

**DEPARTMENT OF HEALTH, SOCIAL SERVICES & PUBLIC SAFETY**

**MONITORING OF HUMAN RESOURCE ACTIVITY**

**MONITORING PERIOD 01 APRIL 2004 – 30 SEPTEMBER 2004**

# **Monitoring Period 01 April 2004 – 30 September 2004**

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## **Monitoring Period 01 April 2004 – 30 September 2004**

### **SICKNESS ABSENCE MONITORING**

**Appendix 1** shows the total average percentage of working days lost by Trust in this monitoring period compared with the data provided for the same monitoring period in the previous surveys. There are information gaps for some Trusts. During this monitoring period, the Northern Ireland Ambulance Service has recorded the highest overall average of 7.39%, which is an increase since the same monitoring period in the previous survey where an average of 6.3% was recorded. North & West Belfast Trust recorded the highest total average % of working days lost last year and has reduced this from 7.76% to 6.69% in this year's survey. Craigavon Area Hospital Group Trust continue to record the lowest average of 4.19% although this has increased from 3.61% for the same monitoring period in the previous year's survey.

**Appendix 2** is a Table showing the Sickness Absence returns by Trust in alphabetical order for this monitoring period. Data has not been included for the Royal, as a return for this monitoring period was not received.

**PLEASE NOTE THAT COMPARISONS ARE MADE ON THE BASIS OF THE INFORMATION PROVIDED BY TRUSTS, AND THAT TRUSTS MAY NOT EMPLOY STAFF IN ALL OF THE STAFF GROUPINGS.**

**Appendices 3 – 9** show graphical representation of sickness absence in each of the following Staff Groupings across three years for the same monitoring period, it should be noted that there are some information gaps: -

**1. Admin & Clerical - TC2 (Appendix 3)**

The Northern Ireland Ambulance Service recorded the highest average % of working days lost in this staff group at 9.87%, which has decreased from 10.97% recorded for the same monitoring period in the previous year's survey. The

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total Whole Time Equivalent (WTE) of Admin & Clerical staff employed by the NI Ambulance Service is 40.37 and amongst a small workforce, an individual's sick leave can significantly impact on the average percentage of working days lost. Craigavon Area Hospital Trust recorded the lowest average % of working days lost in this staff group at 2.69%.

### 2. Maintenance - TC3 (Appendix 4)

There are relatively small numbers of staff in this grouping and as a result increases or decreases in the number of working days lost can have a dramatic effect on the average % of working days lost e.g. Greenpark reported 13.84% for the same monitoring period in the last survey, reducing to 7.11% in this survey. Similarly, in comparison to the same monitoring period in the previous year, the Northern Ireland Ambulance Service has decreased the average % of working days lost for this staff group from 5.39% to 0% for 3 WTE. The Mater recorded the highest average of 17.32% for 16 WTE. **Appendix 11** shows that the regional average % of working days lost for this staff group has risen to the same level as it was for the same monitoring period in 2002.

### 3. Ancillary & General - TC4 (Appendix 5)

Greenpark recorded the highest average % of working days lost at 14.42% for 17.64 WTE, which is an increase from 5.12% for 15.64 WTE recorded in the previous year's survey. Northern Ireland Ambulance Service recorded the lowest average of 0% having 1WTE in this staff grouping. Foyle recorded the next lowest average % of working days lost at 6.06%. This staff group continues to show the highest levels of sickness absence in comparison to the other staff groups on a regional level, **Appendix 10** shows the graphical representation.

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### 4. Nursing & Midwifery - TC5 (Appendix 6)

Causeway recorded the highest average % of working days lost in this survey at 8.38%, continuing to decrease since 9.77%, recorded for the same monitoring period in the previous year's survey. Greenpark recorded the second highest average % at 8.13%. The Mater reported the lowest average % of working days lost at 4.76%.

### 5. Social Workers - TC6 (Appendix 7)

Belfast City Hospital, the Mater, NI Ambulance Service and United have no employees recorded against this staff group. Altnagelvin and Greenpark have reported the lowest averages 0% with 0.9 WTE and 5 WTE staff in this group respectively. Newry & Mourne recorded the highest % of working days lost at 7.85%. For the same monitoring period in the previous year's survey, Causeway recorded the highest average % of working days lost at 9.4%, however this has decreased to 5.78% in this survey. This staff group continues to show a reduction in sickness absence on a regional level compared to that percentages recorded for the same monitoring period over the past two years, **Appendix 11**.

### 6. Professional & Technical - TC7 (Appendix 8)

Altnagelvin recorded the highest average % of working days lost in this staff group at 5.79%. For the same monitoring period in the previous year's survey, Down Lisburn recorded the highest average % of working days lost in this staff group at 7.02%, which has since decreased to 3.66% in this monitoring period. This staff group has recorded the second lowest regional average at 3.87%, in comparison to the other staff groups, see **Appendix 10**.

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### 7. Doctors - TC8 (Appendix 9)

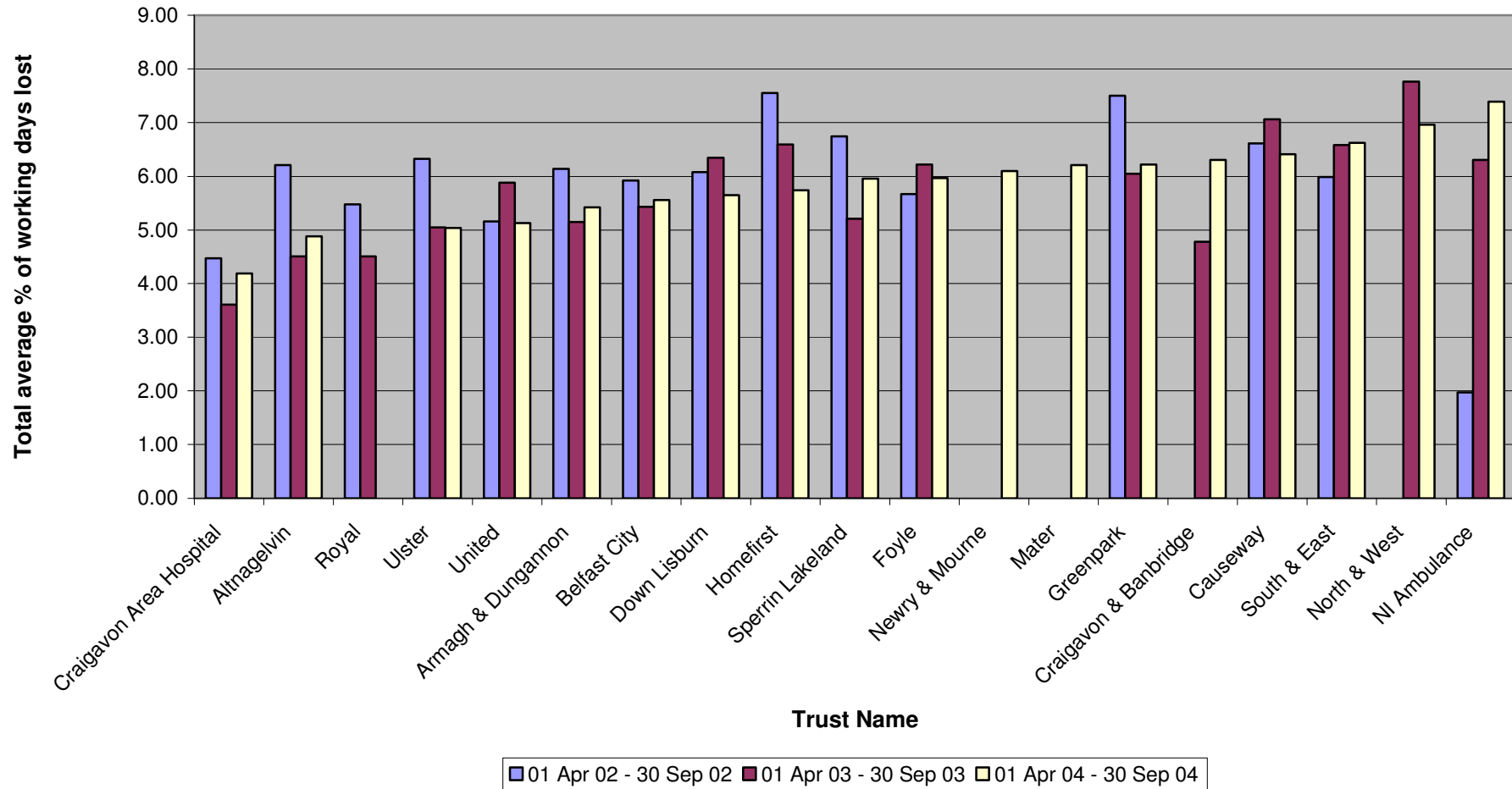
Craigavon & Banbridge has recorded the highest average % of working days lost in this staff group 6.40% for 24.76 WTE. The Mater has recorded the lowest average % of working days lost in this staff group at 0.3% for a WTE of 147.59. This staff group continue to record the lowest level of sickness absence in comparison to the other staff groups as shown in **Appendix 10**. The average % of working days lost in this staff group has risen from 1.36% for the same monitoring period in 2002 to 1.8% in this survey - see **Appendix 11**.

### 8. Ambulance Service - TC9

The Ambulance Service staff grouping was first recorded in the Apr- Sep 2003 monitoring returns. The average % of working days lost has increased since then from 5.93% to 7.15% in this monitoring period. There is no graphical representation of the data as only the Ambulance Service employs staff in this TC group. On a regional level as shown in **Appendix 10**, this staff grouping records the second highest average at 7.15% for a WTE of 872.

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Chart showing the total average % of working days lost by Trust in comparison with data provided for the same monitoring period in previous surveys

