

# **Northern Ireland Health and Social Care Workforce Vacancies as at 31 March 2010**

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## 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 third 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 13th March 2010 to record vacancies as at 31st March 2010. It was issued to all HSC organisations and there was a 100% response rate. This is the fourteenth survey in the series and the eleventh to be conducted on a biannual cycle, i.e. vacancies as at 31st March and 30th September. As with the previous surveys, long-term and current vacancy data were collected for the main staff groups – Administration & Clerical, Estates Services, Support Services, Nursing, Midwifery & Health Visiting, Social Services, Professional & Technical and Medical & 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 fourth survey to record information on the specialty of 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 2010 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 (from March 2009). 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 2009, but remained unfilled at 31st March 2010 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 and under Agenda for Change staff graded as Estates Officer and Groundsman / Gardener moved to Estates Services.

**Support Services:** Support Services is the new term for Ancillary & General Staff and under Agenda for Change staff graded as Sterile Services (CSSD/HSDU) moved to Support Services and Personal Social Services staff grades moved from Support Services to Social Services Family.

## (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 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Admin & Clerical Bands 1 - 4	66	59.8	0.9%
Medical & Personal Secretaries & Typists	9	7.0	0.4%
Admin & Clerical Bands 5 - 6	24	23.0	1.5%
Admin & Clerical Band 7	7	6.5	1.1%
Admin & Clerical Bands 8 - 9	6	6.0	0.7%
Non-Agenda for Change Grades	0	0.0	0.0%
Other	0	0.0	0.0%
<b>Total</b>	<b>112</b>	<b>102.3</b>	<b>0.9%</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 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Admin & Clerical Bands 1 - 4	21	19.1	0.3%
Medical & Personal Secretaries & Typists	0	0.0	0.0%
Admin & Clerical Bands 5 - 6	5	4.5	0.3%
Admin & Clerical Band 7	4	3.5	0.6%
Admin & Clerical Bands 8 - 9	0	0.0	0.0%
Non-Agenda for Change Grades	0	0.0	0.0%
Other	0	0.0	0.0%
<b>Total</b>	<b>30</b>	<b>27.2</b>	<b>0.2%</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:

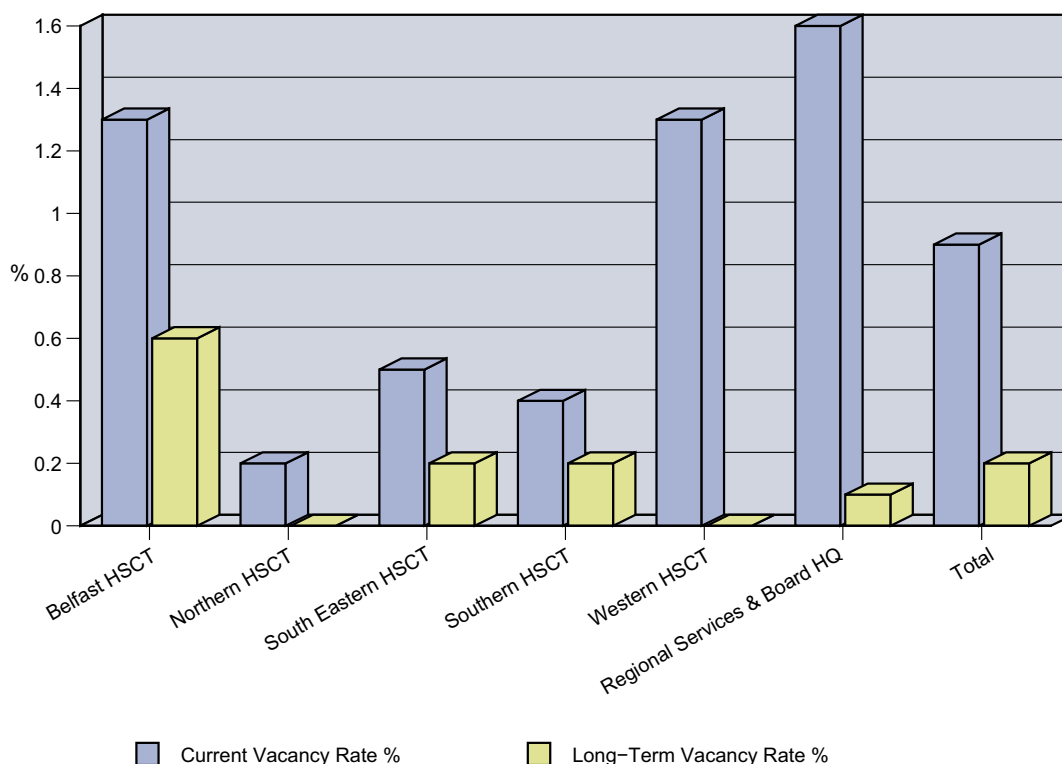
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	44	1.2	20	0.6
Northern Health and Social Care Trust	4	0.2	0	0.0
South Eastern Health and Social Care Trust	7	0.5	3	0.2
Southern Health and Social Care Trust	8	0.4	5	0.3
Western Health and Social Care Trust	21	1.2	0	0.0
Regional Services & Board Headquarters	28	1.6	2	0.1
<b>Total</b>	<b>112</b>	<b>0.9</b>	<b>30</b>	<b>0.2</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:

HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	39.5	1.3	18.1	0.6
Northern Health and Social Care Trust	4.0	0.2	0.0	0.0
South Eastern Health and Social Care Trust	6.7	0.5	3.0	0.2
Southern Health and Social Care Trust	6.4	0.4	4.1	0.2
Western Health and Social Care Trust	20.0	1.3	0.0	0.0
Regional Services & Board Headquarters	25.8	1.6	2.0	0.1
<b>Total</b>	<b>102.3</b>	<b>0.9</b>	<b>27.2</b>	<b>0.2</b>

**(Figure 1) Comparison of Administration & Clerical Vacancy Rates by Health & Social Care Organisation as at 31st March 2010 (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 2010:

Grade	Headcount	WTE
Admin & Clerical Bands 1 - 4	26	22.5
Medical & Personal Secretaries & Typists	6	4.7
Admin & Clerical Bands 5 - 6	11	11.0
Admin & Clerical Band 7	0	0.0
Admin & Clerical Bands 8 - 9	0	0.0
Non-Agenda for Change Grades	0	0.0
Other	0	0.0
<b>Total</b>	<b>43</b>	<b>38.1</b>

## (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 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Estates Officer / Planner / Estimator	6	6.0	2.7%
Boilerman / Plumber	0	0.0	0.0%
Electrician / Fitter / Engineer	0	0.0	0.0%
Builder / Joiner / Labourer / Painter / Tiler / Upholsterer	0	0.0	0.0%
Multiskilled	7	7.0	10.8%
Groundsman / Gardener	0	0.0	0.0%
Other	2	2.0	100.0%
<b>Total</b>	<b>15</b>	<b>15.0</b>	<b>2.2%</b>

### (1.2.2) Long-Term Vacancies

There was one long-term vacancy reported for Estates Officer / Planner / Estimator as at 31st March 2010. The overall long-term WTE Vacancy rate was 0.1%

### (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	13	6.1	13.0	6.1
Northern Health and Social Care Trust	2	1.7	2.0	1.7
South Eastern Health and Social Care Trust	0	0.0	0.0	0.0
Southern Health and Social Care Trust	0	0.0	0.0	0.0
Western Health and Social Care Trust	0	0.0	0.0	0.0
Regional Services & Board Headquarters	0	0.0	0.0	0.0
<b>Total</b>	<b>15</b>	<b>2.2</b>	<b>15.0</b>	<b>2.2</b>

### (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 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Catering Services	29	23.5	2.2%
Domestic Services	46	29.0	1.4%
Laundry Services / Sewing Room	0	0.0	0.0%
Sterile Services	0	0.0	0.0%
Facilities	0	0.0	0.0%
Porter / Orderly	2	1.4	0.2%
Driver	7	5.3	1.3%
Security / Caretaker / Warden	2	2.0	1.3%
Other	3	2.9	2.6%
<b>Total</b>	<b>89</b>	<b>64.2</b>	<b>1.3%</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 Support Services staff vacancies as at 31st March 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Catering Services	18	15.5	1.5%
Domestic Services	16	10.7	0.5%
Laundry Services / Sewing Room	0	0.0	0.0%
Sterile Services	0	0.0	0.0%
Facilities	0	0.0	0.0%
Porter / Orderly	0	0.0	0.0%
Driver	7	5.3	1.3%
Security / Caretaker / Warden	1	1.0	0.6%
Other	0	0.0	0.0%
<b>Total</b>	<b>42</b>	<b>32.5</b>	<b>0.7%</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 Support Services staff vacancies (Headcount) by HSC Organisation is shown in the table below:

