

DEPARTMENT OF HEALTH, SOCIAL SERVICES & PUBLIC SAFETY

MONITORING OF HUMAN RESOURCE ACTIVITY

MONITORING PERIOD 01 OCTOBER 2004 – 31 MARCH 2005

Monitoring Period 01 October 2004 – 31 March 2005

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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. During this monitoring period, the Royal has not provided a total average % of working days lost. Greenpark Trust recorded the highest average of 7.85%. Craigavon Area Hospital Group Trust continues to record the lowest average, with 4.56% recorded for this monitoring period.

Appendix 2 is a Table, which shows the Sickness Absence returns for this monitoring period by Trust in alphabetical order.

PLEASE NOTE THAT COMPARISONS ARE MADE ON THE BASIS OF THE INFORMATION PROVIDED BY TRUSTS, AND 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 three years for the same monitoring period, it should be noted that there are some information gaps: -

1. Admin & Clerical - TC2 (Appendix 3)

The Mater has recorded the highest average % of working days lost in this staff group at 6.73%. The Northern Ireland Ambulance Service recorded the lowest average percentage of 3.56% Whole Time Equivalent (WTE) 41.09, in comparison to that recorded by the Trust for the same monitoring period in the previous year's survey at 17.62% WTE 33.34, which was the highest average of working days lost. Greenpark recorded an increase in the average % of working days lost at 6.46%, compared to 4.60% recorded for the same monitoring period last year.

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2. Maintenance - TC3 (Appendix 4)

This staff grouping shows much variance in absence levels recorded from one survey to another. 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. The NI Ambulance Service recorded the lowest average % of working days lost at 0% for 3 WTE. Down Lisburn Trust recorded the highest average % of working days lost during this monitoring period at 17.57%, which has increased from 9.67% reported by the Trust for the same monitoring period in last year's survey.

3. Ancillary & General - TC4 (Appendix 5)

The NI Ambulance Service recorded the highest average % of working days lost at 16.37% for 1 WTE, in comparison with 0% for 1WTE reported by the Trust for the same monitoring period last year. This demonstrates the variances that can occur in average % of days lost where there are small numbers in the workforce. Foyle recorded the lowest % of working days lost in this staff group at 6.38%. This staff group continues to show the highest levels of sickness absence in comparison to the other staff groups on a regional level. See **Appendix 10** and **Appendix 11** for graphical representations.

4. Nursing & Midwifery - TC5 (Appendix 6)

Greenpark Trust recorded the highest average % of working days lost in this survey at 10.32%, which is an increase on the average % recorded by the Trust for the same monitoring period in last year's survey of 8.56%. For this monitoring period, Craigavon & Banbridge recorded the lowest average % of working days lost at 5.20%. The Mater recorded an average % of 6.89% in this monitoring period in comparison to last year's survey where it recorded the

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lowest average % of working days lost for this staff group at 4.54%. **Appendix 11** shows that this staff grouping has reduced its sickness absence in comparison to the same monitoring period last year.

5. Social Workers - TC6 (Appendix 7)

The Ulster Community & Hospitals Trust recorded the highest average % of working days lost at 8.77% for 652.10 WTE in comparison to Altnagelvin Trust, which recorded the lowest average of 1.54% for 0.9 WTE. Both the Ulster and Foyle have reported increases in their average % of working days lost during this monitoring period (8.77% and 8.72% respectively) since the survey for the same monitoring period last year (5.65% and 6.54% respectively). **Appendix 11** shows that this staff grouping has reduced its sickness absence to the same level it was 2 years ago.

6. Professional & Technical - TC7 (Appendix 8)

Down Lisburn Trust recorded the highest average % of working days lost in this staff group at 5.92%. Foyle recorded the lowest average % of working days lost at 2.92%. In comparison to the same monitoring period for last year's survey the highest average percentage was 6.78% recorded by Causeway, whilst the lowest average % of working days lost was 2.94% recorded by the Mater. Regional trends show that sickness absence for this staff grouping has decreased below that recorded for the same monitoring period in previous surveys. (See **Appendix 11**).

7. Doctors - TC8 (Appendix 9)

Foyle recorded the highest average % of working days lost in this staff group at 3.93%, an increase from 0.94%, which was recorded by the Trust for the same monitoring period last year. The Mater recorded the lowest average % of working days lost at 0.06 %. As shown in **Appendix 10**, this staff group continues to record the lowest level of

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sickness absence in comparison to the other staff groups. The regional average % of working days lost for this staff group has decreased to 1.47%, lower than the averages in previous surveys, as shown in **Appendix 11**.

8. Ambulance Service - TC9

The Ambulance Service staff grouping report an average % of working days lost of 7.72% for this monitoring period, in comparison with 7.09% reported for the same monitoring period last year. 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 7.72% for 882.65 WTE.

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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

