

# **Northern Ireland Health and Social Care Workforce Vacancies as at 31 March 2008**

Project Support Analysis Branch, Information Analysis Directorate  
Department of Health, Social Services and Public Safety  
Castle Buildings, Belfast, BT4 3SQ

Telephone: 028 9052 2509  
Email: [workforcestatistics@dhsspsni.gov.uk](mailto:workforcestatistics@dhsspsni.gov.uk)  
[www.dhsspsni.gov.uk](http://www.dhsspsni.gov.uk)

For Information on other Government statistics contact:  
The Northern Ireland Statistics and Research Agency (NISRA)  
McAuley House, Belfast, BT1 1SA  
Tel: 028 9034 8113  
Email: [info.nisra@dfpni.gov.uk](mailto:info.nisra@dfpni.gov.uk)  
[www.nisra.gov.uk](http://www.nisra.gov.uk)

## NI HSC Vacancy Survey as at 31st March 2008 – Contents

	Page Number
<b>Background, Methodology and Definitions</b>	<b>1</b>
<b>(1) Vacancy Information obtained from HSC Vacancy Survey by Terms &amp; Conditions Group</b>	<b>2</b>
<b>(1.1) Administration and Clerical</b>	<b>2</b>
(1.1.1) Current Vacancies	2
(1.1.2) Long-Term Vacancies	2
(1.1.3) Vacancy Rates by HSC Organisation (Headcount)	3
(1.1.4) Vacancy Rates by HSC Organisation (WTE)	3
(Fig.1) Comparison of Administration & Clerical Vacancy Rates by HSC Organisation (WTE)	4
(1.1.5) Temporary Post Vacancies	4
<b>(1.2) Works and Maintenance</b>	<b>5</b>
(1.2.1) Current Vacancies	5
(1.2.2) Long-Term Vacancies	5
(1.2.3) Vacancy Rates by HSC Organisation (Headcount)	6
(1.2.4) Vacancy Rates by HSC Organisation (WTE)	6
(Fig.2) Comparison of Works & Maintenance Vacancy Rates by HSC Organisation (WTE)	7
(1.2.5) Temporary Post Vacancies	7
<b>(1.3) Ancillary and General</b>	<b>8</b>
(1.3.1) Current Vacancies	8
(1.3.2) Long-Term Vacancies	8
(1.3.3) Vacancy Rates by HSC Organisation (Headcount)	9
(1.3.4) Vacancy Rates by HSC Organisation (WTE)	9
(Fig.3) Comparison of Ancillary & General Vacancy Rates by HSC Organisation (WTE)	10
(1.3.5) Temporary Post Vacancies	10
<b>(1.4) Nursing, Midwifery and Health Visiting</b>	<b>11</b>
(1.4.1) Current Vacancies	11
(1.4.2) Long-Term Vacancies	11
(1.4.3) Vacancy Rates by HSC Organisation (Headcount)	12
(1.4.4) Vacancy Rates by HSC Organisation (WTE)	12
(Fig.4) Comparison of Nursing, Midwifery & Health Visiting Vacancy Rates by HSC Organisation (WTE)	13
(1.4.5) Temporary Post Vacancies	13
<b>(1.5) Social Services</b>	<b>14</b>
(1.5.1) Current Vacancies	14
(1.5.2) Long-Term Vacancies	14
(1.5.3) Vacancy Rates by HSC Organisation (Headcount)	15
(1.5.4) Vacancy Rates by HSC Organisation (WTE)	15
(Fig.5) Comparison of Social Services Vacancy Rates by HSC Organisation (WTE)	16
(1.5.5) Temporary Post Vacancies	16
<b>(1.6) Professional and Technical</b>	<b>17</b>
(1.6.1) Current Vacancies	17
(1.6.2) Long-Term Vacancies	18
(1.6.3) Vacancy Rates by HSC Organisation (Headcount)	19

	<b>Page Number</b>
(1.6.4) Vacancy Rates by HSC Organisation (WTE)	19
(Fig.6) Comparison of Professional & Technical Vacancy Rates by HSC Organisation (WTE)	20
(1.6.5) Temporary Post Vacancies	21
<b>(1.7) Medical and Dental</b>	<b>22</b>
(1.7.1) Current Vacancies	22
(1.7.2) Long-Term Vacancies	22
(1.7.3) Vacancy Rates by HSC Organisation (Headcount)	23
(1.7.4) Vacancy Rates by HSC Organisation (WTE)	23
(Fig.7) Comparison of Medical & Dental Vacancy Rates by HSC Organisation (WTE)	24
(1.7.5) Temporary Post Vacancies	24
<b>(1.8) Ambulance</b>	<b>25</b>
(1.8.1) Current Vacancies	25
(1.8.2) Long-Term Vacancies	25
(1.8.3) Vacancy Rates (Headcount & WTE)	25
(1.8.4) Temporary Post Vacancies	25
<b>(2) Vacancy Rate Trend Data by HSC Organisation 2006 – 2008 by Terms &amp; Conditions Group</b>	<b>26</b>
<b>(2.1) Administration and Clerical</b>	<b>26</b>
(2.1.1) Current Vacancy Rates	26
(2.1.2) Long-Term Vacancy Rates	26
<b>(2.2) Works and Maintenance</b>	<b>27</b>
(2.2.1) Current Vacancy Rates	27
(2.2.2) Long-Term Vacancy Rates	27
<b>(2.3) Ancillary and General</b>	<b>28</b>
(2.3.1) Current Vacancy Rates	28
(2.3.2) Long-Term Vacancy Rates	28
<b>(2.4) Nursing, Midwifery and Health Visiting</b>	<b>29</b>
(2.4.1) Current Vacancy Rates	29
(2.4.2) Long-Term Vacancy Rates	29
<b>(2.5) Social Services</b>	<b>30</b>
(2.5.1) Current Vacancy Rates	30
(2.5.2) Long-Term Vacancy Rates	30
<b>(2.6) Professional and Technical</b>	<b>31</b>
(2.6.1) Current Vacancy Rates	31
(2.6.2) Long-Term Vacancy Rates	31
<b>(2.7) Medical and Dental</b>	<b>32</b>
(2.7.1) Current Vacancy Rates	32
(2.7.2) Long-Term Vacancy Rates	32
<b>(2.8) Vacancy Rate Trend Charts 2005 – 2008 by Terms &amp; Conditions Group</b>	<b>33</b>
(Fig.8) Comparison of Current WTE Vacancy Rates	33
(Fig.9) Comparison of Long-Term WTE Vacancy Rates	33

		<b>Page Number</b>
<b>(3) Total number of current and long-term vacancies as at 31st March 2008:</b>		
	<b>Breakdown by Programme of Care</b>	<b>34</b>
<b>(3.1) Administration and Clerical</b>		<b>34</b>
	(Table A) Current Vacancies by Programme of Care	34
	(Table B) Long-Term Vacancies by Programme of Care	34
<b>(3.2) Works and Maintenance</b>		<b>35</b>
	(Table C) Current Vacancies by Programme of Care	35
	(Table D) Long-Term Vacancies by Programme of Care	35
<b>(3.3) Ancillary and General</b>		<b>36</b>
	(Table E) Current Vacancies by Programme of Care	36
	(Table F) Long-Term Vacancies by Programme of Care	36
<b>(3.4) Nursing, Midwifery and Health Visiting</b>		<b>37</b>
	(Table G) Current Vacancies by Programme of Care	37
	(Table H) Long-Term Vacancies by Programme of Care	37
<b>(3.5) Social Services</b>		<b>38</b>
	(Table I) Current Vacancies by Programme of Care	38
	(Table J) Long-Term Vacancies by Programme of Care	38
<b>(3.6) Professional and Technical</b>		<b>39</b>
	(Table K) Current Vacancies by Programme of Care	39
	(Table L) Long-Term Vacancies by Programme of Care	39
<b>(3.7) Medical and Dental</b>		<b>40</b>
	(Table M) Current Vacancies by Programme of Care	40
	(Table N) Long-Term Vacancies by Programme of Care	40

## **Background and Methodology**

The NI Health and Social Care (HSC) 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 HSC 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 and presented in this bulletin.

The survey was issued on 12th March 2008 to record vacancies as at 31st March 2008. It was issued to all HSC organisations and there was a 100% response rate. This is the tenth survey in the series and the seventh to be conducted on a biannual cycle, i.e. vacancies as at 31st March and 30th September. This is the second survey reporting on vacancy information within the new HSC Trust configuration. As with the previous surveys, 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.

