

DEPARTMENT OF HEALTH, SOCIAL SERVICES & PUBLIC SAFETY

MONITORING OF HUMAN RESOURCE ACTIVITY

MONITORING PERIOD 01 OCTOBER 2005 – 31 MARCH 2006

Monitoring Period 01 October 2005 – 31 March 2006

TABLE OF CONTENTS

Sickness Absence Monitoring	Pages 3 – 17
Monitoring Use of Agency Staff	Pages 18 – 29
Monitoring Use of Non-Permanent Contracts	Pages 30 - 37

Monitoring Period 01 October 2005 – 31 March 2006

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 Northern Ireland Ambulance Service recorded the highest average of working days lost at 8.39% in comparison to the highest average percentage of 7.85% for the same monitoring period last year. Altnagelvin Trust has recorded the lowest average % of working days lost at 4.53%.

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 four years for the same monitoring period, it should be noted that there are some historical information gaps: -

1. Admin & Clerical - TC2 (Appendix 3)

For this monitoring period, the Northern Ireland Ambulance Service has recorded the lowest average percentage of 3.73% Whole Time Equivalent (WTE) 43.60. The Royal Group of Hospitals Trust has recorded the highest average % of working days lost in this staff group at 6.62% for 1125.64 WTE; this percentage is less in comparison to the highest percentage recorded for the same monitoring period last year of 6.73%.

Monitoring Period 01 October 2005 – 31 March 2006

2. Maintenance - TC3 (Appendix 4)

This staff grouping continues to show much variance in absence levels recorded for each Trust between surveys. 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. For this monitoring period, Altnagelvin Trust has recorded the lowest average % of working days lost at 1.31% for 33 WTE; whilst the Mater recorded the highest average % of working days lost at 16.28% for 15 WTE.

3. Ancillary & General - TC4 (Appendix 5)

The NI Ambulance Service recorded the lowest average % of working days lost for this monitoring period, in contrast to recording the highest percentage in the same monitoring period last year. This further demonstrates that large variances can occur where there are small numbers in the workforce. The Royal has recorded the highest % of working days lost at 11.63% for 720.42 WTE. This staff group has recorded the second highest regional average for percentage of working days lost in comparison to the other staff groups (**Appendix 10**). The regional average has decreased from 9.40% in last year's survey to 7.91% recorded for this monitoring period (**Appendix 11**)

4. Nursing, Midwifery & Health Visiting - TC5 (Appendix 6)

Causeway Trust recorded the highest average % of working days lost in this survey at 8.08% with 899.49 WTE. Foyle Trust recorded the lowest average % of working days lost at 4.60% with 752.80, in comparison with 7.07% recorded for the same monitoring period last year. **Appendix 11** shows that this staff grouping has continued to reduce its sickness absence in comparison to the same monitoring period for last year.

Monitoring Period 01 October 2005 – 31 March 2006

5. Social Work - TC6 (Appendix 7)

Armagh & Dungannon Trust recorded the highest average % of working days lost at 8.66% for 251.68 WTE, whilst Homefirst has recorded the lowest average of 5.36% for 772.76 WTE. For this monitoring period, both the Ulster and Foyle Trusts reported a decrease in their respective average % of working days lost, to 7.20%. **Appendix 11** shows that for this monitoring period, this staff grouping has recorded an increase in its regional average to 6.8%, and has the third highest regional average in comparison to the other staff groups.

6. Professional & Technical - TC7 (Appendix 8)

Greenpark Trust recorded the highest average % of working days lost in this staff group at 5.96% for 302 WTE. Craigavon Area Hospital recorded the lowest average % of working days lost at 3.20% for 393.6 WTE. Whilst individual Trusts may have recorded a fluctuation between this and the previous year's monitoring period, the regional average % of working days lost (4.33%) for this staff grouping has remained similar to that recorded in the previous year's survey (**Appendix 11**).

7. Medical & Dental - TC8 (Appendix 9)

Homefirst recorded the highest average % of working days lost in this staff group at 4.51% for 68.69 WTE; whilst Craigavon & Banbridge recorded the lowest average % of working days lost at 0 % for 24.79 WTE. As shown in **Appendix 10**, this staff group continues to record the lowest level of sickness absence in comparison to the other staff groups. The regional average % of working days lost for this staff group has increased to 1.71% in this monitoring period, from 1.47% recorded for the same monitoring period in last year's survey (**Appendix 11**).

Monitoring Period 01 October 2005 – 31 March 2006

8. Ambulance Service - TC9

The Ambulance Service staff grouping report an average % of working days lost of 9.01% for 955.12 WTE for this monitoring period, in comparison with 7.72% for 882.65 WTE 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. As shown in **Appendix 10** and **Appendix 11**, on a regional level, this staff grouping recorded the second highest percentage for the same monitoring period last year in comparison to the highest average at 9.01% recorded for this monitoring period.

