

National NHS Pharmacy Staffing Establishment and Vacancy Survey 2014 – October 2014

NHS Pharmacy Education and 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, Wales 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, and has been commissioned by Health Education England (HEE).

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, Wales and Northern Ireland for point prevalence data on 31 May 2014 and is comparable with data from the 31 May 2013 survey for England and Northern Ireland and with 31 May 2012 data for Wales. The month of May has been chosen to match Department of Health figures for 3-month vacancies (31 March). NHS organisations in Scotland did not take part in the survey in 2014.

Results

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

- 246 NHS service providers in England, 7 health boards and 2 NHS trusts in Wales and 5 health and social care trusts in Northern Ireland were identified and surveyed.
- **A 100% response rate was achieved.**
- 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

- 405 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, 23 Area Teams, 212 Clinical Commissioning Groups and 19 Commissioning Support Units. These organisations were newly formed on 1st April 2013, and were in early stages of development at the point of the last survey on 31st May 2013 making comparison with the 2012 data less meaningful; however, transition mapping is incorporated into the data to facilitate this
- **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 3.9% (297.24 FTE) since May 2013 across England, **increased** by 1.8% (9.95 FTE) since May 2012 across Wales and **increased** by 3.5% (14.39 FTE) since May 2013 across Northern Ireland.
- Reported **pharmacy technician** staffing establishments in the NHS **overall** have **increased** by 1.6% (108.03 FTE) since May 2013 across England, **increased** by 2.3% (10.63 FTE) since May 2012 across Wales and **increased** by 5.4% (15.31 FTEs) since May 2013 across Northern Ireland.
- The reported NHS establishment for **pharmacists** in England is 7,932 FTE; employing 7,262 FTE pharmacists with a headcount of 8,386 people. 1,033 FTE (13.0% of established posts) and 1,228 people (14.6% of headcount) are to be found in **NHS commissioning organisations**.
- The reported NHS establishment for **pharmacists** in Wales is 551 FTE; employing 524 FTE pharmacists with a headcount of 605 people.
- The reported NHS establishment for **pharmacists** in Northern Ireland is 424 FTE; employing 412 FTE pharmacists with a headcount of 471 people. 35 FTE (8.3% of established posts) and 42 people (8.9% of headcount) are to be found in the NI Health & Social Services Board.
- The reported NHS establishment for **pharmacy technicians** in England is 6,849 FTE, employing 6,381 FTE pharmacy technicians with a headcount of 7,312.
- The reported NHS establishment for **pharmacy technicians** in Wales is 483 FTE, employing 463 FTE pharmacy technicians with a headcount of 542.
- The reported NHS establishment for **pharmacy technicians** in Northern Ireland is 301 FTE, employing 285 FTE pharmacy technicians with a headcount of 313.
- The reported NHS establishment for **pharmacy assistants** in England is 3,747 FTE, employing 3,457 FTE pharmacy assistants with a headcount of 3,945.
- The reported NHS establishment for **pharmacy assistants** in Wales is 218 FTE, employing 214 FTE pharmacy assistants with a headcount of 253.
- The reported NHS establishment for **pharmacy assistants** in Northern Ireland is 127 FTE, employing 109 FTE pharmacy assistants with a headcount of 126.
- Reported current vacancy rates in the NHS **overall** for **pharmacists** at Band 6 are now at 11.4% across England, 0.0% across Wales and 6.4% across Northern Ireland.
- Reported current vacancy rates in the NHS **overall** for **pharmacists** at Band 7 are now at 12.7% across England, 11.8% across Wales and 0.6% across Northern Ireland.
- Reported current vacancy rates in the NHS **overall** for **pharmacy technicians** at Band 4 are now at 8.4% across England, 6.1% across Wales and 9.7% across Northern Ireland.

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 over recent years, helping to meet cost pressures in relation to prescribing practices, avoid waste and supporting 'medicines optimisation' in every setting whilst maintaining patient safety and high quality care. The demand for qualified pharmacists, pharmacy technicians and pharmacy assistants continues 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.

In 2014 HEE has also commissioned a survey of the **community pharmacy workforce** which will facilitate a **holistic approach** to informing pharmacy workforce planning as a whole and its important contribution to medicines optimisation, alleviation of winter and A&E pressures and implementation of Public Health initiatives across all care settings.

Future of the NHS Pharmacy Staffing Establishment and Vacancy Survey

HEE will no longer commission this survey after 2014; it is working with LETBs and pharmacy workforce leads to ensure that NHS employing organisations have accurate pharmacy workforce data on the Electronic Staff Record (ESR), from which much of the information can be accessed in the future.

Report authors: Susan Sanders, Peter Sharott and Lynne Bollington

Contact Susan Sanders, Director, London Pharmacy Education and Training 020 7725 2724 susan.sanders@chelwest.nhs.uk

NHS Pharmacy Education and Development Committee

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National NHS Pharmacy Staffing Establishment and Vacancy Survey 2014

NHS Pharmacy Education and Development Committee

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Purpose

This survey provides data on staffing levels among NHS pharmacy staff. Data for pharmacy staff in NHS service provider organisations and NHS commissioning organisations in England, Welsh health boards 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 and Development Committee undertook a survey of all these NHS organisations in England, Wales and Northern Ireland. Scotland participated in the survey until May 2010 but has since opted out of the survey as they undertake their own data collection. Wales did not participate in 2013 and so, where feasible, the Welsh 2014 data have been compared with 2012 figures.

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 2014) and is therefore similar to the survey carried out last year which considered point prevalence data on 31 May 2013. 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)

Geographical coverage	
Up until May 2007	Previous surveys covered the whole of Great Britain.
May 2007 survey	England and Wales only; Scotland declined to participate because Agenda for Change (AfC) had not been fully implemented in May 2007.
May 2008 survey	Scotland declined to participate because of outstanding Agenda for Change (AfC) issues. Northern Ireland joined the survey.
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.
May 2013 survey	Survey covered England and Northern Ireland. Scotland and Wales opted out of the survey as they undertake their own data collection.
May 2014 survey	Survey covered England, Wales and Northern Ireland. Scotland 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 Equivalents (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, but reported separately. 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 2014, 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 2013 (FTEs)

A post(s) which was on the staffing establishment on 31 May 2013, which has now (at 31 May 2014) been removed from the staffing establishment, for whatever reason.

Current vacancy rates

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

Results

Responses

1. **NHS Service Providers in England / Health Boards and NHS Trusts in Wales / Health and Social Care Trusts in Northern Ireland** (collectively termed “NHS Service Providers” in the report for brevity)
 - 246 NHS service providers in England, 7 health boards and 2 NHS trusts in Wales and 5 health and social care trusts in Northern Ireland were identified and surveyed.
 - **A 100% response rate was achieved.** The previous response rates were 100% in May 2013, 2012 and 2011.
 - 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.
 - Preston Pharmaceuticals Manufacturing Unit has been included in the survey for the first time and is shown in the HENW Service Providers data.
 - All Welsh acute and primary care data are represented in the section titled “NHS Service Providers” as the Welsh health boards.

2. **NHS Commissioning Organisations in England / Health and Social Services Board in Northern Ireland** (collectively termed ‘NHS commissioning organisations’ in the report for brevity)
 - 405 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, 23 Area Teams, 212 Clinical Commissioning Groups and 19 Commissioning Support Units. These organisations were newly formed on 1st April 2013, and were in early stages of development at the point of the last survey on 31st May 2013 making comparison with the 2012 data less meaningful; however, transition mapping data has been incorporated in the data to facilitate this.
 - **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 2013, 2012 and 2011.

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).
- 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.
- HEE LETB pharmacy staff in HEKSS who were previously reported in the 2012 Commissioning Organisations data set have not been included in 2014 as they are not employed in a CCG/CSU.
- Preston Pharmaceuticals Manufacturing Unit has been included in the survey for the first time and is shown in the HENW Service Providers data.

Presentation of results

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

The results have been presented in three sections:

Section A. Total NHS Pharmacy Staffing Establishments and Vacancy Rates

A brief section of data to provide headlines across the NHS overall for England, Wales and Northern Ireland, *i.e.* all pharmacy employees in the following organisations: NHS acute and mental health trusts, community health trusts, social enterprises, CICs and other PCT successor organisations, Welsh health boards and Northern Ireland Health & Social Care Trusts and Board.

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

Comprehensive data for NHS service providers. These include acute, mental health and community health NHS trusts, social enterprises, Community Interest Companies (CICs), other PCT successor organisations, Welsh health boards 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 1st April 2013, and were in early stages of development at the point of the last survey on 31st May 2013 making comparison with the 2012 data less meaningful; however, transition mapping is incorporated into the data to facilitate this.

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, Welsh health boards and Northern Ireland Health & Social Care Trusts and Board, are summarised in Table 1a(i), 1a(ii) and 1a(iii) respectively. This provides the headline data of staffing establishments, vacancy data and overall numbers of trainees.

Pharmacists: There are:

7,932.25 FTE established pharmacist posts in the NHS **overall** across **England**; an increase of 3.9% (297.24 FTE) since May 2013, 551.00 FTE established pharmacist posts in the NHS **overall** across **Wales**; an increase of 1.8% (9.95 FTE) since May 2012 and 423.52 FTE established pharmacist posts in the NHS **overall** across **Northern Ireland**; an increase of 3.5% (14.39 FTE) since May 2013.

Pharmacy technicians: There are:

6,848.73 FTE established pharmacy technician posts in the NHS **overall** across **England**; an increase of 1.6% (108.03 FTE) since May 2013, 482.57 FTE established pharmacy technician posts in the NHS **overall** across **Wales**; an increase of 2.3% (10.63 FTE) since May 2012, and, 300.86 FTE established pharmacy technician posts in the NHS **overall** across **Northern Ireland**; an increase of 5.4% (15.31 FTE) since May 2013.

Pharmacy assistants: There are:

3,746.96 FTE established pharmacy assistant posts in the NHS **overall** across **England**; an increase of 1.8% (65.46 FTE) since May 2013, 218.04 FTE established pharmacy assistant posts in the NHS **overall** across **Wales**; a decrease of 6.2% (14.39 FTE) since May 2012 and, 127.32 FTE established pharmacy assistant posts in the NHS **overall** across **Northern Ireland**; a decrease of 0.6% (0.79 FTE) since May 2013.

Data collated from the 2012, 2013 and 2014 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 2012 to 2014.

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 in the **NHS overall** from 2013 and 2014 across LETBs in England and by Home Country.

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

Table 1a(i). May 2014 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 2013 (FTE)
Pharmacists										
Band 9	103.45	102.08 (98.7%)	109	0.20 (0.2%)	102.28 (98.9%)	1.17 (1.1%)	1.37 (1.3%)	1.00 (1.0%)	0.00 (0.0%)	2.50
Band 8d	244.31	232.54 (95.2%)	255	0.05 (0.0%)	232.59 (95.2%)	11.72 (4.8%)	11.77 (4.8%)	5.47 (2.2%)	5.06 (2.1%)	9.09
Band 8c	447.52	424.37 (94.8%)	473	5.80 (1.3%)	430.17 (96.1%)	17.34 (3.9%)	23.14 (5.2%)	12.97 (2.9%)	9.00 (2.0%)	20.89
Band 8b	1,118.59	1,069.29 (95.6%)	1,249	5.23 (0.5%)	1,074.52 (96.1%)	44.07 (3.9%)	49.30 (4.4%)	28.72 (2.6%)	6.63 (0.6%)	46.53
Band 8a	2,435.61	2,288.95 (94.0%)	2,813	54.70 (2.2%)	2,343.65 (96.2%)	91.96 (3.8%)	146.66 (6.0%)	83.57 (3.4%)	5.62 (0.2%)	53.71
Band 7	2,226.67	1,942.83 (87.3%)	2,233	128.42 (5.8%)	2,071.25 (93.0%)	155.42 (7.0%)	283.84 (12.7%)	177.53 (8.0%)	7.96 (0.4%)	21.95
Band 6	1,356.10	1,201.50 (88.6%)	1,254	67.25 (5.0%)	1,268.75 (93.6%)	87.35 (6.4%)	154.60 (11.4%)	83.16 (6.1%)	10.97 (0.8%)	14.81
Total Qualified Pharmacists	7,932.25	7,261.57 (91.5%)	8,386	261.65 (3.3%)	7,523.22 (94.8%)	409.03 (5.2%)	670.68 (8.5%)	392.42 (4.9%)	45.24 (0.6%)	169.48
Pre-registration Trainee Pharmacists (in post, not establishment)	637.53	631.53 (99.1%)	636		631.53 (99.1%)	6.00 (0.9%)	6.00 (0.9%)	6.00 (0.9%)	1.00 (0.16%)	3.50
Pharmacy Technicians										
Band 8c	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 8b	22.84	22.60 (98.9%)	23	0.00 (0.0%)	22.60 (98.9%)	0.24 (1.1%)	0.24 (1.1%)	1.20 (5.3%)	0.00 (0.0%)	2.00
Band 8a	69.19	63.08 (91.2%)	65	1.00 (1.4%)	64.08 (92.6%)	5.11 (7.4%)	6.11 (8.8%)	3.60 (5.2%)	3.00 (4.3%)	2.00
Band 7	433.81	416.26 (96.0%)	452	1.20 (0.3%)	417.46 (96.2%)	16.35 (3.8%)	17.55 (4.0%)	8.88 (2.0%)	2.95 (0.7%)	11.33
Band 6	1,310.43	1,264.13 (96.5%)	1,408	6.10 (0.5%)	1,270.23 (96.9%)	40.20 (3.1%)	46.30 (3.5%)	37.47 (2.9%)	1.50 (0.1%)	35.04
Band 5	3,490.04	3,220.41 (92.3%)	3,784	84.47 (2.4%)	3,304.88 (94.7%)	185.16 (5.3%)	269.63 (7.7%)	124.76 (3.6%)	12.81 (0.4%)	27.25
Band 4	1,521.42	1,393.24 (91.6%)	1,579	64.15 (4.2%)	1,457.39 (95.8%)	64.03 (4.2%)	128.18 (8.4%)	99.02 (6.5%)	4.96 (0.3%)	16.89
Total Qualified Pharmacy Technicians	6,848.73	6,380.72 (93.2%)	7,312	156.92 (2.3%)	6,537.64 (95.5%)	311.09 (4.5%)	468.01 (6.8%)	274.93 (4.0%)	25.22 (0.4%)	94.51
Pre-registration Trainee Pharmacy Technicians - Year 1	322.00	307.80 (95.6%)	308		307.80 (95.6%)	14.20 (4.4%)	14.20 (4.4%)	10.00 (3.1%)	2.00 (0.6%)	4.00
Pre-registration Trainee Pharmacy Technicians - Year 2	311.00	300.00 (96.5%)	301		300.00 (96.5%)	11.00 (3.5%)	11.00 (3.5%)	8.00 (2.6%)	6.00 (1.9%)	0.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists & Pre-reg. Trainee Pharmacy Technicians)	14,780.98	13,642.29 (92.3%)	15,698	418.57 (2.8%)	14,060.86 (95.1%)	720.12 (4.9%)	1,138.69 (7.7%)	667.35 (4.5%)	70.46 (0.5%)	263.99
Pharmacy Assistants	3,746.96	3,456.55 (92.2%)	3,945	58.93 (1.6%)	3,515.48 (93.8%)	231.48 (6.2%)	290.41 (7.8%)	164.89 (4.4%)	18.11 (0.5%)	41.59
Admin and Clerical	1,272.01	1,183.70 (93.1%)	1,381	21.84 (1.7%)	1,205.54 (94.8%)	66.47 (5.2%)	88.31 (6.9%)	50.91 (4.0%)	5.19 (0.4%)	32.86
Other*	455.40	411.11 (90.3%)	452	24.20 (5.3%)	435.31 (95.6%)	20.09 (4.4%)	44.29 (9.7%)	2.21 (0.5%)	0.50 (0.1%)	2.21
Total Support Staff	5,474.37	5,051.36 (92.3%)	5,778	104.97 (1.9%)	5,156.33 (94.2%)	318.04 (5.8%)	423.01 (7.7%)	218.01 (4.0%)	23.80 (0.4%)	76.66
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	20,255.35	18,693.65 (92.3%)	21,476	523.54 (2.6%)	19,217.19 (94.9%)	1,038.16 (5.1%)	1,561.70 (7.7%)	885.36 (4.4%)	94.26 (0.5%)	340.65

