

**Northern Ireland Health and Social Care
Workforce Vacancies
as at
30 September 2007**

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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 Terms and Conditions (TC) groups within all of the HSC organisations in Northern Ireland (NI) and also by Programme of Care (PoC). Information on the number of temporary posts that are vacant has also been collated and presented in this bulletin.

The survey was issued on 2nd October 2007 to record vacancies as at 30th September 2007. It was issued to all HSC organisations and there was a 100% response rate. This is the ninth survey in the series and the sixth to be conducted on a biannual cycle, i.e. vacancies as at 31st March and 30th September. This is the first survey reporting on vacancy information within the new HSC Trust configuration. As with the previous surveys, long-term and current vacancy data were collected for the main staff groups – Administration and Clerical, Works and Maintenance, Ancillary and General, Nursing, Midwifery and Health Visiting, Social Services, Professional and Technical and Medical and Dental. Information on Ambulance staff was also obtained from the Northern Ireland Ambulance Service. In addition to the number of vacancies within each TC Group, total staff in post figures were provided.

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

Definitions

Current Vacancy: A current vacancy is an unoccupied post, which at 30th September 2007 was vacant and which the organisation was actively trying to fill.

Long-term Vacancy: A long-term vacancy is an unoccupied post which at 30th September 2007 had been vacant for three months or more (was vacant prior to 30th June 2007) and which the organisation was actively trying to fill on the survey date. Long-term vacancies are a sub-set of current vacancies.

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

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

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

(1) **Vacancy Information obtained from HSC Vacancy Survey**

(1.1) **Administration and Clerical Workforce**

(1.1.1) **Current Vacancies**

The following figures were given for the number of current administration and clerical staff vacancies as at 30th September 2007:

Grade	Headcount	WTE
Clerical and Administration	280	254.9
Manager	10	10.0
Senior Manager	19	17.9
Board Member	1	1.0
Other	2	2.0
Total	312	285.8

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

(1.1.2) **Long-Term Vacancies**

The following figures were given for the number of long-term administration and clerical staff vacancies as at 30th September 2007:

Grade	Headcount	WTE
Clerical and Administration	113	98.0
Manager	1	1.0
Senior Manager	3	3.0
Board Member	0	0.0
Other	1	1.0
Total	118	103.0

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

(1.1.3) Vacancy Rates by HSC Organisation (Headcount)

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

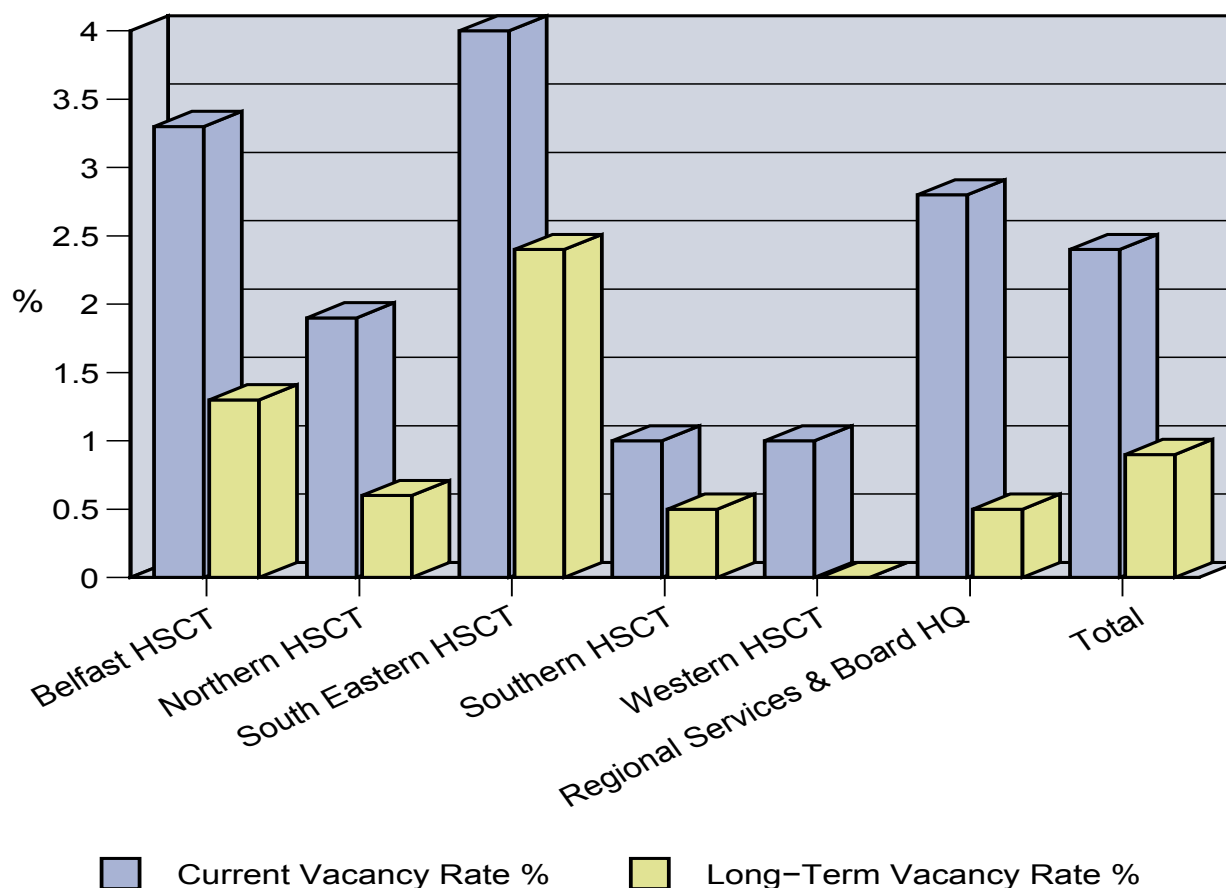
HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	119	3.1	46	1.2
Northern Health and Social Care Trust	43	1.9	16	0.7
South Eastern Health and Social Care Trust	62	3.7	36	2.2
Southern Health and Social Care Trust	19	1.0	10	0.5
Western Health and Social Care Trust	18	1.0	0	0.0
Regional Services & Board Headquarters	51	2.8	10	0.6
Total	312	2.3	118	0.9

(1.1.4) Vacancy Rates by HSC Organisation (WTE)

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

HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	110.6	3.3	41.9	1.3
Northern Health and Social Care Trust	37.2	1.9	11.4	0.6
South Eastern Health and Social Care Trust	57.1	4.0	33.1	2.4
Southern Health and Social Care Trust	16.1	1.0	7.7	0.5
Western Health and Social Care Trust	17.0	1.0	0.0	0.0
Regional Services & Board Headquarters	47.9	2.8	9.0	0.5
Total	285.8	2.4	103.0	0.9

(Figure 1) Comparison of Administration & Clerical Vacancy Rates by Health & Social Care Organisation as at 30th September 2007 (WTE)



(1.1.5) Temporary Post Vacancies

The following figures were given for the number of temporary administration and clerical staff vacancies as at 30th September 2007:

Grade	Headcount	WTE
Clerical and Administration	133	118.6
Manager	3	3.0
Senior Manager	2	2.0
Board Member	0	0.0
Other	0	0.0
Total	138	123.6

(1.2) Works and Maintenance Workforce

(1.2.1) Current Vacancies

The following figures were given for the number of current works and maintenance staff vacancies as at 30th September 2007:

Grade	Headcount	WTE
Skilled / Semi-skilled	8	8.0
Maintenance	4	4.0
Building	0	0.0
Other	0	0.0
Total	12	12.0

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

(1.2.2) Long-Term Vacancies

The following figures were given for the number of long-term works and maintenance staff vacancies as at 30th September 2007:

Grade	Headcount	WTE
Skilled / Semi-skilled	7	7.0
Maintenance	0	0.0
Building	0	0.0
Other	0	0.0
Total	7	7.0

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

(1.2.3) Vacancy Rates by HSC Organisation (Headcount)