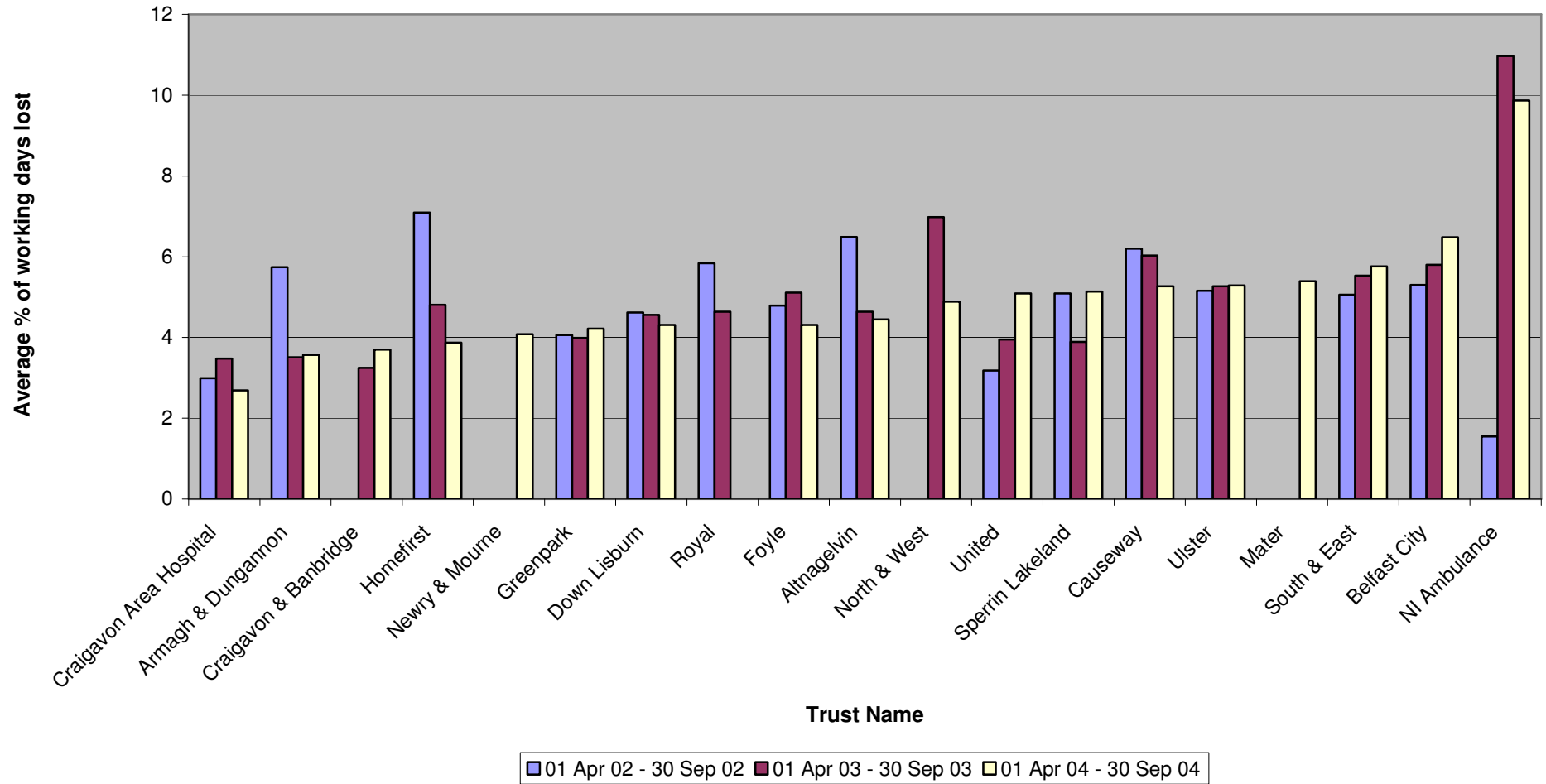


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Trust Name	TC2	TC2	TC3	TC3	TC4	TC4	TC5	TC5	TC6	TC6	TC7	TC7	TC8	TC8	TC9	TC9	Overall
	WTE	Average	WTE	Average	WTE	Average	WTE	Average	WTE	Average	WTE	Average	WTE	Average	WTE	Average	
Altnagelvin	426.21	4.45	33.00	2.52	93.00	8.90	1064.30	5.47	0.90	0.00	326.56	5.79	237.60	0.57	0.00	0.00	4.88
Armagh & Dungannon	366.22	3.57	28.00	6.68	269.39	6.77	681.93	6.04	264.67	6.48	159.18	3.18	37.69	3.13	0.00	0.00	5.42
Belfast City	858.49	6.48	43.00	11.92	407.39	10.80	1662.84	5.97	0.00	0.00	805.36	3.39	685.97	0.89	0.00	0.00	5.56
Causeway	621.35	5.27	23.00	9.83	478.00	10.09	770.81	8.38	243.65	5.78	223.48	4.47	156.7	1.10	0.00	0.00	6.41
Craigavon Area Hospital	398.68	2.69	24.00	2.86	97.58	7.63	1055.36	5.36	13.33	0.49	353.11	3.85	217.80	0.76	0.00	0.00	4.19
Craigavon & Banbridge	308.35	3.70	0.00	0.00	138.14	10.40	278.25	5.50	392.09	7.10	106.28	3.40	24.76	6.40	0.00	0.00	6.30
Down Lisburn	606.75	4.31	27.43	10.61	618.13	8.82	1012.26	5.64	426.13	5.45	280.80	3.66	138.64	1.03	0.00	0.00	5.65
Foyle	653.58	4.31	99.00	5.72	549.73	6.06	700.53	5.75	451.98	7.51	175.29	4.00	42.73	1.79	0.00	0.00	5.97
Greenpark	256.51	4.22	26.50	7.11	17.64	14.42	587.13	8.13	5.00	0.00	227.88	4.36	62.58	0.52	0.00	0.00	6.22
Homefirst	912.66	3.87	28.00	3.05	620.10	10.49	978.61	5.93	819.25	5.50	369.55	2.94	86.43	1.55	0.00	0.00	5.74
Mater	216.04	5.39	16.00	17.32	151.94	6.26	495.84	4.76	0.00	0.00	122.98	3.25	147.59	0.30	0.00	0.00	6.21
Newry & Mourne	481.93	4.08	18.00	4.19	251.04	11.83	633.08	6.40	249.64	7.85	169.72	3.80	154.18	2.17	0.00	0.00	6.10
NI Ambulance	40.37	9.87	3.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	872.00	7.15	7.39
North & West	567.60	4.89	25.01	9.70	474.55	9.40	672.03	7.30	794.20	7.56	189.03	4.19	43.33	2.24	0.00	0.00	6.96
Royal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South & East	635.62	5.76	22.00	2.11	580.53	8.14	810.91	7.49	542.06	6.52	204.44	3.40	58.47	2.78	0.00	0.00	6.62
Sperrin Lakeland	566.65	5.14	0.00	0.00	496.88	7.02	1324.53	6.22	338.00	6.20	250.58	5.20	186.71	3.46	0.00	0.00	5.96
Ulster	800.58	5.29	39.00	2.30	598.61	9.26	1458.9	6.19	613.43	7.49	452.67	3.65	301.11	1.07	0.00	0.00	5.04
United	589.78	5.09	51.00	8.32	331.81	8.38	1345.43	5.64	0.00	0.00	442.33	3.19	251.15	0.88	0.00	0.00	5.13

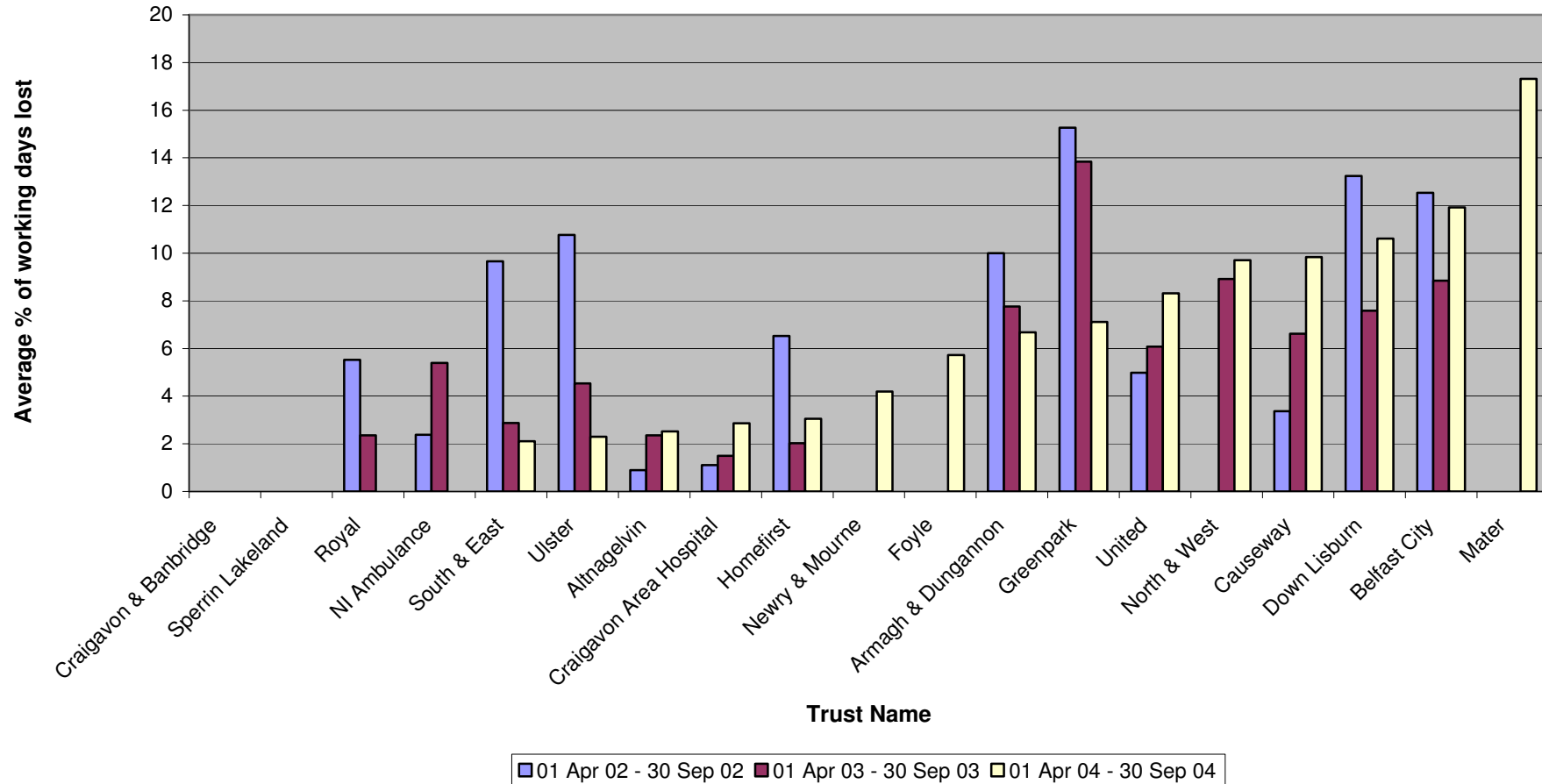
# Monitoring Period 01 April 2004 – 30 September 2004

## Admin & Clerical - TC2



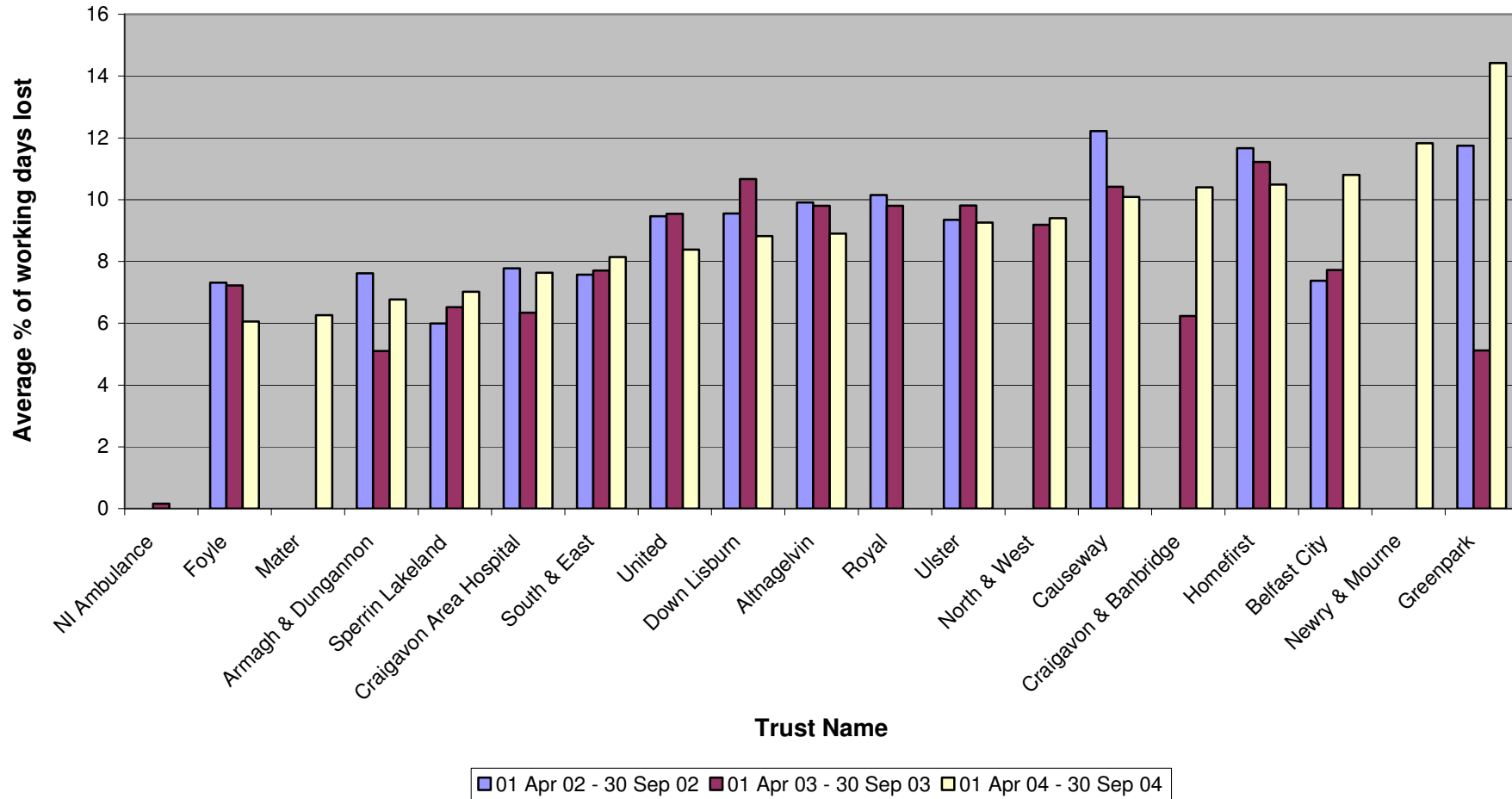
# Monitoring Period 01 April 2004 – 30 September 2004