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

## **Definitions**

**Current Vacancy:** A current vacancy is an unoccupied post, which at 31st March 2008 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 2008 had been vacant for three months or more (was vacant prior to 31st December 2007) 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 HSC 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 2008:

<b>Grade</b>	<b>Headcount</b>	<b>WTE</b>
Clerical and Administration	216	190.8
Manager	6	6.0
Senior Manager	17	16.4
Board Member	0	0.0
Other	6	6.0
<b>Total</b>	<b>245</b>	<b>219.2</b>

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 2008:

<b>Grade</b>	<b>Headcount</b>	<b>WTE</b>
Clerical and Administration	82	75.4
Manager	3	3.0
Senior Manager	3	2.4
Board Member	0	0.0
Other	1	1.0
<b>Total</b>	<b>89</b>	<b>81.8</b>

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

### (1.1.3) Vacancy Rates by HSC Organisation (Headcount)

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

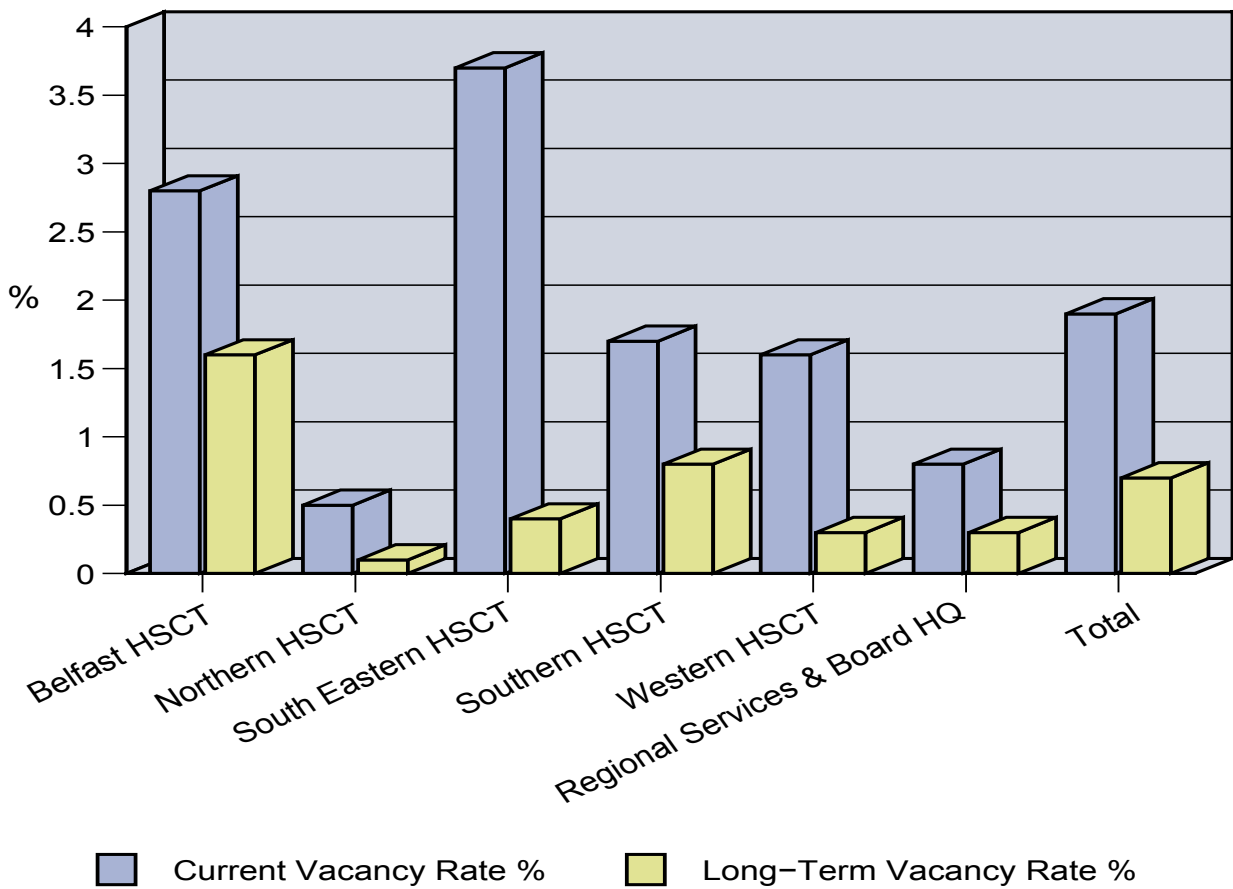
HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	101	2.7	56	1.5
Northern Health and Social Care Trust	9	0.4	2	0.1
South Eastern Health and Social Care Trust	61	3.8	7	0.5
Southern Health and Social Care Trust	30	1.6	13	0.7
Western Health and Social Care Trust	28	1.5	5	0.3
Regional Services & Board Headquarters	14	0.8	6	0.3
<b>Total</b>	<b>245</b>	<b>1.9</b>	<b>89</b>	<b>0.7</b>

### (1.1.4) Vacancy Rates by HSC Organisation (WTE)

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

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	91.9	2.8	52.7	1.6
Northern Health and Social Care Trust	8.6	0.5	2.0	0.1
South Eastern Health and Social Care Trust	50.2	3.7	5.1	0.4
Southern Health and Social Care Trust	27.3	1.7	12.5	0.8
Western Health and Social Care Trust	27.0	1.6	5.0	0.3
Regional Services & Board Headquarters	14.3	0.8	4.5	0.3
<b>Total</b>	<b>219.2</b>	<b>1.9</b>	<b>81.8</b>	<b>0.7</b>

(Figure 1) Comparison of Administration & Clerical Vacancy Rates by Health & Social Care Organisation as at 31st March 2008 (WTE)



**(1.1.5) Temporary Post Vacancies**

The following figures were given for the number of temporary administration and clerical staff vacancies as at 31st March 2008:

Grade	Headcount	WTE
Clerical and Administration	162	146.6
Manager	7	7.0
Senior Manager	3	3.0
Board Member	0	0.0
Other	0	0.0
<b>Total</b>	<b>172</b>	<b>156.6</b>

## (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 2008:

Grade	Headcount	WTE
Skilled / Semi-skilled	4	4.0
Maintenance	4	4.0
Building	0	0.0
Other	0	0.0
<b>Total</b>	<b>8</b>	<b>8.0</b>

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 2008:

Grade	Headcount	WTE
Skilled / Semi-skilled	0	0.0
Maintenance	0	0.0
Building	0	0.0
Other	0	0.0
<b>Total</b>	<b>0</b>	<b>0.0</b>

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

### (1.2.3) Vacancy Rates by HSC Organisation (Headcount)

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

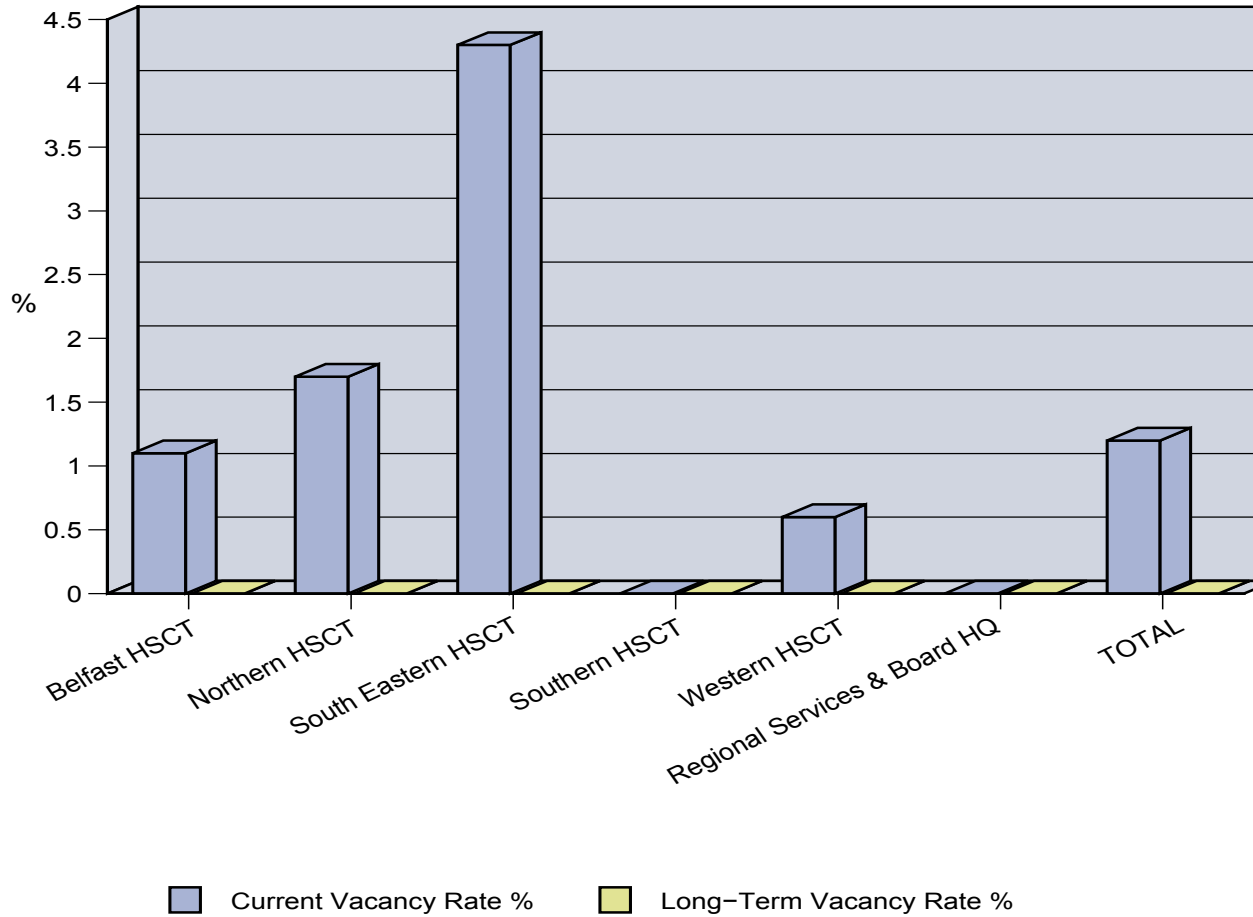
HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	2	1.1	0	0.0
Northern Health and Social Care Trust	2	1.7	0	0.0
South Eastern Health and Social Care Trust	3	4.3	0	0.0
Southern Health and Social Care Trust	0	0.0	0	0.0
Western Health and Social Care Trust	1	0.6	0	0.0
Regional Services & Board Headquarters	0	0.0	0	0.0
<b>Total</b>	<b>8</b>	<b>1.2</b>	<b>0</b>	<b>0.0</b>

### (1.2.4) Vacancy Rates by HSC Organisation (WTE)

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

HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	2.0	1.1	0.0	0.0
Northern Health and Social Care Trust	2.0	1.7	0.0	0.0
South Eastern Health and Social Care Trust	3.0	4.3	0.0	0.0
Southern Health and Social Care Trust	0.0	0.0	0.0	0.0
Western Health and Social Care Trust	1.0	0.6	0.0	0.0
Regional Services & Board Headquarters	0.0	0.0	0.0	0.0
<b>Total</b>	<b>8.0</b>	<b>1.2</b>	<b>0.0</b>	<b>0.0</b>

