

# **Northern Ireland Health and Social Care Workforce Vacancies as at 30 September 2010**

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## Background and Methodology

The NI Health and Social Care (HSC) Workforce Vacancy Survey is now an established survey carried out on a biannual basis. The survey collects information on vacancy levels by Occupational Family within all of the HSC organisations in Northern Ireland (NI) and also by Programme of Care (PoC). Information on the number of temporary posts that are vacant has also been collated and presented in this bulletin. 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 16th September 2010 to record vacancies as at 30th September 2010. It was issued to all HSC organisations and there was a 100% response rate. This is the fifteenth survey in the series and the 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 30th September 2010 the organisation was actively trying to fill. Note that the stipulation that a post had to be unoccupied to be counted has been removed from the definition (from March 2009). This has been done to be comparable with the definition of a vacant post in England.

**Long-term Vacancy:** A long-term vacancy is a post which had been advertised on or prior to 30th June 2010, but remained unfilled at 30th September 2010 although the organisation was still actively trying to fill it. Long-term vacancies are a sub-set of current vacancies. Note that the stipulation that a post had to be unoccupied to be counted has been removed from the definition.

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

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

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

## (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 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Admin & Clerical Bands 1 - 4	78	70.5	1.1%
Medical & Personal Secretaries & Typists	4	2.5	0.2%
Admin & Clerical Bands 5 - 6	38	36.6	2.4%
Admin & Clerical Band 7	11	11.0	1.9%
Admin & Clerical Bands 8 - 9	24	24.0	3.0%
Non-Agenda for Change Grades	2	2.0	4.9%
Other	1	1.0	2.4%
<b>Total</b>	<b>158</b>	<b>147.6</b>	<b>1.4%</b>

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

#### (1.1.2) Long-Term Vacancies

The following figures were given for the number of long-term administration and clerical staff vacancies as at 30th September 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Admin & Clerical Bands 1 - 4	42	39.3	0.6%
Medical & Personal Secretaries & Typists	2	1.0	0.1%
Admin & Clerical Bands 5 - 6	3	2.6	0.2%
Admin & Clerical Band 7	2	2.0	0.4%
Admin & Clerical Bands 8 - 9	2	2.0	0.3%
Non-Agenda for Change Grades	1	1.0	2.5%
Other	1	1.0	2.4%
<b>Total</b>	<b>53</b>	<b>48.9</b>	<b>0.5%</b>

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

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

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

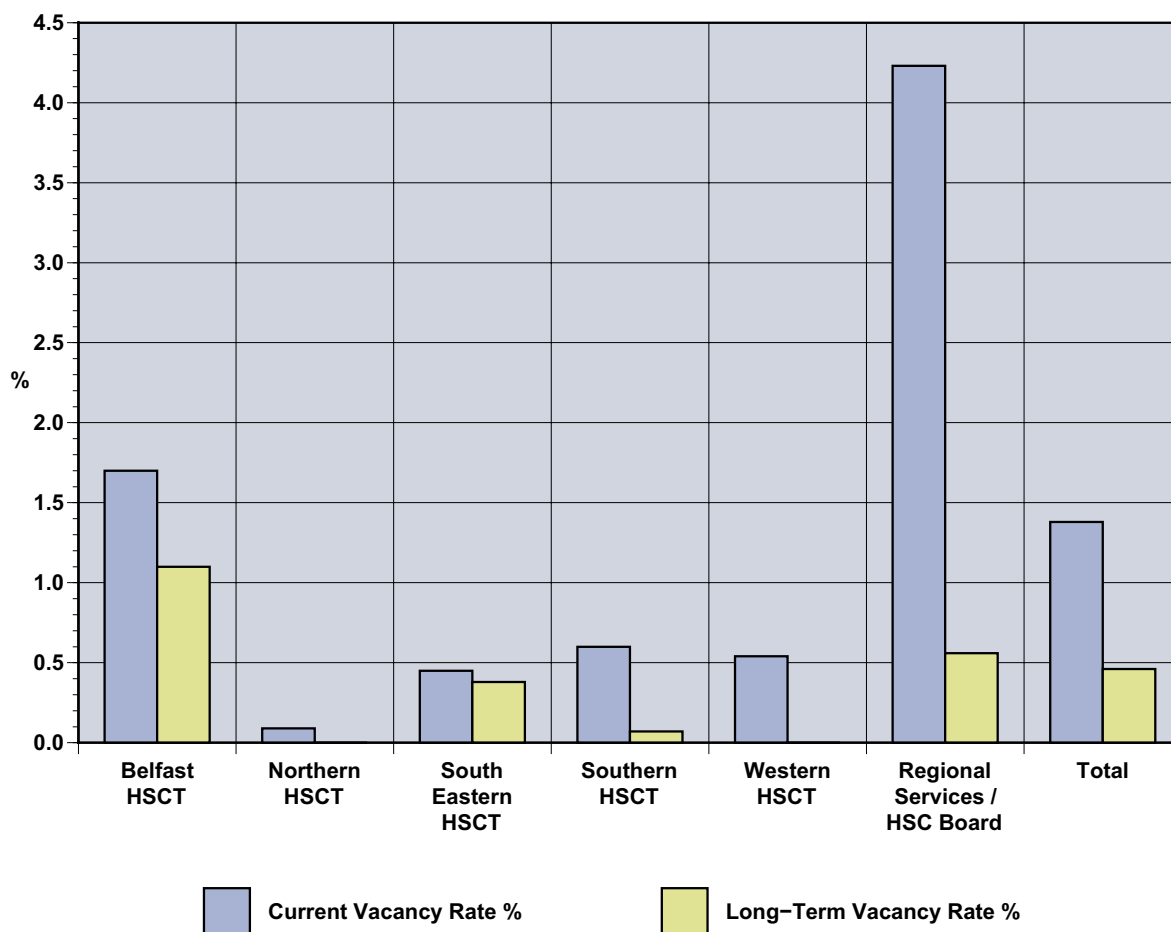
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	60	1.7	38	1.1
Northern Health and Social Care Trust	2	0.1	0	0.0
South Eastern Health and Social Care Trust	6	0.4	5	0.3
Southern Health and Social Care Trust	10	0.6	1	0.1
Western Health and Social Care Trust	8	0.5	0	0.0
Regional Services & HSC Board	72	4.0	9	0.5
<b>Total</b>	<b>158</b>	<b>1.3</b>	<b>53</b>	<b>0.4</b>

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

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

HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	52.4	1.7	33.9	1.1
Northern Health and Social Care Trust	1.5	0.1	0.0	0.0
South Eastern Health and Social Care Trust	6.0	0.5	5.0	0.4
Southern Health and Social Care Trust	9.0	0.6	1.0	0.1
Western Health and Social Care Trust	8.0	0.5	0.0	0.0
Regional Services & HSC Board	70.7	4.2	9.0	0.6
<b>Total</b>	<b>147.6</b>	<b>1.4</b>	<b>48.9</b>	<b>0.5</b>

(Figure 1) Comparison of Administration & Clerical Vacancy Rates by Health & Social Care Organisation as at 30th September 2010 (WTE)



### (1.1.5) Temporary Post Vacancies

The following figures were given for the number of temporary administration and clerical staff vacancies as at 30th September 2010:

Grade	Headcount	WTE
Admin & Clerical Bands 1 - 4	30	25.3
Medical & Personal Secretaries & Typists	4	2.3
Admin & Clerical Bands 5 - 6	4	3.5
Admin & Clerical Band 7	5	4.6
Admin & Clerical Bands 8 - 9	5	5.0
Non-Agenda for Change Grades	1	1.0
Other	0	0.0
<b>Total</b>	<b>49</b>	<b>41.7</b>

## (1.2) Estates Services Workforce

### (1.2.1) Current Vacancies

The following figures were given for the number of current Estate Services staff as at 30th September 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Estates Officer / Planner / Estimator	13	13.0	5.7%
Boilerman / Plumber	0	0.0	0.0%
Electrician / Fitter / Engineer	2	2.0	1.3%
Builder / Joiner / Labourer / Painter / Tiler / Upholsterer	0	0.0	0.0%
Multiskilled	7	7.0	9.6%
Groundsman / Gardener	0	0.0	0.0%
Other	7	7.0	100.0%
<b>Total</b>	<b>29</b>	<b>29.0</b>	<b>4.2%</b>

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 30th September 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Estates Officer / Planner / Estimator	3	3.0	1.4%
Boilerman / Plumber	0	0.0	0.0%
Electrician / Fitter / Engineer	1	1.0	0.7%
Builder / Joiner / Labourer / Painter / Tiler / Upholsterer	0	0.0	0.0%
Multiskilled	7	7.0	9.6%
Groundsman / Gardener	0	0.0	0.0%
Other	0	0.0	0.0%
<b>Total</b>	<b>11</b>	<b>11.0</b>	<b>1.6%</b>