Monitoring Period 01 October 2005 – 31 March 2006

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

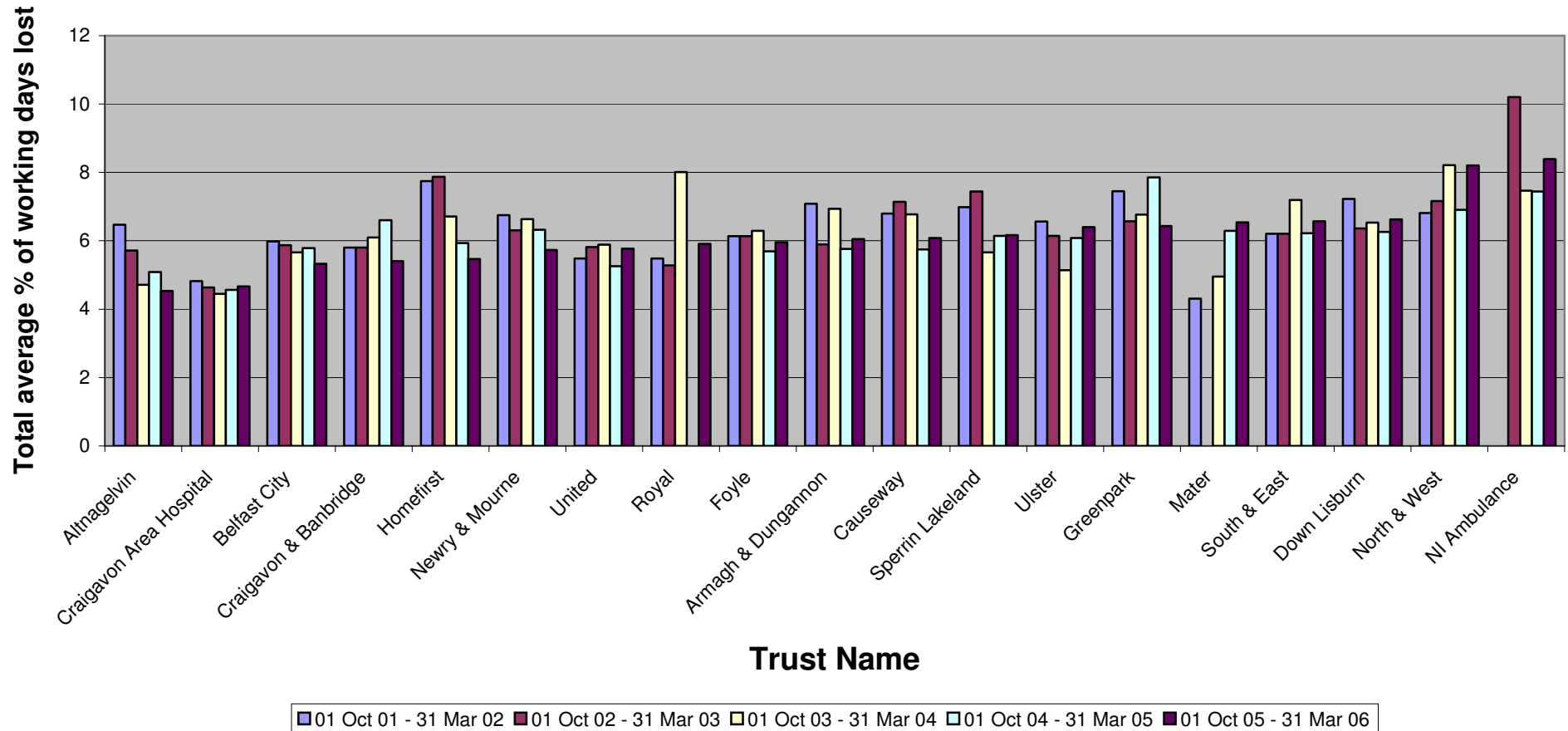


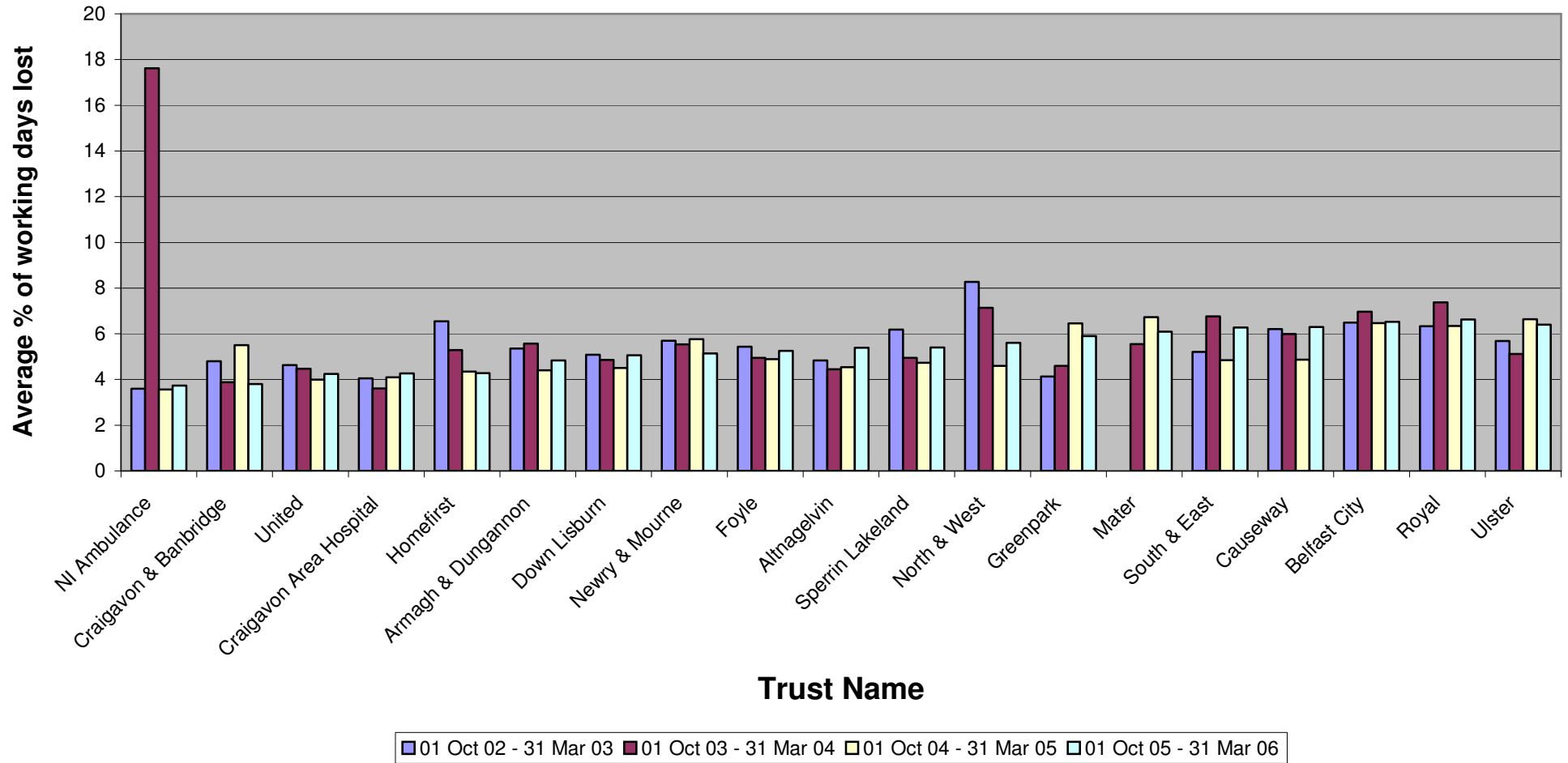
TABLE SHOWING SICKNESS ABSENCE RETURNS

Monitoring Period 01 October 2005 – 31 March 2006

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	441.69	5.39	33.00	1.31	88.66	6.80	1080.48	4.68	0.00	0.00	348.90	4.27	249.22	2.24	0.00	0.00	4.53
Armagh & Dungannon	347.06	4.83	27.00	5.44	230.37	7.86	670.76	5.56	251.68	8.66	155.41	5.10	38.05	1.49	0.00	0.00	6.05
Belfast City	807.26	6.52	40.00	7.56	375.99	10.71	1880.77	5.11	0.00	0.00	769.98	3.70	652.37	2.26	0.00	0.00	5.32
Causeway	537.40	6.30	19.00	7.29	552.71	9.84	899.49	8.08	260.59	6.06	232.26	3.83	158.31	1.19	0.00	0.00	6.08
Craigavon & Banbridge	348.35	3.80	0.00	0.00	141.17	5.90	296.53	6.20	423.47	7.30	108.56	3.80	24.79	0.00	0.00	0.00	5.40
Craigavon Area Hospital	408.77	4.27	24.33	4.51	94.61	7.78	1075.76	5.93	15.37	5.75	393.60	3.20	242.29	1.17	0.00	0.00	4.66
Down Lisburn	604.53	5.06	24.00	12.68	618.78	11.20	1041.94	5.83	413.90	6.85	276.63	4.61	142.70	1.38	0.00	0.00	6.62
Foyle	636.80	5.25	95.00	5.74	546.88	6.07	752.80	4.60	465.25	7.20	176.85	4.41	39.35	3.89	0.00	0.00	5.95
Greenpark	284.00	5.90	17.00	7.24	20.00	8.74	737.00	7.44	0.00	0.00	302.00	5.96	78.00	0.23	0.00	0.00	6.43
Homefirst	810.60	4.28	24.00	4.63	588.68	6.80	944.33	5.79	772.76	5.36	320.45	5.36	68.69	4.51	0.00	0.00	5.46
Mater	210.26	6.09	15.00	16.28	151.36	6.39	492.71	6.26	0.00	0.00	145.55	3.31	129.01	0.89	0.00	0.00	6.54
Newry & Mourne	462.70	5.14	18.00	4.52	217.58	8.95	762.18	5.89	255.27	5.92	173.78	4.73	144.63	2.29	0.00	0.00	5.73
North & West	612.31	5.60	26.01	1.90	439.48	8.60	795.25	7.70	833.52	7.10	223.13	4.30	63.74	2.00	0.00	0.00	8.20
NI Ambulance	43.60	3.73	2.92	5.55	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	955.12	9.01	8.39
Royal	1125.64	6.62	62.00	8.76	720.42	11.63	3052.65	6.25	0.00	0.00	964.87	3.68	1479.15	0.86	0.00	0.00	5.91
South & East	635.53	6.27	26.00	3.78	611.33	6.36	881.95	7.84	580.89	6.70	217.32	4.37	52.65	0.84	0.00	0.00	6.57
Sperrin Lakeland	531.00	5.40	0.00	0.00	497.76	7.61	1307.72	6.55	335.76	7.49	294.90	3.78	187.16	2.33	0.00	0.00	6.16
Ulster	817.46	6.40	38.43	8.97	583.61	9.72	1471.60	5.54	622.04	7.20	479.69	5.34	320.48	1.63	0.00	0.00	6.40
United	586.46	4.24	50.00	7.41	337.88	9.24	1381.92	6.86	0.00	0.00	472.08	4.27	287.65	1.51	0.00	0.00	5.77

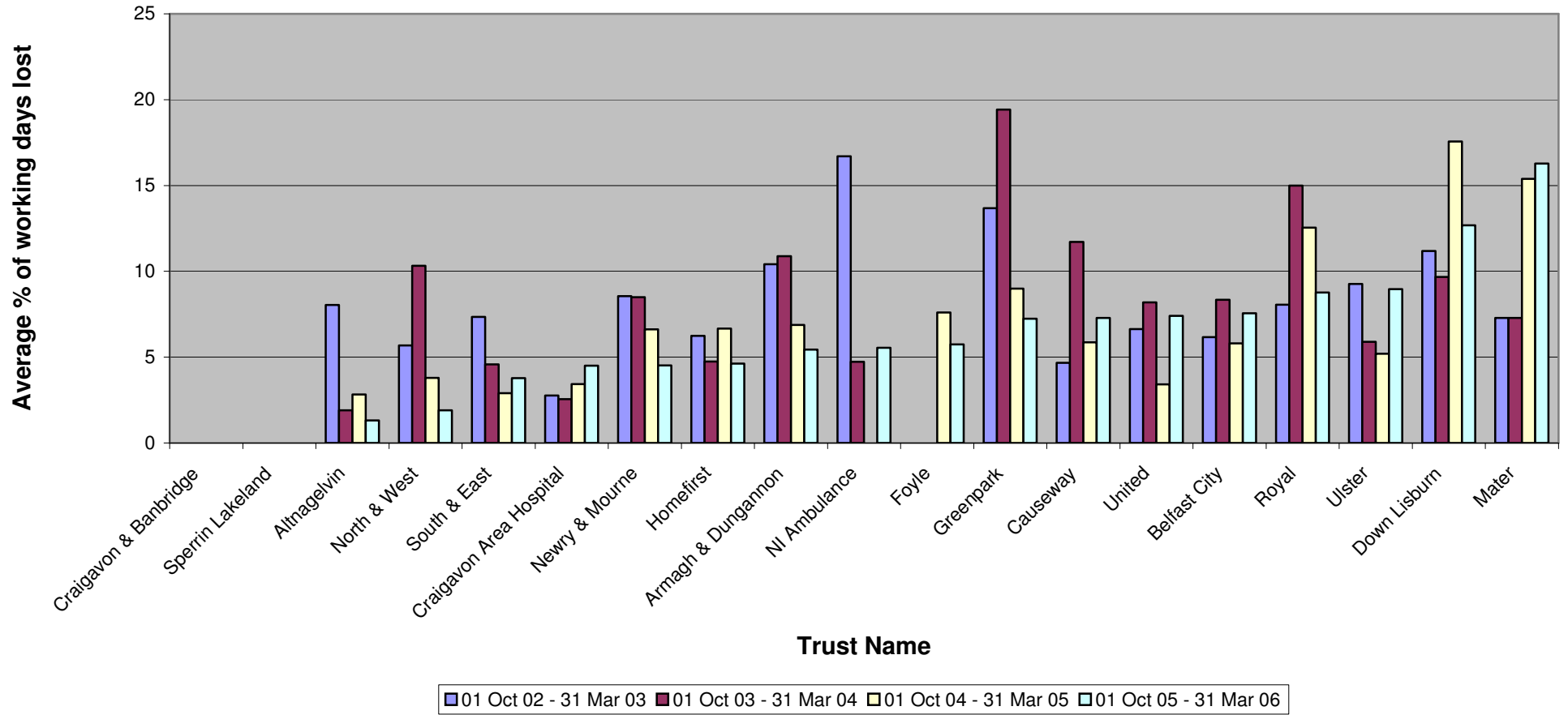
Monitoring Period 01 October 2005 – 31 March 2006

Admin & Clerical - TC2



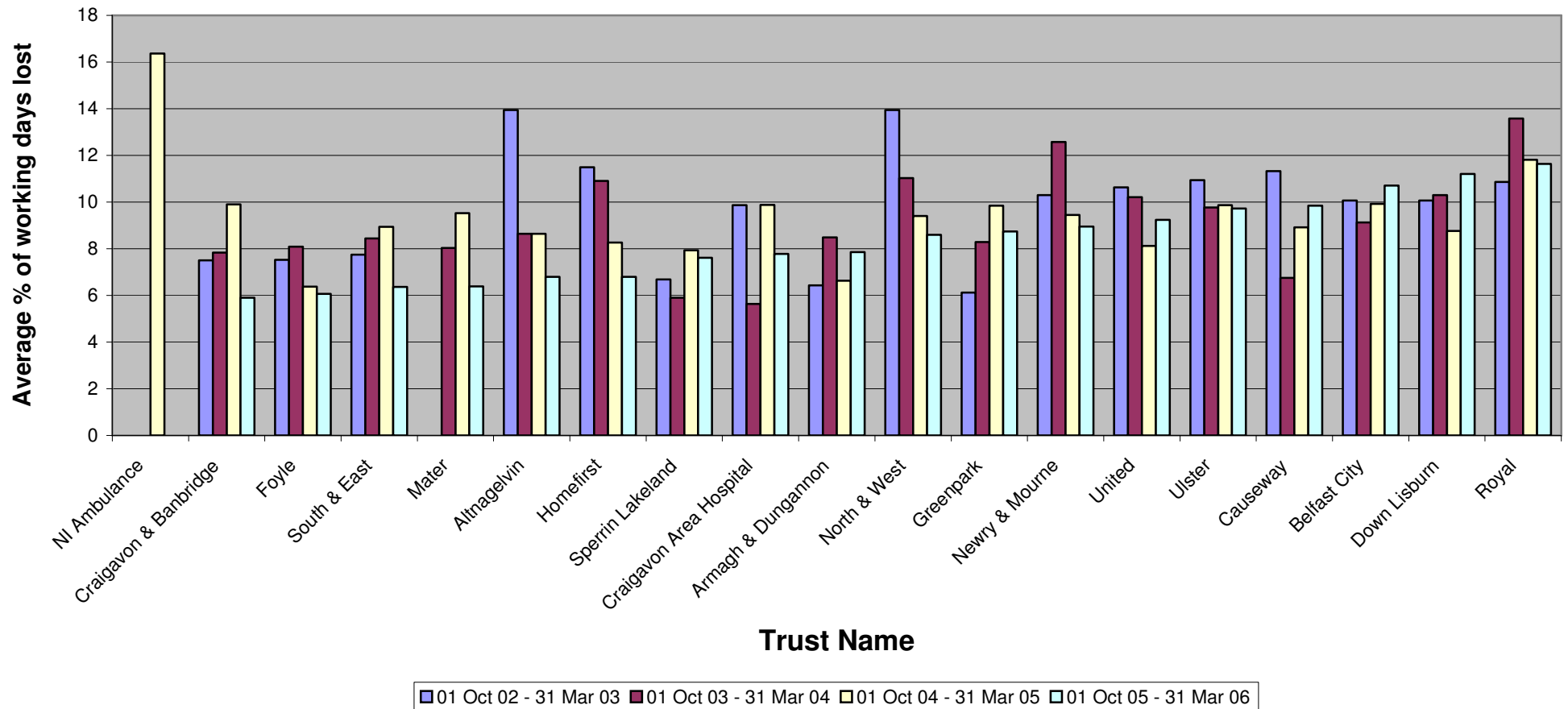
Monitoring Period 01 October 2005 – 31 March 2006

