

National NHS Pharmacy Staffing Establishment and Vacancy Survey 2011 – October 2011

NHS Pharmacy Education and Development Committee

Executive Summary

Purpose

In response to demands from various sources for accurate data on the current state of recruitment and retention in NHS pharmacy, the NHS Pharmacy Education and Development Committee undertook a survey of all NHS employing organisations in England, Wales and Northern Ireland. The data collected help to inform workforce strategy, planning and development by various organisations and shapes recruitment and retention initiatives and training plans.

This survey provides data on staffing levels among NHS pharmacy staff. This is the fourth annual survey in which data on staff in primary care have been collected as well as data for the acute and mental health sectors.

Methods

The survey asked Chief / Lead Pharmacists in NHS organisations in England, Wales and Northern Ireland for point prevalence data on 31 May 2011 and is comparable to data from the 31 May 2010, 31 May 2009 and 31 May 2008 surveys. NHS organisations in Scotland opted out of the survey in May 2011 as they undertake their own data collection in November each year. The month of May has been chosen to match Department of Health figures for 3-month vacancies (31 March). For the second time, this year, the survey asked for details of headcount, posts filled by locum and agency staff by each band, posts at risk and posts disestablished in the preceding 12 months.

Results

NHS Acute & Mental Health Trusts in England / Health Boards and NHS Trusts in Wales / Health and Social Care Trusts in Northern Ireland

- 215 NHS acute and mental health trusts in England, 7 health boards and 2 NHS trusts in Wales, and 5 health and social care trusts in Northern Ireland were identified and surveyed.
- **A 100% response rate was achieved.**
- All Welsh data have been included in the section on **NHS Trusts** as a result of the merger of Welsh NHS trusts and LHBs into Welsh health boards prior to the 2010 survey.
- The mental health trusts and regional specialist pharmacy services staff have been indicated on the appendix spreadsheets, such that activity in these trusts can be further considered if desired.

NHS Primary Care Trusts in England / Health and Social Services Board in Northern Ireland

- 137 PCTs or PCT clusters in England and the one health & social services board in Northern Ireland were identified and surveyed. 64 PCT provider arms/successor provider organisations in England opted to report provider activity separately from PCT commissioning arm activity (see appendices 5a and 5b for transition mapping data).
- **A 100% response rate was achieved.**

Headlines

Staffing Establishments & Vacancy Rates & Headcount

- The reported NHS establishment for **pharmacists** in England is 7,322 FTE; employing 6,741 FTE pharmacists with a headcount of 7,752 FTE. 1,203 FTE (16.4% of established posts) and 1,414 people (18.2% of headcount) are to be found in PCTs.
- The reported NHS establishment for **pharmacists** in Wales is 538 FTE; employing 500 FTE pharmacists with a headcount of 573 FTE.
- The reported NHS establishment for **pharmacists** in Northern Ireland is 387 FTE; employing 370 FTE pharmacists with a headcount of 423 FTE. 32 FTE (8.2% of established posts) and 43 people (10.2% of headcount) are to be found in the NI Health & Social Services Board.
- The reported NHS establishment for **pharmacy technicians** in England is 6,604 FTE, employing 6,129 FTE pharmacy technicians with a headcount of 6,996.
- The reported NHS establishment for **pharmacy technicians** in Wales is 471 FTE, employing 455 FTE pharmacy technicians with a headcount of 524.
- The reported NHS establishment for **pharmacy technicians** in Northern Ireland is 275 FTE, employing 254 FTE pharmacy technicians with a headcount of 275.
- The reported NHS establishment for **pharmacy assistants** in England is 3,642 FTE, employing 3,317 FTE pharmacy assistants with a headcount of 3,768.
- The reported NHS establishment for **pharmacy assistants** in Wales is 237 FTE, employing 221 FTE pharmacy assistants with a headcount of 244.
- The reported NHS establishment for **pharmacy assistants** in Northern Ireland is 100 FTE, employing 94 FTE pharmacy assistants with a headcount of 103.
- Reported **pharmacist** staffing establishments in the NHS **overall** have decreased by 0.1% (7.32 FTE) since May 2010 across England, decreased by 0.4% (1.95 FTE) across Wales and increased by 2.0% (7.78 FTE) across Northern Ireland.
- Reported current vacancy rates in the NHS **overall** for **pharmacists** at Band 6 are now at 11.4% across England, 19.4% across Wales and 3.5% across Northern Ireland.
- Reported current vacancy rates for **pharmacists** at Band 7 are now at 12.3% across England, 13.9% across Wales and 7.9% across Northern Ireland.
- Reported **pharmacy technician** staffing establishments in the NHS **overall** have increased by 2.6% (168.36 FTEs) since May 2010 across England, decreased by 1.1% (5.10 FTEs) across Wales and increased by 4.0% (10.51 FTEs) across Northern Ireland.
- Reported current vacancy rates for **pharmacy technicians** at Band 4 are now at 11.8% across England, 5.4% across Wales and 11.3% across Northern Ireland.

Key issues

Pharmacists and their staff are well-positioned enablers of the QIPP agenda, helping to meet cost pressures in relation to prescribing practices, avoidance of waste and use of medicines in every setting, whilst maintaining patient safety and high quality care. The move towards delivery of care closer to home in integrated care settings will continue the demand for qualified pharmacists, pharmacy technicians and pharmacy assistants in order to ensure medicines optimisation and the provision of safe, effective and efficient use of medicines.

Particular concern remains in the NHS pharmacy community regarding the number of pre-registration trainee pharmacy technicians being trained by the NHS. The overall number of pre-registration trainee pharmacy technicians has fallen in all countries. The barriers to training need to be urgently explored if we are to continue the pharmacy record of optimising skill mix and avoiding unnecessary wastage of resources.

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National NHS Pharmacy Staffing Establishment and Vacancy Survey 2011

NHS Pharmacy Education and Development Committee

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Purpose

This survey provides data on staffing levels among NHS pharmacy staff. Data for pharmacy staff in NHS acute and mental health trusts in England, health boards and NHS trusts in Wales and health and social care trusts in Northern Ireland have been collected. In addition, data on staff in Primary Care Trusts (PCTs) in England and the health and social services board in Northern Ireland have been collected. All NHS pharmacy staff in Wales are included in the NHS acute and mental health trust data as a result of the formation of the Welsh health boards from the combining of Welsh acute and primary care NHS organisations prior to the 2010 survey.

In response to demands from various sources for accurate data on the NHS pharmacy workforce, the NHS Pharmacy Education and Development Committee undertook a survey of all these NHS organisations in England, Wales and Northern Ireland. Scotland participated in the survey in May 2009 and May 2010 but opted out of the survey in 2011 as they undertake their own data collection in November each year.

Methods

The methodology and style were similar to previous surveys. Guidance notes for completion of the survey were produced to facilitate a consistent approach to responses (Appendix 1). A survey completion spreadsheet was sent to the Chief Pharmacist or a designated person in each NHS organisation. English PCTs were invited to respond either as a whole, or to split their commissioning and provider-arm activity, depending on what was appropriate for 31 May 2011, as they were at different stages of separating out these two areas of activity. Non-responders were followed-up with repeated requests. The survey included all pharmacy staff, including pre-registration trainee pharmacists, although these are often supernumerary and tend not to be included in staffing establishments. In 2011 for the second time, more detailed data on locum and agency staff by band, headcount, posts at risk and posts that had been disestablished since the previous survey, were included.

The survey asked for point prevalence data on a particular date (31 May 2011) and is therefore similar to the survey carried out last year which considered point prevalence data on 31 May 2010. May has been chosen in an attempt to match Department of Health figures for 3-month vacancies (31 March). NHS organisations were asked for information on posts which had been vacant for 3 months or longer to facilitate comparison with Department of Health figures from the NHS Information Centre.

This survey covered NHS employees only; it considered posts available (the staffing establishment) and those occupied by permanent or agency/locum staff. It also asked for information on posts known to be frozen or under threat because of reorganisation and/or NHS financial pressures.

Definitions and explanatory notes (see also Appendix 1 Guidance Notes)

Geographical coverage	
Up until May 2007	Previous surveys covered the whole of Great Britain.
May 2007 survey	England and Wales only; Scotland declined to participate because Agenda for Change (AfC) had not been fully implemented in May 2007.
May 2008 survey	Scotland again declined to participate because of outstanding Agenda for Change (AfC) issues. Northern Ireland joined the survey for the first time.
May 2009 survey	Survey covered the whole of Great Britain and Northern Ireland.
May 2010 survey	Survey covered the whole of Great Britain and Northern Ireland. Welsh NHS trust and LHB data were merged due to the formation of Welsh Health Boards.
May 2011 survey	Survey covered England, Wales and Northern Ireland. Scotland opted out of the survey in May 2011 as they undertake their own data collection in November each year.

Grades of Staff

All staff grades are NHS Agenda for Change (AfC) bands.

Full Time Equivalents (FTE)

All data refer to NHS Agenda for Change **full time equivalents (FTE)** of 37.5 hours per week.

Strategic Health Authorities (SHAs) in England

Where information in this survey has been categorised by geographical area, current SHA boundaries have been used.

Strategic Health Authorities (SHAs) in England, where abbreviated:

NE	North East SHA
NW	North West SHA
YH	Yorkshire and the Humber SHA
EM	East Midlands SHA
WM	West Midlands SHA
EoE	East of England SHA
L	London SHA
SEC	South East Coast SHA
SC	South Central SHA
SW	South West SHA

Note: SHAs are grouped with neighbouring SHAs for ease of comparison, rather than in alphabetical order.

Regional Specialist Pharmacy Services

Several NHS organisations act as a host to Regional Specialist Pharmacy Services. Data have been collected separately for these services as they are separate from the NHS trust activity and are for the benefit of NHS organisations across a geographical area (usually an SHA/home country). For the purpose of this report, all figures for staffing establishments, staff in post etc. have been included under the organisation which hosts the service. Further scrutiny of these data can therefore be carried out if required.

Staffing Establishment

Each NHS pharmacy department agrees its '**Staffing Establishment**' with the NHS organisation's Human Resources & Finance departments. The staffing establishment is the pattern of posts and FTEs required to deliver the service and agreed at a particular point in time. An '**established**' post is one which is agreed as part of the funded staffing establishment. If a NHS organisation is unable to recruit into a particular post on its staffing establishment, it may flex it and recruit into a differently banded post; this explains why occasionally the data include entries where the staffing establishment is less than the 'staff in post'.

Staff In Post

This '**In Post**' figure is the number of FTEs in post employed as a permanent employee (i.e. it does not include locum/agency staff). It therefore includes staff on maternity leave, career breaks and sick leave. Because the figure is expressed as FTE, there will often be a higher headcount than FTE as some staff will be part-time workers.

Head Count (in post)

The number of people who are employed to give a total of the Staff In Post (FTEs) figure.

Locum and Agency Staff (FTEs)

The number of FTE employees as locum/agency staff to fill the established post at the specified band (*N.B.* NOT the band at which the locum is paid).

Posts Currently at Risk (FTEs)

A post(s) on the staffing establishment, which may or may not be vacant on 31 May 2011, but where it is known that the post may be removed from the staffing establishment by the NHS organisation in the future, usually because of financial pressures.

Posts Disestablished since 31 May 2010 (FTEs)

A post(s) which was on the staffing establishment on 31 May 2010, which has now (at 31 May 2011) been removed from the staffing establishment, for whatever reason.

Current vacancy rates

A **vacant** post is defined as a post 'not permanently occupied', *i.e.* not occupied by an employed member of staff. Some vacant posts may be filled by agency staff/locums. The **current vacancy rate** is therefore the percentage of posts not permanently occupied. Some filled posts may be 'filled' by staff members on maternity or sick leave who, whilst occupying the post, are not available for work.

Results

Responses

1. NHS Acute & Mental Health Trusts in England / Health Boards and NHS Trusts in Wales / Health and Social Care Trusts in Northern Ireland

(collectively termed 'NHS Trusts' in the report for brevity)

- 215 NHS acute and mental health trusts in England, 7 health boards and 2 NHS trusts in Wales and 5 health and social care trusts in Northern Ireland were identified and surveyed.

- **A 100% response rate was achieved.**

The previous response rates were 100% in May 2010, 2009 and 2008.

- The mental health trusts and Regional Specialist Pharmacy Services staff have been indicated on the Appendix spreadsheets, such that activity in these trusts can be further considered if desired.
- All Welsh acute and primary care data are represented in the section titled "NHS Trusts" under the recently formed Welsh health boards.

2. NHS Primary Care Trusts in England / Health and Social Services Board in Northern Ireland

(collectively termed 'PCTs' in the report for brevity)

- 137 PCTs or PCT clusters in England and the one health & social services board in Northern Ireland were identified and surveyed. 64 PCT provider arms/successor provider organisations in England opted to report provider activity separately from PCT commissioning arm activity.

- **A 100% response rate was achieved.**

The previous response rates were 100% in May 2010, 2009 and 2008.

Presentation of results

In all sections, sub-totals by country have been reported. The majority of tables have been linked to formulae in an Excel spreadsheet. Where calculations involving division by a cell containing zero occur, the cell will show ~DIV/0!; this is not an error in the data.

The results have been presented in three sections:

Section A. Total NHS Pharmacy Staffing Establishments and Vacancy Rates

A brief section of data to provide headlines across the NHS overall for England, Wales and Northern Ireland *i.e.* all pharmacy employees in NHS organisations: acute and mental health trusts, Welsh health boards and PCTs.

Section B. NHS Trusts Pharmacy Staffing Establishments and Vacancy Rates

Comprehensive data for NHS acute and mental health trusts including Welsh health boards. This enables useful comparison of the 2011 data with 2010 data. Comparisons of the Welsh data with earlier years will need careful interpretation due to the merger of Welsh NHS trusts and LHBs into Health Boards prior to the 2010 survey.

N.B. Some NHS trusts in England have acquired PCT provider arm activity. Where this has not been reported separately, the trust numbers will appear to have increased. Where they have been reported separately, these data have been included in the PCT data to facilitate comparison with last year's data.

Section C. PCTs Pharmacy Staffing Establishments and Vacancy Rates

Comprehensive data for PCTs. This section allows comparison of the 2011 data with 2010 data for England and Northern Ireland.

N.B. Some PCTs in England included all commissioning and provider arm activity in one return; others reported their provider arm activity separately from their commissioning arm activity; some reported that the provider arm activity had moved to a successor organisation. If the successor organisation was an NHS trust which included all their data in one return, then the data will be in the trust data. In these cases, the PCT data will appear to have decreased. All other PCT provider activity has been included in the PCT data. Information on the transition of PCT provider arms to successor organisations has been captured on the transition mapping spreadsheets and is shown in appendices 5a and 5b.

Although the staffing patterns and skill mix are quite different in PCTs from those in NHS trusts, data for PCTs in Section C are presented in exactly the same way as the way as data are presented for NHS trusts in Section B for ease of comparison between the two sections.

Section A. Total NHS Pharmacy Staffing Establishments, Vacancy Rates and Skill mix in NHS Trusts and PCTs

1. Staffing Establishments and Vacancy rates in NHS Trusts and PCTs

Staffing establishments and vacancy rates for all pharmacy staff across all NHS organisations: acute and mental health trusts, PCTs and Health Boards across England, Wales and Northern Ireland are summarised in Table 1a(i), 1a(ii) and 1a(iii) respectively. This provides the headline data of staffing establishments, vacancy data and overall numbers of trainees.

Pharmacists: There are:

7321.86 FTE established pharmacist posts in the NHS **overall** across **England**; a decrease of 0.1% (7.32 FTE) since May 2010, 537.93 FTE established pharmacist posts in the NHS **overall** across **Wales**; a decrease of 0.4% (1.95 FTE) since May 2010 and 387.30 FTE established pharmacist posts in the NHS **overall** across **Northern Ireland**; an increase of 2.0% (7.78 FTE) since May 2010.

Pharmacy technicians: There are:

6,604.30 FTE established pharmacy technician posts in the NHS **overall** across England; an increase of 2.6% (168.36 FTE) since May 2010, 470.64 FTE established pharmacy technician posts in the NHS **overall** across Wales; a decrease of 1.1% (5.10 FTE) since May 2010 and, 274.97 FTE established pharmacy technician posts in the NHS **overall** across Northern Ireland; an increase of 4.0% (10.51 FTE) since May 2010.

Pharmacy assistants: There are:

3,642.27 FTE established pharmacy assistant posts in the NHS **overall** across **England**; an increase of 1.5% (54.63 FTE) since May 2010, 236.81 FTE established pharmacy assistant posts in the NHS **overall** across **Wales**; an increase of 1.7% (4.04 FTE) since May 2010 and, 99.60 FTE established pharmacy assistant posts in the NHS **overall** across **Northern Ireland**; a decrease of 1.1% (1.12 FTE) since May 2010.

Data collated from the 2009, 2010 and 2011 surveys are shown in Table 1b to show the **overall** Staffing Establishment by country. This provides data on staffing establishments, numbers of trainees and trend data from 2009 to 2011.

Tables 1c and 1d show the trend data for staffing establishment, current vacancy rate and 3-month vacancy rate for qualified pharmacists and qualified pharmacy technicians from 2009 to 2011 by SHA and Home country.

Figures 1a and 1b illustrate the trend data for current and 3-month vacancies of qualified pharmacists and qualified pharmacy technicians by SHA and home country from 2009 – 2011.

Figure 1c. shows the skill mix by band of pharmacy staff **overall** across all NHS organisations in England.

Table 1a(i). May 2011 Staffing Establishments in NHS Trusts and PCTs - Summary data for all pharmacy staff groups - England

Staff Group	Established Posts (FTE)	Posts occupied by Permanent Staff (FTE)	In Post Head Count	Posts occupied by agency staff/locums (FTE)	Total posts occupied (FTE)	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (FTE) (Vacancy Rate)	Posts not permanently occupied after three months (FTE) (Vacancy Rate)	Posts Currently at Risk (FTE)	Posts Dis-established since May 2010 (FTE)
Pharmacists										
Band 9	96.02	93.22 (97.1%)	96	0.00 (0.0%)	93.22 (97.1%)	2.80 (2.9%)	2.80 (2.9%)	1.00 (1.0%)	2.00 (2.1%)	1.33
Band 8d	284.84	276.15 (96.9%)	292	1.00 (0.4%)	277.15 (97.3%)	7.69 (2.7%)	8.69 (3.1%)	5.90 (2.1%)	7.20 (2.5%)	12.27
Band 8c	458.85	437.02 (95.2%)	473	0.00 (0.0%)	437.02 (95.2%)	21.82 (4.8%)	21.82 (4.8%)	16.70 (3.6%)	12.34 (2.7%)	33.96
Band 8b	1,129.46	1,083.42 (95.9%)	1,259	9.23 (0.8%)	1,092.65 (96.7%)	36.81 (3.3%)	46.04 (4.1%)	37.46 (3.3%)	33.29 (2.9%)	36.93
Band 8a	2,321.43	2,181.79 (94.0%)	2,649	27.92 (1.2%)	2,209.71 (95.2%)	111.72 (4.8%)	139.64 (6.0%)	99.42 (4.3%)	23.76 (1.0%)	57.80
Band 7	1,792.91	1,572.23 (87.7%)	1,827	87.95 (4.9%)	1,660.18 (92.6%)	132.73 (7.4%)	220.68 (12.3%)	118.38 (6.6%)	18.38 (1.0%)	33.85
Band 6	1,238.37	1,097.01 (88.6%)	1,156	52.50 (4.2%)	1,149.51 (92.8%)	88.86 (7.2%)	141.36 (11.4%)	86.81 (7.0%)	18.89 (1.5%)	30.69
Total Qualified Pharmacists	7,321.86	6,740.83 (92.1%)	7,752	178.60 (2.4%)	6,919.43 (94.5%)	402.43 (5.5%)	581.03 (7.9%)	365.67 (5.0%)	115.86 (1.6%)	206.83
Pre-registration Trainee Pharmacists In post (NOT Est posts)	685.85	677.35 (98.8%)	680.00	0.00 (0.00%)	677.35 (98.8%)	8.50 (1.2%)	8.50 (1.2%)	6.00 (0.9%)	10.00 (1.46%)	7.00
Pharmacy Technicians										
Band 8c	7.30	6.78 (92.9%)	9	1.00 (13.7%)	7.78 (106.6%)	-0.48 (-6.6%)	0.52 (7.1%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8b	21.82	21.82 (100.0%)	22	0.00 (0.0%)	21.82 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	1.00
Band 8a	58.96	56.79 (96.3%)	60	0.00 (0.0%)	56.79 (96.3%)	2.17 (3.7%)	2.17 (3.7%)	1.00 (1.7%)	0.00 (0.0%)	1.00
Band 7	454.80	435.43 (95.7%)	468	4.00 (0.9%)	439.43 (96.6%)	15.37 (3.4%)	19.37 (4.3%)	16.93 (3.7%)	11.31 (2.5%)	10.72
Band 6	1,298.22	1,271.35 (97.9%)	1,400	5.06 (0.4%)	1,276.41 (98.3%)	21.81 (1.7%)	26.87 (2.1%)	25.86 (2.0%)	37.58 (2.9%)	26.09
Band 5	3,249.23	3,002.20 (92.4%)	3,525	38.90 (1.2%)	3,041.1 (93.6%)	208.13 (6.4%)	247.03 (7.6%)	141.74 (4.4%)	23.82 (0.7%)	70.60
Band 4	1,513.97	1,334.83 (88.2%)	1,512	43.24 (2.9%)	1,378.07 (91.0%)	135.90 (9.0%)	179.14 (11.8%)	106.19 (7.0%)	18.29 (1.2%)	25.76
Total Qualified Pharmacy Technicians	6,604.30	6,129.20 (92.8%)	6,996	92.20 (1.4%)	6,221.40 (94.2%)	382.90 (5.8%)	475.10 (7.2%)	291.72 (4.4%)	91.00 (1.4%)	135.17
Pre-registration Trainee Pharmacy Technicians - Year 1 in post (NOT Est posts)	322.75	313.50 (97.1%)	308	0.00 (0.00%)	313.50 (97.1%)	9.25 (2.9%)	9.25 (2.9%)	12.00 (3.7%)	7.00 (2.2%)	5.00
Pre-registration Trainee Pharmacy Technicians - Year 2 in post (NOT Est posts)	360.87	353.80 (98.0%)	348	0.00 (0.00%)	353.80 (98.0%)	7.07 (2.0%)	7.07 (2.0%)	3.00 (0.8%)	10.00 (2.8%)	3.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	13,926.17	12,870.03 (92.4%)	14,748	270.80 (1.9%)	13,140.83 (94.4%)	785.33 (5.6%)	1,056.13 (7.6%)	657.39 (4.7%)	206.86 (1.5%)	342.00
Pharmacy Assistants	3,642.27	3,316.88 (91.1%)	3,768	40.69 (1.1%)	3,357.57 (92.2%)	284.70 (7.8%)	325.39 (8.9%)	186.81 (5.1%)	38.02 (1.0%)	70.02
Admin and Clerical	1,298.86	1,221.24 (94.0%)	1,445	16.30 (1.3%)	1,237.54 (95.3%)	61.32 (4.7%)	77.62 (6.0%)	53.92 (4.2%)	23.41 (1.8%)	39.30
Other*	313.91	297.52 (94.8%)	336	2.90 (0.9%)	300.42 (95.7%)	13.49 (4.3%)	16.39 (5.2%)	2.00 (0.6%)	2.00 (0.6%)	2.00
Total Support Staff	5,255.04	4,835.64 (92.0%)	5,549	59.89 (1.1%)	4,895.53 (93.2%)	359.51 (6.8%)	419.40 (8.0%)	242.73 (4.6%)	63.43 (1.2%)	111.32
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	19,181.21	17,705.67 (92.3%)	20,297	330.69 (1.7%)	18,036.36 (94.0%)	1,144.84 (6.0%)	1,475.53 (7.7%)	900.12 (4.7%)	270.29 (1.4%)	453.32

* 'Other' includes: other healthcare professionals and graduates in various roles

Table 1a(ii). May 2011 Staffing Establishments in NHS Trusts and PCTs - Summary data for all pharmacy staff groups - Wales

