



Department of
**Health, Social Services
and Public Safety**

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AN ROINN

**Sláinte, Seirbhísí Sóisialta
agus Sábháilteachta Poiblí**

MÁNNYSTRIE O

**Poustie, Resydènter Heisin
an Fowk Siccar**

Northern Ireland Health and Personal Social Services Workforce Vacancies as at 31st March 2006

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Background and Methodology

The NI HPSS Workforce Vacancy Survey is now an established survey carried out on a biannual basis. The survey collects information on vacancy levels by Terms and Conditions (TC) groups within all of the Health and Personal Social Services (HPSS) organisations in Northern Ireland (NI) and also by Programme of Care (PoC). Information on the number of temporary posts that are vacant has also been collated for the second time and presented in this bulletin.

The survey was issued on the 16th March 2006 to record vacancies as at 31st March 2006. It was issued to all HPSS organisations and there was a 100% response rate. The survey was issued before the date at which it had to be completed in order to facilitate data collection. This is the sixth survey in the series and the third to be conducted on a biannual cycle, i.e. vacancies as at 31st March and 30th September. As a result of collecting this information more regularly, we will be able to extend the trend information presented in this bulletin. As with the previous survey, long-term and current vacancy data were collected for the main staff groups – Administration and Clerical, Works and Maintenance, Ancillary and General, Nursing, Midwifery and Health Visiting, Social Services, Professional and Technical and Medical and Dental. Information on Ambulance staff was also obtained from the Northern Ireland Ambulance Service. In addition to the number of vacancies within each TC Group, total staff in post figures were provided as well as commentary from the Trusts in relation to staffing and recruitment issues.

All data and narrative presented in this bulletin have been obtained directly from NI HPSS Trusts and organisations.

Definitions

Current Vacancy: A current vacancy is an unoccupied post, which at 31st March 2006 was vacant and which the organisation was actively trying to fill.

Long-term Vacancy: A long-term vacancy is an unoccupied post which at 31st March 2006 had been vacant for three months or more (was vacant prior to 31st December 2005) and which the organisation was actively trying to fill on the survey date. Long-term vacancies are a sub-set of current vacancies.

Temporary Vacancy: A temporary post vacancy is a short-term post to cover for holiday periods and for staff on sick / maternity leave, or a post specifically created for a short-term period. These additional posts are reported separately in this report.

Whole-Time Equivalent (WTE): The number of WTE staff is calculated by aggregating the total number of hours that staff in a grade are contracted to work, and dividing by the standard hours for that grade. In this way, part-time staff are converted into an equivalent number of 'whole-time' staff.

Vacancy Rate: The vacancy rate is the total number of vacancies expressed as a percentage of the total staff complement (i.e. vacancies plus staff in post).

(1) Vacancy Information obtained from HPSS Vacancy Survey

(1.1) Administration and Clerical Workforce

(1.1.1) Current Vacancies

The following figures were given for the number of current administration and clerical staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Clerical and Administration	351	298.0
Manager	10	10.0
Senior Manager	18	17.6
Board Member	0	0.0
Other	2	1.2
TOTAL	381	326.8

For breakdown by PoC, see Table A in Section 3.1.

(1.1.2) Long-Term Vacancies

The following figures were given for the number of long-term administration and clerical staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Clerical and Administration	110	94.4
Manager	3	3.0
Senior Manager	6	6.0
Board Member	0	0.0
Other	2	1.2
TOTAL	121	104.6

For breakdown by PoC, see Table B in Section 3.1.

(1.1.3) Vacancy Rates by HPSS Organisation (Headcount)

The number and rate of administration and clerical staff vacancies (Headcount) by HPSS Organisation is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Altnagelvin Group HSS Trust	3	0.6	0	0.0
Armagh and Dungannon HSS Trust	4	1.1	0	0.0
Belfast City Hospital HSS Trust	47	5.3	29	3.3
Causeway HSS Trust	10	1.8	0	0.0
Craigavon and Banbridge Community HSS Trust	4	1.0	0	0.0
Craigavon Area Hospital Group HSS Trust	19	3.7	8	1.6
Down Lisburn HSS Trust	8	1.1	0	0.0
Foyle Community HSS Trust	13	3.2	2	0.5
Greenpark Healthcare HSS Trust	22	7.2	10	3.4
Homefirst Community HSS Trust	30	3.0	15	1.5
Mater Infirmorum Hospital HSS Trust	19	7.3	3	1.2
Newry and Mourne HSS Trust	12	2.4	1	0.2
North and West Belfast HSS Trust	30	4.2	12	1.7
Royal Group of Hospitals HSS Trust	59	4.9	10	0.9
South and East Belfast HSS Trust	16	2.3	2	0.3
Sperrin Lakeland HSS Trust	3	0.5	0	0.0
Ulster Community & Hospitals Group HSS Trust	45	4.4	20	2.0
United Hospitals Group HSS Trust	9	1.2	0	0.0
Regional Services & Board Headquarters	28	1.2	9	0.4
TOTAL	381	2.8	121	0.9

(1.1.4) Vacancy Rates by Board Area (Headcount)

The number and rate of administration and clerical staff vacancies (Headcount) by Board Area is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Northern Board	55	2.2	19	0.8
Eastern Board	247	4.1	86	1.5
Southern Board	41	2.0	9	0.4
Western Board	20	1.1	2	0.1
Regional Services	18	1.7	5	0.5
Total	381	2.8	121	0.9

(1.1.5) Vacancy Rates by HPSS Organisation (WTE)

The number and rate of administration and clerical staff vacancies (WTE) by HPSS Organisation is shown in the table below:

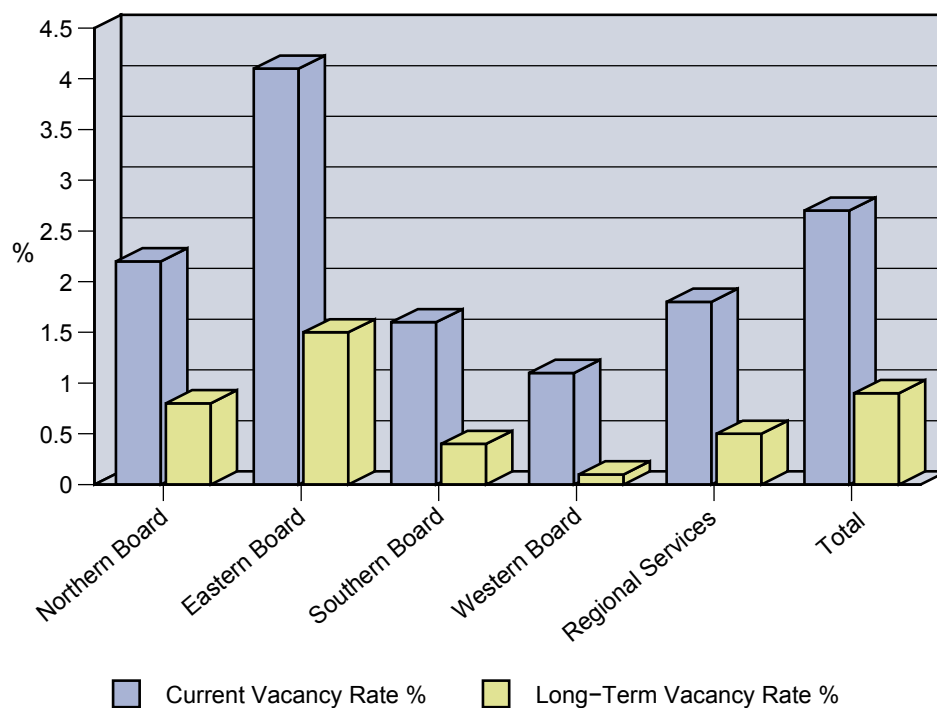
HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Altnagelvin Group HSS Trust	2.5	0.6	0.0	0.0
Armagh and Dungannon HSS Trust	4.0	1.2	0.0	0.0
Belfast City Hospital HSS Trust	37.0	4.7	23.3	3.0
Causeway HSS Trust	9.5	1.9	0.0	0.0
Craigavon and Banbridge Community HSS Trust	3.5	1.0	0.0	0.0
Craigavon Area Hospital Group HSS Trust	15.8	3.6	6.2	1.4
Down Lisburn HSS Trust	7.3	1.2	0.0	0.0
Foyle Community HSS Trust	12.5	3.5	2.0	0.6
Greenpark Healthcare HSS Trust	19.7	7.3	9.0	3.5
Homefirst Community HSS Trust	23.7	2.8	13.0	1.6
Mater Infirmorum Hospital HSS Trust	18.0	7.7	3.0	1.4
Newry and Mourne HSS Trust	3.0	0.7	0.0	0.0
North and West Belfast HSS Trust	23.2	3.9	10.2	1.7
Royal Group of Hospitals HSS Trust	57.1	5.3	10.0	1.0
South and East Belfast HSS Trust	13.9	2.3	2.0	0.3
Sperrin Lakeland HSS Trust	2.5	0.5	0.0	0.0
Ulster Community & Hospitals Group HSS Trust	37.5	4.4	17.5	2.1
United Hospitals Group HSS Trust	8.6	1.4	0.0	0.0
Regional Services & Board Headquarters	27.5	1.3	8.5	0.4
TOTAL	326.8	2.7	104.6	0.9

(1.1.6) Vacancy Rates by Board Area (WTE)

The number and rate of administration and clerical staff vacancies (WTE) by Board Area is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Northern Board	48	2.2	17	0.8
Eastern Board	215	4.1	75	1.5
Southern Board	28	1.6	6	0.4
Western Board	18	1.1	2	0.1
Regional Services	17	1.8	4	0.5
Total	327	2.7	105	0.9

(Figure 1) Comparison of Administration & Clerical Vacancy Rates by Board Area as at 31st March 2006 (WTE)



(1.1.7) Temporary Post Vacancies

The following figures were given for the number of temporary administration and clerical staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Clerical and Administration	148	133.6
Manager	7	6.5
Senior Manager	6	6.0
Other	4	4.0
TOTAL	165	150.1

(1.2) Works and Maintenance Workforce

(1.2.1) Current Vacancies

The following figures were given for the number of current works and maintenance staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Skilled/Semi-skilled	6	6.0
Maintenance	12	12.0
Building	1	1.0
Other	0	0.0
TOTAL	19	19.0

For breakdown by PoC, see Table C in Section 3.2.

(1.2.2) Long-Term Vacancies

The following figures were given for the number of long-term works and maintenance staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Skilled/Semi-skilled	1	1.0
Maintenance	5	5.0
Building	1	1.0
Other	0	0.0
TOTAL	7	7.0

For breakdown by PoC, see Table D in Section 3.2.