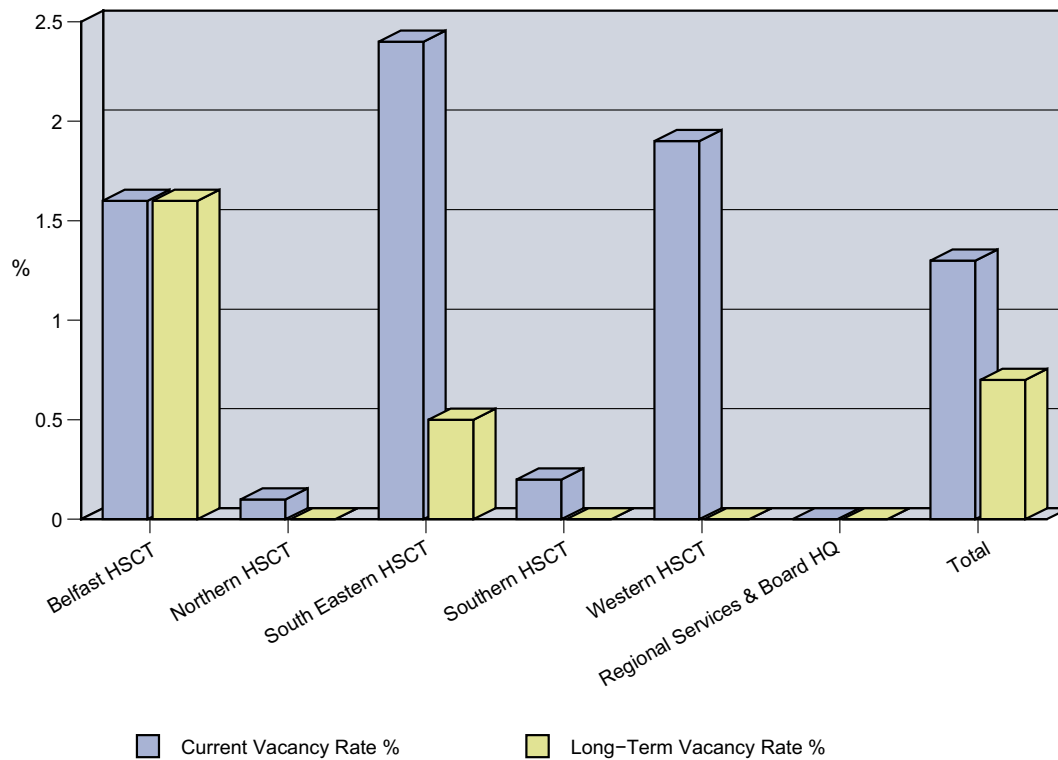
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	35	1.5	35	1.5
Northern Health and Social Care Trust	1	0.1	0	0.0
South Eastern Health and Social Care Trust	31	2.8	6	0.6
Southern Health and Social Care Trust	4	0.4	1	0.1
Western Health and Social Care Trust	18	1.7	0	0.0
Regional Services & Board Headquarters	0	0.0	0	0.0
<b>Total</b>	<b>89</b>	<b>1.3</b>	<b>42</b>	<b>0.6</b>

### (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	27.9	1.6	27.9	1.6
Northern Health and Social Care Trust	0.5	0.1	0.0	0.0
South Eastern Health and Social Care Trust	19.2	2.4	4.3	0.5
Southern Health and Social Care Trust	1.7	0.2	0.3	0.0
Western Health and Social Care Trust	14.9	1.9	0.0	0.0
Regional Services & Board Headquarters	0.0	0.0	0.0	0.0
<b>Total</b>	<b>64.2</b>	<b>1.3</b>	<b>32.5</b>	<b>0.7</b>

**(Figure 2) Comparison of Support Services Vacancy Rates by Health & Social Care Organisation as at 31st March 2010 (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 2010:

Grade	Headcount	WTE
Catering Services	4	1.9
Domestic Services	20	10.9
Laundry Services / Sewing Room	0	0.0
Sterile Services	0	0.0
Facilities	0	0.0
Porter / Orderly	0	0.0
Driver	0	0.0
Security / Caretaker / Warden	2	2.0
Other	2	2.0
<b>Total</b>	<b>28</b>	<b>16.8</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 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Acute Nurses	67	61.3	0.8%
Mental Health Nurses	14	14.0	0.8%
Learning Disability Nurses	7	7.0	1.6%
Paediatric Nurses	6	5.6	0.9%
Specialist Nurses	15	13.9	2.7%
Midwives	20	18.8	1.9%
Health Visitors	0	0.0	0.0%
District Nurses	8	7.0	0.8%
Nurse Managers / Nursing Audit	14	12.5	2.9%
Other Qualified Nursing Staff	7	6.3	1.5%
Nurse Support Staff	38	37.1	0.9%
<b>Total</b>	<b>196</b>	<b>183.5</b>	<b>1.0%</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 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Acute Nurses	40	37.3	0.5%
Mental Health Nurses	5	5.0	0.3%
Learning Disability Nurses	1	1.0	0.2%
Paediatric Nurses	3	2.6	0.4%
Specialist Nurses	3	3.0	0.6%
Midwives	16	15.0	1.5%
Health Visitors	0	0.0	0.0%
District Nurses	4	3.0	0.3%
Nurse Managers / Nursing Audit	0	0.0	0.0%
Other Qualified Nursing Staff	0	0.0	0.0%
Nurse Support Staff	20	19.8	0.5%
<b>Total</b>	<b>92</b>	<b>86.8</b>	<b>0.5%</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:

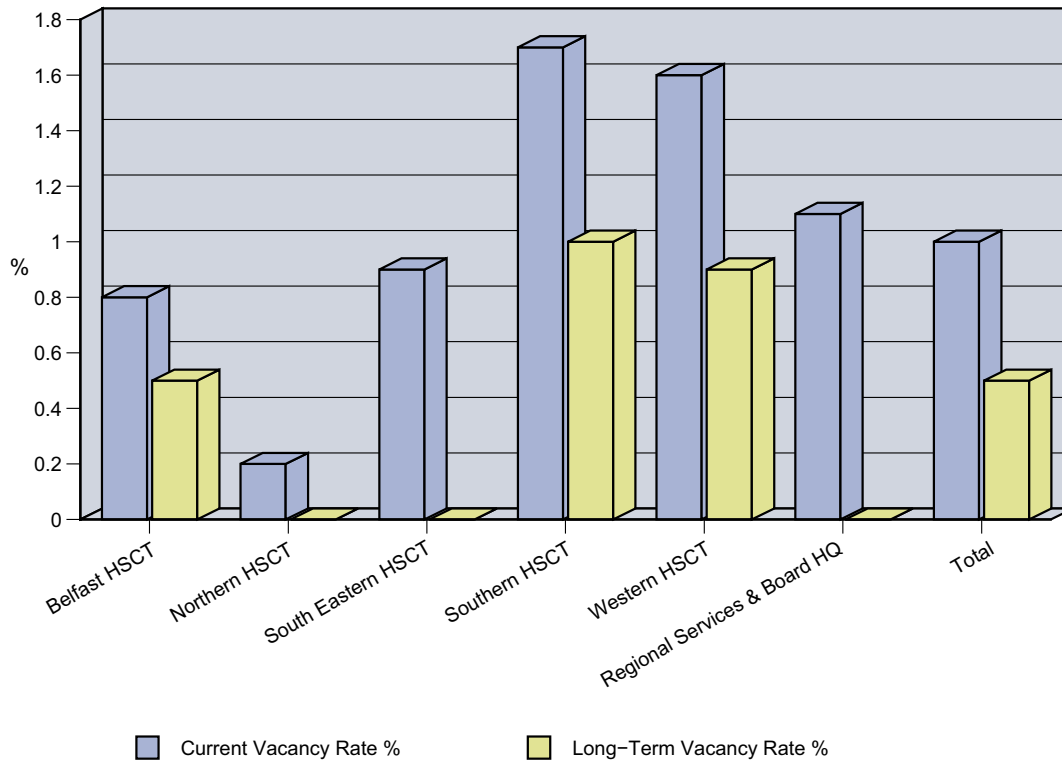
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	50	0.7	29	0.4
Northern Health and Social Care Trust	7	0.2	0	0.0
South Eastern Health and Social Care Trust	29	1.0	0	0.0
Southern Health and Social Care Trust	52	1.5	32	0.9
Western Health and Social Care Trust	57	1.6	31	0.9
Regional Services & Board Headquarters	1	0.9	0	0.0
<b>Total</b>	<b>196</b>	<b>0.9</b>	<b>92</b>	<b>0.4</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:

HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	49.8	0.8	28.8	0.5
Northern Health and Social Care Trust	6.1	0.2	0.0	0.0
South Eastern Health and Social Care Trust	23.9	0.9	0.0	0.0
Southern Health and Social Care Trust	49.7	1.7	29.5	1.0
Western Health and Social Care Trust	53.0	1.6	28.5	0.9
Regional Services & Board Headquarters	1.0	1.1	0.0	0.0
<b>Total</b>	<b>183.5</b>	<b>1.0</b>	<b>86.8</b>	<b>0.5</b>

**(Figure 3) Comparison of Nursing, Midwifery and Health Visiting Vacancy Rates by Health & Social Care Organisation as at 31st March 2010 (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 2010:

Grade	Headcount	WTE
Acute Nurses	14	10.2
Mental Health Nurses	4	4.0
Learning Disability Nurses	1	1.0
Paediatric Nurses	2	1.6
Specialist Nurses	5	3.8
Midwives	0	0.0
Health Visitors	1	0.5
District Nurses	4	1.0
Nurse Managers / Nursing Audit	0	0.0
Other Qualified Nursing Staff	1	0.2
Nurse Support Staff	4	3.8
<b>Total</b>	<b>36</b>	<b>26.1</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 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Hospital Social Workers	2	1.5	1.3%
Elderly Social Workers	2	2.0	0.7%
Physical Disability / Sensory Impairment Social Workers	0	0.0	0.0%
Child / Family Care Social Workers	40	39.0	2.4%
Learning Disability Social Workers	2	1.5	1.0%
Mental Health Social Workers	7	7.0	2.6%
Community Social Workers	0	0.0	0.0%
Teaching / Training	8	8.0	11.4%
Social Work / Multiservices Managers / Social Work Audit	15	15.0	3.5%
Other Qualified Social Work Staff	4	4.0	1.8%
Social Worker Support Staff	40	31.9	1.0%
Home Helps	12	7.2	0.4%
<b>Total</b>	<b>132</b>	<b>117.2</b>	<b>1.3%</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 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Hospital Social Workers	2	1.5	1.3%
Elderly Social Workers	2	2.0	0.7%
Physical Disability / Sensory Impairment Social Workers	0	0.0	0.0%
Child / Family Care Social Workers	9	8.5	0.5%
Learning Disability Social Workers	0	0.0	0.0%
Mental Health Social Workers	5	5.0	1.9%
Community Social Workers	0	0.0	0.0%
Teaching / Training	0	0.0	0.0%
Social Work / Multiservices Managers / Social Work Audit	1	1.0	0.2%
Other Qualified Social Work Staff	1	1.0	0.5%
Social Worker Support Staff	13	10.6	0.3%
Home Helps	10	5.8	0.3%
<b>Total</b>	<b>43</b>	<b>35.4</b>	<b>0.4%</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:

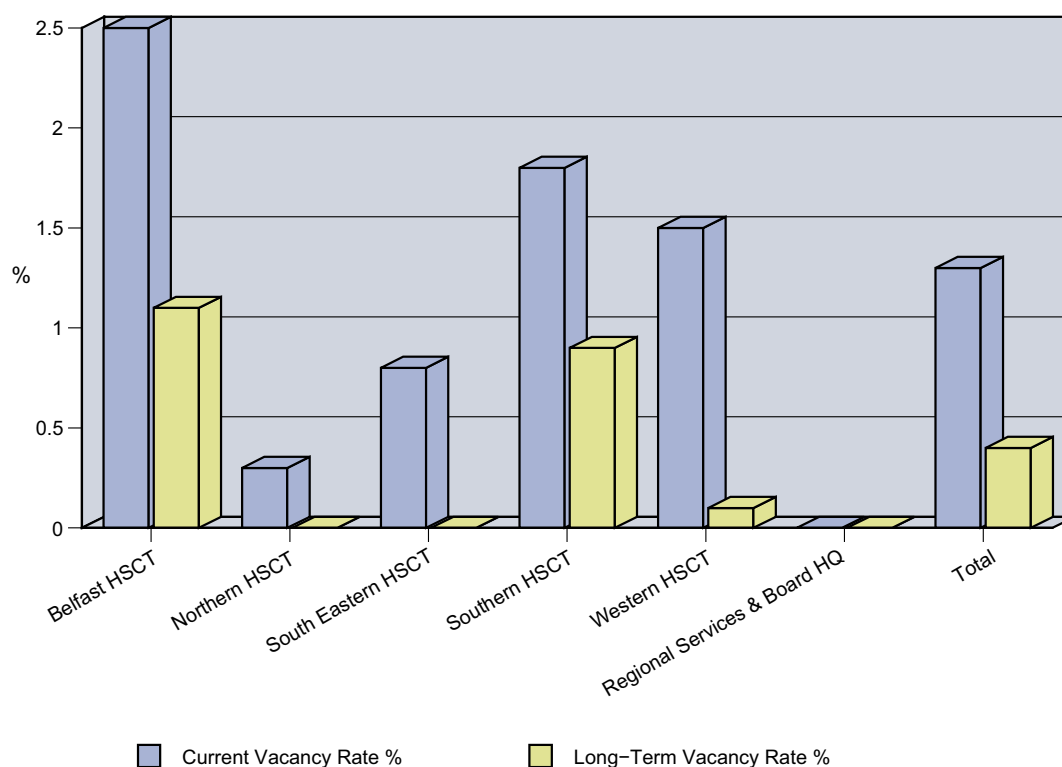
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	60	2.0	27	0.9
Northern Health and Social Care Trust	9	0.3	0	0.0
South Eastern Health and Social Care Trust	13	0.7	0	0.0
Southern Health and Social Care Trust	27	1.0	15	0.5
Western Health and Social Care Trust	23	1.0	1	0.0
Regional Services & Board Headquarters	0	0.0	0	0.0
<b>Total</b>	<b>132</b>	<b>1.0</b>	<b>43</b>	<b>0.3</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:

HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	51.0	2.5	22.3	1.1
Northern Health and Social Care Trust	7.7	0.3	0.0	0.0
South Eastern Health and Social Care Trust	13.0	0.8	0.0	0.0
Southern Health and Social Care Trust	23.5	1.8	12.2	0.9
Western Health and Social Care Trust	22.0	1.5	1.0	0.1
Regional Services & Board Headquarters	0.0	0.0	0.0	0.0
<b>Total</b>	<b>117.2</b>	<b>1.3</b>	<b>35.4</b>	<b>0.4</b>

**(Figure 4) Comparison of Social Services Vacancy Rates by Health & Social Care Organisation as at 31st March 2010 (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 2010:

Grade	Headcount	WTE
Hospital Social Workers	0	0.0
Elderly Social Workers	0	0.0
Physical Disability / Sensory Impairment Social Workers	0	0.0
Child / Family Care Social Workers	15	14.0
Learning Disability Social Workers	0	0.0
Mental Health Social Workers	4	3.8
Community Social Workers	0	0.0
Teaching / Training	1	1.0
Social Work / Multiservices Managers / Social Work Audit	3	3.0
Other Qualified Social Work Staff	0	0.0
Social Worker Support Staff	47	30.5
Home Helps	2	1.4
<b>Total</b>	<b>72</b>	<b>53.7</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 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Dieticians	5	5.0	2.5%
Dietetic Support	3	1.5	14.4%
Occupational Therapists	5	4.8	0.7%
Occupational Therapy Support	10	9.5	6.1%
Optometrists	0	0.0	0.0%
Orthoptists	0	0.0	0.0%
Orthoptic Support	1	1.0	33.3%
Physiotherapists	19	15.5	1.8%
Physiotherapy Support	3	2.9	2.3%
Podiatrists	0	0.0	0.0%
Podiatry Support	0	0.0	0.0%
Radiographers	1	0.8	0.1%
Radiography Support	1	1.0	1.1%
Speech & Language Therapists	3	2.5	0.7%
Speech & Language Therapy Support	0	0.0	0.0%
Clinical Psychologists	13	12.3	5.2%
Assistant Psychologists	5	5.0	10.2%
Pharmacists	11	10.6	2.8%
Pharmacy Support	1	0.6	0.4%
Biomedical Scientists	0	0.0	0.0%
Biomedical Science Support	4	4.0	2.3%
Clinical Scientists	0	0.0	0.0%
Medical Technical Officers	8	7.5	0.9%
Assistant Technical Officers	2	1.5	0.5%
Dentistry	0	0.0	0.0%
Dentistry Support	1	1.0	25.0%
Other	8	7.5	19.3%
<b>TOTAL</b>	<b>104</b>	<b>94.6</b>	<b>1.5%</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 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Dieticians	1	1.0	0.5%
Dietetic Support	1	0.5	5.3%
Occupational Therapists	1	1.0	0.1%
Occupational Therapy Support	1	1.0	0.7%
Optometrists	0	0.0	0.0%
Orthoptists	0	0.0	0.0%
Orthoptic Support	0	0.0	0.0%
Physiotherapists	7	5.5	0.6%
Physiotherapy Support	0	0.0	0.0%
Podiatrists	0	0.0	0.0%
Podiatry Support	0	0.0	0.0%
Radiographers	1	0.8	0.1%
Radiography Support	0	0.0	0.0%
Speech & Language Therapists	0	0.0	0.0%
Speech & Language Therapy Support	0	0.0	0.0%
Clinical Psychologists	10	9.3	4.0%
Assistant Psychologists	4	4.0	8.3%
Pharmacists	3	3.0	0.8%
Pharmacy Support	0	0.0	0.0%
Biomedical Scientists	0	0.0	0.0%
Biomedical Science Support	0	0.0	0.0%
Clinical Scientists	0	0.0	0.0%
Medical Technical Officers	3	3.0	0.4%
Assistant Technical Officers	1	0.5	0.2%
Dentistry	0	0.0	0.0%
Dentistry Support	0	0.0	0.0%
Other	4	4.0	11.3%
<b>Total</b>	<b>37</b>	<b>33.6</b>	<b>0.5%</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:

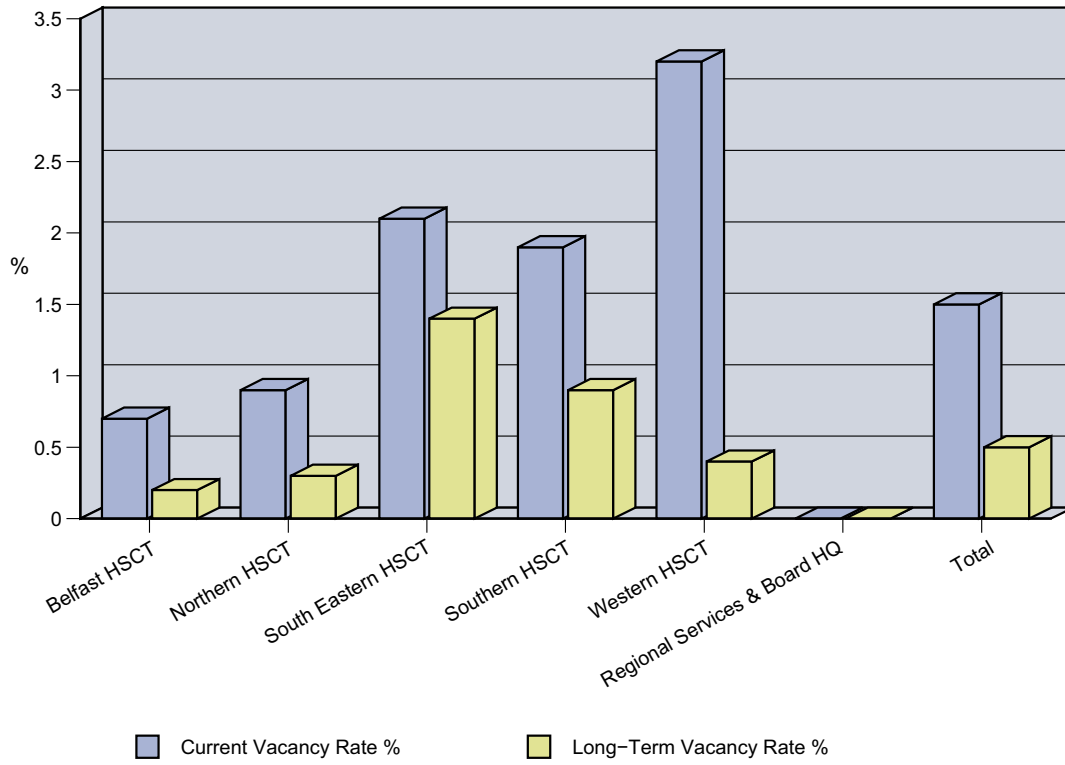
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	18	0.7	6	0.2
Northern Health and Social Care Trust	11	0.8	4	0.3
South Eastern Health and Social Care Trust	20	2.0	13	1.3
Southern Health and Social Care Trust	22	1.9	9	0.8
Western Health and Social Care Trust	33	3.2	5	0.5
Regional Services & Board Headquarters	0	0.0	0	0.0
<b>Total</b>	<b>104</b>	<b>1.4</b>	<b>37</b>	<b>0.5</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:

HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	16.8	0.7	5.5	0.2
Northern Health and Social Care Trust	10.3	0.9	4.0	0.3
South Eastern Health and Social Care Trust	17.8	2.1	11.8	1.4
Southern Health and Social Care Trust	19.0	1.9	8.5	0.9
Western Health and Social Care Trust	30.7	3.3	3.8	0.4
Regional Services & Board Headquarters	0.0	0.0	0.0	0.0
<b>Total</b>	<b>94.6</b>	<b>1.5</b>	<b>33.6</b>	<b>0.5</b>

**(Figure 5) Comparison of Professional & Technical Vacancy Rates by Health & Social Care Organisation as at 31st March 2010 (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 2010:

Grade	Headcount	WTE
Dieticians	0	0.0
Dietetic Support	0	0.0
Occupational Therapists	0	0.0
Occupational Therapy Support	0	0.0
Optometrists	0	0.0
Orthoptists	0	0.0
Orthoptic Support	0	0.0
Physiotherapists	0	0.0
Physiotherapy Support	0	0.0
Podiatrists	0	0.0
Podiatry Support	0	0.0
Radiographers	0	0.0
Radiography Support	0	0.0
Speech & Language Therapists	0	0.0
Speech & Language Therapy Support	0	0.0
Clinical Psychologists	1	1.0
Assistant Psychologists	0	0.0
Pharmacists	1	1.0
Pharmacy Support	0	0.0
Biomedical Scientists	0	0.0
Biomedical Science Support	0	0.0
Clinical Scientists	0	0.0
Medical Technical Officers	2	2.0
Assistant Technical Officers	0	0.0
Teacher / Trainer	0	0.0
Dentistry	0	0.0
Dentistry Support	0	0.0
Other	0	0.0
<b>Total</b>	<b>4</b>	<b>4.0</b>

## (1.7) Medical Workforce

### (1.7.1) Current Vacancies

The following figures were given for the number of current medical staff vacancies as at 31st March 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Consultant	39	38.6	2.9%
Associate Specialist	1	1.0	1.1%
Staff Grade	10	10.0	4.2%
Specialty Registrar	37	37.0	2.9%
Foundation House Officer	4	4.0	0.8%
Hospital Practitioner	0	0.0	0.0%
General Medical Practitioner	1	1.0	1.3%
Medical Officer	0	0.0	0.0%
Other	0	0.0	0.0%
<b>Total</b>	<b>92</b>	<b>91.6</b>	<b>2.6%</b>

\* 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 staff vacancies as at 31st March 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Consultant	18	17.6	1.3%
Associate Specialist	0	0.0	0.0%
Staff Grade	7	7.0	3.0%
Specialty Registrar	13	13.0	1.0%
Foundation House Officer	2	2.0	0.4%
Hospital Practitioner	0	0.0	0.0%
General Medical Practitioner	0	0.0	0.0%
Medical Officer	0	0.0	0.0%
Other	0	0.0	0.0%
<b>Total</b>	<b>40</b>	<b>39.6</b>	<b>1.1%</b>

\* 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 staff vacancies (Headcount) by HSC Organisation is shown in the table below:

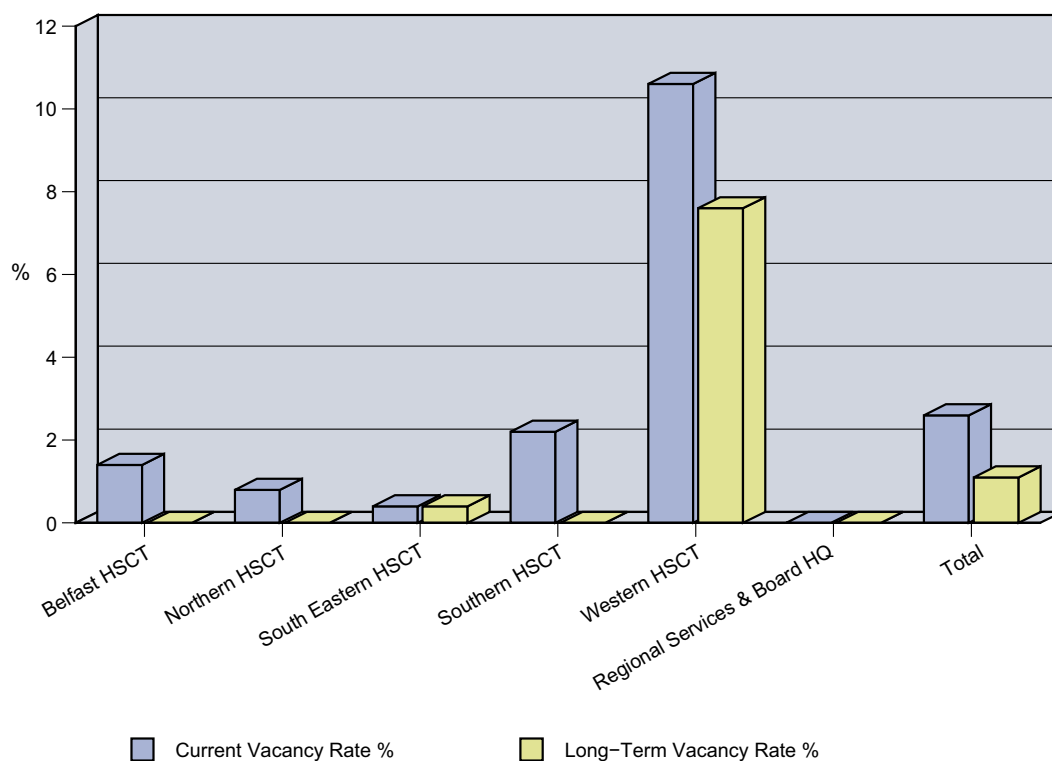
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	22	1.4	1	0.1
Northern Health and Social Care Trust	4	0.8	0	0.0
South Eastern Health and Social Care Trust	2	0.4	2	0.4
Southern Health and Social Care Trust	11	2.0	0	0.0
Western Health and Social Care Trust	53	9.9	37	7.2
Regional Services & Board Headquarters	0	0.0	0	0.0
<b>Total</b>	<b>92</b>	<b>2.4</b>	<b>40</b>	<b>1.1</b>