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

Table 1a(ii). May 2014 Staffing Establishments in NHS Service Providers and Commissioning Organisations - Summary data for all pharmacy staff groups - Wales

Staff Group	Established Posts (FTE)	Posts occupied by Permanent Staff (FTE)	In Post Head Count	Posts occupied by agency staff/locums (FTE)	Total posts occupied (FTE)	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (FTE) (Vacancy Rate)	Posts not permanently occupied after three months (FTE) (Vacancy Rate)	Posts Currently at Risk (FTE)	Post Dis-established since May 2013 (FTE)
Pharmacists										
Band 9	10.00	9.20 (92.0%)	10	0.00 (0.0%)	9.20 (92.0%)	0.80 (8.0%)	0.80 (8.0%)	0.80 (8.0%)	0.00 (0.0%)	0.00
Band 8d	12.85	12.85 (100.0%)	13	0.00 (0.0%)	12.85 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	1.00 (7.8%)	1.00
Band 8c	47.58	43.76 (92.0%)	45	0.00 (0.0%)	43.76 (92.0%)	3.82 (8.0%)	3.82 (8.0%)	2.00 (4.2%)	1.00 (2.1%)	1.50
Band 8b	100.70	95.70 (95.0%)	111	0.00 (0.0%)	95.70 (95.0%)	5.00 (5.0%)	5.00 (5.0%)	1.95 (1.9%)	0.00 (0.0%)	3.00
Band 8a	194.78	191.04 (98.1%)	239	0.00 (0.0%)	191.04 (98.1%)	3.74 (1.9%)	3.74 (1.9%)	3.60 (1.8%)	0.00 (0.0%)	1.27
Band 7	119.18	105.17 (88.2%)	120	0.00 (0.0%)	105.17 (88.2%)	0.00 (0.0%)	14.01 (11.8%)	10.92 (9.2%)	0.00 (0.0%)	0.00
Band 6	65.91	65.91 (100.0%)	67	0.00 (0.0%)	65.91 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Qualified Pharmacists	551.00	523.63 (95.0%)	605	0.00 (0.0%)	523.63 (95.0%)	13.36 (2.4%)	27.37 (5.0%)	19.27 (3.5%)	2.00 (0.4%)	6.77
Pre-registration Trainee Pharmacists (in post, not establishment)	39.00	39.00 (100.0%)	39		39.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.00%)	0.00
Pharmacy Technicians										
Band 8c	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Band 8b	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #REF!	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 (3.0%)	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Band 7	17.04	17.04 (100.0%)	18	0.00 (0.0%)	17.04 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 6	71.53	68.13 (95.2%)	79	0.00 (0.0%)	68.13 (95.2%)	3.40 (4.8%)	3.40 (4.8%)	3.40 (4.8%)	0.00 (0.0%)	0.00
Band 5	262.73	254.97 (97.0%)	302	0.00 (0.0%)	254.97 (97.0%)	7.76 (3.0%)	7.76 (3.0%)	3.39 (1.3%)	0.00 (0.0%)	0.87
Band 4	131.27	123.27 (93.9%)	143	0.00 (0.0%)	123.27 (93.9%)	8.00 (6.1%)	8.00 (6.1%)	8.00 (6.1%)	2.99 (2.3%)	0.00
Total Qualified Pharmacy Technicians	482.57	463.41 (96.0%)	542	0.00 (0.0%)	463.41 (96.0%)	19.16 (4.0%)	19.16 (4.0%)	14.79 (3.1%)	2.99 (0.6%)	0.87
Pre-registration Trainee Pharmacy Technicians - Year 1	30.00	30.00 (100.0%)	30		30.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Pre-registration Trainee Pharmacy Technicians - Year 2	30.00	31.00 (103.3%)	31		31.00 (103.3%)	-1.00 (-3.3%)	-1.00 (-3.3%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists & Pre-reg. Trainee Pharmacy Technicians)	1,033.57	987.04 (95.5%)	1,147	0.00 (0.0%)	987.04 (95.5%)	46.53 (4.5%)	46.53 (4.5%)	34.06 (3.3%)	4.99 (0.5%)	7.64
Pharmacy Assistants	218.04	213.59 (98.0%)	253	0.00 (0.0%)	213.59 (98.0%)	4.45 (2.0%)	4.45 (2.0%)	2.76 (1.3%)	0.85 (0.4%)	0.00
Admin and Clerical	77.78	74.16 (95.3%)	90	0.00 (0.0%)	74.16 (95.3%)	3.62 (4.7%)	3.62 (4.7%)	2.18 (2.8%)	0.00 (0.0%)	0.00
Other*	11.35	11.35 (100.0%)	14	0.00 (0.0%)	11.35 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Support Staff	307.17	299.10 (97.4%)	357	0.00 (0.0%)	299.10 (97.4%)	8.07 (2.6%)	8.07 (2.6%)	4.94 (1.6%)	0.85 (0.3%)	0.00
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	1,340.74	1,286.14 (95.9%)	1,504	0.00 (0.0%)	1,286.14 (95.9%)	54.60 (4.1%)	54.60 (4.1%)	39.00 (2.9%)	5.84 (0.4%)	7.64

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

Table 1a(iii). May 2014 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 2013 (FTE)
Pharmacists										
Band 9	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 8d	3.00	3.00 (100.0%)	3	0.00 (0.0%)	3.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8c	20.60	20.60 (100.0%)	21	0.00 (0.0%)	20.60 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8b	33.88	33.12 (97.8%)	37	0.00 (0.0%)	33.12 (97.8%)	0.76 (2.2%)	0.76 (2.2%)	0.20 (0.6%)	1.00 (3.0%)	0.00
Band 8a	116.37	112.94 (97.1%)	134	0.00 (0.0%)	112.94 (97.1%)	3.43 (2.9%)	3.43 (2.9%)	4.10 (3.5%)	0.00 (0.0%)	0.50
Band 7	146.13	145.21 (99.4%)	169	0.00 (0.0%)	145.21 (99.4%)	0.92 (0.6%)	0.92 (0.6%)	2.29 (1.6%)	0.00 (0.0%)	1.00
Band 6	99.54	93.12 (93.6%)	103	2.00 (2.0%)	95.12 (95.6%)	4.42 (4.4%)	6.42 (6.4%)	8.00 (8.0%)	0.00 (0.0%)	0.10
Total Qualified Pharmacists	423.52	411.99 (97.3%)	471	2.00 (0.5%)	413.99 (97.7%)	9.53 (2.3%)	11.53 (2.7%)	14.59 (3.4%)	1.00 (0.2%)	1.60
Pre-registration Trainee Pharmacists (in post, not establishment)	9.00	8.00 (88.9%)	8		8.00 (88.9%)	1.00 (11.1%)	1.00 (11.1%)	1.00 (11.1%)	0.00 (0.00%)	0.00
Pharmacy Technicians										
Band 8c	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Band 8b	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Band 8a	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Band 7	4.63	4.63 (100.0%)	5	0.00 (0.0%)	4.63 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 6	11.00	10.93 (99.4%)	11	0.00 (0.0%)	10.93 (99.4%)	0.07 (0.6%)	0.07 (0.6%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 5	120.00	119.71 (99.8%)	134	0.00 (0.0%)	119.71 (99.8%)	0.29 (0.2%)	0.29 (0.2%)	0.00 (0.0%)	0.00 (0.0%)	0.23
Band 4	165.23	149.27 (90.3%)	163	0.00 (0.0%)	149.27 (90.3%)	15.96 (9.7%)	15.96 (9.7%)	14.94 (9.0%)	0.00 (0.0%)	0.10
Total Qualified Pharmacy Technicians	300.86	284.54 (94.6%)	313	0.00 (0.0%)	284.54 (94.6%)	16.32 (5.4%)	16.32 (5.4%)	14.94 (5.0%)	0.00 (0.0%)	0.33
Pre-registration Trainee Pharmacy Technicians - Year 1	8.00	6.00 (75.0%)	6		6.00 (75.0%)	2.00 (25.0%)	2.00 (25.0%)	2.00 (25.0%)	0.00 (0.0%)	0.00
Pre-registration Trainee Pharmacy Technicians - Year 2	6.00	6.00 (100.0%)	6		6.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists & Pre-reg. Trainee Pharmacy Technicians)	724.38	696.53 (96.2%)	784	2.00 (0.3%)	698.53 (96.4%)	25.85 (3.6%)	27.85 (3.8%)	29.53 (4.1%)	1.00 (0.1%)	1.93
Pharmacy Assistants	127.32	109.32 (85.9%)	126	3.00 (2.4%)	112.32 (88.2%)	15.00 (11.8%)	18.00 (14.1%)	14.70 (11.5%)	0.00 (0.0%)	0.00
Admin and Clerical	60.10	56.00 (93.2%)	66	0.00 (0.0%)	56.00 (93.2%)	4.10 (6.8%)	4.10 (6.8%)	3.20 (5.3%)	2.00 (3.3%)	0.60
Other*	2.64	2.64 (100.0%)	3	0.00 (0.0%)	2.64 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Support Staff	190.06	167.96 (88.4%)	195	3.00 (1.6%)	170.96 (90.0%)	19.10 (10.0%)	22.10 (11.6%)	17.90 (9.4%)	2.00 (1.1%)	0.60
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	914.44	864.49 (94.5%)	979	5.00 (0.5%)	869.49 (95.1%)	44.95 (4.9%)	49.95 (5.5%)	47.43 (5.2%)	3.00 (0.3%)	2.53

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

Table 1b. Trends in NHS Service Providers & Commissioning Organisations Pharmacy Staffing Establishments by country 2012-2014 (see note above re: interpretation)

Staff Group	England				Wales <i>(No data provided for 2013)</i>				Northern Ireland			
	Established Posts (FTE) 2012	Established Posts (FTE) 2013	Established Posts (FTE) 2014	% Change in reported staffing establishment from May 2013 to May 2014	Established Posts (FTE) 2012	Established Posts (FTE) 2013	Established Posts (FTE) 2014	% Change in reported staffing establishment from May 2012 to May 2014	Established Posts (FTE) 2012	Established Posts (FTE) 2013	Established Posts (FTE) 2014	% Change in reported staffing establishment from May 2013 to May 2014
Pharmacists												
Band 9	99.29	100.01	103.45	3.4%	10.90	0.00	10.00	-8.3%	2.00	2.00	4.00	100.0%
Band 8d	268.94	245.86	244.31	-0.6%	13.85	0.00	12.85	-7.2%	4.00	5.00	3.00	-40.0%
Band 8c	439.86	444.08	447.52	0.8%	57.18	0.00	47.58	-16.8%	21.00	19.85	20.60	3.8%
Band 8b	1,114.83	1,123.70	1,118.59	-0.5%	102.21	0.00	100.70	-1.5%	29.26	31.66	33.88	7.0%
Band 8a	2,326.66	2,389.47	2,435.61	1.9%	208.71	0.00	194.78	-6.7%	113.82	121.32	116.37	-4.1%
Band 7	1,897.50	2,026.07	2,226.67	9.9%	91.75	0.00	119.18	29.9%	140.90	140.83	146.13	3.8%
Band 6	1,247.35	1,305.82	1,356.10	3.9%	56.45	0.00	65.91	16.8%	88.45	88.47	99.54	12.5%
Total Qualified Pharmacists	7,394.43	7,635.01	7,932.25	3.9%	541.05	0.00	551.00	1.8%	399.43	409.13	423.52	3.5%
Pre-registration Trainee Pharmacists <i>In post (NOT Est posts)</i>	648.50	643.50	637.53	-0.9%	43.00	0.00	39.00	-9.3%	10.00	9.00	9.00	0.0%
Pharmacy Technicians												
Band 8c	2.00	3.00	1.00	-66.7%	0.00	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 8b	22.73	25.84	22.84	-11.6%	0.00	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 8a	56.07	61.20	69.19	13.1%	0.00	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 7	446.96	438.51	433.81	-1.1%	18.12	0.00	17.04	-6.0%	4.21	4.21	4.63	10.0%
Band 6	1,311.84	1,322.61	1,310.43	-0.9%	82.66	0.00	71.53	-13.5%	11.03	10.53	11.00	4.5%
Band 5	3,281.61	3,377.39	3,490.04	3.3%	251.89	0.00	262.73	4.3%	95.24	113.53	120.00	5.7%
Band 4	1,507.34	1,512.15	1,521.42	0.6%	119.27	0.00	131.27	10.1%	167.34	157.28	165.23	5.1%
Total Qualified Pharmacy Technicians	6,628.55	6,740.70	6,848.73	1.6%	471.94	0.00	482.57	2.3%	277.82	285.55	300.86	5.4%
Pre-registration Trainee Pharmacy Technicians (Year 1) <i>In post (NOT Est posts)</i>	330.40	320.00	322.00	0.6%	17.00	0.00	30.00	76.5%	9.00	8.00	8.00	0.0%
Pre-registration Trainee Pharmacy Technicians (Year 2) <i>In post (NOT Est posts)</i>	314.50	313.20	311.00	-0.7%	23.00	0.00	30.00	30.4%	6.00	8.00	6.00	-25.0%
Pre-registration Trainee Pharmacy Technicians (Years 1 & 2) <i>In post (NOT Est posts)</i>	644.90	633.20	633.00	0.0%	40.00	0.00	60.00	50.0%	15.00	16.00	14.00	-12.5%
Total Qualified Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	14,022.98	14,375.72	14,780.98	2.8%	1,012.99	0.00	1,033.57	2.0%	677.25	694.68	724.38	4.3%
Pharmacy Assistants	3,630.33	3,681.50	3,746.96	1.8%	232.43	0.00	218.04	-6.2%	118.50	128.11	127.32	-0.6%
Admin and Clerical	1,278.77	1,260.38	1,272.41	1.0%	78.34	0.00	77.78	-0.7%	59.86	61.37	60.10	-2.1%
Other*	315.77	378.94	455.40	20.2%	7.21	0.00	11.35	57.4%	0.00	1.00	2.64	164.0%
Total Support Staff	5,224.87	5,320.82	5,474.77	2.9%	317.98	0.00	307.17	-3.4%	178.36	190.48	190.06	-0.2%
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	19,247.85	19,696.54	20,255.75	2.8%	1,330.97	0.00	1,340.74	0.7%	855.61	885.16	914.44	3.3%