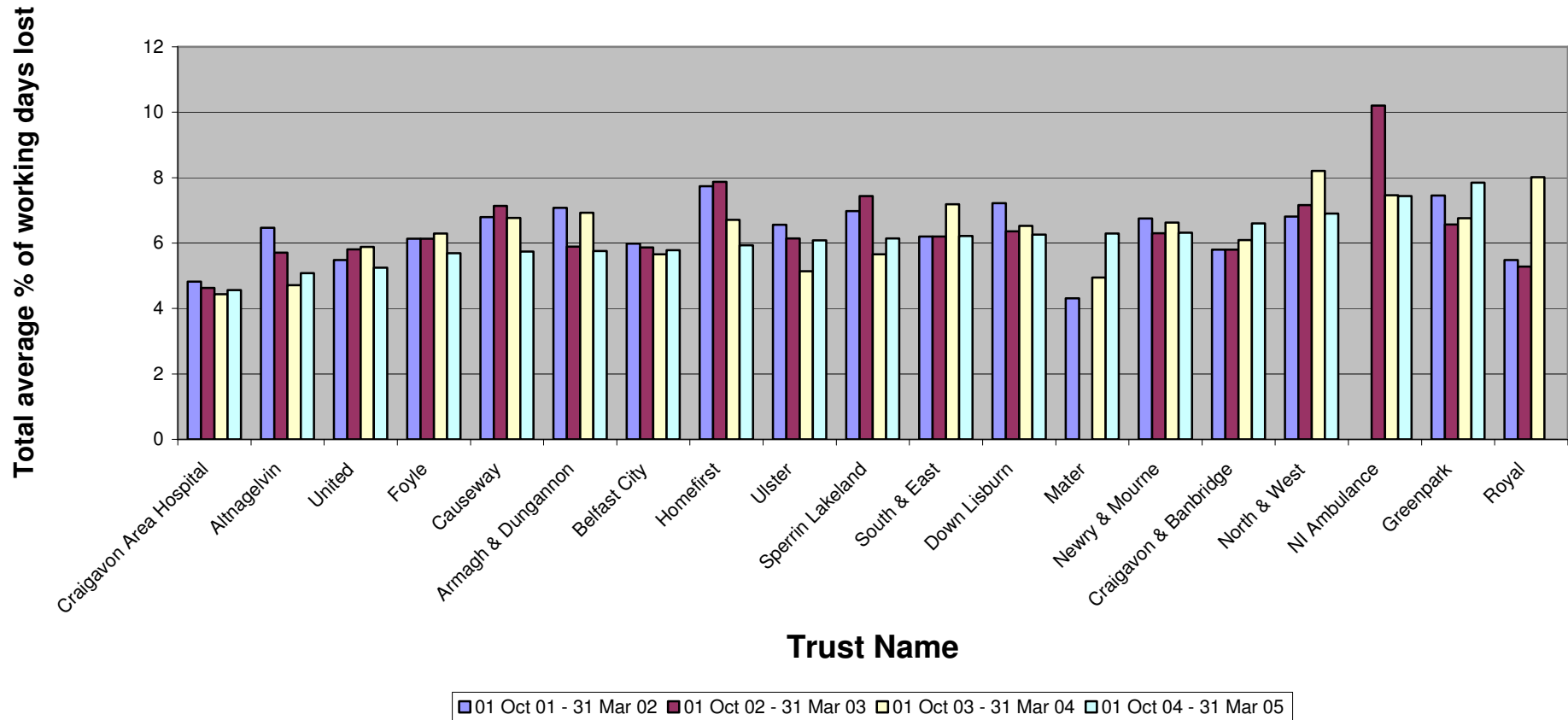


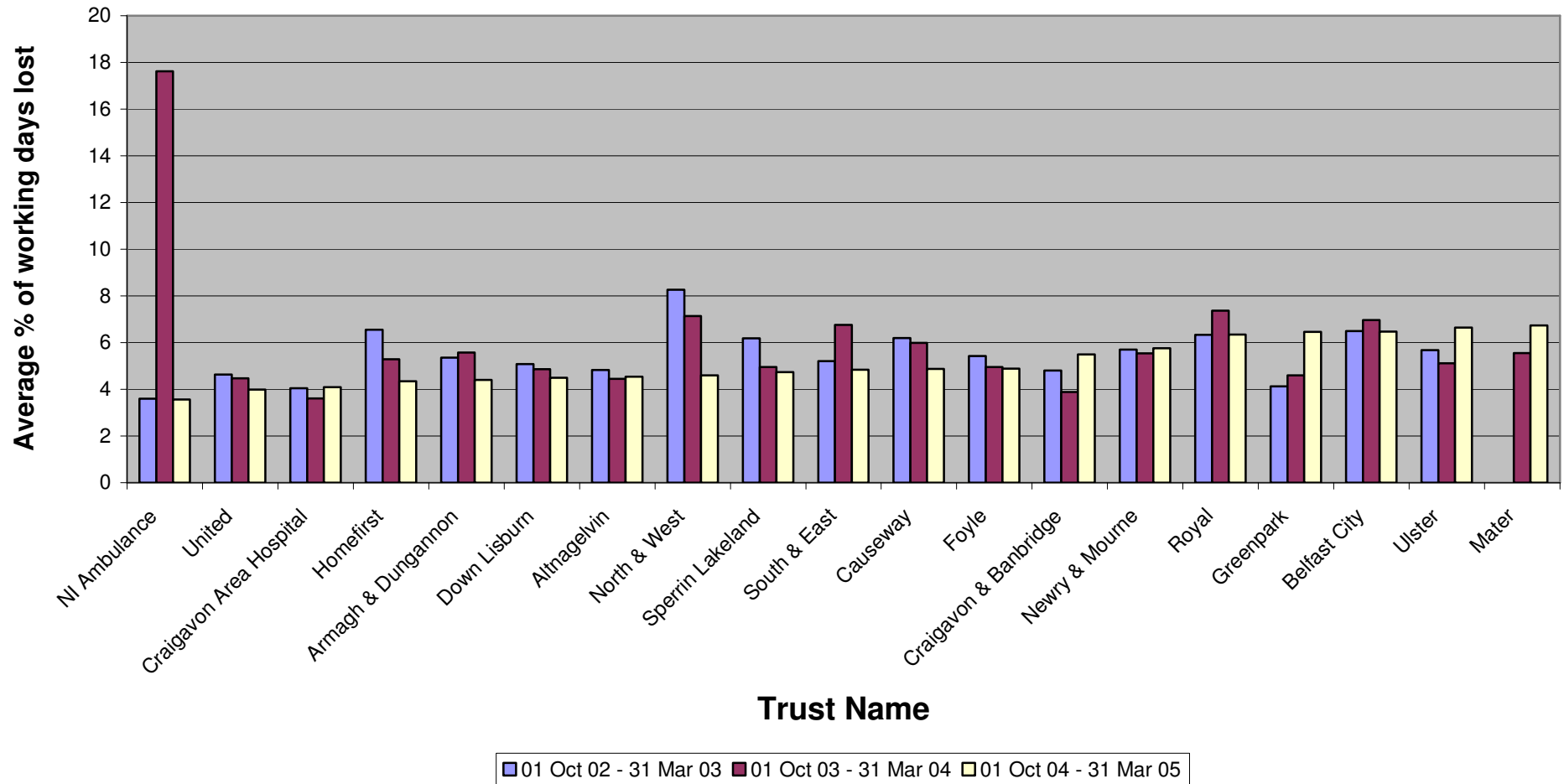
TABLE SHOWING SICKNESS ABSENCE RETURNS

Monitoring Period 01 October 2004 – 31 March 2005

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	428.10	4.54	32.00	2.83	92.40	8.64	1047.29	5.87	0.90	1.54	319.92	4.80	233.74	1.40	0.00	0.00	5.08
Armagh & Dungannon	368.36	4.40	28.00	6.88	236.73	6.63	679.73	6.08	254.84	6.54	153.89	5.56	37.06	1.92	0.00	0.00	5.76
Belfast City	795.23	6.47	40.00	5.81	372.28	9.92	1655.50	6.28	0.00	0.00	755.56	4.86	632.97	1.00	0.00	0.00	5.78
Causeway	577.13	4.87	22.00	5.87	451.21	8.92	785.33	7.95	246.31	7.03	224.61	3.68	156.47	1.86	0.00	0.00	5.74
Craigavon Area Hospital	408.17	4.09	24.17	3.43	96.17	9.88	1051.27	5.65	12.00	1.67	383.42	3.25	228.18	0.67	0.00	0.00	4.56
Craigavon & Banbridge	326.10	5.50	0.00	0.00	141.92	9.90	285.57	5.20	389.70	7.40	107.84	4.30	22.85	2.30	0.00	0.00	6.60
Down Lisburn	598.02	4.50	27.43	17.57	637.73	8.76	1012.18	6.17	424.02	6.47	283.13	5.92	142.67	1.07	0.00	0.00	6.26
Foyle	591.14	4.89	97.92	7.60	521.28	6.38	669.30	7.07	437.26	8.72	168.16	2.92	37.40	3.93	0.00	0.00	5.69
Greenpark	249.41	6.46	26.50	8.99	17.75	9.84	584.01	10.32	0.00	0.00	234.57	5.07	63.62	0.10	0.00	0.00	7.85
Homefirst	868.04	4.34	27.00	6.67	627.01	8.26	1036.52	6.49	808.84	5.62	340.29	5.62	80.28	2.35	0.00	0.00	5.93
Mater	223.60	6.73	16.00	15.39	162.34	9.52	558.14	6.89	0.00	0.00	122.98	4.44	175.12	0.06	0.00	0.00	6.29
Newry & Mourne	448.41	5.76	18.00	6.62	228.03	9.45	645.66	7.12	258.50	6.70	162.41	3.66	148.10	0.79	0.00	0.00	6.32
North & West	590.11	4.60	24.01	3.80	451.87	9.40	689.93	7.70	815.80	7.70	194.68	3.70	57.65	3.00	0.00	0.00	6.90
NI Ambulance	41.09	3.56	3.00	0.00	1.00	16.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	882.65	7.72	7.44
Royal	-	6.34	-	12.54	-	11.81	-	6.04	0.00	0.00	-	3.64	-	1.14	0.00	0.00	-
South & East	633.21	4.84	22.00	2.90	585.37	8.94	793.50	7.66	549.64	4.48	199.68	3.69	50.65	0.55	0.00	0.00	6.22
Sperrin Lakeland	493.79	4.73	0.00	0.00	465.60	7.93	1229.33	6.25	310.24	7.86	262.49	4.95	140.73	2.58	0.00	0.00	6.14
Ulster	861.72	6.64	39.43	5.20	655.20	9.87	1607.74	6.33	652.10	8.77	496.05	4.98	403.16	0.80	0.00	0.00	6.08
United	591.38	3.99	53.00	3.42	351.21	8.12	1358.96	6.44	0.00	0.00	452.44	3.77	254.30	0.94	0.00	0.00	5.25

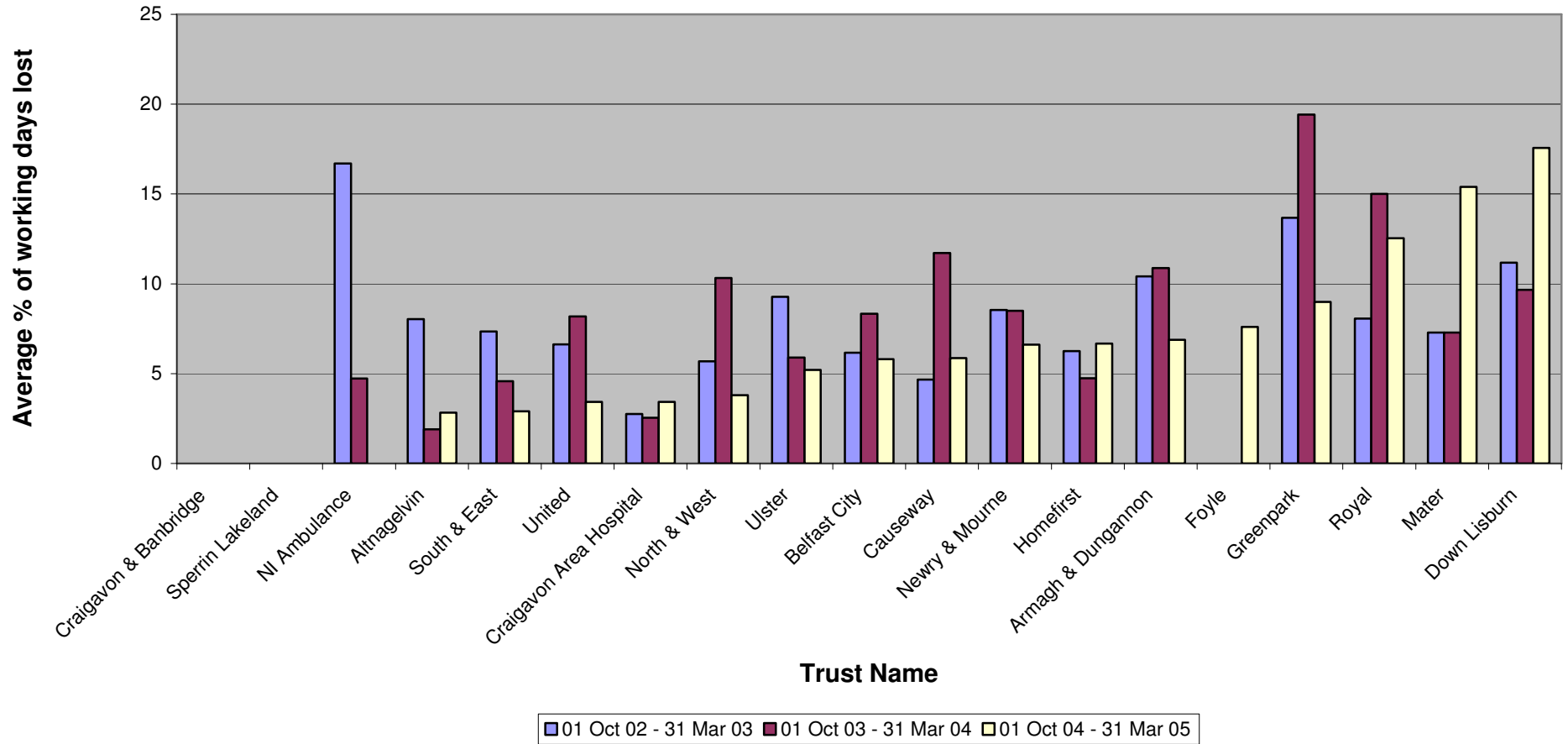
Monitoring Period 01 October 2004 – 31 March 2005

Admin & Clerical - TC2



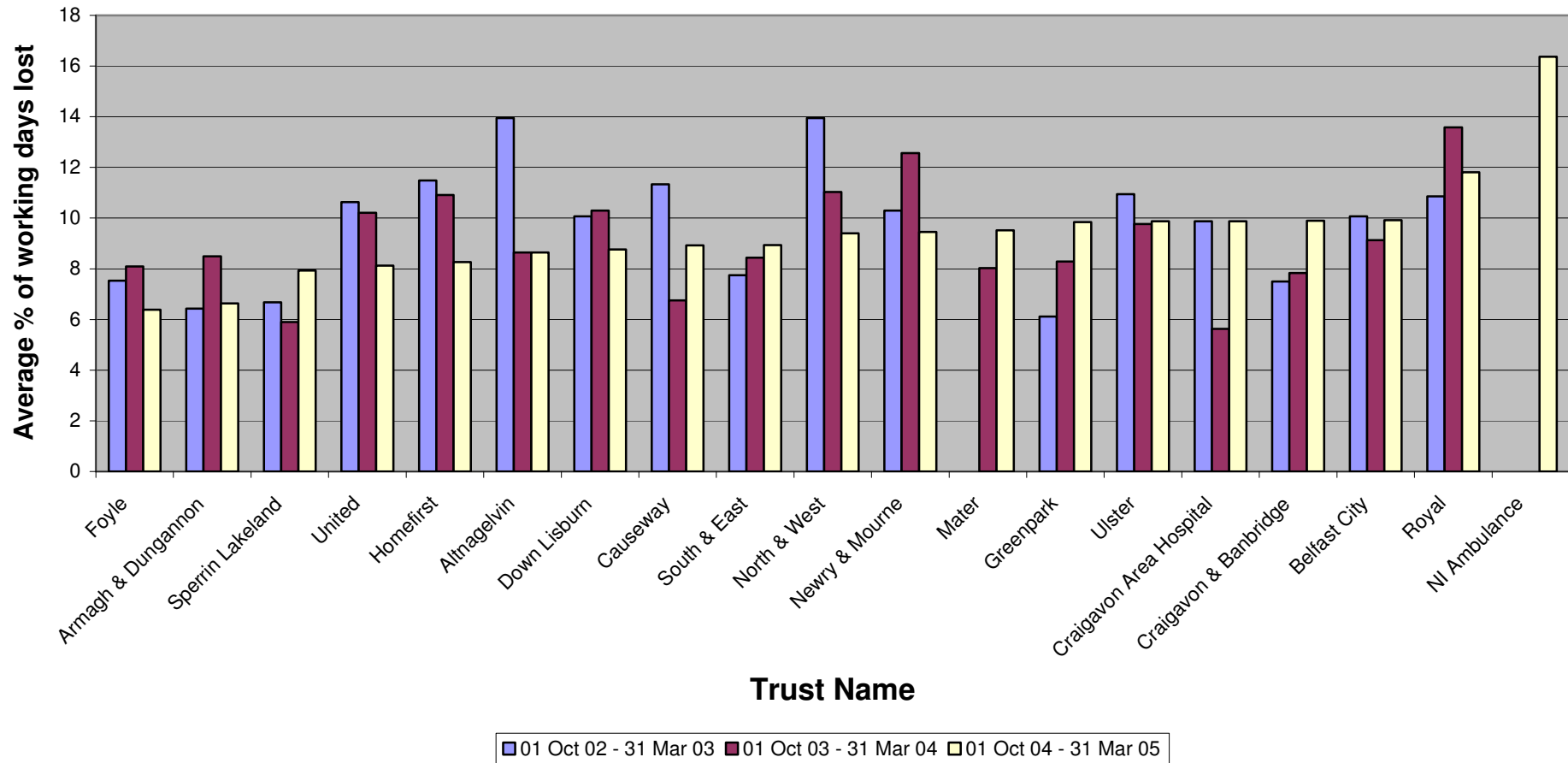
Monitoring Period 01 October 2004 – 31 March 2005

