

National NHS Pharmacy Staffing Establishment and Vacancy Survey 2012 – October 2012

NHS Pharmacy Education & 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 pharmacy staff in NHS service provider organisations and commissioning arms of PCTs. It includes those in NHS acute and mental health trusts, PCTs and their successor organisations.

Methods

The survey asked Chief / Lead Pharmacists in NHS organisations in England, Wales and Northern Ireland for point prevalence data on 31 May 2012 and is comparable with data from the 31 May 2011 and 31 May 2010 surveys*. The month of May has been chosen to match Department of Health figures for 3-month vacancies (31 March). NHS organisations in Scotland did not take part in the survey in 2011 or 2012 as they undertake their own data collection in November each year. * *The data for providers of NHS services, (NHS acute, mental health, community health trusts, social enterprises and Community Interest Companies (CICs), including former PCT provider arm activity), are included in the NHS Service Provider section for the first time in 2012. A decrease in PCT numbers and increase in NHS service provider numbers would therefore be expected.*

Results

NHS service providers in England / Health Boards and NHS Trusts in Wales / Health and Social Care Trusts in Northern Ireland

- 242 NHS service providers 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 are included in the **NHS Service Providers** section, reflecting the 2010 merger of Welsh NHS trusts and LHBs into Welsh health boards.
- 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 separately if desired.

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

- 136 PCTs or PCT clusters in England and the one health & social services board in Northern Ireland were identified and surveyed. In 2012, PCT commissioning arm activity was largely reported separately from PCT provider arm/successor organisation activity. The commissioning activity is reported in the **NHS PCT** spreadsheets and where it has been separated, the PCT provider data are now included in the **NHS Service Provider** spreadsheets* (see note above, and 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 7,394 FTE; employing 6,838 FTE pharmacists with a headcount of 7,882 FTE. 951 FTE (12.9% of established posts) and 1,159 people (14.7% of headcount) are to be found in PCTs.
- The reported NHS establishment for **pharmacists** in Wales is 541 FTE; employing 524 FTE pharmacists with a headcount of 600 FTE.
- The reported NHS establishment for **pharmacists** in Northern Ireland is 399 FTE; employing 386 FTE pharmacists with a headcount of 435 FTE. 33 FTE (8.3% of established posts) and 39 people (9.0% of headcount) are to be found in the NI Health & Social Services Board.
- The reported NHS establishment for **pharmacy technicians** in England is 6,629 FTE, employing 6,226 FTE pharmacy technicians with a headcount of 7,116.
- The reported NHS establishment for **pharmacy technicians** in Wales is 472 FTE, employing 458 FTE pharmacy technicians with a headcount of 516.
- The reported NHS establishment for **pharmacy technicians** in Northern Ireland is 278 FTE, employing 267 FTE pharmacy technicians with a headcount of 291.
- The reported NHS establishment for **pharmacy assistants** in England is 3,630 FTE, employing 3,359 FTE pharmacy assistants with a headcount of 3,841.
- The reported NHS establishment for **pharmacy assistants** in Wales is 232 FTE, employing 225 FTE pharmacy assistants with a headcount of 255.
- The reported NHS establishment for **pharmacy assistants** in Northern Ireland is 118 FTE, employing 111 FTE pharmacy assistants with a headcount of 121.
- Reported **pharmacist** staffing establishments in the NHS **overall** have increased by 0.7% (48.42 FTE) since May 2011 across England, increased by 0.6% (3.12 FTE) across Wales and increased by 3.1% (12.13 FTE) across Northern Ireland.
- Reported current vacancy rates in the NHS **overall** for **pharmacists** at Band 6 are now at 12.2% across England, 3.7% across Wales and 2.8% across Northern Ireland.
- Reported current vacancy rates for **pharmacists** at Band 7 are now at 10.5% across England, 6.0% across Wales and 5.5% across Northern Ireland.
- Reported **pharmacy technician** staffing establishments in the NHS **overall** have increased by 0.3% (21.19 FTEs) since May 2011 across England, increased by 0.3% (1.30 FTEs) across Wales and increased by 1.0% (2.85 FTEs) across Northern Ireland.
- Reported current vacancy rates for **pharmacy technicians** at Band 4 are now at 9.0% across England, 3.3% across Wales and 4.2% across Northern Ireland.

Key issues

It is recognised that pharmacy staff have a key role to play in delivering the medicines optimisation agenda; their significant contribution to delivering on the QIPP agenda over recent years, 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 is also acknowledged. These initiatives, along with a 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.

The numbers of both pharmacist and pharmacy technician posts in all three countries increased (albeit slightly in some cases) in England, Wales & Northern Ireland, which supports the need for these staff, particularly in the current climate. NHS transition remains a threat to some organisations and posts, and it will be valuable to note the 2013 results in the light of the current transition and financial pressures.

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Purpose

This survey provides data on staffing levels among NHS pharmacy staff. Data for pharmacy staff in NHS service provider organisations 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 service provider data as a result of the formation of the Welsh health boards from the combining of Welsh acute and primary care NHS organisations in 2010.

In response to demands from various sources for accurate data on the NHS pharmacy workforce, the NHS Pharmacy Education & Development Committee undertook a survey of all these NHS organisations in England, Wales and Northern Ireland. Scotland participated in the survey until May 2010 but have since opted out of the survey 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 2012, 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.

The survey asked for point prevalence data on a particular date (31 May 2012) and is therefore similar to the survey carried out last year which considered point prevalence data on 31 May 2011. 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 & May 2010 surveys	Surveys covered the whole of Great Britain and Northern Ireland.
May 2011 & May 2012 surveys	Surveys covered England, Wales and Northern Ireland. Scotland opted out of the survey 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 Equivalent (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 NHS North of England (North East) SHA
- NW NHS North of England (North West) SHA
- YH NHS North of England (Yorkshire and the Humber) SHA
- EM NHS Midlands and East (East Midlands) SHA
- WM NHS Midlands and East (West Midlands) SHA
- EoE NHS Midlands and East (East of England) SHA
- L NHS London SHA
- SEC NHS South of England (South East Coast) SHA
- SC NHS South of England (South Central) SHA
- SW NHS South of England (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 2012, 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 2011 (FTEs)

A post(s) which was on the staffing establishment on 31 May 2011, which has now (at 31 May 2012) 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 Service Providers in England / Health Boards and NHS Trusts in Wales / Health and Social Care Trusts in Northern Ireland** (collectively termed 'NHS Service Providers' in the report for brevity)

- 242 NHS service providers 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. ** The data for providers of NHS services, (NHS acute, mental health, community health trusts, social enterprises and Community Interest Companies (CICs), including former PCT provider arm activity), are included in the NHS Service Provider section for the first time in 2012. A decrease in PCT numbers and increase in NHS service provider numbers would therefore be expected.*
- **A 100% response rate was achieved.**
The previous response rates were 100% in May 2011, 2010 and 2009.
- The mental health trusts and Regional Specialist Pharmacy Services staff have been indicated in 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 Service Providers" as the 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)

- 136 PCTs or PCT clusters in England and the one health & social services board in Northern Ireland were identified and surveyed. In 2012, PCT commissioning arm activity was largely reported separately from PCT provider arm/successor organisation activity. The commissioning activity is reported in the **NHS PCT** spreadsheets and where it has been separated, the PCT provider data are included in the **NHS Service Provider** spreadsheets (see note above and appendices 5a and 5b for transition mapping data).
- **A 100% response rate was achieved.**
The previous response rates were 100% in May 2011, 2010 and 2009.

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 the following organisations: acute, mental health and community health NHS trusts, social enterprises, Community Interest Companies (CICs), a few remaining PCT provider arms, English PCT commissioning activity, Welsh health boards and Northern Ireland Health & Social Care Trusts and Board.

Section B. NHS Service Provider Pharmacy Staffing Establishments and Vacancy Rates

Comprehensive data for NHS service providers. These include acute, mental health and community health NHS trusts, social enterprises, Community Interest Companies (CICs), a few remaining PCT provider arms, Welsh health boards and Northern Ireland Health & Social Care Trusts. In instances where PCT provider arm activity has been reported separately from commissioning arm activity, it has been included in the NHS Service Provider spreadsheets. Data on PCT provider arm activity were received from NHS Trusts, PCTs, PCT clusters and successor organisations reflecting the different approaches being taken to the re-organisation of PCT activity. This section allows comparison of the 2012 data with the 2011 data; however, where NHS Trusts in England have acquired PCT provider arm activity, the trust numbers will have increased unless this activity is shown in a separate row.

Section C. PCTs Pharmacy Staffing Establishments and Vacancy Rates

Data for commissioning arm activity of PCTs. These include commissioning activity for PCTs, and a very few PCTs remaining with PCT provider arm activity which has not been separated out from commissioning activity. It also includes the Northern Ireland Health & Social Care Board. **In 2012, where commissioning and provider activity have been identified separately, the commissioning activity has been included on the NHS PCT spreadsheets and the PCT provider arm activity has been included in the NHS Service Provider data. As a result, when compared with previous years, the PCT data will have decreased, and the service provider activity will have increased.** 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 service providers, data for NHS PCTs in Section C are presented in exactly the same way as the way as data are presented for NHS Service Providers 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 Services Providers and PCTs

1. Staffing Establishments and Vacancy rates in NHS Service Providers and PCTs

Staffing establishments and vacancy rates for all pharmacy staff across the following organisations: acute, mental health and community health NHS trusts, social enterprises, Community Interest Companies (CICs), a few remaining PCT provider arms, English PCT commissioning activity, Welsh health boards and Northern Ireland Health & Social Care Trusts and Board, 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:

7,394.43 FTE established pharmacist posts in the NHS **overall** across **England**; an increase of 0.7% (48.42 FTE) since May 2011, 541.05 FTE established pharmacist posts in the NHS **overall** across **Wales**; an increase of 0.6% (3.12 FTE) since May 2011 and 399.43 FTE established pharmacist posts in the NHS **overall** across **Northern Ireland**; an increase of 3.1% (12.13 FTE) since May 2011.

Pharmacy technicians: There are:

6,628.55 FTE established pharmacy technician posts in the NHS **overall** across England; an increase of 0.3% (21.19 FTE) since May 2011, 471.94 FTE established pharmacy technician posts in the NHS **overall** across Wales; an increase of 0.3% (1.30 FTE) since May 2011 and, 277.82 FTE established pharmacy technician posts in the NHS **overall** across Northern Ireland; an increase of 1.0% (2.85 FTE) since May 2011.

Pharmacy assistants: There are:

3,630.33 FTE established pharmacy assistant posts in the NHS **overall** across **England**; a decrease of 0.4% (13.09 FTE) since May 2011, 232.43 FTE established pharmacy assistant posts in the NHS **overall** across **Wales**; a decrease of 1.8% (4.38 FTE) since May 2011 and, 118.50 FTE established pharmacy assistant posts in the NHS **overall** across **Northern Ireland**; an increase of 19.0% (18.90 FTE) since May 2011.

Data collated from the 2010, 2011 and 2012 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 2010 to 2012.

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 2010 to 2012 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 2010 – 2012.

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

Table 1a(i). May 2012 Staffing Establishments in NHS Service Providers 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 2011 (FTE)
Pharmacists										
Band 9	99.29	95.79 (96.5%)	99	1.00 (1.0%)	96.79 (97.5%)	2.50 (2.5%)	3.50 (3.5%)	3.00 (3.0%)	1.00 (1.0%)	2.10
Band 8d	268.94	262.73 (97.7%)	284	0.40 (0.1%)	263.13 (97.8%)	5.81 (2.2%)	6.21 (2.3%)	4.36 (1.6%)	8.00 (3.0%)	13.44
Band 8c	439.86	423.71 (96.3%)	469	2.00 (0.5%)	425.71 (96.8%)	14.15 (3.2%)	16.15 (3.7%)	6.55 (1.5%)	8.90 (2.0%)	18.20
Band 8b	1,114.83	1,078.70 (96.8%)	1,252	5.00 (0.4%)	1,083.70 (97.2%)	31.13 (2.8%)	36.13 (3.2%)	19.91 (1.8%)	29.57 (2.7%)	36.22
Band 8a	2,326.66	2,184.31 (93.9%)	2,663	40.32 (1.7%)	2,224.63 (95.6%)	102.03 (4.4%)	142.35 (6.1%)	75.16 (3.2%)	17.28 (0.7%)	42.48
Band 7	1,897.50	1,698.04 (89.5%)	1,962	95.68 (5.0%)	1,793.72 (94.5%)	103.78 (5.5%)	199.46 (10.5%)	106.82 (5.6%)	19.76 (1.0%)	25.02
Band 6	1,247.35	1,095.22 (87.8%)	1,153	67.62 (5.4%)	1,162.84 (93.2%)	84.51 (6.8%)	152.13 (12.2%)	83.72 (6.7%)	12.00 (1.0%)	18.47
Total Qualified Pharmacists	7,394.43	6,838.50 (92.5%)	7,882	212.02 (2.9%)	7,050.52 (95.3%)	343.91 (4.7%)	555.93 (7.5%)	299.52 (4.1%)	96.51 (1.3%)	155.93
Pre-registration Trainee Pharmacists in post (NOT Est posts)	657.40	648.50 (98.6%)	649.00	0.00 (0.00%)	648.50 (98.6%)	8.90 (1.4%)	8.90 (1.4%)	3.00 (0.5%)	5.00 (0.76%)	10.00
Pharmacy Technicians										
Band 8c	2.00	2.00 (100.0%)	2	0.00 (0.0%)	2 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8b	22.73	22.66 (99.7%)	23	0.00 (0.0%)	22.66 (99.7%)	0.07 (0.3%)	0.07 (0.3%)	0.00 (0.0%)	1.00 (4.4%)	0.00
Band 8a	56.07	56.03 (99.9%)	59	0.00 (0.0%)	56.03 (99.9%)	0.04 (0.1%)	0.04 (0.1%)	0.00 (0.0%)	0.00 (0.0%)	2.50
Band 7	446.96	436.07 (97.6%)	473	1.00 (0.2%)	437.07 (97.8%)	9.89 (2.2%)	10.89 (2.4%)	7.77 (1.7%)	2.00 (0.4%)	18.49
Band 6	1,311.84	1,282.07 (97.7%)	1,429	4.77 (0.4%)	1,286.84 (98.1%)	25.01 (1.9%)	29.78 (2.3%)	21.62 (1.6%)	15.94 (1.2%)	38.02
Band 5	3,281.61	3,054.45 (93.1%)	3,581	54.44 (1.7%)	3,108.89 (94.7%)	172.72 (5.3%)	227.16 (6.9%)	115.72 (3.5%)	34.15 (1.0%)	37.12
Band 4	1,507.34	1,372.29 (91.0%)	1,549	43.65 (2.9%)	1,415.94 (93.9%)	91.40 (6.1%)	135.05 (9.0%)	66.81 (4.4%)	13.97 (0.9%)	34.70
Total Qualified Pharmacy Technicians	6,628.55	6,225.57 (93.9%)	7,116	103.86 (1.6%)	6,329.43 (95.5%)	299.12 (4.5%)	402.98 (6.1%)	211.92 (3.2%)	67.06 (1.0%)	130.83
Pre-registration Trainee Pharmacy Technicians - Year 1 in post (NOT Est posts)	330.40	315.20 (95.4%)	316	0.00 (0.00%)	315.20 (95.4%)	15.20 (4.6%)	15.20 (4.6%)	8.00 (2.4%)	1.00 (0.3%)	5.00
Pre-registration Trainee Pharmacy Technicians - Year 2 in post (NOT Est posts)	314.50	307.00 (97.6%)	307	0.00 (0.00%)	307.00 (97.6%)	7.50 (2.4%)	7.50 (2.4%)	6.00 (1.9%)	3.00 (1.0%)	2.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	14,022.98	13,064.07 (93.2%)	14,998	315.88 (2.3%)	13,379.95 (95.4%)	643.03 (4.6%)	958.91 (6.8%)	511.44 (3.6%)	163.57 (1.2%)	286.76
Pharmacy Assistants	3,630.33	3,358.97 (92.5%)	3,841	50.06 (1.4%)	3,409.03 (93.9%)	221.30 (6.1%)	271.36 (7.5%)	148.05 (4.1%)	36.91 (1.0%)	61.19
Admin and Clerical	1,278.77	1,205.45 (94.3%)	1,423	20.54 (1.6%)	1,225.99 (95.9%)	52.78 (4.1%)	73.32 (5.7%)	46.48 (3.6%)	13.43 (1.1%)	52.85
Other*	315.77	306.09 (96.9%)	338	2.00 (0.6%)	308.09 (97.6%)	7.68 (2.4%)	9.68 (3.1%)	7.68 (2.4%)	4.00 (1.3%)	7.68
Total Support Staff	5,224.87	4,870.51 (93.2%)	5,602	72.60 (1.4%)	4,943.11 (94.6%)	281.76 (5.4%)	354.36 (6.8%)	202.21 (3.9%)	54.34 (1.0%)	121.72
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	19,247.85	17,934.58 (93.2%)	20,600	388.48 (2.0%)	18,323.06 (95.2%)	924.79 (4.8%)	1,313.27 (6.8%)	713.65 (3.7%)	217.91 (1.1%)	408.48

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

Table 1a(ii). May 2012 Staffing Establishments in NHS Service Providers 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 2011 (FTE)
Pharmacists										
Band 9	10.90	10.90 (100.0%)	11	0.00 (0.0%)	10.90 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8d	13.85	13.85 (100.0%)	14	0.00 (0.0%)	13.85 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8c	57.18	57.18 (100.0%)	59	0.00 (0.0%)	57.18 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	1.00 (1.7%)	1.00 (1.7%)	1.00
Band 8b	102.21	99.12 (97.0%)	116	0.00 (0.0%)	99.12 (97.0%)	3.09 (3.0%)	3.09 (3.0%)	2.18 (2.1%)	2.00 (2.0%)	0.00
Band 8a	208.71	202.71 (97.1%)	244	1.00 (0.5%)	203.71 (97.6%)	5.00 (2.4%)	6.00 (2.9%)	3.61 (1.7%)	2.60 (1.2%)	6.03
Band 7	91.75	86.29 (94.0%)	100	1.00 (1.1%)	87.29 (95.1%)	4.46 (4.9%)	5.46 (6.0%)	3.00 (3.3%)	2.00 (2.2%)	0.60
Band 6	56.45	54.35 (96.3%)	56	0.00 (0.0%)	54.35 (96.3%)	2.10 (3.7%)	2.10 (3.7%)	1.60 (2.8%)	4.00 (7.1%)	3.00
Total Qualified Pharmacists	541.05	524.40 (96.9%)	600	2.00 (0.4%)	526.40 (97.3%)	14.65 (2.7%)	16.65 (3.1%)	11.39 (2.1%)	11.60 (2.1%)	10.63
Pre-registration Trainee Pharmacists <i>In post (NOT Est posts)</i>	43.00	43.00 (100.0%)	43.00	0.00 (0.00%)	43.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	1.00 (2.33%)	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	18.12	17.12 (94.5%)	19	0.00 (0.0%)	17.12 (94.5%)	1.00 (5.5%)	1.00 (5.5%)	1.00 (5.5%)	1.00 (5.5%)	0.60
Band 6	82.66	81.61 (98.7%)	92	0.00 (0.0%)	81.61 (98.7%)	1.05 (1.3%)	1.05 (1.3%)	0.00 (0.0%)	7.40 (9.0%)	1.30
Band 5	251.89	244.31 (97.0%)	279	0.00 (0.0%)	244.31 (97.0%)	7.58 (3.0%)	7.58 (3.0%)	0.00 (0.0%)	0.56 (0.2%)	0.50
Band 4	119.27	115.29 (96.7%)	126	0.00 (0.0%)	115.29 (96.7%)	3.98 (3.3%)	3.98 (3.3%)	3.60 (3.0%)	2.00 (1.7%)	0.00
Total Qualified Pharmacy Technicians	471.94	458.33 (97.1%)	516	0.00 (0.0%)	458.33 (97.1%)	13.61 (2.9%)	13.61 (2.9%)	4.60 (1.0%)	10.96 (2.3%)	2.40
Pre-registration Trainee Pharmacy Technicians - Year 1 <i>in post (NOT Est posts)</i>	17.00	16.00 (94.1%)	16	0.00 (0.00%)	16.00 (94.1%)	1.00 (5.9%)	1.00 (5.9%)	1.00 (5.9%)	0.00 (0.0%)	0.00
Pre-registration Trainee Pharmacy Technicians - Year 2 <i>in post (NOT Est posts)</i>	23.00	22.00 (95.7%)	22	0.00 (0.00%)	22.00 (95.7%)	1.00 (4.3%)	1.00 (4.3%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Professional Staff <small>(excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)</small>	1,012.99	982.73 (97.0%)	1,116	2.00 (0.2%)	984.73 (97.2%)	28.26 (2.8%)	30.26 (3.0%)	15.99 (1.6%)	22.56 (2.2%)	13.03
Pharmacy Assistants	232.43	225.01 (96.8%)	255	0.00 (0.0%)	225.01 (96.8%)	7.42 (3.2%)	7.42 (3.2%)	0.60 (0.3%)	0.00 (0.0%)	2.41
Admin and Clerical	78.34	77.99 (99.6%)	94	0.00 (0.0%)	77.99 (99.6%)	0.35 (0.4%)	0.35 (0.4%)	0.00 (0.0%)	0.00 (0.0%)	2.00
Other*	7.21	7.21 (100.0%)	8	0.00 (0.0%)	7.21 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Support Staff	317.98	310.21 (97.6%)	357	0.00 (0.0%)	310.21 (97.6%)	7.77 (2.4%)	7.77 (2.4%)	0.60 (0.2%)	0.00 (0.0%)	4.41
Total All Staff <small>(excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)</small>	1,330.97	1,292.94 (97.1%)	1,473	2.00 (0.2%)	1,294.94 (97.3%)	36.03 (2.7%)	38.03 (2.9%)	16.59 (1.2%)	22.56 (1.7%)	17.44