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

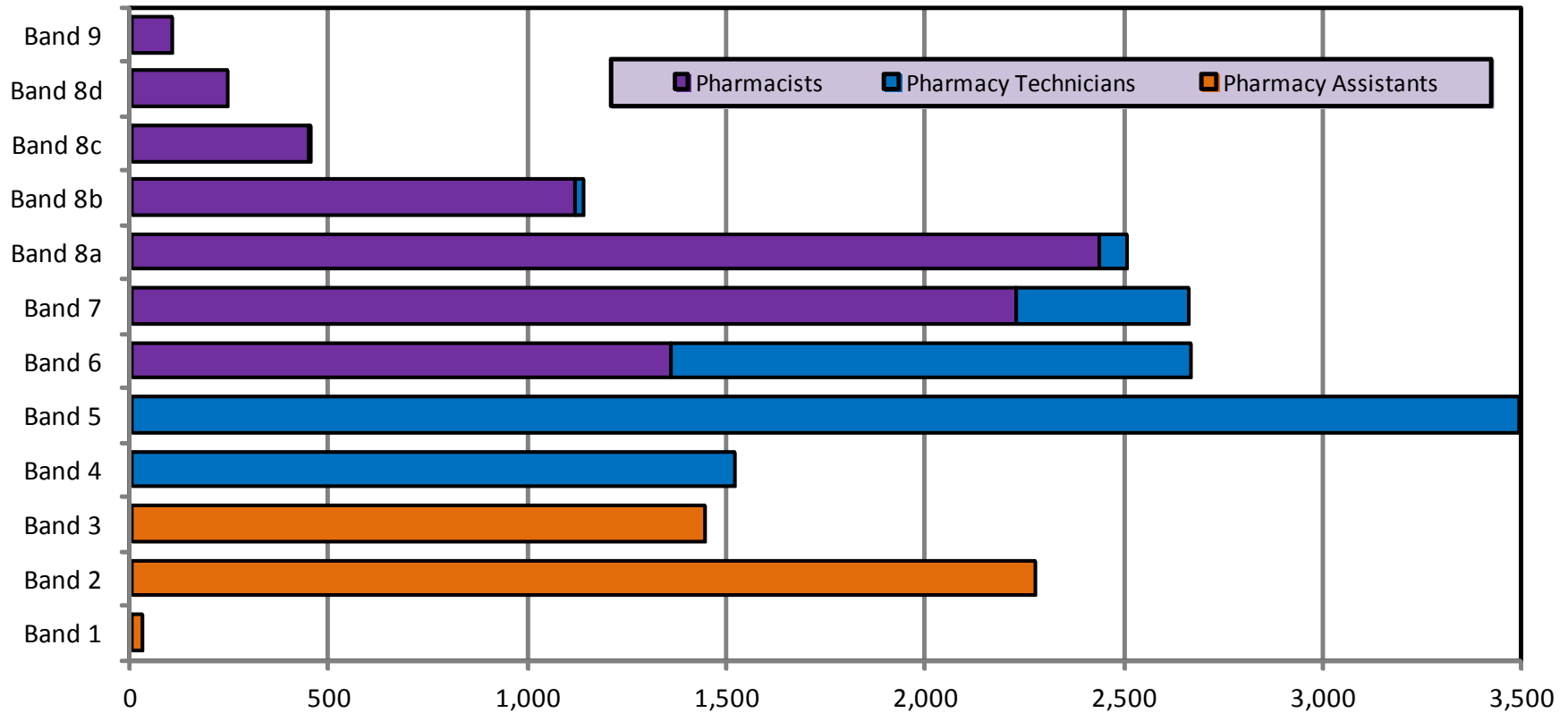
Table 1c. Staffing Establishments and Vacancy Rates in NHS Service Providers & Commissioning Organisations - trends for Qualified Pharmacists by geographical area. 2013 & 2014

Health Education England Local Education Training Boards (LETBs)	May 2013 100% response rate					May 2014 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 - HE North East	433.52	403.10	7.0%	17.67	4.1%	442.62	397.79	10.1%	36.08	8.2%
North - HE North West	1,145.93	1,060.29	7.5%	46.03	4.0%	1,179.69	1,108.56	6.0%	36.81	3.1%
North - HE Yorkshire & Humber	776.64	736.87	5.1%	14.94	1.9%	783.03	722.92	7.7%	37.14	4.7%
Midlands & East - HE East Midlands	562.16	508.92	9.5%	45.03	8.0%	593.74	535.42	9.8%	48.00	8.1%
Midlands & East - HE West Midlands	713.02	646.90	9.3%	46.11	6.5%	699.33	627.49	10.3%	45.83	6.6%
Midlands & East - HE East of England	663.99	626.22	5.7%	16.88	2.5%	686.52	636.99	7.2%	27.27	4.0%
London - HE North Central & East London	617.50	572.38	7.3%	29.18	4.7%	649.57	603.04	7.2%	29.38	4.5%
London - HE North West London	495.23	468.14	5.5%	8.00	1.6%	518.12	477.32	7.9%	10.40	2.0%
London - HE South London	609.76	555.16	9.0%	34.40	5.6%	639.03	585.93	8.3%	24.90	3.9%
South - HE Kent, Surrey & Sussex	504.50	467.84	7.3%	12.08	2.4%	539.62	470.54	12.8%	43.55	8.1%
South - HE Thames Valley	253.97	245.97	3.1%	12.40	4.9%	278.03	240.40	13.5%	17.60	6.3%
South - HE South West	502.96	472.47	6.1%	13.52	2.7%	543.65	508.92	6.4%	18.12	3.3%
South - HE Wessex	355.83	329.67	7.4%	14.12	4.0%	379.29	346.25	8.7%	17.34	4.6%
England	7,635.01	7,093.93	7.1%	310.36	4.1%	7,932.25	7,261.57	8.5%	392.42	4.9%
Wales	No data provided for 2013					551.00	523.63	5.0%	19.27	3.5%
Northern Ireland	409.13	395.63	3.3%	11.50	2.8%	423.52	411.99	2.7%	14.59	3.4%

Table 1d. Staffing Establishments and Vacancy Rates in NHS Service Providers & Commissioning Organisations - trends for Qualified Pharmacy Technicians by geographical area. 2013 & 2014

Health Education England Local Education Training Boards (LETBs)	May 2013 100% response rate					May 2014 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 - HE North East	369.86	355.45	3.9%	13.34	3.6%	365.58	352.92	3.5%	3.54	1.0%
North - HE North West	1,077.01	1,017.95	5.5%	39.75	3.7%	1,150.05	1,087.43	5.4%	31.39	2.7%
North - HE Yorkshire & Humber	800.34	760.38	5.0%	18.83	2.4%	839.76	810.64	3.5%	18.09	2.2%
Midlands & East - HE East Midlands	553.41	494.87	10.6%	44.10	8.0%	555.35	514.36	7.4%	40.22	7.2%
Midlands & East - HE West Midlands	754.27	709.88	5.9%	34.73	4.6%	717.94	665.68	7.3%	39.15	5.5%
Midlands & East - HE East of England	621.30	584.51	5.9%	18.22	2.9%	635.52	588.10	7.5%	21.41	3.4%
London - HE North Central & East London	465.86	426.90	8.4%	28.01	6.0%	460.08	430.59	6.4%	23.38	5.1%
London - HE North West London	274.81	247.45	10.0%	2.00	0.7%	262.00	236.85	9.6%	15.60	6.0%
London - HE South London	367.44	340.93	7.2%	17.58	4.8%	378.40	337.46	10.8%	12.00	3.2%
South - HE Kent, Surrey & Sussex	506.92	469.37	7.4%	18.83	3.7%	493.32	457.49	7.3%	25.55	5.2%
South - HE Thames Valley	167.30	150.14	10.3%	8.00	4.8%	155.00	132.89	14.3%	8.00	5.2%
South - HE South West	457.54	439.14	4.0%	7.84	1.7%	482.61	447.16	7.3%	18.73	3.9%
South - HE Wessex	324.64	306.75	5.5%	8.92	2.7%	353.12	319.15	9.6%	17.87	5.1%
England	6,740.70	6,303.72	6.5%	260.15	3.9%	6,848.73	6,380.72	6.8%	274.93	4.0%
Wales	No data provided for 2013					482.57	463.41	4.0%	14.79	3.1%
Northern Ireland	285.55	272.60	4.5%	13.08	4.6%	300.86	284.54	5.4%	14.94	5.0%

Figure 1a. Number of established posts by staff group
(not including pre-registration trainees)
in NHS Service Providers and Commissioning Organisations in England - May 2014



	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						1,356.10	2,226.67	2,435.61	1,118.59	447.52	244.31	103.45
Pharmacy Technicians				1,521.42	3,490.04	1,310.43	433.81	69.19	22.84	1.00		
Pharmacy Assistants	27.88	2,273.06	1,446.02									

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

Pharmacists

There are:

6,899.31 FTE established pharmacist posts in [NHS Service Providers](#) across **England**; an increase of 3.8% (251.85 FTE) since May 2013 and 551.00 FTE established pharmacist posts in the NHS **overall** across **Wales**; an increase of 1.8% (9.95 FTE) since May 2012 and 388.52 FTE established pharmacist posts in [NHS Service Providers](#) across **Northern Ireland**; an increase of 3.8% (14.39 FTE) since May 2013.

Pharmacy technicians

There are:

6,440.38 FTE established pharmacy technician posts in [NHS Service Providers](#) across **England**; an increase of 1.6% (100.93 FTE) since May 2013
482.57 FTE established pharmacy technician posts in the NHS **overall** across **Wales**; an increase of 2.3% (10.63 FTE) since May 2012, and, 298.86 FTE established pharmacy technician posts in [NHS Service Providers](#) across **Northern Ireland**; an increase of 5.4% (15.31 FTE) since May 2013.

Pharmacy assistants

There are:

3,746.96 FTE established pharmacy assistant posts in [NHS Service Providers](#) across **England**; an increase of 1.8% (65.46 FTE) since May 2013,
218.04 FTE established pharmacy assistant posts in the NHS **overall** across **Wales**; a decrease of 6.2% (14.39 FTE) since May 2012 and 127.32 FTE established pharmacy assistant posts in [NHS Service Providers](#) across **Northern Ireland**; a decrease of 0.6% (0.79 FTE) since May 2013.

Table 2a(i). May 2014 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 2013 (FTE)
Pharmacists										
Band 9	95.89	94.72 (98.8%)	95	0.00 (0.0%)	94.72 (98.8%)	1.17 (1.2%)	1.17 (1.2%)	1.00 (1.0%)	0.00 (0.0%)	1.50
Band 8d	169.10	160.33 (94.8%)	169	0.05 (0.0%)	160.38 (94.8%)	8.72 (5.2%)	8.77 (5.2%)	4.67 (2.8%)	4.06 (2.4%)	7.09
Band 8c	331.77	314.31 (94.7%)	347	5.20 (1.6%)	319.51 (96.3%)	12.26 (3.7%)	17.46 (5.3%)	10.57 (3.2%)	9.00 (2.7%)	14.99
Band 8b	893.25	861.48 (96.4%)	995	4.03 (0.5%)	865.51 (96.9%)	27.74 (3.1%)	31.77 (3.6%)	22.64 (2.5%)	6.63 (0.7%)	32.73
Band 8a	1,973.06	1,867.24 (94.6%)	2,237	44.58 (2.3%)	1,911.82 (96.9%)	61.25 (3.1%)	105.83 (5.4%)	61.76 (3.1%)	5.12 (0.3%)	28.29
Band 7	2,092.34	1,831.48 (87.5%)	2,075	125.86 (6.0%)	1,957.34 (93.5%)	135.00 (6.5%)	260.86 (12.5%)	169.50 (8.1%)	7.96 (0.4%)	17.17
Band 6	1,343.90	1,190.30 (88.6%)	1,240	67.25 (5.0%)	1,257.55 (93.6%)	86.35 (6.4%)	153.60 (11.4%)	82.16 (6.1%)	10.97 (0.8%)	14.81
Total Qualified Pharmacists	6,899.31	6,319.85 (91.6%)	7,158	246.97 (3.6%)	6,566.82 (95.2%)	332.49 (4.8%)	579.46 (8.4%)	352.30 (5.1%)	43.74 (0.6%)	116.58
Pre-registration Trainee Pharmacists (in post, not establishment)	636.53	630.53 (99.1%)	635		630.53 (99.1%)	6.00 (0.9%)	6.00 (0.9%)	6.00 (0.9%)	1.00 (0.16%)	3.50
Pharmacy Technicians										
Band 8c	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 8b	21.84	21.60 (98.9%)	22	0.00 (0.0%)	21.60 (98.9%)	0.24 (1.1%)	0.24 (1.1%)	1.20 (5.5%)	0.00 (0.0%)	2.00
Band 8a	68.89	62.78 (91.1%)	65	1.00 (1.5%)	63.78 (92.6%)	5.11 (7.4%)	6.11 (8.9%)	3.60 (5.2%)	3.00 (4.4%)	2.00
Band 7	412.70	396.15 (96.0%)	430	1.00 (0.2%)	397.15 (96.2%)	15.55 (3.8%)	16.55 (4.0%)	8.88 (2.2%)	2.95 (0.7%)	11.33
Band 6	1,195.38	1,157.75 (96.9%)	1,289	6.10 (0.5%)	1,163.85 (97.4%)	31.53 (2.6%)	37.63 (3.1%)	29.79 (2.5%)	1.50 (0.1%)	29.05
Band 5	3,220.15	2,976.04 (92.4%)	3,494	82.07 (2.5%)	3,058.11 (95.0%)	162.04 (5.0%)	244.11 (7.6%)	116.49 (3.6%)	12.81 (0.4%)	12.11
Band 4	1,520.42	1,392.24 (91.6%)	1,578	64.15 (4.2%)	1,456.39 (95.8%)	64.03 (4.2%)	128.18 (8.4%)	99.02 (6.5%)	4.96 (0.3%)	16.89
Total Qualified Pharmacy Technicians	6,440.38	6,007.56 (93.3%)	6,879	154.32 (2.4%)	6,161.88 (95.7%)	278.50 (4.3%)	432.82 (6.7%)	258.98 (4.0%)	25.22 (0.4%)	73.38
Pre-registration Trainee Pharmacy Technicians - Year 1	322.00	307.80 (95.6%)	308		307.80 (95.6%)	14.20 (4.4%)	14.20 (4.4%)	10.00 (3.1%)	2.00 (0.6%)	4.00
Pre-registration Trainee Pharmacy Technicians - Year 2	311.00	300.00 (96.5%)	301		300.00 (96.5%)	11.00 (3.5%)	11.00 (3.5%)	8.00 (2.6%)	6.00 (1.9%)	0.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists & Pre-reg. Trainee Pharmacy Technicians)	13,339.69	12,327.41 (92.4%)	14,037	401.29 (3.0%)	12,728.70 (95.4%)	610.98 (4.6%)	1,012.28 (7.6%)	611.28 (4.6%)	68.96 (0.5%)	189.96
Pharmacy Assistants	3,746.96	3,456.55 (92.2%)	3,945	58.93 (1.6%)	3,515.48 (93.8%)	231.48 (6.2%)	290.41 (7.8%)	164.89 (4.4%)	18.11 (0.5%)	41.59
Admin and Clerical	1,099.92	1,025.28 (93.2%)	1,196	19.04 (1.7%)	1,044.32 (94.9%)	55.60 (5.1%)	74.64 (6.8%)	45.53 (4.1%)	3.69 (0.3%)	21.56
Other*	404.55	364.16 (90.0%)	397	22.60 (5.6%)	386.76 (95.6%)	17.79 (4.4%)	40.39 (10.0%)	1.81 (0.4%)	0.50 (0.1%)	1.81
Total Support Staff	5,251.43	4,845.99 (92.3%)	5,538	100.57 (1.9%)	4,946.56 (94.2%)	304.87 (5.8%)	405.44 (7.7%)	212.23 (4.0%)	22.30 (0.4%)	64.96
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	18,591.12	17,173.41 (92.4%)	19,575	501.86 (2.7%)	17,675.27 (95.1%)	915.85 (4.9%)	1,417.71 (7.6%)	823.51 (4.4%)	91.26 (0.5%)	254.92