(1.2.3) Vacancy Rates by HPSS Organisation (Headcount)

The number and rate of works and maintenance staff vacancies (Headcount) by HPSS Organisation is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Altnagelvin Group HSS Trust	2	5.7	0	0.0
Armagh and Dungannon HSS Trust	0	0.0	0	0.0
Belfast City Hospital HSS Trust	3	7.1	0	0.0
Causeway HSS Trust	0	0.0	0	0.0
Craigavon and Banbridge Community HSS Trust	0	0.0	0	0.0
Craigavon Area Hospital Group HSS Trust	0	0.0	0	0.0
Down Lisburn HSS Trust	4	14.3	4	14.3
Foyle Community HSS Trust	0	0.0	0	0.0
Greenpark Healthcare HSS Trust	3	15.0	3	15.0
Homefirst Community HSS Trust	0	0.0	0	0.0
Mater Infirmorum Hospital HSS Trust	0	0.0	0	0.0
Newry and Mourne HSS Trust	0	0.0	0	0.0
North and West Belfast HSS Trust	0	0.0	0	0.0
Royal Group of Hospitals HSS Trust	0	0.0	0	0.0
South and East Belfast HSS Trust	0	0.0	0	0.0
Sperrin Lakeland HSS Trust	0	0.0	0	0.0
Ulster Community & Hospitals Group HSS Trust	3	7.1	0	0.0
United Hospitals Group HSS Trust	2	3.8	0	0.0
Regional Services & Board Headquarters	2	2.1	0	0.0
TOTAL	19	3.5	7	1.3

(1.2.4) Vacancy Rates by Board Area (Headcount)

The number and rate of works and maintenance staff vacancies (Headcount) by Board Area is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Northern Board	2	2.1	0	0.0
Eastern Board	13	5.1	7	2.8
Southern Board	0	0.0	0	0.0
Western Board	4	3.1	0	0.0
Regional Services	0	0.0	0	0.0
Total	19	3.5	7	1.3

(1.2.5) Vacancy Rates by HPSS Organisation (WTE)

The number and rate of works and maintenance staff vacancies (WTE) by HPSS Organisation is shown in the table below:

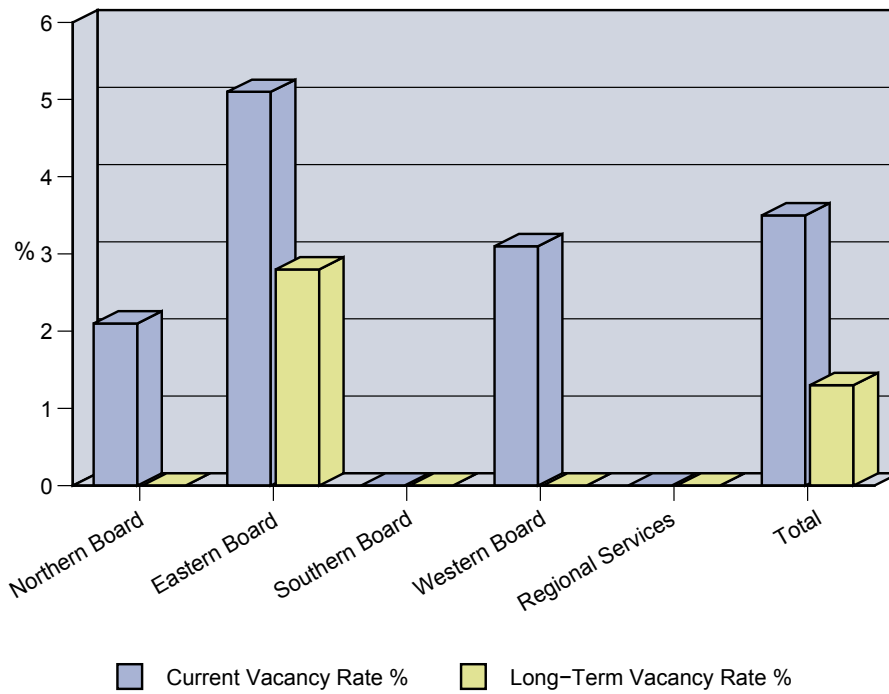
HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Altnagelvin Group HSS Trust	2.0	5.7	0.0	0.0
Armagh and Dungannon HSS Trust	0.0	0.0	0.0	0.0
Belfast City Hospital HSS Trust	3.0	7.1	0.0	0.0
Causeway HSS Trust	0.0	0.0	0.0	0.0
Craigavon and Banbridge Community HSS Trust	0.0	0.0	0.0	0.0
Craigavon Area Hospital Group HSS Trust	0.0	0.0	0.0	0.0
Down Lisburn HSS Trust	4.0	14.3	4.0	14.3
Foyle Community HSS Trust	0.0	0.0	0.0	0.0
Greenpark Healthcare HSS Trust	3.0	15.0	3.0	15.0
Homefirst Community HSS Trust	0.0	0.0	0.0	0.0
Mater Infirmorum Hospital HSS Trust	0.0	0.0	0.0	0.0
Newry and Mourne HSS Trust	0.0	0.0	0.0	0.0
North and West Belfast HSS Trust	0.0	0.0	0.0	0.0
Royal Group of Hospitals HSS Trust	0.0	0.0	0.0	0.0
South and East Belfast HSS Trust	0.0	0.0	0.0	0.0
Sperrin Lakeland HSS Trust	0.0	0.0	0.0	0.0
Ulster Community & Hospitals Group HSS Trust	3.0	7.1	0.0	0.0
United Hospitals Group HSS Trust	2.0	3.8	0.0	0.0
Regional Services & Board Headquarters	2.0	2.1	0.0	0.0
TOTAL	19.0	3.5	7.0	1.3

(1.2.6) Vacancy Rates by Board Area (WTE)

The number and rate of works and maintenance staff vacancies (WTE) by Board Area is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Northern Board	2.0	2.1	0.0	0.0
Eastern Board	13.0	5.1	7.0	2.8
Southern Board	0.0	0.0	0.0	0.0
Western Board	4.0	3.1	0.0	0.0
Regional Services	0.0	0.0	0.0	0.0
Total	19.0	3.5	7.0	1.3

(Figure 2) Comparison of Works & Maintenance Vacancy Rates by Board Area as at 31st March 2006 (WTE)



(1.2.7) Temporary Post Vacancies

- There were no temporary post vacancies reported within the Works and Maintenance Workforce.

(1.3) Ancillary and General Workforce

(1.3.1) Current Vacancies

The following figures were given for the number of current ancillary and general staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Catering related	59	38.1
Cleaner/Domestic	170	119.4
Porter/Driver/Orderly	13	10.5
Labourer/Gardener	0	0.0
Security/Caretaker	8	7.3
Care Assistant/Warden	26	20.9
Home Helps	0	0.0
Other	29	17.8
TOTAL	305	214.1

For breakdown by PoC, see Table E in Section 3.3.

(1.3.2) Long-Term Vacancies

The following figures were given for the number of long-term ancillary and general staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Catering related	13	10.4
Cleaner/Domestic	49	25.2
Porter/Driver/Orderly	9	7.5
Labourer/Gardener	0	0.0
Security/Caretaker	0	0.0
Care Assistant/Warden	10	7.3
Home Helps	0	0.0
Other	31	15.7
TOTAL	112	66.1

For breakdown by PoC, see Table F in Section 3.3.

(1.3.3) Vacancy Rates by HPSS Organisation (Headcount)

The number and rate of ancillary and general staff vacancies (Headcount) by HPSS Organisation is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Altnagelvin Group HSS Trust	0	0.0	0	0.0
Armagh and Dungannon HSS Trust	5	1.6	1	0.3
Belfast City Hospital HSS Trust	35	7.5	18	4.0
Causeway HSS Trust	30	4.6	20	3.1
Craigavon and Banbridge Community HSS Trust	6	3.2	0	0.0
Craigavon Area Hospital Group HSS Trust	0	0.0	0	0.0
Down Lisburn HSS Trust	11	1.7	0	0.0
Foyle Community HSS Trust	5	1.6	0	0.0
Greenpark Healthcare HSS Trust	0	0.0	0	0.0
Homefirst Community HSS Trust	47	5.7	26	3.2
Mater Infirmorum Hospital HSS Trust	1	0.5	1	0.5
Newry and Mourne HSS Trust	2	0.7	0	0.0
North and West Belfast HSS Trust	40	8.0	35	7.0
Royal Group of Hospitals HSS Trust	72	7.6	0	0.0
South and East Belfast HSS Trust	8	1.3	0	0.0
Sperrin Lakeland HSS Trust	16	4.3	0	0.0
Ulster Community & Hospitals Group HSS Trust	25	3.0	11	1.3
United Hospitals Group HSS Trust	1	0.2	0	0.0
Regional Services & Board Headquarters	1	1.5	0	0.0
TOTAL	305	3.7	112	1.4

(1.3.4) Vacancy Rates by Board Area (Headcount)

The number and rate of ancillary and general staff vacancies (Headcount) by Board Area is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Northern Board	78	4.0	46	2.4
Eastern Board	193	4.5	65	1.6
Southern Board	13	1.1	1	0.1
Western Board	21	2.7	0	0.0
Regional Services	0	0.0	0	0.0
Total	305	3.7	112	1.4

(1.3.5) Vacancy Rates by HPSS Organisation (WTE)

The number and rate of ancillary and general staff vacancies (WTE) by HPSS Organisation is shown in the table below:

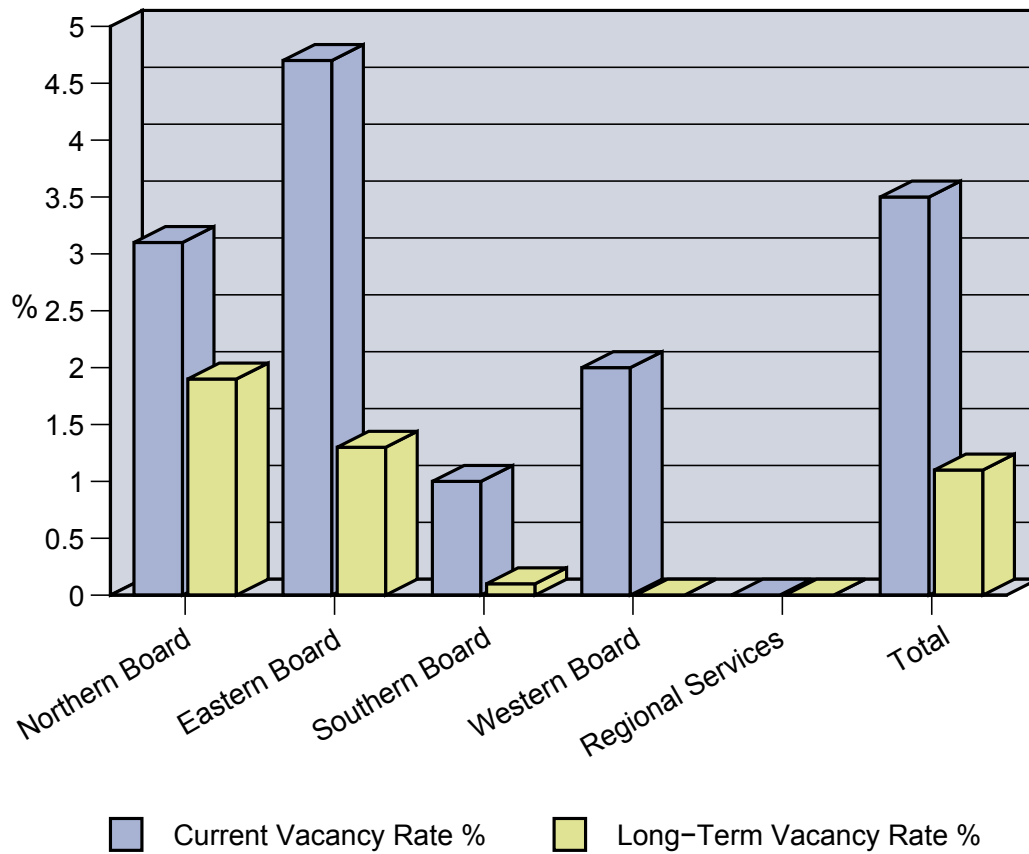
HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Altnagelvin Group HSS Trust	0.0	0.0	0.0	0.0
Armagh and Dungannon HSS Trust	3.1	1.4	0.9	0.4
Belfast City Hospital HSS Trust	22.5	6.0	11.7	3.2
Causeway HSS Trust	15.0	3.4	10.0	2.3
Craigavon and Banbridge Community HSS Trust	4.6	3.3	0.0	0.0
Craigavon Area Hospital Group HSS Trust	0.0	0.0	0.0	0.0
Down Lisburn HSS Trust	7.0	1.5	0.0	0.0
Foyle Community HSS Trust	5.0	2.0	0.0	0.0
Greenpark Healthcare HSS Trust	0.0	0.0	0.0	0.0
Homefirst Community HSS Trust	28.0	4.6	16.8	2.8
Mater Infirmorum Hospital HSS Trust	1.0	0.7	1.0	0.7
Newry and Mourne HSS Trust	1.0	0.5	0.0	0.0
North and West Belfast HSS Trust	22.7	6.3	17.7	5.0
Royal Group of Hospitals HSS Trust	72.0	10.1	0.0	0.0
South and East Belfast HSS Trust	6.2	1.4	0.0	0.0
Sperrin Lakeland HSS Trust	7.8	2.7	0.0	0.0
Ulster Community & Hospitals Group HSS Trust	16.8	2.8	8.5	1.4
United Hospitals Group HSS Trust	0.5	0.1	0.0	0.0
Regional Services & Board Headquarters	1.0	2.8	0.0	0.0
TOTAL	214.1	3.5	66.6	1.1

(1.3.6) Vacancy Rates by Board Area (WTE)

The number and rate of ancillary and general staff vacancies (WTE) by Board Area is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Northern Board	43.4	3.1	26.8	1.9
Eastern Board	149.1	4.7	38.9	1.3
Southern Board	8.7	1.0	0.9	0.1
Western Board	12.8	2.0	0.0	0.0
Regional Services	0.0	0.0	0.0	0.0
Total	214.1	3.5	66.6	1.1

(Figure 3) Comparison of Ancillary & General Vacancy Rates by Board Area as at 31st March 2006 (WTE)



(1.3.7) Temporary Post Vacancies

The following figures were given for the number of temporary ancillary and general staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Catering related	7	3.5
Cleaner/Domestic	11	6.3
Porter/Driver/Orderly	12	12.0
Care Assistant/Warden	16	14.1
Home Helps	8	1.0
TOTAL	54	36.9

(1.4) Nursing, Midwifery and Health Visiting Workforce

(1.4.1) Current Vacancies

The following figures were given for the number of current nursing, midwifery and health visiting staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Qualified Nurses	425	404.4
Health Visitors	18	13.0
District Nurses	24	18.0
Midwives	16	13.8
Nurse Support	96	85.3
Others	2	2.0
TOTAL	581	536.5

For breakdown by PoC, see Table G in Section 3.4.