## Maintenance - TC3



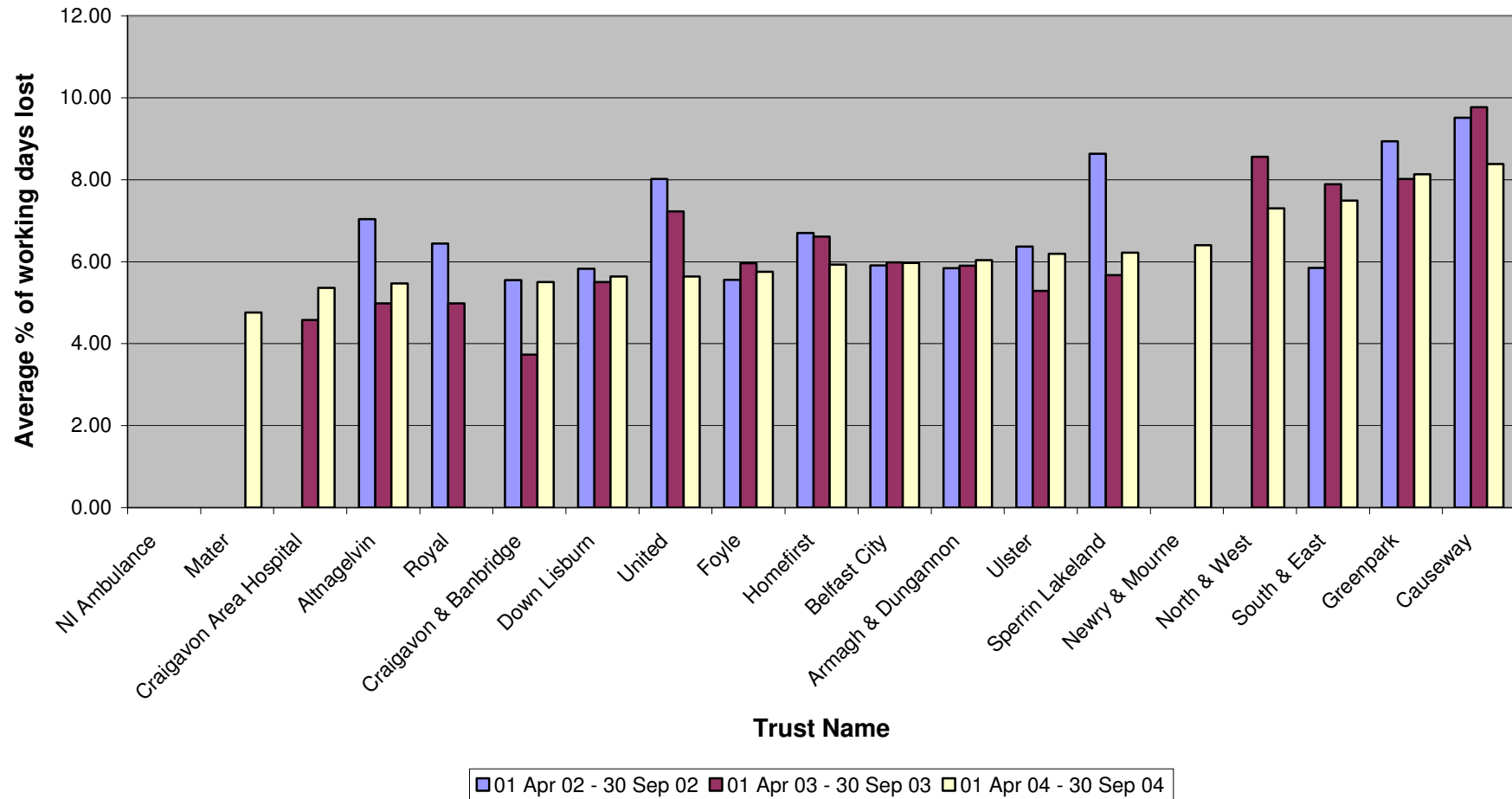
# Monitoring Period 01 April 2004 – 30 September 2004

## Ancillary & General - TC4



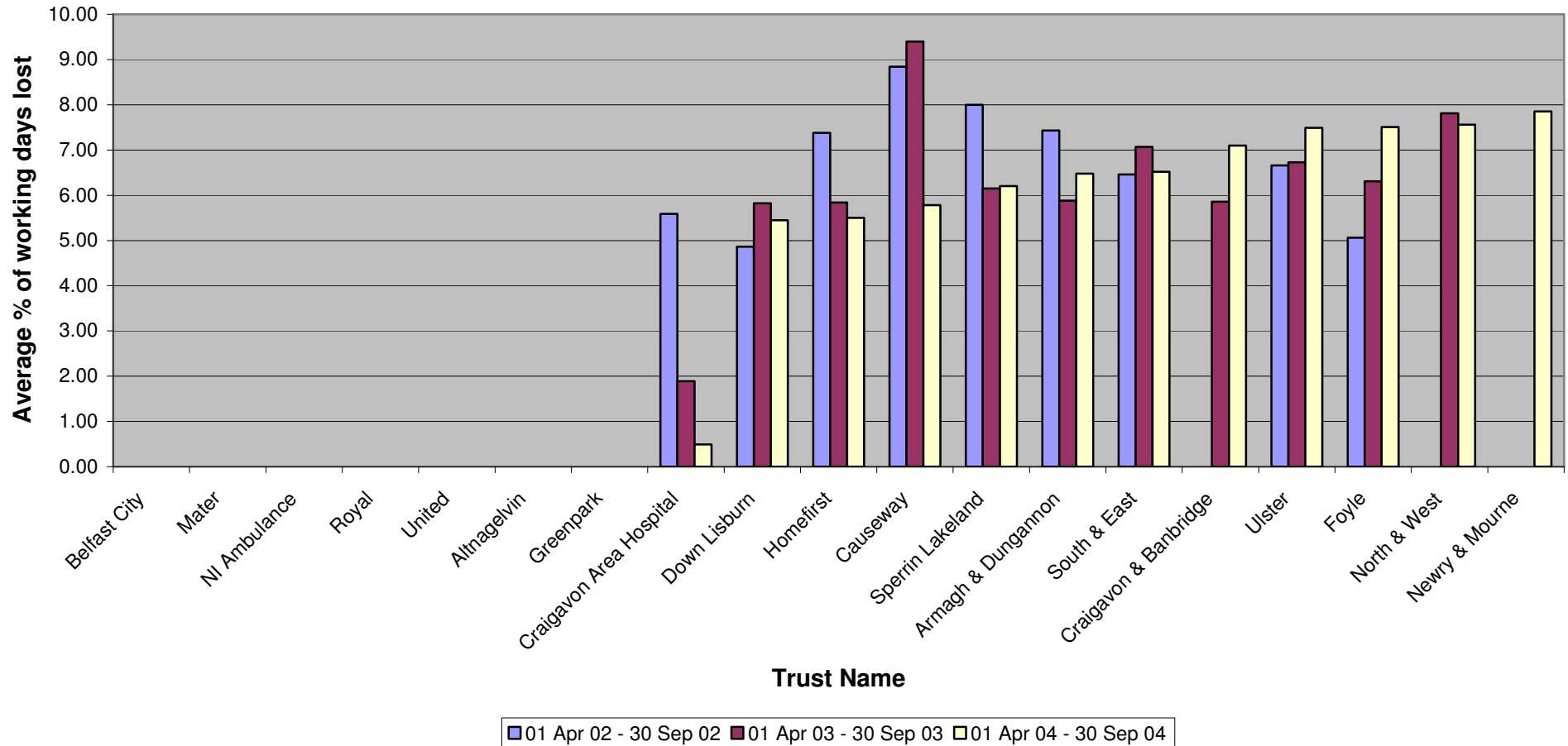
# Monitoring Period 01 April 2004 – 30 September 2004

## Nursing & Midwifery - TC5



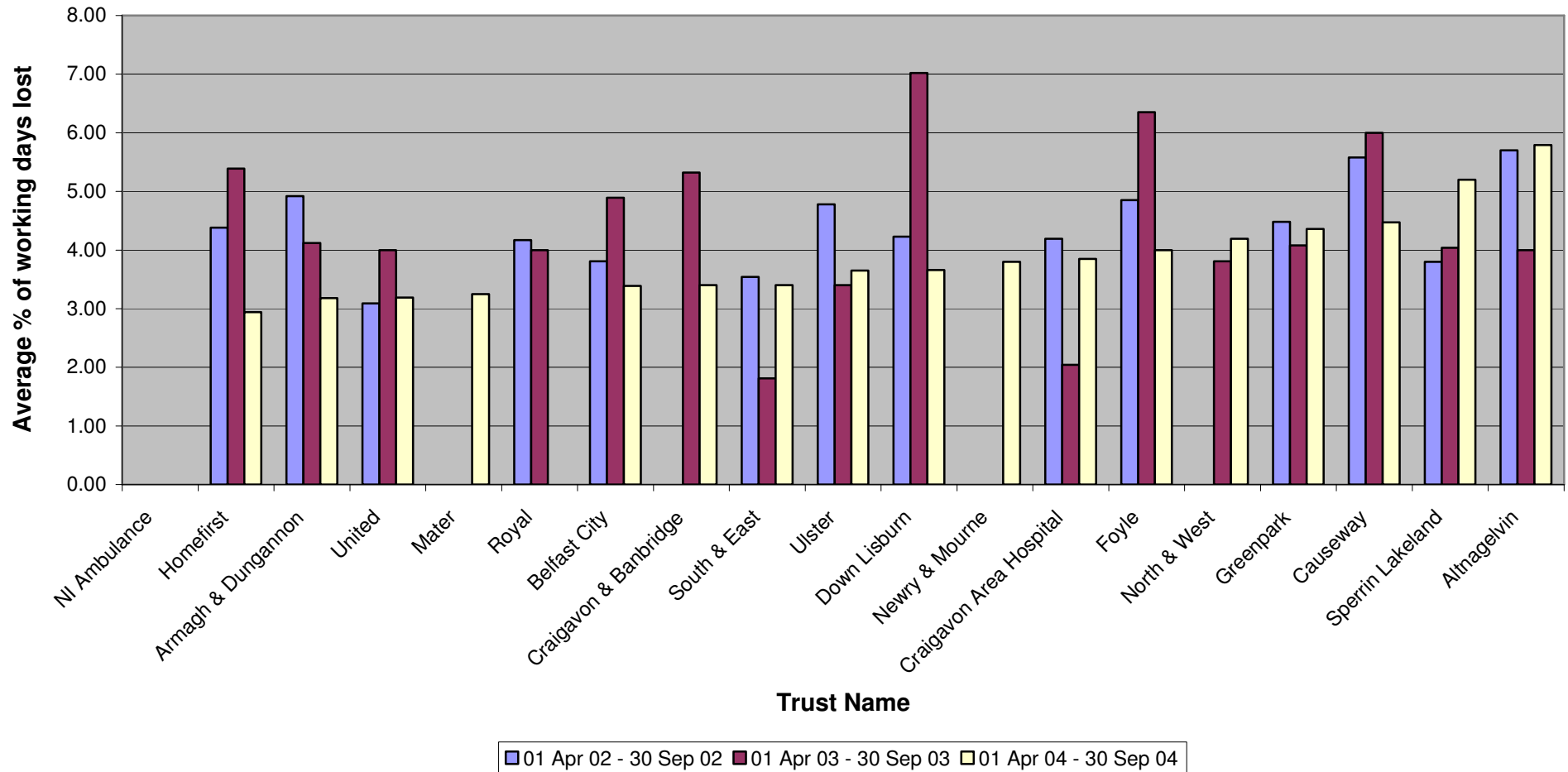
# Monitoring Period 01 April 2004 – 30 September 2004