Maintenance - TC3



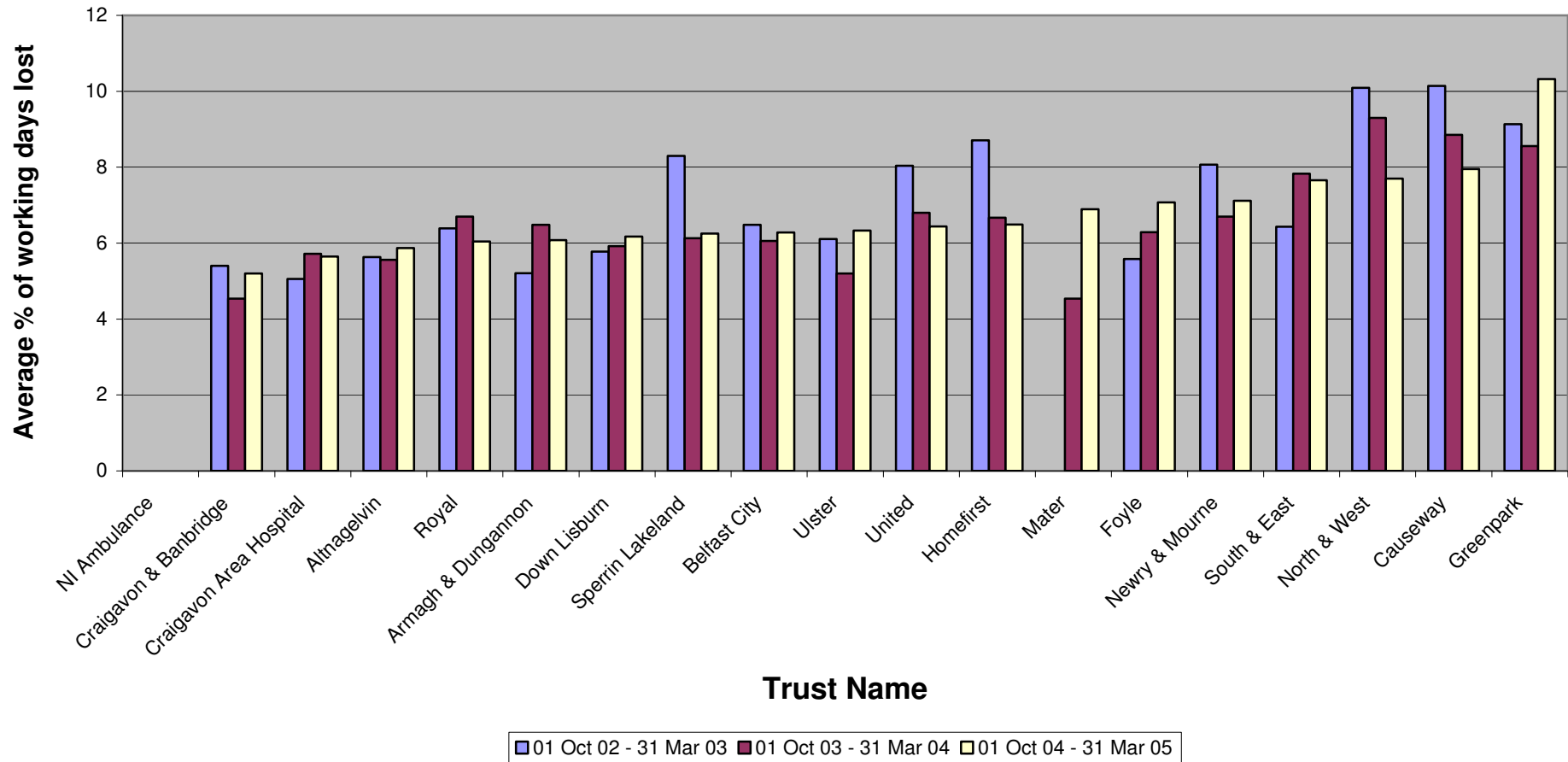
Monitoring Period 01 October 2004 – 31 March 2005

Ancillary & General - TC4



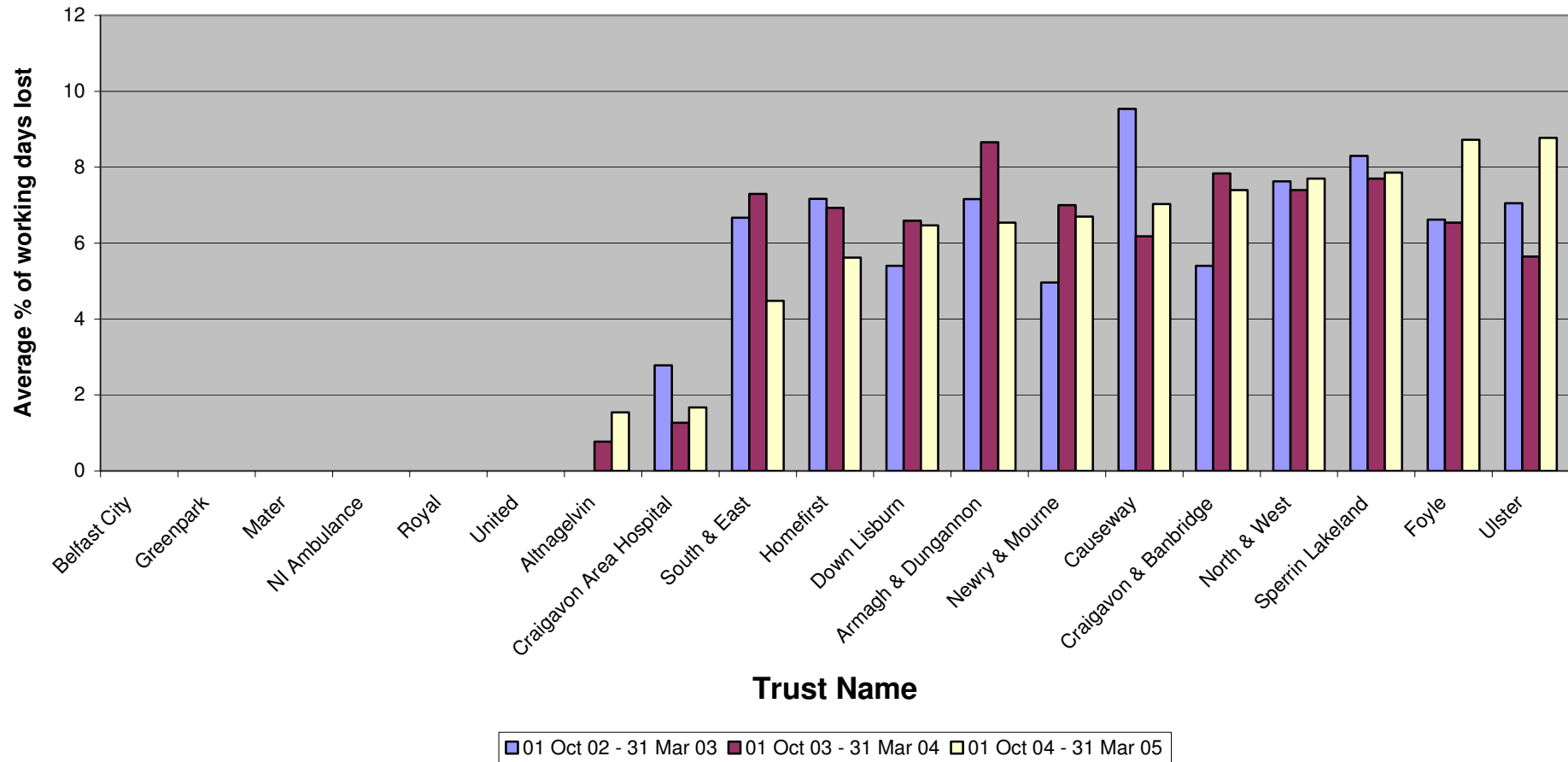
Monitoring Period 01 October 2004 – 31 March 2005

Nursing & Midwifery - TC5



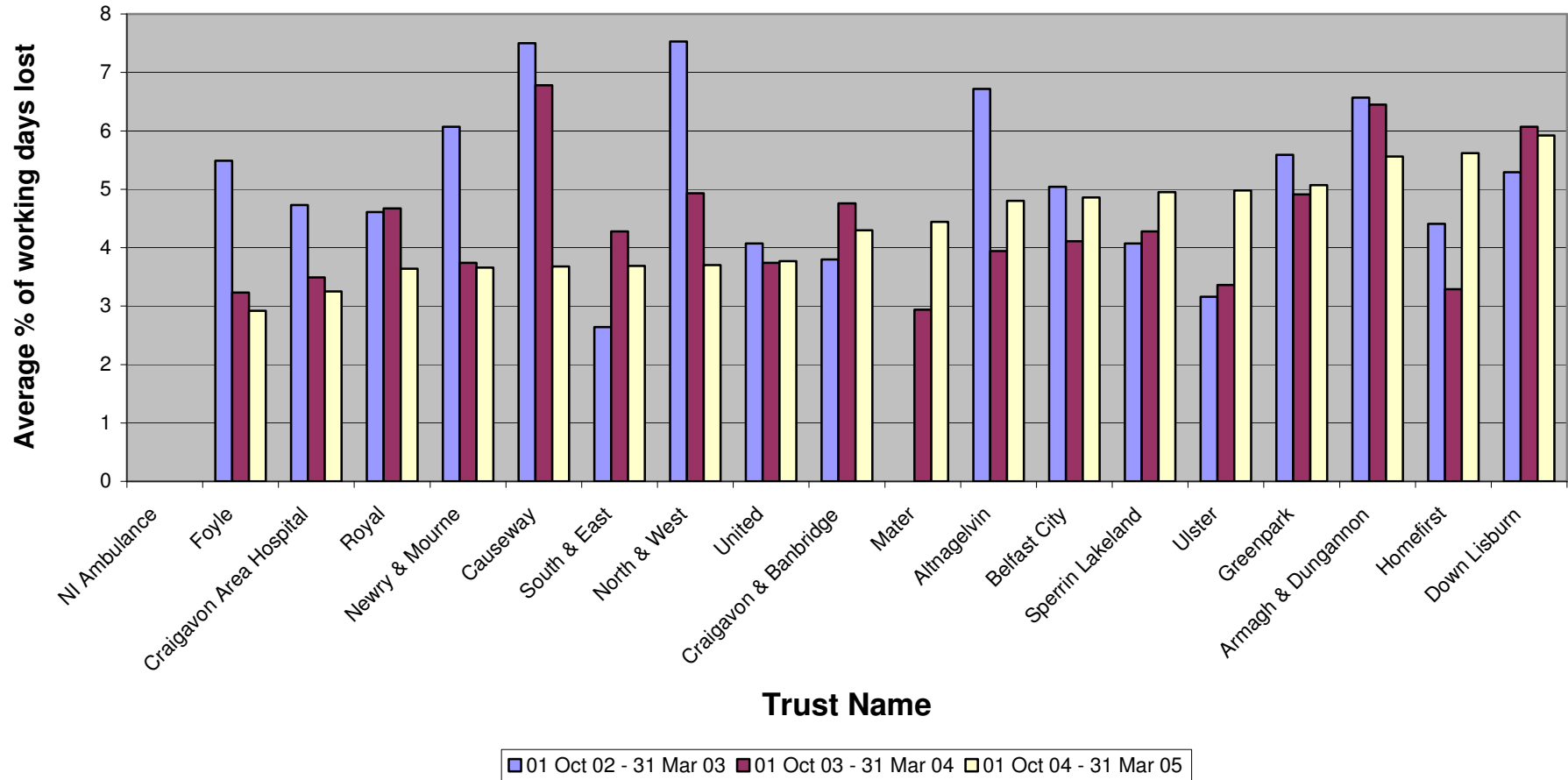
Monitoring Period 01 October 2004 – 31 March 2005