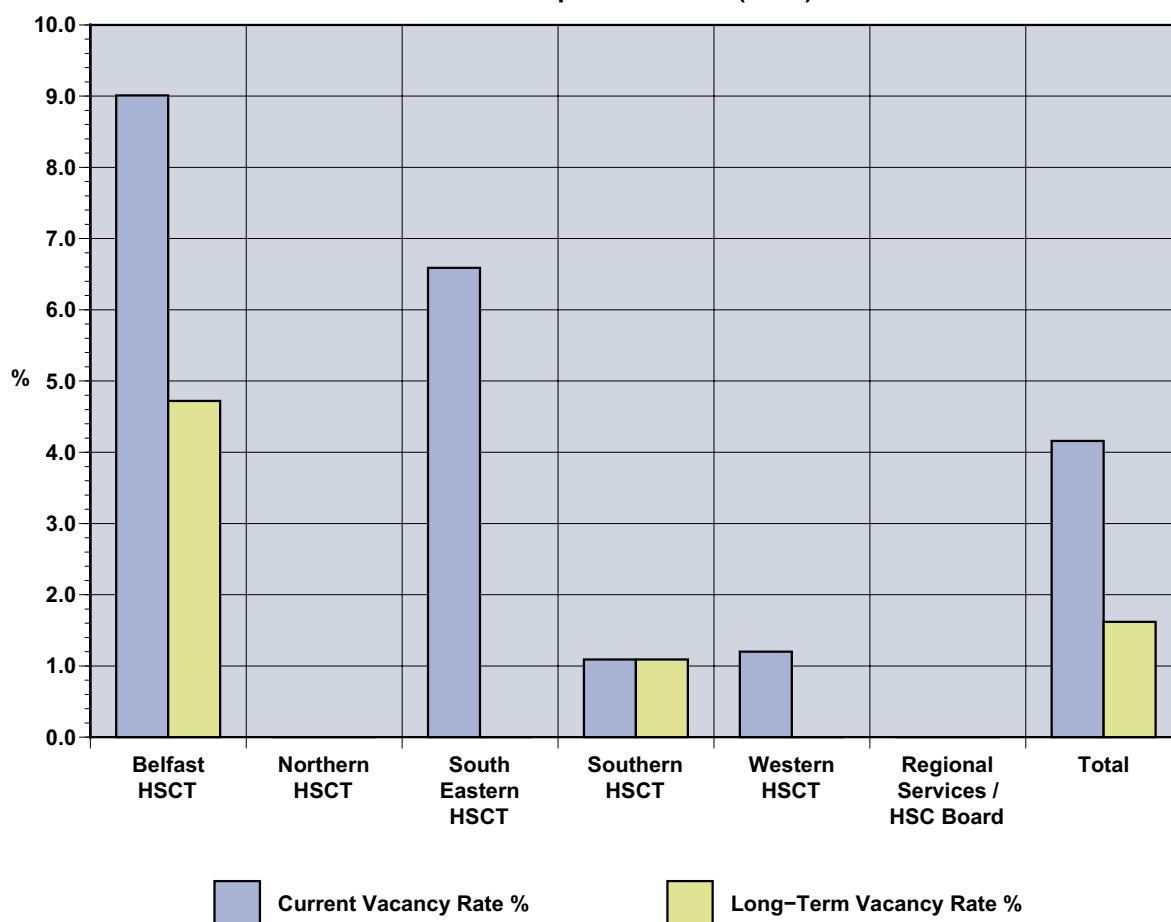
For breakdown by PoC, see Table D in Section 3.3.

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

The number and rate of Estate 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	20.0	9.0	10.0	4.7
Northern Health and Social Care Trust	0.0	0.0	0.0	0.0
South Eastern Health and Social Care Trust	6.0	6.6	0.0	0.0
Southern Health and Social Care Trust	1.0	1.1	1.0	1.1
Western Health and Social Care Trust	2.0	1.2	0.0	0.0
Regional Services & HSC Board	0.0	0.0	0.0	0.0
<b>Total</b>	<b>29.0</b>	<b>4.2</b>	<b>11.0</b>	<b>1.6</b>

(Figure 2) Comparison of Estate Services Vacancy Rates by Health & Social Care Organisation as at 30th September 2010 (WTE)



### (1.2.4) Temporary Post Vacancies

There was 1 (1.00 WTE) temporary vacancy for Estates Officer / Planner / Estimator in the Western HSC Trust 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 30th September 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Catering Services	6	6.0	0.6%
Domestic Services	9	4.9	0.2%
Laundry Services / Sewing Room	4	2.9	1.3%
Sterile Services	0	0.0	0.0%
Facilities	0	0.0	0.0%
Porter / Orderly	0	0.0	0.0%
Driver	14	2.1	0.5%
Security / Caretaker / Warden	0	0.0	0.0%
Other	0	0.0	0.0%
<b>Total</b>	<b>33</b>	<b>16.0</b>	<b>0.3%</b>

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

#### (1.3.2) Long-Term Vacancies

The following figures were given for the number of long-term Support Services staff vacancies as at 30th September 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Catering Services	6	6.0	0.6%
Domestic Services	7	3.9	0.2%
Laundry Services / Sewing Room	4	2.9	1.3%
Sterile Services	0	0.0	0.0%
Facilities	0	0.0	0.0%
Porter / Orderly	0	0.0	0.0%
Driver	0	0.0	0.0%
Security / Caretaker / Warden	0	0.0	0.0%
Other	0	0.0	0.0%
<b>Total</b>	<b>17</b>	<b>12.8</b>	<b>0.3%</b>

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

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

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

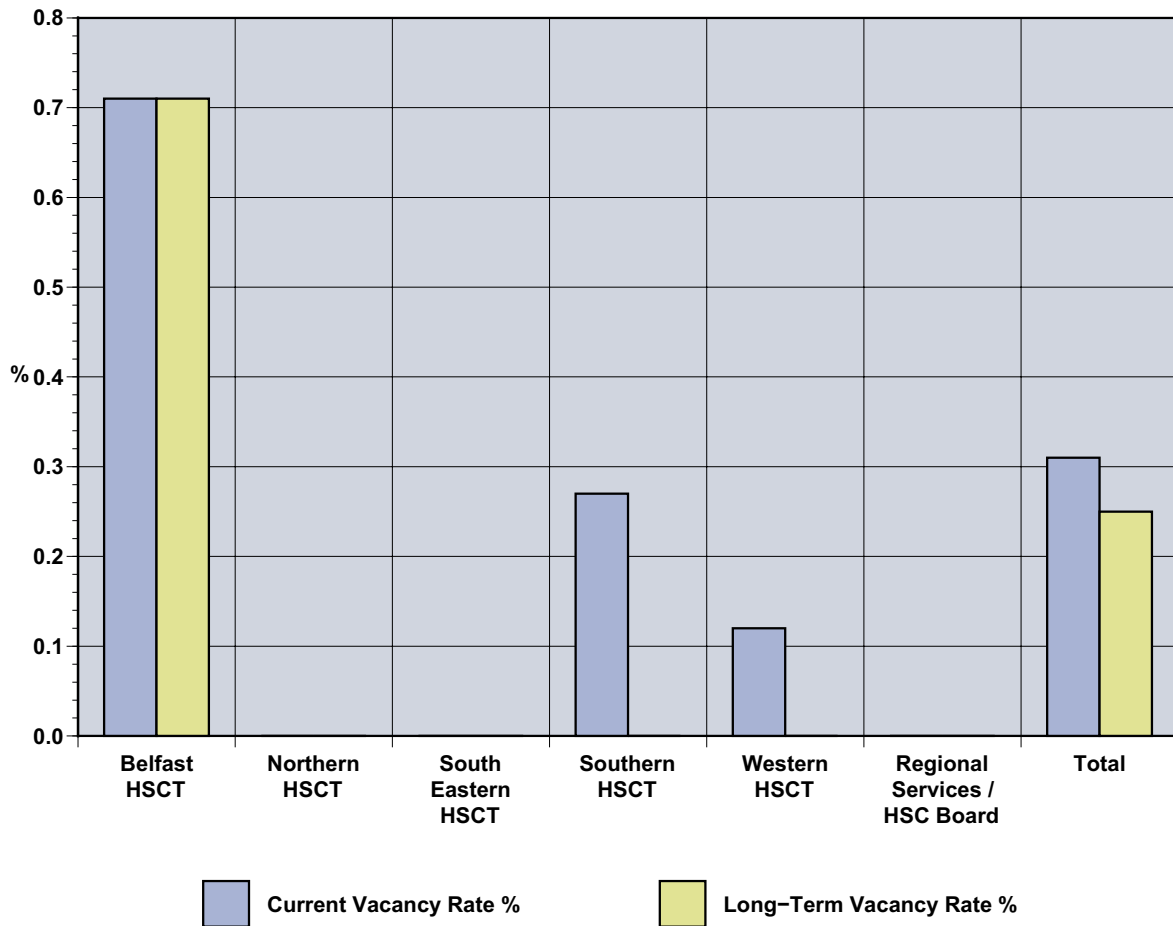
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	29	1.2	17	0.7
Northern Health and Social Care Trust	0	0.0	0	0.0
South Eastern Health and Social Care Trust	0	0.0	0	0.0
Southern Health and Social Care Trust	3	0.3	0	0.0
Western Health and Social Care Trust	1	0.1	0	0.0
Regional Services & HSC Board	0	0.0	0	0.0
<b>Total</b>	<b>33</b>	<b>0.5</b>	<b>17</b>	<b>0.2</b>

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

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

HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	12.9	0.7	12.8	0.7
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	2.1	0.3	0.0	0.0
Western Health and Social Care Trust	1.0	0.1	0.0	0.0
Regional Services & HSC Board	0.0	0.0	0.0	0.0
<b>Total</b>	<b>16.0</b>	<b>0.3</b>	<b>12.8</b>	<b>0.3</b>

(Figure 2) Comparison of Support Services Vacancy Rates by Health & Social Care Organisation as at 30th September 2010 (WTE)



### (1.3.5) Temporary Post Vacancies

The following figures were given for the number of temporary Support Services staff vacancies as at 30th September 2010:

Grade	Headcount	WTE
Catering Services	0	0.0
Domestic Services	1	0.3
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	1	1.0
Other	0	0.0
<b>Total</b>	<b>2</b>	<b>1.3</b>

#### (1.4) Nursing, Midwifery and Health Visiting Workforce

##### (1.4.1) Current Vacancies

The following figures were given for the number of current nursing, midwifery and health visiting staff vacancies as at 30th September 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Acute Nurses	20	18.9	0.3%
Mental Health Nurses	20	20.0	1.2%
Learning Disability Nurses	2	2.0	0.4%
Paediatric Nurses	14	12.3	1.9%
Specialist Nurses	46	45.8	6.4%
Midwives	7	4.9	0.5%
Health Visitors	5	3.9	0.9%
District Nurses	5	4.8	0.5%
Nurse Managers / Nursing Audit	5	5.0	1.2%
Other Qualified Nursing Staff	3	2.0	0.5%
Nurse Support Staff	63	55.7	1.4%
<b>Total</b>	<b>190</b>	<b>175.3</b>	<b>1.0%</b>