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

Table 1a (iii). May 2012 Staffing Establishments in NHS Service Providers 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 2011(FTE)
Pharmacists										
Band 9	2.00	2.00 (100.0%)	2	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 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	21.00	21.00 (100.0%)	21	0.00 (0.0%)	21.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8b	29.26	29.26 (100.0%)	33	0.00 (0.0%)	29.26 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8a	113.82	110.82 (97.4%)	128	0.00 (0.0%)	110.82 (97.4%)	3.00 (2.6%)	3.00 (2.6%)	3.00 (2.6%)	0.00 (0.0%)	0.00
Band 7	140.90	133.10 (94.5%)	157	3.00 (2.1%)	136.10 (96.6%)	4.80 (3.4%)	7.80 (5.5%)	7.80 (5.5%)	0.00 (0.0%)	5.00
Band 6	88.45	85.95 (97.2%)	90	1.00 (1.1%)	86.95 (98.3%)	1.50 (1.7%)	2.50 (2.8%)	2.50 (2.8%)	2.00 (2.3%)	0.00
Total Qualified Pharmacists	399.43	386.13 (96.7%)	435	4.00 (1.0%)	390.13 (97.7%)	9.30 (2.3%)	13.30 (3.3%)	13.30 (3.3%)	2.00 (0.5%)	5.00
Pre-registration Trainee Pharmacists in post (NOT Est posts)	10.00	10.00 (100.0%)	10.00	0.00 (0.00%)	10.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	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	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	11.03	11.03 (100.0%)	12	0.00 (0.0%)	11.03 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 5	95.24	91.84 (96.4%)	100	0.00 (0.0%)	91.84 (96.4%)	3.40 (3.6%)	3.40 (3.6%)	3.00 (3.1%)	0.00 (0.0%)	1.00
Band 4	167.34	160.34 (95.8%)	174	0.00 (0.0%)	160.34 (95.8%)	7.00 (4.2%)	7.00 (4.2%)	7.00 (4.2%)	0.00 (0.0%)	3.00
Total Qualified Pharmacy Technicians	277.82	267.42 (96.3%)	291	0.00 (0.0%)	267.42 (96.3%)	10.40 (3.7%)	10.40 (3.7%)	10.00 (3.6%)	0.00 (0.0%)	4.00
Pre-registration Trainee Pharmacy Technicians - Year 1 in post (NOT Est posts)	9.00	7.00 (77.8%)	7	0.00 (0.00%)	7.00 (77.8%)	2.00 (22.2%)	2.00 (22.2%)	2.00 (22.2%)	0.00 (0.0%)	0.00
Pre-registration Trainee Pharmacy Technicians - Year 2 in post (NOT Est posts)	6.00	5.00 (83.3%)	5	0.00 (0.00%)	5.00 (83.3%)	1.00 (16.7%)	1.00 (16.7%)	1.00 (16.7%)	0.00 (0.0%)	0.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	677.25	653.55 (96.5%)	726	4.00 (0.6%)	657.55 (97.1%)	19.70 (2.9%)	23.70 (3.5%)	23.30 (3.4%)	2.00 (0.3%)	9.00
Pharmacy Assistants	118.50	111.50 (94.1%)	121	0.00 (0.0%)	111.50 (94.1%)	7.00 (5.9%)	7.00 (5.9%)	7.00 (5.9%)	0.00 (0.0%)	2.47
Admin and Clerical	59.86	57.86 (96.7%)	66	1.00 (1.7%)	58.86 (98.3%)	1.00 (1.7%)	2.00 (3.3%)	2.00 (3.3%)	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	178.36	169.36 (95.0%)	187	1.00 (0.6%)	170.36 (95.5%)	8.00 (4.5%)	9.00 (5.0%)	9.00 (5.0%)	0.00 (0.0%)	2.47
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	855.61	822.91 (96.2%)	913	5.00 (0.6%)	827.91 (96.8%)	27.70 (3.2%)	32.70 (3.8%)	32.30 (3.8%)	2.00 (0.2%)	11.47

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

Table 1b. Trends in NHS Service Providers & PCTs Pharmacy Staffing Establishments by country 2010-2012 (see note above re: interpretation)

Staff Group	England				Wales (inc. LHBs)				Northern Ireland			
	Established Posts (FTE) 2010	Established Posts (FTE) 2011	Established Posts (FTE) 2012	% Change in reported staffing establishment from May 2011 to May 2012	Established Posts (FTE) 2010	Established Posts (FTE) 2011	Established Posts (FTE) 2012	% Change in reported staffing establishment from May 2011 to May 2012	Established Posts (FTE) 2010	Established Posts (FTE) 2011	Established Posts (FTE) 2012	% Change in reported staffing establishment from May 2011 to May 2012
Pharmacists												
Band 9	98.08	96.02	99.29	3.4%	9.00	9.00	10.90	21.1%	0.00	1.00	2.00	100.0%
Band 8d	302.94	285.84	268.94	-5.9%	14.75	16.75	13.85	-17.3%	5.00	5.00	4.00	-20.0%
Band 8c	486.91	458.85	439.86	-4.1%	57.58	58.15	57.18	-1.7%	12.99	18.00	21.00	16.7%
Band 8b	1,151.61	1,133.46	1,114.83	-1.6%	102.37	105.48	102.21	-3.1%	21.97	27.18	29.26	7.7%
Band 8a	2,317.95	2,333.28	2,326.66	-0.3%	208.47	202.93	208.71	2.8%	70.62	102.92	113.82	10.6%
Band 7	1,743.19	1,801.21	1,897.50	5.3%	77.21	81.14	91.75	13.1%	183.94	147.70	140.90	-4.6%
Band 6	1,228.51	1,237.37	1,247.35	0.8%	70.50	64.48	56.45	-12.5%	85.00	85.50	88.45	3.5%
Total Qualified Pharmacists	7,329.18	7,346.01	7,394.43	0.7%	539.88	537.93	541.05	0.6%	379.52	387.30	399.43	3.1%
Pre-registration Trainee Pharmacists In post (NOT Est posts)	621.00	673.50	648.50	-3.7%	49.00	44.00	43.00	-2.3%	11.50	7.00	10.00	42.9%
Pharmacy Technicians												
Band 8c	4.00	2.00	2.00	0.0%	0.00	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 8b	19.84	21.82	22.73	4.2%	1.00	1.00	0.00	-100.0%	0.00	0.00	0.00	#DIV/0!
Band 8a	51.17	57.96	56.07	-3.3%	1.00	1.00	0.00	-100.0%	0.00	0.00	0.00	#DIV/0!
Band 7	463.86	454.80	446.96	-1.7%	21.44	20.44	18.12	-11.4%	3.93	4.21	4.21	0.0%
Band 6	1,282.23	1,300.97	1,311.84	0.8%	87.40	86.59	82.66	-4.5%	8.00	9.60	11.03	14.9%
Band 5	3,154.15	3,252.10	3,281.61	0.9%	251.76	243.10	251.89	3.6%	76.93	87.00	95.24	9.5%
Band 4	1,460.69	1,517.71	1,507.34	-0.7%	113.14	118.51	119.27	0.6%	175.60	174.16	167.34	-3.9%
Total Qualified Pharmacy Technicians	6,435.94	6,607.36	6,628.55	0.3%	475.74	470.64	471.94	0.3%	264.46	274.97	277.82	1.0%
Pre-registration Trainee Pharmacy Technicians (Year 1) In post (NOT Est posts)	361.70	321.00	330.40	2.9%	33.00	25.00	17.00	-32.0%	5.00	8.00	9.00	12.5%
Pre-registration Trainee Pharmacy Technicians (Year 2) In post (NOT Est posts)	336.39	357.00	314.50	-11.9%	29.00	31.00	23.00	-25.8%	19.70	5.00	6.00	20.0%
Pre-registration Trainee Pharmacy Technicians (Years 1 & 2) In post (NOT Est posts)	698.09	678.00	644.90	-4.9%	62.00	56.00	40.00	-28.6%	24.70	13.00	15.00	15.4%
Total Qualified Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	13,765.12	13,953.38	14,022.98	0.5%	1,061.17	1,015.62	1,012.99	-0.3%	643.98	662.27	677.25	2.3%
Pharmacy Assistants	3,587.64	3,643.42	3,630.33	-0.4%	232.77	236.81	232.43	-1.8%	100.72	99.60	118.50	19.0%
Admin and Clerical	1,346.58	1,294.67	1,278.77	-1.2%	93.98	93.14	78.34	-15.9%	57.36	61.20	59.86	-2.2%
Other*	254.41	313.21	315.77	0.8%	4.91	10.02	7.21	-28.0%	1.00	7.00	0.00	-100.0%
Total Support Staff	5,188.63	5,251.30	5,224.87	-0.5%	321.82	331.66	317.98	-4.1%	159.08	167.80	178.36	6.3%
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	18,953.75	19,204.68	19,247.85	0.2%	1,382.99	1,347.28	1,330.97	-1.2%	803.06	830.07	855.61	3.1%

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

Table 1c. Staffing Establishments and Vacancy Rates in NHS Service Providers & PCTs - trends for Qualified Pharmacists by country - England, Wales and Northern Ireland. 2010-2012

	May 2010 100% response rate					May 2011 100% response rate					May 2012 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 %			
North East SHA	399.57	351.99	11.9%	40.61	10.2%	393.55	352.07	10.5%	37.45	9.5%	405.42	366.00	9.7%	21.70	5.4%
North West SHA	1,112.89	971.48	12.7%	113.35	10.2%	1,129.71	1,033.55	8.5%	60.96	5.4%	1,132.70	1,043.01	7.9%	53.38	4.7%
Yorkshire & Humber SHA	757.38	673.00	11.1%	75.12	9.9%	737.19	684.30	7.2%	36.85	5.0%	731.42	694.67	5.0%	29.39	4.0%
East Midlands SHA	498.40	425.80	14.6%	47.21	9.5%	519.95	473.42	8.9%	24.45	4.7%	495.18	445.44	10.0%	24.87	5.0%
West Midlands SHA	679.85	589.99	13.2%	61.17	9.0%	690.81	620.58	10.2%	49.55	7.2%	715.47	652.51	8.8%	34.07	4.8%
East of England SHA	650.55	556.82	14.4%	61.82	9.5%	659.94	606.58	8.1%	42.33	6.4%	662.03	605.30	8.6%	31.81	4.8%
London SHA	1,665.06	1,497.02	10.1%	104.12	6.3%	1,645.38	1,547.12	6.0%	48.16	2.9%	1,665.35	1,552.19	6.8%	36.14	2.2%
South East Coast SHA	475.07	410.28	13.6%	38.88	8.2%	484.04	436.04	9.9%	21.47	4.4%	486.12	459.57	5.5%	17.25	3.5%
South Central SHA	512.09	461.27	9.9%	44.81	8.8%	501.94	470.10	6.3%	26.52	5.3%	498.71	460.78	7.6%	22.00	4.4%
South West SHA	578.32	521.47	9.8%	39.09	6.8%	583.51	539.70	7.5%	17.93	3.1%	602.03	559.03	7.1%	28.91	4.8%
England	7,329.18	6,459.12	11.9%	626.18	8.5%	7,346.01	6,763.46	7.9%	365.67	5.0%	7,394.43	6,838.50	7.5%	299.52	4.1%
Wales	539.88	501.74	7.1%	19.20	3.6%	537.93	500.47	7.0%	23.34	4.3%	541.05	524.40	3.1%	11.39	2.1%
Northern Ireland	379.52	352.48	7.1%	14.00	3.7%	387.30	369.71	4.5%	14.70	3.8%	399.43	386.13	3.3%	13.30	3.3%



Figure 1a(i) Vacancy rates in NHS Service Providers and PCTs - trends for Qualified Pharmacists by country - England, Wales and Northern Ireland. 2010 - 2012
Current vacancies at 31 May 2010, 2011 & 2012

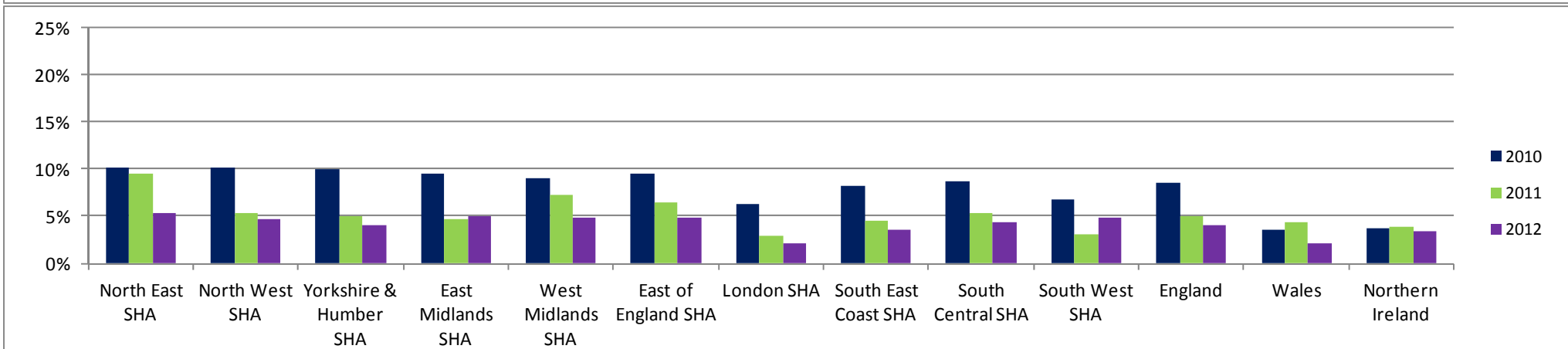


Figure 1a(ii) Vacancy rates in NHS Service Providers and PCTs - trends for Qualified Pharmacists by country - England, Wales and Northern Ireland. 2010 - 2012
3 month vacancies at 31 May 2010, 2011 & 2012

Table 1d. Staffing Establishments and Vacancy Rates in NHS Service Providers & PCTs - trends for Qualified Pharmacy Technicians by country - England, Wales and Northern Ireland. 2010-2012

	May 2010 100% response rate					May 2011 100% response rate					May 2012 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 %	Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %			
North East SHA	359.56	333.71	7.2%	14.69	4.1%	350.91	338.36	3.6%	10.80	3.1%	353.48	344.44	2.6%	6.83	1.9%
North West SHA	1,071.16	981.31	8.4%	65.80	6.1%	1,112.04	1,031.70	7.2%	46.78	4.2%	1,082.19	1,024.92	5.3%	37.77	3.5%
Yorkshire & Humber SHA	724.51	659.64	9.0%	56.38	7.8%	762.77	714.88	6.3%	36.72	4.8%	769.45	733.53	4.7%	19.53	2.5%
East Midlands SHA	532.60	485.84	8.8%	31.67	5.9%	561.94	508.55	9.5%	35.78	6.4%	521.89	488.81	6.3%	17.94	3.4%
West Midlands SHA	719.07	664.43	7.6%	28.90	4.0%	732.21	684.02	6.6%	29.88	4.1%	752.41	713.23	5.2%	32.58	4.3%
East of England SHA	609.21	559.75	8.1%	44.02	7.2%	643.88	582.79	9.5%	32.79	5.1%	627.53	588.31	6.2%	17.36	2.8%
London SHA	1,101.42	967.20	12.2%	77.19	7.0%	1,078.17	996.34	7.6%	39.52	3.7%	1,113.48	1,028.72	7.6%	38.40	3.4%
South East Coast SHA	419.59	392.06	6.6%	19.30	4.6%	455.00	423.58	6.9%	26.54	5.8%	474.91	442.41	6.8%	11.20	2.4%
South Central SHA	394.09	361.48	8.3%	29.75	7.5%	389.84	362.44	7.0%	18.61	4.8%	399.27	370.43	7.2%	16.11	4.0%
South West SHA	504.73	469.72	6.9%	20.30	4.0%	520.60	489.12	6.0%	15.30	2.9%	533.95	490.77	8.1%	14.20	2.7%
England	6,435.94	5,875.14	8.7%	388.00	6.0%	6,607.36	6,131.78	7.2%	292.72	4.4%	6,628.55	6,225.57	6.1%	211.92	3.2%
Wales	475.74	468.27	1.6%	5.76	1.2%	470.64	454.72	3.4%	4.26	0.9%	471.94	458.33	2.9%	4.60	1.0%
Northern Ireland	264.46	233.56	11.7%	9.90	3.7%	274.97	253.60	7.8%	13.60	4.9%	277.82	267.42	3.7%	10.00	3.6%

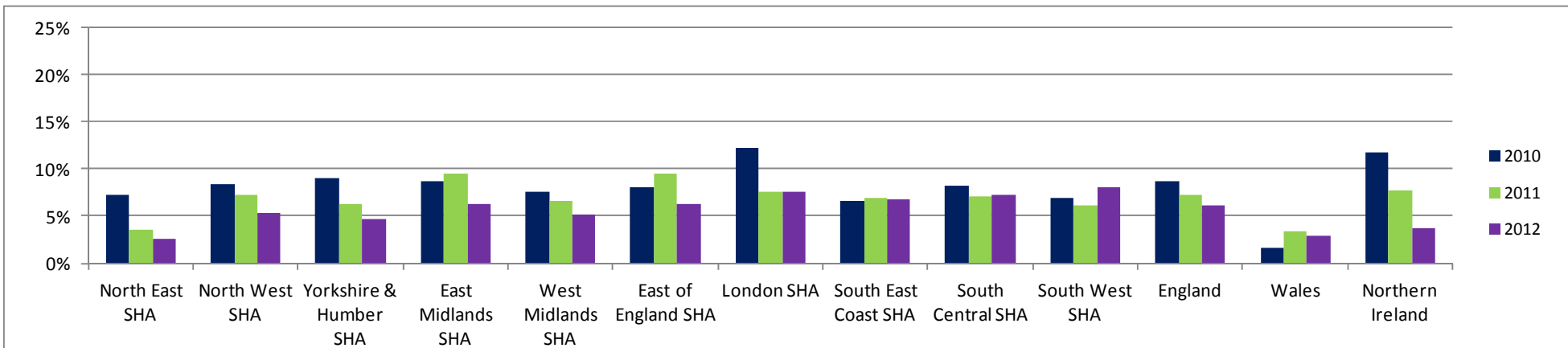


Figure 1b(i) Vacancy rates in NHS Service Providers and PCTs - trends for Qualified Pharmacy Technicians by country - England, Wales and Northern Ireland. 2010 - 2012
Current vacancies at 31 May 2010, 2011 & 2012

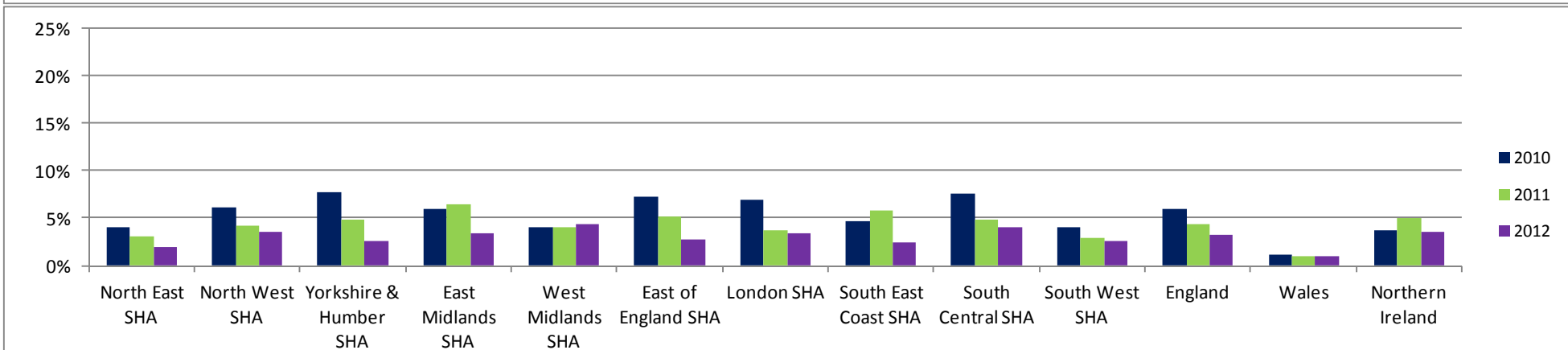
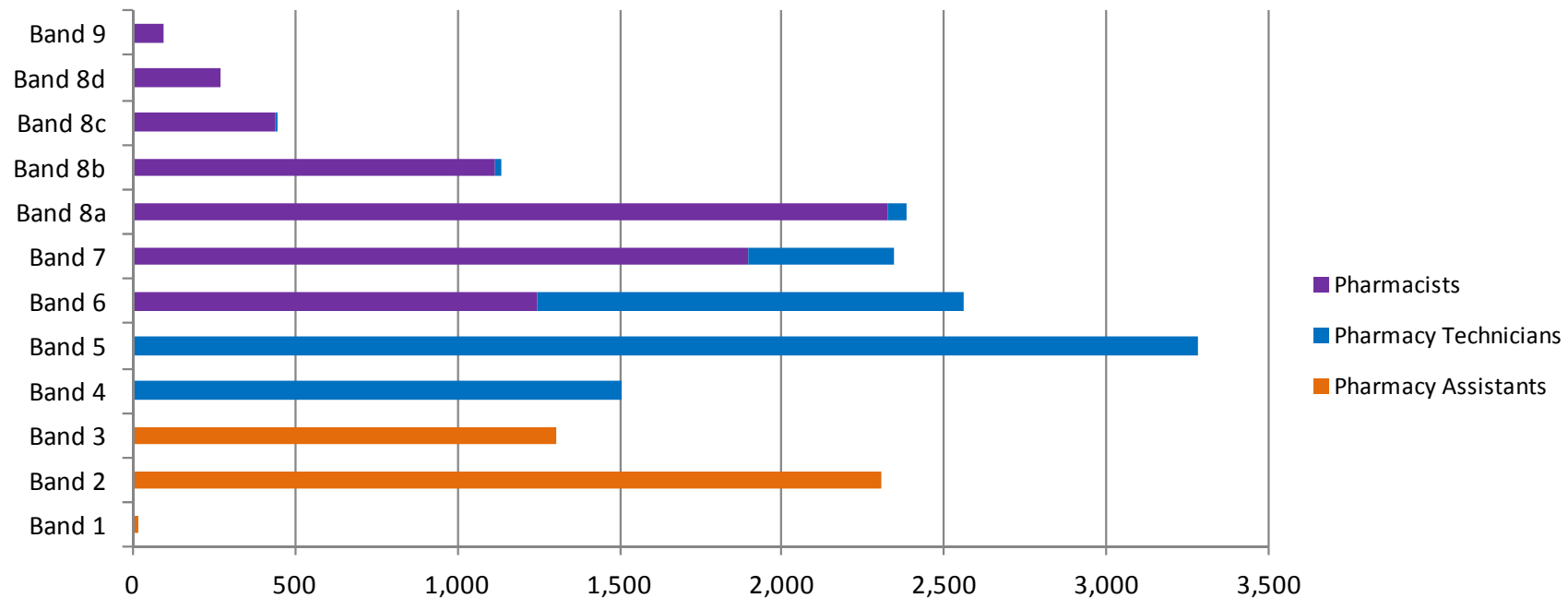


Figure 1b(ii) Vacancy rates in NHS Service Providers and PCTs - trends for Qualified Pharmacy Technicians by country - England, Wales and Northern Ireland. 2010 - 2012
3 month vacancies at 31 May 2010, 2011 & 2012



**Figure 1c. Number of established posts by staff group
(not including pre-registration trainees)
in NHS Service Providers and PCTs in England - 2012**

Section B. Pharmacy Staffing Establishments and Vacancy Rates in NHS Service Providers

2. Staffing Establishments and Vacancy Rates in NHS Service Providers

Current staffing establishments and current vacancy rates for pharmacy departments in acute, mental health and community health NHS trusts, social enterprises, Community Interest Companies (CICs), a few remaining PCT provider arms, Welsh health boards and Northern Ireland Health & Social Care Trusts, are summarised in Table 2a(i), 2a(ii) and 2a(iii) respectively. These organisations are referred to in this report as **NHS Service Providers** for brevity. ***N.B.**The data for providers of NHS services, (NHS acute, mental health, community health trusts, social enterprises and Community Interest Companies (CICs), including former PCT provider arm activity), are included in the NHS Service Provider section for the first time in 2012. A decrease in PCT numbers and increase in NHS service provider numbers would therefore be expected.*

Pharmacists

There are:

6,443.52 FTE established pharmacist posts in **NHS Service Providers** across **England**; an increase of 5.1% (313.37 FTE) since May 2011, 541.05 FTE established pharmacist posts in **NHS Service Providers** across **Wales**; an increase of 0.6% (3.12 FTE) since May 2011 and 366.43 FTE established pharmacist posts in **NHS Service Providers** across **Northern Ireland**; an increase of 3.1% (11.13 FTE) since May 2011.

Pharmacy technicians

There are:

6,235.69 FTE established pharmacy technician posts in **NHS Service Providers** across **England**; an increase of 3.1 % (188.49 FTE) since May 2011, 471.94 FTE established pharmacy technician posts in **NHS Service Providers** across **Wales**; an increase of 0.3% (1.30 FTE) since May 2011 and, 275.82 FTE established pharmacy technician posts in **NHS Service Providers** across **Northern Ireland**; an increase of 0.7% (1.85 FTE) since May 2011.

Pharmacy assistants

There are:

3,630.33 FTE established pharmacy assistant posts in **NHS Service Providers** across **England**; an increase of 0.7% (23.71 FTE) since May 2011, 232.43 FTE established pharmacy assistant posts in **NHS Service Providers** across **Wales**; a decrease of 1.8% (4.38 FTE) since May 2011 and, 118.50 FTE established pharmacy assistant posts in **NHS Service Providers** across **Northern Ireland**; an increase of 19.0% (18.90 FTE) since May 2011.