**(Figure 2) Comparison of Works & Maintenance Vacancy Rates by Health & Social Care Organisation as at 31st March 2008 (WTE)**



**(1.2.5) Temporary Post Vacancies**

The following figures were given for the number of temporary works and maintenance staff vacancies as at 31st March 2008:

Grade	Headcount	WTE
Skilled / Semi-skilled	0	0.0
Maintenance	1	1.0
Building	0	0.0
Other	0	0.0
<b>Total</b>	<b>1</b>	<b>1.0</b>

### (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 2008:

Grade	Headcount	WTE
Catering related	58	40.9
Cleaner / Domestic	125	73.5
Porter / Driver / Orderly	8	8.0
Labourer / Gardener	2	2.0
Security / Caretaker	5	5.0
Care Assistant / Warden	42	34.4
Home Helps	17	12.0
Other	17	13.9
<b>Total</b>	<b>274</b>	<b>189.6</b>

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 2008:

Grade	Headcount	WTE
Catering related	29	20.6
Cleaner / Domestic	70	37.4
Porter / Driver / Orderly	1	1.0
Labourer / Gardener	0	0.0
Security / Caretaker	0	0.0
Care Assistant / Warden	1	0.8
Home Helps	2	2.0
Other	5	4.4
<b>Total</b>	<b>108</b>	<b>66.2</b>

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

### (1.3.3) Vacancy Rates by HSC Organisation (Headcount)

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

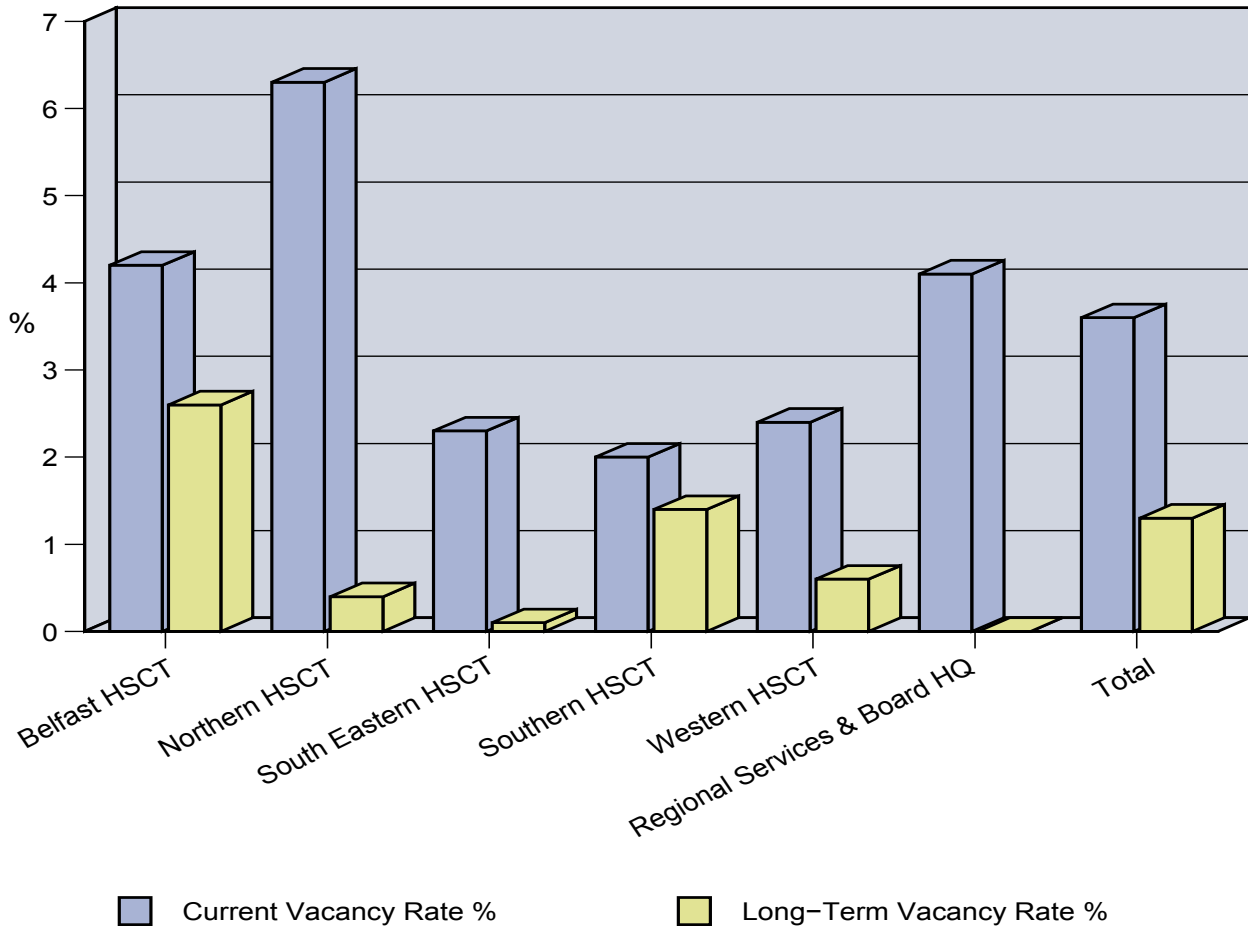
HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	111	4.7	74	3.2
Northern Health and Social Care Trust	78	6.0	4	0.3
South Eastern Health and Social Care Trust	25	2.2	1	0.1
Southern Health and Social Care Trust	22	1.7	14	1.1
Western Health and Social Care Trust	37	3.4	15	1.4
Regional Services & Board Headquarters	1	3.3	0	0.0
<b>Total</b>	<b>274</b>	<b>3.8</b>	<b>108</b>	<b>1.5</b>

### (1.3.4) Vacancy Rates by HSC Organisation (WTE)

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

HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	74.1	4.2	44.3	2.6
Northern Health and Social Care Trust	58.8	6.3	3.8	0.4
South Eastern Health and Social Care Trust	18.9	2.3	1.0	0.1
Southern Health and Social Care Trust	17.3	2.0	12.0	1.4
Western Health and Social Care Trust	19.6	2.4	5.2	0.6
Regional Services & Board Headquarters	1.0	4.1	0.0	0.0
<b>Total</b>	<b>189.6</b>	<b>3.6</b>	<b>66.2</b>	<b>1.3</b>

(Figure 3) Comparison of Ancillary & General Vacancy Rates by Health & Social Care Organisation as at 31st March 2008 (WTE)



### (1.3.5) Temporary Post Vacancies

The following figures were given for the number of temporary ancillary and general staff vacancies as at 31st March 2008:

Grade	Headcount	WTE
Catering related	14	8.6
Cleaner / Domestic	39	19.6
Porter / Driver / Orderly	2	1.0
Labourer / Gardener	1	1.0
Security / Caretaker	0	0.0
Care Assistant / Warden	5	5.0
Home Helps	1	1.0
Other	3	2.6
<b>Total</b>	<b>65</b>	<b>38.8</b>

#### (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 2008:

Grade	Headcount	WTE
Qualified Nurses	270	246.9
Health Visitors	3	3.0
District Nurses	0	0.0
Midwives	17	15.4
Unqualified Nurses	152	144.2
Others	5	5.0
<b>Total</b>	<b>447</b>	<b>414.5</b>

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 2008:

Grade	Headcount	WTE
Qualified Nurses	63	59.9
Health Visitors	0	0.0
District Nurses	0	0.0
Midwives	11	9.5
Unqualified Nurses	53	49.6
Others	0	0.0
<b>Total</b>	<b>127</b>	<b>119.0</b>

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

#### (1.4.3) Vacancy Rates by HSC Organisation (Headcount)

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

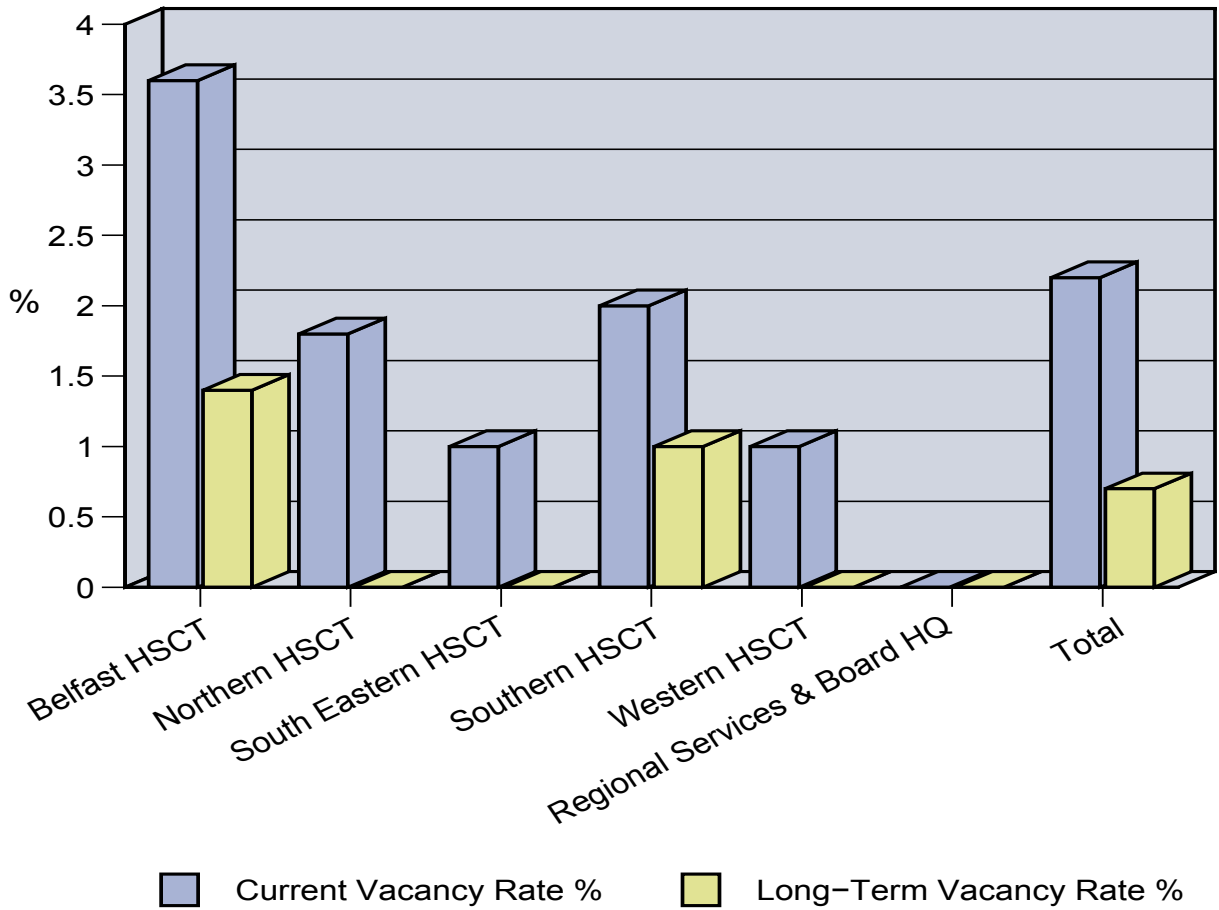
HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	260	3.4	94	1.2
Northern Health and Social Care Trust	60	1.6	1	0.0
South Eastern Health and Social Care Trust	29	1.0	0	0.0
Southern Health and Social Care Trust	65	1.9	32	0.9
Western Health and Social Care Trust	33	1.0	0	0.0
Regional Services & Board Headquarters	0	0.0	0	0.0
<b>Total</b>	<b>447</b>	<b>2.1</b>	<b>127</b>	<b>0.6</b>