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

##### (1.4.2) Long-Term Vacancies

The following figures were given for the number of long-term nursing, midwifery and health visiting staff vacancies as at 30th September 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Acute Nurses	7	6.8	0.1%
Mental Health Nurses	13	13.0	0.8%
Learning Disability Nurses	2	2.0	0.4%
Paediatric Nurses	4	2.8	0.4%
Specialist Nurses	4	3.8	0.6%
Midwives	5	3.4	0.3%
Health Visitors	1	0.5	0.1%
District Nurses	0	0.0	0.0%
Nurse Managers / Nursing Audit	0	0.0	0.0%
Other Qualified Nursing Staff	1	0.8	0.2%
Nurse Support Staff	33	31.4	0.8%
<b>Total</b>	<b>70</b>	<b>64.5</b>	<b>0.4%</b>

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

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

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

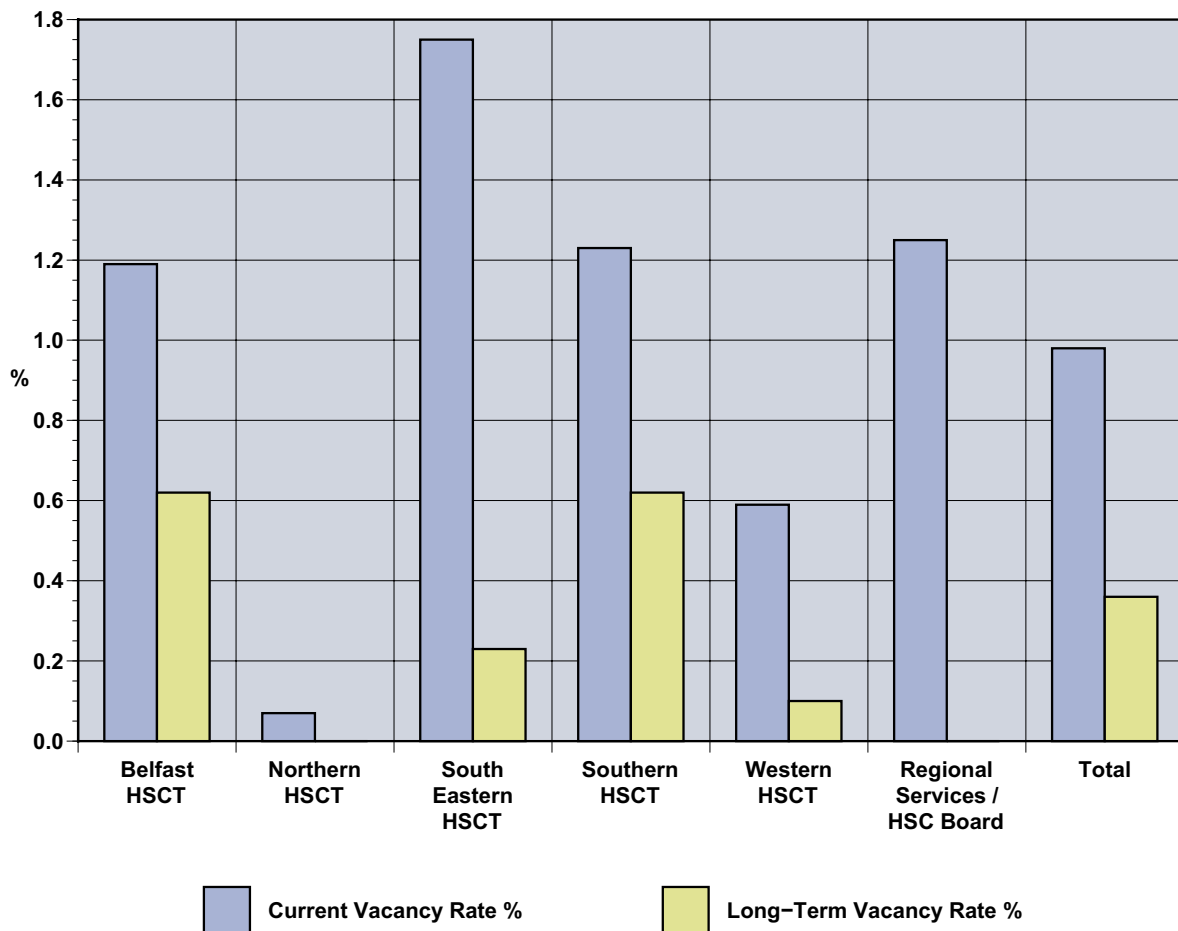
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	77	1.1	40	0.6
Northern Health and Social Care Trust	3	0.1	0	0.0
South Eastern Health and Social Care Trust	48	1.6	7	0.2
Southern Health and Social Care Trust	41	1.2	20	0.6
Western Health and Social Care Trust	19	0.5	3	0.1
Regional Services & HSC Board	2	1.8	0	0.0
<b>Total</b>	<b>190</b>	<b>0.9</b>	<b>70</b>	<b>0.3</b>

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

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

HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	72.6	1.2	37.8	0.6
Northern Health and Social Care Trust	2.1	0.1	0.0	0.0
South Eastern Health and Social Care Trust	45.6	1.8	5.9	0.2
Southern Health and Social Care Trust	35.3	1.2	17.8	0.6
Western Health and Social Care Trust	18.5	0.6	3.0	0.1
Regional Services & HSC Board	1.2	1.3	0.0	0.0
<b>Total</b>	<b>175.3</b>	<b>1.0</b>	<b>64.5</b>	<b>0.4</b>

(Figure 3) Comparison of Nursing, Midwifery and Health Visiting Vacancy Rates by Health & Social Care Organisation as at 30th September 2010 (WTE)



#### (1.4.5) Temporary Post Vacancies

The following figures were given for the number of temporary nursing, midwifery and health visiting staff vacancies as at 30th September 2010:

Grade	Headcount	WTE
Acute Nurses	9	7.5
Mental Health Nurses	3	3.0
Learning Disability Nurses	0	0.0
Paediatric Nurses	3	2.4
Specialist Nurses	6	6.0
Midwives	0	0.0
Health Visitors	8	5.7
District Nurses	7	6.5
Nurse Managers / Nursing Audit	1	1.0
Other Qualified Nursing Staff	0	0.0
Nurse Support Staff	1	0.5
<b>Total</b>	<b>38</b>	<b>32.6</b>

## (1.5) Social Services Workforce

### (1.5.1) Current Vacancies

The following figures were given for the number of current social services staff vacancies as at 30th September 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Hospital Social Workers	2	2.0	1.7%
Elderly Social Workers	4	3.0	1.1%
Physical Disability / Sensory Impairment Social Workers	1	1.0	0.5%
Child / Family Care Social Workers	11	8.0	0.5%
Learning Disability Social Workers	1	1.0	0.7%
Mental Health Social Workers	4	4.0	1.5%
Community Social Workers	11	11.0	21.9%
Teaching / Training	1	1.0	1.7%
Social Work / Multiservices Managers / Social Work Audit	10	10.0	2.3%
Other Qualified Social Work Staff	6	6.0	2.5%
Social Worker Support Staff	42	29.3	0.9%
Home Helps	9	3.4	0.2%
<b>Total</b>	<b>102</b>	<b>79.7</b>	<b>0.9%</b>

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

### (1.5.2) Long-Term Vacancies

The following figures were given for the number of long-term social services staff vacancies as at 30th September 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Hospital Social Workers	1	1.0	0.8%
Elderly Social Workers	2	1.0	0.4%
Physical Disability / Sensory Impairment Social Workers	1	1.0	0.5%
Child / Family Care Social Workers	3	2.0	0.1%
Learning Disability Social Workers	0	0.0	0.0%
Mental Health Social Workers	3	3.0	1.1%
Community Social Workers	5	5.0	11.3%
Teaching / Training	0	0.0	0.0%
Social Work / Multiservices Managers / Social Work Audit	0	0.0	0.0%
Other Qualified Social Work Staff	1	1.0	0.4%
Social Worker Support Staff	31	21.5	0.7%
Home Helps	8	3.4	0.2%
<b>Total</b>	<b>55</b>	<b>38.9</b>	<b>0.5%</b>

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

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

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

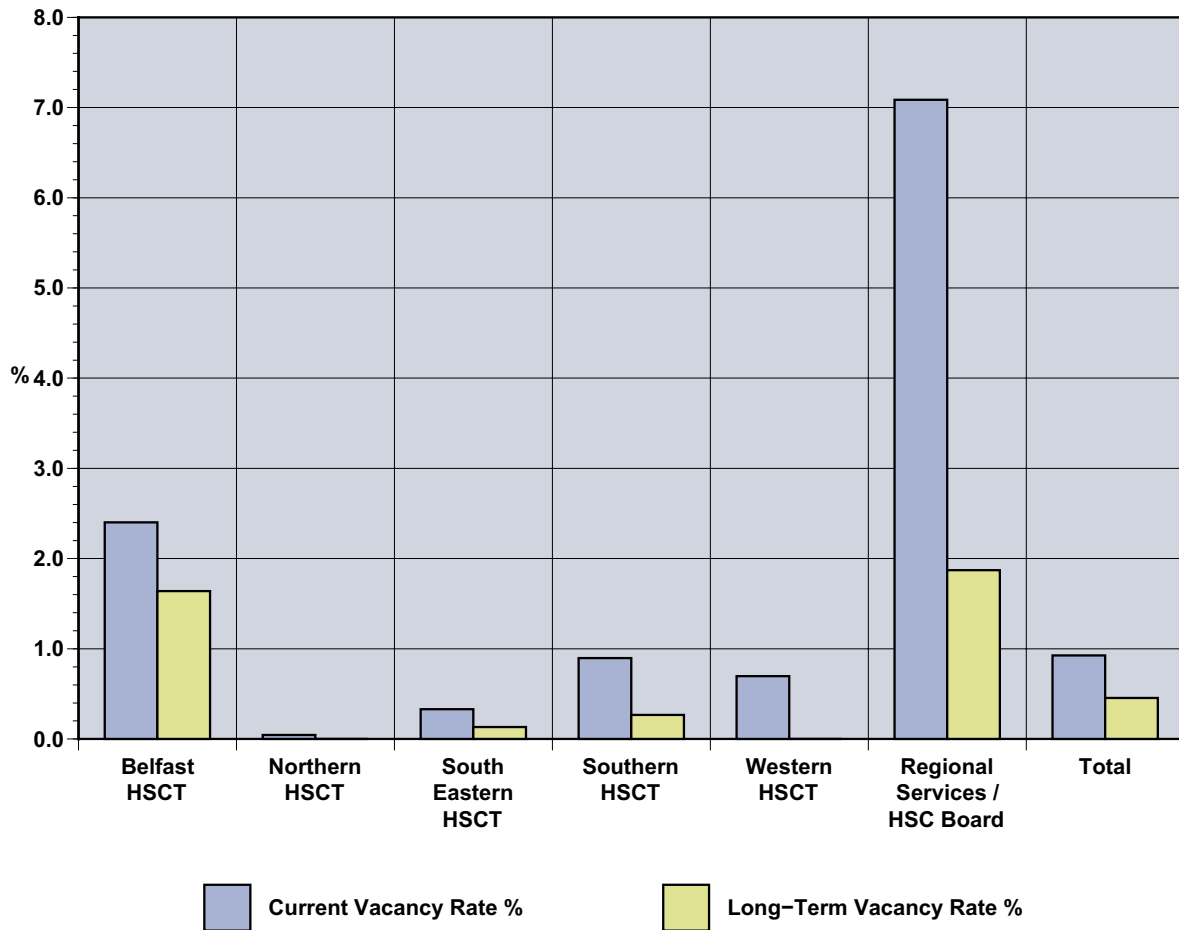
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	67	2.3	48	1.6
Northern Health and Social Care Trust	1	0.0	0	0.0
South Eastern Health and Social Care Trust	6	0.3	2	0.1
Southern Health and Social Care Trust	14	0.5	4	0.1
Western Health and Social Care Trust	10	0.4	0	0.0
Regional Services & HSC Board	4	6.7	1	1.8
<b>Total</b>	<b>102</b>	<b>0.8</b>	<b>55</b>	<b>0.4</b>