## Social workers - TC6



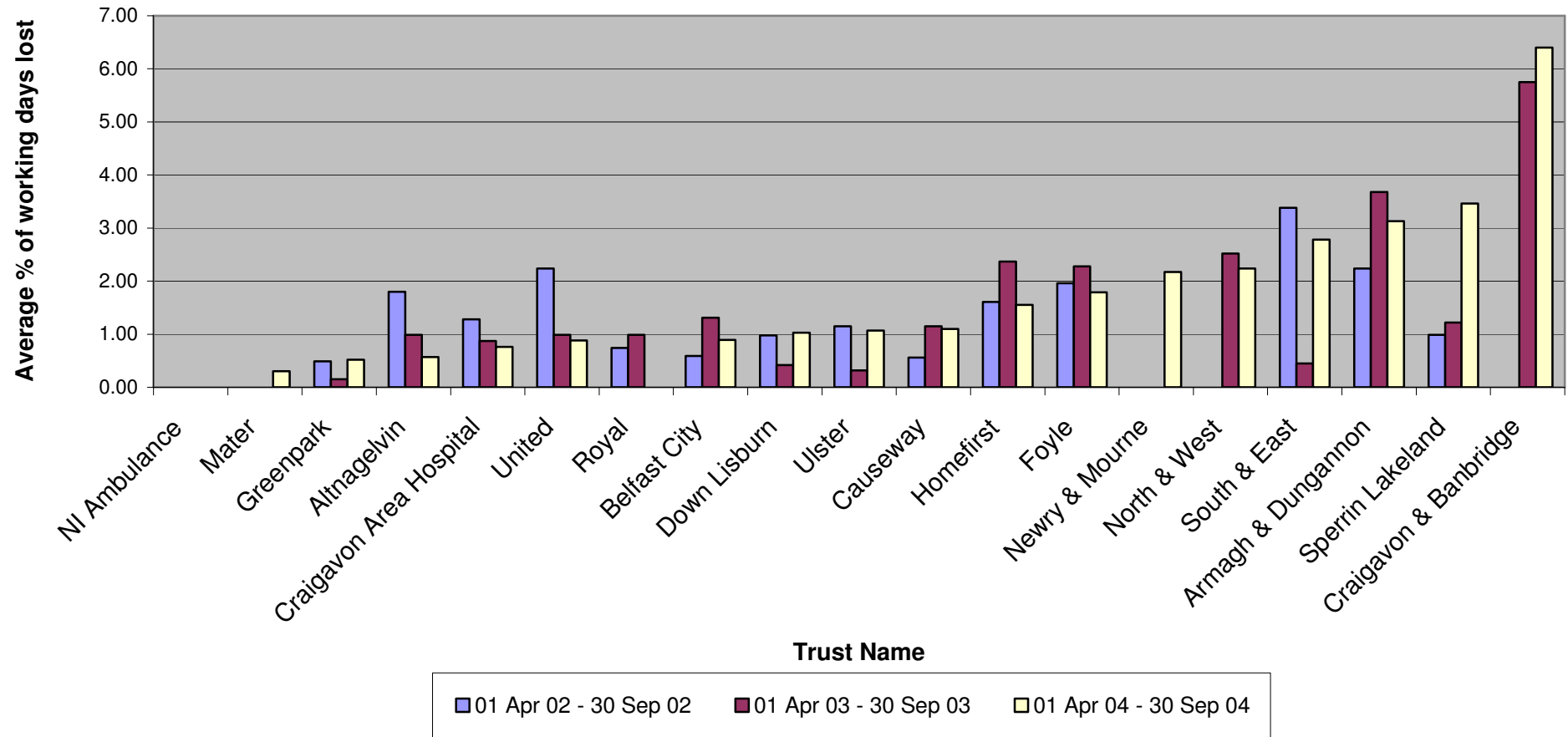
# Monitoring Period 01 April 2004 – 30 September 2004

## Professional & Technical - TC7



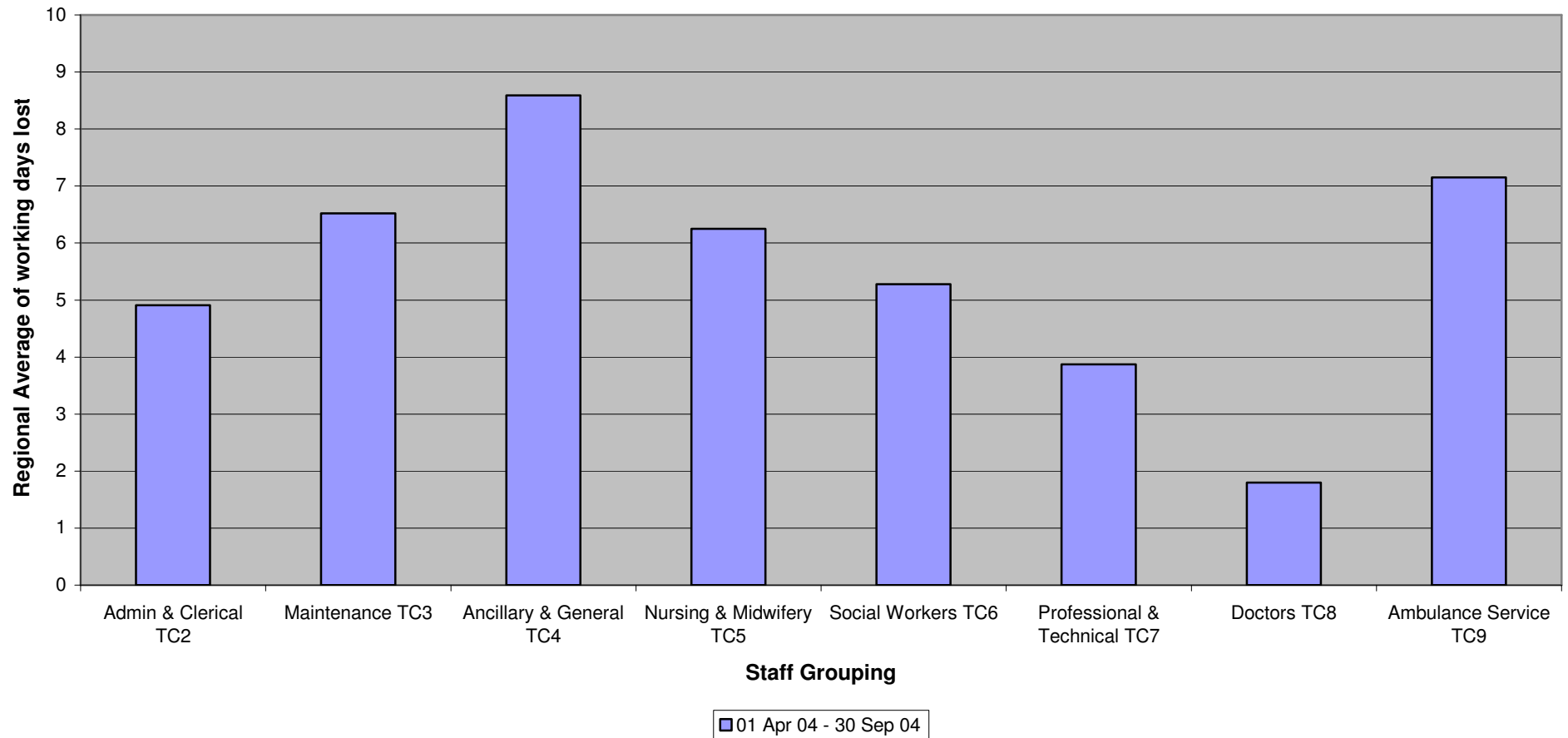
# Monitoring Period 01 April 2004 – 30 September 2004

## Doctors - TC8



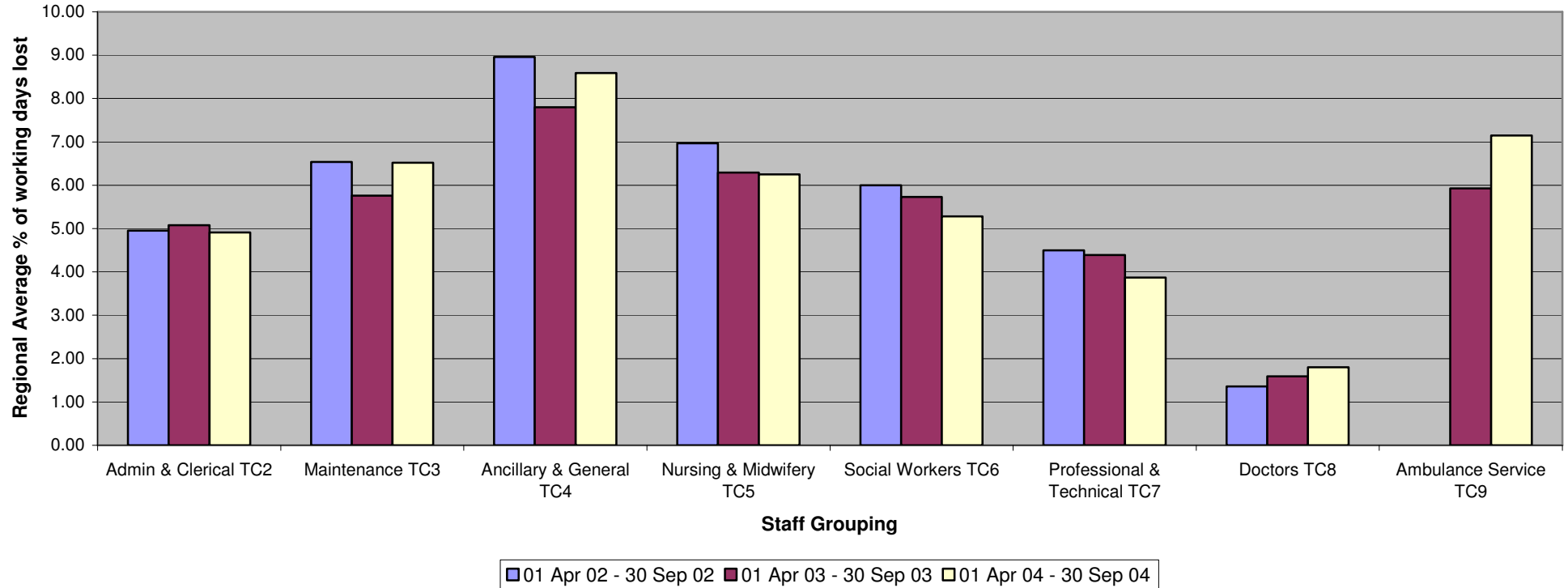
# Monitoring Period 01 April 2004 – 30 September 2004

Chart showing comparison between Staff Groupings on a Regional Level



# Monitoring Period 01 April 2004 – 30 September 2004

Chart showing comparison between Staff Groupings on a Regional Level compared with data supplied for the same monitoring period in previous surveys



## Monitoring Period 01 April 2004 – 30 September 2004

### MONITORING USE OF AGENCY STAFF

**Appendix 12** shows the use of agency staff in all categories across all Trusts. It should be noted that Altnagelvin do not use agency staff at all. There are gaps in the information supplied in relation to WTE and hours purchased and therefore totals are not included, as this would present an incomplete picture.

**Appendix 13** is a table which shows the use of Nursing Agency staff. The total cost has increased by £1,846,492 (47%) to £5,775,844 in this survey compared to £3,929,352, the cost recorded for the same monitoring period last year. The Royal continues to be the biggest user of Nursing Agency staff and in this monitoring period has recorded costs of £2,113,754, which equates to 6.67% of the total number of employees in this staff category. The number of agency staff employed in the Mater is recorded as 11.53% of the total number of nursing staff employed by the Trust.

**Appendix 14** is a graphical representation of the use (using cost) of nursing agency staff by Trust.

**Appendix 15** is a table detailing the use of Admin & Clerical agency staff. The total cost recorded has increased by 49.5% to £2,527,838 compared to the cost recorded for same monitoring period last year, £1,690,853. The Royal were the highest user of Admin & Clerical agency staff recording a cost of £725,861, which equates to 11.08% of the total employees in this staff group. The number of agency staff employed in the Northern Ireland Ambulance Service is recorded as 52% of the total number of Admin & Clerical employees.

**Appendix 16** shows a graphical representation of the use (cost) of Admin & Clerical agency staff by Trust.

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**Appendix 17** is a table showing the use of ‘Other’ agency staff. Some Trusts have expressed the use of agency staff as a percentage within particular staff categories (e.g. ancillary & general) and not as a percentage of the total group (i.e. ‘Other’). In these cases, an overall percentage cannot be included for comparison purposes. The total cost of ‘Other’ Agency staff has increased in comparison to the same monitoring period last year from £3,716,465 to £5,847,999, which represents an increase of 57.35%. Locums account for £1.2m of the cost of ‘Other’ agency staff for Sperrin Lakeland Trust.