Table 2a(i). May 2012 Staffing Establishments in NHS Service Providers - 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 2011 (FTE)
Pharmacists										
Band 9	95.29	91.79 (96.3%)	94	1.00 (1.0%)	92.79 (97.4%)	2.50 (2.6%)	3.50 (3.7%)	3.00 (3.1%)	1.00 (1.0%)	2.10
Band 8d	177.73	172.92 (97.3%)	182	0.40 (0.2%)	173.32 (97.5%)	4.41 (2.5%)	4.81 (2.7%)	3.96 (2.2%)	5.00 (2.8%)	9.64
Band 8c	342.36	328.38 (95.9%)	358	2.00 (0.6%)	330.38 (96.5%)	11.98 (3.5%)	13.98 (4.1%)	6.55 (1.9%)	7.90 (2.3%)	11.39
Band 8b	908.15	881.59 (97.1%)	1,006	4.40 (0.5%)	885.99 (97.6%)	22.16 (2.4%)	26.56 (2.9%)	13.11 (1.4%)	16.73 (1.8%)	27.43
Band 8a	1,892.00	1,790.58 (94.6%)	2,108	40.32 (2.1%)	1,830.90 (96.8%)	61.10 (3.2%)	101.42 (5.4%)	49.84 (2.6%)	9.83 (0.5%)	28.32
Band 7	1,784.04	1,603.55 (89.9%)	1,824	89.92 (5.0%)	1,693.47 (94.9%)	90.57 (5.1%)	180.49 (10.1%)	97.11 (5.4%)	15.16 (0.8%)	18.32
Band 6	1,243.95	1,093.22 (87.9%)	1,151	66.62 (5.4%)	1,159.84 (93.2%)	84.11 (6.8%)	150.73 (12.1%)	83.72 (6.7%)	12.00 (1.0%)	18.47
Total Qualified Pharmacists	6,443.52	5,962.03 (92.5%)	6,723	204.66 (3.2%)	6,166.69 (95.7%)	276.83 (4.3%)	481.49 (7.5%)	257.29 (4.0%)	67.62 (1.0%)	115.67
Pre-registration Trainee Pharmacists in post (NOT Est posts)	654.40	645.50 (98.6%)	646.00	0.00 (0.00%)	645.50 (98.6%)	8.90 (1.4%)	8.90 (1.4%)	3.00 (0.5%)	5.00 (0.76%)	10.00
Pharmacy Technicians										
Band 8c	2.00	2.00 (100.0%)	2	0.00 (0.0%)	2 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8b	21.73	21.66 (99.7%)	22	0.00 (0.0%)	21.66 (99.7%)	0.07 (0.3%)	0.07 (0.3%)	0.00 (0.0%)	1.00 (4.6%)	0.00
Band 8a	55.07	55.03 (99.9%)	58	0.00 (0.0%)	55.03 (99.9%)	0.04 (0.1%)	0.04 (0.1%)	0.00 (0.0%)	0.00 (0.0%)	2.50
Band 7	428.56	417.87 (97.5%)	453	1.00 (0.2%)	418.87 (97.7%)	9.69 (2.3%)	10.69 (2.5%)	7.57 (1.8%)	2.00 (0.5%)	15.49
Band 6	1,196.28	1,172.01 (98.0%)	1,302	4.77 (0.4%)	1,176.78 (98.4%)	19.50 (1.6%)	24.27 (2.0%)	17.62 (1.5%)	11.94 (1.0%)	27.07
Band 5	3,030.78	2,837.42 (93.6%)	3,318	49.46 (1.6%)	2,886.88 (95.3%)	143.90 (4.7%)	193.36 (6.4%)	94.95 (3.1%)	23.35 (0.8%)	26.35
Band 4	1,501.28	1,366.23 (91.0%)	1,542	43.65 (2.9%)	1,409.88 (93.9%)	91.40 (6.1%)	135.05 (9.0%)	66.81 (4.5%)	13.97 (0.9%)	29.90
Total Qualified Pharmacy Technicians	6,235.69	5,872.22 (94.2%)	6,697	98.88 (1.6%)	5,971.10 (95.8%)	264.59 (4.2%)	363.47 (5.8%)	186.95 (3.0%)	52.26 (0.8%)	101.31
Pre-registration Trainee Pharmacy Technicians - Year 1 in post (NOT Est posts)	329.60	314.40 (95.4%)	315	0.00 (0.00%)	314.40 (95.4%)	15.20 (4.6%)	15.20 (4.6%)	8.00 (2.4%)	1.00 (0.3%)	5.00
Pre-registration Trainee Pharmacy Technicians - Year 2 in post (NOT Est posts)	313.50	306.00 (97.6%)	306	0.00 (0.00%)	306.00 (97.6%)	7.50 (2.4%)	7.50 (2.4%)	6.00 (1.9%)	3.00 (1.0%)	2.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	12,679.21	11,834.25 (93.3%)	13,420	303.54 (2.4%)	12,137.79 (95.7%)	541.42 (4.3%)	844.96 (6.7%)	444.24 (3.5%)	119.88 (0.9%)	216.98
Pharmacy Assistants	3,630.33	3,358.97 (92.5%)	3,841	50.06 (1.4%)	3,409.03 (93.9%)	221.30 (6.1%)	271.36 (7.5%)	148.05 (4.1%)	36.91 (1.0%)	61.19
Admin and Clerical	1,076.23	1,016.54 (94.5%)	1,200	14.93 (1.4%)	1,031.47 (95.8%)	44.76 (4.2%)	59.69 (5.5%)	36.78 (3.4%)	4.43 (0.4%)	25.77
Other*	294.11	285.13 (96.9%)	307	0.00 (0.0%)	285.13 (96.9%)	8.98 (3.1%)	8.98 (3.1%)	4.88 (1.7%)	2.00 (0.7%)	4.88
Total Support Staff	5,000.67	4,660.64 (93.2%)	5,348	64.99 (1.3%)	4,725.63 (94.5%)	275.04 (5.5%)	340.03 (6.8%)	189.71 (3.8%)	43.34 (0.9%)	91.84
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	17,679.88	16,494.89 (93.3%)	18,768	368.53 (2.1%)	16,863.42 (95.4%)	816.46 (4.6%)	1,184.99 (6.7%)	633.95 (3.6%)	163.22 (0.9%)	308.82

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

Table 2a(ii). May 2012 Staffing Establishments in NHS Service Providers - 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 2011 (FTE)
Pharmacists										
Band 9	10.90	10.90 (100.0%)	11	0.00 (0.0%)	10.90 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8d	13.85	13.85 (100.0%)	14	0.00 (0.0%)	13.85 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8c	57.18	57.18 (100.0%)	59	0.00 (0.0%)	57.18 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	1.00 (1.7%)	1.00 (1.7%)	1.00
Band 8b	102.21	99.12 (97.0%)	116	0.00 (0.0%)	99.12 (97.0%)	3.09 (3.0%)	3.09 (3.0%)	2.18 (2.1%)	2.00 (2.0%)	0.00
Band 8a	208.71	202.71 (97.1%)	244	1.00 (0.5%)	203.71 (97.6%)	5.00 (2.4%)	6.00 (2.9%)	3.61 (1.7%)	2.60 (1.2%)	6.03
Band 7	91.75	86.29 (94.0%)	100	1.00 (1.1%)	87.29 (95.1%)	4.46 (4.9%)	5.46 (6.0%)	3.00 (3.3%)	2.00 (2.2%)	0.60
Band 6	56.45	54.35 (96.3%)	56	0.00 (0.0%)	54.35 (96.3%)	2.10 (3.7%)	2.10 (3.7%)	1.60 (2.8%)	4.00 (7.1%)	3.00
Total Qualified Pharmacists	541.05	524.40 (96.9%)	600	2.00 (0.4%)	526.40 (97.3%)	14.65 (2.7%)	16.65 (3.1%)	11.39 (2.1%)	11.60 (2.1%)	10.63
Pre-registration Trainee Pharmacists in post (NOT Est posts)	43.00	43.00 (100.0%)	43.00	0.00 (0.00%)	43.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	1.00 (2.33%)	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	18.12	17.12 (94.5%)	19	0.00 (0.0%)	17.12 (94.5%)	1.00 (5.5%)	1.00 (5.5%)	1.00 (5.5%)	1.00 (5.5%)	0.60
Band 6	82.66	81.61 (98.7%)	92	0.00 (0.0%)	81.61 (98.7%)	1.05 (1.3%)	1.05 (1.3%)	0.00 (0.0%)	7.40 (9.0%)	1.30
Band 5	251.89	244.31 (97.0%)	279	0.00 (0.0%)	244.31 (97.0%)	7.58 (3.0%)	7.58 (3.0%)	0.00 (0.0%)	0.56 (0.2%)	0.50
Band 4	119.27	115.29 (96.7%)	126	0.00 (0.0%)	115.29 (96.7%)	3.98 (3.3%)	3.98 (3.3%)	3.60 (3.0%)	2.00 (1.7%)	0.00
Total Qualified Pharmacy Technicians	471.94	458.33 (97.1%)	516	0.00 (0.0%)	458.33 (97.1%)	13.61 (2.9%)	13.61 (2.9%)	4.60 (1.0%)	10.96 (2.3%)	2.40
Pre-registration Trainee Pharmacy Technicians - Year 1 in post (NOT Est posts)	17.00	16.00 (94.1%)	16	0.00 (0.00%)	16.00 (94.1%)	1.00 (5.9%)	1.00 (5.9%)	1.00 (5.9%)	0.00 (0.0%)	0.00
Pre-registration Trainee Pharmacy Technicians - Year 2 in post (NOT Est posts)	23.00	22.00 (95.7%)	22	0.00 (0.00%)	22.00 (95.7%)	1.00 (4.3%)	1.00 (4.3%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	1,012.99	982.73 (97.0%)	1,116	2.00 (0.2%)	984.73 (97.2%)	28.26 (2.8%)	30.26 (3.0%)	15.99 (1.6%)	22.56 (2.2%)	13.03
Pharmacy Assistants	232.43	225.01 (96.8%)	255	0.00 (0.0%)	225.01 (96.8%)	7.42 (3.2%)	7.42 (3.2%)	0.60 (0.3%)	0.00 (0.0%)	2.41
Admin and Clerical	78.34	77.99 (99.6%)	94	0.00 (0.0%)	77.99 (99.6%)	0.35 (0.4%)	0.35 (0.4%)	0.00 (0.0%)	0.00 (0.0%)	2.00
Other*	7.21	7.21 (100.0%)	8	0.00 (0.0%)	7.21 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Support Staff	317.98	310.21 (97.6%)	357	0.00 (0.0%)	310.21 (97.6%)	7.77 (2.4%)	7.77 (2.4%)	0.60 (0.2%)	0.00 (0.0%)	4.41
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	1,330.97	1,292.94 (97.1%)	1,473	2.00 (0.2%)	1,294.94 (97.3%)	36.03 (2.7%)	38.03 (2.9%)	16.59 (1.2%)	22.56 (1.7%)	17.44

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

Table 2a(iii). May 2012 Staffing Establishments in NHS Service Providers - 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 2011 (FTE)
Pharmacists										
Band 9	2.00	2.00 (100.0%)	2	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 8d	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 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	25.26	25.26 (100.0%)	29	0.00 (0.0%)	25.26 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8a	90.82	88.82 (97.8%)	101	0.00 (0.0%)	88.82 (97.8%)	2.00 (2.2%)	2.00 (2.2%)	2.00 (2.2%)	0.00 (0.0%)	0.00
Band 7	138.90	131.10 (94.4%)	153	3.00 (2.2%)	134.10 (96.5%)	4.80 (3.5%)	7.80 (5.6%)	7.80 (5.6%)	0.00 (0.0%)	5.00
Band 6	88.45	85.95 (97.2%)	90	1.00 (1.1%)	86.95 (98.3%)	1.50 (1.7%)	2.50 (2.8%)	2.50 (2.8%)	2.00 (2.3%)	0.00
Total Qualified Pharmacists	366.43	354.13 (96.6%)	396	4.00 (1.1%)	358.13 (97.7%)	8.30 (2.3%)	12.30 (3.4%)	12.30 (3.4%)	2.00 (0.5%)	5.00
Pre-registration Trainee Pharmacists in post (NOT Est posts)	10.00	10.00 (100.0%)	10.00	0.00 (0.00%)	10.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	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	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	11.03	11.03 (100.0%)	12	0.00 (0.0%)	11.03 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 5	94.24	90.84 (96.4%)	99	0.00 (0.0%)	90.84 (96.4%)	3.40 (3.6%)	3.40 (3.6%)	3.00 (3.2%)	0.00 (0.0%)	1.00
Band 4	167.34	160.34 (95.8%)	174	0.00 (0.0%)	160.34 (95.8%)	7.00 (4.2%)	7.00 (4.2%)	7.00 (4.2%)	0.00 (0.0%)	3.00
Total Qualified Pharmacy Technicians	275.82	265.42 (96.2%)	289	0.00 (0.0%)	265.42 (96.2%)	10.40 (3.8%)	10.40 (3.8%)	10.00 (3.6%)	0.00 (0.0%)	4.00
Pre-registration Trainee Pharmacy Technicians - Year 1 in post (NOT Est posts)	9.00	7.00 (77.8%)	7	0.00 (0.00%)	7.00 (77.8%)	2.00 (22.2%)	2.00 (22.2%)	2.00 (22.2%)	0.00 (0.0%)	0.00
Pre-registration Trainee Pharmacy Technicians - Year 2 in post (NOT Est posts)	6.00	5.00 (83.3%)	5	0.00 (0.00%)	5.00 (83.3%)	1.00 (16.7%)	1.00 (16.7%)	1.00 (16.7%)	0.00 (0.0%)	0.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	642.25	619.55 (96.5%)	685	4.00 (0.6%)	623.55 (97.1%)	18.70 (2.9%)	22.70 (3.5%)	22.30 (3.5%)	2.00 (0.3%)	9
Pharmacy Assistants	118.50	111.50 (94.1%)	121	0.00 (0.0%)	111.50 (94.1%)	7.00 (5.9%)	7.00 (5.9%)	7.00 (5.9%)	0.00 (0.0%)	2.47
Admin and Clerical	59.86	57.86 (96.7%)	66	1.00 (1.7%)	58.86 (98.3%)	1.00 (1.7%)	2.00 (3.3%)	2.00 (3.3%)	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	178.36	169.36 (95.0%)	187	1.00 (0.6%)	170.36 (95.5%)	8.00 (4.5%)	9.00 (5.0%)	9.00 (5.0%)	0.00 (0.0%)	2.47
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	820.61	788.91 (96.1%)	872	5.00 (0.6%)	793.91 (96.7%)	26.70 (3.3%)	31.70 (3.9%)	31.30 (3.8%)	2.00 (0.2%)	11.47

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

3. Trends in Pharmacy Staffing Establishments in NHS Service Providers

Trends in staffing establishments over time by geographical area have been examined, comparing data from surveys carried out in 2010, 2011 and 2012 by country. The 2010, 2011 and 2012 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 Service Providers by country over time 2010-2012

Table 3a shows trends in NHS service provider pharmacy staffing establishments by country 2010-2012, with the % change in reported staffing establishment from May 2011 to May 2012.

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 Service Providers Pharmacy Staffing Establishments by country 2010-2012 (see note above re: interpretation)

Staff Group	England				Wales				Northern Ireland			
	Established Posts (FTE) 2010	Established Posts (FTE) 2011	Established Posts (FTE) 2012	% Change in reported staffing establishment from May 2011 to May 2012	Established Posts (FTE) 2010	Established Posts (FTE) 2011	Established Posts (FTE) 2012	% Change in reported staffing establishment from May 2011 to May 2012	Established Posts (FTE) 2010	Established Posts (FTE) 2011	Established Posts (FTE) 2012	% Change in reported staffing establishment from May 2011 to May 2012
Pharmacists												
Band 9	91.87	89.19	95.29	6.8%	9.00	9.00	10.90	21.1%	0.00	1.00	2.00	100.0%
Band 8d	187.98	185.57	177.73	-4.2%	14.75	16.75	13.85	-17.3%	4.00	4.00	3.00	-25.0%
Band 8c	342.91	334.42	342.36	2.4%	57.58	58.15	57.18	-1.7%	9.99	15.00	18.00	20.0%
Band 8b	870.81	865.30	908.15	5.0%	102.37	105.48	102.21	-3.1%	19.97	24.18	25.26	4.5%
Band 8a	1,757.09	1,793.03	1,892.00	5.5%	208.47	202.93	208.71	2.8%	47.62	79.92	90.82	13.6%
Band 7	1,577.62	1,637.27	1,784.04	9.0%	77.21	81.14	91.75	13.1%	181.94	145.70	138.90	-4.7%
Band 6	1,218.09	1,225.37	1,243.95	1.5%	70.50	64.48	56.45	-12.5%	85.00	85.50	88.45	3.5%
Total Qualified Pharmacists	6,046.37	6,130.15	6,443.52	5.1%	539.88	537.93	541.05	0.6%	348.52	355.30	366.43	3.1%
Pre-registration Trainee Pharmacists <i>In post (NOT Est posts)</i>	617.50	669.50	645.50	-3.6%	49.00	44.00	43.00	-2.3%	11.50	7.00	10.00	42.9%
Pharmacy Technicians												
Band 8c	4.00	2.00	2.00	0.0%	0.00	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 8b	18.84	20.82	21.73	4.4%	1.00	1.00	0.00	-100.0%	0.00	0.00	0.00	#DIV/0!
Band 8a	50.17	55.04	55.07	0.1%	1.00	1.00	0.00	-100.0%	0.00	0.00	0.00	#DIV/0!
Band 7	428.23	426.84	428.56	0.4%	21.44	20.44	18.12	-11.4%	2.93	3.21	3.21	0.0%
Band 6	1,128.10	1,149.58	1,196.28	4.1%	87.40	86.59	82.66	-4.5%	8.00	9.60	11.03	14.9%
Band 5	2,819.49	2,897.08	3,030.78	4.6%	251.76	243.10	251.89	3.6%	76.93	87.00	94.24	8.3%
Band 4	1,449.86	1,495.84	1,501.28	0.4%	113.14	118.51	119.27	0.6%	175.60	174.16	167.34	-3.9%
Total Qualified Pharmacy Technicians	5,898.69	6,047.20	6,235.69	3.1%	475.74	470.64	471.94	0.3%	263.46	273.97	275.82	0.7%
Pre-registration Trainee Pharmacy Technicians (Year 1) <i>In post (NOT Est posts)</i>	359.70	318.00	329.60	3.6%	33.00	25.00	17.00	-32.0%	5.00	8.00	9.00	12.5%
Pre-registration Trainee Pharmacy Technicians (Year 2) <i>In post (NOT Est posts)</i>	335.39	353.00	313.50	-11.2%	29.00	31.00	23.00	-25.8%	19.70	5.00	6.00	20.0%
Pre-registration Trainee Pharmacy Technicians (Years 1 & 2) <i>In post (NOT Est posts)</i>	695.09	671.00	643.10	-4.2%	62.00	56.00	40.00	-28.6%	24.70	13.00	15.00	15.4%
Total Qualified Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	11,945.06	12,177.35	12,679.21	4.1%	1,015.62	1,008.57	1,012.99	0.4%	611.98	629.27	642.25	2.1%
Pharmacy Assistants	3,568.91	3,606.62	3,630.33	0.7%	232.77	236.81	232.43	-1.8%	100.72	99.60	118.50	19.0%
Admin and Clerical	1,040.82	1,047.43	1,076.23	2.7%	93.98	93.14	78.34	-15.9%	54.36	58.20	59.86	2.9%
Other*	221.49	279.07	294.11	5.4%	4.91	10.02	7.21	-28.0%	1.00	7.00	0.00	-100.0%
Total Support Staff	4,831.22	4,933.12	5,000.67	1.4%	331.66	339.97	317.98	-6.5%	156.08	164.80	178.36	8.2%
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	16,776.28	17,110.47	17,679.88	3.3%	1,347.28	1,348.54	1,330.97	-1.3%	768.06	794.07	820.61	3.3%

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

Table 3b. Staffing Establishments and Vacancy Rates in NHS Service Providers - trends for Qualified Pharmacists in NHS Service Providers by country - England, Wales and Northern Ireland. 2010-2012

	May 2010 100% response rate					May 2011 100% response rate					May 2012 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	330.32	291.81	11.7%	32.74	9.9%	332.43	298.31	10.3%	30.15	9.1%	360.10	330.42	8.2%	12.50	3.5%
North West SHA	892.34	779.48	12.6%	90.36	10.1%	921.84	849.84	7.8%	43.63	4.7%	969.97	895.67	7.7%	44.97	4.6%
Yorkshire & Humber SHA	629.71	558.91	11.2%	66.46	10.6%	626.93	584.38	6.8%	29.26	4.7%	642.47	616.30	4.1%	20.88	3.2%
East Midlands SHA	401.60	336.52	16.2%	39.39	9.8%	409.22	377.51	7.7%	19.63	4.8%	426.04	379.00	11.0%	23.87	5.6%
West Midlands SHA	535.84	456.30	14.8%	54.97	10.3%	552.48	492.85	10.8%	43.58	7.9%	595.33	539.94	9.3%	34.07	5.7%
East of England SHA	526.27	450.22	14.5%	48.69	9.3%	543.01	498.04	8.3%	33.73	6.2%	564.16	511.74	9.3%	28.16	5.0%
London SHA	1,450.40	1,313.60	9.4%	79.02	5.4%	1,466.61	1,387.43	5.4%	40.46	2.8%	1,510.32	1,411.17	6.6%	32.14	2.1%
South East Coast SHA	375.19	321.15	14.4%	33.04	8.8%	386.32	351.84	8.9%	18.94	4.9%	410.15	387.85	5.4%	14.64	3.6%
South Central SHA	427.11	378.50	11.4%	44.21	10.4%	406.00	374.73	7.7%	25.90	6.4%	436.73	400.35	8.3%	20.80	4.8%
South West SHA	477.59	435.85	8.7%	36.69	7.7%	485.31	448.60	7.6%	16.33	3.4%	528.25	489.59	7.3%	25.26	4.8%
England	6,046.37	5,322.34	12.0%	525.57	8.7%	6,130.15	5,663.53	7.6%	301.61	4.9%	6,443.52	5,962.03	7.5%	257.29	4.0%
Wales	539.88	501.74	7.1%	19.20	3.6%	537.93	500.47	7.0%	23.34	4.3%	541.05	524.40	3.1%	11.39	2.1%
Northern Ireland	348.52	321.48	7.8%	14.00	4.0%	355.30	337.71	5.0%	14.70	4.1%	366.43	354.13	3.4%	12.30	3.4%

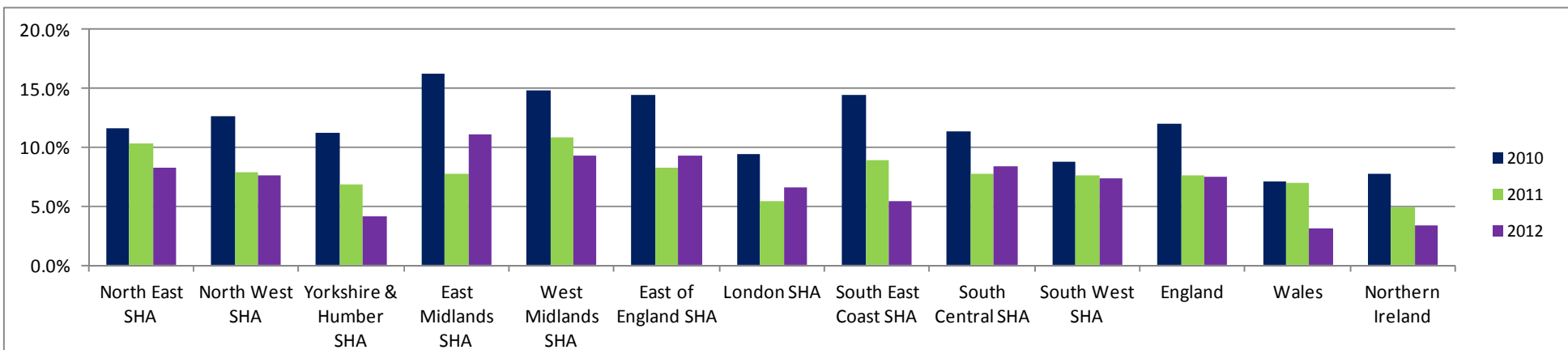


Figure 3a(i) Vacancy rates in NHS Service Providers - trends for Qualified Pharmacists by country - England, Wales and Northern Ireland. 2010 - 2012
Current vacancies at 31 May 2010, 2011 & 2012