#### (1.4.4) Vacancy Rates by HSC Organisation (WTE)

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

HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	239.6	3.6	89.7	1.4
Northern Health and Social Care Trust	58.5	1.8	0.7	0.0
South Eastern Health and Social Care Trust	24.8	1.0	0.0	0.0
Southern Health and Social Care Trust	59.2	2.0	28.6	1.0
Western Health and Social Care Trust	32.5	1.0	0.0	0.0
Regional Services & Board Headquarters	0.0	0.0	0.0	0.0
<b>Total</b>	<b>414.5</b>	<b>2.2</b>	<b>119.0</b>	<b>0.7</b>

(Figure 4) Comparison of Nursing, Midwifery and Health Visiting Vacancy Rates by Health & Social Care Organisation as at 31st March 2008 (WTE)



#### (1.4.5) Temporary Post Vacancies

The following figures were given for the number of temporary nursing, midwifery and health visiting staff vacancies as at 31st March 2008:

Grade	Headcount	WTE
Qualified Nurses	103	98.3
Health Visitors	0	0.0
District Nurses	1	1.0
Midwives	2	1.5
Unqualified Nurses	3	2.4
Others	2	1.9
<b>Total</b>	<b>111</b>	<b>105.1</b>

## (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 2008:

Grade	Headcount	WTE
Senior Management	3	3.0
Management	2	2.0
Senior Social Worker	6	6.0
Senior Practitioner	6	6.0
Social Worker	17	16.5
Social Work Assistants	5	5.0
Residential Manager - Adult	2	2.0
Residential Care Staff - Adult	9	5.5
Residential Child Care Team Leader	0	0.0
Residential Child Care Social Worker (Qualified)	0	0.0
Residential Child Care Staff (Not Social Worker Qualified)	0	0.0
Day Care Manager	7	6.5
Day Care Staff	10	9.3
Home Helps	30	24.0
Other	20	17.8
<b>Total</b>	<b>117</b>	<b>103.6</b>

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 2008:

Grade	Headcount	WTE
Senior Management	0	0.0
Management	0	0.0
Senior Social Worker	1	1.0
Senior Practitioner	0	0.0
Social Worker	1	1.0
Social Work Assistants	2	2.0
Residential Manager - Adult	1	1.0
Residential Care Staff - Adult	9	5.5
Residential Child Care Team Leader	0	0.0
Residential Child Care Social Worker (Qualified)	0	0.0
Residential Child Care Staff (Not Social Worker Qualified)	0	0.0
Day Care Manager	0	0.0
Day Care Staff	3	2.5
Home Helps	30	24.0
Other	8	6.7
<b>Total</b>	<b>55</b>	<b>43.7</b>

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

### (1.5.3) Vacancy Rates by HSC Organisation (Headcount)

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

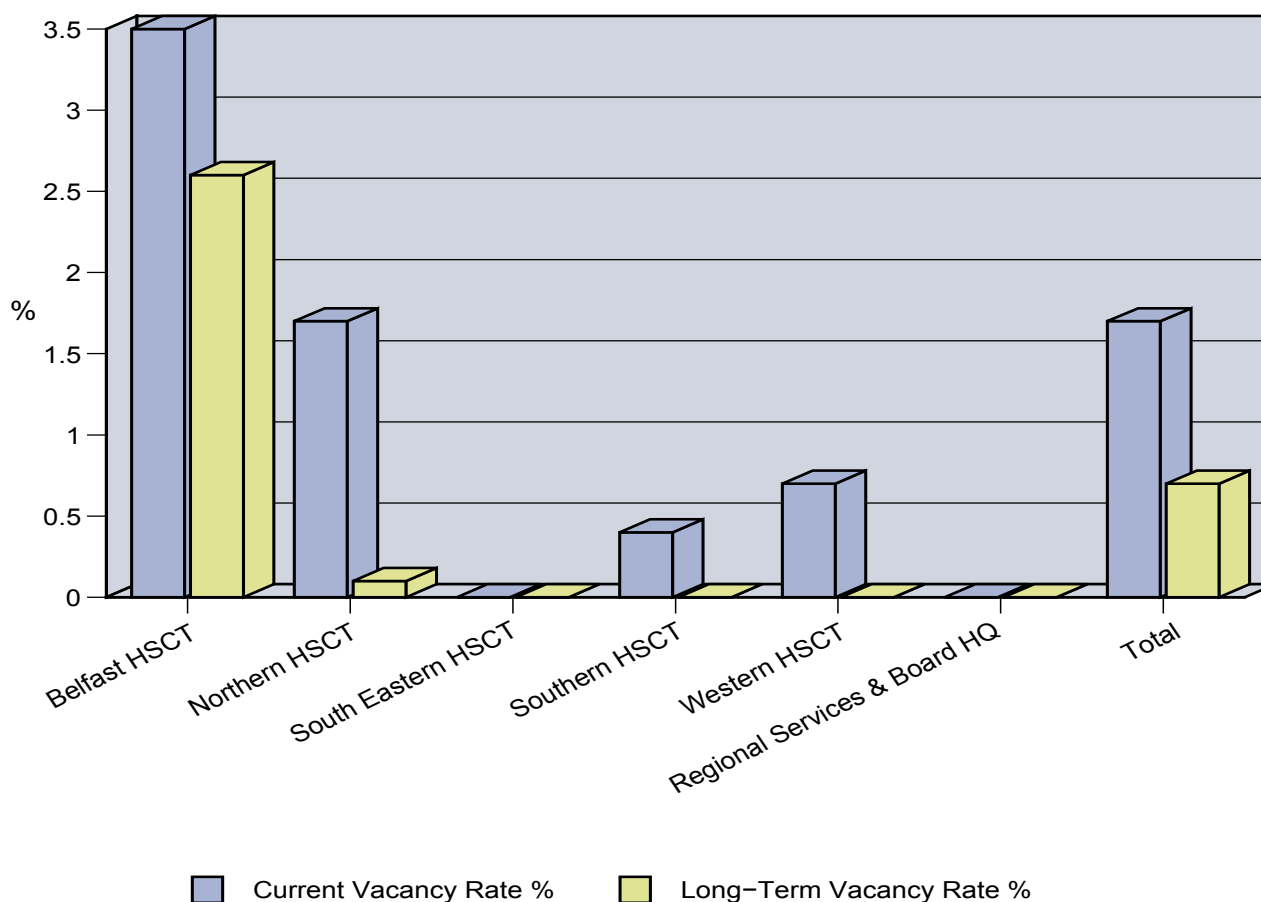
HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	68	3.7	53	2.9
Northern Health and Social Care Trust	25	1.5	2	0.1
South Eastern Health and Social Care Trust	12	1.0	0	0.0
Southern Health and Social Care Trust	4	0.4	0	0.0
Western Health and Social Care Trust	8	0.6	0	0.0
Regional Services & Board Headquarters	0	0.0	0	0.0
<b>Total</b>	<b>117</b>	<b>1.6</b>	<b>55</b>	<b>0.8</b>

### (1.5.4) Vacancy Rates by HSC Organisation (WTE)

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

HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	55.8	3.5	41.7	2.6
Northern Health and Social Care Trust	25.0	1.7	2.0	0.1
South Eastern Health and Social Care Trust	11.3	0.0	0.0	0.0
Southern Health and Social Care Trust	3.5	0.4	0.0	0.0
Western Health and Social Care Trust	8.0	0.7	0.0	0.0
Regional Services & Board Headquarters	0.0	0.0	0.0	0.0
<b>Total</b>	<b>103.6</b>	<b>1.7</b>	<b>43.7</b>	<b>0.7</b>

**(Figure 5) Comparison of Social Services Vacancy Rates by Health & Social Care Organisation as at 31st March 2008 (WTE)**



### (1.5.5) Temporary Post Vacancies

The following figures were given for the number of temporary social services staff vacancies as at 31st March 2008:

Grade	Headcount	WTE
Senior Management	1	1.0
Management	0	0.0
Senior Social Worker	1	1.0
Senior Practitioner	2	2.0
Social Worker	17	17.0
Social Work Assistants	0	0.0
Residential Manager - Adult	0	0.0
Residential Care Staff - Adult	3	2.6
Residential Child Care Team Leader	0	0.0
Residential Child Care Social Worker (Qualified)	0	0.0
Residential Child Care Staff (Not Social Worker Qualified)	0	0.0
Day Care Manager	1	1.0
Day Care Staff	3	3.0
Home Helps	0	0.0
Other	14	11.8
<b>Total</b>	<b>42</b>	<b>39.4</b>

## (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 2008:

Grade	Headcount	WTE
Podiatrists	8	7.4
Foot Care Assistants	0	0.0
Dieticians	5	3.9
Occupational Therapists	38	37.0
Occupational Therapy Assistants	4	4.0
Physiotherapists	21	17.7
Physiotherapy Assistants	8	5.2
Radiographers	24	24.0
Radiotherapy Assistants	1	1.0
Speech Therapists	12	10.8
Speech Therapy Assistants	6	5.1
Orthoptists	2	2.0
Optometrists	1	0.5
Pharmaceutical Related Grades	21	20.8
Psychologists	13	12.1
Assistant / Trainee Psychologists	2	0.7
MLSOs	11	9.8
MLAs	6	6.0
MTOs	24	23.5
Trainee MTOs	8	8.0
Trainee MLSOs	0	0.0
Technical Instructor	0	0.0
Senior Assistant / Assistant Technical Officer	5	5.0
Clinical Scientists	2	2.0
Estate Services Officers	1	1.0
Trainee Estate Services Officers	0	0.0
Dental	5	5.0
Dental Auxiliary	0	0.0
Other	12	11.0
<b>Total</b>	<b>240</b>	<b>223.5</b>

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 2008:

Grade	Headcount	WTE
Podiatrists	0	0.0
Foot Care Assistants	0	0.0
Dieticians	2	1.1
Occupational Therapists	17	16.0
Occupational Therapy Assistants	0	0.0
Physiotherapists	8	6.3
Physiotherapy Assistants	2	1.5
Radiographers	9	9.0
Radiotherapy Assistants	0	0.0
Speech Therapists	4	2.8
Speech Therapy Assistants	3	2.5
Orthoptists	1	1.0
Optometrists	0	0.0
Pharmaceutical Related Grades	4	3.8
Psychologists	0	0.0
Assistant / Trainee Psychologists	0	0.0
MLSOs	3	2.5
MLAs	4	4.0
MTOs	4	4.0
Trainee MTOs	3	3.0
Trainee MLSOs	0	0.0
Technical Instructor	0	0.0
Senior Assistant / Assistant Technical Officer	2	2.0
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	3	2.0
<b>Total</b>	<b>69</b>	<b>61.5</b>

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

### (1.6.3) Vacancy Rates by HSC Organisation (Headcount)

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

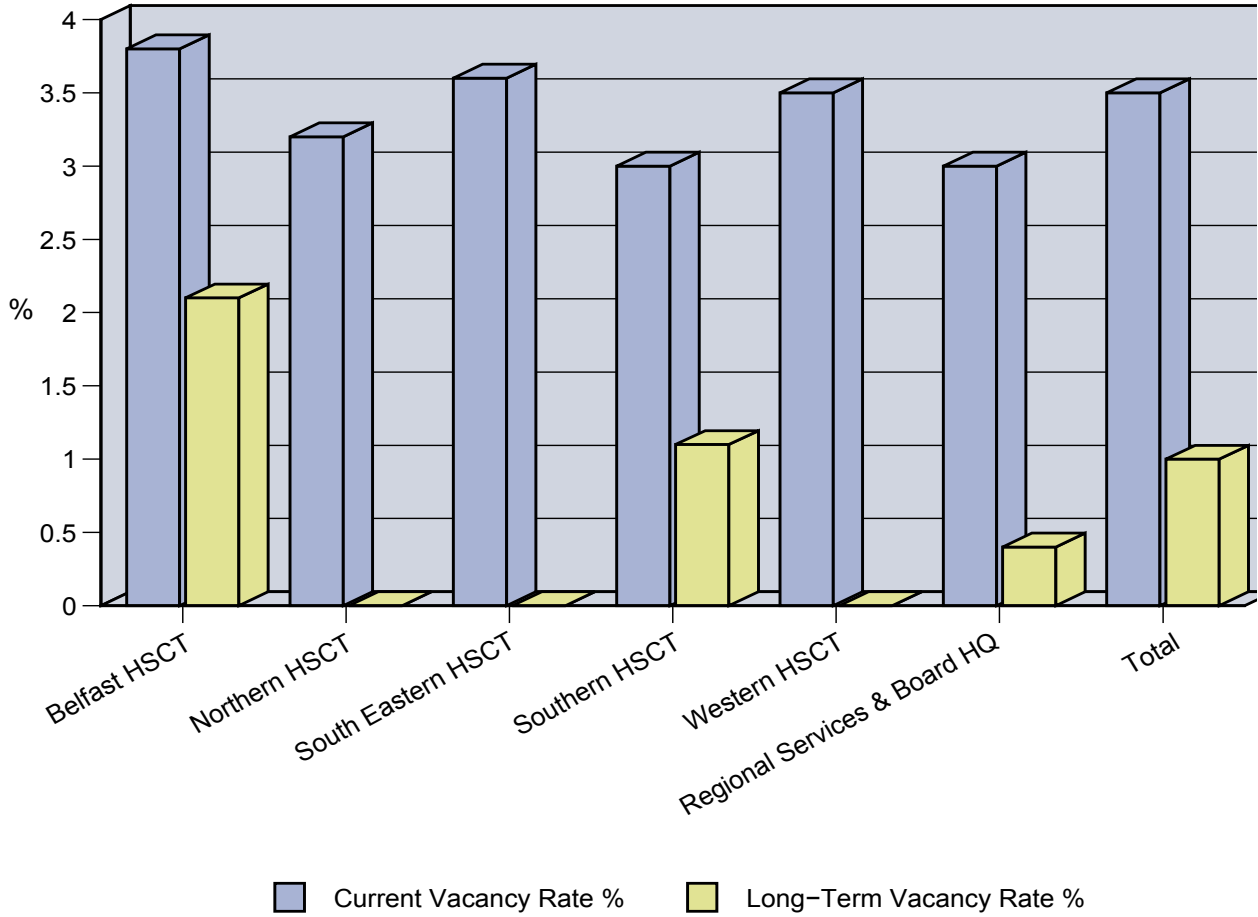
HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	102	3.6	57	2.1
Northern Health and Social Care Trust	38	3.0	0	0.0
South Eastern Health and Social Care Trust	32	3.3	0	0.0
Southern Health and Social Care Trust	31	2.9	11	1.1
Western Health and Social Care Trust	30	3.1	0	0.0
Regional Services & Board Headquarters	7	2.7	1	0.4
<b>Total</b>	<b>240</b>	<b>3.3</b>	<b>69</b>	<b>1.0</b>

### (1.6.4) Vacancy Rates by HSC Organisation (WTE)

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

HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	94.6	3.8	50.6	2.1
Northern Health and Social Care Trust	35.8	3.2	0.0	0.0
South Eastern Health and Social Care Trust	28.9	3.6	0.0	0.0
Southern Health and Social Care Trust	27.1	3.0	9.9	1.1
Western Health and Social Care Trust	30.0	3.5	0.0	0.0
Regional Services & Board Headquarters	7.0	3.0	1.0	0.4
<b>Total</b>	<b>223.5</b>	<b>3.5</b>	<b>61.5</b>	<b>1.0</b>

**(Figure 6) Comparison of Professional & Technical Vacancy Rates by Health & Social Care Organisation as at 31st March 2008 (WTE)**



### (1.6.5) Temporary Post Vacancies

The following figures were given for the number of temporary professional and technical staff vacancies as at 31st March 2008:

Grade	Headcount	WTE
Podiatrists	0	0.0
Foot Care Assistants	0	0.0
Dieticians	8	7.5
Occupational Therapists	10	10.0
Occupational Therapy Helpers	0	0.0
Physiotherapists	5	4.3
Physiotherapy Helpers	0	0.0
Radiographers	3	3.0
Radiotherapy Helpers	0	0.0
Speech Therapists	2	2.0
Speech Therapy Assistants	0	0.0
Orthoptists	0	0.0
Optometrists	0	0.0
Pharmaceutical Related Grades	6	6.0
Psychologists	4	3.4
Assistant / Trainee Psychologists	0	0.0
MLSOs	1	1.0
MLAs	0	0.0
MTOs	8	8.0
Trainee MTOs	0	0.0
Trainee MLSOs	0	0.0
Technical Instructor	0	0.0
Senior Assistant / Assistant Technical Officer	4	3.5
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
<b>Total</b>	<b>51</b>	<b>48.7</b>

## (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 2008:

Grade	Headcount	WTE
Consultant	61	61.0
Associate Specialist	0	0.0
Staff Grade	11	10.5
Special Registrar	4	4.0
PRHO	0	0.0
SHO	9	9.0
Hospital Practitioner	0	0.0
General Medical Practitioner	0	0.0
Medical Officer	0	0.0
Dental Officer	0	0.0
Other	5	3.4
<b>Total</b>	<b>90</b>	<b>87.9</b>

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 2008:

Grade	Headcount	WTE
Consultant	18	18.0
Associate Specialist	0	0.0
Staff Grade	3	3.0
Special Registrar	1	1.0
PRHO	0	0.0
SHO	6	6.0
Hospital Practitioner	0	0.0
General Medical Practitioner	0	0.0
Medical Officer	0	0.0
Dental Officer	0	0.0
Other	3	3.0
<b>Total</b>	<b>31</b>	<b>31.0</b>

