

## National NHS Pharmacy Staffing Establishment and Vacancy Survey 2013 – October 2013

### NHS Pharmacy Education & Development Committee Executive Summary

#### Purpose

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

This survey provides data on staffing levels among pharmacy staff in NHS service provider and commissioning organisations. NHS service provider organisations include NHS acute and mental health trusts, community health trusts, social enterprises, CICs and other PCT successor organisations. NHS commissioning organisations include Clinical Commissioning Groups (CCGs), Commissioning Support Units (CSUs), NHS England regional and Area Teams (AT) and Health & Wellbeing Boards (HWBs) in Local Authorities.

#### Methods

The survey asked Chief / Lead Pharmacists in NHS organisations in England and Northern Ireland for point prevalence data on 31 May 2013 and is comparable with data from the 31 May 2012 survey. The month of May has been chosen to match Department of Health figures for 3-month vacancies (31 March). NHS organisations in Scotland and Wales did not take part in the survey in 2013 as they undertake their own data collection.

#### Results

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

- 252 NHS service providers in England and 5 health and social care trusts in Northern Ireland were identified and surveyed.
- **A 100% response rate was achieved.**
- 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 commissioning organisations in England / Health and Social Services Board in Northern Ireland

- 406 NHS commissioning organisations in England and the one health & social services board in Northern Ireland were identified and surveyed for having pharmacy services. In England, this included 151 Health & Wellbeing Boards, 24 Area Teams, 211 Clinical Commissioning Groups and 20 Commissioning Support Units. These organisations were newly formed on 1<sup>st</sup> April 2013, making comparison with 2012 data less meaningful; however, transition mapping data has been gathered to facilitate this (see appendices 4a and 4b).
- **A 100% response rate was achieved from those which had indicated that they employed registered pharmacists / registered pharmacy technicians.** *N.B. Several organisations receive pharmaceutical input from elsewhere.*

## Headlines

### Staffing Establishments & Vacancy Rates & Headcount

- Reported **pharmacist** staffing establishments in the NHS **overall** have **increased** by 3.3% (240.58 FTE) since May 2012 across England and **increased** by 2.4% (9.70 FTE) across Northern Ireland.
- Reported **pharmacy technician** staffing establishments in the NHS **overall** have **increased** by 1.7% (112.15 FTE) since May 2012 across England and **increased** by 2.8% (7.73 FTEs) across Northern Ireland.
- The reported NHS establishment for **pharmacists** in England is 7,635 FTE; employing 7,094 FTE pharmacists with a headcount of 8,159 people.
- 988 FTE (12.9% of established posts) and 1,160 people (14.2% of headcount) are to be found in NHS commissioning organisations.
- The reported NHS establishment for **pharmacists** in Northern Ireland is 409 FTE; employing 396 FTE pharmacists with a headcount of 448 people. 35 FTE (8.6% of established posts) and 42 people (9.4% of headcount) are to be found in the NI Health & Social Services Board.
- The reported NHS establishment for **pharmacy technicians** in England is 6,741 FTE, employing 6,304 FTE pharmacy technicians with a headcount of 7,225.
- The reported NHS establishment for **pharmacy technicians** in Northern Ireland is 285 FTE, employing 273 FTE pharmacy technicians with a headcount of 292.
- The reported NHS establishment for **pharmacy assistants** in England is 3,681 FTE, employing 3,389 FTE pharmacy assistants with a headcount of 3,921.
- The reported NHS establishment for **pharmacy assistants** in Northern Ireland is 128 FTE, employing 118 FTE pharmacy assistants with a headcount of 133.
- Reported current vacancy rates in the NHS **overall** for **pharmacists** at Band 6 are now at 10.6% across England and 5.7% across Northern Ireland.
- Reported current vacancy rates for **pharmacists** at Band 7 are now at 9.5% across England and 3.6% across Northern Ireland.
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- Reported current vacancy rates for **pharmacy technicians** at Band 4 are now at 8.5% across England and 7.0% across Northern Ireland.

### Key issues

In these post-Francis and fiscally challenging times, pharmacy staff are recognised as having a key role in delivering the optimum benefits from medicines, both in terms of patient experiences and a significant contribution to delivering on the QIPP agenda over recent years, helping to meet cost pressures in relation to prescribing practices, avoid waste and optimising use of medicines in every setting whilst maintaining patient safety and high quality care. The demand for qualified pharmacists, pharmacy technicians and pharmacy assistants is likely to increase in order to deliver safe, effective and efficient use of medicines, especially in the light of the moves towards out of hospital and integrated care settings.

The numbers of both pharmacist and pharmacy technician posts in both countries increased (albeit slightly in Northern Ireland) which supports the need for these staff, particularly in the current climate. NHS transition was still not yet fully implanted in all organisations at the time of the survey. The inclusion of the whole pharmacy workforce in future surveys should be considered in the light of the move towards out of hospital care and holistic workforce planning.

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**NHS Pharmacy Education & Development Committee**

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# National NHS Pharmacy Staffing Establishment and Vacancy Survey 2013

NHS Pharmacy Education & Development Committee

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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 and NHS commissioning organisations in England and health and social care trusts and the health and social services board in Northern Ireland have been collected.

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 and Northern Ireland. Scotland and Wales participated in the survey until May 2010 and May 2012 respectively but have since opted out of the survey as they undertake their own data collection.

## 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 organisation. 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 2013) and is therefore similar to the survey carried out last year which considered point prevalence data on 31 May 2012. May has been chosen in an attempt to match Department of Health figures for 3-month vacancies (31 March).

This survey covered NHS employees in NHS organisations, social enterprises and CICs 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)

<b>Geographical coverage</b>	
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.
May 2013 survey	Survey covered England and Northern Ireland. Scotland and Wales opted out of the survey as they undertake their own data collection.

## 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.

## Health Education England Local Education Training Boards (LETBs) in England

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

### LETBs in England, (where abbreviated):

NE	North - HE North East
NW	North - HE North West
YH	North - HE Yorkshire and The Humber
EM	Midlands and East - HE East Midlands
WM	Midlands and East - HE West Midlands
EoE	Midlands and East - HE East of England
NCEL	London - HE North, Central & East London
NWL	London - HE North West London
SL	London - HE South London
KSS	South - HE Kent, Surrey & Sussex
TV	South - HE Thames Valley
SW	South - HE South West
Wessex	South - HE Wessex

*Note:* LETBs are grouped with neighbouring LETBs 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 host organisation activity and are for the benefit of NHS organisations across a geographical area (usually a LETB/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 2013, 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 2012 (FTEs)**

A post(s) which was on the staffing establishment on 31 May 2012, which has now (at 31 May 2013) 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 and Social Care Trusts in Northern Ireland**  
(collectively termed 'NHS Service Providers' in the report for brevity)
  - 252 NHS service providers in England, and 5 health and social care trusts in Northern Ireland were identified and surveyed.
  - **A 100% response rate was achieved.**  
The previous response rates were 100% in May 2012, 2011 and 2010.

- The mental health trusts and Regional Specialist Pharmacy Services staff have been indicated in the Appendix spreadsheets, such that activity in these areas can be further considered if desired.
- Central and North West London NHS FT has a SLA with Milton Keynes Community Health Service which is in a different LETB geography. Staff providing these services are in the London (NWL) data set, so care should be taken in interpreting both the NWL and the East Midlands (EM) figures

## 2. NHS Commissioning Organisations in England / Health and Social Services Board in Northern Ireland (collectively termed 'NHS commissioning organisations' in the report for brevity)

- 406 NHS commissioning organisations in England and the one health & social services board in Northern Ireland were identified and surveyed for having pharmacy services. In England, this included 151 Health & Wellbeing Boards, 24 Area Teams, 211 Clinical Commissioning Groups and 20 Commissioning Support Units. These organisations were newly formed on 1st April 2013, making comparison with 2012 data less meaningful; however, transition mapping data has been noted to facilitate this (see appendices 4a and 4b).
- ***A 100% response rate was achieved from those which had indicated that they employed registered pharmacists / registered pharmacy technicians. N.B. Several organisations receive pharmaceutical input from elsewhere.***

The previous response rates were 100% in May 2012, 2011 and 2010.

Care must be taken in interpreting the trend data for a number of reasons:

- We understand that some CCGs now incorporate some practice-based pharmacists who were previously employed by GP practices or were self-employed community pharmacists (so were not included in previous surveys).
- The North West Pharmacy Practice Unit and North West Medicines Information Unit are now reported under their employing organisation (Cheshire & Mersey CSU), so data for these staff have moved from the service provider to the commissioning organisation spreadsheets.
- The Kent Surrey & Sussex Pharmacy Education and Training Team are now reported in the Commissioning Organisation data set.
- Some CSUs span more than one LETB geography. Care has been taken to ensure that data has not been double counted, and where it has been possible to separate it, the data has been reported within the appropriate LETB.

## 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 and Northern Ireland, *i.e.* all pharmacy employees in the following organisations: NHS acute and mental health trusts, community health trusts, social enterprises, CICs and other PCT successor organisations.

### 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), other PCT successor organisations and Northern Ireland Health & Social Care Trusts.

### Section C. NHS Commissioning Organisation Pharmacy Staffing Establishments and Vacancy Rates

Data for activity of NHS commissioning organisations and the Northern Ireland Health & Social Care Board. In England, this includes Clinical Commissioning Groups (CCGs), Commissioning Support Units (CSUs), NHS England regional and Area Teams (AT) and Health & Wellbeing Boards (HWBs) in Local Authorities. These organisations were newly formed on 1<sup>st</sup> April 2013, making comparison with 2012 data less meaningful, however, transition mapping data has been noted to facilitate this (see appendices 4a and 4b).

Although the staffing patterns and skill mix are quite different in NHS commissioning organisations from those in NHS service providers, data for **NHS Commissioning Organisations** 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 Commissioning Organisations

### 1. Staffing Establishments and Vacancy rates in NHS Service Provider and Commissioning Organisations

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), other PCT successor organisations, Clinical Commissioning Groups (CCGs), Commissioning Support Units (CSUs), NHS England regional and Area Teams (AT) and Health & Wellbeing Boards (HWBs) in Local Authorities in England and Northern Ireland Health & Social Care Trusts and Board, are summarised in Table 1a(i) and 1a(ii) respectively. This provides the headline data of staffing establishments, vacancy data and overall numbers of trainees.

**Pharmacists:** There are:

7,635.01 FTE established pharmacist posts in the NHS **overall** across **England**; an increase of 3.3% (240.58 FTE) since May 2012, and

409.13 FTE established pharmacist posts in the NHS **overall** across **Northern Ireland**; an increase of 2.4% (9.7 FTE) since May 2012.

**Pharmacy technicians:** There are:

6,740.70 FTE established pharmacy technician posts in the NHS **overall** across **England**; an increase of 1.7% (112.15 FTE) since May 2012, and,

285.55 FTE established pharmacy technician posts in the NHS **overall** across **Northern Ireland**; an increase of 2.8% (7.73 FTE) since May 2012.

**Pharmacy assistants:** There are:

3,681.50 FTE established pharmacy assistant posts in the NHS **overall** across **England**; an increase of 1.4% (51.17 FTE) since May 2012, and,

128.11 FTE established pharmacy assistant posts in the NHS **overall** across **Northern Ireland**; an increase of 8.1% (9.61 FTE) since May 2012.

Data collated from the 2011, 2012 and 2013 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 2011 to 2013.

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 2012 and 2013 across all geographical areas.

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

**Table 1a(i). May 2013 Staffing Establishments in NHS Service Providers and Commissioning Organisations - 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)	Post Dis-established since May 2012 (FTE)					
<b>Pharmacists</b>															
Band 9	100.01	98.21 (98.2%)	102	0.00 (0.0%)	98.21 (98.2%)	1.80 (1.8%)	1.80 (1.8%)	1.00 (1.0%)	1.20 (1.2%)	2.85					
Band 8d	245.86	236.09 (96.0%)	257	5.35 (2.2%)	241.44 (98.2%)	4.42 (1.8%)	9.77 (4.0%)	3.21 (1.3%)	0.60 (0.2%)	13.23					
Band 8c	444.08	423.44 (95.4%)	469	7.00 (1.6%)	430.44 (96.9%)	13.64 (3.1%)	20.64 (4.6%)	9.90 (2.2%)	5.36 (1.2%)	26.28					
Band 8b	1,123.70	1,072.04 (95.4%)	1,244	11.36 (1.0%)	1,083.40 (96.4%)	40.30 (3.6%)	51.66 (4.6%)	26.47 (2.4%)	11.89 (1.1%)	43.28					
Band 8a	2,389.47	2,262.10 (94.7%)	2,749	44.45 (1.9%)	2,306.55 (96.5%)	82.93 (3.5%)	127.38 (5.3%)	67.00 (2.8%)	17.34 (0.7%)	36.12					
Band 7	2,026.07	1,834.28 (90.5%)	2,109	103.86 (5.1%)	1,938.14 (95.7%)	87.93 (4.3%)	191.79 (9.5%)	114.54 (5.7%)	12.36 (0.6%)	29.30					
Band 6	1,305.82	1,167.77 (89.4%)	1,229	77.50 (5.9%)	1,245.27 (95.4%)	60.55 (4.6%)	138.05 (10.6%)	88.24 (6.8%)	17.29 (1.3%)	27.20					
<b>Total Qualified Pharmacists</b>	<b>7,635.01</b>	<b>7,093.93 (92.9%)</b>	<b>8,159</b>	<b>249.52 (3.3%)</b>	<b>7,343.45 (96.2%)</b>	<b>291.57 (3.8%)</b>	<b>541.09 (7.1%)</b>	<b>310.36 (4.1%)</b>	<b>66.04 (0.9%)</b>	<b>178.26</b>					
<b>Pre-registration Trainee Pharmacists (in post, not establishment)</b>	<b>643.50</b>	<b>629.50 (97.8%)</b>	<b>632.00</b>		<b>629.50 (97.8%)</b>	<b>14.00 (2.2%)</b>	<b>14.00 (2.2%)</b>	<b>8.00 (1.2%)</b>	<b>1.00 (0.16%)</b>	<b>5.00</b>					
<b>Pharmacy Technicians</b>															
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	25.84	23.84 (92.3%)	24	0.00 (0.0%)	23.84 (92.3%)	2.00 (7.7%)	2.00 (7.7%)	4.00 (15.5%)	0.00 (0.0%)	0.00					
Band 8a	61.20	58.38 (95.4%)	61	0.00 (0.0%)	58.38 (95.4%)	2.82 (4.6%)	2.82 (4.6%)	0.00 (0.0%)	1.00 (1.6%)	2.00					
Band 7	438.51	429.17 (97.9%)	463	2.20 (0.5%)	431.37 (98.4%)	7.14 (1.6%)	9.34 (2.1%)	9.67 (2.2%)	2.07 (0.5%)	7.56					
Band 6	1,322.61	1,269.81 (96.0%)	1,418	7.37 (0.6%)	1,277.18 (96.6%)	45.43 (3.4%)	52.80 (4.0%)	24.73 (1.9%)	17.02 (1.3%)	30.72					
Band 5	3,377.39	3,136.32 (92.9%)	3,686	59.90 (1.8%)	3,196.22 (94.6%)	181.17 (5.4%)	241.07 (7.1%)	123.15 (3.6%)	16.17 (0.5%)	29.58					
Band 4	1,512.15	1,383.20 (91.5%)	1,570	69.40 (4.6%)	1,452.6 (96.1%)	59.55 (3.9%)	128.95 (8.5%)	98.60 (6.5%)	14.50 (1.0%)	20.50					
<b>Total Qualified Pharmacy Technicians</b>	<b>6,740.70</b>	<b>6,303.72 (93.5%)</b>	<b>7,225</b>	<b>138.87 (2.1%)</b>	<b>6,442.59 (95.6%)</b>	<b>298.11 (4.4%)</b>	<b>436.98 (6.5%)</b>	<b>260.15 (3.9%)</b>	<b>50.76 (0.8%)</b>	<b>90.36</b>					
<b>Pre-registration Trainee Pharmacy Technicians - Year 1</b>	<b>320.00</b>	<b>303.25 (94.8%)</b>	<b>304</b>		<b>303.25 (94.8%)</b>	<b>16.75 (5.2%)</b>	<b>16.75 (5.2%)</b>	<b>6.00 (1.9%)</b>	<b>3.00 (0.9%)</b>	<b>3.00</b>					
<b>Pre-registration Trainee Pharmacy Technicians - Year 2</b>	<b>313.20</b>	<b>301.00 (96.1%)</b>	<b>302</b>		<b>301.00 (96.1%)</b>	<b>12.20 (3.9%)</b>	<b>12.20 (3.9%)</b>	<b>9.00 (2.9%)</b>	<b>2.00 (0.6%)</b>	<b>4.00</b>					
<b>Total Professional Staff</b> (excluding Pre-reg. Trainee Pharmacists & Pre-reg. Trainee Pharmacy Technicians)	<b>14,375.72</b>	<b>13,397.65 (93.2%)</b>	<b>15,384</b>	<b>388.39 (2.7%)</b>	<b>13,786.04 (95.9%)</b>	<b>589.68 (4.1%)</b>	<b>978.07 (6.8%)</b>	<b>570.51 (4.0%)</b>	<b>116.80 (0.8%)</b>	<b>268.62</b>					
<b>Pharmacy Assistants</b>	<b>3,681.50</b>	<b>3,388.92 (92.1%)</b>	<b>3,921</b>	<b>57.08 (1.6%)</b>	<b>3,446.00 (93.6%)</b>	<b>235.50 (6.4%)</b>	<b>292.58 (7.9%)</b>	<b>165.18 (4.5%)</b>	<b>34.06 (0.9%)</b>	<b>50.69</b>					
<b>Admin and Clerical</b>	<b>1,260.38</b>	<b>1,195.49 (94.9%)</b>	<b>1,402</b>	<b>13.66 (1.1%)</b>	<b>1,209.15 (95.9%)</b>	<b>51.23 (4.1%)</b>	<b>64.89 (5.1%)</b>	<b>40.90 (3.2%)</b>	<b>10.11 (0.8%)</b>	<b>31.89</b>					
<b>Other*</b>	<b>378.94</b>	<b>352.84 (93.1%)</b>	<b>390</b>	<b>2.80 (0.7%)</b>	<b>355.64 (93.9%)</b>	<b>23.30 (6.1%)</b>	<b>26.10 (6.9%)</b>	<b>3.60 (1.0%)</b>	<b>2.00 (0.5%)</b>	<b>3.60</b>					
<b>Total Support Staff</b>	<b>5,320.82</b>	<b>4,937.25 (92.8%)</b>	<b>5,713</b>	<b>73.54 (1.4%)</b>	<b>5,010.79 (94.2%)</b>	<b>310.03 (5.8%)</b>	<b>383.57 (7.2%)</b>	<b>209.68 (3.9%)</b>	<b>46.17 (0.9%)</b>	<b>86.18</b>					
<b>Total All Staff</b> (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	<b>19,696.54</b>	<b>18,334.90 (93.1%)</b>	<b>21,097</b>	<b>461.93 (2.3%)</b>	<b>18,796.83 (95.4%)</b>	<b>899.71 (4.6%)</b>	<b>1,361.64 (6.9%)</b>	<b>780.19 (4.0%)</b>	<b>162.97 (0.8%)</b>	<b>354.80</b>					

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

**Table 1a(ii). May 2013 Staffing Establishments in NHS Service Providers and Commissioning Organisations - 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)	Post Dis-established since May 2012 (FTE)		
<b>Pharmacists</b>												
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	5.00	5.00 (100.0%)	5	0.00 (0.0%)	5.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00		
Band 8c	19.85	19.85 (100.0%)	20	0.00 (0.0%)	19.85 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00		
Band 8b	31.66	31.66 (100.0%)	35	0.00 (0.0%)	31.66 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00		
Band 8a	121.32	117.82 (97.1%)	139	0.00 (0.0%)	117.82 (97.1%)	3.50 (2.9%)	3.50 (2.9%)	2.50 (2.1%)	0.00 (0.0%)	0.00		
Band 7	140.83	135.83 (96.4%)	156	0.00 (0.0%)	135.83 (96.4%)	5.00 (3.6%)	5.00 (3.6%)	4.00 (2.8%)	0.00 (0.0%)	5.00		
Band 6	88.47	83.47 (94.3%)	91	2.00 (2.3%)	85.47 (96.6%)	3.00 (3.4%)	5.00 (5.7%)	5.00 (5.7%)	6.00 (6.8%)	0.00		
<b>Total Qualified Pharmacists</b>	<b>409.13</b>	<b>395.63 (96.7%)</b>	<b>448</b>	<b>2.00 (0.5%)</b>	<b>397.63 (97.2%)</b>	<b>11.50 (2.8%)</b>	<b>13.50 (3.3%)</b>	<b>11.50 (2.8%)</b>	<b>6.00 (1.5%)</b>	<b>5.00</b>		
<b>Pre-registration Trainee Pharmacists (in post, not establishment)</b>	<b>9.00</b>	<b>9.00 (100.0%)</b>	<b>9.00</b>		<b>9.00 (100.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00 (0.00%)</b>	<b>0.00</b>		
<b>Pharmacy Technicians</b>												
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	10.53	10.53 (100.0%)	11	0.00 (0.0%)	10.53 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00		
Band 5	113.53	111.53 (98.2%)	119	0.00 (0.0%)	111.53 (98.2%)	2.00 (1.8%)	2.00 (1.8%)	4.00 (3.5%)	0.00 (0.0%)	0.00		
Band 4	157.28	146.33 (93.0%)	157	0.00 (0.0%)	146.33 (93.0%)	10.95 (7.0%)	10.95 (7.0%)	9.08 (5.8%)	4.00 (2.5%)	0.00		
<b>Total Qualified Pharmacy Technicians</b>	<b>285.55</b>	<b>272.60 (95.5%)</b>	<b>292</b>	<b>0.00 (0.0%)</b>	<b>272.60 (95.5%)</b>	<b>12.95 (4.5%)</b>	<b>12.95 (4.5%)</b>	<b>13.08 (4.6%)</b>	<b>4.00 (1.4%)</b>	<b>0.00</b>		
<b>Pre-registration Trainee Pharmacy Technicians - Year 1</b>	<b>8.00</b>	<b>6.00 (75.0%)</b>	<b>6</b>		<b>6.00 (75.0%)</b>	<b>2.00 (25.0%)</b>	<b>2.00 (25.0%)</b>	<b>2.00 (25.0%)</b>	<b>0.00 (0.0%)</b>	<b>1.00</b>		
<b>Pre-registration Trainee Pharmacy Technicians - Year 2</b>	<b>8.00</b>	<b>8.00 (100.0%)</b>	<b>8</b>		<b>8.00 (100.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00</b>		
<b>Total Professional Staff</b> (excluding Pre-reg. Trainee Pharmacists & Pre-reg. Trainee Pharmacy Technicians)	<b>694.68</b>	<b>668.23 (96.2%)</b>	<b>740</b>	<b>2.00 (0.3%)</b>	<b>670.23 (96.5%)</b>	<b>24.45 (3.5%)</b>	<b>26.45 (3.8%)</b>	<b>24.58 (3.5%)</b>	<b>10.00 (1.4%)</b>	<b>5.00</b>		
Pharmacy Assistants	128.11	118.46 (92.5%)	133	0.00 (0.0%)	118.46 (92.5%)	9.65 (7.5%)	9.65 (7.5%)	9.20 (7.2%)	0.00 (0.0%)	2.47		
Admin and Clerical	61.37	61.32 (99.9%)	69	0.00 (0.0%)	61.32 (99.9%)	0.05 (0.1%)	0.05 (0.1%)	0.00 (0.0%)	0.00 (0.0%)	0.00		
Other*	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		
<b>Total Support Staff</b>	<b>190.48</b>	<b>180.78 (94.9%)</b>	<b>203</b>	<b>0.00 (0.0%)</b>	<b>180.78 (94.9%)</b>	<b>9.70 (5.1%)</b>	<b>9.70 (5.1%)</b>	<b>9.20 (4.8%)</b>	<b>0.00 (0.0%)</b>	<b>2.47</b>		
<b>Total All Staff</b> (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	<b>885.16</b>	<b>849.01 (95.9%)</b>	<b>943</b>	<b>2.00 (0.2%)</b>	<b>851.01 (96.1%)</b>	<b>34.15 (3.9%)</b>	<b>36.15 (4.1%)</b>	<b>33.78 (3.8%)</b>	<b>10.00 (1.1%)</b>	<b>7.47</b>		