Social Workers - TC6



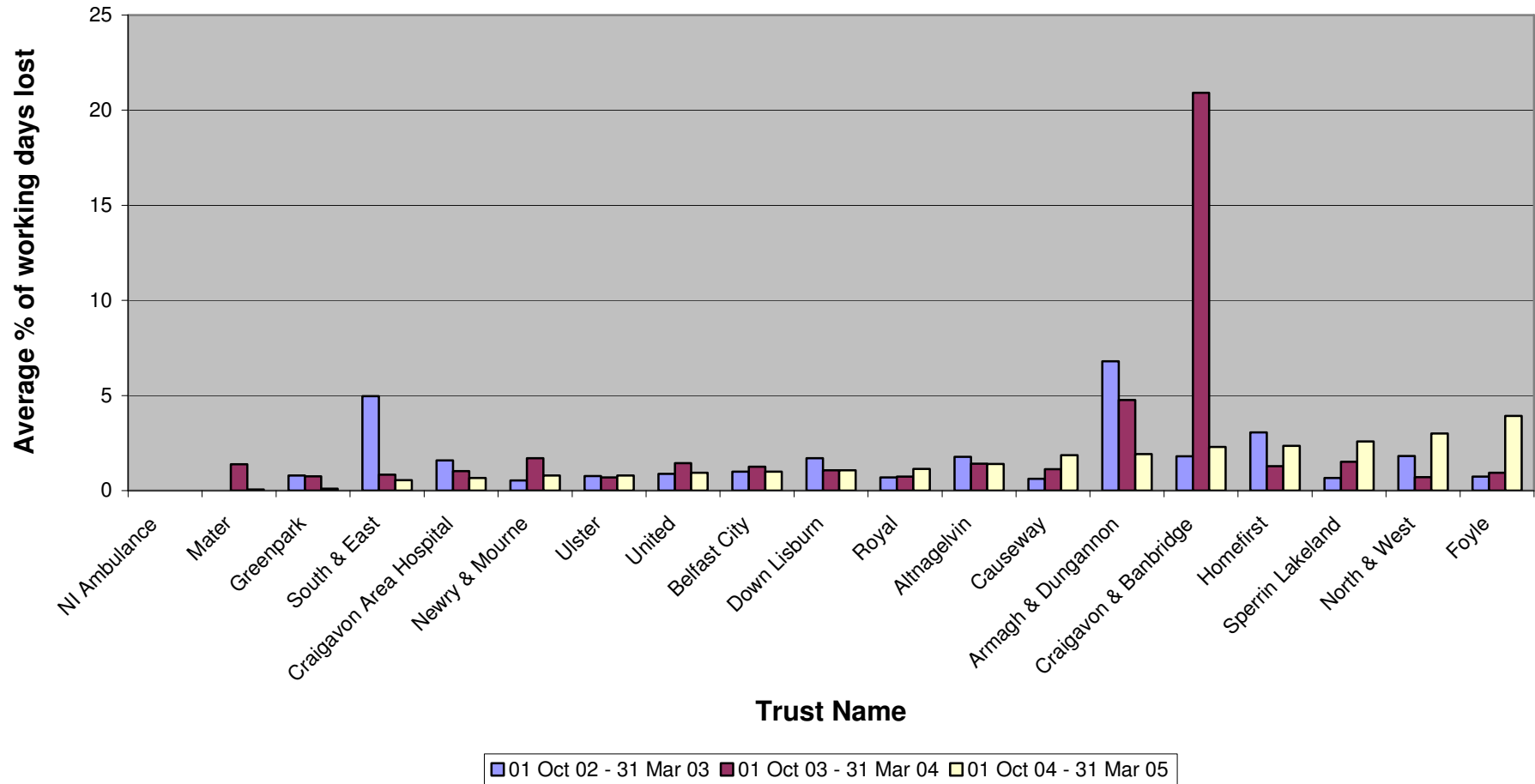
Monitoring Period 01 October 2004 – 31 March 2005

Professional & Technical - TC7



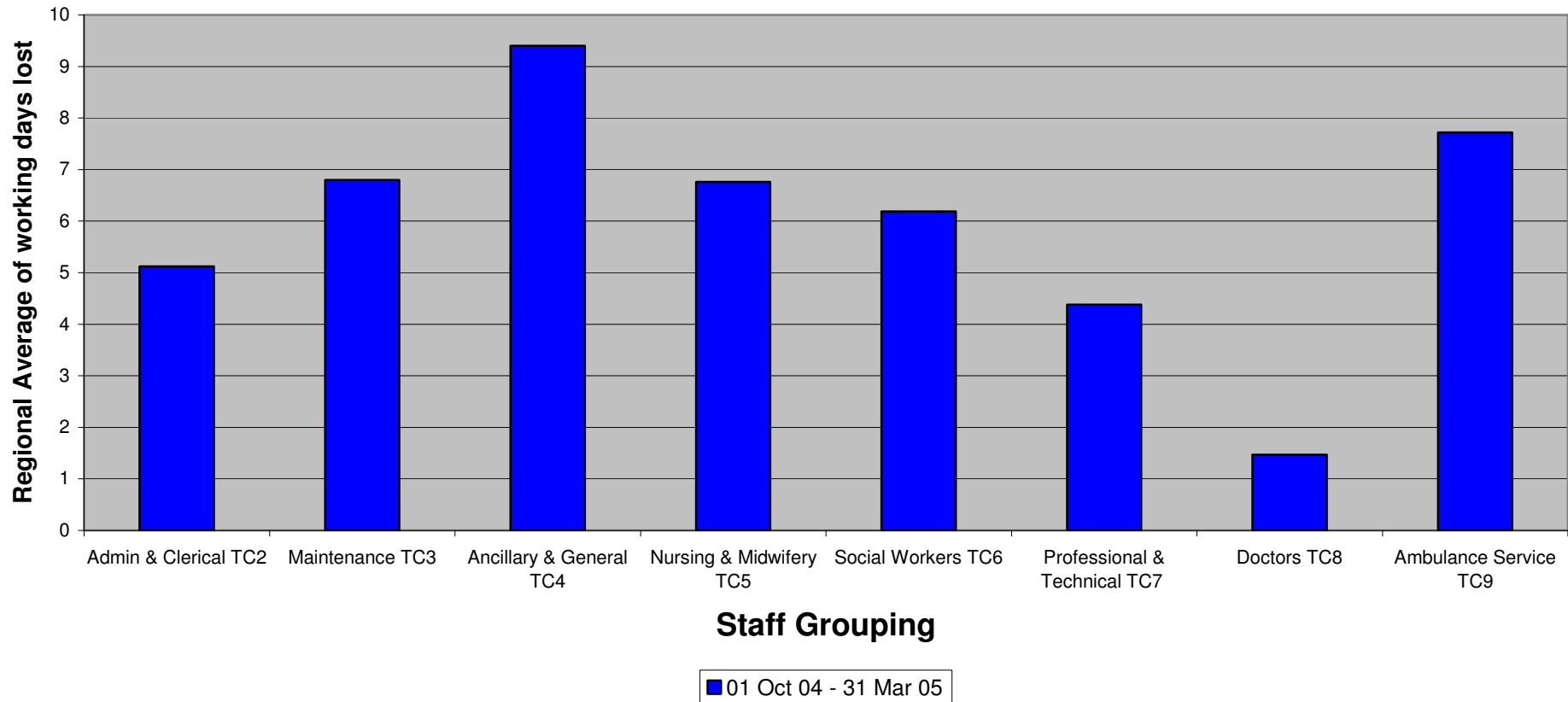
Monitoring Period 01 October 2004 – 31 March 2005

Doctors - TC8



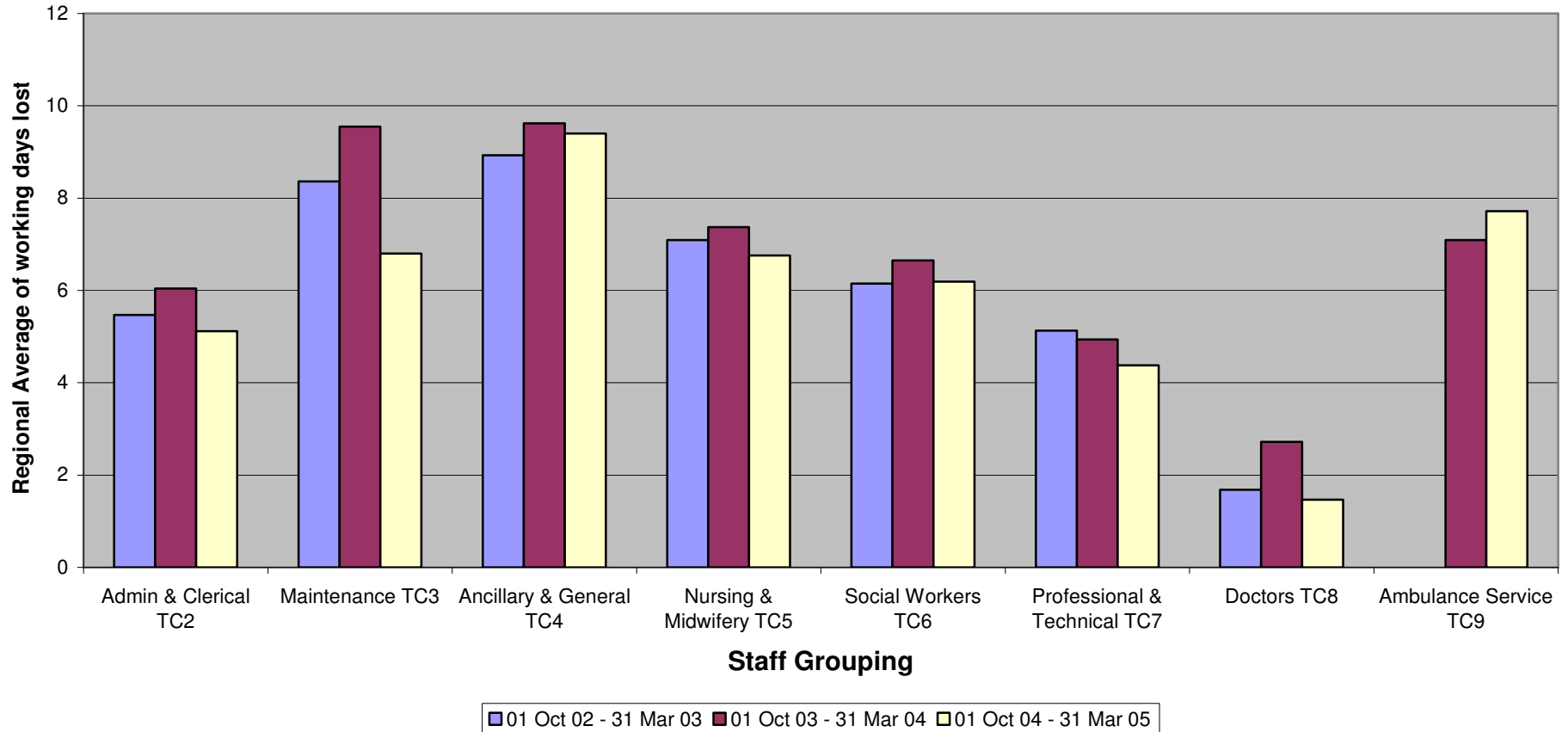
Monitoring Period 01 October 2004 – 31 March 2005

Chart showing comparison between Staff Groupings on a Regional Level



Monitoring Period 01 October 2004 – 31 March 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 October 2004 – 31 March 2005

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, also data is not included for United Trust, as a return relating to this section was not received. 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 cost of nursing agency staff is £6,205,364.61. The Royal is the highest user of Nursing agency staff and in this monitoring period has recorded costs of £2,010,878, which equates to 6.67% of the total number of employees in this staff category. The cost of nursing agency staff at the Ulster is £847,602, almost double the cost recorded for the same monitoring period in last year's survey. Belfast City Hospital has recorded a cost of £140,021, which represents a reduction of 82% in its cost of £778,077 recorded for the same monitoring period last year.