Maintenance - TC3



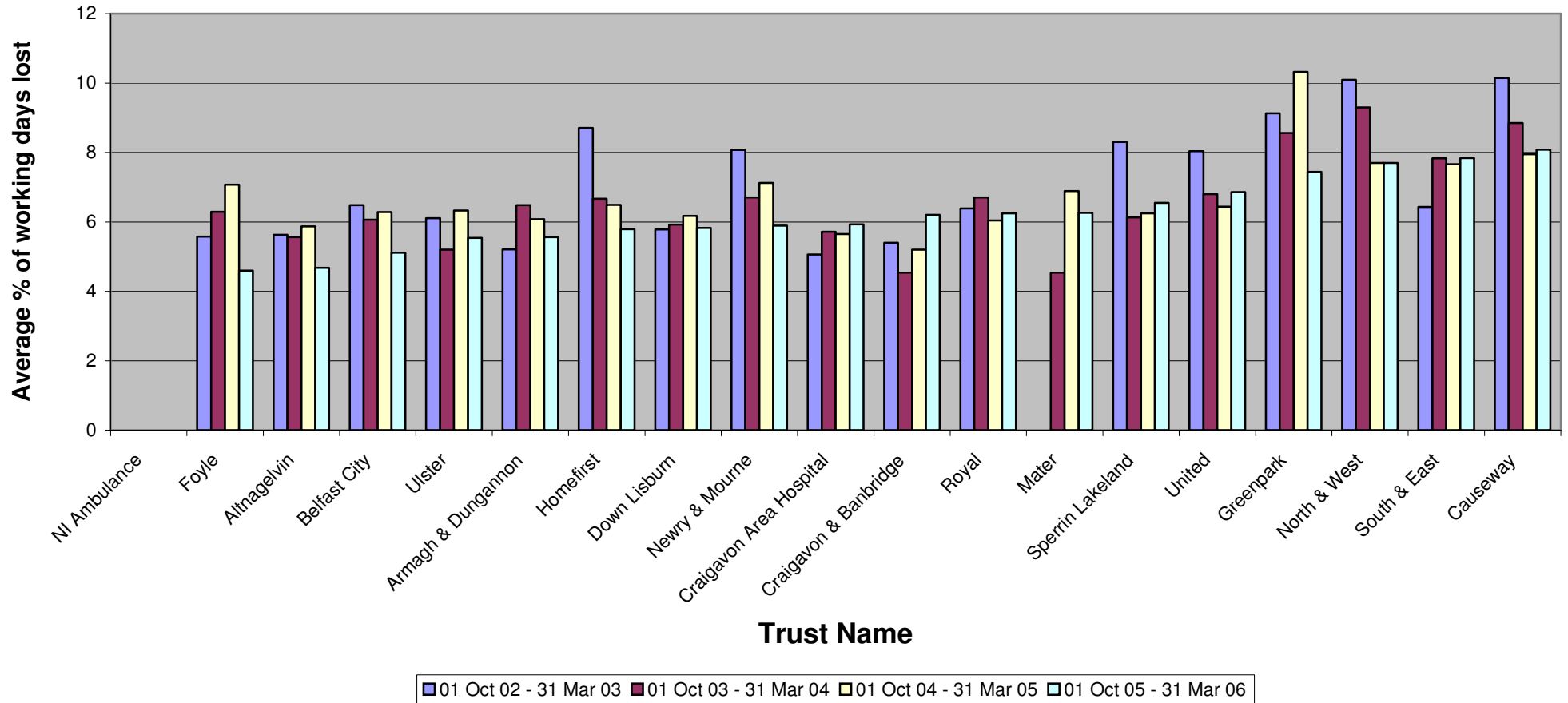
Monitoring Period 01 October 2005 – 31 March 2006

Ancillary & General - TC4



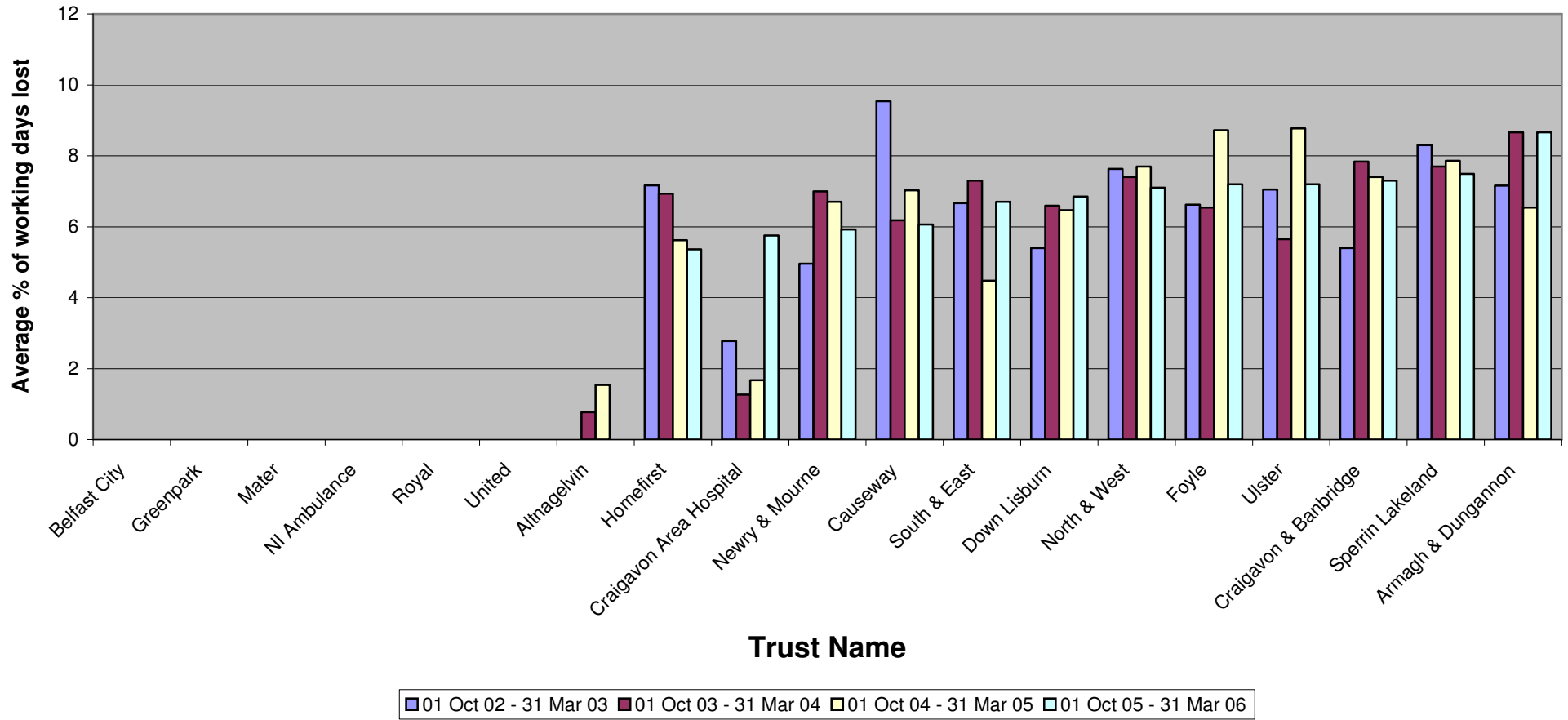
Monitoring Period 01 October 2005 – 31 March 2006

Nursing, Midwifery & Health Visiting - TC5



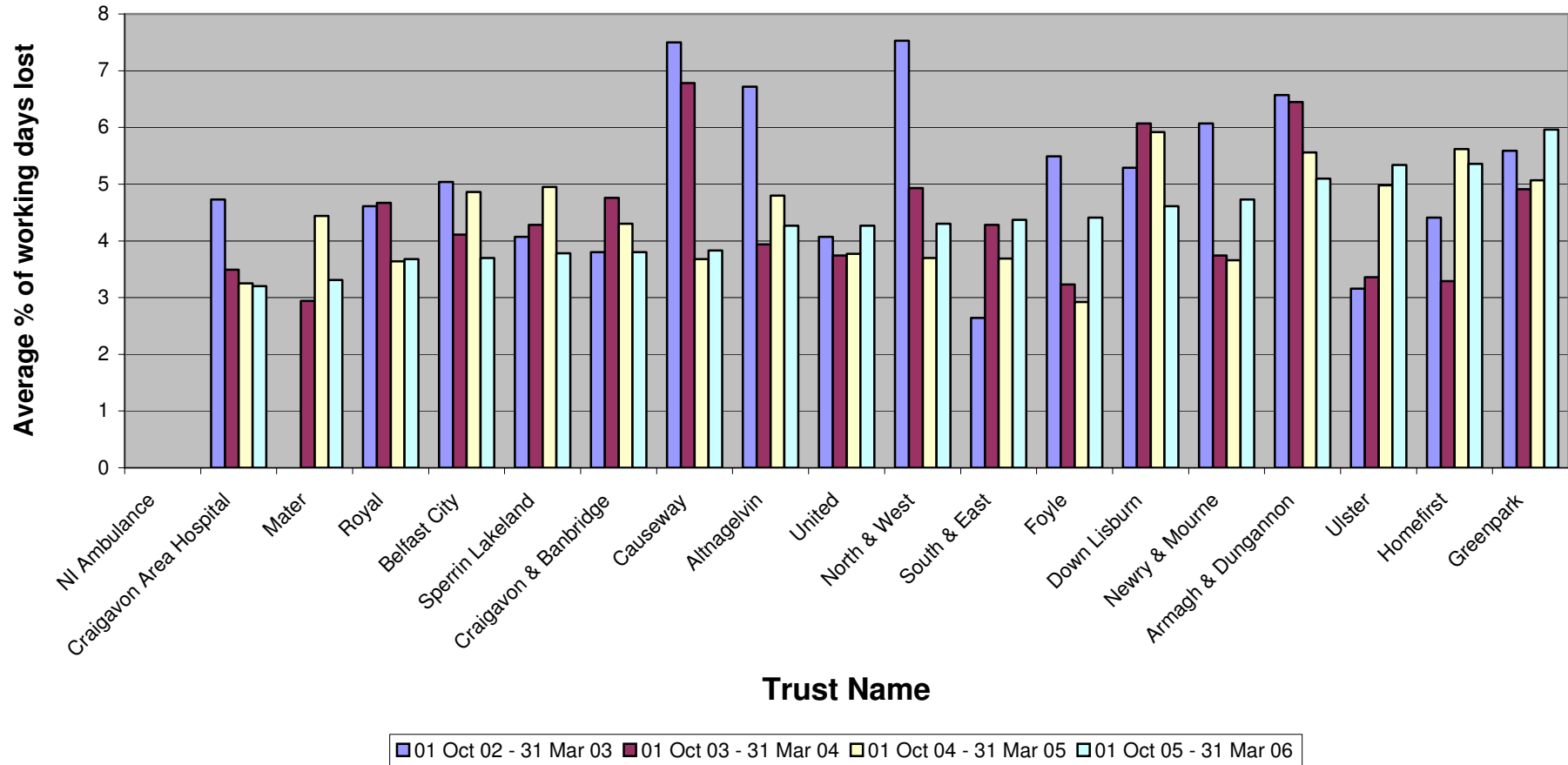
Monitoring Period 01 October 2005 – 31 March 2006