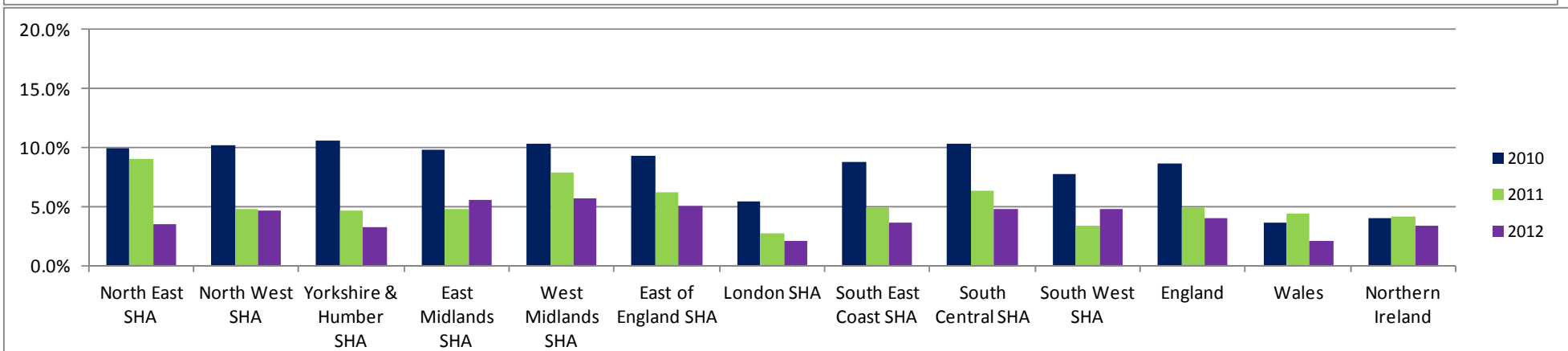


Figure 3a(ii) Vacancy rates in NHS Service Providers - trends for Qualified Pharmacists by country - England, Wales and Northern Ireland. 2010 - 2012
3 month vacancies at 31 May 2010, 2011 & 2012

Table 3c. Staffing Establishments and Vacancy Rates in NHS Service Providers - trends for Qualified Pharmacy Technicians by country - England, Wales and Northern Ireland. 2010-2012

	May 2010 100% response rate					May 2011 100% response rate					May 2012 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 %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %
North East SHA	338.76	314.78	7.1%	13.92	4.1%	332.98	323.73	2.8%	7.50	2.3%	338.31	332.77	1.6%	3.53	1.0%
North West SHA	942.89	861.64	8.6%	59.80	6.3%	984.42	913.01	7.3%	40.78	4.1%	987.80	936.28	5.2%	34.57	3.5%
Yorkshire & Humber SHA	661.63	608.43	8.0%	48.81	7.4%	689.72	653.63	5.2%	28.62	4.1%	722.65	691.87	4.3%	14.67	2.0%
East Midlands SHA	469.73	424.33	9.7%	30.27	6.4%	485.05	440.23	9.2%	34.78	7.2%	483.26	452.32	6.4%	17.00	3.5%
West Midlands SHA	657.36	608.04	7.5%	24.18	3.7%	672.50	635.77	5.5%	19.80	2.9%	700.96	666.40	4.9%	27.84	4.0%
East of England SHA	549.65	507.79	7.6%	30.52	5.6%	587.93	538.74	8.4%	24.19	4.1%	581.51	549.29	5.5%	15.36	2.6%
London SHA	1,063.15	935.40	12.0%	74.69	7.0%	1,051.00	970.94	7.6%	38.95	3.7%	1,095.28	1,012.52	7.6%	37.40	3.4%
South East Coast SHA	379.70	359.79	5.2%	13.30	3.5%	403.97	378.95	6.2%	21.74	5.4%	435.10	407.00	6.5%	8.00	1.8%
South Central SHA	371.18	340.17	8.4%	28.25	7.6%	364.08	338.36	7.1%	18.11	5.0%	386.28	357.97	7.3%	15.58	4.0%
South West SHA	464.64	436.93	6.0%	20.30	4.4%	475.55	448.66	5.7%	13.50	2.8%	504.55	465.80	7.7%	13.00	2.6%
England	5,898.69	5,397.30	8.5%	344.04	5.8%	6,047.20	5,642.02	6.7%	247.97	4.1%	6,235.69	5,872.22	5.8%	186.95	3.0%
Wales	475.74	468.27	1.6%	5.76	1.2%	470.64	454.72	3.4%	4.26	0.9%	471.94	458.33	2.9%	4.60	1.0%
Northern Ireland	263.46	232.56	11.7%	9.90	3.8%	273.97	252.60	7.8%	13.60	5.0%	275.82	265.42	3.8%	10.00	3.6%



Figure 3b(i) Vacancy rates in NHS Service Providers - trends for Qualified Pharmacy Technicians by country - England, Wales and Northern Ireland. 2010 - 2012
Current vacancies at 31 May 2010, 2011 & 2012



Figure 3b(ii) Vacancy rates in NHS Service Providers - trends for Qualified Pharmacy Technicians by country - England, Wales and Northern Ireland. 2010 - 2012
3 month vacancies at 31 May 2010, 2011 & 2012

Table 3d. Staffing Establishments and Vacancy rates in NHS Service Providers - trends for Band 6 Qualified Pharmacists by country - England, Wales and Northern Ireland. 2010 - 2012

	May 2010 100% response rate					May 2011 100% response rate					May 2012 100% response rate				
	Band 6 PHARMACISTS					Band 6 PHARMACISTS					Band 6 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	53.76	55.99	-4.1%	4.80	8.9%	54.62	37.79	30.8%	15.83	29.0%	66.86	59.35	11.2%	3.00	4.5%
North West SHA	168.40	137.38	18.4%	26.05	15.5%	178.86	168.01	6.1%	8.40	4.7%	170.97	150.68	11.9%	17.85	10.4%
Yorkshire & Humber SHA	105.25	104.29	0.9%	10.00	9.5%	98.14	82.80	15.6%	6.61	6.7%	84.14	64.87	22.9%	7.27	8.6%
East Midlands SHA	80.73	59.13	26.8%	8.00	9.9%	77.90	71.90	7.7%	2.00	2.6%	78.60	65.13	17.1%	1.67	2.1%
West Midlands SHA	110.22	87.17	20.9%	15.00	13.6%	107.41	89.78	16.4%	14.00	13.0%	112.14	96.79	13.7%	15.53	13.8%
East of England SHA	100.53	81.90	18.5%	7.83	7.8%	111.11	97.26	12.5%	10.41	9.4%	124.03	108.92	12.2%	9.00	7.3%
London SHA	317.08	278.50	12.2%	22.92	7.2%	319.36	294.87	7.7%	10.14	3.2%	322.43	284.53	11.8%	14.40	4.5%
South East Coast SHA	87.74	67.85	22.7%	6.49	7.4%	85.98	79.24	7.8%	2.34	2.7%	82.90	76.78	7.4%	3.00	3.6%
South Central SHA	87.24	70.16	19.6%	14.59	16.7%	77.56	66.07	14.8%	11.59	14.9%	88.17	78.96	10.4%	5.00	5.7%
South West SHA	107.14	84.92	20.7%	21.00	19.6%	114.43	99.69	12.9%	3.49	3.0%	113.71	107.21	5.7%	7.00	6.2%
England	1,218.09	1,027.29	15.7%	136.68	11.2%	1,225.37	1,087.41	11.3%	84.81	6.9%	1,243.95	1,093.22	12.1%	83.72	6.7%
Wales	70.50	55.31	21.5%	8.00	11.3%	64.48	51.98	19.4%	9.50	14.7%	56.45	54.35	3.7%	1.60	2.8%
Northern Ireland	85.00	80.00	5.9%	3.00	3.5%	85.50	82.50	3.5%	3.00	3.5%	88.45	85.95	2.8%	2.50	2.8%



Figure 3c(i) Vacancy rates in NHS Service Providers - trends for Band 6 Qualified Pharmacists by SHA and home country - England, Wales and Northern Ireland. 2010 - 2012
Current vacancies at 31 May 2010, 2011 & 2012

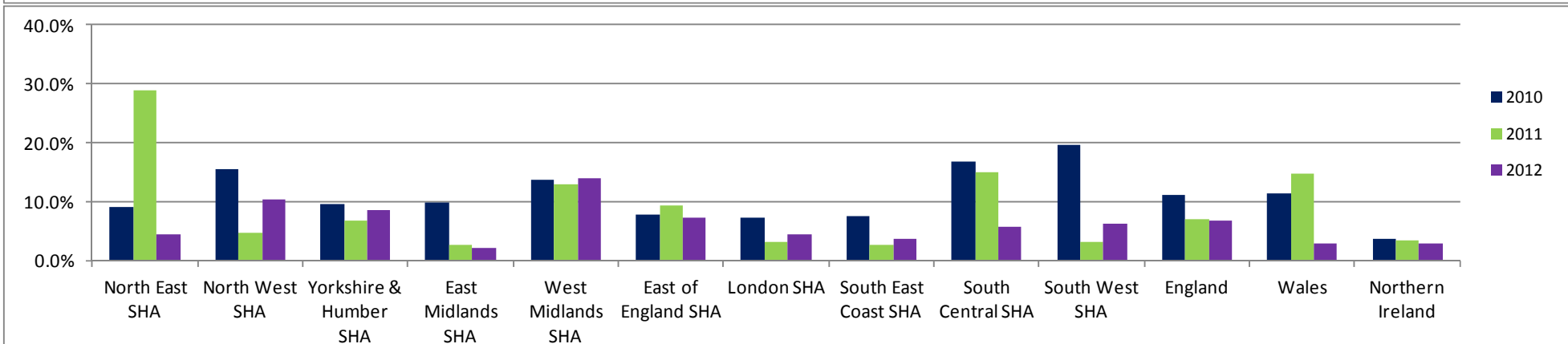
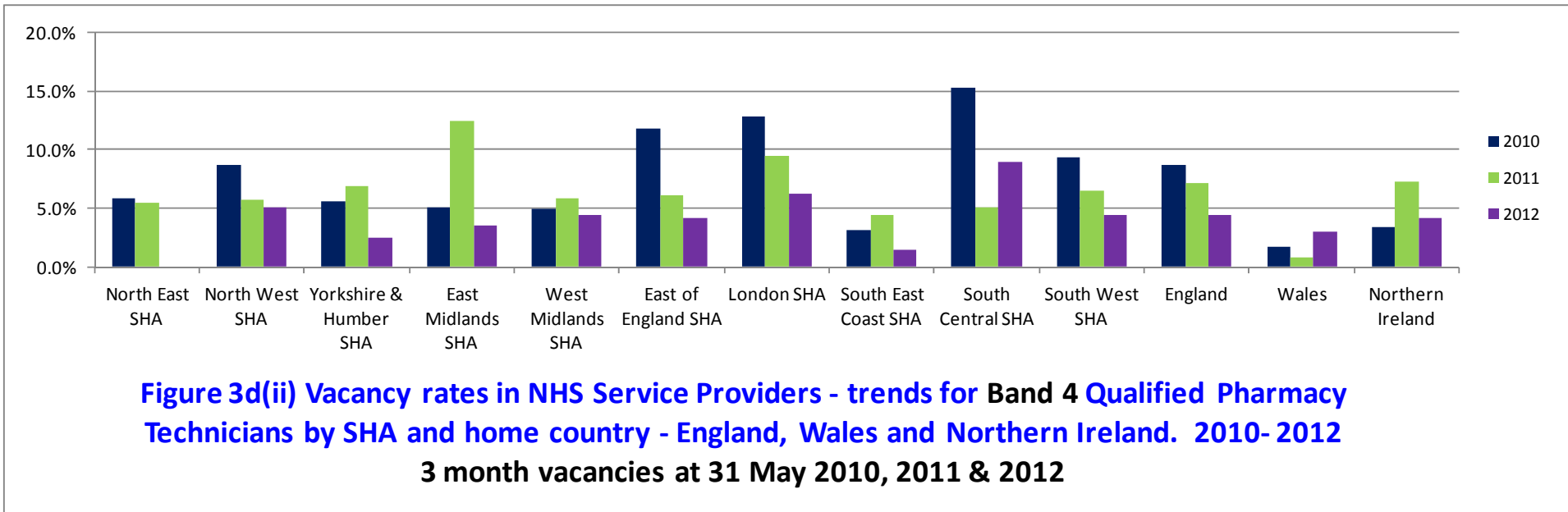
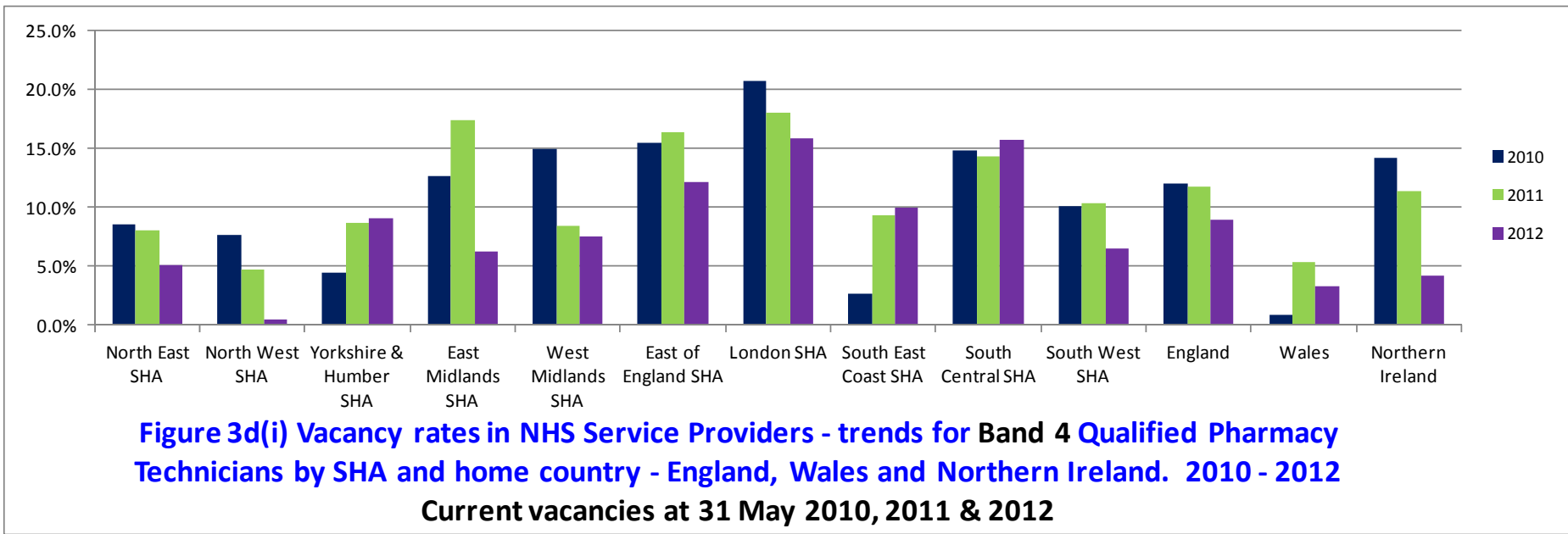


Figure 3c(ii) Vacancy rates in NHS Service Providers - trends for Band 6 Qualified Pharmacists by SHA and home country - England, Wales and Northern Ireland. 2010 - 2012
3 month vacancies at 31 May 2010, 2011 & 2012

Table 3e. Staffing Establishments and Vacancy Rates in NHS Service Providers - trends for Band 4 Qualified Pharmacy Technicians by country - England, Wales and Northern Ireland. 2010 - 2012

	May 2010 100% response rate					May 2011 100% response rate					May 2012 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	68.54	62.68	8.5%	4.00	5.8%	54.90	50.46	8.1%	3.00	5.5%	56.87	53.95	5.1%	0.00	0.0%
North West SHA	239.33	220.93	7.7%	20.90	8.7%	268.81	255.98	4.8%	15.41	5.7%	238.69	237.63	0.4%	12.13	5.1%
Yorkshire & Humber SHA	132.04	126.19	4.4%	7.45	5.6%	139.32	127.26	8.7%	9.53	6.8%	160.07	145.50	9.1%	4.00	2.5%
East Midlands SHA	131.23	114.66	12.6%	6.68	5.1%	132.11	109.09	17.4%	16.48	12.5%	130.98	122.86	6.2%	4.68	3.6%
West Midlands SHA	121.77	103.54	15.0%	6.06	5.0%	129.09	118.29	8.4%	7.51	5.8%	142.44	131.67	7.6%	6.34	4.5%
East of England SHA	119.06	100.69	15.4%	14.05	11.8%	141.31	118.13	16.4%	8.62	6.1%	126.15	110.81	12.2%	5.25	4.2%
London SHA	296.44	235.29	20.6%	37.85	12.8%	280.86	230.29	18.0%	26.77	9.5%	285.50	240.22	15.9%	17.80	6.2%
South East Coast SHA	118.72	115.61	2.6%	3.70	3.1%	129.25	117.14	9.4%	5.74	4.4%	130.92	117.93	9.9%	2.00	1.5%
South Central SHA	83.56	71.15	14.9%	12.71	15.2%	84.94	72.79	14.3%	4.35	5.1%	98.83	83.37	15.6%	8.86	9.0%
South West SHA	139.17	125.09	10.1%	12.91	9.3%	135.25	121.27	10.3%	8.78	6.5%	130.83	122.29	6.5%	5.75	4.4%
England	1,449.86	1,275.83	12.0%	126.31	8.7%	1,495.84	1,320.70	11.7%	106.19	7.1%	1,501.28	1,366.23	9.0%	66.81	4.5%
Wales	113.14	112.17	0.9%	2.00	1.8%	118.51	112.16	5.4%	1.00	0.8%	119.27	115.29	3.3%	3.60	3.0%
Northern Ireland	175.60	150.70	14.2%	5.90	3.4%	174.16	154.46	11.3%	12.60	7.2%	167.34	160.34	4.2%	7.00	4.2%



4. Staffing Establishments and Vacancy Rates in NHS Service Providers 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 Service Providers - England, Wales and Northern Ireland. May 2012

	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	6.69	5.69 14.9%	1.00 14.9%	6.00	5.00 16.7%	0.00 0.0%	19.30	18.10 6.2%	0.00 0.00%	53.20	50.00 6.0%	2.20 4.1%								
North West SHA	15.80	14.70 7.0%	1.00 6.3%	27.16	26.16 3.7%	1.00 3.7%	47.19	47.63 -0.9%	0.00 0.00%	165.17	158.09 4.3%	2.85 1.7%								
Yorkshire & Humber SHA	10.90	10.50 3.7%	0.00 0.0%	18.00	17.90 0.6%	0.00 0.0%	38.36	37.88 1.3%	0.15 0.4%	85.37	85.72 -0.4%	0.00 0.0%								
East Midlands SHA	4.00	4.00 0.0%	0.00 0.0%	10.00	9.64 3.6%	0.36 3.6%	17.64	16.64 5.7%	1.00 5.7%	59.85	58.08 3.0%	0.66 1.1%								
West Midlands SHA	7.00	6.00 14.3%	1.00 14.3%	17.40	17.40 0.0%	0.00 0.0%	30.53	30.24 0.9%	0.00 0.0%	76.85	74.81 2.7%	1.00 1.3%								
East of England SHA	11.00	11.00 0.0%	0.00 0.0%	19.66	19.12 2.7%	0.00 0.0%	31.97	29.99 6.2%	1.00 3.1%	81.40	77.68 4.6%	2.00 2.5%								
London SHA	20.40	20.40 0.0%	0.00 0.0%	39.59	38.59 2.5%	1.00 2.5%	96.25	92.68 3.7%	0.00 0.0%	213.36	207.34 2.8%	2.40 1.1%								
South East Coast SHA	5.00	5.00 0.0%	0.00 0.0%	13.31	13.71 -3.0%	0.60 4.5%	18.61	16.01 14.0%	1.40 7.5%	42.02	39.82 5.2%	1.00 2.4%								
South Central SHA	6.50	6.50 0.0%	0.00 0.0%	8.71	8.50 2.4%	0.00 0.0%	18.51	17.21 7.0%	2.00 10.8%	63.09	62.76 0.5%	0.00 0.0%								
South West SHA	8.00	8.00 0.0%	0.00 0.0%	17.90	16.90 5.6%	1.00 5.6%	24.00	22.00 8.3%	1.00 4.2%	67.84	67.29 0.8%	1.00 1.5%								
England	95.29	91.79 3.7%	3.00 3.1%	177.73	172.92 2.7%	3.96 2.2%	342.36	328.38 4.1%	6.55 1.9%	908.15	881.59 2.9%	13.11 1.4%								
Wales	10.90	10.90 0.0%	0.00 0.0%	13.85	13.85 0.0%	0.00 0.0%	57.18	57.18 0.0%	1.00 1.7%	102.21	99.12 3.0%	2.18 2.1%								
Northern Ireland	2.00	2.00 0.0%	0.00 0.0%	3.00	3.00 0.0%	0.00 0.0%	18.00	18.00 0.0%	0.00 0.0%	25.26	25.26 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	111.42	107.70 3.3%	1.10 1.0%	96.63	84.58 12.5%	5.20 5.4%	66.86	59.35 11.2%	3.00 4.5%	360.10	330.42 8.2%	12.50 3.5%								
North West SHA	298.73	290.86 2.6%	4.71 1.6%	244.95	207.55 15.3%	17.56 7.2%	170.97	150.68 11.9%	17.85 10.4%	969.97	895.67 7.7%	44.97 4.6%								
Yorkshire & Humber SHA	250.54	244.63 2.4%	3.46 1.4%	155.16	154.80 0.2%	10.00 6.4%	84.14	64.87 22.9%	7.27 8.6%	642.47	616.30 4.1%	20.88 3.2%								
East Midlands SHA	127.10	112.55 11.4%	8.54 6.7%	128.85	112.96 12.3%	11.64 9.0%	78.60	65.13 17.1%	1.67 2.1%	426.04	379.00 11.0%	23.87 5.6%								
West Midlands SHA	204.43	185.18 9.4%	7.56 3.7%	146.98	129.52 11.9%	8.98 6.1%	112.14	96.79 13.7%	15.53 13.8%	595.33	539.94 9.3%	34.07 5.7%								
East of England SHA	142.86	132.24 7.4%	5.63 3.9%	153.24	132.79 13.3%	10.53 6.9%	124.03	108.92 12.2%	9.00 7.3%	564.16	511.74 9.3%	28.16 5.0%								
London SHA	370.49	353.09 4.7%	5.50 1.5%	447.80	414.54 7.4%	8.84 2.0%	322.43	284.53 11.8%	14.40 4.5%	1,510.32	1,411.17 6.6%	32.14 2.1%								
South East Coast SHA	120.27	117.55 2.3%	3.94 3.3%	128.04	118.98 7.1%	4.70 3.7%	82.90	76.78 7.4%	3.00 3.6%	410.15	387.85 5.4%	14.64 3.6%								
South Central SHA	125.94	116.01 7.9%	4.40 3.5%	125.81	110.41 12.2%	9.40 7.5%	88.17	78.96 10.4%	5.00 5.7%	436.73	400.35 8.3%	20.80 4.8%								
South West SHA	140.22	130.77 6.7%	5.00 3.6%	156.58	137.42 12.2%	10.26 6.6%	113.71	107.21 5.7%	7.00 6.2%	528.25	489.59 7.3%	25.26 4.8%								
England	1,892.00	1,790.58 5.4%	49.84 2.6%	1,784.04	1,603.55 10.1%	97.11 5.4%	1,243.95	1,093.22 12.1%	83.72 6.7%	6,443.52	5,962.03 7.5%	257.29 4.0%								
Wales	208.71	202.71 2.9%	3.61 1.7%	91.75	86.29 6.0%	3.00 3.3%	56.45	54.35 3.7%	1.60 2.8%	541.05	524.40 3.1%	11.39 2.1%								
Northern Ireland	90.82	88.82 2.2%	2.00 2.2%	138.90	131.10 5.6%	7.80 5.6%	88.45	85.95 2.8%	2.50 2.8%	366.43	354.13 3.4%	12.30 3.4%								