**Appendix 18** shows a graphical representation of the use (cost) of ‘Other’ agency staff by Trust.

**Appendix 19** is a table showing the total cost of Agency staff by Trust. The total cost of agency staff has increased to £14,041,681.87 in this survey from £9,336,670.90 recorded for the same monitoring period the previous year, this represents an increase of 50.4%.

**Appendix 20** shows a graphical representation of the total cost of agency staff by trust.

**Appendix 21** shows a graphical representation of the total cost of agency staff by trust in comparison with the same monitoring period for the previous year.

**TABLE SHOWING USE OF AGENCY STAFF**  
**Monitoring Period 01 April 2004 – 30 September 2004**

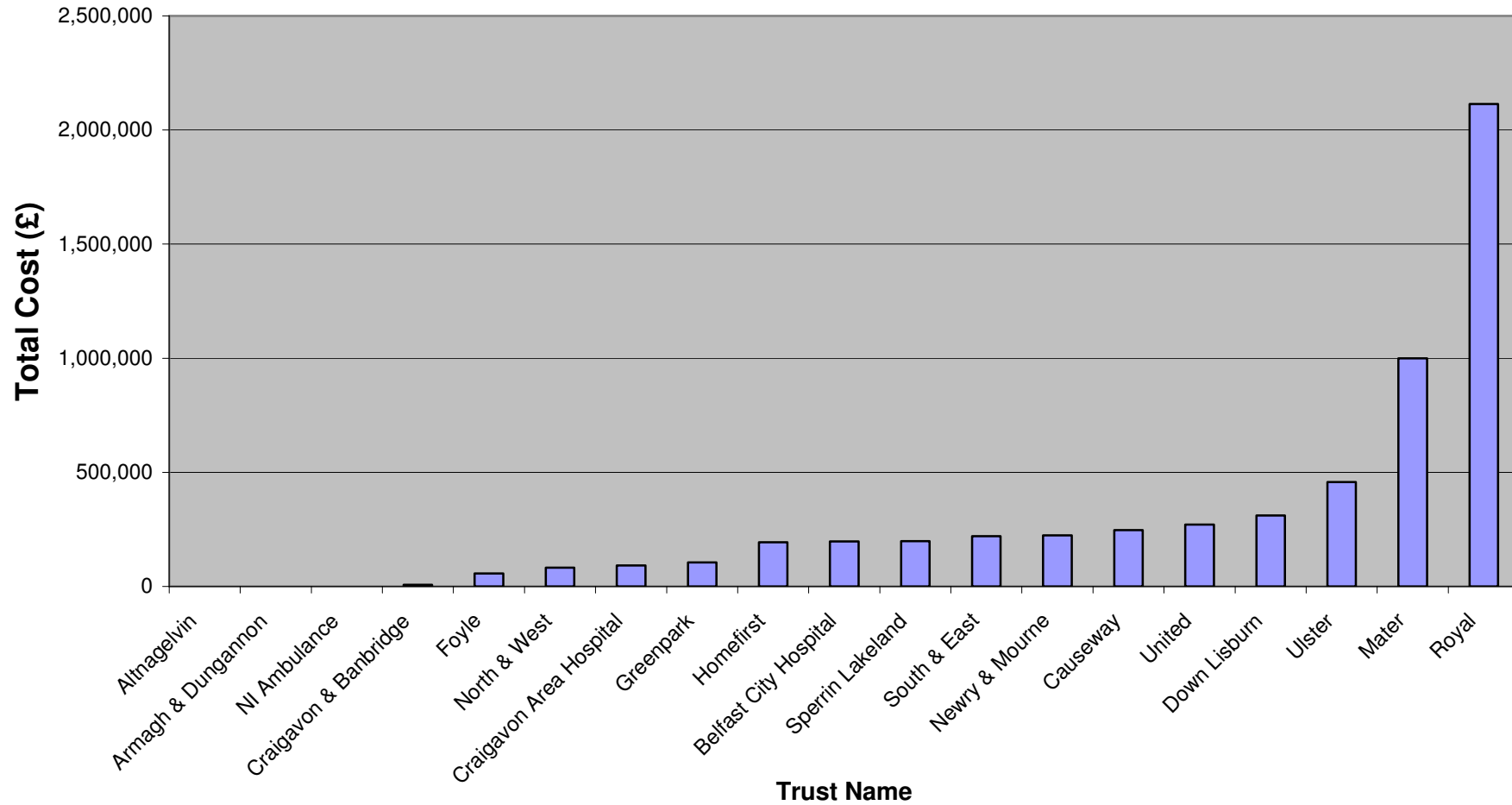
Trust Name	Nursing HP	Nursing WTE	Nursing Cost £	A & C HP	A & C WTE	A & C Cost £	Other HP	Other WTE	Other Cost £	Total cost £
Altnagelvin	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Armagh & Dungannon	0.00	0.00	0.00	4,466.38	4.64	34,593.06	2,689.25	2.80	61,308.63	95,901.69
Belfast City Hospital	17,459.11	17.91	197,522.07	17,178.56	17.63	142,589.00	5,135.42	4.94	254,530.00	594,641.07
Causeway	11,270.50	11.55	246,370.83	n/a	n/a	12,388.00	0.00	0.00	0.00	258,758.83
Craigavon & Banbridge	483.15	0.50	7,295.14	1,720.39	1.79	13,246.99	7,109.23	6.87	55,389.56	75,931.69
Craigavon Area Hospital	6,299.00	6.46	91,793.00	7,969.00	8.28	60,437.00	32.00	0.03	248.00	152,478.00
Down Lisburn	18,697.54	19.13	311,314.00	21,366.43	22.15	180,760.00	11,411.52	11.42	429,861.24	921,935.24
Foyle	4,661.00	124.29	56,821.00	4,152.00	112.25	30,520.00	6,428.00	173.73	348,219.00	435,560.00
Greenpark	7,366.19	7.53	105,797.84	12,996.80	13.29	110,248.13	371.00	0.38	6,042.84	222,088.81
Homefirst	n/a	n/a	193,708.00	n/a	n/a	174,904.00	n/a	n/a	868,425.00	1,237,037.00
Mater	65,154.00	66.63	999,461.00	7,435.00	7.89	43,453.00	35,437.00	19.86	505,522.00	1,548,436.00
Newry & Mourne	14,328.82	n/a	223,746.57	1,901.34	n/a	14,612.07	4,080.82	n/a	33,870.22	272,228.86
NI Ambulance	0.00	0.00	0.00	9,183.25	21.00	237,378.03	7,045.50	12.00	117,156.21	354,534.24
North & West	6,063.96	6.22	81,863.54	47,072.41	48.93	329,506.90	45,651.98	47.45	506,737.00	918,107.44
Royal	149,911.00	153.76	2,113,754.00	103,694.00	107.79	725,861.00	87,763.00	86.64	877,177.00	3,716,792.00
South & East	15,284.00	17.60	220,692.00	29,444.00	34.02	217,649.00	9,368.00	16.68	152,296.00	590,637.00
Sperrin Lakeland	18,313.00	16.96	198,149.00	11,676.00	14.22	86,403.00	35,811.00	38.72	1,346,498.00	1,631,050.00
Ulster	44,795.00	46.00	456,908.00	10,873.00	11.00	84,806.00	18,013.00	18.00	145,604.00	687,318.00
United	17,897.00	18.31	270,648.00	3,633.00	4.05	28,483.00	3,714.00	3.42	29,115.00	328,246.00
<b>Total</b>			<b>5,775,843.99</b>			<b>2,527,838.18</b>			<b>5,737,999.70</b>	<b>14,041,681.87</b>

**TABLE SHOWING USE OF NURSING AGENCY STAFF**  
**Monitoring Period 01 April 2004 – 30 September 2004**

<b>Trust Name</b>	<b>Nursing</b>	<b>Nursing</b>	<b>Nursing</b>	<b>% of total employees</b>
	<b>Hours Purchased</b>	<b>WTE</b>	<b>Cost</b>	
Altnagelvin	0.00	0.00	0.00	0.00
Armagh & Dungannon	0.00	0.00	0.00	0.00
Belfast City Hospital	17,459.11	17.91	197,522.07	0.60
Causeway	11,270.50	11.55	246,370.83	n/a
Craigavon & Banbridge	483.15	0.50	7,295.14	0.18
Craigavon Area Hospital	6,299.00	6.46	91,793.00	0.61
Down Lisburn	18,697.54	19.13	311,314.00	1.89
Foyle	4,661.00	124.29	56,821.00	0.68
Greenpark	7,366.19	7.53	105,797.84	1.28
Homefirst	n/a	n/a	193,708.00	n/a
Mater	65,154.00	66.63	999,461.00	11.53
Newry & Mourne	14,328.82	n/a	223,746.57	n/a
NI Ambulance	0.00	0.00	0.00	0.00
North & West	6,063.96	6.22	81,863.54	0.90
Royal	149,911.00	153.76	2,113,754.00	6.67
South & East	15,284.00	17.60	220,692.00	2.52
Sperrin Lakeland	18,313.00	16.96	198,149.00	2.00
Ulster	44,795.00	46.00	456,908.00	3.21
United	17,897.00	18.31	270,648.00	1.84
<b>Total</b>			<b>5,775,843.99</b>	

**CHART SHOWING USE OF NURSING AGENCY STAFF**  
**Monitoring Period 01 April 2004 – 30 September 2004**

**Cost of Nursing Agency Staff**



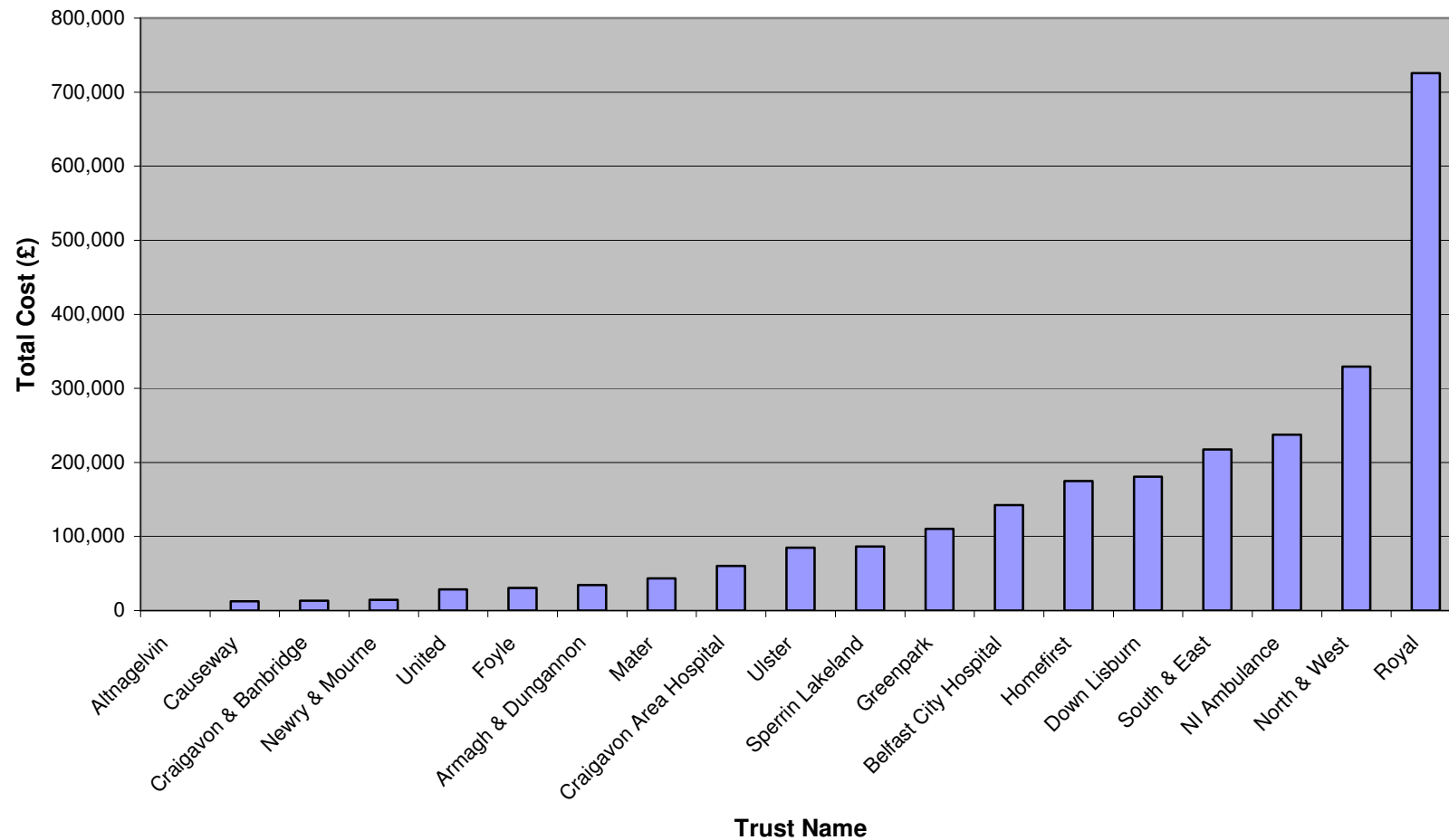
**TABLE SHOWING USE OF ADMIN & CLERICAL AGENCY STAFF**  
**Monitoring Period 01 April 2004 – 30 September 2004**