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

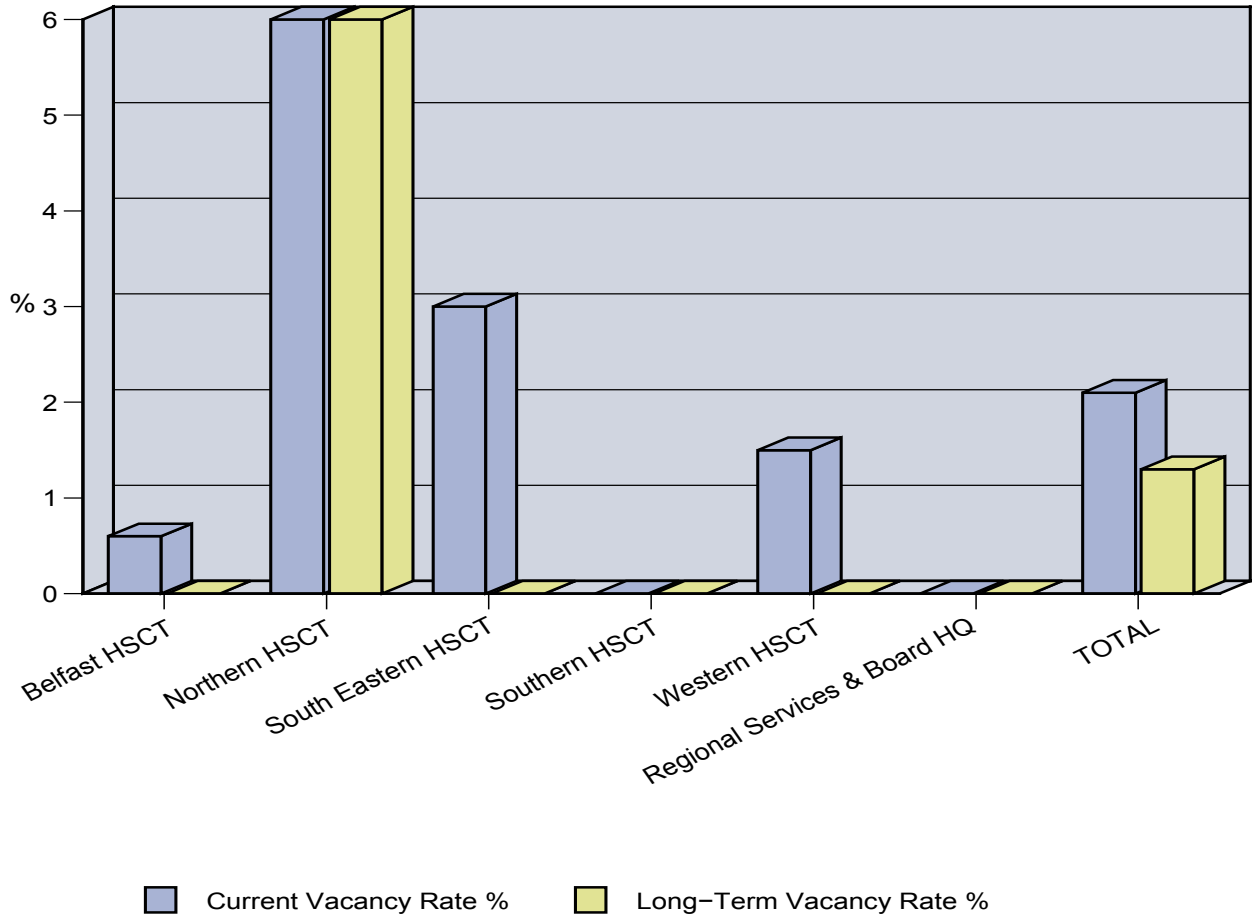
HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	1	0.6	0	0.0
Northern Health and Social Care Trust	7	6.0	7	6.0
South Eastern Health and Social Care Trust	2	2.9	0	0.0
Southern Health and Social Care Trust	0	0.0	0	0.0
Western Health and Social Care Trust	2	1.5	0	0.0
Regional Services & Board Headquarters	0	0.0	0	0.0
Total	12	2.1	7	1.2

(1.2.4) Vacancy Rates by HSC Organisation (WTE)

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

HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	1.0	0.6	0.0	0.0
Northern Health and Social Care Trust	7.0	6.0	7.0	6.0
South Eastern Health and Social Care Trust	2.0	3.0	0.0	0.0
Southern Health and Social Care Trust	0.0	0.0	0.0	0.0
Western Health and Social Care Trust	2.0	1.5	0.0	0.0
Regional Services & Board Headquarters	0.0	0.0	0.0	0.0
Total	12.0	2.1	7.0	1.3

(Figure 2) Comparison of Works & Maintenance Vacancy Rates by Health & Social Care Organisation as at 30th September 2007 (WTE)



(1.2.5) Temporary Post Vacancies

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

(1.3) Ancillary and General Workforce

(1.3.1) Current Vacancies

The following figures were given for the number of current ancillary and general staff vacancies as at 30th September 2007:

Grade	Headcount	WTE
Catering related	51	31.8
Cleaner / Domestic	135	78.5
Porter / Driver / Orderly	15	13.8
Labourer / Gardener	0	0.0
Security / Caretaker	8	8.0
Care Assistant / Warden	9	4.3
Home Helps	41	31.6
Other	28	24.4
Total	287	192.5

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

(1.3.2) Long-Term Vacancies

The following figures were given for the number of long-term ancillary and general staff vacancies as at 30th September 2007:

Grade	Headcount	WTE
Catering related	12	6.3
Cleaner / Domestic	43	25.4
Porter / Driver / Orderly	12	10.8
Labourer / Gardener	0	0.0
Security / Caretaker	1	1.0
Care Assistant / Warden	0	0.0
Home Helps	34	27.9
Other	10	7.6
Total	112	79.1

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

(1.3.3) Vacancy Rates by HSC Organisation (Headcount)

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

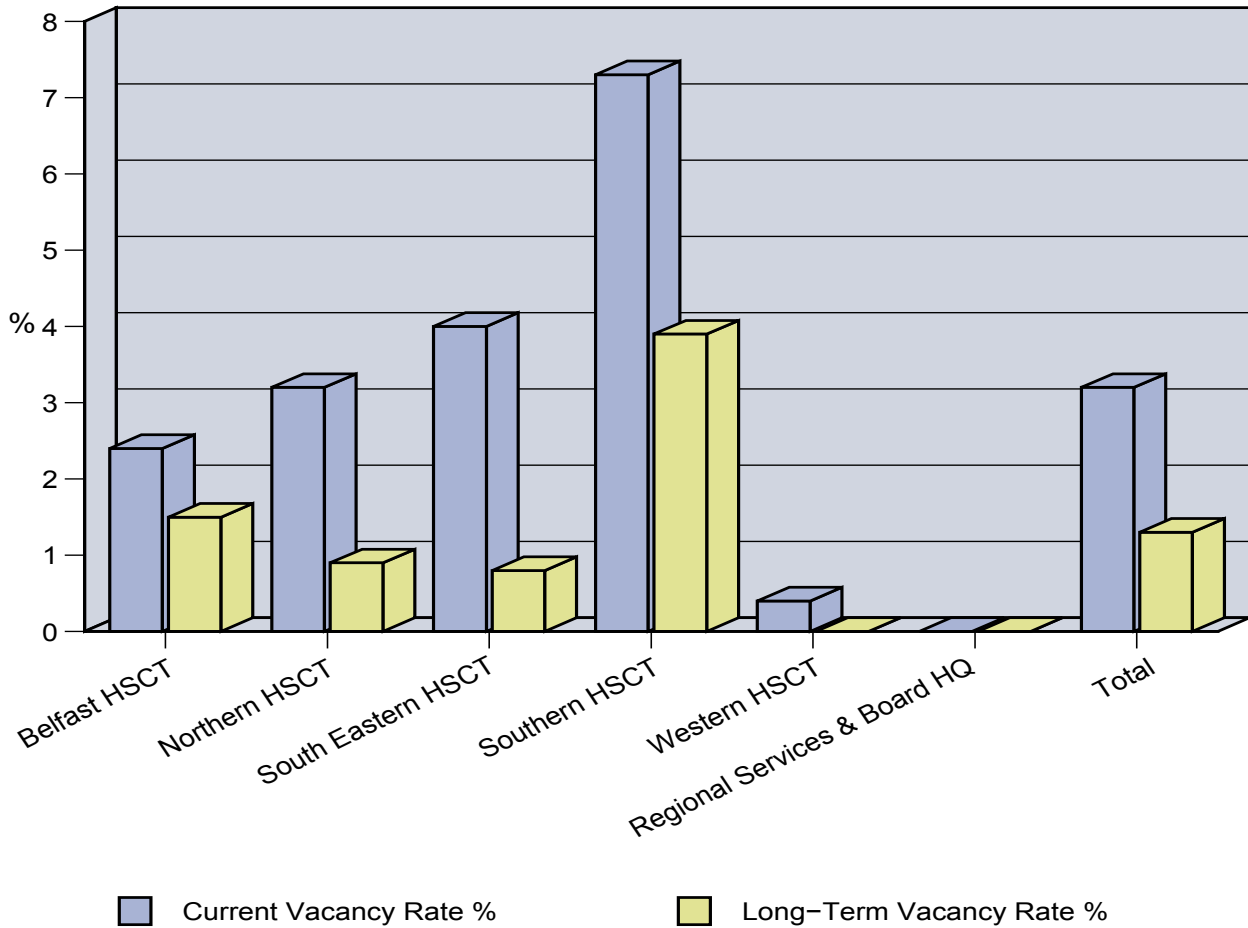
HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	72	2.9	46	1.9
Northern Health and Social Care Trust	70	4.0	18	1.1
South Eastern Health and Social Care Trust	55	4.2	10	0.8
Southern Health and Social Care Trust	84	6.4	38	3.0
Western Health and Social Care Trust	6	0.4	0	0.0
Regional Services & Board Headquarters	0	0.0	0	0.0
Total	287	3.5	112	1.4