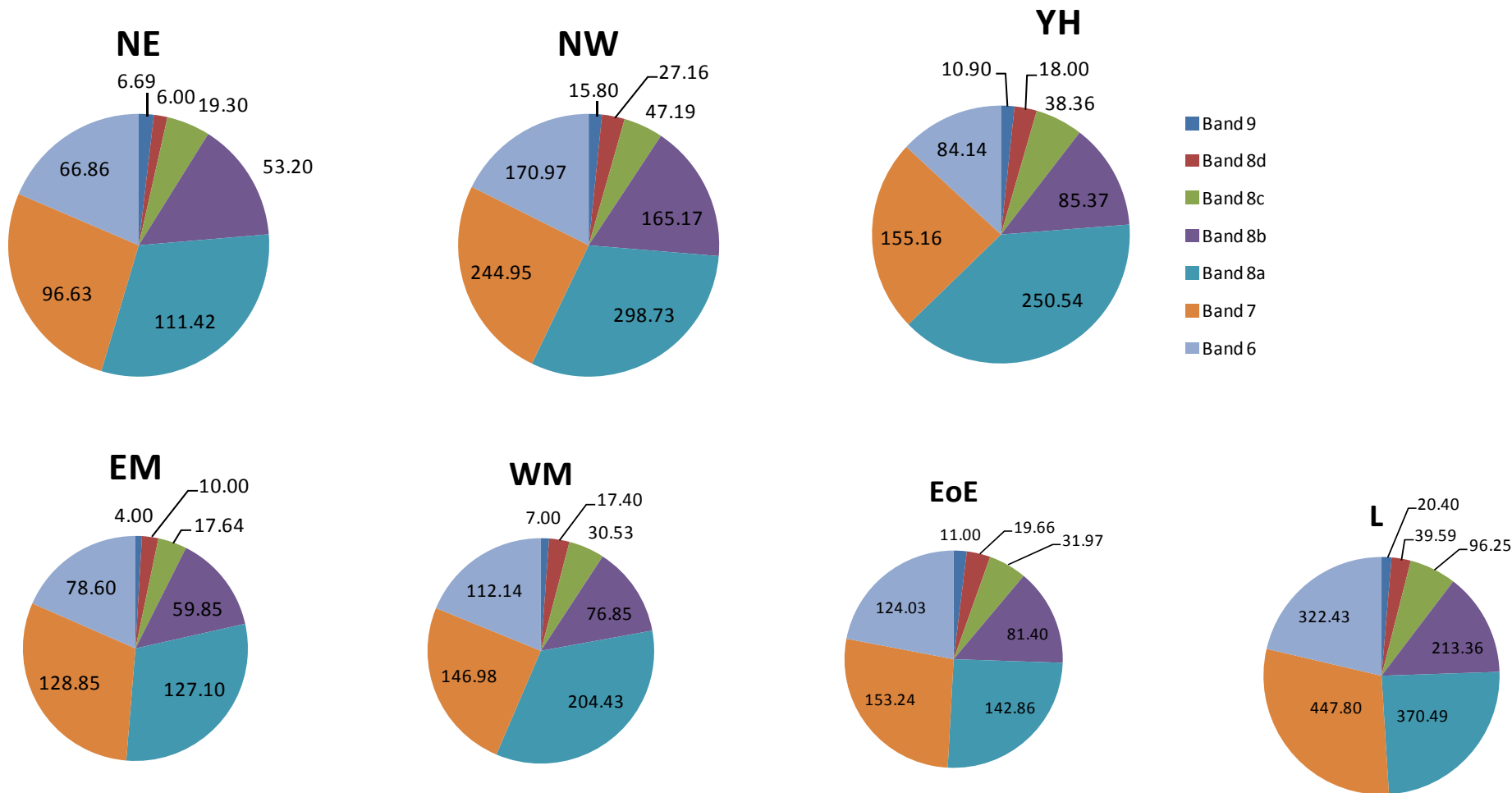


Figure 4a. Established Pharmacist posts in NHS Service Providers by band in each SHA and Home Country 2012 (continued overleaf)

Numbers indicate the number of FTE established posts at each band.

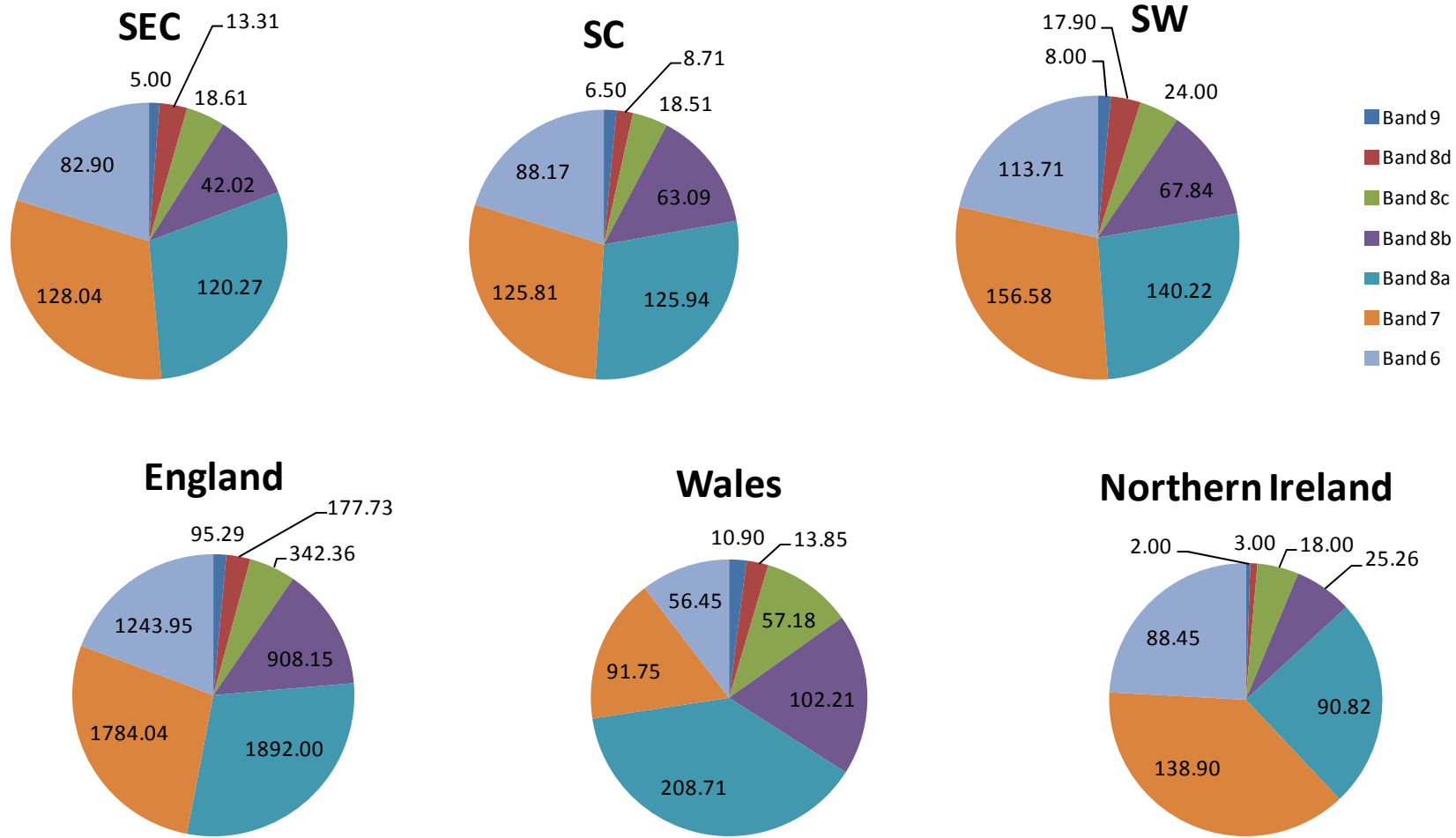


Figure 4a. Established Pharmacist posts in NHS Service Providers by band in each SHA and Home Country 2012

Numbers indicate the number of FTE established posts at each band.

Table 4b. Qualified Pharmacy Technicians by geographical area in NHS Service Providers - England, Wales and Northern Ireland. May 2012

	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	2.96	1.3%	0.00	0.0%	15.20	12.50	17.8%	1.50	9.9%
North West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	7.60	7.60	0.0%	0.00	0.0%	55.21	53.92	2.3%	1.09	2.0%
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%	37.32	36.98	0.9%	1.40	3.8%
East Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.60	3.60	0.0%	0.00	0.0%	17.35	16.83	3.0%	1.00	5.8%
West Midlands SHA	1.00	1.00	0.0%	0.00	0.0%	1.89	1.89	0.0%	0.00	0.0%	7.20	7.20	0.0%	0.00	0.0%	43.89	43.00	2.0%	0.20	0.5%
East of England SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	5.00	4.93	1.4%	0.00	0.0%	2.00	2.00	0.0%	0.00	0.0%	48.11	47.26	1.8%	0.00	0.0%
London SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	7.84	7.84	0.0%	0.00	0.0%	14.06	14.06	0.0%	0.00	0.0%	127.23	126.99	0.2%	1.38	1.1%
South East Coast SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.00	3.00	0.0%	0.00	0.0%	4.00	4.00	0.0%	0.00	0.0%	26.49	24.59	7.2%	1.00	3.8%
South Central SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.0%	0.00	0.0%	4.75	4.75	0.0%	0.00	0.0%	23.16	21.55	7.0%	0.00	0.0%
South West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.0%	0.00	0.0%	3.86	3.86	0.0%	0.00	0.0%	34.60	34.25	1.0%	0.00	0.0%
England	2.00	2.00	0.0%	0.00	0.0%	21.73	21.66	0.3%	0.00	0.0%	55.07	55.03	0.1%	0.00	0.0%	428.56	417.87	2.5%	7.57	1.8%
Wales	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!	18.12	17.12	5.5%	1.00	5.5%
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	69.35	71.14	-2.6%	0.00	0.0%	193.89	192.22	0.9%	2.03	1.0%	56.87	53.95	5.1%	0.00	0.0%	338.31	332.77	1.6%	3.53	1.0%
North West SHA	181.90	181.29	0.3%	2.31	1.3%	504.40	455.84	9.6%	19.04	3.8%	238.69	237.63	0.4%	12.13	5.1%	987.80	936.28	5.2%	34.57	3.5%
Yorkshire & Humber SHA	138.41	134.93	2.5%	2.60	1.9%	380.85	368.46	3.3%	6.67	1.8%	160.07	145.50	9.1%	4.00	2.5%	722.65	691.87	4.3%	14.67	2.0%
East Midlands SHA	73.35	68.91	6.1%	2.85	3.9%	257.98	240.12	6.9%	8.47	3.3%	130.98	122.86	6.2%	4.68	3.6%	483.26	452.32	6.4%	17.00	3.5%
West Midlands SHA	151.04	147.70	2.2%	3.36	2.2%	353.50	333.94	5.5%	17.94	5.1%	142.44	131.67	7.6%	6.34	4.5%	700.96	666.40	4.9%	27.84	4.0%
East of England SHA	136.78	135.63	0.8%	1.00	0.7%	263.47	248.66	5.6%	9.11	3.5%	126.15	110.81	12.2%	5.25	4.2%	581.51	549.29	5.5%	15.36	2.6%
London SHA	199.77	192.36	3.7%	3.50	1.8%	460.88	431.05	6.5%	14.72	3.2%	285.50	240.22	15.9%	17.80	6.2%	1,095.28	1,012.52	7.6%	37.40	3.4%
South East Coast SHA	88.70	87.18	1.7%	2.00	2.3%	181.99	170.30	6.4%	3.00	1.6%	130.92	117.93	9.9%	2.00	1.5%	435.10	407.00	6.5%	8.00	1.8%
South Central SHA	69.74	67.06	3.8%	0.00	0.0%	187.80	179.24	4.6%	6.72	3.6%	98.83	83.37	15.6%	8.86	9.0%	386.28	357.97	7.3%	15.58	4.0%
South West SHA	87.24	85.81	1.6%	0.00	0.0%	246.02	217.59	11.6%	7.25	2.9%	130.83	122.29	6.5%	5.75	4.4%	504.55	465.80	7.7%	13.00	2.6%
England	1,196.28	1,172.01	2.0%	17.62	1.5%	3,030.78	2,837.42	6.4%	94.95	3.1%	1,501.28	1,366.23	9.0%	66.81	4.5%	6,235.69	5,872.22	5.8%	186.95	3.0%
Wales	82.66	81.61	1.3%	0.00	0.0%	251.89	244.31	3.0%	0.00	0.0%	119.27	115.29	3.3%	3.60	3.0%	471.94	458.33	2.9%	4.60	1.0%
Northern Ireland	11.03	11.03	0.0%	0.00	0.0%	94.24	90.84	3.6%	3.00	3.2%	167.34	160.34	4.2%	7.00	4.2%	275.82	265.42	3.8%	10.00	3.6%

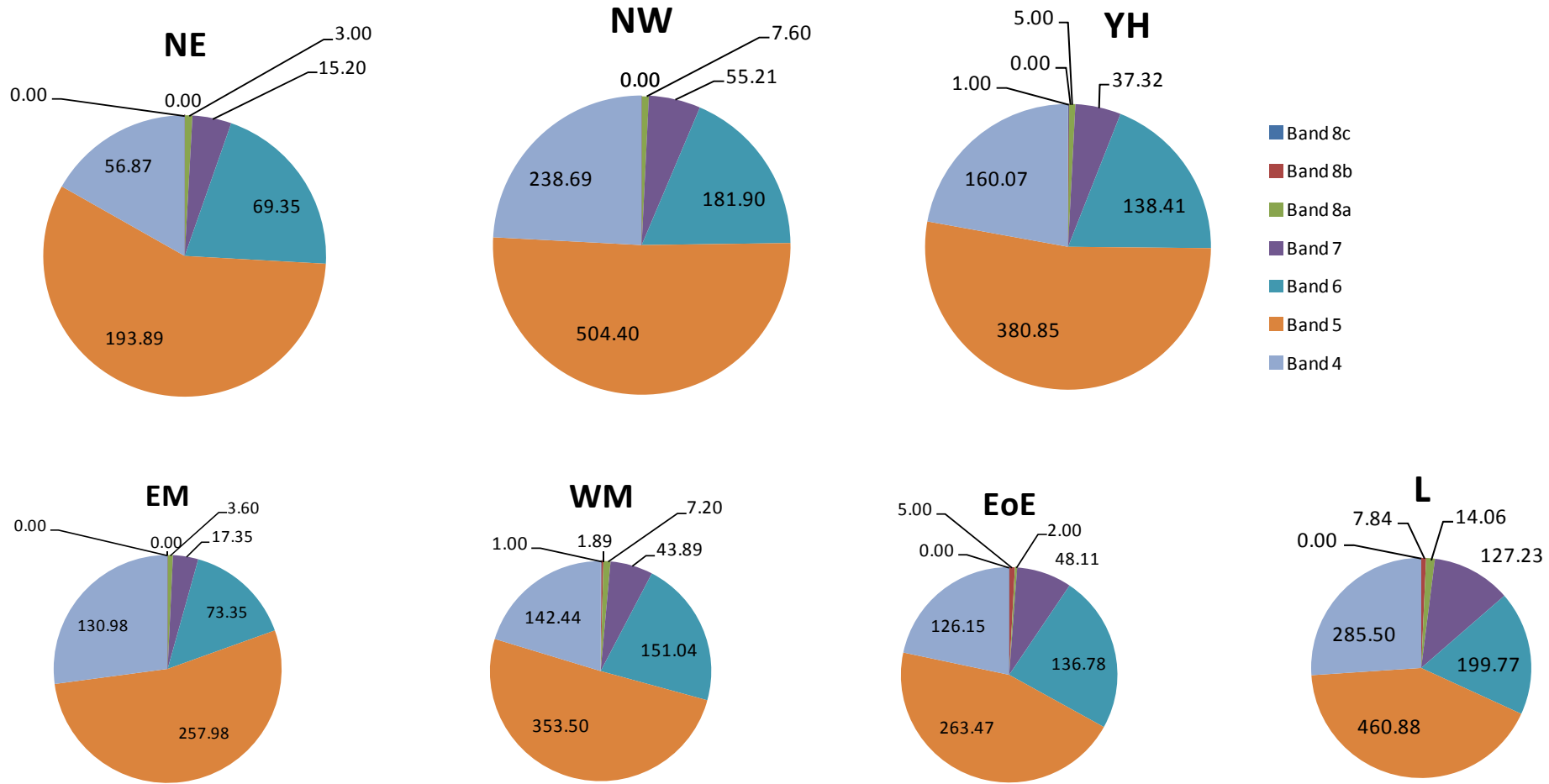


Figure 4b. Established Pharmacy Technician posts in NHS Service Providers by band in each SHA and Home Country 2012 (continued overleaf)

Numbers indicate the number of FTE established posts at each band.

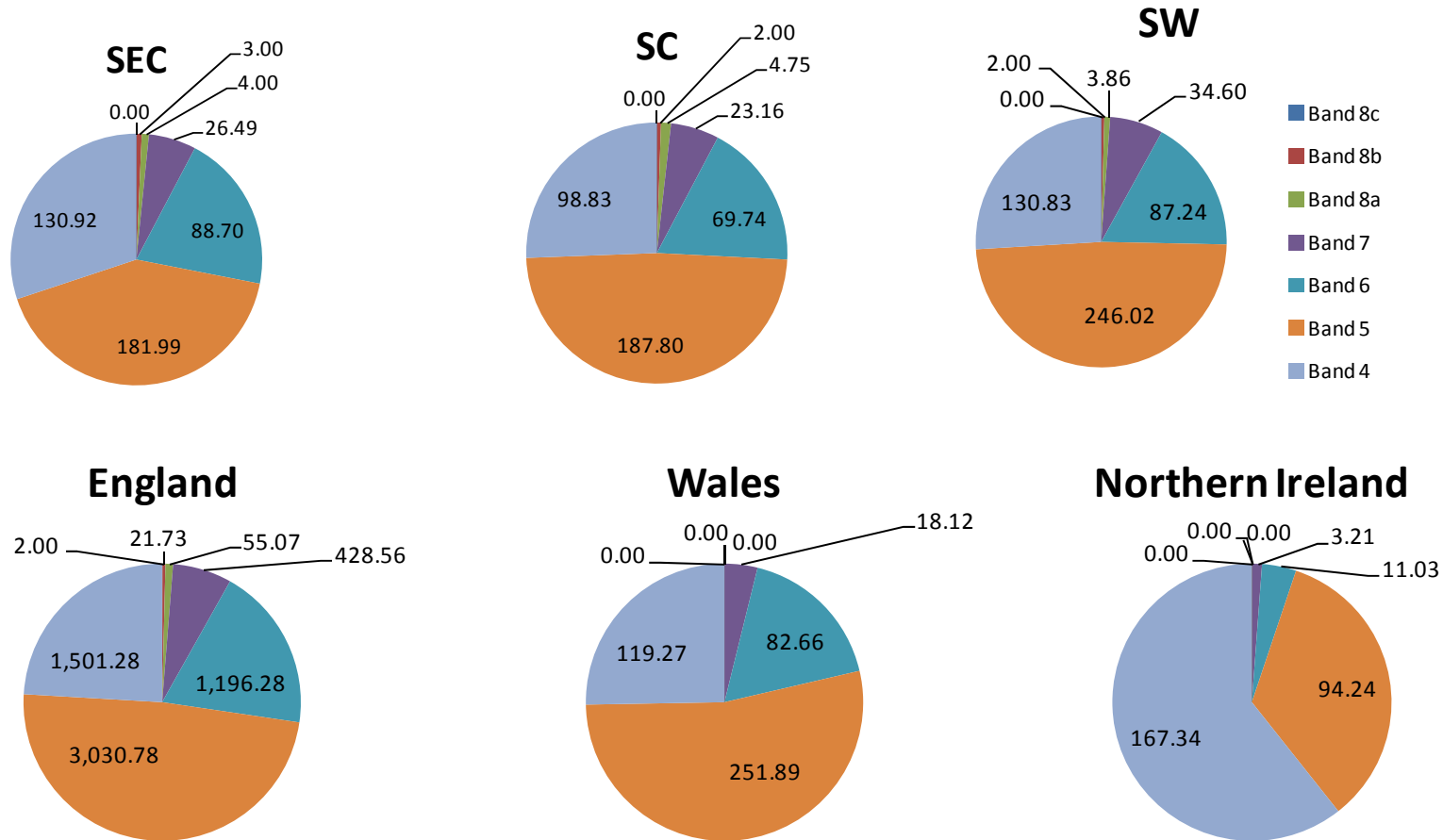


Figure 4b. Established Pharmacy Technician posts in NHS Service Providers by band in each SHA and Home Country 2012

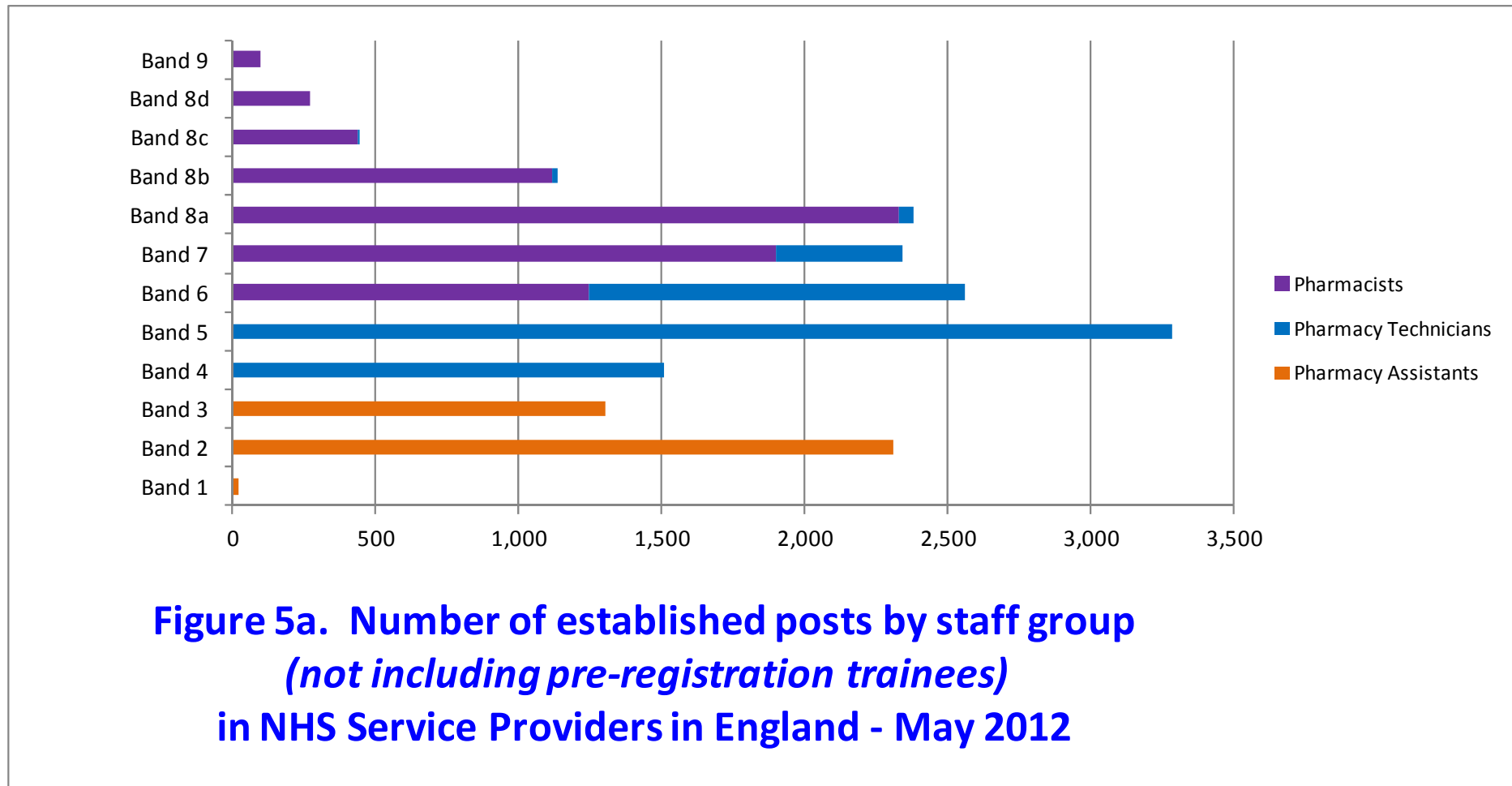
Numbers indicate the number of FTE established posts at each band.