(1.4.2) Long-Term Vacancies

The following figures were given for the number of long-term nursing, midwifery and health visiting staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Qualified Nurses	115	106.3
Health Visitors	5	3.7
District Nurses	0	0.0
Midwives	5	4.6
Nurse Support	43	41.9
Others	0	0.0
TOTAL	168	156.5

For breakdown by PoC, see Table H in Section 3.4.

(1.4.3) Vacancy Rates by HPSS Organisation (Headcount)

The number and rate of nursing, midwifery and health visiting staff vacancies (Headcount) by HPSS Organisation is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Altnagelvin Group HSS Trust	17	1.4	6	0.5
Armagh and Dungannon HSS Trust	22	3.0	6	0.8
Belfast City Hospital HSS Trust	83	4.5	16	0.9
Causeway HSS Trust	22	2.5	0	0.0
Craigavon and Banbridge Community HSS Trust	13	3.5	4	1.1
Craigavon Area Hospital Group HSS Trust	4	0.3	0	0.0
Down Lisburn HSS Trust	27	2.2	5	0.4
Foyle Community HSS Trust	4	0.6	0	0.0
Greenpark Healthcare HSS Trust	53	7.0	40	5.3
Homefirst Community HSS Trust	28	2.4	7	0.6
Mater Infirmorum Hospital HSS Trust	88	13.7	71	11.3
Newry and Mourne HSS Trust	9	1.1	0	0.0
North and West Belfast HSS Trust	8	1.1	2	0.3
Royal Group of Hospitals HSS Trust	92	3.2	0	0.0
South and East Belfast HSS Trust	9	1.0	0	0.0
Sperrin Lakeland HSS Trust	9	0.7	0	0.0
Ulster Community & Hospitals Group HSS Trust	70	3.8	11	0.6
United Hospitals Group HSS Trust	16	1.0	0	0.0
Regional Services & Board Headquarters	7	4.7	0	0.0
TOTAL	581	2.7	168	0.8

(1.4.4) Vacancy Rates by Board Area (Headcount)

The number and rate of nursing, midwifery and health visiting staff vacancies (Headcount) by Board Area is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Northern Board	66	1.8	7	0.2
Eastern Board	430	4.0	145	1.4
Southern Board	48	1.5	10	0.3
Western Board	30	0.9	6	0.2
Regional Services	7	5.9	0	0.0
Total	581	2.7	168	0.8

(1.4.5) Vacancy Rates by HPSS Organisation (WTE)

The number and rate of nursing, midwifery and health visiting staff vacancies (WTE) by HPSS Organisation is shown in the table below:

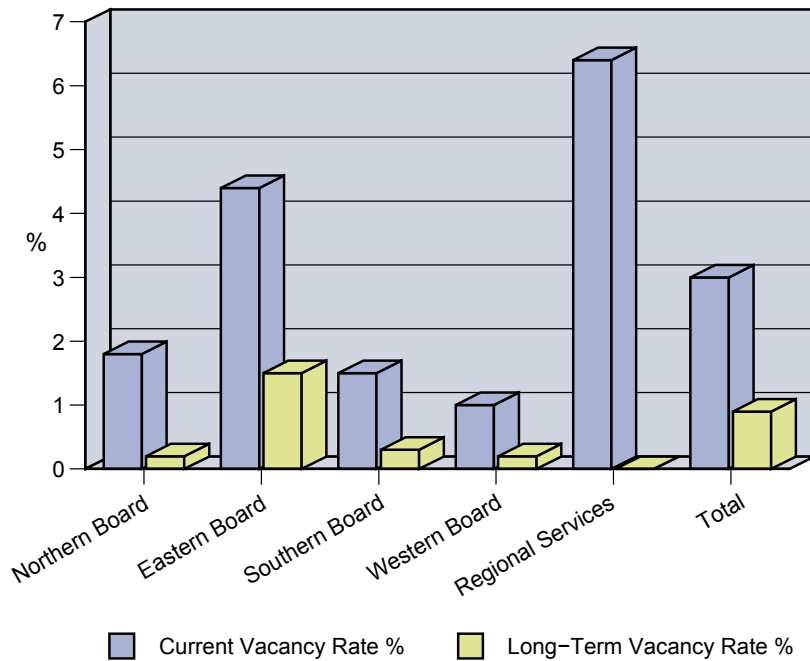
HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Altnagelvin Group HSS Trust	15.8	1.5	5.1	0.5
Armagh and Dungannon HSS Trust	19.7	3.0	6.0	0.9
Belfast City Hospital HSS Trust	81.9	5.2	15.1	1.0
Causeway HSS Trust	19.0	2.5	0.0	0.0
Craigavon and Banbridge Community HSS Trust	10.3	3.4	3.2	1.1
Craigavon Area Hospital Group HSS Trust	2.8	0.3	0.0	0.0
Down Lisburn HSS Trust	22.9	2.2	4.1	0.4
Foyle Community HSS Trust	4.0	0.6	0.0	0.0
Greenpark Healthcare HSS Trust	49.4	7.7	38.8	6.1
Homefirst Community HSS Trust	21.8	2.3	6.5	0.7
Mater Infirmorum Hospital HSS Trust	81.1	14.2	65.7	11.8
Newry and Mourne HSS Trust	7.0	1.1	0.0	0.0
North and West Belfast HSS Trust	7.0	1.1	2.0	0.3
Royal Group of Hospitals HSS Trust	92.0	3.9	0.0	0.0
South and East Belfast HSS Trust	8.8	1.1	0.0	0.0
Sperrin Lakeland HSS Trust	9.0	0.7	0.0	0.0
Ulster Community & Hospitals Group HSS Trust	62.2	4.1	10.0	0.7
United Hospitals Group HSS Trust	15.4	1.1	0.0	0.0
Regional Services & Board Headquarters	6.5	4.9	0.0	0.0
TOTAL	536.5	3.0	156.5	0.9

(1.4.6) Vacancy Rates by Board Area (WTE)

The number and rate of nursing, midwifery and health visiting staff vacancies (WTE) by Board Area is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Northern Board	56.2	1.8	6.5	0.2
Eastern Board	405.3	4.4	135.7	1.5
Southern Board	39.8	1.5	9.2	0.3
Western Board	28.8	1.0	5.1	0.2
Regional Services	6.5	6.4	0.0	0.0
Total	536.5	3.0	156.5	0.9

(Figure 4) Comparison of Nursing, Midwifery and Health Visiting Vacancy Rates by Board Area as at 31st March 2006 (WTE)



(1.4.7) Temporary Post Vacancies

The following figures were given for the number of temporary nursing, midwifery and health visiting staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Qualified Nurses	40	36.6
Health Visitors	11	10.5
District Nurses	7	6.5
Nurse Support	7	5.5
TOTAL	65	59.1

(1.5) Social Services Workforce

(1.5.1) Current Vacancies

The following figures were given for the number of current social services staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Senior Management	1	1.0
Management	6	6.0
Senior Social Worker	28	26.7
Senior Practitioner	11	10.5
Social Worker	49	46.4
Social Work Assistants	3	2.5
Residential Manager - Adult	6	5.8
Residential Care Staff - Adult	15	11.8
Residential Child Care Team Leader	1	1.0
Residential Child Care Social Worker	18	17.0
Residential Child Care Staff (Not SW Qualified)	1	1.0
Day Care Manager	2	2.0
Day Care Staff	33	25.1
Home Helps	6	0.1
Other	26	22.1
TOTAL	206	179.0

For breakdown by PoC, see Table I in Section 3.5.

(1.5.2) Long-Term Vacancies

The following figures were given for the number of long-term social services staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Senior Management	1	1.0
Management	2	2.0
Senior Social Worker	5	5.0
Senior Practitioner	4	4.0
Social Worker	6	6.0
Social Work Assistants	0	0.0
Residential Manager - Adult	4	4.0
Residential Care Staff - Adult	5	3.0
Residential Child Care Team Leader	0	0.0
Residential Child Care Social Worker	3	2.0
Residential Child Care Staff (Not SW Qualified)	0	0.0
Day Care Manager	0	0.0
Day Care Staff	7	3.8
Home Helps	0	0.0
Other	9	6.9
TOTAL	46	37.7

For breakdown by PoC, see Table J in Section 3.5.

(1.5.3) Vacancy Rates by HPSS Organisation (Headcount)

The number and rate of social services staff vacancies by HPSS Organisation (Headcount) is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Armagh and Dungannon HSS Trust	20	7.1	1	0.4
Causeway HSS Trust	15	5.4	0	0.0
Craigavon and Banbridge Community HSS Trust	18	5.5	3	1.0
Craigavon Area Hospital Group HSS Trust	0	0.0	0	0.0
Down Lisburn HSS Trust	7	1.5	0	0.0
Foyle Community HSS Trust	11	2.3	0	0.0
Homefirst Community HSS Trust	30	3.4	17	2.0
Newry and Mourne HSS Trust	2	0.7	1	0.4
North and West Belfast HSS Trust	55	6.3	18	2.1
South and East Belfast HSS Trust	19	3.2	4	0.7
Sperrin Lakeland HSS Trust	9	2.6	0	0.0
Ulster Community & Hospitals Group HSS Trust	18	4.4	0	0.0
Regional Services & Board Headquarters	2	2.1	2	2.1
TOTAL	206	3.8	46	0.9

(1.5.4) Vacancy Rates by Board Area (Headcount)

The number and rate of social services staff vacancies (Headcount) by Board Area is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Northern Board	45	3.9	17	1.5
Eastern Board	99	4.2	22	1.0
Southern Board	40	4.3	5	0.6
Western Board	20	2.3	0	0.0
Regional Services	2	4.1	2	4.1
Total	206	3.8	46	0.9

(1.5.5) Vacancy Rates by HPSS Organisation (WTE)

The number and rate of social services staff vacancies by HPSS Organisation (WTE) is shown in the table below:

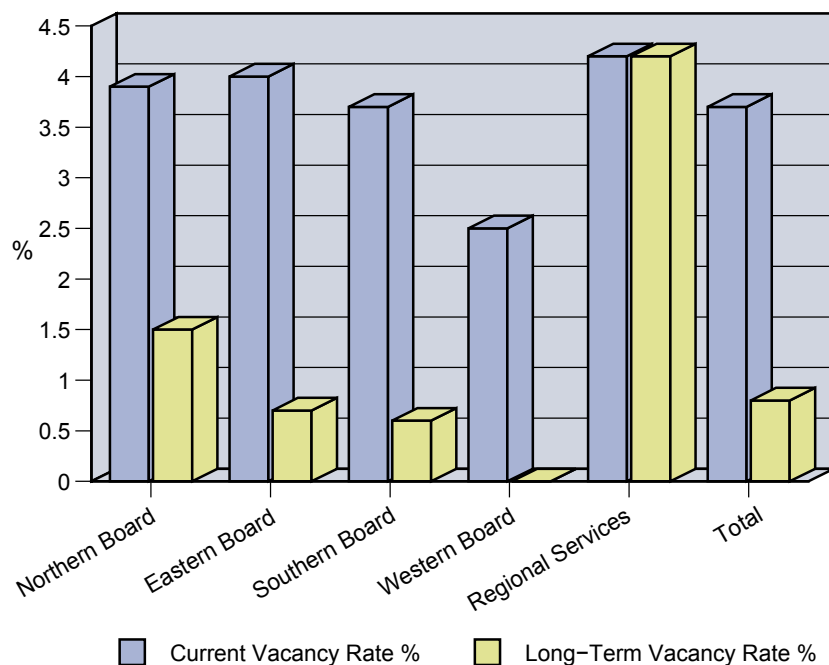
HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Armagh and Dungannon HSS Trust	19.5	7.6	1.0	0.4
Causeway HSS Trust	14.0	5.4	0.0	0.0
Craigavon and Banbridge Community HSS Trust	9.9	3.5	3.0	1.1
Craigavon Area Hospital Group HSS Trust	0.0	0.0	0.0	0.0
Down Lisburn HSS Trust	7.0	1.7	0.0	0.0
Foyle Community HSS Trust	10.5	2.4	0.0	0.0
Homefirst Community HSS Trust	27.6	3.4	15.7	2.0
Newry and Mourne HSS Trust	1.0	0.4	0.5	0.2
North and West Belfast HSS Trust	44.5	5.6	11.5	1.5
South and East Belfast HSS Trust	17.0	3.1	4.0	0.7
Sperrin Lakeland HSS Trust	9.0	2.7	0.0	0.0
Ulster Community & Hospitals Group HSS Trust	17.0	4.6	0.0	0.0
Regional Services & Board Headquarters	2.0	2.2	2.0	2.2
TOTAL	179.0	3.7	37.7	0.8

(1.5.6) Vacancy Rates by Board Area (WTE)

The number and rate of social services staff vacancies (WTE) by Board Area is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Northern Board	41.6	3.9	15.7	1.5
Eastern Board	85.5	4.0	15.5	0.7
Southern Board	30.5	3.7	4.5	0.6
Western Board	19.5	2.5	0.0	0.0
Regional Services	2.0	4.2	2.0	4.2
Total	179.0	3.7	37.7	0.8

(Figure 5) Comparison of Social Services Vacancy Rates by Board Area as at 31st March 2006 (WTE)



(1.5.7) Temporary Post Vacancies

The following figures were given for the number of temporary social services staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Management	2	2.0
Senior Social Worker	3	3.0
Senior Practitioner	1	1.0
Social Worker	16	15.5
Social Work Assistants	1	1.0
Residential Care Staff - Adult	1	1.0
Residential Child Care Social Worker	2	2.0
Residential Child Care Staff (Not SW Qualified)	11	2.1
Day Care Staff	1	1.0
Other	5	4.4
TOTAL	43	33.0

Note: Eight vacancies for a Summer Scheme for staff children at United Hospitals Group HSS Trust have been excluded from the above table.

(1.6) Professional and Technical Workforce

(1.6.1) Current Vacancies

The following figures were given for the number of current professional and technical staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Podiatrists	3	2.5
Foot Care Assistants	1	1.0
Dieticians	8	7.8
Occupational Therapists	66	62.7
Occupational Therapy Helpers	6	5.7
Physiotherapists	54	50.3
Physiotherapy Helpers	9	9.0
Radiographers	23	23.0
Radiotherapy Helpers	3	3.0
Speech Therapists	14	10.8
Speech Therapy Assistants	1	1.0
Orthoptists	5	4.4
Optometrists	1	1.0
Pharmaceutical Related Grades	10	8.4
Psychologists	16	14.9
Assistant / Trainee Psychologists	4	4.0
MLSOs	22	20.6
MLAs	11	9.7
MTOs	29	28.5
Trainee MTOs	1	1.0
Trainee MLSOs	6	6.0
Technical Instructor	1	1.0
Senior Assistant / Assistant Technical Officer	19	16.8
Clinical Scientists	3	3.0
Estate Services Officers	3	3.0
Trainee Estate Services Officers	0	0.0
Dental	2	1.5
Dental Auxiliary	1	1.0
Other	2	1.5
TOTAL	324	303.1

For breakdown by PoC, see Table K in Section 3.6.

(1.6.2) Long-Term Vacancies

The following figures were given for the number of long-term professional and technical staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Podiatrists	1	0.5
Foot Care Assistants	0	0.0
Dieticians	2	1.8
Occupational Therapists	23	22.0
Occupational Therapy Helpers	4	4.0
Physiotherapists	16	14.0
Physiotherapy Helpers	2	2.0
Radiographers	8	8.0
Radiotherapy Helpers	1	1.0
Speech Therapists	3	1.5
Speech Therapy Assistants	0	0.0
Orthoptists	4	3.4
Optometrists	0	0.0
Pharmaceutical Related Grades	1	1.0
Psychologists	9	7.9
Assistant / Trainee Psychologists	0	0.0
MLSOs	5	4.5
MLAs	4	3.5
MTOs	5	5.0
Trainee MTOs	0	0.0
Trainee MLSOs	3	3.0
Technical Instructor	1	1.0
Senior Assistant / Assistant Technical Officer	12	10.9
Clinical Scientists	0	0.0
Estate Services Officers	0	0.0
Trainee Estate Services Officers	0	0.0
Dental	0	0.0
Dental Auxiliary	0	0.0
Other	0	0.0
TOTAL	104	95.1

For breakdown by PoC, see Table L in Section 3.6.

(1.6.3) Vacancy Rates by HPSS Organisation (Headcount)

The number and rate of professional and technical staff vacancies (Headcount) by HPSS Organisation is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Altnagelvin Group HSS Trust	8	2.1	2	0.5
Armagh and Dungannon HSS Trust	6	3.1	1	0.5
Belfast City Hospital HSS Trust	63	7.7	33	4.2
Causeway HSS Trust	8	3.2	1	0.4
Craigavon and Banbridge Community HSS Trust	3	2.3	0	0.0
Craigavon Area Hospital Group HSS Trust	18	3.9	3	0.7
Down Lisburn HSS Trust	34	9.6	5	1.5
Foyle Community HSS Trust	3	1.9	1	0.6
Greenpark Healthcare HSS Trust	24	8.1	16	5.6
Homefirst Community HSS Trust	23	6.0	14	3.8
Mater Infirmorum Hospital HSS Trust	24	13.3	6	3.7
Newry and Mourne HSS Trust	1	0.5	0	0.0
North and West Belfast HSS Trust	20	7.5	17	6.4
Royal Group of Hospitals HSS Trust	39	4.2	0	0.0
South and East Belfast HSS Trust	11	4.2	1	0.4
Sperrin Lakeland HSS Trust	4	1.3	0	0.0
Ulster Community & Hospitals Group HSS Trust	13	2.3	2	0.4
United Hospitals Group HSS Trust	17	3.1	2	0.4
Regional Services & Board Headquarters	5	1.8	0	0.0
TOTAL	324	4.6	104	1.5

(1.6.4) Vacancy Rates by Board Area (Headcount)

The number and rate of professional and technical staff vacancies (Headcount) by Board Area is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Northern Board	48	4.0	17	1.5
Eastern Board	229	6.2	80	2.3
Southern Board	29	2.9	4	0.4
Western Board	15	1.7	3	0.3
Regional Services	3	1.5	0	0.0
Total	324	4.6	104	1.5

(1.6.5) Vacancy Rates by HPSS Organisation (WTE)

The number and rate of professional and technical staff vacancies (WTE) by HPSS Organisation is shown in the table below:

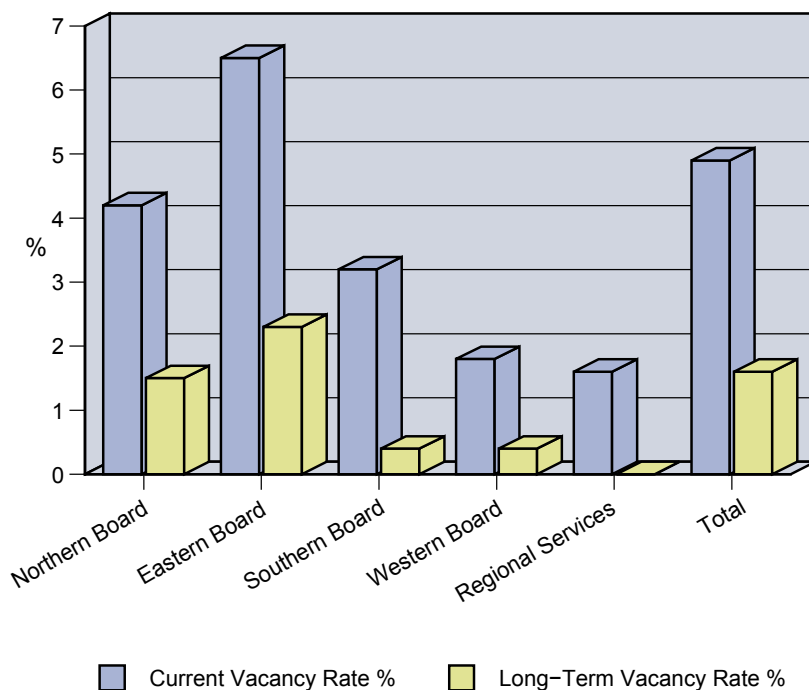
HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Altnagelvin Group HSS Trust	8.0	2.3	2.0	0.6
Armagh and Dungannon HSS Trust	6.0	3.8	1.0	0.7
Belfast City Hospital HSS Trust	61.4	8.1	31.4	4.3
Causeway HSS Trust	7.5	3.4	1.0	0.5
Craigavon and Banbridge Community HSS Trust	3.0	2.6	0.0	0.0
Craigavon Area Hospital Group HSS Trust	16.1	3.9	2.5	0.6
Down Lisburn HSS Trust	28.7	9.3	3.4	1.2
Foyle Community HSS Trust	3.0	2.1	1.0	0.7
Greenpark Healthcare HSS Trust	22.6	8.6	15.5	6.1
Homefirst Community HSS Trust	21.0	6.2	12.5	3.8
Mater Infirmorum Hospital HSS Trust	22.8	13.5	6.0	3.9
Newry and Mourne HSS Trust	1.0	0.6	0.0	0.0
North and West Belfast HSS Trust	16.2	7.3	13.7	6.2
Royal Group of Hospitals HSS Trust	39.0	4.6	0.0	0.0
South and East Belfast HSS Trust	11.0	5.2	1.0	0.5
Sperrin Lakeland HSS Trust	3.5	1.2	0.0	0.0
Ulster Community & Hospitals Group HSS Trust	11.5	2.3	2.0	0.4
United Hospitals Group HSS Trust	16.3	3.3	2.0	0.4
Regional Services & Board Headquarters	4.5	1.7	0.0	0.0
TOTAL	303.1	4.9	95.1	1.6

(1.6.6) Vacancy Rates by Board Area (WTE)

The number and rate of professional and technical staff vacancies (WTE) by Board Area is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Northern Board	44.8	4.2	15.5	1.5
Eastern Board	213.7	6.5	73.0	2.3
Southern Board	27.1	3.2	3.5	0.4
Western Board	14.5	1.8	3.0	0.4
Regional Services	3.0	1.6	0.0	0.0
Total	303.1	4.9	95.1	1.6

(Figure 6) Comparison of Professional & Technical Vacancy Rates by Board Area as at 31st March 2006 (WTE)



(1.6.7) Temporary Post Vacancies

The following figures were given for the number of temporary professional and technical staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Podiatrists	6	5.3
Dieticians	6	5.6
Occupational Therapists	3	3.0
Physiotherapists	10	9.2
Radiographers	1	1.0
Speech Therapists	7	5.7
Orthoptists	1	0.1
Pharmaceutical Related Grades	2	2.0
Psychologists	1	0.6
Assistant / Trainee Psychologists	1	1.0
MLSOs	2	2.0
MLAs	1	1.0
MTOs	2	1.8
Senior Assistant / Assistant Technical Officer	6	5.0
Clinical Scientists	1	1.0
Other	1	1.0
TOTAL	51	45.3

(1.7) Medical and Dental Workforce

(1.7.1) Current Vacancies

The following figures were given for the number of current medical and dental staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Consultant	68	64.8
Associate Specialist	0	0.0
Staff Grade	13	13.0
Special Registrar	11	11.0
PRHO	0	0.0
SHO	9	9.0
Hospital Practitioner	1	0.4
General Medical Practitioner	0	0.0
Medical Officer	2	0.4
Dental Officer	2	2.0
Other	3	1.3
TOTAL	109	101.9

For breakdown by PoC, see Table M in Section 3.7.