(1.3.4) Vacancy Rates by HSC Organisation (WTE)

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

HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	44.3	2.4	26.9	1.5
Northern Health and Social Care Trust	40.8	3.2	10.9	0.9
South Eastern Health and Social Care Trust	37.0	4.0	7.4	0.8
Southern Health and Social Care Trust	65.6	7.3	33.9	3.9
Western Health and Social Care Trust	4.8	0.4	0.0	0.0
Regional Services & Board Headquarters	0.0	0.0	0.0	0.0
Total	192.5	3.2	79.1	1.3

(Figure 3) Comparison of Ancillary & General Vacancy Rates by Health & Social Care Organisation as at 30th September 2007 (WTE)



(1.3.5) Temporary Post Vacancies

The following figures were given for the number of temporary ancillary and general staff vacancies as at 30th September 2007:

Grade	Headcount	WTE
Catering related	13	8.4
Cleaner / Domestic	27	14.5
Porter / Driver / Orderly	6	6.0
Labourer / Gardener	0	0.0
Security / Caretaker	0	0.0
Care Assistant / Warden	12	8.5
Home Helps	0	0.0
Other	3	3.0
Total	61	40.3

(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 30th September 2007:

Grade	Headcount	WTE
Qualified Nurses	247	225.0
Health Visitors	3	2.7
District Nurses	20	15.2
Midwives	15	12.5
Unqualified Nurses	145	124.4
Others	18	16.8
Total	448	396.5

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

(1.4.2) Long-Term Vacancies

The following figures were given for the number of long-term nursing, midwifery and health visiting staff vacancies as at 30th September 2007:

Grade	Headcount	WTE
Qualified Nurses	133	123.9
Health Visitors	1	1.0
District Nurses	3	1.6
Midwives	7	5.8
Unqualified Nurses	38	31.9
Others	3	3.0
Total	185	167.1

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

(1.4.3) Vacancy Rates by HSC Organisation (Headcount)

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

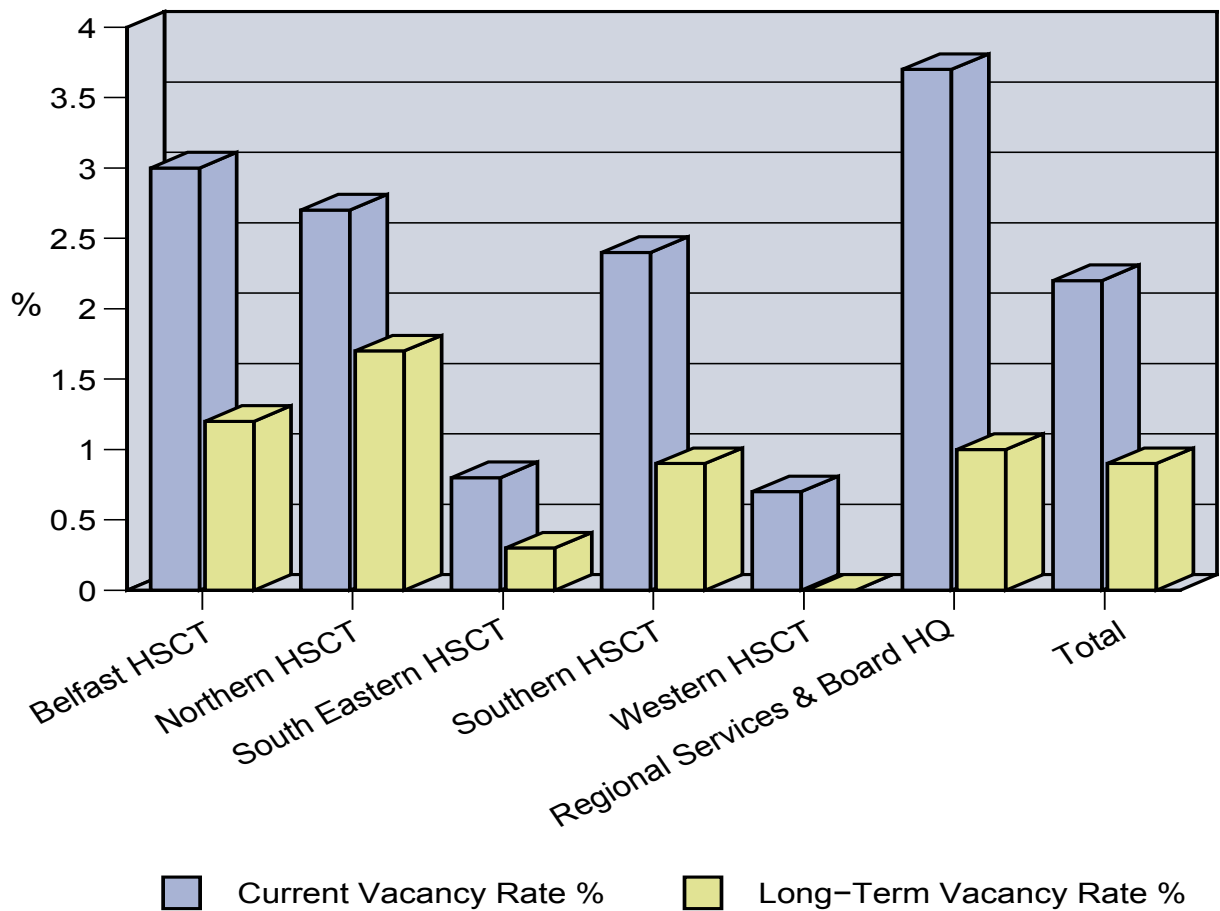
HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	219	2.8	88	1.2
Northern Health and Social Care Trust	99	2.6	58	1.6
South Eastern Health and Social Care Trust	26	0.9	9	0.3
Southern Health and Social Care Trust	78	2.3	29	0.9
Western Health and Social Care Trust	22	0.6	0	0.0
Regional Services & Board Headquarters	4	3.1	1	0.8
Total	448	2.1	185	0.9

(1.4.4) Vacancy Rates by HSC Organisation (WTE)

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

HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	198.0	3.0	81.0	1.2
Northern Health and Social Care Trust	87.5	2.7	52.4	1.7
South Eastern Health and Social Care Trust	18.9	0.8	7.3	0.3
Southern Health and Social Care Trust	67.7	2.4	25.4	0.9
Western Health and Social Care Trust	20.5	0.7	0.0	0.0
Regional Services & Board Headquarters	4.0	3.7	1.0	1.0
Total	396.5	2.2	167.1	0.9

(Figure 4) Comparison of Nursing, Midwifery and Health Visiting Vacancy Rates by Health & Social Care Organisation as at 30th September 2007 (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 30th September 2007:

Grade	Headcount	WTE
Qualified Nurses	42	37.2
Health Visitors	1	0.6
District Nurses	10	8.8
Midwives	4	3.5
Unqualified Nurses	11	8.2
Others	1	1.0
Total	69	59.3

(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 30th September 2007:

Grade	Headcount	WTE
Senior Management	1	1.0
Management	5	4.8
Senior Social Worker	6	6.0
Senior Practitioner	22	22.0
Social Worker	19	15.4
Social Work Assistants	10	9.0
Residential Manager - Adult	4	4.0
Residential Care Staff - Adult	35	26.8
Residential Child Care Team Leader	1	1.0
Residential Child Care Social Worker (Qualified)	6	5.0
Residential Child Care Staff (Not Social Worker Qualified)	4	3.0
Day Care Manager	5	5.0
Day Care Staff	23	19.8
Home Helps	179	88.9
Other	47	37.1
Total	367	248.8

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 30th September 2007:

Grade	Headcount	WTE
Senior Management	1	1.0
Management	2	1.8
Senior Social Worker	1	1.0
Senior Practitioner	0	0.0
Social Worker	3	2.3
Social Work Assistants	2	1.8
Residential Manager - Adult	0	0.0
Residential Care Staff - Adult	7	5.0
Residential Child Care Team Leader	0	0.0
Residential Child Care Social Worker (Qualified)	0	0.0
Residential Child Care Staff (Not Social Worker Qualified)	2	1.0
Day Care Manager	2	2.0
Day Care Staff	3	2.2
Home Helps	0	0.0
Other	8	6.8
Total	31	24.9