Table 4c. Pharmacy Assistants by geographical area in NHS Service Providers - England, Wales and Northern Ireland. May 2012

	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	119.13	111.86	6.1%	4.36	3.7%	115.88	105.07	9.3%	7.04	6.1%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	235.01	216.93	7.7%	11.40	4.9%
North West SHA	186.95	178.12	4.7%	6.00	3.2%	358.95	335.09	6.6%	16.67	4.6%	8.21	7.93	3.4%	0.00	0.0%	554.11	521.14	6.0%	22.67	4.1%
Yorkshire & Humber SHA	220.91	208.92	5.4%	6.77	3.1%	262.72	239.90	8.7%	13.13	5.0%	6.96	5.93	14.8%	0.00	0.0%	490.59	454.75	7.3%	19.90	4.1%
East Midlands SHA	120.02	118.44	1.3%	1.76	1.5%	145.21	131.11	9.7%	13.78	9.5%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	265.23	249.55	5.9%	15.54	5.9%
West Midlands SHA	137.16	131.46	4.2%	1.50	1.1%	218.76	209.40	4.3%	8.34	3.8%	2.00	2.00	0.0%	0.00	0.0%	357.92	342.86	4.2%	9.84	2.7%
East of England SHA	98.80	90.85	8.0%	4.85	4.9%	200.82	178.63	11.0%	12.57	6.3%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	299.62	269.48	10.1%	17.42	5.8%
London SHA	178.59	162.68	8.9%	8.04	4.5%	406.94	363.20	10.7%	17.37	4.3%	1.35	0.35	74.1%	1.00	74.1%	586.88	526.23	10.3%	26.41	4.5%
South East Coast SHA	52.42	52.66	-0.5%	0.40	0.8%	212.74	198.58	6.7%	5.00	2.4%	1.69	2.36	-39.6%	0.00	0.0%	266.85	253.60	5.0%	5.40	2.0%
South Central SHA	78.85	65.32	17.2%	6.40	8.1%	136.30	122.83	9.9%	7.07	5.2%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	215.15	188.15	12.5%	13.47	6.3%
South West SHA	110.06	103.99	5.5%	4.00	3.6%	248.91	232.29	6.7%	2.00	0.8%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	358.97	336.28	6.3%	6.00	1.7%
England	1,302.89	1,224.30	6.0%	44.08	3.4%	2,307.23	2,116.10	8.3%	102.97	4.5%	20.21	18.57	8.1%	1.00	4.9%	3,630.33	3,358.97	7.5%	148.05	4.1%
Wales	119.69	112.56	6.0%	0.60	0.5%	112.74	112.45	0.3%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	232.43	225.01	3.2%	0.60	0.3%
Northern Ireland	19.43	19.43	0.0%	0.00	0.0%	99.07	92.07	7.1%	7.00	7.1%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	118.50	111.50	5.9%	7.00	5.9%

5. Skill mix in NHS Service Providers in England by Band

The number of established pharmacist, pharmacy technician and pharmacy assistant posts in [NHS Service Providers](#) 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: commissioning activity for PCTs, and a very few PCTs remaining with PCT provider arm activity which has not been separated out from commissioning activity, and the Northern Ireland Health & Social Care Board, are summarised in Table 6a(i) and 6a(ii). These organisations are referred to in this report as **PCTs** for brevity.

***N.B.** The data for providers of NHS services, (NHS acute, mental health, community health trusts, social enterprises and Community Interest Companies (CICs), including former PCT provider arm activity), are included in the NHS Service Provider section for the first time in 2012. A decrease in PCT numbers and increase in NHS service provider numbers would therefore be expected.*

Pharmacists

There are:

950.91 FTE established pharmacist posts in **PCTs** across **England**; a decrease of 21.8% (264.96 FTE) since May 2011, and 33.00 FTE established pharmacist posts in the **PCTs** across **Northern Ireland**; an increase of 3.1% (1.00 FTE) since May 2011.

Pharmacy technicians

There are:

392.86 FTE established pharmacy technician posts in **PCTs** across **England**; a decrease of 29.9% (167.30 FTE) since May 2011, and 2.00 FTE established pharmacy technician posts in **PCTs** across **Northern Ireland**; an increase of 100.0% (1.00 FTE) since May 2011.

Pharmacy assistants

There are:

0.00 FTE established pharmacy assistant posts in **PCTs** across **England**; a decrease of 100.0% (18.73 FTE) since May 2011, and 0.00 FTE established pharmacy assistant posts in **PCTs** across **Northern Ireland**; representing no change since May 2011.

All Welsh data have been included in Section B ([NHS Service Providers](#)) following the merger of NHS trusts and LHBs into Welsh health boards.

Table 6a(i). May 2012 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 2012 (FTE)
Pharmacists										
Band 9	4.00	4.00 (100.0%)	5	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 8d	91.21	89.81 (98.5%)	102	0.00 (0.0%)	89.81 (98.5%)	1.40 (1.5%)	1.40 (1.5%)	0.40 (0.4%)	3.00 (3.3%)	3.80
Band 8c	97.50	95.33 (97.8%)	111	0.20 (0.2%)	95.53 (98.0%)	1.97 (2.0%)	2.17 (2.2%)	0.00 (0.0%)	1.00 (1.0%)	6.81
Band 8b	206.68	197.11 (95.4%)	246	0.60 (0.3%)	197.71 (95.7%)	8.97 (4.3%)	9.57 (4.6%)	6.80 (3.3%)	12.84 (6.2%)	8.79
Band 8a	434.66	393.73 (90.6%)	555	10.10 (2.3%)	403.83 (92.9%)	30.83 (7.1%)	40.93 (9.4%)	25.32 (5.8%)	7.45 (1.7%)	14.16
Band 7	113.44	94.49 (83.3%)	138	5.76 (5.1%)	100.25 (88.4%)	13.21 (11.6%)	18.97 (16.7%)	9.71 (8.6%)	4.60 (4.1%)	6.70
Band 6	3.40	2.00 (58.8%)	2	1.00 (29.4%)	3.00 (88.2%)	0.40 (11.8%)	1.40 (41.2%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Qualified Pharmacists	950.91	876.47 (92.2%)	1,159	17.66 (1.9%)	894.13 (94.0%)	56.78 (6.0%)	74.44 (7.8%)	42.23 (4.4%)	28.89 (3.0%)	40.26
Pre-registration Trainee Pharmacists in post (NOT Est posts)	3.00	3.00 (100.0%)	3.00	0.00	3.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	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 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 7	18.40	18.20 (98.9%)	20	0.00 (0.0%)	18.2 (98.9%)	0.20 (1.1%)	0.20 (1.1%)	0.20 (1.1%)	0.00 (0.0%)	3.00
Band 6	115.57	110.06 (95.2%)	127	0.00 (0.0%)	110.06 (95.2%)	5.51 (4.8%)	5.51 (4.8%)	4.00 (3.5%)	4.00 (3.5%)	10.95
Band 5	250.83	217.03 (86.5%)	251	4.98 (2.0%)	222.01 (88.5%)	28.82 (11.5%)	33.80 (13.5%)	20.77 (8.3%)	10.80 (4.3%)	10.77
Band 4	6.06	6.06 (100.0%)	7	0.00 (0.0%)	6.06 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Qualified Pharmacy Technicians	392.86	353.35 (89.9%)	407	4.98 (1.3%)	358.33 (91.2%)	34.53 (8.8%)	39.51 (10.1%)	24.97 (6.4%)	14.80 (3.8%)	24.72
Pre-registration Trainee Pharmacy Technicians - Year 1 in post (NOT Est posts)	0.80	0.80 (100.0%)	1		0.80 (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)	1.00	1.00 (100.0%)	1		1.00 (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)	1,343.77	1,229.82 (91.5%)	1,566	22.64 (1.7%)	1,252.46 (93.2%)	91.31 (6.8%)	113.95 (8.5%)	67.20 (5.0%)	43.69 (3.3%)	64.98
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	202.54	188.91 (93.3%)	223	5.61 (2.8%)	194.52 (96.0%)	8.02 (4.0%)	13.63 (6.7%)	9.70 (4.8%)	9.00 (4.4%)	27.08
Other*	21.66	20.96 (96.8%)	31	2.00 (9.2%)	22.96 (106.0%)	-1.30 (-6.0%)	0.70 (3.2%)	2.80 (12.9%)	2.00 (9.2%)	2.80
Total Support Staff	224.20	209.87 (93.6%)	254	7.61 (3.4%)	217.48 (97.0%)	6.72 (3.0%)	14.33 (6.4%)	12.50 (5.6%)	11.00 (4.9%)	29.88
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	1,567.97	1,439.69 (91.8%)	1,820	30.25 (1.9%)	1,469.94 (93.7%)	98.03 (6.3%)	128.28 (8.2%)	79.70 (5.1%)	54.69 (3.5%)	94.86

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

Table 6a(ii). May 2012 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 2011 (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	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 8a	23.00	22.00	(95.7%)	27	0.00	(0.0%)	22.00	(95.7%)	1.00	(4.3%)	1.00	(4.3%)	1.00	(4.3%)	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	33.00	32.00	(97.0%)	39	0.00	(0.0%)	32.00	(97.0%)	1.00	(3.0%)	1.00	(3.0%)	1.00	(3.0%)	0.00	(0.0%)	0.00
Pre-registration Trainee Pharmacists in post (NOT Est posts)	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	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 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	2.00	2.00	(100.0%)	2	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
Pre-registration Trainee Pharmacy Technicians - Year 1 in post (NOT Est posts)	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 in post (NOT Est posts)	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)	35.00	34.00	(97.1%)	41	0.00	(0.0%)	34.00	(97.1%)	1.00	(2.9%)	1.00	(2.9%)	1.00	(2.9%)	0.00	(0.0%)	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	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
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	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 All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	35.00	34.00	(97.1%)	41	0.00	(0.0%)	34.00	(97.1%)	1.00	(2.9%)	1.00	(2.9%)	1.00	(2.9%)	0.00	(0.0%)	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 2010, 2011 and 2012 in England and Northern Ireland. The 2010, 2011 and 2012 response rates have been 100%.

In contrast to previous reports, when PCT provider arm activity was reported alongside commissioning arm activity, in this year's report, wherever possible, PCT provider arm activity has been separated from PCT commissioning arm activity and included in the [NHS Service Provider](#) section. **Some provider activity was integrated into NHS acute or mental health trust activity and some was reported as separate PCT successor organisations so this must be taken into account when considering the data.**

Table 7a. Trends in Pharmacy Staffing Establishments in NHS PCTs by country over time 2010-2012

Table 7a shows trends in Pharmacy Staffing Establishments in PCTs by country for 2010-2012, with the % change in reported staffing establishment from May 2011 to May 2012.

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 2010 - 2012

(for Welsh data, see Table 3a)

Staff Group	England				Northern Ireland			
	Established Posts (FTE) 2010	Established Posts (FTE) 2011	Established Posts (FTE) 2012	% Change in reported staffing establishment from May 2011 to May 2012	Established Posts (FTE) 2010	Established Posts (FTE) 2011	Established Posts (FTE) 2012	% Change in reported staffing establishment from May 2011 to May 2012
Pharmacists								
Band 9	6.21	6.83	4.00	-41.4%	0.00	0.00	0.00	#DIV/0!
Band 8d	114.96	100.27	91.21	-9.0%	1.00	1.00	1.00	0.0%
Band 8c	144.00	124.43	97.50	-21.6%	3.00	3.00	3.00	0.0%
Band 8b	280.80	268.16	206.68	-22.9%	2.00	3.00	4.00	33.3%
Band 8a	560.86	540.25	434.66	-19.5%	23.00	23.00	23.00	0.0%
Band 7	165.57	163.94	113.46	-30.8%	2.00	2.00	2.00	0.0%
Band 6	10.42	12.00	3.40	-71.7%	0.00	0.00	0.00	#DIV/0!
Total Qualified Pharmacists	1,282.81	1,215.87	950.91	-21.8%	31.00	32.00	33.00	3.1%
Pre-registration Trainee Pharmacists <i>In post</i> (NOT Est posts)	3.50	5.00	3.00	-40.0%	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	1.00	1.00	1.00	0.0%	0.00	0.00	0.00	#DIV/0!
Band 8a	1.00	2.92	1.00	-65.8%	0.00	0.00	0.00	#DIV/0!
Band 7	35.63	27.96	18.40	-34.2%	1.00	1.00	1.00	0.0%
Band 6	154.13	151.39	115.57	-23.7%	0.00	0.00	0.00	#DIV/0!
Band 5	334.66	355.02	250.83	-29.3%	0.00	0.00	1.00	#DIV/0!
Band 4	10.83	21.87	6.06	-72.3%	0.00	0.00	0.00	#DIV/0!
Total Qualified Pharmacy Technicians	537.25	560.16	392.86	-29.9%	1.00	1.00	2.00	100.0%
Pre-registration Trainee Pharmacy Technicians (Year 1) <i>In post</i> (NOT Est posts)	2.00	3.00	0.80	-73.3%	0.00	0.00	0.00	#DIV/0!
Pre-registration Trainee Pharmacy Technicians (Year 2) <i>In post</i> (NOT Est posts)	1.00	4.00	1.00	-75.0%	0.00	0.00	0.00	#DIV/0!
Pre-registration Trainee Pharmacy Technicians (Years 1 & 2) <i>In post</i> (NOT Est posts)	3.00	7.00	1.80	-74.3%	0.00	0.00	0.00	#DIV/0!
Total Qualified Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	1,820.06	1,776.03	1,343.77	-24.3%	32.00	33.00	35.00	6.1%
Pharmacy Assistants	9.00	18.73	0.00	-100.0%	0.00	0.00	0.00	#DIV/0!
Admin and Clerical	267.11	305.76	202.54	-33.8%	2.00	3.00	0.00	-100.0%
Other*	32.07	32.92	21.66	-34.2%	0.00	0.00	0.00	#DIV/0!
Total Support Staff	308.18	357.41	224.20	-37.3%	2.00	3.00	0.00	-100.0%
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	2,128.24	2,133.44	1,567.97	-26.5%	34.00	36.00	35.00	-2.8%

* '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. 2010 - 2012

	May 2010 100% response rate					May 2011 100% response rate					May 2012 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 %			
North East SHA	75.06	59.59	20.6%	4.40	5.9%	69.25	60.18	13.1%	7.87	11.4%	45.32	35.58	21.5%	9.20	20.3%
North West SHA	213.42	181.68	14.9%	30.55	14.3%	220.55	192.00	12.9%	22.99	10.4%	162.73	147.34	9.5%	8.41	5.2%
Yorkshire & Humber SHA	133.37	111.09	16.7%	21.29	16.0%	127.67	114.09	10.6%	8.66	6.8%	88.95	78.37	11.9%	8.51	9.6%
East Midlands SHA	109.85	97.98	10.8%	6.51	5.9%	96.80	89.28	7.8%	7.82	8.1%	69.14	66.44	3.9%	1.00	1.4%
West Midlands SHA	130.98	116.94	10.7%	1.80	1.4%	144.01	133.69	7.2%	6.20	4.3%	120.14	112.57	6.3%	0.00	0.0%
East of England SHA	117.37	91.77	21.8%	8.30	7.1%	124.28	106.60	14.2%	13.13	10.6%	97.87	93.56	4.4%	3.65	3.7%
London SHA	221.75	183.43	17.3%	25.71	11.6%	214.66	183.42	14.6%	25.10	11.7%	155.03	141.02	9.0%	4.00	2.6%
South East Coast SHA	106.16	93.17	12.2%	9.35	8.8%	99.88	89.13	10.8%	5.84	5.8%	75.97	71.72	5.6%	2.61	3.4%
South Central SHA	75.46	65.96	12.6%	6.80	9.0%	84.98	82.78	2.6%	0.60	0.7%	61.98	60.43	2.5%	1.20	1.9%
South West SHA	63.04	58.54	7.1%	3.00	4.8%	100.73	85.62	15.0%	2.40	2.4%	73.78	69.44	5.9%	3.65	4.9%
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%	950.91	876.47	7.8%	42.23	4.4%
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%	33.00	32.00	3.0%	1.00	3.0%

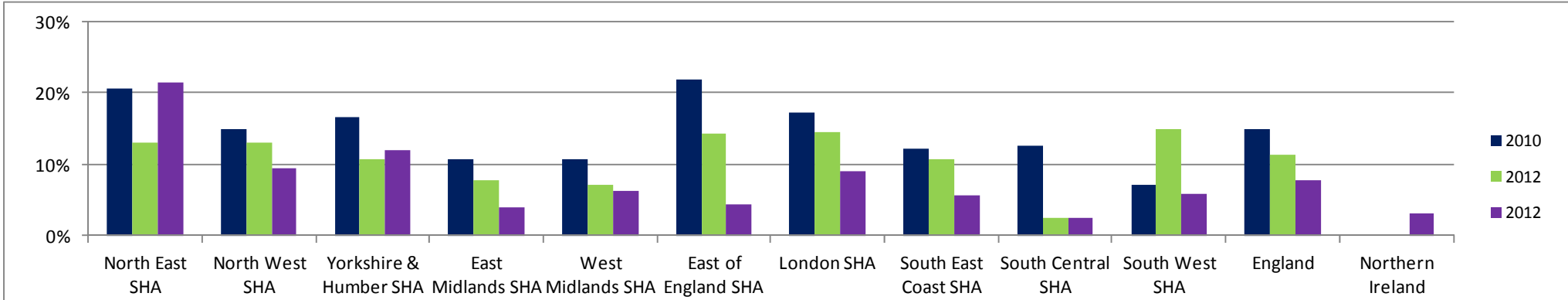


Figure 7a(i) Vacancy rates in NHS PCTs - trends for Qualified Pharmacists by country - England and Northern Ireland. 2010 - 2012
All vacancies at 31 May 2010, 2011 & 2012

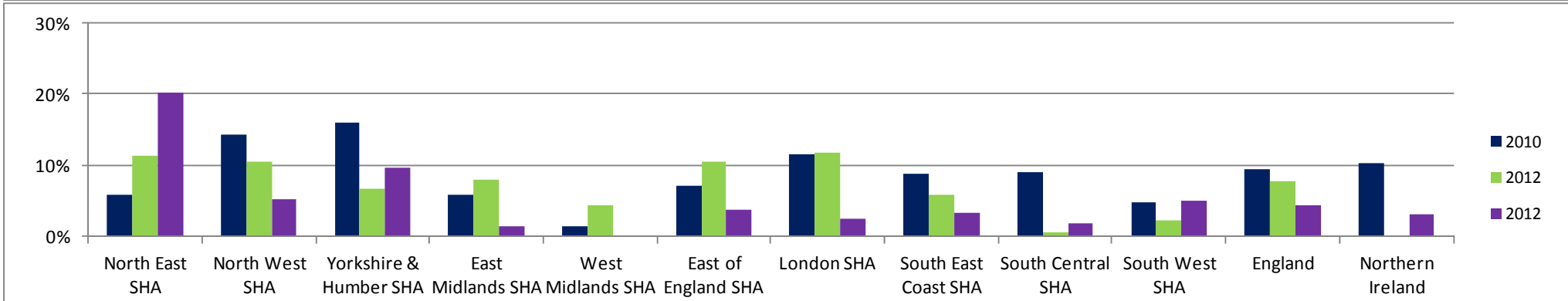


Figure 7a(ii) Vacancy rates in NHS PCTs - trends for Qualified Pharmacists by country - England and Northern Ireland. 2010 - 2012
3 month vacancies at 31 May 2010, 2011 & 2012

Table 7c. Staffing establishments and current vacancy rates - trends for Qualified Pharmacy Technicians in NHS PCTs by country - England and Northern Ireland. 2010 - 2012

	May 2010 100% response rate					May 2011 100% response rate					May 2012 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	20.80	18.93	9.0%	0.77	3.7%	17.93	14.63	18.4%	3.30	18.4%	15.17	11.67	23.1%	3.30	21.8%
North West SHA	128.27	119.67	6.7%	6.00	4.7%	127.62	118.69	7.0%	6.00	4.7%	94.39	88.64	6.1%	3.20	3.4%
Yorkshire & Humber SHA	62.88	51.21	18.6%	7.57	12.0%	73.05	61.25	16.2%	8.10	11.1%	46.80	41.66	11.0%	4.86	10.4%
East Midlands SHA	62.87	61.51	2.2%	1.40	2.2%	76.89	68.32	11.1%	3.30	4.3%	38.63	36.49	5.5%	0.94	2.4%
West Midlands SHA	61.71	56.39	8.6%	4.72	7.6%	59.71	48.25	19.2%	10.08	16.9%	51.45	46.83	9.0%	4.74	9.2%
East of England SHA	59.56	51.96	12.8%	13.50	22.7%	55.95	44.05	21.3%	8.60	15.4%	46.02	39.02	15.2%	2.00	4.3%
London SHA	38.27	31.80	16.9%	2.50	6.5%	27.17	25.40	6.5%	0.57	2.1%	18.20	16.20	11.0%	1.00	5.5%
South East Coast SHA	39.89	32.27	19.1%	6.00	15.0%	51.03	44.63	12.5%	4.80	9.4%	39.81	35.41	11.1%	3.20	8.0%
South Central SHA	22.91	21.31	7.0%	1.50	6.5%	25.76	24.08	6.5%	0.50	1.9%	12.99	12.46	4.1%	0.53	4.1%
South West SHA	40.09	32.79	18.2%	0.00	0.0%	45.05	40.46	10.2%	1.80	4.0%	29.40	24.97	15.1%	1.20	4.1%
England	537.25	477.84	11.1%	43.96	8.2%	560.16	489.76	12.6%	47.05	8.4%	392.86	353.35	10.1%	24.97	6.4%
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%	2.00	2.00	0.0%	0.00	0.0%