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

Table 2a(ii). May 2014 Staffing Establishments in NHS Service Providers - Summary data for all pharmacy staff groups - Wales

Staff Group	Established Posts (FTE)	Posts occupied by Permanent Staff (FTE)	In Post Head Count	Posts occupied by agency staff/locums (FTE)	Total posts occupied (FTE)	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (FTE) (Vacancy Rate)	Posts not permanently occupied after three months (FTE) (Vacancy Rate)	Posts Currently at Risk (FTE)	Post Dis-established since May 2013 (FTE)
Pharmacists										
Band 9	10.00	9.20 (92.0%)	10	0.00 (0.0%)	9.20 (92.0%)	0.80 (8.0%)	0.80 (8.0%)	0.80 (8.0%)	0.00 (0.0%)	0.00
Band 8d	12.85	12.85 (100.0%)	13	0.00 (0.0%)	12.85 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	1.00 (7.8%)	1.00
Band 8c	47.58	43.76 (92.0%)	45	0.00 (0.0%)	43.76 (92.0%)	3.82 (8.0%)	3.82 (8.0%)	2.00 (4.2%)	1.00 (2.1%)	1.50
Band 8b	100.70	95.70 (95.0%)	111	0.00 (0.0%)	95.70 (95.0%)	5.00 (5.0%)	5.00 (5.0%)	1.95 (1.9%)	0.00 (0.0%)	3.00
Band 8a	194.78	191.04 (98.1%)	239	0.00 (0.0%)	191.04 (98.1%)	3.74 (1.9%)	3.74 (1.9%)	3.60 (1.8%)	0.00 (0.0%)	1.27
Band 7	119.18	105.17 (88.2%)	120	0.00 (0.0%)	105.17 (88.2%)	14.01 (11.8%)	14.01 (11.8%)	10.92 (9.2%)	0.00 (0.0%)	0.00
Band 6	65.91	65.91 (100.0%)	67	0.00 (0.0%)	65.91 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Qualified Pharmacists	551.00	523.63 (95.0%)	605	0.00 (0.0%)	523.63 (95.0%)	27.37 (5.0%)	27.37 (5.0%)	19.27 (3.5%)	2.00 (0.4%)	6.77
Pre-registration Trainee Pharmacists (in post, not establishment)	39.00	39.00 (100.0%)	39		39.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Pharmacy Technicians										
Band 8c	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Band 8b	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Band 8a	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Band 7	17.04	17.04 (100.0%)	18	0.00 (0.0%)	17.04 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 6	71.53	68.13 (95.2%)	79	0.00 (0.0%)	68.13 (95.2%)	3.40 (4.8%)	3.40 (4.8%)	3.40 (4.8%)	0.00 (0.0%)	0.00
Band 5	262.73	254.97 (97.0%)	302	0.00 (0.0%)	254.97 (97.0%)	7.76 (3.0%)	7.76 (3.0%)	3.39 (1.3%)	0.00 (0.0%)	0.87
Band 4	131.27	123.27 (93.9%)	143	0.00 (0.0%)	123.27 (93.9%)	8.00 (6.1%)	8.00 (6.1%)	8.00 (6.1%)	2.99 (2.3%)	0.00
Total Qualified Pharmacy Technicians	482.57	463.41 (96.0%)	542	0.00 (0.0%)	463.41 (96.0%)	19.16 (4.0%)	19.16 (4.0%)	14.79 (3.1%)	2.99 (0.6%)	0.87
Pre-registration Trainee Pharmacy Technicians - Year 1	30.00	30.00 (100.0%)	30		30.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Pre-registration Trainee Pharmacy Technicians - Year 2	30.00	31.00 (103.3%)	31		31.00 (103.3%)	-1.00 (-3.3%)	-1.00 (-3.3%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists & Pre-reg. Trainee Pharmacy Technicians)	1,033.57	987.04 (95.5%)	1,147	0.00 (0.0%)	987.04 (95.5%)	46.53 (4.5%)	46.53 (4.5%)	34.06 (3.3%)	4.99 (0.5%)	7.64
Pharmacy Assistants	218.04	213.59 (98.0%)	253	0.00 (0.0%)	213.59 (98.0%)	4.45 (2.0%)	4.45 (2.0%)	2.76 (1.3%)	0.85 (0.4%)	0.00
Admin and Clerical	77.78	74.16 (95.3%)	90	0.00 (0.0%)	74.16 (95.3%)	3.62 (4.7%)	3.62 (4.7%)	2.18 (2.8%)	0.00 (0.0%)	0.00
Other*	11.35	11.35 (100.0%)	14	0.00 (0.0%)	11.35 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Support Staff	307.17	299.10 (97.4%)	357	0.00 (0.0%)	299.10 (97.4%)	8.07 (2.6%)	8.07 (2.6%)	4.94 (1.6%)	0.85 (0.3%)	0.00
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	1,340.74	1,286.14 (95.9%)	1,504	0.00 (0.0%)	1,286.14 (95.9%)	54.60 (4.1%)	54.60 (4.1%)	39.00 (2.9%)	5.84 (0.4%)	7.64

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

Table 2a(iii). May 2014 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 2013 (FTE)					
Pharmacists															
Band 9	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 8d	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 8c	17.60	17.60 (100.0%)	18	0.00 (0.0%)	17.60 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00					
Band 8b	28.88	28.12 (97.4%)	32	0.00 (0.0%)	28.12 (97.4%)	0.76 (2.6%)	0.76 (2.6%)	0.20 (0.7%)	1.00 (3.5%)	0.00					
Band 8a	92.37	88.94 (96.3%)	105	0.00 (0.0%)	88.94 (96.3%)	3.43 (3.7%)	3.43 (3.7%)	4.10 (4.4%)	0.00 (0.0%)	0.50					
Band 7	144.13	143.21 (99.4%)	165	0.00 (0.0%)	143.21 (99.4%)	0.92 (0.6%)	0.92 (0.6%)	2.29 (1.6%)	0.00 (0.0%)	1.00					
Band 6	99.54	93.12 (93.6%)	103	2.00 (2.0%)	95.12 (95.6%)	4.42 (4.4%)	6.42 (6.4%)	8.00 (8.0%)	0.00 (0.0%)	0.10					
Total Qualified Pharmacists	388.52	376.99 (97.0%)	429	2.00 (0.5%)	378.99 (97.5%)	9.53 (2.5%)	11.53 (3.0%)	14.59 (3.8%)	1.00 (0.3%)	1.60					
Pre-registration Trainee Pharmacists (in post, not establishment)	9.00	8.00 (88.9%)	8		8.00 (88.9%)	1.00 (11.1%)	1.00 (11.1%)	1.00 (11.1%)	0.00 (0.00%)	0.00					
Pharmacy Technicians															
Band 8c	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00					
Band 8b	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00					
Band 8a	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00					
Band 7	3.63	3.63 (100.0%)	4	0.00 (0.0%)	3.63 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00					
Band 6	11.00	10.93 (99.4%)	11	0.00 (0.0%)	10.93 (99.4%)	0.07 (0.6%)	0.07 (0.6%)	0.00 (0.0%)	0.00 (0.0%)	0.00					
Band 5	119.00	118.71 (99.8%)	133	0.00 (0.0%)	118.71 (99.8%)	0.29 (0.2%)	0.29 (0.2%)	0.00 (0.0%)	0.00 (0.0%)	0.23					
Band 4	165.23	149.27 (90.3%)	163	0.00 (0.0%)	149.27 (90.3%)	15.96 (9.7%)	15.96 (9.7%)	14.94 (9.0%)	0.00 (0.0%)	0.10					
Total Qualified Pharmacy Technicians	298.86	282.54 (94.5%)	311	0.00 (0.0%)	282.54 (94.5%)	16.32 (5.5%)	16.32 (5.5%)	14.94 (5.0%)	0.00 (0.0%)	0.33					
Pre-registration Trainee Pharmacy Technicians - Year 1	8.00	6.00 (75.0%)	6		6.00 (75.0%)	2.00 (25.0%)	2.00 (25.0%)	2.00 (25.0%)	0.00 (0.0%)	0.00					
Pre-registration Trainee Pharmacy Technicians - Year 2	6.00	6.00 (100.0%)	6		6.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00					
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists & Pre-reg. Trainee Pharmacy Technicians)	687.38	659.53 (95.9%)	740	2.00 (0.3%)	661.53 (96.2%)	25.85 (3.8%)	27.85 (4.1%)	29.53 (4.3%)	1.00 (0.1%)	1.93					
Pharmacy Assistants	127.32	109.32 (85.9%)	126	3.00 (2.4%)	112.32 (88.2%)	15.00 (11.8%)	18.00 (14.1%)	14.70 (11.5%)	0.00 (0.0%)	0.00					
Admin and Clerical	60.10	56.00 (93.2%)	66	0.00 (0.0%)	56.00 (93.2%)	4.10 (6.8%)	4.10 (6.8%)	3.20 (5.3%)	2.00 (3.3%)	0.60					
Other*	2.64	2.64 (100.0%)	3	0.00 (0.0%)	2.64 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00					
Total Support Staff	190.06	167.96 (88.4%)	195	3.00 (1.6%)	170.96 (90.0%)	19.10 (10.0%)	22.10 (11.6%)	17.90 (9.4%)	2.00 (1.1%)	0.60					
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	877.44	827.49 (94.3%)	935	5.00 (0.6%)	832.49 (94.9%)	44.95 (5.1%)	49.95 (5.7%)	47.43 (5.4%)	3.00 (0.3%)	2.53					

* '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 2012, 2013 and 2014 by country. The 2012, 2013 and 2014 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.
- Wales data were not collected in 2013 and so any trend data comparisons are with the 2012 data
- Preston Pharmaceuticals Manufacturing Unit has been included in the survey for the first time and is shown in the HENW Service Providers data.

Table 3a. Trends in Pharmacy Staffing Establishments in NHS Service Providers by country over time 2012-2014

Table 3a shows trends in NHS service provider pharmacy staffing establishments by country 2012-2014, with the % change in reported staffing establishment from May 2013 to May 2014 for England and Northern Ireland, and from May 2012 to May 2014 for Wales.

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 in [NHS service providers](#), across all LETBs in England and by Home Country.

Table 3a. Trends in NHS Service Providers Pharmacy Staffing Establishments by country 2012-2014 (see note above re: interpretation)

Staff Group	England				Wales <i>(No data provided for 2013)</i>				Northern Ireland			
	Established Posts (FTE) 2012	Established Posts (FTE) 2013	Established Posts (FTE) 2014	% Change in reported staffing establishment from May 2013 to May 2014	Established Posts (FTE) 2012	Established Posts (FTE) 2013	Established Posts (FTE) 2014	% Change in reported staffing establishment from May 2012 to May 2014	Established Posts (FTE) 2012	Established Posts (FTE) 2013	Established Posts (FTE) 2014	% Change in reported staffing establishment from May 2013 to May 2014
Pharmacists												
Band 9	95.29	92.44	95.89	3.7%	10.90	0.00	10.00	-8.3%	2.00	2.00	4.00	100.0%
Band 8d	177.73	171.42	169.10	-1.4%	13.85	0.00	12.85	-7.2%	3.00	4.00	2.00	-50.0%
Band 8c	342.36	342.93	331.77	-3.3%	57.18	0.00	47.58	-16.8%	18.00	16.85	17.60	4.5%
Band 8b	908.15	900.04	893.25	-0.8%	102.21	0.00	100.70	-1.5%	25.26	26.66	28.88	8.3%
Band 8a	1,892.00	1,937.77	1,973.06	1.8%	208.71	0.00	194.78	-6.7%	90.82	97.32	92.37	-5.1%
Band 7	1,784.04	1,900.04	2,092.34	10.1%	91.75	0.00	119.18	29.9%	138.90	138.83	144.13	3.8%
Band 6	1,243.95	1,302.82	1,343.90	3.2%	56.45	0.00	65.91	16.8%	88.45	88.47	99.54	12.5%
Total Qualified Pharmacists	6,443.52	6,647.46	6,899.31	3.8%	541.05	0.00	551.00	1.8%	366.43	374.13	388.52	3.8%
Pre-registration Trainee Pharmacists <i>In post (NOT Est posts)</i>	645.50	641.50	636.53	-0.8%	43.00	0.00	39.00	-9.3%	10.00	9.00	9.00	0.0%
Pharmacy Technicians												
Band 8c	2.00	3.00	1.00	-66.7%	0.00	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 8b	21.73	24.84	21.84	-12.1%	0.00	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 8a	55.07	61.20	68.89	12.6%	0.00	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 7	428.56	418.10	412.70	-1.3%	18.12	0.00	17.04	-6.0%	3.21	3.21	3.63	13.1%
Band 6	1,196.28	1,210.21	1,195.38	-1.2%	82.66	0.00	71.53	-13.5%	11.03	10.53	11.00	4.5%
Band 5	3,030.78	3,111.95	3,220.15	3.5%	251.89	0.00	262.73	4.3%	94.24	112.53	119.00	5.7%
Band 4	1,501.28	1,510.15	1,520.42	0.7%	119.27	0.00	131.27	10.1%	167.34	157.28	165.23	5.1%
Total Qualified Pharmacy Technicians	6,235.69	6,339.45	6,440.38	1.6%	471.94	0.00	482.57	2.3%	275.82	283.55	298.86	5.4%
Pre-registration Trainee Pharmacy Technicians (Year 1) <i>In post (NOT Est posts)</i>	329.60	320.00	322.00	0.6%	17.00	0.00	30.00	76.5%	9.00	8.00	8.00	0.0%
Pre-registration Trainee Pharmacy Technicians (Year 2) <i>In post (NOT Est posts)</i>	313.50	313.20	311.00	-0.7%	23.00	0.00	30.00	30.4%	6.00	8.00	6.00	-25.0%
Pre-registration Trainee Pharmacy Technicians (Years 1 & 2) <i>In post (NOT Est posts)</i>	643.10	633.20	633.00	0.0%	40.00	0.00	60.00	50.0%	15.00	16.00	14.00	-12.5%
Total Qualified Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	12,679.21	12,986.91	13,339.69	2.7%	1,012.99	0.00	1,033.57	2.0%	642.25	657.68	687.38	4.5%
Pharmacy Assistants	3,630.33	3,681.50	3,746.96	1.8%	232.43	0.00	218.04	-6.2%	118.50	128.11	127.32	-0.6%
Admin and Clerical	1,076.23	1,083.77	1,099.92	1.5%	78.34	0.00	77.78	-0.7%	59.86	61.37	60.10	-2.1%
Other*	294.11	342.31	404.55	18.2%	7.21	0.00	11.35	57.4%	0.00	1.00	2.64	164.0%
Total Support Staff	5,000.67	5,107.58	5,251.43	2.8%	317.98	0.00	307.17	-3.4%	178.36	190.48	190.06	-0.2%
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	17,679.88	18,094.49	18,591.12	2.7%	1,330.97	0.00	1,340.74	0.7%	820.61	848.16	877.44	3.5%