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

**Table 1b. Trends in NHS Service Providers & Commissioning Organisations Pharmacy Staffing Establishments by country 2011-2013 (see note above re: interpretation)**

Staff Group	England				Wales (inc. LHBs) <i>(No data provided for 2013)</i>				Northern Ireland			
	Established Posts (FTE) 2011	Established Posts (FTE) 2012	Established Posts (FTE) 2013	% Change in reported staffing establishment from May 2012 to May 2013	Established Posts (FTE) 2011	Established Posts (FTE) 2012	Established Posts (FTE) 2013	% Change in reported staffing establishment from May 2012 to May 2013	Established Posts (FTE) 2011	Established Posts (FTE) 2012	Established Posts (FTE) 2013	% Change in reported staffing establishment from May 2012 to May 2013
<b>Pharmacists</b>												
Band 9	96.02	99.29	100.01	0.7%	9.00	10.90	0.00	-100.0%	1.00	2.00	2.00	0.0%
Band 8d	285.84	268.94	245.86	-8.6%	16.75	13.85	0.00	-100.0%	5.00	4.00	5.00	25.0%
Band 8c	458.85	439.86	444.08	1.0%	58.15	57.18	0.00	-100.0%	18.00	21.00	19.85	-5.5%
Band 8b	1,133.46	1,114.83	1,123.70	0.8%	105.48	102.21	0.00	-100.0%	27.18	29.26	31.66	8.2%
Band 8a	2,333.28	2,326.66	2,389.47	2.7%	202.93	208.71	0.00	-100.0%	102.92	113.82	121.32	6.6%
Band 7	1,801.21	1,897.50	2,026.07	6.8%	81.14	91.75	0.00	-100.0%	147.70	140.90	140.83	0.0%
Band 6	1,237.37	1,247.35	1,305.82	4.7%	64.48	56.45	0.00	-100.0%	85.50	88.45	88.47	0.0%
<b>Total Qualified Pharmacists</b>	<b>7,346.01</b>	<b>7,394.43</b>	<b>7,635.01</b>	<b>3.3%</b>	<b>537.93</b>	<b>541.05</b>	<b>0.00</b>	<b>-100.0%</b>	<b>387.30</b>	<b>399.43</b>	<b>409.13</b>	<b>2.4%</b>
<b>Pre-registration Trainee Pharmacists <i>In post (NOT Est posts)</i></b>	<b>673.50</b>	<b>648.50</b>	<b>643.50</b>	<b>-0.8%</b>	<b>44.00</b>	<b>43.00</b>	<b>0.00</b>	<b>-100.0%</b>	<b>7.00</b>	<b>10.00</b>	<b>9.00</b>	<b>-10.0%</b>
<b>Pharmacy Technicians</b>												
Band 8c	2.00	2.00	3.00	50.0%	0.00	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 8b	21.82	22.73	25.84	13.7%	1.00	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 8a	57.96	56.07	61.20	9.1%	1.00	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 7	454.80	446.96	438.51	-1.9%	20.44	18.12	0.00	-100.0%	4.21	4.21	4.21	0.0%
Band 6	1,300.97	1,311.84	1,322.61	0.8%	86.59	82.66	0.00	-100.0%	9.60	11.03	10.53	-4.5%
Band 5	3,252.10	3,281.61	3,377.39	2.9%	243.10	251.89	0.00	-100.0%	87.00	95.24	113.53	19.2%
Band 4	1,517.71	1,507.34	1,512.15	0.3%	118.51	119.27	0.00	-100.0%	174.16	167.34	157.28	-6.0%
<b>Total Qualified Pharmacy Technicians</b>	<b>6,607.36</b>	<b>6,628.55</b>	<b>6,740.70</b>	<b>1.7%</b>	<b>470.64</b>	<b>471.94</b>	<b>0.00</b>	<b>-100.0%</b>	<b>274.97</b>	<b>277.82</b>	<b>285.55</b>	<b>2.8%</b>
<b>Pre-registration Trainee Pharmacy Technicians (Year 1) <i>In post (NOT Est posts)</i></b>	<b>321.00</b>	<b>330.40</b>	<b>320.00</b>	<b>-3.1%</b>	<b>25.00</b>	<b>17.00</b>	<b>0.00</b>	<b>-100.0%</b>	<b>8.00</b>	<b>9.00</b>	<b>8.00</b>	<b>-11.1%</b>
<b>Pre-registration Trainee Pharmacy Technicians (Year 2) <i>In post (NOT Est posts)</i></b>	<b>357.00</b>	<b>314.50</b>	<b>313.20</b>	<b>-0.4%</b>	<b>31.00</b>	<b>23.00</b>	<b>0.00</b>	<b>-100.0%</b>	<b>5.00</b>	<b>6.00</b>	<b>8.00</b>	<b>33.3%</b>
<b>Pre-registration Trainee Pharmacy Technicians (Years 1 &amp; 2) <i>In post (NOT Est posts)</i></b>	<b>678.00</b>	<b>644.90</b>	<b>633.20</b>	<b>-1.8%</b>	<b>56.00</b>	<b>40.00</b>	<b>0.00</b>	<b>-100.0%</b>	<b>13.00</b>	<b>15.00</b>	<b>16.00</b>	<b>6.7%</b>
<b>Total Qualified Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)</b>	<b>14,001.80</b>	<b>14,022.98</b>	<b>14,375.72</b>	<b>2.5%</b>	<b>1,015.62</b>	<b>1,012.99</b>	<b>0.00</b>	<b>-100.0%</b>	<b>674.40</b>	<b>677.25</b>	<b>694.68</b>	<b>2.6%</b>
Pharmacy Assistants	3,643.42	3,630.33	3,681.50	1.4%	236.81	232.43	0.00	-100.0%	99.60	118.50	128.11	8.1%
Admin and Clerical	1,294.67	1,278.77	1,260.38	-1.4%	93.14	78.34	0.00	-100.0%	61.20	59.86	61.37	2.5%
Other*	313.21	315.77	378.94	20.0%	10.02	7.21	0.00	-100.0%	7.00	0.00	1.00	#DIV/0!
<b>Total Support Staff</b>	<b>5,251.30</b>	<b>5,224.87</b>	<b>5,320.82</b>	<b>1.8%</b>	<b>331.66</b>	<b>317.98</b>	<b>0.00</b>	<b>-100.0%</b>	<b>167.80</b>	<b>178.36</b>	<b>190.48</b>	<b>6.8%</b>
<b>Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)</b>	<b>19,253.10</b>	<b>19,247.85</b>	<b>19,696.54</b>	<b>2.3%</b>	<b>1,347.28</b>	<b>1,330.97</b>	<b>0.00</b>	<b>-100.0%</b>	<b>842.20</b>	<b>855.61</b>	<b>885.16</b>	<b>3.5%</b>

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

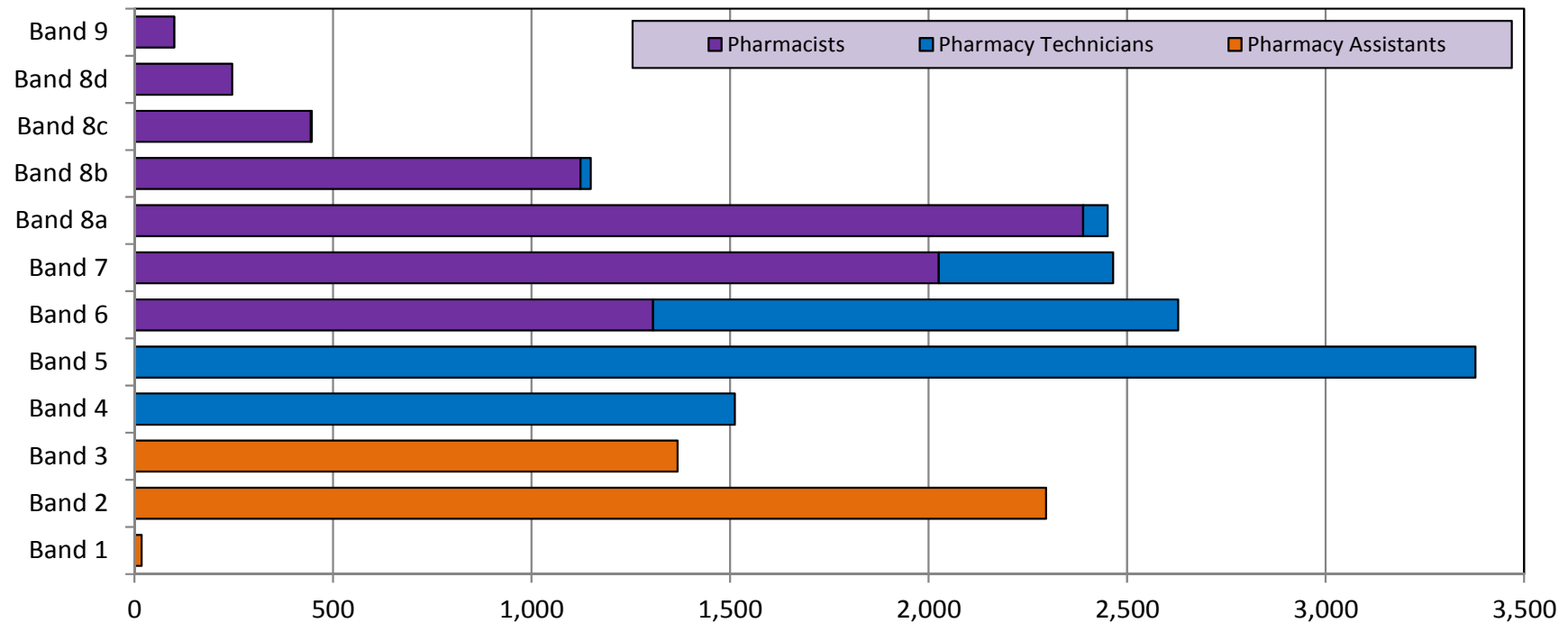
**Table 1c. Staffing Establishments and Vacancy Rates in NHS Service Providers & Commissioning Organisations - trends for Qualified Pharmacists by geographical area. 2012 & 2013**

Strategic Health Authorities (SHAs)	May 2012 100% response rate					Health Education England Local Education Training Boards (LETBs)	May 2013 100% response rate				
	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 %		
North East SHA	405.42	366.00	9.7%	21.70	5.4%	North - HE North East	433.52	403.10	7.0%	17.67	4.1%
North West SHA	1,132.70	1,043.01	7.9%	53.38	4.7%	North - HE North West	1,145.93	1,060.29	7.5%	46.03	4.0%
Yorkshire & The Humber SHA	731.42	694.67	5.0%	29.39	4.0%	North - HE Yorkshire & Humber	776.64	736.87	5.1%	14.94	1.9%
East Midlands SHA	495.18	445.44	10.0%	24.87	5.0%	Midlands & East - HE East Midlands	562.16	508.92	9.5%	45.03	8.0%
West Midlands SHA	715.47	652.51	8.8%	34.07	4.8%	Midlands & East - HE West Midlands	713.02	646.90	9.3%	46.11	6.5%
East of England SHA	662.03	605.30	8.6%	31.81	4.8%	Midlands & East - HE East of England	663.99	626.22	5.7%	16.88	2.5%
London SHA	1,665.35	1,552.19	6.8%	36.14	2.2%	London - HE North West London	617.50	572.38	7.3%	29.18	4.7%
						London - HE North Central & East London	495.23	468.14	5.5%	8.00	1.6%
						London - HE South London	609.76	555.16	9.0%	34.40	5.6%
South East Coast SHA	486.12	459.57	5.5%	17.25	3.5%	South - HE Kent, Surrey & Sussex	504.50	467.84	7.3%	12.08	2.4%
South Central SHA	498.71	460.78	7.6%	22.00	4.4%	South - HE Thames Valley	253.97	245.97	3.1%	12.40	4.9%
South West SHA	602.03	559.03	7.1%	28.91	4.8%	South - HE Wessex	373.88	351.71	5.9%	11.62	3.1%
						South - HE South West	484.91	450.43	7.1%	16.02	3.3%
<b>England</b>	<b>7,394.43</b>	<b>6,838.50</b>	<b>7.5%</b>	<b>299.52</b>	<b>4.1%</b>	<b>England</b>	<b>7,635.01</b>	<b>7,093.93</b>	<b>7.1%</b>	<b>310.36</b>	<b>4.1%</b>
Wales	541.05	524.40	3.1%	11.39	2.1%	Wales	<i>No data provided for 2013</i>				
Northern Ireland	399.43	386.13	3.3%	13.30	3.3%	Northern Ireland	409.13	395.63	3.3%	11.50	2.8%

**Table 1d. Staffing Establishments and Vacancy Rates in NHS Service Providers & Commissioning Organisations - trends for Qualified Pharmacy Technicians by geographical area. 2012 & 2013**

Strategic Health Authorities (SHAs)	May 2012 100% response rate					Health Education England Local Education Training Boards (LETBs)	May 2013 100% response rate				
	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 %		
North East SHA	353.48	344.44	2.6%	6.83	1.9%	North - HE North East	369.86	355.45	3.9%	13.34	3.6%
North West SHA	1,082.19	1,024.92	5.3%	37.77	3.5%	North - HE North West	1,077.01	1,017.95	5.5%	39.75	3.7%
Yorkshire & The Humber SHA	769.45	733.53	4.7%	19.53	2.5%	North - HE Yorkshire & Humber	800.34	760.38	5.0%	18.83	2.4%
East Midlands SHA	521.89	488.81	6.3%	17.94	3.4%	Midlands & East - HE East Midlands	553.41	494.87	10.6%	44.10	8.0%
West Midlands SHA	752.41	713.23	5.2%	32.58	4.3%	Midlands & East - HE West Midlands	754.27	709.88	5.9%	34.73	4.6%
East of England SHA	627.53	588.31	6.2%	17.36	2.8%	Midlands & East - HE East of England	621.30	584.51	5.9%	18.22	2.9%
London SHA	1,113.48	1,028.72	7.6%	38.40	3.4%	London - HE North Central & East London	274.81	247.45	10.0%	2.00	0.7%
						London - HE North West London	465.86	426.90	8.4%	28.01	6.0%
						London - HE South London	367.44	340.93	7.2%	17.58	4.8%
South East Coast SHA	474.91	442.41	6.8%	11.20	2.4%	South - HE Kent, Surrey & Sussex	506.92	469.37	7.4%	18.83	3.7%
South Central SHA	399.27	370.43	7.2%	16.11	4.0%	South - HE Thames Valley	167.30	150.14	10.3%	8.00	4.8%
South West SHA	533.95	490.77	8.1%	14.20	2.7%	South - HE South West	452.14	433.51	4.1%	8.84	2.0%
						South - HE Wessex	330.04	312.38	5.4%	7.92	2.4%
<b>England</b>	<b>6,628.55</b>	<b>6,225.57</b>	<b>6.1%</b>	<b>211.92</b>	<b>3.2%</b>	<b>England</b>	<b>6,740.70</b>	<b>6,303.72</b>	<b>6.5%</b>	<b>260.15</b>	<b>3.9%</b>
Wales	471.94	458.33	2.9%	4.60	1.0%	Wales	No data provided for 2013				
Northern Ireland	277.82	267.42	3.7%	10.00	3.6%	Northern Ireland	285.55	272.60	4.5%	13.08	4.6%

**Figure 1a. Number of established posts by staff group  
(not including pre-registration trainees)  
in NHS Service Providers and Commissioning Organisations in England - May 2013**



	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9
Pharmacists						1,305.82	2,026.07	2,389.47	1,123.70	444.08	245.86	100.01
Pharmacy Technicians				1,512.15	3,377.39	1,322.61	438.51	61.20	25.84	3.00		
Pharmacy Assistants	18.17	2,295.73	1,367.59									

## 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) and other PCT successor organisations in England and Northern Ireland Health & Social Care Trusts, are summarised in Table 2a(i) and 2a(ii) respectively. These organisations are referred to in this report as [NHS Service Providers](#) for brevity.

#### Pharmacists

There are:

6,647.46 FTE established pharmacist posts in [NHS Service Providers](#) across **England**; an increase of 3.2% (203.94 FTE) since May 2012 and 374.13 FTE established pharmacist posts in [NHS Service Providers](#) across **Northern Ireland**; an increase of 2.1% (7.70 FTE) since May 2012.

#### Pharmacy technicians

There are:

6,339.45 FTE established pharmacy technician posts in [NHS Service Providers](#) across **England**; an increase of 1.7 % (103.76 FTE) since May 2012 and, 283.55 FTE established pharmacy technician posts in [NHS Service Providers](#) across **Northern Ireland**; an increase of 2.8% (7.73 FTE) since May 2012.

#### Pharmacy assistants

There are:

3681.50 FTE established pharmacy assistant posts in [NHS Service Providers](#) across **England**; an increase of 1.4% (51.17 FTE) since May 2012, and 128.11 FTE established pharmacy assistant posts in [NHS Service Providers](#) across **Northern Ireland**; an increase of 8.1% (9.61 FTE) since May 2012.



Table 2a(i). May 2013 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)	Post Dis-established since May 2012 (FTE)
<b>Pharmacists</b>										
Band 9	92.44	91.44 (98.9%)	94	0.00 (0.0%)	91.44 (98.9%)	1.00 (1.1%)	1.00 (1.1%)	1.00 (1.1%)	1.20 (1.3%)	2.85
Band 8d	171.42	164.45 (95.9%)	177	4.85 (2.8%)	169.30 (98.8%)	2.12 (1.2%)	6.97 (4.1%)	2.21 (1.3%)	0.60 (0.4%)	6.61
Band 8c	342.93	328.37 (95.8%)	362	5.00 (1.5%)	333.37 (97.2%)	9.56 (2.8%)	14.56 (4.2%)	6.80 (2.0%)	4.36 (1.3%)	18.08
Band 8b	900.04	863.84 (96.0%)	989	6.60 (0.7%)	870.44 (96.7%)	29.60 (3.3%)	36.20 (4.0%)	19.02 (2.1%)	10.09 (1.1%)	33.74
Band 8a	1,937.77	1,857.38 (95.9%)	2,194	30.78 (1.6%)	1,888.16 (97.4%)	49.61 (2.6%)	80.39 (4.1%)	42.48 (2.2%)	17.34 (0.9%)	26.45
Band 7	1,900.04	1,728.30 (91.0%)	1,957	95.86 (5.0%)	1,824.16 (96.0%)	75.88 (4.0%)	171.74 (9.0%)	103.10 (5.4%)	12.36 (0.7%)	26.70
Band 6	1,302.82	1,164.77 (89.4%)	1,226	77.50 (5.9%)	1,242.27 (95.4%)	60.55 (4.6%)	138.05 (10.6%)	88.24 (6.8%)	17.29 (1.3%)	27.20
<b>Total Qualified Pharmacists</b>	<b>6,647.46</b>	<b>6,198.55 (93.2%)</b>	<b>6,999</b>	<b>220.59 (3.3%)</b>	<b>6,419.14 (96.6%)</b>	<b>228.32 (3.4%)</b>	<b>448.91 (6.8%)</b>	<b>262.85 (4.0%)</b>	<b>63.24 (1.0%)</b>	<b>141.63</b>
<b>Pre-registration Trainee Pharmacists (in post, not establishment)</b>	<b>641.50</b>	<b>627.50 (97.8%)</b>	<b>630.00</b>		<b>627.50 (97.8%)</b>	<b>14.00 (2.2%)</b>	<b>14.00 (2.2%)</b>	<b>8.00 (1.2%)</b>	<b>1.00 (0.16%)</b>	<b>5.00</b>
<b>Pharmacy Technicians</b>										
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	24.84	22.84 (91.9%)	23	0.00 (0.0%)	22.84 (91.9%)	2.00 (8.1%)	2.00 (8.1%)	4.00 (16.1%)	0.00 (0.0%)	0.00
Band 8a	61.20	58.38 (95.4%)	61	0.00 (0.0%)	58.38 (95.4%)	2.82 (4.6%)	2.82 (4.6%)	0.00 (0.0%)	1.00 (1.6%)	2.00
Band 7	418.10	409.26 (97.9%)	440	2.00 (0.5%)	411.26 (98.4%)	6.84 (1.6%)	8.84 (2.1%)	9.37 (2.2%)	2.07 (0.5%)	7.56
Band 6	1,210.21	1,168.01 (96.5%)	1,302	7.37 (0.6%)	1,175.38 (97.1%)	34.83 (2.9%)	42.20 (3.5%)	20.13 (1.7%)	17.02 (1.4%)	22.82
Band 5	3,111.95	2,902.52 (93.3%)	3,413	59.30 (1.9%)	2,961.82 (95.2%)	150.13 (4.8%)	209.43 (6.7%)	104.70 (3.4%)	15.97 (0.5%)	24.71
Band 4	1,510.15	1,381.20 (91.5%)	1,568	69.40 (4.6%)	1,450.6 (96.1%)	59.55 (3.9%)	128.95 (8.5%)	98.60 (6.5%)	14.50 (1.0%)	20.50
<b>Total Qualified Pharmacy Technicians</b>	<b>6,339.45</b>	<b>5,945.21 (93.8%)</b>	<b>6,810</b>	<b>138.07 (2.2%)</b>	<b>6,083.28 (96.0%)</b>	<b>256.17 (4.0%)</b>	<b>394.24 (6.2%)</b>	<b>236.80 (3.7%)</b>	<b>50.56 (0.8%)</b>	<b>77.59</b>
<b>Pre-registration Trainee Pharmacy Technicians - Year 1</b>	<b>320.00</b>	<b>303.25 (94.8%)</b>	<b>304</b>		<b>303.25 (94.8%)</b>	<b>16.75 (5.2%)</b>	<b>16.75 (5.2%)</b>	<b>6.00 (1.9%)</b>	<b>3.00 (0.9%)</b>	<b>3.00</b>
<b>Pre-registration Trainee Pharmacy Technicians - Year 2</b>	<b>313.20</b>	<b>301.00 (96.1%)</b>	<b>302</b>		<b>301.00 (96.1%)</b>	<b>12.20 (3.9%)</b>	<b>12.20 (3.9%)</b>	<b>9.00 (2.9%)</b>	<b>2.00 (0.6%)</b>	<b>4.00</b>
<b>Total Professional Staff (excluding Pre-reg. Trainee Pharmacists &amp; Pre-reg. Trainee Pharmacy Technicians)</b>	<b>12,986.91</b>	<b>12,143.76 (93.5%)</b>	<b>13,809</b>	<b>358.66 (2.8%)</b>	<b>12,502.42 (96.3%)</b>	<b>484.49 (3.7%)</b>	<b>843.15 (6.5%)</b>	<b>499.65 (3.8%)</b>	<b>113.80 (0.9%)</b>	<b>219.22</b>
<b>Pharmacy Assistants</b>	<b>3,681.50</b>	<b>3,388.92 (92.1%)</b>	<b>3,921</b>	<b>57.08 (1.6%)</b>	<b>3,446.00 (93.6%)</b>	<b>235.50 (6.4%)</b>	<b>292.58 (7.9%)</b>	<b>165.18 (4.5%)</b>	<b>34.06 (0.9%)</b>	<b>50.69</b>
<b>Admin and Clerical</b>	<b>1,083.77</b>	<b>1,030.67 (95.1%)</b>	<b>1,216</b>	<b>13.66 (1.3%)</b>	<b>1,044.33 (96.4%)</b>	<b>39.44 (3.6%)</b>	<b>53.10 (4.9%)</b>	<b>33.40 (3.1%)</b>	<b>9.11 (0.8%)</b>	<b>20.88</b>
<b>Other*</b>	<b>342.31</b>	<b>319.21 (93.3%)</b>	<b>350</b>	<b>1.00 (0.3%)</b>	<b>320.21 (93.5%)</b>	<b>22.10 (6.5%)</b>	<b>23.10 (6.7%)</b>	<b>2.00 (0.6%)</b>	<b>2.00 (0.6%)</b>	<b>2.00</b>
<b>Total Support Staff</b>	<b>5,107.58</b>	<b>4,738.80 (92.8%)</b>	<b>5,487</b>	<b>71.74 (1.4%)</b>	<b>4,810.54 (94.2%)</b>	<b>297.04 (5.8%)</b>	<b>368.78 (7.2%)</b>	<b>200.58 (3.9%)</b>	<b>45.17 (0.9%)</b>	<b>73.57</b>
<b>Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)</b>	<b>18,094.49</b>	<b>16,882.56 (93.3%)</b>	<b>19,296</b>	<b>430.40 (2.4%)</b>	<b>17,312.96 (95.7%)</b>	<b>781.53 (4.3%)</b>	<b>1,211.93 (6.7%)</b>	<b>700.23 (3.9%)</b>	<b>158.97 (0.9%)</b>	<b>292.79</b>