Staff Group	Established Posts (FTE)	Posts occupied by Permanent Staff (FTE)	In Post Head Count	Posts occupied by agency staff/locums (FTE)	Total posts occupied (FTE)	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (FTE) (Vacancy Rate)	Posts not permanently occupied after three months (FTE) (Vacancy Rate)	Posts Currently at Risk (FTE)	Posts Dis-established since May 2010 (FTE)
Pharmacists										
Band 9	9.00	9.00 (100.0%)	9	0.00 (0.0%)	9.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8d	16.75	16.75 (100.0%)	17	0.00 (0.0%)	16.75 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8c	58.15	55.59 (95.6%)	58	0.00 (0.0%)	55.59 (95.6%)	2.56 (4.4%)	2.56 (4.4%)	1.00 (1.7%)	0.00 (0.0%)	1.00
Band 8b	105.48	101.98 (96.7%)	120	0.00 (0.0%)	101.98 (96.7%)	3.50 (3.3%)	3.50 (3.3%)	2.44 (2.3%)	0.00 (0.0%)	0.61
Band 8a	202.93	195.31 (96.2%)	237	0.55 (0.3%)	195.86 (96.5%)	7.07 (3.5%)	7.62 (3.8%)	3.00 (1.5%)	1.00 (0.5%)	0.00
Band 7	81.14	69.86 (86.1%)	78	1.00 (1.2%)	70.86 (87.3%)	10.28 (12.7%)	11.28 (13.9%)	7.40 (9.1%)	1.00 (1.2%)	0.00
Band 6	64.48	51.98 (80.6%)	54	0.00 (0.0%)	51.98 (80.6%)	12.50 (19.4%)	12.50 (19.4%)	9.50 (14.7%)	3.00 (4.7%)	8.00
Total Qualified Pharmacists	537.93	500.47 (93.0%)	573	1.55 (0.3%)	502.02 (93.3%)	35.91 (6.7%)	37.46 (7.0%)	23.34 (4.3%)	5.00 (0.9%)	9.61
Pre-registration Trainee Pharmacists In post (NOT Est posts)	45.00	44.00 (97.8%)	44.00	0.00 (0.00%)	44.00 (97.8%)	1.00 (2.2%)	1.00 (2.2%)	0.00 (0.0%)	0.00 (0.00%)	0.00
Pharmacy Technicians										
Band 8c	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Band 8b	1.00	1.00 (100.0%)	1	0.00 (0.0%)	1.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8a	1.00	1.00 (100.0%)	1	0.00 (0.0%)	1.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 7	20.44	18.84 (92.2%)	21	0.00 (0.0%)	18.84 (92.2%)	1.60 (7.8%)	1.60 (7.8%)	1.00 (4.9%)	0.00 (0.0%)	0.80
Band 6	86.59	83.14 (96.0%)	91	0.00 (0.0%)	83.14 (96.0%)	3.45 (4.0%)	3.45 (4.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 5	243.10	238.58 (98.1%)	283	0.00 (0.0%)	238.58 (98.1%)	4.52 (1.9%)	4.52 (1.9%)	2.26 (0.9%)	0.00 (0.0%)	0.40
Band 4	118.51	112.16 (94.6%)	127	0.00 (0.0%)	112.16 (94.6%)	6.35 (5.4%)	6.35 (5.4%)	1.00 (0.8%)	0.40 (0.3%)	0.00
Total Qualified Pharmacy Technicians	470.64	454.72 (96.6%)	524	0.00 (0.0%)	454.72 (96.6%)	15.92 (3.4%)	15.92 (3.4%)	4.26 (0.9%)	0.40 (0.1%)	1.20
Pre-registration Trainee Pharmacy Technicians - Year 1 in post (NOT Est posts)	25.00	25.00 (100.0%)	25	0.00 (0.00%)	25.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Pre-registration Trainee Pharmacy Technicians - Year 2 in post (NOT Est posts)	31.00	30.00 (96.8%)	30	0.00 (0.00%)	30.00 (96.8%)	1.00 (3.2%)	1.00 (3.2%)	0.00 (0.0%)	1.00 (3.2%)	0.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	1,008.57	955.19 (94.7%)	1,097	1.55 (0.2%)	956.74 (94.9%)	51.83 (5.1%)	53.38 (5.3%)	27.60 (2.7%)	5.40 (0.5%)	10.81
Pharmacy Assistants	236.81	220.81 (93.2%)	244	0.00 (0.0%)	220.81 (93.2%)	16.00 (6.8%)	16.00 (6.8%)	5.17 (2.2%)	10.00 (4.2%)	1.20
Admin and Clerical	93.14	88.90 (95.4%)	107	0.00 (0.0%)	88.90 (95.4%)	4.24 (4.6%)	4.24 (4.6%)	0.66 (0.7%)	10.00 (10.7%)	1.00
Other*	10.02	9.02 (90.0%)	11	0.20 (2.0%)	9.22 (92.0%)	0.80 (8.0%)	1.00 (10.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Support Staff	339.97	318.73 (93.8%)	362	0.20 (0.1%)	318.93 (93.8%)	21.04 (6.2%)	21.24 (6.2%)	5.83 (1.7%)	20.00 (5.9%)	2.2
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	1,348.54	1,273.92 (94.5%)	1,459	1.75 (0.1%)	1,275.67 (94.6%)	72.87 (5.4%)	74.62 (5.5%)	33.43 (2.5%)	25.40 (1.9%)	13.01

* 'Other' includes: other healthcare professionals and graduates in various roles

Table 1a (iii). May 2011 Staffing Establishments in NHS Trusts and PCTs - Summary data for all pharmacy staff groups - Northern Ireland

Staff Group	Established Posts (FTE)	Posts occupied by Permanent Staff (FTE)	In Post Head Count	Posts occupied by agency staff/locums (FTE)	Total posts occupied (FTE)	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (FTE) (Vacancy Rate)	Posts not permanently occupied after three months (FTE) (Vacancy Rate)	Posts Currently at Risk (FTE)	Posts Dis-established since May 2010 (FTE)
Pharmacists										
Band 9	1.00	1.00 (100.0%)	1	0.00 (0.0%)	1.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8d	5.00	5.00 (100.0%)	5	0.00 (0.0%)	5.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8c	18.00	18.00 (100.0%)	18	0.00 (0.0%)	18.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8b	27.18	27.01 (99.4%)	30	0.00 (0.0%)	27.01 (99.4%)	0.17 (0.6%)	0.17 (0.6%)	0.00 (0.0%)	1.00 (3.7%)	0.00
Band 8a	102.92	100.12 (97.3%)	120	0.00 (0.0%)	100.12 (97.3%)	2.80 (2.7%)	2.80 (2.7%)	2.80 (2.7%)	1.00 (1.0%)	0.00
Band 7	147.70	136.08 (92.1%)	163	0.00 (0.0%)	136.08 (92.1%)	11.62 (7.9%)	11.62 (7.9%)	8.90 (6.0%)	4.00 (2.7%)	5.00
Band 6	85.50	82.50 (96.5%)	86	1.00 (1.2%)	83.50 (97.7%)	2.00 (2.3%)	3.00 (3.5%)	3.00 (3.5%)	0.00 (0.0%)	1.00
Total Qualified Pharmacists	387.30	369.71 (95.5%)	423	1.00 (0.3%)	370.71 (95.7%)	16.59 (4.3%)	17.59 (4.5%)	14.70 (3.8%)	6.00 (1.5%)	6.00
Pre-registration Trainee Pharmacists In post (NOT Est posts)	10.00	7.00 (70.0%)	7.00	0.00 (0.00%)	7.00 (70.0%)	3.00 (30.0%)	3.00 (30.0%)	2.00 (20.0%)	0.50 (5.00%)	0.00
Pharmacy Technicians										
Band 8c	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Band 8b	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Band 8a	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Band 7	4.21	4.21 (100.0%)	5	0.00 (0.0%)	4.21 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 6	9.60	9.53 (99.3%)	10	0.00 (0.0%)	9.53 (99.3%)	0.07 (0.7%)	0.07 (0.7%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 5	87.00	85.40 (98.2%)	94	0.00 (0.0%)	85.4 (98.2%)	1.60 (1.8%)	1.60 (1.8%)	1.00 (1.1%)	1.00 (1.1%)	0.00
Band 4	174.16	154.46 (88.7%)	166	1.00 (0.6%)	155.46 (89.3%)	18.70 (10.7%)	19.70 (11.3%)	12.60 (7.2%)	3.00 (1.7%)	2.00
Total Qualified Pharmacy Technicians	274.97	253.60 (92.2%)	275	1.00 (0.4%)	254.60 (92.6%)	20.37 (7.4%)	21.37 (7.8%)	13.60 (4.9%)	4.00 (1.5%)	2.00
Pre-registration Trainee Pharmacy Technicians - Year 1 in post (NOT Est posts)	8.00	5.00 (62.5%)	5	0.00 (0.00%)	5.00 (62.5%)	3.00 (37.5%)	3.00 (37.5%)	2.00 (25.0%)	1.00 (12.5%)	0.00
Pre-registration Trainee Pharmacy Technicians - Year 2 in post (NOT Est posts)	5.00	8.00 (160.0%)	8	0.00 (0.00%)	8.00 (160.0%)	-3.00 (-60.0%)	-3.00 (-60.0%)	0.00 (0.0%)	0.00 (0.0%)	1.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	662.27	623.31 (94.1%)	698	2.00 (0.3%)	625.31 (94.4%)	36.96 (5.6%)	38.96 (5.9%)	28.30 (4.3%)	10.00 (1.5%)	8.00
Pharmacy Assistants	99.60	93.75 (94.1%)	103	2.00 (2.0%)	95.75 (96.1%)	3.85 (3.9%)	5.85 (5.9%)	5.00 (5.0%)	0.00 (0.0%)	0.00
Admin and Clerical	61.20	59.67 (97.5%)	69	2.00 (3.3%)	61.67 (100.8%)	-0.47 (-0.8%)	1.53 (2.5%)	1.00 (1.6%)	1.00 (1.6%)	2.00
Other*	7.00	7.00 (100.0%)	7	0.00 (0.0%)	7.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Support Staff	167.80	160.42 (95.6%)	179	4.00 (2.4%)	164.42 (98.0%)	3.38 (2.0%)	7.38 (4.4%)	6.00 (3.6%)	1.00 (0.6%)	2.00
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	830.07	783.73 (94.4%)	877	6.00 (0.7%)	789.73 (95.1%)	40.34 (4.9%)	46.34 (5.6%)	34.30 (4.1%)	11.00 (1.3%)	10.00

* 'Other' includes: other healthcare professionals and graduates in various roles

Table 1b. Trends in NHS Trust & PCTs Pharmacy Staffing Establishments by country 2009-2011 (see note above re: interpretation)

Staff Group	England				Wales (inc. LHBs)				Northern Ireland			
	Established Posts (FTE) 2009	Established Posts (FTE) 2010	Established Posts (FTE) 2011	% Change in reported staffing establishment from May 2010 to May 2011	Established Posts (FTE) 2009	Established Posts (FTE) 2010	Established Posts (FTE) 2011	% Change in reported staffing establishment from May 2010 to May 2011	Established Posts (FTE) 2009	Established Posts (FTE) 2010	Established Posts (FTE) 2011	% Change in reported staffing establishment from May 2010 to May 2011
Pharmacists												
Band 9	98.48	98.08	96.02	-2.1%	7.20	9.00	9.00	0.0%	0.00	0.00	1.00	#DIV/0!
Band 8d	296.78	302.94	284.84	-6.0%	17.45	14.75	16.75	13.6%	6.00	5.00	5.00	0.0%
Band 8c	474.07	486.91	458.85	-5.8%	58.98	57.58	58.15	1.0%	17.00	12.99	18.00	38.6%
Band 8b	1,127.71	1,151.61	1,129.46	-1.9%	97.91	102.37	105.48	3.0%	24.10	21.97	27.18	23.7%
Band 8a	2,163.28	2,317.95	2,321.43	0.2%	206.13	208.47	202.93	-2.7%	55.30	70.62	102.92	45.7%
Band 7	1,637.26	1,743.19	1,792.91	2.9%	72.41	77.21	81.14	5.1%	183.64	183.94	147.70	-19.7%
Band 6	1,266.96	1,228.51	1,238.37	0.8%	62.30	70.50	64.48	-8.5%	87.94	85.00	85.50	0.6%
Total Qualified Pharmacists	7,064.54	7,329.18	7,321.86	-0.1%	522.38	539.88	537.93	-0.4%	373.98	379.52	387.30	2.0%
Pre-registration Trainee Pharmacists In post (NOT Est posts)	566.52	621.00	677.35	9.1%	38.00	49.00	44.00	-10.2%	11.50	11.50	7.00	-39.1%
Pharmacy Technicians												
Band 8c	2.00	4.00	7.30	82.5%	0.00	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 8b	22.44	19.84	21.82	10.0%	1.00	1.00	1.00	0.0%	0.00	0.00	0.00	#DIV/0!
Band 8a	38.81	51.17	58.96	15.2%	1.00	1.00	1.00	0.0%	0.00	0.00	0.00	#DIV/0!
Band 7	455.34	463.86	454.80	-2.0%	21.58	21.44	20.44	-4.7%	2.00	3.93	4.21	7.1%
Band 6	1,238.09	1,282.23	1,298.22	1.2%	83.08	87.40	86.59	-0.9%	9.00	8.00	9.60	20.0%
Band 5	3,022.90	3,154.15	3,249.23	3.0%	313.43	251.76	243.10	-3.4%	72.60	76.93	87.00	13.1%
Band 4	1,510.26	1,460.69	1,513.97	3.6%	101.20	113.14	118.51	4.7%	170.83	175.60	174.16	-0.8%
Total Qualified Pharmacy Technicians	6,289.84	6,435.94	6,604.30	2.6%	521.29	475.74	470.64	-1.1%	254.43	264.46	274.97	4.0%
Pre-registration Trainee Pharmacy Technicians (Year 1) In post (NOT Est posts)	333.81	361.70	322.75	-10.8%	26.00	33.00	25.00	-24.2%	14.00	5.00	8.00	60.0%
Pre-registration Trainee Pharmacy Technicians (Year 2) In post (NOT Est posts)	293.40	336.39	360.87	7.3%	23.60	29.00	31.00	6.9%	20.00	19.70	5.00	-74.6%
Pre-registration Trainee Pharmacy Technicians (Years 1 & 2) In post (NOT Est posts)	627.21	698.09	683.62	-2.1%	49.60	62.00	56.00	-9.7%	34.00	24.70	13.00	-47.4%
Total Qualified Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	13,354.38	13,765.12	13,926.17	1.2%	1,061.17	1,015.62	1,008.57	-0.7%	628.41	643.98	662.27	2.8%
Pharmacy Assistants	3,521.05	3,587.64	3,642.27	1.5%	231.16	232.77	236.81	1.7%	107.01	100.72	99.60	-1.1%
Admin and Clerical	1,260.05	1,346.58	1,298.86	-3.5%	84.45	93.98	93.14	-0.9%	56.27	57.36	61.20	6.7%
Other*	211.38	254.41	313.91	23.4%	6.21	4.91	10.02	104.1%	0.00	1.00	7.00	600.0%
Total Support Staff	4,992.48	5,188.63	5,255.04	1.3%	321.82	331.66	339.97	2.5%	163.28	159.08	167.80	5.5%
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	18,346.86	18,953.75	19,181.21	1.2%	1,382.99	1,347.28	1,348.54	0.1%	791.69	803.06	830.07	3.4%

*Other includes: other healthcare professionals and graduates in various roles

Table 1c. Staffing Establishments and Vacancy Rates in NHS Trusts & PCTs - trends for Qualified Pharmacists by country - England, Wales and Northern Ireland. 2009-2011

	May 2009 100% response rate					May 2010 100% response rate					May 2011 100% response rate				
	ALL QUALIFIED PHARMACISTS					ALL QUALIFIED PHARMACISTS					ALL QUALIFIED PHARMACISTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %			Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %			Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	403.52	327.84	18.8%	50.47	12.5%	399.57	351.99	11.9%	40.61	10.2%	393.55	352.07	10.5%	37.45	9.5%
North West SHA	1,070.38	897.37	16.2%	146.27	13.7%	1,112.89	971.48	12.7%	113.35	10.2%	1,129.71	1,033.55	8.5%	60.96	5.4%
Yorkshire & Humber SHA	726.72	645.67	11.2%	65.80	9.1%	757.38	673.00	11.1%	75.12	9.9%	737.19	684.30	7.2%	36.85	5.0%
East Midlands SHA	492.81	440.17	10.7%	49.59	10.1%	498.40	425.80	14.6%	47.21	9.5%	519.95	473.42	8.9%	24.45	4.7%
West Midlands SHA	640.26	552.99	13.6%	62.15	9.7%	679.85	589.99	13.2%	61.17	9.0%	690.81	620.58	10.2%	49.55	7.2%
East of England SHA	621.92	496.56	20.2%	71.08	11.4%	650.55	556.82	14.4%	61.82	9.5%	648.79	595.95	8.1%	42.33	6.5%
London SHA	1,655.65	1,404.85	15.1%	161.64	9.8%	1,665.06	1,497.02	10.1%	104.12	6.3%	1,632.38	1,535.12	6.0%	48.16	3.0%
South East Coast SHA	461.63	394.26	14.6%	54.80	11.9%	475.07	410.28	13.6%	38.88	8.2%	484.04	436.04	9.9%	21.47	4.4%
South Central SHA	476.03	411.67	13.5%	51.05	10.7%	512.09	461.27	9.9%	44.81	8.8%	501.94	470.10	6.3%	26.52	5.3%
South West SHA	515.62	463.79	10.1%	30.64	5.9%	578.32	521.47	9.8%	39.09	6.8%	583.51	539.70	7.5%	17.93	3.1%
England	7,064.53	6,035.17	14.6%	743.49	10.5%	7,329.18	6,459.12	11.9%	626.18	8.5%	7,321.86	6,740.83	7.9%	365.67	5.0%
Wales	522.38	488.60	6.5%	25.10	4.8%	539.88	501.74	7.1%	19.20	3.6%	537.93	500.47	7.0%	23.34	4.3%
Northern Ireland	373.98	325.19	13.0%	50.53	13.5%	379.52	352.48	7.1%	14.00	3.7%	387.30	369.71	4.5%	14.70	3.8%

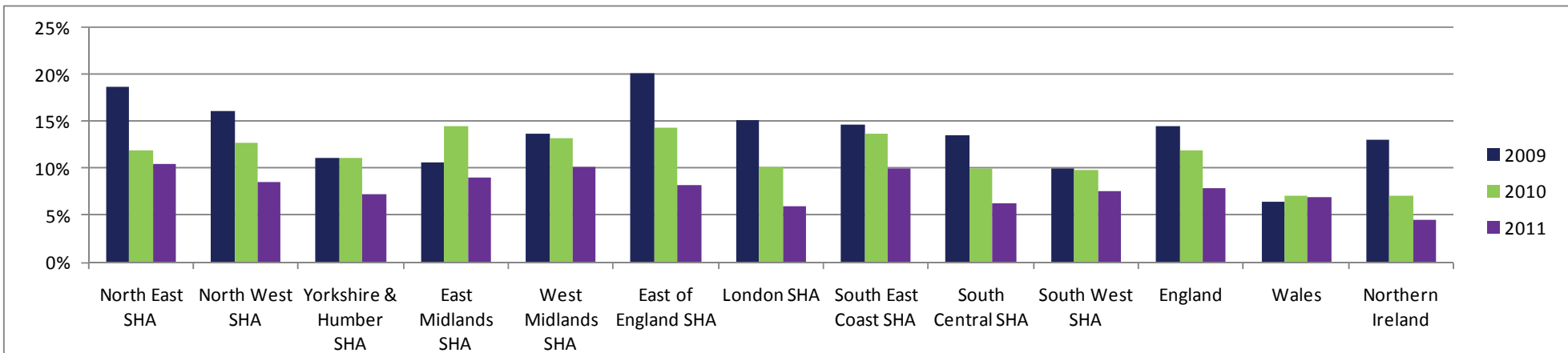


Figure 1a(i) Vacancy rates in NHS Trusts and PCTs - trends for Qualified Pharmacists by country - England, Wales and Northern Ireland. 2009 - 2011
Current vacancies at 31 May 2009, 2010 & 2011



Figure 1a(ii) Vacancy rates in NHS Trusts and PCTs - trends for Qualified Pharmacists by country - England, Wales and Northern Ireland. 2009 - 2011
3 month vacancies at 31 May 2009, 2010 & 2011

Table 1d. Staffing Establishments and Vacancy Rates in NHS Trusts & PCTs - trends for Qualified Pharmacy Technicians by country - England, Wales and Northern Ireland. 2009-2011

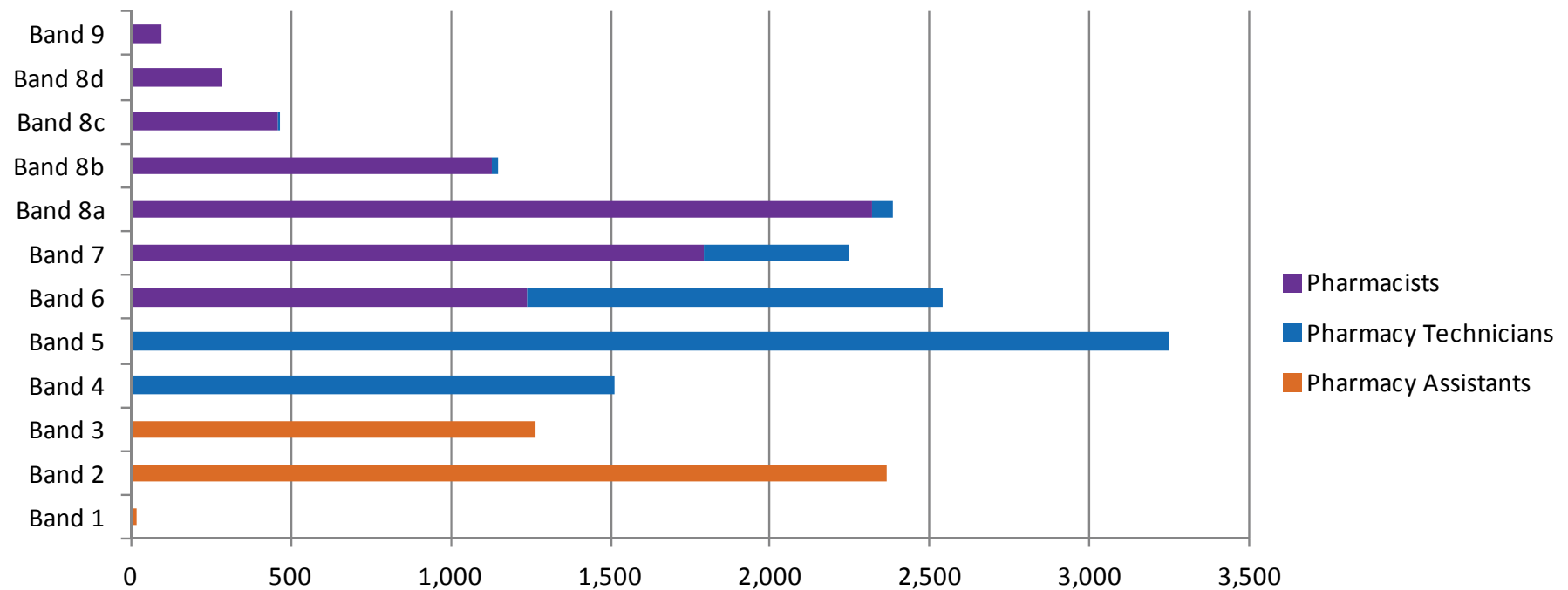
	May 2009 100% response rate					May 2010 100% response rate					May 2011 100% response rate				
	ALL QUALIFIED PHARMACY TECHNICIANS					ALL QUALIFIED PHARMACY TECHNICIANS					ALL QUALIFIED PHARMACY TECHNICIANS				
	Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %			Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %			Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %		
North East SHA	355.39	321.60	9.5%	28.69	8.1%	359.56	333.71	7.2%	14.69	4.1%	350.91	338.36	3.6%	10.80	3.1%
North West SHA	1,072.60	983.08	8.3%	88.33	8.2%	1,071.16	981.31	8.4%	65.80	6.1%	1,112.04	1,031.70	7.2%	46.78	4.2%
Yorkshire & Humber SHA	737.73	647.73	12.2%	88.70	12.0%	724.51	659.64	9.0%	56.38	7.8%	762.77	714.88	6.3%	36.72	4.8%
East Midlands SHA	498.94	456.44	8.5%	44.81	9.0%	532.60	485.84	8.8%	31.67	5.9%	561.94	508.55	9.5%	35.78	6.4%
West Midlands SHA	693.51	645.83	6.9%	44.48	6.4%	719.07	664.43	7.6%	28.90	4.0%	732.21	684.02	6.6%	29.88	4.1%
East of England SHA	595.89	531.49	10.8%	58.60	9.8%	609.21	559.75	8.1%	44.02	7.2%	640.82	581.21	9.3%	33.79	5.3%
London SHA	1,093.02	932.74	14.7%	154.44	14.1%	1,101.42	967.20	12.2%	77.19	7.0%	1,078.17	995.34	7.7%	39.52	3.7%
South East Coast SHA	402.14	363.31	9.7%	38.83	9.7%	419.59	392.06	6.6%	19.30	4.6%	455.00	423.58	6.9%	26.54	5.8%
South Central SHA	368.94	335.24	9.1%	33.70	9.1%	394.09	361.48	8.3%	29.75	7.5%	389.84	362.44	7.0%	18.61	4.8%
South West SHA	471.68	441.43	6.4%	29.75	6.3%	504.73	469.72	6.9%	20.30	4.0%	520.60	489.12	6.0%	15.30	2.9%
England	6,289.84	5,658.89	10.0%	610.33	9.7%	6,435.94	5,875.14	8.7%	388.00	6.0%	6,604.30	6,129.20	7.2%	293.72	4.4%
Wales	458.31	440.81	3.8%	3.20	0.7%	475.74	468.27	1.6%	5.76	1.2%	470.64	454.72	3.4%	4.26	0.9%
Northern Ireland	254.43	233.13	8.4%	21.30	8.4%	264.46	233.56	11.7%	9.90	3.7%	274.97	253.60	7.8%	13.60	4.9%



Figure 1b(i) Vacancy rates in NHS Trusts and PCTs - trends for Qualified Pharmacy Technicians by country - England, Wales and Northern Ireland. 2009 - 2011
Current vacancies at 31 May 2009, 2010 & 2011



Figure 1b(ii) Vacancy rates in NHS Trusts and PCTs - trends for Qualified Pharmacy Technicians by country - England, Wales and Northern Ireland. 2009 - 2011
3 month vacancies at 31 May 2009, 2010 & 2011



**Figure 1c. Number of established posts by staff group
(not including pre-registration trainees)
in NHS Trusts and PCTs in England - 2011**

Section B. Pharmacy Staffing Establishments and Vacancy Rates in NHS Trusts

2. Staffing Establishments and Vacancy Rates in NHS Trusts

Current staffing establishments and current vacancy rates for pharmacy departments in NHS acute and mental health trusts and health boards across England, Wales and Northern Ireland are summarised in Table 2a(i), 2a(ii) and 2a(iii) respectively. These organisations are referred to in this report as **NHS Trusts** for brevity.

Pharmacists

There are:

6,119.00 FTE established pharmacist posts in **NHS Trusts** across **England**; an increase of 1.2% (72.63 FTE) since May 2010, 537.93 FTE established pharmacist posts in the **NHS Trusts** across **Wales**; a decrease of 0.4% (1.95 FTE) since May 2010 and 355.30 FTE established pharmacist posts in the **NHS Trusts** across **Northern Ireland**; an increase of 1.9% (6.78 FTE) since May 2010.

Pharmacy technicians

There are:

6,044.14 FTE established pharmacy technician posts in the **NHS Trusts** across **England**; an increase of 2.9% (42.24 FTE) since May 2010, 470.64 FTE established pharmacy technician posts in the **NHS Trusts** across **Wales**; a decrease of 1.1% (5.10 FTE) since May 2010 and, 273.97 FTE established pharmacy technician posts in the **NHS Trusts** across **Northern Ireland**; an increase of 4.0% (10.51 FTE) since May 2010.

