

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

**MONITORING OF HUMAN RESOURCE ACTIVITY**

**MONITORING PERIOD 01 APRIL 2005 – 30 SEPTEMBER 2005**

**Monitoring Period 01 April 2005 – 30 September 2005**

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## **Monitoring Period 01 April 2005 – 30 September 2005**

### **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 previous surveys. For this monitoring period, the Northern Ireland Ambulance Service has recorded the highest overall average at 7.65%. Craigavon Area Hospital Group Trust continues to record the lowest average, with 4.11% recorded in this survey.

**Appendix 2** is a table showing the Sickness Absence returns by Trust in alphabetical order for this monitoring period. The return from Foyle HSS Trust includes Westcare Business Services.

**NOTE: DATA HAS BEEN PROVIDED BY EACH TRUST'S MONITORING SYSTEMS; NOT ALL TRUSTS ARE REPRESENTED IN EACH OF THE STAFF GROUPINGS.**

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

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

Belfast City Hospital Trust recorded the highest average % of working days lost in this staff group at 6.40% with Whole Time Equivalent (WTE) of 802.66. Craigavon Area Hospital Trust recorded the lowest average % of working days lost in this staff group at 2.75% with WTE 410.44. In this survey, the Northern Ireland Ambulance Service recorded 3.22%, which is a decrease from 9.87% recorded for the same monitoring period in the previous year's survey. The total WTE of Admin & Clerical staff employed by the NI Ambulance Service is 40.67 and with a small

## Monitoring Period 01 April 2005 – 30 September 2005

workforce, such variations in the overall rate can occur. **Appendix 11** shows that the regional average % of working days lost for this staff group has continued to reduce and is 4.69% for this monitoring period.

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

There are relatively small numbers of staff in this grouping and variations in the average % of working days lost across the surveys can be observed for many of the Trusts. The Mater has reduced its average % of working days lost to 5.48% for 15 WTE compared to last year when the Trust recorded the highest average of 17.32% for 16 WTE. Causeway has reported the highest average % of working days lost at 16.29% for 19 WTE. Greenpark reported 13.15% in this survey, which is similar to the average % it reported in 2003.

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

Altnagelvin recorded the highest average % of working days lost at 14.04% for 86.13 WTE, which is an increase from 8.90% for 93.0 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 6.08%. 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)

The Royal recorded the highest average % of working days lost in this survey at 8.33% for 2562.19 WTE. The Mater reported an increased average % of working days lost in this survey at 6.84% in comparison to 4.76% reported for the same monitoring period last year. Altnagelvin has reported the lowest average & of working days lost at 4.84%. **Appendix 11** shows that since 2003 the regional sickness absence rate for this staff group has the least variation across the same monitoring period.

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

In this survey Altnagelvin, Belfast City Hospital, Greenpark, the Mater, NI Ambulance Service, the Royal and United Trusts have no employees recorded against this staff group. The Ulster recorded the highest % of working days lost at 8.03% with 629.72 WTE. Craigavon Area Hospital Trust recorded the lowest average % of working days lost at 0.60% with 14.19 WTE. Whilst this staff group was showing a reduction in sickness absence on a regional level compared to that percentages recorded for the same monitoring period, **Appendix 11** shows an increase in the rate to 6.12% for this survey.

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

South & East Belfast Trust recorded the highest average % of working days lost in this staff group at 5.46% with 207.98 WTE; whilst Craigavon Area Hospital Trust recorded the lowest average % of working days lost at 2.97% with 388.22 WTE. **Appendix 10** shows that this staff group has recorded the second lowest regional average at 4.12% in comparison to the other staff groups. This is compared to 3.87% reported for the same monitoring period last year as shown in **Appendix 11**.

## Monitoring Period 01 April 2005 – 30 September 2005

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

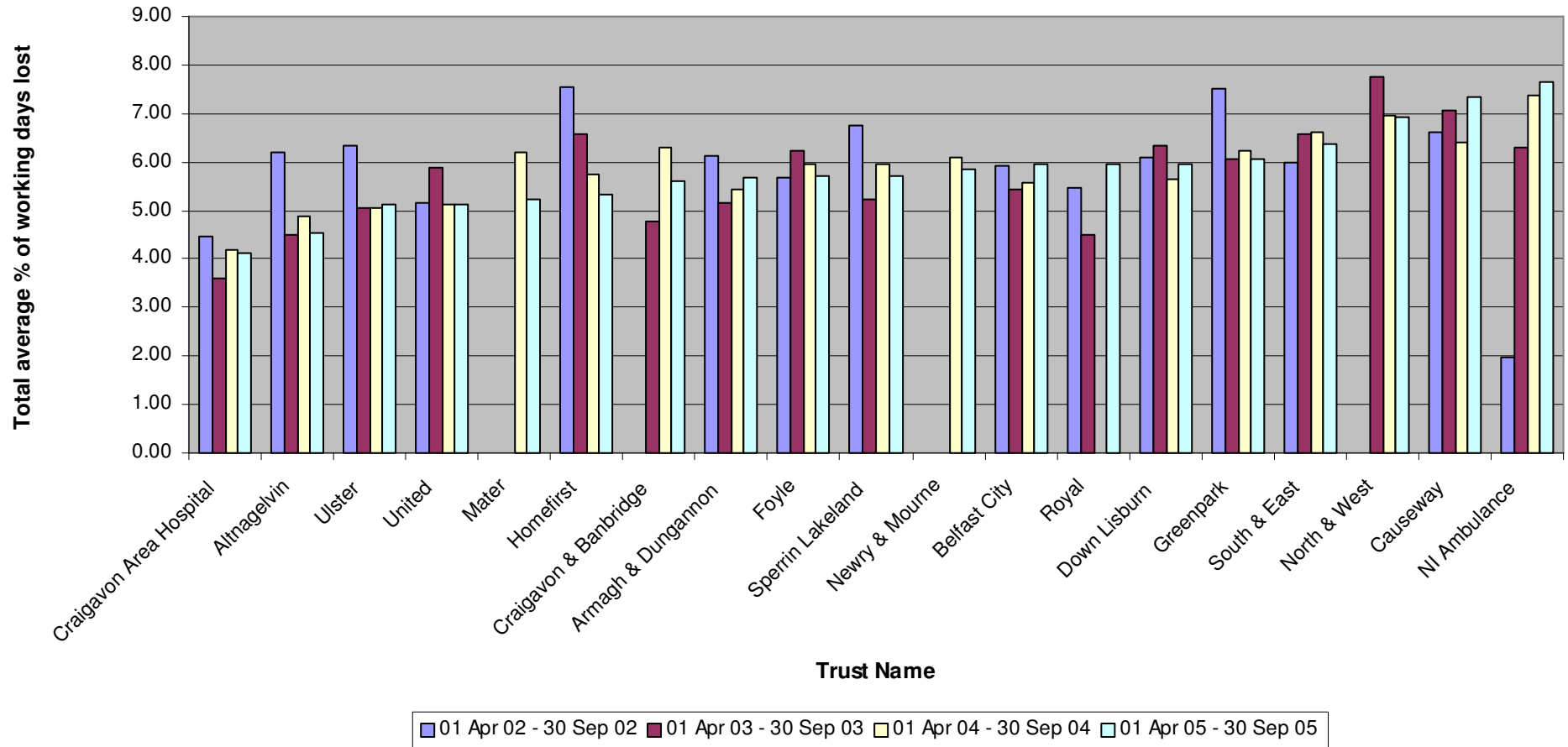
For the monitoring period this year, Foyle has recorded the highest average % of working days lost in this staff group at 7.02% for 46.2 WTE, in comparison to 1.79% reported for the same monitoring period last year. North & West Belfast has recorded the next highest average at 5.18% for 52.05 WTE. Craigavon & Banbridge has reduced its average to 2.80% in comparison to 6.40% reported for the same monitoring period in the previous year's survey. 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 to 1.91% 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 continued to increase since then from 5.93% in 2003 to 7.93% reported 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 regional average % of working days lost.

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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

