

Northern Ireland Health and Social Care Workforce Vacancies as at 31 March 2011

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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. Once again, 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 15th March 2011 to record vacancies as at 31st March 2011. It was issued to all HSC organisations and there was a 100% response rate. This is the sixteenth survey in the series. This survey has been conducted on a biannual cycle since 2005, 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 and Clerical, Estates Services, Support Services, Nursing, Midwifery and Health Visiting, Social Services, Professional and Technical and Medical and Dental. Information on Ambulance staff was also obtained from the Northern Ireland Ambulance Service. Once again, this survey records 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 2011 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 2010, but remained unfilled at 31st March 2011 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).

(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 2011:

Grade	Headcount	WTE	WTE Vacancy Rate
Admin & Clerical Bands 1 - 4	179	160.6	2.6%
Medical & Personal Secretaries & Typists	8	7.0	0.4%
Admin & Clerical Bands 5 - 6	43	41.2	2.7%
Admin & Clerical Band 7	20	20.0	3.4%
Admin & Clerical Bands 8 - 9	31	31.0	3.8%
Non-Agenda for Change Grades	2	2.0	4.4%
Other	0	0.0	0.0%
Total	283	261.8	2.4%

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 2011:

Grade	Headcount	WTE	WTE Vacancy Rate
Admin & Clerical Bands 1 - 4	54	50.7	0.8%
Medical & Personal Secretaries & Typists	3	2.5	0.2%
Admin & Clerical Bands 5 - 6	2	2.0	0.1%
Admin & Clerical Band 7	1	1.0	0.2%
Admin & Clerical Bands 8 - 9	1	1.0	0.1%
Non-Agenda for Change Grades	1	1.0	2.2%
Other	0	0.0	0.0%
Total	62	58.2	0.6%

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:

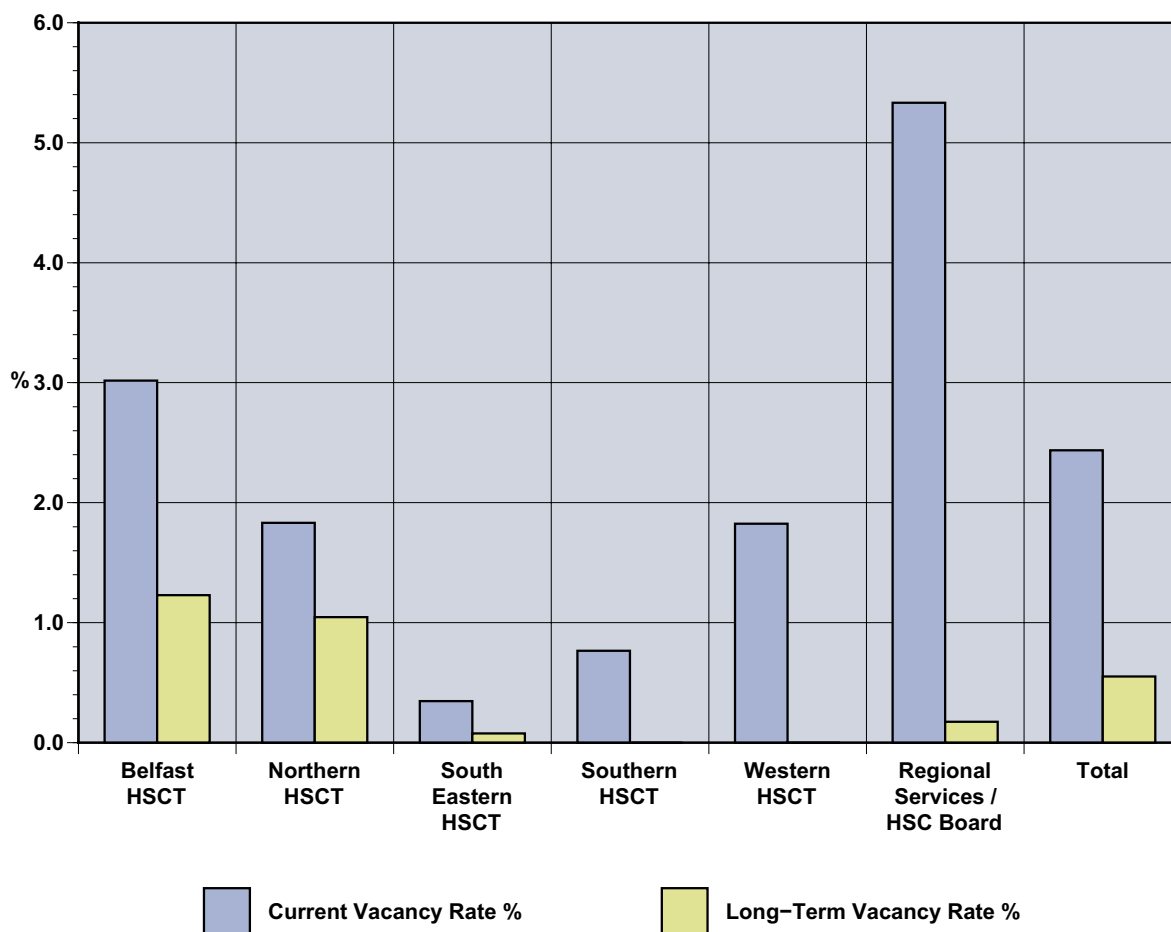
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	106	3.0	41	1.2
Northern Health and Social Care Trust	30	1.5	17	0.9
South Eastern Health and Social Care Trust	6	0.4	1	0.1
Southern Health and Social Care Trust	11	0.7	0	0.0
Western Health and Social Care Trust	32	1.9	0	0.0
Regional Services & HSC Board	98	5.1	3	0.2
Total	283	2.3	62	0.5

(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	92.9	3.0	37.2	1.2
Northern Health and Social Care Trust	30.0	1.8	17.0	1.0
South Eastern Health and Social Care Trust	4.5	0.3	1.0	0.1
Southern Health and Social Care Trust	11.0	0.8	0.0	0.0
Western Health and Social Care Trust	27.2	1.8	0.0	0.0
Regional Services & HSC Board	96.2	5.3	3.0	0.2
Total	261.8	2.4	58.2	0.6

(Figure 1) Comparison of Administration & Clerical Vacancy Rates by Health & Social Care Organisation as at 31st March 2011 (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 2011:

Grade	Headcount	WTE
Admin & Clerical Bands 1 - 4	69	67.5
Medical & Personal Secretaries & Typists	12	11.5
Admin & Clerical Bands 5 - 6	10	8.7
Admin & Clerical Band 7	9	8.5
Admin & Clerical Bands 8 - 9	11	11.0
Non-Agenda for Change Grades	0	0.0
Other	0	0.0
Total	111	107.2

(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 2011:

Grade	Headcount	WTE	WTE Vacancy Rate
Estates Officer / Planner / Estimator	9	9.0	3.8%
Boilerman / Plumber	0	0.0	0.0%
Electrician / Fitter / Engineer	4	4.0	2.8%
Builder / Joiner / Labourer / Painter / Tiler / Upholsterer	0	0.0	0.0%
Multiskilled	1	1.0	1.4%
Groundsman / Gardener	0	0.0	0.0%
Other	0	0.0	0.0%
Total	14	14.0	2.1%

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

(1.2.2) Long-Term Vacancies

The following figures were given for the number of long-term Estate Services staff as at 31st March 2011:

Grade	Headcount	WTE	WTE Vacancy Rate
Estates Officer / Planner / Estimator	3	3.0	1.3%
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	1	1.0	1.4%
Groundsman / Gardener	0	0.0	0.0%
Other	0	0.0	0.0%
Total	4	4.0	0.6%

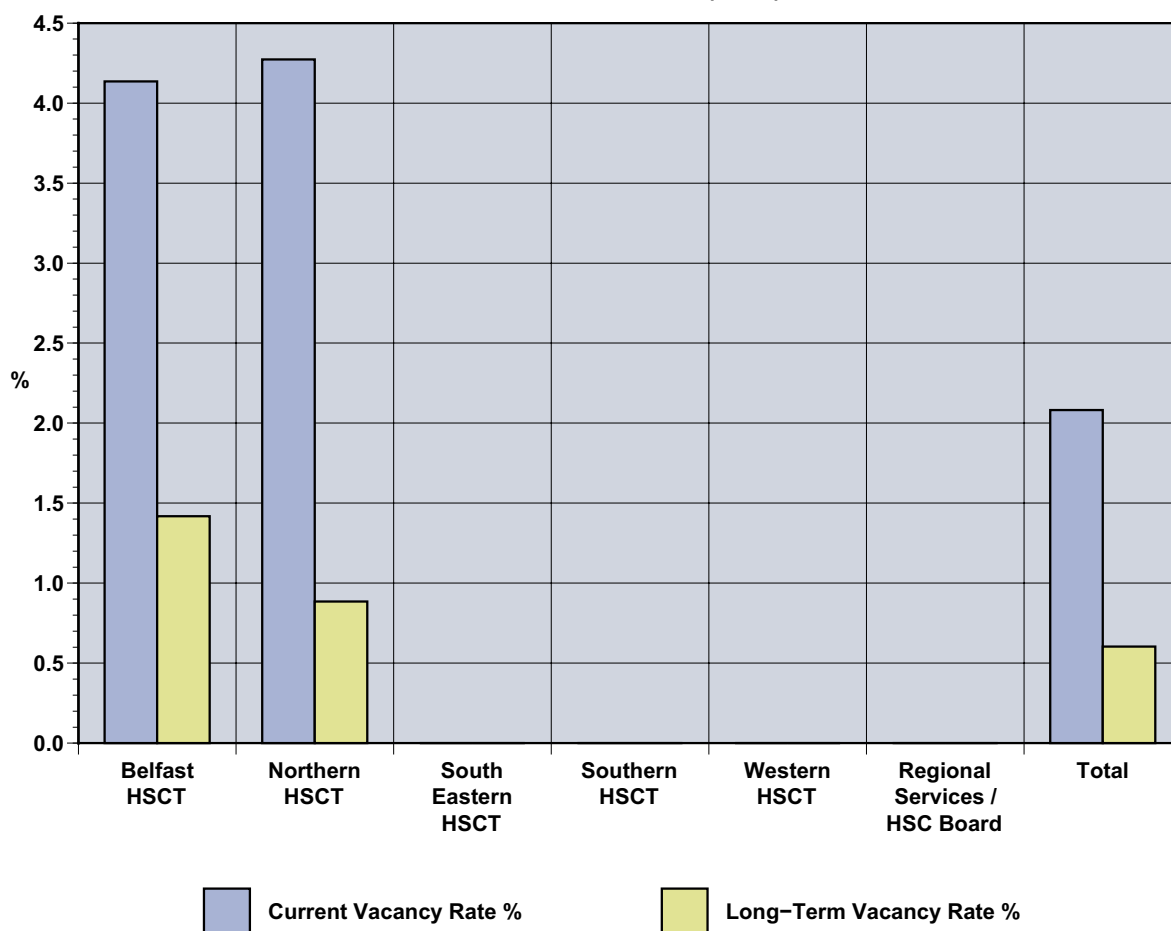
For breakdown by PoC, see Table D in Section 3.3.