(1.7.2) Long-Term Vacancies

The following figures were given for the number of long-term medical and dental staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Consultant	37	37.0
Associate Specialist	0	0.0
Staff Grade	3	3.0
Special Registrar	1	1.0
PRHO	0	0.0
SHO	0	0.0
Hospital Practitioner	0	0.0
General Medical Practitioner	0	0.0
Medical Officer	1	0.2
Dental Officer	0	0.0
Other	0	0.0
TOTAL	42	41.2

For breakdown by PoC, see Table N in Section 3.7.

(1.7.3) Vacancy Rates by HPSS Organisation (Headcount)

The number and rate of medical and dental staff vacancies (Headcount) by HPSS Organisation is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Altnagelvin Group HSS Trust	10	3.7	10	3.7
Armagh and Dungannon HSS Trust	0	0.0	0	0.0
Belfast City Hospital HSS Trust	4	0.9	3	0.6
Causeway HSS Trust	5	3.8	3	2.3
Craigavon and Banbridge Community HSS Trust	0	0.0	0	0.0
Craigavon Area Hospital Group HSS Trust	11	4.1	6	2.3
Down Lisburn HSS Trust	15	8.5	9	5.3
Foyle Community HSS Trust	3	5.0	1	1.7
Greenpark Healthcare HSS Trust	0	0.0	0	0.0
Homefirst Community HSS Trust	2	2.4	0	0.0
Mater Infirmorum Hospital HSS Trust	4	2.8	4	2.8
Newry and Mourne HSS Trust	1	0.9	0	0.0
North and West Belfast HSS Trust	5	6.0	2	2.5
Royal Group of Hospitals HSS Trust	31	4.0	0	0.0
South and East Belfast HSS Trust	4	7.0	1	1.9
Sperrin Lakeland HSS Trust	5	2.9	0	0.0
Ulster Community & Hospitals Group HSS Trust	4	1.1	0	0.0
United Hospitals Group HSS Trust	1	0.3	0	0.0
Regional Services & Board Headquarters	4	4.0	0	0.0
TOTAL	109	2.9	39	1.1

(1.7.4) Vacancy Rates by Board Area (Headcount)

The number and rate of medical and dental staff vacancies (Headcount) by Board Area is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Northern Board	8	1.5	3	0.6
Eastern Board	71	3.3	19	0.9
Southern Board	12	2.5	6	1.3
Western Board	18	3.5	11	2.2
Regional Services	0	0.0	0	0.0
Total	109	2.9	39	1.1

(1.7.5) Vacancy Rates by HPSS Organisation (WTE)

The number and rate of medical and dental staff vacancies (WTE) by HPSS Organisation is shown in the table below:

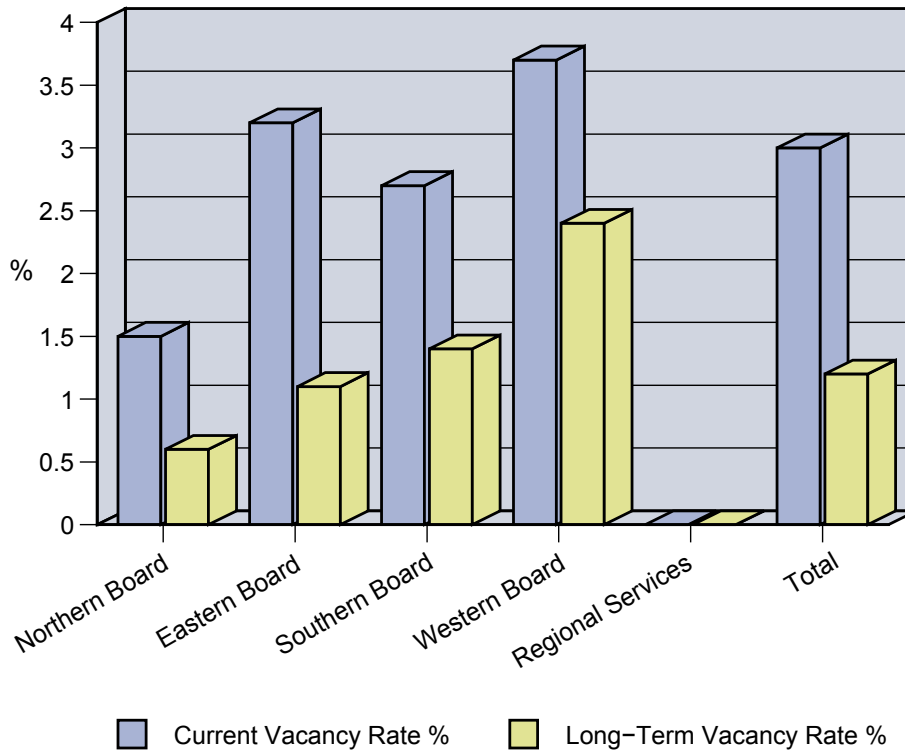
HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Altnagelvin Group HSS Trust	10.0	3.8	10.0	3.8
Armagh and Dungannon HSS Trust	0.0	0.0	0.0	0.0
Belfast City Hospital HSS Trust	4.0	0.9	3.0	0.7
Causeway HSS Trust	5.0	4.0	3.0	2.5
Craigavon and Banbridge Community HSS Trust	0.0	0.0	0.0	0.0
Craigavon Area Hospital Group HSS Trust	11.0	4.3	6.0	2.4
Down Lisburn HSS Trust	13.6	8.5	8.2	5.3
Foyle Community HSS Trust	3.0	8.3	1.0	2.9
Greenpark Healthcare HSS Trust	0.0	0.0	0.0	0.0
Homefirst Community HSS Trust	1.2	1.7	0.0	0.0
Mater Infirmorum Hospital HSS Trust	4.0	3.0	4.0	3.0
Newry and Mourne HSS Trust	1.0	0.9	0.0	0.0
North and West Belfast HSS Trust	3.8	6.3	2.0	3.4
Royal Group of Hospitals HSS Trust	31.0	4.2	0.0	0.0
South and East Belfast HSS Trust	4.0	8.3	1.0	2.2
Sperrin Lakeland HSS Trust	4.5	2.8	0.0	0.0
Ulster Community & Hospitals Group HSS Trust	4.0	1.2	3.0	0.9
United Hospitals Group HSS Trust	1.0	0.3	0.0	0.0
Regional Services & Board Headquarters	0.8	1.1	0.0	0.0
TOTAL	101.9	3.0	41.2	1.2

(1.7.6) Vacancy Rates by Board Area (WTE)

The number and rate of medical and dental staff vacancies (WTE) by Board Area is shown in the table below:

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Northern Board	7.2	1.5	3.0	0.6
Eastern Board	65.2	3.2	21.2	1.1
Southern Board	12.0	2.7	6.0	1.4
Western Board	17.5	3.7	11.0	2.4
Regional Services	0.0	0.0	0.0	0.0
Total	101.9	3.0	41.2	1.2

(Figure 7) Comparison of Medical & Dental Vacancy Rates by Board Area as at 31st March 2006 (WTE)



(1.7.7) Temporary Post Vacancies

The following figures were given for the number of temporary medical and dental staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Consultant	2	2.0
Staff Grade	1	1.0
Dental Officer	1	1.0
TOTAL	4	4.0

(1.8) Ambulance Workforce

(1.8.1) Current Vacancies

The NI Ambulance Service employs all ambulance staff. The following figures were given for the number of current ambulance staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Ambulance Person – Patient Care Services	0	0.0
Ambulance Personnel	46	46.0
Manager	1	1.0
Others	10	10.0
TOTAL	57	57.0

(1.8.2) Long-Term Vacancies

The following figures were given for the number of long-term ambulance staff vacancies as at 31st March 2006:

Grade	Headcount	WTE
Ambulance Person – Patient Care Services	0	0.0
Ambulance Personnel	46	46.0
Manager	1	1.0
Others	10	10.0
TOTAL	57	57.0

(1.8.3) Vacancy Rates (Headcount & WTE)

The current vacancy rate and the long-term vacancy rate for ambulance staff is 5.8% (Both Headcount and WTE).

(1.8.4) Recruitment problems within Ambulance Workforce

The long-term vacancies reported within the Ambulance Workforce are due to the recruitment process taking several months to complete owing to the necessary pre-entry tests and the volume of candidates.

(1.8.5) Temporary Post Vacancies

There were no temporary vacancies reported within the Ambulance Workforce.

(2) Vacancy Rate Trend Data by HPSS Organisation 2002 – 2006 by Terms & Conditions Group

(2.1) Administration and Clerical

(2.1.1) Comparison of Administration and Clerical Current Vacancy Rates - September 2002 to March 2006 (Vacancy rates on WTE figures are compared)

HPSS Organisation	Current Vacancy Rate Sept 02	Current Vacancy Rate Sept 03	Current Vacancy Rate June 04	Current Vacancy Rate Mar 05	Current Vacancy Rate Sept 05	Current Vacancy Rate Mar 06
Altnagelvin	7.6	6.4	2.4	2.3	1.8	0.6
Armagh & Dungannon	2.7	1.2	1.7	0.8	0.6	1.2
Belfast City Hospital	6.7	3.8	5.2	4.3	4.1	4.7
Causeway	1.1	2.6	1.8	1.3	0.8	1.9
Craigavon & Banbridge	2.5	2.8	1.5	0.3	1.5	1.0
Craigavon Area Hospital	5.6	4.3	2.5	3.1	2.7	3.6
Down Lisburn	N/A	0.0	3.8	2.2	1.7	1.2
Foyle	6.9	4.6	1.1	3.1	1.2	3.5
Greenpark	3.3	4.3	8.9	2.7	3.8	7.3
Homefirst	4.7	N/A	N/A	3.6	3.5	2.8
Mater	2.2	10.0	15.6	15.8	5.7	7.7
Newry & Mourne	0.6	3.8	1.8	0.7	3.3	0.7
North & West Belfast	2.5	2.5	4.6	3.3	3.1	3.9
Royal Group of Hospitals	5.9	5.3	7.7	7.2	6.6	5.3
South & East Belfast	7.4	9.1	8.1	4.4	1.3	2.3
Sperrin Lakeland	3.9	6.2	3.7	3.2	0.9	0.5
Ulster	1.8	4.2	2.3	3.0	3.2	4.4
United	3.3	2.3	1.5	1.2	1.1	1.4
Regional Services & Board Headquarters	N/A	3.3	2.2	2.1	3.2	1.3
TOTAL	4.3	3.8	3.6	3.3	2.9	2.7

(2.1.2) Comparison of Administration and Clerical Long-term Vacancy Rates - September 2002 to March 2006 (Vacancy rates on WTE figures are compared)

HPSS Organisation	Long-term Vacancy Rate Sept 02	Long-term Vacancy Rate Sept 03	Long-term Vacancy Rate June 04	Long-term Vacancy Rate Mar 05	Long-term Vacancy Rate Sept 05	Long-term Vacancy Rate Mar 06
Altnagelvin	0.0	3.8	0.2	2.3	1.1	0.0
Armagh & Dungannon	0.0	0.4	0.1	0.0	0.0	0.0
Belfast City Hospital	1.0	0.5	1.7	3.3	1.6	3.0
Causeway	0.4	0.6	0.6	0.2	0.0	0.0
Craigavon & Banbridge	0.0	0.2	0.0	0.0	0.0	0.0
Craigavon Area Hospital	2.3	1.5	0.4	0.1	0.8	1.4
Down Lisburn	N/A	0.0	1.1	0.6	0.2	0.0
Foyle	2.1	0.0	0.3	1.1	0.0	0.6
Greenpark	1.5	2.7	0.0	1.6	2.0	3.5
Homefirst	0.0	N/A	N/A	2.0	1.2	1.6
Mater	0.0	8.5	1.3	0.0	2.1	1.4
Newry & Mourne	0.0	0.0	1.8	0.3	0.2	0.0
North & West Belfast	0.5	0.4	1.1	1.3	1.2	1.7
Royal Group of Hospitals	1.3	1.9	1.2	0.0	0.5	1.0
South & East Belfast	3.0	2.4	1.9	1.6	0.0	0.3
Sperrin Lakeland	0.2	0.2	0.0	0.0	0.0	0.0
Ulster	0.2	1.5	0.0	0.0	0.8	2.1
United	0.3	0.0	0.0	0.0	0.4	0.0
Regional Services & Board Headquarters	N/A	0.4	0.2	0.3	0.3	0.4
TOTAL	0.6	1.0	0.6	0.8	0.6	0.9