Pharmacy assistants

There are:

3,605.47 FTE established pharmacy assistant posts in the **NHS Trusts** across **England**; an increase of 1.0% (36.56 FTE) since May 2010, 236.81 FTE established pharmacy assistant posts in the **NHS Trusts** across **Wales**; an increase of 1.7% (4.04 FTE) since May 2010 and, 99.60 FTE established pharmacy assistant posts in the **NHS Trusts** across **Northern Ireland**; a decrease of 1.1% (1.12 FTE) since May 2010.

Table 2a(i). May 2011 Staffing Establishments in NHS Trusts - Summary data for all pharmacy staff groups - England

Staff Group	Established Posts (FTE)	Posts occupied by Permanent Staff (FTE)	In Post Head Count	Posts occupied by agency staff/locums (FTE)	Total posts occupied (FTE)	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (FTE) (Vacancy Rate)	Posts not permanently occupied after three months (FTE) (Vacancy Rate)	Posts Currently at Risk (FTE)	Posts Disestablished since May 2010 (FTE)
Pharmacists										
Band 9	89.19	86.39 (96.9%)	88	0.00 (0.0%)	86.39 (96.9%)	2.80 (3.1%)	2.80 (3.1%)	1.00 (1.1%)	2.00 (2.2%)	1.33
Band 8d	184.57	177.78 (96.3%)	183	0.00 (0.0%)	177.78 (96.3%)	6.79 (3.7%)	6.79 (3.7%)	4.00 (2.2%)	1.80 (1.0%)	3.37
Band 8c	334.42	316.53 (94.7%)	333	0.00 (0.0%)	316.53 (94.7%)	17.89 (5.3%)	17.89 (5.3%)	15.70 (4.7%)	6.70 (2.0%)	22.19
Band 8b	864.30	834.89 (96.6%)	953	7.83 (0.9%)	842.72 (97.5%)	21.58 (2.5%)	29.41 (3.4%)	28.76 (3.3%)	13.32 (1.5%)	19.67
Band 8a	1,788.18	1,699.99 (95.1%)	1,987	27.92 (1.6%)	1,727.91 (96.6%)	60.27 (3.4%)	88.19 (4.9%)	61.83 (3.5%)	16.15 (0.9%)	27.37
Band 7	1,631.97	1,448.91 (88.8%)	1,647	80.57 (4.9%)	1,529.48 (93.7%)	102.49 (6.3%)	183.06 (11.2%)	105.51 (6.5%)	12.78 (0.8%)	24.06
Band 6	1,226.37	1,088.41 (88.8%)	1,147	52.10 (4.2%)	1,140.51 (93.0%)	85.86 (7.0%)	137.96 (11.2%)	84.81 (6.9%)	17.89 (1.5%)	28.69
Total Qualified Pharmacists	6,119.00	5,652.90 (92.4%)	6,338	168.42 (2.8%)	5,821.32 (95.1%)	297.68 (4.9%)	466.10 (7.6%)	301.61 (4.9%)	70.64 (1.2%)	126.68
Pre-registration Trainee Pharmacists in post (NOT Est posts)	680.85	673.35 (98.9%)	676.00	0.00 (0.00%)	673.35 (98.9%)	7.50 (1.1%)	7.50 (1.1%)	5.00 (0.7%)	10.00 (1.47%)	7.00
Pharmacy Technicians										
Band 8c	7.30	6.78 (92.9%)	9	1.00 (13.7%)	7.78 (106.6%)	-0.48 (-6.6%)	0.52 (7.1%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8b	20.82	20.82 (100.0%)	21	0.00 (0.0%)	20.82 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	1.00
Band 8a	57.04	54.87 (96.2%)	58	0.00 (0.0%)	54.87 (96.2%)	2.17 (3.8%)	2.17 (3.8%)	1.00 (1.8%)	0.00 (0.0%)	1.00
Band 7	426.84	408.67 (95.7%)	439	4.00 (0.9%)	412.67 (96.7%)	14.17 (3.3%)	18.17 (4.3%)	15.73 (3.7%)	11.31 (2.6%)	7.96
Band 6	1,146.83	1,130.36 (98.6%)	1,239	4.80 (0.4%)	1,135.16 (99.0%)	11.67 (1.0%)	16.47 (1.4%)	18.29 (1.6%)	16.67 (1.5%)	16.54
Band 5	2,893.21	2,701.98 (93.4%)	3,153	34.50 (1.2%)	2,736.48 (94.6%)	156.73 (5.4%)	191.23 (6.6%)	105.76 (3.7%)	13.44 (0.5%)	51.76
Band 4	1,492.10	1,316.96 (88.3%)	1,490	41.24 (2.8%)	1,358.2 (91.0%)	133.90 (9.0%)	175.14 (11.7%)	106.19 (7.1%)	16.29 (1.1%)	22.76
Total Qualified Pharmacy Technicians	6,044.14	5,640.44 (93.3%)	6,409	85.54 (1.4%)	5,725.98 (94.7%)	318.16 (5.3%)	403.70 (6.7%)	246.97 (4.1%)	57.71 (1.0%)	101.02
Pre-registration Trainee Pharmacy Technicians - Year 1 in post (NOT Est posts)	319.75	310.50 (97.1%)	305	0.00 (0.00%)	310.50 (97.1%)	9.25 (2.9%)	9.25 (2.9%)	12.00 (3.8%)	7.00 (2.2%)	5.00
Pre-registration Trainee Pharmacy Technicians - Year 2 in post (NOT Est posts)	356.87	349.80 (98.0%)	344	0.00 (0.00%)	349.80 (98.0%)	7.07 (2.0%)	7.07 (2.0%)	3.00 (0.8%)	10.00 (2.8%)	3.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	12,163.14	11,293.34 (92.8%)	12,747	253.96 (2.1%)	11,547.30 (94.9%)	615.84 (5.1%)	869.80 (7.2%)	548.58 (4.5%)	128.35 (1.1%)	227.7
Pharmacy Assistants	3,605.47	3,286.08 (91.1%)	3,733	38.69 (1.1%)	3,324.77 (92.2%)	280.70 (7.8%)	319.39 (8.9%)	183.81 (5.1%)	36.02 (1.0%)	69.02
Admin and Clerical	1,052.62	992.06 (94.2%)	1,174	11.20 (1.1%)	1,003.26 (95.3%)	49.36 (4.7%)	60.56 (5.8%)	44.50 (4.2%)	19.45 (1.8%)	22.36
Other*	279.77	267.38 (95.6%)	295	2.00 (0.7%)	269.38 (96.3%)	10.39 (3.7%)	12.39 (4.4%)	1.00 (0.4%)	1.00 (0.4%)	1.00
Total Support Staff	4,937.86	4,545.52 (92.1%)	5,202	51.89 (1.1%)	4,597.41 (93.1%)	340.45 (6.9%)	392.34 (7.9%)	229.31 (4.6%)	56.47 (1.1%)	92.38
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	17,101.00	15,838.86 (92.6%)	17,949	305.85 (1.8%)	16,144.71 (94.4%)	956.29 (5.6%)	1,262.14 (7.4%)	777.89 (4.5%)	184.82 (1.1%)	320.08

* 'Other' includes: other healthcare professionals and graduates in various roles

Table 2a(ii). May 2011 Staffing Establishments in NHS Trusts - Summary data for all pharmacy staff groups - Wales

Staff Group	Established Posts (FTE)	Posts occupied by Permanent Staff (FTE)	In Post Head Count	Posts occupied by agency staff/locums (FTE)	Total posts occupied (FTE)	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (FTE) (Vacancy Rate)	Posts not permanently occupied after three months (FTE) (Vacancy Rate)	Posts Currently at Risk (FTE)	Posts Disestablished since May 2010 (FTE)
Pharmacists										
Band 9	9.00	9.00 (100.0%)	9	0.00 (0.0%)	9.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8d	16.75	16.75 (100.0%)	17	0.00 (0.0%)	16.75 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8c	58.15	55.59 (95.6%)	58	0.00 (0.0%)	55.59 (95.6%)	2.56 (4.4%)	2.56 (4.4%)	1.00 (1.7%)	0.00 (0.0%)	1.00
Band 8b	105.48	101.98 (96.7%)	120	0.00 (0.0%)	101.98 (96.7%)	3.50 (3.3%)	3.50 (3.3%)	2.44 (2.3%)	0.00 (0.0%)	0.61
Band 8a	202.93	195.31 (96.2%)	237	0.55 (0.3%)	195.86 (96.5%)	7.07 (3.5%)	7.62 (3.8%)	3.00 (1.5%)	1.00 (0.5%)	0.00
Band 7	81.14	69.86 (86.1%)	78	1.00 (1.2%)	70.86 (87.3%)	10.28 (12.7%)	11.28 (13.9%)	7.40 (9.1%)	1.00 (1.2%)	0.00
Band 6	64.48	51.98 (80.6%)	54	0.00 (0.0%)	51.98 (80.6%)	12.50 (19.4%)	12.50 (19.4%)	9.50 (14.7%)	3.00 (4.7%)	8.00
Total Qualified Pharmacists	537.93	500.47 (93.0%)	573	1.55 (0.3%)	502.02 (93.3%)	35.91 (6.7%)	37.46 (7.0%)	23.34 (4.3%)	5.00 (0.9%)	9.61
Pre-registration Trainee Pharmacists in post (NOT Est posts)	45.00	44.00 (97.8%)	44.00	0.00 (0.00%)	44.00 (97.8%)	1.00 (2.2%)	1.00 (2.2%)	0.00 (0.0%)	0.00 (0.00%)	0.00
Pharmacy Technicians										
Band 8c	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Band 8b	1.00	1.00 (100.0%)	1	0.00 (0.0%)	1.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8a	1.00	1.00 (100.0%)	1	0.00 (0.0%)	1.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 7	20.44	18.84 (92.2%)	21	0.00 (0.0%)	18.84 (92.2%)	1.60 (7.8%)	1.60 (7.8%)	1.00 (4.9%)	0.00 (0.0%)	0.80
Band 6	86.59	83.14 (96.0%)	91	0.00 (0.0%)	83.14 (96.0%)	3.45 (4.0%)	3.45 (4.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 5	243.10	238.58 (98.1%)	283	0.00 (0.0%)	238.58 (98.1%)	4.52 (1.9%)	4.52 (1.9%)	2.26 (0.9%)	0.00 (0.0%)	0.40
Band 4	118.51	112.16 (94.6%)	127	0.00 (0.0%)	112.16 (94.6%)	6.35 (5.4%)	6.35 (5.4%)	1.00 (0.8%)	0.40 (0.3%)	0.00
Total Qualified Pharmacy Technicians	470.64	454.72 (96.6%)	524	0.00 (0.0%)	454.72 (96.6%)	15.92 (3.4%)	15.92 (3.4%)	4.26 (0.9%)	0.40 (0.1%)	1.20
Pre-registration Trainee Pharmacy Technicians - Year 1 in post (NOT Est posts)	25.00	25.00 (100.0%)	25	0.00 (0.00%)	25.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Pre-registration Trainee Pharmacy Technicians - Year 2 in post (NOT Est posts)	31.00	30.00 (96.8%)	30	0.00 (0.00%)	30.00 (96.8%)	1.00 (3.2%)	1.00 (3.2%)	0.00 (0.0%)	1.00 (3.2%)	0.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	1,008.57	955.19 (94.7%)	1,097	1.55 (0.2%)	956.74 (94.9%)	51.83 (5.1%)	53.38 (5.3%)	27.60 (2.7%)	5.40 (0.5%)	10.81
Pharmacy Assistants	236.81	220.81 (93.2%)	244	0.00 (0.0%)	220.81 (93.2%)	16.00 (6.8%)	16.00 (6.8%)	5.17 (2.2%)	10.00 (4.2%)	1.20
Admin and Clerical	93.14	88.90 (95.4%)	107	0.00 (0.0%)	88.90 (95.4%)	4.24 (4.6%)	4.24 (4.6%)	0.66 (0.7%)	0.00 (0.0%)	1.00
Other*	10.02	9.02 (90.0%)	11	0.20 (2.0%)	9.22 (92.0%)	0.80 (8.0%)	1.00 (10.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Support Staff	339.97	318.73 (93.8%)	362	0.20 (0.1%)	318.93 (93.8%)	21.04 (6.2%)	21.24 (6.2%)	5.83 (1.7%)	10.00 (2.9%)	2.20
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	1,348.54	1,273.92 (94.5%)	1,459	1.75 (0.1%)	1,275.67 (94.6%)	72.87 (5.4%)	74.62 (5.5%)	33.43 (2.5%)	15.40 (1.1%)	13.01

* 'Other' includes: other healthcare professionals and graduates in various roles

Table 2a(iii). May 2011 Staffing Establishments in NHS Trusts - Summary data for all pharmacy staff groups - Northern Ireland

Staff Group	Established Posts (FTE)	Posts occupied by Permanent Staff (FTE)	In Post Head Count	Posts occupied by agency staff/locums (FTE)	Total posts occupied (FTE)	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (FTE) (Vacancy Rate)	Posts not permanently occupied after three months (FTE) (Vacancy Rate)	Posts Currently at Risk (FTE)	Posts Disestablished since May 2010 (FTE)
Pharmacists										
Band 9	1.00	1.00 (100.0%)	1	0.00 (0.0%)	1.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8d	4.00	4.00 (100.0%)	4	0.00 (0.0%)	4.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8c	15.00	15.00 (100.0%)	15	0.00 (0.0%)	15.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8b	24.18	24.01 (99.3%)	27	0.00 (0.0%)	24.01 (99.3%)	0.17 (0.7%)	0.17 (0.7%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8a	79.92	77.12 (96.5%)	88	0.00 (0.0%)	77.12 (96.5%)	2.80 (3.5%)	2.80 (3.5%)	2.80 (3.5%)	1.00 (1.3%)	0.00
Band 7	145.70	134.08 (92.0%)	159	0.00 (0.0%)	134.08 (92.0%)	11.62 (8.0%)	11.62 (8.0%)	8.90 (6.1%)	4.00 (2.7%)	5.00
Band 6	85.50	82.50 (96.5%)	86	1.00 (1.2%)	83.50 (97.7%)	2.00 (2.3%)	3.00 (3.5%)	3.00 (3.5%)	0.00 (0.0%)	1.00
Total Qualified Pharmacists	355.30	337.71 (95.0%)	380	1.00 (0.3%)	338.71 (95.3%)	16.59 (4.7%)	17.59 (5.0%)	14.70 (4.1%)	5.00 (1.4%)	6.00
Pre-registration Trainee Pharmacists in post (NOT Est posts)	10.00	7.00 (70.0%)	7.00	0.00 (0.00%)	7.00 (70.0%)	3.00 (30.0%)	3.00 (30.0%)	2.00 (20.0%)	0.50 (5.00%)	0.00
Pharmacy Technicians										
Band 8c	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Band 8b	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Band 8a	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Band 7	3.21	3.21 (100.0%)	4	0.00 (0.0%)	3.21 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 6	9.60	9.53 (99.3%)	10	0.00 (0.0%)	9.53 (99.3%)	0.07 (0.7%)	0.07 (0.7%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 5	87.00	85.40 (98.2%)	94	0.00 (0.0%)	85.4 (98.2%)	1.60 (1.8%)	1.60 (1.8%)	1.00 (1.1%)	1.00 (1.1%)	0.00
Band 4	174.16	154.46 (88.7%)	166	1.00 (0.6%)	155.46 (89.3%)	18.70 (10.7%)	19.70 (11.3%)	12.60 (7.2%)	3.00 (1.7%)	2.00
Total Qualified Pharmacy Technicians	273.97	252.60 (92.2%)	274	1.00 (0.4%)	253.60 (92.6%)	20.37 (7.4%)	21.37 (7.8%)	13.60 (5.0%)	4.00 (1.5%)	2.00
Pre-registration Trainee Pharmacy Technicians - Year 1 in post (NOT Est posts)	8.00	5.00 (62.5%)	5	0.00 (0.00%)	5.00 (62.5%)	3.00 (37.5%)	3.00 (37.5%)	2.00 (25.0%)	1.00 (12.5%)	0.00
Pre-registration Trainee Pharmacy Technicians - Year 2 in post (NOT Est posts)	5.00	8.00 (160.0%)	8	0.00 (0.00%)	8.00 (160.0%)	-3.00 (-60.0%)	-3.00 (-60.0%)	0.00 (0.0%)	0.00 (0.0%)	1.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	629.27	590.31 (93.8%)	654	2.00 (0.3%)	592.31 (94.1%)	36.96 (5.9%)	38.96 (6.2%)	28.30 (4.5%)	9.00 (1.4%)	8
Pharmacy Assistants	99.60	93.75 (94.1%)	103	2.00 (2.0%)	95.75 (96.1%)	3.85 (3.9%)	5.85 (5.9%)	5.00 (5.0%)	0.00 (0.0%)	0.00
Admin and Clerical	58.20	56.67 (97.4%)	66	2.00 (3.4%)	58.67 (100.8%)	-0.47 (-0.8%)	1.53 (2.6%)	1.00 (1.7%)	1.00 (1.7%)	2.00
Other*	7.00	7.00 (100.0%)	7	0.00 (0.0%)	7.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Support Staff	164.80	157.42 (95.5%)	176	4.00 (2.4%)	161.42 (97.9%)	3.38 (2.1%)	7.38 (4.5%)	6.00 (3.6%)	1.00 (0.6%)	2.00
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	794.07	747.73 (94.2%)	830	6.00 (0.8%)	753.73 (94.9%)	40.34 (5.1%)	46.34 (5.8%)	34.30 (4.3%)	10.00 (1.3%)	10

* 'Other' includes: other healthcare professionals and graduates in various roles

3. Trends in Pharmacy Staffing Establishments in NHS Trusts

Trends in staffing establishments over time by geographical area have been examined, comparing data from surveys carried out in 2009, 2010 and 2011 by country. The 2009 and 2010 surveys included England, Wales, Scotland and Northern Ireland. In 2011, Scotland opted not to participate in the survey. The 2009, 2010 and 2011 response rates have been 100%.

Care must be taken in interpreting the trend data for a number of reasons, particularly in England, where PCT provider activity may have moved into some NHS acute or mental health trusts or other provider organisations.

Table 3a. Trends in Pharmacy Staffing Establishments in NHS Trusts by country over time 2009-2011

Table 3a shows trends in NHS trust pharmacy staffing establishments by country 2009-2011, with the % change in reported staffing establishment from May 2010 to May 2011.

The Welsh NHS trust and LHB data from the 2009 survey have been merged in order to facilitate comparisons with the 2010 and 2011 Welsh health board data.

Table 3b – 3e. Trends for Qualified Pharmacists, Qualified Pharmacy Technicians, Band 6 Qualified Pharmacists and Band 4 Qualified Pharmacy Technicians

Tables 3b - 3e show trends in staffing establishments and vacancy rates for all qualified pharmacists, qualified pharmacy technicians, Band 6 (newly-qualified) pharmacists and Band 4 (newly-qualified) pharmacy technicians respectively, across all geographical areas. The current vacancy rate and 3-month vacancy rate data are presented graphically in Figures 3a-d.

Table 3a. Trends in NHS Trust Pharmacy Staffing Establishments by country 2009-2011 (see note above re: interpretation)

Staff Group	England				Wales (inc. LHBs)				Northern Ireland			
	Established Posts (FTE) 2009	Established Posts (FTE) 2010	Established Posts (FTE) 2011	% Change in reported staffing establishment from May 2010 to May 2011	Established Posts (FTE) 2009	Established Posts (FTE) 2010	Established Posts (FTE) 2011	% Change in reported staffing establishment from May 2010 to May 2011	Established Posts (FTE) 2009	Established Posts (FTE) 2010	Established Posts (FTE) 2011	% Change in reported staffing establishment from May 2010 to May 2011
Pharmacists												
Band 9	93.60	91.87	89.19	-2.9%	7.20	9.00	9.00	0.0%	0.00	0.00	1.00	#DIV/0!
Band 8d	182.19	187.98	184.57	-1.8%	17.45	14.75	16.75	13.6%	5.00	4.00	4.00	0.0%
Band 8c	339.35	342.91	334.42	-2.5%	58.98	57.58	58.15	1.0%	14.00	9.99	15.00	50.2%
Band 8b	857.81	870.81	864.30	-0.7%	97.91	102.37	105.48	3.0%	20.10	19.97	24.18	21.1%
Band 8a	1,622.26	1,757.09	1,788.18	1.8%	206.13	208.47	202.93	-2.7%	45.30	47.62	79.92	67.8%
Band 7	1,480.92	1,577.62	1,631.97	3.4%	72.41	77.21	81.14	5.1%	182.14	181.94	145.70	-19.9%
Band 6	1,241.95	1,218.09	1,226.37	0.7%	62.30	70.50	64.48	-8.5%	87.94	85.00	85.50	0.6%
Total Qualified Pharmacists	5,818.08	6,046.37	6,119.00	1.2%	522.38	539.88	537.93	-0.4%	354.48	348.52	355.30	1.9%
Pre-registration Trainee Pharmacists <i>In post</i> (NOT Est posts)	565.52	617.50	673.35	9.0%	49.00	49.00	44.00	-10.2%	11.50	11.50	7.00	-39.1%
Pharmacy Technicians												
Band 8c	2.00	4.00	7.30	82.5%	0.00	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 8b	19.64	18.84	20.82	10.5%	1.00	1.00	1.00	0.0%	0.00	0.00	0.00	#DIV/0!
Band 8a	37.81	50.17	57.04	13.7%	1.00	1.00	1.00	0.0%	0.00	0.00	0.00	#DIV/0!
Band 7	428.53	428.23	426.84	-0.3%	21.58	21.44	20.44	-4.7%	1.00	2.93	3.21	9.6%
Band 6	1,100.32	1,128.10	1,146.83	1.7%	83.08	87.40	86.59	-0.9%	9.00	8.00	9.60	20.0%
Band 5	2,703.17	2,819.49	2,893.21	2.6%	313.43	251.76	243.10	-3.4%	72.60	76.93	87.00	13.1%
Band 4	1,494.43	1,449.86	1,492.10	2.9%	101.20	113.14	118.51	4.7%	170.83	175.60	174.16	-0.8%
Total Qualified Pharmacy Technicians	5,785.90	5,898.69	6,044.14	2.5%	521.29	475.74	470.64	-1.1%	253.43	263.46	273.97	4.0%
Pre-registration Trainee Pharmacy Technicians (Year 1) <i>In post</i> (NOT Est posts)	332.81	359.70	319.75	-11.1%	26.00	33.00	25.00	-24.2%	14.00	5.00	8.00	60.0%
Pre-registration Trainee Pharmacy Technicians (Year 2) <i>In post</i> (NOT Est posts)	289.40	335.39	356.87	6.4%	23.60	29.00	31.00	6.9%	20.00	19.70	5.00	-74.6%
Pre-registration Trainee Pharmacy Technicians (Years 1 & 2) <i>In post</i> (NOT Est posts)	622.21	695.09	676.62	-2.7%	49.60	62.00	56.00	-9.7%	34.00	24.70	13.00	-47.4%
Total Qualified Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	11,603.98	11,945.06	12,163.14	1.8%	1,061.17	1,015.62	1,008.57	-0.7%	607.91	611.98	629.27	2.8%
Pharmacy Assistants	3,512.05	3,568.91	3,605.47	1.0%	231.16	232.77	236.81	1.7%	107.01	100.72	99.60	-1.1%
Admin and Clerical	992.94	1,040.82	1,052.62	1.1%	84.45	93.98	93.14	-0.9%	54.27	54.36	58.20	7.1%
Other*	179.31	221.49	279.77	26.3%	6.21	4.91	10.02	104.1%	0.00	1.00	7.00	600.0%
Total Support Staff	4,684.30	4,831.22	4,937.86	2.2%	321.82	331.66	339.97	2.5%	161.28	156.08	164.80	5.6%
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	16,288.28	16,776.28	17,101.00	1.9%	1,382.99	1,347.28	1,348.54	0.1%	769.19	768.06	794.07	3.4%

* 'Other' includes: other healthcare professionals and graduates in various roles

Table 3b. Staffing Establishments and Vacancy Rates in NHS Trusts - trends for Qualified Pharmacists in NHS Trusts by country - England, Wales and Northern Ireland. 2009-2011

	May 2009 100% response rate					May 2010 100% response rate					May 2011 100% response rate				
	ALL QUALIFIED PHARMACISTS					ALL QUALIFIED PHARMACISTS					ALL QUALIFIED PHARMACISTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %			Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %			Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	328.46	268.25	18.3%	46.07	14.0%	330.32	291.81	11.7%	32.74	9.9%	332.43	298.31	10.3%	30.15	9.1%
North West SHA	856.96	715.69	16.5%	115.72	13.5%	892.34	779.48	12.6%	90.36	10.1%	921.84	849.84	7.8%	43.63	4.7%
Yorkshire & Humber SHA	593.35	534.58	9.9%	44.51	7.5%	629.71	558.91	11.2%	66.46	10.6%	626.93	584.38	6.8%	29.26	4.7%
East Midlands SHA	382.96	342.19	10.6%	43.08	11.2%	401.60	336.52	16.2%	39.39	9.8%	409.22	377.51	7.7%	19.63	4.8%
West Midlands SHA	509.28	436.05	14.4%	60.35	11.9%	535.84	456.30	14.8%	54.97	10.3%	552.48	492.85	10.8%	43.58	7.9%
East of England SHA	504.55	404.79	19.8%	62.78	12.4%	526.27	450.22	14.5%	48.69	9.3%	531.86	487.41	8.4%	33.73	6.3%
London SHA	1,433.90	1,221.42	14.8%	135.93	9.5%	1,450.40	1,313.60	9.4%	79.02	5.4%	1,466.61	1,387.43	5.4%	40.46	2.8%
South East Coast SHA	355.47	301.09	15.3%	45.45	12.8%	375.19	321.15	14.4%	33.04	8.8%	386.32	351.84	8.9%	18.94	4.9%
South Central SHA	400.57	345.71	13.7%	44.25	11.0%	427.11	378.50	11.4%	44.21	10.4%	406.00	374.73	7.7%	25.90	6.4%
South West SHA	452.58	405.25	10.5%	27.64	6.1%	477.59	435.85	8.7%	36.69	7.7%	485.31	448.60	7.6%	16.33	3.4%
England	5,818.08	4,975.02	14.5%	625.78	10.8%	6,046.37	5,322.34	12.0%	525.57	8.7%	6,119.00	5,652.90	7.6%	301.61	4.9%
Wales	522.38	488.60	6.5%	25.10	4.8%	539.88	501.74	7.1%	19.20	3.6%	537.93	500.47	7.0%	23.34	4.3%
Northern Ireland	354.48	305.69	13.8%	48.53	13.7%	348.52	321.48	7.8%	14.00	4.0%	355.30	337.71	5.0%	14.70	4.1%