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

(1.5.3) Vacancy Rates by HSC Organisation (Headcount)

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

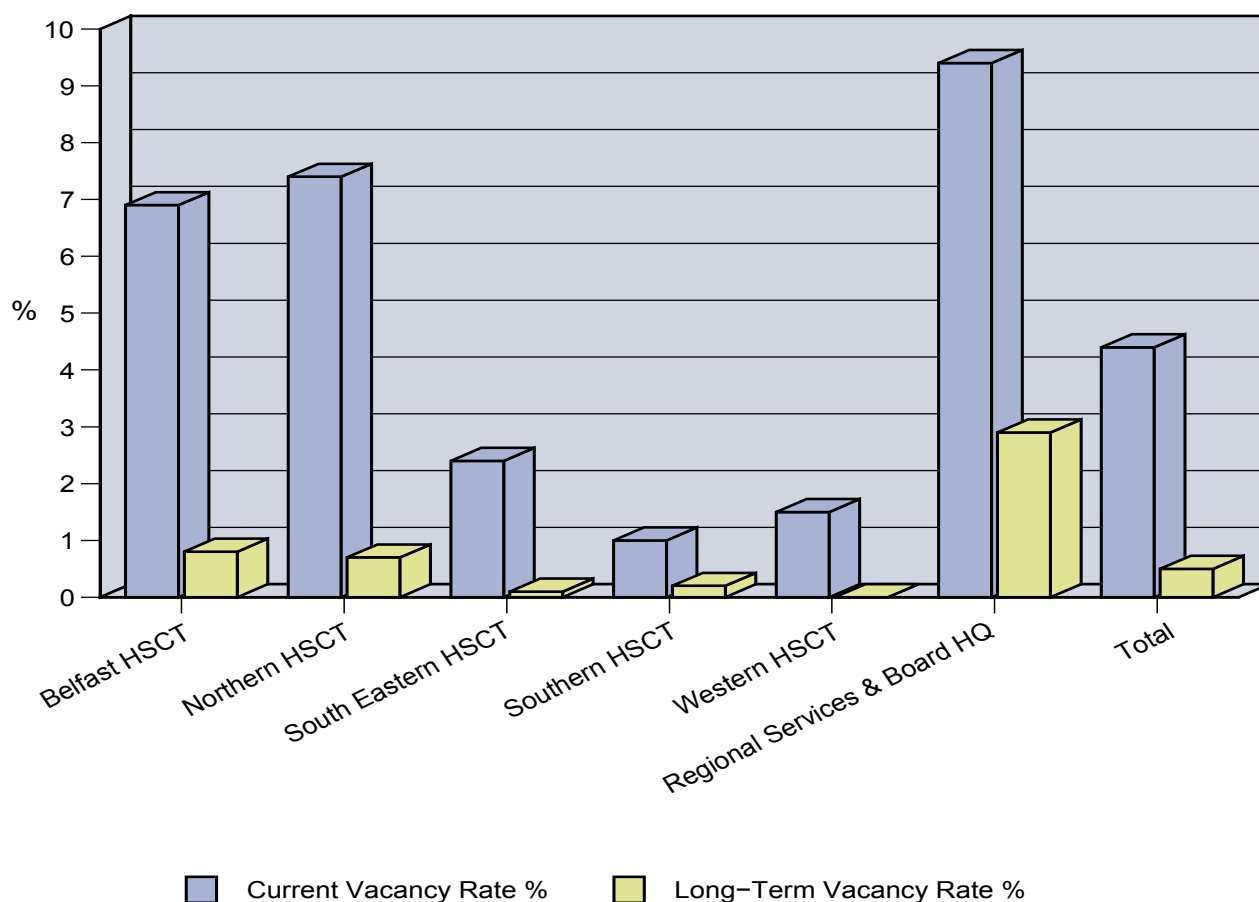
HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	196	10.4	15	0.9
Northern Health and Social Care Trust	113	8.7	11	0.9
South Eastern Health and Social Care Trust	25	2.2	1	0.1
Southern Health and Social Care Trust	11	1.0	2	0.2
Western Health and Social Care Trust	15	1.6	0	0.0
Regional Services & Board Headquarters	7	9.1	2	2.8
Total	367	5.7	31	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:

HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	109.8	6.9	12.0	0.8
Northern Health and Social Care Trust	86.5	7.4	8.1	0.7
South Eastern Health and Social Care Trust	23.4	2.4	1.0	0.1
Southern Health and Social Care Trust	9.2	1.0	1.8	0.2
Western Health and Social Care Trust	12.9	1.5	0.0	0.0
Regional Services & Board Headquarters	7.0	9.4	2.0	2.9
Total	248.8	4.4	24.9	0.5

(Figure 5) Comparison of Social Services Vacancy Rates by Health & Social Care Organisation as at 30th September 2007 (WTE)



(1.5.5) Temporary Post Vacancies

The following figures were given for the number of temporary social services staff vacancies as at 30th September 2007:

Grade	Headcount	WTE
Senior Management	1	1.0
Management	1	1.0
Senior Social Worker	1	1.0
Senior Practitioner	1	1.0
Social Worker	7	5.5
Social Work Assistants	8	6.5
Residential Manager - Adult	0	0.0
Residential Care Staff - Adult	14	9.2
Residential Child Care Team Leader	0	0.0
Residential Child Care Social Worker (Qualified)	0	0.0
Residential Child Care Staff (Not Social Worker Qualified)	2	2.0
Day Care Manager	0	0.0
Day Care Staff	5	3.1
Home Helps	29	27.5
Other	16	11.9
Total	85	69.7

(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 30th September 2007:

Grade	Headcount	WTE
Podiatrists	6	4.8
Foot Care Assistants	0	0.0
Dieticians	5	3.5
Occupational Therapists	62	58.7
Occupational Therapy Assistants	6	5.5
Physiotherapists	46	38.5
Physiotherapy Assistants	1	1.0
Radiographers	26	25.5
Radiotherapy Assistants	5	3.7
Speech Therapists	26	23.2
Speech Therapy Assistants	8	6.9
Orthoptists	1	0.2
Optometrists	0	0.0
Pharmaceutical Related Grades	23	21.1
Psychologists	9	8.6
Assistant / Trainee Psychologists	0	0.0
MLSOs	5	5.0
MLAs	5	5.0
MTOs	31	29.4
Trainee MTOs	7	7.0
Trainee MLSOs	6	3.7
Technical Instructor	4	4.0
Senior Assistant / Assistant Technical Officer	18	17.0
Clinical Scientists	2	2.0
Estate Services Officers	3	3.0
Trainee Estate Services Officers	0	0.0
Dental	1	0.2
Dental Auxiliary	4	3.1
Other	12	10.5
Total	322	291.2

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 30th September 2007:

Grade	Headcount	WTE
Podiatrists	1	1.0
Foot Care Assistants	0	0.0
Dieticians	3	1.5
Occupational Therapists	22	19.7
Occupational Therapy Assistants	1	1.0
Physiotherapists	11	9.4
Physiotherapy Assistants	0	0.0
Radiographers	6	6.0
Radiotherapy Assistants	2	1.7
Speech Therapists	5	5.0
Speech Therapy Assistants	2	1.9
Orthoptists	0	0.0
Optometrists	0	0.0
Pharmaceutical Related Grades	7	5.5
Psychologists	3	3.0
Assistant / Trainee Psychologists	0	0.0
MLSOs	3	3.0
MLAs	1	1.0
MTOs	14	13.5
Trainee MTOs	0	0.0
Trainee MLSOs	2	1.2
Technical Instructor	1	1.0
Senior Assistant / Assistant Technical Officer	2	2.0
Clinical Scientists	1	1.0
Estate Services Officers	1	1.0
Trainee Estate Services Officers	0	0.0
Dental	0	0.0
Dental Auxiliary	2	1.3
Other	1	1.0
Total	91	81.7

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

(1.6.3) Vacancy Rates by HSC Organisation (Headcount)