Social Work - TC6



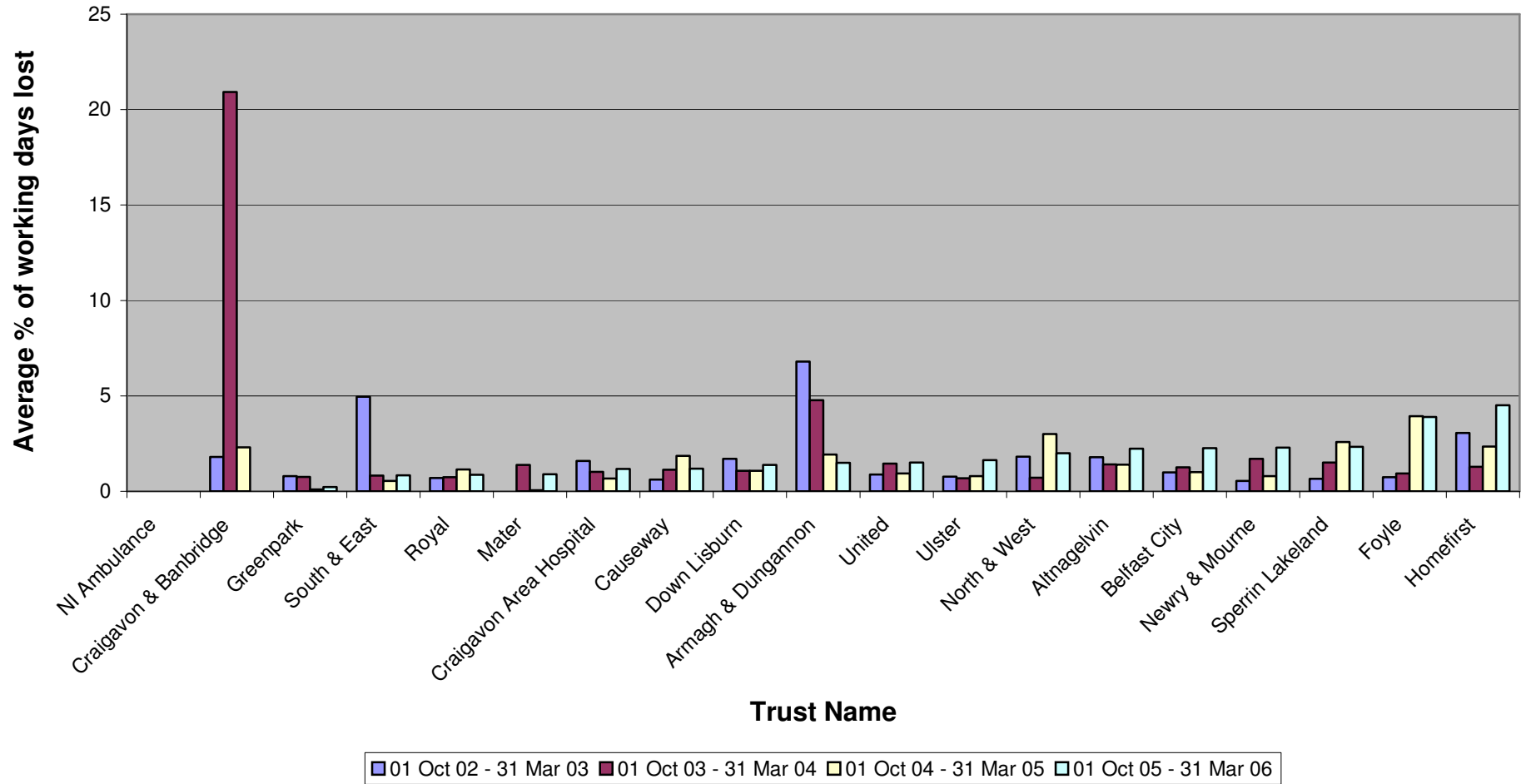
Monitoring Period 01 October 2005 – 31 March 2006

Professional & Technical - TC7



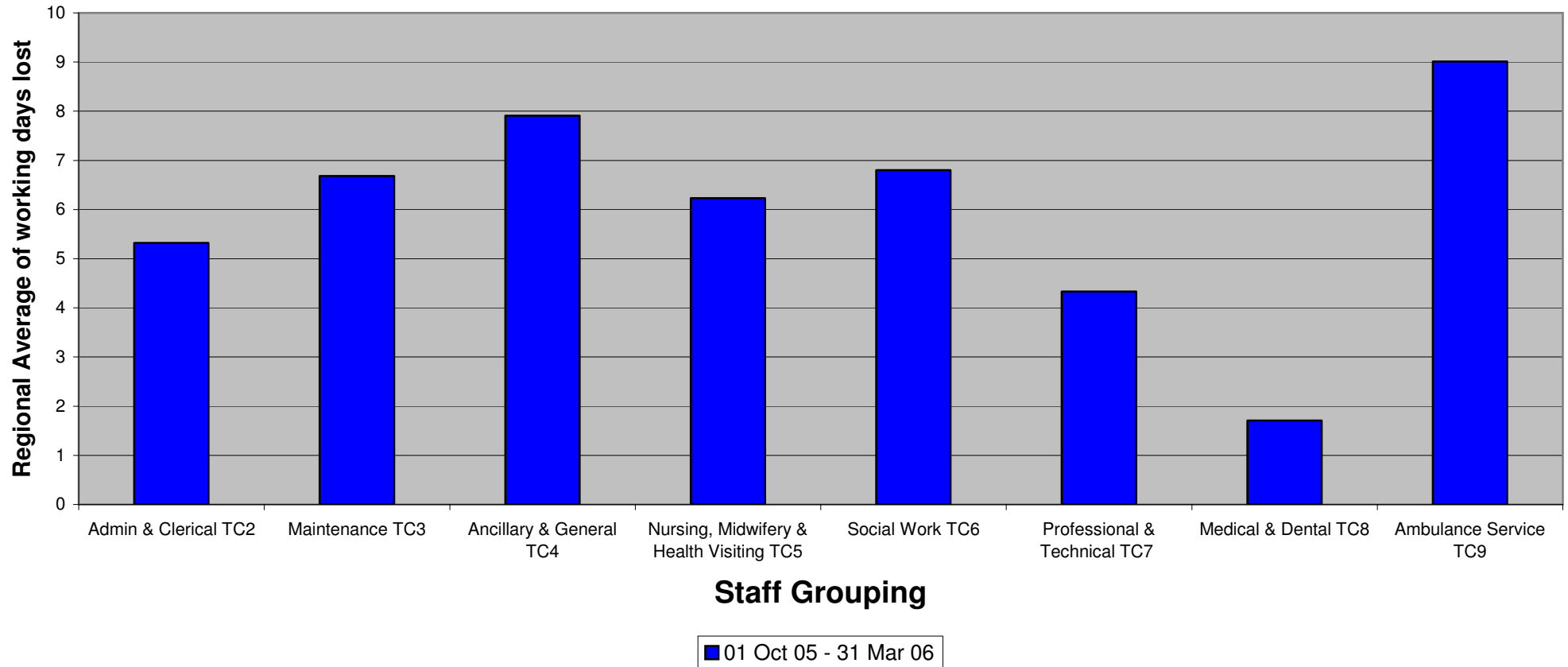
Monitoring Period 01 October 2005 – 31 March 2006

Medical & Dental - TC8



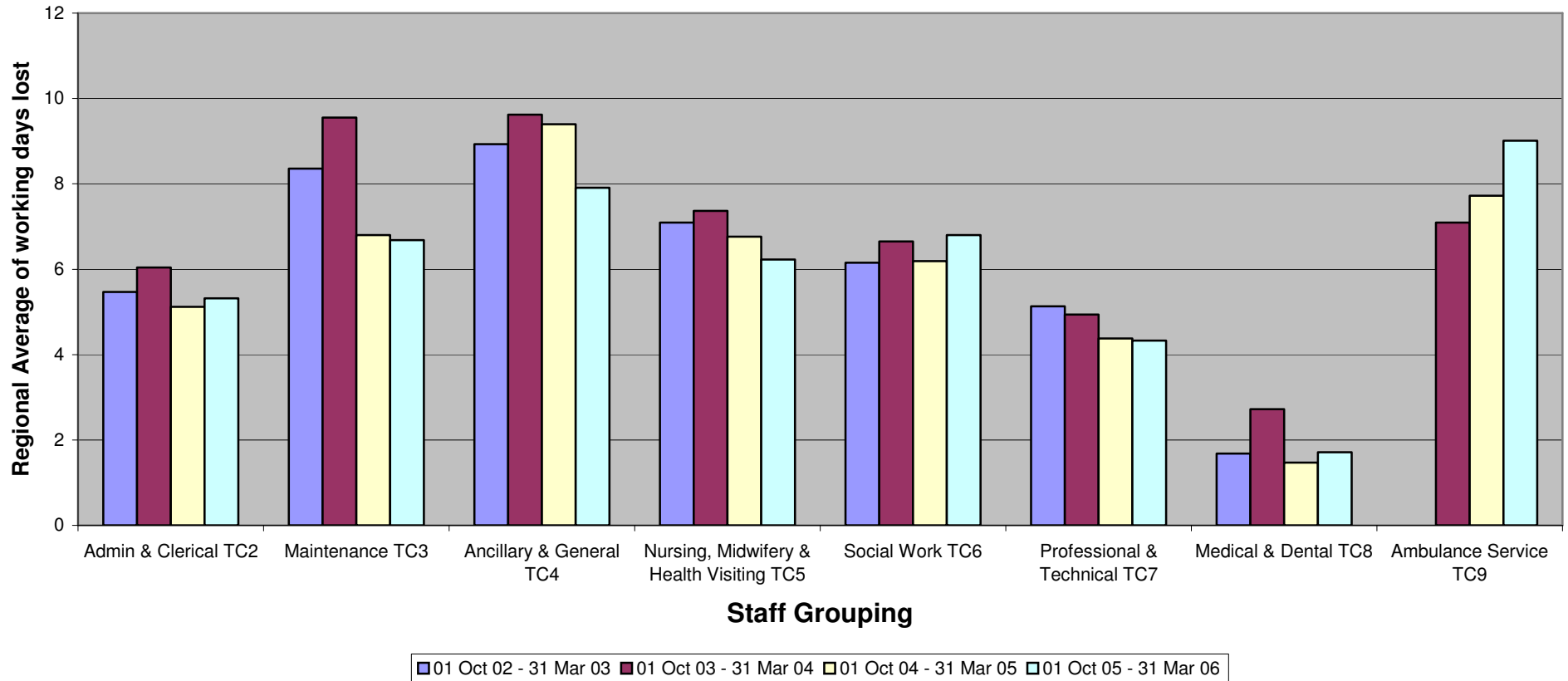
Monitoring Period 01 October 2005 – 31 March 2006

Chart showing comparison between Staff Groupings on a Regional Level



Monitoring Period 01 October 2005 – 31 March 2006

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 2005 – 31 March 2006

MONITORING USE OF AGENCY STAFF

Appendix 12 shows the use of agency staff for the categories across all Trusts. It should be noted that Altnagelvin Trust has reported that it does not use agency staff. There are gaps in the information supplied as some Trusts were unable to provide the information requested, therefore totals in relation to WTE and hours purchased are not included, to avoid presenting an incomplete picture.

Appendix 13 is a table, which shows the use of Nursing agency staff. The cost of nursing agency staff is £8,473,231, an increase of 36.5% from the cost of £6,205,365 for the same monitoring period in last year's survey. The Royal is the highest user of Nursing agency staff and in this monitoring period has recorded costs of £4,309,168 which equates to 6.8% of the total number of employees in this staff category; the cost incurred is almost double that reported for the same monitoring period in last year's survey.