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

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

HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	47.8	2.4	32.4	1.6
Northern Health and Social Care Trust	1.0	0.0	0.0	0.0
South Eastern Health and Social Care Trust	5.0	0.3	2.0	0.1
Southern Health and Social Care Trust	11.9	0.9	3.5	0.3
Western Health and Social Care Trust	10.0	0.7	0.0	0.0
Regional Services & HSC Board	4.0	7.1	1.0	1.9
<b>Total</b>	<b>79.7</b>	<b>0.9</b>	<b>38.9</b>	<b>0.5</b>

(Figure 4) Comparison of Social Services Vacancy Rates by Health & Social Care Organisation as at 30th September 2010 (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 2010:

Grade	Headcount	WTE
Hospital Social Workers	1	0.8
Elderly Social Workers	0	0.0
Physical Disability / Sensory Impairment Social Workers	0	0.0
Child / Family Care Social Workers	3	2.8
Learning Disability Social Workers	1	1.0
Mental Health Social Workers	0	0.0
Community Social Workers	0	0.0
Teaching / Training	0	0.0
Social Work / Multiservices Managers / Social Work Audit	2	2.0
Other Qualified Social Work Staff	0	0.0
Social Worker Support Staff	22	14.2
Home Helps	0	0.0
<b>Total</b>	<b>29</b>	<b>20.8</b>

## (1.6) Professional and Technical Workforce

### (1.6.1) Current Vacancies

The following figures were given for the number of current professional and technical staff vacancies as at 30th September 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Dieticians	5	4.6	2.4%
Dietetic Support	5	3.5	26.1%
Occupational Therapists	19	17.3	2.3%
Occupational Therapy Support	3	2.0	1.5%
Optometrists	1	0.8	3.5%
Orthoptists	0	0.0	0.0%
Orthoptic Support	0	0.0	0.0%
Physiotherapists	40	34.5	4.0%
Physiotherapy Support	5	4.5	3.5%
Podiatrists	2	2.0	1.0%
Podiatry Support	2	2.0	11.3%
Radiographers	3	2.8	0.4%
Radiography Support	1	1.0	1.2%
Speech & Language Therapists	11	10.0	2.7%
Speech & Language Therapy Support	4	3.2	5.5%
Art & Music Therapists	0	0.0	0.0%
Clinical Psychologists	10	10.0	4.2%
Assistant Psychologists	1	1.0	2.3%
Pharmacists	13	11.5	3.0%
Pharmacy Support	7	6.6	4.3%
Biomedical Scientists	3	3.0	0.5%
Biomedical Science Support	0	0.0	0.0%
Clinical Scientists	8	8.0	6.7%
Medical Technical Officers	25	23.4	2.7%
Assistant Technical Officers	3	2.5	0.9%
Dentistry	0	0.0	0.0%
Dentistry Support	2	2.0	9.5%
Other	7	7.0	9.4%
<b>Total</b>	<b>180</b>	<b>163.2</b>	<b>2.5%</b>

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

### (1.6.2) Long-Term Vacancies

The following figures were given for the number of long-term professional and technical staff vacancies as at 30th September 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Dieticians	0	0.0	0.0%
Dietetic Support	3	2.5	20.1%
Occupational Therapists	8	7.8	1.1%
Occupational Therapy Support	1	1.0	0.7%
Optometrists	0	0.0	0.0%
Orthoptists	0	0.0	0.0%
Orthoptic Support	0	0.0	0.0%
Physiotherapists	10	8.3	1.0%
Physiotherapy Support	2	2.0	1.6%
Podiatrists	0	0.0	0.0%
Podiatry Support	2	2.0	11.3%
Radiographers	1	0.8	0.1%
Radiography Support	0	0.0	0.0%
Speech & Language Therapists	2	2.0	0.6%
Speech & Language Therapy Support	0	0.0	0.0%
Art & Music Therapists	0	0.0	0.0%
Clinical Psychologists	4	4.0	1.7%
Assistant Psychologists	0	0.0	0.0%
Pharmacists	3	2.6	0.7%
Pharmacy Support	2	1.6	1.1%
Biomedical Scientists	0	0.0	0.0%
Biomedical Science Support	0	0.0	0.0%
Clinical Scientists	0	0.0	0.0%
Medical Technical Officers	6	5.5	0.7%
Assistant Technical Officers	1	0.5	0.2%
Dentistry	0	0.0	0.0%
Dentistry Support	1	1.0	5.0%
Other	2	2.0	2.9%
<b>TOTAL</b>	<b>48</b>	<b>43.6</b>	<b>0.7%</b>

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

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

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

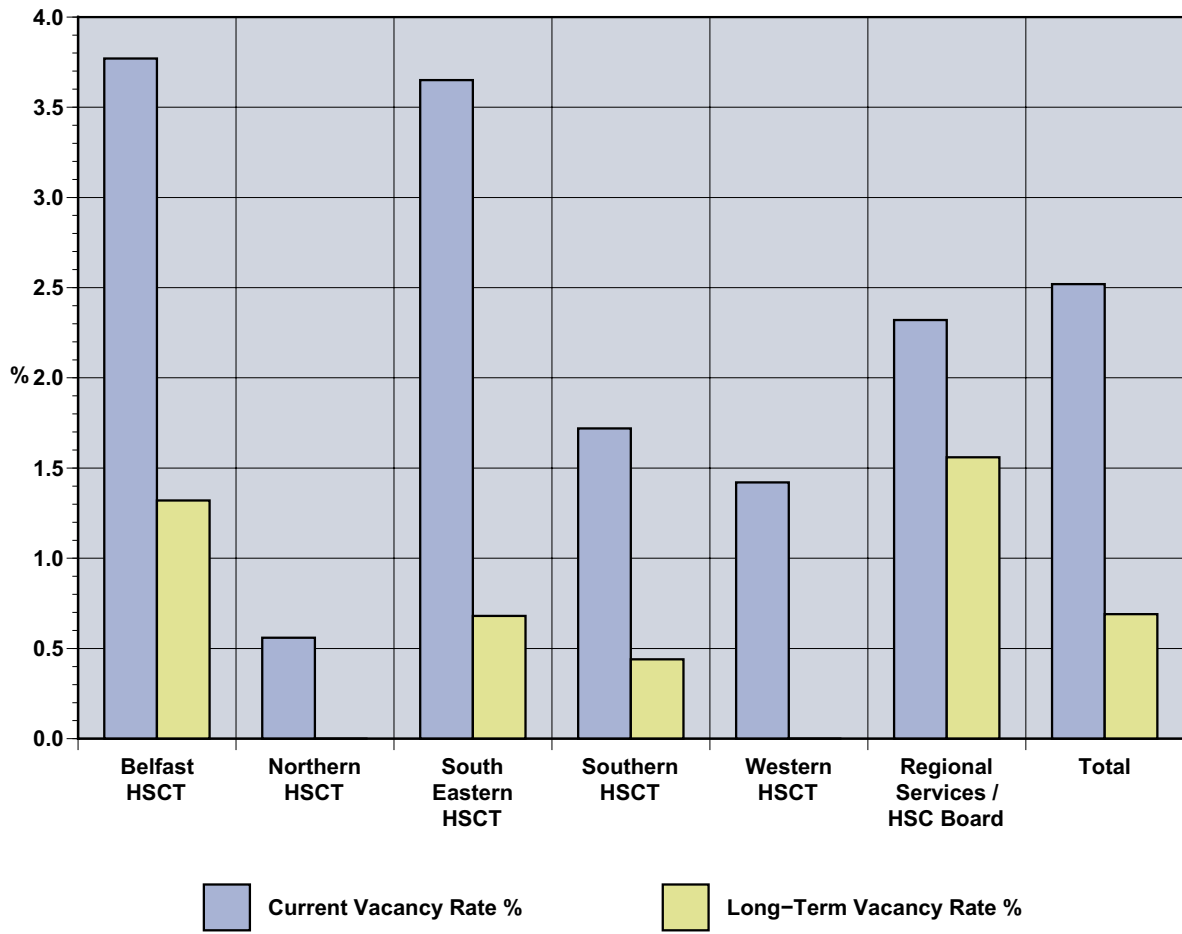
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	99	3.6	34	1.3
Northern Health and Social Care Trust	7	0.5	0	0.0
South Eastern Health and Social Care Trust	38	3.7	7	0.7
Southern Health and Social Care Trust	20	1.8	5	0.4
Western Health and Social Care Trust	13	1.3	0	0.0
Regional Services & HSC Board	3	2.1	2	1.4
<b>Total</b>	<b>180</b>	<b>2.4</b>	<b>48</b>	<b>0.7</b>

