

**Northern Ireland Health and Social Care
Workforce Vacancies
as at
30 September 2008**

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NI HSC Vacancy Survey as at 30th September 2008 – Contents

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

	Page Number
(1.6.4) Vacancy Rates by HSC Organisation (WTE)	17
(Fig.5) Comparison of Professional & Technical Vacancy Rates by HSC Organisation (WTE)	18
(1.6.5) Temporary Post Vacancies	19
(1.7) Medical and Dental	20
(1.7.1) Current Vacancies	20
(1.7.2) Long-Term Vacancies	20
(1.7.3) Vacancy Rates by HSC Organisation (Headcount)	21
(1.7.4) Vacancy Rates by HSC Organisation (WTE)	21
(Fig.6) Comparison of Medical & Dental Vacancy Rates by HSC Organisation (WTE)	22
(1.7.5) Temporary Post Vacancies	22
(1.7.6) Specialty for Consultant Current Vacancies	23
(1.7.7) Specialty for Consultant Long-term Vacancies	24
(1.8) Ambulance	25
(1.8.1) Current Vacancies	25
(1.8.2) Long-Term Vacancies	25
(1.8.3) Vacancy Rates (Headcount & WTE)	25
(1.8.4) Temporary Post Vacancies	25
(2) Vacancy Rate Trend Data by HSC Organisation 2006 – 2008 by Terms & Conditions Group	26
(2.1) Administration and Clerical	26
(2.1.1) Current Vacancy Rates	26
(2.1.2) Long-Term Vacancy Rates	26
(2.2) Works and Maintenance	27
(2.2.1) Current Vacancy Rates	27
(2.2.2) Long-Term Vacancy Rates	27
(2.3) Ancillary and General	28
(2.3.1) Current Vacancy Rates	28
(2.3.2) Long-Term Vacancy Rates	28
(2.4) Nursing, Midwifery and Health Visiting	29
(2.4.1) Current Vacancy Rates	29
(2.4.2) Long-Term Vacancy Rates	29
(2.5) Social Services	30
(2.5.1) Current Vacancy Rates	30
(2.5.2) Long-Term Vacancy Rates	30
(2.6) Professional and Technical	31
(2.6.1) Current Vacancy Rates	31
(2.6.2) Long-Term Vacancy Rates	31
(2.7) Medical and Dental	32
(2.7.1) Current Vacancy Rates	32
(2.7.2) Long-Term Vacancy Rates	32
(2.8) Vacancy Rate Trend Charts 2005 – 2008 by Terms & Conditions Group	33
(Fig.7) Comparison of Current WTE Vacancy Rates	33
(Fig.8) Comparison of Long-Term WTE Vacancy Rates	33

		Page Number
(3) Total number of current and long-term vacancies as at 30th September 2008:		
	Breakdown by Programme of Care	34
(3.1) Administration and Clerical		34
	(Table A) Current Vacancies by Programme of Care	34
	(Table B) Long-Term Vacancies by Programme of Care	34
(3.2) Works and Maintenance		35
	(Table C) Current Vacancies by Programme of Care	35
	(Table D) Long-Term Vacancies by Programme of Care	35
(3.3) Ancillary and General		36
	(Table E) Current Vacancies by Programme of Care	36
	(Table F) Long-Term Vacancies by Programme of Care	36
(3.4) Nursing, Midwifery and Health Visiting		37
	(Table G) Current Vacancies by Programme of Care	37
	(Table H) Long-Term Vacancies by Programme of Care	37
(3.5) Social Services		38
	(Table I) Current Vacancies by Programme of Care	38
	(Table J) Long-Term Vacancies by Programme of Care	38
(3.6) Professional and Technical		39
	(Table K) Current Vacancies by Programme of Care	39
	(Table L) Long-Term Vacancies by Programme of Care	39
(3.7) Medical and Dental		40
	(Table M) Current Vacancies by Programme of Care	40
	(Table N) Long-Term Vacancies by Programme of Care	40

Background and Methodology

The NI Health and Social Care (HSC) Workforce Vacancy Survey is now an established survey carried out on a biannual basis. The survey collects information on vacancy levels by 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. For the first time, this survey records the Specialty for Consultant Current and Long-term vacancies.

The survey was issued on 17th September 2008 to record vacancies as at 30th September 2008. It was issued to all HSC organisations and there was a 100% response rate. This is the eleventh survey in the series and the eighth to be conducted on a biannual cycle, i.e. vacancies as at 31st March and 30th September. This is the third 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 2008 was vacant and which the organisation was actively trying to fill.

Long-term Vacancy: A long-term vacancy is an unoccupied post which at 30th September 2008 had been vacant for three months or more (was vacant prior to 30th June 2008) 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 2008:

Grade	Headcount	WTE
Clerical and Administration	244	214.5
Manager	25	23.1
Senior Manager	14	14.0
Board Member	2	2.0
Other	0	0.0
Total	285	253.6

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

(1.1.2) Long-Term Vacancies

The following figures were given for the number of long-term administration and clerical staff vacancies as at 30th September 2008:

Grade	Headcount	WTE
Clerical and Administration	104	94.0
Manager	2	1.7
Senior Manager	5	5.0
Board Member	1	1.0
Other	0	0.0
Total	112	101.7

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:

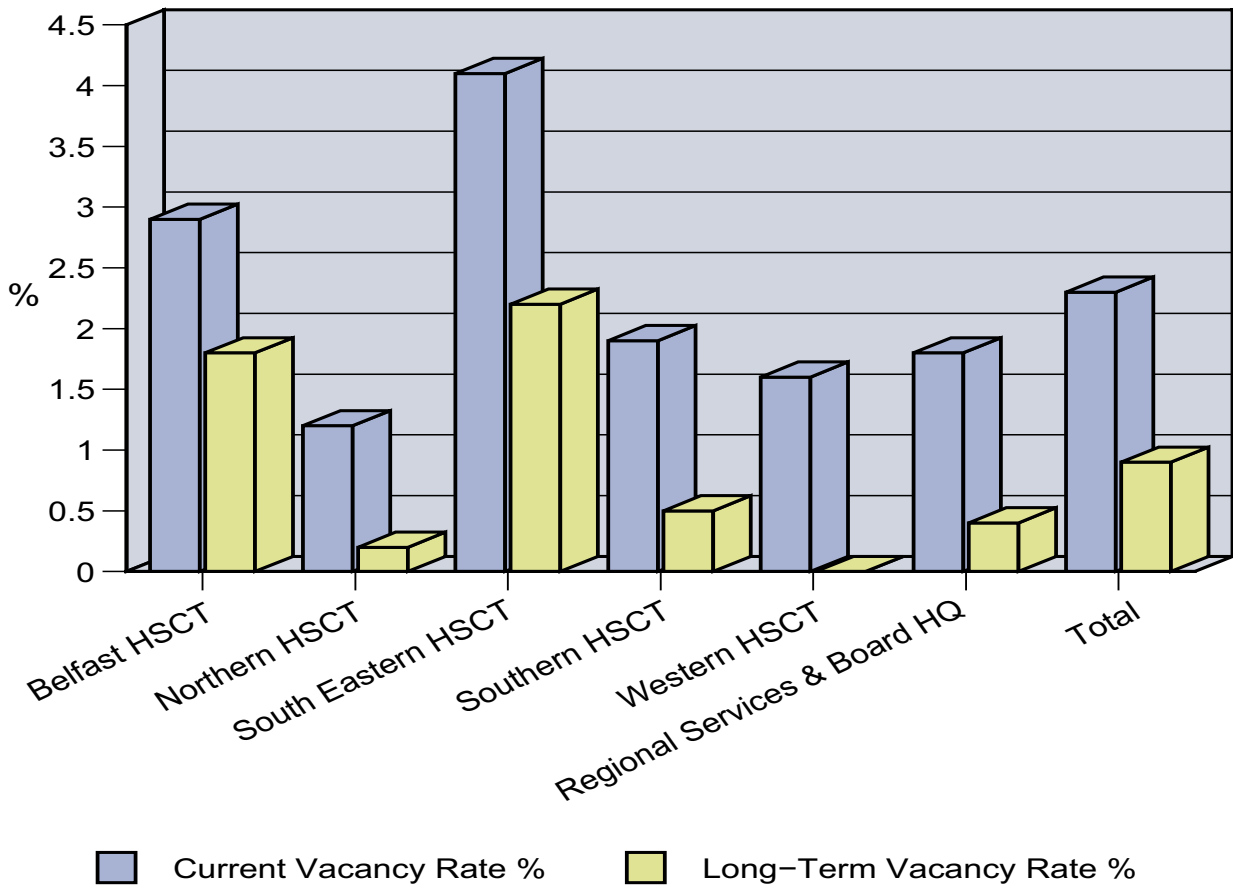
HPSS Organisation	Current Vacancies	Current Vacancy Rate %	Long-Term Vacancies	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	109	3.0	60	1.7
Northern Health and Social Care Trust	22	1.0	4	0.2
South Eastern Health and Social Care Trust	60	3.8	32	2.1
Southern Health and Social Care Trust	35	1.9	9	0.5
Western Health and Social Care Trust	27	1.5	0	0.0
Regional Services & Board Headquarters	32	1.7	7	0.4
Total	285	2.2	112	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	90.9	2.9	55.1	1.8
Northern Health and Social Care Trust	21.4	1.2	4.0	0.2
South Eastern Health and Social Care Trust	54.8	4.1	28.9	2.2
Southern Health and Social Care Trust	29.3	1.9	7.2	0.5
Western Health and Social Care Trust	26.1	1.6	0.0	0.0
Regional Services & Board Headquarters	31.0	1.8	6.5	0.4
Total	253.6	2.3	101.7	0.9

(Figure 1) Comparison of Administration & Clerical Vacancy Rates by Health & Social Care Organisation as at 30th September 2008 (WTE)



(1.1.5) Temporary Post Vacancies

The following figures were given for the number of temporary administration and clerical staff vacancies as at 30th September 2008:

Grade	Headcount	WTE
Clerical and Admin	220	204.8
Manager	9	9.0
Senior Manager	6	6.0
Board Member	0	0.0
Other	1	1.0
Total	236	220.8

(1.2) Works and Maintenance Workforce

(1.2.1) Current Vacancies

There were no current vacancies reported for works and maintenance staff as at 30th September 2008.

(1.2.2) Long-Term Vacancies

There were no long-term vacancies reported for works and maintenance staff as at 30th September 2008.

(1.2.3) Vacancy Rates by HSC Organisation (Headcount)

The current and long-term headcount vacancy rate for works and maintenance staff is 0.0%.

(1.2.4) Vacancy Rates by HSC Organisation (WTE)

The current and long-term WTE vacancy rate for works and maintenance staff is 0.0%.

(1.2.5) Temporary Post Vacancies

There were no temporary 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 2008:

Grade	Headcount	WTE
Catering related	90	60.7
Cleaner / Domestic	215	129.2
Porter / Driver / Orderly	32	30.3
Labourer / Gardener	0	0.0
Security / Caretaker	2	0.4
Care Assistant / Warden	43	36.1
Home Helps	21	21.0
Other	13	12.5
Total	416	290.2

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 2008:

Grade	Headcount	WTE
Catering related	59	39.5
Cleaner / Domestic	95	64.2
Porter / Driver / Orderly	18	16.6
Labourer / Gardener	0	0.0
Security / Caretaker	0	0.0
Care Assistant / Warden	34	28.5
Home Helps	0	0.0
Other	9	8.7
Total	215	157.5

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:

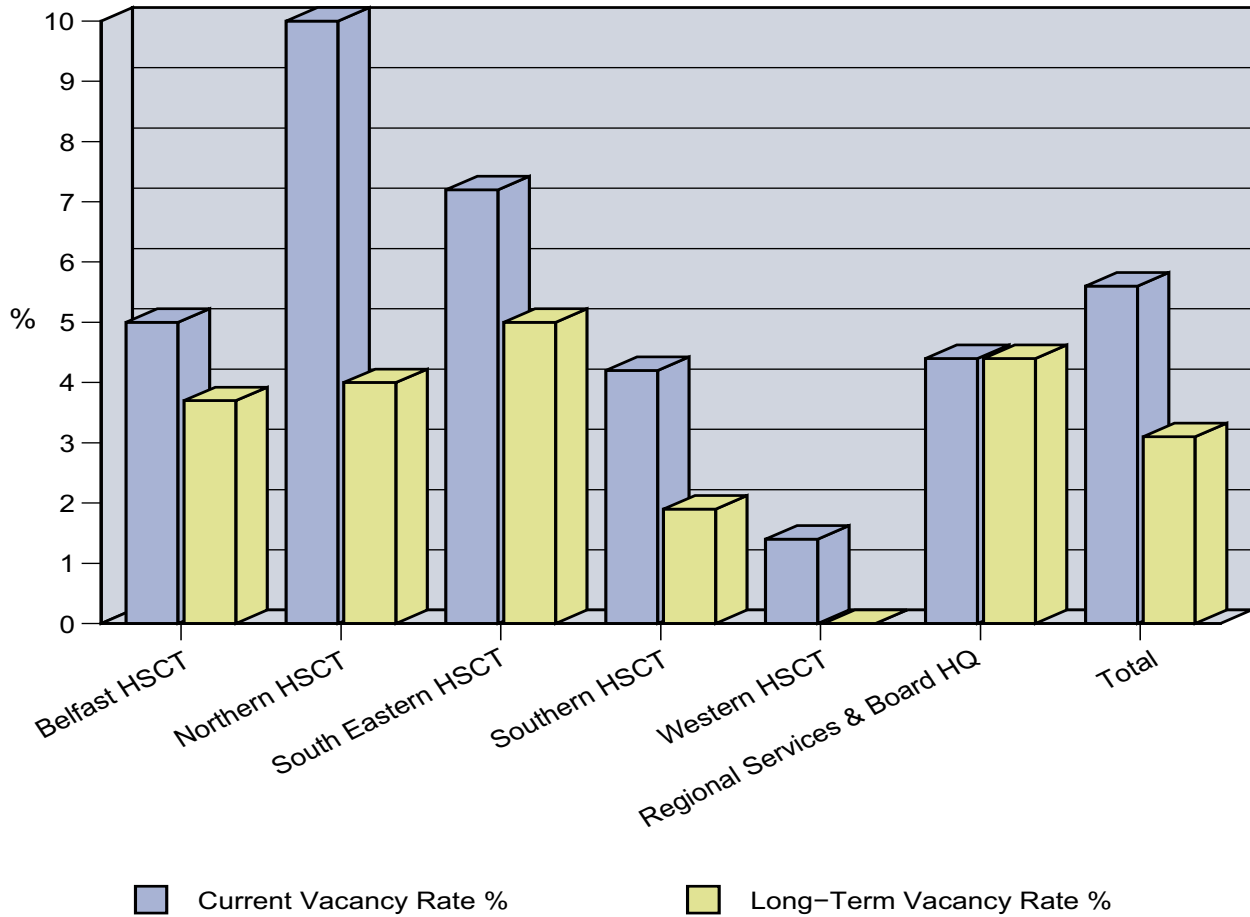
HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	117	5.0	83	3.6
Northern Health and Social Care Trust	121	9.3	43	3.5
South Eastern Health and Social Care Trust	109	9.4	69	6.2
Southern Health and Social Care Trust	47	3.8	19	1.6
Western Health and Social Care Trust	21	2.0	0	0.0
Regional Services & Board Headquarters	1	3.6	1	3.6
Total	416	5.8	215	3.1