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

The number and rate of Estate Services staff vacancies (both Headcount & 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	9.0	4.1	3.0	1.4
Northern Health and Social Care Trust	5.0	4.3	1.0	0.9
South Eastern Health and Social Care Trust	0.0	0.0	0.0	0.0
Southern Health and Social Care Trust	0.0	0.0	0.0	0.0
Western Health and Social Care Trust	0.0	0.0	0.0	0.0
Regional Services & HSC Board	0.0	0.0	0.0	0.0
Total	14.0	2.1	4.0	0.6

(Figure 2) Comparison of Estate Services Vacancy Rates by Health & Social Care Organisation as at 31st March 2011 (WTE)



(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 2011:

Grade	Headcount	WTE	WTE Vacancy Rate
Catering Services	34	19.7	1.9%
Domestic Services	26	16.1	0.8%
Laundry Services / Sewing Room	5	3.3	1.5%
Sterile Services	0	0.0	0.0%
Facilities	0	0.0	0.0%
Porter / Orderly	8	6.3	1.1%
Driver	1	0.6	0.1%
Security / Caretaker / Warden	0	0.0	0.0%
Other	4	4.0	2.1%
Total	78	49.9	1.0%

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 2011:

Grade	Headcount	WTE	WTE Vacancy Rate
Catering Services	28	14.3	1.4%
Domestic Services	22	12.4	0.6%
Laundry Services / Sewing Room	3	2.3	1.0%
Sterile Services	0	0.0	0.0%
Facilities	0	0.0	0.0%
Porter / Orderly	4	2.3	0.4%
Driver	0	0.0	0.0%
Security / Caretaker / Warden	0	0.0	0.0%
Other	3	3.0	1.6%
Total	60	34.2	0.7%

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:

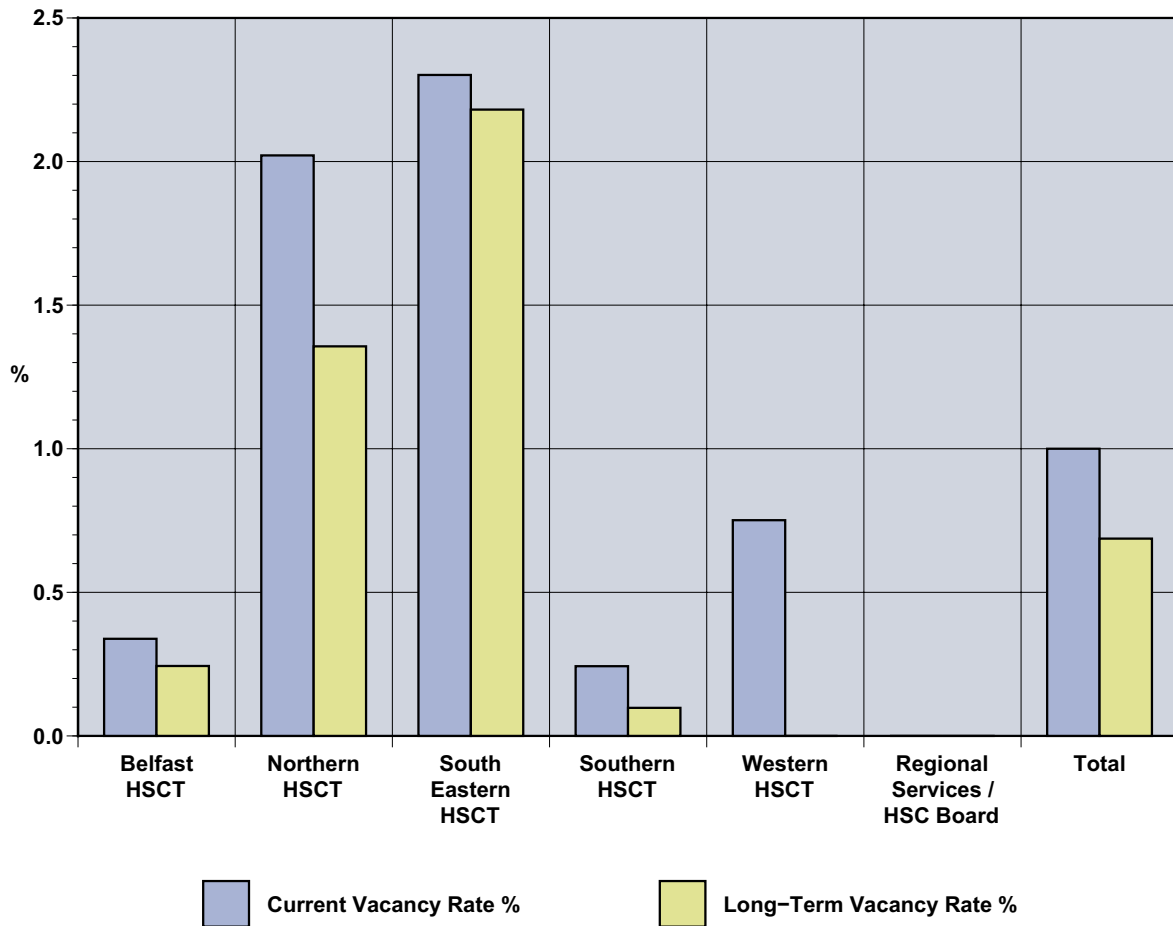
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	7	0.3	5	0.2
Northern Health and Social Care Trust	18	1.5	12	1.0
South Eastern Health and Social Care Trust	43	4.0	41	3.8
Southern Health and Social Care Trust	4	0.4	2	0.2
Western Health and Social Care Trust	6	0.6	0	0.0
Regional Services & HSC Board	0	0.0	0	0.0
Total	78	1.2	60	0.9

(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	5.9	0.3	4.3	0.2
Northern Health and Social Care Trust	18.0	2.0	12.0	1.4
South Eastern Health and Social Care Trust	18.2	2.3	17.2	2.2
Southern Health and Social Care Trust	1.8	0.2	0.7	0.1
Western Health and Social Care Trust	6.0	0.8	0.0	0.0
Regional Services & HSC Board	0.0	0.0	0.0	0.0
Total	49.9	1.0	34.2	0.7

(Figure 3) Comparison of Support Services Vacancy Rates by Health & Social Care Organisation as at 31st March 2011 (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 2011:

Grade	Headcount	WTE
Catering Services	11	11.0
Domestic Services	187	153.3
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	0	0.0
Other	1	1.0
Total	199	165.3

(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 31st March 2011:

Grade	Headcount	WTE	WTE Vacancy Rate
Acute Nurses	95	91.8	1.3%
Mental Health Nurses	34	33.5	2.1%
Learning Disability Nurses	20	19.4	4.3%
Paediatric Nurses	22	20.3	3.1%
Specialist Nurses	9	8.2	1.2%
Midwives	16	14.6	1.4%
Health Visitors	6	5.0	1.1%
District Nurses	11	9.8	1.2%
Nurse Managers / Nursing Audit	24	23.2	5.1%
Other Qualified Nursing Staff	13	11.7	2.7%
Nurse Support Staff	124	121.2	3.0%
Total	374	358.8	2.0%

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 2011:

Grade	Headcount	WTE	WTE Vacancy Rate
Acute Nurses	13	13.0	0.2%
Mental Health Nurses	5	5.0	0.3%
Learning Disability Nurses	2	1.4	0.3%
Paediatric Nurses	6	5.1	0.8%
Specialist Nurses	4	3.6	0.5%
Midwives	6	4.8	0.5%
Health Visitors	4	4.0	0.9%
District Nurses	1	1.0	0.1%
Nurse Managers / Nursing Audit	5	4.8	1.1%
Other Qualified Nursing Staff	5	5.0	1.2%
Nurse Support Staff	51	49.9	1.3%
Total	102	97.6	0.6%

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:

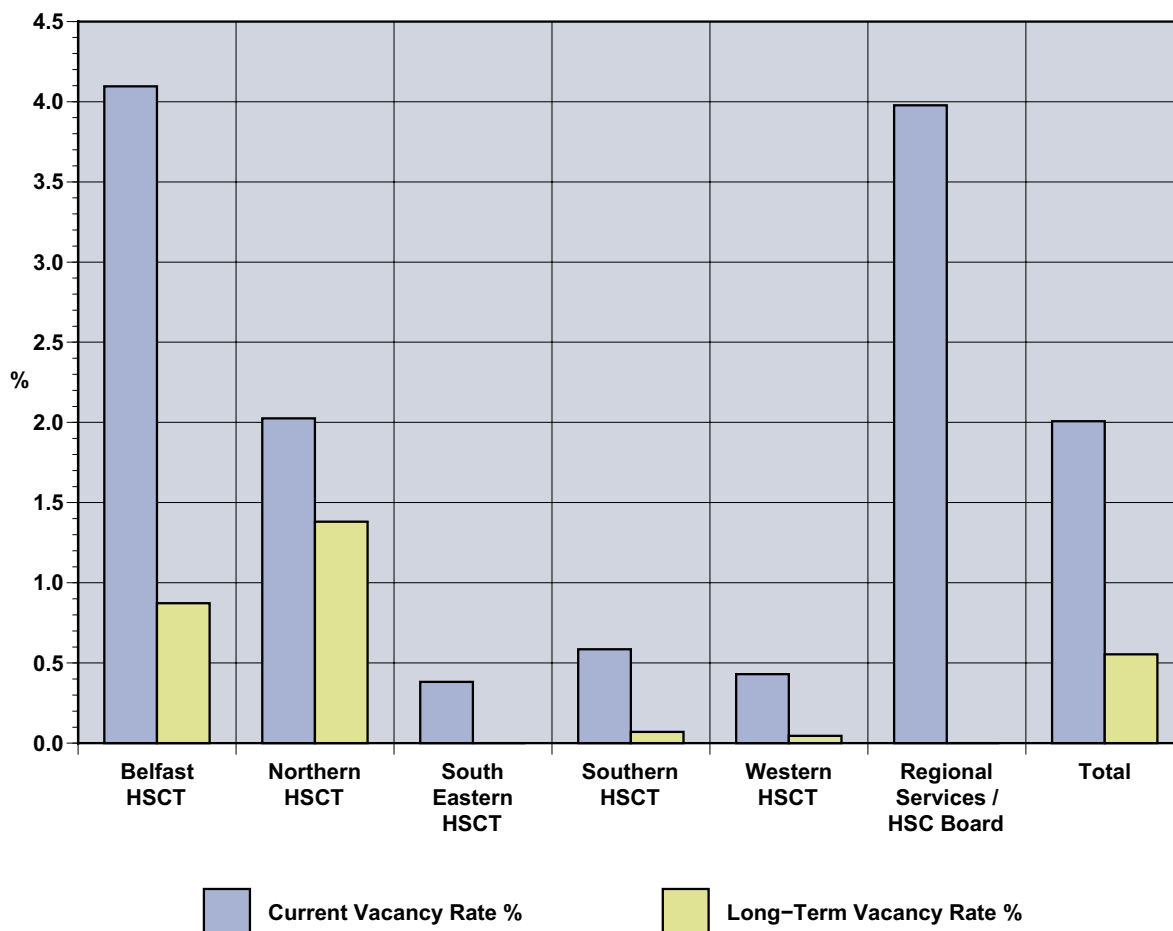
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	262	3.6	56	0.8
Northern Health and Social Care Trust	62	1.7	42	1.2
South Eastern Health and Social Care Trust	13	0.4	0	0.0
Southern Health and Social Care Trust	19	0.5	2	0.1
Western Health and Social Care Trust	14	0.4	2	0.1
Regional Services & HSC Board	4	3.4	0	0.0
Total	374	1.8	102	0.5

(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	252.9	4.1	52.2	0.9
Northern Health and Social Care Trust	62.0	2.0	42.0	1.4
South Eastern Health and Social Care Trust	9.8	0.4	0.0	0.0
Southern Health and Social Care Trust	16.8	0.6	2.0	0.1
Western Health and Social Care Trust	13.4	0.4	1.4	0.0
Regional Services & HSC Board	4.0	4.0	0.0	0.0
Total	358.8	2.0	97.6	0.6

(Figure 4) Comparison of Nursing, Midwifery and Health Visiting Vacancy Rates by Health & Social Care Organisation as at 31st March 2011 (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 2011:

Grade	Headcount	WTE
Acute Nurses	51	47.1
Mental Health Nurses	2	2.0
Learning Disability Nurses	1	1.0
Paediatric Nurses	4	3.6
Specialist Nurses	12	11.2
Midwives	8	6.2
Health Visitors	3	2.3
District Nurses	9	8.3
Nurse Managers / Nursing Audit	9	9.0
Other Qualified Nursing Staff	12	12.0
Nurse Support Staff	15	15.0
Total	126	117.6

(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 2011:

Grade	Headcount	WTE	WTE Vacancy Rate
Hospital Social Workers	6	5.5	4.5%
Elderly Social Workers	5	3.5	1.4%
Physical Disability / Sensory Impairment Social Workers	1	0.5	0.3%
Child / Family Care Social Workers	22	21.0	1.3%
Learning Disability Social Workers	1	1.0	0.7%
Mental Health Social Workers	5	5.0	1.8%
Community Social Workers	3	3.0	7.5%
Teaching / Training	0	0.0	0.0%
Social Work / Multiservices Managers / Social Work Audit	22	22.0	5.0%
Other Qualified Social Work Staff	21	19.6	7.8%
Social Worker Support Staff	75	60.5	1.8%
Home Helps	9	7.0	0.4%
Total	170	148.6	1.7%

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

(1.5.2) Long-Term Vacancies

The following figures were given for the number of long-term social services staff vacancies as at 31st March 2011:

Grade	Headcount	WTE	WTE Vacancy Rate
Hospital Social Workers	2	2.0	1.7%
Elderly Social Workers	3	2.0	0.8%
Physical Disability / Sensory Impairment Social Workers	1	0.5	0.3%
Child / Family Care Social Workers	5	5.0	0.3%
Learning Disability Social Workers	0	0.0	0.0%
Mental Health Social Workers	1	1.0	0.4%
Community Social Workers	1	1.0	2.6%
Teaching / Training	0	0.0	0.0%
Social Work / Multiservices Managers / Social Work Audit	7	7.0	1.7%
Other Qualified Social Work Staff	3	3.0	1.3%
Social Worker Support Staff	28	20.0	0.6%
Home Helps	6	5.5	0.3%
Total	57	47.0	0.5%

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

(1.5.3) Vacancy Rates by HSC Organisation (Headcount)

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

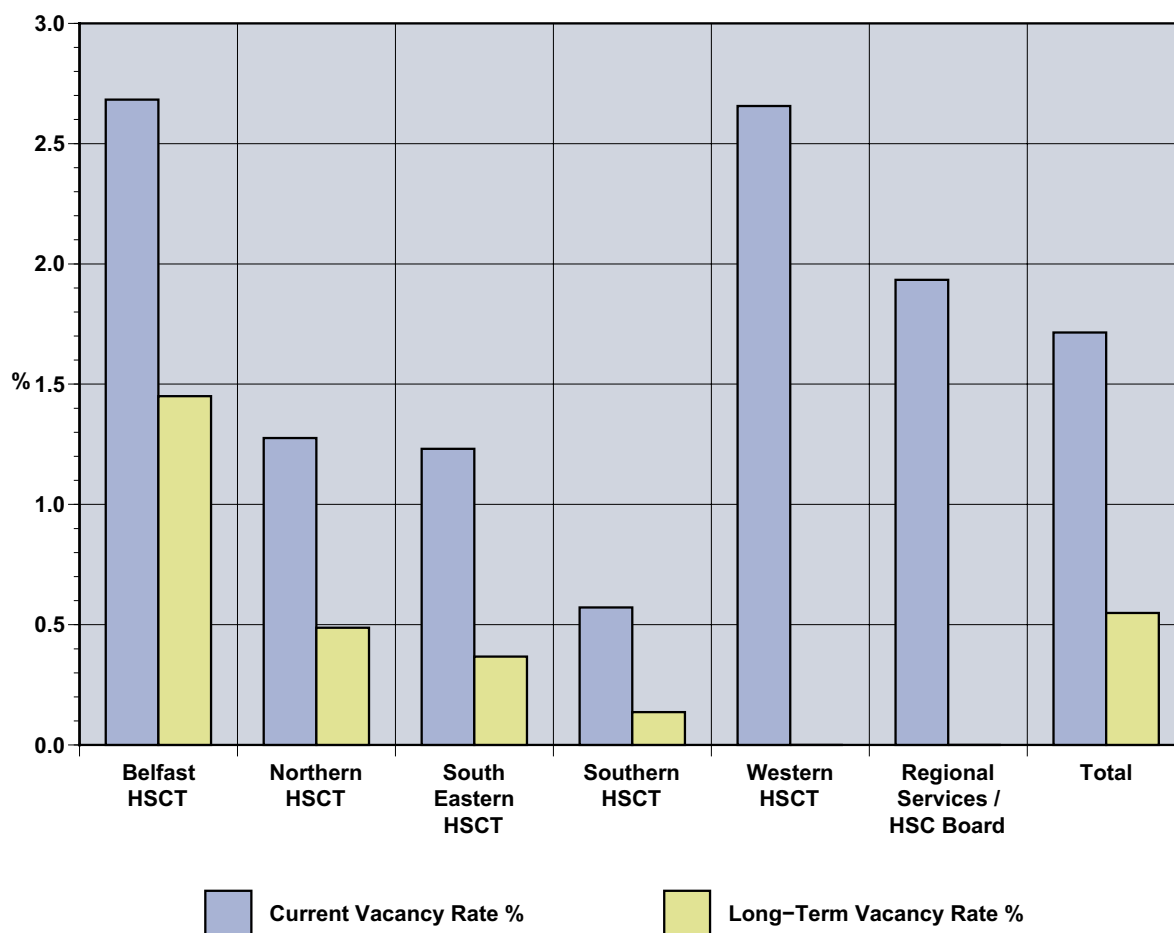
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	64	2.2	37	1.3
Northern Health and Social Care Trust	29	0.9	11	0.4
South Eastern Health and Social Care Trust	23	1.2	6	0.3
Southern Health and Social Care Trust	10	0.4	3	0.1
Western Health and Social Care Trust	43	1.9	0	0.0
Regional Services & HSC Board	1	1.8	0	0.0
Total	170	1.3	57	0.4

(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	53.6	2.7	28.6	1.4
Northern Health and Social Care Trust	29.0	1.3	11.0	0.5
South Eastern Health and Social Care Trust	18.6	1.2	5.5	0.4
Southern Health and Social Care Trust	7.9	0.6	1.9	0.1
Western Health and Social Care Trust	38.4	2.7	0.0	0.0
Regional Services & HSC Board	1.0	1.9	0.0	0.0
Total	148.6	1.7	47.0	0.5