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

Appendix 15 is a table, which details the use of Admin & Clerical agency staff, which has further increased from £2,337,802.09 recorded in the same monitoring period last year to £2,723,727.65 in this monitoring period. This represents a further increase of 16.5%, on top of last year's increase of 46.5%. The Royal continues to be the highest user of Admin & Clerical agency staff recording a cost of £700,121, which equates to 6.48% of the total employees in this staff group. Craigavon & Banbridge recorded the lowest cost at £5,795.28.

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

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Appendix 17 is a table, which shows the use of 'Other' agency staff. Some Trusts have expressed the use of other agency staff as a percentage within particular staff categories (e.g. ancillary & general) and not as combined percentage. In these cases, an overall percentage cannot be included. The cost of use of Other agency staff in this monitoring period is £5,892,829.97, which is an increase of 34% compared with £4,403,301.55 recorded for the same monitoring period last year.

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

Appendix 19 is a table, which shows the cost of Agency staff by Trust. The total cost of £14,821,922.23 represents an increase in Agency costs of 13% from the cost of £13,130,947.75 recorded for the same monitoring period last 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 surveys.

TABLE SHOWING USE OF AGENCY STAFF
Monitoring Period 01 October 2004 – 31 March 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	4,212.00	4.38	209,061.00	2,730.00	2.84	32,874.00	241,935.00
Belfast City Hospital	13,643.61	13.99	140,021.03	21,972.79	22.50	18,283.33	5,084.25	3.74	175,128.99	333,433.35
Causeway	14,431.54	14.79	273,152.54	n/a	n/a	14,449.00	0.00	0.00	0.00	287,601.54
Craigavon & Banbridge	126.02	0.13	2,296.80	752.63	0.78	5,795.28	12,398.64	12.43	95,825.97	103,918.05
Craigavon Area Hospital	12,684.00	13.01	193,515.00	12,126.00	12.44	93,871.00	1,724.00	1.77	12,120.00	299,506.00
Down Lisburn	24,534.00	25.10	408,487.00	27,177.00	28.17	229,917.00	67,071.00	66.87	676,187.00	1,314,591.00
Foyle	8,807.00	234.09	96,871.00	37,027.00	987.39	264,590.00	10,472.00	279.25	308,515.00	669,976.00
Greenpark	11,231.00	11.51	159,482.00	12,227.00	12.54	105,365.00	117.00	0.12	912.00	265,759.00
Homefirst	n/a	n/a	212,478.00	n/a	n/a	211,361.00	n/a	n/a	954,249.00	1,378,088.00
Mater	63,810.00	425.44	1,082,862.00	10,111.00	11.23	73,302.28	3,012.00	3.35	78,304.87	1,234,469.15
Newry & Mourne	24,610.64	n/a	392,212.87	1,848.48	n/a	14,193.77	8,283.72	n/a	117,812.57	524,219.21
NI Ambulance	0.00	0.00	0.00	8,491.60	41.09	79,600.29	9,813.25	n/a	78,043.67	157,643.96
North & West	6,003.51	6.16	81,047.37	46,831.81	48.68	327,822.70	50,445.57	52.44	559,945.90	968,815.97
Royal	142,616.00	150.01	2,010,878.00	100,017.00	104.02	700,121.00	101,881.00	98.16	972,323.00	3,683,322.00
South & East	12,882.00	21.31	267,187.00	21,885.00	30.23	193,404.00	13,058.00	28.49	259,020.00	719,611.00
Sperrin Lakeland	3,085.00	3.19	37,272.00	5,129.00	6.25	37,952.00	30,135.00	40.02	1,324,944.00	1,400,168.00
Ulster	83,098.00	85.00	847,602.00	18,543.00	19.00	144,639.00	28,129.00	27.00	246,624.00	1,238,865.00
United	nil return	nil return	nil return	nil return	nil return	nil return	nil return	nil return	nil return	nil return
Total			6,205,364.61			2,723,727.65			5,892,829.97	14,821,922.23

Note - total cost of agency staff does not include costs incurred by United.

TABLE SHOWING USE OF NURSING AGENCY STAFF
Monitoring Period 01 October 2004 – 31 March 2005

Trust Name	Nursing Hours Purchase	Nursing WTE	Nursing Cost	% of total employees
Altnagelvin	0.00	0.00	0.00	0.00
Armagh & Dungannon	0.00	0.00	0.00	0.00
Belfast City Hospital	13,643.61	13.99	140,021.03	0.50
Causeway	14,431.54	14.79	273,152.54	n/a
Craigavon & Banbridge	126.02	0.13	2,296.80	0.24
Craigavon Area Hospital	12,684.00	13.01	193,515.00	1.24
Down Lisburn	24,534.00	25.10	408,487.00	2.48
Foyle	8,807.00	234.09	96,871.00	1.35
Greenpark	11,231.00	11.51	159,482.00	1.97
Homefirst	n/a	n/a	212,478.00	n/a
Mater	63,810.00	425.44	1,082,862.00	16.82
Newry & Mourne	24,610.64	n/a	392,212.87	n/a
NI Ambulance	0.00	0.00	0.00	0.00
North & West	6,003.51	6.16	81,047.37	0.94
Royal	142,616.00	150.01	2,010,878.00	6.67
South & East	12,882.00	21.31	267,187.00	2.99
Sperrin Lakeland	3,085.00	3.19	37,272.00	0.50
Ulster	83,098.00	85.00	847,602.00	5.88
United	nil return	nil return	nil return	nil return
Total			6,205,364.61	

CHART SHOWING USE OF NURSING AGENCY STAFF

Monitoring Period 01 October 2004 – 31 March 2005

Cost of Nursing Agency Staff

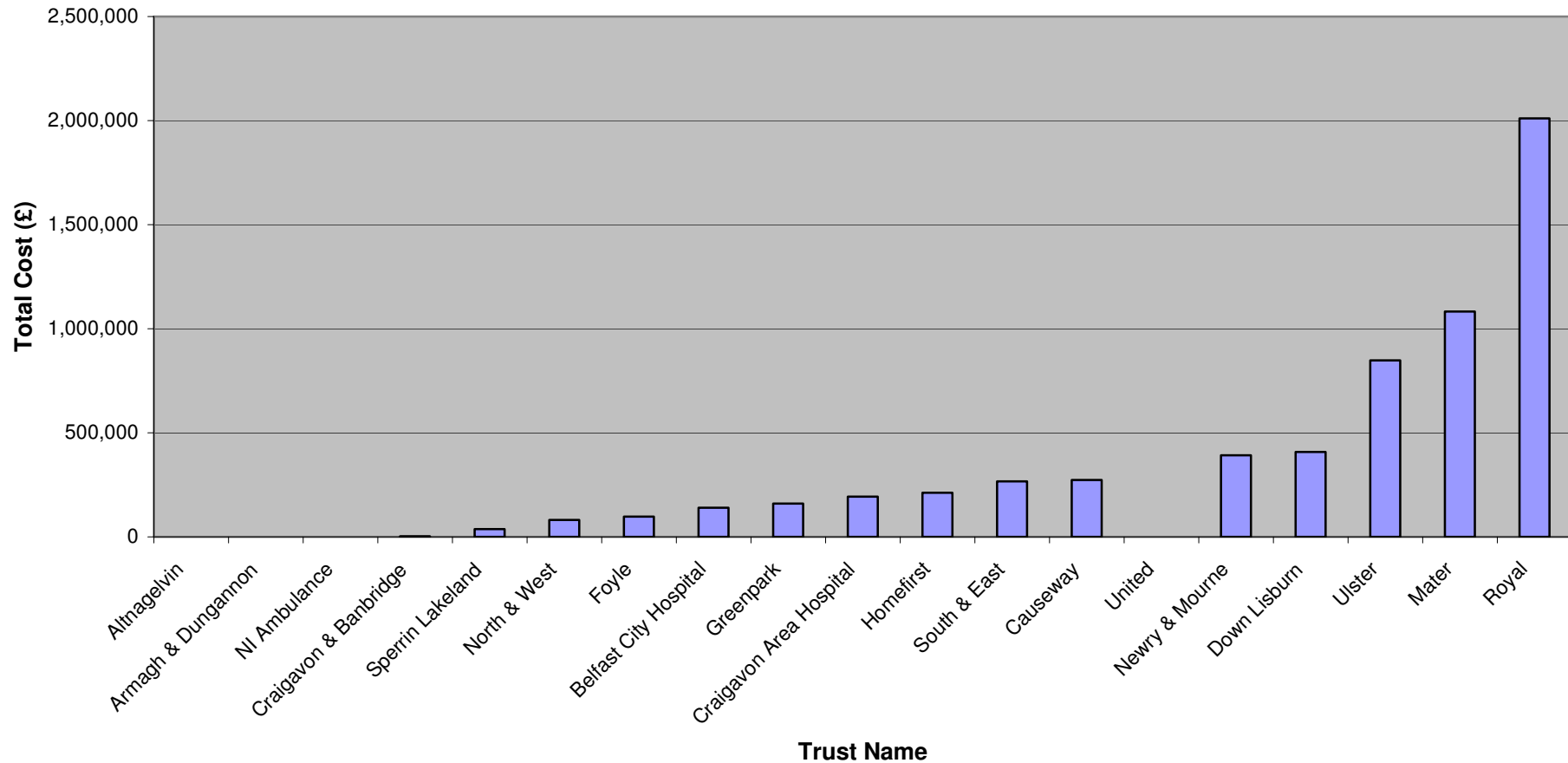


TABLE SHOWING USE OF ADMIN & CLERICAL AGENCY STAFF
Monitoring Period 01 October 2004 – 31 March 2005

Trust Name	A & C Hours Purchased	A & C WTE	A & C Cost	% of total employees
Altnagelvin	0.00	0.00	0.00	0.00
Armagh & Dungannon	4,212.00	4.38	209,061.00	1.37
Belfast City Hospital	21,972.79	22.50	18,283.33	2.01
Causeway	n/a	n/a	14,449.00	n/a
Craigavon & Banbridge	752.63	0.78	5,795.28	0.46
Craigavon Area Hospital	12,126.00	12.44	93,871.00	3.05
Down Lisburn	27,177.00	28.17	229,917.00	4.71
Foyle	37,027.00	987.39	264,590.00	6.42
Greenpark	12,227.00	12.54	105,365.00	5.03
Homefirst	n/a	n/a	211,361.00	n/a
Mater	10,111.00	11.23	73,302.28	4.53
Newry & Mourne	1,848.48	n/a	14,193.77	n/a
NI Ambulance	8,491.60	41.09	79,600.29	20.00
North & West	46,831.81	48.68	327,822.70	8.78
Royal	100,017.00	104.02	700,121.00	6.48
South & East	21,885.00	30.23	193,404.00	6.10
Sperrin Lakeland	5,129.00	6.25	37,952.00	1.00
Ulster	18,543.00	19.00	144,639.00	2.43
United	nil return	nil return	nil return	nil return
Total			2,723,727.65	