(2.2) Works and Maintenance

(2.2.1) Comparison of Works and Maintenance Current Vacancy Rates - September 2002 to March 2006 (Vacancy rates on WTE figures are compared)

HPSS Organisation	Current Vacancy Rate Sept 02	Current Vacancy Rate Sept 03	Current Vacancy Rate June 04	Current Vacancy Rate Mar 05	Current Vacancy Rate Sept 05	Current Vacancy Rate Mar 06
Altnagelvin	8.6	5.9	0.0	0.0	5.9	5.7
Armagh & Dungannon	0.0	0.0	0.0	0.0	0.0	0.0
Belfast City Hospital	12.2	0.0	0.0	0.0	2.5	7.1
Causeway	0.0	0.0	0.0	0.0	0.0	0.0
Craigavon & Banbridge	0.0	0.0	0.0	0.0	0.0	0.0
Craigavon Area Hospital	4.2	0.0	0.0	0.0	4.0	0.0
Down Lisburn	N/A	3.2	0.0	0.0	7.4	14.3
Foyle	0.0	0.0	0.0	0.0	0.0	0.0
Greenpark	0.0	5.0	5.3	0.0	10.0	15.0
Homefirst	0.0	N/A	N/A	0.0	0.0	0.0
Mater	0.0	0.0	0.0	0.0	0.0	0.0
Newry & Mourne	0.0	45.5 *	0.0	0.0	0.0	0.0
North & West Belfast	3.7	0.0	7.4	8.0	0.0	0.0
Royal Group of Hospitals	0.0	0.0	0.0	5.3	1.8	0.0
South & East Belfast	0.0	8.3	0.0	0.0	15.4	0.0
Sperrin Lakeland	0.0	0.0	0.0	0.0	0.0	0.0
Ulster	2.3	2.6	0.0	2.5	4.8	7.1
United	1.9	1.9	5.8	5.4	0.0	3.8
Regional Services & Board Headquarters	N/A	1.0	4.8	0.0	0.0	2.1
TOTAL	2.1	4.2	2.0	1.6	2.8	3.5

Note: * Vacancy Rates may appear to be very high in organisations which employ small numbers of staff in a given Terms and Conditions Group. For example, if an organisation has two posts available and one post is vacant, the Vacancy Rate will be 50%, but will represent only one post.

(2.2.2) Comparison of Works and Maintenance Long-term Vacancy Rates - September 2002 to March 2006 (Vacancy rates on WTE figures are compared)

HPSS Organisation	Long-term Vacancy Rate Sept 02	Long-term Vacancy Rate Sept 03	Long-term Vacancy Rate June 04	Long-term Vacancy Rate Mar 05	Long-term Vacancy Rate Sept 05	Long-term Vacancy Rate Mar 06
Altnagelvin	0.0	5.9	0.0	0.0	0.0	0.0
Armagh & Dungannon	0.0	0.0	0.0	0.0	0.0	0.0
Belfast City Hospital	0.0	0.0	0.0	0.0	0.0	0.0
Causeway	0.0	0.0	0.0	0.0	0.0	0.0
Craigavon & Banbridge	0.0	0.0	0.0	0.0	0.0	0.0
Craigavon Area Hospital	0.0	0.0	0.0	0.0	0.0	0.0
Down Lisburn	N/A	0.0	0.0	0.0	0.0	14.3
Foyle	0.0	0.0	0.0	0.0	0.0	0.0
Greenpark	0.0	5.0	5.3	0.0	0.0	15.0
Homefirst	0.0	N/A	N/A	0.0	0.0	0.0
Mater	0.0	0.0	0.0	0.0	0.0	0.0
Newry & Mourne	0.0	45.5	0.0	0.0	0.0	0.0
North & West Belfast	3.7	0.0	0.0	8.0	0.0	0.0
Royal Group of Hospitals	0.0	0.0	0.0	0.0	0.0	0.0
South & East Belfast	0.0	0.0	0.0	0.0	0.0	0.0
Sperrin Lakeland	0.0	0.0	0.0	0.0	0.0	0.0
Ulster	0.0	0.0	0.0	0.0	0.0	0.0
United	1.9	1.9	2.0	0.0	0.0	0.0
Regional Services & Board Headquarters	N/A	0.0	0.0	0.0	0.0	0.0
TOTAL	0.4	3.3	0.4	0.4	0.0	1.3

(2.3) Ancillary and General

(2.3.1) Comparison of Ancillary and General Current Vacancy Rates - September 2002 to March 2006 (Vacancy rates on WTE figures are compared)

HPSS Organisation	Current Vacancy Rate Sept 02	Current Vacancy Rate Sept 03	Current Vacancy Rate June 04	Current Vacancy Rate Mar 05	Current Vacancy Rate Sept 05	Current Vacancy Rate Mar 06
Altnagelvin	2.5	3.8	0.0	3.8	0.0	0.0
Armagh & Dungannon	7.6	6.2	2.8	0.6	0.7	1.4
Belfast City Hospital	1.7	2.7	3.6	9.1	7.5	6.0
Causeway	0.0	2.6	5.3	9.0	5.5	3.4
Craigavon & Banbridge	2.4	1.5	1.5	12.3	13.3	3.3
Craigavon Area Hospital	2.1	3.3	0.4	0.0	0.9	0.0
Down Lisburn	N/A	8.1	0.0	6.0	4.9	1.5
Foyle	7.2	2.7	0.6	0.0	1.0	2.0
Greenpark	5.1	20.4	13.9	0.0	5.3	0.0
Homefirst	3.9	N/A	N/A	4.6	4.7	4.6
Mater	1.6	1.6	2.7	10.4	2.0	0.7
Newry & Mourne	5.1	14.1	14.6	5.5	0.0	0.5
North & West Belfast	6.3	5.0	3.9	3.7	5.2	6.3
Royal Group of Hospitals	0.0	6.1	12.7	6.7	11.1	10.1
South & East Belfast	5.5	11.8	5.8	3.2	1.4	1.4
Sperrin Lakeland	2.2	1.4	0.8	7.2	4.6	2.7
Ulster	2.1	8.4	0.9	2.5	2.6	2.8
United	3.7	1.4	4.1	2.5	4.7	0.1
Regional Services & Board Headquarters	N/A	1.8	0.0	0.0	0.0	2.8
TOTAL	3.1	5.9	4.0	5.1	4.8	3.5

**(2.3.2) Comparison of Ancillary and General Long-term Vacancy Rates - September 2002 to March 2006
(Vacancy rates on WTE figures are compared)**

HPSS Organisation	Long-term Vacancy Rate Sept 02	Long-term Vacancy Rate Sept 03	Long-term Vacancy Rate June 04	Long-term Vacancy Rate Mar 05	Long-term Vacancy Rate Sept 05	Long-term Vacancy Rate Mar 06
Altnagelvin	0.0	0.7	0.0	0.0	0.0	0.0
Armagh & Dungannon	0.6	1.3	0.7	0.0	0.3	0.4
Belfast City Hospital	0.0	0.6	2.0	6.7	6.0	3.2
Causeway	0.0	0.3	0.2	6.3	4.1	2.3
Craigavon & Banbridge	0.0	1.5	0.0	0.0	0.4	0.0
Craigavon Area Hospital	0.0	1.1	0.0	0.0	0.0	0.0
Down Lisburn	N/A	7.3	0.1	0.0	0.1	0.0
Foyle	1.5	0.9	0.0	0.0	0.4	0.0
Greenpark	4.8	0.0	0.0	0.0	0.0	0.0
Homefirst	0.0	N/A	N/A	3.0	2.5	2.8
Mater	0.0	0.9	0.7	7.0	2.0	0.7
Newry & Mourne	0.0	0.0	14.4	3.8	0.0	0.0
North & West Belfast	2.7	2.8	2.4	2.6	3.8	5.0
Royal Group of Hospitals	0.0	0.0	0.0	0.0	0.3	0.0
South & East Belfast	2.2	2.6	3.3	0.8	0.1	0.0
Sperrin Lakeland	0.0	0.0	0.0	0.0	1.2	0.0
Ulster	0.0	3.1	0.1	0.0	0.5	1.4
United	0.0	0.5	2.5	0.6	0.0	0.0
Regional Services & Board Headquarters	N/A	0.0	0.0	0.0	0.0	0.0
TOTAL	0.4	1.6	1.3	1.8	1.5	1.1

(2.4) Nursing, Midwifery and Health Visiting

(2.4.1) Comparison of Nursing, Midwifery and Health Visiting Current Vacancy Rates - September 2002 to March 2006 (Vacancy rates on WTE figures are compared)

HPSS Organisation	Current Vacancy Rate Sept 02	Current Vacancy Rate Sept 03	Current Vacancy Rate June 04	Current Vacancy Rate Mar 05	Current Vacancy Rate Sept 05	Current Vacancy Rate Mar 05
Altnagelvin	8.4	3.5	6.5	4.4	2.1	1.5
Armagh & Dungannon	1.5	0.7	1.3	3.0	0.7	3.0
Belfast City Hospital	4.6	1.2	5.1	7.7	3.8	5.2
Causeway	2.4	4.8	1.0	1.5	2.0	2.5
Craigavon & Banbridge	3.3	0.7	3.8	2.2	0.2	3.4
Craigavon Area Hospital	3.6	1.5	0.7	1.7	2.0	0.3
Down Lisburn	N/A	1.4	2.0	1.8	2.1	2.2
Foyle	4.7	2.0	1.2	2.7	1.7	0.6
Greenpark	7.0	7.3	7.0	8.4	5.4	7.7
Homefirst	3.9	N/A	N/A	2.7	3.4	2.3
Mater	10.4	14.5	19.1	11.8	7.6	14.2
Newry & Mourne	0.9	1.4	2.2	0.3	0.3	1.1
North & West Belfast	3.6	1.2	2.0	6.5	6.1	1.1
Royal Group of Hospitals	10.4	4.1	7.7	5.8	6.9	3.9
South & East Belfast	4.0	4.5	10.8	3.9	2.1	1.1
Sperrin Lakeland	2.3	1.4	2.3	1.0	2.0	0.7
Ulster	3.5	1.6	2.9	1.9	1.8	4.1
United	4.4	1.7	2.7	2.0	1.2	1.1
Regional Services & Board Headquarters	N/A	0.9	0.5	1.4	0.8	4.9
TOTAL	5.2	2.8	4.4	3.9	3.1	3.0

(2.4.2) Comparison of Nursing, Midwifery and Health Visiting Long-term Vacancy Rates - September 2002 to March 2006 (Vacancy rates on WTE figures are compared)