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

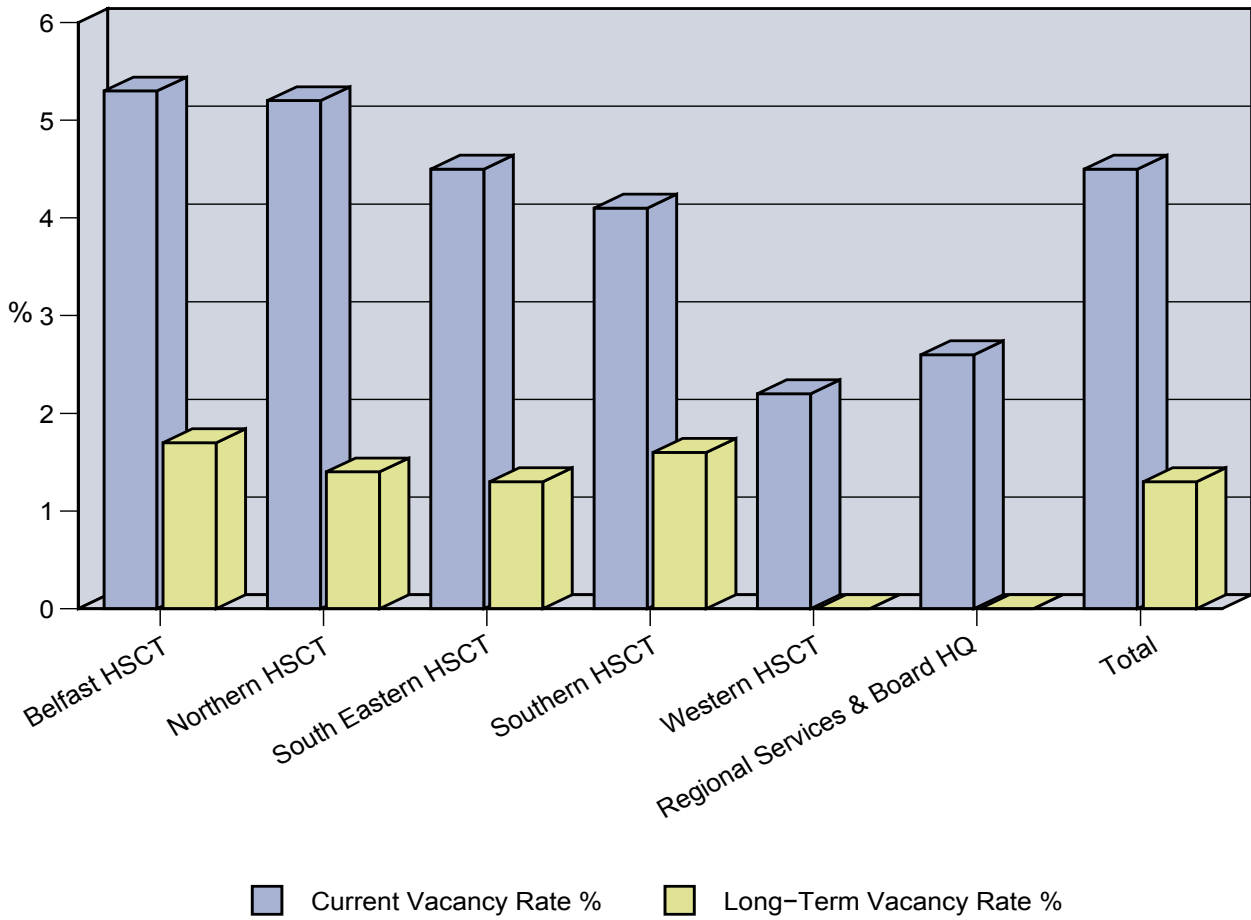
HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	147	5.2	46	1.7
Northern Health and Social Care Trust	61	4.8	17	1.4
South Eastern Health and Social Care Trust	45	4.7	12	1.3
Southern Health and Social Care Trust	43	4.2	16	1.6
Western Health and Social Care Trust	20	2.0	0	0.0
Regional Services & Board Headquarters	6	2.4	0	0.0
Total	322	4.4	91	1.3

(1.6.4) Vacancy Rates by HSC Organisation (WTE)

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

HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	133.8	5.3	42.5	1.7
Northern Health and Social Care Trust	58.5	5.2	15.5	1.4
South Eastern Health and Social Care Trust	35.9	4.5	10.1	1.3
Southern Health and Social Care Trust	37.0	4.1	13.7	1.6
Western Health and Social Care Trust	20.0	2.2	0.0	0.0
Regional Services & Board Headquarters	6.0	2.6	0.0	0.0
Total	291.2	4.5	81.7	1.3

(Figure 6) Comparison of Professional & Technical Vacancy Rates by Health & Social Care Organisation as at 30th September 2007 (WTE)



(1.6.5) Temporary Post Vacancies

The following figures were given for the number of temporary professional and technical staff vacancies as at 30th September 2007:

Grade	Headcount	WTE
Podiatrists	3	3.0
Foot Care Assistants	0	0.0
Dieticians	9	8.4
Occupational Therapists	1	1.0
Occupational Therapy Helpers	0	0.0
Physiotherapists	5	5.0
Physiotherapy Helpers	2	2.0
Radiographers	3	3.0
Radiotherapy Helpers	0	0.0
Speech Therapists	2	2.0
Speech Therapy Assistants	0	0.0
Orthoptists	1	1.0
Optometrists	0	0.0
Pharmaceutical Related Grades	8	8.0
Psychologists	3	3.0
Assistant / Trainee Psychologists	1	1.0
MLSOs	2	2.0
MLAs	3	3.0
MTOs	11	11.0
Trainee MTOs	0	0.0
Trainee MLSOs	0	0.0
Technical Instructor	0	0.0
Senior Assistant / Assistant Technical Officer	2	1.0
Clinical Scientists	0	0.0
Estate Services Officers	0	0.0
Trainee Estate Services Officers	0	0.0
Dental	0	0.0
Dental Auxiliary	2	2.0
Other	0	0.0
Total	58	56.4

(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 30th September 2007:

Grade	Headcount	WTE
Consultant	40	38.5
Associate Specialist	0	0.0
Staff Grade	19	17.7
Special Registrar	2	2.0
PRHO	0	0.0
SHO	0	0.0
Hospital Practitioner	0	0.0
General Medical Practitioner	1	0.1
Medical Officer	0	0.0
Dental Officer	0	0.0
Other	21	21.0
Total	83	79.3

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 30th September 2007:

Grade	Headcount	WTE
Consultant	25	23.5
Associate Specialist	0	0.0
Staff Grade	6	5.3
Special Registrar	0	0.0
PRHO	0	0.0
SHO	0	0.0
Hospital Practitioner	0	0.0
General Medical Practitioner	0	0.0
Medical Officer	0	0.0
Dental Officer	0	0.0
Other	3	3.0
Total	34	31.8

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

(1.7.3) Vacancy Rates by HSC Organisation (Headcount)

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

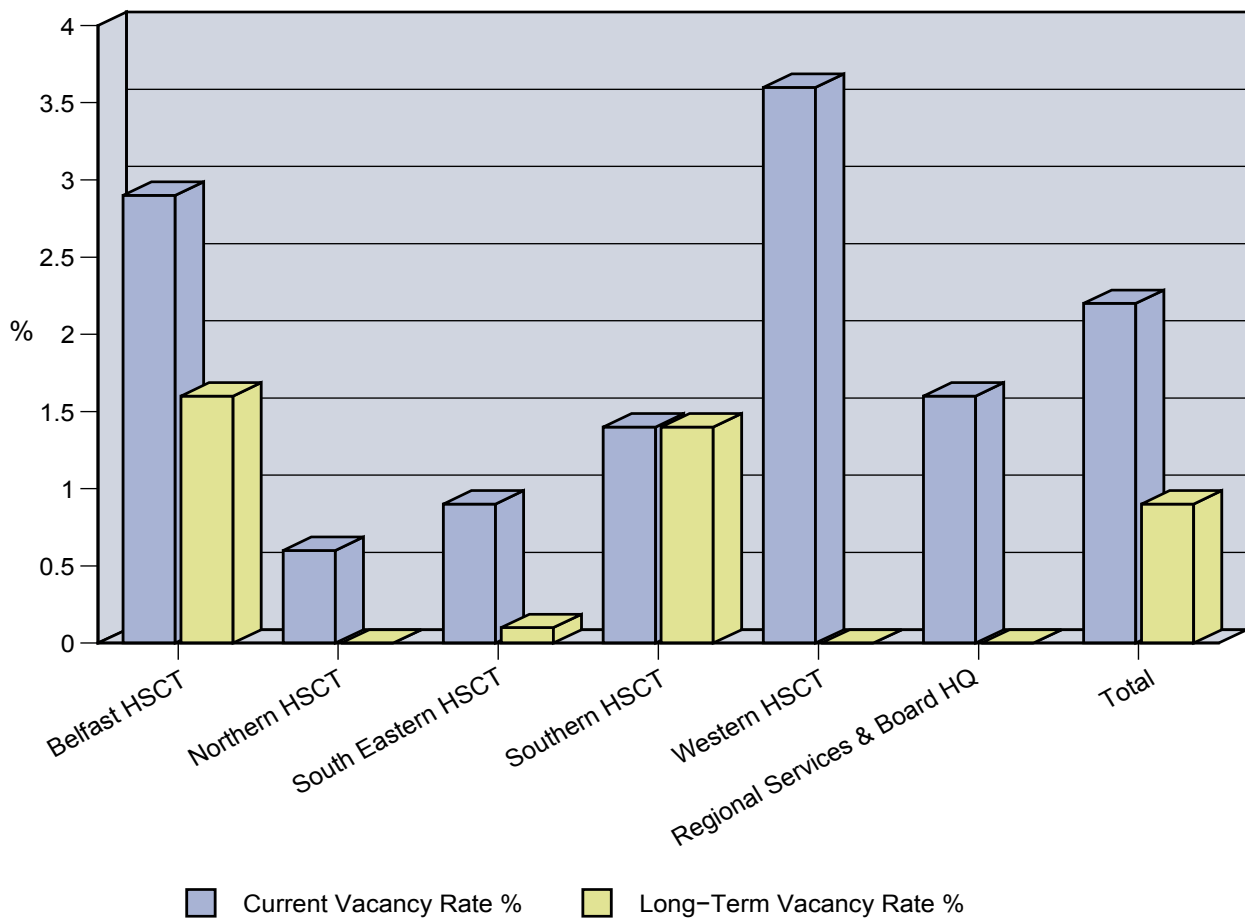
HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	48	2.9	26	1.6
Northern Health and Social Care Trust	3	0.5	0	0.0
South Eastern Health and Social Care Trust	5	0.9	1	0.2
Southern Health and Social Care Trust	7	1.3	7	1.3
Western Health and Social Care Trust	19	3.4	0	0.0
Regional Services & Board Headquarters	1	1.1	0	0.0
Total	83	2.1	34	0.9