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. Costs have further increased from £2,723,728 recorded in the same monitoring period last year to £3,310,573 for this monitoring period, this represents a increase of 21.5%. The Royal continues to be the highest user of Admin & Clerical agency staff recording a cost of £1,437,520 equating to 10.53% of the employees in this staff group; the cost has almost doubled since the cost of £700,121 reported for the same monitoring period in last year's survey.

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

Monitoring Period 01 October 2005 – 31 March 2006

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 £6,557,602, which is an increase of 11% compared with £5,892,830 recorded for the same monitoring period last year. Sperrin Lakeland Trust has reported the highest cost of Other agency staff at £1,747,592. The cost reported by the Royal in this monitoring period is £1,688,037, an increase of over 73% in comparison to the cost reported for the same monitoring period in last year's survey.

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 £18,341,407 represents an increase in Agency costs of almost 24% from the cost of £14,821,922 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 NURSING AGENCY STAFF
Monitoring Period 01 October 2005 – 31 March 2006

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	267.00	0.27	1,839.00	7,623.00	7.81	91,782.00	93,621.00
Belfast City Hospital	19,943.14	20.40	239,119.20	2,683.68	23.28	194,373.96	6,033.78	5.81	280,812.10	714,305.26
Causeway	n/a	n/a	32,157.00	n/a	n/a	1,371.00	0.00	0.00	0.00	33,528.00
Craigavon & Banbridge	102.40	0.11	1,866.33	2,106.75	2.19	16,748.69	16,837.70	16.90	121,642.56	140,257.58
Craigavon Area Hospital	2,172.00	3.29	33,050.00	9,728.00	9.98	80,092.00	2,197.00	2.25	16,274.00	129,416.00
Down Lisburn	27,484.00	28.11	411,984.00	26,716.00	27.70	228,960.00	24,499.00	24.74	827,508.00	1,468,452.00
Foyle	22,043.00	23.00	237,967.00	28,478.00	47.00	199,557.00	28,339.00	17.00	415,809.00	853,333.00
Greenpark	35,691.00	36.61	523,301.00	5,574.00	5.72	48,971.00	1,082.00	1.11	29,436.00	601,708.00
Homefirst	14,094.00	n/a	199,160.00	29,226.00	n/a	227,961.00	967,195.00	n/a	92,500.00	519,621.00
Mater	41,071.00	42.48	575,225.40	7,047.00	10.01	59,738.00	4,421.00	4.52	21,402.58	656,365.98
Newry & Mourne	2,205.75	58.82	31,591.72	1,433.41	38.22	11,540.82	6,677.29	178.06	116,466.31	159,598.85
NI Ambulance	0.00	0.00	0.00	12,338.11	10.00	114,726.39	8,298.01	7.00	66,939.82	181,666.21
North & West	10,468.00	10.74	141,318.90	43,589.00	44.71	305,124.60	44,017.00	45.14	650,265.70	1,096,709.20
Royal	305,614.75	156.73	4,309,168.00	205,360.00	106.74	1,437,520.00	149,847.02	73.82	1,688,037.00	7,434,725.00
South & East	n/a	n/a	571,690.00	n/a	n/a	84,711.00	n/a	n/a	101,692.00	758,093.00
Sperrin Lakeland	32,219.00	33.32	389,205.00	18,175.00	20.84	134,497.00	37,426.00	50.22	1,747,592.00	2,271,294.00
Ulster	63,070.00	62.00	662,228.00	17,112.00	17.00	138,610.00	26,113.00	27.00	254,019.00	1,054,857.00
United	7,089.00	7.25	114,200.00	3,275.00	3.35	24,232.00	4,273.00	3.97	35,424.00	173,856.00
Total			8,473,231.55			3,310,573.46			6,557,602.07	18,341,407.08

TABLE SHOWING USE OF NURSING AGENCY STAFF
Monitoring Period 01 October 2005 – 31 March 2006

Trust Name	Nursing Hours Purchased	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	19,943.14	20.40	239,119.20	0.74
Causeway	n/a	n/a	32,157.00	n/a
Craigavon & Banbridge	102.40	0.11	1,866.33	0.04
Craigavon Area Hospital	2,172.00	3.29	33,050.00	0.31
Down Lisburn	27,484.00	28.11	411,984.00	2.70
Foyle	22,043.00	23.00	237,967.00	n/a
Greenpark	35,691.00	36.61	523,301.00	6.15
Homefirst	14,094.00	n/a	199,160.00	n/a
Mater	41,071.00	42.48	575,225.40	9.90
Newry & Mourne	2,205.75	58.82	31,591.72	n/a
NI Ambulance	0.00	0.00	0.00	0.00
North & West	10,468.00	10.74	141,318.90	1.66
Royal	305,614.75	156.73	4,309,168.00	6.80
South & East	n/a	n/a	571,690.00	n/a
Sperrin Lakeland	32,219.00	33.32	389,205.00	3.80
Ulster	63,070.00	62.00	662,228.00	2.84
United	7089.00	7.25	114,200.00	0.69
Total			8,473,231.55	

n/a - information not available or not provided

CHART SHOWING USE OF NURSING AGENCY STAFF
Monitoring Period 01 October 2005 – 31 March 2006

Cost of Nursing Agency Staff

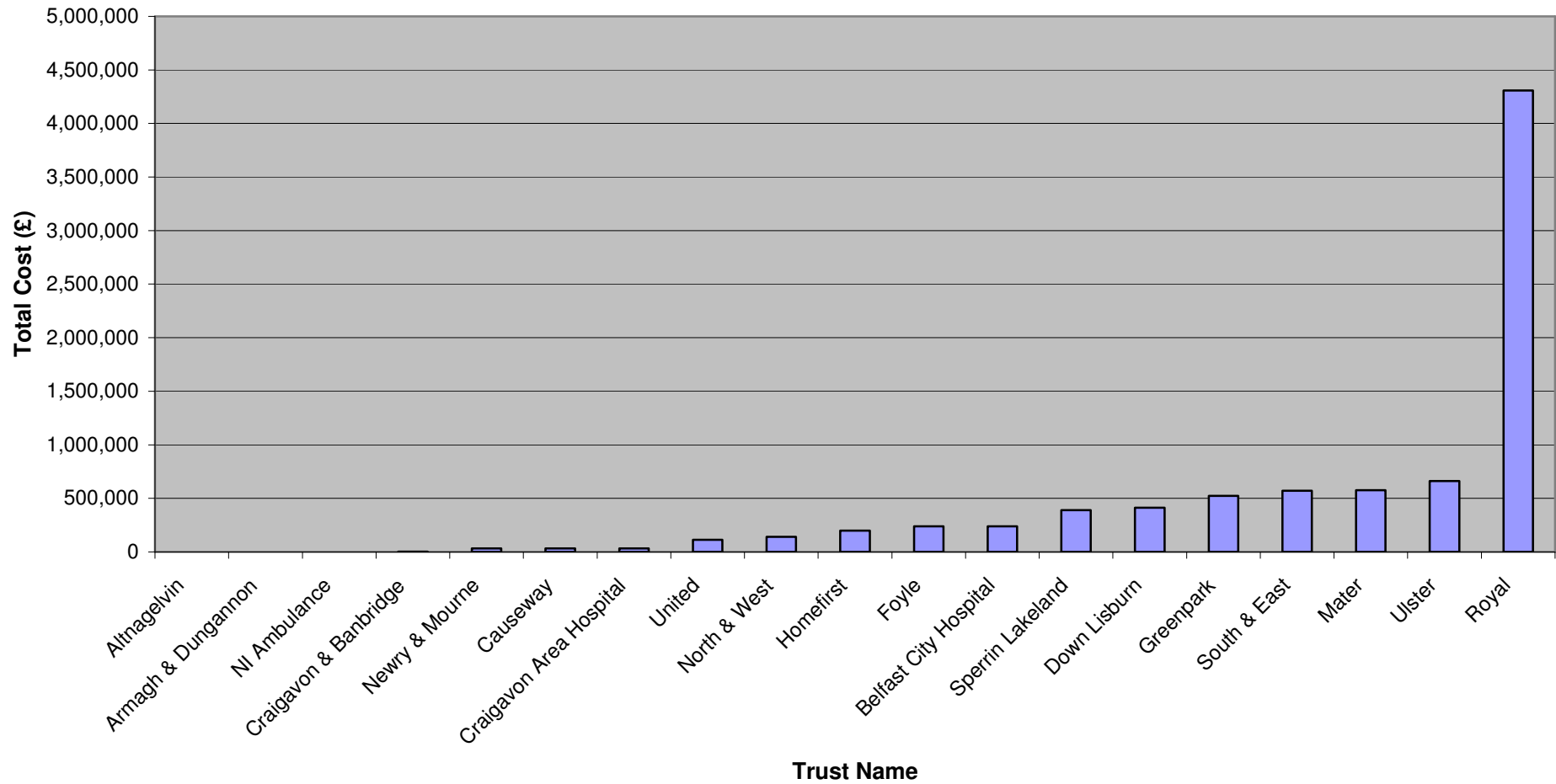


TABLE SHOWING USE OF ADMIN & CLERICAL AGENCY STAFF
Monitoring Period 01 October 2005 – 31 March 2006

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	267.00	0.27	1,839.00	0.08
Belfast City Hospital	2,683.68	23.28	194,373.96	2.46
Causeway	n/a	n/a	1,371.00	n/a
Craigavon & Banbridge	2,106.75	2.19	16,748.69	0.63
Craigavon Area Hospital	9,728.00	9.98	80,092.00	2.44
Down Lisburn	26,716.00	27.70	228,960.00	4.60
Foyle	28,478.00	47.00	199,557.00	n/a
Greenpark	5,574.00	5.72	48,971.00	2.30
Homefirst	29,226.00	n/a	227,961.00	n/a
Mater	7,047.00	10.01	59,738.00	6.20
Newry & Mourne	1,433.41	38.22	11,540.82	n/a
NI Ambulance	12,338.11	10.00	114,726.39	22.90
North & West	43,589.00	44.71	305,124.60	7.75
Royal	205,360.00	106.74	1,437,520.00	10.53
South & East	n/a	n/a	84,711.00	n/a
Sperrin Lakeland	18,175.00	20.84	134,497.00	2.20
Ulster	17,112.00	17.00	138,610.00	1.66
United	3,275.00	3.35	24,232.00	0.58
Total			3,310,573.46	