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

Table 2a(ii). May 2013 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)	Post Dis-established since May 2012 (FTE)						
<b>Pharmacists</b>																
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	16.85	16.85 (100.0%)	17	0.00 (0.0%)	16.85 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00						
Band 8b	26.66	26.66 (100.0%)	30	0.00 (0.0%)	26.66 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00						
Band 8a	97.32	93.82 (96.4%)	110	0.00 (0.0%)	93.82 (96.4%)	3.50 (3.6%)	3.50 (3.6%)	2.50 (2.6%)	0.00 (0.0%)	0.00						
Band 7	138.83	133.83 (96.4%)	152	0.00 (0.0%)	133.83 (96.4%)	5.00 (3.6%)	5.00 (3.6%)	4.00 (2.9%)	0.00 (0.0%)	5.00						
Band 6	88.47	83.47 (94.3%)	91	2.00 (2.3%)	85.47 (96.6%)	3.00 (3.4%)	5.00 (5.7%)	5.00 (5.7%)	6.00 (6.8%)	0.00						
<b>Total Qualified Pharmacists</b>	<b>374.13</b>	<b>360.63 (96.4%)</b>	<b>406</b>	<b>2.00 (0.5%)</b>	<b>362.63 (96.9%)</b>	<b>11.50 (3.1%)</b>	<b>13.50 (3.6%)</b>	<b>11.50 (3.1%)</b>	<b>6.00 (1.6%)</b>	<b>5.00</b>						
<b>Pre-registration Trainee Pharmacists (in post, not establishment)</b>	<b>9.00</b>	<b>9.00 (100.0%)</b>	<b>9.00</b>		<b>9.00 (100.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00 (0.00%)</b>	<b>0.00</b>						
<b>Pharmacy Technicians</b>																
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	10.53	10.53 (100.0%)	11	0.00 (0.0%)	10.53 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00						
Band 5	112.53	110.53 (98.2%)	118	0.00 (0.0%)	110.53 (98.2%)	2.00 (1.8%)	2.00 (1.8%)	4.00 (3.6%)	0.00 (0.0%)	0.00						
Band 4	157.28	146.33 (93.0%)	157	0.00 (0.0%)	146.33 (93.0%)	10.95 (7.0%)	10.95 (7.0%)	9.08 (5.8%)	4.00 (2.5%)	0.00						
<b>Total Qualified Pharmacy Technicians</b>	<b>283.55</b>	<b>270.60 (95.4%)</b>	<b>290</b>	<b>0.00 (0.0%)</b>	<b>270.60 (95.4%)</b>	<b>12.95 (4.6%)</b>	<b>12.95 (4.6%)</b>	<b>13.08 (4.6%)</b>	<b>4.00 (1.4%)</b>	<b>0.00</b>						
<b>Pre-registration Trainee Pharmacy Technicians - Year 1</b>	<b>8.00</b>	<b>6.00 (75.0%)</b>	<b>6</b>		<b>6.00 (75.0%)</b>	<b>2.00 (25.0%)</b>	<b>2.00 (25.0%)</b>	<b>2.00 (25.0%)</b>	<b>0.00 (0.0%)</b>	<b>1.00</b>						
<b>Pre-registration Trainee Pharmacy Technicians - Year 2</b>	<b>8.00</b>	<b>8.00 (100.0%)</b>	<b>8</b>		<b>8.00 (100.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00</b>						
<b>Total Professional Staff</b> (excluding Pre-reg. Trainee Pharmacists & Pre-reg. Trainee Pharmacy Technicians)	<b>657.68</b>	<b>631.23 (96.0%)</b>	<b>696</b>	<b>2.00 (0.3%)</b>	<b>633.23 (96.3%)</b>	<b>24.45 (3.7%)</b>	<b>26.45 (4.0%)</b>	<b>24.58 (3.7%)</b>	<b>10.00 (1.5%)</b>	<b>5.00</b>						
<b>Pharmacy Assistants</b>	<b>128.11</b>	<b>118.46 (92.5%)</b>	<b>133</b>	<b>0.00 (0.0%)</b>	<b>118.46 (92.5%)</b>	<b>9.65 (7.5%)</b>	<b>9.65 (7.5%)</b>	<b>9.20 (7.2%)</b>	<b>0.00 (0.0%)</b>	<b>2.47</b>						
<b>Admin and Clerical</b>	<b>61.37</b>	<b>61.32 (99.9%)</b>	<b>69</b>	<b>0.00 (0.0%)</b>	<b>61.32 (99.9%)</b>	<b>0.05 (0.1%)</b>	<b>0.05 (0.1%)</b>	<b>0.00 (0.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00</b>						
<b>Other*</b>	<b>1.00</b>	<b>1.00 (100.0%)</b>	<b>1</b>	<b>0.00 (0.0%)</b>	<b>1.00 (100.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00 (0.0%)</b>	<b>0.00</b>						
<b>Total Support Staff</b>	<b>190.48</b>	<b>180.78 (94.9%)</b>	<b>203</b>	<b>0.00 (0.0%)</b>	<b>180.78 (94.9%)</b>	<b>9.70 (5.1%)</b>	<b>9.70 (5.1%)</b>	<b>9.20 (4.8%)</b>	<b>0.00 (0.0%)</b>	<b>2.47</b>						
<b>Total All Staff</b> (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	<b>848.16</b>	<b>812.01 (95.7%)</b>	<b>899</b>	<b>2.00 (0.2%)</b>	<b>814.01 (96.0%)</b>	<b>34.15 (4.0%)</b>	<b>36.15 (4.3%)</b>	<b>33.78 (4.0%)</b>	<b>10.00 (1.2%)</b>	<b>7.47</b>						

\* '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 2011, 2012 and 2013 by country. The 2011, 2012 and 2013 response rates have been 100%.

Care must be taken in interpreting the trend data for a number of reasons:

- Central and North West London NHS FT has a SLA with Milton Keynes Community Health Service which is in a different LETB geography. Staff providing these services are in the London (NWL) data set, so care should be taken in interpreting both the NWL and the East Midlands (EM) figures.
- The North West Pharmacy Practice Unit and North West Medicines Information Unit are now reported under their employing organisation (Cheshire & Mersey CSU), so data for these staff have moved from the service provider to the commissioning organisation spreadsheets.

#### **Table 3a. Trends in Pharmacy Staffing Establishments in NHS Service Providers by country over time 2011-2013**

Table 3a shows trends in NHS service provider pharmacy staffing establishments by country 2011-2013, with the % change in reported staffing establishment from May 2012 to May 2013.

#### **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.

Table 3a. Trends in NHS Service Providers Pharmacy Staffing Establishments by country 2011-2013 (see note above re: interpretation)

Staff Group	England				Wales (inc. LHBs) <i>(No data provided for 2013)</i>				Northern Ireland			
	Established Posts (FTE) 2011	Established Posts (FTE) 2012	Established Posts (FTE) 2013	% Change in reported staffing establishment from May 2012 to May 2013	Established Posts (FTE) 2011	Established Posts (FTE) 2012	Established Posts (FTE) 2013	% Change in reported staffing establishment from May 2012 to May 2013	Established Posts (FTE) 2011	Established Posts (FTE) 2012	Established Posts (FTE) 2013	% Change in reported staffing establishment from May 2012 to May 2013
<b>Pharmacists</b>												
Band 9	89.19	95.29	92.44	-3.0%	9.00	10.90	0.00	-100.0%	1.00	2.00	2.00	0.0%
Band 8d	185.57	177.73	171.42	-3.6%	16.75	13.85	0.00	-100.0%	4.00	3.00	4.00	33.3%
Band 8c	334.42	342.36	342.93	0.2%	58.15	57.18	0.00	-100.0%	15.00	18.00	16.85	-6.4%
Band 8b	865.30	908.15	900.04	-0.9%	105.48	102.21	0.00	-100.0%	24.18	25.26	26.66	5.5%
Band 8a	1,793.03	1,892.00	1,937.77	2.4%	202.93	208.71	0.00	-100.0%	79.92	90.82	97.32	7.2%
Band 7	1,637.27	1,784.04	1,900.04	6.5%	81.14	91.75	0.00	-100.0%	145.70	138.90	138.83	-0.1%
Band 6	1,225.37	1,243.95	1,302.82	4.7%	64.48	56.45	0.00	-100.0%	85.50	88.45	88.47	0.0%
<b>Total Qualified Pharmacists</b>	<b>6,130.15</b>	<b>6,443.52</b>	<b>6,647.46</b>	<b>3.2%</b>	<b>537.93</b>	<b>541.05</b>	<b>0.00</b>	<b>-100.0%</b>	<b>355.30</b>	<b>366.43</b>	<b>374.13</b>	<b>2.1%</b>
<b>Pre-registration Trainee Pharmacists <i>In post (NOT Est posts)</i></b>	<b>669.50</b>	<b>645.50</b>	<b>641.50</b>	<b>-0.6%</b>	<b>44.00</b>	<b>43.00</b>	<b>0.00</b>	<b>-100.0%</b>	<b>7.00</b>	<b>10.00</b>	<b>9.00</b>	<b>-10.0%</b>
<b>Pharmacy Technicians</b>												
Band 8c	2.00	2.00	3.00	50.0%	0.00	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 8b	20.82	21.73	24.84	14.3%	1.00	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 8a	55.04	55.07	61.20	11.1%	1.00	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 7	426.84	428.56	418.10	-2.4%	20.44	18.12	0.00	-100.0%	3.21	3.21	3.21	0.0%
Band 6	1,149.58	1,196.28	1,210.21	1.2%	86.59	82.66	0.00	-100.0%	9.60	11.03	10.53	-4.5%
Band 5	2,897.08	3,030.78	3,111.95	2.7%	243.10	251.89	0.00	-100.0%	87.00	94.24	112.53	19.4%
Band 4	1,495.84	1,501.28	1,510.15	0.6%	118.51	119.27	0.00	-100.0%	174.16	167.34	157.28	-6.0%
<b>Total Qualified Pharmacy Technicians</b>	<b>6,047.20</b>	<b>6,235.69</b>	<b>6,339.45</b>	<b>1.7%</b>	<b>470.64</b>	<b>471.94</b>	<b>0.00</b>	<b>-100.0%</b>	<b>273.97</b>	<b>275.82</b>	<b>283.55</b>	<b>2.8%</b>
<b>Pre-registration Trainee Pharmacy Technicians (Year 1) <i>In post (NOT Est posts)</i></b>	<b>318.00</b>	<b>329.60</b>	<b>320.00</b>	<b>-2.9%</b>	<b>25.00</b>	<b>17.00</b>	<b>0.00</b>	<b>-100.0%</b>	<b>8.00</b>	<b>9.00</b>	<b>8.00</b>	<b>-11.1%</b>
<b>Pre-registration Trainee Pharmacy Technicians (Year 2) <i>In post (NOT Est posts)</i></b>	<b>353.00</b>	<b>313.50</b>	<b>313.20</b>	<b>-0.1%</b>	<b>31.00</b>	<b>23.00</b>	<b>0.00</b>	<b>-100.0%</b>	<b>5.00</b>	<b>6.00</b>	<b>8.00</b>	<b>33.3%</b>
<b>Pre-registration Trainee Pharmacy Technicians (Years 1 &amp; 2) <i>In post (NOT Est posts)</i></b>	<b>671.00</b>	<b>643.10</b>	<b>633.20</b>	<b>-1.5%</b>	<b>56.00</b>	<b>40.00</b>	<b>0.00</b>	<b>-100.0%</b>	<b>13.00</b>	<b>15.00</b>	<b>16.00</b>	<b>6.7%</b>
<b>Total Qualified Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)</b>	<b>12,490.72</b>	<b>12,679.21</b>	<b>12,986.91</b>	<b>2.4%</b>	<b>1,011.69</b>	<b>1,012.99</b>	<b>0.00</b>	<b>-100.0%</b>	<b>629.27</b>	<b>642.25</b>	<b>657.68</b>	<b>2.4%</b>
Pharmacy Assistants	3,606.62	3,630.33	3,681.50	1.4%	236.81	232.43	0.00	-100.0%	99.60	118.50	128.11	8.1%
Admin and Clerical	1,047.43	1,076.23	1,083.77	0.7%	93.14	78.34	0.00	-100.0%	58.20	59.86	61.37	2.5%
Other*	279.07	294.11	342.31	16.4%	10.02	7.21	0.00	-100.0%	7.00	0.00	1.00	#DIV/0!
<b>Total Support Staff</b>	<b>4,933.12</b>	<b>5,000.67</b>	<b>5,107.58</b>	<b>2.1%</b>	<b>339.97</b>	<b>317.98</b>	<b>0.00</b>	<b>-100.0%</b>	<b>164.80</b>	<b>178.36</b>	<b>190.48</b>	<b>6.8%</b>
<b>Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)</b>	<b>17,423.84</b>	<b>17,679.88</b>	<b>18,094.49</b>	<b>2.3%</b>	<b>1,351.66</b>	<b>1,330.97</b>	<b>0.00</b>	<b>-100.0%</b>	<b>794.07</b>	<b>820.61</b>	<b>848.16</b>	<b>3.4%</b>

\* '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 geographical area. 2012 & 2013**

Strategic Health Authorities (SHAs)	May 2012 100% response rate					Health Education England Local Education Training Boards (LETBs)	May 2013 100% response rate				
	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 %		
North East SHA	360.10	330.42	8.2%	12.50	3.5%	North - HE North East	365.07	339.24	7.1%	13.48	3.7%
North West SHA	969.97	895.67	7.7%	44.97	4.6%	North - HE North West	995.25	921.74	7.4%	39.49	4.0%
Yorkshire & The Humber SHA	642.47	616.30	4.1%	20.88	3.2%	North - HE Yorkshire & Humber	663.94	635.04	4.4%	13.22	2.0%
East Midlands SHA	426.04	379.00	11.0%	23.87	5.6%	Midlands & East - HE East Midlands	475.43	427.91	10.0%	38.63	8.1%
West Midlands SHA	595.33	539.94	9.3%	34.07	5.7%	Midlands & East - HE West Midlands	618.96	564.14	8.9%	41.95	6.8%
East of England SHA	564.16	511.74	9.3%	28.16	5.0%	Midlands & East - HE East of England	570.24	541.97	5.0%	11.48	2.0%
London SHA	1,510.32	1,411.17	6.6%	32.14	2.1%	London - HE North Central & East London	443.36	422.39	4.7%	8.00	1.8%
						London - HE North West London	562.38	523.66	6.9%	22.58	4.0%
						London - HE South London	535.93	493.73	7.9%	27.40	5.1%
South East Coast SHA	410.15	387.85	5.4%	14.64	3.6%	South - HE Kent, Surrey & Sussex	436.40	406.27	6.9%	9.08	2.1%
South Central SHA	436.73	400.35	8.3%	20.80	4.8%	South - HE Thames Valley	230.72	223.92	2.9%	12.40	5.4%
South West SHA	528.25	489.59	7.3%	25.26	4.8%	South - HE South West	439.43	409.65	6.8%	13.52	3.1%
						South - HE Wessex	310.35	288.89	6.9%	11.62	3.7%
<b>England</b>	<b>6,443.52</b>	<b>5,962.03</b>	<b>7.5%</b>	<b>257.29</b>	<b>4.0%</b>	<b>England</b>	<b>6,647.46</b>	<b>6,198.55</b>	<b>6.8%</b>	<b>262.85</b>	<b>4.0%</b>
Wales	541.05	524.40	3.1%	11.39	2.1%	Wales	<i>No data provided for 2013</i>				
Northern Ireland	366.43	354.13	3.4%	12.30	3.4%	Northern Ireland	374.13	360.63	3.6%	11.50	3.1%

**Table 3c. Staffing Establishments and Vacancy Rates in NHS Service Providers - trends for Qualified Pharmacy Technicians by geographical area. 2012 & 2013**

Strategic Health Authorities (SHAs)	May 2012 100% response rate					Health Education England Local Education Training Boards (LETBs)	May 2013 100% response rate				
	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 %		
North East SHA	338.31	332.77	1.6%	3.53	1.0%	North - HE North East	355.69	342.32	3.8%	12.30	3.5%
North West SHA	987.80	936.28	5.2%	34.57	3.5%	North - HE North West	977.63	924.57	5.4%	37.75	3.9%
Yorkshire & The Humber SHA	722.65	691.87	4.3%	14.67	2.0%	North - HE Yorkshire & Humber	751.31	713.23	5.1%	16.95	2.3%
East Midlands SHA	483.26	452.32	6.4%	17.00	3.5%	Midlands & East - HE East Midlands	511.47	460.40	10.0%	38.10	7.4%
West Midlands SHA	700.96	666.40	4.9%	27.84	4.0%	Midlands & East - HE West Midlands	715.15	675.18	5.6%	33.00	4.6%
East of England SHA	581.51	549.29	5.5%	15.36	2.6%	Midlands & East - HE East of England	577.30	546.71	5.3%	12.22	2.1%
London SHA	1,095.28	1,012.52	7.6%	37.40	3.4%	London - HE North Central & East London	272.61	245.25	10.0%	2.00	0.7%
						London - HE North West London	460.86	422.90	8.2%	27.01	5.9%
						London - HE South London	358.44	332.93	7.1%	17.58	4.9%
South East Coast SHA	435.10	407.00	6.5%	8.00	1.8%	South - HE Kent, Surrey & Sussex	452.03	424.38	6.1%	16.13	3.6%
South Central SHA	386.28	357.97	7.3%	15.58	4.0%	South - HE Thames Valley	165.30	148.14	10.4%	8.00	4.8%
South West SHA	504.55	465.80	7.7%	13.00	2.6%	South - HE South West	434.58	417.98	3.8%	7.84	1.8%
						South - HE Wessex	307.08	291.22	5.2%	7.92	2.6%
<b>England</b>	<b>6,235.69</b>	<b>5,872.22</b>	<b>5.8%</b>	<b>186.95</b>	<b>3.0%</b>	<b>England</b>	<b>6,339.45</b>	<b>5,945.21</b>	<b>6.2%</b>	<b>236.80</b>	<b>3.7%</b>
Wales	471.94	458.33	2.9%	4.60	1.0%	Wales	<i>No data provided for 2013</i>				
Northern Ireland	275.82	265.42	3.8%	10.00	3.6%	Northern Ireland	283.55	270.60	4.6%	13.08	4.6%

**Table 3d. Staffing Establishments and Vacancy rates in NHS Service Providers - trends for Band 6 Qualified Pharmacists by geographical area. 2012 & 2013**

Strategic Health Authorities (SHAs)	May 2012 100% response rate					Health Education England Local Education Training Boards (LETBs)	May 2013 100% response rate				
	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 %		
North East SHA	66.86	59.35	11.2%	3.00	4.5%	North - HE North East	80.06	72.43	9.5%	5.50	6.9%
North West SHA	170.97	150.68	11.9%	17.85	10.4%	North - HE North West	177.14	156.27	11.8%	11.71	6.6%
Yorkshire & The Humber SHA	84.14	64.87	22.9%	7.27	8.6%	North - HE Yorkshire & Humber	96.56	75.43	21.9%	6.09	6.3%
East Midlands SHA	78.60	65.13	17.1%	1.67	2.1%	Midlands & East - HE East Midlands	89.27	80.27	10.1%	7.00	7.8%
West Midlands SHA	112.14	96.79	13.7%	15.53	13.8%	Midlands & East - HE West Midlands	114.02	104.80	8.1%	13.00	11.4%
East of England SHA	124.03	108.92	12.2%	9.00	7.3%	Midlands & East - HE East of England	124.07	118.82	4.2%	2.00	1.6%
London SHA	322.43	284.53	11.8%	14.40	4.5%	London - HE North Central & East London	82.09	77.09	6.1%	0.00	0.0%
						London - HE North West London	122.39	106.81	12.7%	10.34	8.4%
						London - HE South London	125.01	111.21	11.0%	11.60	9.3%
South East Coast SHA	82.90	76.78	7.4%	3.00	3.6%	South - HE Kent, Surrey & Sussex	85.46	78.92	7.7%	4.00	4.7%
South Central SHA	88.17	78.96	10.4%	5.00	5.7%	South - HE Thames Valley	44.14	38.23	13.4%	7.00	15.9%
South West SHA	113.71	107.21	5.7%	7.00	6.2%	South - HE South West	93.25	82.24	11.8%	6.00	6.4%
						South - HE Wessex	69.36	62.25	10.3%	4.00	5.8%
<b>England</b>	<b>1,243.95</b>	<b>1,093.22</b>	<b>12.1%</b>	<b>83.72</b>	<b>6.7%</b>	<b>England</b>	<b>1,302.82</b>	<b>1,164.77</b>	<b>10.6%</b>	<b>88.24</b>	<b>6.8%</b>
Wales	56.45	54.35	3.7%	1.60	2.8%	Wales	<i>No data provided for 2013</i>				
Northern Ireland	88.45	85.95	2.8%	2.50	2.8%	Northern Ireland	88.47	83.47	5.7%	5.00	5.7%

**Table 3e. Staffing Establishments and Vacancy Rates in NHS Service Providers - trends for Band 4 Qualified Pharmacy Technicians by geographical area. 2012 & 2013**

Strategic Health Authorities (SHAs)	100% response rate					Health Education England Local Education Training Boards (LETBs)	100% response rate				
	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 %		
North East SHA	56.87	53.95	5.1%	0.00	0.0%	North - HE North East	61.34	58.62	4.4%	2.00	3.3%
North West SHA	238.69	237.63	0.4%	12.13	5.1%	North - HE North West	231.76	233.31	-0.7%	12.13	5.2%
Yorkshire & The Humber SHA	160.07	145.50	9.1%	4.00	2.5%	North - HE Yorkshire & Humber	171.81	157.12	8.6%	8.38	4.9%
East Midlands SHA	130.98	122.86	6.2%	4.68	3.6%	Midlands & East - HE East Midlands	141.39	112.66	20.3%	23.31	16.5%
West Midlands SHA	142.44	131.67	7.6%	6.34	4.5%	Midlands & East - HE West Midlands	148.17	132.59	10.5%	11.27	7.6%
East of England SHA	126.15	110.81	12.2%	5.25	4.2%	Midlands & East - HE East of England	131.95	120.32	8.8%	5.41	4.1%
London SHA	285.50	240.22	15.9%	17.80	6.2%	London - HE North Central & East London	71.19	58.19	18.3%	1.00	1.4%
						London - HE North West London	115.79	101.12	12.7%	11.56	10.0%
						London - HE South London	92.05	84.55	8.1%	6.60	7.2%
South East Coast SHA	130.92	117.93	9.9%	2.00	1.5%	South - HE Kent, Surrey & Sussex	133.99	131.16	2.1%	6.50	4.9%
South Central SHA	98.83	83.37	15.6%	8.86	9.0%	South - HE Thames Valley	43.51	35.69	18.0%	2.00	4.6%
South West SHA	130.83	122.29	6.5%	5.75	4.4%	South - HE South West	103.48	98.60	4.7%	3.38	3.3%
						South - HE Wessex	63.72	57.27	10.1%	5.06	7.9%
<b>England</b>	<b>1,501.28</b>	<b>1,366.23</b>	<b>9.0%</b>	<b>66.81</b>	<b>4.5%</b>	<b>England</b>	<b>1,510.15</b>	<b>1,381.20</b>	<b>8.5%</b>	<b>98.60</b>	<b>6.5%</b>
Wales	119.27	115.29	3.3%	3.60	3.0%	Wales	No data provided for 2013				
Northern Ireland	167.34	160.34	4.2%	7.00	4.2%	Northern Ireland	157.28	146.33	7.0%	9.08	5.8%