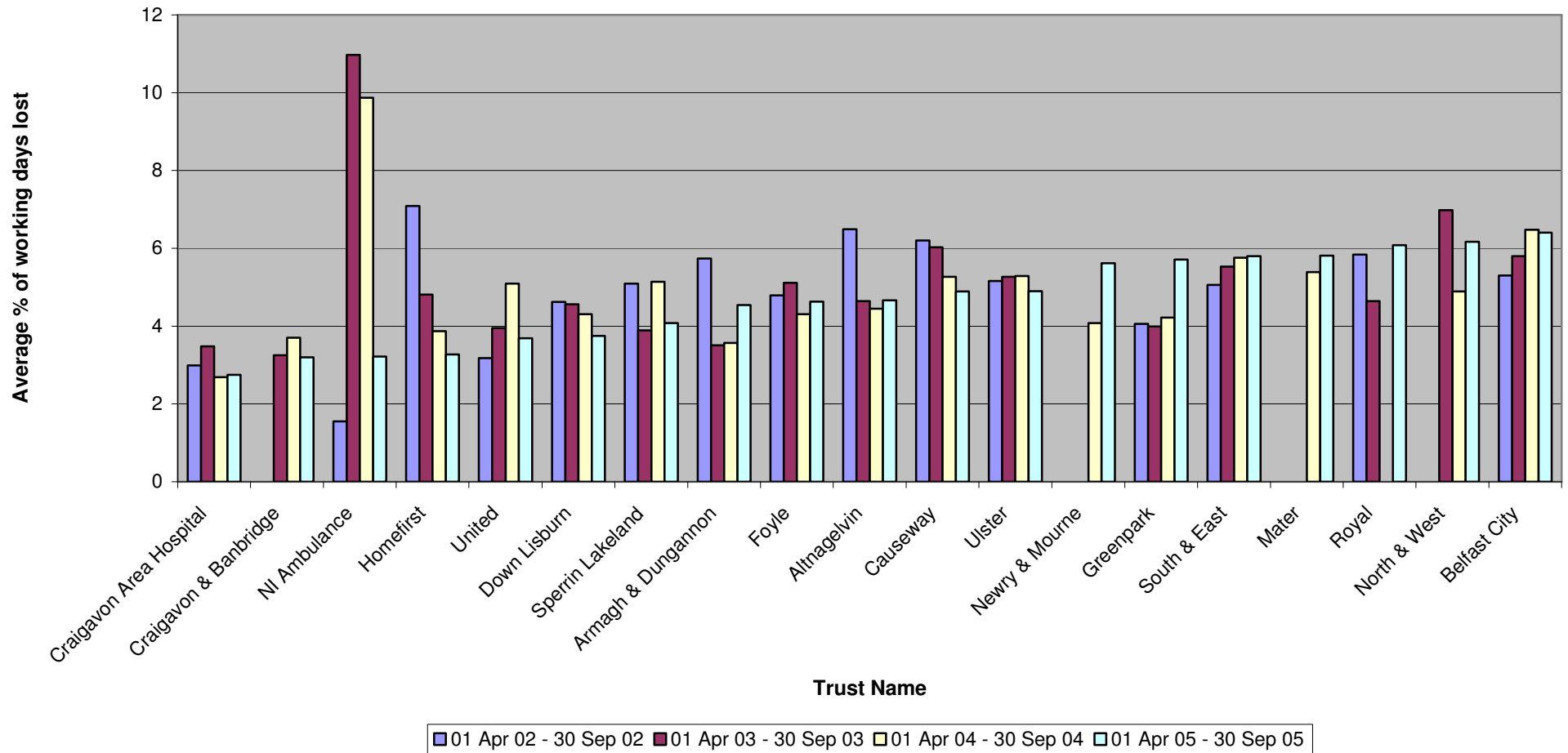


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Trust Name	TC2	TC2	TC3	TC3	TC4	TC4	TC5	TC5	TC6	TC6	TC7	TC7	TC8	TC8	TC9	TC9	Overall
	WTE	Average	WTE	Average	WTE	Average	WTE	Average	WTE	Average	WTE	Average	WTE	Average	WTE	Average	
Altnagelvin	437.81	4.66	32.00	0.79	86.13	14.04	1032.93	4.84	0.00	0.00	330.59	3.51	249.86	1.47	0.00	0.00	4.55
Armagh & Dungannon	329.00	4.54	28.00	2.24	215.00	7.95	640.00	5.45	241.00	6.97	148.00	5.22	29.00	2.02	0.00	0.00	5.68
Belfast City	802.66	6.40	41.00	5.58	384.15	9.64	1715.42	5.28	0.00	0.00	776.28	4.02	688.92	1.17	0.00	0.00	5.94
Causeway	580.57	4.89	19.00	16.29	561.15	9.14	778.68	7.97	256.56	6.29	237.91	4.89	163.14	1.88	0.00	0.00	7.34
Craigavon Area Hospital	410.44	2.75	24.17	2.60	102.89	7.92	1072.85	5.50	14.19	0.60	388.22	2.97	236.23	0.85	0.00	0.00	4.11
Craigavon & Banbridge	334.58	3.20	0.00	0.00	140.98	8.60	285.48	6.20	374.99	5.30	106.84	5.30	24.09	2.80	0.00	0.00	5.60
Down Lisburn	617.27	3.75	25.00	12.82	625.04	9.64	1033.18	5.71	420.02	6.80	276.72	4.09	147.54	1.24	0.00	0.00	5.96
Foyle	654.33	4.63	97.94	7.19	551.41	6.08	701.95	5.74	465.78	7.20	182.67	3.27	46.20	7.02	0.00	0.00	5.70
Greenpark	252.40	5.71	24.50	13.15	17.75	12.29	582.20	7.68	0.00	0.00	228.93	3.17	71.68	0.28	0.00	0.00	6.06
Homefirst	883.02	3.27	26.00	4.55	614.49	7.04	1018.01	5.94	813.09	5.98	339.22	4.74	97.31	2.71	0.00	0.00	5.32
Mater	209.27	5.81	15.00	5.48	148.91	8.68	501.05	6.84	0.00	0.00	134.29	4.17	126.71	0.29	0.00	0.00	5.21
Newry & Mourne	465.95	5.62	18.00	9.08	234.12	7.98	643.79	6.30	273.12	6.28	177.71	4.30	152.16	0.86	0.00	0.00	5.86
NI Ambulance	40.67	3.22	2.92	8.03	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	918.05	7.93	7.65
North & West	624.78	6.17	26.01	3.93	448.62	7.78	730.66	7.81	821.43	7.34	218.14	3.53	52.05	5.18	0.00	0.00	6.93
Royal	1065.08	6.08	58.00	6.18	684.93	11.13	2562.19	8.33	0.00	0.00	894.68	3.35	1126.73	0.99	0.00	0.00	5.95
South & East	679.57	5.80	22.00	5.83	626.45	7.38	799.63	7.45	577.67	4.92	207.98	5.46	53.25	1.55	0.00	0.00	6.37
Sperrin Lakeland	491.10	4.08	0.00	0.00	474.11	7.62	1234.88	5.91	306.29	7.74	264.17	4.19	141.58	1.52	0.00	0.00	5.71
Ulster	821.49	4.90	39.00	4.17	589.38	8.70	1498.65	4.99	629.72	8.03	482.87	4.21	311.28	0.85	0.00	0.00	5.12
United	592.70	3.69	51.00	5.05	343.09	8.61	1352.20	6.05	0.00	0.00	470.72	3.71	279.07	1.73	0.00	0.00	5.12

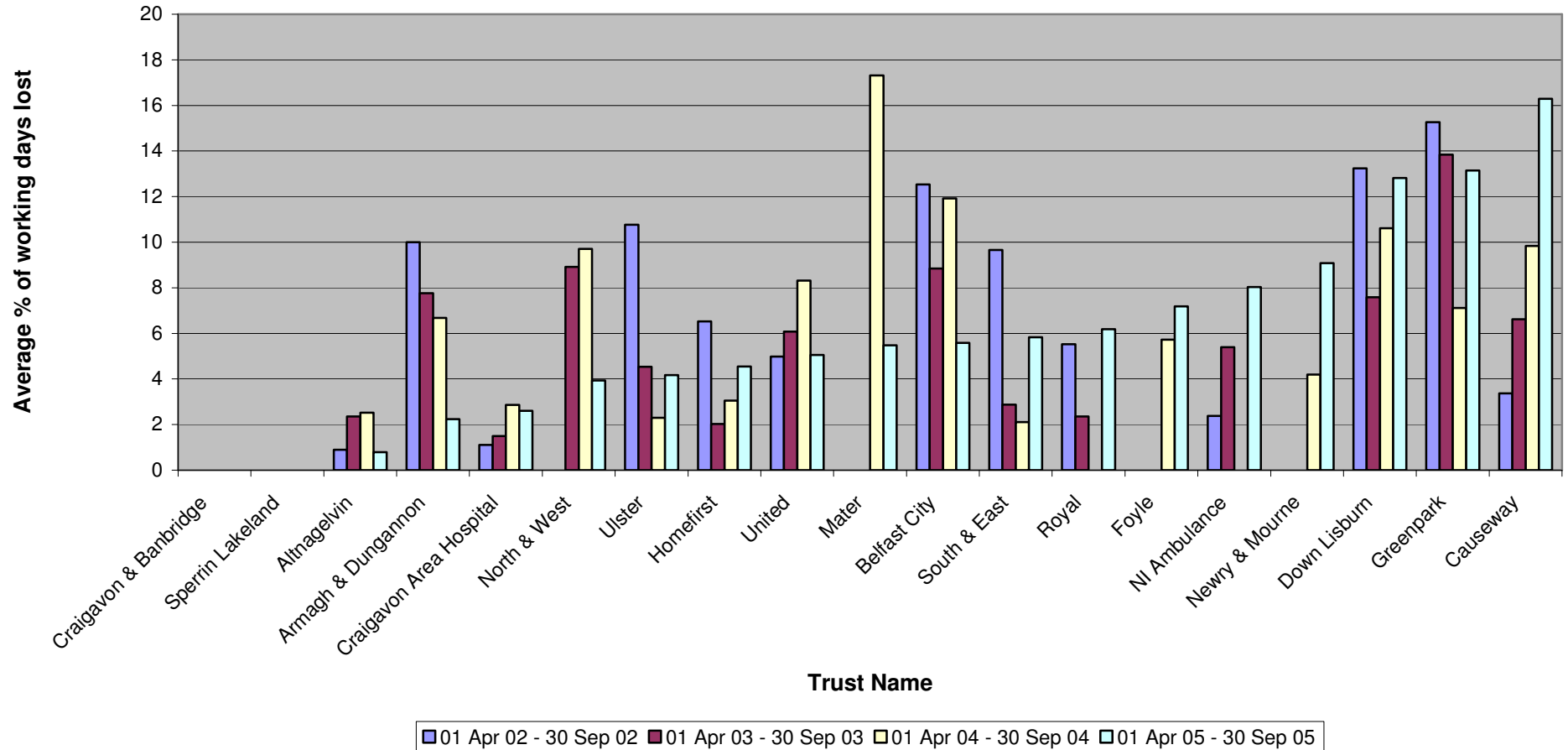
# Monitoring Period 01 April 2005 – 30 September 2005

## Admin & Clerical - TC2



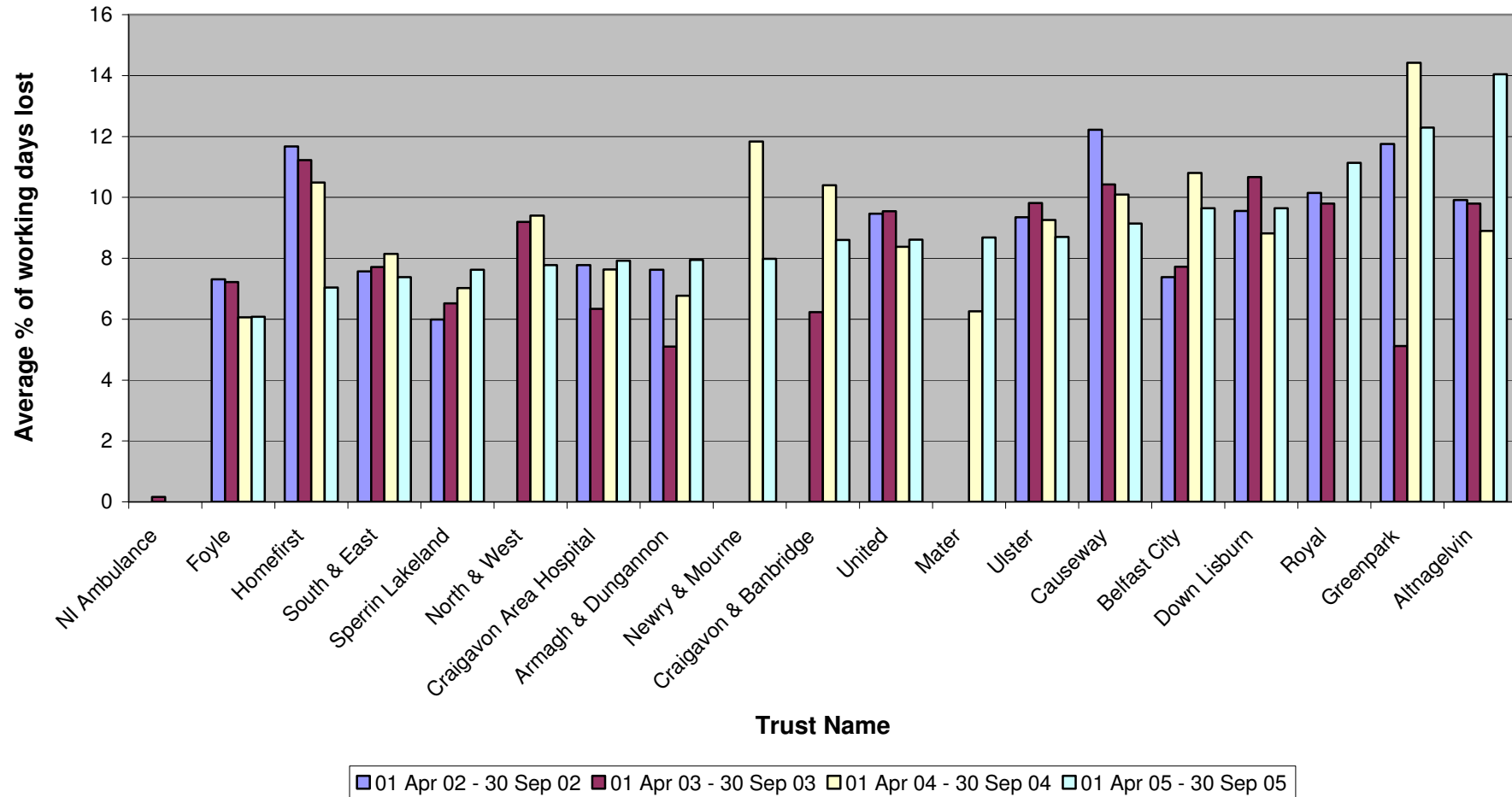
# Monitoring Period 01 April 2005 – 30 September 2005