CHART SHOWING USE OF ADMIN & CLERICAL AGENCY STAFF

Monitoring Period 01 October 2004 – 31 March 2005

Cost of Admin & Clerical Staff

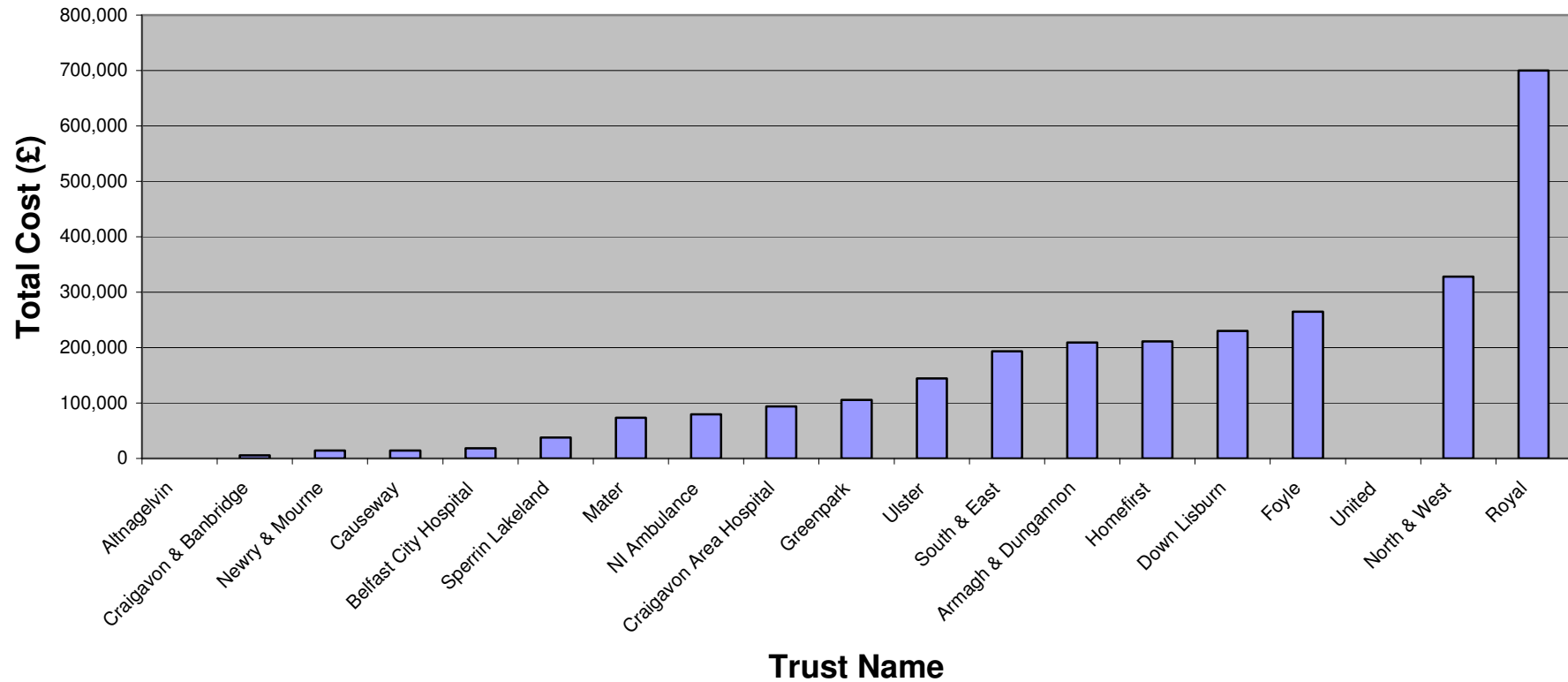


TABLE SHOWING USE OF OTHER AGENCY STAFF

Monitoring Period 01 October 2004 – 31 March 2005

Trust Name	Other Hours Purchased	Other WTE	Other Cost	% of total employees
Altnagelvin	0.00	0.00	0.00	0.00
Armagh & Dungannon	2,730.00	2.84	32,874.00	0.17
Belfast City Hospital	5,084.25	3.74	175,128.99	0.88
Causeway	0.00	0.00	0.00	0.00
Craigavon & Banbridge	12,398.64	12.43	95,825.97	7.51
Craigavon Area Hospital	1,724.00	1.77	12,120.00	0.24
Down Lisburn	67,071.00	66.87	676,187.00	4.41
Foyle	10,472.00	279.25	308,515.00	0.85
Greenpark	117.00	0.12	912.00	0.04
Homefirst	n/a	n/a	954,249.00	n/a
Mater	3,012.00	3.35	78,304.87	18.13
Newry & Mourne	8,283.72	n/a	117,812.57	n/a
NI Ambulance	9,813.25	n/a	78,043.67	n/a ¹
North & West	50,445.57	52.44	559,945.90	2.74
Royal	101,881.00	98.16	972,323.00	n/a ²
South & East	13,058.00	28.49	259,020.00	n/a ³
Sperrin Lakeland	30,135.00	40.02	1,324,944.00	n/a ⁴
Ulster	28,129.00	27.00	246,624.00	1.39
United	nil return	nil return	nil return	nil return
Total			5,892,829.97	

¹ NI Ambulance – Ambulance Control staff 38%, Security n/a

² Royal – Ancillary & General 12.79%, Medical 1.23%, Prof & Tech & AHPs 0.77%

³ South & East – Ancillary & General Item 1 6.32%, Ancillary & General Item 5 4.52%, Social Work 0.17%, PAMS n/a

⁴ Sperrin Lakeland – Locums 26%, Hotel services 23%, Radiographer 2.5%, Physiotherapy 3%, Social work 3%, Porter/ telephonist 0.3%

CHART SHOWING USE OF OTHER AGENCY STAFF

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Cost of Use of Other Agency Staff

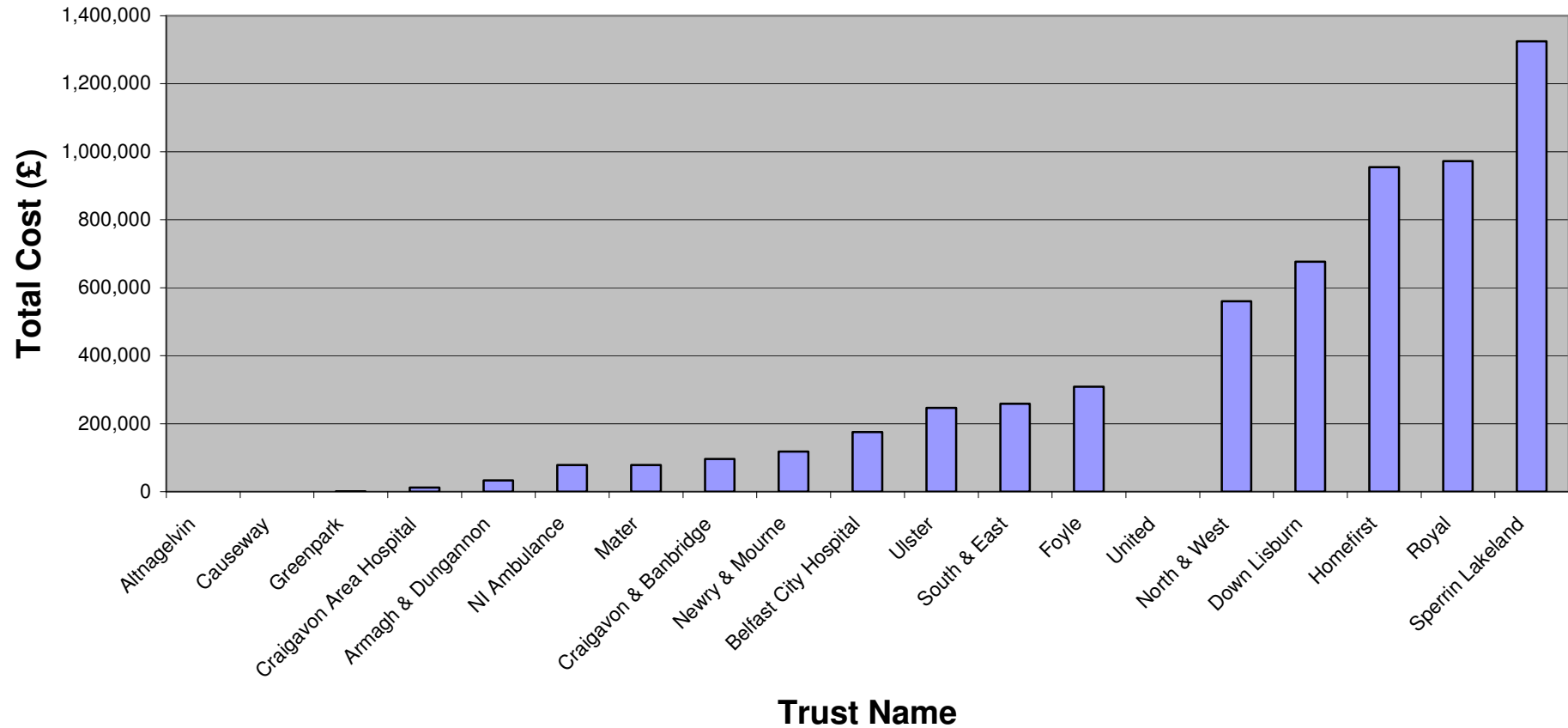


TABLE SHOWING TOTAL COST OF AGENCY STAFF

Monitoring Period 01 October 2004 – 31 March 2005

Trust Name	Total Cost £
Altnagelvin	0.00
Craigavon & Banbridge	103918.05
NI Ambulance	157643.96
Armagh & Dungannon	241935.00
Greenpark	265759.00
Causeway	287601.54
Craigavon Area Hospital	299506.00
Belfast City Hospital	333433.35
United	Nil return
Newry & Mourne	524219.21
Foyle	669976.00
South & East	719611.00
North & West	968815.97
Mater	1234469.15
Ulster	1238865.00
Down Lisburn	1314591.00
Homefirst	1378088.00
Sperrin Lakeland	1400168.00
Royal	3683322.00
Total	14,821,922.23