#### **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.

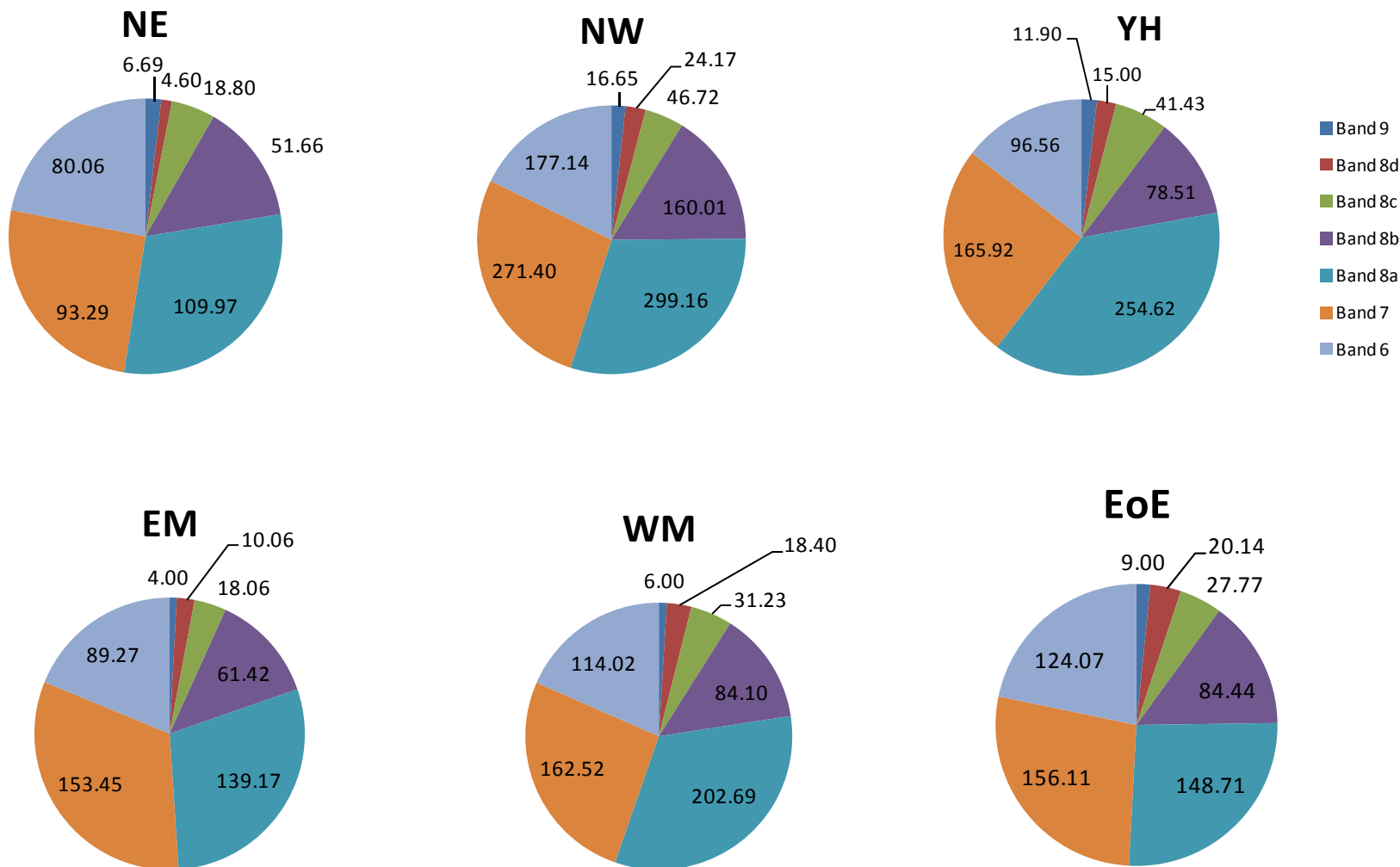
*N.B.* The majority of tables have been linked to formulae in an Excel spreadsheet. Where calculations involving division by a cell containing zero occur, the cell will show ~DIV/0!; this is not an error in the data.

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

**Table 4a. Qualified Pharmacists by geographical area in NHS Service Providers - England and Northern Ireland. May 2013**

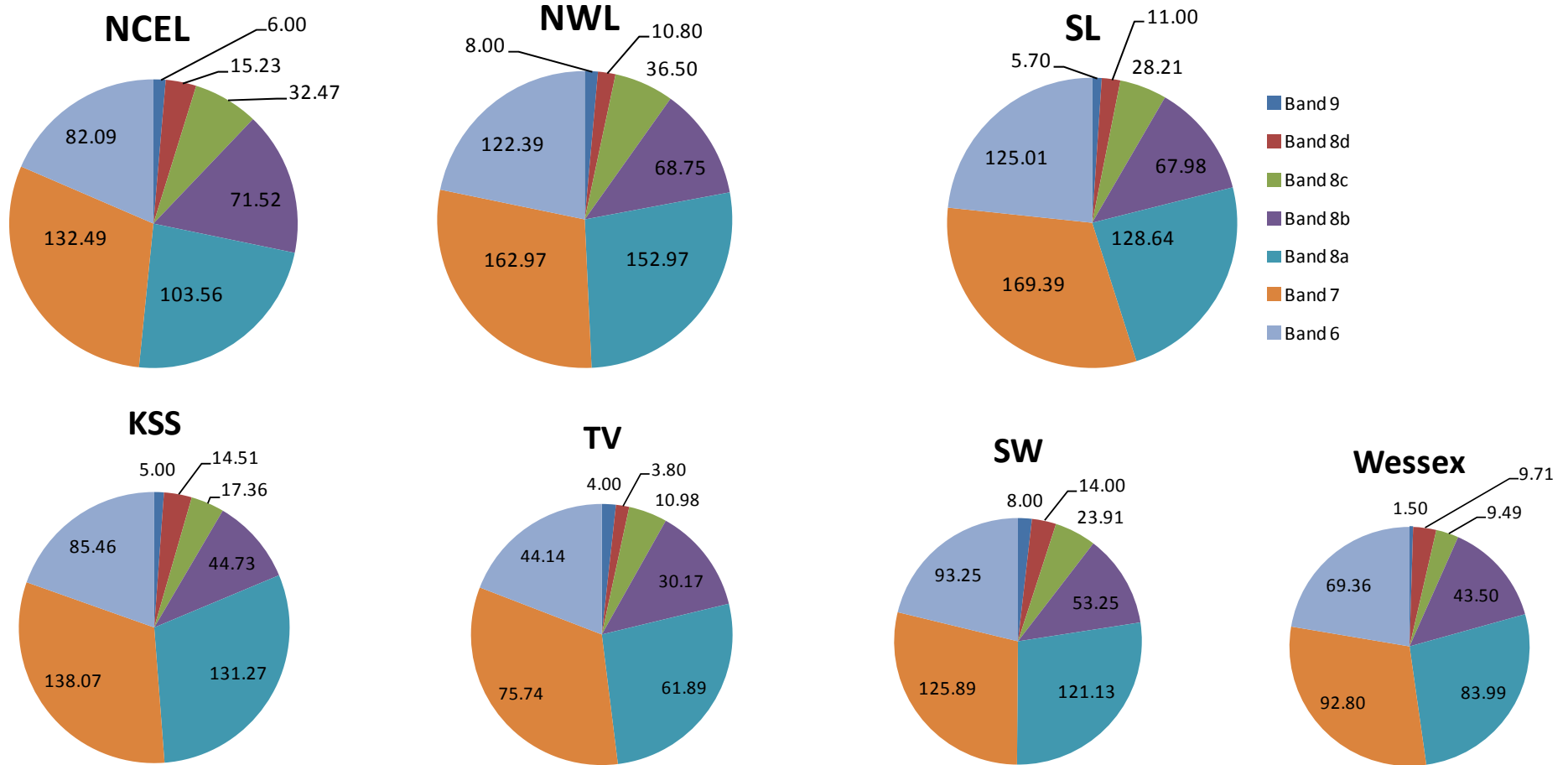
	Band 9					Band 8d					Band 8c					Band 8b				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy 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 - HE North East	6.69	5.69	14.9%	1.00	14.9%	4.60	4.60	0.0%	0.00	0.0%	18.80	18.40	2.1%	0.00	0.0%	51.66	51.26	0.8%	0.00	0.0%
North - HE North West	16.65	16.65	0.0%	0.00	0.0%	24.17	23.17	4.1%	0.00	0.0%	46.72	46.25	1.0%	0.00	0.00%	160.01	149.23	6.7%	2.61	1.6%
North - HE Yorkshire & The Humber	11.90	11.90	0.0%	0.00	0.0%	15.00	14.85	1.0%	0.00	0.0%	41.43	41.38	0.1%	0.00	0.0%	78.51	76.24	2.9%	2.50	3.2%
Midlands & East - HE East Midlands	4.00	4.00	0.0%	0.00	0.0%	10.06	8.75	13.0%	0.00	0.0%	18.06	17.06	5.5%	1.00	5.5%	61.42	59.03	3.9%	3.29	5.4%
Midlands & East - HE West Midlands	6.00	6.00	0.0%	0.00	0.0%	18.40	17.40	5.4%	0.00	0.0%	31.23	26.67	14.6%	0.00	0.0%	84.10	80.50	4.3%	2.60	3.1%
Midlands & East - HE East of England	9.00	9.00	0.0%	0.00	0.0%	20.14	18.12	10.0%	1.00	5.0%	27.77	27.19	2.1%	1.00	3.6%	84.44	81.59	3.4%	0.00	0.0%
London - HE North Central & East London	8.00	8.00	0.0%	0.00	0.0%	10.80	10.80	0.0%	0.00	0.0%	36.50	35.90	1.6%	0.80	2.2%	68.75	68.55	0.3%	0.00	0.0%
London - HE North West London	6.00	6.00	0.0%	0.00	0.0%	15.23	15.67	-2.9%	0.00	0.0%	32.47	32.55	-0.2%	0.00	0.0%	71.52	68.19	4.7%	2.00	2.8%
London - HE South London	5.70	5.70	0.0%	0.00	0.0%	11.00	10.88	1.1%	0.00	0.0%	28.21	25.81	8.5%	2.00	7.1%	67.98	67.47	0.8%	0.00	0.0%
South - HE Kent, Surrey & Sussex	5.00	5.00	0.0%	0.00	0.0%	14.51	14.11	2.8%	0.00	0.0%	17.36	16.06	7.5%	0.90	5.2%	44.73	42.60	4.8%	0.00	0.0%
South - HE Thames Valley	4.00	4.00	0.0%	0.00	0.0%	3.80	3.80	0.0%	0.00	0.0%	10.98	11.20	-2.0%	0.00	0.0%	30.17	29.04	3.7%	1.00	3.3%
South - HE South West	8.00	8.00	0.0%	0.00	0.0%	14.00	13.80	1.4%	0.00	0.0%	23.91	21.91	8.4%	0.00	0.0%	53.25	49.46	7.1%	3.20	6.0%
South - HE Wessex	1.50	1.50	0.0%	0.00	0.0%	9.71	8.50	12.5%	1.21	12.5%	9.49	7.99	15.8%	1.10	11.6%	43.50	40.68	6.5%	1.82	4.2%
<b>England</b>	<b>92.44</b>	<b>91.44</b>	<b>1.1%</b>	<b>1.00</b>	<b>1.1%</b>	<b>171.42</b>	<b>164.45</b>	<b>4.1%</b>	<b>2.21</b>	<b>1.3%</b>	<b>342.93</b>	<b>328.37</b>	<b>4.2%</b>	<b>6.80</b>	<b>2.0%</b>	<b>900.04</b>	<b>863.84</b>	<b>4.0%</b>	<b>19.02</b>	<b>2.1%</b>
Northern Ireland	2.00	2.00	0.0%	0.00	0.0%	4.00	4.00	0.0%	0.00	0.0%	16.85	16.85	0.0%	0.00	0.0%	26.66	26.66	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 - HE North East	109.97	103.48	5.9%	3.98	3.6%	93.29	83.38	10.6%	3.00	3.2%	80.06	72.43	9.5%	5.50	6.9%	365.07	339.24	7.1%	13.48	3.7%
North - HE North West	299.16	292.51	2.2%	3.20	1.1%	271.40	237.66	12.4%	21.97	8.1%	177.14	156.27	11.8%	11.71	6.6%	995.25	921.74	7.4%	39.49	4.0%
North - HE Yorkshire & The Humber	254.62	249.91	1.8%	1.63	0.6%	165.92	165.33	0.4%	3.00	1.8%	96.56	75.43	21.9%	6.09	6.3%	663.94	635.04	4.4%	13.22	2.0%
Midlands & East - HE East Midlands	139.17	130.89	5.9%	8.20	5.9%	153.45	127.91	16.6%	19.14	12.5%	89.27	80.27	10.1%	7.00	7.8%	475.43	427.91	10.0%	38.63	8.1%
Midlands & East - HE West Midlands	202.69	191.23	5.7%	8.60	4.2%	162.52	137.54	15.4%	17.75	10.9%	114.02	104.80	8.1%	13.00	11.4%	618.96	564.14	8.9%	41.95	6.8%
Midlands & East - HE East of England	148.71	143.55	3.5%	1.00	0.7%	156.11	143.70	7.9%	6.48	4.2%	124.07	118.82	4.2%	2.00	1.6%	570.24	541.97	5.0%	11.48	2.0%
London - HE North Central & East London	152.97	144.07	5.8%	3.60	2.4%	162.97	149.53	8.2%	7.84	4.8%	122.39	106.81	12.7%	10.34	8.4%	562.38	523.66	6.9%	22.58	4.0%
London - HE North West London	103.56	99.13	4.3%	2.00	1.9%	132.49	123.76	6.6%	4.00	3.0%	82.09	77.09	6.1%	0.00	0.0%	443.36	422.39	4.7%	8.00	1.8%
London - HE South London	128.64	119.82	6.9%	3.00	2.3%	169.39	152.84	9.8%	10.80	6.4%	125.01	111.21	11.0%	11.60	9.3%	535.93	493.73	7.9%	27.40	5.1%
South - HE Kent, Surrey & Sussex	131.27	125.07	4.7%	1.38	1.1%	138.07	124.51	9.8%	2.80	2.0%	85.46	78.92	7.7%	4.00	4.7%	436.40	406.27	6.9%	9.08	2.1%
South - HE Thames Valley	61.89	58.96	4.7%	3.20	5.2%	75.74	78.69	-3.9%	1.20	1.6%	44.14	38.23	13.4%	7.00	15.9%	230.72	223.92	2.9%	12.40	5.4%
South - HE South West	121.13	119.35	1.5%	0.20	0.2%	125.89	114.89	8.7%	4.12	3.3%	93.25	82.24	11.8%	6.00	6.4%	439.43	409.65	6.8%	13.52	3.1%
South - HE Wessex	83.99	79.41	5.5%	2.49	3.0%	92.80	88.56	4.6%	1.00	1.1%	69.36	62.25	10.3%	4.00	5.8%	310.35	288.89	6.9%	11.62	3.7%
<b>England</b>	<b>1,937.77</b>	<b>1,857.38</b>	<b>4.1%</b>	<b>42.48</b>	<b>2.2%</b>	<b>1,900.04</b>	<b>1,728.30</b>	<b>9.0%</b>	<b>103.10</b>	<b>5.4%</b>	<b>1,302.82</b>	<b>1,164.77</b>	<b>10.6%</b>	<b>88.24</b>	<b>6.8%</b>	<b>6,647.46</b>	<b>6,198.55</b>	<b>6.8%</b>	<b>262.85</b>	<b>4.0%</b>
Northern Ireland	97.32	93.82	3.6%	2.50	2.6%	138.83	133.83	3.6%	4.00	2.9%	88.47	83.47	5.7%	5.00	5.7%	374.13	360.63	3.6%	11.50	3.1%



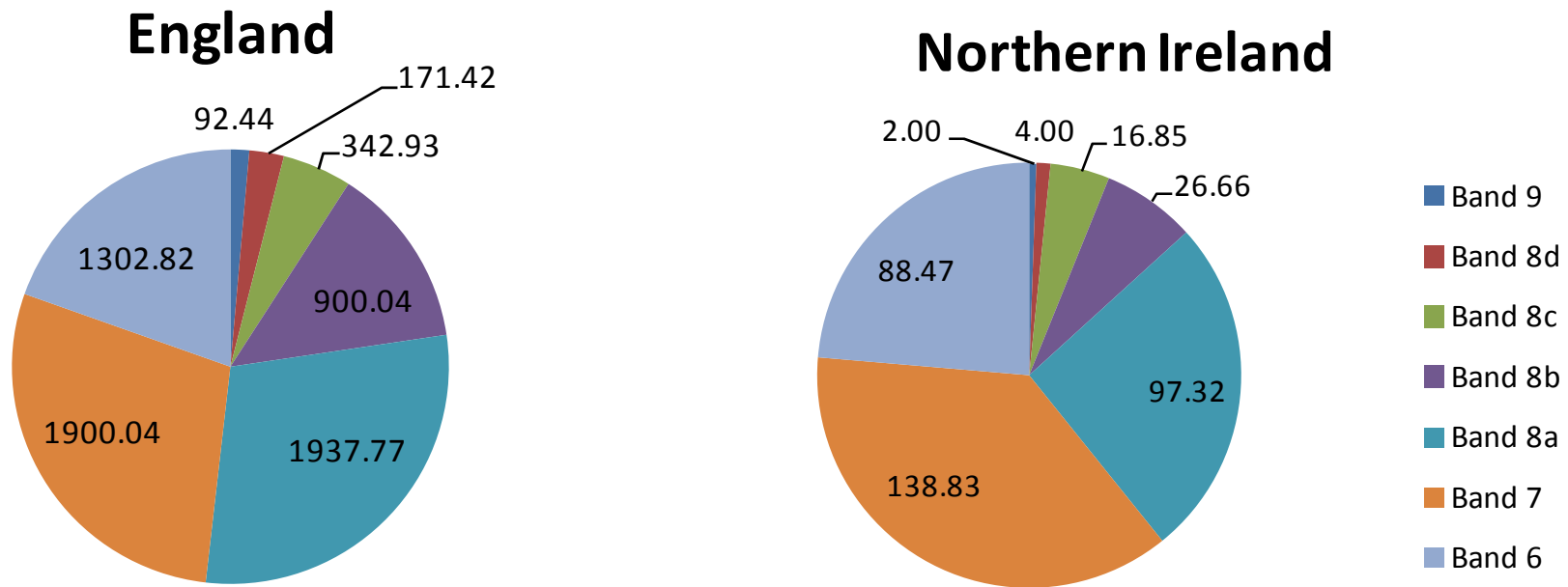
**Figure 4a. Established Pharmacist posts in NHS Service Providers by band and geographical area 2013 (continued overleaf)**

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



**Figure 4a. Established Pharmacist posts in NHS Service Providers by band and geographical area 2013 (continued overleaf)**

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

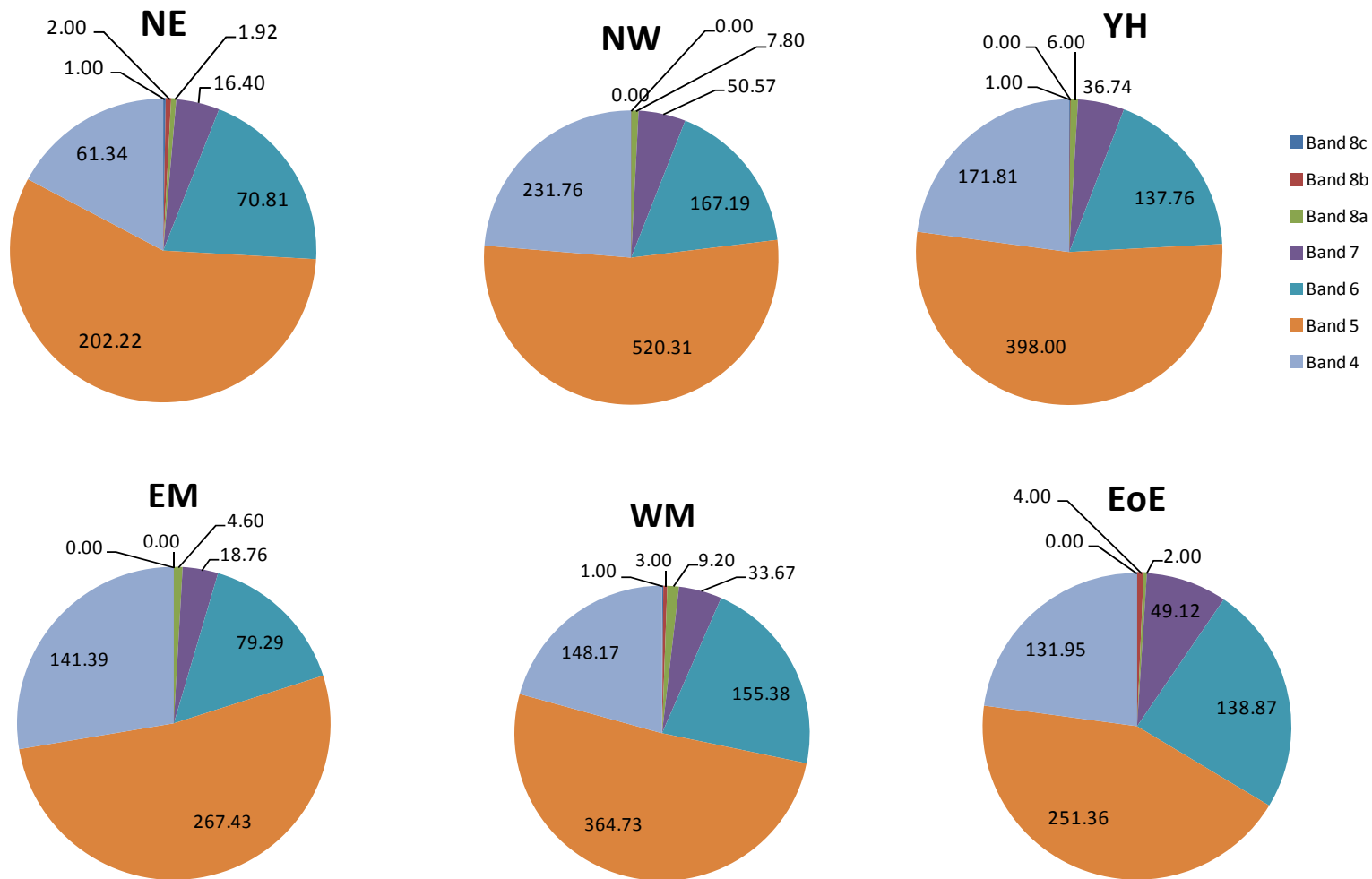


**Figure 4a. Established Pharmacist posts in NHS Service Providers by band and geographical area 2013**

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

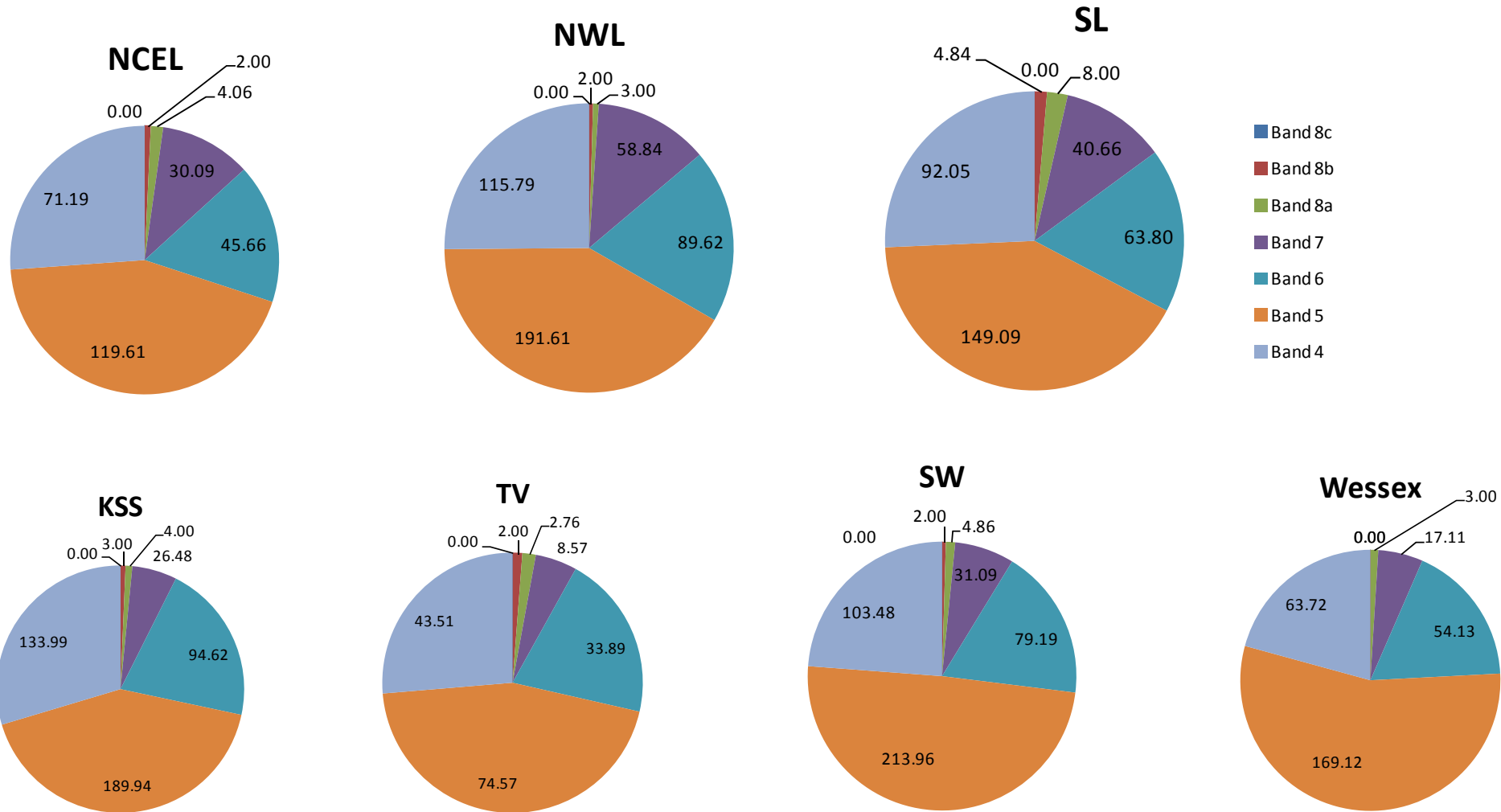
**Table 4b. Qualified Pharmacy Technicians by geographical area in NHS Service Providers - England and Northern Ireland. May 2013**