Figure 3a(i) Vacancy rates in NHS Trusts - trends for Qualified Pharmacists by country - England, Wales and Northern Ireland. 2009 - 2011
Current vacancies at 31 May 2009, 2010 & 2011



Figure 3a(ii) Vacancy rates in NHS Trusts - trends for Qualified Pharmacists by country - England, Wales and Northern Ireland. 2009 - 2011
3 month vacancies at 31 May 2009, 2010 & 2011

Table 3c. Staffing Establishments and Vacancy Rates in NHS Trusts - trends for Qualified Pharmacy Technicians by country - England, Wales and Northern Ireland. 2009-2011

	May 2009 100% response rate					May 2010 100% response rate					May 2011 100% response rate				
	ALL QUALIFIED PHARMACY TECHNICIANS					ALL QUALIFIED PHARMACY TECHNICIANS					ALL QUALIFIED PHARMACY TECHNICIANS				
	Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %			Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %			Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %		
North East SHA	328.39	302.70	7.8%	25.69	7.8%	338.76	314.78	7.1%	13.92	4.1%	332.98	323.73	2.8%	7.50	2.3%
North West SHA	948.15	870.22	8.2%	77.93	8.2%	942.89	861.64	8.6%	59.80	6.3%	984.42	913.01	7.3%	40.78	4.1%
Yorkshire & Humber SHA	668.98	590.18	11.8%	78.80	11.8%	661.63	608.43	8.0%	48.81	7.4%	689.72	653.63	5.2%	28.62	4.1%
East Midlands SHA	451.29	408.28	9.5%	43.01	9.5%	469.73	424.33	9.7%	30.27	6.4%	485.05	440.23	9.2%	34.78	7.2%
West Midlands SHA	643.64	601.46	6.6%	42.18	6.6%	657.36	608.04	7.5%	24.18	3.7%	672.50	635.77	5.5%	19.80	2.9%
East of England SHA	538.93	485.83	9.9%	53.10	9.9%	549.65	507.79	7.6%	30.52	5.6%	584.87	537.16	8.2%	23.19	4.0%
London SHA	1,051.47	900.23	14.4%	151.24	14.4%	1,063.15	935.40	12.0%	74.69	7.0%	1,051.00	970.94	7.6%	38.95	3.7%
South East Coast SHA	358.48	324.19	9.6%	34.29	9.6%	379.70	359.79	5.2%	13.30	3.5%	403.97	378.95	6.2%	21.74	5.4%
South Central SHA	347.64	313.94	9.7%	33.70	9.7%	371.18	340.17	8.4%	28.25	7.6%	364.08	338.36	7.1%	18.11	5.0%
South West SHA	448.93	419.18	6.6%	29.75	6.6%	464.64	436.93	6.0%	20.30	4.4%	475.55	448.66	5.7%	13.50	2.8%
England	5,785.90	5,216.21	9.8%	569.69	9.8%	5,898.69	5,397.30	8.5%	344.04	5.8%	6,044.14	5,640.44	6.7%	246.97	4.1%
Wales	458.31	440.81	3.8%	3.20	0.7%	475.74	468.27	1.6%	5.76	1.2%	470.64	454.72	3.4%	4.26	0.9%
Northern Ireland	253.43	232.13	8.4%	21.30	8.4%	263.46	232.56	11.7%	9.90	3.8%	273.97	252.60	7.8%	13.60	5.0%



Figure 3b(i) Vacancy rates in NHS Trusts - trends for Qualified Pharmacy Technicians by country - England, Wales and Northern Ireland. 2009 - 2011
Current vacancies at 31 May 2009, 2010 & 2011



Figure 3b(ii) Vacancy rates in NHS Trusts - trends for Qualified Pharmacy Technicians by country - England, Wales and Northern Ireland. 2009 - 2011
3 month vacancies at 31 May 2009, 2010 & 2011

Table 3d. Staffing Establishments and Vacancy rates in NHS Trusts - trends for Band 6 Qualified Pharmacists by country - England, Wales and Northern Ireland. 2009 - 2011

	May 2009 100% response rate						May 2010 100% response rate						May 2011 100% response rate					
	Band 6 PHARMACISTS						Band 6 PHARMACISTS						Band 6 PHARMACISTS					
	Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %		Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %		Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %							
North East SHA	61.54	45.17	26.6%	23.19	37.7%	53.76	55.99	-4.1%	4.80	8.9%	54.62	37.79	30.8%	15.83	29.0%			
North West SHA	173.37	106.10	38.8%	62.15	35.8%	168.40	137.38	18.4%	26.05	15.5%	178.86	168.01	6.1%	8.40	4.7%			
Yorkshire & Humber SHA	111.64	94.17	15.6%	14.94	13.4%	105.25	104.29	0.9%	10.00	9.5%	98.14	82.80	15.6%	6.61	6.7%			
East Midlands SHA	76.25	60.25	21.0%	13.00	17.0%	80.73	59.13	26.8%	8.00	9.9%	77.90	71.90	7.7%	2.00	2.6%			
West Midlands SHA	106.71	82.86	22.4%	19.80	18.6%	110.22	87.17	20.9%	15.00	13.6%	107.41	89.78	16.4%	14.00	13.0%			
East of England SHA	110.73	73.77	33.4%	31.63	28.6%	100.53	81.90	18.5%	7.83	7.8%	112.11	98.26	12.4%	10.41	9.3%			
London SHA	342.22	267.73	21.8%	40.18	11.7%	317.08	278.50	12.2%	22.92	7.2%	319.36	294.87	7.7%	10.14	3.2%			
South East Coast SHA	77.96	60.82	22.0%	17.14	22.0%	87.74	67.85	22.7%	6.49	7.4%	85.98	79.24	7.8%	2.34	2.7%			
South Central SHA	82.57	71.28	13.7%	9.17	11.1%	87.24	70.16	19.6%	14.59	16.7%	77.56	66.07	14.8%	11.59	14.9%			
South West SHA	98.96	76.72	22.5%	13.45	13.6%	107.14	84.92	20.7%	21.00	19.6%	114.43	99.69	12.9%	3.49	3.0%			
England	1,241.95	938.87	24.4%	244.65	19.7%	1,218.09	1,027.29	15.7%	136.68	11.2%	1,226.37	1,088.41	11.2%	84.81	6.9%			
Wales	62.30	56.20	9.8%	5.50	8.8%	70.50	55.31	21.5%	8.00	11.3%	64.48	51.98	19.4%	9.50	14.7%			
Northern Ireland	87.94	75.68	13.9%	12.00	13.6%	85.00	80.00	5.9%	3.00	3.5%	85.50	82.50	3.5%	3.00	3.5%			



Figure 3c(i) Vacancy rates in NHS Trusts - trends for Band 6 Qualified Pharmacists by SHA and home country - England, Wales and Northern Ireland. 2009 - 2011
Current vacancies at 31 May 2009, 2010 & 2011

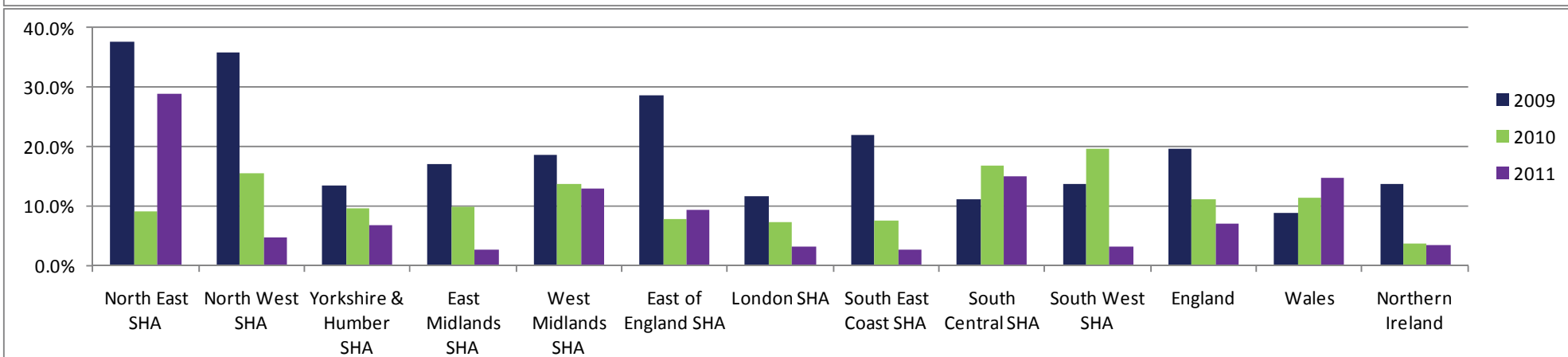
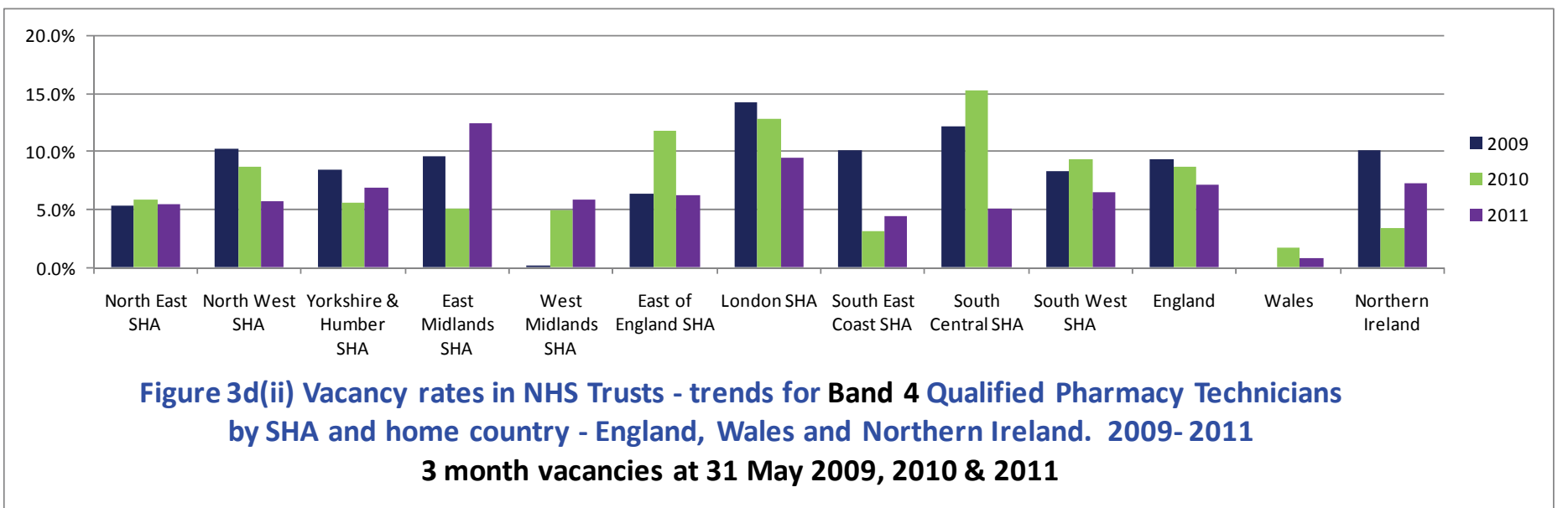
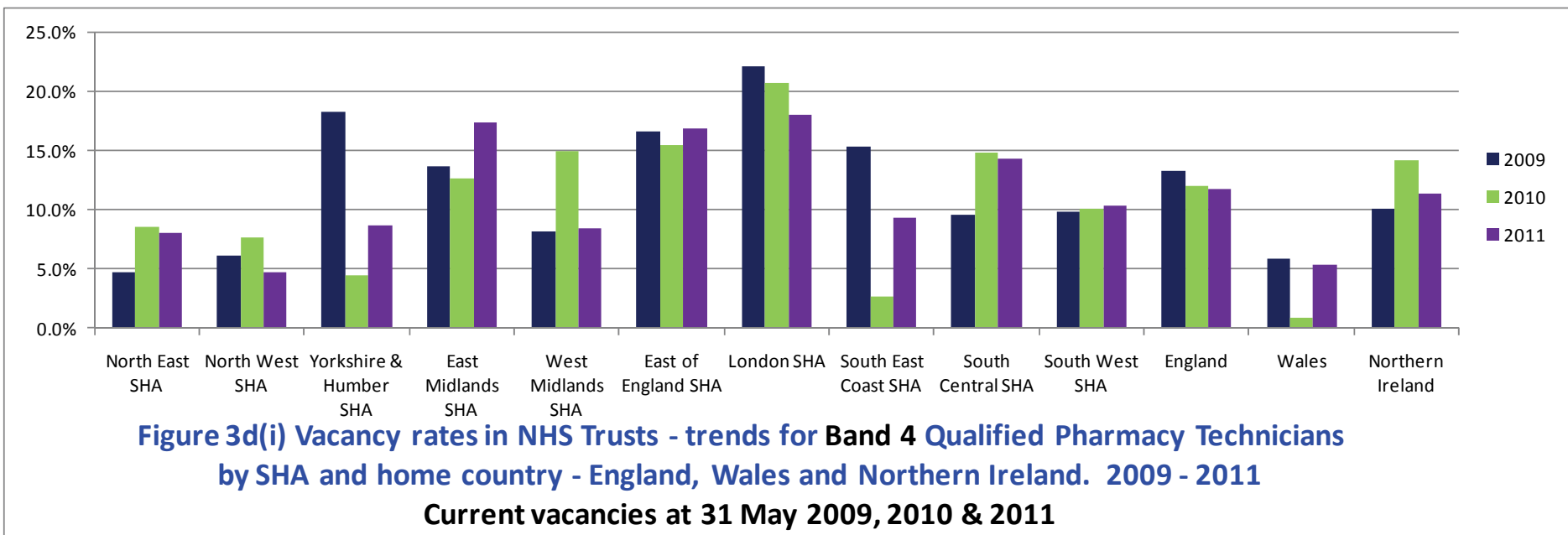


Figure 3c(ii) Vacancy rates in NHS Trusts - trends for Band 6 Qualified Pharmacists by SHA and home country - England, Wales and Northern Ireland. 2009 - 2011
3 month vacancies at 31 May 2009, 2010 & 2011

Table 3e. Staffing Establishments and Vacancy Rates in NHS Trusts - trends for Band 4 Qualified Pharmacy Technicians by country - England, Wales and Northern Ireland. 2009 - 2011

	May 2009 100% response rate					May 2010 100% response rate					May 2011 100% response rate				
	Band 4 PHARMACY TECHNICIANS					Band 4 PHARMACY TECHNICIANS					Band 4 PHARMACY TECHNICIANS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %			
North East SHA	75.34	71.77	4.7%	4.00	5.3%	68.54	62.68	8.5%	4.00	5.8%	54.90	50.46	8.1%	3.00	5.5%
North West SHA	275.97	259.07	6.1%	28.32	10.3%	239.33	220.93	7.7%	20.90	8.7%	268.81	255.98	4.8%	15.41	5.7%
Yorkshire & Humber SHA	135.16	110.56	18.2%	11.38	8.4%	132.04	126.19	4.4%	7.45	5.6%	139.32	127.26	8.7%	9.53	6.8%
East Midlands SHA	124.55	107.47	13.7%	11.95	9.6%	131.23	114.66	12.6%	6.68	5.1%	132.11	109.09	17.4%	16.48	12.5%
West Midlands SHA	129.54	119.02	8.1%	0.12	0.1%	121.77	103.54	15.0%	6.06	5.0%	129.09	118.29	8.4%	7.51	5.8%
East of England SHA	121.93	101.75	16.6%	7.83	6.4%	119.06	100.69	15.4%	14.05	11.8%	137.57	114.39	16.8%	8.62	6.3%
London SHA	307.78	239.68	22.1%	43.63	14.2%	296.44	235.29	20.6%	37.85	12.8%	280.86	230.29	18.0%	26.77	9.5%
South East Coast SHA	118.34	100.14	15.4%	11.98	10.1%	118.72	115.61	2.6%	3.70	3.1%	129.25	117.14	9.4%	5.74	4.4%
South Central SHA	83.28	75.35	9.5%	10.11	12.1%	83.56	71.15	14.9%	12.71	15.2%	84.94	72.79	14.3%	4.35	5.1%
South West SHA	122.54	110.51	9.8%	10.17	8.3%	139.17	125.09	10.1%	12.91	9.3%	135.25	121.27	10.3%	8.78	6.5%
England	1,494.43	1,295.32	13.3%	139.49	9.3%	1,449.86	1,275.83	12.0%	126.31	8.7%	1,492.10	1,316.96	11.7%	106.19	7.1%
Wales	101.20	95.21	5.9%	0.00	0.0%	113.14	112.17	0.9%	2.00	1.8%	118.51	112.16	5.4%	1.00	0.8%
Northern Ireland	170.83	153.53	10.1%	17.30	10.1%	175.60	150.70	14.2%	5.90	3.4%	174.16	154.46	11.3%	12.60	7.2%



4. Staffing Establishments and Vacancy Rates in NHS Trusts by geographical area and AfC Band

Tables 4a, 4b and 4c show staffing establishments and vacancy rates of qualified pharmacists, qualified pharmacy technicians and pharmacy assistants respectively by geographical area and AfC band.

N.B. The majority of tables have been linked to formulae in an Excel spreadsheet. Where calculations involving division by a cell containing zero occur, the cell will show ~DIV/0!; this is not an error in the data.

The proportion of FTE Established qualified pharmacist and qualified pharmacy technician posts at each band are shown by SHA and Home Country in Figures 4a and 4b.

Table 4a. Qualified Pharmacists by geographical area in NHS Trusts - England, Wales and Northern Ireland. May 2011

	Band 9					Band 8d					Band 8c					Band 8b				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	5.69	5.69	0.0%	0.00	0.0%	7.00	5.00	28.6%	1.00	14.3%	17.56	18.96	-8.0%	1.00	5.69%	50.35	49.66	1.4%	3.00	6.0%
North West SHA	16.20	14.60	9.9%	0.00	0.0%	26.41	25.41	3.8%	1.00	3.8%	50.64	49.21	2.8%	1.20	2.37%	145.81	134.90	7.5%	7.47	5.1%
Yorkshire & Humber SHA	9.90	9.90	0.0%	0.00	0.0%	17.86	17.16	3.9%	1.00	5.6%	36.93	32.73	11.4%	4.00	10.8%	85.98	84.49	1.7%	0.76	0.9%
East Midlands SHA	4.00	4.00	0.0%	0.00	0.0%	9.00	8.85	1.7%	0.00	0.0%	16.69	14.69	12.0%	2.00	12.0%	56.24	52.98	5.8%	3.06	5.4%
West Midlands SHA	6.00	6.00	0.0%	0.00	0.0%	18.90	18.90	0.0%	0.00	0.0%	31.03	28.83	7.1%	2.00	6.4%	74.52	72.72	2.4%	3.00	4.0%
East of England SHA	9.00	9.00	0.0%	0.00	0.0%	21.29	20.82	2.2%	0.00	0.0%	30.15	28.35	6.0%	2.00	6.6%	79.03	77.66	1.7%	1.70	2.2%
London SHA	19.90	18.90	5.0%	1.00	5.0%	44.73	44.67	0.1%	0.00	0.0%	92.97	88.71	4.6%	2.10	2.3%	207.89	201.79	2.9%	4.37	2.1%
South East Coast SHA	4.00	4.00	0.0%	0.00	0.0%	12.51	11.51	8.0%	1.00	8.0%	18.82	16.42	12.8%	1.40	7.4%	33.22	33.52	-0.9%	1.50	4.5%
South Central SHA	6.50	6.30	3.1%	0.00	0.0%	8.87	8.46	4.6%	0.00	0.0%	17.83	17.83	0.0%	0.00	0.0%	64.84	63.71	1.7%	1.70	2.6%
South West SHA	8.00	8.00	0.0%	0.00	0.0%	18.00	17.00	5.6%	0.00	0.0%	21.80	20.80	4.6%	0.00	0.0%	66.42	63.46	4.5%	2.20	3.3%
England	89.19	86.39	3.1%	1.00	1.1%	184.57	177.78	3.7%	4.00	2.2%	334.42	316.53	5.3%	15.70	4.7%	864.30	834.89	3.4%	28.76	3.3%
Wales	9.00	9.00	0.0%	0.00	0.0%	16.75	16.75	0.0%	0.00	0.0%	58.15	55.59	4.4%	1.00	1.7%	105.48	101.98	3.3%	2.44	2.3%
Northern Ireland	1.00	1.00	0.0%	0.00	0.0%	4.00	4.00	0.0%	0.00	0.0%	15.00	15.00	0.0%	0.00	0.0%	24.18	24.01	0.7%	0.00	0.0%

	Band 8a					Band 7					Band 6					ALL QUALIFIED PHARMACISTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	99.18	96.70	2.5%	1.00	1.0%	98.03	84.51	13.8%	8.32	8.5%	54.62	37.79	30.8%	15.83	29.0%	332.43	298.31	10.3%	30.15	9.1%
North West SHA	285.85	275.82	3.5%	8.62	3.0%	218.07	181.89	16.6%	16.94	7.8%	178.86	168.01	6.1%	8.40	4.7%	921.84	849.84	7.8%	43.63	4.7%
Yorkshire & Humber SHA	244.27	232.52	4.8%	7.89	3.2%	133.85	124.78	6.8%	9.00	6.7%	98.14	82.80	15.6%	6.61	6.7%	626.93	584.38	6.8%	29.26	4.7%
East Midlands SHA	118.17	111.84	5.4%	6.28	5.3%	127.22	113.25	11.0%	6.29	4.9%	77.90	71.90	7.7%	2.00	2.6%	409.22	377.51	7.7%	19.63	4.8%
West Midlands SHA	188.31	172.06	8.6%	10.94	5.8%	126.31	104.56	17.2%	13.64	10.8%	107.41	89.78	16.4%	14.00	13.0%	552.48	492.85	10.8%	43.58	7.9%
East of England SHA	132.92	124.95	6.0%	5.12	3.9%	147.36	128.37	12.9%	14.50	9.8%	112.11	98.26	12.4%	10.41	9.3%	531.86	487.41	8.4%	33.73	6.3%
London SHA	358.14	343.24	4.2%	8.50	2.4%	423.62	395.25	6.7%	14.35	3.4%	319.36	294.87	7.7%	10.14	3.2%	1,466.61	1,387.43	5.4%	40.46	2.8%
South East Coast SHA	112.07	105.73	5.7%	2.77	2.5%	119.72	101.42	15.3%	9.93	8.3%	85.98	79.24	7.8%	2.34	2.7%	386.32	351.84	8.9%	18.94	4.9%
South Central SHA	118.61	110.07	7.2%	7.11	6.0%	111.79	102.29	8.5%	5.50	4.9%	77.56	66.07	14.8%	11.59	14.9%	406.00	374.73	7.7%	25.90	6.4%
South West SHA	130.66	127.06	2.8%	3.60	2.8%	126.00	112.59	10.6%	7.04	5.6%	114.43	99.69	12.9%	3.49	3.0%	485.31	448.60	7.6%	16.33	3.4%
England	1,788.18	1,699.99	4.9%	61.83	3.5%	1,631.97	1,448.91	11.2%	105.51	6.5%	1,226.37	1,088.41	11.2%	84.81	6.9%	6,119.00	5,652.90	7.6%	301.61	4.9%
Wales	202.93	195.31	3.8%	3.00	1.5%	81.14	69.86	13.9%	7.40	9.1%	64.48	51.98	19.4%	9.50	14.7%	537.93	500.47	7.0%	23.34	4.3%
Northern Ireland	79.92	77.12	3.5%	2.80	3.5%	145.70	134.08	8.0%	8.90	6.1%	85.50	82.50	3.5%	3.00	3.5%	355.30	337.71	5.0%	14.70	4.1%

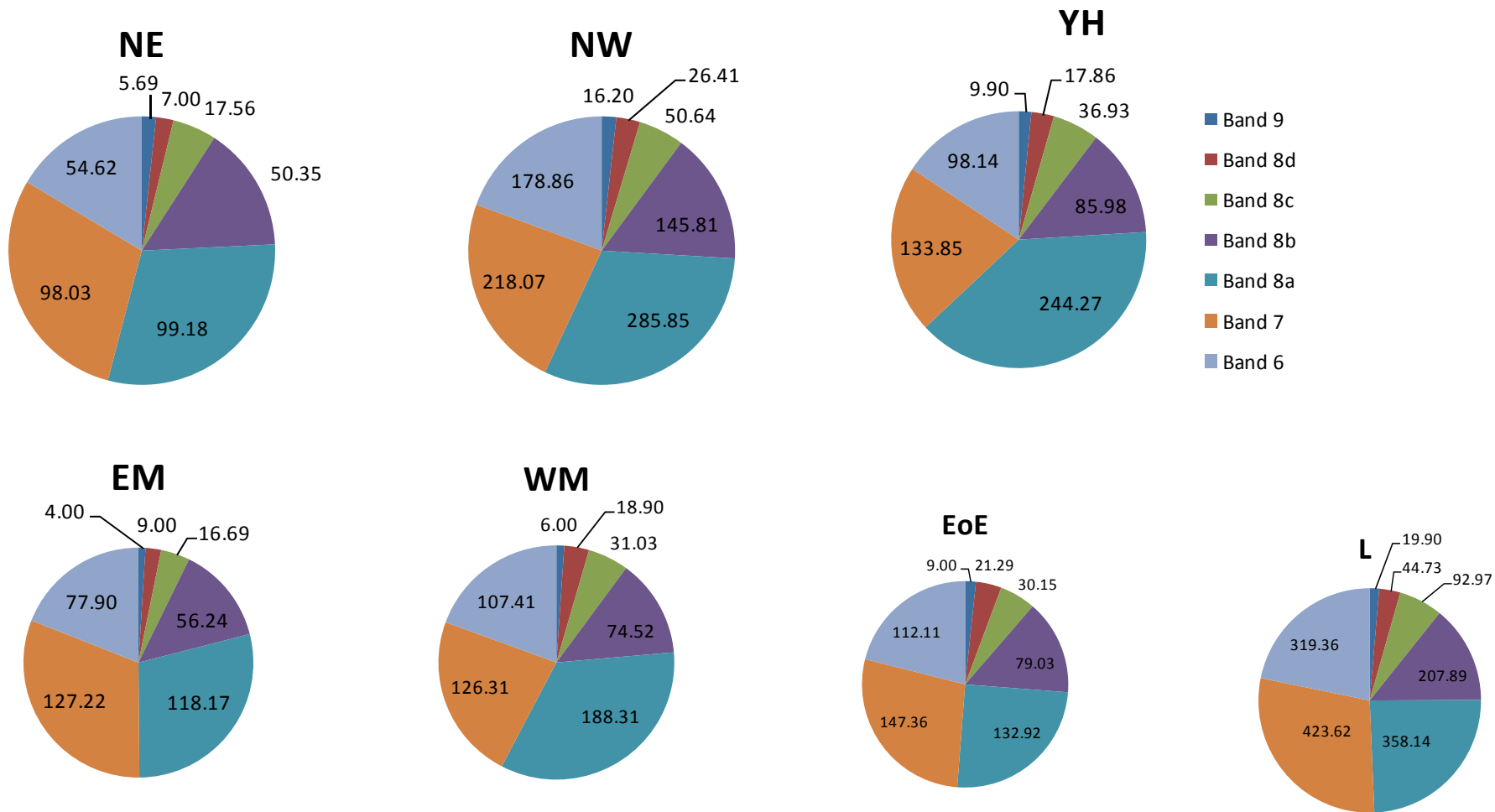


Figure 4a. Established Pharmacist posts in NHS Trusts by band in each SHA and Home Country 2011 (continued overleaf)

Numbers indicate number of FTE established posts at each band.

