

Northern Ireland Health and Social Care Workforce Vacancies as at 31 March 2009

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
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
www.nisra.gov.uk

NI HSC Vacancy Survey as at 31st March 2009 – Contents

	Page Number
Background, Methodology and Definitions	1
(1) Vacancy Information obtained from HSC Vacancy Survey by Occupational Family	2
(1.1) Administration and Clerical	2
(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
(1.2) Estates Services	5
(1.2.1) Current Vacancies	5
(1.2.2) Long-Term Vacancies	5
(1.2.3) Vacancy Rates by HSC Organisation (Headcount /WTE)	5
(1.2.4) Temporary Post Vacancies	5
(1.3) Support Services	6
(1.3.1) Current Vacancies	6
(1.3.2) Long-Term Vacancies	6
(1.3.3) Vacancy Rates by HSC Organisation (Headcount)	7
(1.3.4) Vacancy Rates by HSC Organisation (WTE)	7
(Fig.2) Comparison of Support Services Vacancy Rates by HSC Organisation (WTE)	8
(1.3.5) Temporary Post Vacancies	8
(1.4) Nursing, Midwifery and Health Visiting	9
(1.4.1) Current Vacancies	9
(1.4.2) Long-Term Vacancies	9
(1.4.3) Vacancy Rates by HSC Organisation (Headcount)	10
(1.4.4) Vacancy Rates by HSC Organisation (WTE)	10
(Fig.3) Comparison of Nursing, Midwifery & Health Visiting Vacancy Rates by HSC Organisation (WTE)	11
(1.4.5) Temporary Post Vacancies	11
(1.5) Social Services	12
(1.5.1) Current Vacancies	12
(1.5.2) Long-Term Vacancies	12
(1.5.3) Vacancy Rates by HSC Organisation (Headcount)	13
(1.5.4) Vacancy Rates by HSC Organisation (WTE)	13
(Fig.4) Comparison of Social Services Vacancy Rates by HSC Organisation (WTE)	14
(1.5.5) Temporary Post Vacancies	14
(1.6) Professional and Technical	15
(1.6.1) Current Vacancies	15
(1.6.2) Long-Term Vacancies	16
(1.6.3) Vacancy Rates by HSC Organisation (Headcount)	17

	Page Number
(1.6.4) Vacancy Rates by HSC Organisation (WTE)	17
(Fig.5) Comparison of Professional & Technical Vacancy Rates by HSC Organisation (WTE)	18
(1.6.5) Temporary Post Vacancies	19
(1.7) Medical and Dental	20
(1.7.1) Current Vacancies	20
(1.7.2) Long-Term Vacancies	20
(1.7.3) Vacancy Rates by HSC Organisation (Headcount)	21
(1.7.4) Vacancy Rates by HSC Organisation (WTE)	21
(Fig.6) Comparison of Medical & Dental Vacancy Rates by HSC Organisation (WTE)	22
(1.7.5) Temporary Post Vacancies	22
(1.7.6) Specialty for Consultant Current Vacancies	23
(1.7.7) Specialty for Consultant Long-term Vacancies	24
(1.8) Ambulance	25
(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
(2) Vacancy Rate Trend Data by HSC Organisation 2006 – 2009 by Occupational Family	26
(2.1) Administration and Clerical	26
(2.1.1) Current Vacancy Rates	26
(2.1.2) Long-Term Vacancy Rates	26
(2.2) Estates Services	27
(2.2.1) Current Vacancy Rates	27
(2.2.2) Long-Term Vacancy Rates	27
(2.3) Support Services	28
(2.3.1) Current Vacancy Rates	28
(2.3.2) Long-Term Vacancy Rates	28
(2.4) Nursing, Midwifery and Health Visiting	29
(2.4.1) Current Vacancy Rates	29
(2.4.2) Long-Term Vacancy Rates	29
(2.5) Social Services	30
(2.5.1) Current Vacancy Rates	30
(2.5.2) Long-Term Vacancy Rates	30
(2.6) Professional and Technical	31
(2.6.1) Current Vacancy Rates	31
(2.6.2) Long-Term Vacancy Rates	31
(2.7) Medical and Dental	32
(2.7.1) Current Vacancy Rates	32
(2.7.2) Long-Term Vacancy Rates	32
(2.8) Vacancy Rate Trend Charts 2006 – 2009 by Occupational Family	33
(Fig.7) Comparison of Current WTE Vacancy Rates	33
(Fig.8) Comparison of Long-Term WTE Vacancy Rates	33

(3) Total number of current and long-term vacancies as at 31st March 2009:

Breakdown by Programme of Care	34
(3.1) Administration and Clerical	34
(Table A) Current Vacancies by Programme of Care	34
(Table B) Long-Term Vacancies by Programme of Care	34
(3.2) Estates Services	35
(Table C) Current Vacancies by Programme of Care	35
(Table D) Long-Term Vacancies by Programme of Care	35
(3.3) Support Services	36
(Table E) Current Vacancies by Programme of Care	36
(Table F) Long-Term Vacancies by Programme of Care	36
(3.4) Nursing, Midwifery and Health Visiting	37
(Table G) Current Vacancies by Programme of Care	37
(Table H) Long-Term Vacancies by Programme of Care	37
(3.5) Social Services	38
(Table I) Current Vacancies by Programme of Care	38
(Table J) Long-Term Vacancies by Programme of Care	38
(3.6) Professional and Technical	39
(Table K) Current Vacancies by Programme of Care	39
(Table L) Long-Term Vacancies by Programme of Care	39
(3.7) Medical and Dental	40
(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 Occupational Family 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. For the first time, this survey records Current and Long-term vacancy rates for individual grades within each Occupational Family. Whilst this provides more detailed information on vacancies, note that vacancy rates may appear to be high in organisations which employ small numbers of staff within groups. 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.

The survey was issued on 26th March 2009 to record vacancies as at 31st March 2009. It was issued to all HSC organisations and there was a 100% response rate. This is the twelfth survey in the series and the ninth to be conducted on a biannual cycle, i.e. vacancies as at 31st March and 30th September. This is the fourth 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, Estates Services, Support Services, 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 Occupational Family, total staff in post figures were provided. This is the second survey to record information on the Specialty for Consultant Current and Long-term vacancies.

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

Definitions

Current Vacancy: A current vacancy is a post which at 31st March 2009 the organisation was actively trying to fill. Note that the stipulation that a post had to be unoccupied to be counted has been removed from the definition. This has been done to be comparable with the definition of a vacant post in England.

Long-term Vacancy: A long-term vacancy is a post which had been advertised on or prior to 31st December 2008, but remained unfilled at 31st March 2009 although the organisation was still actively trying to fill it. Long-term vacancies are a sub-set of current vacancies. Note that the stipulation that a post had to be unoccupied to be counted has been removed from the definition.

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).

Occupational Family: Occupational Families were previously termed as Terms & Conditions Group, e.g. Medical & Dental or Nursing, Midwifery and Health Visiting.

Estates Services: Estates Services is the new term for Works & Maintenance Staff. In 2008, under Agenda for Change, staff graded as Estates Officers (approximately 200 staff) moved from the Professional & Technical Group to Estates Services and staff graded as Groundsman / Gardener (approximately 35 staff) moved from Support Services to Estates Services.

Support Services: Support Services is the new term for Ancillary & General Staff. In 2008, under Agenda for Change, staff graded as Sterile Services grades (CSSD/HSDU) (approximately 25 staff) moved from the Professional & Technical Group to Support Services, and Personal Social Services staff grades (approximately 2,000 staff) moved from the Support Services Group to Social Services.

(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 2009:

Grade	Headcount	WTE	WTE Vacancy Rate
Admin & Clerical Bands 1 - 4	134	116.2	1.8%
Medical & Personal Secretaries & Typists	15	11.4	0.8%
Admin & Clerical Bands 5 - 6	32	30.0	1.9%
Admin & Clerical Band 7	17	17.0	2.9%
Admin & Clerical Bands 8 - 9	8	8.0	0.9%
Non-Agenda for Change Grades	0	0.0	0.0%
Other	0	0.0	0.0%
Total	206	182.5	1.6%

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 2009:

Grade	Headcount	WTE	WTE Vacancy Rate
Admin & Clerical Bands 1 - 4	37	30.3	0.5%
Medical & Personal Secretaries & Typists	2	1.5	0.1%
Admin & Clerical Bands 5 - 6	5	5.0	0.3%
Admin & Clerical Band 7	2	2.0	0.4%
Admin & Clerical Bands 8 - 9	2	2.0	0.2%
Non-Agenda for Change Grades	0	0.0	0.0%
Other	0	0.0	0.0%
Total	48	40.8	0.4%

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:

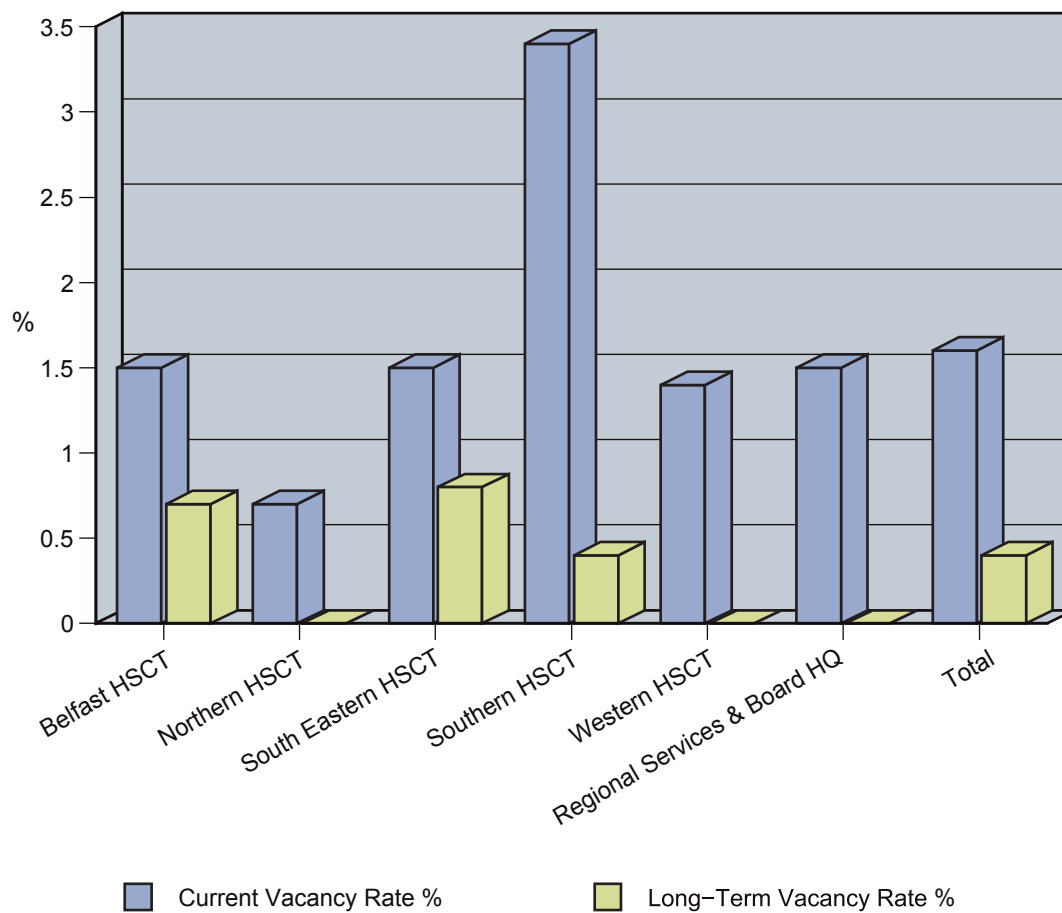
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	48	1.3	24	0.7
Northern Health and Social Care Trust	15	0.7	0	0.0
South Eastern Health and Social Care Trust	25	1.6	14	0.9
Southern Health and Social Care Trust	66	3.5	10	0.5
Western Health and Social Care Trust	27	1.5	0	0.0
Regional Services & Board Headquarters	25	1.4	0	0.0
Total	206	1.6	48	0.4

(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:

HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	45.7	1.5	23.2	0.7
Northern Health and Social Care Trust	13.0	0.7	0.0	0.0
South Eastern Health and Social Care Trust	19.3	1.5	11.0	0.8
Southern Health and Social Care Trust	56.5	3.4	6.6	0.4
Western Health and Social Care Trust	23.0	1.4	0.0	0.0
Regional Services & Board Headquarters	25.0	1.5	0.0	0.0
Total	182.5	1.6	40.8	0.4

(Figure 1) Comparison of Administration & Clerical Vacancy Rates by Health & Social Care Organisation as at 31st March 2009 (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 2009:

Grade	Headcount	WTE
Admin & Clerical Bands 1 - 4	91	82.0
Medical & Personal Secretaries & Typists	25	21.0
Admin & Clerical Bands 5 - 6	8	8.0
Admin & Clerical Band 7	7	6.8
Admin & Clerical Bands 8 - 9	0	0.0
Non-Agenda for Change Grades	0	0.0
Other	3	3.0
Total	134	120.8

(1.2) Estates Services Workforce

(1.2.1) Current Vacancies

The following figures were given for the number of current Estate Services staff as at 31st March 2009:

Grade	Headcount	WTE	WTE Vacancy Rate
Estates Officer / Planner / Estimator	4	4.0	2.0%
Boilerman / Plumber	2	2.0	2.1%
Electrician / Fitter / Engineer	1	1.0	0.6%
Builder / Joiner / Labourer / Painter / Tiler / Upholsterer	0	0.0	0.0%
Multiskilled	0	0.0	0.0%
Groundsman / Gardener	0	0.0	0.0%
Other	2	2.0	100.0%
Total	9	9.0	1.3%

(1.2.2) Long-Term Vacancies

There were no long-term vacancies reported for Estates Services staff as at 31st March 2009.

(1.2.3) Vacancy Rates by HSC Organisation (Headcount and WTE)

The current number and rate of estates services staff vacancies (headcount and WTE) by HSC organisation is shown in the table below:

HSC Organisation	Headcount		WTE	
	Current Vacancy	Current Vacancy Rate %	Current Vacancy	Current Vacancy Rate %
Belfast Health and Social Care Trust	0	0.0	0	0.0
Northern Health and Social Care Trust	8	6.6	8	6.6
South Eastern Health and Social Care Trust	0	0.0	0	0.0
Southern Health and Social Care Trust	0	0.0	0	0.0
Western Health and Social Care Trust	1	0.6	1	0.6
Regional Services & Board Headquarters	0	0.0	0	0.0
Total	9	1.3	9	1.3

(1.2.4) Temporary Post Vacancies

There were no temporary vacancies reported within the Estates Services Workforce.

(1.3) Support Services Workforce

(1.3.1) Current Vacancies

The following figures were given for the number of current Support Services staff vacancies as at 31st March 2009:

Grade	Headcount	WTE	WTE Vacancy Rate
Catering Services	27	19.4	1.8%
Domestic Services	160	94.9	4.5%
Laundry Services / Sewing Room	101	92.0	27.8%
Sterile Services	0	0.0	0.0%
Facilities	2	1.3	0.3%
Porter / Orderly	5	5.0	0.8%
Driver	14	13.0	3.5%
Security / Caretaker / Warden	0	0.0	0.0%
Other	5	4.3	3.7%
Total	314	229.9	4.4%

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 Support Services staff vacancies as at 31st March 2009:

Grade	Headcount	WTE	WTE Vacancy Rate
Catering Services	12	7.5	0.7%
Domestic Services	37	17.8	0.9%
Laundry Services / Sewing Room	87	78.0	24.6%
Sterile Services	0	0.0	0.0%
Facilities	0	0.0	0.0%
Porter / Orderly	2	2.0	0.3%
Driver	5	5.0	1.4%
Security / Caretaker / Warden	0	0.0	0.0%
Other	1	0.8	0.7%
Total	144	111.1	2.2%

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 Support Services staff vacancies (Headcount) by HSC Organisation is shown in the table below:

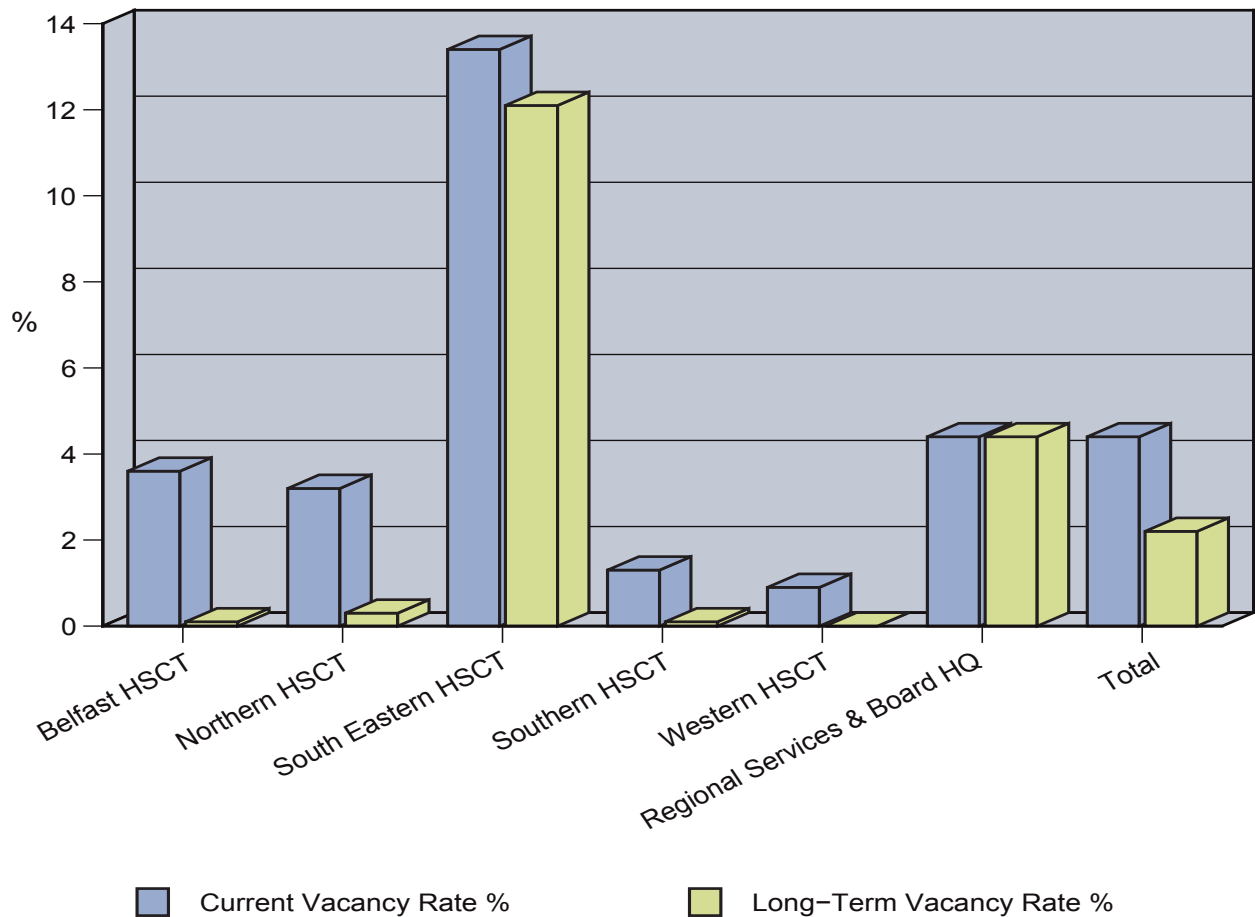
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	107	4.5	3	0.1
Northern Health and Social Care Trust	37	2.9	5	0.4
South Eastern Health and Social Care Trust	146	12.4	133	11.4
Southern Health and Social Care Trust	15	1.2	2	0.2
Western Health and Social Care Trust	8	0.8	0	0.0
Regional Services & Board Headquarters	1	3.6	1	3.6
Total	314	4.4	144	2.1