* '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. 2013 & 2014

Health Education England Local Education Training Boards (LETBs)	May 2013 100% response rate					May 2014 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 - HE North East	365.07	339.24	7.1%	13.48	3.7%	373.09	338.15	9.4%	30.28	8.1%
North - HE North West	995.25	921.74	7.4%	39.49	4.0%	1,020.77	965.51	5.4%	33.61	3.3%
North - HE Yorkshire & Humber	663.94	635.04	4.4%	13.22	2.0%	681.75	626.06	8.2%	35.21	5.2%
Midlands & East - HE East Midlands	475.43	427.91	10.0%	38.63	8.1%	490.71	437.18	10.9%	45.20	9.2%
Midlands & East - HE West Midlands	618.96	564.14	8.9%	41.95	6.8%	592.36	528.47	10.8%	44.29	7.5%
Midlands & East - HE East of England	570.24	541.97	5.0%	11.48	2.0%	596.09	553.55	7.1%	24.06	4.0%
London - HE North Central & East London	562.38	523.66	6.9%	22.58	4.0%	593.39	550.97	7.1%	26.18	4.4%
London - HE North West London	443.36	422.39	4.7%	8.00	1.8%	466.79	430.86	7.7%	9.40	2.0%
London - HE South London	535.93	493.73	7.9%	27.40	5.1%	563.63	520.85	7.6%	20.60	3.7%
South - HE Kent, Surrey & Sussex	436.40	406.27	6.9%	9.08	2.1%	468.86	410.19	12.5%	35.25	7.5%
South - HE Thames Valley	230.72	223.92	2.9%	12.40	5.4%	245.13	212.30	13.4%	17.60	7.2%
South - HE South West	439.43	409.65	6.8%	13.52	3.1%	471.88	440.21	6.7%	17.12	3.6%
South - HE Wessex	310.35	288.89	6.9%	11.62	3.7%	334.86	305.56	8.7%	13.50	4.0%
England	6,647.46	6,198.55	6.8%	262.85	4.0%	6,899.31	6,319.85	8.4%	352.30	5.1%
Wales	No data provided for 2013					551.00	523.63	5.0%	19.27	3.5%
Northern Ireland	374.13	360.63	3.6%	11.50	3.1%	388.52	376.99	3.0%	14.59	3.8%

Table 3c. Staffing Establishments and Vacancy Rates in NHS Service Providers - trends for Qualified Pharmacy Technicians by geographical area. 2013 & 2014

Health Education England Local Education Training Boards (LETBs)	May 2013 100% response rate					May 2014 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 - HE North East	355.69	342.32	3.8%	12.30	3.5%	353.94	344.52	2.7%	1.30	0.4%
North - HE North West	977.63	924.57	5.4%	37.75	3.9%	1,050.82	992.84	5.5%	29.39	2.8%
North - HE Yorkshire & Humber	751.31	713.23	5.1%	16.95	2.3%	781.16	755.42	3.3%	15.94	2.0%
Midlands & East - HE East Midlands	511.47	460.40	10.0%	38.10	7.4%	523.77	486.26	7.2%	39.54	7.5%
Midlands & East - HE West Midlands	715.15	675.18	5.6%	33.00	4.6%	664.55	617.10	7.1%	39.11	5.9%
Midlands & East - HE East of England	577.30	546.71	5.3%	12.22	2.1%	589.98	548.06	7.1%	18.91	3.2%
London - HE North Central & East London	460.86	422.90	8.2%	27.01	5.9%	456.08	426.59	6.5%	23.38	5.1%
London - HE North West London	272.61	245.25	10.0%	2.00	0.7%	259.00	234.85	9.3%	14.60	5.6%
London - HE South London	358.44	332.93	7.1%	17.58	4.9%	370.07	329.13	11.1%	12.00	3.2%
South - HE Kent, Surrey & Sussex	452.03	424.38	6.1%	16.13	3.6%	445.28	412.54	7.4%	23.46	5.3%
South - HE Thames Valley	165.30	148.14	10.4%	8.00	4.8%	154.00	131.89	14.4%	8.00	5.2%
South - HE South West	434.58	417.98	3.8%	7.84	1.8%	458.25	424.80	7.3%	18.73	4.1%
South - HE Wessex	307.08	291.22	5.2%	7.92	2.6%	333.48	303.56	9.0%	14.62	4.4%
England	6,339.45	5,945.21	6.2%	236.80	3.7%	6,440.38	6,007.56	6.7%	258.98	4.0%
Wales	No data provided for 2013					482.57	463.41	4.0%	14.79	3.1%
Northern Ireland	283.55	270.60	4.6%	13.08	4.6%	298.86	282.54	5.5%	14.94	5.0%

Table 3d. Staffing Establishments and Vacancy rates in NHS Service Providers - trends for Band 6 Qualified Pharmacists by geographical area. 2013 & 2014

Health Education England Local Education Training Boards (LETBs)	May 2013 100% response rate					May 2014 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 - HE North East	80.06	72.43	9.5%	5.50	6.9%	82.58	71.53	13.4%	10.00	12.1%
North - HE North West	177.14	156.27	11.8%	11.71	6.6%	188.35	171.21	9.1%	6.59	3.5%
North - HE Yorkshire & Humber	96.56	75.43	21.9%	6.09	6.3%	91.16	80.03	12.2%	2.00	2.2%
Midlands & East - HE East Midlands	89.27	80.27	10.1%	7.00	7.8%	96.24	84.05	12.7%	11.19	11.6%
Midlands & East - HE West Midlands	114.02	104.80	8.1%	13.00	11.4%	116.66	97.53	16.4%	14.73	12.6%
Midlands & East - HE East of England	124.07	118.82	4.2%	2.00	1.6%	123.77	112.80	8.9%	5.50	4.4%
London - HE North Central & East London	122.39	106.81	12.7%	10.34	8.4%	129.41	121.78	5.9%	1.00	0.8%
London - HE North West London	82.09	77.09	6.1%	0.00	0.0%	84.79	76.79	9.4%	2.00	2.4%
London - HE South London	125.01	111.21	11.0%	11.60	9.3%	124.24	108.32	12.8%	9.60	7.7%
South - HE Kent, Surrey & Sussex	85.46	78.92	7.7%	4.00	4.7%	87.79	72.39	17.5%	5.00	5.7%
South - HE Thames Valley	44.14	38.23	13.4%	7.00	15.9%	50.61	48.78	3.6%	4.00	7.9%
South - HE South West	93.25	82.24	11.8%	6.00	6.4%	93.86	82.56	12.0%	7.55	8.0%
South - HE Wessex	69.36	62.25	10.3%	4.00	5.8%	74.44	62.53	16.0%	3.00	4.0%
England	1,302.82	1,164.77	10.6%	88.24	6.8%	1,343.90	1,190.30	11.4%	82.16	6.1%
Wales	No data provided for 2013					65.91	65.91	0.0%	0.00	0.0%
Northern Ireland	88.47	83.47	5.7%	5.00	5.7%	99.54	93.12	6.4%	8.00	8.0%

Table 3e. Staffing Establishments and Vacancy Rates in NHS Service Providers - trends for Band 4 Qualified Pharmacy Technicians by geographical area. 2013 & 2014

Health Education England Local Education Training Boards (LETBs)	May 2013 100% response rate					May 2014 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 - HE North East	61.34	58.62	4.4%	2.00	3.3%	69.10	63.64	7.9%	1.00	1.4%
North - HE North West	231.76	233.31	-0.7%	12.13	5.2%	246.62	258.37	-4.8%	9.33	3.8%
North - HE Yorkshire & Humber	171.81	157.12	8.6%	8.38	4.9%	176.58	162.20	8.1%	10.45	5.9%
Midlands & East - HE East Midlands	141.39	112.66	20.3%	23.31	16.5%	131.11	114.47	12.7%	16.72	12.8%
Midlands & East - HE West Midlands	148.17	132.59	10.5%	11.27	7.6%	153.85	140.07	9.0%	8.79	5.7%
Midlands & East - HE East of England	131.95	120.32	8.8%	5.41	4.1%	133.11	118.45	11.0%	7.79	5.9%
London - HE North Central & East London	115.79	101.12	12.7%	11.56	10.0%	120.15	106.50	11.4%	12.32	10.3%
London - HE North West London	71.19	58.19	18.3%	1.00	1.4%	48.59	42.19	13.2%	5.00	10.3%
London - HE South London	92.05	84.55	8.1%	6.60	7.2%	97.86	81.22	17.0%	6.00	6.1%
South - HE Kent, Surrey & Sussex	133.99	131.16	2.1%	6.50	4.9%	123.57	112.27	9.1%	8.46	6.8%
South - HE Thames Valley	43.51	35.69	18.0%	2.00	4.6%	41.16	29.16	29.2%	4.00	9.7%
South - HE South West	103.48	98.60	4.7%	3.38	3.3%	109.66	97.44	11.1%	5.36	4.9%
South - HE Wessex	63.72	57.27	10.1%	5.06	7.9%	69.06	66.26	4.1%	3.80	5.5%
England	1,510.15	1,381.20	8.5%	98.60	6.5%	1,520.42	1,392.24	8.4%	99.02	6.5%
Wales	No data provided for 2013					131.27	123.27	6.1%	8.00	6.1%
Northern Ireland	157.28	146.33	7.0%	9.08	5.8%	165.23	149.27	9.7%	14.94	9.0%

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 in [NHS Service Providers](#) 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, Wales and Northern Ireland. May 2014

	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	6.69	0.0%	0.00	0.0%	4.50	4.50	0.0%	0.00	0.0%	19.74	19.40	1.7%	0.20	1.0%	49.79	48.39	2.8%	1.20	2.4%
North - HE North West	16.80	16.65	0.9%	0.00	0.0%	22.32	22.32	0.0%	0.00	0.0%	48.77	46.72	4.2%	2.00	4.10%	146.29	145.38	0.6%	1.50	1.0%
North - HE Yorkshire & The Humber	10.90	10.90	0.0%	0.00	0.0%	17.00	15.94	6.2%	1.00	5.9%	40.03	38.88	2.9%	1.00	2.5%	79.31	72.40	8.7%	2.60	3.3%
Midlands & East - HE East Midlands	5.00	5.00	0.0%	0.00	0.0%	7.46	7.00	6.2%	0.46	6.2%	15.15	14.15	6.6%	0.00	0.0%	61.89	57.19	7.6%	3.70	6.0%
Midlands & East - HE West Midlands	7.00	7.00	0.0%	0.00	0.0%	17.60	14.60	17.0%	3.00	17.0%	27.40	25.10	8.4%	1.20	4.4%	83.52	80.10	4.1%	3.90	4.7%
Midlands & East - HE East of England	8.80	8.80	0.0%	0.00	0.0%	20.17	19.12	5.2%	0.00	0.0%	28.33	27.07	4.5%	0.17	0.6%	80.58	77.58	3.7%	2.51	3.1%
London - HE North Central & East London	8.00	8.00	0.0%	0.00	0.0%	12.80	12.80	0.0%	0.00	0.0%	30.40	27.60	9.2%	3.00	9.9%	75.90	75.30	0.8%	1.00	1.3%
London - HE North West London	6.00	5.98	0.3%	0.00	0.0%	15.23	13.87	8.9%	0.00	0.0%	34.20	33.98	0.6%	0.00	0.0%	75.44	73.11	3.1%	0.20	0.3%
London - HE South London	5.70	5.70	0.0%	0.00	0.0%	10.00	9.88	1.2%	0.00	0.0%	27.41	27.61	-0.7%	0.00	0.0%	69.57	67.68	2.7%	0.00	0.0%
South - HE Kent, Surrey & Sussex	6.00	6.00	0.0%	0.00	0.0%	14.51	14.20	2.1%	0.00	0.0%	18.51	15.91	14.0%	1.00	5.4%	45.96	43.50	5.4%	3.64	7.9%
South - HE Thames Valley	4.00	4.00	0.0%	0.00	0.0%	4.80	4.80	0.0%	0.00	0.0%	10.65	8.65	18.8%	2.00	18.8%	26.03	25.27	2.9%	0.00	0.0%
South - HE South West	8.00	8.00	0.0%	0.00	0.0%	15.00	13.80	8.0%	0.00	0.0%	21.90	20.36	7.0%	0.00	0.0%	57.54	57.85	-0.5%	0.79	1.4%
South - HE Wessex	3.00	2.00	33.3%	1.00	33.3%	7.71	7.50	2.7%	0.21	2.7%	9.28	8.88	4.3%	0.00	0.0%	41.43	37.73	8.9%	1.60	3.9%
England	95.89	94.72	1.2%	1.00	1.0%	169.10	160.33	5.2%	4.67	2.8%	331.77	314.31	5.3%	10.57	3.2%	893.25	861.48	3.6%	22.64	2.5%
Wales	10.00	9.20	8.0%	0.80	8.0%	12.85	12.85	0.0%	0.00	0.0%	47.58	43.76	8.0%	2.00	4.2%	100.70	95.70	5.0%	1.95	1.9%
Northern Ireland	4.00	4.00	0.0%	0.00	0.0%	2.00	2.00	0.0%	0.00	0.0%	17.60	17.60	0.0%	0.00	0.0%	28.88	28.12	2.6%	0.20	0.7%