	Band 8c					Band 8b					Band 8a					Band 7				
	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 %	Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %	Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %		
North - HE North East	1.00	1.00	0.0%	0.00	0.0%	2.00	2.00	0.0%	0.00	0.0%	1.92	1.92	0.0%	0.00	0.0%	16.40	16.20	1.2%	0.00	0.0%
North - HE North West	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	7.80	7.80	0.0%	0.00	0.00%	50.57	50.29	0.6%	0.09	0.2%
North - HE Yorkshire & The Humber	1.00	1.00	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	6.00	6.00	0.0%	0.00	0.0%	36.74	36.86	-0.3%	0.00	0.0%
Midlands & East - HE East Midlands	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.60	4.60	0.0%	0.00	0.0%	18.76	18.36	2.1%	0.40	2.1%
Midlands & East - HE West Midlands	1.00	1.00	0.0%	0.00	0.0%	3.00	3.00	0.0%	2.00	66.7%	9.20	8.22	10.7%	0.00	0.0%	33.67	32.58	3.2%	1.00	3.0%
Midlands & East - HE East of England	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.00	3.00	25.0%	1.00	25.0%	2.00	2.00	0.0%	0.00	0.0%	49.12	48.11	2.1%	0.49	1.0%
London - HE North Central & East London	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	1.00	50.0%	1.00	50.0%	3.00	3.00	0.0%	0.00	0.0%	58.84	54.69	7.1%	4.01	6.8%
London - HE North West London	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.0%	0.00	0.0%	4.06	4.06	0.0%	0.00	0.0%	30.09	32.09	-6.6%	0.00	0.0%
London - HE South London	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.84	4.84	0.0%	0.00	0.0%	8.00	8.00	0.0%	0.00	0.0%	40.66	40.66	0.0%	0.38	0.9%
South - HE Kent, Surrey & Sussex	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%	26.48	24.48	7.6%	2.00	7.6%
South - HE Thames Valley	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.0%	0.00	0.0%	2.76	1.92	30.4%	0.00	0.0%	8.57	8.57	0.0%	0.00	0.0%
South - HE South West	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.0%	0.00	0.0%	4.86	3.86	20.6%	0.00	0.0%	31.09	29.98	3.6%	1.00	3.2%
South - HE Wessex	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.00	3.00	0.0%	0.00	0.0%	17.11	16.39	4.2%	0.00	0.0%
<b>England</b>	<b>3.00</b>	<b>3.00</b>	<b>0.0%</b>	<b>0.00</b>	<b>0.0%</b>	<b>24.84</b>	<b>22.84</b>	<b>8.1%</b>	<b>4.00</b>	<b>16.1%</b>	<b>61.20</b>	<b>58.38</b>	<b>4.6%</b>	<b>0.00</b>	<b>0.0%</b>	<b>418.10</b>	<b>409.26</b>	<b>2.1%</b>	<b>9.37</b>	<b>2.2%</b>
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) 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 %	Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %	Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %		
North - HE North East	70.81	66.88	5.6%	3.60	5.1%	202.22	195.70	3.2%	6.70	3.3%	61.34	58.62	4.4%	2.00	3.3%	355.69	342.32	3.8%	12.30	3.5%
North - HE North West	167.19	164.99	1.3%	1.62	1.0%	520.31	468.18	10.0%	23.91	4.6%	231.76	233.31	-0.7%	12.13	5.2%	977.63	924.57	5.4%	37.75	3.9%
North - HE Yorkshire & The Humber	137.76	132.96	3.5%	1.10	0.8%	398.00	379.29	4.7%	7.47	1.9%	171.81	157.12	8.6%	8.38	4.9%	751.31	713.23	5.1%	16.95	2.3%
Midlands & East - HE East Midlands	79.29	73.48	7.3%	2.37	3.0%	267.43	251.30	6.0%	12.02	4.5%	141.39	112.66	20.3%	23.31	16.5%	511.47	460.40	10.0%	38.10	7.4%
Midlands & East - HE West Midlands	155.38	154.74	0.4%	1.00	0.6%	364.73	343.05	5.9%	17.73	4.9%	148.17	132.59	10.5%	11.27	7.6%	715.15	675.18	5.6%	33.00	4.6%
Midlands & East - HE East of England	138.87	135.85	2.2%	0.11	0.1%	251.36	237.43	5.5%	5.21	2.1%	131.95	120.32	8.8%	5.41	4.1%	577.30	546.71	5.3%	12.22	2.1%
London - HE North Central & East London	89.62	85.38	4.7%	2.44	2.7%	191.61	177.71	7.3%	8.00	4.2%	115.79	101.12	12.7%	11.56	10.0%	460.86	422.90	8.2%	27.01	5.9%
London - HE North West London	45.66	43.66	4.4%	0.00	0.0%	119.61	105.25	12.0%	1.00	0.8%	71.19	58.19	18.3%	1.00	1.4%	272.61	245.25	10.0%	2.00	0.7%
London - HE South London	63.80	59.37	6.9%	4.60	7.2%	149.09	135.51	9.1%	6.00	4.0%	92.05	84.55	8.1%	6.60	7.2%	358.44	332.93	7.1%	17.58	4.9%
South - HE Kent, Surrey & Sussex	94.62	86.34	8.8%	3.03	3.2%	189.94	175.40	7.7%	4.60	2.4%	133.99	131.16	2.1%	6.50	4.9%	452.03	424.38	6.1%	16.13	3.6%
South - HE Thames Valley	33.89	33.46	1.3%	0.00	0.0%	74.57	66.50	10.8%	6.00	8.0%	43.51	35.69	18.0%	2.00	4.6%	165.30	148.14	10.4%	8.00	4.8%
South - HE South West	79.19	80.22	-1.3%	0.00	0.0%	213.96	203.32	5.0%	3.46	1.6%	103.48	98.60	4.7%	3.38	3.3%	434.58	417.98	3.8%	7.84	1.8%
South - HE Wessex	54.13	50.68	6.4%	0.26	0.5%	169.12	163.88	3.1%	2.60	1.5%	63.72	57.27	10.1%	5.06	7.9%	307.08	291.22	5.2%	7.92	2.6%
<b>England</b>	<b>1,210.21</b>	<b>1,168.01</b>	<b>3.5%</b>	<b>20.13</b>	<b>1.7%</b>	<b>3,111.95</b>	<b>2,902.52</b>	<b>6.7%</b>	<b>104.70</b>	<b>3.4%</b>	<b>1,510.15</b>	<b>1,381.20</b>	<b>8.5%</b>	<b>98.60</b>	<b>6.5%</b>	<b>6,339.45</b>	<b>5,945.21</b>	<b>6.2%</b>	<b>236.80</b>	<b>3.7%</b>
Northern Ireland	10.53	10.53	0.0%	0.00	0.0%	112.53	110.53	1.8%	4.00	3.6%	157.28	146.33	7.0%	9.08	5.8%	283.55	270.60	4.6%	13.08	4.6%



**Figure 4b. Established Pharmacy Technician posts in NHS Service Providers by band and geographical area 2013 (continued overleaf)**

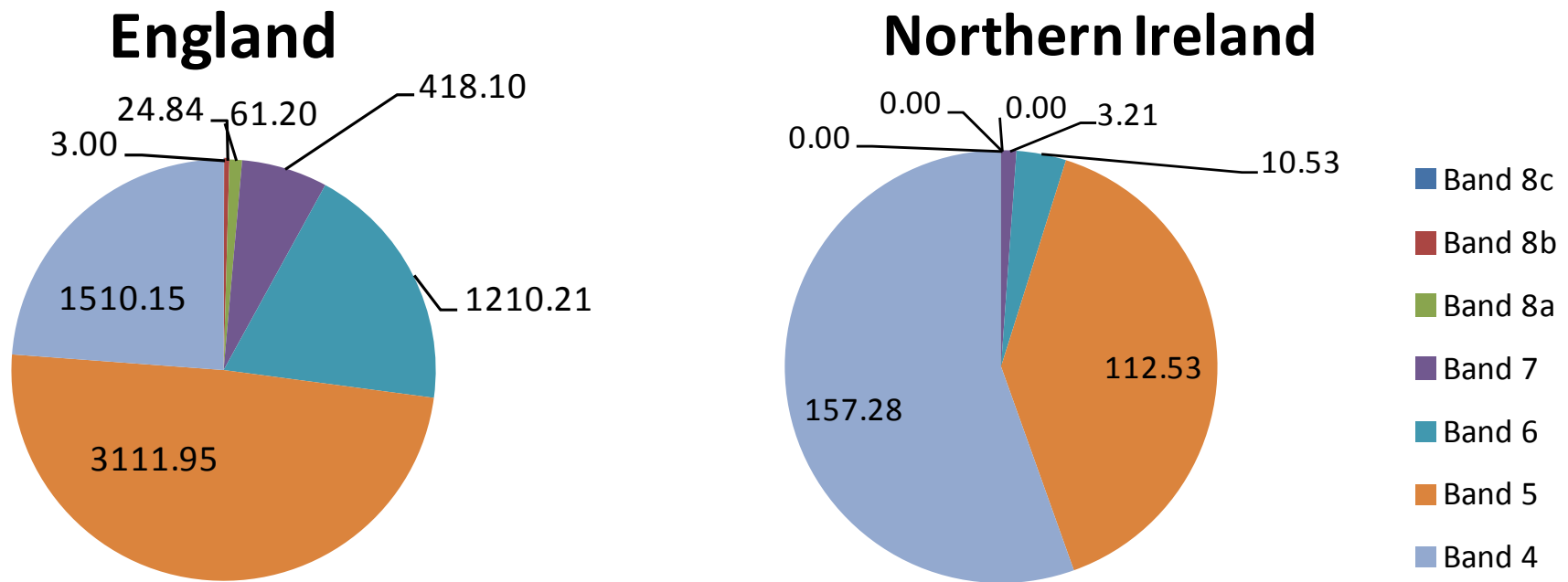
Numbers indicate the number of FTE established posts at each band.



**Figure 4b. Established Pharmacy Technician posts in NHS Service Providers by band and geographical area 2013 (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 and geographical area 2013**

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

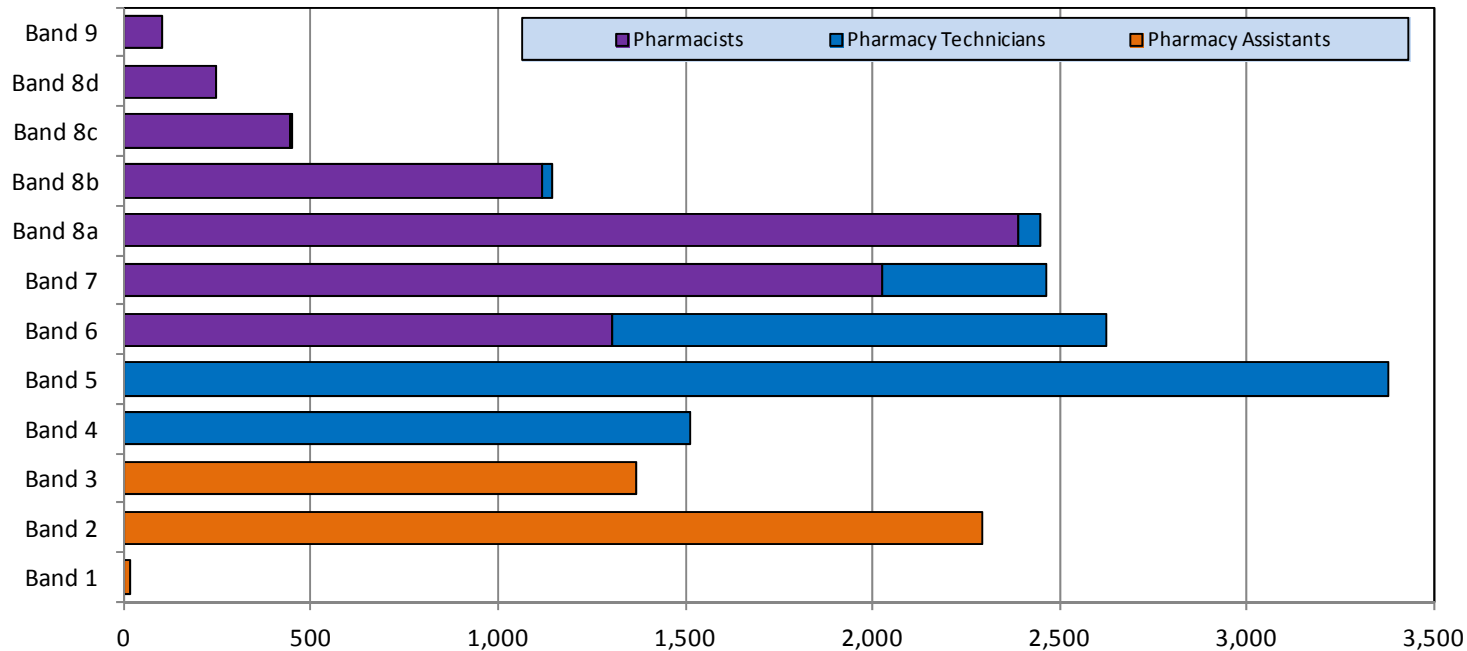
**Table 4c. Pharmacy Assistants by geographical area in NHS Service Providers - England and Northern Ireland. May 2013**

	Band 3					Band 2					Band 1					ALL PHARMACY ASSISTANTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North - HE North East	120.98	111.48	7.9%	5.31	4.4%	4.65	3.9%	2.08	2.08	0.0%	0.00	0.0%	243.28	225.23	7.4%	9.96	4.1%			
North - HE North West	210.65	190.08	9.8%	9.22	4.4%	21.52	5.8%	1.53	1.53	0.0%	0.00	0.00%	582.55	525.94	9.7%	30.74	5.3%			
North - HE Yorkshire & The Humber	217.63	202.52	6.9%	5.26	2.4%	4.60	1.9%	5.45	5.38	1.3%	0.00	0.0%	469.74	439.56	6.4%	9.86	2.1%			
Midlands & East - HE East Midlands	129.54	118.05	8.9%	8.00	6.2%	18.10	12.7%	1.00	1.00	0.0%	0.00	0.0%	272.75	242.80	11.0%	26.10	9.6%			
Midlands & East - HE West Midlands	153.38	142.73	6.9%	4.38	2.9%	9.16	4.2%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	374.04	354.98	5.1%	13.54	3.6%			
Midlands & East - HE East of England	106.18	95.43	10.1%	5.21	4.9%	7.90	3.9%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	309.99	275.05	11.3%	13.11	4.2%			
London - HE North Central & East London	69.15	63.15	8.7%	4.00	5.8%	23.53	11.7%	3.42	3.07	10.2%	0.35	10.2%	273.90	240.82	12.1%	27.88	10.2%			
London - HE North West London	48.90	48.25	1.3%	0.00	0.0%	2.00	3.2%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	111.37	101.72	8.7%	2.00	1.8%			
London - HE South London	65.27	63.63	2.5%	0.00	0.0%	7.00	5.1%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	202.08	190.59	5.7%	7.00	3.5%			
South - HE Kent, Surrey & Sussex	59.86	54.90	8.3%	0.67	1.1%	2.68	1.3%	2.69	2.69	0.0%	0.00	0.0%	261.92	251.98	3.8%	3.35	1.3%			
South - HE Thames Valley	28.63	24.23	15.4%	0.00	0.0%	2.00	4.8%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	69.97	59.26	15.3%	2.00	2.9%			
South - HE South West	110.69	110.81	-0.1%	2.00	1.8%	4.77	2.3%	1.00	1.00	0.0%	0.00	0.0%	317.04	299.86	5.4%	6.77	2.1%			
South - HE Wessex	46.73	35.72	23.6%	10.59	22.7%	2.28	1.6%	1.00	1.00	0.0%	0.00	0.0%	192.87	181.13	6.1%	12.87	6.7%			
<b>England</b>	<b>1,367.59</b>	<b>1,260.98</b>	<b>7.8%</b>	<b>54.64</b>	<b>4.0%</b>	<b>110.19</b>	<b>4.8%</b>	<b>18.17</b>	<b>17.75</b>	<b>2.3%</b>	<b>0.35</b>	<b>1.9%</b>	<b>3,681.50</b>	<b>3,388.92</b>	<b>7.9%</b>	<b>165.18</b>	<b>4.5%</b>			
Northern Ireland	19.43	18.43	5.1%	1.00	5.1%	8.20	7.5%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	128.11	118.46	7.5%	9.20	7.2%			

## 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.

**Figure 5a. Number of established posts by staff group  
(not including pre-registration trainees)  
in NHS Service Providers in England - May 2013**



	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9
Pharmacists						1,305.82	2,026.07	2,388.67	1,119.80	444.08	244.86	100.01
Pharmacy Technicians				1,512.15	3,377.39	1,321.91	436.81	61.20	25.84	3.00		
Pharmacy Assistants	18.17	2,295.73	1,367.59									

## Section C. Pharmacy Staffing Establishments and Vacancy Rates in NHS Commissioning Organisations

### 6. Staffing Establishments and Vacancy Rates in NHS Commissioning Organisations

Current staffing establishments and vacancy rates for pharmacy teams in NHS Commissioning Organisations, including a very few organisations where some provider activity (such as practice-based support) 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 **NHS Commissioning Organisations** for brevity.

#### Pharmacists

There are:

987.56 FTE established pharmacist posts in **NHS Commissioning Organisations** across **England**; an increase of 3.9% (36.65 FTE) since May 2012, and

35.00 FTE established pharmacist posts in the **NHS Commissioning Organisations** across **Northern Ireland**; an increase of 6.1% (2.00 FTE) since May 2012.

#### Pharmacy technicians

There are:

401.25 FTE established pharmacy technician posts in **NHS Commissioning Organisations** across **England**; an increase of 2.1% (8.39 FTE) since May 2012, and

2.00 FTE established pharmacy technician posts in **NHS Commissioning Organisations** across **Northern Ireland**; representing no change since May 2012.

#### Pharmacy assistants

There are:

0.00 FTE established pharmacy assistant posts in **NHS Commissioning Organisations** across **England**; representing no change since May 2012, and

0.00 FTE established pharmacy assistant posts in **NHS Commissioning Organisations** across **Northern Ireland**; representing no change since May 2012.