n/a - information not available or not provided

CHART SHOWING USE OF ADMIN & CLERICAL AGENCY STAFF

Monitoring Period 01 October 2005 – 31 March 2006

Cost of Admin & Clerical Staff

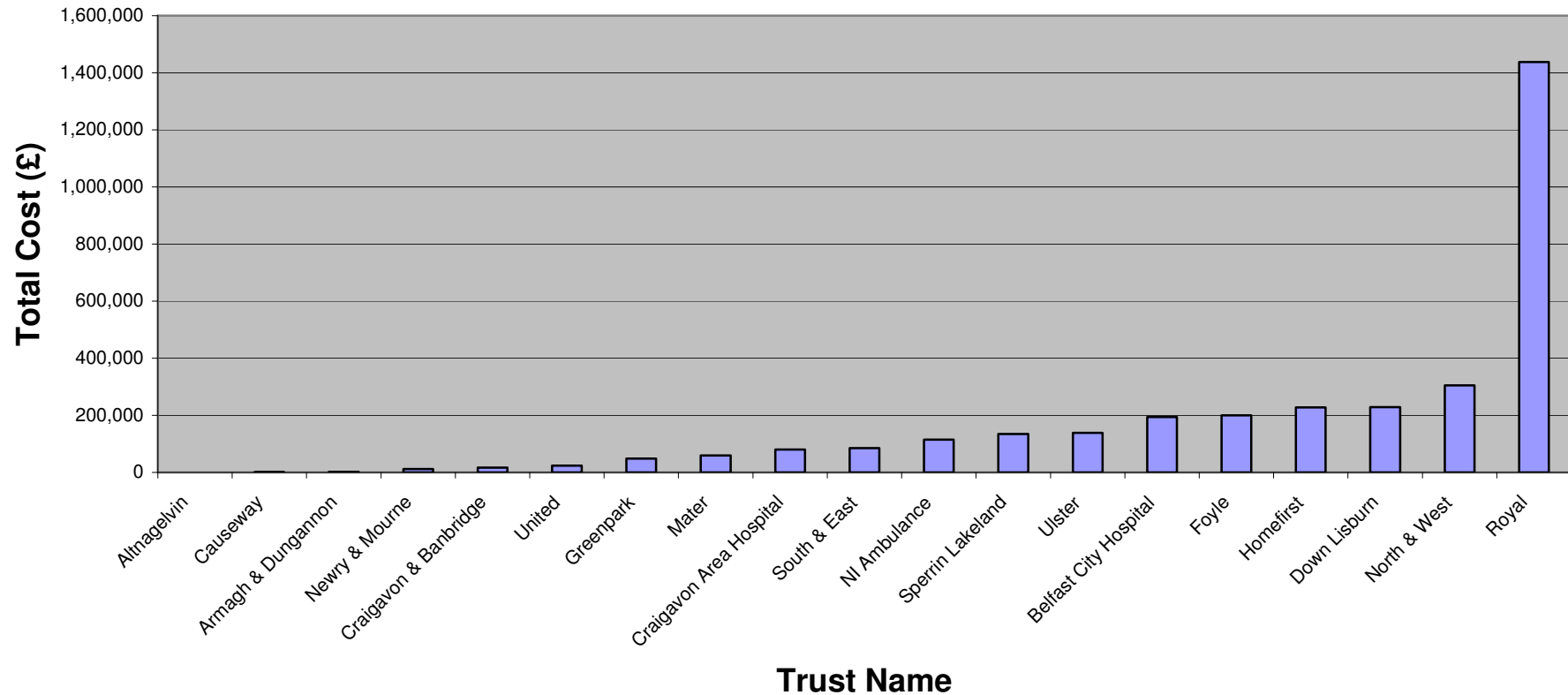


TABLE SHOWING USE OF OTHER AGENCY STAFF

Monitoring Period 01 October 2005 – 31 March 2006

Trust Name	Other Hours Purchased	Other WTE	Other Cost	% of total employees
Altnagelvin	0.00	0.00	0.00	0.00
Armagh & Dungannon	(social services) 7,623.00	7.81	91,782.00	2.00
Belfast City Hospital	6,033.78	5.81	280,812.10	1.29
Causeway	0.00	0.00	0.00	0.00
Craigavon & Banbridge	16,837.70	16.90	121,642.56	9.68
Craigavon Area Hospital	2,197.00	2.25	16,274.00	0.29
Down Lisburn	24,499.00	24.74	827,508.00	1.70
Foyle	28,339.00	17.00	415,809.00	n/a
Greenpark	1,082.00	1.11	29,436.00	0.42
Homefirst	967,195.00	n/a	92,500.00	n/a
Mater	4,421.00	4.52	21,402.58	8.15
Newry & Mourne	6,677.29	178.06	116,466.31	n/a
NI Ambulance	8,298.01	7.00	66,939.82	0.73
North & West	44,017.00	45.14	650,265.70	3.08
Royal	149,847.02	73.82	1,688,037.00	n/a ¹
South & East	n/a	n/a	101,692.00	n/a
Sperrin Lakeland	37,426.00	50.22	1,747,592.00	n/a ²
Ulster	26,113.00	27.00	254,019.00	9.15
United	4,273.00	3.97	35,424.00	1.16
Total			6,557,602.07	

¹ Royal – Ancillary & General 9.30%, Medical 1.37%, Prof & Tech & AHPs 0.55%

² Sperrin Lakeland – Locums 20%, Hotel services 13.7%, Radiology 3.4%, Social work 5.5%, Other 0.2%

n/a - information not available or not provided

CHART SHOWING USE OF OTHER AGENCY STAFF

Monitoring Period 01 October 2005 – 31 March 2006

Cost of Use of Other Agency Staff

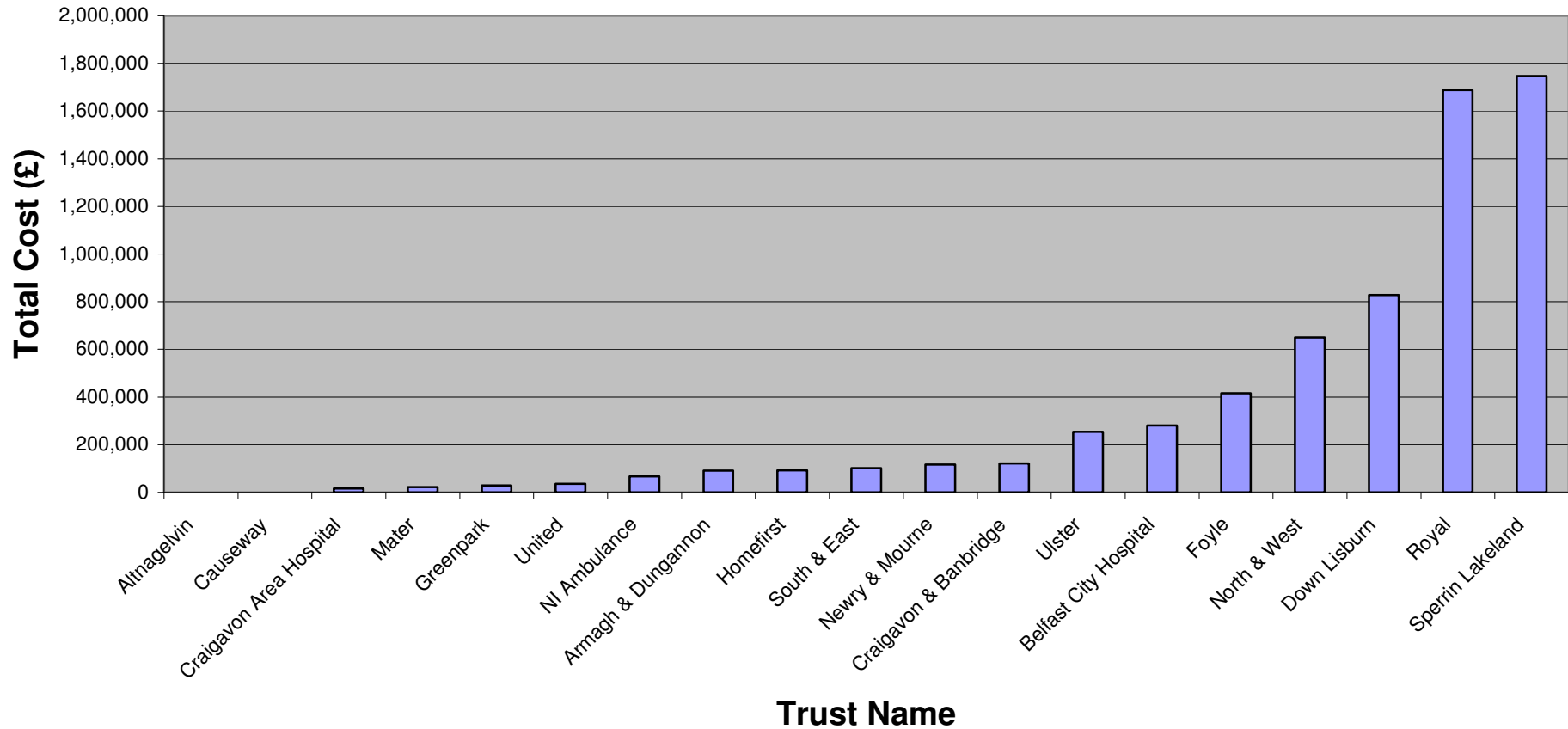


TABLE SHOWING TOTAL COST OF AGENCY STAFF

Monitoring Period 01 October 2005 – 31 March 2006

Trust Name	Total Cost £
Altnagelvin	0.00
Causeway	33,528.00
Armagh & Dungannon	93,621.00
Craigavon Area Hospital	129,416.00
Craigavon & Banbridge	140,257.58
Newry & Mourne	159,598.85
United	173,856.00
NI Ambulance	181,666.21
Homefirst	519,621.00
Greenpark	601,708.00
Mater	656,365.98
Belfast City Hospital	714,305.26
South & East	758,093.00
Foyle	853,333.00
Ulster	1,054,857.00
North & West	1,096,709.20
Down Lisburn	1,468,452.00
Sperrin Lakeland	2,271,294.00
Royal	7,434,725.00
Total	18,341,407.08