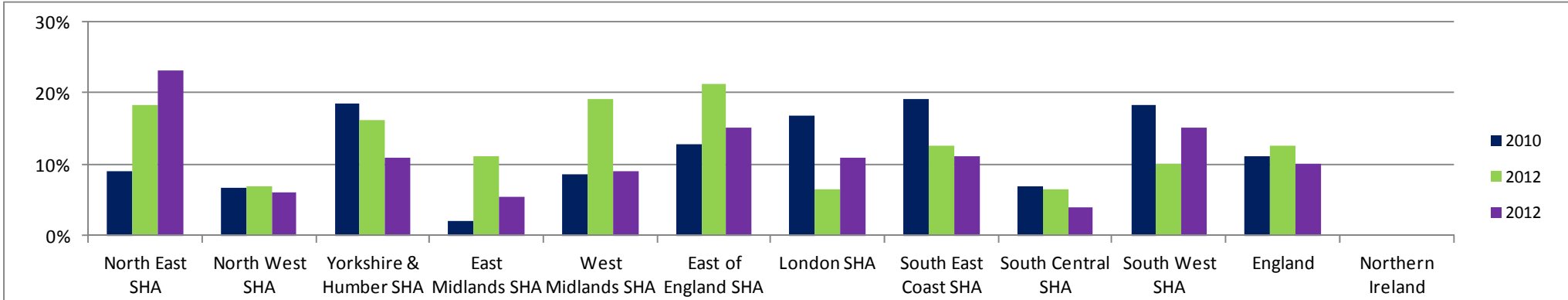


Figure 7b(i) Vacancy rates in NHS PCTs - trends for Qualified Pharmacy Technicians by country - England and Northern Ireland. 2010 - 2012
All vacancies at 31 May 2010, 2011 & 2012

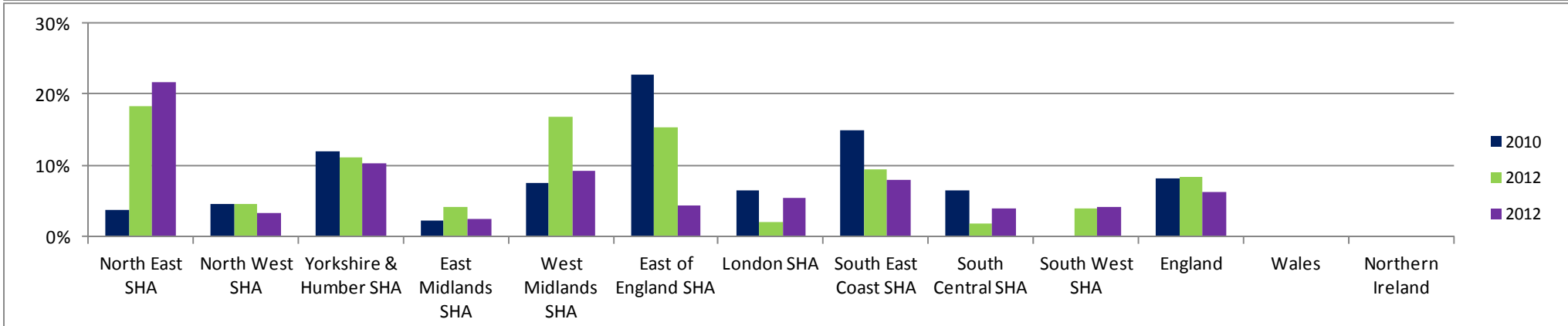


Figure 7b(ii) Vacancy rates in NHS PCTs - trends for Qualified Pharmacy Technicians by country - England and Northern Ireland. 2010 - 2012
3-month vacancies at 31 May 2010, 2011 & 2012

8. May 2012 Staffing Establishments and Vacancy Rates in NHS PCTs by geographical area and AfC Band

Tables 8a and 8b show staffing establishments and vacancy rates of qualified pharmacists and qualified pharmacy technicians 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 2012

	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!	2.40	2.40	0.0%	0.00	0.0%	2.82	2.78	1.4%	0.00	0.0%	17.10	13.00	24.0%	3.60	21.1%
North West SHA	1.00	1.00	0.0%	0.00	0.0%	12.47	12.07	3.2%	0.40	3.2%	13.25	12.99	2.0%	0.00	0.00%	32.77	32.77	0.0%	0.00	0.0%
Yorkshire & Humber SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.60	4.60	0.0%	0.00	0.0%	11.47	10.30	10.2%	0.00	0.0%	13.45	11.75	12.6%	1.20	8.9%
East Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	5.00	4.40	12.0%	0.00	0.0%	5.76	5.66	1.7%	0.00	0.0%	19.89	19.09	4.0%	1.00	5.0%
West Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	10.40	10.40	0.0%	0.00	0.0%	12.50	12.10	3.2%	0.00	0.0%	21.57	21.91	-1.6%	0.00	0.0%
East of England SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	14.00	14.00	0.0%	0.00	0.0%	20.13	20.13	0.0%	0.00	0.0%	20.66	20.64	0.1%	0.00	0.0%
London SHA	1.50	1.50	0.0%	0.00	0.0%	18.39	17.99	2.2%	0.00	0.0%	14.29	14.09	1.4%	0.00	0.0%	28.78	27.58	4.2%	0.00	0.0%
South East Coast SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	8.70	8.70	0.0%	0.00	0.0%	4.57	4.57	0.0%	0.00	0.0%	20.56	19.56	4.9%	0.00	0.0%
South Central SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	7.89	7.89	0.0%	0.00	0.0%	3.71	3.71	0.0%	0.00	0.0%	17.56	17.56	0.0%	0.00	0.0%
South West SHA	1.50	1.50	0.0%	0.00	0.0%	7.36	7.36	0.0%	0.00	0.0%	9.00	9.00	0.0%	0.00	0.0%	14.34	13.25	7.6%	1.00	7.0%
England	4.00	4.00	0.0%	0.00	0.0%	91.21	89.81	1.5%	0.40	0.4%	97.50	95.33	2.2%	0.00	0.0%	206.68	197.11	4.6%	6.80	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%	4.00	4.00	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	20.20	14.60	27.7%	5.60	27.7%	2.80	2.80	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	45.32	35.58	21.5%	9.20	20.3%
North West SHA	62.37	59.40	4.8%	1.91	3.1%	40.87	29.11	28.8%	6.10	14.9%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	162.73	147.34	9.5%	8.41	5.2%
Yorkshire & Humber SHA	51.16	43.45	15.1%	7.31	14.3%	8.27	8.27	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	88.95	78.37	11.9%	8.51	9.6%
East Midlands SHA	33.85	33.45	1.2%	0.00	0.0%	4.64	3.84	17.2%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	69.14	66.44	3.9%	1.00	1.4%
West Midlands SHA	75.46	67.95	10.0%	0.00	0.0%	0.21	0.21	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	120.14	112.57	6.3%	0.00	0.0%
East of England SHA	28.06	23.81	15.1%	3.65	13.0%	15.02	14.98	0.3%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	97.87	93.56	4.4%	3.65	3.7%
London SHA	69.75	61.95	11.2%	3.00	4.3%	19.92	16.91	15.1%	1.00	5.0%	2.40	1.00	58.3%	0.00	0.0%	155.03	141.02	9.0%	4.00	2.6%
South East Coast SHA	35.01	33.37	4.7%	1.00	2.9%	7.13	5.52	22.6%	1.61	22.6%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	75.97	71.72	5.6%	2.61	3.4%
South Central SHA	24.01	23.81	0.8%	0.20	0.8%	8.81	7.46	15.3%	1.00	11.4%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	61.98	60.43	2.5%	1.20	1.9%
South West SHA	34.79	31.94	8.2%	2.65	7.6%	5.79	5.39	6.9%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%	73.78	69.44	5.9%	3.65	4.9%
England	434.66	393.73	9.4%	25.32	5.8%	113.46	94.49	16.7%	9.71	8.6%	3.40	2.00	41.2%	0.00	0.0%	950.91	876.47	7.8%	42.23	4.4%
Wales	See Table 4a - NHS Trusts																			
Northern Ireland	23.00	22.00	4.3%	1.00	4.3%	2.00	2.00	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	33.00	32.00	3.0%	1.00	3.0%

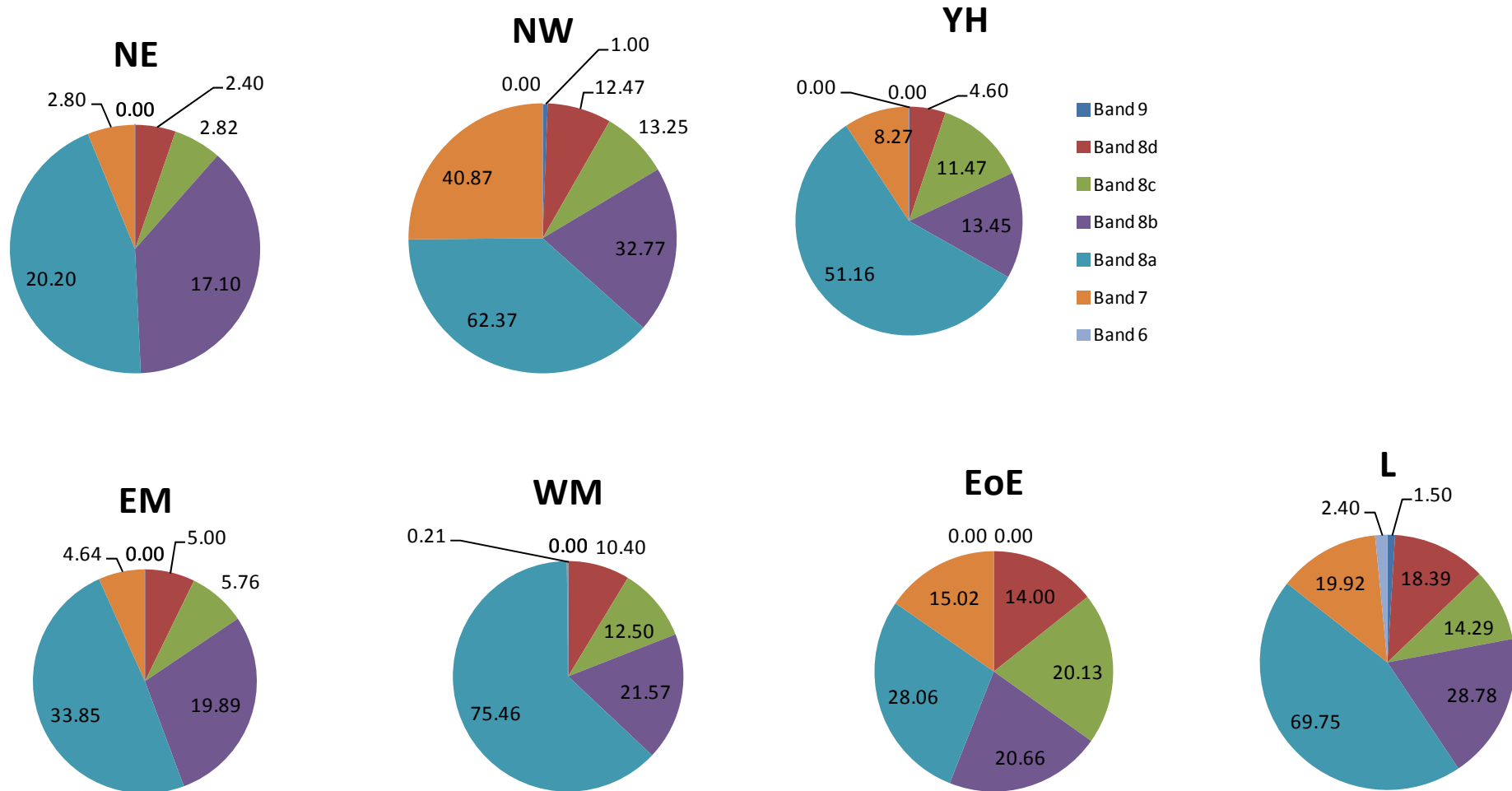


Figure 8a. Established Pharmacist posts in PCTs by band in each English SHA and Northern Ireland 2012 (continued overleaf)

Numbers indicate the number of FTE established posts at each band.

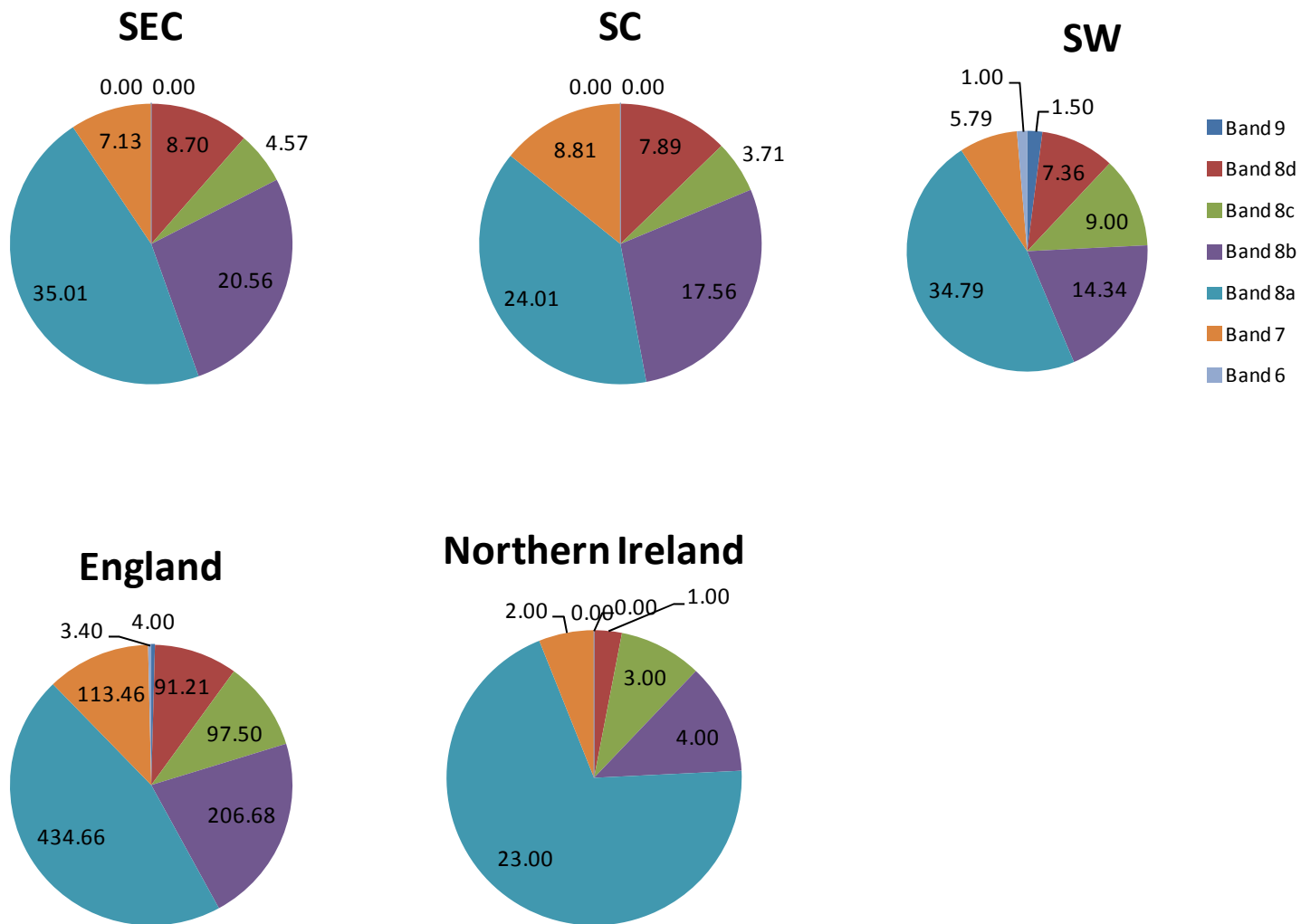


Figure 8a. Established Pharmacist posts in PCTs by band in each English SHA and Northern Ireland 2012

Numbers indicate the number of FTE established posts at each band.

Table 8b. Qualified Pharmacy Technicians by geographical area in NHS PCTs - England and Northern Ireland - May 2012

	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!	0.00	0.00	#DIV/0!	0.00	#DIV/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!	1.00	1.00	0.0%	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!	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!	2.65	2.65	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!	0.56	0.56	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!	1.00	1.00	0.0%	0.00	0.0%	2.00	2.00	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!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	5.19	5.19	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!	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!
England	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%	18.40	18.20	1.1%	0.20	1.1%
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%	11.17	8.67	22.4%	2.30	20.6%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	15.17	11.67	23.1%	3.30	21.8%
North West SHA	18.27	18.27	0.0%	0.00	0.0%	70.12	64.57	7.9%	3.00	4.3%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	94.39	88.64	6.1%	3.20	3.4%
Yorkshire & Humber SHA	15.77	15.77	0.0%	0.00	0.0%	30.03	24.89	17.1%	4.86	16.2%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	46.80	41.66	11.0%	4.86	10.4%
East Midlands SHA	16.75	16.75	0.0%	0.00	0.0%	19.82	17.68	10.8%	0.94	4.7%	1.06	1.06	0.0%	0.00	0.0%	38.63	36.49	5.5%	0.94	2.4%
West Midlands SHA	15.70	15.72	-0.1%	0.00	0.0%	33.10	28.46	14.0%	4.74	14.3%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	51.45	46.83	9.0%	4.74	9.2%
East of England SHA	14.30	12.30	14.0%	1.00	7.0%	26.16	21.16	19.1%	1.00	3.8%	4.00	4.00	0.0%	0.00	0.0%	46.02	39.02	15.2%	2.00	4.3%
London SHA	11.20	10.20	8.9%	1.00	8.9%	3.00	2.00	33.3%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%	18.20	16.20	11.0%	1.00	5.5%
South East Coast SHA	11.17	10.17	9.0%	1.00	9.0%	23.45	20.05	14.5%	2.20	9.4%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	39.81	35.41	11.1%	3.20	8.0%
South Central SHA	2.61	2.61	0.0%	0.00	0.0%	10.38	9.85	5.1%	0.53	5.1%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	12.99	12.46	4.1%	0.53	4.1%
South West SHA	5.80	5.27	9.1%	0.00	0.0%	23.60	19.70	16.5%	1.20	5.1%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	29.40	24.97	15.1%	1.20	4.1%
England	115.57	110.06	4.8%	4.00	3.5%	250.83	217.03	13.5%	20.77	8.3%	6.06	6.06	0.0%	0.00	0.0%	392.86	353.35	10.1%	24.97	6.4%
Wales	See Table 4b - NHS Trusts																			
Northern Ireland	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!	2.00	2.00	0.0%	0.00	0.0%

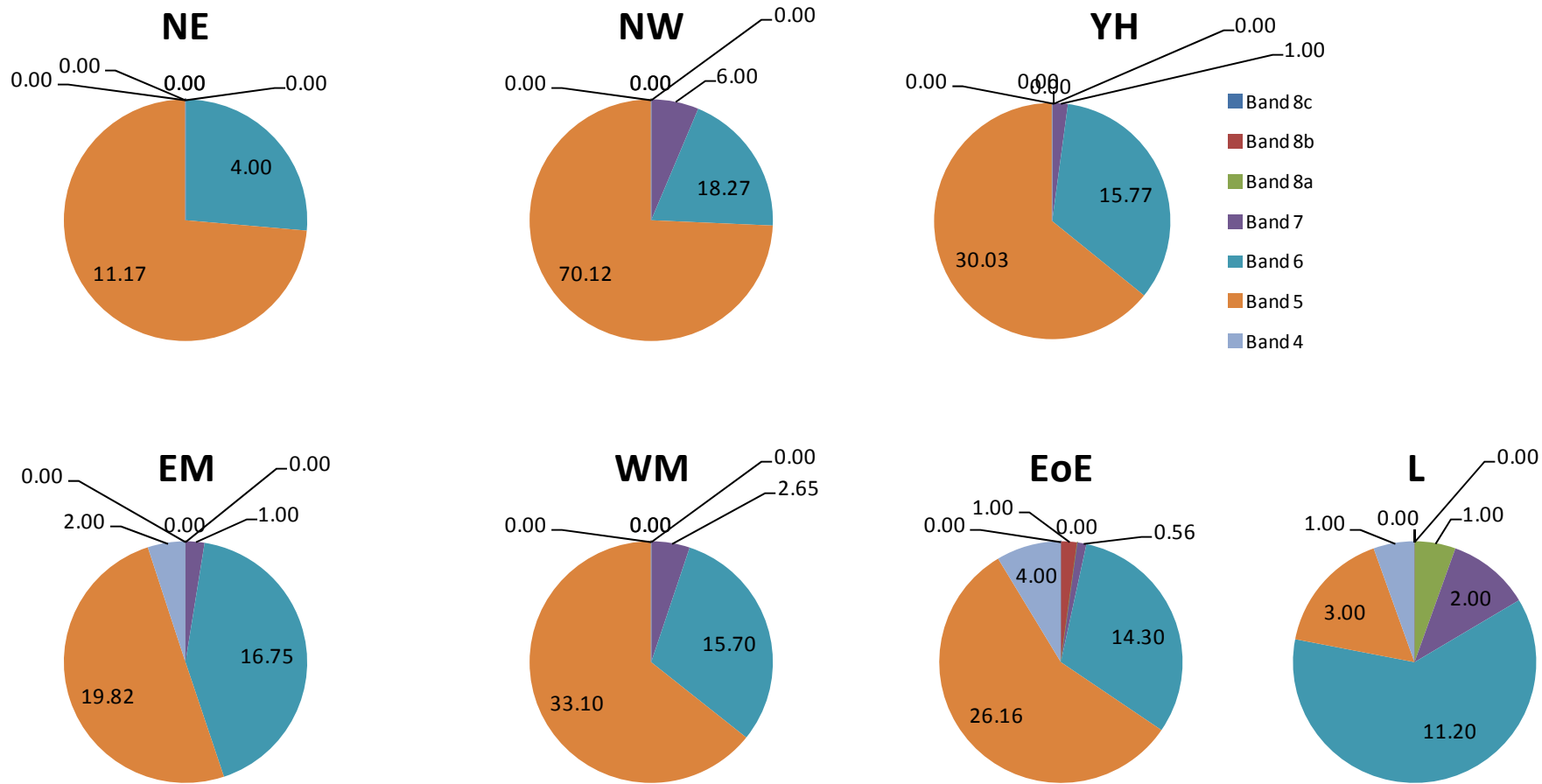


Figure 8b. Established Pharmacy Technician posts in PCTs by band in each SHA and Home Country 2012 (continued overleaf)

Numbers indicate the number of FTE established posts at each band.