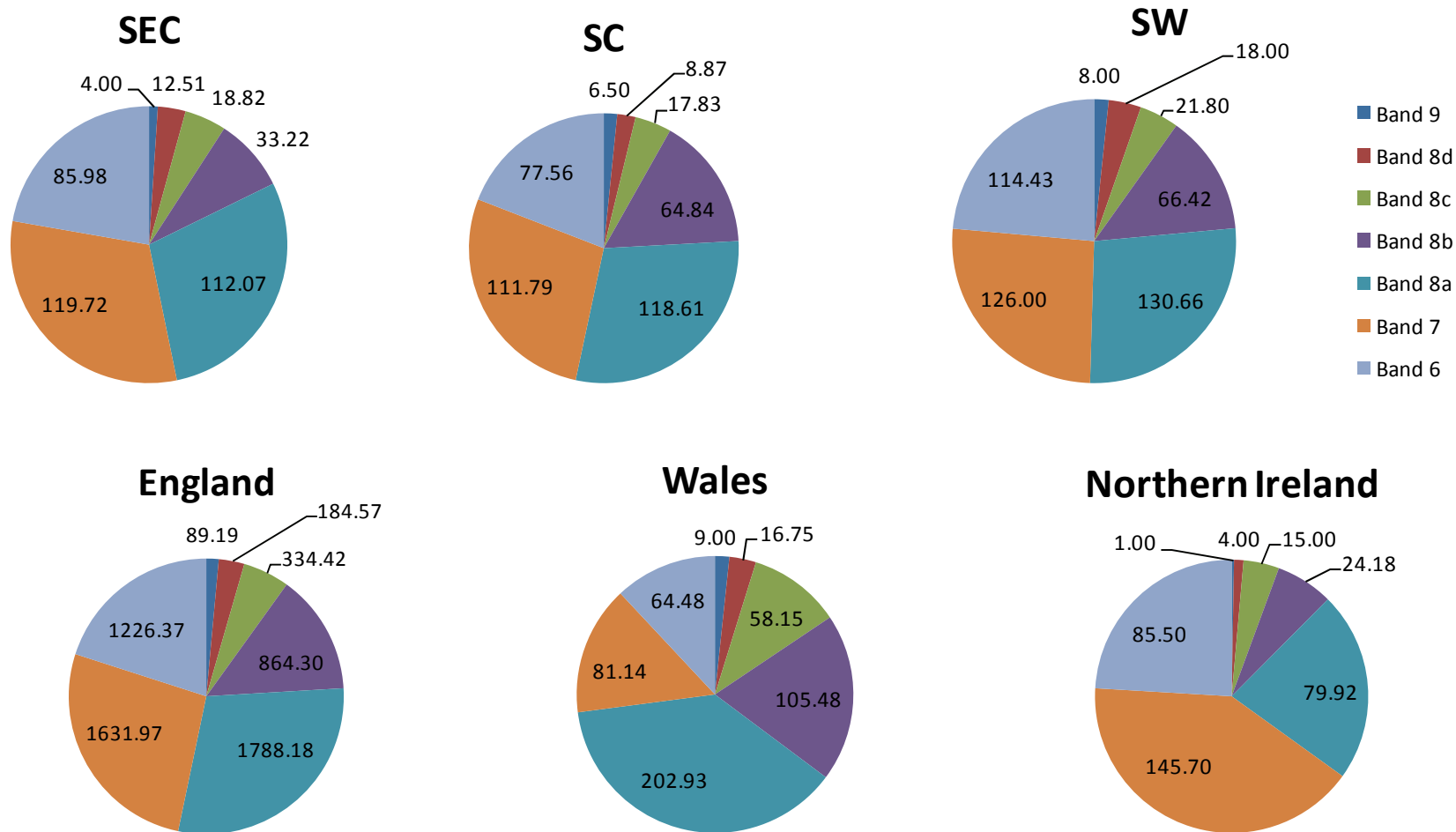


Figure 4a. Established Pharmacist posts in NHS Trusts by band in each SHA and Home Country 2011

Numbers indicate number of FTE established posts at each band.

Table 4b. Qualified Pharmacy Technicians by geographical area in NHS Trusts - England, Wales and Northern Ireland. May 2011

	Band 8c					Band 8b					Band 8a					Band 7				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %	
North East SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.00	3.00	0.0%	0.00	0.0%	14.11	12.61	10.6%	1.50	10.6%
North West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	9.32	9.40	-0.9%	0.00	0.0%	55.02	53.38	3.0%	1.84	3.3%
Yorkshire & Humber SHA	1.00	1.00	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	5.00	5.00	0.0%	0.00	0.0%	40.03	39.20	2.1%	0.00	0.0%
East Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.60	2.60	0.0%	0.00	0.0%	20.35	16.35	19.7%	3.00	14.7%
West Midlands SHA	1.00	1.00	0.0%	0.00	0.0%	3.00	3.00	0.0%	0.00	0.0%	7.20	7.20	0.0%	0.00	0.0%	36.82	35.62	3.3%	1.00	2.7%
East of England SHA	5.30	4.78	9.8%	0.00	0.0%	4.00	4.00	0.0%	0.00	0.0%	4.00	4.00	0.0%	0.00	0.0%	50.03	48.55	3.0%	1.00	2.0%
London SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	7.82	7.82	0.0%	0.00	0.0%	13.06	12.06	7.7%	1.00	7.7%	129.27	126.15	2.4%	1.00	0.8%
South East Coast SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.00	3.00	0.0%	0.00	0.0%	3.00	3.00	0.0%	0.00	0.0%	24.45	21.45	12.3%	2.00	8.2%
South Central SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.0%	0.00	0.0%	5.00	3.75	25.0%	0.00	0.0%	23.14	22.85	1.3%	4.28	18.5%
South West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%	4.86	4.86	0.0%	0.00	0.0%	33.62	32.51	3.3%	0.11	0.3%
England	7.30	6.78	7.1%	0.00	0.0%	20.82	20.82	0.0%	0.00	0.0%	57.04	54.87	3.8%	1.00	1.8%	426.84	408.67	4.3%	15.73	3.7%
Wales	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%	20.44	18.84	7.8%	1.00	4.9%
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.21	3.21	0.0%	0.00	0.0%
	Band 6					Band 5					Band 4					ALL QUALIFIED PHARMACY TECHNICIANS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %	
North East SHA	64.81	68.18	-5.2%	0.00	0.0%	196.16	189.48	3.4%	3.00	1.5%	54.90	50.46	8.1%	3.00	5.5%	332.98	323.73	2.8%	7.50	2.3%
North West SHA	166.45	162.25	2.5%	5.02	3.0%	484.82	432.00	10.9%	18.51	3.8%	268.81	255.98	4.8%	15.41	5.7%	984.42	913.01	7.3%	40.78	4.1%
Yorkshire & Humber SHA	135.12	131.16	2.9%	2.25	1.7%	369.25	350.01	5.2%	16.84	4.6%	139.32	127.26	8.7%	9.53	6.8%	689.72	653.63	5.2%	28.62	4.1%
East Midlands SHA	73.58	71.28	3.1%	3.00	4.1%	256.41	240.91	6.0%	12.30	4.8%	132.11	109.09	17.4%	16.48	12.5%	485.05	440.23	9.2%	34.78	7.2%
West Midlands SHA	145.97	141.11	3.3%	2.30	1.6%	349.42	329.55	5.7%	8.99	2.6%	129.09	118.29	8.4%	7.51	5.8%	672.50	635.77	5.5%	19.80	2.9%
East of England SHA	131.63	128.80	2.1%	2.00	1.5%	252.34	232.64	7.8%	11.57	4.6%	137.57	114.39	16.8%	8.62	6.3%	584.87	537.16	8.2%	23.19	4.0%
London SHA	192.97	190.19	1.4%	1.08	0.6%	427.02	404.43	5.3%	9.10	2.1%	280.86	230.29	18.0%	26.77	9.5%	1,051.00	970.94	7.6%	38.95	3.7%
South East Coast SHA	81.04	81.24	-0.2%	0.00	0.0%	163.23	153.12	6.2%	14.00	8.6%	129.25	117.14	9.4%	5.74	4.4%	403.97	378.95	6.2%	21.74	5.4%
South Central SHA	65.38	66.38	-1.5%	1.64	2.5%	183.62	170.59	7.1%	7.84	4.3%	84.94	72.79	14.3%	4.35	5.1%	364.08	338.36	7.1%	18.11	5.0%
South West SHA	89.88	89.77	0.1%	1.00	1.1%	210.94	199.25	5.5%	3.61	1.7%	135.25	121.27	10.3%	8.78	6.5%	475.55	448.66	5.7%	13.50	2.8%
England	1,146.83	1,130.36	1.4%	18.29	1.6%	2,893.21	2,701.98	6.6%	105.76	3.7%	1,492.10	1,316.96	11.7%	106.19	7.1%	6,044.14	5,640.44	6.7%	246.97	4.1%
Wales	86.59	83.14	4.0%	0.00	0.0%	243.10	238.58	1.9%	2.26	0.9%	118.51	112.16	5.4%	1.00	0.8%	470.64	454.72	3.4%	4.26	0.9%
Northern Ireland	9.60	9.53	0.7%	0.00	0.0%	87.00	85.40	1.8%	1.00	1.1%	174.16	154.46	11.3%	12.60	7.2%	273.97	252.60	7.8%	13.60	5.0%

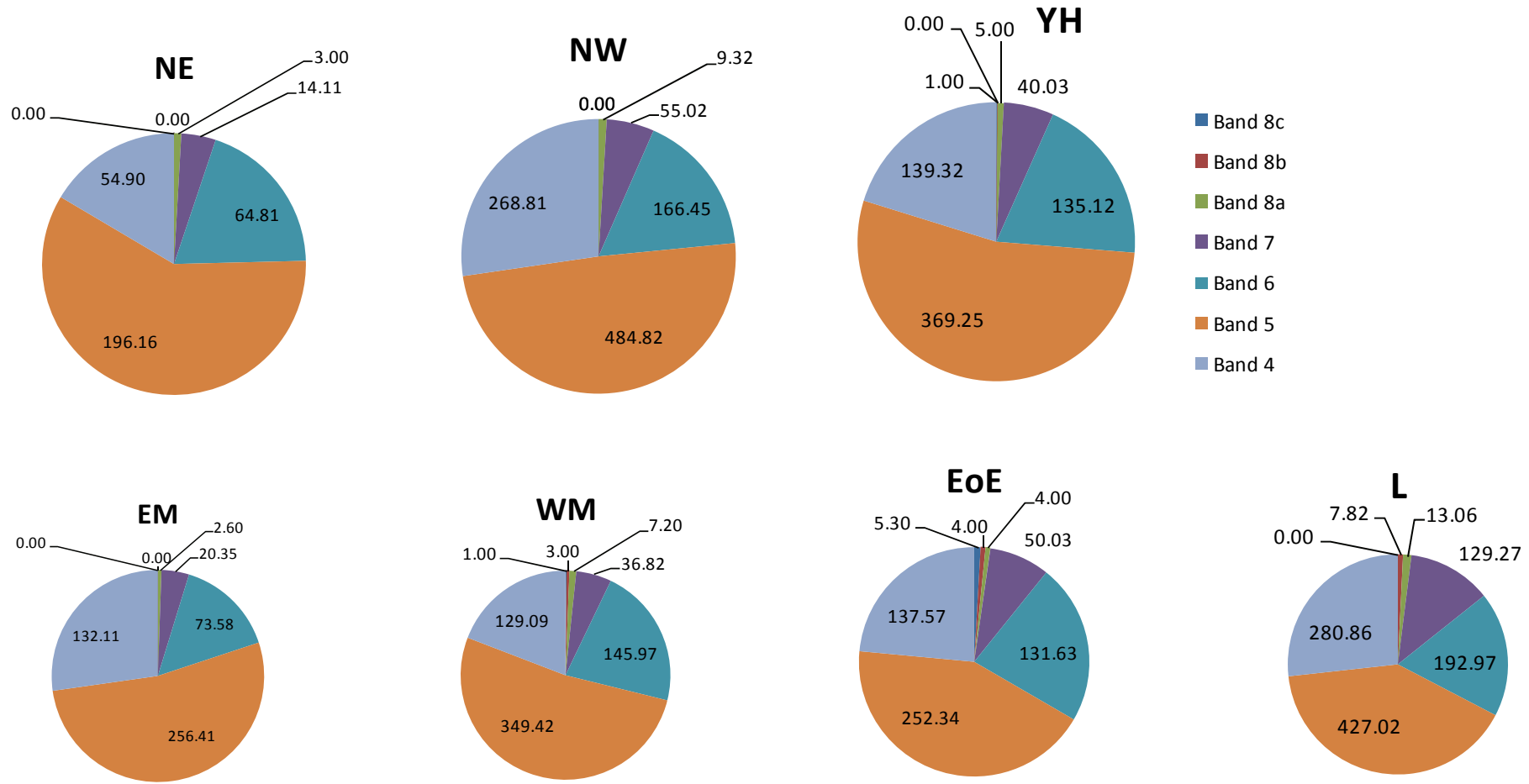


Figure 4b. Established Pharmacy Technician posts in NHS Trusts by band in each SHA and Home Country 2011 (continued overleaf)

Numbers indicate number of FTE established posts at each band.

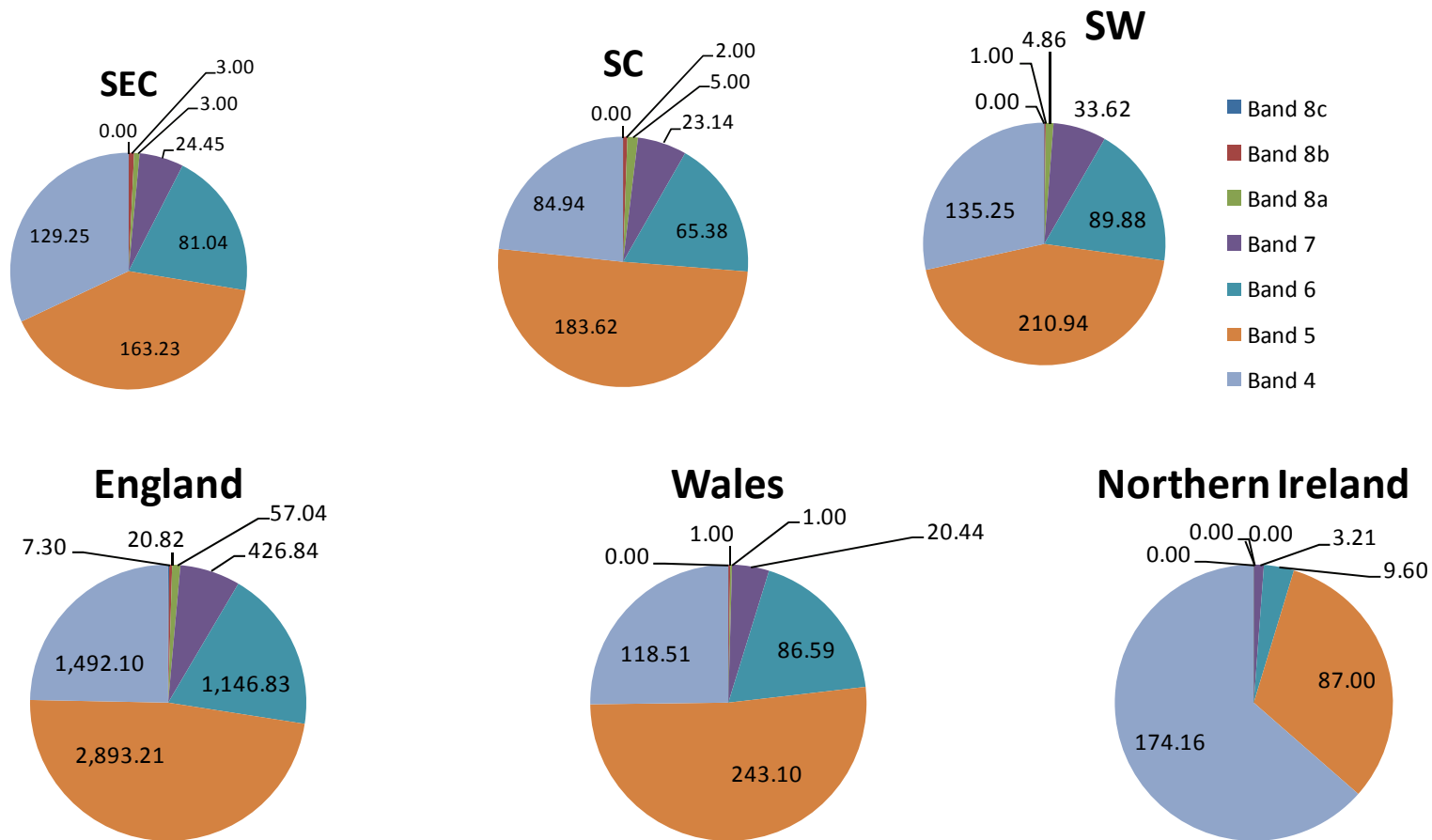


Figure 4b. Established Pharmacy Technician posts in NHS Trusts by band in each SHA and Home Country 2011

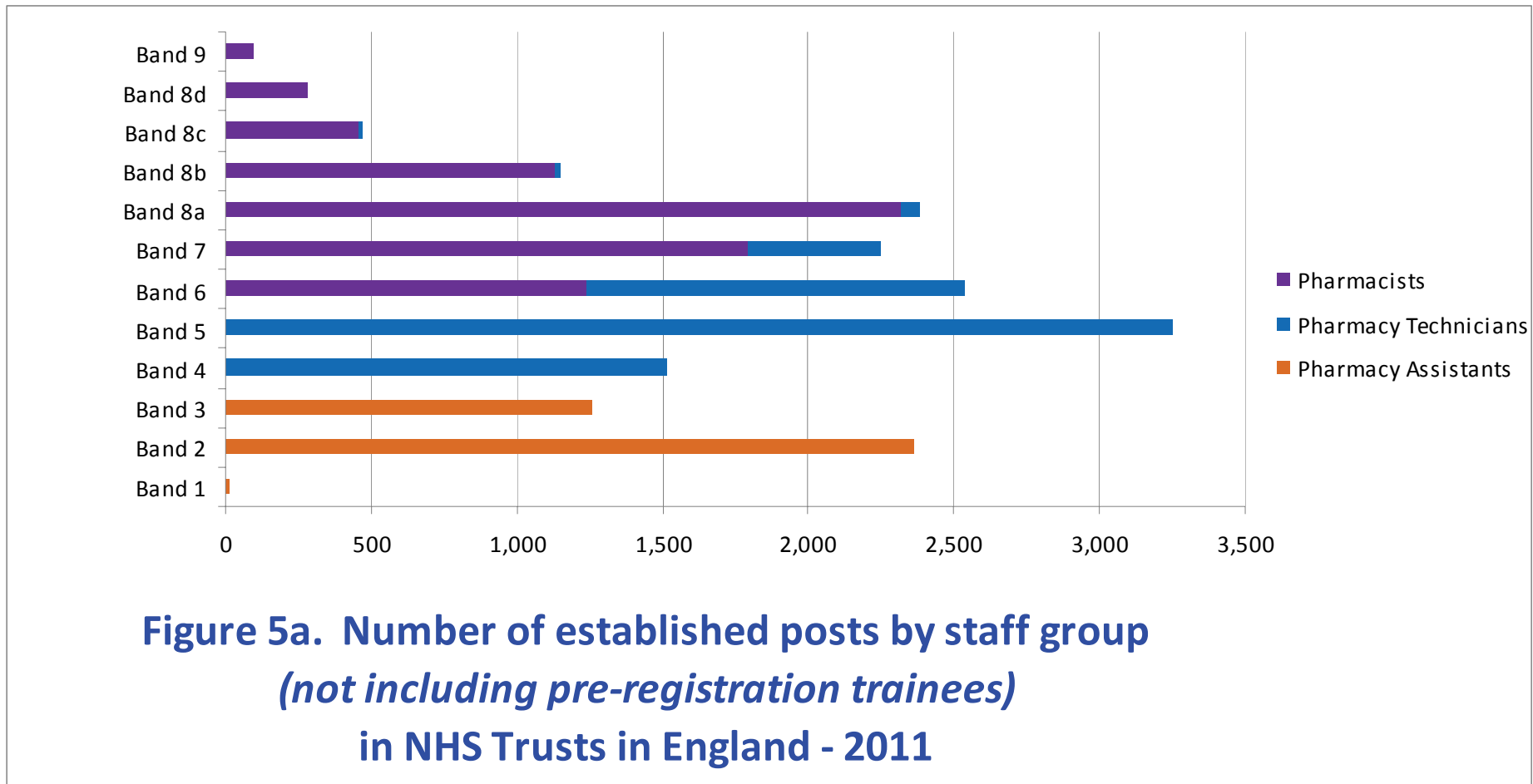
Numbers indicate number of FTE established posts at each band.

Table 4c. Pharmacy Assistants by geographical area in NHS Trusts - England, Wales and Northern Ireland. May 2011

	Band 3					Band 2					Band 1					ALL PHARMACY ASSISTANTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %	
North East SHA	116.03	99.63	14.1%	2.53	2.2%	103.07	101.66	1.4%	3.84	3.7%	1.00	1.00	0.0%	0.00	0.0%	220.10	202.29	8.1%	6.37	2.9%
North West SHA	170.11	163.92	3.6%	7.97	4.7%	410.27	379.41	7.5%	25.76	6.3%	4.84	4.73	2.3%	0.00	0.0%	585.22	548.06	6.3%	33.73	5.8%
Yorkshire & Humber SHA	207.36	189.32	8.7%	1.22	0.6%	272.58	247.37	9.2%	10.36	3.8%	4.61	4.61	0.0%	0.00	0.0%	484.55	441.30	8.9%	11.58	2.4%
East Midlands SHA	123.16	115.50	6.2%	5.00	4.1%	142.78	125.71	12.0%	14.06	9.8%	1.00	0.00	100.0%	1.00	100.0%	266.94	241.21	9.6%	20.06	7.5%
West Midlands SHA	136.81	127.10	7.1%	3.00	2.2%	239.44	223.78	6.5%	12.09	5.0%	2.00	0.00	100.0%	2.00	100.0%	378.25	350.88	7.2%	17.09	4.5%
East of England SHA	105.98	100.18	5.5%	6.77	6.4%	195.40	178.30	8.8%	15.27	7.8%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	301.38	278.48	7.6%	22.04	7.3%
London SHA	159.30	142.25	10.7%	11.00	6.9%	405.84	345.78	14.8%	34.14	8.4%	0.35	0.35	0.0%	0.00	0.0%	565.49	488.38	13.6%	45.14	8.0%
South East Coast SHA	44.08	46.43	-5.3%	0.00	0.0%	197.59	180.70	8.5%	4.56	2.3%	1.69	1.69	0.0%	0.00	0.0%	243.36	228.82	6.0%	4.56	1.9%
South Central SHA	71.96	56.39	21.6%	3.00	4.2%	137.72	126.03	8.5%	6.16	4.5%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	209.68	182.42	13.0%	9.16	4.4%
South West SHA	111.75	107.95	3.4%	3.71	3.3%	238.75	216.29	9.4%	10.37	4.3%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	350.50	324.24	7.5%	14.08	4.0%
England	1,246.54	1,148.67	7.9%	44.20	3.5%	2,343.44	2,125.03	9.3%	136.61	5.8%	15.49	12.38	20.1%	3.00	19.4%	3,605.47	3,286.08	8.9%	183.81	5.1%
Wales	112.57	112.73	-0.1%	1.77	1.6%	124.24	108.08	13.0%	3.40	2.7%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	236.81	220.81	6.8%	5.17	2.2%
Northern Ireland	18.63	17.43	6.4%	1.00	5.4%	80.97	76.32	5.7%	4.00	4.9%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	99.60	93.75	5.9%	5.00	5.0%

5. Skill mix in NHS Trusts in England by Band

The number of established pharmacist, pharmacy technician and pharmacy assistant posts in NHS Trusts in England are displayed in Figure 5a.



Section C. Pharmacy Staffing Establishments and Vacancy Rates in NHS PCTs

6. Staffing Establishments and Vacancy Rates in NHS PCTs

Current staffing establishments and vacancy rates for pharmacy teams in NHS PCTs across England and Northern Ireland are summarised in Table 6a(i) and 6a(ii). These organisations are referred to in this report as **PCTs** for brevity.

Pharmacists

There are:

1,202.87 FTE established pharmacist posts in **PCTs** across **England**; a decrease of 6.2% (79.94 FTE) since May 2010, and 32.00 FTE established pharmacist posts in the **PCTs** across **Northern Ireland**; an increase of 3.2% (1.00 FTE) since May 2010.