CHART SHOWING TOTAL COST OF AGENCY STAFF BY TRUST

Monitoring Period 01 October 2005 – 31 March 2006

Total Cost of Agency Staff by Trust

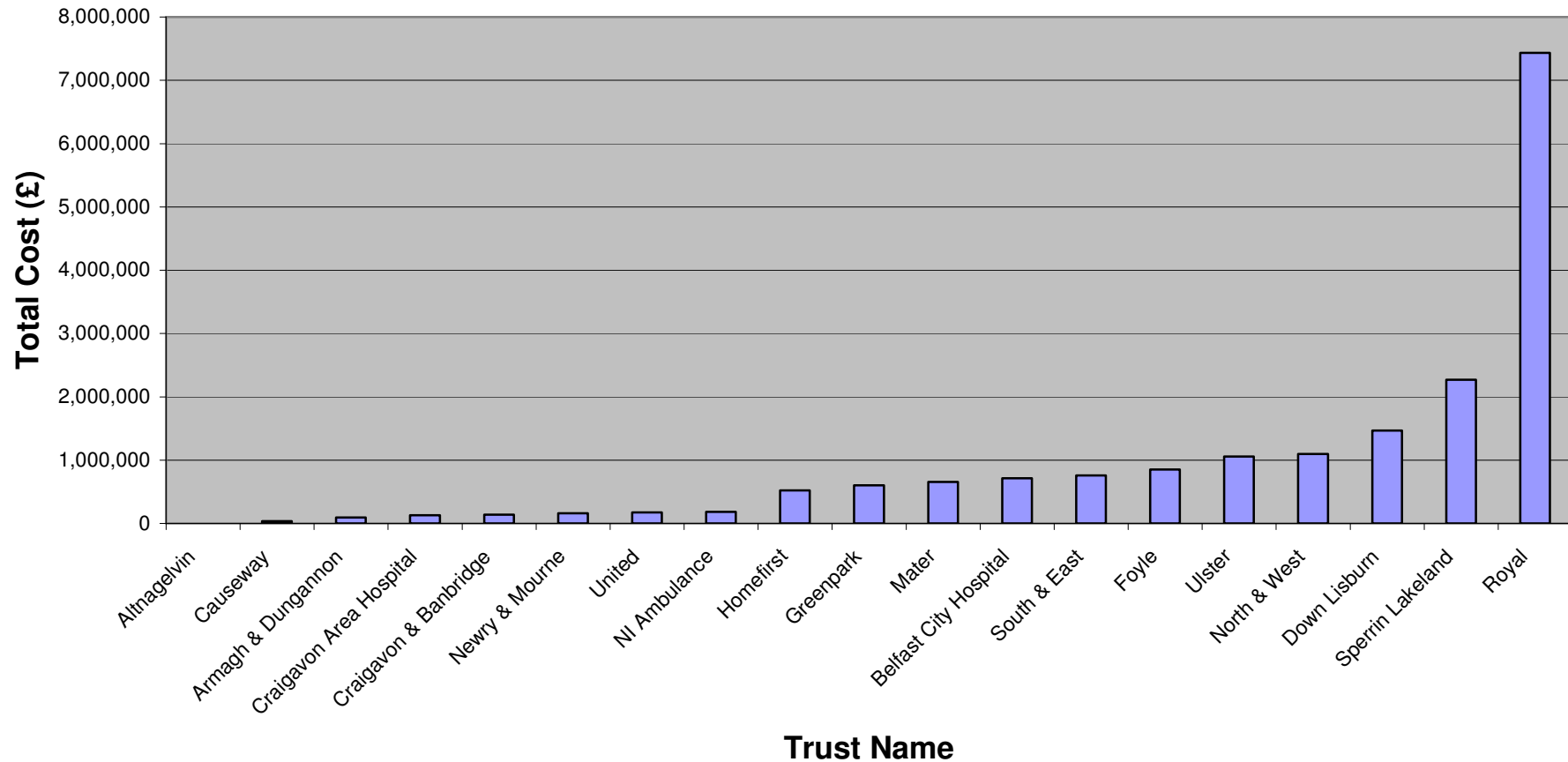
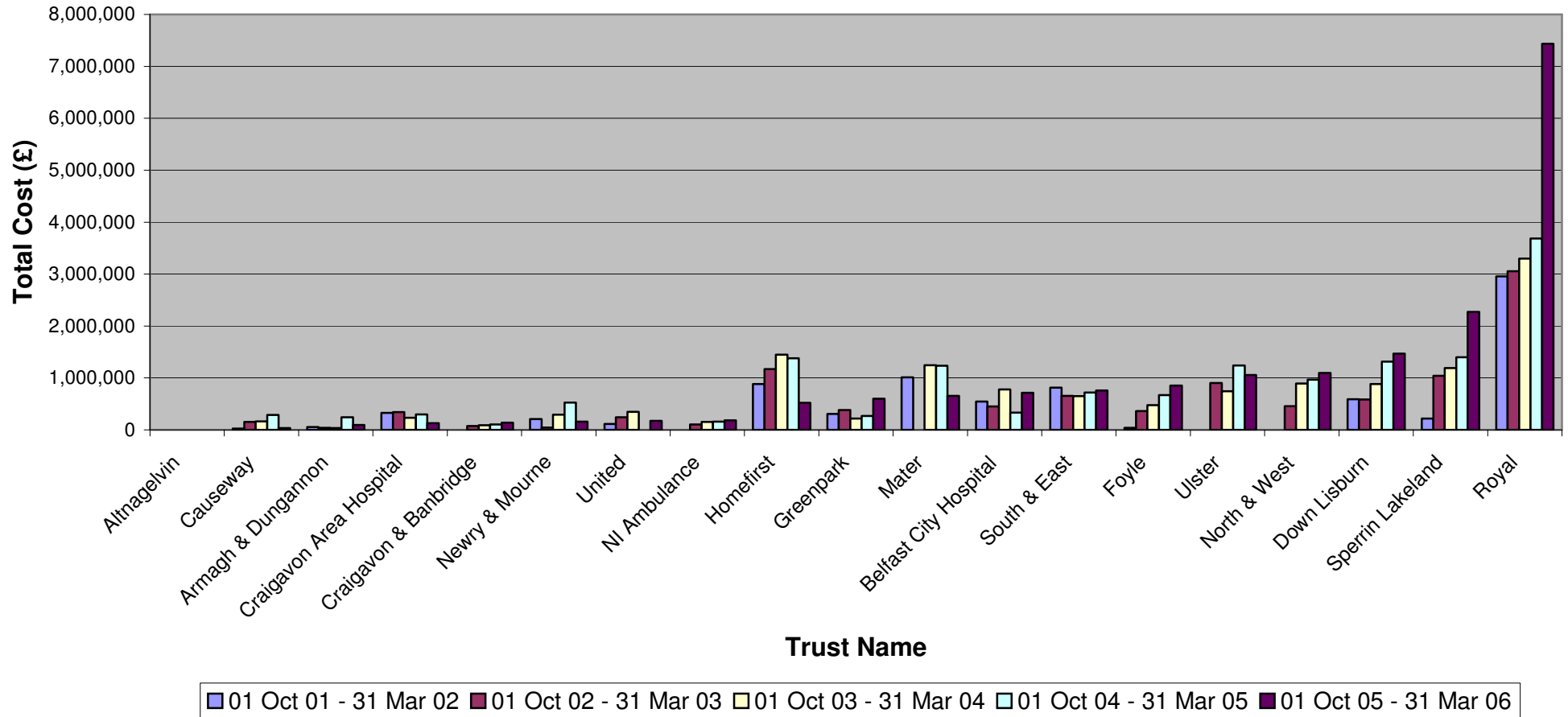


CHART SHOWING TOTAL COST OF AGENCY STAFF BY TRUST IN COMPARISON WITH THE DATA SUPPLIED IN PREVIOUS SURVEYS

Monitoring Period 01 October 2005 – 31 March 2006

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



Monitoring Period 01 October 2005 – 31 March 2006

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 by over 9% from the same monitoring period last year to 3,681 in this year's survey. Sperrin Lakeland Trust has recorded the highest number of non-permanent contracts with 467 in this monitoring period.

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 previous years. The number of overseas nurses with non-permanent contracts has reduced to 315 compared with a total of 597 for the same monitoring period last year; this represents a reduction of 47%.

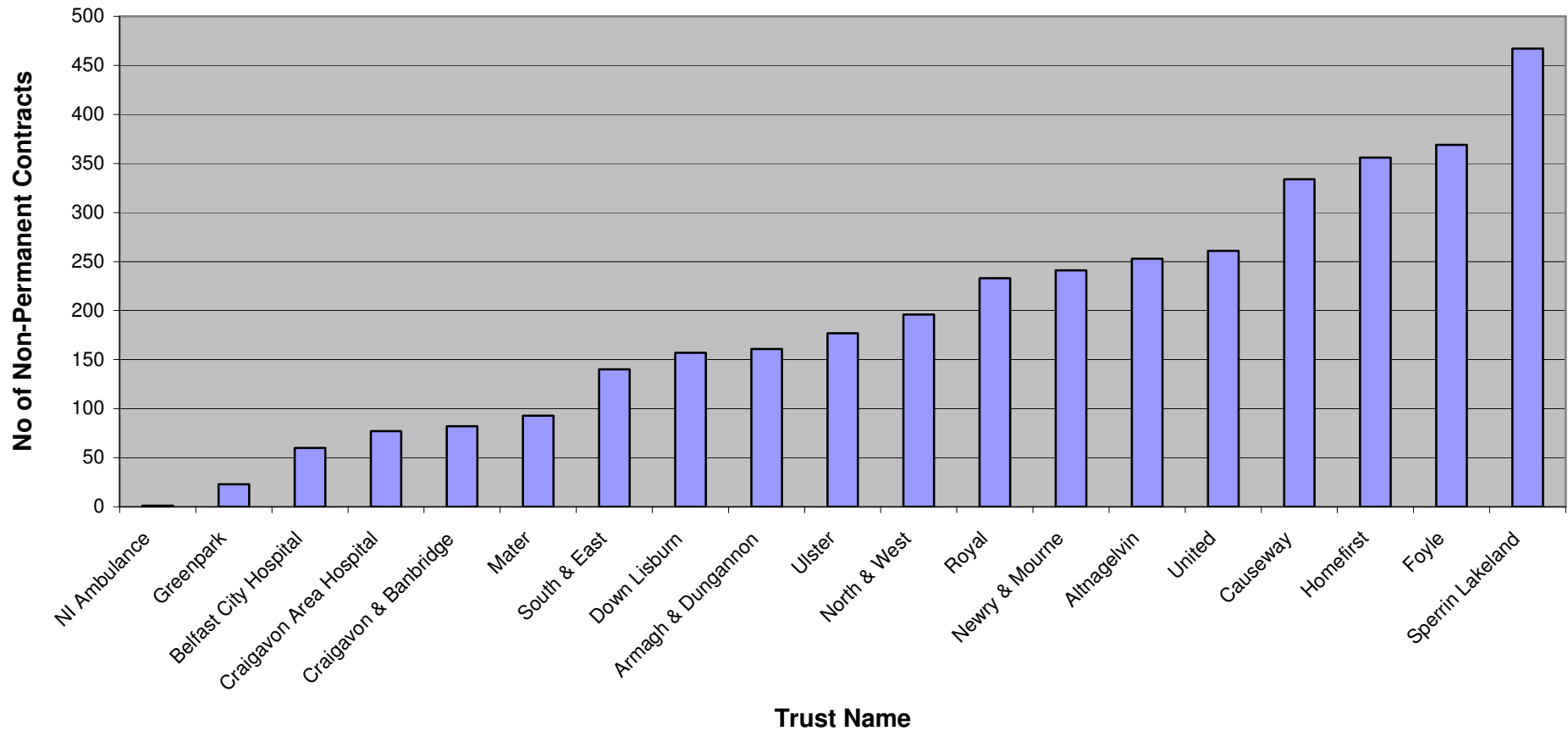
TABLE SHOWING USE OF NON-PERMANENT CONTRACTS
Monitoring Period 01 October 2005 – 31 March 2006

Trust Name	No. of non-perm contracts	% of total employees
Altnagelvin	253	10.90
Armagh & Dungannon	161	6.00
Belfast City Hospital	60	1.17
Causeway	334	10.69
Craigavon & Banbridge	82	5.50
Craigavon Area Hospital	77	2.73
Down Lisburn	157	4.14
Foyle (inc Westcare)	369	9.39
Greenpark	23	1.63
Homefirst	356	7.32
Mater	93	5.98
Newry & Mourne	241	10.65
North & West	196	5.70
NI Ambulance	1	0.10
Royal	233	3.40
South & East	140	3.30
Sperrin Lakeland	467	14.00
Ulster	177	2.94
United	261	6.82
Total	3681	