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

### (1.7.3) Vacancy Rates by HSC Organisation (Headcount)

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

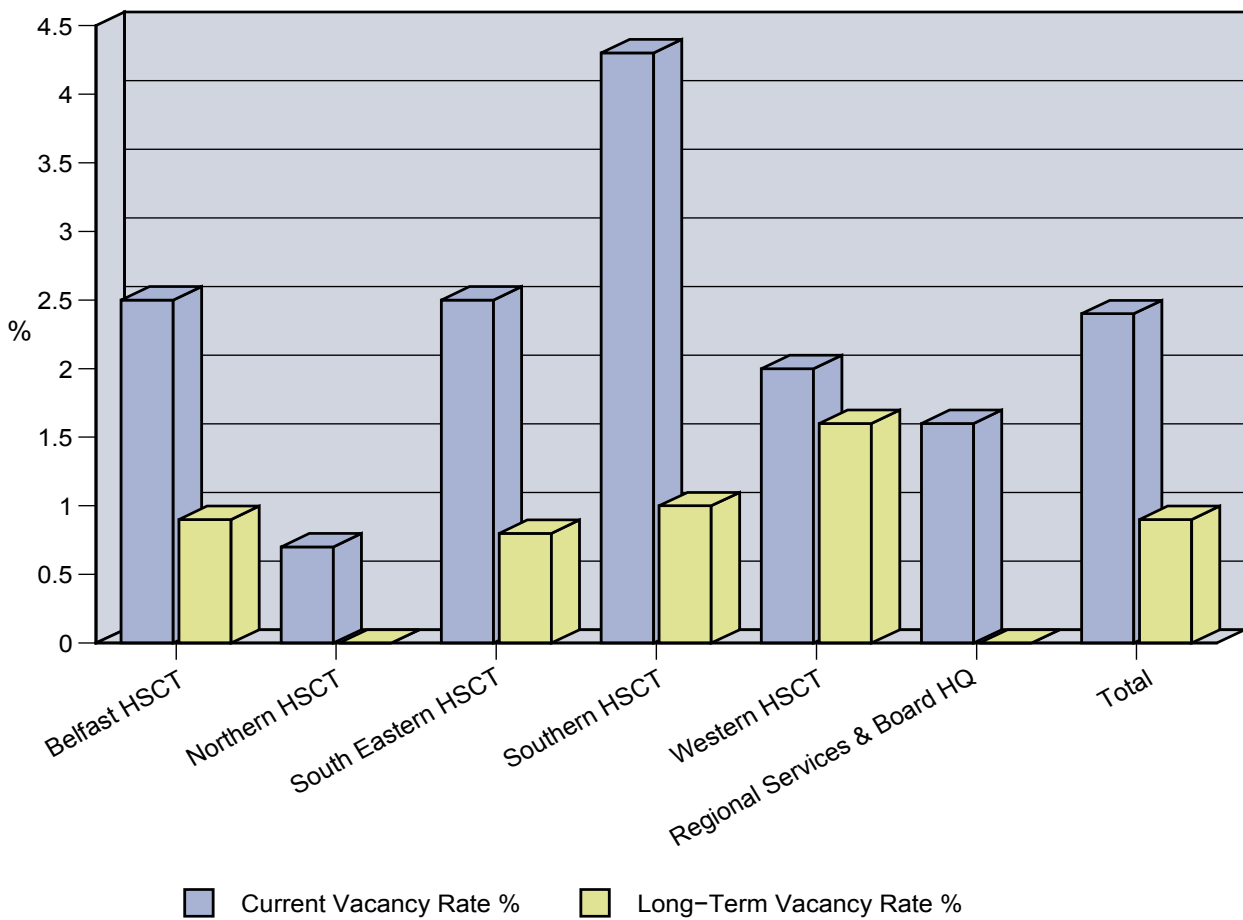
HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	40	2.4	14	0.8
Northern Health and Social Care Trust	5	1.0	0	0.0
South Eastern Health and Social Care Trust	12	2.2	4	0.8
Southern Health and Social Care Trust	22	4.0	5	0.9
Western Health and Social Care Trust	10	1.9	8	1.5
Regional Services & Board Headquarters	1	1.1	0	0.0
<b>Total</b>	<b>90</b>	<b>2.3</b>	<b>31</b>	<b>0.8</b>

### (1.7.5) Vacancy Rates by HSC Organisation (WTE)

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

HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	39.5	2.5	14.0	0.9
Northern Health and Social Care Trust	3.4	0.7	0.0	0.0
South Eastern Health and Social Care Trust	12.0	2.5	4.0	0.8
Southern Health and Social Care Trust	22.0	4.3	5.0	1.0
Western Health and Social Care Trust	10.0	2.0	8.0	1.6
Regional Services & Board Headquarters	1.0	1.6	0.0	0.0
<b>Total</b>	<b>87.9</b>	<b>2.4</b>	<b>31.0</b>	<b>0.9</b>

**(Figure 7) Comparison of Medical & Dental Vacancy Rates by Health & Social Care Organisation as at 31st March 2008 (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 2008:

Grade	Headcount	WTE
Consultant	6	6.0
Associate Specialist	0	0.0
Staff Grade	6	6.0
Special Registrar	13	12.4
PRHO	0	0.0
SHO	13	13.0
Hospital Practitioner	1	1.0
General Medical Practitioner	0	0.0
Medical Officer	0	0.0
Dental Officer	0	0.0
Other	6	3.8
<b>Total</b>	<b>45</b>	<b>42.2</b>

## **(1.8) Ambulance Workforce**

### **(1.8.1) Current Vacancies**

The following figures were given for the number of current ambulance staff vacancies as at 31st March 2008:

<b>Grade</b>	<b>Headcount</b>	<b>WTE</b>
Ambulance Person - Patient Care Services	3	3.0
Ambulance Personnel	3	3.0
Manager	1	1.0
Other	13	13.0
<b>Total</b>	<b>20</b>	<b>20.0</b>

### **(1.8.2) Long-Term Vacancies**

The following figures were given for the number of long-term ambulance staff vacancies as at 31st March 2008:

<b>Grade</b>	<b>Headcount</b>	<b>WTE</b>
Ambulance Person - Patient Care Services	3	3.0
Ambulance Personnel	3	3.0
Manager	1	1.0
Other	13	13.0
<b>Total</b>	<b>20</b>	<b>20.0</b>

### **(1.8.3) Vacancy Rates (Headcount & WTE)**

The current and long-term vacancy rate for ambulance staff is 1.9% for both headcount and WTE.

### **(1.8.4) Temporary Post Vacancies**

There were no temporary vacancies reported within the Ambulance Workforce.

(2) Vacancy Rate Trend Data by HSC Organisation 2006 – 2008 by Terms & Conditions Group

(2.1) Administration and Clerical

(2.1.1) Comparison of Administration and Clerical Current Vacancy Rates - March 2006 to March 2008 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rates				
	March 2006	September 2006	March 2007	September 2007	March 2008
Belfast HSC Trust	4.7	3.8	4.0	3.3	2.8
Northern HSC Trust	2.2	2.8	0.5	1.9	0.5
South Eastern HSC Trust	3.0	2.4	4.4	4.0	3.7
Southern HSC Trust	1.7	1.2	0.9	1.0	1.7
Western HSC Trust	1.2	2.8	0.6	1.0	1.6
Regional Services & Board HQs	1.4	1.0	1.9	2.8	0.8
<b>Total</b>	<b>2.7</b>	<b>2.6</b>	<b>2.3</b>	<b>2.4</b>	<b>1.9</b>

(2.1.2) Comparison of Administration and Clerical Long-term Vacancy Rates - March 2006 to March 2008 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long-term Vacancy Rates				
	March 2006	September 2006	March 2007	September 2007	March 2008
Belfast HSC Trust	1.7	2.2	2.1	1.3	1.6
Northern HSC Trust	0.7	0.9	0.0	0.6	0.1
South Eastern HSC Trust	1.2	1.1	1.0	2.4	0.4
Southern HSC Trust	0.4	0.6	0.2	0.5	0.8
Western HSC Trust	0.1	1.9	0.0	0.0	0.3
Regional Services & Board HQs	0.5	0.1	0.5	0.5	0.3
<b>Total</b>	<b>0.9</b>	<b>1.3</b>	<b>0.9</b>	<b>0.9</b>	<b>0.7</b>

## (2.2) Works and Maintenance

### (2.2.1) Comparison of Works and Maintenance Current Vacancy Rates - March 2006 to March 2008 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rates				
	March 2006	September 2006	March 2007	September 2007	March 2008
Belfast HSC Trust	3.3	2.9	1.8	0.6	1.1
Northern HSC Trust	2.1	1.1	0.0	6.0	1.7
South Eastern HSC Trust	10.0	3.0	4.5	3.0	4.3
Southern HSC Trust	0.0	0.0	1.4	0.0	0.0
Western HSC Trust	3.1	0.0	0.0	1.5	0.6
Regional Services & Board HQs	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>3.5</b>	<b>1.5</b>	<b>1.3</b>	<b>2.1</b>	<b>1.2</b>

**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 - March 2006 to March 2008 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long-term Vacancy Rates				
	March 2006	September 2006	March 2007	September 2007	March 2008
Belfast HSC Trust	1.7	0.0	1.2	0.0	0.0
Northern HSC Trust	0.0	1.1	0.0	6.0	0.0
South Eastern HSC Trust	6.0	0.0	4.5	0.0	0.0
Southern HSC Trust	0.0	0.0	0.0	0.0	0.0
Western HSC Trust	0.0	0.0	0.0	0.0	0.0
Regional Services & Board HQs	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>1.3</b>	<b>0.2</b>	<b>0.9</b>	<b>1.3</b>	<b>0.0</b>

### (2.3) Ancillary and General

#### (2.3.1) Comparison of Ancillary and General Current Vacancy Rates - March 2006 to March 2008 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rates				
	March 2006	September 2006	March 2007	September 2007	March 2008
Belfast HSC Trust	6.0	3.3	2.7	2.4	4.2
Northern HSC Trust	3.1	3.5	4.0	3.2	6.3
South Eastern HSC Trust	2.2	5.3	4.7	4.0	2.3
Southern HSC Trust	1.0	11.5	2.6	7.3	2.0
Western HSC Trust	2.0	1.6	1.2	0.4	2.4
Regional Services & Board HQs	2.8	0.0	0.0	0.0	4.1
<b>Total</b>	<b>3.5</b>	<b>4.7</b>	<b>3.1</b>	<b>3.2</b>	<b>3.6</b>