HPSS Organisation	Long-term Vacancy Rate Sept 02	Long-term Vacancy Rate Sept 03	Long-term Vacancy Rate June 04	Long-term Vacancy Rate Mar 05	Long-term Vacancy Rate Sept 05	Long-term Vacancy Rate Mar 06
Altnagelvin	0.0	1.1	3.8	4.4	1.2	0.5
Armagh & Dungannon	0.0	0.0	0.2	0.9	0.0	0.9
Belfast City Hospital	0.9	0.3	1.1	7.2	1.5	1.0
Causeway	0.0	0.2	0.1	0.3	0.1	0.0
Craigavon & Banbridge	0.0	0.0	0.0	0.0	0.0	1.1
Craigavon Area Hospital	1.0	0.8	0.4	0.3	0.4	0.0
Down Lisburn	N/A	0.5	1.3	0.6	0.3	0.4
Foyle	1.5	0.0	0.9	0.0	0.0	0.0
Greenpark	0.3	5.9	0.5	5.2	4.0	6.1
Homefirst	0.0	N/A	N/A	1.1	0.6	0.7
Mater	6.1	12.4	5.7	4.0	6.9	11.8
Newry & Mourne	0.0	0.1	2.2	0.0	0.0	0.0
North & West Belfast	1.7	0.3	1.9	5.7	2.4	0.3
Royal Group of Hospitals	3.7	2.7	2.7	0.0	0.2	0.0
South & East Belfast	2.5	1.4	3.6	1.8	0.0	0.0
Sperrin Lakeland	0.2	0.0	0.0	0.0	0.0	0.0
Ulster	0.1	0.8	1.1	0.0	0.4	0.7
United	0.9	0.0	0.6	0.0	0.0	0.0
Regional Services & Board Headquarters	N/A	0.0	0.0	0.6	0.0	0.0
TOTAL	1.2	1.3	1.5	1.7	0.8	0.9

(2.5) Social Services

(2.5.1) Comparison of Social Services Current Vacancy Rates - September 2002 to March 2006 (Vacancy rates on WTE figures are compared)

HPSS Organisation	Current Vacancy Rate Sept 02	Current Vacancy Rate Sept 03	Current Vacancy Rate June 04	Current Vacancy Rate Mar 05	Current Vacancy Rate Sept 05	Current Vacancy Rate Mar 06
Armagh & Dungannon	2.7	4.2	2.3	3.3	2.9	7.6
Causeway	4.4	6.1	2.7	2.4	4.1	5.4
Craigavon & Banbridge	6.8	4.4	2.3	4.3	4.9	3.5
Craigavon Area Hospital	17.4	0.0	0.0	0.0	0.0	0.0
Down Lisburn	N/A	3.8	1.8	3.0	3.2	1.7
Foyle	3.9	6.6	1.4	3.1	1.1	2.4
Homefirst	11.7	N/A	N/A	5.7	5.3	3.4
Newry & Mourne	3.8	2.5	4.7	2.5	2.8	0.4
North & West Belfast	6.1	3.6	2.0	2.8	2.1	5.6
South & East Belfast	6.5	8.8	7.7	5.8	3.0	3.1
Sperrin Lakeland	4.3	3.5	6.3	4.6	1.2	2.7
Ulster	5.1	4.5	2.0	3.6	5.2	4.6
Regional Services & Board Headquarters	N/A	2.8	1.2	0.0	6.0	2.2
TOTAL	6.5	4.9	2.7	3.9	3.4	3.7

**(2.5.2) Comparison of Social Services Long-term Vacancy Rates - September 2002 to March 2006
(Vacancy rates on WTE figures are compared)**

HPSS Organisation	Long-term Vacancy Rate Sept 02	Long-term Vacancy Rate Sept 03	Long-term Vacancy Rate June 04	Long-term Vacancy Rate Mar 05	Long-term Vacancy Rate Sept 05	Long-term Vacancy Rate Mar 06
Armagh & Dungannon	0.0	1.4	0.0	0.0	0.0	0.4
Causeway	0.0	1.4	0.5	0.4	0.4	0.0
Craigavon & Banbridge	0.4	2.3	0.0	1.2	0.6	1.1
Craigavon Area Hospital	0.0	0.0	0.0	0.0	0.0	0.0
Down Lisburn	N/A	1.1	1.0	0.9	0.2	0.0
Foyle	0.5	0.8	1.0	0.0	0.0	0.0
Homefirst	0.0	N/A	N/A	2.3	0.6	2.0
Newry & Mourne	0.0	0.0	4.7	0.4	0.0	0.2
North & West Belfast	1.5	1.8	1.0	1.3	0.1	1.5
South & East Belfast	4.5	2.7	1.6	1.4	0.2	0.7
Sperrin Lakeland	0.3	0.0	0.3	0.0	0.3	0.0
Ulster	0.9	3.6	0.5	0.0	0.0	0.0
Regional Services & Board Headquarters	N/A	0.0	0.0	0.0	1.1	2.2
TOTAL	0.9	1.3	0.8	0.9	0.2	0.8

(2.6) Professional and Technical

(2.6.1) Comparison of Professional and Technical Current Vacancy Rates - September 2002 to March 2006 (Vacancy rates on WTE figures are compared)

HPSS Organisation	Current Vacancy Rate Sept 02	Current Vacancy Rate Sept 03	Current Vacancy Rate June 04	Current Vacancy Rate Mar 05	Current Vacancy Rate Sept 05	Current Vacancy Rate Mar 06
Altnagelvin	8.3	5.8	1.9	5.0	5.9	2.3
Armagh & Dungannon	1.6	3.6	1.5	5.0	2.4	3.8
Belfast City Hospital	7.5	4.4	8.0	7.4	6.9	8.1
Causeway	5.8	9.3	8.5	2.3	5.0	3.4
Craigavon & Banbridge	0.0	3.8	4.5	10.3	1.6	2.6
Craigavon Area Hospital	5.5	6.5	6.4	1.6	1.0	3.9
Down Lisburn	N/A	7.3	11.2	6.3	8.8	9.3
Foyle	4.4	6.8	4.8	2.1	3.4	2.1
Greenpark	6.4	0.0	9.9	2.8	10.6	8.6
Homefirst	14.5	N/A	N/A	7.2	7.7	6.2
Mater	1.9	4.2	16.7	8.5	5.5	13.5
Newry & Mourne	2.3	2.5	3.9	2.3	0.8	0.6
North & West Belfast	13.1	15.4	13.3	13.6	8.1	7.3
Royal Group of Hospitals	4.3	4.4	4.1	6.8	2.9	4.6
South & East Belfast	6.1	9.4	7.2	6.3	1.1	5.2
Sperrin Lakeland	4.6	7.6	3.7	1.9	2.1	1.2
Ulster	2.5	4.1	7.1	3.2	3.6	2.3
United	5.7	2.8	3.9	2.7	3.4	3.3
Regional Services & Board Headquarters	N/A	5.8	4.5	1.0	1.1	1.7
TOTAL	6.0	5.4	6.1	5.1	4.5	4.9

(2.6.2) Comparison of Professional and Technical Long-term Vacancy Rates - September 2002 to March 2006 (Vacancy rates on WTE figures are compared)

HPSS Organisation	Long-term Vacancy Rate Sept 02	Long-term Vacancy Rate Sept 03	Long-term Vacancy Rate June 04	Long-term Vacancy Rate Mar 05	Long-term Vacancy Rate Sept 05	Long-term Vacancy Rate Mar 06
Altnagelvin	0.0	2.4	0.0	2.2	2.4	0.6
Armagh & Dungannon	0.6	0.7	0.0	1.3	0.7	0.7
Belfast City Hospital	2.2	1.7	4.0	7.2	2.9	4.3
Causeway	1.5	0.0	0.0	1.4	0.5	0.5
Craigavon & Banbridge	0.0	0.0	0.9	3.1	0.0	0.0
Craigavon Area Hospital	0.0	2.0	0.6	1.3	0.6	0.6
Down Lisburn	N/A	3.8	4.9	2.4	1.1	1.2
Foyle	1.6	0.0	1.7	0.0	0.0	0.7
Greenpark	2.6	0.0	0.4	1.2	0.3	6.1
Homefirst	0.0	N/A	N/A	4.6	3.9	3.8
Mater	0.0	4.2	5.3	6.5	3.9	3.9
Newry & Mourne	0.0	0.0	3.3	0.0	0.0	0.0
North & West Belfast	10.1	10.0	9.6	10.6	6.0	6.2
Royal Group of Hospitals	0.4	0.4	0.9	0.1	1.2	0.0
South & East Belfast	3.5	1.7	1.1	1.7	0.0	0.5
Sperrin Lakeland	0.4	1.3	0.0	0.0	0.0	0.0
Ulster	0.9	1.6	3.4	0.0	1.4	0.4
United	2.0	1.0	0.9	0.4	1.7	0.4
Regional Services & Board Headquarters	N/A	2.3	1.7	0.2	0.4	0.0
TOTAL	1.3	1.6	2.0	2.3	1.6	1.6

(2.7) Medical and Dental

**(2.7.1) Comparison of Medical and Dental Current Vacancy Rates - September 2002 to March 2006
(Vacancy rates on WTE figures are compared)**

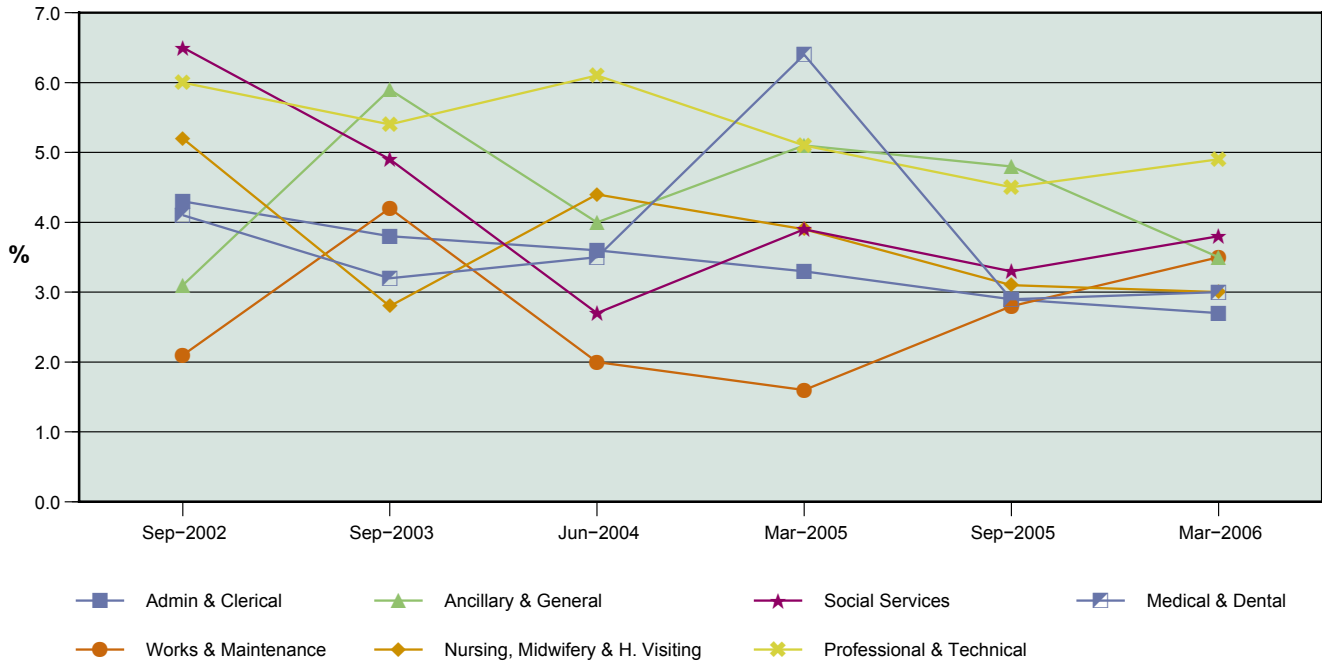
HPSS Organisation	Current Vacancy Rate Sept 02	Current Vacancy Rate Sept 03	Current Vacancy Rate June 04	Current Vacancy Rate Mar 05	Current Vacancy Rate Sept 05	Current Vacancy Rate Mar 06
Altnagelvin	8.6	6.2	4.7	4.9	4.7	3.8
Armagh & Dungannon	3.3	1.9	3.1	5.8	0.0	0.0
Belfast City Hospital	1.9	0.8	2.2	1.2	1.9	0.9
Causeway	1.1	6.2	3.6	5.3	3.3	4.0
Craigavon & Banbridge	0.0	0.0	0.0	0.0	7.3	0.0
Craigavon Area Hospital	4.6	2.5	4.9	3.4	3.1	4.3
Down Lisburn	N/A	4.7	5.8	7.2	8.3	8.5
Foyle	8.0	0.0	0.0	8.1	0.0	8.3
Greenpark	1.7	0.0	4.7	5.5	0.0	0.0
Homefirst	2.9	N/A	N/A	6.0	4.2	1.7
Mater	0.0	5.9	6.7	8.3	5.0	3.0
Newry & Mourne	0.0	2.1	4.8	1.6	5.6	0.9
North & West Belfast	0.0	0.0	3.8	1.4	3.1	6.3
Royal Group of Hospitals	5.2	1.9	2.6	0.7	1.1	4.2
South & East Belfast	2.4	6.1	6.5	6.0	4.3	8.3
Sperrin Lakeland	12.5	8.5	3.3	29.1	3.3	2.8
Ulster	1.5	3.9	4.6	3.5	2.2	1.2
United	3.6	4.0	2.4	21.1	3.1	0.3
Regional Services & Board Headquarters	N/A	5.2	1.9	0.0	4.5	1.1
TOTAL	4.1	3.2	3.5	6.4	2.9	3.0