**Table 6a(i). May 2013 Staffing Establishments - Summary data for all pharmacy staff groups in NHS Commissioning Organisations - 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)	
<b>Pharmacists</b>																	
Band 9	7.57	6.77	(89.4%)	8	0.00	(0.0%)	6.77	(89.4%)	0.80	(10.6%)	0.80	(10.6%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Band 8d	74.44	71.64	(96.2%)	80	0.50	(0.7%)	72.14	(96.9%)	2.30	(3.1%)	2.80	(3.8%)	1.00	(1.3%)	0.00	(0.0%)	6.62
Band 8c	101.15	95.07	(94.0%)	107	2.00	(2.0%)	97.07	(96.0%)	4.08	(4.0%)	6.08	(6.0%)	3.10	(3.1%)	1.00	(1.0%)	8.20
Band 8b	223.66	208.20	(93.1%)	255	4.76	(2.1%)	212.96	(95.2%)	10.70	(4.8%)	15.46	(6.9%)	7.45	(3.3%)	1.80	(0.8%)	9.54
Band 8a	451.71	404.72	(89.6%)	555	13.67	(3.0%)	418.39	(92.6%)	33.32	(7.4%)	46.99	(10.4%)	24.52	(5.4%)	0.00	(0.0%)	9.67
Band 7	126.03	105.98	(84.1%)	152	8.00	(6.3%)	113.98	(90.4%)	12.05	(9.6%)	20.05	(15.9%)	11.44	(9.1%)	0.00	(0.0%)	2.60
Band 6	3.00	3.00	(100.0%)	3.00	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
<b>Total Qualified Pharmacists</b>	<b>987.56</b>	<b>895.38</b>	<b>(90.7%)</b>	<b>1,160</b>	<b>28.93</b>	<b>(2.9%)</b>	<b>924.31</b>	<b>(93.6%)</b>	<b>63.25</b>	<b>(6.4%)</b>	<b>92.18</b>	<b>(9.3%)</b>	<b>47.51</b>	<b>(4.8%)</b>	<b>2.80</b>	<b>(0.3%)</b>	<b>36.63</b>
<b>Pre-registration Trainee Pharmacists (in post, not establishment)</b>	<b>2.00</b>	<b>2.00</b>	<b>(100.0%)</b>	<b>2.00</b>			<b>2.00</b>	<b>(100.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>	<b>(0.00%)</b>	<b>0.00</b>
<b>Pharmacy Technicians</b>																	
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	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Band 7	20.41	19.91	(97.6%)	23	0.20	(1.0%)	20.11	(98.5%)	0.30	(1.5%)	0.50	(2.4%)	0.30	(1.5%)	0.00	(0.0%)	0.00
Band 6	112.40	101.80	(90.6%)	116	0.00	(0.0%)	101.80	(90.6%)	10.60	(9.4%)	10.60	(9.4%)	4.60	(4.1%)	0.00	(0.0%)	7.90
Band 5	265.44	233.80	(88.1%)	273	0.60	(0.2%)	234.4	(88.3%)	31.04	(11.7%)	31.64	(11.9%)	18.45	(7.0%)	0.20	(0.1%)	4.87
Band 4	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
<b>Total Qualified Pharmacy Technicians</b>	<b>401.25</b>	<b>358.51</b>	<b>(89.3%)</b>	<b>415</b>	<b>0.80</b>	<b>(0.2%)</b>	<b>359.31</b>	<b>(89.5%)</b>	<b>41.94</b>	<b>(10.5%)</b>	<b>42.74</b>	<b>(10.7%)</b>	<b>23.35</b>	<b>(5.8%)</b>	<b>0.20</b>	<b>(0.0%)</b>	<b>12.77</b>
<b>Pre-registration Trainee Pharmacy Technicians - Year 1</b>	<b>0.00</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0</b>			<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>
<b>Pre-registration Trainee Pharmacy Technicians - Year 2</b>	<b>0.00</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0</b>			<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>
<b>Total Professional Staff</b> (excluding Pre-reg. Trainee Pharmacists & Pre-reg. Trainee Pharmacy Technicians)	<b>1,388.81</b>	<b>1,253.89</b>	<b>(90.3%)</b>	<b>1,575</b>	<b>29.73</b>	<b>(2.1%)</b>	<b>1,283.62</b>	<b>(92.4%)</b>	<b>105.19</b>	<b>(7.6%)</b>	<b>134.92</b>	<b>(9.7%)</b>	<b>70.86</b>	<b>(5.1%)</b>	<b>3.00</b>	<b>(0.2%)</b>	<b>49.40</b>
<b>Pharmacy Assistants</b>	<b>0.00</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>
<b>Admin and Clerical</b>	<b>176.61</b>	<b>164.82</b>	<b>(93.3%)</b>	<b>186</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>164.82</b>	<b>(93.3%)</b>	<b>11.79</b>	<b>(6.7%)</b>	<b>11.79</b>	<b>(6.7%)</b>	<b>7.50</b>	<b>(4.2%)</b>	<b>1.00</b>	<b>(0.6%)</b>	<b>11.01</b>
<b>Other*</b>	<b>36.63</b>	<b>33.63</b>	<b>(91.8%)</b>	<b>40</b>	<b>1.80</b>	<b>(4.9%)</b>	<b>35.43</b>	<b>(96.7%)</b>	<b>1.20</b>	<b>(3.3%)</b>	<b>3.00</b>	<b>(8.2%)</b>	<b>1.60</b>	<b>(4.4%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>1.60</b>
<b>Total Support Staff</b>	<b>213.24</b>	<b>198.45</b>	<b>(93.1%)</b>	<b>226</b>	<b>1.80</b>	<b>(0.8%)</b>	<b>200.25</b>	<b>(93.9%)</b>	<b>12.99</b>	<b>(6.1%)</b>	<b>14.79</b>	<b>(6.9%)</b>	<b>9.10</b>	<b>(4.3%)</b>	<b>1.00</b>	<b>(0.5%)</b>	<b>12.61</b>
<b>Total All Staff</b> (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	<b>1,602.05</b>	<b>1,452.34</b>	<b>(90.7%)</b>	<b>1,801</b>	<b>31.53</b>	<b>(2.0%)</b>	<b>1,483.87</b>	<b>(92.6%)</b>	<b>118.18</b>	<b>(7.4%)</b>	<b>149.71</b>	<b>(9.3%)</b>	<b>79.96</b>	<b>(5.0%)</b>	<b>4.00</b>	<b>(0.2%)</b>	<b>62.01</b>

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

**Table 6a(ii). May 2013 Staffing Establishments - Summary data for all pharmacy staff groups in NHS Commissioning Organisations - 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 2012 (FTE)	
<b>Pharmacists</b>																	
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	5.00	5.00	(100.0%)	5	0.00	(0.0%)	5.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Band 8a	24.00	24.00	(100.0%)	29	0.00	(0.0%)	24.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Band 7	2.00	2.00	(100.0%)	4	0.00	(0.0%)	2.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Band 6	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
<b>Total Qualified Pharmacists</b>	<b>35.00</b>	<b>35.00</b>	<b>(100.0%)</b>	<b>42</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>35.00</b>	<b>(100.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>
<b>Pre-registration Trainee Pharmacists (in post, not establishment)</b>	<b>0.00</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>			<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>
<b>Pharmacy Technicians</b>																	
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	(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	#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	(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	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
<b>Total Qualified Pharmacy Technicians</b>	<b>2.00</b>	<b>2.00</b>	<b>(100.0%)</b>	<b>2</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>2.00</b>	<b>(100.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>
<b>Pre-registration Trainee Pharmacy Technicians - Year 1</b>	<b>0.00</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0</b>			<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>
<b>Pre-registration Trainee Pharmacy Technicians - Year 2</b>	<b>0.00</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0</b>			<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>
<b>Total Professional Staff</b> (excluding Pre-reg. Trainee Pharmacists & Pre-reg. Trainee Pharmacy Technicians)	<b>37.00</b>	<b>37.00</b>	<b>(100.0%)</b>	<b>44</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>37.00</b>	<b>(100.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>
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
<b>Total Support Staff</b>	<b>0.00</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0</b>
<b>Total All Staff</b> (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	<b>37.00</b>	<b>37.00</b>	<b>(100.0%)</b>	<b>44</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>37.00</b>	<b>(100.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>	<b>(0.0%)</b>	<b>0.00</b>

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

## 7. Trends in Pharmacy Staffing Establishments in NHS Commissioning Organisations

Trends in staffing establishments over time by geographical area have been examined, comparing data from surveys carried out in 2012 and 2013 in England and Northern Ireland. The 2012 and 2013 response rates were 100%.

Care must be taken in interpreting the trend data for a number of reasons, particularly in England where the transition from PCTs into the new Health & Well Being Boards (HWBs), NHS England regional and Area Teams (AT), Clinical Commissioning Groups (CCGs), and Commissioning Support Units (CSUs) has taken place since the previous survey. As a result, a full breakdown of trends for all grades of staff has not been reported this year as it is unlikely to be meaningful, however, transition mapping data has been noted to facilitate comparison (see appendices 4a and 4b).

Care must be taken in interpreting the trend data for a number of reasons:

- The organisations that were surveyed were newly formed on 1<sup>st</sup> April 2013, and in some cases, organisational structures were indeterminate.
- We understand that some CCGs now incorporate some practice-based pharmacists who were previously employed by GP practices or were self-employed community pharmacists.
- The North West Pharmacy Practice Unit and North West Medicines Information Unit are now reported under their employing organisation (Cheshire & Merseyside CSU), so data for these staff have moved from the service provider to the commissioning organisation spreadsheets.
- The Kent Surrey & Sussex Pharmacy Education and Training Team are now reported in the commissioning organisation data set.
- Some CSUs span more than one LETB geography. Care has been taken to ensure that data has not been double counted, and where it has been possible to separate it, the relevant data has been reported for the same CSU within both LETB datasets.

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

Tables 7a and 7b show trends in Staffing Establishments and Vacancy Rates in NHS Commissioning Organisations for all qualified pharmacists and qualified pharmacy technicians respectively, across all geographical areas from May 2012 to May 2013.

**Table 7a. Staffing establishments and current vacancy rates - trends for Qualified Pharmacists in NHS Commissioning Organisations by geographical area. 2012 & 2013**

Strategic Health Authorities (SHAs)	May 2012 100% response rate					Health Education England Local Education Training Boards (LETBs)	May 2013 100% response rate				
	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 %		
North East SHA	45.32	35.58	21.5%	9.20	20.3%	North - HE North East	68.45	63.86	6.7%	4.19	6.1%
North West SHA	162.73	147.34	9.5%	8.41	5.2%	North - HE North West	150.68	138.55	8.1%	6.54	4.3%
Yorkshire & The Humber SHA	88.95	78.37	11.9%	8.51	9.6%	North - HE Yorkshire & Humber	112.71	101.83	9.7%	1.72	1.5%
East Midlands SHA	69.14	66.44	3.9%	1.00	1.4%	Midlands & East - HE East Midlands	86.73	81.01	6.6%	6.40	7.4%
West Midlands SHA	120.14	112.57	6.3%	0.00	0.0%	Midlands & East - HE West Midlands	94.06	82.76	12.0%	4.16	4.4%
East of England SHA	97.87	93.56	4.4%	3.65	3.7%	Midlands & East - HE East of England	93.75	84.25	10.1%	5.40	5.8%
London SHA	155.03	141.02	9.0%	4.00	2.6%	London - HE North Central & East London	51.87	45.75	11.8%	0.00	0.0%
						London - HE North West London	55.12	48.72	11.6%	6.60	12.0%
						London - HE South London	73.83	61.43	16.8%	7.00	9.5%
South East Coast SHA	75.97	71.72	5.6%	2.61	3.4%	South - HE Kent, Surrey & Sussex	68.10	61.57	9.6%	3.00	4.4%
South Central SHA	61.98	60.43	2.5%	1.20	1.9%	South - HE Thames Valley	23.25	22.05	5.2%	0.00	0.0%
South West SHA	73.78	69.44	5.9%	3.65	4.9%	South - HE South West	63.53	62.82	1.1%	0.00	0.0%
						South - HE Wessex	45.48	40.78	10.3%	2.50	5.5%
<b>England</b>	<b>950.91</b>	<b>876.47</b>	<b>7.8%</b>	<b>42.23</b>	<b>4.4%</b>	<b>England</b>	<b>987.56</b>	<b>895.38</b>	<b>9.3%</b>	<b>47.51</b>	<b>4.8%</b>
Northern Ireland	33.00	32.00	3.0%	1.00	3.0%	Northern Ireland	35.00	35.00	0.0%	0.00	0.0%



**Table 7b. Staffing establishments and current vacancy rates - trends for Qualified Pharmacy Technicians in NHS Commissioning Organisations by geographical area. 2012 & 2013**

Strategic Health Authorities (SHAs)	May 2012 100% response rate					Health Education England Local Education Training Boards (LETBs)	May 2013 100% response rate				
	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 %		
North East SHA	15.17	11.67	23.1%	3.30	21.8%	North - HE North East	14.17	13.13	7.3%	1.04	7.3%
North West SHA	94.39	88.64	6.1%	3.20	3.4%	North - HE North West	99.38	93.38	6.0%	2.00	2.0%
Yorkshire & The Humber SHA	46.80	41.66	11.0%	4.86	10.4%	North - HE Yorkshire & Humber	49.03	47.15	3.8%	1.88	3.8%
East Midlands SHA	38.63	36.49	5.5%	3.30	8.5%	Midlands & East - HE East Midlands	41.94	34.47	17.8%	6.00	14.3%
West Midlands SHA	51.45	46.83	9.0%	4.74	9.2%	Midlands & East - HE West Midlands	39.12	34.70	11.3%	1.73	4.4%
East of England SHA	46.02	39.02	15.2%	2.00	4.3%	Midlands & East - HE East of England	44.00	37.80	14.1%	6.00	13.6%
London SHA	18.20	16.20	11.0%	1.00	5.5%	London - HE North Central & East London	2.20	2.20	0.0%	0.00	0.0%
						London - HE North West London	5.00	4.00	20.0%	1.00	20.0%
						London - HE South London	9.00	8.00	11.1%	0.00	0.0%
South East Coast SHA	39.81	35.41	11.1%	3.20	8.0%	South - HE Kent, Surrey & Sussex	54.89	44.99	18.0%	2.70	4.9%
South Central SHA	12.99	12.46	4.1%	0.53	4.1%	South - HE Thames Valley	2.00	2.00	0.0%	0.00	0.0%
South West SHA	29.40	24.97	15.1%	1.20	4.1%	South - HE South West	22.96	21.16	7.8%	0.00	0.0%
						South - HE Wessex	17.56	15.53	11.6%	1.00	5.7%
<b>England</b>	<b>392.86</b>	<b>353.35</b>	<b>10.1%</b>	<b>27.33</b>	<b>7.0%</b>	<b>England</b>	<b>401.25</b>	<b>358.51</b>	<b>10.7%</b>	<b>23.35</b>	<b>5.8%</b>
Northern Ireland	2.00	2.00	0.0%	0.00	0.0%	Northern Ireland	2.00	2.00	0.0%	0.00	0.0%

## 8. Staffing Establishments and Vacancy Rates in NHS Commissioning Organisations 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 [NHS Commissioning Organisations](#) by geographical area and AfC band.

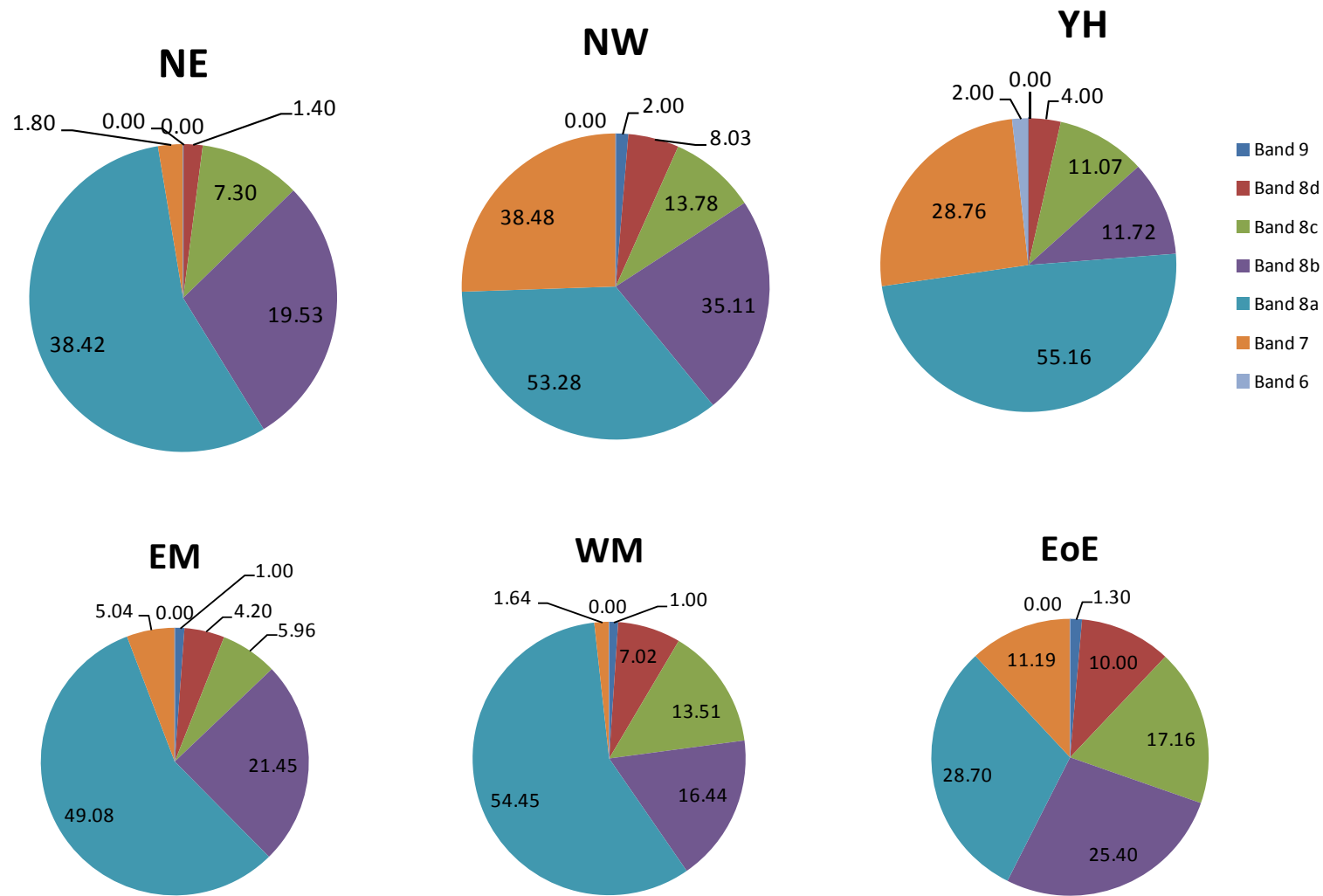
*N.B.* The majority of tables have been linked to formulae in an Excel spreadsheet. Where calculations involving division by a cell containing zero occur, the cell will show ~DIV/0!; this is not an error in the data.

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

**Table 8a. Qualified Pharmacists by geographical area in NHS Commissioning Organisations - England and Northern Ireland - May 2013**

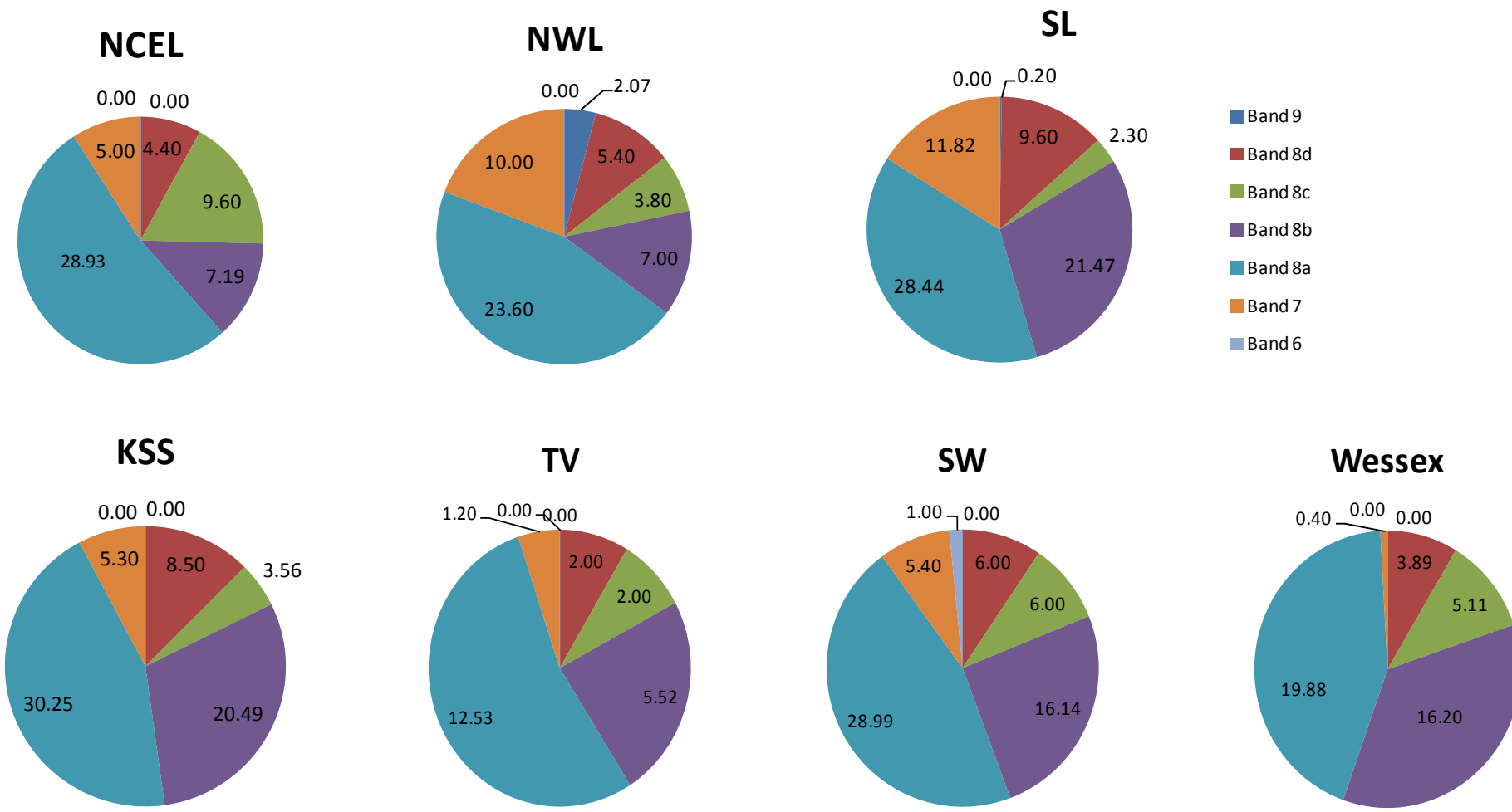
	Band 9					Band 8d					Band 8c					Band 8b				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		#DIV/0!	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		#DIV/0!	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		#DIV/0!	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		#DIV/0!
North - HE North East	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.40	1.00	28.6%	0.00	0.0%	7.30	7.30	0.0%	0.00	0.00%	19.53	18.58	4.9%	0.95	4.9%
North - HE North West	2.00	2.00	0.0%	0.00	0.0%	8.03	7.83	2.5%	0.00	0.0%	13.78	12.28	10.9%	1.50	10.89%	35.11	31.39	10.6%	2.00	5.7%
North - HE Yorkshire & The Humber	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.00	4.00	0.0%	0.00	0.0%	11.07	9.87	10.8%	0.00	0.0%	11.72	11.12	5.1%	0.00	0.0%
Midlands & East - HE East Midlands	1.00	1.00	0.0%	0.00	0.0%	4.20	4.20	0.0%	0.00	0.0%	5.96	5.82	2.3%	0.00	0.0%	21.45	22.56	-5.2%	0.00	0.0%
Midlands & East - HE West Midlands	1.00	1.00	0.0%	0.00	0.0%	7.02	7.22	-2.8%	0.00	0.0%	13.51	12.87	4.7%	0.00	0.0%	16.44	16.44	0.0%	0.00	0.0%
Midlands & East - HE East of England	1.30	1.30	0.0%	0.00	0.0%	10.00	10.00	0.0%	0.00	0.0%	17.16	16.36	4.7%	0.00	0.0%	25.40	22.30	12.2%	2.00	7.9%
London - HE North Central & East London	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.40	4.40	0.0%	0.00	0.0%	9.60	8.40	12.5%	1.60	16.7%	7.19	7.19	0.0%	0.00	0.0%
London - HE North West London	2.07	1.27	38.6%	0.00	0.0%	5.40	5.40	0.0%	0.00	0.0%	3.80	3.20	15.8%	0.00	0.0%	7.00	6.80	2.9%	0.00	0.0%
London - HE South London	0.20	0.20	0.0%	0.00	0.0%	9.60	8.20	14.6%	0.00	0.0%	2.30	2.30	0.0%	0.00	0.0%	21.47	17.87	16.8%	1.00	4.7%
South - HE Kent, Surrey & Sussex	0.00	0.00	#DIV/0!	0.00	#DIV/0!	8.50	7.50	11.8%	1.00	11.8%	3.56	3.56	0.0%	0.00	0.0%	20.49	18.78	8.3%	0.00	0.0%
South - HE Thames Valley	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.0%	0.00	0.0%	2.00	2.00	0.0%	0.00	0.0%	5.52	5.52	0.0%	0.00	0.0%
South - HE South West	0.00	0.00	#DIV/0!	0.00	#DIV/0!	6.00	6.00	0.0%	0.00	0.0%	6.00	6.00	0.0%	0.00	0.0%	16.14	15.05	6.8%	0.00	0.0%
South - HE Wessex	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.89	3.89	0.0%	0.00	0.0%	5.11	5.11	0.0%	0.00	0.0%	16.20	14.60	9.9%	1.50	9.3%
<b>England</b>	<b>7.57</b>	<b>6.77</b>	<b>10.6%</b>	<b>0.00</b>	<b>0.0%</b>	<b>74.44</b>	<b>71.64</b>	<b>3.8%</b>	<b>1.00</b>	<b>1.3%</b>	<b>101.15</b>	<b>95.07</b>	<b>6.0%</b>	<b>3.10</b>	<b>3.1%</b>	<b>223.66</b>	<b>208.20</b>	<b>6.9%</b>	<b>7.45</b>	<b>3.3%</b>
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%	5.00	5.00	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 %		#DIV/0!	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		#DIV/0!	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		#DIV/0!	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		#DIV/0!
North - HE North East	38.42	35.18	8.4%	3.24	8.4%	1.80	1.80	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	68.45	63.86	6.7%	4.19	6.1%
North - HE North West	53.28	47.75	10.4%	0.60	1.1%	38.48	37.30	3.1%	2.44	6.3%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	150.68	138.55	8.1%	6.54	4.3%
North - HE Yorkshire & The Humber	55.16	52.48	4.9%	1.72	3.1%	28.76	22.36	22.3%	0.00	0.0%	2.00	2.00	0.0%	0.00	0.0%	112.71	101.83	9.7%	1.72	1.5%
Midlands & East - HE East Midlands	49.08	42.39	13.6%	6.40	13.0%	5.04	5.04	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	86.73	81.01	6.6%	6.40	7.4%
Midlands & East - HE West Midlands	54.45	43.59	19.9%	4.16	7.6%	1.64	1.64	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	94.06	82.76	12.0%	4.16	4.4%
Midlands & East - HE East of England	28.70	25.10	12.5%	1.40	4.9%	11.19	9.19	17.9%	2.00	17.9%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	93.75	84.25	10.1%	5.40	5.8%
London - HE North Central & East London	28.93	27.73	4.1%	1.00	3.5%	5.00	1.00	80.0%	4.00	80.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	55.12	48.72	11.6%	6.60	12.0%
London - HE North West London	23.60	20.35	13.8%	0.00	0.0%	10.00	8.73	12.7%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	51.87	45.75	11.8%	0.00	0.0%
London - HE South London	28.44	24.64	13.4%	4.00	14.1%	11.82	8.22	30.5%	2.00	16.9%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	73.83	61.43	16.8%	7.00	9.5%
South - HE Kent, Surrey & Sussex	30.25	27.43	9.3%	1.00	3.3%	5.30	4.30	18.9%	1.00	18.9%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	68.10	61.57	9.6%	3.00	4.4%
South - HE Thames Valley	12.53	11.93	4.8%	0.00	0.0%	1.20	0.60	50.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	23.25	22.05	5.2%	0.00	0.0%
South - HE South West	28.99	29.37	-1.3%	0.00	0.0%	5.40	5.40	0.0%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%	63.53	62.82	1.1%	0.00	0.0%
South - HE Wessex	19.88	16.78	15.6%	1.00	5.0%	0.40	0.40	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	45.48	40.78	10.3%	2.50	5.5%
<b>England</b>	<b>451.71</b>	<b>404.72</b>	<b>10.4%</b>	<b>24.52</b>	<b>5.4%</b>	<b>126.03</b>	<b>105.98</b>	<b>15.9%</b>	<b>11.44</b>	<b>9.1%</b>	<b>3.00</b>	<b>3.00</b>	<b>0.0%</b>	<b>0.00</b>	<b>0.0%</b>	<b>987.56</b>	<b>895.38</b>	<b>9.3%</b>	<b>47.51</b>	<b>4.8%</b>
Northern Ireland	24.00	24.00	0.0%	0.00	0.0%	2.00	2.00	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	35.00	35.00	0.0%	0.00	0.0%