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

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

HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	92.3	3.8	31.5	1.3
Northern Health and Social Care Trust	6.5	0.6	0.0	0.0
South Eastern Health and Social Care Trust	31.9	3.7	5.8	0.7
Southern Health and Social Care Trust	16.7	1.7	4.3	0.4
Western Health and Social Care Trust	12.8	1.4	0.0	0.0
Regional Services & HSC Board	3.0	2.3	2.0	1.6
<b>Total</b>	<b>163.2</b>	<b>2.5</b>	<b>43.6</b>	<b>0.7</b>

(Figure 5) Comparison of Professional & Technical Vacancy Rates by Health & Social Care Organisation as at 30th September 2010 (WTE)



### (1.6.5) Temporary Post Vacancies

The following figures were given for the number of temporary professional and technical staff vacancies as at 30th September 2010:

Grade	Headcount	WTE
Dieticians	3	2.5
Dietetic Support	0	0.0
Occupational Therapists	4	3.7
Occupational Therapy Support	0	0.0
Optometrists	0	0.0
Orthoptists	0	0.0
Orthoptic Support	0	0.0
Physiotherapists	5	5.0
Physiotherapy Support	1	1.0
Podiatrists	2	1.6
Podiatry Support	0	0.0
Radiographers	2	2.0
Radiography Support	0	0.0
Speech & Language Therapists	4	3.5
Speech & Language Therapy Support	1	1.0
Art & Music Therapists	0	0.0
Clinical Psychologists	0	0.0
Assistant Psychologists	0	0.0
Pharmacists	5	5.0
Pharmacy Support	3	3.0
Biomedical Scientists	0	0.0
Biomedical Science Support	0	0.0
Clinical Scientists	0	0.0
Medical Technical Officers	0	0.0
Assistant Technical Officers	0	0.0
Dentistry	0	0.0
Dentistry Support	0	0.0
Other	2	2.0
<b>Total</b>	<b>32</b>	<b>30.2</b>

## (1.7) Medical Workforce

### (1.7.1) Current Vacancies

The following figures were given for the number of current medical staff vacancies as at 30th September 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Consultant	68	67.5	4.9%
Associate Specialist	0	0.0	0.0%
Staff Grade	25	24.7	9.9%
Specialty Registrar	13	13.0	1.0%
Foundation House Officer	6	6.0	1.2%
Hospital Practitioner	0	0.0	0.0%
General Medical Practitioner	1	0.3	0.4%
Medical Officer	0	0.0	0.0%
Other	9	7.2	52.4%
<b>Total</b>	<b>122</b>	<b>118.6</b>	<b>3.3%</b>

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

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

### (1.7.2) Long-Term Vacancies

The following figures were given for the number of long-term medical staff vacancies as at 30th September 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Consultant	46	45.5	3.4%
Associate Specialist	0	0.0	0.0%
Staff Grade	15	15.0	6.3%
Specialty Registrar	3	3.0	0.2%
Foundation House Officer	0	0.0	0.0%
Hospital Practitioner	0	0.0	0.0%
General Medical Practitioner	1	0.3	0.4%
Medical Officer	0	0.0	0.0%
Other	2	2.0	23.5%
<b>Total</b>	<b>67</b>	<b>65.7</b>	<b>1.8%</b>

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

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

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

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

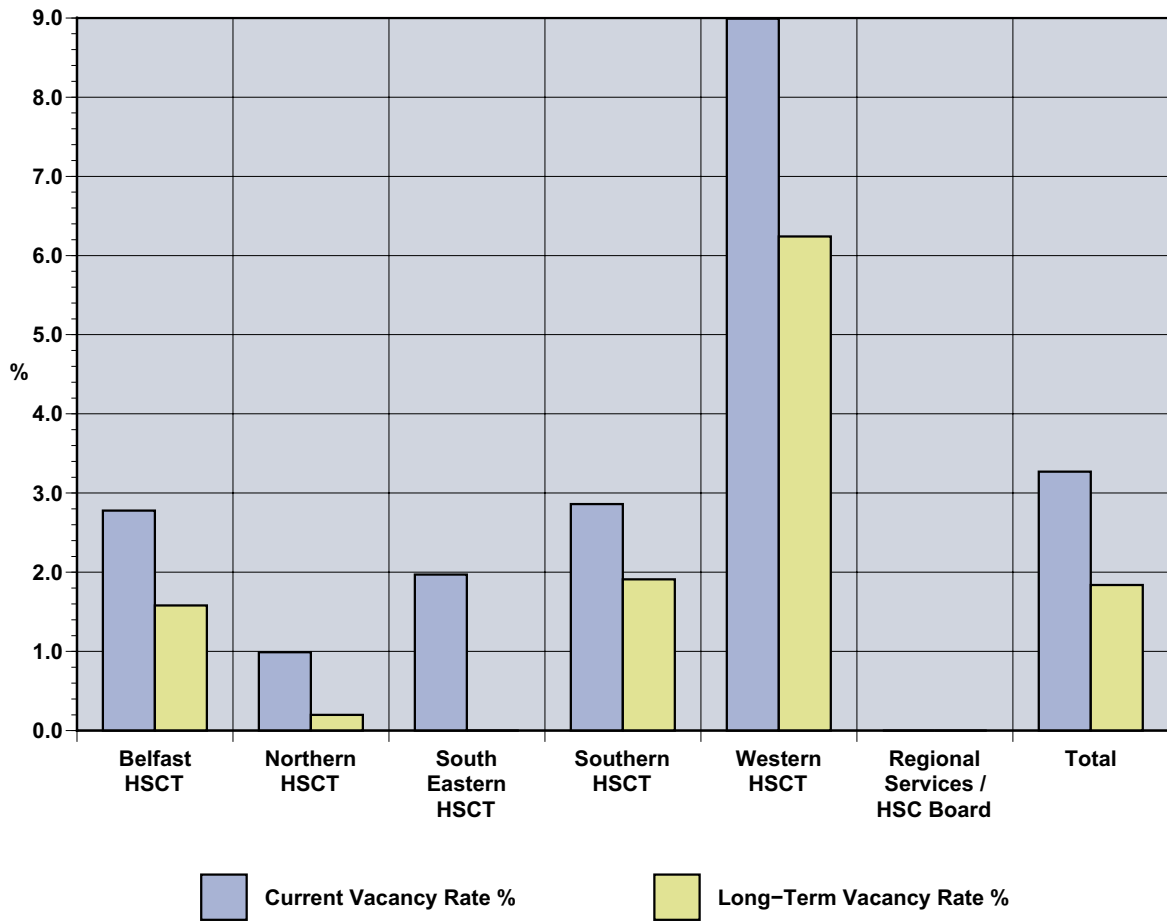
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	44	2.7	25	1.6
Northern Health and Social Care Trust	6	1.1	1	0.0
South Eastern Health and Social Care Trust	11	2.0	0	0.0
Southern Health and Social Care Trust	15	2.7	10	1.8
Western Health and Social Care Trust	46	8.6	31	6.0
Regional Services & HSC Board	0	0.0	0	0.0
<b>Total</b>	<b>122</b>	<b>3.2</b>	<b>67</b>	<b>1.8</b>

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

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

HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	42.6	2.8	23.9	1.6
Northern Health and Social Care Trust	5.0	1.0	1.0	0.2
South Eastern Health and Social Care Trust	10.2	2.0	0.0	0.0
Southern Health and Social Care Trust	14.9	2.9	9.9	1.9
Western Health and Social Care Trust	46.0	9.0	31.0	6.2
Regional Services & HSC Board	0.0	0.0	0.0	0.0
<b>Total</b>	<b>118.6</b>	<b>3.3</b>	<b>65.7</b>	<b>1.8</b>

(Figure 6) Comparison of Medical Vacancy Rates by Health & Social Care Organisation as at 30th September 2010 (WTE)



#### (1.7.5) Temporary Post Vacancies

The following figures were given for the number of temporary medical staff vacancies as at 30th September 2010:

Grade	Headcount	WTE
Consultant	16	15.3
Associate Specialist	0	0.0
Staff Grade	5	4.1
Specialty Registrar	25	25.0
Foundation House Officer	1	1.0
Hospital Practitioner	0	0.0
General Medical Practitioner	0	0.0
Medical Officer	0	0.0
Other	6	5.0
<b>Total</b>	<b>53</b>	<b>50.4</b>

\* 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 30th September 2010:

Consultant Specialty	Headcount	WTE
Acute Medicine	1	1.0
Anaesthetics	8	8.0
Cardiology	1	1.0
Cardiology & GIM	1	1.0
Child & Adolescent Psychiatry	2	2.0
Community Paediatrics	1	1.0
Dermatology	1	1.0
Elderly Care	1	1.0
Emergency Medicine	2	2.0
ENT Surgery	2	2.0
Gastroenterology	2	2.0
General Adult Psychiatry	2	2.0
General Surgery	1	1.0
Haematology	3	3.0
Histopathology	1	1.0
Learning Disability	1	1.0
Medical Oncology	3	3.0
Nephrology	3	3.0
Obstetrics & Gynaecology	3	3.0
Old Age Psychiatry	2	2.0
Ophthalmology	6	5.6
Orthopaedic Surgery	1	1.0
Paediatrics	5	5.0
Physician in Older People	1	1.0
Psychiatry in Primary Mental Health Care	1	0.9
Radiology	7	7.0
Radiotherapy	1	1.0
Respiratory Medicine	3	3.0
Rheumatology	1	1.0
Surgery (with interest in Breast Surgery)	1	1.0
<b>Total</b>	<b>68</b>	<b>67.5</b>

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

The following table shows the specialties of Consultant long-term vacancies as at 30th September 2010:

Consultant Specialty	Headcount	WTE
Acute Medicine	1	1.0
Anaesthetics	6	6.0
Child & Adolescent Psychiatry	2	2.0
Community Paediatrics	1	1.0
Elderly Care	1	1.0
Emergency Medicine	2	2.0
ENT Surgery	2	2.0
Gastroenterology	1	1.0
General Adult Psychiatry	2	2.0
General Surgery	1	1.0
Haematology	3	3.0
Histopathology	1	1.0
Learning Disability	1	1.0
Medical Oncology	3	3.0
Nephrology	2	2.0
Obstetrics & Gynaecology	1	1.0
Old Age Psychiatry	2	2.0
Ophthalmology	3	2.6
Orthopaedic Surgery	1	1.0
Paediatrics	2	2.0
Physician in Older People	1	1.0
Psychiatry in Primary Mental Health Care	1	0.9
Radiology	1	1.0
Respiratory Medicine	3	3.0
Rheumatology	1	1.0
Surgery (with interest in Breast Surgery)	1	1.0
<b>Total</b>	<b>46</b>	<b>45.5</b>

## (1.8) Dental Workforce

### (1.8.1) Current Vacancies

The following figures were given for the number of current dental staff vacancies as at 30th September 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Consultant	2	2.0	11.8%
Associate Specialist	0	0.0	0.0%
Staff Grade	0	0.0	0.0%
Specialty Registrar	0	0.0	0.0%
Foundation House Officer	1	1.0	4.8%
Hospital Practitioner	0	0.0	0.0%
General Medical Practitioner	0	0.0	0.0%
Dental Officer	0	0.0	0.0%
Other	1	1.0	35.7%
<b>Total</b>	<b>4</b>	<b>4.0</b>	<b>3.2%</b>

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

For breakdown by PoC, see Table M in Section 3.8.