## Maintenance - TC3



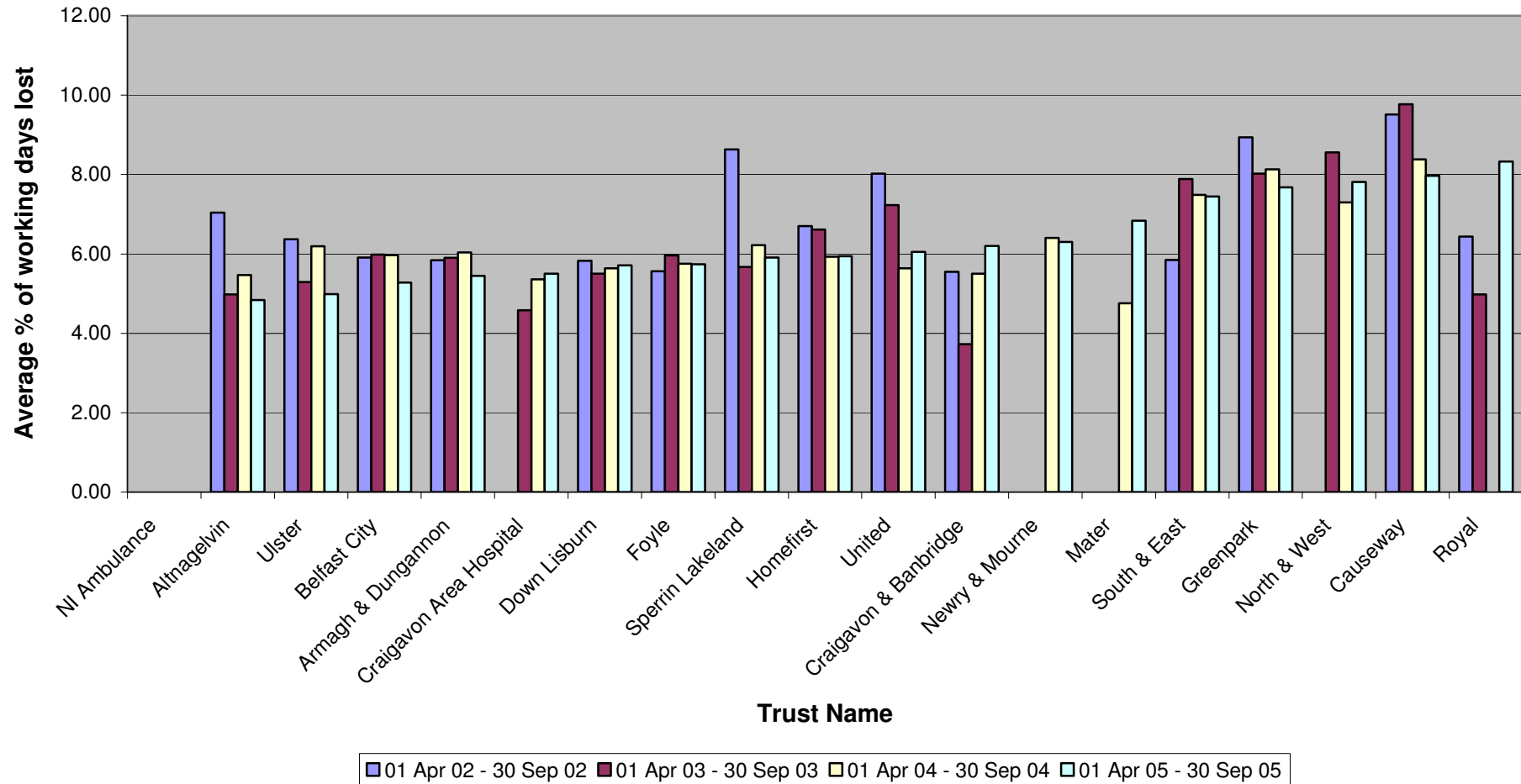
# Monitoring Period 01 April 2005 – 30 September 2005

## Ancillary & General - TC4



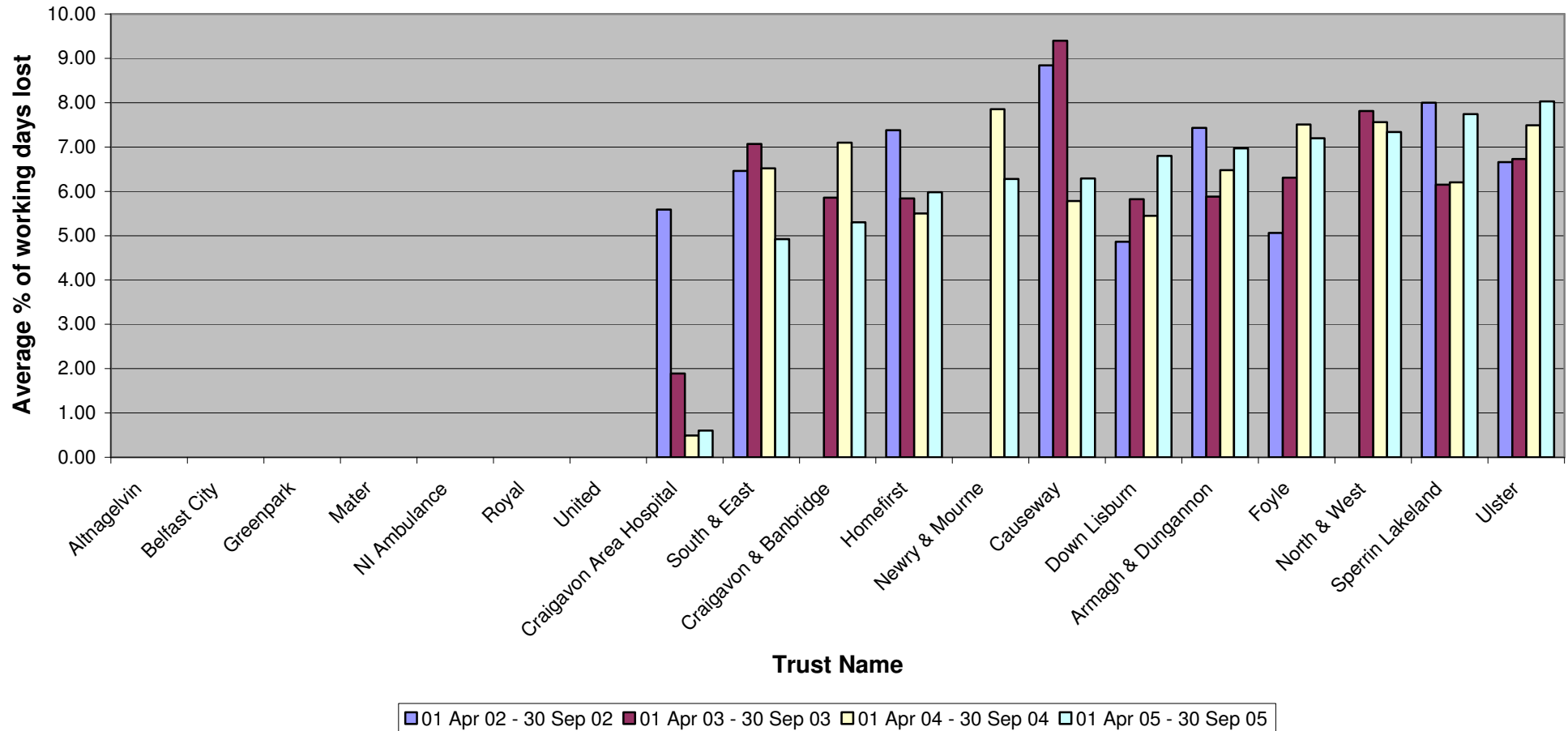
# Monitoring Period 01 April 2005 – 30 September 2005

## Nursing & Midwifery - TC5



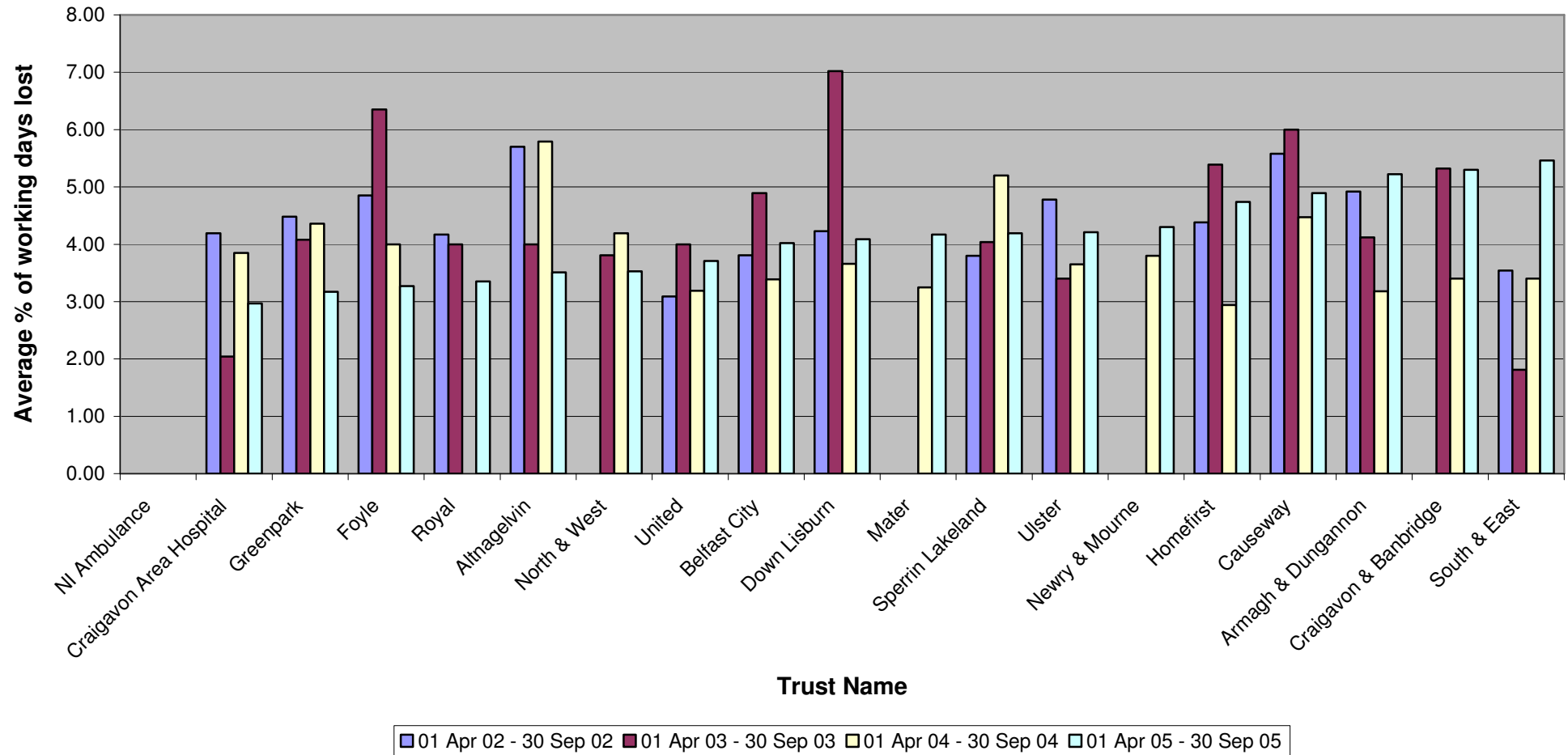
# Monitoring Period 01 April 2005 – 30 September 2005