(1.3.4) Vacancy Rates by HSC Organisation (WTE)

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

HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	63.7	3.6	1.7	0.1
Northern Health and Social Care Trust	29.5	3.2	2.5	0.3
South Eastern Health and Social Care Trust	117.8	13.4	104.8	12.1
Southern Health and Social Care Trust	11.2	1.3	1.0	0.1
Western Health and Social Care Trust	6.7	0.9	0.0	0.0
Regional Services & Board Headquarters	1.0	4.4	1.0	4.4
Total	229.9	4.4	111.1	2.2

(Figure 2) Comparison of Support Services Vacancy Rates by Health & Social Care Organisation as at 31st March 2009 (WTE)



(1.3.5) Temporary Post Vacancies

The following figures were given for the number of temporary Support Services staff vacancies as at 31st March 2009:

Grade	Headcount	WTE
Catering Services	11	6.7
Domestic Services	118	69.1
Laundry Services / Sewing Room	2	1.4
Sterile Services	0	0.0
Facilities	0	0.0
Porter / Orderly	7	6.0
Driver	0	0.0
Security / Caretaker / Warden	1	1.0
Other	0	0.0
Total	139	84.1

(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 2009:

Grade	Headcount	WTE	WTE Vacancy Rate
Acute Nurses	70	64.8	0.8%
Mental Health Nurses	8	8.0	0.5%
Learning Disability Nurses	0	0.0	0.0%
Paediatric Nurses	35	31.7	5.2%
Specialist Nurses	16	15.1	3.4%
Midwives	10	9.3	1.0%
Health Visitors	3	2.5	0.6%
District Nurses	14	14.0	1.5%
Nurse Managers / Nursing Audit	22	21.8	5.0%
Other Qualified Nursing Staff	36	32.9	6.4%
Nurse Support Staff	75	60.2	1.5%
Total	289	260.2	1.4%

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 2009:

Grade	Headcount	WTE	WTE Vacancy Rate
Acute Nurses	12	10.4	0.1%
Mental Health Nurses	3	3.0	0.2%
Learning Disability Nurses	0	0.0	0.0%
Paediatric Nurses	3	2.6	0.4%
Specialist Nurses	4	4.0	0.9%
Midwives	1	1.0	0.1%
Health Visitors	0	0.0	0.0%
District Nurses	12	12.0	1.3%
Nurse Managers / Nursing Audit	4	4.0	1.0%
Other Qualified Nursing Staff	14	12.9	2.6%
Nurse Support Staff	35	25.5	0.6%
Total	88	75.4	0.4%

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:

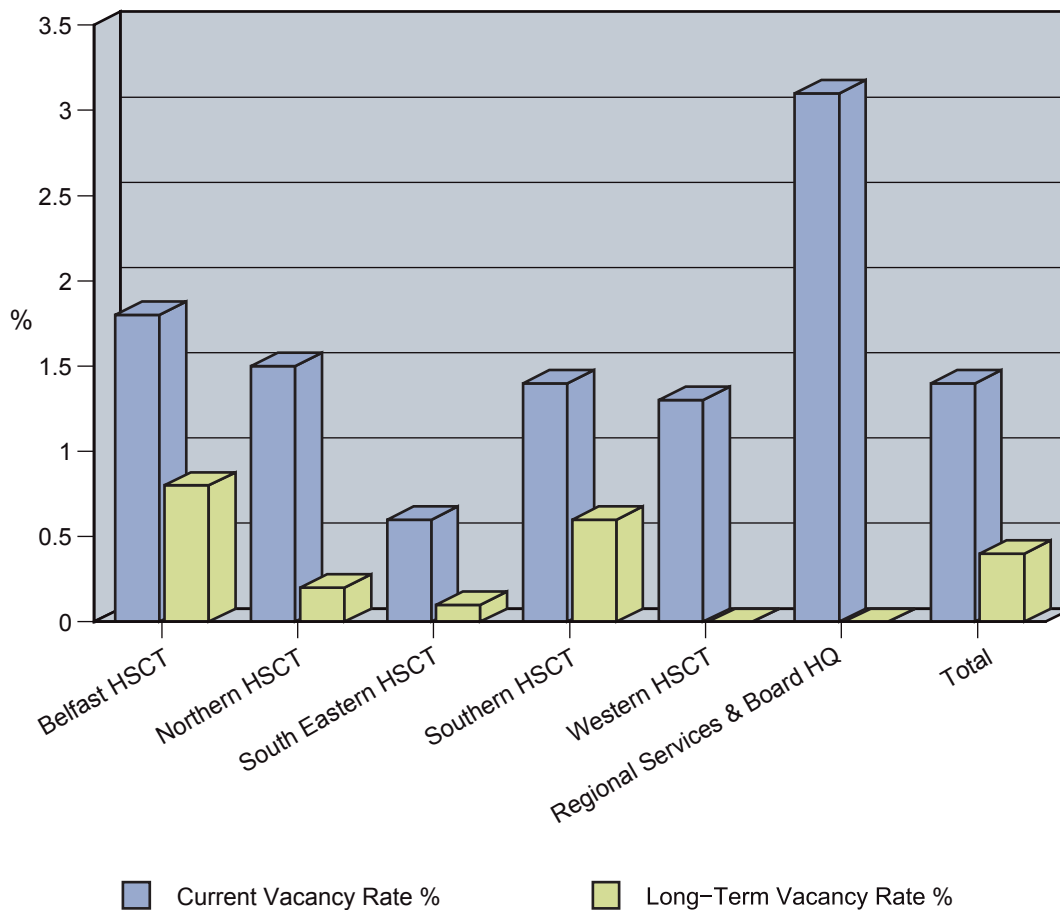
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	117	1.6	49	0.7
Northern Health and Social Care Trust	55	1.4	11	0.3
South Eastern Health and Social Care Trust	17	0.6	5	0.2
Southern Health and Social Care Trust	48	1.4	23	0.7
Western Health and Social Care Trust	49	1.4	0	0.0
Regional Services & Board Headquarters	3	2.7	0	0.0
Total	289	1.4	88	0.4

(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:

HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	113.0	1.8	47.0	0.8
Northern Health and Social Care Trust	46.5	1.5	6.0	0.2
South Eastern Health and Social Care Trust	14.3	0.6	3.7	0.1
Southern Health and Social Care Trust	40.3	1.4	18.8	0.6
Western Health and Social Care Trust	43.1	1.3	0.0	0.0
Regional Services & Board Headquarters	3.0	3.1	0.0	0.0
Total	260.2	1.4	75.4	0.4

(Figure 3) Comparison of Nursing, Midwifery and Health Visiting Vacancy Rates by Health & Social Care Organisation as at 31st March 2009 (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 2009:

Grade	Headcount	WTE
Acute Nurses	38	34.1
Mental Health Nurses	3	3.0
Learning Disability Nurses	0	0.0
Paediatric Nurses	4	2.0
Specialist Nurses	4	4.0
Midwives	9	6.9
Health Visitors	3	2.0
District Nurses	5	5.0
Nurse Managers / Nursing Audit	1	1.0
Other Qualified Nursing Staff	7	7.0
Nurse Support Staff	21	17.4
Total	95	82.3

(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 2009:

Grade	Headcount	WTE	WTE Vacancy Rate
Hospital Social Workers	3	2.5	2.0%
Elderly Social Workers	2	2.0	0.7%
Physical Disability / Sensory Impairment Social Workers	6	4.4	2.1%
Child / Family Care Social Workers	33	30.5	1.9%
Learning Disability Social Workers	2	1.8	1.2%
Mental Health Social Workers	20	19.0	7.2%
Community Social Workers	0	0.0	0.0%
Teaching / Training	1	1.0	1.6%
Social Work / Multiservices Managers / Social Work Audit	11	11.0	2.5%
Other Qualified Social Work Staff	11	9.0	5.3%
Social Worker Support Staff	68	56.2	1.7%
Home Helps	20	12.7	0.6%
Total	177	150.1	1.7%

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 2009:

Grade	Headcount	WTE	WTE Vacancy Rate
Hospital Social Workers	1	1.0	0.8%
Elderly Social Workers	1	1.0	0.4%
Physical Disability / Sensory Impairment Social Workers	2	1.5	0.7%
Child / Family Care Social Workers	6	6.0	0.4%
Learning Disability Social Workers	2	1.8	1.2%
Mental Health Social Workers	7	6.0	2.4%
Community Social Workers	0	0.0	0.0%
Teaching / Training	0	0.0	0.0%
Social Work / Multiservices Managers / Social Work Audit	3	3.0	0.7%
Other Qualified Social Work Staff	2	2.0	1.2%
Social Worker Support Staff	28	18.6	0.6%
Home Helps	10	5.9	0.3%
Total	62	46.8	0.5%

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:

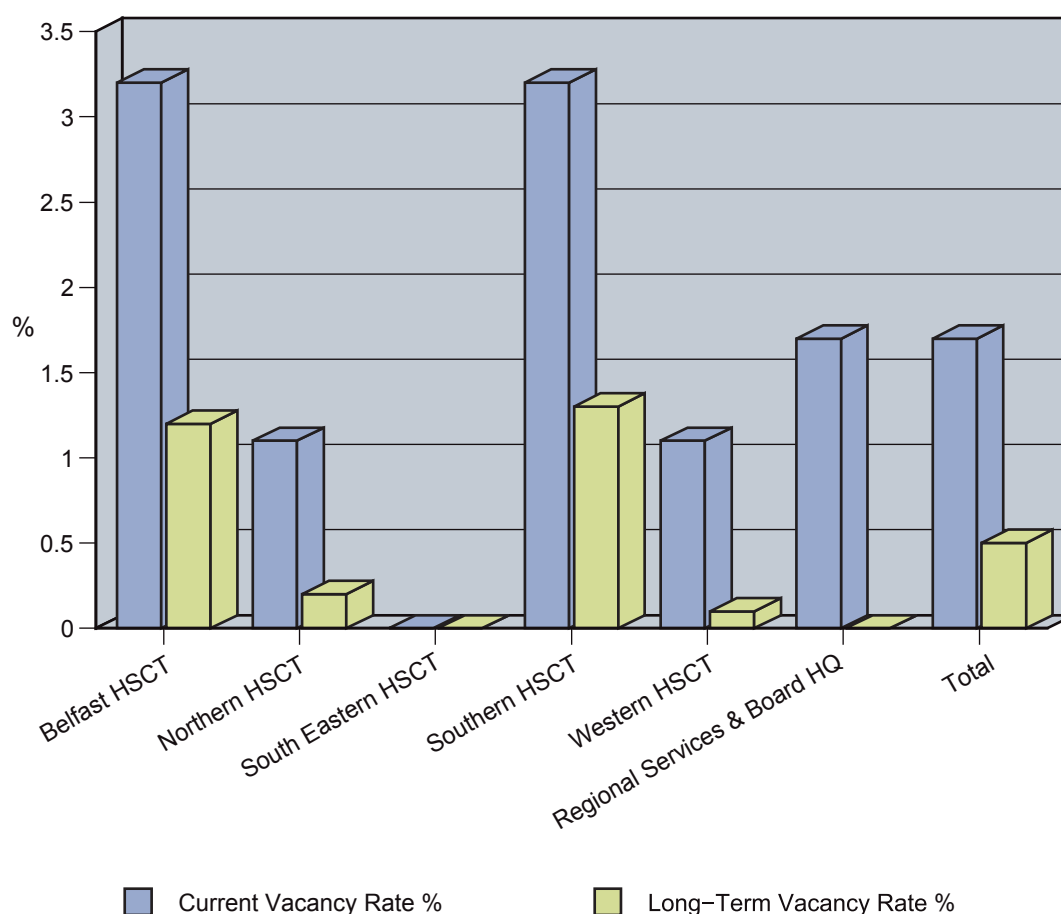
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	72	2.4	28	1.0
Northern Health and Social Care Trust	34	1.1	10	0.3
South Eastern Health and Social Care Trust	1	0.0	0	0.0
Southern Health and Social Care Trust	50	1.9	23	0.9
Western Health and Social Care Trust	19	0.8	1	0.0
Regional Services & Board Headquarters	1	1.6	0	0.0
Total	177	1.3	62	0.5

(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:

HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	62.0	3.2	23.7	1.2
Northern Health and Social Care Trust	27.0	1.1	5.0	0.2
South Eastern Health and Social Care Trust	1.0	0.0	0.0	0.0
Southern Health and Social Care Trust	42.6	3.2	17.2	1.3
Western Health and Social Care Trust	16.5	1.1	1.0	0.1
Regional Services & Board Headquarters	1.0	1.7	0.0	0.0
Total	150.1	1.7	46.8	0.5

(Figure 4) Comparison of Social Services Vacancy Rates by Health & Social Care Organisation as at 31st March 2009 (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 2009:

Grade	Headcount	WTE
Hospital Social Workers	38	34.1
Elderly Social Workers	3	3.0
Physical Disability / Sensory Impairment Social Workers	0	0.0
Child / Family Care Social Workers	4	2.0
Learning Disability Social Workers	4	4.0
Mental Health Social Workers	9	6.9
Community Social Workers	3	2.0
Teaching / Training	5	5.0
Social Work / Multiservices Managers / Social Work Audit	1	1.0
Other Qualified Social Work Staff	7	7.0
Social Worker Support Staff	21	17.4
Home Helps	95	82.3
Total	190	164.6

(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 2009:

Grade	Headcount	WTE	WTE Vacancy Rate
Dieticians	8	7.4	3.7%
Dietetic Support	0	0.0	0.0%
Occupational Therapists	28	22.6	3.1%
Occupational Therapy Support	1	1.0	0.6%
Optometrists	1	0.4	2.1%
Orthoptists	2	2.0	7.5%
Physiotherapists	29	22.0	2.6%
Physiotherapy Support	2	0.9	0.7%
Podiatrists	2	2.0	1.0%
Podiatry Support	0	0.0	0.0%
Radiographers	18	18.0	2.7%
Radiography Support	0	0.0	0.0%
Speech & Language Therapists	17	15.3	4.2%
Speech & Language Therapy Support	3	3.0	5.5%
Clinical Psychologists	7	6.3	2.9%
Assistant Psychologists	2	2.0	5.2%
Pharmacists	13	13.0	3.6%
Pharmacy Support	5	5.0	3.7%
Biomedical Scientists	8	8.0	1.3%
Biomedical Science Support	1	1.0	0.6%
Clinical Scientists	2	2.0	1.5%
Medical Technical Officers	18	17.5	1.9%
Assistant Technical Officers	10	8.8	3.3%
Teacher / Trainer	0	0.0	0.0%
Dentistry	1	0.4	2.4%
Dentistry Support	0	0.0	0.0%
Other	12	11.5	25.2%
Total	190	170.0	2.7%

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 2009:

Grade	Headcount	WTE	WTE Vacancy Rate
Dieticians	2	1.5	0.8%
Dietetic Support	0	0.0	0.0%
Occupational Therapists	7	6.0	0.8%
Occupational Therapy Support	0	0.0	0.0%
Optometrists	1	0.4	2.1%
Orthoptists	0	0.0	0.0%
Physiotherapists	4	4.0	0.5%
Physiotherapy Support	0	0.0	0.0%
Podiatrists	0	0.0	0.0%
Podiatry Support	0	0.0	0.0%
Radiographers	0	0.0	0.0%
Radiography Support	0	0.0	0.0%
Speech & Language Therapists	1	1.0	0.3%
Speech & Language Therapy Support	0	0.0	0.0%
Clinical Psychologists	2	1.3	0.6%
Assistant Psychologists	0	0.0	0.0%
Pharmacists	1	1.0	0.3%
Pharmacy Support	0	0.0	0.0%
Biomedical Scientists	3	3.0	0.5%
Biomedical Science Support	1	1.0	0.6%
Clinical Scientists	0	0.0	0.0%
Medical Technical Officers	8	7.5	0.8%
Assistant Technical Officers	1	0.6	0.2%
Teacher / Trainer	0	0.0	0.0%
Dentistry	0	0.0	0.0%
Dentistry Support	0	0.0	0.0%
Other	2	2.0	5.5%
Total	33	29.3	0.5%

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:

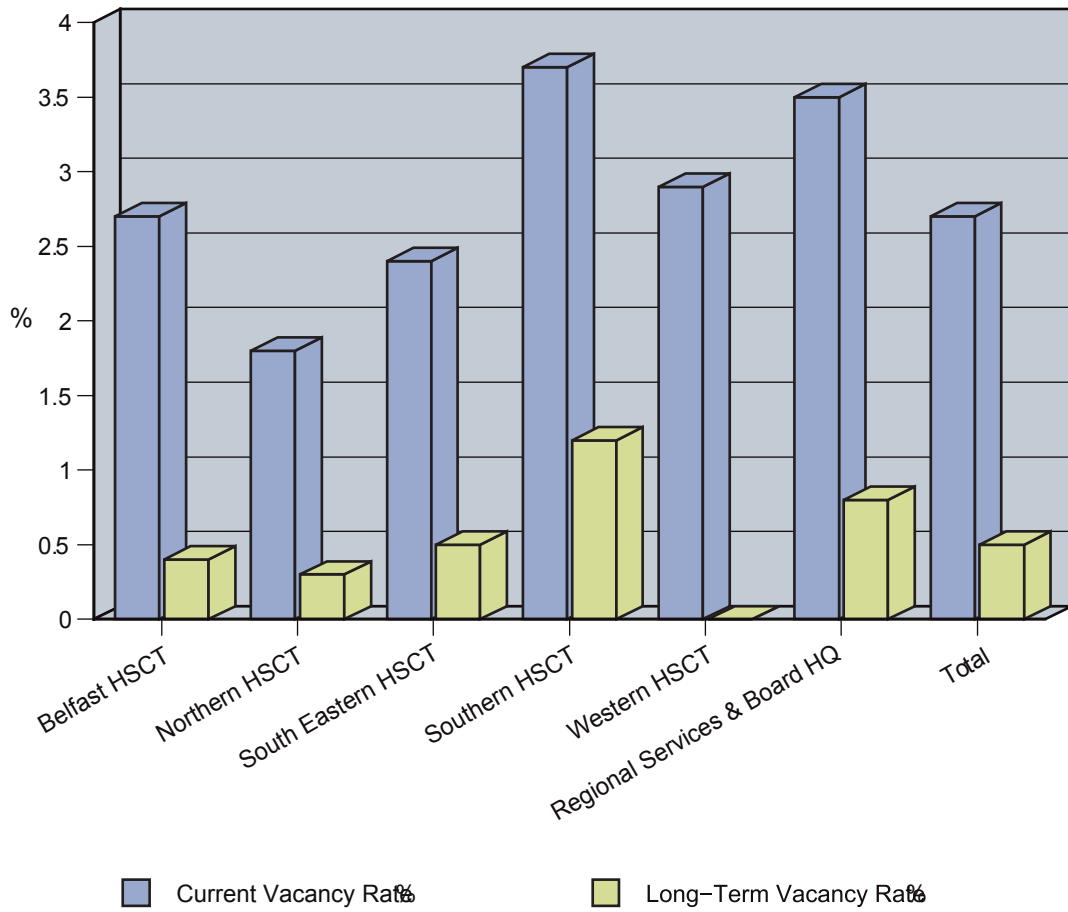
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	69	2.5	11	0.4
Northern Health and Social Care Trust	23	1.7	4	0.3
South Eastern Health and Social Care Trust	20	2.0	4	0.4
Southern Health and Social Care Trust	45	4.0	13	1.2
Western Health and Social Care Trust	28	2.8	0	0.0
Regional Services & Board Headquarters	5	3.5	1	0.7
Total	190	2.6	33	0.5

(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:

HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	64.0	2.7	9.3	0.4
Northern Health and Social Care Trust	20.5	1.8	4.0	0.3
South Eastern Health and Social Care Trust	20.0	2.4	4.0	0.5
Southern Health and Social Care Trust	35.7	3.7	11.0	1.2
Western Health and Social Care Trust	25.4	2.9	0.0	0.0
Regional Services & Board Headquarters	4.5	3.5	1.0	0.8
Total	170.0	2.7	29.3	0.5

(Figure 5) Comparison of Professional & Technical Vacancy Rates by Health & Social Care Organisation as at 31st March 2009 (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 2009:

Grade	Headcount	WTE
Dieticians	3	2.5
Dietetic Support	0	0.0
Occupational Therapists	14	14.0
Occupational Therapy Support	0	0.0
Optometrists	0	0.0
Orthoptists	1	1.0
Physiotherapists	11	9.3
Physiotherapy Support	1	1.0
Podiatrists	0	0.0
Podiatry Support	0	0.0
Radiographers	0	0.0
Radiography Support	0	0.0
Speech & Language Therapists	6	6.0
Speech & Language Therapy Support	1	0.5
Clinical Psychologists	2	2.0
Assistant Psychologists	1	1.0
Pharmacists	3	3.0
Pharmacy Support	0	0.0
Biomedical Scientists	1	1.0
Biomedical Science Support	0	0.0
Clinical Scientists	2	2.0
Medical Technical Officers	3	2.0
Assistant Technical Officers	10	8.5
Teacher / Trainer	0	0.0
Dentistry	0	0.0
Dentistry Support	0	0.0
Other	0	0.0
Total	59	53.7

(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 2009:

Grade	Headcount	WTE	WTE Vacancy Rate
Consultant	50	46.7	3.5%
Associate Specialist	0	0.0	0.0%
Staff Grade	24	23.0	7.9%
Specialty Registrar	49	49.0	3.8%
Foundation House Officer	1	1.0	0.2%
Hospital Practitioner	0	0.0	0.0%
General Medical Practitioner	0	0.0	0.0%
Medical / Dental Officer	1	1.0	1.2%
Other	21	20.2	83.6%
Total	146	140.9	3.8%

* Note: Training Grades are subject to high levels of turnover, therefore the vacancy levels can be subject to significant fluctuation throughout the year.

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 2009:

Grade	Headcount	WTE	WTE Vacancy Rate
Consultant	21	21.0	1.6%
Associate Specialist	0	0.0	0.0%
Staff Grade	11	10.0	3.6%
Specialty Registrar	29	29.0	2.3%
Foundation House Officer	2	2.0	0.4%
Hospital Practitioner	0	0.0	0.0%
General Medical Practitioner	0	0.0	0.0%
Medical / Dental Officer	0	0.0	0.0%
Other	10	10.0	71.6%
Total	73	72.0	2.0%

* Note: Training Grades are subject to high levels of turnover, therefore the vacancy levels can be subject to significant fluctuation throughout the year.

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:

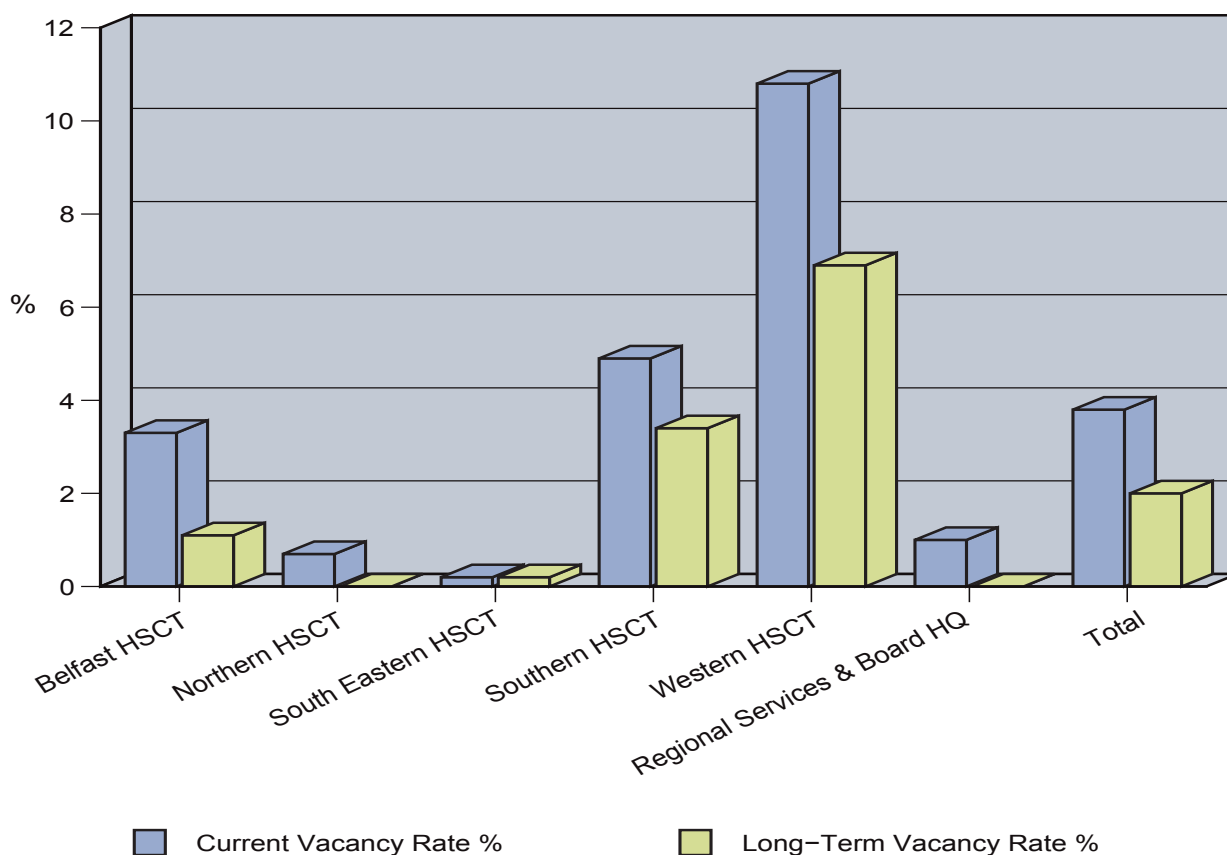
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	54	3.2	18	1.1
Northern Health and Social Care Trust	4	0.7	0	0.0
South Eastern Health and Social Care Trust	1	0.2	1	0.2
Southern Health and Social Care Trust	27	4.7	19	3.3
Western Health and Social Care Trust	57	10.0	35	6.4
Regional Services & Board Headquarters	3	3.8	0	0.0
Total	146	3.7	73	1.9

(1.7.4) 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:

HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	52.4	3.3	17.6	1.1
Northern Health and Social Care Trust	3.5	0.7	0.0	0.0
South Eastern Health and Social Care Trust	1.0	0.2	1.0	0.2
Southern Health and Social Care Trust	26.4	4.9	18.4	3.4
Western Health and Social Care Trust	57.0	10.8	35.0	6.9
Regional Services & Board Headquarters	0.6	1.0	0.0	0.0
Total	140.9	3.8	72.0	2.0

(Figure 6) Comparison of Medical & Dental Vacancy Rates by Health & Social Care Organisation as at 31st March 2009 (WTE)



(1.7.5) Temporary Post Vacancies

The following figures were given for the number of temporary medical and dental staff vacancies as at 31st March 2009:

Grade	Headcount	WTE
Consultant	8	8.0
Associate Specialist	0	0.0
Staff Grade	3	2.6
Specialty Registrar	34	34.0
Foundation House Officer	3	3.0
Hospital Practitioner	0	0.0
General Medical Practitioner	0	0.0
Medical / Dental Officer	1	1.0
Other	14	14.0
Total	63	62.6

(1.7.6) Specialty for Consultant Current Vacancies

The following table shows the specialties for Consultant current vacancies as at 31st March 2009:

Consultant Specialty	Headcount	WTE
A&E	2	2.0
Acute Medicine	1	1.0
Anaesthetist	2	2.0
Cardiology	1	1.0
Child & Adolescent	1	1.0
Child/Adolescent Mental Health	1	1.0
Clinical Psychology (Sessional)	1	0.2
Community Paediatrics	2	2.0
Ear, Nose & Throat	2	2.0
General Adult Psychiatry	3	3.0
General Medicine	3	3.0
General practitioner (Sessional)	1	0.2
General Surgery (interest in Colorectal)	1	1.0
Haematology	2	2.0
Histopathology	1	1.0
Immunology	1	1.0
Learning Disability	1	1.0
Neurology	2	2.0
Obstetric & Gynaecology	1	1.0
Old Age Psychiatry	2	2.0
Ophthalmology	4	3.6
Oral & Maxillofacial	1	1.0
Orthopaedic surgery	1	1.0
Paediatric Service-Hosp	3	2.5
Psychiatry	2	1.2
Radiology	3	3.0
Rheumatology	1	1.0
Surgery	3	3.0
Trauma & Orthopaedics	1	1.0
Total	50	46.67

(1.7.7) Specialty for Consultant Long-term Vacancies

The following table shows the specialties for Consultant long-term vacancies as at 31st March 2009:

Consultant Specialty	Headcount	WTE
A&E	1	1.0
Cardiology	1	1.0
Child & Adolescent	1	1.0
Child/Adolescent Mental Health	1	1.0
Community Paediatrics	2	2.0
Ear, Nose & Throat	1	1.0
General Medicine	2	2.0
Haematology	2	2.0
Histopathology	1	1.0
Immunology	1	1.0
Learning Disability	1	1.0
Neurology	2	2.0
Ophthalmology	2	2.0
Orthopaedic surgery	1	1.0
Radiology	1	1.0
Rheumatology	1	1.0
Total	21	21.0

(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 2009:

Grade	Headcount	WTE	WTE Vacancy Rate
Emergency Medical Technician	12	12.0	5.2%
Patient Care Services	0	0.0	0.0%
Paramedic In Training	0	0.0	0.0%
Paramedic	1	1.0	0.3%
Ambulance Officer	0	0.0	0.0%
Control Assistant	3	3.0	2.7%
Others	0	0.0	0.0%
TOTAL	16	16.0	1.5%

(1.8.2) Long-Term Vacancies

There were no long-term ambulance staff vacancies as at 31st March 2009:

(1.8.3) Vacancy Rates (Headcount & WTE)

The current headcount and whole-time equivalent vacancy rate for ambulance staff is 1.5%.

(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 2009
(Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rates						
	March 2006	Sept 2006	March 2007	Sept 2007	March 2008	Sept 2008	March 2009
Belfast HSC Trust	4.7	3.8	4.0	3.3	2.8	2.9	1.5
Northern HSC Trust	2.2	2.8	0.5	1.9	0.5	1.2	0.7
South Eastern HSC Trust	3.0	2.4	4.4	4.0	3.7	4.1	1.5
Southern HSC Trust	1.7	1.2	0.9	1.0	1.7	1.9	3.4
Western HSC Trust	1.2	2.8	0.6	1.0	1.6	1.6	1.4
Regional Services & Board HQs	1.4	1.0	1.9	2.8	0.8	1.8	1.5
Total	2.7	2.6	2.3	2.4	1.9	2.3	1.6

(2.1.2) Comparison of Administration and Clerical Long-term Vacancy Rates - March 2006 to March 2009
(Vacancy rates on WTE figures are compared)

HSC Organisation	Long-term Vacancy Rates						
	March 2006	Sept 2006	March 2007	Sept 2007	March 2008	Sept 2008	March 2009
Belfast HSC Trust	1.7	2.2	2.1	1.3	1.6	1.8	0.7
Northern HSC Trust	0.7	0.9	0.0	0.6	0.1	0.2	0.0
South Eastern HSC Trust	1.2	1.1	1.0	2.4	0.4	2.2	0.8
Southern HSC Trust	0.4	0.6	0.2	0.5	0.8	0.5	0.4
Western HSC Trust	0.1	1.9	0.0	0.0	0.3	0.0	0.0
Regional Services & Board HQs	0.5	0.1	0.5	0.5	0.3	0.4	0.0
Total	0.9	1.3	0.9	0.9	0.7	0.9	0.4

(2.2) Estates Services

(2.2.1) Comparison of Estates Services Current Vacancy Rates - March 2006 to March 2009 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rates						
	March 2006	Sept 2006	March 2007	Sept 2007	March 2008	Sept 2008	March 2009
Belfast HSC Trust	3.3	2.9	1.8	0.6	1.1	0.0	0.0
Northern HSC Trust	2.1	1.1	0.0	6.0	1.7	0.0	6.6
South Eastern HSC Trust	10.0	3.0	4.5	3.0	4.3	0.0	0.0
Southern HSC Trust	0.0	0.0	1.4	0.0	0.0	0.0	0.0
Western HSC Trust	3.1	0.0	0.0	1.5	0.6	0.0	0.6
Regional Services & Board HQs	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	3.5	1.5	1.3	2.1	1.2	0.0	1.3

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 Estates Services Long-term Vacancy Rates - March 2006 to March 2009 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long-term Vacancy Rates						
	March 2006	Sept 2006	March 2007	Sept 2007	March 2008	Sept 2008	March 2009
Belfast HSC Trust	1.7	0.0	1.2	0.0	0.0	0.0	0.0
Northern HSC Trust	0.0	1.1	0.0	6.0	0.0	0.0	0.0
South Eastern HSC Trust	6.0	0.0	4.5	0.0	0.0	0.0	0.0
Southern HSC Trust	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Western HSC Trust	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Regional Services & Board HQs	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	1.3	0.2	0.9	1.3	0.0	0.0	0.0

(2.3) Support Services

(2.3.1) Comparison of Support Services Current Vacancy Rates - March 2006 to March 2009 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rates						
	March 2006	Sept 2006	March 2007	Sept 2007	March 2008	Sept 2008	March 2009
Belfast HSC Trust	6.0	3.3	2.7	2.4	4.2	5.0	3.6
Northern HSC Trust	3.1	3.5	4.0	3.2	6.3	10.0	3.2
South Eastern HSC Trust	2.2	5.3	4.7	4.0	2.3	7.2	13.4
Southern HSC Trust	1.0	11.5	2.6	7.3	2.0	4.2	1.3
Western HSC Trust	2.0	1.6	1.2	0.4	2.4	1.4	0.9
Regional Services & Board HQs	2.8	0.0	0.0	0.0	4.1	4.4	4.4
Total	3.5	4.7	3.1	3.2	3.6	5.6	4.4

(2.3.2) Comparison of Support Services Long-term Vacancy Rates - March 2006 to March 2009 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long-term Vacancy Rates						
	March 2006	Sept 2006	March 2007	Sept 2007	March 2008	Sept 2008	March 2009
Belfast HSC Trust	1.5	1.4	1.3	1.5	2.6	3.7	0.1
Northern HSC Trust	1.9	1.7	2.3	0.9	0.4	4.0	0.3
South Eastern HSC Trust	0.8	4.0	1.1	0.8	0.1	5.0	12.1
Southern HSC Trust	0.1	1.0	0.0	3.9	1.4	1.9	0.1
Western HSC Trust	0.0	0.7	0.0	0.0	0.6	0.0	0.0
Regional Services & Board HQs	0.0	0.0	0.0	0.0	0.0	4.4	4.4
Total	1.1	1.8	1.1	1.3	1.3	3.1	2.2

(2.4) Nursing, Midwifery and Health Visiting

(2.4.1) Comparison of Nursing, Midwifery and Health Visiting Current Vacancy Rates - March 2006 to March 2009 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rates						
	March 2006	Sept 2006	March 2007	Sept 2007	March 2008	Sept 2008	March 2009
Belfast HSC Trust	4.9	5.3	5.8	3.0	3.6	0.7	1.8
Northern HSC Trust	1.8	3.2	2.6	2.7	1.8	3.1	1.5
South Eastern HSC Trust	3.3	1.8	2.4	0.8	1.0	4.0	0.6
Southern HSC Trust	1.5	2.0	1.4	2.4	2.0	2.6	1.4
Western HSC Trust	1.0	3.0	2.1	0.7	1.0	1.5	1.3
Regional Services & Board HQs	5.5	0.0	3.6	3.7	0.0	3.1	3.1
Total	3.0	3.5	3.5	2.2	2.2	2.1	1.4