(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	89.4	5.0	65.5	3.7
Northern Health and Social Care Trust	94.1	10.0	35.0	4.0
South Eastern Health and Social Care Trust	59.0	7.2	40.3	5.0
Southern Health and Social Care Trust	36.0	4.2	15.6	1.9
Western Health and Social Care Trust	10.7	1.4	0.0	0.0
Regional Services & Board Headquarters	1.0	4.4	1.0	4.4
Total	290.2	5.6	157.5	3.1

(Figure 2) Comparison of Ancillary & General Vacancy Rates by Health & Social Care Organisation as at 30th September 2008 (WTE)



(1.3.5) Temporary Post Vacancies

The following figures were given for the number of temporary ancillary and general staff vacancies as at 30th September 2008:

Grade	Headcount	WTE
Catering related	14	9.4
Cleaner / Domestic	31	20.0
Porter / Driver / Orderly	6	5.4
Labourer / Gardener	0	0.0
Security / Caretaker	0	0.0
Care Assistant / Warden	12	6.2
Home Helps	0	0.0
Other	1	0.6
Total	64	41.6

(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 2008:

Grade	Headcount	WTE
Qualified Nurses	289	273.2
Health Visitors	5	4.8
District Nurses	2	1.7
Midwives	29	27.2
Unqualified Nurses	64	57.6
Others	8	8.0
Total	397	372.5

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 2008:

Grade	Headcount	WTE
Qualified Nurses	76	73.9
Health Visitors	1	0.8
District Nurses	0	0.0
Midwives	12	10.7
Unqualified Nurses	36	33.5
Others	1	1.0
Total	126	119.9

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:

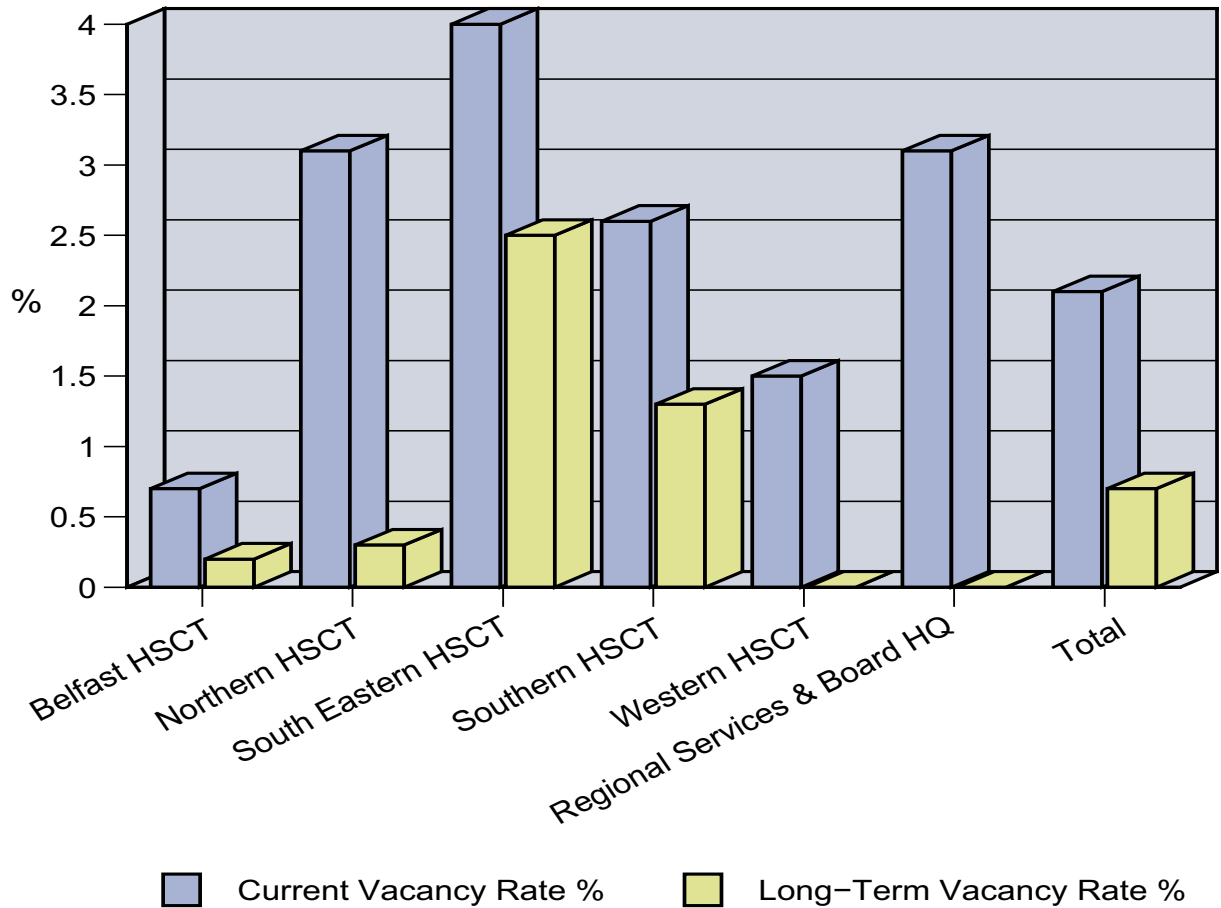
HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	46	0.6	12	0.2
Northern Health and Social Care Trust	109	2.9	10	0.3
South Eastern Health and Social Care Trust	104	3.4	63	2.1
Southern Health and Social Care Trust	86	2.5	41	1.2
Western Health and Social Care Trust	49	1.4	0	0.0
Regional Services & Board Headquarters	3	2.6	0	0.0
Total	397	1.9	126	0.6

(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	44.1	0.7	11.2	0.2
Northern Health and Social Care Trust	98.9	3.1	7.7	0.3
South Eastern Health and Social Care Trust	103.3	4.0	63.0	2.5
Southern Health and Social Care Trust	75.3	2.6	37.9	1.3
Western Health and Social Care Trust	47.9	1.5	0.0	0.0
Regional Services & Board Headquarters	3.0	3.1	0.0	0.0
Total	372.5	2.1	119.9	0.7

(Figure 3) Comparison of Nursing, Midwifery and Health Visiting Vacancy Rates by Health & Social Care Organisation as at 30th September 2008 (WTE)



(1.4.5) Temporary Post Vacancies

The following figures were given for the number of temporary nursing, midwifery and health visiting staff vacancies as at 30th September 2008:

Grade	Headcount	WTE
Qualified Nurses	138	121.4
Health Visitors	0	0.0
District Nurses	0	0.0
Midwives	6	6.0
Unqualified Nurses	10	7.9
Others	1	1.0
Total	155	136.3

(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 2008:

Grade	Headcount	WTE
Senior Management	1	1.0
Management	1	1.0
Senior Social Worker	8	8.0
Senior Practitioner	8	8.0
Social Worker	31	26.2
Social Work Assistants	7	3.3
Residential Manager - Adult	0	0.0
Residential Care Staff - Adult	1	1.0
Residential Child Care Team Leader	1	1.0
Residential Child Care Social Worker (Qualified)	7	7.0
Residential Child Care Staff (Not Social Worker Qualified)	1	1.0
Day Care Manager	0	0.0
Day Care Staff	19	18.0
Home Helps	2	2.0
Other	48	45.9
Total	135	123.3

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 2008:

Grade	Headcount	WTE
Senior Management	0	0.0
Management	0	0.0
Senior Social Worker	2	2.0
Senior Practitioner	1	1.0
Social Worker	8	6.8
Social Work Assistants	0	0.0
Residential Manager - Adult	0	0.0
Residential Care Staff - Adult	0	0.0
Residential Child Care Team Leader	0	0.0
Residential Child Care Social Worker (Qualified)	2	2.0
Residential Child Care Staff (Not Social Worker Qualified)	0	0.0
Day Care Manager	0	0.0
Day Care Staff	8	7.5
Home Helps	0	0.0
Other	28	27.3
Total	49	46.6

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:

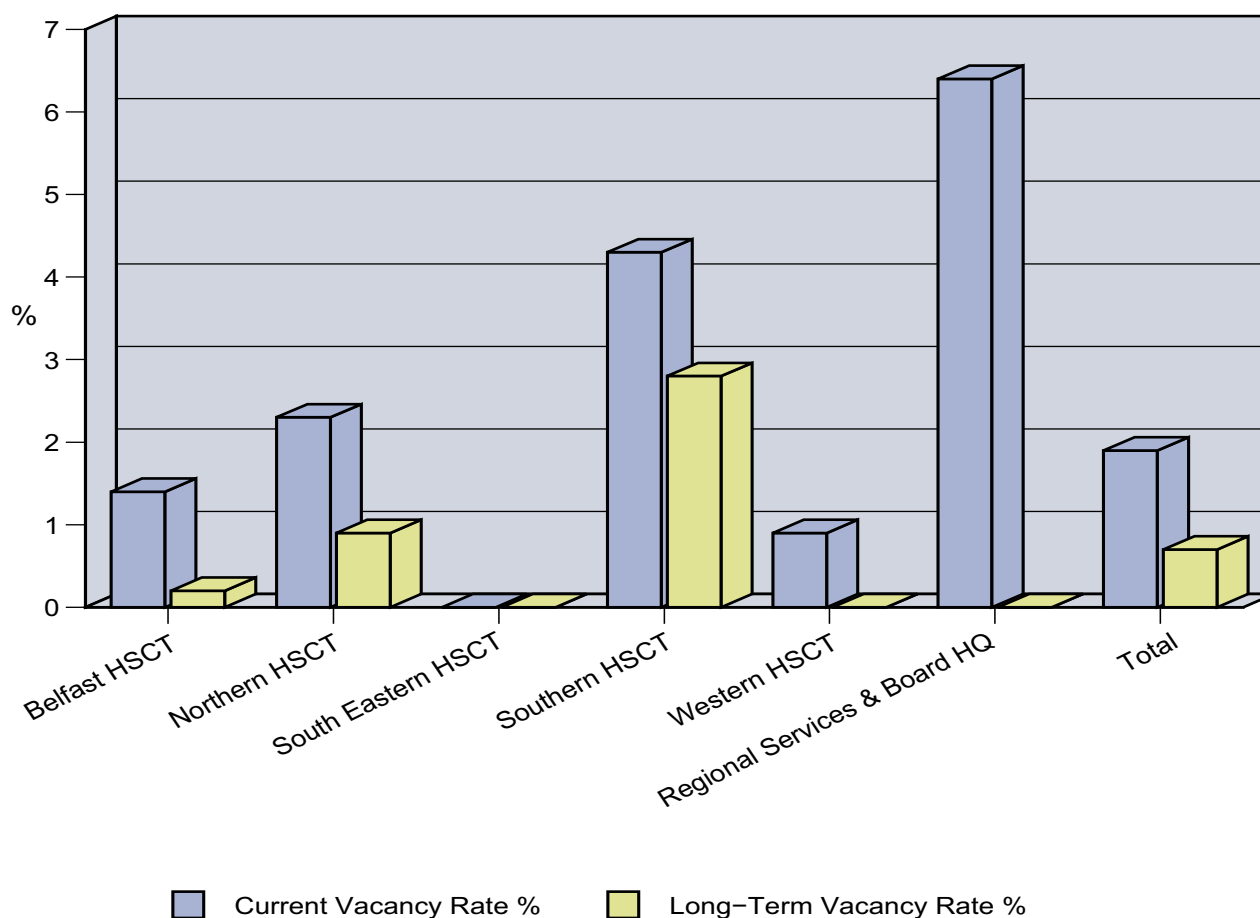
HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	26	1.4	3	0.2
Northern Health and Social Care Trust	38	2.1	14	0.8
South Eastern Health and Social Care Trust	6	0.5	2	0.0
Southern Health and Social Care Trust	49	4.1	30	2.6
Western Health and Social Care Trust	12	0.9	0	0.0
Regional Services & Board Headquarters	4	6.2	0	0.0
Total	135	1.8	49	0.7

(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	22.2	1.4	2.9	0.2
Northern Health and Social Care Trust	36.9	2.3	13.4	0.9
South Eastern Health and Social Care Trust	5.5	0.0	1.5	0.0
Southern Health and Social Care Trust	44.4	4.3	28.8	2.8
Western Health and Social Care Trust	10.3	0.9	0.0	0.0
Regional Services & Board Headquarters	4.0	6.4	0.0	0.0
Total	123.3	1.9	46.6	0.7

(Figure 4) Comparison of Social Services Vacancy Rates by Health & Social Care Organisation as at 30th September 2008 (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 2008:

Grade	Headcount	WTE
Senior Management	1	1.0
Management	0	0.0
Senior Social Worker	2	2.0
Senior Practitioner	0	0.0
Social Worker	24	24.0
Social Work Assistants	1	1.0
Residential Manager - Adult	0	0.0
Residential Care Staff - Adult	0	0.0
Residential Child Care Team Leader	0	0.0
Residential Child Care Social Worker (Qualified)	3	2.6
Residential Child Care Staff (Not Social Worker Qualified)	0	0.0
Day Care Manager	1	1.0
Day Care Staff	4	3.2
Home Helps	0	0.0
Other	6	5.7
Total	42	40.6

(1.6) Professional and Technical Workforce

(1.6.1) Current Vacancies

The following figures were given for the number of current professional and technical staff vacancies as at 30th September 2008:

Grade	Headcount	WTE
Podiatrists	6	5.5
Foot Care Assistants	3	2.0
Dieticians	7	5.5
Occupational Therapists	21	20.5
Occupational Therapy Assistants	1	1.0
Physiotherapists	18	14.8
Physiotherapy Assistants	6	4.1
Radiographers	2	2.0
Radiotherapy Assistants	3	3.0
Speech Therapists	11	9.8
Speech Therapy Assistants	0	0.0
Orthoptists	1	1.0
Optometrists	1	1.0
Pharmaceutical Related Grades	15	14.1
Psychologists	8	8.0
Assistant / Trainee Psychologists	10	9.7
MLSOs	3	3.0
MLAs	13	12.4
MTOs	13	12.5
Trainee MTOs	4	4.0
Trainee MLSOs	1	1.0
Technical Instructor	3	3.0
Senior Assistant / Assistant Technical Officer	7	6.0
Clinical Scientists	7	7.0
Estate Services Officers	1	1.0
Trainee Estate Services Officers	0	0.0
Dental	1	1.0
Dental Auxiliary	0	0.0
Other	26	25.2
Total	192	178.1

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

(1.6.2) Long-Term Vacancies

The following figures were given for the number of long-term professional and technical staff vacancies as at 30th September 2008:

Grade	Headcount	WTE
Podiatrists	0	0.0
Foot Care Assistants	0	0.0
Dieticians	3	2.5
Occupational Therapists	7	6.5
Occupational Therapy Assistants	0	0.0
Physiotherapists	2	2.0
Physiotherapy Assistants	4	2.7
Radiographers	0	0.0
Radiotherapy Assistants	1	1.0
Speech Therapists	5	3.8
Speech Therapy Assistants	0	0.0
Orthoptists	1	1.0
Optometrists	0	0.0
Pharmaceutical Related Grades	4	4.0
Psychologists	0	0.0
Assistant / Trainee Psychologists	4	4.0
MLSOs	0	0.0
MLAs	4	4.0
MTOs	3	3.0
Trainee MTOs	3	3.0
Trainee MLSOs	0	0.0
Technical Instructor	0	0.0
Senior Assistant / Assistant Technical Officer	3	3.0
Clinical Scientists	3	3.0
Estate Services Officers	0	0.0
Trainee Estate Services Officers	0	0.0
Dental	0	0.0
Dental Auxiliary	0	0.0
Other	7	6.6
Total	54	50.1

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:

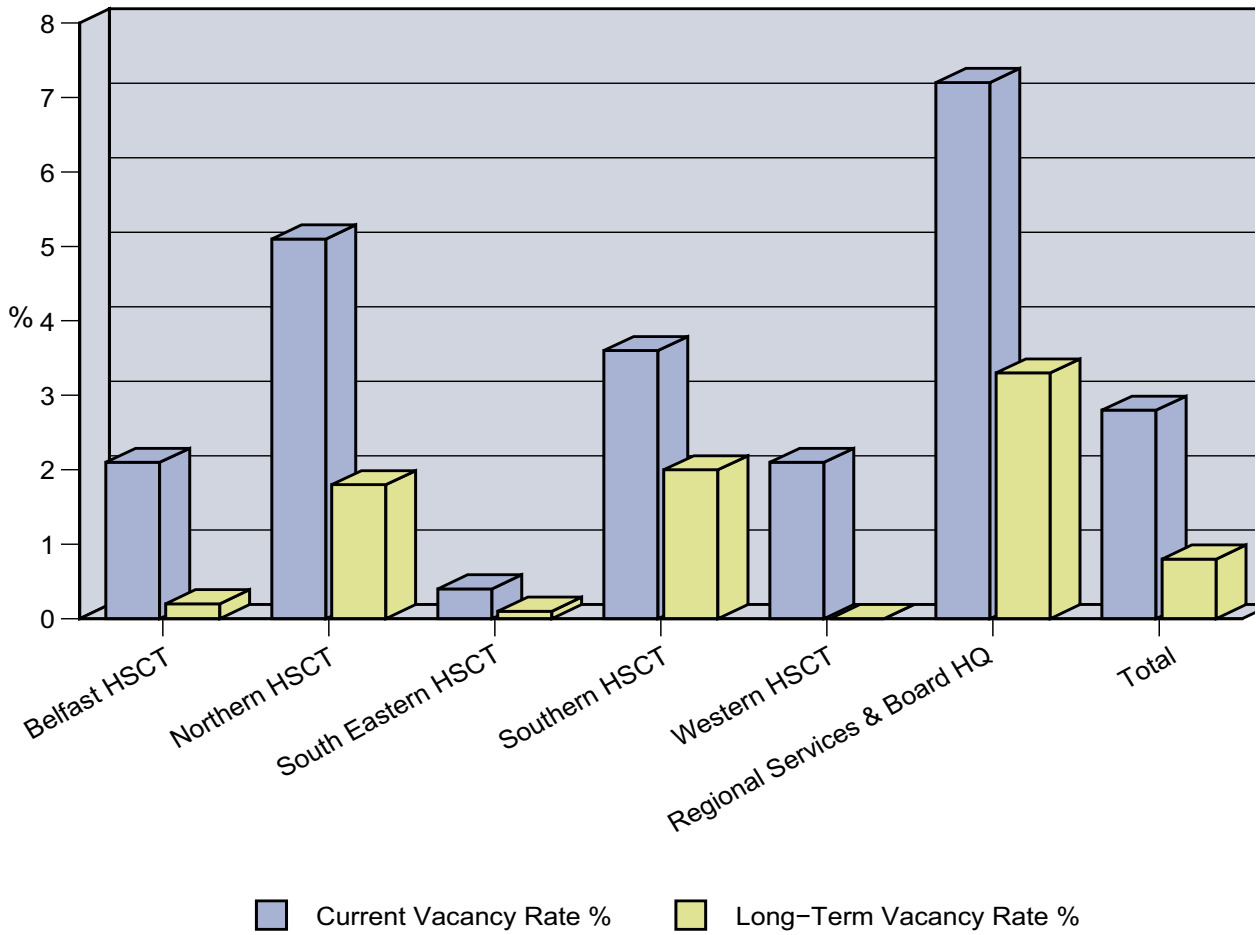
HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	50	1.9	4	0.2
Northern Health and Social Care Trust	61	4.6	21	1.7
South Eastern Health and Social Care Trust	3	0.3	1	0.1
Southern Health and Social Care Trust	41	3.7	21	2.0
Western Health and Social Care Trust	21	2.1	0	0.0
Regional Services & Board Headquarters	16	6.6	7	3.0
Total	192	2.7	54	0.8

(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	49.5	2.1	4.0	0.2
Northern Health and Social Care Trust	57.1	5.1	19.4	1.8
South Eastern Health and Social Care Trust	3.0	0.4	1.0	0.1
Southern Health and Social Care Trust	34.2	3.6	18.7	2.0
Western Health and Social Care Trust	18.3	2.1	0.0	0.0
Regional Services & Board Headquarters	16.0	7.2	7.0	3.3
Total	178.1	2.8	50.1	0.8

(Figure 5) Comparison of Professional & Technical Vacancy Rates by Health & Social Care Organisation as at 30th September 2008 (WTE)



(1.6.5) Temporary Post Vacancies

The following figures were given for the number of temporary professional and technical staff vacancies as at 30th September 2008:

Grade	Headcount	WTE
Podiatrists	1	1.0
Foot Care Assistants	0	0.0
Dieticians	2	1.7
Occupational Therapists	5	5.0
Occupational Therapy Helpers	0	0.0
Physiotherapists	24	19.2
Physiotherapy Helpers	3	3.0
Radiographers	1	0.0
Radiotherapy Helpers	0	0.0
Speech Therapists	5	3.7
Speech Therapy Assistants	0	0.0
Orthoptists	0	0.0
Optometrists	0	0.0
Pharmaceutical Related Grades	9	9.0
Psychologists	3	2.4
Assistant / Trainee Psychologists	0	0.0
MLSOs	2	1.5
MLAs	3	3.0
MTOs	1	1.0
Trainee MTOs	1	1.0
Trainee MLSOs	2	2.0
Technical Instructor	0	0.0
Senior Assistant / Assistant Technical Officer	1	1.0
Clinical Scientists	2	2.0
Estate Services Officers	0	0.0
Trainee Estate Services Officers	0	0.0
Dental	1	1.0
Dental Auxiliary	0	0.0
Other	5	4.5
Total	71	62.1

(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 2008:

Grade	Headcount	WTE
Consultant	47	46.0
Associate Specialist	0	0.0
Staff Grade	29	29.0
Special Registrar*	2	2.0
PRHO*	0	0.0
SHO*	31	31.0
Hospital Practitioner	0	0.0
General Medical Practitioner	4	3.1
Medical Officer	1	1.0
Dental Officer	1	1.0
Other	9	9.0
Total	124	122.1

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

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

(1.7.2) Long-Term Vacancies

The following figures were given for the number of long-term medical and dental staff vacancies as at 30th September 2008:

Grade	Headcount	WTE
Consultant	17	16.0
Associate Specialist	0	0.0
Staff Grade	7	7.0
Special Registrar	0	0.0
PRHO	0	0.0
SHO	6	6.0
Hospital Practitioner	0	0.0
General Medical Practitioner	4	3.1
Medical Officer	1	1.0
Dental Officer	0	0.0
Other	2	2.0
Total	37	35.1

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

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

(1.7.3) Vacancy Rates by HSC Organisation (Headcount)

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

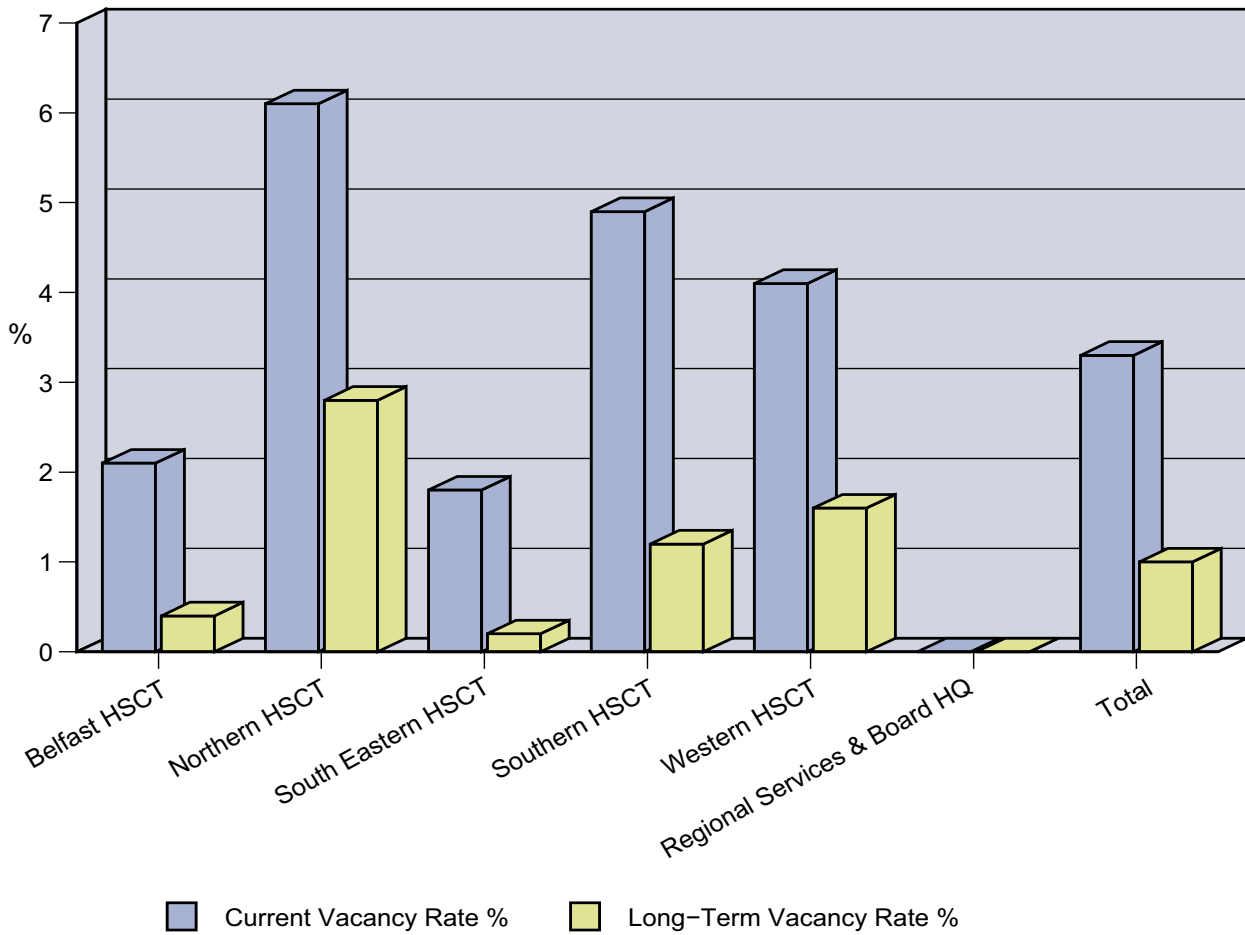
HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	35	2.1	7	0.4
Northern Health and Social Care Trust	32	5.7	14	0.0
South Eastern Health and Social Care Trust	9	1.6	1	0.2
Southern Health and Social Care Trust	26	4.6	6	1.1
Western Health and Social Care Trust	22	3.9	9	1.7
Regional Services & Board Headquarters	0	0.0	0	0.0
Total	124	3.1	37	0.9

(1.7.4) Vacancy Rates by HSC Organisation (WTE)

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

HPSS Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	34.0	2.1	6.0	0.4
Northern Health and Social Care Trust	32.0	6.1	14.0	2.8
South Eastern Health and Social Care Trust	9.0	1.8	1.0	0.2
Southern Health and Social Care Trust	26.0	4.9	6.0	1.2
Western Health and Social Care Trust	21.1	4.1	8.1	1.6
Regional Services & Board Headquarters	0.0	0.0	0.0	0.0
Total	122.1	3.3	35.1	1.0

(Figure 6) Comparison of Medical & Dental Vacancy Rates by Health & Social Care Organisation as at 30th September 2008 (WTE)



(1.7.5) Temporary Post Vacancies

The following figures were given for the number of temporary medical and dental staff vacancies as at 30th September 2008:

Grade	Headcount	WTE
Consultant	4	4.0
Associate Specialist	0	0.0
Staff Grade	2	2.0
Special Registrar	0	0.0
PRHO	0	0.0
SHO	10	10.0
Hospital Practitioner	0	0.0
General Medical Practitioner	0	0.0
Medical Officer	0	0.0
Dental Officer	0	0.0
Other	16	16.0
Total	32	32.0

(1.7.6) Specialty for Consultant Current Vacancies

The following table shows the specialties for Consultant current vacancies as at 30th September 2008:

Consultant Specialty	Headcount	WTE
Accident & Emergency	1	1.0
Anaesthetics	2	2.0
Cardiology	1	1.0
Chemical Pathology	1	1.0
Child & Adolescent Psychiatry	1	1.0
Child & Adult Mental Health Services	1	1.0
Community Paediatrics	1	1.0
Emergency Medicine	1	1.0
Geriatrics	2	2.0
Haematology	2	2.0
Histopathology/Cytopathology	1	1.0
Microbiology	1	1.0
Nephrology	1	1.0
Neurology	3	2.0
Older Peoples Mental Health	1	1.0
Oncology	3	3.0
Ophthalmology	2	2.0
Paediatric Cardiac Surgery	1	1.0
Paediatric Neurology	1	1.0
Palliative Care	1	1.0
Physician in Acute Medicine	1	1.0
Physician in Older People	1	1.0
Physician with Interest in Gastro	2	2.0
Psychiatry	3	3.0
Psychiatry Liaison	1	1.0
Psychology	1	1.0
Radiology	4	4.0
Respiratory Medicine & General Internal Medicine	1	1.0
Rheumatology	1	1.0
Surgery	2	2.0
Trauma & Orthopaedics	1	1.0
Urology	1	1.0
Total	47	46.0

(1.7.7) Specialty for Consultant Long-term Vacancies

The following table shows the specialties for Consultant long-term vacancies as at 30th September 2008:

Consultant Specialty	Headcount	WTE
Accident & Emergency	1	1.0
Cardiology	1	1.0
Child & Adolescent Psychiatry	1	1.0
Haematology	1	1.0
Histopathology/Cytopathology	1	1.0
Microbiology	1	1.0
Neurology	3	2.0
Older Peoples Mental Health	1	1.0
Palliative Care	1	1.0
Physician in Acute Medicine	1	1.0
Physician in Older People	1	1.0
Physician with Interest in Gastro	1	1.0
Psychology	1	1.0
Radiology	1	1.0
Rheumatology	1	1.0
Total	17	16.0

(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 2008:

Grade	Headcount	WTE
Ambulance Person - Patient Care Services	0	0.0
Ambulance Personnel	46	46.0
Manager	0	0.0
Other	6	6.0
Total	52	52.0

(1.8.2) Long-Term Vacancies

The following figures were given for the number of long-term ambulance staff vacancies as at 30th September 2008:

Grade	Headcount	WTE
Ambulance Person - Patient Care Services	0	0.0
Ambulance Personnel	46	46.0
Manager	0	0.0
Other	0	0.0
Total	46	46.0

(1.8.3) Vacancy Rates (Headcount & WTE)

The current headcount vacancy rate for ambulance staff is 4.8%, while the current WTE vacancy rate is 4.9%. The long-term vacancy rate for ambulance staff is 4.3% for both current and WTE vacancies.

(1.8.4) Temporary Post Vacancies

There were no temporary vacancies reported within the Ambulance Workforce.

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

(2.1) Administration and Clerical

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

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

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

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

(2.2) Works and Maintenance

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

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

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 2008 (Vacancy rates on WTE figures are compared)

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

(2.3) Ancillary and General

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

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

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

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

(2.4) Nursing, Midwifery and Health Visiting

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

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

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

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

(2.5) Social Services

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

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

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

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

(2.6) Professional and Technical

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

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

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

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

(2.7) Medical and Dental

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

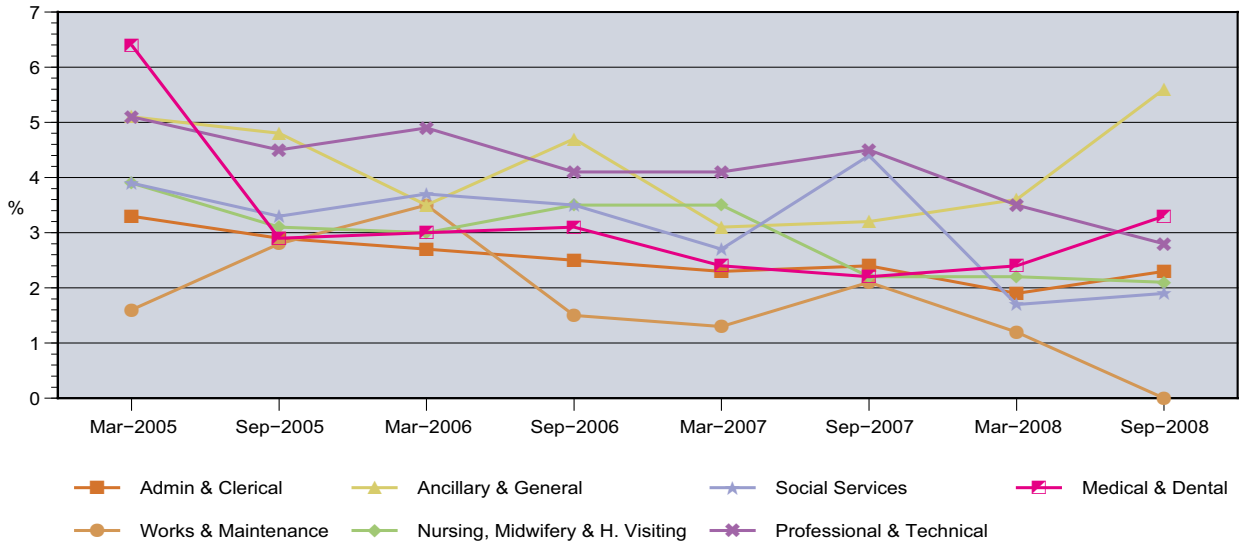
HSC Organisation	Current Vacancy Rates					
	March 2006	Sept 2006	March 2007	Sept 2007	March 2008	Sept 2008
Belfast HSC Trust	3.1	3.0	1.7	2.9	2.5	2.1
Northern HSC Trust	1.5	2.1	2.1	0.6	0.7	6.1
South Eastern HSC Trust	3.6	4.5	3.2	0.9	2.5	1.8
Southern HSC Trust	2.8	3.0	4.4	1.4	4.3	4.9
Western HSC Trust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