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

The number and rate of medical 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	21.6	1.4	0.6	0.0
Northern Health and Social Care Trust	4.0	0.8	0.0	0.0
South Eastern Health and Social Care Trust	2.0	0.4	2.0	0.4
Southern Health and Social Care Trust	11.0	2.2	0.0	0.0
Western Health and Social Care Trust	53.0	10.6	37.0	7.6
Regional Services & Board Headquarters	0.0	0.0	0.0	0.0
<b>Total</b>	<b>91.6</b>	<b>2.6</b>	<b>39.6</b>	<b>1.1</b>

**(Figure 6) Comparison of Medical Vacancy Rates by Health & Social Care Organisation as at 31st March 2010 (WTE)**



### (1.7.5) Temporary Post Vacancies

The following figures were given for the number of temporary medical staff vacancies as at 31st March 2010:

Grade	Headcount	WTE
Consultant	7	6.5
Associate Specialist	0	0.0
Staff Grade	1	1.0
Specialty Registrar	4	3.8
Foundation House Officer	0	0.0
Hospital Practitioner	0	0.0
General Medical Practitioner	0	0.0
Medical Officer	0	0.0
Other	11	11.0
<b>Total</b>	<b>23</b>	<b>22.3</b>

### (1.7.6) Medical Specialty of Consultant Current Vacancies

The following table shows the specialties of Consultant current vacancies as at 31st March 2010:

Consultant Specialty	Headcount	WTE
Anaesthetics	3	3.0
Cardiology	1	1.0
Child & Adolescent	1	1.0
Child & Adolescent Psychiatry	1	1.0
Community Paediatrician	1	1.0
Emergency Medicine	2	2.0
ENT	1	1.0
Gastroenterology Paeds	1	1.0
Gastroneterology & GIM	1	1.0
General Adult Psychiatry	3	3.0
Haematology	1	1.0
Histopathology	1	1.0
Learning Disability	1	1.0
Nephrology	2	2.0
Neurology	1	1.0
Old Age Psychiatry	3	3.0
Ophthalmology	2	1.6
Otolaryngology	1	1.0
Radiology	5	5.0
Respiratory Medicine	4	4.0
Rheumatology	1	1.0
Surgery	1	1.0
Urogynaecologist	1	1.0
<b>Total</b>	<b>39</b>	<b>38.6</b>

### (1.7.7) Medical Specialty of Consultant Long-term Vacancies

The following table shows the specialties of Consultant long-term vacancies as at 31st March 2010:

<b>Consultant Specialty</b>	<b>Headcount</b>	<b>WTE</b>
Child & Adolescent	1	1.0
General Adult Psychiatry	3	3.0
Haematology	1	1.0
Histopathology	1	1.0
Learning Disability	1	1.0
Neurology	1	1.0
Old Age Psychiatry	2	2.0
Ophthalmology	1	0.6
Otolaryngology	1	1.0
Radiology	5	5.0
Rheumatology	1	1.0
<b>Total</b>	<b>18</b>	<b>17.6</b>

## (1.8) Dental Workforce

### (1.8.1) Current Vacancies

The following figures were given for the number of current dental staff vacancies as at 31st March 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Consultant	1	1.0	5.5%
Associate Specialist	0	0.0	0.0%
Staff Grade	0	0.0	0.0%
Specialty Registrar	0	0.0	0.0%
Foundation House Officer	0	0.0	0.0%
Hospital Practitioner	0	0.0	0.0%
General Medical Practitioner	0	0.0	0.0%
Dental Officer	2	2.0	2.8%
Other	0	0.0	0.0%
<b>Total</b>	<b>3</b>	<b>3.0</b>	<b>2.3%</b>

\* 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 3.8.

### (1.8.2) Long-Term Vacancies

The following figures were given for the number of long-term dental staff vacancies as at 31st March 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Consultant	0	0.0	0.0%
Associate Specialist	0	0.0	0.0%
Staff Grade	0	0.0	0.0%
Specialty Registrar	0	0.0	0.0%
Foundation House Officer	0	0.0	0.0%
General Medical Practitioner	0	0.0	0.0%
Hospital Practitioner	0	0.0	0.0%
Dental Officer	0	0.0	0.0%
Other	0	0.0	0.0%
<b>Total</b>	<b>0</b>	<b>0.0</b>	<b>0.0%</b>

\* 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 3.8.

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

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

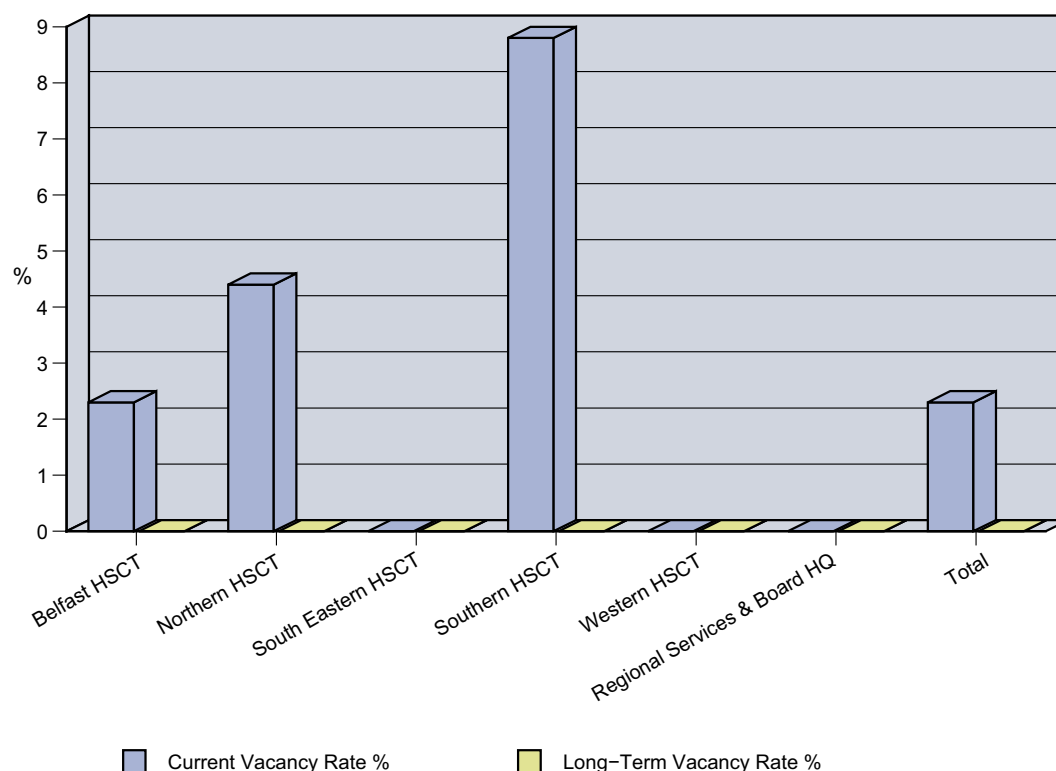
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	1	1.6	0	0.0
Northern Health and Social Care Trust	1	3.2	0	0.0
South Eastern Health and Social Care Trust	0	0.0	0	0.0
Southern Health and Social Care Trust	1	5.9	0	0.0
Western Health and Social Care Trust	0	0.0	0	0.0
Regional Services & Board Headquarters	0	0.0	0	0.0
<b>Total</b>	<b>3</b>	<b>1.7</b>	<b>0</b>	<b>0.0</b>

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

The number and rate of 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	1.0	2.3	0.0	0.0
Northern Health and Social Care Trust	1.0	4.4	0.0	0.0
South Eastern Health and Social Care Trust	0.0	0.0	0.0	0.0
Southern Health and Social Care Trust	1.0	8.8	0.0	0.0
Western Health and Social Care Trust	0.0	0.0	0.0	0.0
Regional Services & Board Headquarters	0.0	0.0	0.0	0.0
<b>Total</b>	<b>3.0</b>	<b>2.3</b>	<b>0.0</b>	<b>0.0</b>

**(Figure 7) Comparison of Dental Vacancy Rates by Health & Social Care Organisation as at 31st March 2010 (WTE)**



### (1.8.5) Temporary Post Vacancies

The following figures were given for the number of temporary dental staff vacancies as at 31st March 2010:

Grade	Headcount	WTE
Consultant	0	0.0
Associate Specialist	0	0.0
Staff Grade	0	0.0
Specialty Registrar	0	0.0
Foundation House Officer	1	1.0
Hospital Practitioner	0	0.0
General Medical Practitioner	0	0.0
Dental Officer	0	0.0
Other	1	0.2
<b>Total</b>	<b>2</b>	<b>1.2</b>