(2.4.2) Comparison of Nursing, Midwifery and Health Visiting Long-term Vacancy Rates - March 2006 to March 2009 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long-term Vacancy Rates						
	March 2006	Sept 2006	March 2007	Sept 2007	March 2008	Sept 2008	March 2009
Belfast HSC Trust	1.9	2.4	3.2	1.2	1.4	0.2	0.8
Northern HSC Trust	0.2	1.1	0.7	1.7	0.0	0.3	0.2
South Eastern HSC Trust	0.6	0.9	0.6	0.3	0.0	2.5	0.1
Southern HSC Trust	0.3	0.3	0.5	0.9	1.0	1.3	0.6
Western HSC Trust	0.2	0.5	0.2	0.0	0.0	0.0	0.0
Regional Services & Board HQs	0.0	0.0	3.1	1.0	0.0	0.0	0.0
Total	0.9	1.3	1.5	0.9	0.7	0.7	0.4

(2.5) Social Services

(2.5.1) Comparison of Social Services Current Vacancy Rates - March 2006 to March 2009

(Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rates						
	March 2006	Sept 2006	March 2007	Sept 2007	March 2008	Sept 2008	March 2009
Belfast HSC Trust	4.6	3.1	2.7	6.9	3.5	1.4	3.2
Northern HSC Trust	3.9	8.5	4.5	7.4	1.7	2.3	1.1
South Eastern HSC Trust	3.0	2.1	1.9	2.4	0.0	0.0	0.0
Southern HSC Trust	3.8	0.9	2.2	1.0	0.4	4.3	3.2
Western HSC Trust	2.5	1.4	1.5	1.5	0.7	0.9	1.1
Regional Services & Board HQs	2.4	3.7	7.1	9.4	0.0	6.4	1.7
Total	3.7	3.5	2.7	4.4	1.7	1.9	1.7

(2.5.2) Comparison of Social Services Long-term Vacancy Rates - March 2006 to March 2009

(Vacancy rates on WTE figures are compared)

HSC Organisation	Long-term Vacancy Rates						
	March 2006	Sept 2006	March 2007	Sept 2007	March 2008	Sept 2008	March 2009
Belfast HSC Trust	1.2	0.4	0.6	0.8	2.6	0.2	1.2
Northern HSC Trust	1.5	0.8	1.0	0.7	0.1	0.9	0.2
South Eastern HSC Trust	0.0	0.6	0.0	0.1	0.0	0.0	0.0
Southern HSC Trust	0.6	0.2	0.0	0.2	0.0	2.8	1.3
Western HSC Trust	0.0	0.0	0.0	0.0	0.0	0.0	0.1
Regional Services & Board HQs	2.4	1.3	3.7	2.9	0.0	0.0	0.0
Total	0.8	0.4	0.4	0.5	0.7	0.7	0.5

(2.6) Professional and Technical

**(2.6.1) Comparison of Professional and Technical Current Vacancy Rates - March 2006 to March 2009
(Vacancy rates on WTE figures are compared)**

HSC Organisation	Current Vacancy Rates						
	March 2006	Sept 2006	March 2007	Sept 2007	March 2008	Sept 2008	March 2009
Belfast HSC Trust	7.0	5.5	4.9	5.3	3.8	2.1	2.7
Northern HSC Trust	4.3	3.2	3.8	5.2	3.2	5.1	1.8
South Eastern HSC Trust	5.0	4.1	5.1	4.5	3.6	0.4	2.4
Southern HSC Trust	3.1	2.1	2.7	4.1	3.0	3.6	3.7
Western HSC Trust	1.8	2.6	3.1	2.2	3.5	2.1	2.9
Regional Services & Board HQs	1.9	4.4	2.1	2.6	3.0	7.2	3.5
Total	4.9	4.1	4.1	4.5	3.5	2.8	2.6

**(2.6.2) Comparison of Professional and Technical Long-term Vacancy Rates - March 2006 to March 2009
(Vacancy rates on WTE figures are compared)**

HSC Organisation	Long-term Vacancy Rates						
	March 2006	Sept 2006	March 2007	Sept 2007	March 2008	Sept 2008	March 2009
Belfast HSC Trust	2.9	2.3	2.1	1.7	2.1	0.2	0.4
Northern HSC Trust	1.5	1.1	1.2	1.4	0.0	1.8	0.3
South Eastern HSC Trust	0.7	1.9	2.1	1.3	0.0	0.1	0.5
Southern HSC Trust	0.4	0.9	0.6	1.6	1.1	2.0	1.2
Western HSC Trust	0.4	0.4	0.1	0.0	0.0	0.0	0.0
Regional Services & Board HQs	0.0	0.0	0.8	0.0	0.4	3.3	0.8
Total	1.6	1.5	1.4	1.3	1.0	0.8	0.5

(2.7) Medical and Dental

**(2.7.1) Comparison of Medical and Dental Current Vacancy Rates - March 2006 to March 2009
(Vacancy rates on WTE figures are compared)**

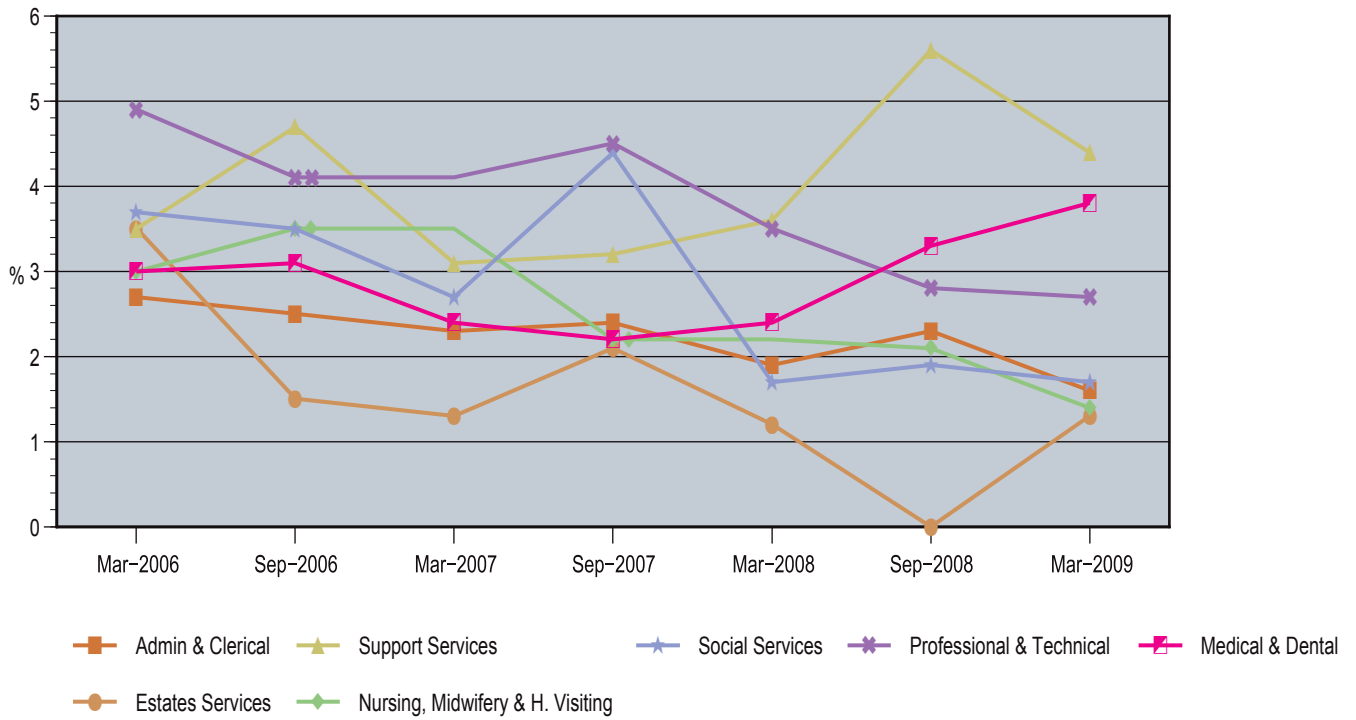
HSC Organisation	Current Vacancy Rates						
	March 2006	Sept 2006	March 2007	Sept 2007	March 2008	Sept 2008	March 2009
Belfast HSC Trust	3.1	3.0	1.7	2.9	2.5	2.1	3.3
Northern HSC Trust	1.5	2.1	2.1	0.6	0.7	6.1	0.7
South Eastern HSC Trust	3.6	4.5	3.2	0.9	2.5	1.8	0.2
Southern HSC Trust	2.8	3.0	4.4	1.4	4.3	4.9	4.9
Western HSC Trust	3.8	3.3	2.7	3.6	2.0	4.1	10.8
Regional Services & Board HQs	1.1	0.3	1.1	1.6	1.6	0.0	1.0
Total	3.0	3.1	2.4	2.2	2.4	3.3	3.8

**(2.7.2) Comparison of Medical and Dental Long-term Vacancy Rates - March 2006 to March 2009
(Vacancy rates on WTE figures are compared)**