(Figure 5) Comparison of Social Services Vacancy Rates by Health & Social Care Organisation as at 31st March 2011 (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 2011:

Grade	Headcount	WTE
Hospital Social Workers	4	3.5
Elderly Social Workers	2	1.7
Physical Disability / Sensory Impairment Social Workers	0	0.0
Child / Family Care Social Workers	26	25.5
Learning Disability Social Workers	2	1.5
Mental Health Social Workers	5	5.0
Community Social Workers	0	0.0
Teaching / Training	0	0.0
Social Work / Multiservices Managers / Social Work Audit	5	5.0
Other Qualified Social Work Staff	2	2.0
Social Worker Support Staff	57	48.6
Home Helps	61	61.0
Total	164	153.8

(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 2011:

Grade	Headcount	WTE	WTE Vacancy Rate
Dieticians	8	7.5	4.1%
Dietetic Support	1	1.0	7.1%
Occupational Therapists	38	36.9	4.8%
Occupational Therapy Support	5	4.3	3.0%
Orthoptists	2	1.5	5.2%
Orthoptic Support	0	0.0	0.0%
Physiotherapists	21	18.2	2.1%
Physiotherapy Support	10	9.0	7.1%
Podiatrists	1	1.0	0.5%
Podiatry Support	0	0.0	0.0%
Radiographers	21	21.0	3.1%
Radiography Support	2	2.0	2.2%
Speech & Language Therapists	10	8.8	2.4%
Speech & Language Therapy Support	4	2.9	4.8%
Multi AHP Support	0	0.0	0.0%
Alternative Therapists / Art & Music Therapists	1	1.0	31.2%
Optometrists	0	0.0	0.0%
Clinical Psychologists	10	10.0	4.1%
Assistant Psychologists	0	0.0	0.0%
Pharmacists	13	12.5	3.2%
Pharmacy Support	6	6.0	3.9%
Biomedical Scientists	2	2.0	0.3%
Biomedical Science Support	5	5.0	3.1%
Clinical Scientists	4	4.0	3.3%
Medical Technical Officers	10	10.0	1.2%
Assistant Technical Officers	11	10.5	3.9%
Dentistry	2	1.6	5.6%
Dentistry Support	9	8.4	31.8%
Other	11	10.5	12.3%
Total	207	195.6	2.7%

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

(1.6.2) Long-Term Vacancies

The following figures were given for the number of long-term professional and technical staff vacancies as at 31st March 2011:

Grade	Headcount	WTE	WTE Vacancy Rate
Dieticians	7	6.5	3.5%
Dietetic Support	0	0.0	0.0%
Occupational Therapists	9	9.0	1.2%
Occupational Therapy Support	4	3.8	2.7%
Orthoptists	0	0.0	0.0%
Orthoptic Support	0	0.0	0.0%
Physiotherapists	10	8.5	1.0%
Physiotherapy Support	5	5.0	4.1%
Podiatrists	1	1.0	0.5%
Podiatry Support	0	0.0	0.0%
Radiographers	1	1.0	0.2%
Radiography Support	2	2.0	2.2%
Speech & Language Therapists	7	6.3	1.8%
Speech & Language Therapy Support	1	0.9	1.5%
Multi AHP Support	0	0.0	0.0%
Alternative Therapists / Art & Music Therapists	1	1.0	31.2%
Optometrists	0	0.0	0.0%
Clinical Psychologists	3	3.0	1.3%
Assistant Psychologists	0	0.0	0.0%
Pharmacists	7	7.0	1.8%
Pharmacy Support	2	2.0	1.3%
Biomedical Scientists	1	1.0	0.2%
Biomedical Science Support	0	0.0	0.0%
Clinical Scientists	0	0.0	0.0%
Medical Technical Officers	5	5.0	0.6%
Assistant Technical Officers	10	10.0	3.7%
Dentistry	0	0.0	0.0%
Dentistry Support	0	0.0	0.0%
Other	1	1.0	1.3%
Total	77	73.9	1.1%

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:

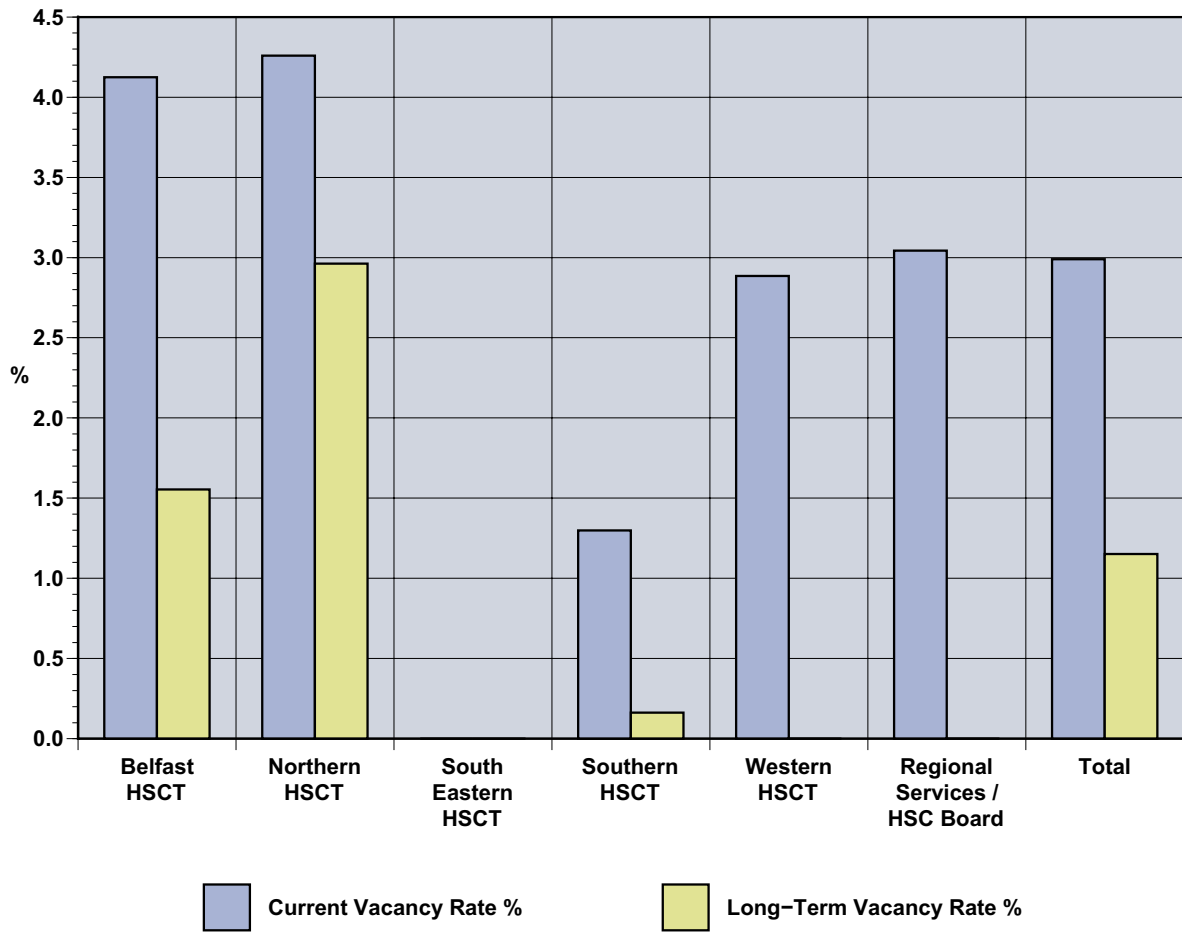
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	110	3.9	40	1.5
Northern Health and Social Care Trust	51	3.6	35	2.5
South Eastern Health and Social Care Trust	0	0.0	0	0.0
Southern Health and Social Care Trust	15	1.3	2	0.2
Western Health and Social Care Trust	27	2.7	0	0.0
Regional Services & HSC Board	4	2.8	0	0.0
Total	207	2.8	77	1.0

(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	101.7	4.1	37.3	1.6
Northern Health and Social Care Trust	51.0	4.3	35.0	3.0
South Eastern Health and Social Care Trust	0.0	0.0	0.0	0.0
Southern Health and Social Care Trust	12.9	1.3	1.6	0.2
Western Health and Social Care Trust	26.0	2.9	0.0	0.0
Regional Services & HSC Board	4.0	3.0	0.0	0.0
Total	195.6	3.0	73.9	1.2

(Figure 6) Comparison of Professional & Technical Vacancy Rates by Health & Social Care Organisation as at 31st March 2011 (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 2011:

Grade	Headcount	WTE
Dieticians	21	18.4
Dietetic Support	1	1.0
Occupational Therapists	25	23.9
Occupational Therapy Support	5	5.0
Optometrists	0	0.0
Orthoptists	0	0.0
Physiotherapists	20	17.8
Physiotherapy Support	3	2.8
Podiatrists	3	3.0
Podiatry Support	0	0.0
Radiographers	7	7.0
Radiography Support	0	0.0
Speech & Language Therapists	8	7.5
Speech & Language Therapy Support	0	0.0
Multi AHP Support	0	0.0
Alternative Therapists / Art & Music Therapists	3	3.0
Optometrists	0	0.0
Clinical Psychologists	5	5.0
Assistant Psychologists	1	1.0
Pharmacists	11	11.0
Pharmacy Support	5	4.5
Biomedical Scientists	1	1.0
Biomedical Science Support	0	0.0
Clinical Scientists	0	0.0
Medical Technical Officers	4	3.7
Assistant Technical Officers	0	0.0
Dentistry	1	1.0
Dentistry Support	0	0.0
Other	6	6.0
Total	130	122.6

(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 2011:

Grade	Headcount	WTE	WTE Vacancy Rate
Consultant	109	107.2	7.5%
Associate Specialist	0	0.0	0.0%
Staff Grade	30	29.2	11.6%
Specialty Registrar	19	18.5	1.5%
Foundation House Officer	9	9.0	1.8%
Hospital Practitioner	0	0.0	0.0%
General Medical Practitioner	1	1.0	1.0%
Medical Officer	0	0.0	0.0%
Other	11	11.0	58.8%
Total	179	175.9	4.8%