### (1.8.2) Long-Term Vacancies

The following figures were given for the number of long-term dental staff vacancies as at 30th September 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Consultant	1	1.0	6.3%
Associate Specialist	0	0.0	0.0%
Staff Grade	0	0.0	0.0%
Specialty Registrar	0	0.0	0.0%
Foundation House Officer	1	1.0	4.8%
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%
<b>Total</b>	<b>2</b>	<b>2.0</b>	<b>1.6%</b>

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

For breakdown by PoC, see Table 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:

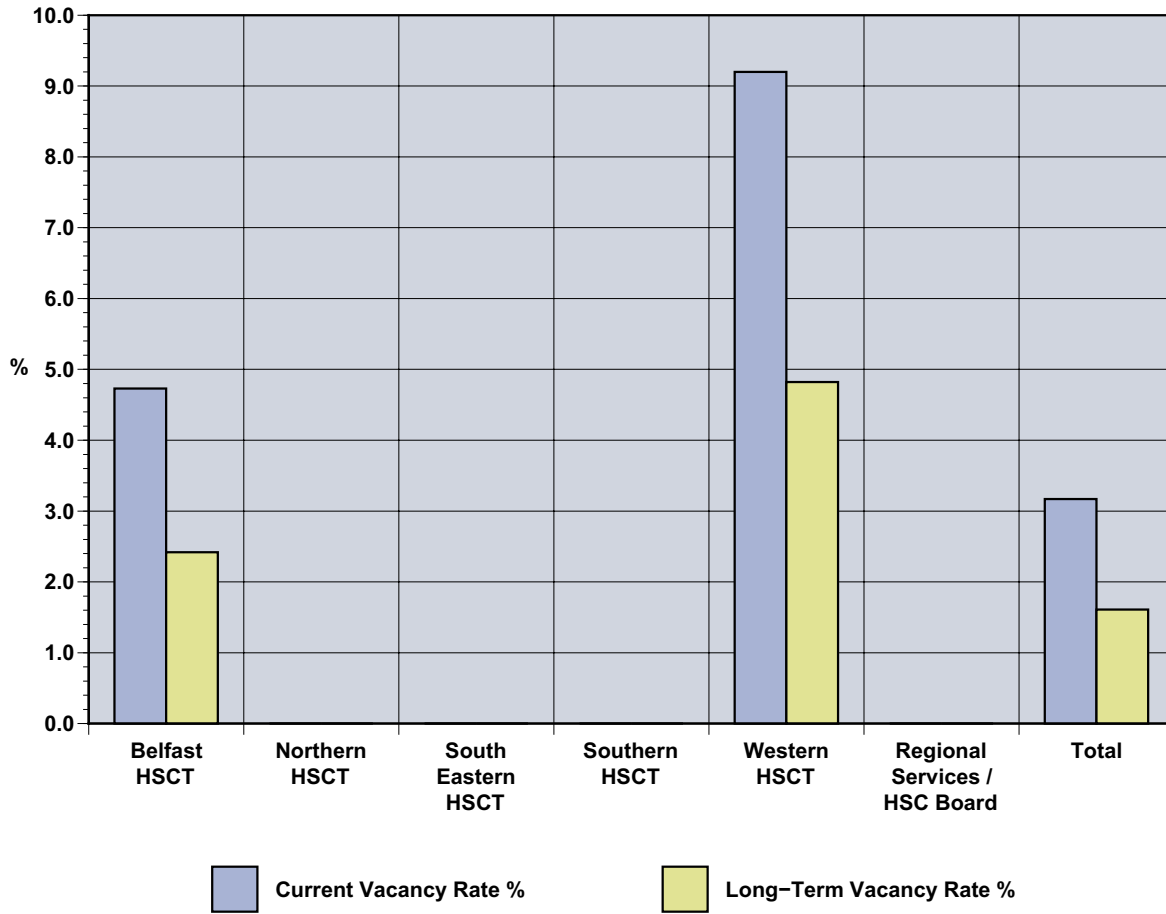
HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	2	3.3	1	1.7
Northern Health and Social Care Trust	0	0.0	0	0.0
South Eastern Health and Social Care Trust	0	0.0	0	0.0
Southern Health and Social Care Trust	0	0.0	0	0.0
Western Health and Social Care Trust	2	7.1	1	3.7
Regional Services & HSC Board	0	0.0	0	0.0
<b>Total</b>	<b>4</b>	<b>2.3</b>	<b>2</b>	<b>1.2</b>

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

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

HSC Organisation	Current Vacancy	Current Vacancy Rate %	Long-Term Vacancy	Long-Term Vacancy Rate %
Belfast Health and Social Care Trust	2.0	4.7	1.0	2.4
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	2.0	9.2	1.0	4.8
Regional Services & HSC Board	0.0	0.0	0.0	0.0
<b>Total</b>	<b>4.0</b>	<b>3.2</b>	<b>2.0</b>	<b>1.6</b>

**(Figure 7) Comparison of Dental Vacancy Rates by Health & Social Care Organisation as at 30th September 2010 (WTE)**



**(1.8.5) Temporary Post Vacancies**

There were no temporary dental staff vacancies as at 30th September 2010.

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

The following table shows the specialties for Consultant current vacancies as at 30th September 2010:

<b>Consultant Specialty</b>	<b>Headcount</b>	<b>WTE</b>
Dentistry	2	2.0
<b>Total</b>	<b>2</b>	<b>2.0</b>

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

The following table shows the specialties for Consultant current vacancies as at 30th September 2010:

<b>Consultant Specialty</b>	<b>Headcount</b>	<b>WTE</b>
Dentistry	1	1.0
<b>Total</b>	<b>1</b>	<b>1.0</b>

## (1.9) Ambulance Workforce

### (1.9.1) Current Vacancies

The following figures were given for the number of current ambulance staff vacancies as at 30th September 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Emergency Medical Technician	0	0.0	0.0%
Patient Care Services	7	7.0	2.8%
Paramedic Registered	0	0.0	0.0%
Paramedic Rapid Response Vehicle	35	35.0	8.4%
Ambulance Officer	5	4.6	5.6%
Control Assistant	6	5.6	5.2%
Others	0	0.0	0.0%
<b>Total</b>	<b>53</b>	<b>52.2</b>	<b>4.9%</b>

### (1.9.2) Long-Term Vacancies

The following figures were given for the number of current ambulance staff vacancies as at 30th September 2010:

Grade	Headcount	WTE	WTE Vacancy Rate
Emergency Medical Technician	0	0.0	0.0%
Patient Care Services	7	7.0	2.8%
Paramedic Registered	0	0.0	0.0%
Paramedic Rapid Response Vehicle	35	35.0	8.4%
Ambulance Officer	2	2.0	2.5%
Control Assistant	5	4.5	4.2%
Others	0	0.0	0.0%
<b>Total</b>	<b>49</b>	<b>48.5</b>	<b>4.6%</b>

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

The current vacancy rate (both headcount and WTE) for ambulance staff is 4.9%, while the long-term headcount and whole-time equivalent vacancy rate is 4.6%.

### (1.9.4) Temporary Post Vacancies

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

(2) Vacancy Rate Trend Data by HSC Organisation 2006 – 2009 by Terms & Conditions Group

(2.1) Administration and Clerical

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

HSC Organisation	Current Vacancy Rates							
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010	Sept 2010
Belfast HSC Trust	4.0	3.3	2.8	2.9	1.5	3.5	1.3	1.7
Northern HSC Trust	0.5	1.9	0.5	1.2	0.7	0.2	0.2	0.1
South Eastern HSC Trust	4.4	4.0	3.7	4.1	1.5	1.1	0.5	0.5
Southern HSC Trust	0.9	1.0	1.7	1.9	3.4	2.0	0.4	0.6
Western HSC Trust	0.6	1.0	1.6	1.6	1.4	0.5	1.3	0.5
Regional Services & HSC Board	1.9	2.8	0.8	1.8	1.5	3.7	1.6	4.2
<b>Total</b>	<b>2.3</b>	<b>2.4</b>	<b>1.9</b>	<b>2.3</b>	<b>1.6</b>	<b>2.1</b>	<b>0.9</b>	<b>1.4</b>

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

HSC Organisation	Long Term Vacancy Rates							
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010	Sept 2010
Belfast HSC Trust	2.1	1.3	1.6	1.8	0.7	1.7	0.6	1.1
Northern HSC Trust	0.0	0.6	0.1	0.2	0.0	0.0	0.0	0.0
South Eastern HSC Trust	1.0	2.4	0.4	2.2	0.8	0.2	0.2	0.4
Southern HSC Trust	0.2	0.5	0.8	0.5	0.4	0.5	0.3	0.1
Western HSC Trust	0.0	0.0	0.3	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
<b>Total</b>	<b>0.9</b>	<b>0.9</b>	<b>0.7</b>	<b>0.9</b>	<b>0.4</b>	<b>0.7</b>	<b>0.2</b>	<b>0.5</b>