Pharmacy technicians

There are:

560.16 FTE established pharmacy technician posts in **PCTs** across **England**; an increase of 4.3% (22.91 FTE) since May 2010, and 1.00 FTE established pharmacy technician posts in **PCTs** across **Northern Ireland**; representing no change since May 2010.

Pharmacy assistants

There are:

36.80 FTE established pharmacy assistant posts in **PCTs** across **England**; an increase of 96.5% (18.07 FTE) since May 2010, and 0.00 FTE established pharmacy assistant posts in **PCTs** across **Northern Ireland**; representing no change since May 2010.

All Welsh data have been included in Section B (**NHS Trusts**) following the merger of NHS trusts and LHBs into Welsh health boards.

Table 6a(i). May 2011 Staffing Establishments - Summary data for all pharmacy staff groups in NHS PCTs - England

Staff Group	Established Posts (FTE)	Posts occupied by Permanent Staff (FTE)		In Post Head Count	Posts occupied by agency staff/locums (FTE)		Total posts occupied (FTE)		Posts remaining unoccupied after agency staff/locums considered		Posts not permanently occupied (FTE) (Vacancy Rate)		Posts not permanently occupied after three months (FTE) (Vacancy Rate)		Posts Currently at Risk (FTE)	Post Dis-established since May 2010 (FTE)	
Pharmacists																	
Band 9	6.83	6.83	(100.0%)	8	0.00	(0.0%)	6.83	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Band 8d	100.27	98.37	(98.1%)	109	1.00	(1.0%)	99.37	(99.1%)	0.90	(0.9%)	1.90	(1.9%)	1.90	(1.9%)	5.40	(5.4%)	8.90
Band 8c	124.43	120.49	(96.8%)	140	2.04	(1.6%)	122.53	(98.5%)	1.89	(1.5%)	3.93	(3.2%)	1.00	(0.8%)	5.64	(4.5%)	11.77
Band 8b	265.16	248.53	(93.7%)	306	1.40	(0.5%)	249.93	(94.3%)	15.23	(5.7%)	16.63	(6.3%)	8.70	(3.3%)	19.97	(7.5%)	17.26
Band 8a	533.25	481.80	(90.4%)	662	8.50	(1.6%)	490.30	(91.9%)	42.95	(8.1%)	51.45	(9.6%)	37.59	(7.0%)	7.61	(1.4%)	30.43
Band 7	160.94	123.32	(76.6%)	180	7.38	(4.6%)	130.70	(81.2%)	30.24	(18.8%)	37.62	(23.4%)	12.87	(8.0%)	5.60	(3.5%)	9.79
Band 6	12.00	8.60	(71.7%)	9	0.40	(3.3%)	9.00	(75.0%)	3.00	(25.0%)	3.40	(28.3%)	2.00	(16.7%)	1.00	(8.3%)	2.00
Total Qualified Pharmacists	1,202.87	1,087.93	(90.4%)	1,414	20.72	(1.7%)	1,108.65	(92.2%)	94.21	(7.8%)	114.93	(9.6%)	64.06	(5.3%)	45.22	(3.8%)	80.15
Pre-registration Trainee Pharmacists (in post, not establishment)	4.00	4.00	(100.0%)	4.00	0.00		4.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	1.00	(25.0%)	0.00	(0.00%)	0.00
Pharmacy Technicians																	
Band 8c	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Band 8b	1.00	1.00	(100.0%)	1	0.00	(0.0%)	1.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Band 8a	1.92	1.92	(100.0%)	2	0.00	(0.0%)	1.92	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Band 7	27.96	26.76	(95.7%)	29	0.00	(0.0%)	26.76	(95.7%)	1.20	(4.3%)	1.20	(4.3%)	1.20	(4.3%)	0.00	(0.0%)	2.76
Band 6	151.39	140.99	(93.1%)	161	0.26	(0.2%)	141.252	(93.3%)	10.14	(6.7%)	10.40	(6.9%)	7.57	(5.0%)	20.91	(13.8%)	9.55
Band 5	356.02	300.22	(84.3%)	356	4.40	(1.2%)	304.62	(85.6%)	51.40	(14.4%)	55.80	(15.7%)	35.98	(10.1%)	10.38	(2.9%)	18.84
Band 4	21.87	17.87	(81.7%)	22	2.00	(9.1%)	19.87	(90.9%)	2.00	(9.1%)	4.00	(18.3%)	0.00	(0.0%)	2.00	(9.1%)	2.00
Total Qualified Pharmacy Technicians	560.16	488.76	(87.3%)	571	6.66	(1.2%)	495.42	(88.4%)	64.74	(11.6%)	71.40	(12.7%)	44.75	(8.0%)	33.29	(5.9%)	33.15
Pre-registration Trainee Pharmacy Technicians - Year 1	3.00	3.00	(100.0%)	3			3.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Pre-registration Trainee Pharmacy Technicians - Year 2	4.00	4.00	(100.0%)	4			4.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists & Pre-reg. Trainee Pharmacy Technicians)	1,763.03	1,576.70	(89.4%)	1,985	27.38	(1.6%)	1,604.08	(91.0%)	158.95	(9.0%)	186.33	(10.6%)	108.81	(6.2%)	78.51	(4.5%)	113.30
Pharmacy Assistants	36.80	30.80	(83.7%)	35	2.00	(5.4%)	32.80	(89.1%)	4.00	(10.9%)	6.00	(16.3%)	3.00	(8.2%)	2.00	(5.4%)	1.00
Admin and Clerical	246.24	229.18	(93.1%)	271	5.10	(2.1%)	234.28	(95.1%)	11.96	(4.9%)	17.06	(6.9%)	9.42	(3.8%)	3.96	(1.6%)	16.94
Other*	34.14	30.14	(88.3%)	41	0.90	(2.6%)	31.04	(90.9%)	3.10	(9.1%)	4.00	(11.7%)	1.00	(2.9%)	1.00	(2.9%)	1.00
Total Support Staff	317.18	290.12	(91.5%)	347	8.00	(2.5%)	298.12	(94.0%)	19.06	(6.0%)	27.06	(8.5%)	13.42	(4.2%)	6.96	(2.2%)	18.94
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	2,080.21	1,866.82	(89.7%)	2,332	35.38	(1.7%)	1,902.20	(91.4%)	178.01	(8.6%)	213.39	(10.3%)	122.23	(5.9%)	85.47	(4.1%)	132.24

* 'Other' includes: other healthcare professionals and graduates in various roles

Table 6a(ii). May 2011 Staffing Establishments - Summary data for all pharmacy staff groups in NHS PCTs - Northern Ireland

Staff Group	Established Posts (FTE)	Posts occupied by Permanent Staff (FTE)		In Post Head Count	Posts occupied by agency staff/locums (FTE)		Total posts occupied (FTE)		Posts remaining unoccupied after agency staff/locums considered		Posts not permanently occupied (FTE) (Vacancy Rate)		Posts not permanently occupied after three months (FTE) (Vacancy Rate)		Posts Currently at Risk (FTE)	Post Dis-established since May 2010 (FTE)	
Pharmacists																	
Band 9	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Band 8d	1.00	1.00	(100.0%)	1	0.00	(0.0%)	1.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Band 8c	3.00	3.00	(100.0%)	3	0.00	(0.0%)	3.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Band 8b	3.00	3.00	(100.0%)	3	0.00	(0.0%)	3.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	1.00	(33.3%)	0.00
Band 8a	23.00	23.00	(100.0%)	32	0.00	(0.0%)	23.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Band 7	2.00	2.00	(100.0%)	4	0.00	(0.0%)	2.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Band 6	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Total Qualified Pharmacists	32.00	32.00	(100.0%)	43	0.00	(0.0%)	32.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	1.00	(3.1%)	0.00
Pre-registration Trainee Pharmacists (in post, not establishment)	0.00	0.00	#DIV/0!	0.00	0.00		0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Pharmacy Technicians																	
Band 8c	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Band 8b	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Band 8a	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Band 7	1.00	1.00	(100.0%)	1	0.00	(0.0%)	1.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Band 6	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Band 5	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Band 4	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Total Qualified Pharmacy Technicians	1.00	1.00	(100.0%)	1	0.00	(0.0%)	1.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Pre-registration Trainee Pharmacy Technicians - Year 1	0.00	0.00	#DIV/0!	0			0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Pre-registration Trainee Pharmacy Technicians - Year 2	0.00	0.00	#DIV/0!	0			0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists & Pre-reg. Trainee Pharmacy Technicians)	33.00	33.00	(100.0%)	44	0.00	(0.0%)	33.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	1.00	(3.0%)	0.00
Pharmacy Assistants	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Admin and Clerical	3.00	3.00	(100.0%)	3	0.00	(0.0%)	3.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Other*	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Total Support Staff	3.00	3.00	(100.0%)	3	0.00	(0.0%)	3.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	36.00	36.00	(100.0%)	47	0.00	(0.0%)	36.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	1.00	(2.8%)	0.00

* 'Other' includes: other healthcare professionals and graduates in various roles

7. Trends in Pharmacy Staffing Establishments in NHS PCTs

Trends in staffing establishments over time by geographical area have been examined, comparing data from surveys carried out in 2009, 2010 and 2011 by country. The 2009 and 2010 surveys included England, Wales, Scotland and Northern Ireland. In 2011, Scotland opted not to participate in the survey. All Welsh data have all been shown in Section B ([NHS Trusts](#)). The 2009, 2010 and 2011 response rates have been 100%.

In England, 64 of the PCTs separated out their provider activity from their commissioning activity, compared with 70 PCTs which did so in 2010. Some provider activity may have been integrated into NHS acute or mental health trust activity, so this must be taken into account when considering the data. Where NHS trusts have separated out their former PCT provider arm activity, these data have been included in this section for ease of comparison with last year's data. Where NHS trusts have not separated out former PCT provider arm activity, this has been included in the NHS trust section.

Table 7a. Trends in Pharmacy Staffing Establishments in NHS PCTs by country over time 2009-2011

Table 7a shows trends in Pharmacy Staffing Establishments in PCTs by country for 2009-2011, with the % change in reported staffing establishment from May 2010 to May 2011.

Table 7b – 7c. Trends for Qualified Pharmacists and Qualified Pharmacy Technicians

Tables 7b and 7c show trends in Staffing Establishments and Vacancy Rates in PCTs for all qualified pharmacists and qualified pharmacy technicians respectively, across all geographical areas. The current vacancy rate and 3-month vacancy rate data are presented graphically in Figures 7a and 7b.

Table 7a. Trends in Pharmacy Staffing Establishments in NHS PCTs - England & Northern Ireland 2009-2011

(for Welsh data, see Table 3a)

Staff Group	England				Northern Ireland			
	Established Posts (FTE) 2009	Established Posts (FTE) 2010	Established Posts (FTE) 2011	% Change in reported staffing establishment from May 2010 to May 2011	Established Posts (FTE) 2009	Established Posts (FTE) 2010	Established Posts (FTE) 2011	% Change in reported staffing establishment from May 2010 to May 2011
Pharmacists								
Band 9	4.88	6.21	6.83	10.0%	0.00	0.00	0.00	#DIV/0!
Band 8d	114.59	114.96	100.27	-12.8%	1.00	1.00	1.00	0.0%
Band 8c	134.72	144.00	124.43	-13.6%	3.00	3.00	3.00	0.0%
Band 8b	269.90	280.80	265.16	-5.6%	4.00	2.00	3.00	50.0%
Band 8a	541.02	560.86	533.25	-4.9%	10.00	23.00	23.00	0.0%
Band 7	156.34	165.57	160.94	-2.8%	1.50	2.00	2.00	0.0%
Band 6	25.01	10.42	12.00	15.2%	0.00	0.00	0.00	#DIV/0!
Total Qualified Pharmacists	1,246.46	1,282.81	1,202.87	-6.2%	19.50	31.00	32.00	3.2%
Pre-registration Trainee Pharmacists In post (NOT Est posts)	1.00	3.50	5.00	42.9%	0.00	0.00	0.00	#DIV/0!
Pharmacy Technicians								
Band 8c	0.00	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 8b	2.80	1.00	1.00	0.0%	0.00	0.00	0.00	#DIV/0!
Band 8a	1.00	1.00	1.92	92.0%	0.00	0.00	0.00	#DIV/0!
Band 7	26.81	35.63	27.96	-21.5%	1.00	1.00	1.00	0.0%
Band 6	137.77	154.13	151.39	-1.8%	0.00	0.00	0.00	#DIV/0!
Band 5	319.73	334.66	356.02	6.4%	0.00	0.00	0.00	#DIV/0!
Band 4	15.83	10.83	21.87	101.9%	0.00	0.00	0.00	#DIV/0!
Total Qualified Pharmacy Technicians	503.94	537.25	560.16	4.3%	1.00	1.00	1.00	0.0%
Pre-registration Trainee Pharmacy Technicians (Year 1) <i>In post (NOT Est posts)</i>	1.00	2.00	3.00	50.0%	0.00	0.00	0.00	#DIV/0!
Pre-registration Trainee Pharmacy Technicians (Year 2) <i>In post (NOT Est posts)</i>	4.00	1.00	4.00	300.0%	0.00	0.00	0.00	#DIV/0!
Pre-registration Trainee Pharmacy Technicians (Years 1 & 2) <i>In post (NOT Est posts)</i>	5.00	3.00	7.00	133.3%	0.00	0.00	0.00	#DIV/0!
Total Qualified Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	1,750.40	1,820.06	1,763.03	-3.1%	20.50	32.00	33.00	3.1%
Pharmacy Assistants	9.00	18.73	36.80	96.5%	0.00	0.00	0.00	#DIV/0!
Admin and Clerical	267.11	305.76	246.24	-19.5%	2.00	3.00	3.00	0.0%
Other*	32.07	32.92	34.14	3.7%	0.00	0.00	0.00	#DIV/0!
Total Support Staff	308.18	357.41	317.18	-11.3%	2.00	3.00	3.00	0.0%
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	2,058.58	2,177.47	2,080.21	-4.5%	22.50	35.00	36.00	2.9%

*'Other' includes: other healthcare professionals and graduates in various roles

Table 7b. Staffing establishments and current vacancy rates - trends for Qualified Pharmacists in NHS PCTs by country - England and Northern Ireland. 2009 - 2011

	May 2009 100% response rate					May 2010 100% response rate					May 2011 100% response rate				
	ALL QUALIFIED PHARMACISTS					ALL QUALIFIED PHARMACISTS					ALL QUALIFIED PHARMACISTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %
North East SHA	75.06	59.59	20.6%	4.40	5.9%	69.25	60.18	13.1%	7.87	11.4%	61.12	53.76	12.0%	7.30	11.9%
North West SHA	213.42	181.68	14.9%	30.55	14.3%	220.55	192.00	12.9%	22.99	10.4%	207.87	183.71	11.6%	17.33	8.3%
Yorkshire & Humber SHA	133.37	111.09	16.7%	21.29	16.0%	127.67	114.09	10.6%	8.66	6.8%	110.26	99.92	9.4%	7.59	6.9%
East Midlands SHA	109.85	97.98	10.8%	6.51	5.9%	96.80	89.28	7.8%	7.82	8.1%	110.73	95.91	13.4%	4.82	4.4%
West Midlands SHA	130.98	116.94	10.7%	1.80	1.4%	144.01	133.69	7.2%	6.20	4.3%	138.33	127.73	7.7%	5.97	4.3%
East of England SHA	117.37	91.77	21.8%	8.30	7.1%	124.28	106.60	14.2%	13.13	10.6%	116.93	108.54	7.2%	8.60	7.4%
London SHA	221.75	183.43	17.3%	25.71	11.6%	214.66	183.42	14.6%	25.10	11.7%	165.77	147.69	10.9%	7.70	4.6%
South East Coast SHA	106.16	93.17	12.2%	9.35	8.8%	99.88	89.13	10.8%	5.84	5.8%	97.72	84.20	13.8%	2.53	2.6%
South Central SHA	75.46	65.96	12.6%	6.80	9.0%	84.98	82.78	2.6%	0.60	0.7%	95.94	95.37	0.6%	0.62	0.6%
South West SHA	63.04	58.54	7.1%	3.00	4.8%	100.73	85.62	15.0%	2.40	2.4%	98.20	91.10	7.2%	1.60	1.6%
England	1,246.46	1,060.15	14.9%	117.71	9.4%	1,282.81	1,136.79	11.4%	100.61	7.8%	1,202.87	1,087.93	9.6%	64.06	5.3%
Wales	See Table 3b. - NHS Trusts														
Northern Ireland	19.50	19.50	0.0%	2.00	10.3%	31.00	31.00	0.0%	0.00	0.0%	32.00	32.00	0.0%	0.00	0.0%



Figure 7a(i) Vacancy rates in NHS PCTs - trends for Qualified Pharmacists by country - England and Northern Ireland. 2009 - 2011

All vacancies at 31 May 2009, 2010 & 2011



Figure 7a(ii) Vacancy rates in NHS PCTs - trends for Qualified Pharmacists by country - England and Northern Ireland. 2009 - 2011

3 month vacancies at 31 May 2009, 2010 & 2011

Table 7c. Staffing establishments and current vacancy rates - trends for Qualified Pharmacy Technicians in NHS PCTs by country - England and Northern Ireland. 2009 - 2011

	May 2009 100% response rate					May 2010 100% response rate					May 2011 100% response rate				
	ALL QUALIFIED PHARMACY TECHNICIANS					ALL QUALIFIED PHARMACY TECHNICIANS					ALL QUALIFIED PHARMACY TECHNICIANS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %			
North East SHA	27.00	18.90	30.0%	3.00	11.1%	20.80	18.93	9.0%	0.77	3.7%	17.93	14.63	18.4%	3.30	18.4%
North West SHA	124.45	112.86	9.3%	10.40	8.4%	128.27	119.67	6.7%	6.00	4.7%	127.62	118.69	7.0%	6.00	4.7%
Yorkshire & Humber SHA	68.75	57.55	16.3%	9.90	14.4%	62.88	51.21	18.6%	7.57	12.0%	73.05	61.25	16.2%	8.10	11.1%
East Midlands SHA	47.65	48.16	-1.1%	1.80	3.8%	62.87	61.51	2.2%	1.40	2.2%	76.89	68.32	11.1%	3.30	4.3%
West Midlands SHA	49.87	44.37	11.0%	2.30	4.6%	61.71	56.39	8.6%	4.72	7.6%	59.71	48.25	19.2%	10.08	16.9%
East of England SHA	56.96	45.66	19.8%	5.50	9.7%	59.56	51.96	12.8%	13.50	22.7%	55.95	44.05	21.3%	8.60	15.4%
London SHA	41.55	32.51	21.8%	3.20	7.7%	38.27	31.80	16.9%	2.50	6.5%	27.17	24.40	10.2%	0.57	2.1%
South East Coast SHA	43.66	39.12	10.4%	4.54	10.4%	39.89	32.27	19.1%	6.00	15.0%	51.03	44.63	12.5%	4.80	9.4%
South Central SHA	21.30	21.30	0.0%	0.00	0.0%	22.91	21.31	7.0%	1.50	6.5%	25.76	24.08	6.5%	0.50	1.9%
South West SHA	22.75	22.25	2.2%	0.00	0.0%	40.09	32.79	18.2%	0.00	0.0%	45.05	40.46	10.2%	1.80	4.0%
England	503.94	442.68	12.2%	40.64	8.1%	537.25	477.84	11.1%	43.96	8.2%	560.16	488.76	12.7%	47.05	8.4%
Wales	See Table 3c. - NHS Trusts														
Northern Ireland	1.00	1.00	0.0%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%



Figure 7b(i) Vacancy rates in NHS PCTs - trends for Qualified Pharmacy Technicians by country - England and Northern Ireland. 2009 - 2011
All vacancies at 31 May 2009, 2010 & 2011



Figure 7b(ii) Vacancy rates in NHS PCTs - trends for Qualified Pharmacy Technicians by country - England and Northern Ireland. 2009 - 2011
3-month vacancies at 31 May 2009, 2010 & 2011

8. May 2011 Staffing Establishments and Vacancy Rates in NHS PCTs by geographical area and AfC Band

Tables 8a, 8b and 8c show staffing establishments and vacancy rates of qualified pharmacists, qualified pharmacy technicians and pharmacy assistants respectively in PCTs by geographical area and AfC band.

N.B. The majority of tables have been linked to formulae in an Excel spreadsheet. Where calculations involving division by a cell containing zero occur, the cell will show ~DIV/0!; this is not an error in the data.

The proportion of FTE Established qualified pharmacist and qualified pharmacy technician posts at each band are shown by SHA and Home Country in Figures 8a and 8b.

Table 8a. Qualified Pharmacists by geographical area in NHS PCTs - England and Northern Ireland - May 2011

	Band 9					Band 8d					Band 8c					Band 8b				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.64	3.64	0.0%	0.00	0.0%	3.35	3.35	0.0%	0.00	0.0%	22.13	18.53	16.3%	3.60	16.3%
North West SHA	1.00	1.00	0.0%	0.00	0.0%	14.47	13.07	9.7%	0.40	2.8%	15.19	14.83	2.4%	0.00	0.00%	53.73	53.14	1.1%	1.00	1.9%
Yorkshire & Humber SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	5.60	5.60	0.0%	0.00	0.0%	14.71	14.45	1.8%	0.00	0.0%	13.35	12.65	5.2%	0.70	5.2%
East Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	7.00	7.00	0.0%	0.00	0.0%	12.58	11.48	8.7%	0.00	0.0%	27.56	23.36	15.2%	0.00	0.0%
West Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	11.40	11.40	0.0%	0.00	0.0%	13.54	13.54	0.0%	0.00	0.0%	26.71	25.40	4.9%	0.40	1.5%
East of England SHA	2.00	2.00	0.0%	0.00	0.0%	15.00	15.00	0.0%	1.00	6.7%	18.33	18.33	0.0%	0.00	0.0%	21.98	20.89	5.0%	0.00	0.0%
London SHA	2.33	2.33	0.0%	0.00	0.0%	17.36	16.86	2.9%	0.50	2.9%	18.85	17.64	6.4%	1.00	5.3%	32.47	28.43	12.4%	3.00	9.2%
South East Coast SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	8.50	8.50	0.0%	0.00	0.0%	8.89	7.89	11.2%	0.00	0.0%	18.88	18.88	0.0%	0.00	0.0%
South Central SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	9.89	9.89	0.0%	0.00	0.0%	6.99	6.99	0.0%	0.00	0.0%	26.11	26.11	0.0%	0.00	0.0%
South West SHA	1.50	1.50	0.0%	0.00	0.0%	7.41	7.41	0.0%	0.00	0.0%	12.00	12.00	0.0%	0.00	0.0%	22.23	21.13	4.9%	0.00	0.0%
England	6.83	6.83	0.0%	0.00	0.0%	100.27	98.37	1.9%	1.90	1.9%	124.43	120.49	3.2%	1.00	0.8%	265.16	248.53	6.3%	8.70	3.3%
Wales	See Table 4a - NHS Trusts																			
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%	3.00	3.00	0.0%	0.00	0.0%	3.00	3.00	0.0%	0.00	0.0%

	Band 8a					Band 7					Band 6					ALL QUALIFIED PHARMACISTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	29.20	25.44	12.9%	3.70	12.7%	2.80	2.80	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	61.12	53.76	12.0%	7.30	11.9%
North West SHA	82.42	73.33	11.0%	10.09	12.2%	40.06	28.34	29.3%	4.84	12.1%	1.00	0.00	100.0%	1.00	100.0%	207.87	183.71	11.6%	17.33	8.3%
Yorkshire & Humber SHA	64.51	55.82	13.5%	6.89	10.7%	11.09	10.40	6.2%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%	110.26	99.92	9.4%	7.59	6.9%
East Midlands SHA	44.25	39.07	11.7%	1.60	3.6%	19.34	15.01	22.4%	3.22	16.7%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	110.73	95.91	13.4%	4.82	4.4%
West Midlands SHA	83.68	75.39	9.9%	4.57	5.5%	2.00	2.00	0.0%	0.00	0.0%	1.00	0.00	100.0%	1.00	100.0%	138.33	127.73	7.7%	5.97	4.3%
East of England SHA	37.20	33.40	10.2%	5.10	13.7%	18.82	15.32	18.6%	2.50	13.3%	3.60	3.60	0.0%	0.00	0.0%	116.93	108.54	7.2%	8.60	7.4%
London SHA	63.58	59.58	6.3%	2.00	3.1%	25.78	18.85	26.9%	1.20	4.7%	5.40	4.00	25.9%	0.00	0.0%	165.77	147.69	10.9%	7.70	4.6%
South East Coast SHA	46.77	42.15	9.9%	1.82	3.9%	14.68	6.78	53.8%	0.71	4.8%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	97.72	84.20	13.8%	2.53	2.6%
South Central SHA	41.58	41.36	0.5%	0.62	1.5%	11.37	11.02	3.1%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	95.94	95.37	0.6%	0.62	0.6%
South West SHA	40.06	36.26	9.5%	1.20	3.0%	15.00	12.80	14.7%	0.40	2.7%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	98.20	91.10	7.2%	1.60	1.6%
England	533.25	481.80	9.6%	37.59	7.0%	160.94	123.32	23.4%	12.87	8.0%	12.00	8.60	28.3%	2.00	16.7%	1,202.87	1,087.93	9.6%	64.06	5.3%
Wales	See Table 4a - NHS Trusts																			
Northern Ireland	23.00	23.00	0.0%	0.00	0.0%	2.00	2.00	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	32.00	0.00	100.0%	0.00	0.0%

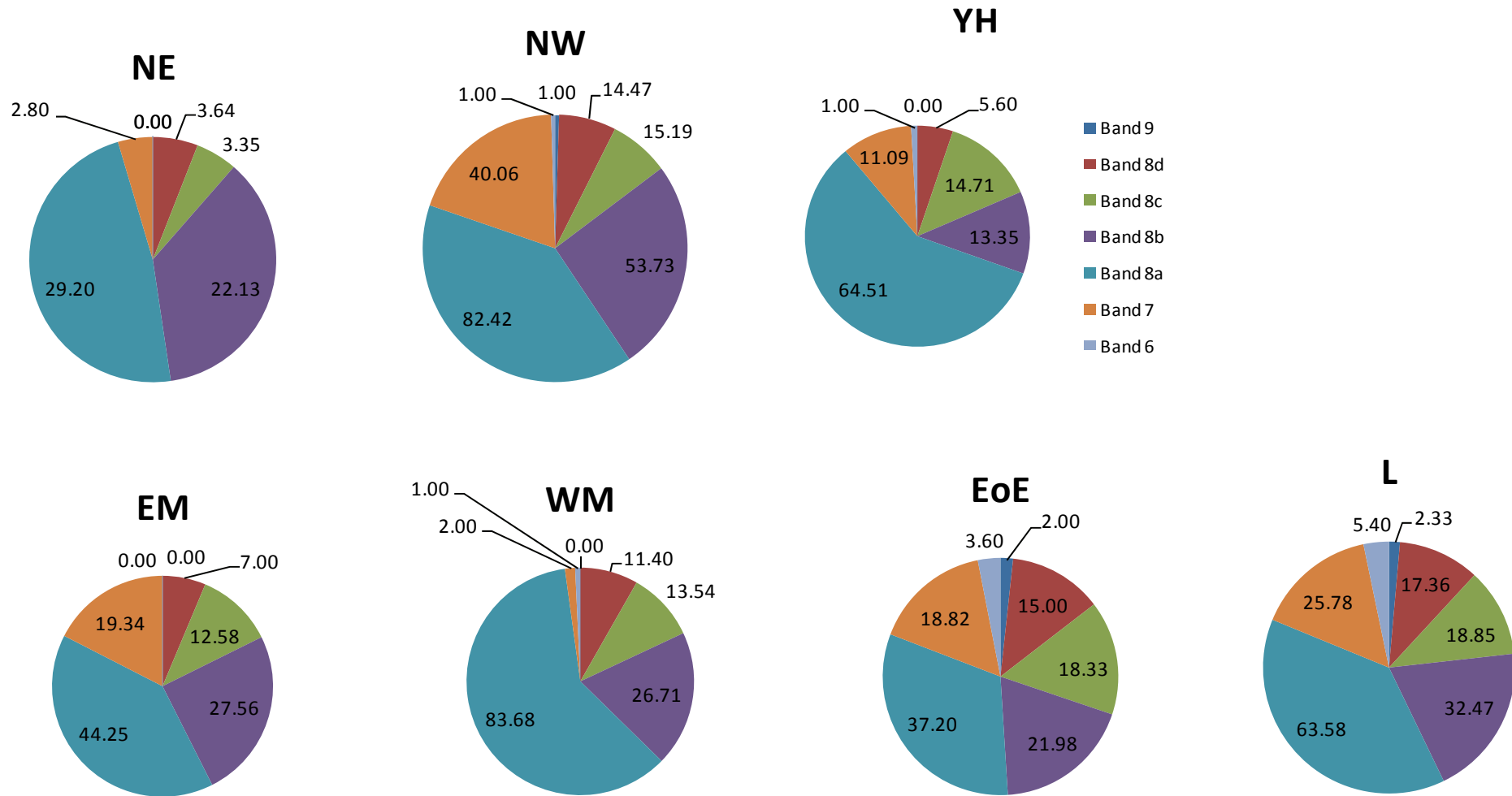


Figure 8a. Established Pharmacist posts in PCTs by band in each English SHA and Northern Ireland 2011 (continued overleaf)

Numbers indicate number of FTE established posts at each band.