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

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

(1.7.2) Long-Term Vacancies

The following figures were given for the number of long-term medical staff vacancies as at 31st March 2011:

Grade	Headcount	WTE	WTE Vacancy Rate
Consultant	47	47.0	3.5%
Associate Specialist	0	0.0	0.0%
Staff Grade	24	24.0	9.7%
Specialty Registrar	11	11.0	0.9%
Foundation House Officer	8	8.0	1.6%
Hospital Practitioner	0	0.0	0.0%
General Medical Practitioner	0	0.0	0.0%
Medical Officer	0	0.0	0.0%
Other	9	9.0	53.9%
Total	99	99.0	2.7%

* 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:

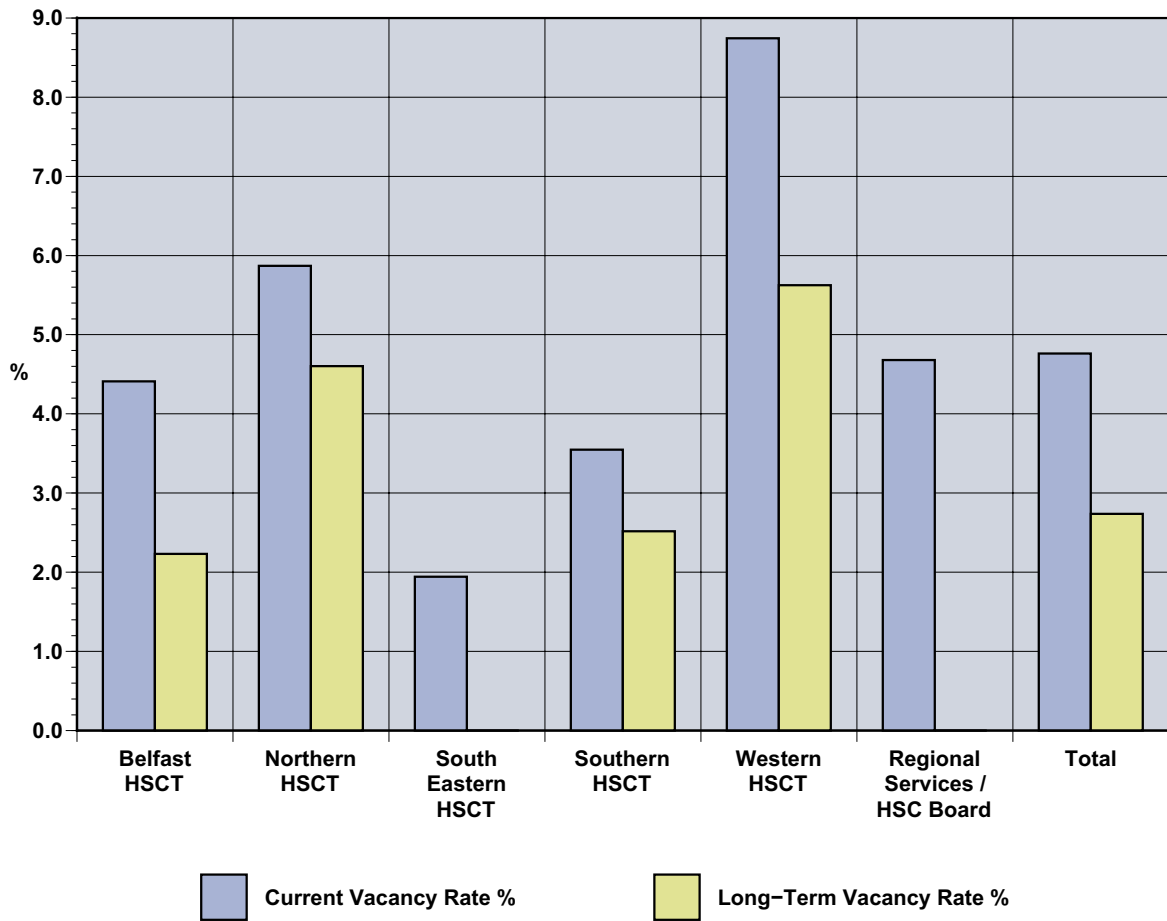
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	70	4.3	34	2.1
Northern Health and Social Care Trust	31	5.5	24	0.0
South Eastern Health and Social Care Trust	10	1.8	0	0.0
Southern Health and Social Care Trust	19	3.4	13	2.4
Western Health and Social Care Trust	45	8.3	28	5.4
Regional Services & HSC Board	4	5.6	0	0.0
Total	179	4.6	99	2.6

(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	68.8	4.4	34.0	2.2
Northern Health and Social Care Trust	31.0	5.9	24.0	4.6
South Eastern Health and Social Care Trust	10.0	1.9	0.0	0.0
Southern Health and Social Care Trust	18.5	3.5	13.0	2.5
Western Health and Social Care Trust	45.0	8.7	28.0	5.6
Regional Services & HSC Board	2.6	4.7	0.0	0.0
Total	175.9	4.8	99.0	2.7

(Figure 7) Comparison of Medical Vacancy Rates by Health & Social Care Organisation as at 31st March 2011 (WTE)



(1.7.5) Temporary Post Vacancies

The following figures were given for the number of temporary medical staff vacancies as at 31st March 2011:

Grade	Headcount	WTE
Consultant	37	34.5
Associate Specialist	0	0.0
Staff Grade	10	9.6
Specialty Registrar	35	35.0
Foundation House Officer	1	1.0
Hospital Practitioner	0	0.0
General Medical Practitioner	0	0.0
Medical Officer	0	0.0
Other	13	12.5
Total	96	92.6

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

(1.7.6) Medical Specialty of Consultant Current Vacancies

The following table shows the specialties of Consultant current vacancies as at 31st March 2011:

Consultant Specialty	Headcount	WTE
Accident & Emergency	3	3.0
Acute Medicine / Acute Medicine & General Internal Medicine	2	2.0
Anaesthetics	12	12.0
Breast Reconstruction Surgery	1	1.0
Cardiac Anaesthetics	1	1.0
Cardiac Surgery - Paediatric & Adult Congenital Heart Disease	1	1.0
Cardiology / Cardiology & General Internal Medicine	2	2.0
Cardiothoracic Surgery	1	1.0
Chair of HSCB Liaison Group	1	0.5
Clinical Neurophysiology	1	1.0
Critical Care	1	0.1
Dermatology	3	3.0
Diabetology / Endocrinology	3	3.0
Gastroenterology / Gastroenterology & General Internal Medicine	2	2.0
General Medicine	4	4.0
Haematology	4	4.0
Histopathology	2	2.0
Immunology	1	1.0
Medical Microbiology	1	1.0
Metabolic Medicine	1	1.0
Nephrology	2	2.0
Neurology	2	2.0
Neuroradiology	2	2.0
Neurosurgery	3	3.0
Obstetrics & Gynaecology / Maternal-Foetal Medicine	5	5.0
Older People Medicine	1	1.0
Ophthalmology	3	3.0
Orthopaedics & Trauma	1	1.0
Orthophysician	1	1.0
Otolaryngology / ENT	2	2.0
Paediatric Specialties	11	11.0
Psychiatry - Adult Services	5	4.8
Psychiatry - Child & Adolescent	1	1.0
Psychiatry - Old Age	3	3.0
Radiology	12	11.8
Respiratory Medicine / Respiratory & General Medicine	2	2.0
Rheumatology	3	3.0
Transplant / Renal Failure Surgery - Nephrology & Transplant	1	1.0
Trauma & Orthopaedic Surgery	1	1.0
Urology	1	1.0
Total	109	107.2

(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 2011:

Consultant Specialty	Headcount	WTE
Anaesthetics	9	9.0
Cardiac Anaesthetics	1	1.0
Cardiothoracic Surgery	1	1.0
Dermatology	1	1.0
Diabetology / Endocrinology	2	2.0
Gastroenterology / Gastroenterology & General Internal Medicine	1	1.0
General Medicine	1	1.0
Haematology	3	3.0
Histopathology	1	1.0
Immunology	1	1.0
Nephrology	2	2.0
Neurosurgery	2	2.0
Obstetrics & Gynaecology / Maternal-Foetal Medicine	3	3.0
Orthophysician	1	1.0
Otolaryngology / ENT	1	1.0
Paediatric Specialties	6	6.0
Psychiatry - Adult Services	1	1.0
Radiology	7	7.0
Rheumatology	1	1.0
Trauma & Orthopaedic Surgery	1	1.0
Urology	1	1.0
Total	47	47.0

(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 2011:

Grade	Headcount	WTE	WTE Vacancy Rate
Consultant	3	2.5	14.6%
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	0	0.0	0.0%
Other	0	0.0	0.0%
Total	3	2.5	2.1%

* 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 3.8.