## (2.2) Estates Services

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

HSC Organisation	Current Vacancy Rates							
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010	Sept 2010
Belfast HSC Trust	1.8	0.6	1.1	0.0	0.0	1.6	6.1	9.0
Northern HSC Trust	0.0	6.0	1.7	0.0	6.6	0.9	1.7	0.0
South Eastern HSC Trust	4.5	3.0	4.3	0.0	0.0	0.0	0.0	6.6
Southern HSC Trust	1.4	0.0	0.0	0.0	0.0	1.1	0.0	1.1
Western HSC Trust	0.0	1.5	0.6	0.0	0.6	0.0	0.0	1.2
Regional Services & HSC Board	0.0	0.0	0.0	0.0	0.0	10.0	0.0	0.0
<b>Total</b>	<b>1.3</b>	<b>2.1</b>	<b>1.2</b>	<b>0.0</b>	<b>1.3</b>	<b>0.9</b>	<b>2.2</b>	<b>4.2</b>

**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 September 2010 (Vacancy rates on WTE figures are compared)

HSC Organisation	Long Term Vacancy Rates							
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010	Sept 2010
Belfast HSC Trust	1.2	0.0	0.0	0.0	0.0	1.0	0.5	4.7
Northern HSC Trust	0.0	6.0	0.0	0.0	0.0	0.0	0.0	0.0
South Eastern HSC Trust	4.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Southern HSC Trust	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.1
Western HSC Trust	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
<b>Total</b>	<b>0.9</b>	<b>1.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.3</b>	<b>0.1</b>	<b>1.6</b>

### (2.3) Support Services

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

HSC Organisation	Current Vacancy Rates							
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010	Sept 2010
Belfast HSC Trust	2.7	2.4	4.2	5.0	3.6	1.0	1.6	0.7
Northern HSC Trust	4.0	3.2	6.3	10.0	3.2	0.9	0.1	0.0
South Eastern HSC Trust	4.7	4.0	2.3	7.2	13.4	3.8	2.4	0.0
Southern HSC Trust	2.6	7.3	2.0	4.2	1.3	0.1	0.2	0.3
Western HSC Trust	1.2	0.4	2.4	1.4	0.9	0.5	1.9	0.1
Regional Services & HSC Board	0.0	0.0	4.1	4.4	4.4	6.1	0.0	0.0
<b>Total</b>	<b>3.1</b>	<b>3.2</b>	<b>3.6</b>	<b>5.6</b>	<b>4.4</b>	<b>1.2</b>	<b>1.3</b>	<b>0.3</b>

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

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

## (2.4) Nursing, Midwifery and Health Visiting

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

HSC Organisation	Current Vacancy Rates							
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010	Sept 2010
Belfast HSC Trust	5.8	3.0	3.6	0.7	1.8	1.8	0.8	1.2
Northern HSC Trust	2.6	2.7	1.8	3.1	1.5	0.3	0.2	0.1
South Eastern HSC Trust	2.4	0.8	1.0	4.0	0.6	1.3	0.9	1.8
Southern HSC Trust	1.4	2.4	2.0	2.6	1.4	2.9	1.7	1.2
Western HSC Trust	2.1	0.7	1.0	1.5	1.3	1.2	1.7	0.6
Regional Services & HSC Board	3.6	3.7	0.0	3.1	3.1	1.1	1.1	1.3
<b>Total</b>	<b>3.5</b>	<b>2.2</b>	<b>2.2</b>	<b>2.1</b>	<b>1.4</b>	<b>1.6</b>	<b>1.0</b>	<b>1.0</b>

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

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

## (2.5) Social Services

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

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

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

HSC Organisation	Long Term Vacancy Rates							
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010	Sept 2010
Belfast HSC Trust	0.6	0.8	2.6	0.2	1.2	1.8	1.1	1.6
Northern HSC Trust	1.0	0.7	0.1	0.9	0.2	0.0	0.0	0.0
South Eastern HSC Trust	0.0	0.1	0.0	0.0	0.0	0.4	0.0	0.1
Southern HSC Trust	0.0	0.2	0.0	2.8	1.3	0.9	0.9	0.3
Western HSC Trust	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0
Regional Services & HSC Board	3.7	2.9	0.0	0.0	0.0	1.7	0.0	1.9
<b>Total</b>	<b>0.4</b>	<b>0.5</b>	<b>0.7</b>	<b>0.7</b>	<b>0.5</b>	<b>0.6</b>	<b>0.4</b>	<b>0.5</b>

**(2.6) Professional and Technical**

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

HSC Organisation	Current Vacancy Rates							
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010	Sept 2010
Belfast HSC Trust	4.9	5.3	3.8	2.1	2.7	3.3	0.7	3.8
Northern HSC Trust	3.8	5.2	3.2	5.1	1.8	1.1	0.9	0.6
South Eastern HSC Trust	5.1	4.5	3.6	0.4	2.4	0.7	2.1	3.7
Southern HSC Trust	2.7	4.1	3.0	3.6	3.7	2.7	1.9	1.7
Western HSC Trust	3.1	2.2	3.5	2.1	2.9	2.5	3.4	1.4
Regional Services & HSC Board	2.1	2.6	3.0	7.2	3.5	6.6	0.0	2.3
<b>Total</b>	<b>4.1</b>	<b>4.5</b>	<b>3.5</b>	<b>2.8</b>	<b>2.7</b>	<b>2.4</b>	<b>1.5</b>	<b>2.5</b>

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

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

## (2.7) Medical and Dental

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

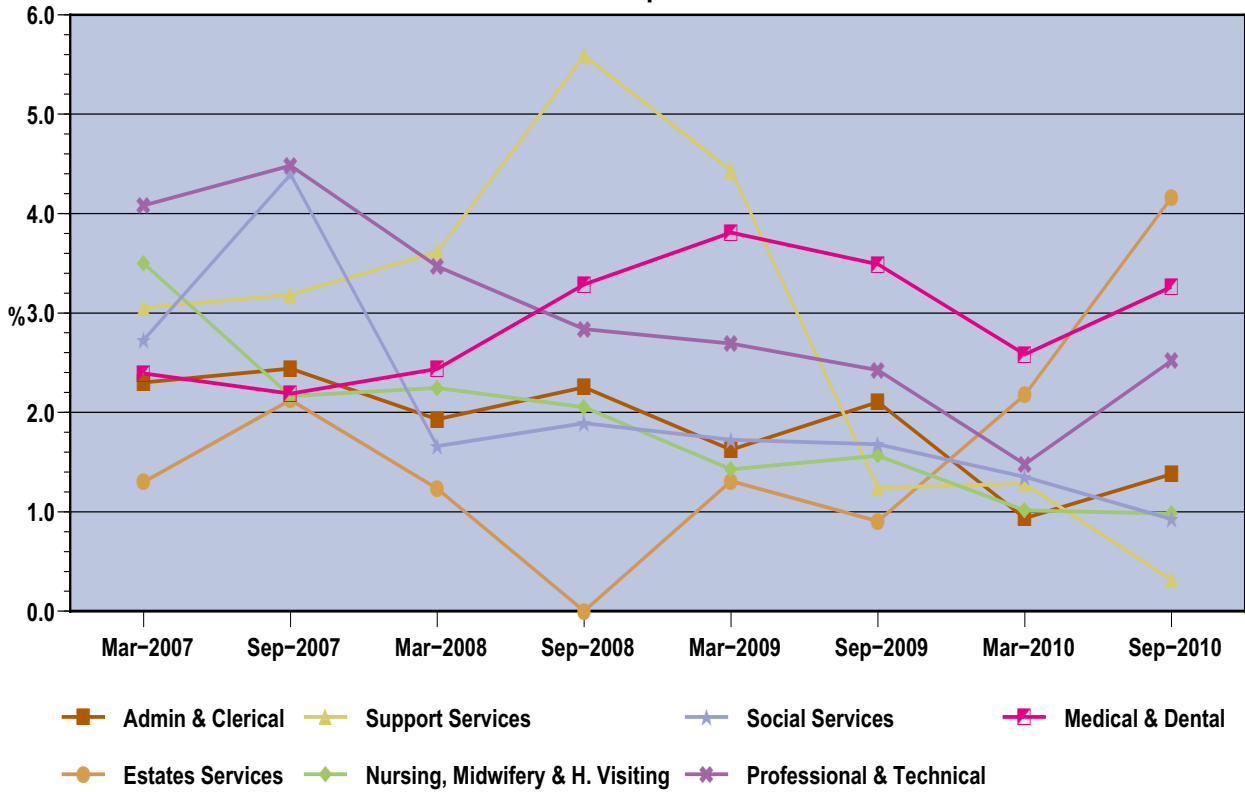
HSC Organisation	Current Vacancy Rates							
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010	Sept 2010
Belfast HSC Trust	1.7	2.9	2.5	2.1	3.3	1.5	1.5	2.8
Northern HSC Trust	2.1	0.6	0.7	6.1	0.7	4.9	1.0	0.9
South Eastern HSC Trust	3.2	0.9	2.5	1.8	0.2	0.3	0.4	1.9
Southern HSC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