<b>Trust Name</b>	<b>A &amp; C Hours Purchased</b>	<b>A &amp; C WTE</b>	<b>A &amp; C Cost</b>	<b>% of total employees</b>
Altnagelvin	0.00	0.00	0.00	0.00
Armagh & Dungannon	4,466.38	4.64	34,593.06	1.42
Belfast City Hospital	17,178.56	17.63	142,589.00	1.57
Causeway	n/a	n/a	12,388.00	n/a
Craigavon & Banbridge	1,720.39	1.79	13,246.99	0.58
Craigavon Area Hospital	7,969.00	8.28	60,437.00	2.07
Down Lisburn	21,366.43	22.15	180,760.00	3.65
Foyle	4,152.00	112.25	30,520.00	0.66
Greenpark	12,996.80	13.29	110,248.13	5.18
Homefirst	n/a	n/a	174,904.00	n/a
Mater	7,435.00	7.89	43,453.00	3.33
Newry & Mourne	1,901.34	n/a	14,612.07	n/a
NI Ambulance	9,183.25	21.00	237,378.03	52.00
North & West	47,072.41	48.93	329,506.90	9.60
Royal	103,694.00	107.79	725,861.00	11.08
South & East	29,444.00	34.02	217,649.00	6.16
Sperrin Lakeland	11,676.00	14.22	86,403.00	2.00
Ulster	10,873.00	11.00	84,806.00	1.44
United	3,633.00	4.05	28,483.00	0.71
<b>Total</b>			<b>2,527,838.18</b>	

# CHART SHOWING USE OF ADMIN & CLERICAL AGENCY STAFF

Monitoring Period 01 April 2004 – 30 September 2004

Cost of Admin & Clerical Agency Staff



## TABLE SHOWING USE OF OTHER AGENCY STAFF

**Monitoring Period 01 April 2004 – 30 September 2004**

Trust Name	Other Hours Purchased	Other WTE	Other Cost	% of total Employees
Altnagelvin	0.00	0.00	0.00	0.00
Armagh & Dungannon	2,689.25	2.80	61,308.63	0.16
Belfast City Hospital	5,135.42	4.94	254,530.00	1.17
Causeway	0.00	0.00	0.00	0.00
Craigavon & Banbridge	7,109.23	6.87	55,389.56	1.04
Craigavon Area Hospital	32.00	0.03	248.00	0.00
Down Lisburn	11,411.52	11.42	429,861.24	0.77
Foyle	6,428.00	173.73	348,219.00	0.51
Greenpark	371.00	0.38	6,042.84	0.11
Homefirst	n/a	n/a	868,425.00	n/a
Mater	35,437.00	19.86	505,522.00	n/a <sup>1</sup>
Newry & Mourne	4,080.82	n/a	33,870.22	n/a
NI Ambulance	7,045.50	12.00	117,156.21	1.37
North & West	45,651.98	47.45	506,737.00	2.80
Royal	87,763.00	86.64	877,177.00	n/a <sup>2</sup>
South & East	9,368.00	16.68	152,296.00	n/a <sup>3</sup>
Sperrin Lakeland	35,811.00	38.72	1,346,498.00	n/a <sup>4</sup>
Ulster	18,013.00	18.00	145,604.00	0.93
United	3,714.00	3.42	29,115.00	0.95
<b>Total</b>			<b>5,737,999.70</b>	

<sup>1</sup> Mater - Ancillary & General 0.26%, Doctors 9.6%, Prof & Tech 3.72%

<sup>2</sup> Royal – Ancillary & General 11.15%, Medical & Dental 1.23%, AHPs 0.79%

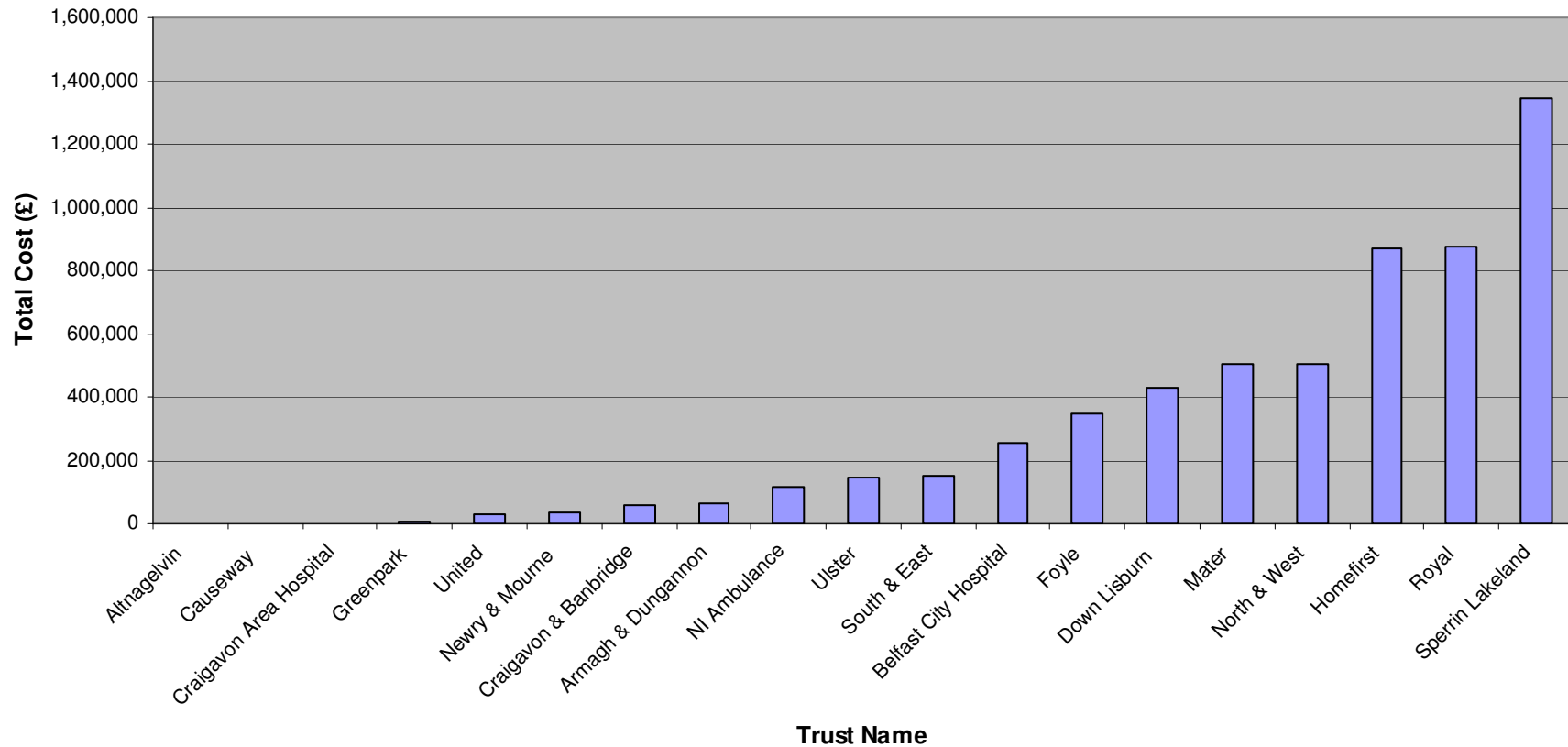
<sup>3</sup> South & East – Ancillary & General Item 1 2.25%, Ancillary & General Item 5 4.16%, Social Work 0.25%

<sup>4</sup> Sperrin Lakeland – Hotel Services 8.0%, Portering/ Telephonist 1.0%, Locums 20.0%, Radiography 4.0%, Physiotherapy 12.0%

# CHART SHOWING USE OF OTHER AGENCY STAFF

Monitoring Period 01 April 2004 – 30 September 2004

Cost of use of Other Agency Staff



## TABLE SHOWING TOTAL COST OF AGENCY STAFF

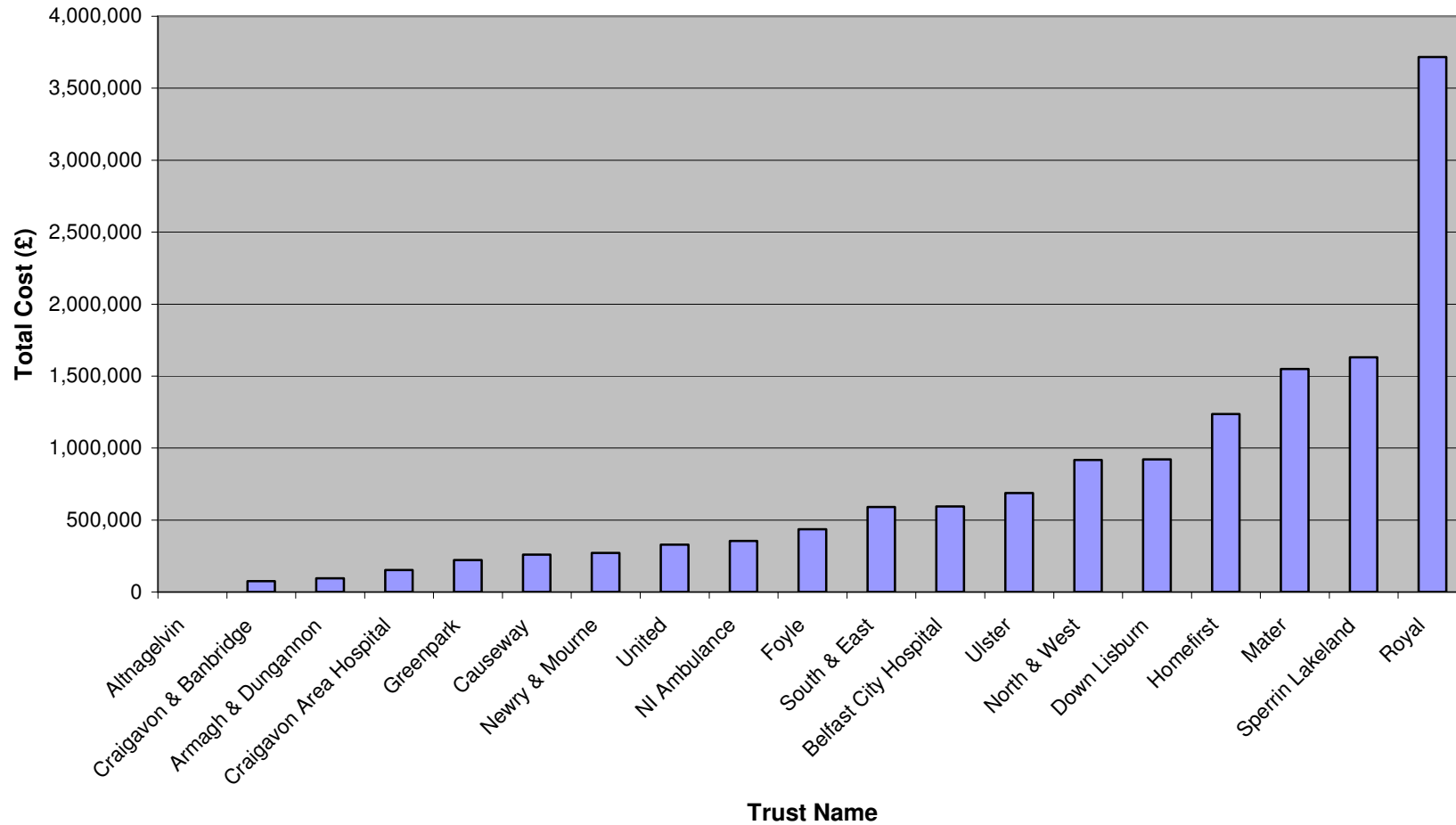
**Monitoring Period 01 April 2004 – 30 September 2004**