**(2.7.2) Comparison of Medical and Dental Long-term Vacancy Rates - September 2002 to March 2006
(Vacancy rates on WTE figures are compared)**

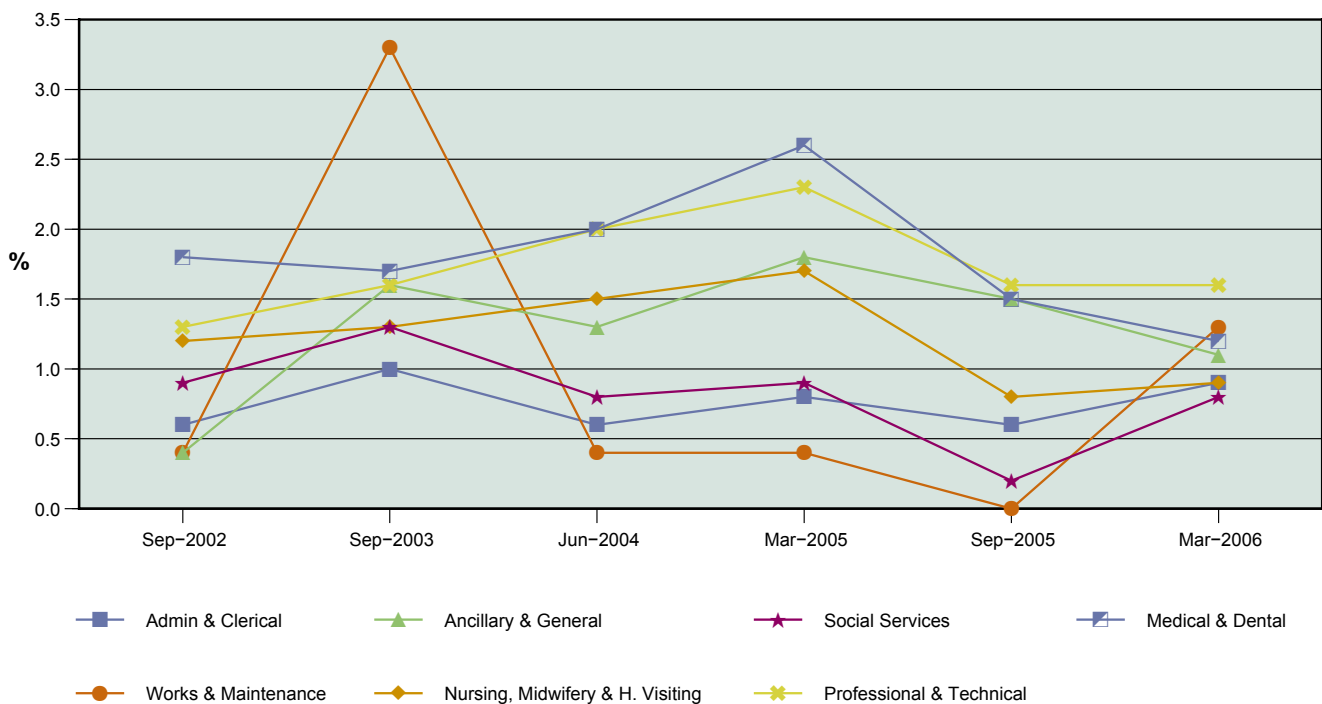
HPSS Organisation	Long-term Vacancy Rate Sept 02	Long-term Vacancy Rate Sept 03	Long-term Vacancy Rate June 04	Long-term Vacancy Rate Mar 05	Long-term Vacancy Rate Sept 05	Long-term Vacancy Rate Mar 06
Altnagelvin	0.0	6.2	3.8	4.9	4.7	3.8
Armagh & Dungannon	2.6	0.0	0.0	0.0	0.0	0.0
Belfast City Hospital	1.8	0.8	0.8	1.2	1.4	0.7
Causeway	1.0	6.2	3.6	2.7	3.3	2.5
Craigavon & Banbridge	0.0	0.0	0.0	0.0	0.0	0.0
Craigavon Area Hospital	2.2	2.5	4.5	3.0	2.3	2.4
Down Lisburn	N/A	3.9	2.3	6.0	4.0	5.3
Foyle	3.3	0.0	0.0	0.0	0.0	2.9
Greenpark	0.0	0.0	3.2	5.5	0.0	0.0
Homefirst	0.0	N/A	N/A	1.4	4.2	0.0
Mater	0.0	2.7	2.7	7.6	3.5	3.0
Newry & Mourne	0.0	1.0	4.8	1.6	1.9	0.0
North & West Belfast	0.0	0.0	2.5	0.0	2.1	3.4
Royal Group of Hospitals	3.2	0.4	1.2	0.0	0.3	0.0
South & East Belfast	2.0	0.0	0.0	3.8	0.0	2.2
Sperrin Lakeland	6.8	4.9	0.7	12.2	0.0	0.0
Ulster	0.7	0.4	0.0	0.0	0.0	0.9
United	2.2	0.0	3.9	3.4	0.0	0.0
Regional Services & Board Headquarters	N/A	3.0	1.9	0.0	2.0	0.0
TOTAL	1.8	1.7	2.0	2.6	1.5	1.2

(2.8) Vacancy Rate Trend Charts 2002 – 2006 by Terms & Conditions Group

(Figure 8) Comparison of Current WTE Vacancy Rates by TC Group
September 2002 to March 2006



(Figure 9) Comparison of Long-Term WTE Vacancy Rates by TC Group
September 2002 to March 2006



(3) Total Number of Current and Long-Term Vacancies as at 31st March 2006: Breakdown by Programme of Care

(3.1) Administration and Clerical Staff Vacancies

Table A – Total number of current administration and clerical staff vacancies as at 31st March 2006: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	170	151.2
Maternity & Child Health	14	11.5
Family & Childcare	19	15.8
Elderly Care	3	3.0
Mental Health	13	12.1
Learning Disability	2	1.5
Physical & Sensory Disability	7	5.5
Health Promotion and Disease Prevention	3	3.0
Primary Health & Adult Community	26	19.1
Unassigned	124	104.1
TOTAL	381	326.8

Table B – Total number of long-term administration and clerical staff vacancies as at 31st March 2006: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	59	51.1
Maternity & Child Health	5	5.0
Family & Childcare	9	7.2
Elderly Care	0	0.0
Mental Health	4	4.0
Learning Disability	0	0.0
Physical & Sensory Disability	4	3.5
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	5	4.5
Unassigned	35	29.3
TOTAL	121	104.6

(3.2) Works and Maintenance Staff Vacancies

**Table C – Total number of current works and maintenance staff vacancies as at 31st March 2006:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	10	10.0
Maternity & Child Health	0	0.0
Family & Childcare	0	0.0
Elderly Care	0	0.0
Mental Health	0	0.0
Learning Disability	0	0.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	9	9.0
TOTAL	19	19.0

**Table D – Total number of long-term works and maintenance staff vacancies as at 31st March 2006:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	0	0.0
Maternity & Child Health	0	0.0
Family & Childcare	0	0.0
Elderly Care	0	0.0
Mental Health	0	0.0
Learning Disability	0	0.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	7	7.0
TOTAL	7	7.0

(3.3) Ancillary and General Staff Vacancies

**Table E – Total number of current ancillary and general staff vacancies as at 31st March 2006:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	121	102.8
Maternity & Child Health	0	0.0
Family & Childcare	6	4.7
Elderly Care	64	39.5
Mental Health	46	24.0
Learning Disability	33	19.2
Physical & Sensory Disability	2	1.0
Health Promotion and Disease Prevention	1	0.5
Primary Health & Adult Community	7	3.4
Unassigned	25	19.0
TOTAL	305	214.1

**Table F – Total number of long-term ancillary and general staff vacancies as at 31st March 2006:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	19	12.7
Maternity & Child Health	0	0.0
Family & Childcare	3	2.1
Elderly Care	46	27.6
Mental Health	12	5.6
Learning Disability	21	10.4
Physical & Sensory Disability	2	1.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	3	1.3
Unassigned	6	6.0
TOTAL	112	66.6

(3.4) Nursing, Midwifery and Health Visiting Staff Vacancies

Table G – Total number of current nursing, midwifery and health visiting staff vacancies as at 31st March 2006: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	359	339.1
Maternity & Child Health	43	36.3
Family & Childcare	11	10.2
Elderly Care	9	7.6
Mental Health	61	60.8
Learning Disability	4	3.8
Physical & Sensory Disability	18	17.0
Health Promotion and Disease Prevention	2	1.5
Primary Health & Adult Community	52	41.3
Unassigned	22	19.0
TOTAL	581	536.5

Table H – Total number of long-term nursing, midwifery and health visiting staff vacancies as at 31st March 2006: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	124	115.3
Maternity & Child Health	12	10.3
Family & Childcare	0	0.0
Elderly Care	0	0.0
Mental Health	13	13.0
Learning Disability	1	0.8
Physical & Sensory Disability	15	14.6
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	3	2.6
Unassigned	0	0.0
TOTAL	168	156.5

(3.5) Social Services Staff Vacancies

**Table I – Total number of current social services staff vacancies as at 31st March 2006:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	1	1.0
Maternity & Child Health	1	1.0
Family & Childcare	74	71.2
Elderly Care	65	47.5
Mental Health	17	16.5
Learning Disability	32	27.2
Physical & Sensory Disability	13	11.6
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	3	3.0
TOTAL	206	179.0

**Table J – Total number of long-term social services staff vacancies as at 31st March 2006:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	0	0.0
Maternity & Child Health	0	0.0
Family & Childcare	10	9.0
Elderly Care	29	22.2
Mental Health	3	3.0
Learning Disability	1	0.5
Physical & Sensory Disability	1	1.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	2	2.0
TOTAL	46	37.7

(3.6) Professional and Technical Staff Vacancies

**Table K – Total number of current professional and technical staff vacancies as at 31st March 2006:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	217	209.0
Maternity & Child Health	5	4.5
Family & Childcare	3	2.5
Elderly Care	16	14.5
Mental Health	12	11.5
Learning Disability	11	8.9
Physical & Sensory Disability	19	16.0
Health Promotion and Disease Prevention	1	1.0
Primary Health & Adult Community	25	22.1
Unassigned	15	13.2
TOTAL	324	303.1

**Table L – Total number of long-term professional and technical staff vacancies as at 31st March 2006:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	56	54.0
Maternity & Child Health	1	1.0
Family & Childcare	1	1.0
Elderly Care	10	9.0
Mental Health	5	4.5
Learning Disability	7	4.9
Physical & Sensory Disability	15	13.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	5	4.3
Unassigned	4	3.4
TOTAL	104	95.1

(3.7) Medical and Dental Staff Vacancies

**Table M – Total number of current medical and dental staff vacancies as at 31st March 2006:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	78	78.0
Maternity & Child Health	7	7.0
Family & Childcare	2	2.0
Elderly Care	1	0.4
Mental Health	10	9.5
Learning Disability	0	0.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	1	0.2
Primary Health & Adult Community	1	1.0
Unassigned	9	3.8
TOTAL	109	101.9

**Table N – Total number of long-term medical and dental staff vacancies as at 31st March 2006:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	32	32.0
Maternity & Child Health	3	3.0
Family & Childcare	0	0.0
Elderly Care	0	0.0
Mental Health	5	5.0
Learning Disability	0	0.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	1	1.0
Unassigned	1	0.2
TOTAL	42	41.2