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

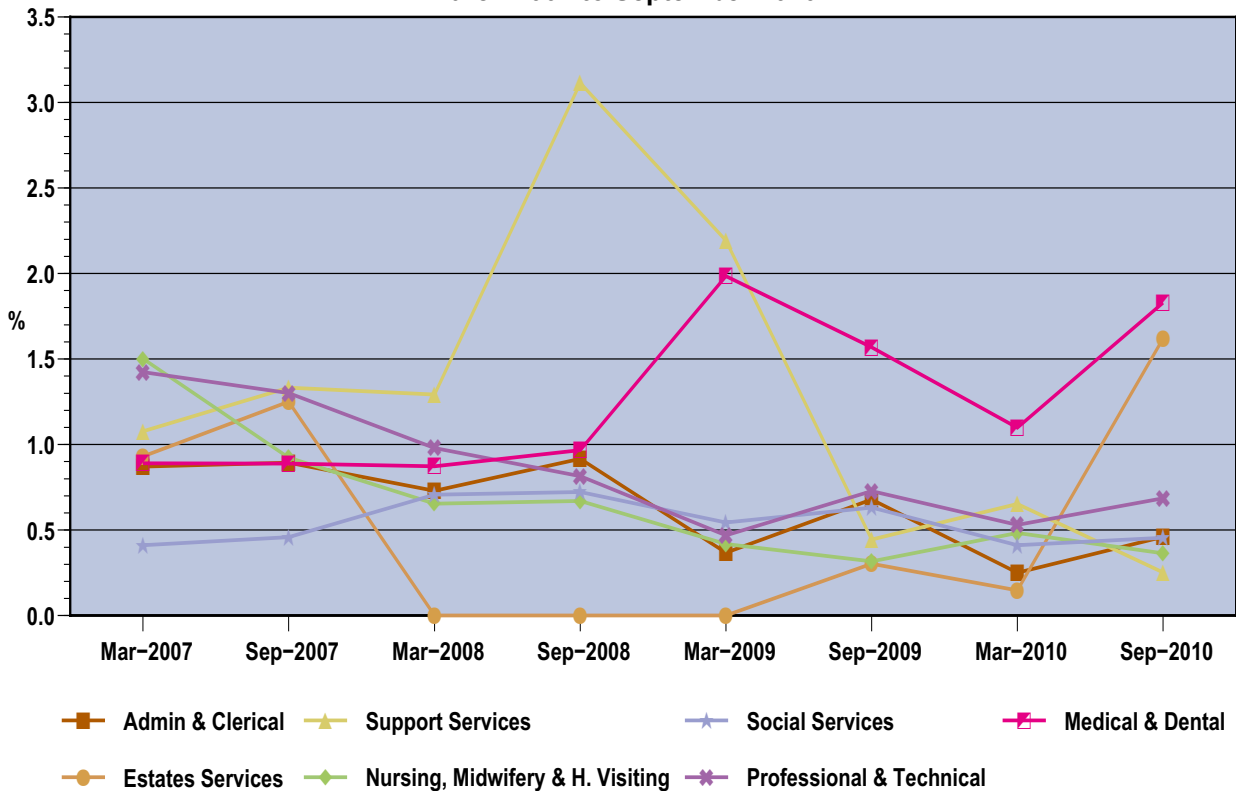
HSC Organisation	Long Term Vacancy Rates							
	March 2007	Sept 2007	March 2008	Sept 2008	March 2009	Sept 2009	March 2010	Sept 2010
Belfast HSC Trust	0.4	1.6	0.9	0.4	1.1	1.1	0.0	1.6
Northern HSC Trust	0.9	0.0	0.0	2.8	0.0	0.8	0.0	0.2
South Eastern HSC Trust	0.5	0.1	0.8	0.2	0.2	0.2	0.4	0.0
Southern HSC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

(2.8) Vacancy Rate Trend Charts 2006 – 2010 by Terms & Conditions Group

(Figure 7) Comparison of Current WTE Vacancy Rates by TC Group  
March 2007 to September 2010



(Figure 8) Comparison of Long-Term WTE Vacancy Rates by TC Group  
March 2007 to September 2010



**(3) Total Number of Current and Long-Term Vacancies as at 30th September 2010: Breakdown by Programme of Care**

**(3.1) Administration and Clerical Staff Vacancies**

**Table A – Total number of current administration and clerical staff vacancies as at 30th September 2010: Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	23	18.7
Maternity & Child Health	4	4.0
Family & Childcare	9	6.7
Elderly Care	2	2.0
Mental Health	0	0.0
Learning Disability	2	2.0
Physical & Sensory Disability	1	0.5
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	2	1.5
Unassigned	115	112.2
<b>Total</b>	<b>158</b>	<b>147.6</b>

**Table B – Total number of long-term administration and clerical staff vacancies as at 30th September 2010: Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	8	5.7
Maternity & Child Health	2	2.0
Family & Childcare	5	3.7
Elderly Care	0	0.0
Mental Health	0	0.0
Learning Disability	2	2.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	36	35.5
<b>Total</b>	<b>53</b>	<b>48.9</b>

### (3.2) Estates Services Staff Vacancies

**Table C – Total number of current Estates Services staff vacancies as at 30th September 2010:  
Breakdown by Programme of Care.**

<b>Programme of Care</b>	<b>Headcount</b>	<b>WTE</b>
Acute Services	1	1.0
Maternity & Child Health	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	4	4.0
Primary Health & Adult Community	0	0.0
Unassigned	24	24.0
<b>Total</b>	<b>29</b>	<b>29.0</b>

**Table D – Total number of long-term Estates Services staff vacancies as at 30th September 2010:  
Breakdown by Programme of Care.**

<b>Programme of Care</b>	<b>Headcount</b>	<b>WTE</b>
Acute Services	0	0.0
Maternity & Child Health	0	0.0
Family & Childcare	0	0.0
Elderly Care	0	0.0
Mental Health	0	0.0
Learning Disability	0	0.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	11	11.0
<b>Total</b>	<b>11</b>	<b>11.0</b>

### (3.3) Support Services Staff Vacancies

**Table E – Total number of current Support Services staff vacancies as at 30th September 2010:  
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	25	10.0
Maternity & Child Health	0	0.0
Family & Childcare	1	0.4
Elderly Care	0	0.0
Mental Health	0	0.0
Learning Disability	5	3.6
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	2	2.0
<b>Total</b>	<b>33</b>	<b>16.0</b>

**Table F – Total number of long-term Support Services staff vacancies as at 30th September 2010:  
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	13	9.9
Maternity & Child Health	0	0.0
Family & Childcare	0	0.0
Elderly Care	0	0.0
Mental Health	0	0.0
Learning Disability	4	2.9
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	0	0.0
<b>Total</b>	<b>17</b>	<b>12.8</b>

### (3.4) Nursing, Midwifery and Health Visiting Staff Vacancies

**Table G – Total number of current nursing, midwifery and health visiting staff vacancies as at 30th September 2010: Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	67	61.7
Maternity & Child Health	34	30.0
Family & Childcare	1	0.4
Elderly Care	40	38.8
Mental Health	21	20.3
Learning Disability	7	7.0
Physical & Sensory Disability	1	1.0
Health Promotion and Disease Prevention	5	4.1
Primary Health & Adult Community	12	10.9
Unassigned	2	1.1
<b>Total</b>	<b>190</b>	<b>175.3</b>

**Table H – Total number of long-term nursing, midwifery and health visiting staff vacancies as at 30th September 2010: Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	28	26.7
Maternity & Child Health	17	14.4
Family & Childcare	1	0.4
Elderly Care	2	1.8
Mental Health	14	14.0
Learning Disability	3	3.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	2	1.3
Primary Health & Adult Community	2	2.0
Unassigned	1	1.0
<b>Total</b>	<b>70</b>	<b>64.5</b>

### (3.5) Social Services Staff Vacancies

**Table I – Total number of current social services staff vacancies as at 30th September 2010:  
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	3	2.0
Maternity & Child Health	0	0.0
Family & Childcare	24	18.1
Elderly Care	25	17.6
Mental Health	7	6.5
Learning Disability	28	20.5
Physical & Sensory Disability	1	1.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	8	8.0
Unassigned	6	6.0
<b>Total</b>	<b>102</b>	<b>79.7</b>

**Table J – Total number of long-term social services staff vacancies as at 30th September 2010:  
Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	2	1.0
Maternity & Child Health	0	0.0
Family & Childcare	5	2.6
Elderly Care	18	11.8
Mental Health	3	3.0
Learning Disability	23	16.6
Physical & Sensory Disability	1	1.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	1	1.0
Unassigned	2	2.0
<b>Total</b>	<b>55</b>	<b>38.9</b>

### (3.6) Professional and Technical Staff Vacancies

**Table K – Total number of current professional and technical staff vacancies as at 30th September 2010: Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	129	118.5
Maternity & Child Health	12	10.2
Family & Childcare	5	4.8
Elderly Care	2	1.5
Mental Health	6	5.6
Learning Disability	1	1.0
Physical & Sensory Disability	2	2.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	7	6.5
Unassigned	16	13.1
<b>Total</b>	<b>180</b>	<b>163.2</b>

**Table L – Total number of long-term professional and technical staff vacancies as at 30th September 2010: Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	38	34.5
Maternity & Child Health	4	3.3
Family & Childcare	2	1.8
Elderly Care	0	0.0
Mental Health	1	1.0
Learning Disability	1	1.0
Physical & Sensory Disability	1	1.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	1	1.0
<b>Total</b>	<b>48</b>	<b>43.6</b>

### (3.7) Medical Staff Vacancies

**Table M – Total number of current medical staff vacancies as at 30th September 2010: Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	87	84.6
Maternity & Child Health	17	17.0
Family & Childcare	2	2.0
Elderly Care	5	5.0
Mental Health	8	7.9
Learning Disability	1	1.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	2	1.2
<b>Total</b>	<b>122</b>	<b>118.6</b>

**Table N – Total number of long-term medical staff vacancies as at 30th September 2010: Breakdown by Programme of Care.**

Programme of Care	Headcount	WTE
Acute Services	48	46.9
Maternity & Child Health	6	6.0
Family & Childcare	2	2.0
Elderly Care	5	5.0
Mental Health	5	4.9
Learning Disability	1	1.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	0	0.0
<b>Total</b>	<b>67</b>	<b>65.7</b>

### (3.8) Dental Staff Vacancies

**Table O – Total number of current dental staff vacancies as at 30th September 2010: Breakdown by Programme of Care.**

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

**Table P – Total number of long-term dental staff vacancies as at 30th September 2010: Breakdown by Programme of Care.**

<b>Programme of Care</b>	<b>Headcount</b>	<b>WTE</b>
Acute Services	2	2.0
Maternity & Child Health	0	0.0
Family & Childcare	0	0.0
Elderly Care	0	0.0
Mental Health	0	0.0
Learning Disability	0	0.0
Physical & Sensory Disability	0	0.0
Health Promotion and Disease Prevention	0	0.0
Primary Health & Adult Community	0	0.0
Unassigned	0	0.0
<b>Total</b>	<b>2</b>	<b>2.0</b>