(1.8.2) Long-Term Vacancies

The following figures were given for the number of long-term dental staff vacancies as at 31st March 2011:

Grade	Headcount	WTE	WTE Vacancy Rate
Consultant	1	1.0	6.4%
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	0	0.0	0.0%
Other	0	0.0	0.0%
Total	1	1.0	0.8%

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

For breakdown by PoC, see Table 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:

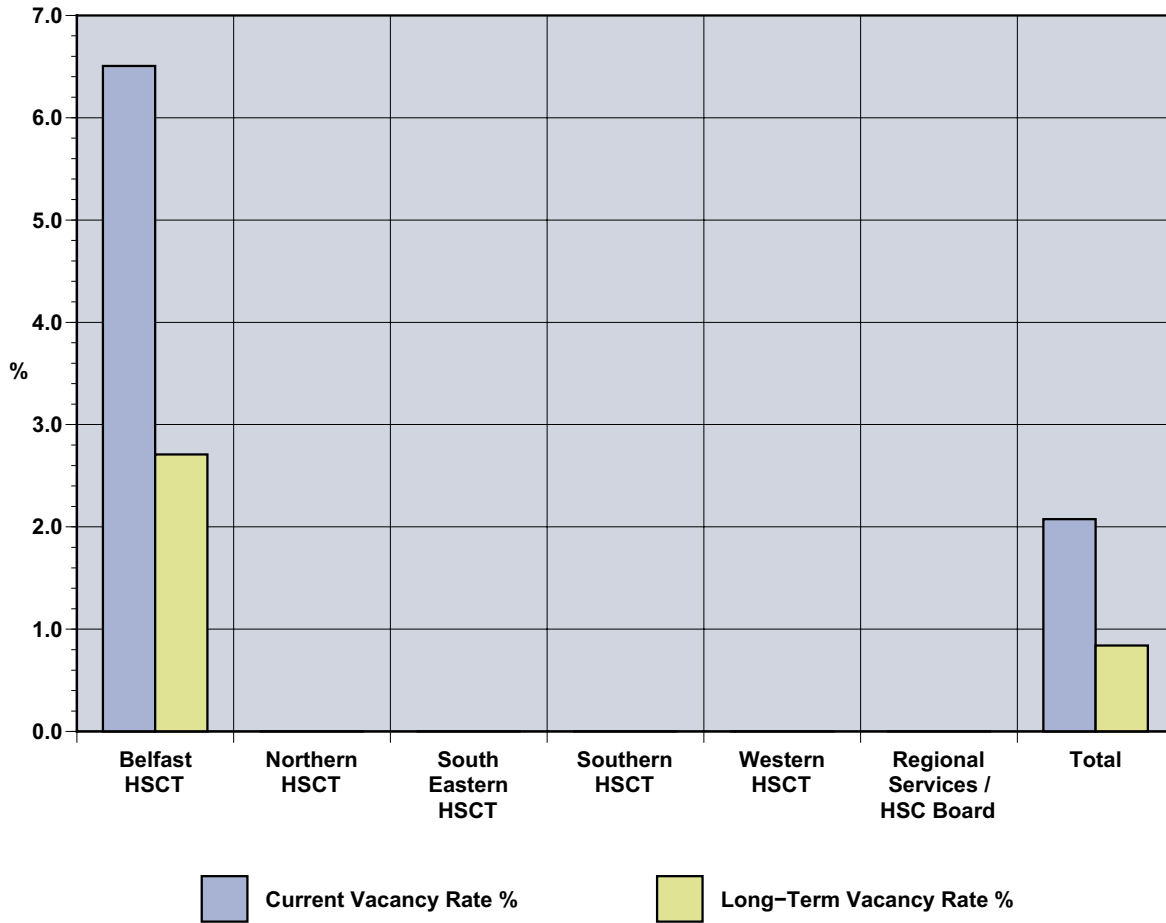
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	3	5.3	1	1.8
Northern Health and Social Care Trust	0	0.0	0	0.0
South Eastern Health and Social Care Trust	0	0.0	0	0.0
Southern Health and Social Care Trust	0	0.0	0	0.0
Western Health and Social Care Trust	0	0.0	0	0.0
Regional Services & HSC Board	0	0.0	0	0.0
Total	3	1.8	1	0.6

(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	2.5	6.5	1.0	2.7
Northern Health and Social Care Trust	0.0	0.0	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	0.0	0.0	0.0	0.0
Western Health and Social Care Trust	0.0	0.0	0.0	0.0
Regional Services & HSC Board	0.0	0.0	0.0	0.0
Total	2.5	2.1	1.0	0.8

(Figure 8) Comparison of Dental Vacancy Rates by Health & Social Care Organisation as at 31st March 2011 (WTE)



(1.8.5) Temporary Post Vacancies

The following figures were given for the number of temporary dental staff vacancies as at 31st March 2011:

Grade	Headcount	WTE
Consultant	2	2.0
Associate Specialist	0	0.0
Staff Grade	0	0.0
Specialty Registrar	0	0.0
Foundation House Officer	0	0.0
Hospital Practitioner	0	0.0
General Medical Practitioner	0	0.0
Dental Officer	1	1.0
Other	0	0.0
Total	3	3.0

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

(1.8.6) Dental Specialty for Consultant Current Vacancies

The following table shows the specialties for Consultant current vacancies as at 31st March 2011:

Consultant Specialty	Headcount	WTE
Paediatric Dental Surgeon	1	1.0
Restorative Dentistry	1	0.5
Special Care Dentistry	1	1.0
Total	3	2.5

(1.8.7) Dental Specialty for Consultant Long-term Vacancies

The following table shows the specialties for Consultant current vacancies as at 31st March 2011:

Consultant Specialty	Headcount	WTE
Paediatric Dental Surgeon	1	1.0
Total	1	1.0

(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 2011:

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	0	0.0	0.0%
Ambulance Officer	2	2.0	2.6%
Control Assistant	3	3.0	2.9%
Others	0	0.0	0.0%
Total	5	5.0	0.5%

(1.9.2) Long-Term Vacancies

The following figures were given for the number of current ambulance staff vacancies as at 31st March 2011:

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	0	0.0	0.0%
Ambulance Officer	0	0.0	0.0%
Control Assistant	3	3.0	2.9%
Others	0	0.0	0.0%
Total	3	3.0	0.3%

(1.9.3) Vacancy Rates (Headcount & WTE)

The current vacancy rate (both headcount and WTE) for ambulance staff is 0.5%, while the long-term vacancy rate (both headcount and WTE) is 0.3%.

(1.9.4) Temporary Post Vacancies

There were no temporary vacancies reported within the Ambulance Workforce.

(2) Vacancy Rate Trend Data by HSC Organisation 2007 – 2011 by Occupational Family

(2.1) Administration and Clerical

(2.1.1) Comparison of Administration and Clerical Current Vacancy Rates - March 2007 to March 2011
(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	Sept 2010	March 2011
Belfast HSC Trust	4.0	3.3	2.8	2.9	1.5	3.5	1.3	1.7	3.0
Northern HSC Trust	0.5	1.9	0.5	1.2	0.7	0.2	0.2	0.1	1.8
South Eastern HSC Trust	4.4	4.0	3.7	4.1	1.5	1.1	0.5	0.5	0.3
Southern HSC Trust	0.9	1.0	1.7	1.9	3.4	2.0	0.4	0.6	0.8
Western HSC Trust	0.6	1.0	1.6	1.6	1.4	0.5	1.3	0.5	1.8
Regional Services & HSC Board	1.9	2.8	0.8	1.8	1.5	3.7	1.6	4.2	5.3
Total	2.3	2.4	1.9	2.3	1.6	2.1	0.9	1.4	2.4

(2.1.2) Comparison of Administration and Clerical Long-term Vacancy Rates - March 2007 to March 2011 (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	Sept 2010	March 2011
Belfast HSC Trust	2.1	1.3	1.6	1.8	0.7	1.7	0.6	1.1	1.2
Northern HSC Trust	0.0	0.6	0.1	0.2	0.0	0.0	0.0	0.0	1.0
South Eastern HSC Trust	1.0	2.4	0.4	2.2	0.8	0.2	0.2	0.4	0.1
Southern HSC Trust	0.2	0.5	0.8	0.5	0.4	0.5	0.3	0.1	0.0
Western HSC Trust	0.0	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0
Regional Services & HSC Board	0.5	0.5	0.3	0.4	0.0	0.6	0.1	0.6	0.2
Total	0.9	0.9	0.7	0.9	0.4	0.7	0.2	0.5	0.6

(2.2) Estates Services

(2.2.1) Comparison of Estates Services Current Vacancy Rates - March 2007 to March 2011 (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	Sept 2010	March 2011
Belfast HSC Trust	1.8	0.6	1.1	0.0	0.0	1.6	6.1	9.0	4.1
Northern HSC Trust	0.0	6.0	1.7	0.0	6.6	0.9	1.7	0.0	4.3
South Eastern HSC Trust	4.5	3.0	4.3	0.0	0.0	0.0	0.0	6.6	0.0
Southern HSC Trust	1.4	0.0	0.0	0.0	0.0	1.1	0.0	1.1	0.0
Western HSC Trust	0.0	1.5	0.6	0.0	0.6	0.0	0.0	1.2	0.0
Regional Services & HSC Board	0.0	0.0	0.0	0.0	0.0	10.0	0.0	0.0	0.0
Total	1.3	2.1	1.2	0.0	1.3	0.9	2.2	4.2	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 Estates Services Long-term Vacancy Rates - March 2007 to March 2011 (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	Sept 2010	March 2011
Belfast HSC Trust	1.2	0.0	0.0	0.0	0.0	1.0	0.5	4.7	1.4
Northern HSC Trust	0.0	6.0	0.0	0.0	0.0	0.0	0.0	0.0	0.9
South Eastern HSC Trust	4.5	0.0	0.0	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	1.1	0.0
Western HSC Trust	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Regional Services & HSC Board	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	0.9	1.3	0.0	0.0	0.0	0.3	0.1	1.6	0.6

(2.3) Support Services

(2.3.1) Comparison of Support Services Current Vacancy Rates - March 2007 to March 2011 (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	Sept 2010	March 2011
Belfast HSC Trust	2.7	2.4	4.2	5.0	3.6	1.0	1.6	0.7	0.3
Northern HSC Trust	4.0	3.2	6.3	10.0	3.2	0.9	0.1	0.0	2.0
South Eastern HSC Trust	4.7	4.0	2.3	7.2	13.4	3.8	2.4	0.0	2.3
Southern HSC Trust	2.6	7.3	2.0	4.2	1.3	0.1	0.2	0.3	0.2
Western HSC Trust	1.2	0.4	2.4	1.4	0.9	0.5	1.9	0.1	0.8
Regional Services & HSC Board	0.0	0.0	4.1	4.4	4.4	6.1	0.0	0.0	0.0
Total	3.1	3.2	3.6	5.6	4.4	1.2	1.3	0.3	1.0