CHART SHOWING TOTAL COST OF AGENCY STAFF BY TRUST

Monitoring Period 01 October 2004 – 31 March 2005

Total Cost of Agency Staff by Trust

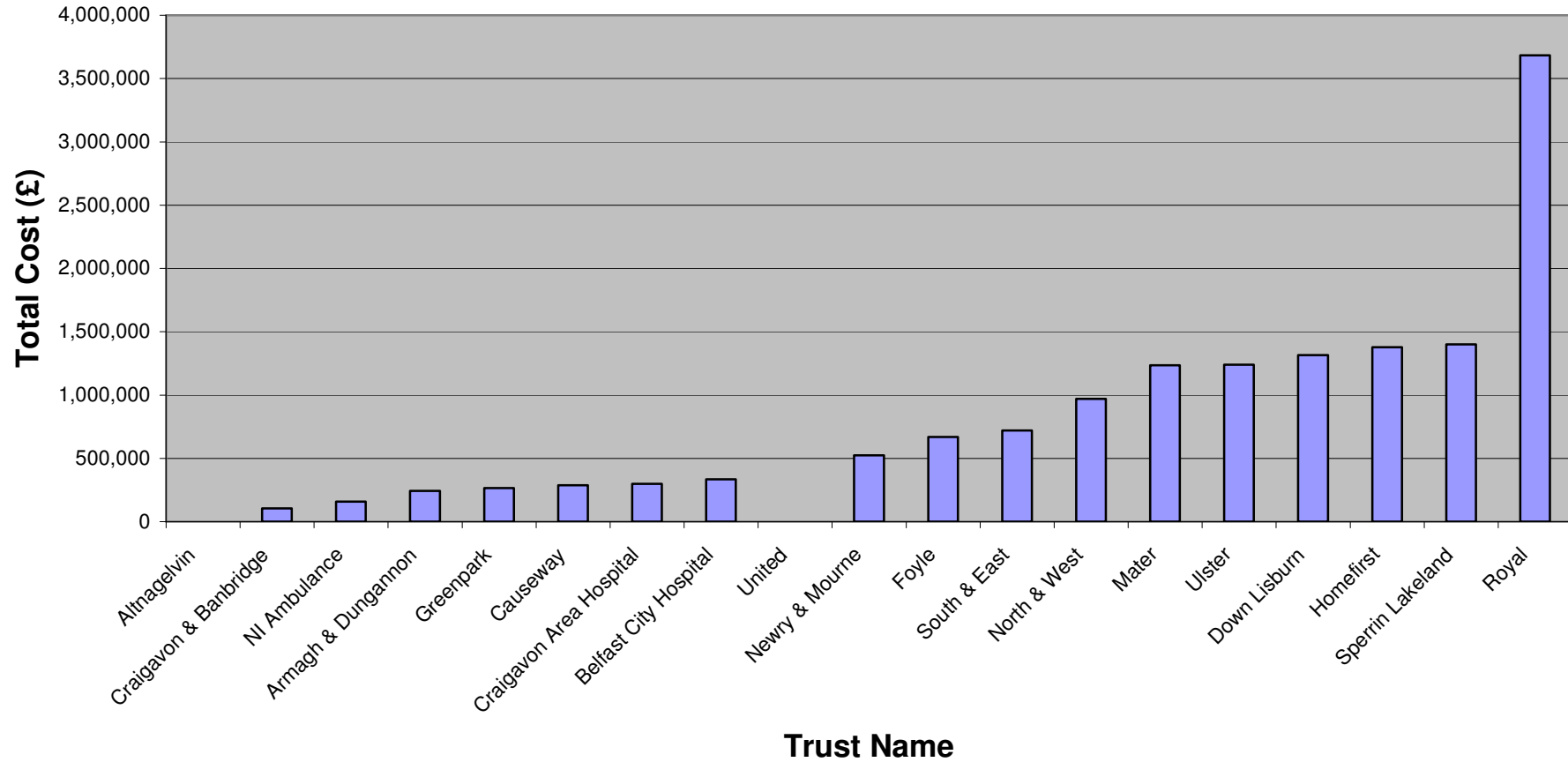
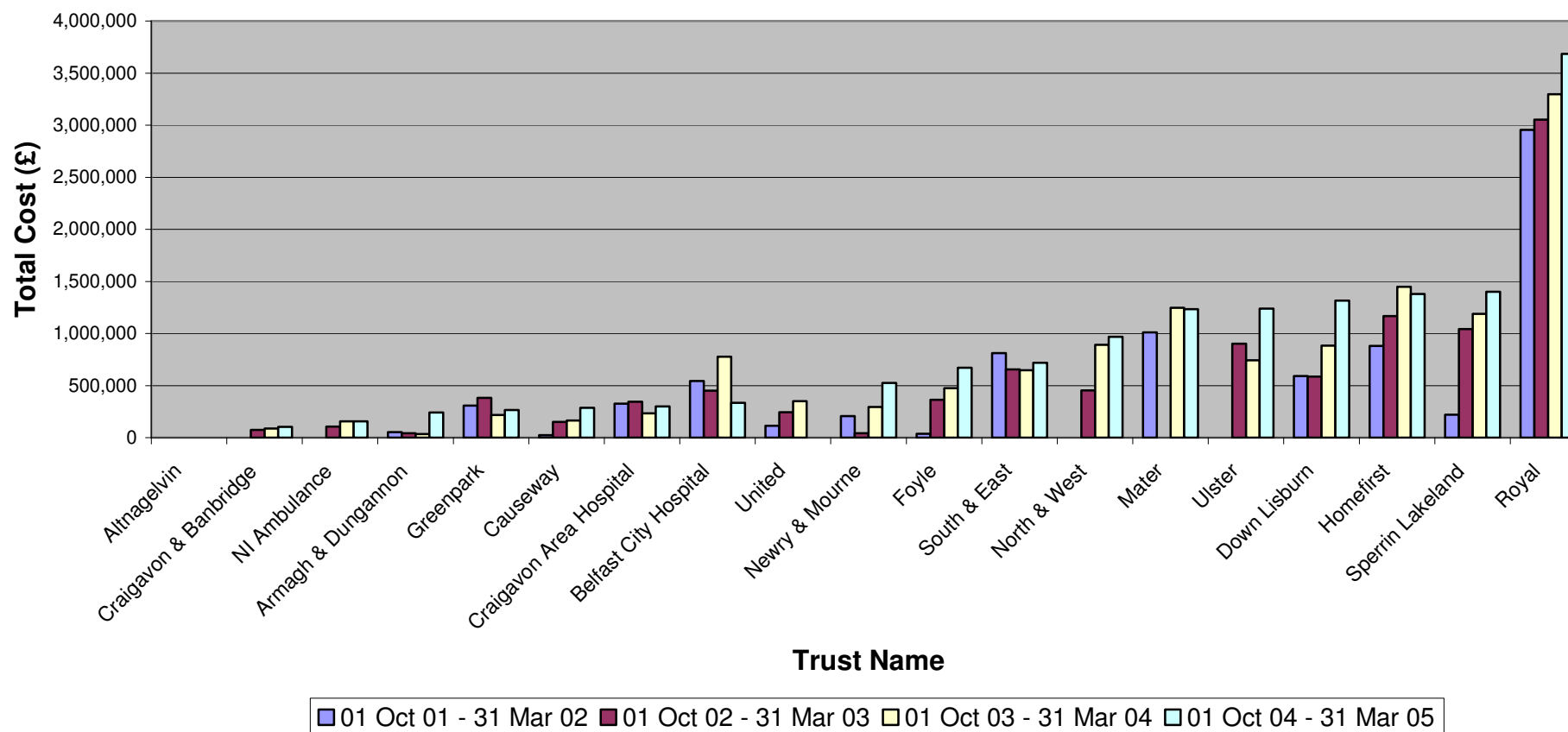


CHART SHOWING TOTAL COST OF AGENCY STAFF BY TRUST IN COMPARISON WITH THE DATA SUPPLIED IN PREVIOUS SURVEYS

Monitoring Period 01 October 2004 – 31 March 2005

Cost of Agency Staff compared with previous surveys for the same monitoring period



Monitoring Period 01 October 2004 – 31 March 2005

MONITORING USE OF NON-PERMANENT CONTRACTS

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

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

Appendix 24 is a graphical representation of the usage 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. For this survey, the overall number of non-permanent contracts has decreased to 4064 from 4243 in the same monitoring period last year. Comparing this year's with last year's survey for the same monitoring period, the Ulster Hospital & Community Trust has reduced the number of non-permanent contracts to 173 this year, a reduction of 61%; whilst the number of non-permanent contracts at Sperrin Lakeland has increased by 50% to 492 in this survey.

Appendix 27 is a table showing 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 number of overseas nurses with non-permanent contracts has reduced to 597 compared with 636 quoted for the same monitoring period last year, this represents a reduction of 6%.

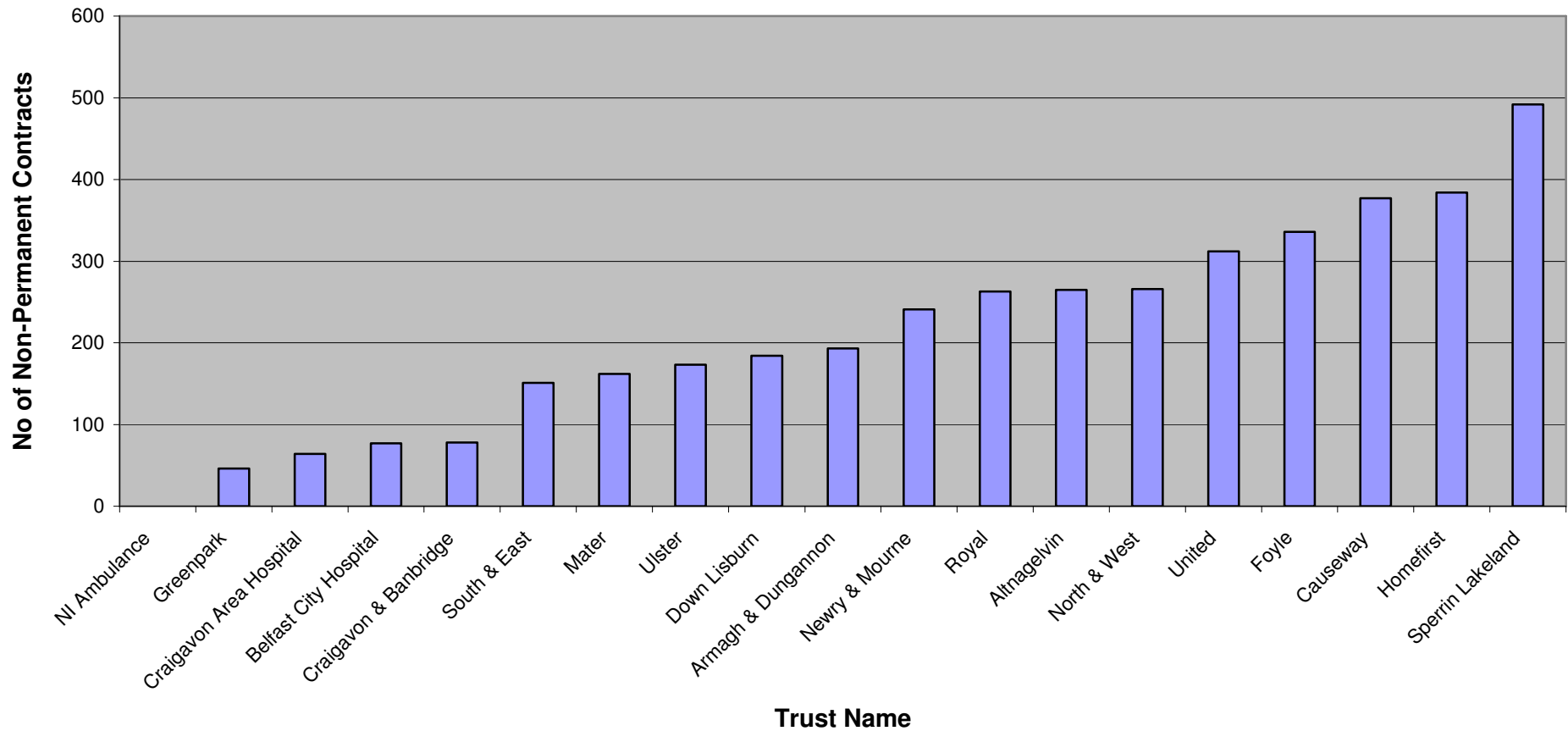
TABLE SHOWING USE OF NON-PERMANENT CONTRACTS
Monitoring Period 01 October 2004 – 31 March 2005

Trust Name	No. of non-perm contracts	% of total employees
Altnagelvin	265	10.50
Armagh & Dungannon	193	6.00
Belfast City Hospital	77	1.53
Causeway	377	11.93
Craigavon & Banbridge	78	3.85
Craigavon Area Hospital	64	2.17
Down Lisburn	184	4.94
Foyle	336	8.60
Greenpark	46	3.43
Homefirst	384	8.77
Mater	162	12.70
Newry & Mourne	241	13.90
North & West	266	8.40
NI Ambulance	0	0.00
Royal	263	4.10
South & East	151	3.80
Sperrin Lakeland	492	9.73
Ulster	173	2.84
United	312	8.17
Total	4064	