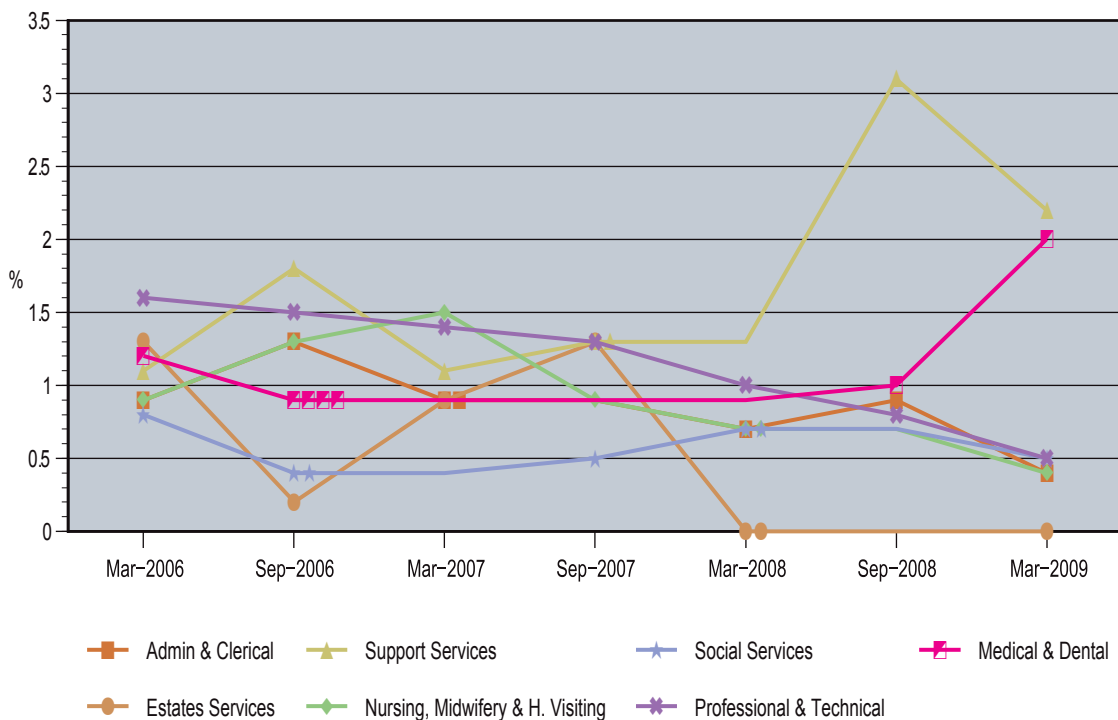
HSC Organisation	Long-term Vacancy Rates						
	March 2006	Sept 2006	March 2007	Sept 2007	March 2008	Sept 2008	March 2009
Belfast HSC Trust	0.7	1.0	0.4	1.6	0.9	0.4	1.1
Northern HSC Trust	0.6	0.2	0.9	0.0	0.0	2.8	0.0
South Eastern HSC Trust	2.3	1.2	0.5	0.1	0.8	0.2	0.2
Southern HSC Trust	1.4	1.9	3.3	1.4	1.0	1.2	3.4
Western HSC Trust	2.4	0.6	0.6	0.0	1.6	1.6	6.9
Regional Services & Board HQs	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	1.2	0.9	0.9	0.9	0.9	1.0	2.0

(2.8) Vacancy Rate Trend Charts 2006 – 2009 by Terms & Conditions Group

**(Figure 7) Comparison of Current WTE Vacancy Rates by TC Group
March 2006 to March 2009**



**(Figure 8) Comparison of Long-Term WTE Vacancy Rates by TC Group
March 2006 to March 2009**



(3) Total Number of Current and Long-Term Vacancies as at 31st March 2009: 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 2009: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	43	37.0
Maternity & Child Health	18	15.3
Family & Childcare	15	13.0
Elderly Care	2	1.5
Mental Health	0	0.0
Learning Disability	2	1.5
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	5	3.9
Primary Health & Adult Community	21	17.1
Unassigned	100	93.2
Total	206	182.5

Table B – Total number of long-term administration and clerical staff vacancies as at 31st March 2009: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	13	11.6
Maternity & Child Health	7	6.3
Family & Childcare	1	0.5
Elderly Care	1	0.5
Mental Health	0	0.0
Learning Disability	0	0.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	1	1.0
Primary Health & Adult Community	5	1.4
Unassigned	20	19.5
Total	48	40.8

(3.2) Estates Services Staff Vacancies

Table C – Total number of current Estates Services staff vacancies as at 31st March 2009: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	2	2.00
Maternity & Child Health	0	0.00
Family & Childcare	0	0.00
Elderly Care	0	0.00
Mental Health	0	0.00
Learning Disability	0	0.00
Physical & Sensory Disability	0	0.00
Health Promotion and Disease Prevention	0	0.00
Primary Health & Adult Community	0	0.00
Unassigned	7	7.00
Total	9	9.00

Table D – Total number of long-term Estates Services staff vacancies as at 31st March 2009: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	0	0.00
Maternity & Child Health	0	0.00
Family & Childcare	0	0.00
Elderly Care	0	0.00
Mental Health	0	0.00
Learning Disability	0	0.00
Physical & Sensory Disability	0	0.00
Health Promotion and Disease Prevention	0	0.00
Primary Health & Adult Community	0	0.00
Unassigned	0	0.00
Total	0	0.00

(3.3) Support Services Staff Vacancies

Table E – Total number of current Support Services staff vacancies as at 31st March 2009: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	129	112.1
Maternity & Child Health	0	0.0
Family & Childcare	3	1.9
Elderly Care	4	1.7
Mental Health	21	11.7
Learning Disability	3	1.6
Physical & Sensory Disability	2	1.5
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	4	2.2
Unassigned	148	97.2
Total	314	229.9

Table F – Total number of long-term Support Services staff vacancies as at 31st March 2009: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	101	88.2
Maternity & Child Health	0	0.0
Family & Childcare	3	1.9
Elderly Care	4	1.7
Mental Health	20	10.7
Learning Disability	3	1.6
Physical & Sensory Disability	1	0.5
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	3	1.2
Unassigned	9	5.2
Total	144	111.1

(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 2009: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	131	118.3
Maternity & Child Health	50	45.9
Family & Childcare	8	6.6
Elderly Care	5	5.0
Mental Health	24	24.0
Learning Disability	1	1.0
Physical & Sensory Disability	2	2.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	56	46.4
Unassigned	12	11.0
Total	289	260.2

Note that data by POC may not reconcile with, for example, Mental Health nurses in earlier sections of this report as POC data for Mental Health will also include managerial and support staff who are not termed Mental Health nurses.

Table H – Total number of long-term nursing, midwifery and health visiting staff vacancies as at 31st March 2009: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	40	31.7
Maternity & Child Health	4	4.0
Family & Childcare	2	1.6
Elderly Care	0	0.0
Mental Health	12	12.0
Learning Disability	0	0.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	30	26.2
Unassigned	0	0.0
Total	88	75.4

(3.5) Social Services Staff Vacancies

**Table I – Total number of current social services staff vacancies as at 31st March 2009:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	3	2.5
Maternity & Child Health	14	10.5
Family & Childcare	35	32.5
Elderly Care	42	32.4
Mental Health	36	31.7
Learning Disability	26	22.0
Physical & Sensory Disability	11	8.5
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	1	1.0
Unassigned	9	9.0
Total	177	150.1

Note that data by POC may not reconcile with, for example, Mental Health social workers in earlier sections of this report as POC data for Mental Health will also include managerial and support staff who are not termed Mental Health social workers.

**Table J – Total number of long-term social services staff vacancies as at 31st March 2009:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	1	1.0
Maternity & Child Health	0	0.0
Family & Childcare	6	6.0
Elderly Care	27	16.5
Mental Health	9	8.0
Learning Disability	14	11.2
Physical & Sensory Disability	4	3.1
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	1	1.0
Total	62	46.8

(3.6) Professional and Technical Staff Vacancies

Table K – Total number of current professional and technical staff vacancies as at 31st March 2009: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	104	98.0
Maternity & Child Health	21	15.7
Family & Childcare	1	1.0
Elderly Care	5	3.8
Mental Health	11	10.8
Learning Disability	3	3.0
Physical & Sensory Disability	19	17.3
Health Promotion and Disease Prevention	2	2.0
Primary Health & Adult Community	5	3.6
Unassigned	19	14.9
Total	190	170.0

Table L – Total number of long-term professional and technical staff vacancies as at 31st March 2009: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	14	12.0
Maternity & Child Health	5	3.5
Family & Childcare	0	0.0
Elderly Care	0	0.0
Mental Health	6	5.8
Learning Disability	0	0.0
Physical & Sensory Disability	2	2.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	1	1.0
Unassigned	5	5.0
Total	33	29.3

(3.7) Medical and Dental Staff Vacancies

**Table M – Total number of current medical and dental staff vacancies as at 31st March 2009:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	99	98.6
Maternity & Child Health	22	20.9
Family & Childcare	0	0.0
Elderly Care	0	0.0
Mental Health	16	15.6
Learning Disability	0	0.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	6	5.2
Unassigned	3	0.6
Total	146	140.9

**Table N – Total number of long-term medical and dental staff vacancies as at 31st March 2009:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	50	50.0
Maternity & Child Health	13	12.4
Family & Childcare	0	0.0
Elderly Care	0	0.0
Mental Health	7	6.6
Learning Disability	0	0.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	3	3.0
Unassigned	0	0.0
Total	73	72.0