(2.3.2) Comparison of Support Services Long-term Vacancy Rates - March 2007 to March 2011 (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	Sept 2010	March 2011
Belfast HSC Trust	1.3	1.5	2.6	3.7	0.1	0.1	1.6	0.7	0.2
Northern HSC Trust	2.3	0.9	0.4	4.0	0.3	0.0	0.0	0.0	1.4
South Eastern HSC Trust	1.1	0.8	0.1	5.0	12.1	2.5	0.5	0.0	2.2
Southern HSC Trust	0.0	3.9	1.4	1.9	0.1	0.0	0.0	0.0	0.1
Western HSC Trust	0.0	0.0	0.6	0.0	0.0	0.1	0.0	0.0	0.0
Regional Services & HSC Board	0.0	0.0	0.0	4.4	4.4	6.1	0.0	0.0	0.0
Total	1.1	1.3	1.3	3.1	2.2	0.4	0.7	0.3	0.7

(2.4) Nursing, Midwifery and Health Visiting

(2.4.1) Comparison of Nursing, Midwifery and Health Visiting Current Vacancy Rates - March 2007 to March 2011 (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	Sept 2010	March 2011
Belfast HSC Trust	5.8	3.0	3.6	0.7	1.8	1.8	0.8	1.2	4.1
Northern HSC Trust	2.6	2.7	1.8	3.1	1.5	0.3	0.2	0.1	2.0
South Eastern HSC Trust	2.4	0.8	1.0	4.0	0.6	1.3	0.9	1.8	0.4
Southern HSC Trust	1.4	2.4	2.0	2.6	1.4	2.9	1.7	1.2	0.6
Western HSC Trust	2.1	0.7	1.0	1.5	1.3	1.2	1.7	0.6	0.4
Regional Services & HSC Board	3.6	3.7	0.0	3.1	3.1	1.1	1.1	1.3	4.0
Total	3.5	2.2	2.2	2.1	1.4	1.6	1.0	1.0	2.0

(2.4.2) Comparison of Nursing, Midwifery and Health Visiting Long-term Vacancy Rates - March 2007 to March 2011 (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	Sept 2010	March 2011
Belfast HSC Trust	3.2	1.2	1.4	0.2	0.8	0.7	0.5	0.6	0.9
Northern HSC Trust	0.7	1.7	0.0	0.3	0.2	0.0	0.0	0.0	1.4
South Eastern HSC Trust	0.6	0.3	0.0	2.5	0.1	0.1	0.0	0.2	0.0
Southern HSC Trust	0.5	0.9	1.0	1.3	0.6	0.1	1.0	0.6	0.1
Western HSC Trust	0.2	0.0	0.0	0.0	0.0	0.3	0.9	0.1	0.0
Regional Services & HSC Board	3.1	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	1.5	0.9	0.7	0.7	0.4	0.3	0.5	0.4	0.6

(2.5) Social Services

(2.5.1) Comparison of Social Services Current Vacancy Rates - March 2007 to March 2011 (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	Sept 2010	March 2011
Belfast HSC Trust	2.7	6.9	3.5	1.4	3.2	3.6	2.5	2.4	2.7
Northern HSC Trust	4.5	7.4	1.7	2.3	1.1	0.4	0.3	0.0	1.3
South Eastern HSC Trust	1.9	2.4	0.0	0.0	0.0	1.5	0.8	0.3	1.2
Southern HSC Trust	2.2	1.0	0.4	4.3	3.2	2.3	1.8	0.9	0.6
Western HSC Trust	1.5	1.5	0.7	0.9	1.1	0.7	1.5	0.7	2.7
Regional Services & HSC Board	7.1	9.4	0.0	6.4	1.7	3.4	0.0	7.1	1.9
Total	2.7	4.4	1.7	1.9	1.7	1.7	1.4	0.9	1.7

(2.5.2) Comparison of Social Services Long-term Vacancy Rates - March 2007 to March 2011 (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	Sept 2010	March 2011
Belfast HSC Trust	0.6	0.8	2.6	0.2	1.2	1.8	1.1	1.6	1.4
Northern HSC Trust	1.0	0.7	0.1	0.9	0.2	0.0	0.0	0.0	0.5
South Eastern HSC Trust	0.0	0.1	0.0	0.0	0.0	0.4	0.0	0.1	0.4
Southern HSC Trust	0.0	0.2	0.0	2.8	1.3	0.9	0.9	0.3	0.1
Western HSC Trust	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0
Regional Services & HSC Board	3.7	2.9	0.0	0.0	0.0	1.7	0.0	1.9	0.0
Total	0.4	0.5	0.7	0.7	0.5	0.6	0.4	0.5	0.5

(2.6) Professional and Technical

**(2.6.1) Comparison of Professional and Technical Current Vacancy Rates - March 2007 to March 2011
(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	Sept 2010	March 2011
Belfast HSC Trust	4.9	5.3	3.8	2.1	2.7	3.3	0.7	3.8	4.1
Northern HSC Trust	3.8	5.2	3.2	5.1	1.8	1.1	0.9	0.6	4.3
South Eastern HSC Trust	5.1	4.5	3.6	0.4	2.4	0.7	2.1	3.7	0.0
Southern HSC Trust	2.7	4.1	3.0	3.6	3.7	2.7	1.9	1.7	1.3
Western HSC Trust	3.1	2.2	3.5	2.1	2.9	2.5	3.4	1.4	2.9
Regional Services & HSC Board	2.1	2.6	3.0	7.2	3.5	6.6	0.0	2.3	3.0
Total	4.1	4.5	3.5	2.8	2.7	2.4	1.5	2.5	3.0

**(2.6.2) Comparison of Professional and Technical Long-term Vacancy Rates - March 2007 to March 2011
(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	Sept 2010	March 2011
Belfast HSC Trust	2.1	1.7	2.1	0.2	0.4	1.4	0.2	1.3	1.6
Northern HSC Trust	1.2	1.4	0.0	1.8	0.3	0.0	0.3	0.0	3.0
South Eastern HSC Trust	2.1	1.3	0.0	0.1	0.5	0.2	1.4	0.7	0.0
Southern HSC Trust	0.6	1.6	1.1	2.0	1.2	0.7	0.9	0.4	0.2
Western HSC Trust	0.1	0.0	0.0	0.0	0.0	0.4	0.4	0.0	0.0
Regional Services & HSC Board	0.8	0.0	0.4	3.3	0.8	0.0	0.0	1.6	0.0
Total	1.4	1.3	1.0	0.8	0.5	0.7	0.5	0.7	1.2

(2.7) Medical and Dental

(2.7.1) Comparison of Medical and Dental Current Vacancy Rates - March 2007 to March 2011 (Vacancy rates on WTE figures are compared)

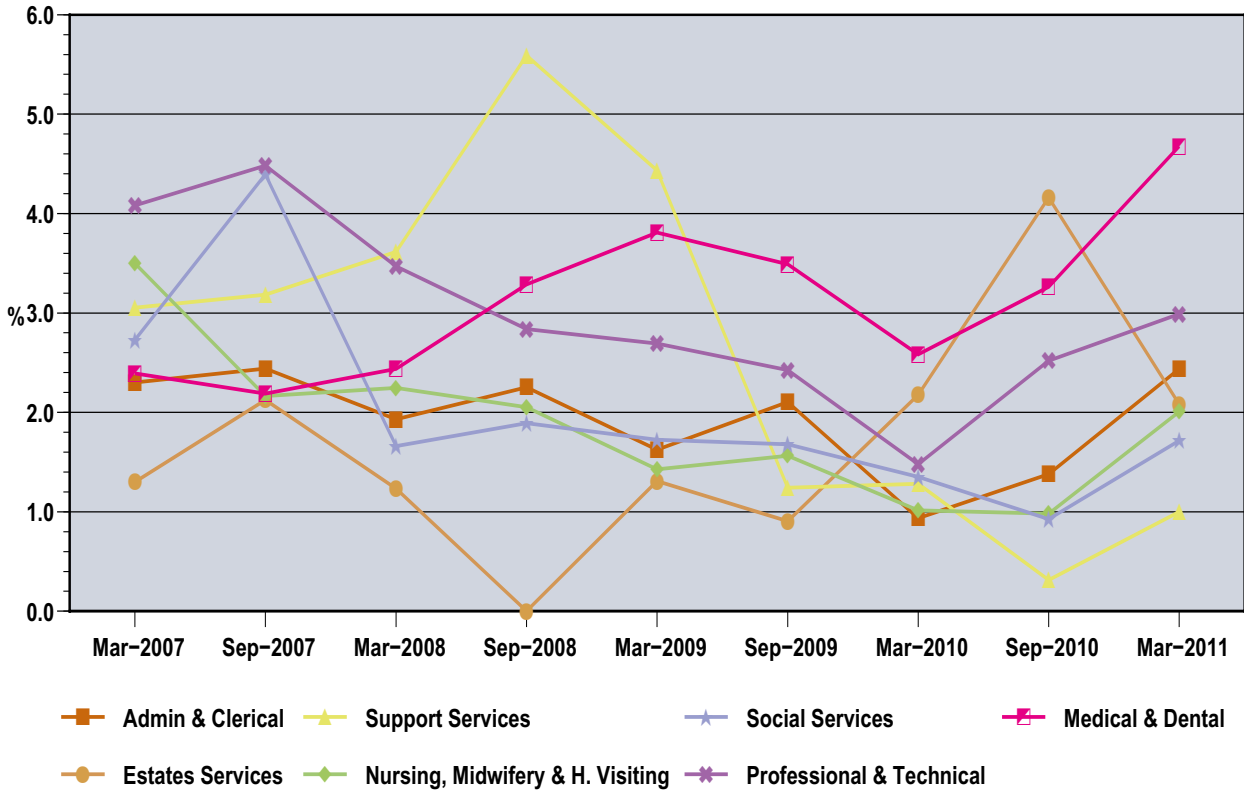
HSC Organisation	Current Vacancy Rates								
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010	Sept 2010	March 2011
Belfast HSC Trust	1.7	2.9	2.5	2.1	3.3	1.5	1.5	2.8	4.5
Northern HSC Trust	2.1	0.6	0.7	6.1	0.7	4.9	1.0	0.9	5.6
South Eastern HSC Trust	3.2	0.9	2.5	1.8	0.2	0.3	0.4	1.9	1.9
Southern HSC Trust	4.4	1.4	4.3	4.9	4.9	5.5	2.3	2.8	3.5
Western HSC Trust	2.7	3.6	2.0	4.1	10.8	9.4	10.2	9.0	8.4
Regional Services & HSC Board	1.1	1.6	1.6	0.0	1.0	0.0	0.0	0.0	4.3
Total	2.4	2.2	2.4	3.3	3.8	3.5	2.6	3.3	4.7