## Social workers - TC6



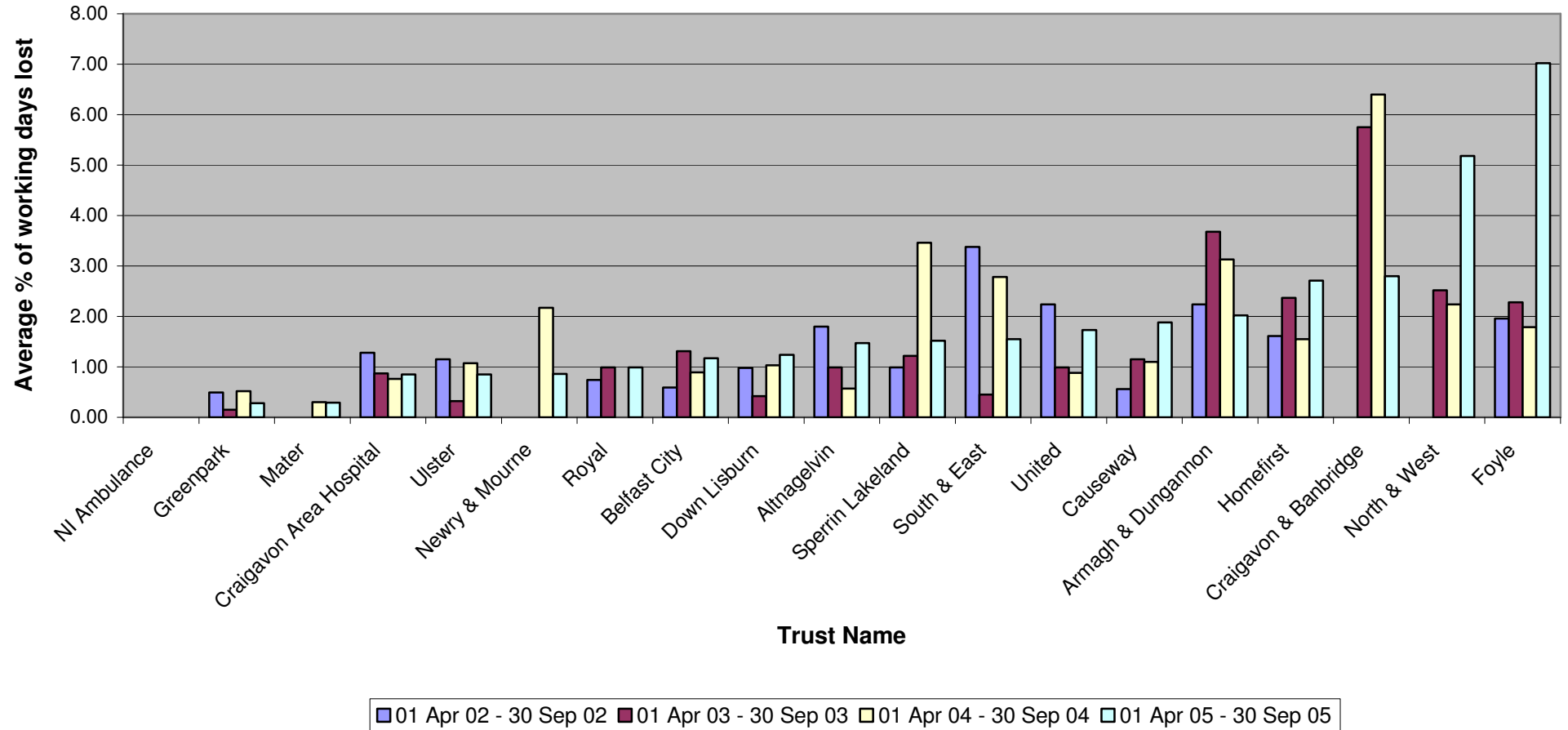
# Monitoring Period 01 April 2005 – 30 September 2005

## Professional & Technical - TC7



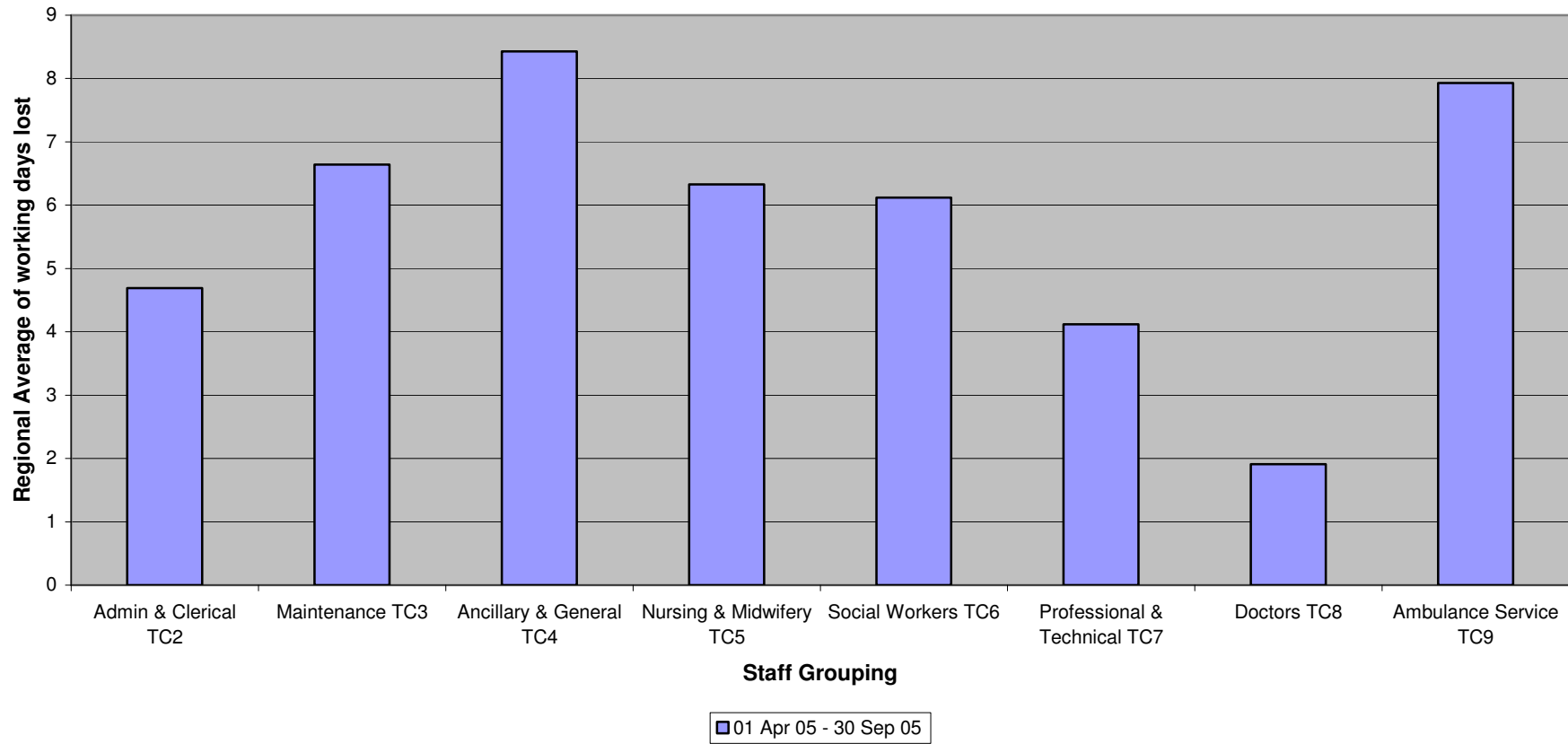
# Monitoring Period 01 April 2005 – 30 September 2005

## Doctors - TC8



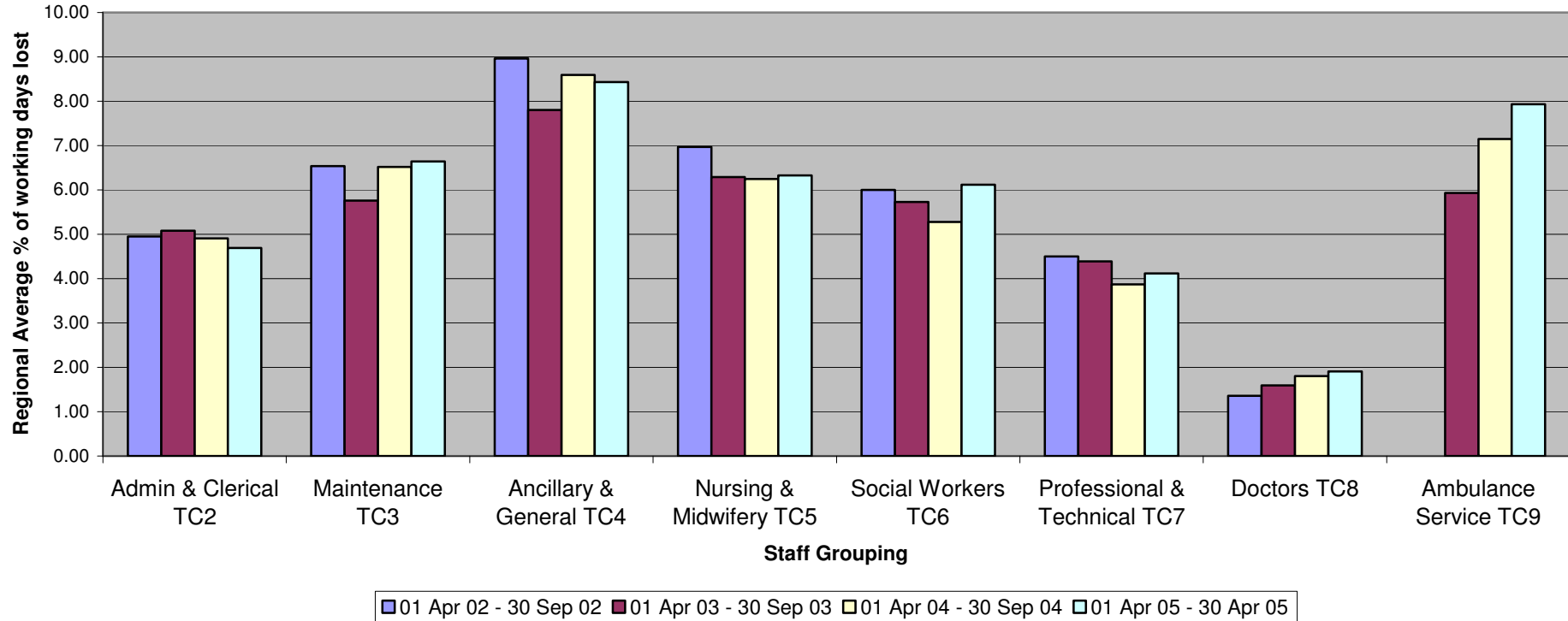
# Monitoring Period 01 April 2005 – 30 September 2005

Chart showing comparison between Staff Groupings on a Regional Level



# Monitoring Period 01 April 2005 – 30 September 2005

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 2005 – 30 September 2005

### MONITORING USE OF AGENCY STAFF

**Appendix 12** shows the use of agency staff by Trust. Altnagelvin Trust has submitted a nil return on the basis that it does not use agency staff. There are some gaps in the information supplied in relation to WTE and hours purchased. Therefore these have not been aggregated, as this would present an incomplete picture.

**Appendix 13** is a table showing the use of Nursing Agency staff. The total cost recorded is £5.98m in this survey compared to £5.77m 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 £1.8m, which equates to 5.9% of the total number of employees in this staff category. The Mater has approximately halved its nursing agency staff employed since the same monitoring period last year.

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

**Appendix 15** is a table detailing the use of Admin & Clerical agency staff. The total cost recorded is £2.5m similar to the cost recorded for same monitoring period last year. The Royal is the highest user of Admin & Clerical agency staff recording a cost of £672,697, a reduction of 7% in comparison to the cost recorded for the same monitoring period last year. The Northern Ireland Ambulance Service has reduced its costs of employing Admin & Clerical agency staff by 64% in comparison to the same monitoring period last year.