USE OF NON-PERMANENT CONTRACTS

Monitoring Period 01 October 2004 – 31 March 2005

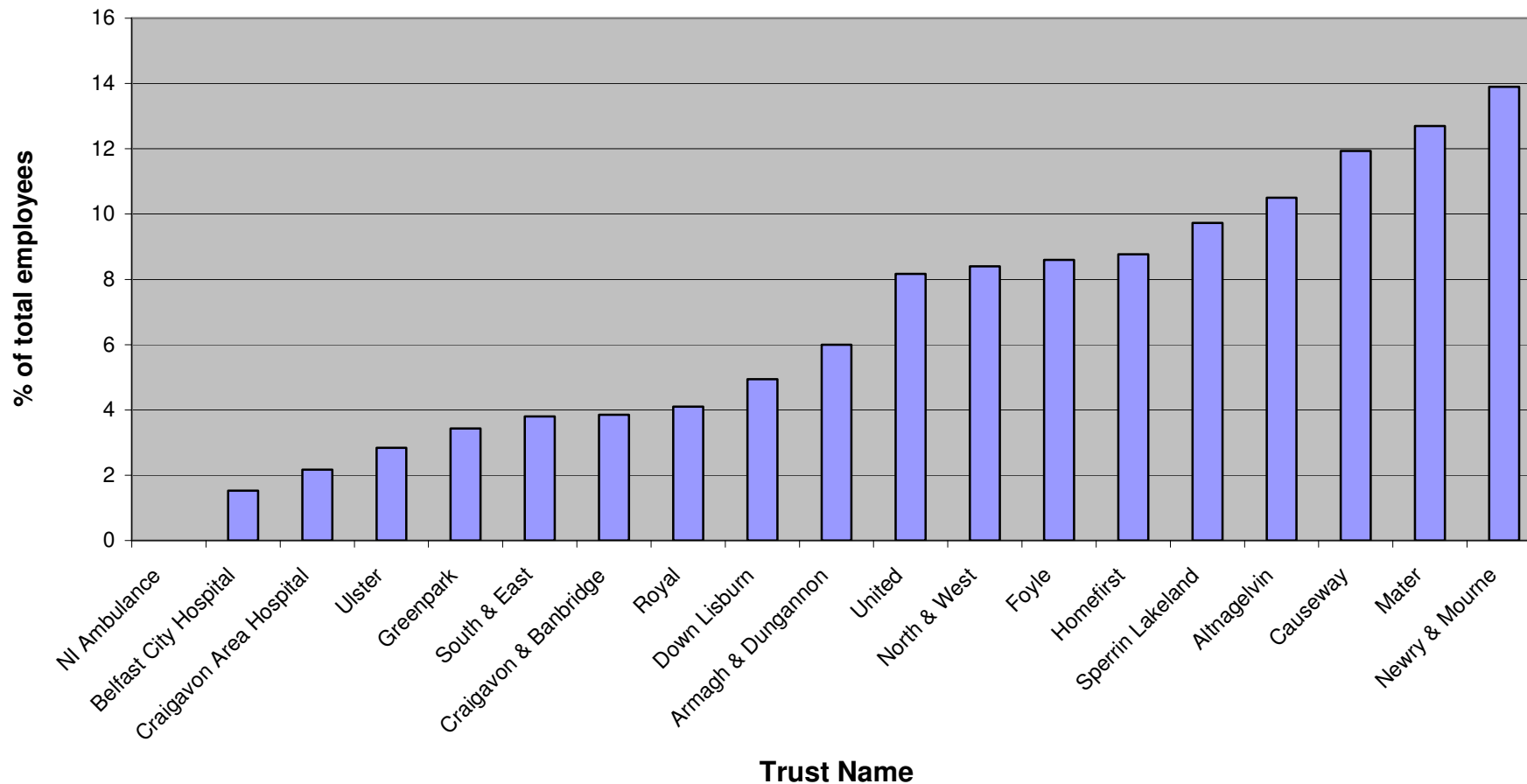
Chart showing use of Non-Permanent Contracts



USE OF NON-PERMANENT CONTRACTS

Monitoring Period 01 October 2004 – 31 March 2005

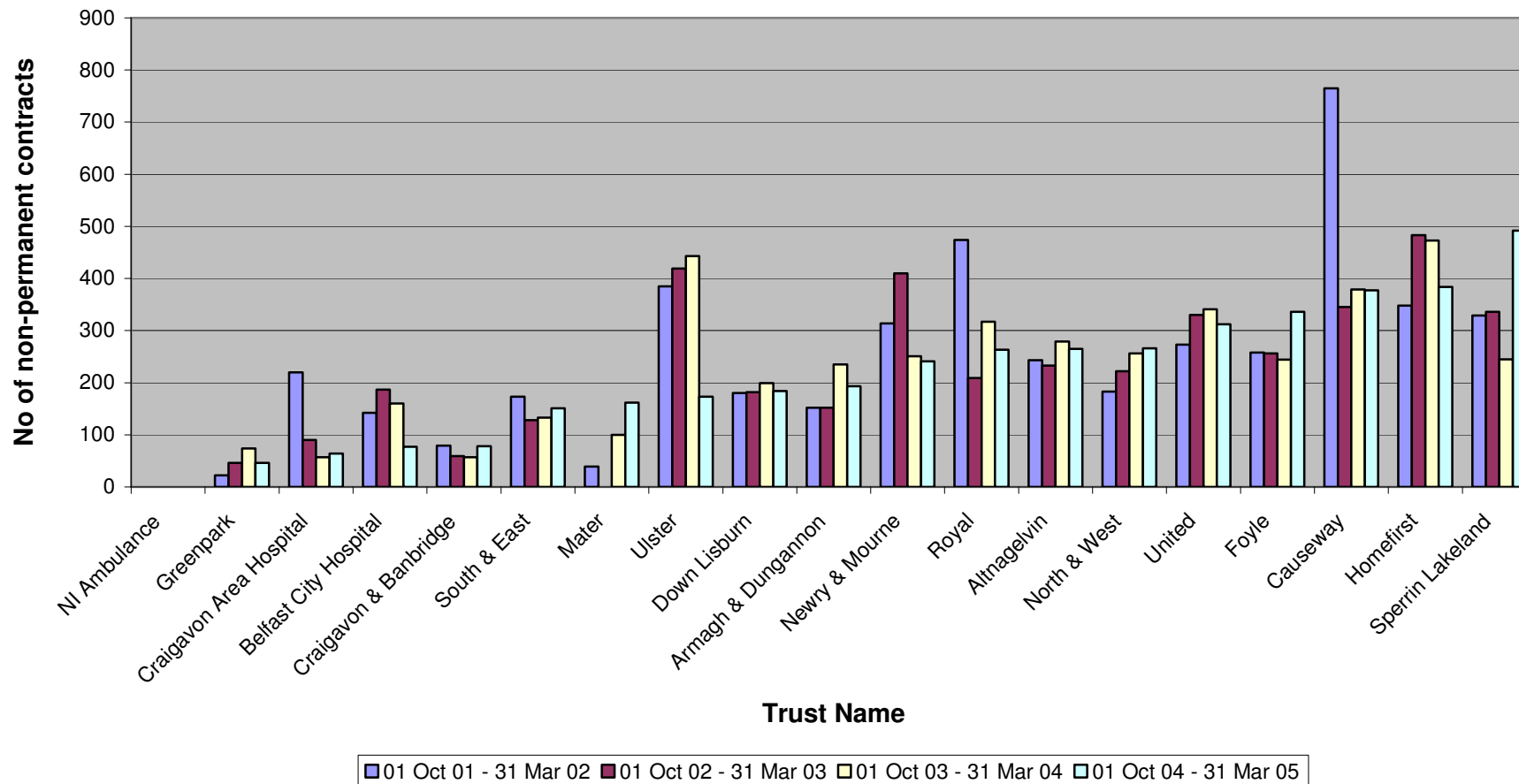
Chart showing the number of Non-Permanent contracts expressed as a % of the total number of employees



USE OF NON-PERMANENT CONTRACTS

Monitoring Period 01 October 2004 – 31 March 2005

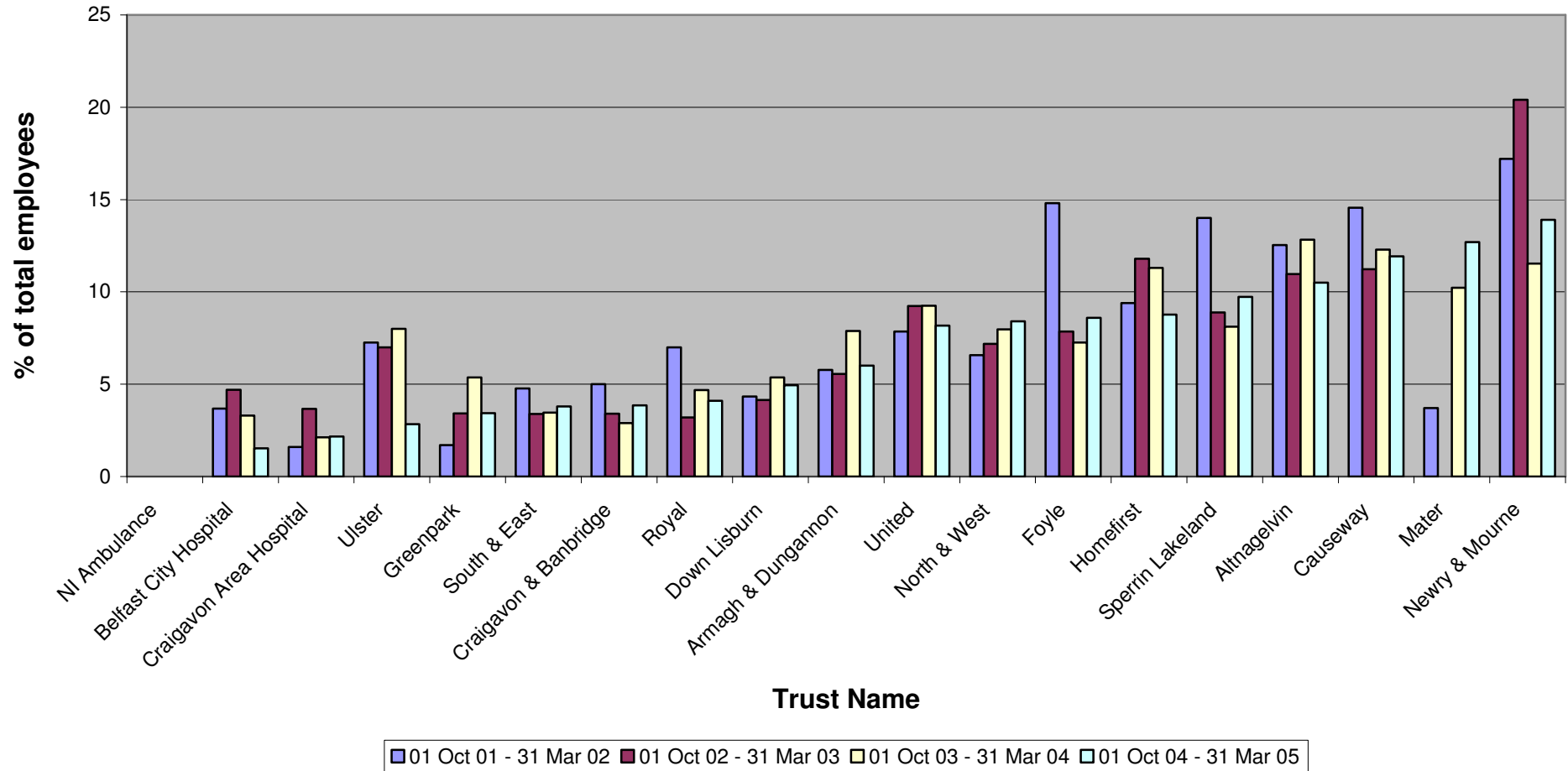
Chart showing comparison of the use of non-permanent contracts against previous surveys for the same monitoring period



USE OF NON-PERMANENT CONTRACTS

Monitoring Period 01 October 2004 – 31 March 2005

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



USE OF NON-PERMANENT CONTRACTS
Monitoring Period 01 October 2004 – 31 March 2005

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

Trust Name	No. of Overseas Nurses with non-permanent contracts
Armagh & Dungannon	0
Craigavon & Banbridge	0
NI Ambulance	0
North & West	0
South & East	0
Foyle	1
Sperrin Lakeland	7
Newry & Mourne	11
Causeway	12
Altnagelvin	12
Down Lisburn	17
Belfast City Hospital	23
Greenpark	28
Homefirst	31
Craigavon Area Hospital	41
Mater	51
United	62
Ulster	116
Royal	185
Total	597

USE OF NON-PERMANENT CONTRACTS

Monitoring Period 01 October 2004 – 31 March 2005

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