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

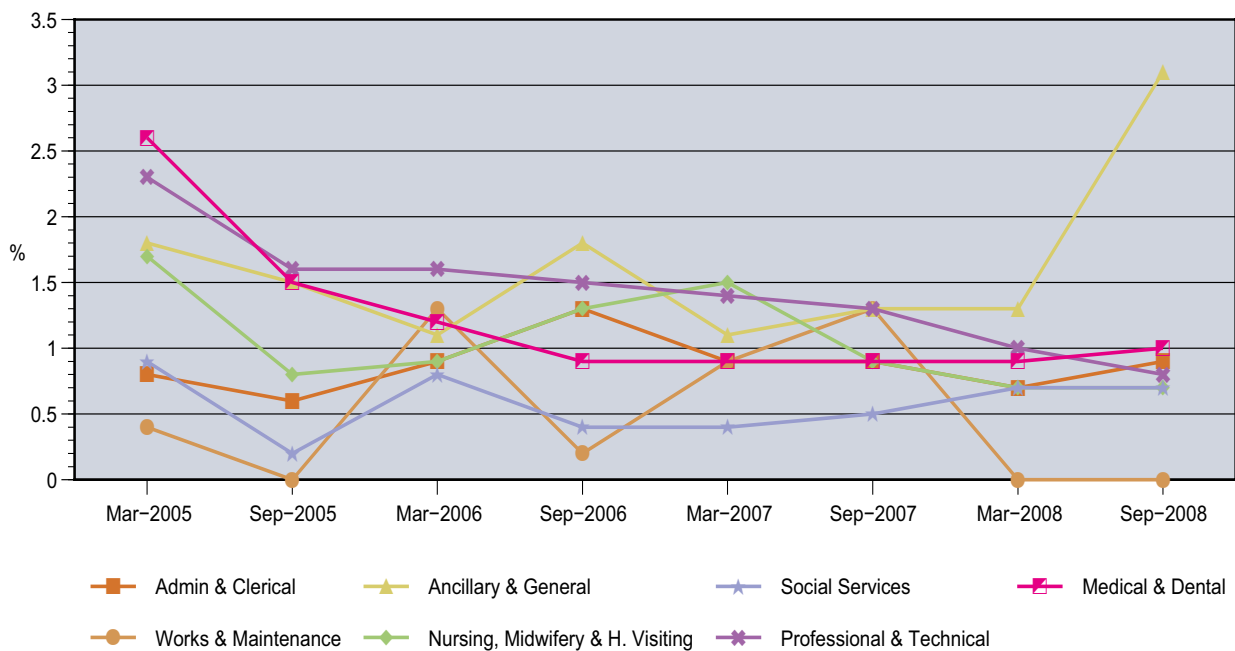
HSC Organisation	Long-term Vacancy Rates					
	March 2006	Sept 2006	March 2007	Sept 2007	March 2008	Sept 2008
Belfast HSC Trust	0.7	1.0	0.4	1.6	0.9	0.4
Northern HSC Trust	0.6	0.2	0.9	0.0	0.0	2.8
South Eastern HSC Trust	2.3	1.2	0.5	0.1	0.8	0.2
Southern HSC Trust	1.4	1.9	3.3	1.4	1.0	1.2
Western HSC Trust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

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

(Figure 7) Comparison of Current WTE Vacancy Rates by TC Group
March 2005 to September 2008



(Figure 8) Comparison of Long-Term WTE Vacancy Rates by TC Group
March 2005 to September 2008



(3) Total Number of Current and Long-Term Vacancies as at 30th September 2008: Breakdown by Programme of Care

(3.1) Administration and Clerical Staff Vacancies

Table A – Total number of current administration and clerical staff vacancies as at 30th September 2008: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	66	61.0
Maternity & Child Health	10	8.2
Family & Childcare	49	34.0
Elderly Care	4	3.3
Mental Health	13	11.8
Learning Disability	3	2.1
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	3	3.0
Primary Health & Adult Community	8	7.3
Unassigned	129	122.9
Total	285	253.6

Table B – Total number of long-term administration and clerical staff vacancies as at 30th September 2008: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	26	22.9
Maternity & Child Health	1	0.7
Family & Childcare	30	27.2
Elderly Care	1	1.0
Mental Health	11	9.8
Learning Disability	2	1.5
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	41	38.6
Total	112	101.7

(3.2) Works and Maintenance Staff Vacancies

**Table C – Total number of current works and maintenance staff vacancies as at 30th September 2008:
Breakdown by Programme of Care.**

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

**Table D – Total number of long-term works and maintenance staff vacancies as at 30th September 2008:
Breakdown by Programme of Care.**

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

(3.3) Ancillary and General Staff Vacancies

**Table E – Total number of current ancillary and general staff vacancies as at 30th September 2008:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	148	96.4
Maternity & Child Health	0	0.0
Family & Childcare	10	5.0
Elderly Care	41	27.2
Mental Health	46	31.0
Learning Disability	70	52.5
Physical & Sensory Disability	3	1.8
Health Promotion and Disease Prevention	1	0.1
Primary Health & Adult Community	47	43.8
Unassigned	50	32.3
Total	416	290.2

**Table F – Total number of long-term ancillary and general staff vacancies as at 30th September 2008:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	55	38.7
Maternity & Child Health	0	0.0
Family & Childcare	7	4.0
Elderly Care	29	19.8
Mental Health	26	17.2
Learning Disability	63	49.1
Physical & Sensory Disability	2	1.1
Health Promotion and Disease Prevention	1	0.1
Primary Health & Adult Community	24	20.8
Unassigned	8	6.5
Total	215	157.5

(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 2008: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	215	200.9
Maternity & Child Health	55	51.7
Family & Childcare	11	8.5
Elderly Care	11	10.0
Mental Health	43	43.0
Learning Disability	3	2.8
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	2	1.8
Primary Health & Adult Community	45	43.3
Unassigned	12	10.5
Total	397	372.5

Table H – Total number of long-term nursing, midwifery and health visiting staff vacancies as at 30th September 2008: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	85	82.6
Maternity & Child Health	18	16.1
Family & Childcare	4	2.9
Elderly Care	2	2.0
Mental Health	7	7.0
Learning Disability	3	2.8
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	5	5.0
Unassigned	2	1.4
Total	126	119.9

(3.5) Social Services Staff Vacancies

**Table I – Total number of current social services staff vacancies as at 30th September 2008:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	0	0.0
Maternity & Child Health	0	0.0
Family & Childcare	39	34.3
Elderly Care	15	13.0
Mental Health	21	19.6
Learning Disability	34	31.0
Physical & Sensory Disability	2	2.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	19	18.4
Unassigned	5	5.0
Total	135	123.3

**Table J – Total number of long-term social services staff vacancies as at 30th September 2008:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	0	0.0
Maternity & Child Health	0	0.0
Family & Childcare	6	6.0
Elderly Care	3	2.7
Mental Health	5	4.5
Learning Disability	24	23.0
Physical & Sensory Disability	1	1.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	10	9.4
Unassigned	0	0.0
Total	49	46.6

(3.6) Professional and Technical Staff Vacancies

Table K – Total number of current professional and technical staff vacancies as at 30th September 2008: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	73	68.7
Maternity & Child Health	11	9.2
Family & Childcare	9	8.5
Elderly Care	7	4.7
Mental Health	21	20.5
Learning Disability	4	3.5
Physical & Sensory Disability	1	0.5
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	34	31.3
Unassigned	32	31.2
Total	192	178.1

Table L – Total number of long-term professional and technical staff vacancies as at 30th September 2008: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	23	22.4
Maternity & Child Health	5	4.5
Family & Childcare	3	2.5
Elderly Care	5	3.2
Mental Health	5	5.0
Learning Disability	0	0.0
Physical & Sensory Disability	1	0.5
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	2	2.0
Unassigned	10	10.0
Total	54	50.1

(3.7) Medical and Dental Staff Vacancies

**Table M – Total number of current medical and dental staff vacancies as at 30th September 2008:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	82	80.1
Maternity & Child Health	4	4.0
Family & Childcare	6	6.0
Elderly Care	4	4.0
Mental Health	8	8.0
Learning Disability	0	0.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	19	19.0
Unassigned	1	1.0
Total	124	122.1

**Table N – Total number of long-term medical and dental staff vacancies as at 30th September 2008:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	21	19.1
Maternity & Child Health	0	0.0
Family & Childcare	3	3.0
Elderly Care	1	1.0
Mental Health	2	2.0
Learning Disability	0	0.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	9	9.0
Unassigned	1	1.0
Total	37	35.1