#### (2.3.2) Comparison of Ancillary and General Long-term Vacancy Rates - March 2006 to March 2008 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long-term Vacancy Rates				
	March 2006	September 2006	March 2007	September 2007	March 2008
Belfast HSC Trust	1.5	1.4	1.3	1.5	2.6
Northern HSC Trust	1.9	1.7	2.3	0.9	0.4
South Eastern HSC Trust	0.8	4.0	1.1	0.8	0.1
Southern HSC Trust	0.1	1.0	0.0	3.9	1.4
Western HSC Trust	0.0	0.7	0.0	0.0	0.6
Regional Services & Board HQs	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>1.1</b>	<b>1.8</b>	<b>1.1</b>	<b>1.3</b>	<b>1.3</b>

## (2.4) Nursing, Midwifery and Health Visiting

### (2.4.1) Comparison of Nursing, Midwifery and Health Visiting Current Vacancy Rates - March 2006 to March 2008 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rates				
	March 2006	September 2006	March 2007	September 2007	March 2008
Belfast HSC Trust	4.9	5.3	5.8	3.0	3.6
Northern HSC Trust	1.8	3.2	2.6	2.7	1.8
South Eastern HSC Trust	3.3	1.8	2.4	0.8	1.0
Southern HSC Trust	1.5	2.0	1.4	2.4	2.0
Western HSC Trust	1.0	3.0	2.1	0.7	1.0
Regional Services & Board HQs	5.5	0.0	3.6	3.7	0.0
<b>Total</b>	<b>3.0</b>	<b>3.5</b>	<b>3.5</b>	<b>2.2</b>	<b>2.2</b>

### (2.4.2) Comparison of Nursing, Midwifery and Health Visiting Long-term Vacancy Rates - March 2006 to March 2008 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long-term Vacancy Rates				
	March 2006	September 2006	March 2007	September 2007	March 2008
Belfast HSC Trust	1.9	2.4	3.2	1.2	1.4
Northern HSC Trust	0.2	1.1	0.7	1.7	0.0
South Eastern HSC Trust	0.6	0.9	0.6	0.3	0.0
Southern HSC Trust	0.3	0.3	0.5	0.9	1.0
Western HSC Trust	0.2	0.5	0.2	0.0	0.0
Regional Services & Board HQs	0.0	0.0	3.1	1.0	0.0
<b>Total</b>	<b>0.9</b>	<b>1.3</b>	<b>1.5</b>	<b>0.9</b>	<b>0.7</b>

## (2.5) Social Services

### (2.5.1) Comparison of Social Services Current Vacancy Rates - March 2006 to March 2008 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rates				
	March 2006	September 2006	March 2007	September 2007	March 2008
Belfast HSC Trust	4.6	3.1	2.7	6.9	3.5
Northern HSC Trust	3.9	8.5	4.5	7.4	1.7
South Eastern HSC Trust	3.0	2.1	1.9	2.4	0.0
Southern HSC Trust	3.8	0.9	2.2	1.0	0.4
Western HSC Trust	2.5	1.4	1.5	1.5	0.7
Regional Services & Board HQs	2.4	3.7	7.1	9.4	0.0
<b>Total</b>	<b>3.7</b>	<b>3.5</b>	<b>2.7</b>	<b>4.4</b>	<b>1.7</b>

### (2.5.2) Comparison of Social Services Long-term Vacancy Rates - March 2006 to March 2008 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long-term Vacancy Rates				
	March 2006	September 2006	March 2007	September 2007	March 2008
Belfast HSC Trust	1.2	0.4	0.6	0.8	2.6
Northern HSC Trust	1.5	0.8	1.0	0.7	0.1
South Eastern HSC Trust	0.0	0.6	0.0	0.1	0.0
Southern HSC Trust	0.6	0.2	0.0	0.2	0.0
Western HSC Trust	0.0	0.0	0.0	0.0	0.0
Regional Services & Board HQs	2.4	1.3	3.7	2.9	0.0
<b>Total</b>	<b>0.8</b>	<b>0.4</b>	<b>0.4</b>	<b>0.5</b>	<b>0.7</b>

## (2.6) Professional and Technical

### (2.6.1) Comparison of Professional and Technical Current Vacancy Rates - March 2006 to March 2008 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rates				
	March 2006	September 2006	March 2007	September 2007	March 2008
Belfast HSC Trust	7.0	5.5	4.9	5.3	3.8
Northern HSC Trust	4.3	3.2	3.8	5.2	3.2
South Eastern HSC Trust	5.0	4.1	5.1	4.5	3.6
Southern HSC Trust	3.1	2.1	2.7	4.1	3.0
Western HSC Trust	1.8	2.6	3.1	2.2	3.5
Regional Services & Board HQs	1.9	4.4	2.1	2.6	3.0
<b>Total</b>	<b>4.9</b>	<b>4.1</b>	<b>4.1</b>	<b>4.5</b>	<b>3.5</b>

### (2.6.2) Comparison of Professional and Technical Long-term Vacancy Rates - March 2006 to March 2008 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long-term Vacancy Rates				
	March 2006	September 2006	March 2007	September 2007	March 2008
Belfast HSC Trust	2.9	2.3	2.1	1.7	2.1
Northern HSC Trust	1.5	1.1	1.2	1.4	0.0
South Eastern HSC Trust	0.7	1.9	2.1	1.3	0.0
Southern HSC Trust	0.4	0.9	0.6	1.6	1.1
Western HSC Trust	0.4	0.4	0.1	0.0	0.0
Regional Services & Board HQs	0.0	0.0	0.8	0.0	0.4
<b>Total</b>	<b>1.6</b>	<b>1.5</b>	<b>1.4</b>	<b>1.3</b>	<b>1.0</b>

## (2.7) Medical and Dental

### (2.7.1) Comparison of Medical and Dental Current Vacancy Rates - March 2006 to March 2008 (Vacancy rates on WTE figures are compared)

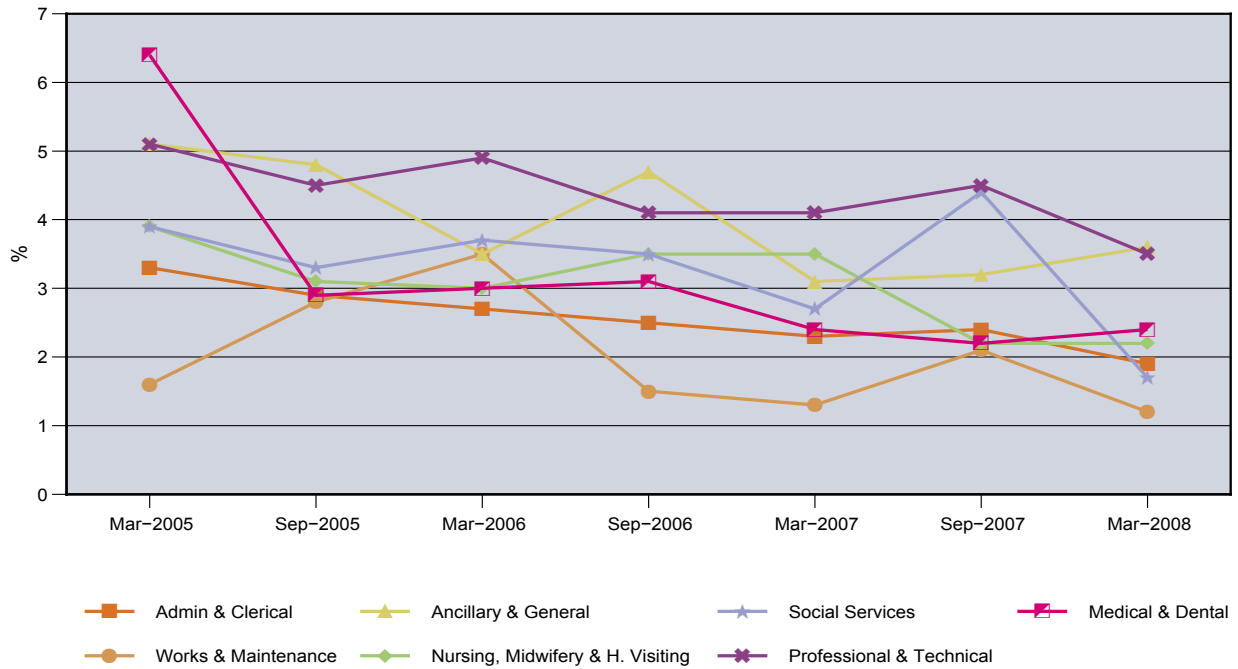
HSC Organisation	Current Vacancy Rates				
	March 2006	September 2006	March 2007	September 2007	March 2008
Belfast HSC Trust	3.1	3.0	1.7	2.9	2.5
Northern HSC Trust	1.5	2.1	2.1	0.6	0.7
South Eastern HSC Trust	3.6	4.5	3.2	0.9	2.5
Southern HSC Trust	2.8	3.0	4.4	1.4	4.3
Western HSC Trust	3.8	3.3	2.7	3.6	2.0
Regional Services & Board HQs	1.1	0.3	1.1	1.6	1.6
<b>Total</b>	<b>3.0</b>	<b>3.1</b>	<b>2.4</b>	<b>2.2</b>	<b>2.4</b>

### (2.7.2) Comparison of Medical and Dental Long-term Vacancy Rates - March 2006 to March 2008 (Vacancy rates on WTE figures are compared)