**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 combined percentage. In these cases, an overall percentage cannot be included. The cost of use of ‘Other’ agency staff in this monitoring period is £5.2m, which has decreased in comparison to £5.7m recorded for the same monitoring period in the previous year.

**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 in this survey is £13.7m compared to £14.0m recorded for the same monitoring period the previous year.

**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 previous years.

**TABLE SHOWING USE OF AGENCY STAFF**  
**Monitoring Period 01 April 2005 – 30 September 2005**

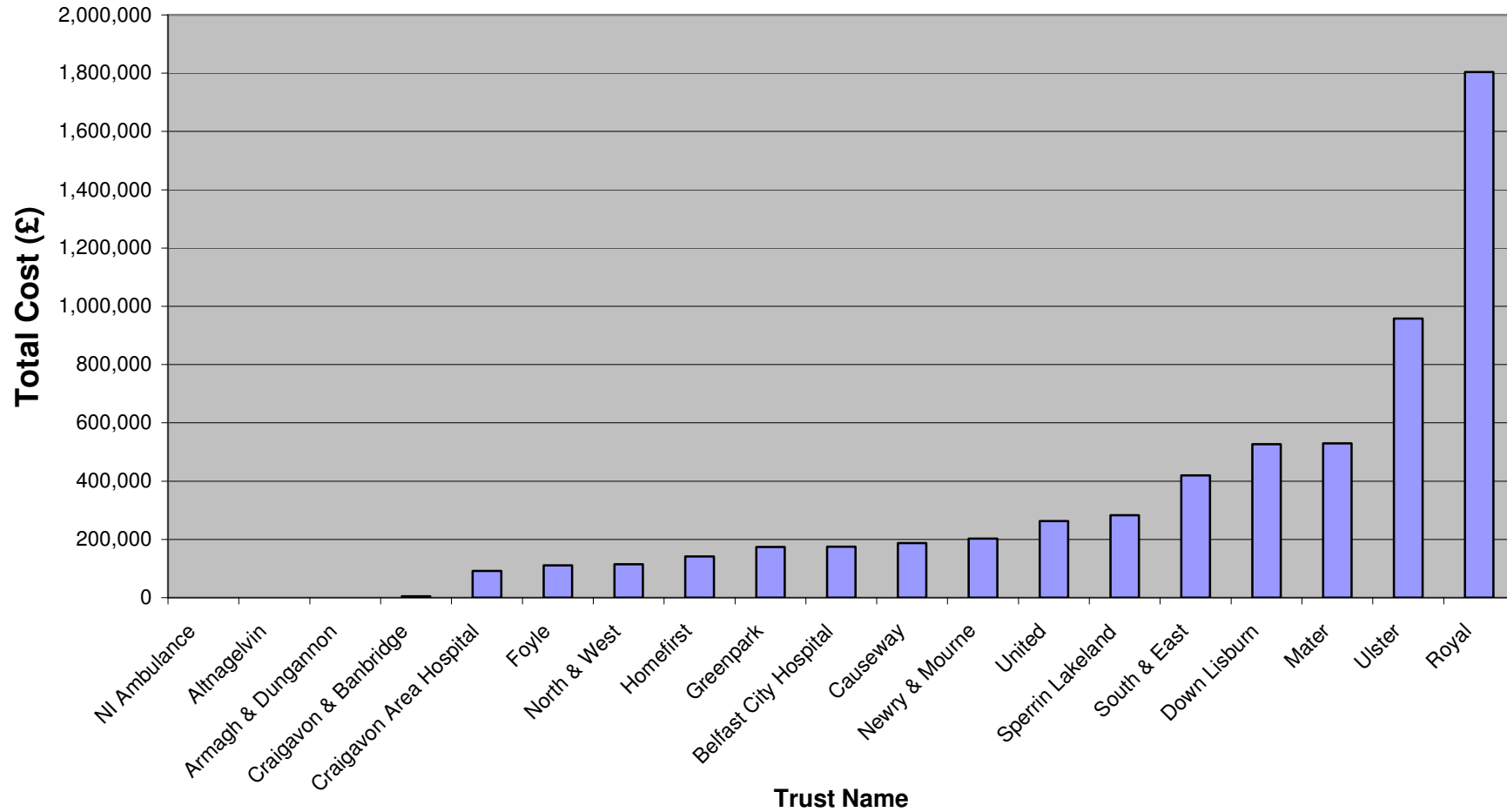
Trust Name	Nursing HP	Nursing WTE	Nursing Cost £	A & C HP	A & C WTE	A & C Cost £	Other HP	Other WTE	Other Cost £	Total cost £
Altnagelvin	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Armagh & Dungannon	0.00	0.00	0.00	1,185.00	1.21	8,179.00	2,815.00	2.88	33,889.00	42,068.00
Belfast City Hospital	17,281.71	17.72	174,865.20	28,986.59	32.96	275,163.20	5,084.47	4.53	219,039.20	669,067.60
Causeway	13,323.62	13.65	187,069.00	n/a	n/a	4,995.00	0.00	0.00	0.00	192,064.00
Craigavon & Banbridge	267.48	0.32	4,665.41	3,812.31	3.96	30,307.87	13,248.27	13.82	98,351.91	133,325.19
Craigavon Area Hospital	4,261.00	4.37	91,528.00	13,250.00	13.59	109,719.00	560.00	0.57	4,568.00	205,815.00
Down Lisburn	35,164.00	35.97	527,108.00	32,336.00	33.52	277,115.00	17,978.00	18.04	415,937.00	1,220,160.00
Foyle	9,074.00	9.00	110,851.00	7,953.00	8.00	64,760.00	5,966.00	6.00	327,580.00	503,191.00
Greenpark	12,924.00	13.26	174,237.00	10,656.00	10.93	80,610.00	0.00	0.00	0.00	254,847.00
Homefirst	10,009.00	n/a	141,421.00	24,107.00	n/a	188,035.00	69,615.00	n/a	804,995.00	1,134,451.00
Mater	38,515.00	42.79	529,562.00	7,583.00	8.43	54,193.00	1,662.00	1.85	28,255.00	612,010.00
Newry & Mourne	12,510.99	6.41	202,893.73	3,251.37	1.66	26,548.33	7,284.60	3.73	98,100.72	327,542.78
NI Ambulance	0.00	0.00	0.00	9,193.75	10.21	85,989.05	8,008.66	8.89	63,839.13	149,828.18
North & West	8,529	8.75	115,142.27	45,718	46.89	320,023.19	40,883.00	41.93	626,923.88	1,062,089.34
Royal	127,933.00	136.46	1,803,862.00	96,100.00	103.89	672,697.00	76,986.00	79.05	823,336.00	3,299,895.00
South & East	22,044.00	30.47	419,485.00	11,487.00	15.72	109,823.00	9,473.00	16.62	161,291.00	690,599.00
Sperrin Lakeland	23,435.00	24.24	283,095.00	4,774.00	5.47	35,325.00	27,336.00	34.37	1,154,345.00	1,472,765.00
Ulster	91,217.00	125.00	957,785.00	17,681.00	25.00	143,211.00	33,462.00	43.00	341,080.00	1,442,076.00
United	16,303.00	16.68	262,645.00	1,811.00	1.90	13,620.00	3,768.00	4.18	31,238.00	307,503.00
<b>Total</b>			<b>5,986,214.61</b>			<b>2,500,313.64</b>			<b>5,232,768.84</b>	<b>13,719,297.09</b>

**TABLE SHOWING USE OF NURSING AGENCY STAFF**  
**Monitoring Period 01 April 2005 – 30 September 2005**

<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	17,281.71	17.72	174,865.20	0.65
Causeway	13,323.62	13.65	187,069.00	n/a
Craigavon & Banbridge	267.48	0.32	4,665.41	0.11
Craigavon Area Hospital	4,261.00	4.37	91,528.00	0.41
Down Lisburn	35,164.00	35.97	527,108.00	3.48
Foyle	9,074.00	9.00	110,851.00	1.40
Greenpark	12,924.00	13.26	174,237.00	2.27
Homefirst	10,009.00	n/a	141,421.00	n/a
Mater	38,515.00	42.79	529,562.00	6.68
Newry & Mourne	12,510.99	6.41	202,893.73	n/a
NI Ambulance	0.00	0.00	0.00	0.00
North & West	8,529.00	8.75	115,142.27	1.30
Royal	127,933.00	136.46	1,803,862.00	5.90
South & East	22,044.00	30.47	419,485.00	4.20
Sperrin Lakeland	23,435.00	24.24	283,095.00	2.80
Ulster	91,217.00	125.00	957,785.00	8.47
United	16,303.00	16.68	262,645.00	1.59
<b>Total</b>			<b>5,986,214.61</b>	

**CHART SHOWING USE OF NURSING AGENCY STAFF**  
**Monitoring Period 01 April 2005 – 30 September 2005**

**Cost of Nursing Agency Staff**



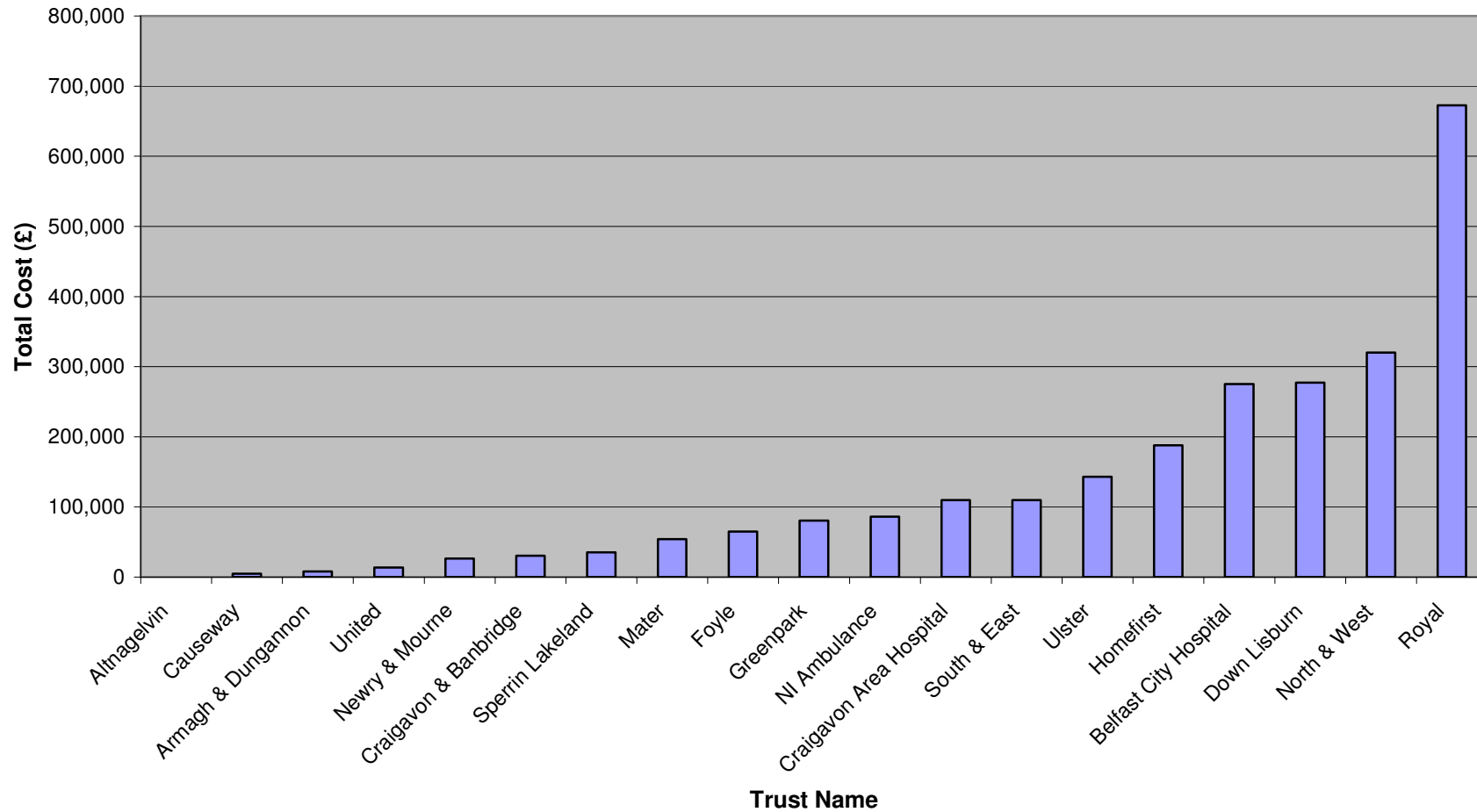
**TABLE SHOWING USE OF ADMIN & CLERICAL AGENCY STAFF**  
**Monitoring Period 01 April 2005 – 30 September 2005**