(2.7.2) Comparison of Medical and Dental Long-term Vacancy Rates - March 2007 to March 2011 (Vacancy rates on WTE figures are compared)

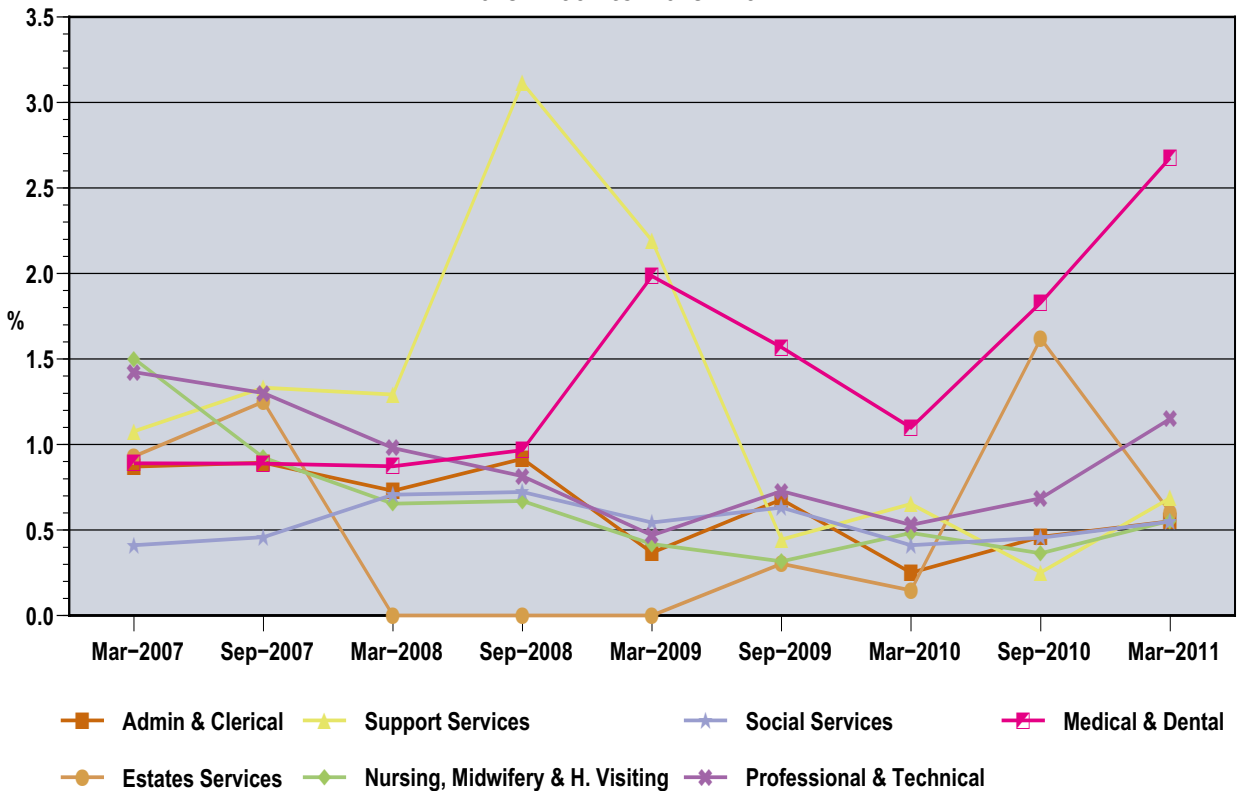
HSC Organisation	Long Term Vacancy Rates								
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010	Sept 2010	March 2011
Belfast HSC Trust	0.4	1.6	0.9	0.4	1.1	1.1	0.0	1.6	2.2
Northern HSC Trust	0.9	0.0	0.0	2.8	0.0	0.8	0.0	0.2	4.4
South Eastern HSC Trust	0.5	0.1	0.8	0.2	0.2	0.2	0.4	0.0	0.0
Southern HSC Trust	3.3	1.4	1.0	1.2	3.4	1.7	0.0	1.9	2.5
Western HSC Trust	0.6	0.0	1.6	1.6	6.9	5.3	7.3	6.2	5.4
Regional Services & HSC Board	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	0.9	0.9	0.9	1.0	2.0	1.6	1.1	1.8	2.7

(2.8) Vacancy Rate Trend Charts 2007 – 2011 by Occupational Family

(Figure 9) Comparison of Current WTE Vacancy Rates by Occupational Family March 2007 to March 2011



(Figure 10) Comparison of Long-Term WTE Vacancy Rates by Occupational Family March 2007 to March 2011



(3) Total Number of Current and Long-Term Vacancies as at 31st March 2011: 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 2011: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	69	59.6
Maternity & Child Health	9	6.7
Family & Childcare	13	11.3
Elderly Care	15	13.5
Mental Health	1	1.0
Learning Disability	0	0.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	3	2.5
Primary Health & Adult Community	2	2.0
Unassigned	171	165.2
Total	283	261.8

Table B – Total number of long-term administration and clerical staff vacancies as at 31st March 2011: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	17	14.7
Maternity & Child Health	2	1.5
Family & Childcare	6	5.0
Elderly Care	4	4.0
Mental Health	1	1.0
Learning Disability	0	0.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	32	32.0
Total	62	58.2

(3.2) Estates Services Staff Vacancies

**Table C – Total number of current Estates Services staff vacancies as at 31st March 2011:
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	12	12.0
Total	14	14.0

**Table D – Total number of long-term Estates Services staff vacancies as at 31st March 2011:
Breakdown by Programme of Care.**

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

(3.3) Support Services Staff Vacancies

**Table E – Total number of current Support Services staff vacancies as at 31st March 2011:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	22	14.1
Maternity & Child Health	0	0.0
Family & Childcare	5	4.1
Elderly Care	10	3.5
Mental Health	7	3.4
Learning Disability	10	5.5
Physical & Sensory Disability	2	1.2
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	7	3.2
Unassigned	15	15.0
Total	78	49.9

**Table F – Total number of long-term Support Services staff vacancies as at 31st March 2011:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	16	8.1
Maternity & Child Health	0	0.0
Family & Childcare	3	2.1
Elderly Care	10	3.5
Mental Health	7	3.4
Learning Disability	6	3.2
Physical & Sensory Disability	1	0.7
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	6	2.2
Unassigned	11	11.0
Total	60	34.2

(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 2011: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	180	175.6
Maternity & Child Health	55	50.9
Family & Childcare	18	17.4
Elderly Care	47	43.6
Mental Health	37	36.5
Learning Disability	21	20.4
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	2	1.6
Primary Health & Adult Community	10	8.8
Unassigned	4	4.0
Total	374	358.8

Table H – Total number of long-term nursing, midwifery and health visiting staff vacancies as at 31st March 2011: Breakdown by Programme of Care.

Programme of Care	Headcount	WTE
Acute Services	36	35.0
Maternity & Child Health	21	19.1
Family & Childcare	13	12.4
Elderly Care	21	21.0
Mental Health	5	5.0
Learning Disability	2	1.4
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	4	3.7
Unassigned	0	0.0
Total	102	97.6

(3.5) Social Services Staff Vacancies

**Table I – Total number of current social services staff vacancies as at 31st March 2011:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	4	3.0
Maternity & Child Health	1	1.0
Family & Childcare	66	57.5
Elderly Care	30	26.8
Mental Health	29	28.1
Learning Disability	31	23.8
Physical & Sensory Disability	2	1.5
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	5	5.0
Unassigned	2	2.0
Total	170	148.6

**Table J – Total number of long-term social services staff vacancies as at 31st March 2011:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	2	1.0
Maternity & Child Health	1	1.0
Family & Childcare	9	7.0
Elderly Care	16	14.1
Mental Health	6	5.5
Learning Disability	20	15.8
Physical & Sensory Disability	1	0.5
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	2	2.0
Unassigned	0	0.0
Total	57	47.0

(3.6) Professional and Technical Staff Vacancies

**Table K – Total number of current professional and technical staff vacancies as at 31st March 2011:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	125	118.8
Maternity & Child Health	1	0.8
Family & Childcare	21	21.0
Elderly Care	11	9.8
Mental Health	18	18.0
Learning Disability	9	8.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	6	4.2
Unassigned	16	15.0
Total	207	195.6

**Table L – Total number of long-term professional and technical staff vacancies as at 31st March 2011:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	56	53.3
Maternity & Child Health	1	0.8
Family & Childcare	10	10.0
Elderly Care	3	3.0
Mental Health	3	3.0
Learning Disability	2	2.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	2	1.8
Unassigned	0	0.0
Total	77	73.9

(3.7) Medical Staff Vacancies

**Table M – Total number of current medical staff vacancies as at 31st March 2011:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	132	131.0
Maternity & Child Health	28	27.5
Family & Childcare	0	0.0
Elderly Care	2	2.0
Mental Health	13	12.8
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	4	2.6
Total	179	175.9

**Table N – Total number of long-term medical staff vacancies as at 31st March 2011:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	80	80.0
Maternity & Child Health	16	16.0
Family & Childcare	0	0.0
Elderly Care	0	0.0
Mental Health	3	3.0
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	99	99.0

(3.8) Dental Staff Vacancies

**Table O – Total number of current dental staff vacancies as at 31st March 2011:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	1	1.0
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	2	1.5
Total	3	2.5

**Table P – Total number of long-term dental staff vacancies as at 31st March 2011:
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	1	1.0
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	1	1.0