Trust Name	Total cost (£)
Altnagelvin	0.00
Armagh & Dungannon	95,901.69
Belfast City Hospital	594,641.07
Causeway	258,758.83
Craigavon & Banbridge	75,931.69
Craigavon Area Hospital	152,478.00
Down Lisburn	921,935.24
Foyle	435,560.00
Greenpark	222,088.81
Homefirst	1,237,037.00
Mater	1,548,436.00
Newry & Mourne	272,228.86
NI Ambulance	354,534.24
North & West	918,107.44
Royal	3,716,792.00
South & East	590,637.00
Sperrin Lakeland	1,631,050.00
Ulster	687,318.00
United	328,246.00
<b>Total</b>	<b>14,041,681.87</b>

# CHART SHOWING TOTAL COST OF AGENCY STAFF BY TRUST

Monitoring Period 01 April 2004 – 30 September 2004

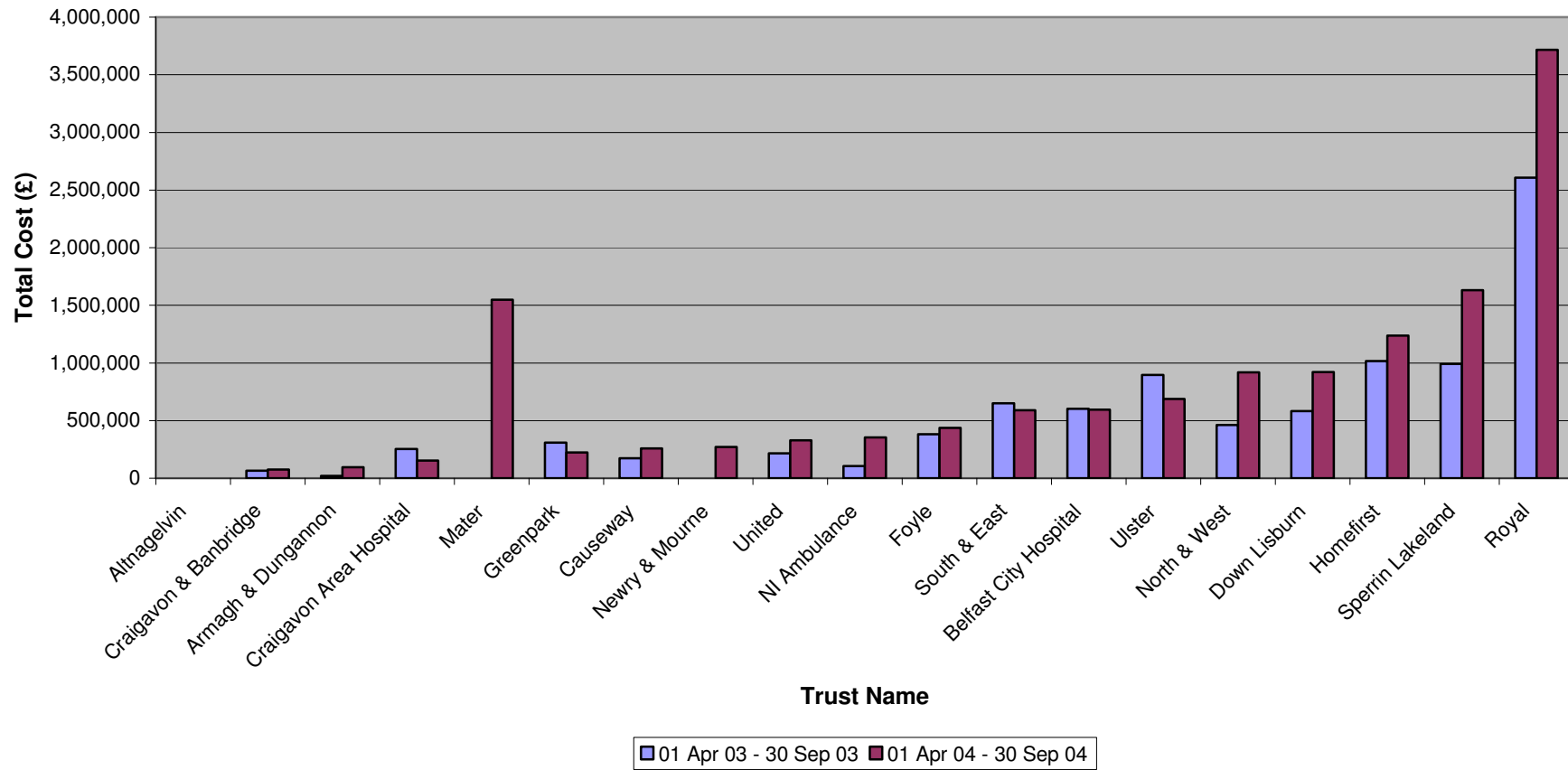
Cost of use of Agency Staff by Trust



# CHART SHOWING TOTAL COST OF AGENCY STAFF BY TRUST IN COMPARISON WITH THE DATA SUPPLIED IN THE PREVIOUS YEAR

Monitoring Period 01 April 2004 – 30 September 2004

Cost of use of agency staff compared against data supplied in the same monitoring period for the previous year



## Monitoring Period 01 April 2004 – 30 September 2004

### MONITORING USE OF NON-PERMANENT CONTRACTS

**Appendix 22** is a table, which shows the use of non-permanent contracts, which is 3942 in total, and also shows this use as a percentage of the total number of employees by Trust.

**Appendix 23** is a graphical representation of the number of non-permanent contracts by Trust.

**Appendix 24** is a graphical representation of the number of non-permanent contracts expressed as a percentage of total employees. This information is more meaningful than looking at the number of contracts because it puts in perspective the use of these contracts in a large organisation.

**Appendices 25 and 26** are graphical representations of the use of non-permanent contracts by respondents against the data they supplied last year for the same monitoring period. The overall number of non-permanent contracts has increased from 3829 to 3942 in comparison to the same monitoring period last year. Belfast City Hospital, the Royal, Sperrin Lakeland, Causeway and Homefirst trusts have decreased their usage of non-permanent contracts; and Armagh & Dungannon, Altnagelvin, North & West Belfast and the United trusts have increased their use.

**Appendix 27** is a table showing of the number of 'Overseas Nurses' with non-permanent contracts by Trust.

**Appendix 28** is a graphical comparison of the number of overseas nurses with non-permanent contracts recorded for the same monitoring period in this year and last year. The total number continues to increase, from 676 last year to 711 in this survey. Belfast City Hospital, Altnagelvin and Craigavon Area Hospital report their organisations had fewer overseas nurses with non-permanent contracts compared to the same monitoring period in the previous year.

(Note that in this section Newry & Mourne and the Mater trusts are not represented in the data recorded for the April – September 2003 monitoring period).

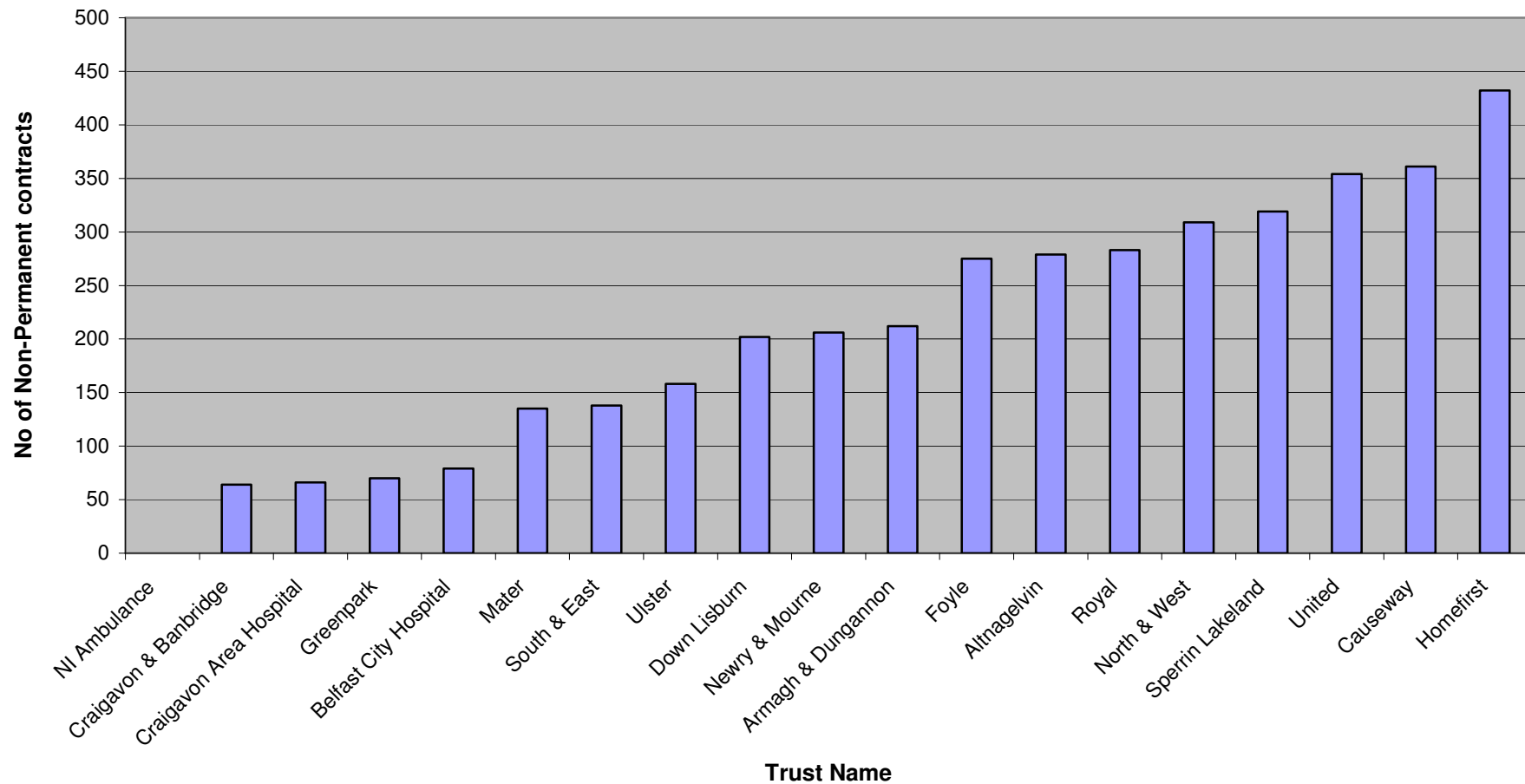
**TABLE SHOWING USE OF NON-PERMANENT CONTRACTS**  
**Monitoring Period 01 April 2004 – 30 September 2004**

<b>Trust Name</b>	<b>No of non-perm contracts</b>	<b>% of total employees</b>
Altnagelvin	279	10.85
Armagh & Dungannon	212	7.00
Belfast City Hospital	79	1.50
Causeway	361	11.48
Craigavon & Banbridge	64	3.33
Craigavon Area Hospital	66	2.33
Down Lisburn	202	5.35
Foyle	275	9.54
Greenpark	70	5.17
Homefirst	432	10.07
Newry & Mourne	206	8.80
North & West	309	8.60
NI Ambulance	0	0
Mater	135	11.70
Royal	283	4.16
South & East	138	3.60
Sperrin Lakeland	319	10.57
Ulster	158	3.00
United	354	9.29
<b>Total</b>	<b>3942</b>	