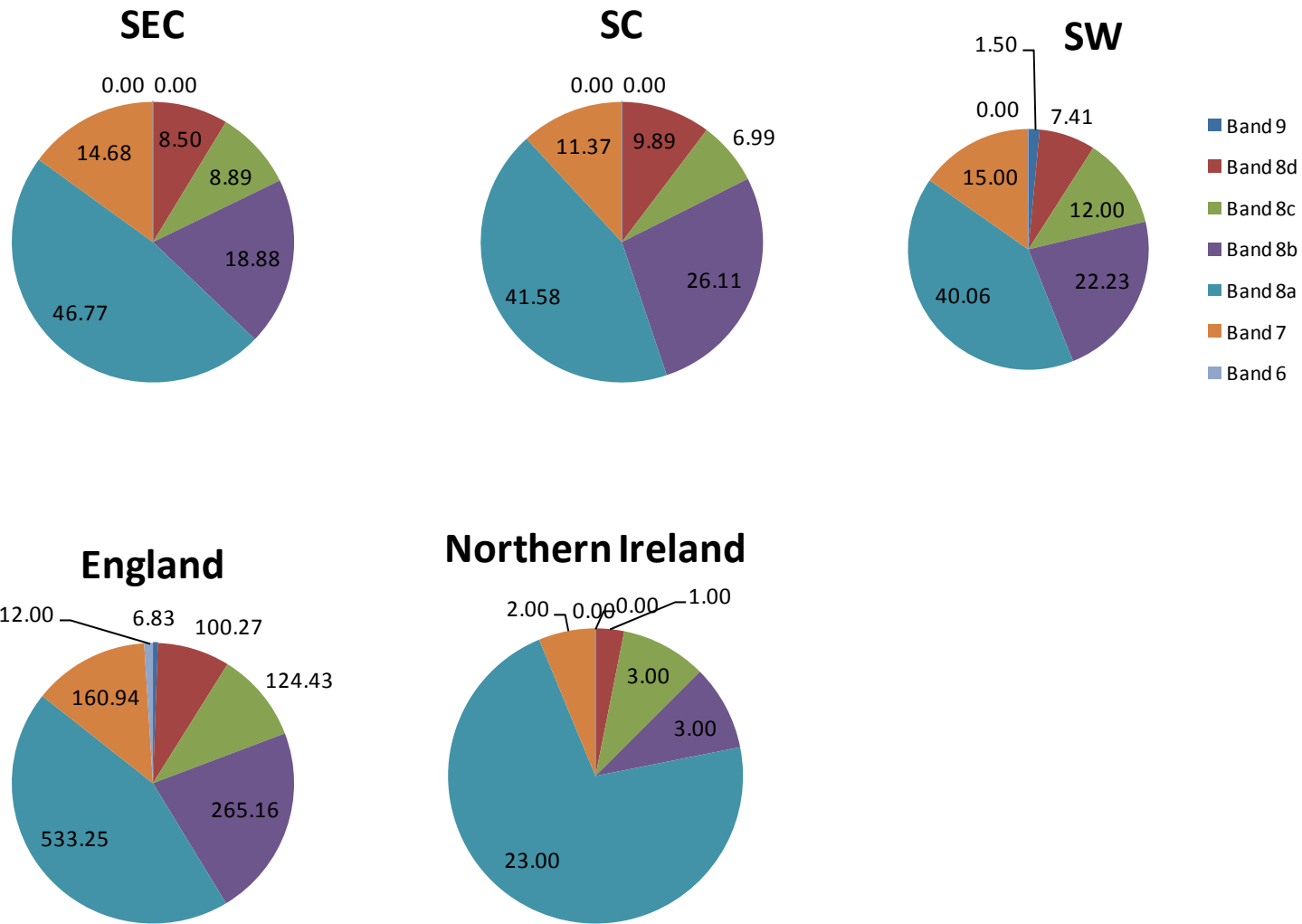


Figure 8a. Established Pharmacist posts in PCTs by band in each English SHA and Northern Ireland 2011

Numbers indicate number of FTE established posts at each band.

Table 8b. Qualified Pharmacy Technicians by geographical area in NHS PCTs - England and Northern Ireland - May 2011

	Band 8c					Band 8b					Band 8a					Band 7				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %	
North East SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!
North West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%	6.00	5.80	3.3%	0.20	3.3%
Yorkshire & Humber SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	5.00	4.00	20.0%	1.00	20.0%
East Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%
West Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.60	2.60	0.0%	0.00	0.0%
East of England SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.89	1.89	0.0%	0.00	0.0%
London SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.92	4.92	0.0%	0.00	0.0%
South East Coast SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.92	0.92	0.0%	0.00	0.0%	3.75	3.75	0.0%	0.00	0.0%
South Central SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%
South West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.80	1.80	0.0%	0.00	0.0%
England	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%	1.92	1.92	0.0%	0.00	0.0%	27.96	26.76	4.3%	1.20	4.3%
Wales	See Table 4b - NHS Trusts																			
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%

	Band 6					Band 5					Band 4					ALL QUALIFIED PHARMACY TECHNICIANS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %	
North East SHA	4.00	3.00	25.0%	1.00	25.0%	13.93	11.63	16.5%	2.30	16.5%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	17.93	14.63	18.4%	3.30	18.4%
North West SHA	38.11	36.11	5.2%	2.00	5.2%	80.51	73.78	8.4%	3.80	4.7%	2.00	2.00	0.0%	0.00	0.0%	127.62	118.69	7.0%	6.00	4.7%
Yorkshire & Humber SHA	22.11	20.51	7.2%	1.00	4.5%	42.94	34.74	19.1%	6.10	14.2%	3.00	2.00	33.3%	0.00	0.0%	73.05	61.25	16.2%	8.10	11.1%
East Midlands SHA	28.24	25.71	9.0%	1.00	3.5%	43.35	37.31	13.9%	0.00	0.0%	4.30	4.30	0.0%	0.00	0.0%	76.89	68.32	11.1%	1.00	1.3%
West Midlands SHA	15.40	13.42	12.9%	1.00	6.5%	41.71	32.23	22.7%	9.08	21.8%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	59.71	48.25	19.2%	10.08	16.9%
East of England SHA	10.80	10.80	0.0%	0.00	0.0%	34.76	25.86	25.6%	8.60	24.7%	7.50	4.50	40.0%	0.00	0.0%	55.95	44.05	21.3%	8.60	15.4%
London SHA	9.00	8.23	8.6%	0.57	6.3%	8.93	6.93	22.4%	0.00	0.0%	4.32	4.32	0.0%	0.00	0.0%	27.17	24.40	10.2%	0.57	2.1%
South East Coast SHA	13.87	12.87	7.2%	1.00	7.2%	32.49	27.09	16.6%	3.80	11.7%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	51.03	44.63	12.5%	4.80	9.4%
South Central SHA	3.46	3.46	0.0%	0.00	0.0%	21.30	19.62	7.9%	0.50	2.3%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	25.76	24.08	6.5%	0.50	1.9%
South West SHA	6.40	6.88	-7.5%	0.00	0.0%	36.10	31.03	14.0%	1.80	5.0%	0.75	0.75	0.0%	0.00	0.0%	45.05	40.46	10.2%	1.80	4.0%
England	151.39	140.99	6.9%	7.57	5.0%	356.02	300.22	15.7%	35.98	10.1%	21.87	17.87	18.3%	0.00	0.0%	560.16	488.76	12.7%	44.75	8.0%
Wales	See Table 4b - NHS Trusts																			
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%

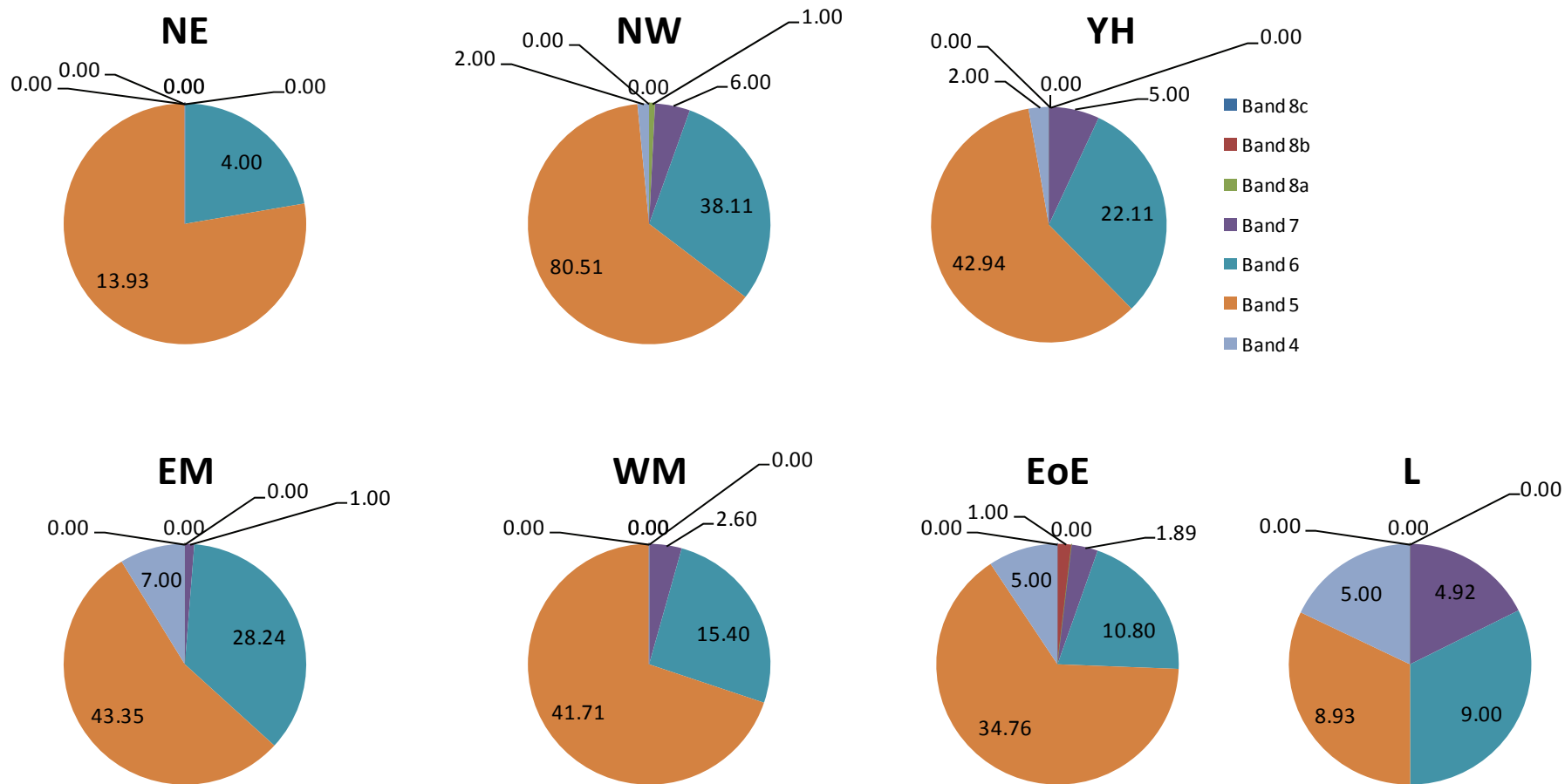


Figure 8b. Established Pharmacy Technician posts in PCTs by band in each SHA and Home Country 2011 (continued overleaf)

Numbers indicate number of FTE established posts at each band.



Figure 8b. Established Pharmacy Technician posts in PCTs by band in each SHA and Home Country 2011

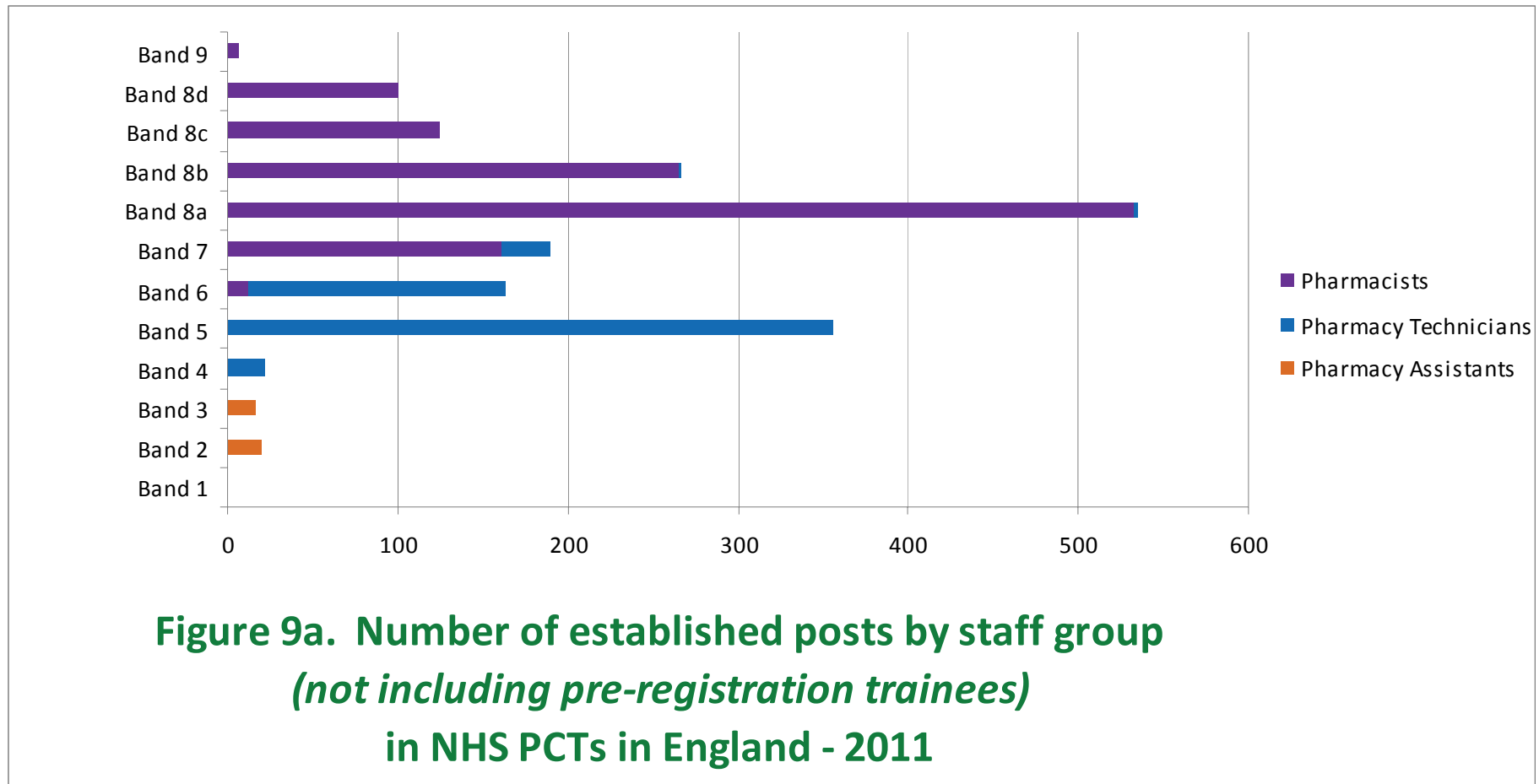
Numbers indicate number of FTE established posts at each band.

Table 8c. Pharmacy Assistants by geographical area in NHS PCTs - England and Northern Ireland. May 2011

	Band 3					Band 2					Band 1					ALL PHARMACY ASSISTANTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!
North West SHA	7.60	5.60	26.3%	2.00	26.3%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	7.60	5.60	26.3%	2.00	26.3%
Yorkshire & Humber SHA	3.00	2.00	33.3%	1.00	33.3%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.00	2.00	33.3%	1.00	33.3%
East Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	14.00	12.40	11.4%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	14.00	12.40	11.4%	0.00	0.0%
West Midlands SHA	1.40	0.00	100.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.40	0.00	100.0%	0.00	0.0%
East of England SHA	2.00	2.00	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.0%	0.00	0.0%
London SHA	0.80	0.80	0.0%	0.00	0.0%	4.00	4.00	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.80	4.80	0.0%	0.00	0.0%
South East Coast SHA	2.00	2.00	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.0%	0.00	0.0%
South Central SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!
South West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.0%	0.00	0.0%
England	16.80	12.40	26.2%	3.00	17.9%	20.00	18.40	8.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	36.80	30.80	16.3%	3.00	8.2%
Wales	See Table 4c - NHS Trusts																			
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!

9. Skill mix in NHS PCTs in England by Band - 2011

The number of established pharmacist, pharmacy technician and pharmacy assistant posts in NHS PCTs in England are displayed in Figure 9a.



Analysis and Commentary

Comparison of data

It must be remembered that pharmacy services vary considerably between NHS trusts and between NHS PCTs, so further local knowledge is essential if data are to be meaningfully compared. This report simply provides an overview of total staffing establishments and vacancy rates and the trends seen over the years. This is particularly pertinent in 2011 as we are in the middle of 'transition' with PCT provider arm activity separating out from commissioning activity and moving in to a variety of organisations (see Appendices 5a and 5b).

NHS Trusts It is clear that the business of a large teaching hospital will vary from that of a mental health trust, for example, but it must also be noted that pharmacy services will vary considerably in two apparently similar types of trusts. In addition, NHS trust activity may also now include PCT provider arm activity in England.

Pharmacy services to several NHS mental health trusts and some specialist NHS trusts are often provided by local acute NHS trusts via a Service Level Agreement (SLA). Staffing establishments continue to develop within mental health trusts, as they increasingly appoint Chief Pharmacists and their own staffing establishment, whilst some continue to have some pharmacy services delivered by a Service Level Agreement with neighbouring organisations.

PCTs Here the differences will be even more marked. For example, similar roles may be carried out by NHS PCT employees in one area and by non-NHS employees e.g. contracted community pharmacies, or by a GP practice or Commissioning Group in another. For the purposes of this survey, we asked respondents to complete data for each PCT's employees only (see Appendices).

Trends in Overall, NHS Trust & PCT Staffing Establishments

Tables 1b, 3a and 7a enable trends in Staffing Establishments **overall**, in **NHS trusts** and **PCTs** respectively to be considered over the period 2009 to 2011. *N.B.* Care must be taken in interpreting these data, especially in smaller countries where small changes in numbers have a significant effect on percentages.

Staffing Establishments, Staff in Post (FTE) and Headcount in post & Vacancy Rates Pharmacists

- The reported NHS establishment for pharmacists **overall** in England is 7,321.86 FTE; employing 6,740.83 FTE pharmacists with a headcount of 7,752. In Wales the figures are 537.93 FTE, 500.47 FTE and 573, and in Northern Ireland 387.30 FTE, 369.71 FTE and 423.

- Pharmacist staffing establishments in the NHS **overall** have decreased by 0.1% (7.32 FTEs) since May 2010 across England, and by 0.4% (1.95 FTEs) in Wales and have increased by 2.0% (7.78 FTEs) in Northern Ireland.
- There are 6,119.00 FTE established qualified pharmacist posts in **NHS trusts** in England, 537.93 FTE in Wales (Welsh health boards) and 355.30 FTE in Northern Ireland.
- Pharmacist staffing establishments in **NHS trusts** have increased by 1.2% (72.63 FTEs) since May 2010 across England, decreased by 0.4% (1.95 FTEs) in Wales & increased by 1.9% (6.78 FTEs) Northern Ireland.
- There are 1,202.87 FTE established qualified pharmacist posts in **PCTs** in England and 32.00 FTE in the health and social services board in Northern Ireland.
- Pharmacist staffing establishments in **PCTs** have decreased by 6.2% (79.94 FTEs) since May 2010 across England and increased by 3.2% (1.00 FTEs) in Northern Ireland.
- 1,202.87 FTE (16.4%) of **overall** established pharmacist posts and 1,414 people (18.2% of **overall** headcount) are to be found in **PCTs** in England.
- The staffing establishment of Band 6 pharmacists in **NHS trusts** in England has increased by 0.7% (8.28 FTE) between May 2010 and May 2011. The staffing establishments at Bands 7 and 8a have increased by 3.4% (54.35 FTE) and 1.8% (31.09 FTE) respectively.
- In Wales, there was a decrease in the number of established Band 6 pharmacist posts in **NHS trusts** of 8.5% (6.02 FTE).
- In Northern Ireland, there was an increase in the number of Band 6 pharmacist posts in **NHS trusts** of 0.6% (0.5 FTE).

Pharmacy Technicians

- The reported NHS establishment for pharmacy technicians **overall** in England is 6,604.30 FTE, employing 6,129.20 FTE pharmacy technicians with a headcount of 6,996. In Wales the figures are 470.64 FTE, 454.72 FTE and 524, and in Northern Ireland 274.97 FTE, 253.60 FTE and 275.
- Pharmacy Technician staffing establishments in the NHS **overall** have increased by 2.6% (168.36 FTEs) since May 2010 across England, and decreased by 1.1% (5.10 FTEs) in Wales and increased by 4.0% (10.51 FTEs) in Northern Ireland.
- There are 6,044.14 FTE established qualified pharmacy technician posts in **NHS trusts** in England, 470.64 FTE in Wales (Welsh health boards) and 273.97 FTE in Northern Ireland.
- Pharmacy Technician staffing establishments in **NHS trusts** have increased by 2.5% (145.45 FTEs) since May 2010 across England, decreased by 1.1% (5.10 FTEs) in Wales and increased by 4.0% (10.51 FTEs) in Northern Ireland.
- There are 560.16 FTE established qualified pharmacy technician posts in **PCTs** in England and 1.00 FTE in the health and social services board in Northern Ireland.
- Pharmacy Technician staffing establishments in **PCTs** have increased by 4.3% (22.91 FTEs) since May 2010 across England and has not changed since May 2010 in Northern Ireland.
- 560.16 FTE (8.5%) of **overall** established pharmacy technician posts and 571 people (8.2% of **overall** headcount) are to be found in **PCTs** in England.

- The staffing establishment of Band 4 pharmacy technicians in **NHS trusts** in England has increased by 2.9% (42.24 FTE) between May 2010 and May 2011. The staffing establishments at Band 5 have increased by 2.6% (73.72 FTE).
- In Wales, there was an increase in the number of established Band 4 pharmacy technician posts in **NHS trusts** of 4.7% (5.37 FTE) and a decrease at Band 5 of 3.4% (8.66 FTE).
- In Northern Ireland, there was a decrease in the number of Band 4 pharmacy technician posts in **NHS trusts** of 0.8% (1.44 FTE) and an increase at Band 5, of 13.1% (10.07 FTE).

Pharmacy Assistants

- The reported NHS establishment for pharmacy assistants **overall** in England is 3,642.27 FTE employing 3,316.88 FTE pharmacy assistants with a headcount of 3,768. In Wales, the figures are 236.81 FTE employing 220.81 FTE pharmacy assistants with a headcount of 244, and in Northern Ireland 99.60 FTE employing 93.75 FTE pharmacy assistants with a headcount of 103.
- Pharmacy Assistant staffing establishments in the NHS **overall** have increased by 1.5% (54.63 FTEs) since May 2010 in England, increased by 1.7% (4.04 FTEs) in Wales and have decreased by 1.1% (1.12 FTEs) in Northern Ireland.

