methodology and further information

4.1 GROS official migration estimates

4.1.1 Sources of migration data

There are three key sources of migration data:

- 1) The National Health Service Central Register (NHSCR) is used to calculate moves between NHS Board areas within the UK.
- 2) Community Health Index (CHI) is used to estimate migration at Council area and below.
- 3) International Passenger Survey (IPS) provides information on moves into and out of Scotland with an origin or destination of outside the UK.

The use of these sources in producing internal (within UK) and international migration estimates is described below.

4.1.2 Internal migration

The NHSCR system records the movements of patients between NHS Board areas in the UK. Counts of these re-registrations are used as a proxy indicator for moves within the UK.

The CHI holds records of people registered with an NHS doctor in Scotland. Unlike the NHSCR, the records used by GROS contain the postcode of the patient's address, which enables migration to be estimated for Council Areas, and for smaller areas.

Currently, GROS migration data derived from the NHSCR is considered to be the most reliable data available at NHS Board level, so estimates from the CHI are controlled to ensure that they are consistent with the NHSCR data for moves across a NHS Board boundary by origin, destination, age and sex.

NHSCR data on patient movements is lagged to better reflect migration patterns. For moves from Scotland to England and Wales and from Scotland to Northern Ireland it is assumed that migrants take an average of 3 months to register with a new GP and so, for example, registrations in October and September are assumed to relate to moves between July and June and registrations between April and March are assumed to relate to moves between January and December. Previous to Quarter 3 2008 moves from England and Wales and Northern Ireland to Scotland were lagged by 3 months. These moves are now lagged by 2 months. Previous to Quarter 2 2009 data moves from Scotland to Northern Ireland were lagged by 6 months. These moves are now lagged by 3 months as it is thought that this more accurately reflects these moves.

4.1.3 International migration

An international migrant is defined by the United Nations (UN) as someone who changes their country of residence for 12 months or more. There is not a single, all-inclusive system in place to measure all movements of population into and out of the UK. Therefore, a combination of data from three different sources is used to compile the National Statistics estimates of international migration into Scotland: the International Passenger Survey (IPS), the Home Office and the Labour Force Survey.

The IPS is a continuous sample survey conducted at the principal international air, sea and Channel Tunnel routes in the United Kingdom and provides an estimate of international migrants into the United Kingdom. Given that the IPS collects information on intentions which may or may not be realised, an adjustment is made to the IPS data for visitor and migrant switchers - people who change their intentions and their migratory status. The adjusted IPS data is called Long Term International Migration (LTIM) (previously Total International Migration (TIM)) and is produced by the Office for National Statistics (ONS). The allocation of Scotland's share of international migrants to the UK is based on the Labour Force Survey (LFS). The LFS provides more reliable data on the actual geographical distribution of immigrants, rather than the intended destination provided by the IPS. The outflow of international migrants from Scotland is based directly on the IPS data.

The LTIM estimate for Scotland was used for the first time in the 2007 mid-year estimates for Scotland. The previous method was based on the IPS but did not use the LFS distribution or adjustments for migrant switchers. However, it did include an adjustment for unmeasured migration.

4.1.4 Distribution of international migrants within Scotland

International migration flows to NHS Boards were allocated using overseas inflows recorded on the NHSCR. However, NHSCR records hold limited data on outflows from NHS Boards to overseas as patients rarely de-register with their doctor when moving overseas. For the mid-2007 estimates international outflows were therefore allocated using averaged proportions based on international inflows, outflows to the rest of the UK and the population size of each NHS Board. This is an improvement on the previous method in which the limited NHSCR data on international outflows was used in combination with moves from Scotland to the rest of the UK.

Age and sex distributions of international in-migrants are obtained directly from the NHSCR. The age/sex distribution of moves for international out-migrants was based on the distribution of migrants to the rest of the UK, as recorded by the NHSCR.

Distribution of migrants to Council areas is based on the Community Health Index (CHI) records, controlled to the NHSCR geographic and age / sex distributions. International in-migrants were allocated using records on the CHI extract where the patient had arrived from overseas. International out-migrants were allocated using a combination of in-migrants to Scotland from overseas and migrants leaving Scotland for the rest of the UK.

4.2 Data from other sources

4.2.1 NHS registrations from overseas

The data shown in this report shows only those migrants from overseas who have registered with a GP. It does not contain any information on out migration. These data do not show the exact time of migration as there is a difference between arrival date and the date at which the change of GP is processed. In addition, this lag may not be consistent across the time series. For the purposes of producing the mid-year population estimates, the lag is assumed to be 2 months. There may also be month to month variations in the volume of records loaded onto the NHSCR system, so the

monthly variations observed in the data may not represent variations in the number of people registering with GPs.

4.2.2 Country of birth

The Labour Force Survey (LFS) is a quarterly sample survey of households living at private addresses in Great Britain. The LFS excludes most communal establishments and foreign students living in halls of residence, so the number of foreign born migrants is likely to be under-reported. The quarterly data is published about 8 months after the time period to which it refers. Data on nationality is published in conjunction with the country of birth data. However, as an individual's nationality can change, country of birth gives a more robust estimate of change over time.

4.2.3 Worker Registration Scheme

Individuals from the A8 countries (i.e. those that joined the EU in May 2004, excluding Cyprus and Malta) are required to register under the Worker Registration Scheme if they work as employees. Self employed migrants are not required to register.

The data in this report is taken from the Home Office 'Accession Monitoring Report' series, however publication of this report has now ceased. Local Council level data is available from the Local Government Association (LGA) website¹¹ to those with a .gov.uk email address. In addition to total numbers registered, this site also provides access to data including gender, age, industry, nationality and hourly rate.