	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	116.65	108.65	6.9%	5.84	5.0%	93.14	78.99	15.2%	13.04	14.0%	82.58	71.53	13.4%	10.00	12.1%	373.09	338.15	9.4%	30.28	8.1%
North - HE North West	304.99	302.21	0.9%	4.52	1.5%	293.25	261.02	11.0%	19.00	6.5%	188.35	171.21	9.1%	6.59	3.5%	1,020.77	965.51	5.4%	33.61	3.3%
North - HE Yorkshire & The Humber	258.62	249.92	3.4%	4.31	1.7%	184.73	157.99	14.5%	24.30	13.2%	91.16	80.03	12.2%	2.00	2.2%	681.75	626.06	8.2%	35.21	5.2%
Midlands & East - HE East Midlands	136.95	127.98	6.5%	3.43	2.5%	168.02	141.81	15.6%	26.42	15.7%	96.24	84.05	12.7%	11.19	11.6%	490.71	437.18	10.9%	45.20	9.2%
Midlands & East - HE West Midlands	174.08	159.30	8.5%	8.46	4.9%	166.10	144.84	12.8%	13.00	7.8%	116.66	97.53	16.4%	14.73	12.6%	592.36	528.47	10.8%	44.29	7.5%
Midlands & East - HE East of England	151.03	142.64	5.6%	4.73	3.1%	183.41	165.54	9.7%	11.15	6.1%	123.77	112.80	8.9%	5.50	4.4%	596.09	553.55	7.1%	24.06	4.0%
London - HE North Central & East London	153.25	143.27	6.5%	3.68	2.4%	183.63	162.22	11.7%	17.50	9.5%	129.41	121.78	5.9%	1.00	0.8%	593.39	550.97	7.1%	26.18	4.4%
London - HE North West London	105.16	101.66	3.3%	3.20	3.0%	145.97	125.47	14.0%	4.00	2.7%	84.79	76.79	9.4%	2.00	2.4%	466.79	430.86	7.7%	9.40	2.0%
London - HE South London	141.23	134.93	4.5%	4.00	2.8%	185.48	166.73	10.1%	7.00	3.8%	124.24	108.32	12.8%	9.60	7.7%	563.63	520.85	7.6%	20.60	3.7%
South - HE Kent, Surrey & Sussex	146.77	129.77	11.6%	10.81	7.4%	149.32	128.42	14.0%	14.80	9.9%	87.79	72.39	17.5%	5.00	5.7%	468.86	410.19	12.5%	35.25	7.5%
South - HE Thames Valley	66.12	60.18	9.0%	4.00	6.0%	82.92	60.62	26.9%	7.60	9.2%	50.61	48.78	3.6%	4.00	7.9%	245.13	212.30	13.4%	17.60	7.2%
South - HE South West	128.80	122.39	5.0%	2.09	1.6%	146.78	135.25	7.9%	6.69	4.6%	93.86	82.56	12.0%	7.55	8.0%	471.88	440.21	6.7%	17.12	3.6%
South - HE Wessex	89.41	84.34	5.7%	2.69	3.0%	109.59	102.58	6.4%	5.00	4.6%	74.44	62.53	16.0%	3.00	4.0%	334.86	305.56	8.7%	13.50	4.0%
England	1,973.06	1,867.24	5.4%	61.76	3.1%	2,092.34	1,831.48	12.5%	169.50	8.1%	1,343.90	1,190.30	11.4%	82.16	6.1%	6,899.31	6,319.85	8.4%	352.30	5.1%
Wales	194.78	191.04	1.9%	3.60	1.8%	119.18	105.17	11.8%	10.92	9.2%	65.91	65.91	0.0%	0.00	0.0%	551.00	523.63	5.0%	19.27	3.5%
Northern Ireland	92.37	88.94	3.7%	4.10	4.4%	144.13	143.21	0.6%	2.29	1.6%	99.54	93.12	6.4%	8.00	8.0%	388.52	376.99	3.0%	14.59	3.8%

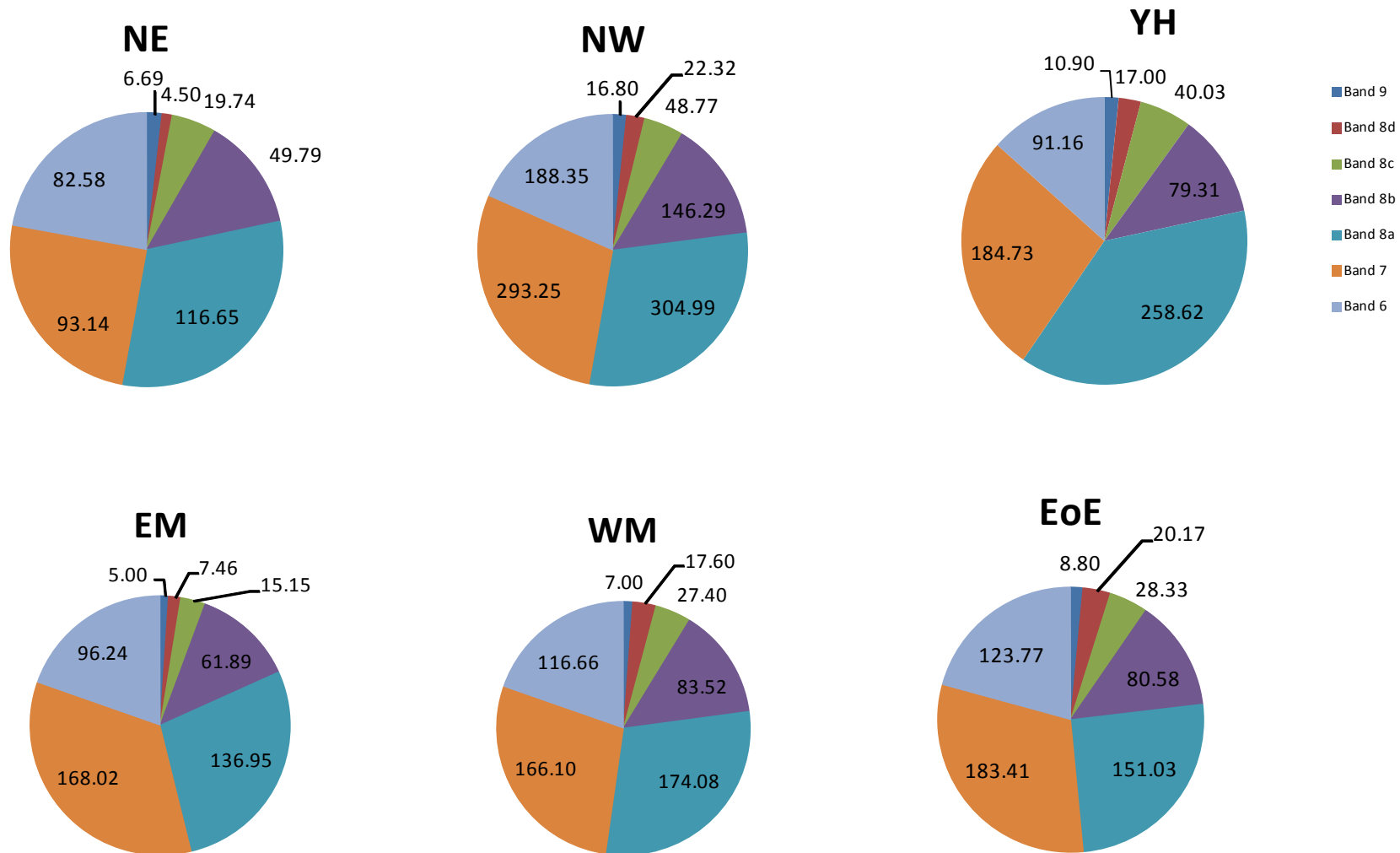


Figure 4a. Established Pharmacist posts in NHS Service Providers by band and geographical area 2014 (continued overleaf)

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

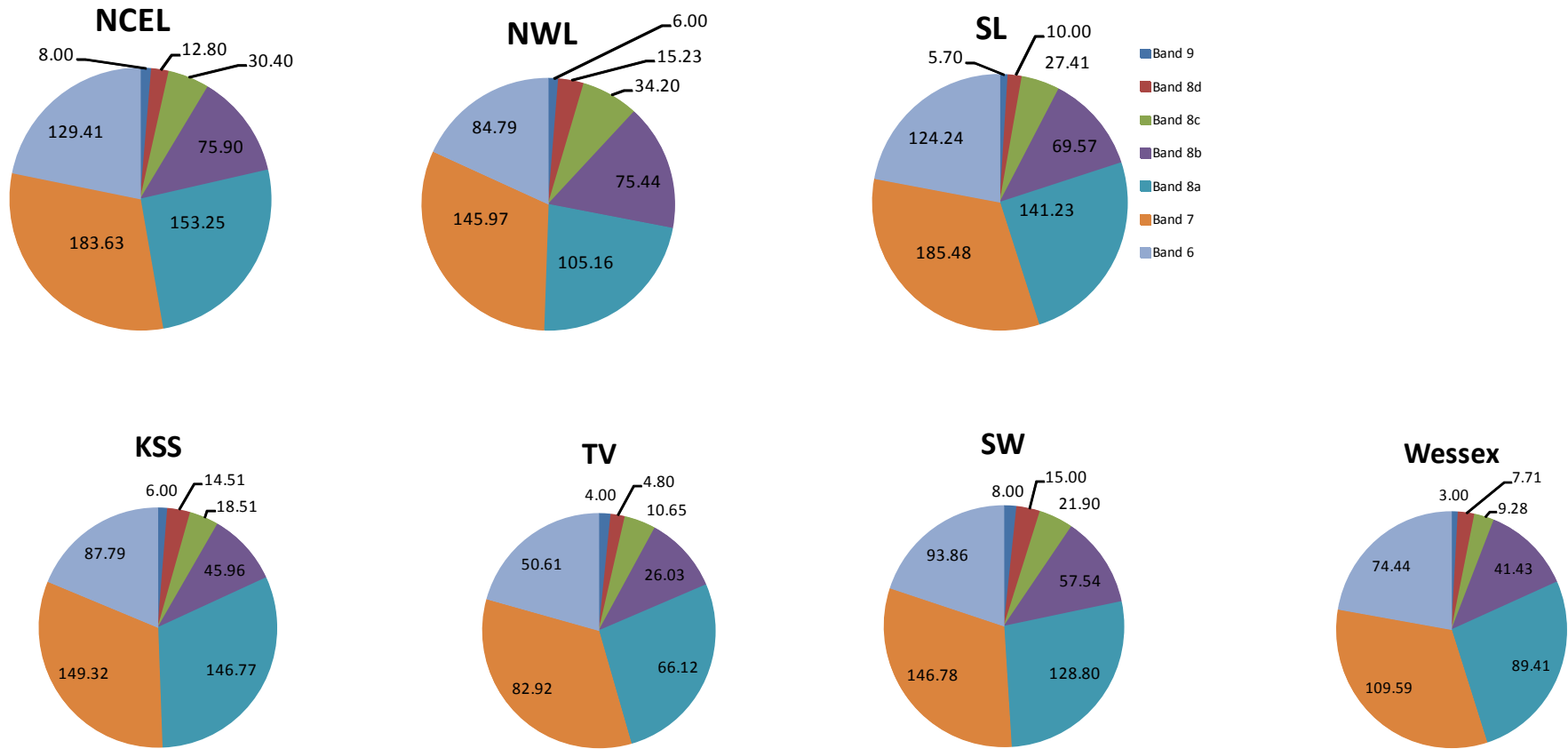


Figure 4a. Established Pharmacist posts in NHS Service Providers by band and geographical area 2014 (continued overleaf)

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

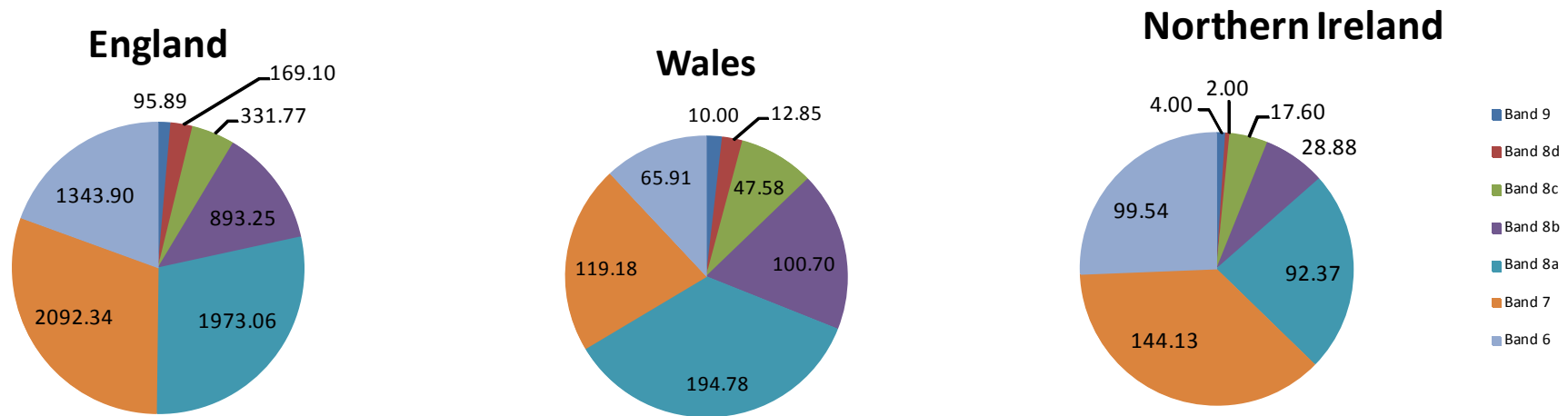


Figure 4a. Established Pharmacist posts in NHS Service Providers by band and geographical area 2014

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

Table 4b. Qualified Pharmacy Technicians by geographical area in NHS Service Providers - England, Wales and Northern Ireland. May 2014