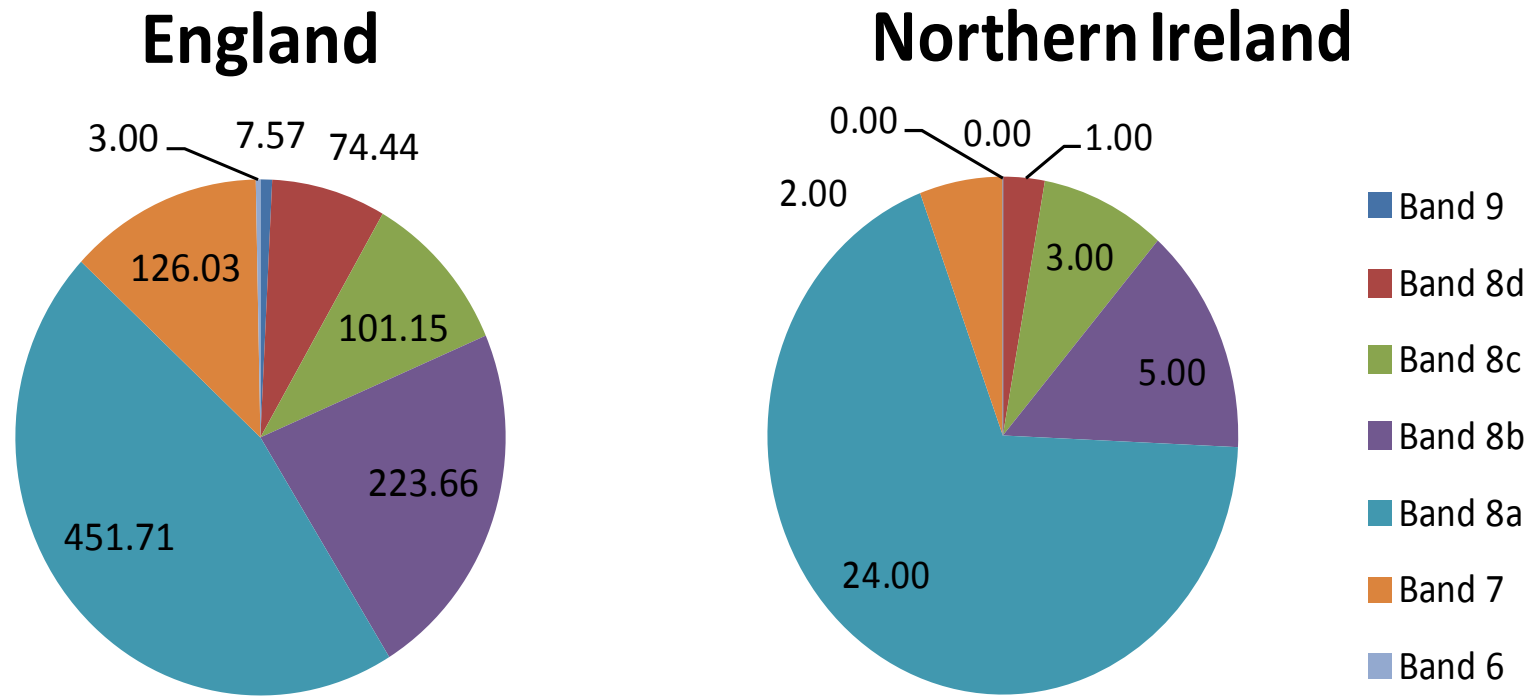
**Figure 8a. Established Pharmacist posts in NHS Commissioning Organisations by band by geographical area 2013 (continued overleaf)**

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



**Figure 8a. Established Pharmacist posts in NHS Commissioning Organisations by band by geographical area 2013 (continued overleaf)**

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



**Figure 8a. Established Pharmacist posts in NHS Commissioning Organisations by band by geographical area 2013**

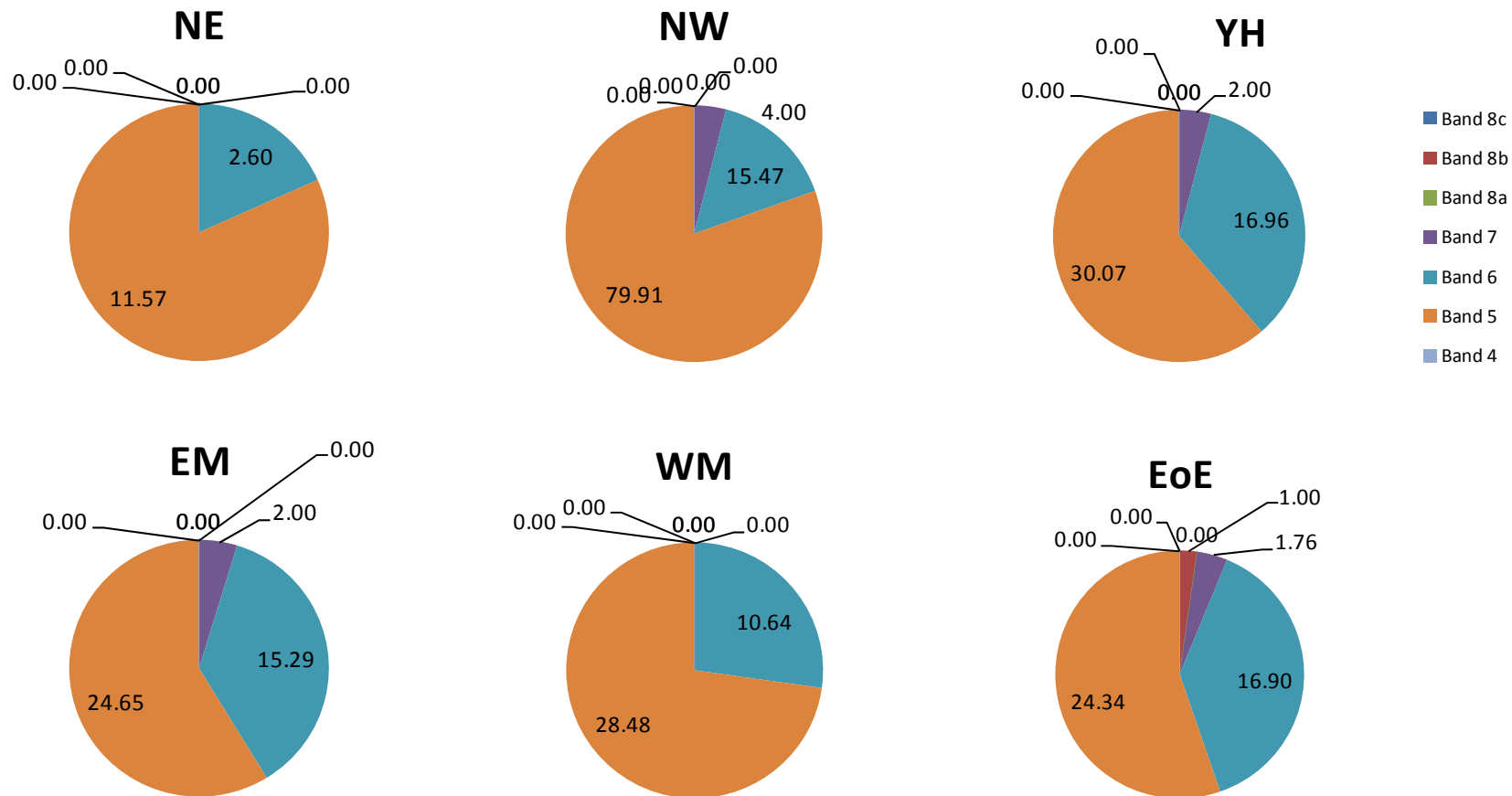
Numbers indicate the number of FTE established posts at each band.

**Table 8b. Qualified Pharmacy Technicians by geographical area in NHS Commissioning Organisations - England and Northern Ireland - May 2013**

	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 %	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 - HE North East	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 - HE North West	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.00	4.00	0.0%	0.00	0.0%
North - HE Yorkshire & The Humber	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!	2.00	1.70	15.0%	0.30	15.0%
Midlands & East - HE East Midlands	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!	2.00	2.00	0.0%	0.00	0.0%
Midlands & East - HE West Midlands	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!
Midlands & East - HE East of England	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.76	1.56	11.4%	0.00	0.0%
London - HE North Central & East London	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%
London - HE North West London	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!
London - HE South London	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%
South - HE Kent, Surrey & Sussex	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!	5.65	5.65	0.0%	0.00	0.0%
South - HE Thames Valley	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%
South - HE South West	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!	2.00	2.00	0.0%	0.00	0.0%
South - HE Wessex	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!
<b>England</b>	<b>0.00</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>1.00</b>	<b>1.00</b>	<b>0.0%</b>	<b>0.00</b>	<b>0.0%</b>	<b>0.00</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>20.41</b>	<b>19.91</b>	<b>2.4%</b>	<b>0.30</b>	<b>1.5%</b>
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%

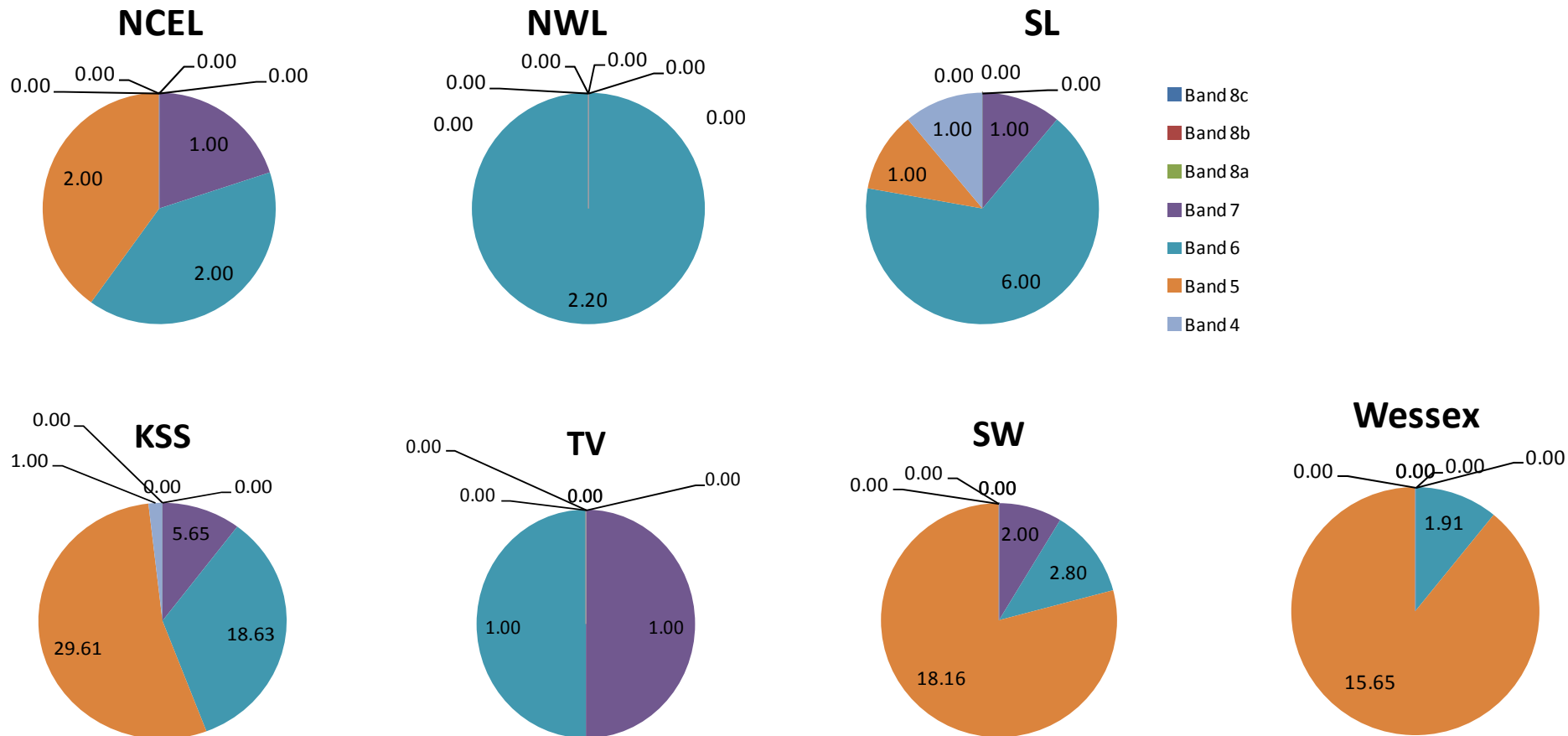
	Band 6					Band 5					Band 4					ALL QUALIFIED PHARMACY TECHNICIANS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	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 - HE North East	2.60	1.00	61.5%	0.60	23.1%	11.57	12.13	-4.8%	0.44	3.8%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	14.17	13.13	7.3%	1.04	7.3%
North - HE North West	15.47	15.27	1.3%	0.00	0.0%	79.91	74.11	7.3%	2.00	2.5%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	99.38	93.38	6.0%	2.00	2.0%
North - HE Yorkshire & The Humber	16.96	15.96	5.9%	1.00	5.9%	30.07	29.49	1.9%	0.58	1.9%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	49.03	47.15	3.8%	1.88	3.8%
Midlands & East - HE East Midlands	15.29	15.29	0.0%	0.00	0.0%	24.65	17.18	30.3%	6.00	24.3%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	41.94	34.47	17.8%	6.00	14.3%
Midlands & East - HE West Midlands	10.64	10.64	0.0%	0.00	0.0%	28.48	24.06	15.5%	1.73	6.1%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	39.12	34.70	11.3%	1.73	4.4%
Midlands & East - HE East of England	16.90	13.90	17.8%	2.00	11.8%	24.34	21.34	12.3%	4.00	16.4%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	44.00	37.80	14.1%	6.00	13.6%
London - HE North Central & East London	2.00	2.00	0.0%	0.00	0.0%	2.00	1.00	50.0%	1.00	50.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	5.00	4.00	20.0%	1.00	20.0%
London - HE North West London	2.20	2.20	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.20	2.20	0.0%	0.00	0.0%
London - HE South London	6.00	5.00	16.7%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%	1.00	1.00	0.0%	0.0%	0.0%	9.00	8.00	11.1%	0.00	0.0%
South - HE Kent, Surrey & Sussex	18.63	14.83	20.4%	1.00	5.4%	29.61	23.51	20.6%	1.70	5.7%	1.00	1.00	0.0%	0.0%	0.0%	54.89	44.99	18.0%	2.70	4.9%
South - HE Thames Valley	1.00	1.00	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.0%	0.00	0.0%
South - HE South West	2.80	2.80	0.0%	0.00	0.0%	18.16	16.36	9.9%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	22.96	21.16	7.8%	0.00	0.0%
South - HE Wessex	1.91	1.91	0.0%	0.00	0.0%	15.65	13.62	13.0%	1.00	6.4%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	17.56	15.53	11.6%	1.00	5.7%
<b>England</b>	<b>112.40</b>	<b>101.80</b>	<b>9.4%</b>	<b>4.60</b>	<b>4.1%</b>	<b>265.44</b>	<b>233.80</b>	<b>11.9%</b>	<b>18.45</b>	<b>7.0%</b>	<b>2.00</b>	<b>2.00</b>	<b>0.0%</b>	<b>0.00</b>	<b>0.0%</b>	<b>401.25</b>	<b>358.51</b>	<b>10.7%</b>	<b>23.35</b>	<b>5.8%</b>
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 NHS Commissioning Organisations by band by geographical area 2013 (continued overleaf)**

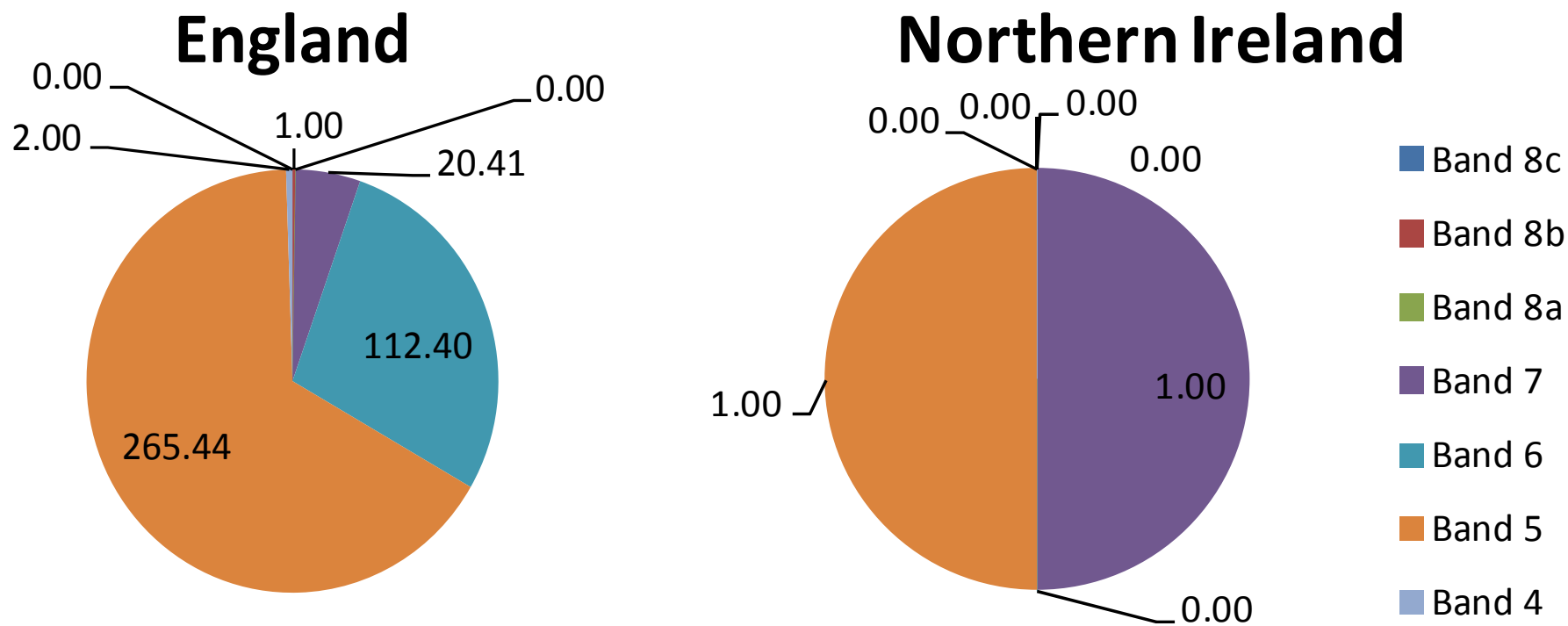
Numbers indicate the number of FTE established posts at each band.