# USE OF NON-PERMANENT CONTRACTS

## Monitoring Period 01 April 2004 – 30 September 2004

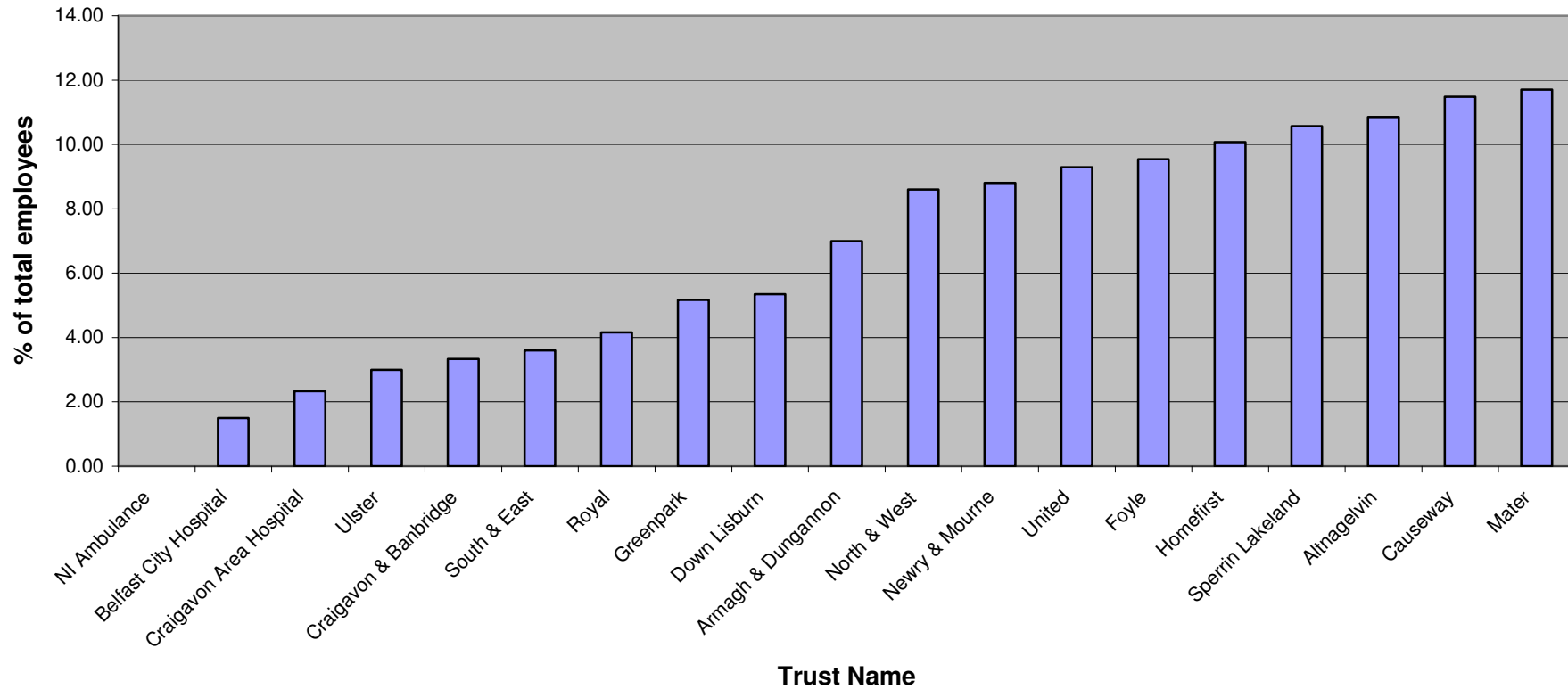
Chart showing Use of Non-Permanent Contracts



# USE OF NON-PERMANENT CONTRACTS

## Monitoring Period 01 April 2004 – 30 September 2004

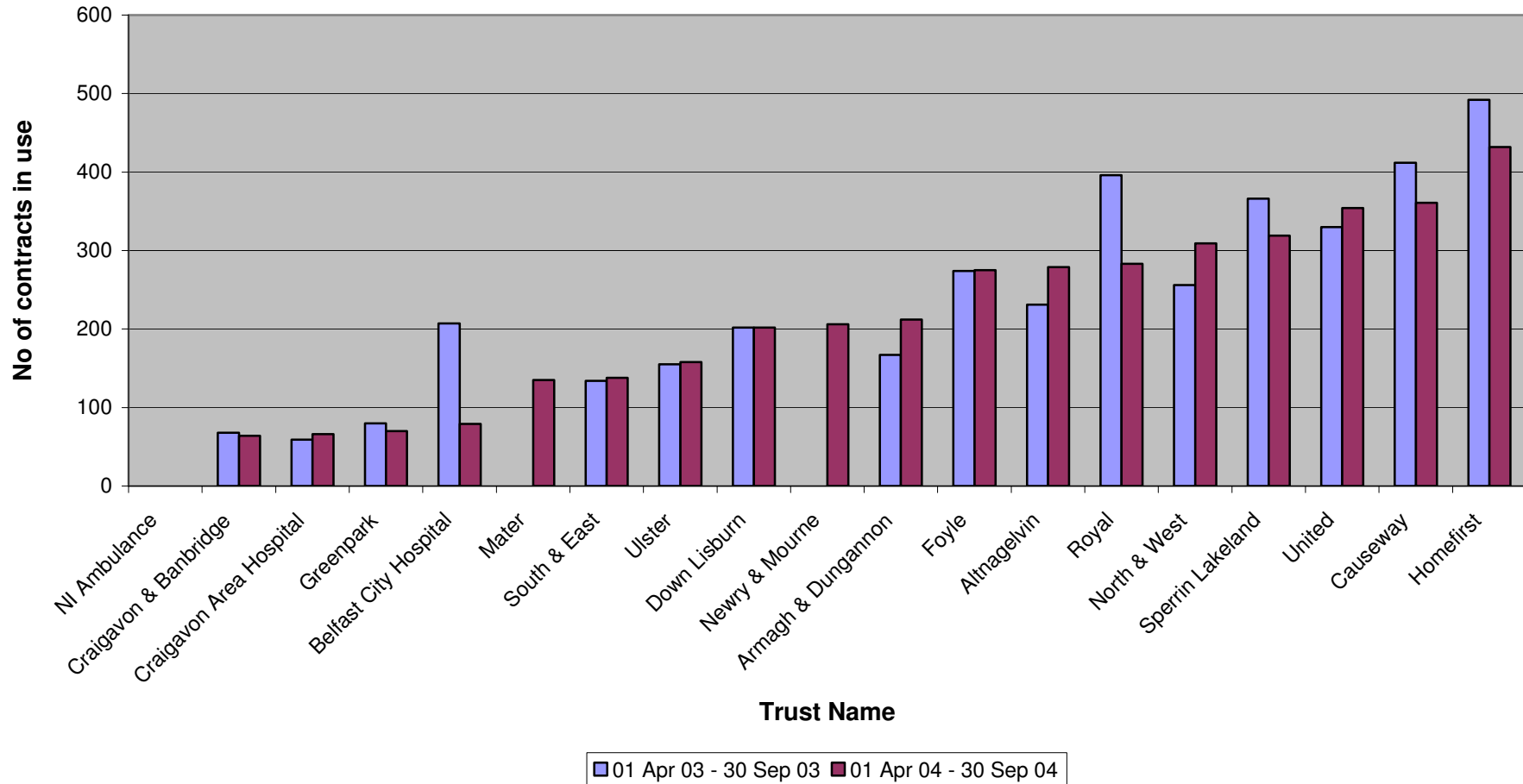
Chart showing the number of non-permanent contracts expressed as a % of the total number of employees



# USE OF NON-PERMANENT CONTRACTS

## Monitoring Period 01 April 2004 – 30 September 2004

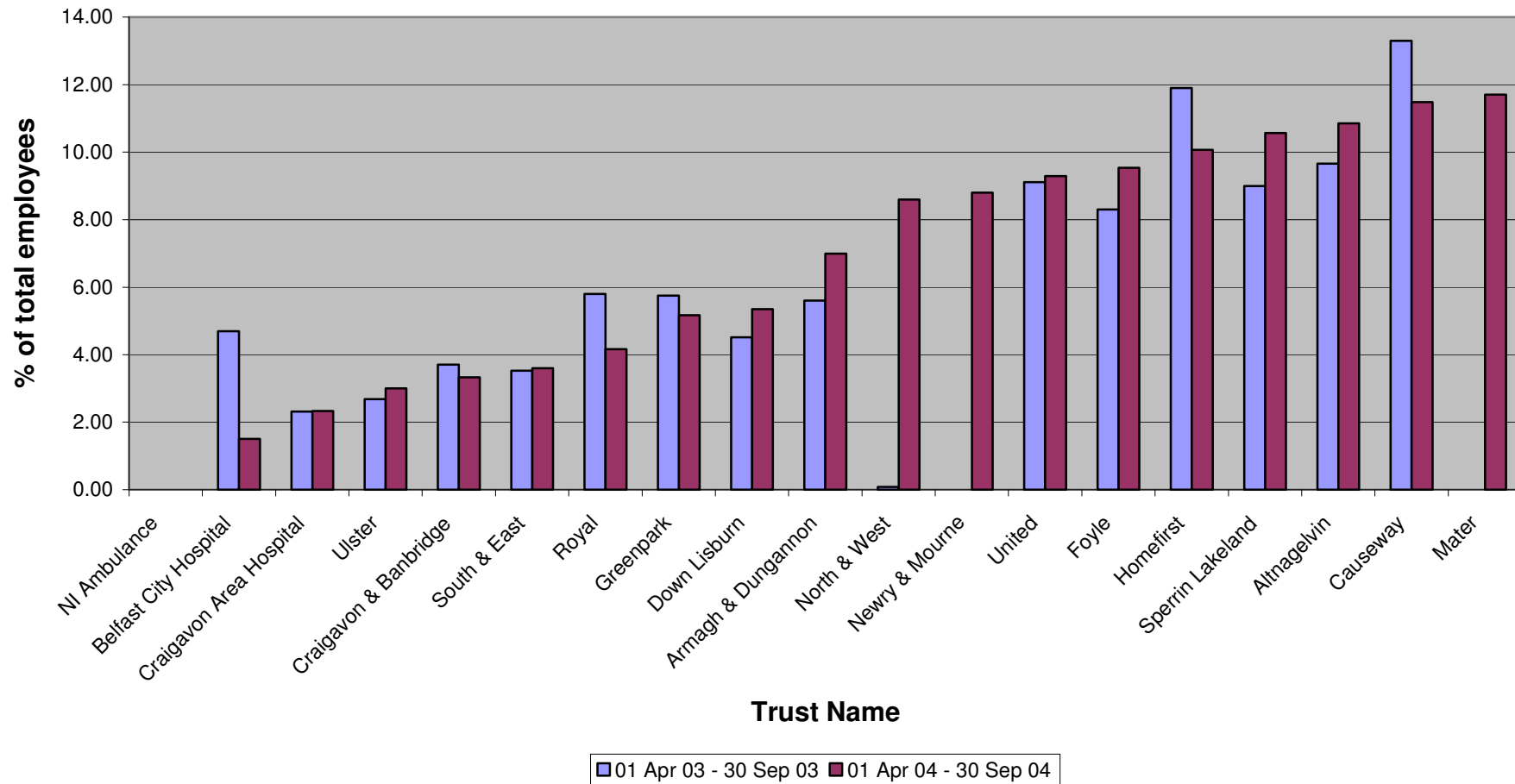
**Chart showing the use of Non-Permanent Contracts against the data supplied for the same monitoring period the previous year**



# USE OF NON-PERMANENT CONTRACTS

## Monitoring Period 01 April 2004 – 30 September 2004

Chart showing use of the number of contracts expressed as % of total employees shown against the data supplied in same monitoring period the previous year



**USE OF NON-PERMANENT CONTRACTS**  
**Monitoring Period 01 April 2004 – 30 September 2004**

**Table showing the number of  
Overseas Nurses with non-permanent contracts by Trust**

<b>Trust Name</b>	<b>No. of Overseas Nurses with non-permanent contracts</b>
Armagh & Dungannon	0
Craigavon & Banbridge	0
NI Ambulance	0
North & West	0
South & East	0
Belfast City Hospital	2
Foyle	2
Newry & Mourne	4
Altnagelvin	14
Causeway	14
Homefirst	16
Sperrin Lakeland	35
Craigavon Area Hospital	41
Down Lisburn	44
Mater	51
Greenpark	58
United	67
Ulster	118
Royal	245
<b>Total</b>	<b>711</b>

# USE OF NON-PERMANENT CONTRACTS

## Monitoring Period 01 April 2004 – 30 September 2004

Chart showing the number of Overseas Nurses with non-permanent contracts by Trust compared to data supplied for the same monitoring period the previous year