#### **(1.8.8) Dental Specialty for Consultant Current Vacancies**

The following table shows the specialties for Consultant current vacancies as at 31st March 2010:

<b>Consultant Specialty</b>	<b>Headcount</b>	<b>WTE</b>
Paediatric Dental	1	1.0
<b>Total</b>	<b>1</b>	<b>1.0</b>

#### **(1.8.9) Dental Specialty for Consultant Long-term Vacancies**

There were no long-term vacancies for Dental Consultants as at 31st March 2010:

## (1.9) Ambulance Workforce

### (1.9.1) Current Vacancies

The following figures were given for the number of current ambulance staff vacancies as at 31st March 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Emergency Medical Technician	0	0.0	0.0%
Patient Care Services	6	6.0	2.6%
Paramedic Registered	0	0.0	0.0%
Paramedic	26	26.0	7.2%
Ambulance Officer	20	20.0	20.1%
Control Assistant	1	1.0	1.0%
Others	1	1.0	100.0%
<b>TOTAL</b>	<b>54</b>	<b>54.0</b>	<b>5.1%</b>

### (1.9.2) Long-Term Vacancies

The following figures were given for the number of long-term ambulance staff vacancies as at 31st March 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Emergency Medical Technician	0	0.0	0.0%
Patient Care Services	0	0.0	0.0%
Paramedic Registered	0	0.0	0.0%
Paramedic	8	8.0	2.3%
Ambulance Officer	2	2.0	2.5%
Control Assistant	1	1.0	1.0%
Others	1	1.0	100.0%
<b>TOTAL</b>	<b>12</b>	<b>12.0</b>	<b>1.2%</b>

### (1.9.3) Vacancy Rates (Headcount & WTE)

The current headcount vacancy rate for ambulance staff is 5.0%, while the whole-time equivalent vacancy rate is 5.1%. The long-term headcount and whole-time equivalent vacancy rate is 1.2%.

### (1.9.4) Temporary Post Vacancies

There was one temporary vacancy under Patient Care Services reported within the Ambulance Workforce.

(2) **Vacancy Rate Trend Data by HSC Organisation 2006 – 2009 by Occupational Family**

(2.1) **Administration and Clerical**

(2.1.1) **Comparison of Administration and Clerical Current Vacancy Rates - March 2007 to March 2010 (Vacancy rates on WTE figures are compared)**

HSC Organisation	Current Vacancy Rates						
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010
Belfast HSC Trust	4.0	3.3	2.8	2.9	1.5	3.5	1.3
Northern HSC Trust	0.5	1.9	0.5	1.2	0.7	0.2	0.2
South Eastern HSC Trust	4.4	4.0	3.7	4.1	1.5	1.1	0.5
Southern HSC Trust	0.9	1.0	1.7	1.9	3.4	2.0	0.4
Western HSC Trust	0.6	1.0	1.6	1.6	1.4	0.5	1.3
Regional Services & Board HQs	1.9	2.8	0.8	1.8	1.5	3.7	1.6
<b>Total</b>	<b>2.3</b>	<b>2.4</b>	<b>1.9</b>	<b>2.3</b>	<b>1.6</b>	<b>2.1</b>	<b>0.9</b>

(2.1.2) **Comparison of Administration and Clerical Long-term Vacancy Rates - March 2007 to March 2010 (Vacancy rates on WTE figures are compared)**

HSC Organisation	Long Term Vacancy Rates						
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010
Belfast HSC Trust	2.1	1.3	1.6	1.8	0.7	1.7	0.6
Northern HSC Trust	0.0	0.6	0.1	0.2	0.0	0.0	0.0
South Eastern HSC Trust	1.0	2.4	0.4	2.2	0.8	0.2	0.2
Southern HSC Trust	0.2	0.5	0.8	0.5	0.4	0.5	0.2
Western HSC Trust	0.0	0.0	0.3	0.0	0.0	0.0	0.0
Regional Services & Board HQs	0.5	0.5	0.3	0.4	0.0	0.6	0.1
<b>Total</b>	<b>0.9</b>	<b>0.9</b>	<b>0.7</b>	<b>0.9</b>	<b>0.4</b>	<b>0.7</b>	<b>0.2</b>

## (2.2) Estates Services

### (2.2.1) Comparison of Estates Services Current Vacancy Rates - March 2007 to March 2010 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rates						
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010
Belfast HSC Trust	1.8	0.6	1.1	0.0	0.0	1.6	6.1
Northern HSC Trust	0.0	6.0	1.7	0.0	6.6	0.9	1.7
South Eastern HSC Trust	4.5	3.0	4.3	0.0	0.0	0.0	0.0
Southern HSC Trust	1.4	0.0	0.0	0.0	0.0	1.1	0.0
Western HSC Trust	0.0	1.5	0.6	0.0	0.6	0.0	0.0
Regional Services & Board HQs	0.0	0.0	0.0	0.0	0.0	10.0	0.0
<b>Total</b>	<b>1.3</b>	<b>2.1</b>	<b>1.2</b>	<b>0.0</b>	<b>1.3</b>	<b>0.9</b>	<b>2.2</b>

**Note:** \* Vacancy Rates may appear to be very high in organisations which employ small numbers of staff in a given Occupational Family. 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 2007 to March 2010 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long Term Vacancy Rates						
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010
Belfast HSC Trust	1.2	0.0	0.0	0.0	0.0	1.0	0.5
Northern HSC Trust	0.0	6.0	0.0	0.0	0.0	0.0	0.0
South Eastern HSC Trust	4.5	0.0	0.0	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
<b>Total</b>	<b>0.9</b>	<b>1.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.3</b>	<b>0.1</b>

## (2.3) Support Services

### (2.3.1) Comparison of Support Services Current Vacancy Rates - March 2007 to March 2010 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rates						
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010
Belfast HSC Trust	2.7	2.4	4.2	5.0	3.6	1.0	1.6
Northern HSC Trust	4.0	3.2	6.3	10.0	3.2	0.9	0.1
South Eastern HSC Trust	4.7	4.0	2.3	7.2	13.4	3.8	2.4
Southern HSC Trust	2.6	7.3	2.0	4.2	1.3	0.1	0.2
Western HSC Trust	1.2	0.4	2.4	1.4	0.9	0.5	1.9
Regional Services & Board HQs	0.0	0.0	4.1	4.4	4.4	6.1	0.0
<b>Total</b>	<b>3.1</b>	<b>3.2</b>	<b>3.6</b>	<b>5.6</b>	<b>4.4</b>	<b>1.2</b>	<b>1.3</b>

### (2.3.2) Comparison of Support Services Long-term Vacancy Rates - March 2007 to March 2010 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long Term Vacancy Rates						
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010
Belfast HSC Trust	1.3	1.5	2.6	3.7	0.1	0.1	1.6
Northern HSC Trust	2.3	0.9	0.4	4.0	0.3	0.0	0.0
South Eastern HSC Trust	1.1	0.8	0.1	5.0	12.1	2.5	0.5
Southern HSC Trust	0.0	3.9	1.4	1.9	0.1	0.0	0.0
Western HSC Trust	0.0	0.0	0.6	0.0	0.0	0.1	0.0
Regional Services & Board HQs	0.0	0.0	0.0	4.4	4.4	6.1	0.0
<b>Total</b>	<b>1.1</b>	<b>1.3</b>	<b>1.3</b>	<b>3.1</b>	<b>2.2</b>	<b>0.4</b>	<b>0.7</b>

## (2.4) Nursing, Midwifery and Health Visiting

### (2.4.1) Comparison of Nursing, Midwifery and Health Visiting Current Vacancy Rates - March 2007 to March 2010 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rates						
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010
Belfast HSC Trust	5.8	3.0	3.6	0.7	1.8	1.8	0.8
Northern HSC Trust	2.6	2.7	1.8	3.1	1.5	0.3	0.2
South Eastern HSC Trust	2.4	0.8	1.0	4.0	0.6	1.3	0.9
Southern HSC Trust	1.4	2.4	2.0	2.6	1.4	2.9	1.7
Western HSC Trust	2.1	0.7	1.0	1.5	1.3	1.2	1.6
Regional Services & Board HQs	3.6	3.7	0.0	3.1	3.1	1.1	1.1
<b>Total</b>	<b>3.5</b>	<b>2.2</b>	<b>2.2</b>	<b>2.1</b>	<b>1.4</b>	<b>1.6</b>	<b>1.0</b>

### (2.4.2) Comparison of Nursing, Midwifery and Health Visiting Long-term Vacancy Rates - March 2007 to March 2010 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long Term Vacancy Rates						
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010
Belfast HSC Trust	3.2	1.2	1.4	0.2	0.8	0.7	0.5
Northern HSC Trust	0.7	1.7	0.0	0.3	0.2	0.0	0.0
South Eastern HSC Trust	0.6	0.3	0.0	2.5	0.1	0.1	0.0
Southern HSC Trust	0.5	0.9	1.0	1.3	0.6	0.1	1.0
Western HSC Trust	0.2	0.0	0.0	0.0	0.0	0.3	0.9
Regional Services & Board HQs	3.1	1.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>1.5</b>	<b>0.9</b>	<b>0.7</b>	<b>0.7</b>	<b>0.4</b>	<b>0.3</b>	<b>0.5</b>