USE OF NON-PERMANENT CONTRACTS

Monitoring Period 01 October 2005 – 31 March 2006

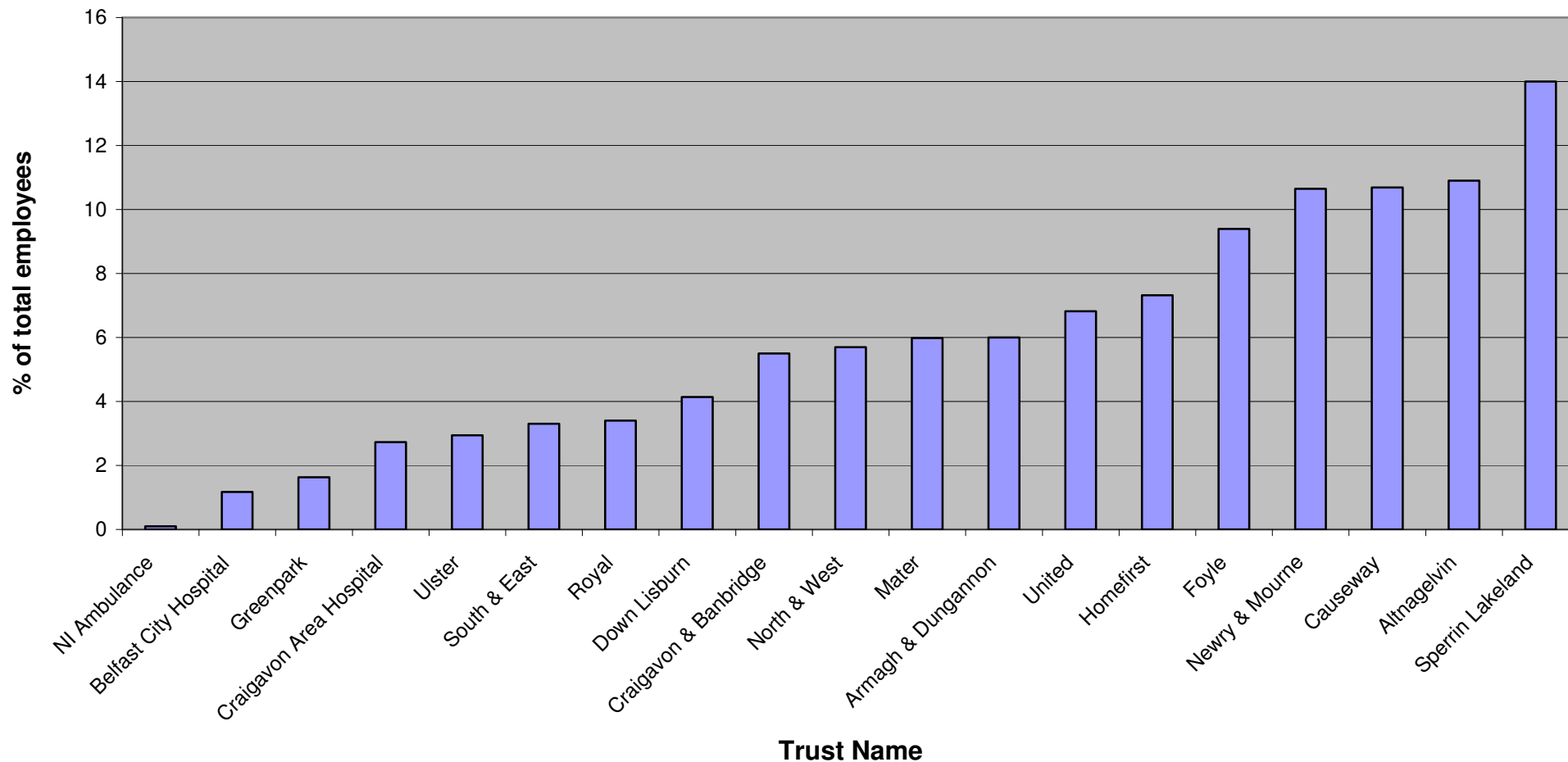
Chart showing use of Non-Permanent Contracts



USE OF NON-PERMANENT CONTRACTS

Monitoring Period 01 October 2005 – 31 March 2006

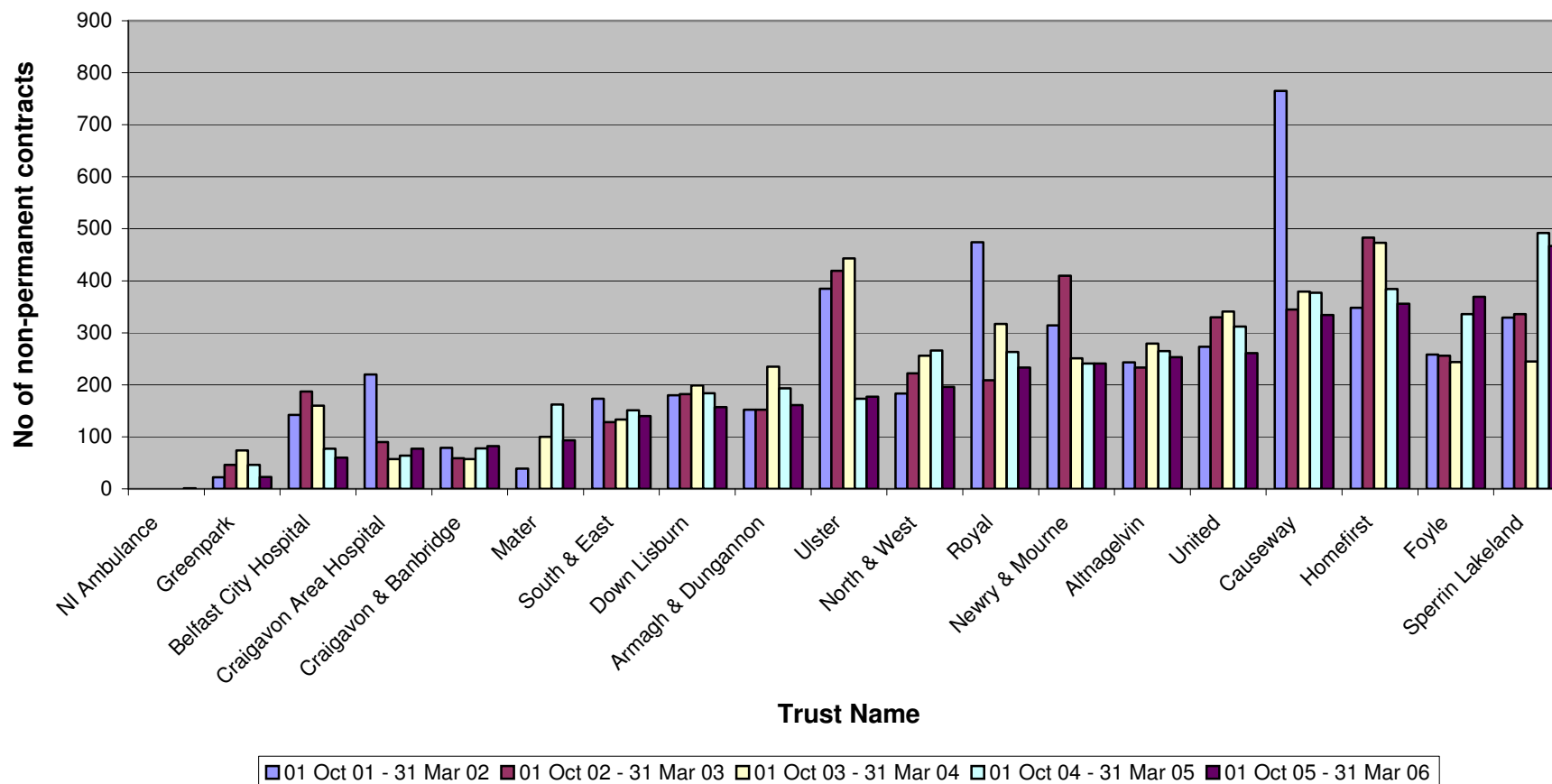
Chart showing the number of Non-Permanent contracts expressed as a % of the total number of employees



USE OF NON-PERMANENT CONTRACTS

Monitoring Period 01 October 2005 – 31 March 2006

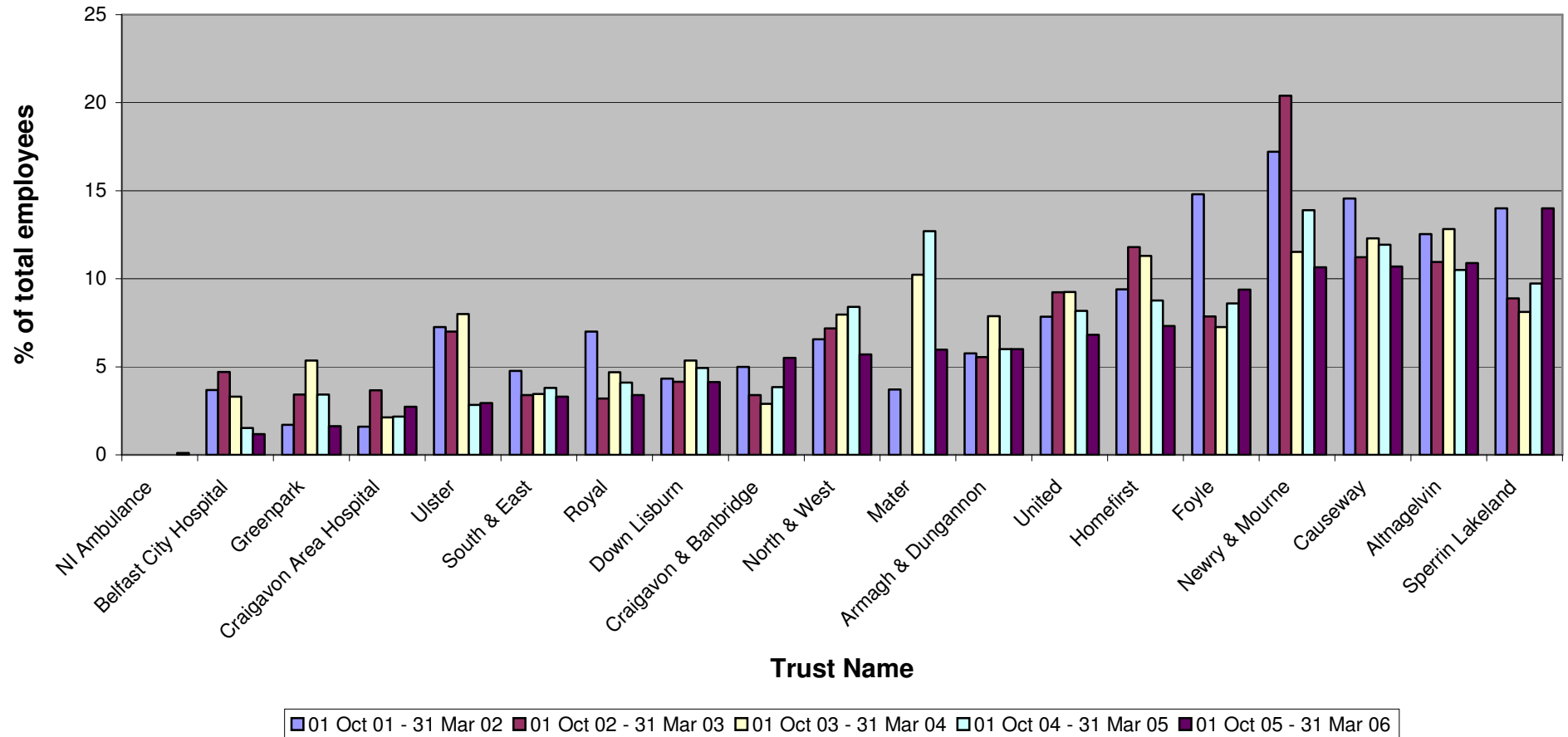
Chart showing comparison of the use of non-permanent contracts against previous surveys for the same monitoring period



USE OF NON-PERMANENT CONTRACTS

Monitoring Period 01 October 2005 – 31 March 2006

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 2005 – 31 March 2006

**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
Causeway	0
Craigavon & Banbridge	0
Down Lisburn	0
Greenpark	0
NI Ambulance	0
North & West	0
South & East	0
Ulster	0
Foyle	1
Altnagelvin	4
Belfast City Hospital	7
Sperrin Lakeland	11
Newry & Mourne	15
Homefirst	26
Craigavon Area Hospital	35
Mater	51
United	62
Royal	103
Total	315

USE OF NON-PERMANENT CONTRACTS

Monitoring Period 01 October 2005 – 31 March 2006

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