(1.7.5) Vacancy Rates by HSC Organisation (WTE)

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

HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	44.8	2.9	24.3	1.6
Northern Health and Social Care Trust	3.0	0.6	0.0	0.0
South Eastern Health and Social Care Trust	4.5	0.9	0.5	0.1
Southern Health and Social Care Trust	7.0	1.4	7.0	1.4
Western Health and Social Care Trust	19.0	3.6	0.0	0.0
Regional Services & Board Headquarters	1.0	1.6	0.0	0.0
Total	79.3	2.2	31.8	0.9

(Figure 7) Comparison of Medical & Dental Vacancy Rates by Health & Social Care Organisation as at 30th September 2007 (WTE)



(1.7.7) Temporary Post Vacancies

The following figures were given for the number of temporary medical and dental staff vacancies as at 30th September 2007:

Grade	Headcount	WTE
Consultant	10	10.0
Associate Specialist	0	0.0
Staff Grade	3	3.0
Special Registrar	4	3.0
PRHO	0	0.0
SHO	0	0.0
Hospital Practitioner	0	0.0
General Medical Practitioner	0	0.0
Medical Officer	0	0.0
Dental Officer	0	0.0
Other	10	10.0
Total	27	26.0

(1.8) Ambulance Workforce

(1.8.1) Current Vacancies

The following figures were given for the number of current ambulance staff vacancies as at 30th September 2007:

Grade	Headcount	WTE
Ambulance Person - Patient Care Services	3	3.0
Ambulance Personnel	28	28.0
Manager	1	1.0
Other	25	25.0
Total	57	57.0

(1.8.2) Long-Term Vacancies

The following figures were given for the number of long-term ambulance staff vacancies as at 30th September 2007:

Grade	Headcount	WTE
Ambulance Person - Patient Care Services	3	3.0
Ambulance Personnel	15	15.0
Manager	1	1.0
Other	25	25.0
Total	44	44.0

(1.8.3) Vacancy Rates (Headcount & WTE)

The current vacancy rate for ambulance staff is 5.3% headcount and 5.4% WTE. The long-term vacancy rate for ambulance staff is 4.2% headcount and WTE.

(1.8.4) Temporary Post Vacancies

There were no temporary vacancies reported within the Ambulance Workforce.

(2) **Vacancy Rate Trend Data by HSC Organisation 2006 – 2007 by Terms & Conditions Group**

(2.1) **Administration and Clerical**

(2.1.1) **Comparison of Administration and Clerical Current Vacancy Rates - March 2006 to September 2007 (Vacancy rates on WTE figures are compared)**

HSC Organisation	Current Vacancy Rate March 2006	Current Vacancy Rate September 2006	Current Vacancy Rate March 2007	Current Vacancy Rate September 2007
Belfast Health and Social Care Trust	4.7	3.8	4.0	3.3
Northern Health and Social Care Trust	2.2	2.8	0.5	1.9
South Eastern Health and Social Care Trust	3.0	2.4	4.4	4.0
Southern Health and Social Care Trust	1.7	1.2	0.9	1.0
Western Health and Social Care Trust	1.2	2.8	0.6	1.0
Regional Services & Board Headquarters	1.4	1.0	1.9	2.8
Total	2.7	2.6	2.3	2.4

(2.1.2) **Comparison of Administration and Clerical Long-term Vacancy Rates - March 2006 to September 2007 (Vacancy rates on WTE figures are compared)**

HSC Organisation	Long-term Vacancy Rate March 2006	Long-term Vacancy Rate September 2006	Long-term Vacancy Rate March 2007	Long-term Vacancy Rate September 2007
Belfast Health and Social Care Trust	1.7	2.2	2.1	1.3
Northern Health and Social Care Trust	0.7	0.9	0.0	0.6
South Eastern Health and Social Care Trust	1.2	1.1	1.0	2.4
Southern Health and Social Care Trust	0.4	0.6	0.2	0.5
Western Health and Social Care Trust	0.1	1.9	0.0	0.0
Regional Services & Board Headquarters	0.5	0.1	0.5	0.5
Total	0.9	1.3	0.9	0.9

(2.2) Works and Maintenance

(2.2.1) Comparison of Works and Maintenance Current Vacancy Rates - March 2006 to September 2007 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rate March 2006	Current Vacancy Rate September 2006	Current Vacancy Rate March 2007	Current Vacancy Rate September 2007
Belfast Health and Social Care Trust	3.3	2.9	1.8	0.6
Northern Health and Social Care Trust	2.1	1.1	0.0	6.0
South Eastern Health and Social Care Trust	10.0	3.0	4.5	3.0
Southern Health and Social Care Trust	0.0	0.0	1.4	0.0
Western Health and Social Care Trust	3.1	0.0	0.0	1.5
Regional Services & Board Headquarters	0.0	0.0	0.0	0.0
Total	3.5	1.5	1.3	2.1

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

(2.2.2) Comparison of Works and Maintenance Long-term Vacancy Rates - March 2006 to September 2007 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long-term Vacancy Rate March 2006	Long-term Vacancy Rate September 2006	Long-term Vacancy Rate March 2007	Long-term Vacancy Rate September 2007
Belfast Health and Social Care Trust	1.7	0.0	1.2	0.0
Northern Health and Social Care Trust	0.0	1.1	0.0	6.0
South Eastern Health and Social Care Trust	6.0	0.0	4.5	0.0
Southern Health and Social Care Trust	0.0	0.0	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
Total	1.3	0.2	0.9	1.3

(2.3) Ancillary and General

(2.3.1) Comparison of Ancillary and General Current Vacancy Rates - March 2006 to September 2007 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rate March 2006	Current Vacancy Rate September 2006	Current Vacancy Rate March 2007	Current Vacancy Rate September 2007
Belfast Health and Social Care Trust	6.0	3.3	2.7	2.4
Northern Health and Social Care Trust	3.1	3.5	4.0	3.2
South Eastern Health and Social Care Trust	2.2	5.3	4.7	4.0
Southern Health and Social Care Trust	1.0	11.5	2.6	7.3
Western Health and Social Care Trust	2.0	1.6	1.2	0.4
Regional Services & Board Headquarters	2.8	0.0	0.0	0.0
Total	3.5	4.7	3.1	3.2

(2.3.2) Comparison of Ancillary and General Long-term Vacancy Rates - March 2006 to September 2007 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long-term Vacancy Rate March 2006	Long-term Vacancy Rate September 2006	Long-term Vacancy Rate March 2007	Long-term Vacancy Rate September 2007
Belfast Health and Social Care Trust	1.5	1.4	1.3	1.5
Northern Health and Social Care Trust	1.9	1.7	2.3	0.9
South Eastern Health and Social Care Trust	0.8	4.0	1.1	0.8
Southern Health and Social Care Trust	0.1	1.0	0.0	3.9
Western Health and Social Care Trust	0.0	0.7	0.0	0.0
Regional Services & Board Headquarters	0.0	0.0	0.0	0.0
Total	1.1	1.8	1.1	1.3