	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!	2.00	2.00	0.0%	0.00	0.0%	1.92	1.92	0.0%	0.00	0.0%	17.40	17.20	1.1%	0.20	1.1%
North - HE North West	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%	8.70	6.81	21.7%	0.00	0.00%	49.77	48.58	2.4%	0.00	0.0%
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!	5.00	5.00	0.0%	0.00	0.0%	36.91	34.28	7.1%	1.00	2.7%
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%	21.28	20.88	1.9%	0.40	1.9%
Midlands & East - HE West Midlands	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	0.80	20.0%	0.20	20.0%	9.99	8.39	16.0%	1.60	16.0%	30.50	28.38	7.0%	2.00	6.6%
Midlands & East - HE East of England	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.00	3.00	0.0%	0.00	0.0%	3.00	3.00	0.0%	0.00	0.0%	46.31	45.49	1.8%	0.58	1.3%
London - HE North Central & East London	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%	55.70	52.65	5.5%	2.78	5.0%
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%	30.97	30.57	1.3%	0.00	0.0%
London - HE South London	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.84	2.84	26.0%	1.00	26.0%	10.00	9.00	10.0%	1.00	10.0%	37.26	33.72	9.5%	0.00	0.0%
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%	7.00	6.00	14.3%	1.00	14.3%	31.07	29.68	4.5%	1.00	3.2%
South - HE Thames Valley	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.0%	0.00	0.0%	3.76	4.00	-6.4%	0.00	0.0%	8.44	8.44	0.0%	0.00	0.0%
South - HE South West	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.96	-48.0%	0.00	0.0%	3.86	3.00	22.3%	0.00	0.0%	28.22	28.41	-0.7%	0.92	3.3%
South - HE Wessex	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	5.00	5.00	0.0%	0.00	0.0%	18.87	17.87	5.3%	0.00	0.0%
England	1.00	1.00	0.0%	0.00	0.0%	21.84	21.60	1.1%	1.20	5.5%	68.89	62.78	8.9%	3.60	5.2%	412.70	396.15	4.0%	8.88	2.2%
Wales	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	17.04	17.04	0.0%	0.00	0.0%
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!	3.63	3.63	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	69.12	68.98	0.2%	0.00	0.0%	194.40	190.78	1.9%	0.10	0.1%	69.10	63.64	7.9%	1.00	1.4%	353.94	344.52	2.7%	1.30	0.4%
North - HE North West	175.94	173.42	1.4%	4.00	2.3%	568.79	504.66	11.3%	16.06	2.8%	246.62	258.37	-4.8%	9.33	3.8%	1,050.82	992.84	5.5%	29.39	2.8%
North - HE Yorkshire & The Humber	142.38	142.14	0.2%	0.00	0.0%	419.29	410.80	2.0%	4.49	1.1%	176.58	162.20	8.1%	10.45	5.9%	781.16	755.42	3.3%	15.94	2.0%
Midlands & East - HE East Midlands	78.14	76.17	2.5%	7.94	10.2%	288.64	270.14	6.4%	14.48	5.0%	131.11	114.47	12.7%	16.72	12.8%	523.77	486.26	7.2%	39.54	7.5%
Midlands & East - HE West Midlands	136.72	130.82	4.3%	4.60	3.4%	332.49	308.64	7.2%	21.92	6.6%	153.85	140.07	9.0%	8.79	5.7%	664.55	617.10	7.1%	39.11	5.9%
Midlands & East - HE East of England	135.86	129.24	4.9%	3.60	2.6%	268.70	248.88	7.4%	6.94	2.6%	133.11	118.45	11.0%	7.79	5.9%	589.98	548.06	7.1%	18.91	3.2%
London - HE North Central & East London	85.14	83.96	1.4%	0.28	0.3%	191.09	179.48	6.1%	8.00	4.2%	120.15	106.50	11.4%	12.32	10.3%	456.08	426.59	6.5%	23.38	5.1%
London - HE North West London	48.55	45.15	7.0%	2.60	5.4%	124.83	110.88	11.2%	7.00	5.6%	48.59	42.19	13.2%	5.00	10.3%	259.00	234.85	9.3%	14.60	5.6%
London - HE South London	65.49	58.89	10.1%	3.00	4.6%	155.62	143.46	7.8%	1.00	0.6%	97.86	81.22	17.0%	6.00	6.1%	370.07	329.13	11.1%	12.00	3.2%
South - HE Kent, Surrey & Sussex	92.31	87.75	4.9%	3.00	3.2%	188.33	173.84	7.7%	10.00	5.3%	123.57	112.27	9.1%	8.46	6.8%	445.28	412.54	7.4%	23.46	5.3%
South - HE Thames Valley	30.19	30.19	0.0%	0.00	0.0%	68.45	58.10	15.1%	4.00	5.8%	41.16	29.16	29.2%	4.00	9.7%	154.00	131.89	14.4%	8.00	5.2%
South - HE South West	82.36	80.54	2.2%	0.77	0.9%	232.15	212.45	8.5%	11.68	5.0%	109.66	97.44	11.1%	5.36	4.9%	458.25	424.80	7.3%	18.73	4.1%
South - HE Wessex	53.18	50.50	5.0%	0.00	0.0%	187.37	163.93	12.5%	10.82	5.8%	69.06	66.26	4.1%	3.80	5.5%	333.48	303.56	9.0%	14.62	4.4%
England	1,195.38	1,157.75	3.1%	29.79	2.5%	3,220.15	2,976.04	7.6%	116.49	3.6%	1,520.42	1,392.24	8.4%	99.02	6.5%	6,440.38	6,007.56	6.7%	258.98	4.0%
Wales	71.53	68.13	4.8%	3.40	4.8%	262.73	254.97	3.0%	3.39	1.3%	131.27	123.27	6.1%	8.00	6.1%	482.57	463.41	4.0%	14.79	3.1%
Northern Ireland	11.00	10.93	0.6%	0.00	0.0%	119.00	118.71	0.2%	0.00	0.0%	165.23	149.27	9.7%	14.94	9.0%	298.86	282.54	5.5%	14.94	5.0%

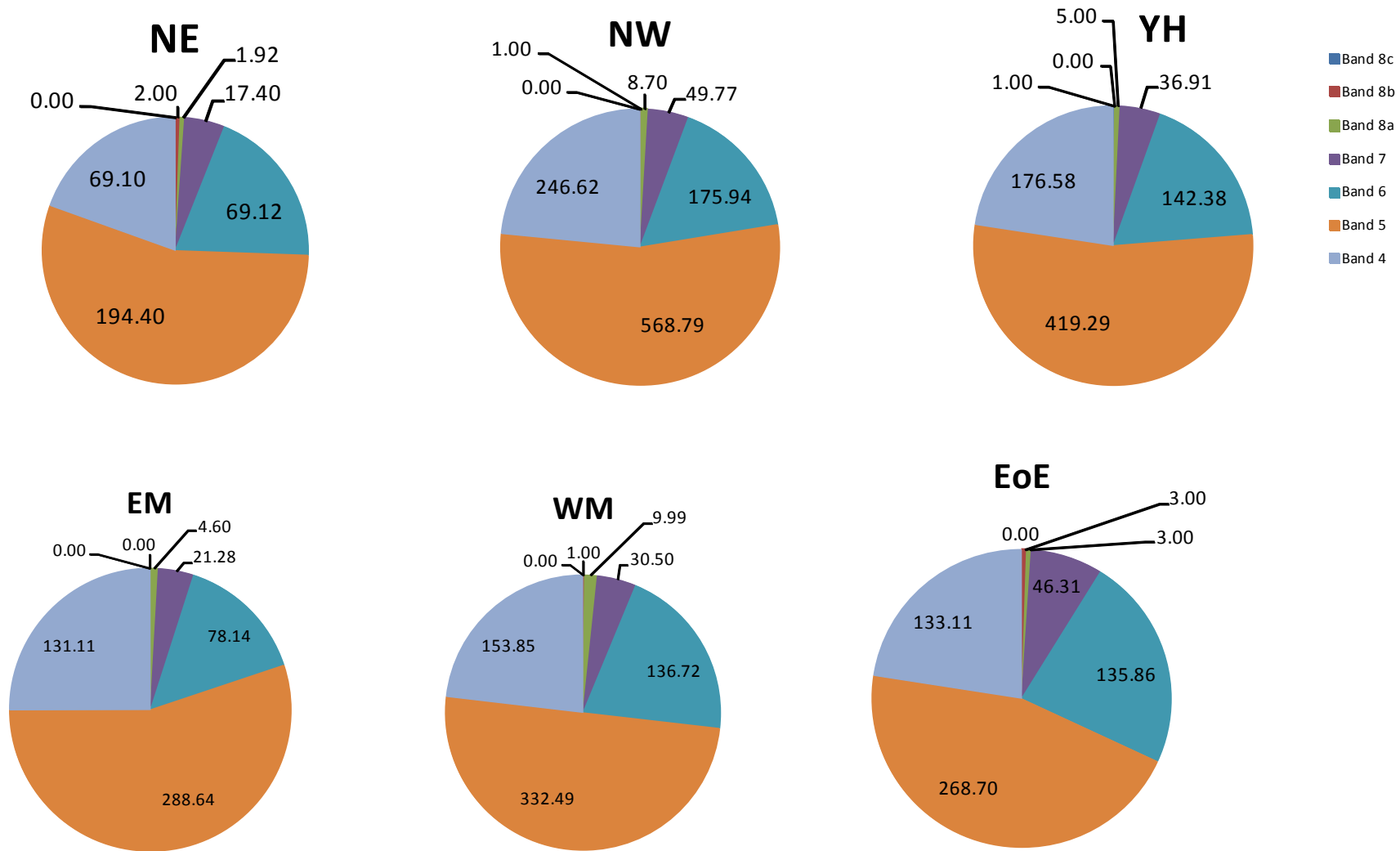


Figure 4b. Established Pharmacy Technician posts in NHS Service Providers by band and geographical area 2014 (continued overleaf)

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

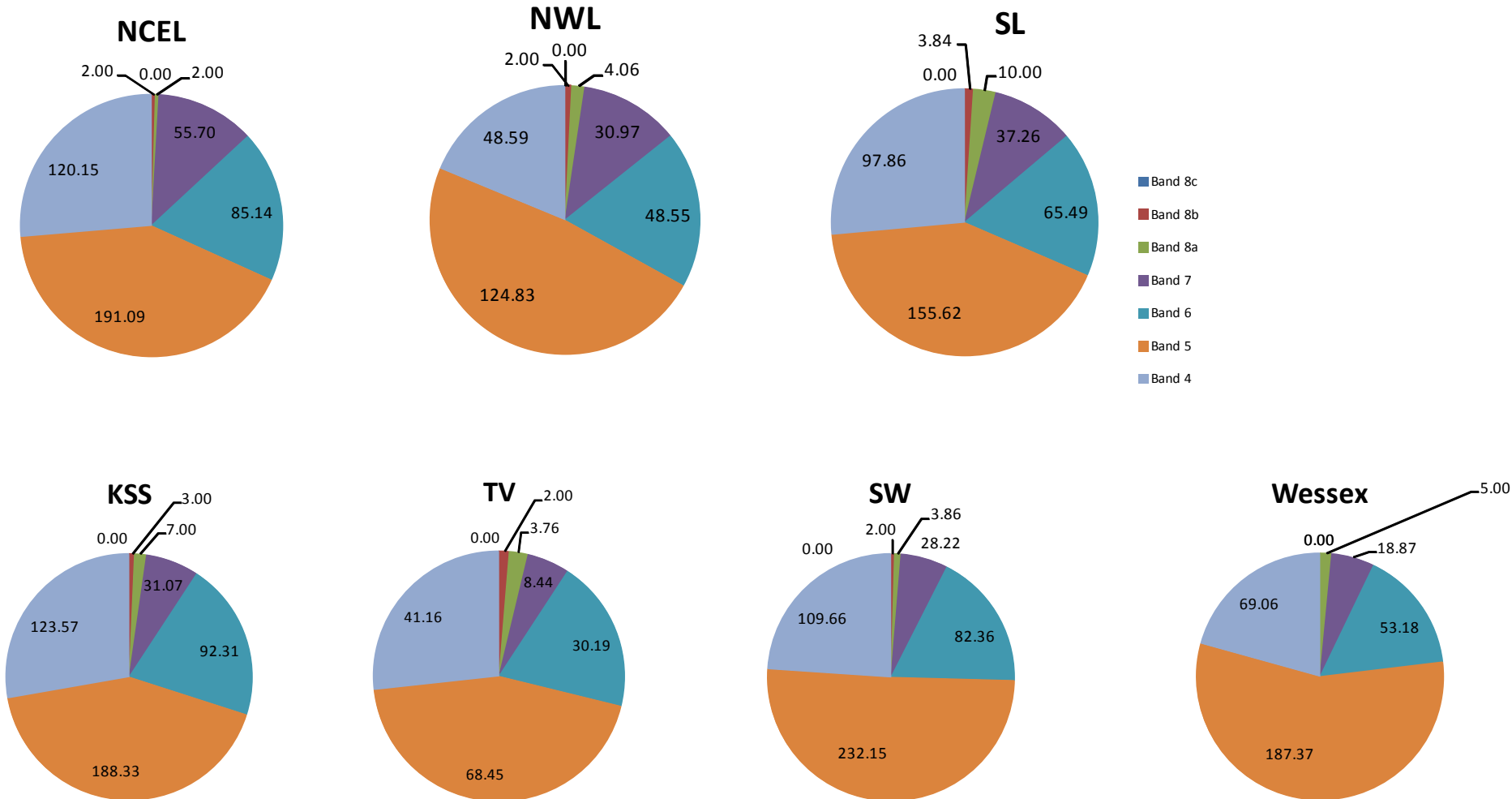


Figure 4b. Established Pharmacy Technician posts in NHS Service Providers by band and geographical area 2014 (continued overleaf)

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

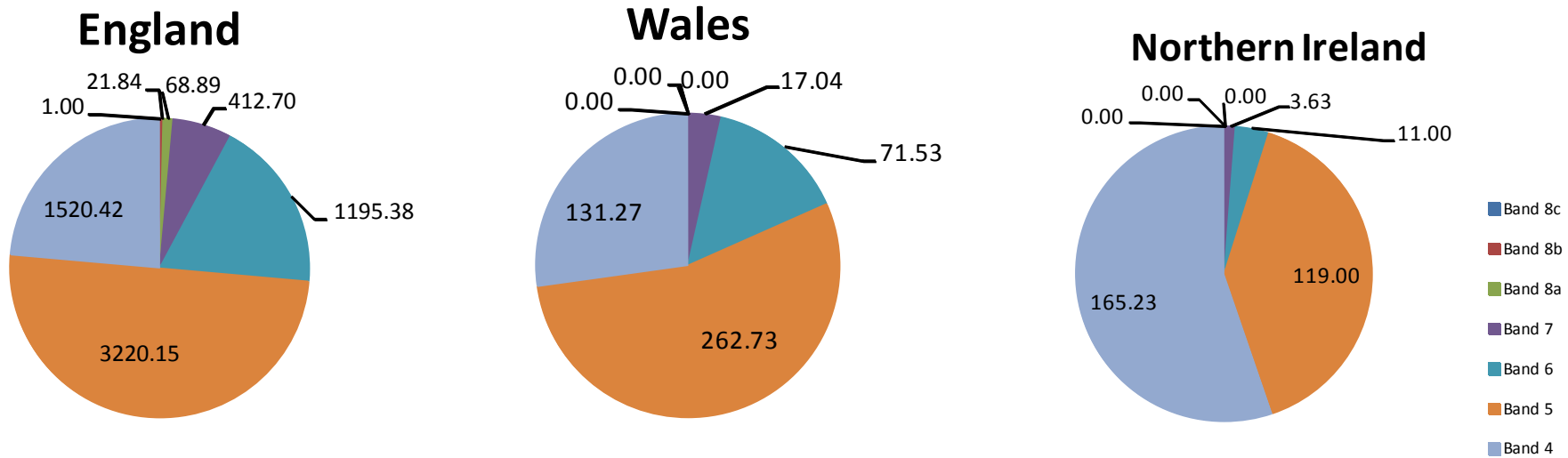


Figure 4b. Established Pharmacy Technician posts in NHS Service Providers by band and geographical area 2014