Other users may obtain information on migrants applying to the WRS by making a Freedom of Information request to the UK Border Agency¹².

The figures are not current: an individual who has registered to work and who leaves employment is not required to deregister, so some of those counted will have left the employment for which they registered and indeed some are likely to have left the UK. In addition the data relate to date of application, not date of entry to the UK.

4.2.4 National Insurance Number Allocations to Adult Overseas Nationals

The Department for Work and Pensions (DWP) NINo data covers people allocated a NINo for all types of work – including the self-employed and students working part-time – and whatever the length of stay in the UK. It also covers overseas nationals allocated a NINo to claim benefits or tax credit. Children migrating to the UK are not captured by these data. The DWP NINo data does not show when overseas nationals subsequently depart the UK, nor show length of stay in the UK. The DWP figures are therefore a measure of inflow of overseas nationals registering for a NINo. It does not measure outflow or overall stock of overseas nationals in the UK. The date of registration shown in this data will be sometime after date of arrival. The lag between the two is often a year and sometimes longer.

Footnotes

11) More information can be found on the [LGA](#) website.

12) Freedom.Informationteam@homeoffice.gsi.gov.uk

4.2.5 Pupil Census

The Pupil Census covers all publicly funded schools in Scotland (local authority and grant-aided). The Census is conducted annually in September and the data is published the following February in 'Results of Pupils in Scotland Census' available on the Scottish Government website. Over 97.5 per cent of pupils disclosed their ethnic background but this includes a large number of pupils in the unknown category.

4.3 Migration data sources – strengths and limitations

4.3.1 GROS mid-year estimates

Strengths - Provides an estimate of all long-term migrants at Local Council level.

Limitations - Estimates only produced annually, about 10 months after the period to which they refer.

4.3.2 Census

Strengths - Most comprehensive and detailed source of population and demography data.

Limitations - Data collected only once every 10 years. Latest data available is for 2001.

4.3.3 NHS registrations from overseas

Strengths - Most comprehensive administrative data source available. The available data is reasonably current (although go to limitation below regarding time lag to date of registration).

Limitations - Captures short-term migrants (i.e. those staying for less than 12 months) and these can't be distinguished from long-term migrants. Time lag between date of arrival and date of registration assumed to be 2 months on average but may vary between migrant groups. Excludes those who don't register with a GP.

4.3.4 Labour Force Survey (country of birth)

Strengths - Provides more current information on migrant stocks (i.e. migrants currently living in Scotland) than Census.

Limitations - Small sample size which limits confidence at local levels. Migrants living in communal establishments will be underestimated.

4.3.5 Worker Registration Scheme

Strengths - Provides local authority level data on nationality, gender and age of some migrants. Data is reasonably current.

Limitations - Only covers a specific migrant group, i.e. those from A8 countries who become an employee. Only provides information on in-migration, no de-registration process. Location information relates to that of employer, not where the individual lives. Migrants may move to a different location after their first registration.

4.3.6 National Insurance Number allocations to foreign nationals

Strengths - Provides local authority level data on nationality of economically active migrants. Location information relates to residence of individual, not employer (further information can be found in Workers Registration Scheme (WRS)). Includes those receiving benefits as well as those working (employed and self-employed).

Limitations - Time lag between date of arrival and date of registration, often a year and sometimes longer. Excludes students and other groups that do not require a NI number (e.g. children of migrant workers).

4.3.7 Mothers' Country of Birth

Strengths - Gives an indication of migrants choosing to settle in an area

Limitations - Only gives information on a very specific group of migrants (i.e. mothers having children).

4.3.8 Pupil Census

Strengths - Data is reasonably current. Can provide an indication of where migrant families live, rather than work.

Limitations - Provides no information about migrants without children. No nationality data. Only includes children in publically funded schools. English as an additional language excludes migrants who come from English speaking countries.

Annex A - Further sources of data informing on migration

Central Government data

Electoral register (overseas registrations)
Higher Education Statistics Agency (HESA)
Work and Pensions Longitudinal Study (WPLS)
British Household Panel Survey (BHPS)

Other data

Council tax
New housing developments
Housing in multiple occupation
Crime – Notifiable offences data from Home Office and British Crime Survey
High pupil turnover
Employment – proportion of low paid jobs
Letting agents – migrants tend to obtain housing from private rented sector
Citizens Advice Bureaus – report locally on issues raised by migrants
Registration for bank accounts/ mobile phones
Supermarkets – local changes in customer profile
Farm Survey – use of migrant labour
Gateway protection program – re-settlement of refugees to the UK
Local library registrations

Annex B – Abbreviations used

APS – Annual Population Survey
CHI – Community Health Index
DWP – Department for Work and Pensions
GROS – General Register Office for Scotland
HB – Health Board
HESA – Higher Education Statistics Agency
HMRC – Her Majesty’s Revenue and Customs
IMPS – Improvement to Migration and Population Statistics
IPS – International Passenger Survey
LFS – Labour Force Survey
NHSCR – National Health Service Central Register
NINo – National Insurance Number
ONS – Office for National Statistics
WRS – Worker Registration Scheme

Annex C – EU and EU accession countries

Pre – May 2004 EU member states (EU 15)

Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain, Sweden, United Kingdom.

Accession States

Accession States	May 2004	A8	Czech Republic Estonia Hungary Latvia Lithuania Poland Slovakia Slovenia
		Other	Cyprus Malta
	January 2007	A2	Bulgaria Romania