(2.4) Nursing, Midwifery and Health Visiting

(2.4.1) Comparison of Nursing, Midwifery and Health Visiting Current Vacancy Rates - March 2006 to September 2007 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rate March 2006	Current Vacancy Rate September 2006	Current Vacancy Rate March 2007	Current Vacancy Rate September 2007
Belfast Health and Social Care Trust	4.9	5.3	5.8	3.0
Northern Health and Social Care Trust	1.8	3.2	2.6	2.7
South Eastern Health and Social Care Trust	3.3	1.8	2.4	0.8
Southern Health and Social Care Trust	1.5	2.0	1.4	2.4
Western Health and Social Care Trust	1.0	3.0	2.1	0.7
Regional Services & Board Headquarters	5.5	0.0	3.6	3.7
Total	3.0	3.5	3.5	2.2

(2.4.2) Comparison of Nursing, Midwifery and Health Visiting Long-term Vacancy Rates - March 2006 to September 2007 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long-term Vacancy Rate March 2006	Long-term Vacancy Rate September 2006	Long-term Vacancy Rate March 2007	Long-term Vacancy Rate September 2007
Belfast Health and Social Care Trust	1.9	2.4	3.2	1.2
Northern Health and Social Care Trust	0.2	1.1	0.7	1.7
South Eastern Health and Social Care Trust	0.6	0.9	0.6	0.3
Southern Health and Social Care Trust	0.3	0.3	0.5	0.9
Western Health and Social Care Trust	0.2	0.5	0.2	0.0
Regional Services & Board Headquarters	0.0	0.0	3.1	1.0
Total	0.9	1.3	1.5	0.9

(2.5) Social Services

(2.5.1) Comparison of Social Services Current Vacancy Rates - March 2006 to September 2007 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rate March 2006	Current Vacancy Rate September 2006	Current Vacancy Rate March 2007	Current Vacancy Rate September 2007
Belfast Health and Social Care Trust	4.6	3.1	2.7	6.9
Northern Health and Social Care Trust	3.9	8.5	4.5	7.4
South Eastern Health and Social Care Trust	3.0	2.1	1.9	2.4
Southern Health and Social Care Trust	3.8	0.9	2.2	1.0
Western Health and Social Care Trust	2.5	1.4	1.5	1.5
Regional Services & Board Headquarters	2.4	3.7	7.1	9.4
Total	3.7	3.5	2.7	4.4

(2.5.2) Comparison of Social Services Long-term Vacancy Rates - March 2006 to September 2007 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long-term Vacancy Rate March 2006	Long-term Vacancy Rate September 2006	Long-term Vacancy Rate March 2007	Long-term Vacancy Rate September 2007
Belfast Health and Social Care Trust	1.2	0.4	0.6	0.8
Northern Health and Social Care Trust	1.5	0.8	1.0	0.7
South Eastern Health and Social Care Trust	0.0	0.6	0.0	0.1
Southern Health and Social Care Trust	0.6	0.2	0.0	0.2
Western Health and Social Care Trust	0.0	0.0	0.0	0.0
Regional Services & Board Headquarters	2.4	1.3	3.7	2.9
Total	0.8	0.4	0.4	0.5

(2.6) Professional and Technical

(2.6.1) Comparison of Professional and Technical Current Vacancy Rates - March 2006 to September 2007 (Vacancy rates on WTE figures are compared)

HSC Organisation	Current Vacancy Rate March 2006	Current Vacancy Rate September 2006	Current Vacancy Rate March 2007	Current Vacancy Rate September 2007
Belfast Health and Social Care Trust	7.0	5.5	4.9	5.3
Northern Health and Social Care Trust	4.3	3.2	3.8	5.2
South Eastern Health and Social Care Trust	5.0	4.1	5.1	4.5
Southern Health and Social Care Trust	3.1	2.1	2.7	4.1
Western Health and Social Care Trust	1.8	2.6	3.1	2.2
Regional Services & Board Headquarters	1.9	4.4	2.1	2.6
Total	4.9	4.1	4.1	4.5

(2.6.2) Comparison of Professional and Technical Long-term Vacancy Rates - March 2006 to September 2007 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long-term Vacancy Rate March 2006	Long-term Vacancy Rate September 2006	Long-term Vacancy Rate March 2007	Long-term Vacancy Rate September 2007
Belfast Health and Social Care Trust	2.9	2.3	2.1	1.7
Northern Health and Social Care Trust	1.5	1.1	1.2	1.4
South Eastern Health and Social Care Trust	0.7	1.9	2.1	1.3
Southern Health and Social Care Trust	0.4	0.9	0.6	1.6
Western Health and Social Care Trust	0.4	0.4	0.1	0.0
Regional Services & Board Headquarters	0.0	0.0	0.8	0.0
Total	1.6	1.5	1.4	1.3

(2.7) Medical and Dental

**(2.7.1) Comparison of Medical and Dental Current Vacancy Rates - March 2006 to September 2007
(Vacancy rates on WTE figures are compared)**

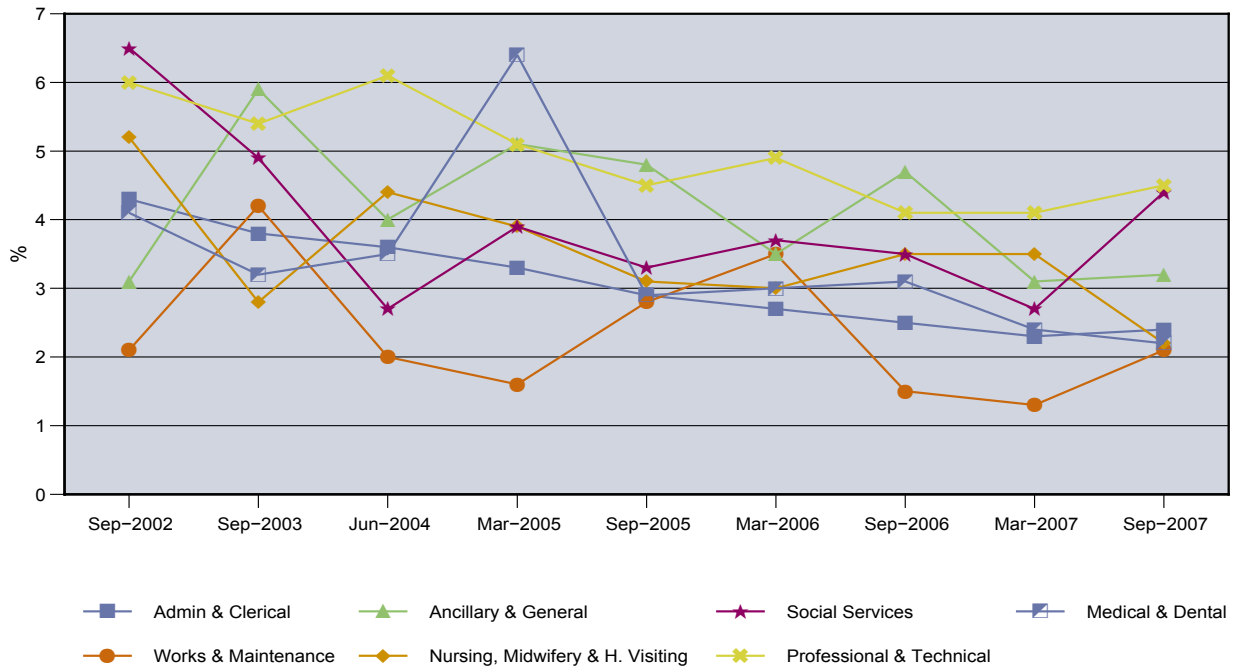
HSC Organisation	Current Vacancy Rate March 2006	Current Vacancy Rate September 2006	Current Vacancy Rate March 2007	Current Vacancy Rate September 2007
Belfast Health and Social Care Trust	3.1	3.0	1.7	2.9
Northern Health and Social Care Trust	1.5	2.1	2.1	0.6
South Eastern Health and Social Care Trust	3.6	4.5	3.2	0.9
Southern Health and Social Care Trust	2.8	3.0	4.4	1.4
Western Health and Social Care Trust	3.8	3.3	2.7	3.6
Regional Services & Board Headquarters	1.1	0.3	1.1	1.6
Total	3.0	3.1	2.4	2.2

**(2.7.2) Comparison of Medical and Dental Long-term Vacancy Rates - March 2006 to September 2007
(Vacancy rates on WTE figures are compared)**