<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	1,185.00	1.21	8,179.00	0.38
Belfast City Hospital	28,986.59	32.96	275,163.20	3.02
Causeway	n/a	n/a	4,995.00	n/a
Craigavon & Banbridge	3,812.31	3.96	30,307.87	1.18
Craigavon Area Hospital	13,250.00	13.59	109,719.00	3.31
Down Lisburn	32,336.00	33.52	277,115.00	5.43
Foyle	7,953.00	8.00	64,760.00	2.30
Greenpark	10,656.00	10.93	80,610.00	4.33
Homefirst	24,107.00	n/a	188,035.00	n/a
Mater	7,583.00	8.43	54,193.00	4.63
Newry & Mourne	3,251.37	1.66	26,548.33	n/a
NI Ambulance	9,193.75	10.21	85,989.05	25.00
North & West	45,718.00	46.89	320,023.19	8.30
Royal	96,100.00	103.89	672,697.00	10.30
South & East	11,487.00	15.72	109,823.00	2.65
Sperrin Lakeland	4,774.00	5.47	35,325.00	0.70
Ulster	17,681.00	25.00	143,211.00	3.05
United	1,811.00	1.90	13,620.00	0.31
<b>Total</b>			2,500,313.64	

# CHART SHOWING USE OF ADMIN & CLERICAL AGENCY STAFF

Monitoring Period 01 April 2005 – 30 September 2005

## Cost of Admin & Clerical Agency Staff



## TABLE SHOWING USE OF OTHER AGENCY STAFF

**Monitoring Period 01 April 2005 – 30 September 2005**

Trust Name	Other Hours Purchased	Other WTE	Other Cost	% of total Employees
Altnagelvin	0.00	0.00	0.00	0.00
Armagh & Dungannon	2,815.00	2.88	33,889.00	1.21
Belfast City Hospital	5,084.47	4.53	219,039.20	1.04
Causeway	0.00	0.00	0.00	0.00
Craigavon & Banbridge	13,248.27	13.82	98,351.91	8.54
Craigavon Area Hospital	560.00	0.57	4,568.00	0.07
Down Lisburn	17,987.00	18.04	415,937.00	1.21
Foyle	5,966.00	6.00	327,580.00	0.06
Greenpark	0.00	0.00	0.00	0.00
Homefirst	69,615.00	n/a	804,995.00	n/a
Mater	1,662.00	1.85	28,255.00	4.46
Newry & Mourne	7,284.60	3.73	98,100.72	n/a
NI Ambulance	8,008.66	8.89	63,839.13	0.96
North & West	40,883.00	41.93	626,923.88	2.50
Royal	76,986.00	79.05	823,336.00	n/a <sup>1</sup>
South & East	9,473.00	16.62	161,291.00	n/a <sup>2</sup>
Sperrin Lakeland	27,336.00	34.37	1,154,345.00	n/a <sup>3</sup>
Ulster	33,462.00	43.00	341,080.00	2.13
United	3,768.00	4.18	31,238.00	1.17
<b>Total</b>			<b>5,232,768.84</b>	

<sup>1</sup> Royal – Ancillary & General 9.92%, Medical & Dental 1.29%, AHPs 0.80%

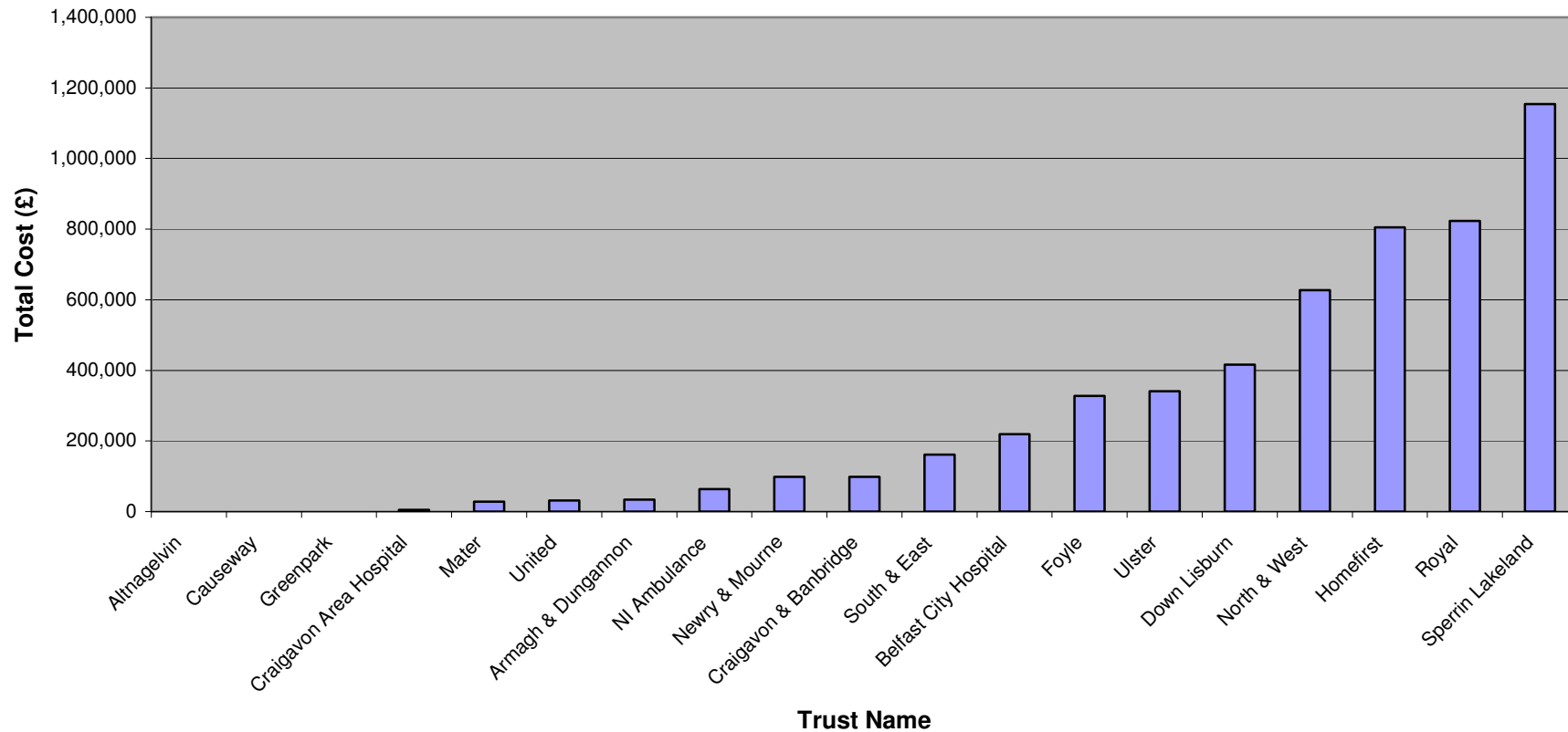
<sup>2</sup> South & East – Ancillary & General Item 1 3.35%, Ancillary & General Item 5 4.97%, Social Work 0.03%, AHPs n/a

<sup>3</sup> Sperrin Lakeland – Hotel Services 19.4%, Locums 18.0%, Social Work 1.7%, Other (Transport) 2.1%

# CHART SHOWING USE OF OTHER AGENCY STAFF

Monitoring Period 01 April 2005 – 30 September 2005

Cost of use of Other Agency Staff



## TABLE SHOWING TOTAL COST OF AGENCY STAFF

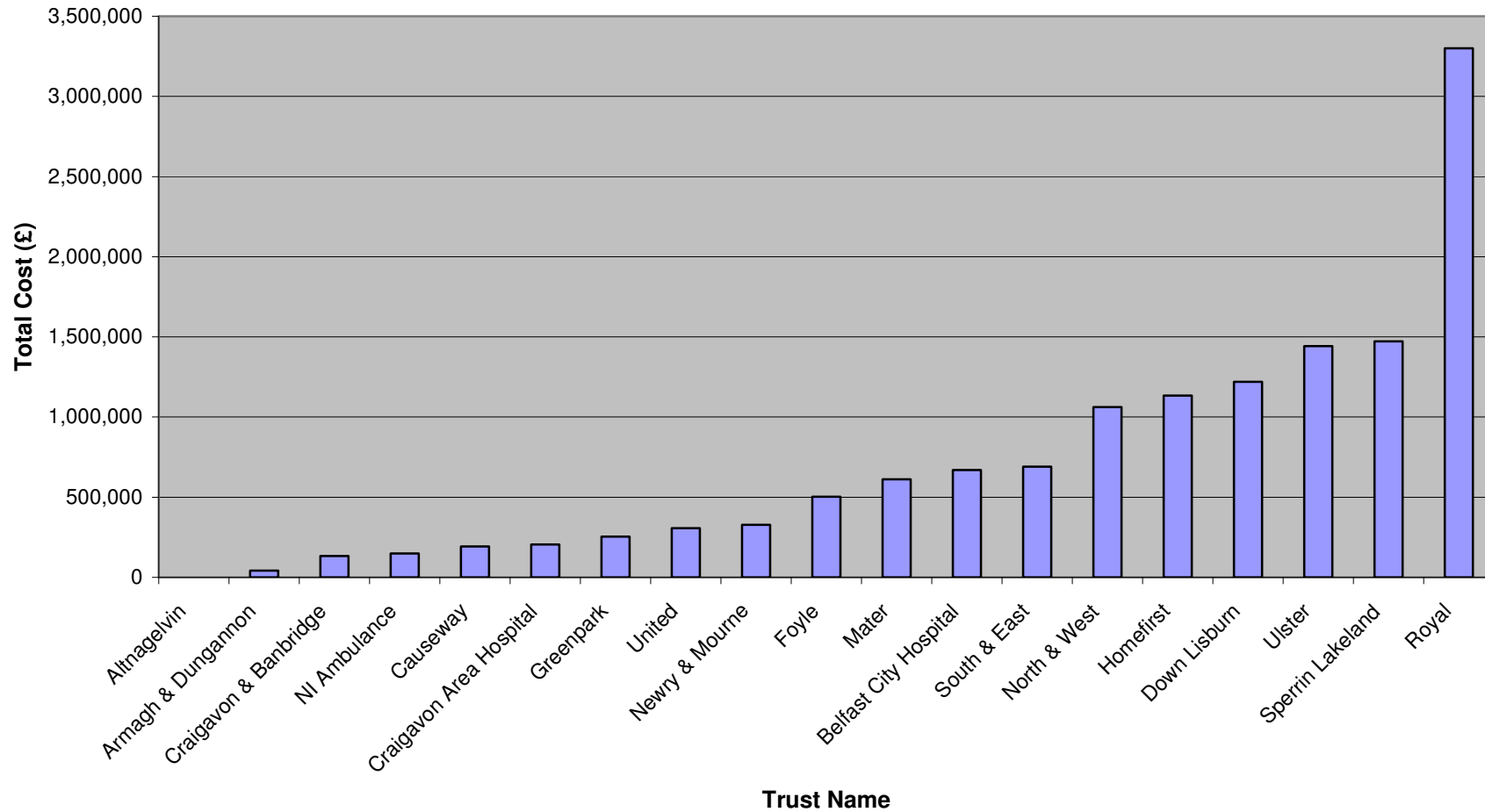
**Monitoring Period 01 April 2005 – 30 September 2005**