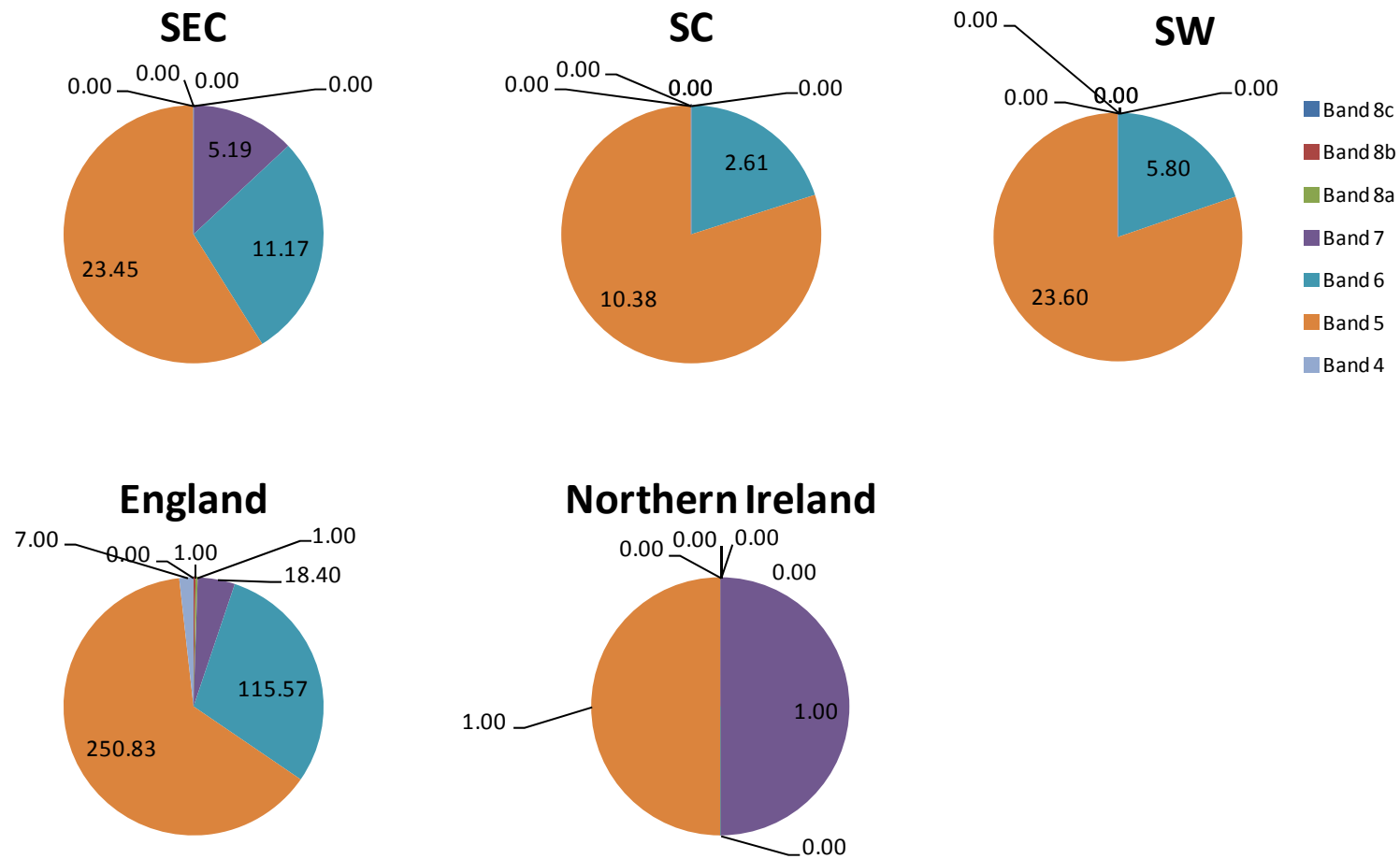
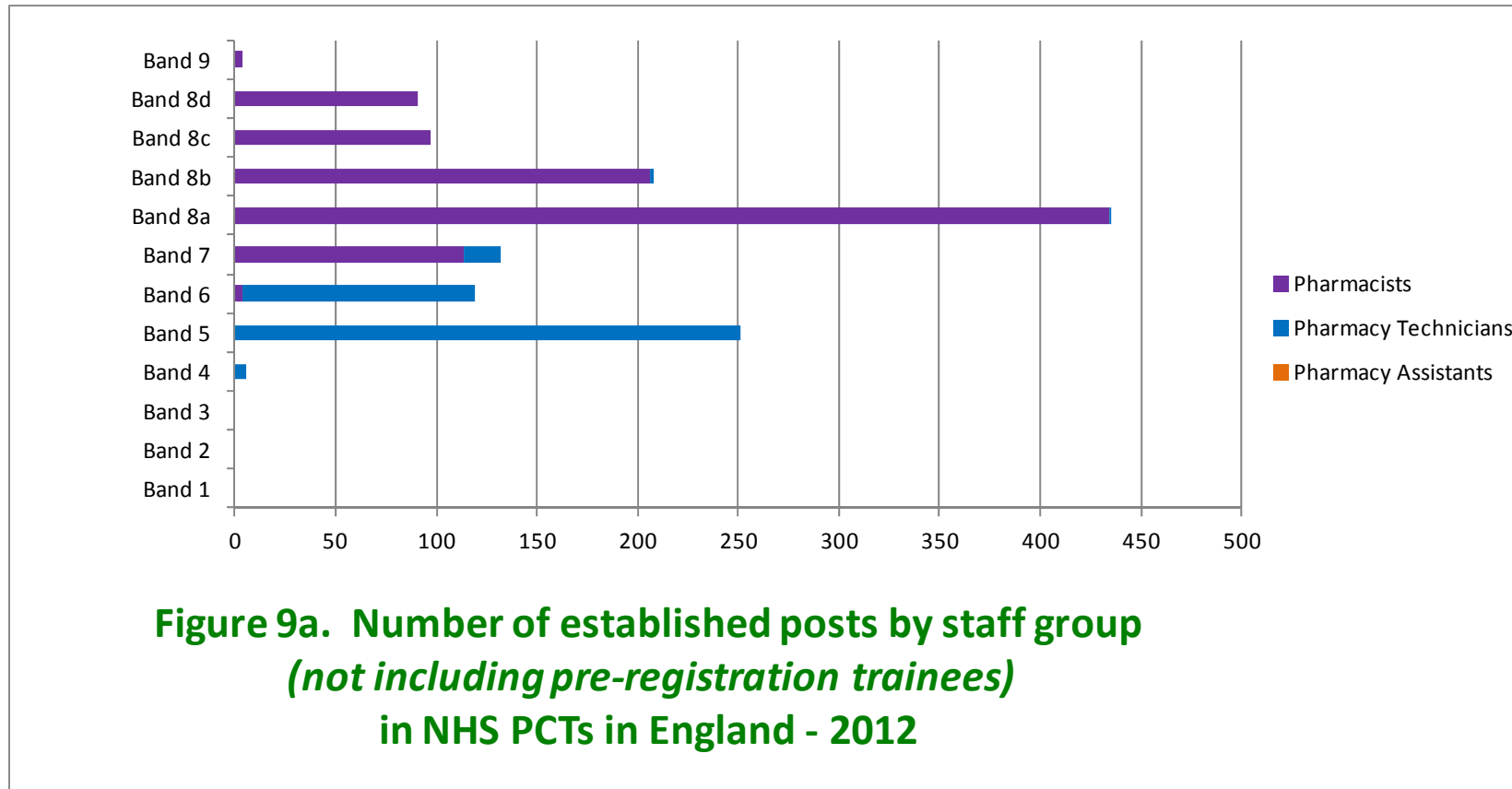


Figure 8b. Established Pharmacy Technician posts in PCTs by band in each SHA and Home Country 2012

Numbers indicate the number of FTE established posts at each band.

9. Skill mix in NHS PCTs in England by Band - 2012

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

The data for providers of NHS services, (NHS acute, mental health, community health trusts, social enterprises and Community Interest Companies (CICs), including former PCT provider arm activity), are included in the NHS Service Provider section for the first time in 2012. A decrease in PCT numbers and increase in NHS service provider numbers would therefore be expected. Comparison of data with previous years' reports must be therefore be made with care

It must be remembered that pharmacy services vary considerably between NHS trusts, between NHS PCTs, Welsh Health Boards and Northern Ireland Health & Social Care Trusts, 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 England in 2012 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 Service Providers 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 in England may also now include former PCT provider arm activity.

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), for example. 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 For the purposes of this survey, we asked respondents to complete data for each PCT's employees only (see Appendices). Please note that 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.

Trends in Overall, NHS Service Provider & PCT Staffing Establishments

Tables 1b, 3a and 7a enable trends in Staffing Establishments overall, in NHS Service Providers and PCTs respectively to be considered over the period 2010 to 2012. *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 7,394.43 FTE; employing 6,838.50 FTE pharmacists with a headcount of 7,882. In Wales the figures are 541.05 FTE, 524.40 FTE and 600, and in Northern Ireland 399.43 FTE, 386.13 FTE and 435.
- Pharmacist staffing establishments in the NHS **overall** have increased by 0.7% (48.42 FTEs) since May 2011 across England, and by 0.6% (3.12 FTEs) in Wales and by 3.1% (12.13 FTEs) in Northern Ireland.
- There are 6443.52 FTE established qualified pharmacist posts in **NHS Service Providers** in England, 541.05 FTE in Wales (Welsh health boards) and 366.43 FTE in Northern Ireland.
- Pharmacist staffing establishments in **NHS Service Providers** have increased by 5.1% (313.37 FTEs) since May 2011 across England, by 0.6% (3.12 FTEs) in Wales and by 3.1% (11.13 FTEs) in Northern Ireland.
- There are 950.91 FTE established qualified pharmacist posts in **PCTs** in England and 33.00 FTE in the health and social services board in Northern Ireland.
- Pharmacist staffing establishments in **PCTs** have decreased by 21.8% (264.96 FTEs) since May 2011 across England and increased by 3.1% (1.00 FTEs) in Northern Ireland.
- 950.51 FTE (12.9%) of **overall** established pharmacist posts and 1,159 people (14.7% of **overall** headcount) are to be found in **PCTs** in England.
- The staffing establishment of Band 6 pharmacists in **NHS Service Providers** in England has increased by 1.5% (18.58 FTE) between May 2011 and May 2012. The staffing establishments at Bands 7 and 8a have increased by 9.0% (146.77 FTE) and 5.5% (98.97 FTE) respectively.
- In Wales, there was a decrease in the number of established Band 6 pharmacist posts in **NHS Service Providers** of 12.5% (8.03 FTE).
- In Northern Ireland, there was an increase in the number of Band 6 pharmacist posts in **NHS Service Providers** of 3.5% (2.95 FTE).

Pharmacy Technicians

- The reported NHS establishment for pharmacy technicians **overall** in England is 6,628.55 FTE, employing 6225.57 FTE pharmacy technicians with a headcount of 7,116. In Wales the figures are 471.94 FTE, 458.33 FTE and 516, and in Northern Ireland 277.82 FTE, 267.42 FTE and 291.
- Pharmacy Technician staffing establishments in the NHS **overall** have increased by 0.3% (21.19 FTEs) since May 2011 across England, and by 0.3% (1.30 FTEs) in Wales and by 1.0% (2.85 FTEs) in Northern Ireland.
- There are 6,235.69 FTE established qualified pharmacy technician posts in **NHS Service Providers** in England, 471.94 FTE in Wales (Welsh health boards) and 275.82 FTE in Northern Ireland.
- Pharmacy Technician staffing establishments in **NHS Service Providers** have increased by 3.1% (188.49 FTEs) since May 2011 across England, by 0.3% (1.30 FTEs) in Wales and by 0.7% (1.85 FTEs) in Northern Ireland.
- There are 392.86 FTE established qualified pharmacy technician posts in **PCTs** in England and 2.00 FTE in the health and social services board in Northern Ireland.

- Pharmacy Technician staffing establishments in **PCTs** have decreased by 29.9% (167.30 FTEs) since May 2011 across England and has increased by 100% (1.00 FTE) since May 2011 in Northern Ireland.
- 392.86 FTE (5.9%) of **overall** established pharmacy technician posts and 407 people (5.7% of **overall** headcount) are to be found in **PCTs** in England.
- The staffing establishment of Band 4 pharmacy technicians in **NHS Service Providers** in England has increased by 0.4% (5.44 FTE) between May 2011 and May 2012. The staffing establishments at Band 5 have increased by 4.6% (133.70 FTE).
- In Wales, there was an increase in the number of established Band 4 pharmacy technician posts in **NHS Service Providers** of 0.6% (0.76 FTE) and an increase at Band 5 of 3.6% (8.79 FTE).
- In Northern Ireland, there was a decrease in the number of Band 4 pharmacy technician posts in **NHS Service Providers** of 3.9% (6.82 FTE) and an increase at Band 5, of 8.3% (7.24 FTE).

Pharmacy Assistants

- The reported NHS establishment for pharmacy assistants **overall** in England is 3,630.33 FTE employing 3,358.97 FTE pharmacy assistants with a headcount of 3,841. In Wales, the figures are 232.43 FTE employing 225.01 FTE pharmacy assistants with a headcount of 255, and in Northern Ireland 118.50 FTE employing 111.50 FTE pharmacy assistants with a headcount of 121.
- Pharmacy Assistant staffing establishments in the NHS **overall** have decreased by 0.4% (13.09 FTEs) since May 2011 in England, decreased by 1.8% (4.38 FTEs) in Wales and have increased by 19.0% (18.90 FTEs) in Northern Ireland.

Skill mix

With a staffing establishment of 7,394.43 FTE qualified pharmacists, 6,628.55 FTE pharmacy technicians and 3,630.33 FTE pharmacy assistants in England (in Wales 541.05 FTE, 471.94 FTE and 232.43 FTE; in Northern Ireland 399.43 FTE, 277.82 FTE and 118.50 FTE), NHS pharmacy services are already renowned for good use of skill mix. Skill mix is shown in figures on pages 18, 41 and 58, demonstrating significant differences between **NHS Service Providers** and **PCTs** as expected. However, this also varies geographically, as indicated in Figures 4a and 4b for **NHS Service Providers** 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.

Disestablished posts

Table 1a(i) indicates that 2.13% (408.48 FTE) of established posts in all staff groups across the **NHS overall** in England have been disestablished since 31 May 2011, 2.12% (155.93 FTE) of pharmacist posts, 1.98% (130.83 FTE) of pharmacy technician posts and 1.68% (61.19 FTE) of pharmacy assistant posts.

Table 1a(ii) indicates that 1.29% (17.44 FTE) of established posts in all staff groups across the **NHS overall** in Wales have been disestablished since 31 May 2011, 1.98% (10.63 FTE) of pharmacist posts, 0.51% (2.40 FTE) of pharmacy technician posts and 1.08% (2.41 FTE) of pharmacy assistant posts.

Table 1a(iii) indicates that 1.38% (11.47 FTE) of established posts in all staff groups across the **NHS overall** in Northern Ireland have been disestablished since 31 May 2011, 1.29% (5.00 FTE) of pharmacist posts, 1.45% (4.00 FTE) of pharmacy technician posts and 2.48% (2.47 FTE) of pharmacy assistant posts. This is the third year that these data have been captured.

Threatened posts

Table 1a(i) indicates that 1.1% (217.91 FTE) of established posts in all staff groups across the **NHS overall** in England are under threat; 1.3% (96.51 FTE) of pharmacist posts, 1.0% (67.06 FTE) of pharmacy technician posts and 1.0% (36.91 FTE) of pharmacy assistant posts.

Table 1a(ii) indicates that 1.7% (22.56 FTE) of established posts in all staff groups across the **NHS overall** in Wales are under threat; 2.1% (11.60 FTE) of pharmacist posts, 2.3% (10.96 FTE) of pharmacy technician posts and 0.0% (0.00 FTE) of pharmacy assistant posts.

Table 1a(iii) indicates that 0.2% (2.00 FTE) of established posts in all staff groups across the **NHS overall** in Northern Ireland are under threat; 0.5% (2.00 FTE) of pharmacist posts, 0.0% (0.00 FTE) of pharmacy technician posts and 0.0% (0.00 FTE) of pharmacy assistant posts.

Current vacancy rates (i.e. posts not permanently occupied on 31 May 2012)

Pharmacists

There are:

7.5% (555.93 FTE) of established qualified pharmacist posts vacant in the **NHS overall** in England, 3.1% (16.65 FTE) in Wales and 3.3% (13.30 FTE) in Northern Ireland.

7.5% (481.49 FTE) of established qualified pharmacist posts vacant in **NHS Service Providers** in England, 3.1% (16.65 FTE) in Wales and 3.4% (12.30 FTE) in Northern Ireland.

7.8% (74.44 FTE) of established qualified pharmacist posts vacant in **PCTs** in England and 3.0% (1.00 FTE) in Northern Ireland.

There are:

12.1% (150.73 FTE) (Band 6) and 10.1% (180.49 FTE) (Band 7) of established qualified pharmacist posts vacant in **NHS Service Providers** in England, 3.7% (2.10 FTE) (Band 6) and 6.0% (5.46 FTE) (Band 7) in Wales and 2.8% (2.50 FTE) (Band 6) and 5.6% (7.80 FTE) (Band 7) in Northern Ireland.

There are:

41.2% (1.40 FTE) (Band 6) and 16.7% (18.97 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:

6.1% (402.98 FTE) of established qualified pharmacy technician posts vacant in the **NHS overall** in England, 2.9% (13.61 FTE) in Wales and 3.7% (10.40 FTE) in Northern Ireland.

5.8% (363.47 FTE) of established qualified pharmacy technician posts vacant in **NHS Service Providers** in England, 2.9% (13.61 FTE) in Wales and 3.8% (10.40 FTE) in Northern Ireland.

10.1% (39.51 FTE) of established qualified pharmacy technician posts vacant in **PCTs** in England and 0.0% (0.00 FTE) in Northern Ireland.

There are:

9.0% (135.05 FTE) Band 4 and 6.4% (193.36 FTE) Band 5 established qualified pharmacy technician posts vacant in **NHS Service Providers** in England, 3.3% (3.98 FTE) Band 4 and 3.0% (7.58 FTE) Band 5 in Wales and 4.2% (7.00 FTE) Band 4 and 3.6% (3.40 FTE) Band 5 in Northern Ireland.

There are 0.0% (0.00 FTE) Band 4 and 13.5% (33.80 FTE) Band 5 of established qualified pharmacy technician posts vacant in **PCTs** in England; 0% at both bands in Northern Ireland.

Vacancy rates have generally improved since 2011. 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 2012 in the **NHS overall** is 212.02 FTE in England, 2.00 FTE in Wales and 4.00 FTE in Northern Ireland.

The number of pharmacy technician posts filled by agency staff/locums in May 2012 in the **NHS overall** is 103.86 FTE in England, 0.00 FTE in Wales and 0.00 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 recognised as key contributors to the success of the medicines optimisation agenda and 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 proposals 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, the new Local Education and Training Boards (LETBs) have emerged and are implementing their operating models in anticipation of their formal, legal responsibilities under Health Education England from April 2013. It is important that all NHS service providers and pharmacy networks 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

It is recognised that pharmacy staff have a key role to play in delivering the medicines optimisation agenda; their significant contribution to delivering on the QIPP agenda over recent years, 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 is also acknowledged. These initiatives, along with a 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.

The numbers of both pharmacist and pharmacy technician posts in all three countries increased (albeit slightly in some cases) in England, Wales & Northern Ireland, which supports the need for these staff, particularly in the current climate. NHS transition remains a threat to some organisations and posts, and it will be valuable to note the 2013 results in the light of the current transition and financial pressures.

In England, the continued recovery in the number of established posts (FTE) of pharmacists at Band 6 and significant increase at Band 7 are of particular note (Table 1b). Also of note: Band 6 posts have decreased by a further 12.5% (8.03 FTE) in Wales since May 2012, although Band 7 posts have increased by 13.1% (10.61 FTE), in Northern Ireland Band 6 posts have increased by 3.5% (2.95 FTE), but Band 7 posts have decreased by 4.6% (6.8 FTE).

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, Social Enterprises and Community Interest Companies (CICs). It may be increasingly challenging to capture workforce data in the future as organisations become more disparate. Equally, the ability of the variety of NHS service provider organisations to train the future workforce is of concern. 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. This will be a challenge for the new LETBs.

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 2011 survey

The recommendations from the 2011 survey have all been implemented in the 2012 survey.

Recommendations for future surveys

- 1 It will continue to 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 2013 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 have been issued since 1996. The most recent reports were issued on:
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
09 October 2011 which asked for point prevalence data on 31 May 2011

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

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Issue Date October 2012

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 2012

Guidelines for completion (Point survey at 31 May 2012)

The format of data entry is similar to 2011, 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 2012**. 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.

3. Separation of English PCT commissioning and Provider activity

For the majority of PCTs in England, provider arm activity has now moved into an existing NHS trust or a new provider organisation has now been established, and, for the purposes of this survey, moved to the 'NHS trust' arm of the survey, which has been re-named **NHS service providers**, which now incorporates new community health trusts, social enterprises, CICs, etc..

Reporting PCT Provider activity which is now incorporated into NHS service provider activity

Please see the note *in the NHS service provider return* regarding the option to state "now includes xxx PCT provider arm activity" or use a separate row for PCT provider arm activity within the NHS trust return as appropriate (see NHS service provider spreadsheet Row 5).

For the few remaining PCTs reporting commissioning and provider activity, please complete two separate rows (see NHS PCT spreadsheet Row 5).

4. Complete Rows 6 & 7 (for 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 two regional/national specialist pharmacy services.
5. Please delete superfluous row(s) 5 – 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* 2012-2013 Staffing Establishment within your NHS organisation. Please see additional columns for Posts at Risk and Posts disestablished since 31 May 2011 definitions below, which will explain current pressures to an extent, and complete your Staffing Establishment at 31 May 2012 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 2012, 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 2012, 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 2012, 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 2011 (FTEs) – a post(s), which was on your staffing establishment on 31 May 2011, 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 2011), and one for Yr 2 trainees (i.e. commenced training on or prior to 31 March 2011). *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 2012

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

Email Title: Please reply by 12 June 2012: NHS Pharmacy Staffing Establishment & Vacancy Survey 2012

To: Chief Pharmacists in NHS service providers (NHS trusts incl. community health trusts, social enterprises, Community Interest Companies (CICs), etc.),

It is time to complete the NHS Pharmacy Staffing Establishment & Vacancy Survey 2012, 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 each year since 2008), 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 trusts and service providers, PCTs (& new organisations)/LHBs and SHAs in England, Wales and Northern Ireland. Scotland will not be participating as they carry out a similar data collection exercise in the autumn.

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.
- Please pay particular attention to the Posts Currently At Risk and Posts Disestablished since 31 May 2011 columns, as it is important that we keep a record of these in these turbulent times!
- See the Guidance Notes for what to do if you 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 2012. 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 2012**. Please complete the spreadsheet for 31 May 2012 and return to Lynne Bollington at lynne.bollington@chelwest.nhs.uk **by Tuesday 12 June 2012**.

Please let Lynne & me know as soon as possible if you are unable to meet this deadline.

Best wishes.

Appendix 3. Suggested covering Emails to go to English PCTs with the accompanying the data collection spreadsheet

Email Title: Please reply by 12 June 2012: NHS Pharmacy Staffing Establishment & Vacancy Survey 2012

To: NHS Chief Pharmacists / Heads of Medicines Management in PCTs in England

It is time to complete the NHS Pharmacy Staffing Establishment & Vacancy Survey 2012, 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 each year since 2008), 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 service providers** (NHS acute, mental health and new community health trusts, social enterprises and Community Interest Companies (CICs)) and 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 the autumn.

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.
- **Former PCT provider activity.** Please note that in nearly all cases, PCT provider has not been incorporated into the NHS service providers arm of this survey. If you are one of the remaining 2-3 PCTs which is still reporting commissioning and provider activity, please complete two returns, one for commissioning and one for provider activity (if you are able to separate them out), or, if not, please clearly specify that your return includes both commissioning and provider activity.

N.B. By 'provider activity', it is community health services provision etc. that is meant, not GP service provision.

- **Staff moving to Commissioning Support Services/Organisations, Clinical Commissioning Groups and GP practice.** Our understanding is that the PCT is likely to be the legal employing entity until 31 March 2013, so please include these staff in your return.

If this is not the case, and somebody else needs to complete a separate return, please reply to let us know the contact details of that person, so that we can forward this email on to them for completion.

- We are carrying out a mapping exercise again this year, (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.
- Please pay particular attention to the 'Posts Currently At Risk' and 'Posts Disestablished since 31 May 2011' columns, as it is important that we keep a record of these in these turbulent times!

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.

Please find attached:

- **Guidance Notes for completing your return** (including definitions)
- **A spreadsheet** for completion of the NHS Pharmacy Staffing Establishment & Vacancy Survey 2012. 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 2012**. Please complete the spreadsheet for 31 May 2012 and return to Lynne Bollington at lynne.bollington@chelwest.nhs.uk *by Tuesday 12 June 2012*.

Please let Lynne & me know as soon as possible if you are unable to meet this deadline.

Best wishes.

Appendices 4a and 4b. Data collection spreadsheets.

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

Appendices 5a and 5b. Transition mapping spreadsheets.

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

End