## (2.5) Social Services

### (2.5.1) Comparison of Social Services Current Vacancy Rates - March 2007 to March 2010 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rates						
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010
Belfast HSC Trust	2.7	6.9	3.5	1.4	3.2	3.6	2.5
Northern HSC Trust	4.5	7.4	1.7	2.3	1.1	0.4	0.3
South Eastern HSC Trust	1.9	2.4	0.0	0.0	0.0	0.0	0.8
Southern HSC Trust	2.2	1.0	0.4	4.3	3.2	2.3	1.8
Western HSC Trust	1.5	1.5	0.7	0.9	1.1	0.7	1.5
Regional Services & Board HQs	7.1	9.4	0.0	6.4	1.7	3.4	0.0
<b>Total</b>	<b>2.7</b>	<b>4.4</b>	<b>1.7</b>	<b>1.9</b>	<b>1.7</b>	<b>1.7</b>	<b>1.3</b>

### (2.5.2) Comparison of Social Services Long-term Vacancy Rates - March 2007 to March 2010 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long Term Vacancy Rates						
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010
Belfast HSC Trust	0.6	0.8	2.6	0.2	1.2	1.8	1.1
Northern HSC Trust	1.0	0.7	0.1	0.9	0.2	0.0	0.0
South Eastern HSC Trust	0.0	0.1	0.0	0.0	0.0	0.0	0.0
Southern HSC Trust	0.0	0.2	0.0	2.8	1.3	0.9	0.9
Western HSC Trust	0.0	0.0	0.0	0.0	0.1	0.0	0.1
Regional Services & Board HQs	3.7	2.9	0.0	0.0	0.0	1.7	0.0
<b>Total</b>	<b>0.4</b>	<b>0.5</b>	<b>0.7</b>	<b>0.7</b>	<b>0.5</b>	<b>0.6</b>	<b>0.4</b>

**(2.6) Professional and Technical**

**(2.6.1) Comparison of Professional and Technical Current Vacancy Rates - March 2007 to March 2010  
(Vacancy rates on WTE figures are compared)**

HSC Organisation	Current Vacancy Rates						
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010
Belfast HSC Trust	4.9	5.3	3.8	2.1	2.7	3.3	0.7
Northern HSC Trust	3.8	5.2	3.2	5.1	1.8	1.1	0.9
South Eastern HSC Trust	5.1	4.5	3.6	0.4	2.4	0.7	2.1
Southern HSC Trust	2.7	4.1	3.0	3.6	3.7	2.7	1.9
Western HSC Trust	3.1	2.2	3.5	2.1	2.9	2.5	3.3
Regional Services & Board HQs	2.1	2.6	3.0	7.2	3.5	6.6	0.0
<b>Total</b>	<b>4.1</b>	<b>4.5</b>	<b>3.5</b>	<b>2.8</b>	<b>2.7</b>	<b>2.4</b>	<b>1.5</b>

**(2.6.2) Comparison of Professional and Technical Long-term Vacancy Rates - March 2007 to March 2010  
(Vacancy rates on WTE figures are compared)**

HSC Organisation	Long Term Vacancy Rates						
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010
Belfast HSC Trust	2.1	1.7	2.1	0.2	0.4	1.4	0.2
Northern HSC Trust	1.2	1.4	0.0	1.8	0.3	0.0	0.3
South Eastern HSC Trust	2.1	1.3	0.0	0.1	0.5	0.2	1.4
Southern HSC Trust	0.6	1.6	1.1	2.0	1.2	0.7	0.9
Western HSC Trust	0.1	0.0	0.0	0.0	0.0	0.4	0.4
Regional Services & Board HQs	0.8	0.0	0.4	3.3	0.8	0.0	0.0
<b>Total</b>	<b>1.4</b>	<b>1.3</b>	<b>1.0</b>	<b>0.8</b>	<b>0.5</b>	<b>0.7</b>	<b>0.5</b>

**(2.7) Medical and Dental**

**(2.7.1) Comparison of Medical and Dental Current Vacancy Rates - March 2007 to March 2010  
(Vacancy rates on WTE figures are compared)**

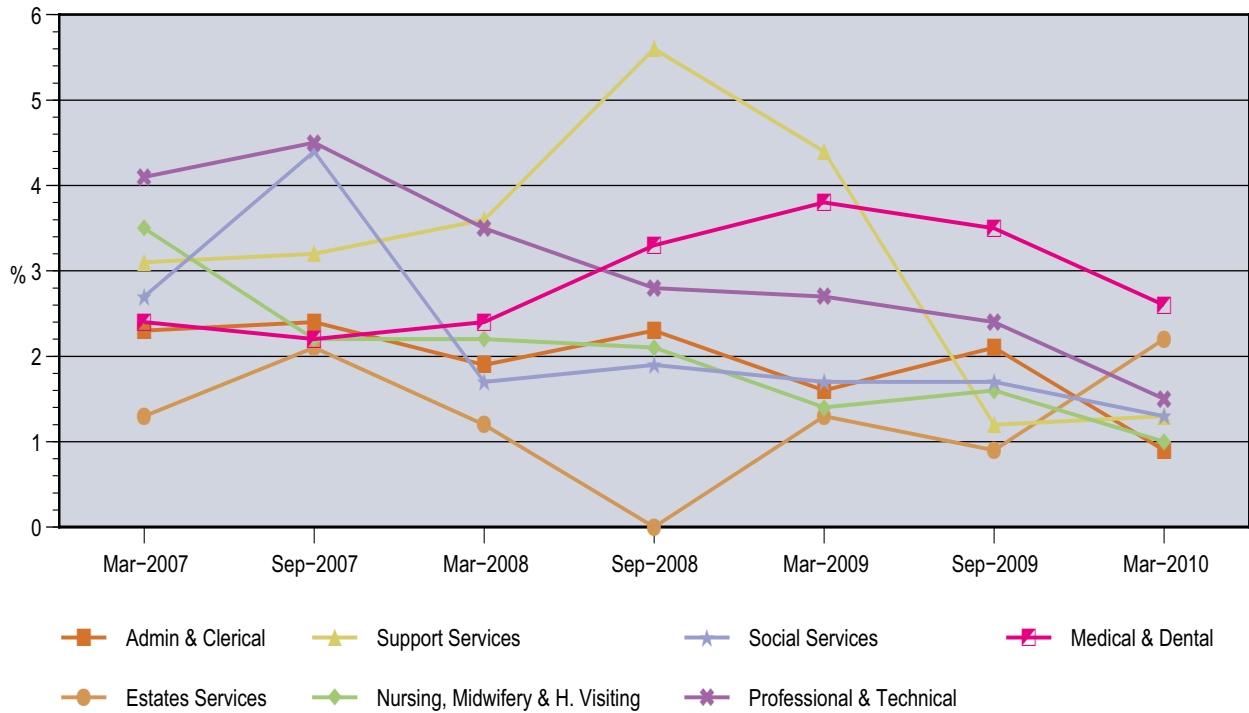
HSC Organisation	Current Vacancy Rates						
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010
Belfast HSC Trust	1.7	2.9	2.5	2.1	3.3	1.5	1.5
Northern HSC Trust	2.1	0.6	0.7	6.1	0.7	4.9	1.0
South Eastern HSC Trust	3.2	0.9	2.5	1.8	0.2	0.3	0.4
Southern HSC Trust	4.4	1.4	4.3	4.9	4.9	5.5	2.3
Western HSC Trust	2.7	3.6	2.0	4.1	10.8	9.4	10.1
Regional Services & Board HQs	1.1	1.6	1.6	0.0	1.0	0.0	0.0
<b>Total</b>	<b>2.4</b>	<b>2.2</b>	<b>2.4</b>	<b>3.3</b>	<b>3.8</b>	<b>3.5</b>	<b>2.6</b>

**(2.7.2) Comparison of Medical and Dental Long-term Vacancy Rates - March 2007 to March 2010  
(Vacancy rates on WTE figures are compared)**