<b>Trust Name</b>	<b>Total cost (£)</b>
Altnagelvin	0.00
Armagh & Dungannon	42,068.00
Belfast City Hospital	669,067.60
Causeway	192,064.00
Craigavon & Banbridge	133,325.19
Craigavon Area Hospital	205,815.00
Down Lisburn	1,220,160.00
Foyle	503,191.00
Greenpark	254,847.00
Homefirst	1,134,451.00
Mater	612,010.00
Newry & Mourne	327,542.78
NI Ambulance	149,828.18
North & West	1,062,089.34
Royal	3,299,895.00
South & East	690,599.00
Sperrin Lakeland	1,472,765.00
Ulster	1,442,076.00
United	307,503.00
<b>Total</b>	<b>13,719,297.09</b>

# CHART SHOWING TOTAL COST OF AGENCY STAFF BY TRUST

Monitoring Period 01 April 2005 – 30 September 2005

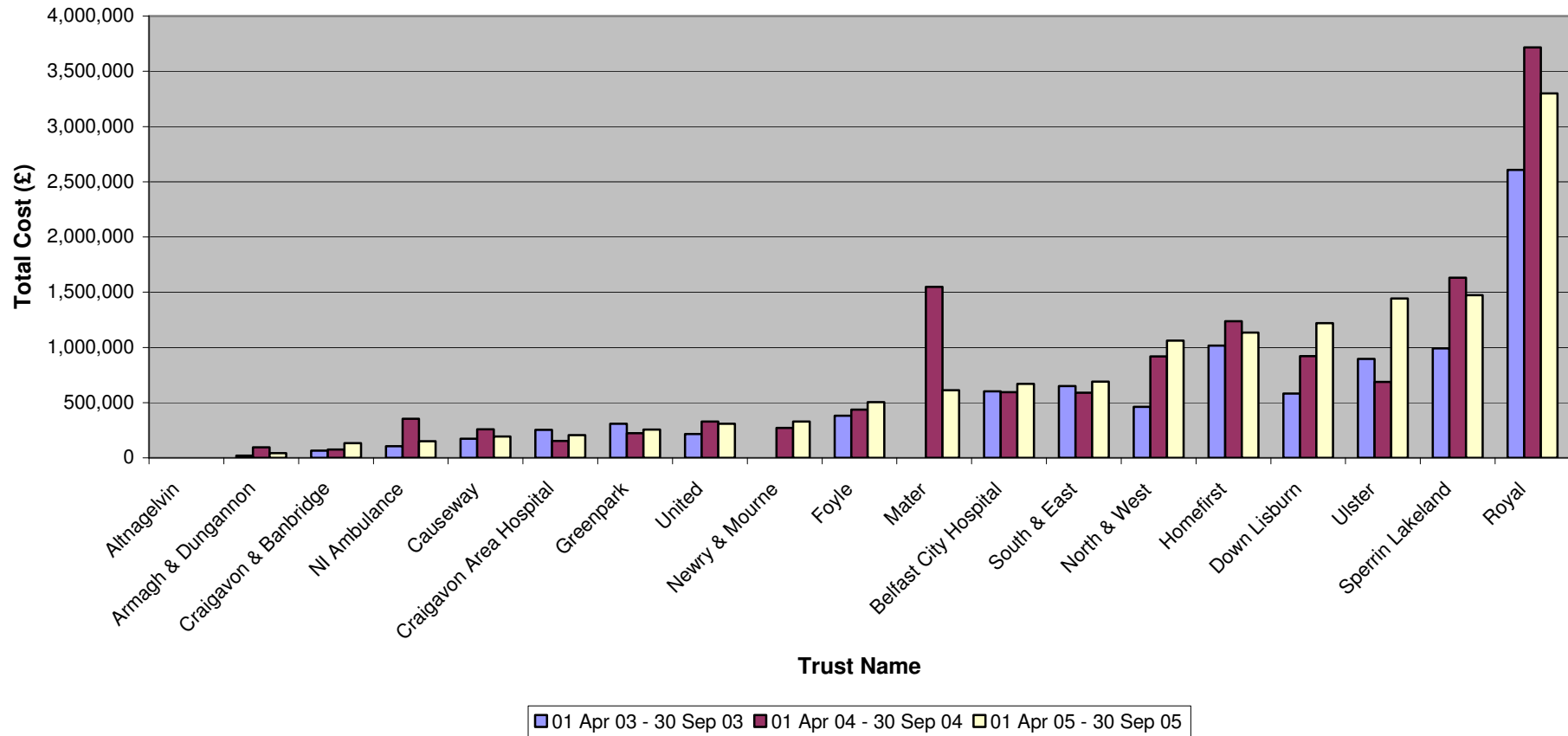
Cost of use of Agency Staff by Trust



# CHART SHOWING TOTAL COST OF AGENCY STAFF BY TRUST

Monitoring Period 01 April 2005 – 30 September 2005

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



## Monitoring Period 01 April 2005 – 30 September 2005

### MONITORING USE OF NON-PERMANENT CONTRACTS

**Appendix 22** is a table, which shows the use of non-permanent contracts, which is 3,829 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 Trust against the data supplied for the same monitoring period in previous years. The overall number of non-permanent contracts (3,829) has returned to the same as that reported for 2003. In comparison to the same monitoring period for last year, Sperrin Lakeland Trust has increased its number of non-permanent contracts by 76% to 561; Newry & Mourne has also increased its number of non-permanent contracts by 63%, whilst North & West has reduced its number of non-permanent contracts by 40%.

**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 previous years. The total number of overseas nurses with non-permanent contracts has reduced to 460 compared with 711 quoted for the same monitoring period last year; this represents a reduction of 35%.

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

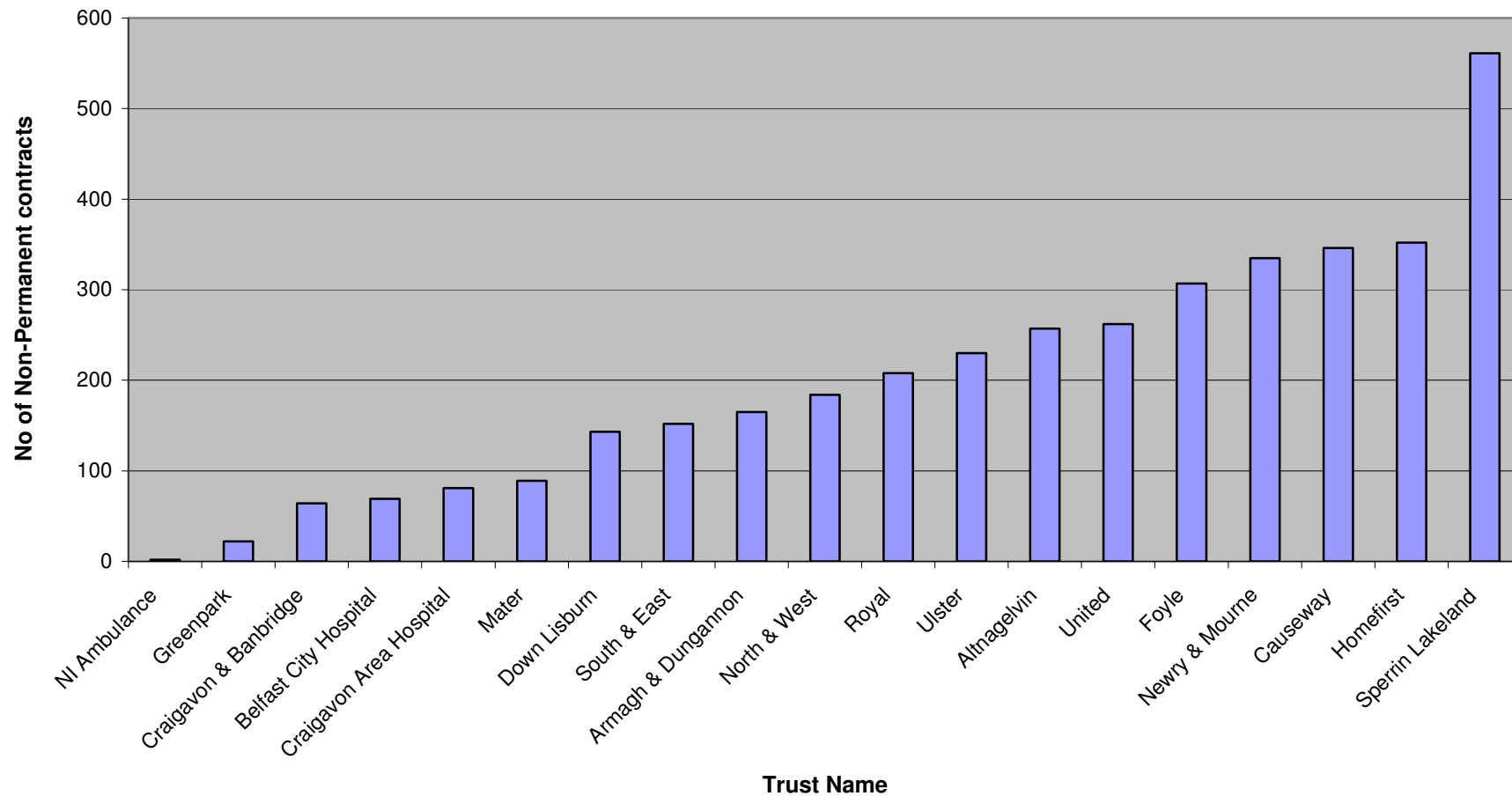
**TABLE SHOWING USE OF NON-PERMANENT CONTRACTS**  
**Monitoring Period 01 April 2005 – 30 September 2005**

<b>Trust Name</b>	<b>No. of non-perm contracts</b>	<b>% of total employees</b>
Altnagelvin	257	10.07
Armagh & Dungannon	165	6.00
Belfast City Hospital	69	1.37
Causeway	346	10.84
Craigavon & Banbridge	64	4.52
Craigavon Area Hospital	81	2.83
Down Lisburn	143	3.80
Foyle	307	7.85
Greenpark	22	1.59
Homefirst	352	7.99
Newry & Mourne	335	11.44
North & West	184	5.50
NI Ambulance	2	0.20
Mater	89	7.13
Royal	208	3.26
South & East	152	3.70
Sperrin Lakeland	561	10.69
Ulster	230	4.00
United	262	6.91
<b>Total</b>	<b>3,829</b>	