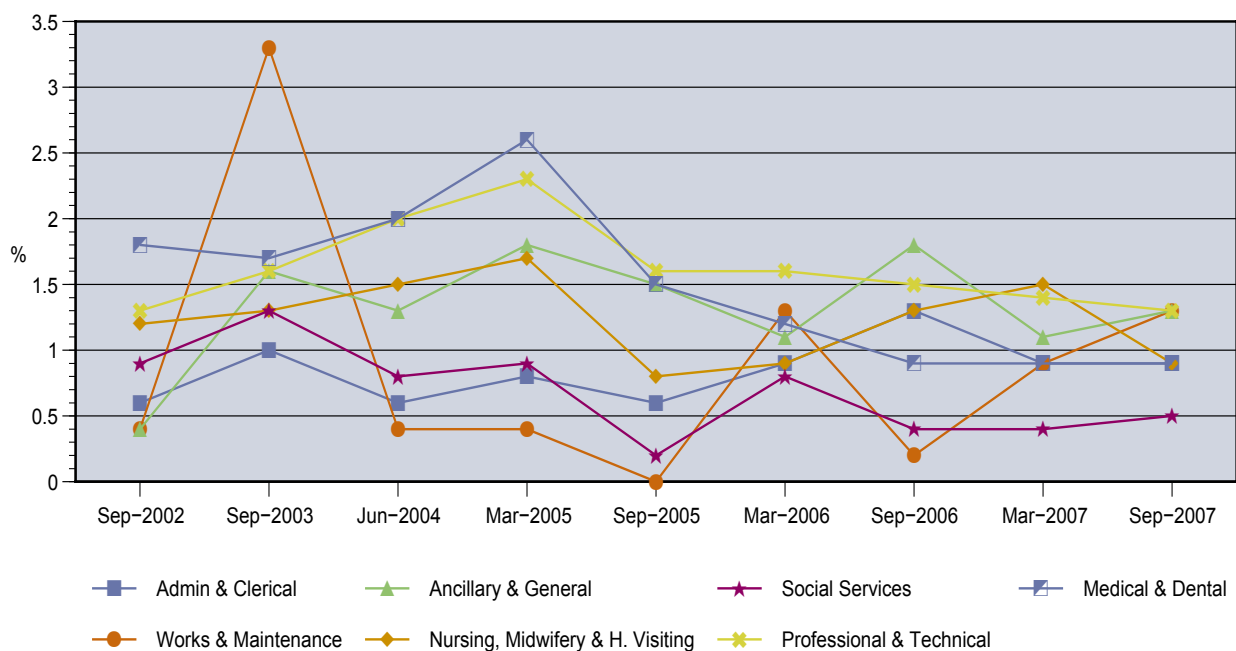
HSC Organisation	Long-term Vacancy Rate March 2006	Long-term Vacancy Rate September 2006	Long-term Vacancy Rate March 2007	Long-term Vacancy Rate September 2007
Belfast Health and Social Care Trust	0.7	1.0	0.4	1.6
Northern Health and Social Care Trust	0.6	0.2	0.9	0.0
South Eastern Health and Social Care Trust	2.3	1.2	0.5	0.1
Southern Health and Social Care Trust	1.4	1.9	3.3	1.4
Western Health and Social Care Trust	2.4	0.6	0.6	0.0
Regional Services & Board Headquarters	0.0	0.0	0.0	0.0
Total	1.2	0.9	0.9	0.9

(2.8) Vacancy Rate Trend Charts 2002 – 2007 by Terms & Conditions Group

(Figure 8) Comparison of Current WTE Vacancy Rates by TC Group
September 2002 to September 2007



(Figure 9) Comparison of Long-Term WTE Vacancy Rates by TC Group
September 2002 to September 2007



(3) Total Number of Current and Long-Term Vacancies as at 30th September 2007: 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 30th September 2007: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	129	121.5
Maternity & Child Health	9	8.0
Family & Childcare	19	15.0
Elderly Care	5	4.0
Mental Health	11	8.9
Learning Disability	7	4.3
Physical & Sensory Disability	4	3.0
Health Promotion and Disease Prevention	4	2.9
Primary Health & Adult Community	9	9.0
Unassigned	115	109.1
Total	312	285.8

Table B – Total number of long-term administration and clerical staff vacancies as at 30th September 2007: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	47	42.6
Maternity & Child Health	0	0.0
Family & Childcare	5	3.3
Elderly Care	2	1.5
Mental Health	7	5.5
Learning Disability	6	3.8
Physical & Sensory Disability	4	3.0
Health Promotion and Disease Prevention	1	1.0
Primary Health & Adult Community	0	0.0
Unassigned	46	42.3
Total	118	103.0

(3.2) Works and Maintenance Staff Vacancies

**Table C – Total number of current works and maintenance staff vacancies as at 30th September 2007:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
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	10	10.0
Total	12	12.0

**Table D – Total number of long-term works and maintenance staff vacancies as at 30th September 2007:
Breakdown by Programme of Care.**

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

(3.3) Ancillary and General Staff Vacancies

**Table E – Total number of current ancillary and general staff vacancies as at 30th September 2007:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	90	65.4
Maternity & Child Health	2	0.8
Family & Childcare	5	3.1
Elderly Care	56	39.8
Mental Health	16	9.4
Learning Disability	37	22.4
Physical & Sensory Disability	1	0.3
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	6	3.0
Unassigned	74	48.3
Total	287	192.5

**Table F – Total number of long-term ancillary and general staff vacancies as at 30th September 2007:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	21	16.6
Maternity & Child Health	1	0.3
Family & Childcare	2	1.6
Elderly Care	35	28.5
Mental Health	2	1.3
Learning Disability	27	16.4
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	2	0.9
Unassigned	22	13.5
Total	112	79.1

(3.4) Nursing, Midwifery and Health Visiting Staff Vacancies

Table G – Total number of current nursing, midwifery and health visiting staff vacancies as at 30th September 2007: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	253	226.3
Maternity & Child Health	38	32.7
Family & Childcare	7	6.0
Elderly Care	20	16.8
Mental Health	36	35.5
Learning Disability	41	40.6
Physical & Sensory Disability	1	1.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	44	30.3
Unassigned	8	7.4
Total	448	396.5

Table H – Total number of long-term nursing, midwifery and health visiting staff vacancies as at 30th September 2007: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	109	100.1
Maternity & Child Health	20	17.6
Family & Childcare	0	0.0
Elderly Care	5	3.9
Mental Health	23	22.5
Learning Disability	16	15.8
Physical & Sensory Disability	1	1.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	9	4.8
Unassigned	2	1.6
Total	185	167.1

(3.5) Social Services Staff Vacancies

**Table I – Total number of current social services staff vacancies as at 30th September 2007:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	0	0.0
Maternity & Child Health	1	1.0
Family & Childcare	52	48.1
Elderly Care	251	142.8
Mental Health	21	17.6
Learning Disability	33	31.5
Physical & Sensory Disability	4	3.5
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	3	2.3
Unassigned	2	2.0
Total	367	248.8

**Table J – Total number of long-term social services staff vacancies as at 30th September 2007:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	0	0.0
Maternity & Child Health	1	1.0
Family & Childcare	4	3.0
Elderly Care	13	9.8
Mental Health	6	4.1
Learning Disability	6	6.0
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
Total	31	24.9

(3.6) Professional and Technical Staff Vacancies

Table K – Total number of current professional and technical staff vacancies as at 30th September 2007: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	189	176.6
Maternity & Child Health	19	15.5
Family & Childcare	13	12.1
Elderly Care	27	25.5
Mental Health	9	9.0
Learning Disability	10	8.7
Physical & Sensory Disability	5	3.0
Health Promotion and Disease Prevention	1	0.5
Primary Health & Adult Community	16	11.4
Unassigned	33	29.0
Total	322	291.2

Table L – Total number of long-term professional and technical staff vacancies as at 30th September 2007: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	56	52.0
Maternity & Child Health	5	4.5
Family & Childcare	5	5.0
Elderly Care	2	2.0
Mental Health	2	1.5
Learning Disability	5	4.5
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	1	0.5
Primary Health & Adult Community	3	1.6
Unassigned	12	10.1
Total	91	81.7

(3.7) Medical and Dental Staff Vacancies

**Table M – Total number of current medical and dental staff vacancies as at 30th September 2007:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	69	66.6
Maternity & Child Health	3	3.0
Family & Childcare	0	0.0
Elderly Care	3	2.8
Mental Health	4	4.0
Learning Disability	1	0.5
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	2	1.4
Unassigned	1	1.0
Total	83	79.3

**Table N – Total number of long-term medical and dental staff vacancies as at 30th September 2007:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	27	25.5
Maternity & Child Health	2	2.0
Family & Childcare	0	0.0
Elderly Care	2	1.8
Mental Health	2	2.0
Learning Disability	1	0.5
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
Total	34	31.8