**Figure 8b. Established Pharmacy Technician posts in NHS Commissioning Organisations by band by geographical area 2013 (continued overleaf)**

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



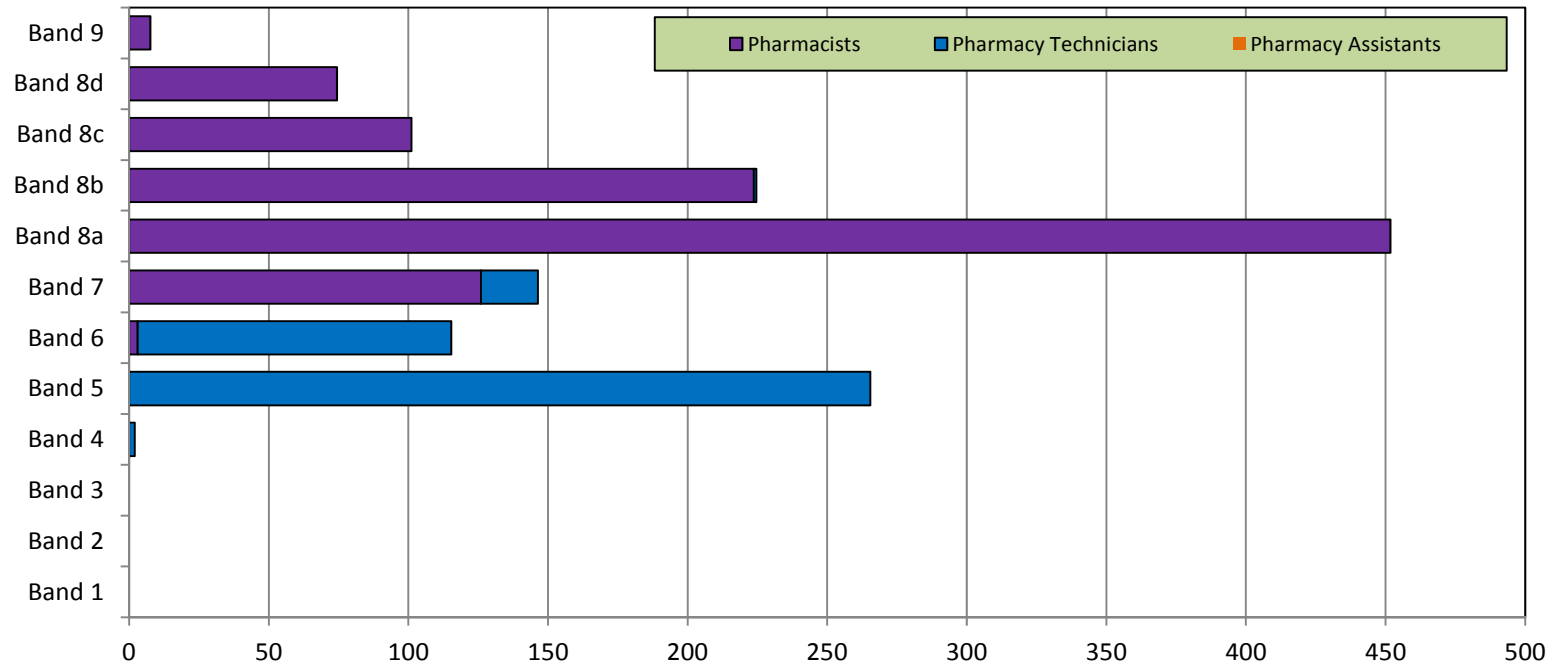
**Figure 8b. Established Pharmacy Technician posts in NHS Commissioning Organisations by band by geographical area 2013**

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

## 9. Skill mix in NHS Commissioning Organisations in England by Band - 2013

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

**Figure 9a. Number of established posts by staff group  
(not including pre-registration trainees)  
in NHS Commissioning Organisations in England - May 2013**



	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9
Pharmacists						3.00	126.03	451.71	223.66	101.15	74.44	7.57
Pharmacy Technicians				2.00	265.44	112.40	20.41	0.00	1.00	0.00		
Pharmacy Assistants	0.00	0.00	0.00									

## Analysis and Commentary

### Comparison of data

Care must be taken in interpreting the trend data for a number of reasons, particularly in England where the transition from PCTs into the new commissioning organisations (Health & Wellbeing Boards (HWBs), NHS England regional and Area Teams (AT), Clinical Commissioning Groups (CCGs), and Commissioning Support Units (CSUs)) has taken place since the previous survey. The organisations that were surveyed were newly formed on 1<sup>st</sup> April 2013, and in some cases, organisational structures were indeterminate. Mapping of all the old and new NHS Service Providers and Commissioning Organisations has been performed to assist in understanding this transition (see Appendices 4a and 4b).

It must be remembered that pharmacy services vary considerably between each NHS Service Provider and NHS Commissioning Organisation and 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.

**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.

**NHS Commissioning Organisations** For the purposes of this survey, we asked respondents to complete data for each Commissioning Organisation's employees only (see Appendices). Please note that similar roles may be carried out by NHS employees in one area and by non-NHS employees e.g. contracted community pharmacies, or by a GP practice or commissioning group in another. Some CSUs span more than one LETB geography. Care has been taken to ensure that data have not been double counted, and where it has been possible to separate the details, the relevant data have been reported for the same CSU within both LETB datasets.

### Trends in Overall and NHS Service Provider Staffing Establishments

Tables 1b and 3a enable trends in Staffing Establishments **overall** and in **NHS Service Providers** respectively to be considered over the period 2012 to 2013. *N.B.* Care must be taken in interpreting these data, especially in Northern Ireland where small changes in numbers have a significant effect on percentages. As a result of the NHS re-organisations in England a similar breakdown has not been reported for the new **NHS Commissioning Organisations** as it is unlikely to be meaningful.

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

### Pharmacists

- The reported NHS establishment for pharmacists **overall** in England is 7,635.01 FTE; employing 7,093.93 FTE pharmacists with a headcount of 8,159. In Northern Ireland the figures are 409.13 FTE, 395.63 FTE and 448.
- Pharmacist staffing establishments in the NHS **overall** have **increased** by 3.3% (240.58 FTE) since May 2012 across England and by 2.4% (9.70 FTE) in Northern Ireland.
- There are 6,647.46 FTE established qualified pharmacist posts in **NHS Service Providers** in England and 374.13 FTE in Northern Ireland.
- Pharmacist staffing establishments in **NHS Service Providers** have **increased** by 3.2% (234.88 FTE) since May 2012 across England and by 2.4% (9.70 FTE) in Northern Ireland.
- There are 987.56 FTE established qualified pharmacist posts in **NHS Commissioning Organisations** in England and 35.00 FTE in the health and social services board in Northern Ireland.
- Pharmacist staffing establishments in **NHS Commissioning Organisations** have **increased** by 3.9% (36.65 FTEs) since May 2012 across England and increased by 6.1% (2.00 FTE) in Northern Ireland.
- 987.56 FTE (12.9%) of **overall** established pharmacist posts and 1,160 people (14.2% of **overall** headcount) are to be found in **NHS Commissioning Organisations** in England.
- The staffing establishment of Band 6 pharmacists in **NHS Service Providers** in England has increased by 4.7% (58.87 FTE) between May 2012 and May 2013. The staffing establishments at Bands 7 and 8a have increased by 6.5% (116.00 FTE) and 2.4% (45.77 FTE) respectively.
- In Northern Ireland, there was no increase in the number of Band 6 pharmacist posts in **NHS Service Providers**.

### Pharmacy Technicians

- The reported NHS establishment for pharmacy technicians **overall** in England is 6,740.70 FTE, employing 6,303.72 FTE pharmacy technicians with a headcount of 7,225. In Northern Ireland the figures are 285.55 FTE, 272.60 FTE and 292.
- Pharmacy Technician staffing establishments in the NHS **overall** have **increased** by 1.7% (112.15 FTE) since May 2012 across England, and 2.8% (7.73 FTE) in Northern Ireland.
- There are 6,339.45 FTE established qualified pharmacy technician posts in **NHS Service Providers** in England and 283.55 FTE in Northern Ireland.
- Pharmacy Technician staffing establishments in **NHS Service Providers** have **increased** by 1.7% (103.76 FTE) since May 2012 across England and by 2.8% (7.73 FTE) in Northern Ireland.
- There are 401.25 FTE established qualified pharmacy technician posts in **NHS Commissioning Organisations** in England and 2.00 FTE in the health and social services board in Northern Ireland.
- Pharmacy Technician staffing establishments in **NHS Commissioning Organisations** have **increased** by 2.1% (8.39 FTE) since May 2012 across England and has remained **unchanged** since May 2012 in Northern Ireland.

- 401.25 FTE (6.0%) of **overall** established pharmacy technician posts and 415 people (5.7% of **overall** headcount) are to be found in **NHS Commissioning organisations** in England.
- The staffing establishment of Band 4 pharmacy technicians in **NHS Service Providers** in England has increased by 0.6% (8.87 FTE) between May 2012 and May 2013. The staffing establishments at Band 5 have increased by 2.7% (81.17 FTE).
- In Northern Ireland, there was a decrease in the number of Band 4 pharmacy technician posts in **NHS Service Providers** of 6.0% (10.06 FTE) and an increase at Band 5, of 19.4% (18.29 FTE).

## Pharmacy Assistants

- The reported NHS establishment for pharmacy assistants **overall** in England is 3,681.50 FTE employing 3,388.92 FTE pharmacy assistants with a headcount of 3,921. In Northern Ireland the figures are 128.11 FTE employing 118.46 FTE pharmacy assistants with a headcount of 133.
- Pharmacy Assistant staffing establishments in the NHS **overall** have **increased** by 1.4% (51.15 FTE) since May 2012 in England, and by 8.1% (9.61 FTEs) in Northern Ireland.

## Skill mix

With a staffing establishment of 7,635.01 FTE qualified pharmacists, 6,740.70 FTE pharmacy technicians and 3,681.50 FTE pharmacy assistants in England (in Northern Ireland 409.13 FTE, 285.55 FTE and 128.11 FTE respectively), NHS pharmacy services are already renowned for good use of skill mix. Skill mix is shown in figures on pages 15, 35 and 51, demonstrating significant differences between **NHS Service Providers** and **NHS Commissioning Organisations** 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 Commissioning Organisations**. 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 1.8% (354.80 FTE) of established posts in all staff groups across the **NHS overall** in England have been disestablished since 31 May 2012, 2.4% (178.26 FTE) of pharmacist posts, 1.4% (90.36 FTE) of pharmacy technician posts and 1.4% (50.69 FTE) of pharmacy assistant posts.

Table 1a(ii) indicates that 0.9% (7.47 FTE) of established posts in all staff groups across the **NHS overall** in Northern Ireland have been disestablished since 31 May 2012, 1.3% (5.00 FTE) of pharmacist posts, 0.0% (0.00 FTE) of pharmacy technician posts and 2.1% (2.47 FTE) of pharmacy assistant posts.

## Threatened posts

Table 1a(i) indicates that 0.8% (162.97 FTE) of established posts in all staff groups across the **NHS overall** in England are under threat; 0.9% (66.04 FTE) of pharmacist posts, 0.8% (50.76 FTE) of pharmacy technician posts and 0.9% (34.06 FTE) of pharmacy assistant posts.

Table 1a(ii) indicates that 1.1% (10.00 FTE) of established posts in all staff groups across the **NHS overall** in Northern Ireland are under threat; 1.5% (6.00 FTE) of pharmacist posts, 1.4% (4.00 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 2013)**

### **Pharmacists**

There are:

7.1% (541.09 FTE) of established qualified pharmacist posts vacant in the **NHS overall** in England and 3.3% (13.50 FTE) in Northern Ireland.

6.8% (448.91 FTE) of established qualified pharmacist posts vacant in **NHS Service Providers** in England and 3.6% (13.50 FTE) in Northern Ireland.

9.3% (92.18 FTE) of established qualified pharmacist posts vacant in **NHS Commissioning Organisations** in England and 0.0% (0.00 FTE) in Northern Ireland.

There are:

10.6% (138.05 FTE) (Band 6) and 9.0% (171.74 FTE) (Band 7) of established qualified pharmacist posts vacant in **NHS Service Providers** in England and 5.7% (5.00 FTE) (Band 6) and 3.6% (5.00 FTE) (Band 7) in Northern Ireland.

There are:

0.0% (0.00 FTE) (Band 6) and 15.9% (20.05 FTE) (Band 7) of established qualified pharmacist posts vacant in **NHS Commissioning Organisations** in England; 0% (0.00 FTE) at both bands in Northern Ireland.

### **Pharmacy Technicians**

There are:

6.5% (436.98 FTE) of established qualified pharmacy technician posts vacant in the **NHS overall** in England and 4.5% (12.95 FTE) in Northern Ireland.

6.2% (394.24 FTE) of established qualified pharmacy technician posts vacant in **NHS Service Providers** in England and 4.6% (12.95 FTE) in Northern Ireland.

10.7% (42.74 FTE) of established qualified pharmacy technician posts vacant in **NHS Commissioning Organisations** in England and 0.0% (0.00 FTE) in Northern Ireland.

There are:

8.5% (128.95 FTE) Band 4 and 6.7% (209.43 FTE) Band 5 established qualified pharmacy technician posts vacant in **NHS Service Providers** in England and 7.0% (10.95 FTE) Band 4 and 1.8% (2.0 FTE) Band 5 in Northern Ireland.

There are 0.0% (0.00 FTE) Band 4 and 11.9% (31.64 FTE) Band 5 of established qualified pharmacy technician posts vacant in **NHS Commissioning Organisations** in England; 0% at both bands in Northern Ireland.

Vacancy rates have generally continued to improve in **NHS Service Providers** in England, but have increased slightly in **NHS Commissioning Organisations**. They have not changed significantly in Northern Ireland since 2012. 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 2013 in the **NHS overall** is 249.52 FTE in England and 2.00 FTE in Northern Ireland.

The number of pharmacy technician posts filled by agency staff/locums in May 2013 in the **NHS overall** is 138.87 FTE in England 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 in a post-Francis world**, pharmacists, pharmacy technicians and their staff are recognised as key contributors to patient safety and high quality patient care, the success of the medicines optimisation agenda and as well-positioned enablers of the QIPP agenda, helping to meet cost pressures in relation to prescribing practices, avoid waste and optimise use of medicines in every setting. The Francis Report and Health Education England's requirements to support high quality care have implications for pharmacy workforce development.

The **mandatory register for Registered Pharmacy Technicians**, established in 2011, provides a second registered pharmacy professional group with significant contributions to patient care and opportunities for improved skill mix initiatives.

The Modernising Pharmacy Careers Programmes Board (MPC PB) of Medical Education England (now HEE)'s work on 1) pre-registration training (particularly the **Review of pharmacist undergraduate education and pre-registration training and proposals for reform**), 2) post-registration training (including Foundation Years training for pharmacists, the development of the clinical academic workforce, etc) and 3) workforce planning will all have a significant impact on training and workforce development for pharmacy staff.

It is important that all NHS service providers and pharmacy networks in England are fully engaged with **Health Education England and its 13 Local Education and Training Boards (LETBs)** 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 new landscape in England results in maintained and developed resources and



infrastructure to support the workforce planning and education commissioning of education, training and development opportunities required to meet the needs of patients, evolving pharmacy services and medicines optimisation.

## **Key issues**

In this post-Francis and fiscally challenged era, pharmacy staff are recognised as having a key role in delivering the optimum benefits from medicines, both in terms of patient experiences and a significant contribution to delivering on the QIPP agenda, helping to meet cost pressures in relation to prescribing practices, avoid waste and optimising use of medicines in every setting whilst maintaining patient safety and high quality care. The demand for qualified pharmacists, pharmacy technicians and pharmacy assistants is likely to increase in order to deliver safe, effective and efficient use of medicines, especially in the light of the moves towards out of hospital and integrated care settings.

The numbers of both pharmacist and pharmacy technician posts in both countries increased (albeit slightly in Northern Ireland) which supports the need for these staff, particularly in the current climate. NHS transition was still not yet fully implemented in all organisations at the time of the survey, and it will be valuable to note the 2014 results in the light of NHS changes and financial pressures.

## **Training capacity and capability**

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. Supporting qualified pharmacists undertaking the Diploma in Pharmacy Practice or equivalent, further training for registered pharmacy technicians in order for them to be accredited to perform enhanced roles such as accredited checking and training of pharmacy assistants, all add to the training burden.

## **Diversity of organisations providing NHS services**

The **mapping of NHS transition** notes outlined in the organisation fields in Appendix 4a indicate how NHS service providers have evolved – including mergers and how NHS services formerly provided in PCT provider arms in England are now provided. 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. Appendix 4b similarly indicates the Commissioning Organisations identified and surveyed, including external sources of pharmacy input received.

## Recommendations from the 2012 survey

The recommendations from the 2012 survey have all been implemented in the 2013 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, evolves. This will enable both the implications of the changing NHS landscape and services, and of current cost pressures, to be monitored.
- 2 As LETBs in England turn their attention to including the whole workforce and the primary care workforce in particular, extending the survey to include community pharmacy (and also academia) and reviewing it to ensure that future surveys meet LETB requirements, need to be given significant attention.

## Summary

This survey has provided data and analysis on aspects of staffing levels and trends amongst NHS pharmacy staff in NHS organisations across England 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 in:

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

October 2011 which asked for point prevalence data on 31 May 2011

October 2012 which asked for point prevalence data on 31 May 2012

Copies of these and earlier reports are available at [www.nhspedc.nhs.uk](http://www.nhspedc.nhs.uk)

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## 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 2013

#### Guidelines for completion (Point survey at 31 May 2013)

A return is submitted by each organisation **employing** pharmacy staff supporting the commissioning or delivery of NHS services. Organisations employing staff with a role in a different organisation include them in their return, rather than the organisation receiving the service/support.

**The format of data entry is similar to 2012, 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 2013**. 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. 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 / medicines management team staff and include them in the categories provided, minimising those allocated as 'Others' as much as possible (see below). Posts are reported by professional category. i.e. a post should be reported as a pharmacist posts if the role requires a registered pharmacist as described in the job description, etc..

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 employing organisation** in cells A4-A7 & A8. If appropriate, please **clearly specify which organisations are supported by the team** on which you are reporting. E.g.:  
**North of England CSU**  
Providing pharmacy / medicines management advice to Northumberland CCG, North Tyneside CCG, Newcastle North and East CCG, Newcastle West CCG, Gateshead CCG, South Tyneside CCG, North Durham CCG, Darlington CCG, Hartlepool and Stockton-on-Tees CCG, South Tees CCG.
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 by your own staff to your own organisation and other organisations via SLA such as a neighbouring mental health trust, etc.. You can separate out different areas of activity if you wish (see Row 5 and copy it if required); e.g. support for different CCGs, but it is not necessary to do so.
3. Please note that this arm of the survey is now known as **NHS commissioning and public health organisations**, and now incorporates new Clinical Commissioning Groups (CCGs), Commissioning Support Units (CSUs), NHS England Area Teams and Local Authorities for Health & Wellbeing Board (HWB) / Public Health activities.
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 the staffing establishment for your service i.e. the staff you require in post to deliver the service.

You may not yet have agreed a *funded* 2013-2014 Staffing Establishment within your NHS organisation. Please see additional columns for Posts at Risk and Posts disestablished since 31 May 2012 definitions below, which will explain current pressures to an extent, and complete your Staffing Establishment at 31 May 2013 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 LETB. If this is the case, please enter your trainee allocation (*numbers* of FTE trainees rather than proportion of salary contribution) agreed at regional/national/LETB level in the ‘staffing establishment’ columns, regardless of the source of funding.

For new posts which have been agreed/established but have not yet been recruited into, they will be reported as an **established** post which was **vacant** on 31May13.

**In Post (FTEs)** – the number of FTE you have in post on 31 May 2013, 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 May 2013, 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.

**Temporary posts** – these come under 2 categories:

1. A temporary arrangement for a specific project / initiative. Please treat these as permanent established posts as at 31 May 2013 and add a comment to indicate the finite duration and purpose. (See also secondment note above).
2. With NHS transition, some posts have been ‘rolled over’ and permanent arrangements are still being finalised. Please treat these as if they are permanent established posts.

**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 2013, 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 2012 (FTEs)** – This category is not really applicable to new organisations as they came into being on 01 April 2013. However, in situations where PCT teams were 'lifted and shifted' to a CCG for example, if there were PCT posts which were on the PCT staffing establishment on 31 May 2012, and which have been removed from the staffing establishment in transition to the CCG, and you would like this to be noted, please record such posts in this column and 'Insert' an explanatory 'Comment'.

**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 Senior Management Team 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 2012), and one for Yr 2 trainees (i.e. commenced training on or prior to 31 March 2012). *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 organisation hosts such services, ***please use a separate row for each service***, using Rows 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 host organisation (see above). Insert additional rows if you host more than two specialist pharmacy services. The total figure in row 8 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 Health Education England and LETBs 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](mailto:susan.sanders@chelwest.nhs.uk) or 07788 418 621.

**Susan Sanders, Lynne Bollington & Peter Sharott May 2013**

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

Email Title: Please reply to Lynne Bollington by Thursday 13 June 2013. NHS Pharmacy Staffing Establishment & Vacancy Survey 2013

To: Chief Pharmacists in NHS service providers (NHS trusts incl. community health trusts, social enterprises, Community Interest Companies (CICs), etc.) across the Health Education XXX areas.

It is time to complete the NHS Pharmacy Staffing Establishment & Vacancy Survey 2013, facilitated by the NHS Pharmacy Education and Development Committee.

Unfortunately the timescales are very tight, as we have only recently heard that we will receive funding from Health Education England for this year's survey. Please note that the data will be therefore be presented by LETB area this year.

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 and commissioning organisations across England as well as LHBs in Wales and the NHS in Northern Ireland. Scotland will not be participating as they carry out a similar data collection exercise in the autumn.

Please note:

- This year Health Education England is funding the work. With the NHS changes in England, we have only very recently had the funding confirmed, so apologies for the resulting **very tight timescales; please reply by the dates requested**. Please read the Guidance Notes (attached) carefully before completing the spreadsheet. Please note that this year you are also being sent the collated returns from last year, to make completion easier for you.
- 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 2012 columns, as it is important that we keep a record of these in these turbulent times.

Please find attached:

- **Guidance Notes for completing your return** (including definitions)
- **A spreadsheet** for completion of the NHS Pharmacy Staffing Establishment & Vacancy Survey 2013. 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.*
- **The 2012 collated returns for XXX**

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 2013**. Please complete the spreadsheet for 31 May 2013 and **return to Lynne Bollington at [nhspsevs@bollington.net](mailto:nhspsevs@bollington.net) by Thursday 13 June 2013.**

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

Best wishes.

### Appendix 3. Covering Email sent to English NHS Commissioning Organisations with the accompanying data collection spreadsheet

Email Title: Please reply to Lynne Bollington by Monday 08 July 2013. NHS Pharmacy Staffing Establishment & Vacancy Survey 2013

To: **Lead Pharmacists in NHS Area Teams, CCGs and CSUs and HWBs across the Health Education XXX area.**

It is time to complete the NHS Pharmacy Staffing Establishment & Vacancy Survey 2013, facilitated by the NHS Pharmacy Education and Development Committee.

Unfortunately the timescales are very tight, as we only recently heard that we will receive funding from Health Education England for this year's survey - & it has taken a while to find out who to send it to with the transition to the new NHS landscape. Please note that the data will be therefore be presented by LETB area this year.

#### **New organisations and contact details**

Working with colleagues, the attached spreadsheet of contact details for the CCGs, CSUs, Area Teams and HWBs in Local Authorities across the Health Education XXX LETB geography has been populated so that we know to whom to send the survey. ***Please check the details and let me know of any corrections which need to be made ASAP***, as it is important that we get the full picture in order for the data to be complete and meaningful.

#### **NHS Pharmacy Staffing Establishment and Vacancy Survey 2013**

Although some of you will be familiar with this annual piece of work from former PCT roles, a number of you will not. The data collected help to inform workforce strategy, planning and development by various organisations, and shape recruitment and retention initiatives and training plans, primarily for pharmacists, pharmacy technicians and pharmacy assistants. 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 and commissioning & public health organisations across England as well as LHBs in Wales and the NHS in Northern Ireland. Scotland will not be participating as they carry out a similar data collection exercise in the autumn. A separate survey has gone out to NHS service providers already, but it is essentially the same survey.

Please note:

This year Health Education England is funding the work.

- With the NHS changes in England, we have only very recently had the funding confirmed, so apologies for the resulting ***very tight timescales; please reply by the dates requested***. Please read the Guidance Notes (attached) carefully before completing the spreadsheet. Please note that this year you are also being sent the collated returns from PCTs last year for information.
- 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.
- Clearly the 'Posts Currently At Risk' and 'Posts Disestablished since 31 May 2012' columns are going to be less pertinent for new organisations, but if you would like to include any posts lost in transition, please do so and add an accompanying explanatory note. It is important and useful information in these turbulent times. The report will compare the overall totals in the commissioning activity of PCTs last year with new organisations this year, rather than specific details.

Please find attached:

- **Spreadsheet of organisations and contact details for checking**
- **Guidance Notes for completing your return** (including definitions)
- **A spreadsheet** for completion of the NHS Pharmacy Staffing Establishment & Vacancy Survey 2013. 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***
- **The 2012 collated PCT returns for NHS XXX**

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 2013**. Please complete the spreadsheet for 31 May 2013 and **return to Lynne Bollington at [nhspssevs@bollington.net](mailto:nhspssevs@bollington.net) by Monday 08 July 2013.**

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

Best wishes.

**Appendices 4a and 4b. Data collection spreadsheets, including NHS Transition Mapping notes in the 'Organisation' field**

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

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End