# USE OF NON-PERMANENT CONTRACTS

## Monitoring Period 01 April 2005 – 30 September 2005

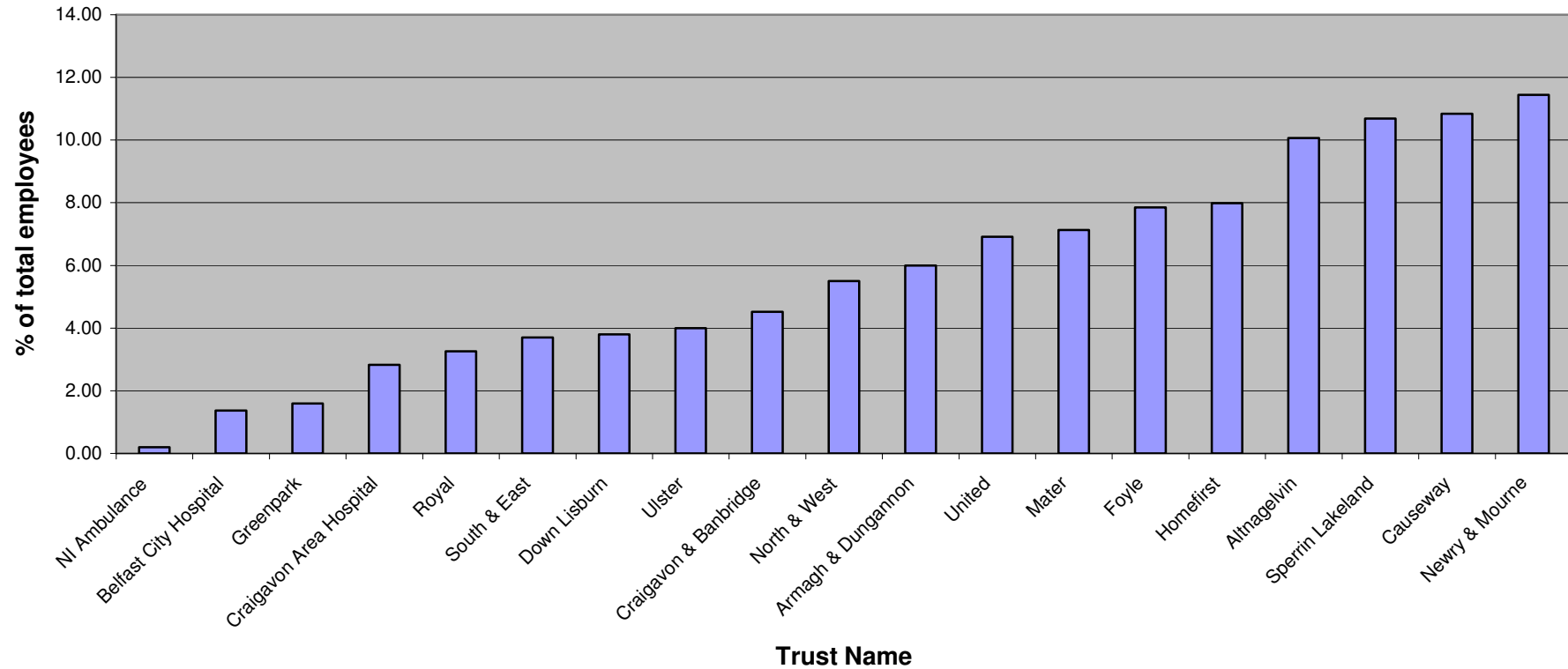
Chart showing Use of Non-Permanent Contracts



# USE OF NON-PERMANENT CONTRACTS

## Monitoring Period 01 April 2005 – 30 September 2005

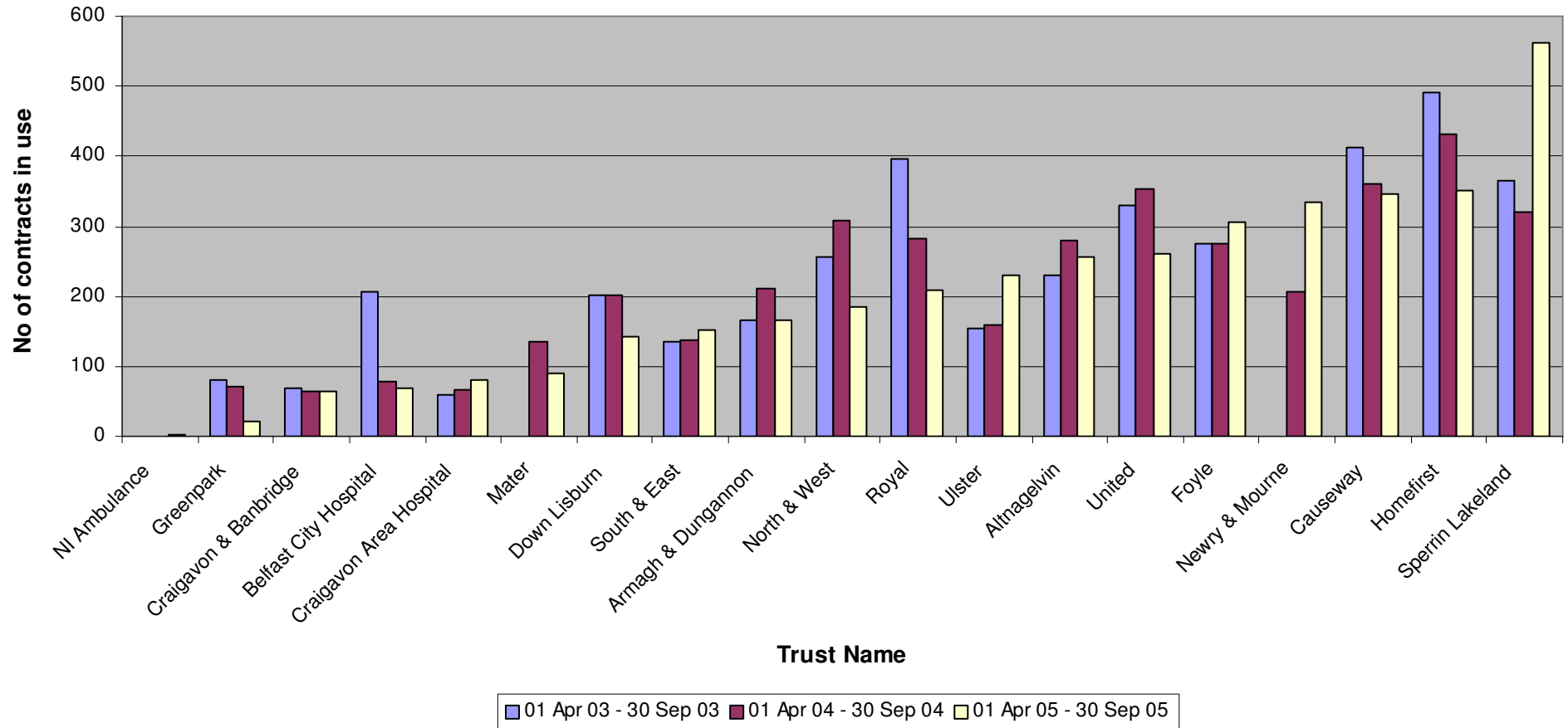
Chart showing the number of non-permanent contracts expressed as a % of the total number of employees



# USE OF NON-PERMANENT CONTRACTS

## Monitoring Period 01 April 2005 – 30 September 2005

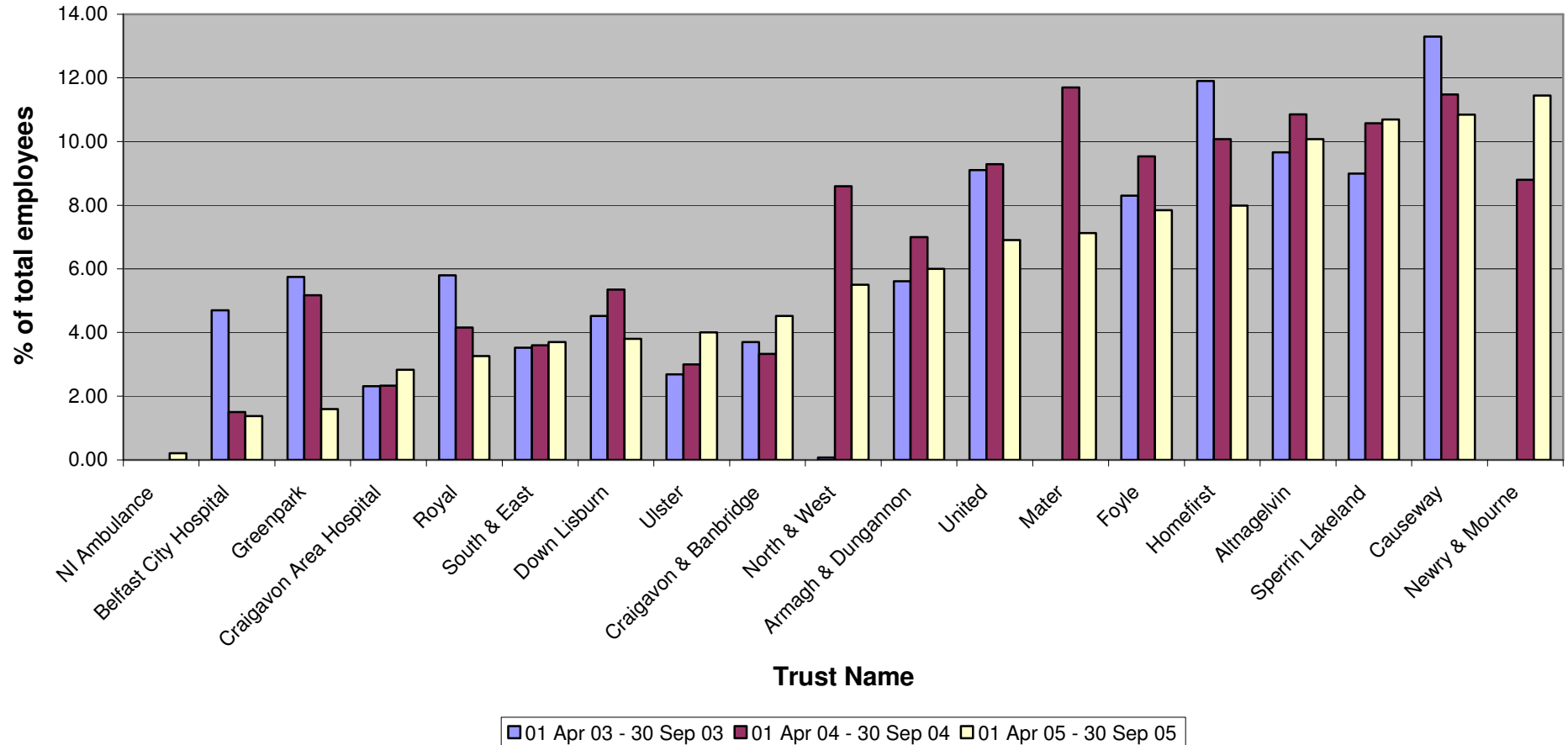
**Chart showing the use of Non-Permanent Contracts against the data supplied for the same monitoring period in previous years**



# USE OF NON-PERMANENT CONTRACTS

## Monitoring Period 01 April 2005 – 30 September 2005

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



**USE OF NON-PERMANENT CONTRACTS**  
**Monitoring Period 01 April 2005 – 30 September 2005**

**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>
NI Ambulance	0
Armagh & Dungannon	0
Causeway	0
Craigavon & Banbridge	0
Down Lisburn	0
Greenpark	0
North & West	0
South & East	0
Foyle	1
Newry & Mourne	11
Altnagelvin	12
Sperrin Lakeland	12
Belfast City Hospital	18
Homefirst	29
Craigavon Area Hospital	35
Mater	51
United	62
Ulster	111
Royal	118
<b>Total</b>	<b>460</b>

# USE OF NON-PERMANENT CONTRACTS

## Monitoring Period 01 April 2005 – 30 September 2005

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