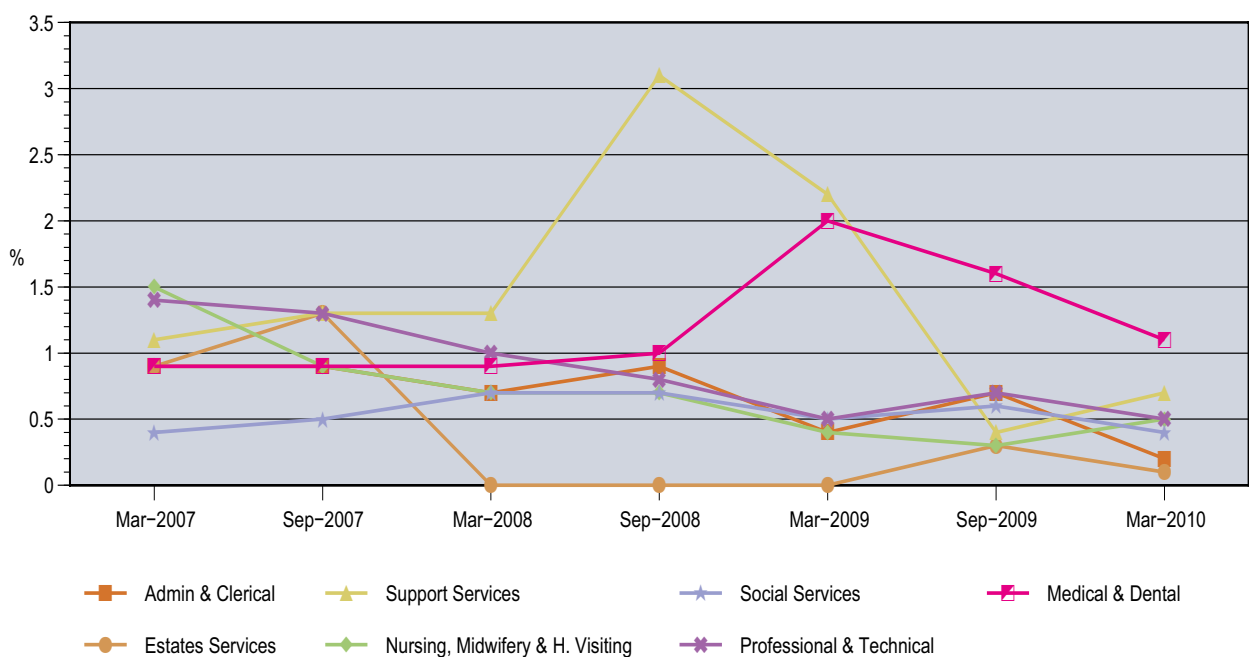
HSC Organisation	Long Term Vacancy Rates						
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010
Belfast HSC Trust	0.4	1.6	0.9	0.4	1.1	1.1	0.0
Northern HSC Trust	0.9	0.0	0.0	2.8	0.0	0.8	0.0
South Eastern HSC Trust	0.5	0.1	0.8	0.2	0.2	0.2	0.4
Southern HSC Trust	3.3	1.4	1.0	1.2	3.4	1.7	0.0
Western HSC Trust	0.6	0.0	1.6	1.6	6.9	5.3	7.3
Regional Services & Board HQs	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>0.9</b>	<b>0.9</b>	<b>0.9</b>	<b>1.0</b>	<b>2.0</b>	<b>1.6</b>	<b>1.1</b>

**(2.8) Vacancy Rate Trend Charts 2007 – 2010 by Occupational Family**

**(Figure 7) Comparison of Current WTE Vacancy Rates by Occupational Family March 2007 to March 2010**



**(Figure 8) Comparison of Long-Term WTE Vacancy Rates by Occupational Family March 2007 to March 2010**



**(3) Total Number of Current and Long-Term Vacancies as at 31st March 2010: 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 2010: Breakdown by Programme of Care.**

<b>Programme of Care</b>	<b>Headcount</b>	<b>WTE</b>
Acute Services	5	4.7
Maternity & Child Health	1	1.0
Family & Childcare	7	5.0
Elderly Care	4	3.5
Mental Health	7	6.5
Learning Disability	6	5.5
Physical & Sensory Disability	3	2.5
Health Promotion and Disease Prevention	7	6.1
Primary Health & Adult Community	2	1.3
Unassigned	70	66.1
<b>Total</b>	<b>112</b>	<b>102.3</b>

**Table B – Total number of long-term administration and clerical staff vacancies as at 31st March 2010: Breakdown by Programme of Care.**

<b>Programme of Care</b>	<b>Headcount</b>	<b>WTE</b>
Acute Services	1	1.0
Maternity & Child Health	1	1.0
Family & Childcare	3	2.5
Elderly Care	4	3.5
Mental Health	0	0.0
Learning Disability	3	2.5
Physical & Sensory Disability	1	0.5
Health Promotion and Disease Prevention	2	1.6
Primary Health & Adult Community	0	0.0
Unassigned	15	14.5
<b>Total</b>	<b>30</b>	<b>27.2</b>

### (3.2) Estates Services Staff Vacancies

**Table C – Total number of current estates services staff vacancies as at 31st March 2010: Breakdown by Programme of Care.**

<b>Programme of Care</b>	<b>Headcount</b>	<b>WTE</b>
Acute Services	2	2.0
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	13	13.0
<b>Total</b>	<b>15</b>	<b>15.0</b>

**Table D – Total number of long-term estates services staff vacancies as at 31st March 2010: 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	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	1	1.0
<b>Total</b>	<b>1</b>	<b>1.0</b>

### (3.3) Support Services Staff Vacancies

**Table E – Total number of current support services staff vacancies as at 31st March 2010: Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	12	7.0
Maternity & Child Health	0	0.0
Family & Childcare	1	0.3
Elderly Care	2	1.1
Mental Health	14	9.1
Learning Disability	4	2.7
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	4	2.2
Unassigned	52	41.8
<b>Total</b>	<b>89</b>	<b>64.2</b>

**Table F – Total number of long-term support services staff vacancies as at 31st March 2010: Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	2	1.3
Maternity & Child Health	0	0.0
Family & Childcare	0	0.0
Elderly Care	1	0.6
Mental Health	0	0.0
Learning Disability	4	2.7
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	35	27.9
<b>Total</b>	<b>42</b>	<b>32.5</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 2010: Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	68	62.9
Maternity & Child Health	30	27.7
Family & Childcare	12	10.8
Elderly Care	38	37.0
Mental Health	16	16.0
Learning Disability	12	12.0
Physical & Sensory Disability	2	1.8
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	11	9.0
Unassigned	7	6.3
<b>Total</b>	<b>196</b>	<b>183.5</b>

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 2010: Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	39	36.3
Maternity & Child Health	19	17.7
Family & Childcare	2	2.0
Elderly Care	22	21.0
Mental Health	6	6.0
Learning Disability	1	1.0
Physical & Sensory Disability	2	1.8
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	1	1.0
<b>Total</b>	<b>92</b>	<b>86.8</b>

### (3.5) Social Services Staff Vacancies

**Table I – Total number of current social services staff vacancies as at 31st March 2010:  
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	2	1.5
Maternity & Child Health	7	7.0
Family & Childcare	44	41.0
Elderly Care	37	27.8
Mental Health	10	9.6
Learning Disability	15	13.3
Physical & Sensory Disability	1	1.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	16	16.0
<b>Total</b>	<b>132</b>	<b>117.2</b>

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 2010:  
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	2	1.5
Maternity & Child Health	0	0.0
Family & Childcare	15	14.0
Elderly Care	19	13.4
Mental Health	5	5.0
Learning Disability	1	0.5
Physical & Sensory Disability	1	1.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	0	0.0
<b>Total</b>	<b>43</b>	<b>35.4</b>

### (3.6) Professional and Technical Staff Vacancies

**Table K – Total number of current professional and technical staff vacancies as at 31st March 2010:  
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	53	47.6
Maternity & Child Health	7	6.6
Family & Childcare	6	6.0
Elderly Care	11	8.9
Mental Health	8	8.0
Learning Disability	3	3.0
Physical & Sensory Disability	2	2.0
Health Promotion and Disease Prevention	2	1.5
Primary Health & Adult Community	3	2.5
Unassigned	9	8.5
<b>TOTAL</b>	<b>104</b>	<b>94.6</b>

**Table L – Total number of long-term professional and technical staff vacancies as at 31st March 2010:  
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	18	15.1
Maternity & Child Health	1	1.0
Family & Childcare	3	3.0
Elderly Care	3	3.0
Mental Health	5	5.0
Learning Disability	3	3.0
Physical & Sensory Disability	1	1.0
Health Promotion and Disease Prevention	2	1.5
Primary Health & Adult Community	0	0.0
Unassigned	1	1.0
<b>Total</b>	<b>37</b>	<b>33.6</b>

### (3.7) Medical Staff Vacancies

**Table M – Total number of current medical staff vacancies as at 31st March 2010: Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	55	54.6
Maternity & Child Health	14	14.0
Family & Childcare	2	2.0
Elderly Care	7	7.0
Mental Health	13	13.0
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>92</b>	<b>91.6</b>

**Table N – Total number of long-term medical staff vacancies as at 31st March 2010: Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	21	20.6
Maternity & Child Health	9	9.0
Family & Childcare	1	1.0
Elderly Care	2	2.0
Mental Health	6	6.0
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>40</b>	<b>39.6</b>

### (3.8) Dental Staff Vacancies

**Table O – Total number of current dental staff vacancies as at 31st March 2010: Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	0	0.0
Maternity & Child Health	2	2.0
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	1	1.0
Unassigned	0	0.0
<b>Total</b>	<b>3</b>	<b>3.0</b>

**Table P – Total number of long-term dental staff vacancies as at 31st March 2010: 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>