Skill mix

With a staffing establishment of 7321.86 FTE qualified pharmacists, 6,604.30 FTE pharmacy technicians and 3,642.27 FTE pharmacy assistants in England (in Wales 537.93 FTE, 470.64 FTE and 236.81 FTE; in Northern Ireland 387.30 FTE, 274.97 FTE and 99.60 FTE), NHS pharmacy services are already renowned for good use of skill mix. Skill mix is shown in figures on pages 18, 41 and 59, demonstrating significant differences between **NHS Trusts** and **PCTs** as expected. However, this also varies geographically, as indicated in Figures 4a and 4b for **NHS Trusts** and in Figures 8a and 8b for **NHS PCTs**. There is still potential for improvement with enhanced roles for pharmacy assistants and pharmacy technicians continuing to develop. The current low numbers of pre-registration trainee pharmacy technicians feeding into the workforce is of concern (see above). The demand for qualified pharmacy technicians and pharmacy assistants from the community pharmacy sector is also anticipated to grow in the light of recent changes in legal requirements, and changes to the Community Pharmacy Contractual Framework.

Disestablished posts

Table 1a(i) indicates that 2.36% (453.32 FTE) of established posts in all staff groups across the **NHS overall** in England have been disestablished since 31 May 2010, 2.8% (206.83 FTE) of pharmacist posts, 2.0% (135.17 FTE) of pharmacy technician posts and 1.9% (70.02 FTE) of pharmacy assistant posts. Table 1a(ii) indicates that 1.0% (13.01 FTE) of established posts in all staff groups across the **NHS overall** in Wales have been disestablished since 31 May 2010, 1.8% (9.61 FTE) of pharmacist posts, 0.3% (1.2 FTE) of pharmacy technician posts and 0.5% (1.2 FTE) of pharmacy assistant posts. Table 1a(iii) indicates that 1.2% (10.00 FTE) of established posts in all staff groups across the **NHS overall** in Northern Ireland have been disestablished since 31 May 2010, 1.5% (6.00 FTE) of pharmacist posts, 0.7% (2.00 FTE) of pharmacy technician posts and 0.0% (0.00 FTE) of pharmacy assistant posts. This is the second year that these data have been captured.

Threatened posts

Table 1a(i) indicates that 1.4% (270.29 FTE) of established posts in all staff groups across the **NHS overall** in England are under threat; 1.6% (115.86 FTE) of pharmacist posts, 1.4% (91.00 FTE) of pharmacy technician posts and 1.0% (38.02 FTE) of pharmacy assistant posts.

Table 1a(ii) indicates that 1.9% (25.40 FTE) of established posts in all staff groups across the **NHS overall** in Wales are under threat; 0.9% (5.00 FTE) of pharmacist posts, 0.1% (0.4 FTE) of pharmacy technician posts and 4.2% (10.00 FTE) of pharmacy assistant posts.

Table 1a(iii) indicates that 1.3% (11.00 FTE) of established posts in all staff groups across the **NHS overall** in Northern Ireland are under threat; 1.5% (6.00 FTE) of pharmacist posts, 1.5% (4.00 FTE) of pharmacy technician posts and 0.0% (0.00 FTE) of pharmacy assistant posts.

This is a continuation of the trend seen in 2010 and it will be interesting to see the future trend, bearing in mind the financial pressures.

Current vacancy rates (i.e. posts not permanently occupied on 31 May 2011)

Pharmacists

There are:

7.9% (581.03 FTE) of established qualified pharmacist posts vacant in the **NHS overall** in England, 7.0% (37.46 FTE) in Wales and 4.5% (17.59 FTE) in Northern Ireland.

7.6% (466.10 FTE) of established qualified pharmacist posts vacant in **NHS trusts** in England, 7.0% (37.46 FTE) in Wales and 5.0% (17.59 FTE) in Northern Ireland.

9.6% (114.94 FTE) of established qualified pharmacist posts vacant in **PCTs** in England and 0.0% (0.00 FTE) in Northern Ireland.

There are:

11.2% (137.96 FTE) (Band 6) and 11.2% (183.06 FTE) (Band 7) of established qualified pharmacist posts vacant in **NHS trusts** in England,

19.4% (12.50 FTE) (Band 6) and 13.9% (11.28 FTE) (Band 7) of established qualified pharmacist posts vacant in **NHS trusts** in Wales and

3.5% (3.00 FTE) (Band 6) and 8.0% (11.62 FTE) (Band 7) of established qualified pharmacist posts vacant in **NHS trusts** in Northern Ireland.

There are 28.3% (3.40 FTE) (Band 6) and 23.4% (37.62 FTE) (Band 7) of established qualified pharmacist posts vacant in **PCTs** in England; 0% at both bands in **PCTs** in Northern Ireland.

Pharmacy Technicians

There are:

7.2% (475.10 FTE) of established qualified pharmacy technician posts vacant in the **NHS overall** in England, 3.4% (15.92 FTE) in Wales and 7.8% (21.37 FTE) in Northern Ireland.

6.7% (403.70 FTE) of established qualified pharmacy technician posts vacant in **NHS trusts** in England, 3.4% (15.92 FTE) in Wales and 7.8% (21.37 FTE) in Northern Ireland.

12.7% (71.40 FTE) of established qualified pharmacy technician posts vacant in **PCTs** in England and 0.0% (0.00 FTE) in Northern Ireland.

There are:

11.7% (175.14 FTE) Band 4 and 6.6% (191.23 FTE) Band 5 established qualified pharmacy technician posts vacant in **NHS trusts** in England,

5.4% (6.35 FTE) Band 4 and 1.9% (4.52 FTE) Band 5 established qualified pharmacy technician posts vacant in **NHS trusts** in Wales and

11.3% (19.70 FTE) Band 4 and 1.8% (1.60 FTE) Band 5 established qualified pharmacy technician posts vacant in **NHS trusts** in Northern Ireland.

There are 18.3% (4.00 FTE) Band 4 and 15.7% (55.80 FTE) Band 5 of established qualified pharmacy technician posts vacant in **PCTs** in England; 0% at both bands in Northern Ireland.

There are, however, marked geographical differences (see Tables 4a – 4b and 8a – 8b).

Agency/Locum Staff

The number of pharmacist posts filled by agency staff/locums in May 2011 in the **NHS overall** is 178.60 FTE in England, 1.55 FTE in Wales and 1.00 FTE in Northern Ireland.

The number of pharmacy technician posts filled by agency staff/locums in May 2011 in the **NHS overall** is 92.20 FTE in England, 0.00 FTE in Wales and 1.00 FTE in Northern Ireland.

Current NHS policies and professional developments which have an impact on pharmacy workforce development and requirements

In terms of the **implementation of the government's NHS policy**, pharmacists, pharmacy technicians and their staff are well-positioned enablers of the QIPP agenda, helping to meet cost pressures in relation to prescribing practices, avoidance of waste and use of medicines in every setting, whilst maintaining patient safety and high quality care.

In July 2011, the **mandatory register for Registered Pharmacy Technicians** came into place, swiftly followed by **new Vocational Qualifications** for both pharmacy technicians and pharmacy assistants in September 2011.

The Modernising Pharmacy Careers Programmes Board (MPC PB) of Medical Education England has produced a discussion paper on the **Review of pharmacist undergraduate education and pre-registration training and proposals for reform**; although these will not be implemented imminently, they will have a significant impact on training if they are implemented. MPC PB is also working on training and development of qualified pharmacy staff and workforce planning; members of the NHS Pharmacy Education & Development Committee continue to work with the MPC PB on a number of pharmacy workforce issues.

Liberating the NHS: Developing the Healthcare Workforce and NHS Future Forum Education & Training activity

In England, proposals for the new skills networks or Local Education and Training Boards (LETBs) remain unclear; it is important that all providers are fully engaged to ensure that the infrastructure to support the development of the workforce delivering NHS medicines services is accessible and fit for purpose, and that the demise of the SHAs in England does not result in a loss of resources and infrastructure to support the workforce planning and education commissioning of education, training and development opportunities required to meet the needs of evolving pharmacy services and medicines optimisation.

Key issues

Pharmacists and their staff are well-positioned enablers of the QIPP agenda, helping to meet cost pressures in relation to prescribing practices, avoidance of waste and use of medicines in every setting, whilst maintaining patient safety and high quality care. The increase in emphasis on 'medicines optimisation' in integrated care settings will continue the demand for qualified pharmacists, pharmacy technicians and pharmacy assistants in order to ensure the safe, effective and efficient use of medicines across NHS services.

In England, the recovery in the number of established posts (FTE) of pharmacists at Band 6 and continued increase at Band 7 are of particular note (Table 1b). Also of note: Band 6 posts have decreased by 8.5% (6.02 FTE) in Wales since May 2010, and Band 7 posts have declined by 19.7% (36.24 FTE) in Northern Ireland although there have been marked increases at Bands 8a and 8b.

Concern remains in the NHS pharmacy community regarding the number of pre-registration trainee pharmacy technicians being trained by the NHS. Although the number of Year 2 pre-registration trainee pharmacy technicians has risen by 7.3% since 2010, there was a 10.8% drop in the Year 1 cohort in England. The barriers to training for NHS trusts need to be urgently explored if we are to continue the pharmacy record of efficient use of skill mix and avoid unnecessary wastage of resources.

In England, the recovery in the number of established posts (FTE) of pharmacy technicians at Band 4 and increases at Bands 5 & 6 are of particular note; Bands 8a, 8b and 8c have also risen significantly (Table 1b). Also of note: In Wales, Band 4 posts have increased by 4.7% (5.37 FTE), but Band 5 posts decreased by 3.4% (8.66 FTE) since May 2010; in Northern Ireland Band 4 posts decreased by 0.8% (1.44 FTE) but Band 5 posts increased by 13.1% (10.07 FTE). It is therefore important to consider the demand caused by all bands when considering trainee numbers.

Diversity of organisations providing NHS services and ability to train. The mapping of transition outlined in appendices 5a and 5b indicates where NHS services formerly provided in PCT provider arms in England are now situated. With the advent of ‘any qualified provider’ organisations able to provide services, the data now incorporate new Community Health NHS trusts and a few Social Enterprises. It may be increasingly challenging to capture workforce data in the future as organisations become more disparate. Equally, the ability of the variety of provider organisations to train the future workforce is of concern. Last year the limited input of PCTs into the training of future pharmacists was highlighted, and some 18% of pharmacists’ headcount are currently located in PCTs. Some organisations have limited capacity, capability and/or a limit to their ability to completely deliver training due to professional registration requirements. The dramatically changing landscape of NHS structure over the coming years will add a further dimension to this issue and pharmacy workforce issues overall.

It must be noted that as well as pre-registration trainee pharmacists and pre-registration trainee pharmacy technicians, NHS trusts are also involved in supporting qualified pharmacists undertaking the Diploma in Pharmacy Practice or equivalent, and further training for qualified pharmacy technicians in order for them to be accredited to perform enhanced roles such as accredited checking. The training burden on a NHS pharmacy department is considerable.

Recommendations from the 2010 survey

The recommendations from the 2010 survey have all been implemented in the 2011 survey.

Recommendations for future surveys

- 1** It will be important – and challenging – to continue to monitor the whole of the NHS pharmacy workforce as the changing landscape of the NHS, particularly in England, takes shape.
- 2** Continuing with this survey in 2012 will enable both the implications of the changing landscape of the NHS, and the implications of the current cost pressures, to be monitored.

Summary

This survey has provided data and analysis on aspects of staffing levels and trends amongst NHS pharmacy staff in NHS organisations across England, Wales and Northern Ireland.

This survey continues to be valued in considering the maintenance and development of an NHS pharmacy workforce fit to meet the needs of patients; with patient safety and quality of care, delivered in a cost-effective manner at the heart of their activity.

Previous Reports

Similar reports were issued on

20 December 1996, covering August 1995 - July 1996;

20 December 1998, covering August 1997 - July 1998;

20 May 2000 covering August 1998 - July 1999;

28 February 2002 covering August 2000- July 2001;

01 March 2003 covering August 2001 – July 2002;

03 July 2004, covering the period August 2002-July 2003;

23 January 2007, which asked for point prevalence data on 31 May 2006; and

31 October 2007, which asked for point prevalence data on 31 May 2007.

31 October 2008 (and revised 03 February 2009), which asked for point prevalence data on 31 May 2008.

09 November 2009 which asked for point prevalence data on 31 May 2009.

11 November 2010 which asked for point prevalence data on 31 May 2010

Copies of this and earlier reports are available at www.nhspedc.nhs.uk

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Issue Date October 2011

Appendix 1. Guidance Notes Data collection spreadsheets

Please find attached separately the Guidance Notes which were issued to all.

NHS Pharmacy Staffing Establishment & Vacancy Survey 2011

Guidelines for completion (Point survey at 31 May 2011)

The format of data entry is similar to 2010, using an Excel spreadsheet to complete the data.

Please enter your data into the cells highlighted in **light yellow** for your staffing position at **31 May 2011**. You will need to scroll across the spreadsheet to complete all cells; light yellow cells appear in columns up to and including column GV.

If you wish to explain a figure you have entered, please 'Insert' a 'Comment' in the cell in which you have entered the figure. To do this, select the cell with your mouse, click on Insert in the top left of the Excel screen, then Comment, then type your explanation in the free text box which appears. A small red triangle appears in the top right corner of the cell to indicate that a comment has been made.

Please include all pharmacy staff and include them in the categories provided, minimising those allocated as 'Others' as much as possible (see below). Do NOT include pharmacy porters even if they are funded through the pharmacy budget.

1. Complete your details in cell A3, and the current full name of the NHS organisation in cells A4/A5 & A8.
2. Complete all **light yellow** cells in Row 4 (an entry of zero need not be entered, unless it is an 'In Post' value where the 'Estab' is greater than zero – see definitions below). Row 4 should include all activity relating to services delivered to your own trust and other trusts such as a neighbouring mental health trust, etc.
For PCTs/LHBs only: If you wish to separate out your commissioning and provider activity, please complete rows 4 and/or 5 in the appropriate spreadsheet (c&p); if you do so, all the row numbers stated in this guidance below will be the number above the one stated (i.e. Row 5 becomes Row 6, etc.). Please delete the superfluous spreadsheet.

English PCT Commissioning and Provider Arm activity

If these two activities have been separated out, please ensure that the appropriate person has received the survey to complete. Thank you.

There are notes in the PCT/LHB return to indicate how to include the name of a separate providing organisation if appropriate.

For PCT Provider activity now incorporated into NHS trust activity, please see the note *in the NHS trust return* regarding the option to state "now includes xxx PCT provider arm activity" or insert a separate row for PCT provider arm activity within the NHS trust return as appropriate.

3. If you are an NHS mental health trust, please change the shading in cell A4 to the mustard colour shown in cell A13.
4. Complete Rows 5, 6 & 7 (regional/national specialist pharmacy services – specifying the service) if applicable (see definitions below); insert your organisation name in cells A5/A6/A7 and insert additional rows if you host more than three regional/national specialist pharmacy services.
5. If you do not host any regional/national specialist pharmacy services, please delete Rows 5, 6&7; if you host only one or two, please delete superfluous row(s) 6&7 as applicable.

Please read the following sections carefully before completing the spreadsheet.

Definitions

FTEs – cells should be completed with the Full-Time Equivalents (FTEs) i.e. 1 FTE = 37.5 hours per week. The number of people/headcount is asked for separately. *Please note:* Full-Time Equivalent (FTE) corresponds to what has previously been referred to as Whole-Time Equivalent (WTE). The change in name happened in 2010 and is to reflect the common standard against all Government statistical data.

Estab (FTEs) "Staffing Establishment" – the number of FTEs you have agreed with your organisation as your staffing establishment i.e. the staff you require in post to deliver the service.

You may not yet have agreed a *funded* 2011-2012 Staffing Establishment within your NHS organisation. Please see additional columns for Posts at Risk and Posts disestablished since 31 May 2010 definitions below, which will explain current pressures to an extent, and complete your Staffing Establishment at 31 May 2011 using the current picture as best you can.

Some **trainees** may not be included in your *funded* staffing establishment because they are fully-funded by the SHA. If this is the case, please enter your trainee allocation (*numbers* of FTE trainees rather than proportion of salary contribution) agreed at regional/national/SHA level in the 'staffing establishment' columns, regardless of the source of funding.

In Post (FTEs) – the number of FTE you have in post on 31 May 2011, employed on a **permanent** basis. This figure **must** be entered, even if it is the same as the Estab figure. The vacancy rate is then calculated as Estab (FTE) minus In Post (FTE); please carefully read the following vacancy definition before completing this column.

Vacant A post is vacant if it is not filled by a permanently-employed member of staff;

- if it is filled by a **locum/agency staff**, it is still **vacant**;
- if you have a member of staff on **maternity leave**, it is still filled by a permanently-employed member of staff and is **not vacant**; any locum/agency staff covering M/L posts should be included in the relevant column; i.e. you may have an Establishment of 1.0FTE, an In Post figure of 1.0FTE (the person who is on M/L) and a Locum/Agency figure of 1.0FTE for the locum covering the post.
- if it is empty on 31 March 2011, but you have recruited into it, it is **vacant** (new recruit not started).

Secondments – please include secondments if you **employ** the person, rather than if you are seconding them from elsewhere.

Acting Up and covering M/L- please report as if it were 'situation normal' i.e. if acting up for a **vacant** post, the post is vacant, but the post of the person who is acting up is filled; if acting up **to cover M/L**, the post of the person who is on M/L is filled, as is the post of the person who is acting up.

In Post (Head Count) – the number of people who are employed to give a total of the In Post (FTEs) figure in the previous column. By definition, this figure must be a whole number, equal to, or greater than the number of In Post FTEs.

3 Month Vacancies (FTEs) - Posts unfilled on a permanent basis after being vacant for 3 months or more.

Locum and Agency Staff (FTEs) – the number of FTE employees as locum/agency staff *to fill the established post at the specified band* (*N.B. NOT* the band at which the locum is paid).

Posts Currently at Risk (FTEs) – a post(s), on your staffing establishment, which may or may not be vacant on 31 May 2011, but where the post may be removed from the staffing establishment by the NHS organisation in the future, usually because of financial pressures.

Posts Disestablished since 31 May 2010 (FTEs) – a post(s), which was on your staffing establishment on 31 May 2010, which has been removed from the staffing establishment within the last 12 months, for whatever reason. Please 'Insert' an 'Comment' to indicate the reason for the shift, e.g. more specialised Band 7 post required, post vacant and disestablished due to funding pressures, etc..

AfC Banding If an AfC Band is under review, please enter the current banding.

Band 9 or above / Senior Managers' Pay Some Chief Pharmacists receive pay above Band 9 or on a trust's Senior Managers' payscale. If this is the case, please include under Band 9.

Pre-registration trainee pharmacy technicians (PTPTs) (used to be 'student pharmacy technicians') have two columns; one for Year 1 trainees (i.e. commenced training on or after 01 April 2010), and one for Yr 2 trainees (i.e. commenced training on or prior to 31 March 2010). *If you have a PTPT who is taking longer than the usual 2 years, please include them in your Year 2 figures.*

Admin & Clerical There are columns for Bands 8a & 8b so that jobs such as Business / Logistics / IT Managers, Office Managers, Data Analysts, etc. can be included in this category and the numbers of staff categorised as 'Others' are minimised. If you still have 'Others', please 'Insert' a 'Comment' in cell GP4 to explain what the 'Others' posts are in your department.

For pre-registration trainee pharmacists and pre-registration trainee pharmacy technicians, all trainees are now counted separately from qualified staff.

Regional / National Specialist Pharmacy Services Separate lines are included for organisations which host regional/national specialist pharmacy services, regardless of the source of funding. If your trust/PCT/LHB hosts such services, ***please use a separate row for each service***, using Rows 5, 6&7 (if applicable) on the spreadsheet, ***indicating the type*** (e.g. Medicines Information, Procurement, E&T, Clinical, regional packing unit) of each specialist pharmacy service. These figures should not include staffing resource for provision of services to the local/host trust/PCT/LHB (see above). Insert additional rows if you host more than three specialist pharmacy services. The total figures in row 8/9 should then be the total staffing establishment in your department, which should marry up with your HR department's records.

Sharing of spreadsheet details Please note that the detailed spreadsheets will be shared with SHAs and other national/pharmacy organisations on request, together with a 'health warning' regarding careful interpretation and dissemination.

Got a query? Please contact Susan Sanders at susan.sanders@chelwest.nhs.uk or 07788 418 621.

Susan Sanders, Lynne Bollington & Peter Sharott May 2011

Appendix 2. Suggested covering Emails to go to NHS trusts with the accompanying the data collection spreadsheet

Email Title: Please reply by 31 May 2011: NHS Pharmacy Staffing Establishment & Vacancy Survey 2011

To: NHS Acute & Mental Health Trust Chief Pharmacists

It is time to complete the NHS Pharmacy Staffing Establishment & Vacancy Survey 2011, facilitated by the NHS Pharmacy Education and Development Committee. The data collected help to inform workforce strategy, planning and development by various organisations, and shape recruitment and retention initiatives and training plans. Since the survey traditionally achieves a very high (100% response rate in 2008, 2009 & 2010), the survey results are widely accepted to be the most reliable source of information to support pharmacy workforce planning at national, regional and local levels. This year the survey covers all NHS acute and mental health trusts, PCTs (& new organisations)/LHBs and SHAs in England, Wales and Northern Ireland. Scotland will not be participating this year as they carry out a similar data collection exercise in September.

Please note:

- As last year, the Department of Health in England is funding the work. They require ***tight timescales, so please reply by the dates requested.*** Please read the Guidance Notes (attached) carefully before completing the spreadsheet.
- As last year, you are asked to complete separate lines for provision/hosting of national/regional specialist pharmacy services. Please complete a separate line for each specialist pharmacy service you host.
- See the Guidance Notes for what to do if have now also acquired PCT provider arm services.

Please find attached:

- **Guidance Notes for completing your return** (including definitions)
- **A spreadsheet** for completion of the NHS Pharmacy Staffing Establishment & Vacancy Survey 2011. Please complete all the light yellow cells on your line(s) in the spreadsheet once you have read the Guidance Notes. ***Do NOT attempt to print the spreadsheet.***

Please insert the name, telephone number and email address of the person completing the spreadsheet in cell A3, in case of any queries.

The survey provides point prevalence data for **31 May 2011**. Please complete the spreadsheet for 31 May 2011 and return to Lynne Bollington at lynne.bollington@chelwest.nhs.uk **by Tuesday 31 May 2011**.

I look forward to hearing from you **by 31 May**.

P.S. Many of you will be aware of significant discrepancies between the NHS Information Centre's workforce data collection results and the results of this survey. We have been working with the NHS IC to ensure that NHS Occupation Code Manual definitions and guidance for pharmacy posts are much clearer and more meaningful. Please work with your HR colleagues to ensure that the ESR (Electronic Staff Record) is accurately completed in your trust.

Appendix 3. Suggested covering Emails to go to PCTs/LHBs trusts with the accompanying the data collection spreadsheet

Email Title: Please reply by 31 May 2011: NHS Pharmacy Staffing Establishment & Vacancy Survey 2011

To: NHS Lead pharmacists in PCTs (Commissioning Arms and Provider Arms) / LHBs

It is time to complete the NHS Pharmacy Staffing Establishment & Vacancy Survey 2011, facilitated by the NHS Pharmacy Education and Development Committee. The data collected help to inform workforce strategy, planning and development by various organisations, and shape recruitment and retention initiatives and training plans. Since the survey traditionally achieves a very high (100% response rate in 2008, 2009 & 2010), the survey results are widely accepted to be the most reliable source of information to support pharmacy workforce planning at national, regional and local levels. This year the survey covers all NHS acute and mental health trusts, PCTs/LHBs and SHAs in England, Wales and Northern Ireland. Scotland will not be participating this year as they carry out a similar data collection exercise in September.

Please note:

- As last year, the Department of Health in England is funding the work. They require ***tight timescales, so please reply by the dates requested.*** Please read the Guidance Notes (attached) carefully before completing the spreadsheet.
- As last year, you are asked to complete separate lines for provision/hosting of national/regional specialist pharmacy services. Please complete a separate line for each specialist pharmacy service you host.
- We are carrying out a mapping exercise (not quite complete) to give us an indication of transitional arrangements. The data for staffing in all organisations need to be collected to allow meaningful comparison with last year's data, and we are ensuring that we have the appropriate contact details. If you are completing the return for combined commissioning and provider arm activity, please use the first spreadsheet. If you are completing the return for one aspect (Commissioning or Provider) or wish to separate them out; please use the appropriate row(s) in spreadsheet 'c&p'. Please ensure that an appropriate colleague has returned the survey if activities have been separated and you are not responsible for all aspects.
- See the Guidance Notes for what to do if an NHS Trust has now acquired PCT provider arm services.

As indicated last year, our community pharmacy workforce also needs to be considered alongside the results of this survey, as they deliver NHS services, but collecting community pharmacy workforce data is beyond the remit of the survey.

We are also aware of the fact that some staff undertaking similar roles have been employed in some areas by the PCT/Health Board and in others by GP practices or Practice-Based Commissioning groups, and that this is quite complex. Please limit your return to those staff **directly employed** by your PCT/Health Board, and those recently transferred to health and social care organisations or social enterprises, to allow meaning comparison with the 2010 data. These issues will be outlined in the report to explain the limitations.

Please find attached:

- **Guidance Notes for completing your return** (including definitions)
- **A spreadsheet** for completion of the NHS Pharmacy Staffing Establishment & Vacancy Survey 2011. Please complete all the light yellow cells on your line(s) in the spreadsheet once you have read the Guidance Notes. ***Do NOT attempt to print the spreadsheet.***

Please insert the name, telephone number and email address of the person completing the spreadsheet in cell A3, in case of any queries.

The survey provides point prevalence data for **31 May 2011**. Please complete the spreadsheet for 31 May 2011 and return to Lynne Bollington at **lynne.bollington@chelwest.nhs.uk by Tuesday 31 May 2011.**

I look forward to hearing from you ***by 31 May.***

Appendices 4a and 4b. Data collection spreadsheets.

Please find attached separately the data collection spreadsheets for [NHS trusts](#) and [PCTs](#).

Appendices 5a and 5b. Transition mapping spreadsheets.

Please find attached separately the transition mapping spreadsheets for English [NHS trusts](#) and [PCTs](#)

End