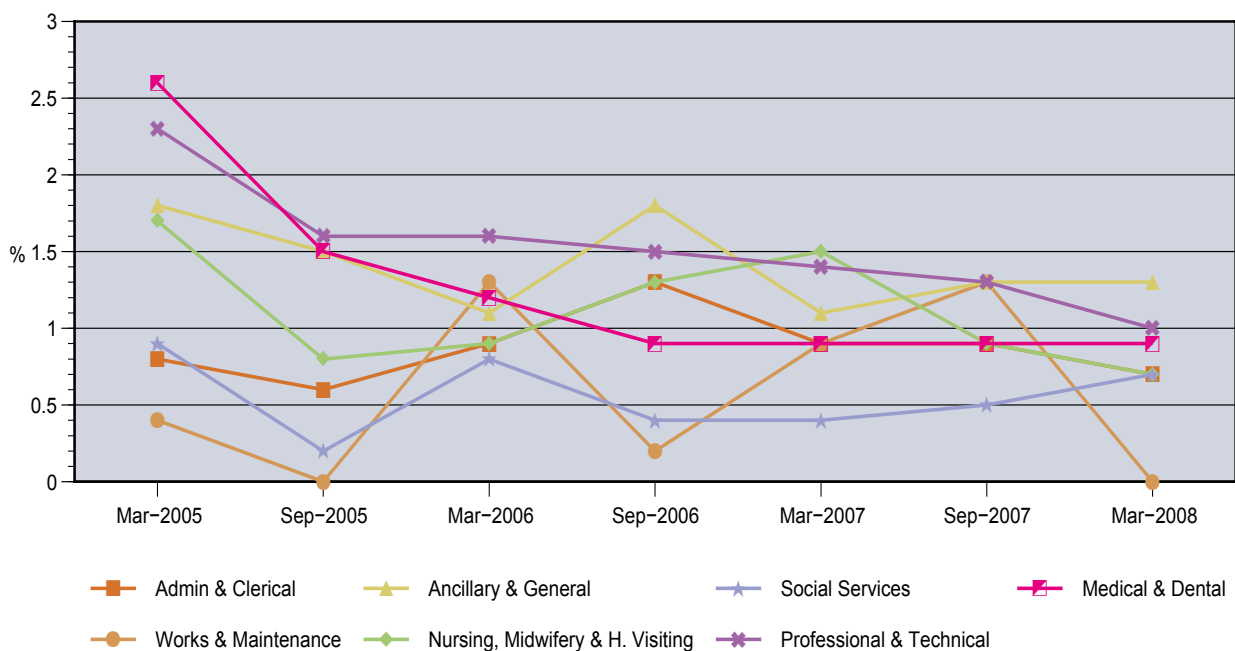
HSC Organisation	Long-term Vacancy Rates				
	March 2006	September 2006	March 2007	September 2007	March 2008
Belfast HSC Trust	0.7	1.0	0.4	1.6	0.9
Northern HSC Trust	0.6	0.2	0.9	0.0	0.0
South Eastern HSC Trust	2.3	1.2	0.5	0.1	0.8
Southern HSC Trust	1.4	1.9	3.3	1.4	1.0
Western HSC Trust	2.4	0.6	0.6	0.0	1.6
Regional Services & Board HQs	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>1.2</b>	<b>0.9</b>	<b>0.9</b>	<b>0.9</b>	<b>0.9</b>

**(2.8) Vacancy Rate Trend Charts 2005 – 2008 by Terms & Conditions Group**

**(Figure 8) Comparison of Current WTE Vacancy Rates by TC Group  
March 2005 to March 2008**



**(Figure 9) Comparison of Long-Term WTE Vacancy Rates by TC Group  
March 2005 to March 2008**



**(3) Total Number of Current and Long-Term Vacancies as at 31st March 2008: 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 2008: Breakdown by Programme of Care.**

<b>Programme of Care</b>	<b>Headcount</b>	<b>WTE</b>
Acute Services	137	119.8
Maternity & Child Health	3	2.9
Family & Childcare	15	14.0
Elderly Care	6	6.0
Mental Health	7	5.6
Learning Disability	5	5.0
Physical & Sensory Disability	4	3.0
Health Promotion and Disease Prevention	3	3.0
Primary Health & Adult Community	14	12.2
Unassigned	51	47.9
<b>Total</b>	<b>245</b>	<b>219.2</b>

**Table B – Total number of long-term administration and clerical staff vacancies as at 31st March 2008: Breakdown by Programme of Care.**

<b>Programme of Care</b>	<b>Headcount</b>	<b>WTE</b>
Acute Services	41	37.1
Maternity & Child Health	0	0.0
Family & Childcare	7	6.5
Elderly Care	6	6.0
Mental Health	2	1.1
Learning Disability	3	3.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	2	2.0
Primary Health & Adult Community	5	4.6
Unassigned	23	21.5
<b>Total</b>	<b>89</b>	<b>81.8</b>

### (3.2) Works and Maintenance Staff Vacancies

**Table C – Total number of current works and maintenance staff vacancies as at 31st March 2008:  
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	5	5.0
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	3	3.0
<b>Total</b>	<b>8</b>	<b>8.0</b>

**Table D – Total number of long-term works and maintenance staff vacancies as at 31st March 2008:  
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	0	0.0
<b>Total</b>	<b>0</b>	<b>0.0</b>

### (3.3) Ancillary and General Staff Vacancies

**Table E – Total number of current ancillary and general staff vacancies as at 31st March 2008:  
Breakdown by Programme of Care.**

<b>Programme of Care</b>	<b>Headcount</b>	<b>WTE</b>
Acute Services	122	79.7
Maternity & Child Health	0	0.0
Family & Childcare	8	6.9
Elderly Care	61	47.9
Mental Health	22	17.2
Learning Disability	48	29.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	7	3.8
Unassigned	6	5.2
<b>Total</b>	<b>274</b>	<b>189.6</b>

**Table F – Total number of long-term ancillary and general staff vacancies as at 31st March 2008:  
Breakdown by Programme of Care.**

<b>Programme of Care</b>	<b>Headcount</b>	<b>WTE</b>
Acute Services	43	26.6
Maternity & Child Health	0	0.0
Family & Childcare	5	4.4
Elderly Care	9	5.3
Mental Health	2	1.8
Learning Disability	40	23.1
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	7	3.8
Unassigned	2	1.2
<b>Total</b>	<b>108</b>	<b>66.2</b>

### (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 2008: Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	278	253.3
Maternity & Child Health	32	30.2
Family & Childcare	5	5.0
Elderly Care	25	22.1
Mental Health	25	23.9
Learning Disability	50	49.8
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	3	3.0
Primary Health & Adult Community	25	23.8
Unassigned	4	3.5
<b>Total</b>	<b>447</b>	<b>414.5</b>

**Table H – Total number of long-term nursing, midwifery and health visiting staff vacancies as at 31st March 2008: Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	77	71.3
Maternity & Child Health	13	11.3
Family & Childcare	0	0.0
Elderly Care	3	2.4
Mental Health	0	0.0
Learning Disability	34	34.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	0	0.0
<b>Total</b>	<b>127</b>	<b>119.0</b>

### (3.5) Social Services Staff Vacancies

**Table I – Total number of current social services staff vacancies as at 31st March 2008:  
Breakdown by Programme of Care.**

<b>Programme of Care</b>	<b>Headcount</b>	<b>WTE</b>
Acute Services	8	8.0
Maternity & Child Health	0	0.0
Family & Childcare	15	15.0
Elderly Care	62	50.3
Mental Health	9	8.5
Learning Disability	9	8.3
Physical & Sensory Disability	6	5.5
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	5	5.0
Unassigned	3	3.0
<b>Total</b>	<b>117</b>	<b>103.6</b>

**Table J – Total number of long-term social services staff vacancies as at 31st March 2008:  
Breakdown by Programme of Care.**

<b>Programme of Care</b>	<b>Headcount</b>	<b>WTE</b>
Acute Services	0	0.0
Maternity & Child Health	0	0.0
Family & Childcare	0	0.0
Elderly Care	53	41.7
Mental Health	1	1.0
Learning Disability	1	1.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	0	0.0
<b>Total</b>	<b>55</b>	<b>43.7</b>

### (3.6) Professional and Technical Staff Vacancies

**Table K – Total number of current professional and technical staff vacancies as at 31st March 2008:  
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	135	128.5
Maternity & Child Health	4	3.2
Family & Childcare	7	6.5
Elderly Care	21	19.0
Mental Health	14	13.5
Learning Disability	11	10.3
Physical & Sensory Disability	9	9.0
Health Promotion and Disease Prevention	1	0.5
Primary Health & Adult Community	21	16.1
Unassigned	17	17.0
<b>Total</b>	<b>240</b>	<b>223.5</b>

**Table L – Total number of long-term professional and technical staff vacancies as at 31st March 2008:  
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	38	35.3
Maternity & Child Health	4	3.2
Family & Childcare	0	0.0
Elderly Care	12	10.2
Mental Health	2	2.0
Learning Disability	4	3.7
Physical & Sensory Disability	3	3.0
Health Promotion and Disease Prevention	1	0.5
Primary Health & Adult Community	4	2.7
Unassigned	1	1.0
<b>Total</b>	<b>69</b>	<b>61.5</b>

### (3.7) Medical and Dental Staff Vacancies

**Table M – Total number of current medical and dental staff vacancies as at 31st March 2008:  
Breakdown by Programme of Care.**

<b>Programme of Care</b>	<b>Headcount</b>	<b>WTE</b>
Acute Services	66	64.4
Maternity & Child Health	9	8.5
Family & Childcare	6	6.0
Elderly Care	1	1.0
Mental Health	6	6.0
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	2	2.0
<b>Total</b>	<b>90</b>	<b>87.9</b>

**Table N – Total number of long-term medical and dental staff vacancies as at 31st March 2008:  
Breakdown by Programme of Care.**

<b>Programme of Care</b>	<b>Headcount</b>	<b>WTE</b>
Acute Services	23	23.0
Maternity & Child Health	2	2.0
Family & Childcare	5	5.0
Elderly Care	0	0.0
Mental Health	1	1.0
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	0	0.0
<b>Total</b>	<b>31</b>	<b>31.0</b>