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

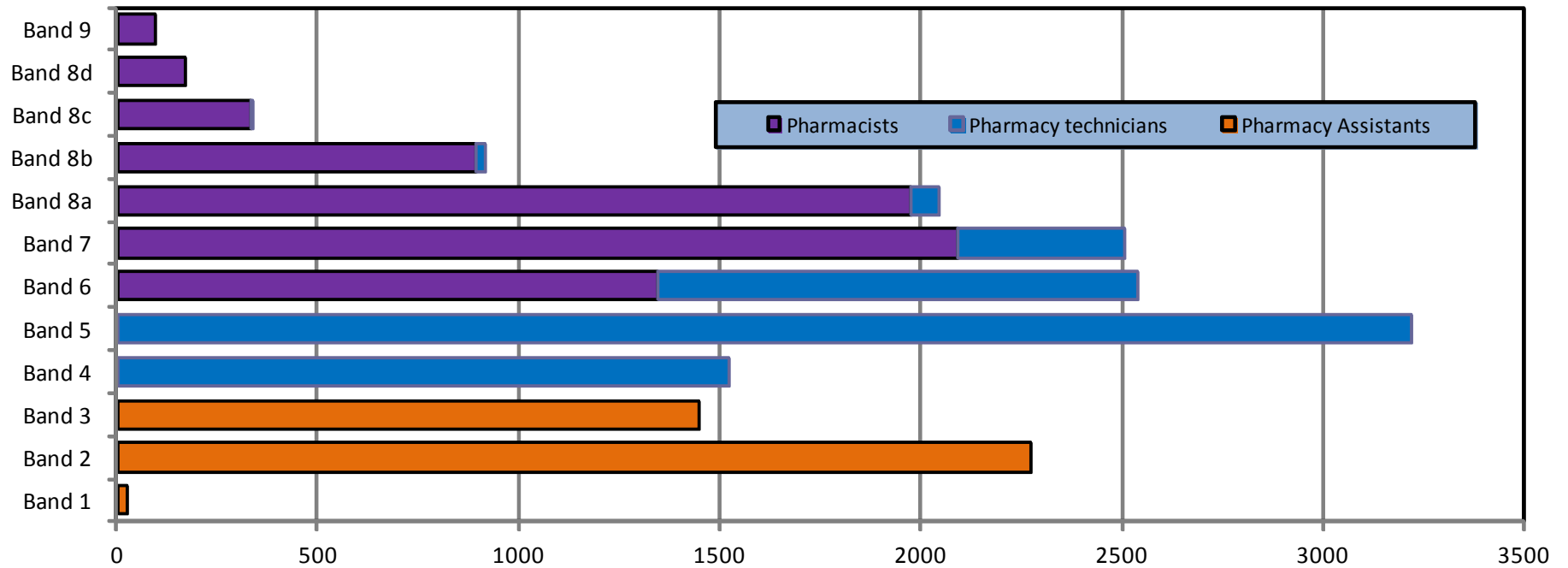
Table 4c. Pharmacy Assistants by geographical area in NHS Service Providers - England, Wales and Northern Ireland. May 2014

	Band 3					Band 2					Band 1					ALL PHARMACY ASSISTANTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %					
North - HE North East	130.14	115.96	10.9%	7.75	6.0%	120.18	115.92	3.5%	2.23	1.9%	2.47	2.47	0.0%	0.00	0.0%	252.79	234.35	7.3%	9.98	3.9%
North - HE North West	229.73	213.51	7.1%	3.52	1.5%	415.86	388.65	6.5%	14.25	3.4%	6.16	8.38	-36.0%	0.00	0.00%	651.75	610.54	6.3%	17.77	2.7%
North - HE Yorkshire & The Humber	221.85	202.36	8.8%	13.33	6.0%	253.76	237.75	6.3%	4.00	1.6%	4.36	4.36	0.0%	0.00	0.0%	479.97	444.47	7.4%	17.33	3.6%
Midlands & East - HE East Midlands	135.96	133.28	2.0%	3.55	2.6%	141.38	119.17	15.7%	28.70	20.3%	3.00	3.00	0.0%	0.00	0.0%	280.34	255.45	8.9%	32.25	11.5%
Midlands & East - HE West Midlands	135.60	128.26	5.4%	6.43	4.7%	203.96	192.12	5.8%	12.79	6.3%	1.00	1.00	0.0%	0.00	0.0%	340.56	321.38	5.6%	19.22	5.6%
Midlands & East - HE East of England	119.56	100.07	16.3%	5.14	4.3%	193.28	182.83	5.4%	6.07	3.1%	2.00	2.00	0.0%	0.00	0.0%	314.84	284.90	9.5%	11.21	3.6%
London - HE North Central & East London	68.28	56.78	16.8%	7.50	11.0%	176.33	155.54	11.8%	16.49	9.4%	3.42	3.35	2.0%	0.00	0.0%	248.03	215.67	13.0%	23.99	9.7%
London - HE North West London	56.80	53.40	6.0%	3.00	5.3%	62.77	58.37	7.0%	2.54	4.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	119.57	111.77	6.5%	5.54	4.6%
London - HE South London	70.01	60.77	13.2%	2.00	2.9%	136.11	128.43	5.6%	3.00	2.2%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	206.12	189.20	8.2%	5.00	2.4%
South - HE Kent, Surrey & Sussex	70.03	65.03	7.1%	3.00	4.3%	201.28	191.10	5.1%	1.00	0.5%	3.69	3.69	0.0%	0.00	0.0%	275.00	259.82	5.5%	4.00	1.5%
South - HE Thames Valley	38.18	36.72	3.8%	0.00	0.0%	34.02	33.38	1.9%	1.00	2.9%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	72.20	70.10	2.9%	1.00	1.4%
South - HE South West	99.84	99.15	0.7%	0.00	0.0%	197.14	184.93	6.2%	3.75	1.9%	0.78	0.27	65.4%	0.00	0.0%	297.76	284.35	4.5%	3.75	1.3%
South - HE Wessex	70.04	54.27	22.5%	11.85	16.9%	136.99	120.28	12.2%	2.00	1.5%	1.00	0.00	100.0%	0.00	0.0%	208.03	174.55	16.1%	13.85	6.7%
England	1,446.02	1,319.56	8.7%	67.07	4.6%	2,273.06	2,108.47	7.2%	97.82	4.3%	27.88	28.52	-2.3%	0.00	0.0%	3,746.96	3,456.55	7.8%	164.89	4.4%
Wales	106.00	103.58	2.3%	2.76	2.6%	112.04	110.01	1.8%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	218.04	213.59	2.0%	2.76	1.3%
Northern Ireland	20.63	18.63	9.7%	2.00	9.7%	106.69	90.69	15.0%	12.70	11.9%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	127.32	109.32	14.1%	14.70	11.5%

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 2014**



	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						1,343.90	2,092.34	1,973.06	893.25	331.77	169.10	95.89
Pharmacy technicians				1,520.42	3,220.15	1,195.38	412.70	68.89	21.84	1.00		
Pharmacy Assistants	27.88	2,273.06	1,446.02									

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:

1,032.94 FTE established pharmacist posts in **NHS Commissioning Organisations** across **England**; an increase of 4.6% (45.38 FTE) since May 2013, and

35.00 FTE established pharmacist posts in the **NHS Commissioning Organisations** across **Northern Ireland**; representing no change since May 2013.

Pharmacy technicians

There are:

408.35 FTE established pharmacy technician posts in **NHS Commissioning Organisations** across **England**; an increase of 1.8% (7.10 FTE) since May 2013, and

2.00 FTE established pharmacy technician posts in **NHS Commissioning Organisations** across **Northern Ireland**; representing no change since May 2013.

Pharmacy assistants

There are:

0.00 FTE established pharmacy assistant posts in **NHS Commissioning Organisations** across **England**; representing no change since May 2013, and

0.00 FTE established pharmacy assistant posts in **NHS Commissioning Organisations** across **Northern Ireland**; representing no change since May 2013.

Table 6a(i). May 2014 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 2013 (FTE)
Pharmacists										
Band 9	7.56	7.36 (97.4%)	14	0.20 (2.6%)	7.56 (100.0%)	0.00 (0.0%)	0.20 (2.6%)	0.00 (0.0%)	0.00 (0.0%)	1.00
Band 8d	75.21	72.21 (96.0%)	86	0.00 (0.0%)	72.21 (96.0%)	3.00 (4.0%)	3.00 (4.0%)	0.80 (1.1%)	1.00 (1.3%)	2.00
Band 8c	115.74	110.06 (95.1%)	126	0.60 (0.5%)	110.66 (95.6%)	5.08 (4.4%)	5.68 (4.9%)	2.40 (2.1%)	0.00 (0.0%)	5.90
Band 8b	225.34	207.81 (92.2%)	254	1.20 (0.5%)	209.01 (92.8%)	16.33 (7.2%)	17.53 (7.8%)	6.08 (2.7%)	0.00 (0.0%)	13.80
Band 8a	462.55	421.72 (91.2%)	576	10.12 (2.2%)	431.84 (93.4%)	30.71 (6.6%)	40.83 (8.8%)	21.81 (4.7%)	0.50 (0.1%)	25.42
Band 7	134.33	111.35 (82.9%)	158	2.56 (1.9%)	113.91 (84.8%)	20.42 (15.2%)	22.98 (17.1%)	8.03 (6.0%)	0.00 (0.0%)	4.78
Band 6	12.20	11.20 (91.8%)	14.00	0.00 (0.0%)	11.20 (91.8%)	1.00 (8.2%)	1.00 (8.2%)	1.00 (8.2%)	0.00 (0.0%)	0.00
Total Qualified Pharmacists	1,032.94	941.71 (91.2%)	1,228	14.68 (1.4%)	956.39 (92.6%)	76.54 (7.4%)	91.22 (8.8%)	40.12 (3.9%)	1.50 (0.1%)	52.90
Pre-registration Trainee Pharmacists (in post, not establishment)	1.00	1.00 (100.0%)	1		1.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.00%)	0.00
Pharmacy Technicians										
Band 8c	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Band 8b	1.00	1.00 (100.0%)	1	0.00 (0.0%)	1.00 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8a	0.30	0.30 (100.0%)	0	0.00 (0.0%)	0.3 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 7	21.11	20.11 (95.3%)	22	0.20 (0.9%)	20.31 (96.2%)	0.80 (3.8%)	1.00 (4.7%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 6	115.05	106.38 (92.5%)	119	0.00 (0.0%)	106.38 (92.5%)	8.67 (7.5%)	8.67 (7.5%)	7.68 (6.7%)	0.00 (0.0%)	5.99
Band 5	269.89	244.37 (90.5%)	290	2.40 (0.9%)	246.7733 (91.4%)	23.12 (8.6%)	25.52 (9.5%)	8.27 (3.1%)	0.00 (0.0%)	15.14
Band 4	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
Total Qualified Pharmacy Technicians	408.35	373.16 (91.4%)	433	2.60 (0.6%)	375.76 (92.0%)	32.59 (8.0%)	35.19 (8.6%)	15.95 (3.9%)	0.00 (0.0%)	21.13
Pre-registration Trainee Pharmacy Technicians - Year 1	0.00	0.00 #DIV/0!	0		0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Pre-registration Trainee Pharmacy Technicians - Year 2	0.00	0.00 #DIV/0!	0		0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists & Pre-reg. Trainee Pharmacy Technicians)	1,441.29	1,314.88 (91.2%)	1,661	17.28 (1.2%)	1,332.16 (92.4%)	109.14 (7.6%)	126.42 (8.8%)	56.07 (3.9%)	1.50 (0.1%)	74.03
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	172.09	158.42 (92.1%)	185	2.80 (1.6%)	161.22 (93.7%)	10.87 (6.3%)	13.67 (7.9%)	5.38 (3.1%)	1.50 (0.9%)	11.30
Other*	50.85	46.95 (92.3%)	55	1.60 (3.1%)	48.55 (95.5%)	2.30 (4.5%)	3.90 (7.7%)	0.40 (0.8%)	0.00 (0.0%)	0.40
Total Support Staff	222.94	205.37 (92.1%)	240	4.40 (2.0%)	209.77 (94.1%)	13.17 (5.9%)	17.57 (7.9%)	5.78 (2.6%)	1.50 (0.7%)	11.70
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	1,664.23	1,520.25 (91.3%)	1,901	21.68 (1.3%)	1,541.93 (92.7%)	122.31 (7.3%)	143.99 (8.7%)	61.85 (3.7%)	3.00 (0.2%)	85.73

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

Table 6a(ii). May 2014 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 2013 (FTE)							
Pharmacists																	
Band 9	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Band 8d	1.00	1.00	(100.0%)	1	0.00	(0.0%)	1.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Band 8c	3.00	3.00	(100.0%)	3	0.00	(0.0%)	3.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Band 8b	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
Total Qualified Pharmacists	35.00	35.00	(100.0%)	42	0.00	(0.0%)	35.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Pre-registration Trainee Pharmacists (in post, not establishment)	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
Pharmacy Technicians																	
Band 8c	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Band 8b	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Band 8a	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Band 7	1.00	1.00	(100.0%)	1	0.00	(0.0%)	1	(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
Total Qualified Pharmacy Technicians	2.00	2.00	(100.0%)	2	0.00	(0.0%)	2.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Pre-registration Trainee Pharmacy Technicians - Year 1	0.00	0.00	#DIV/0!	0			0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Pre-registration Trainee Pharmacy Technicians - Year 2	0.00	0.00	#DIV/0!	0			0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists & Pre-reg. Trainee Pharmacy Technicians)	37.00	37.00	(100.0%)	44	0.00	(0.0%)	37.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00
Pharmacy Assistants	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Admin and Clerical	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Other*	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Total Support Staff	0.00	0.00	#DIV/0!	0	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	37.00	37.00	(100.0%)	44	0.00	(0.0%)	37.00	(100.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00	(0.0%)	0.00

* '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 2013 and 2014 in England and Northern Ireland. The 2013 and 2014 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) took place immediately before 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 incorporated in the data to facilitate comparison, where known.

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

- The organisations that were surveyed were newly formed on 1st 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.
- 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 establishment, current vacancy rate and 3-month vacancy rate for qualified pharmacists and qualified pharmacy technicians in [NHS Commissioning Organisations](#) from 2013 and 2014, across all LETBs in England and by Home Country.

Table 7a. Staffing establishments and current vacancy rates - trends for Qualified Pharmacists in NHS Commissioning Organisations by geographical area. 2013 & 2014

Health Education England Local Education Training Boards (LETBs)	May 2013 100% response rate					May 2014 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 %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	
North - HE North East	68.45	63.86	6.7%	4.19	6.1%	69.53	59.64	14.2%	5.80	8.3%
North - HE North West	150.68	138.55	8.1%	6.54	4.3%	158.92	143.05	10.0%	3.20	2.0%
North - HE Yorkshire & Humber	112.71	101.83	9.7%	1.72	1.5%	101.28	96.86	4.4%	1.93	1.9%
Midlands & East - HE East Midlands	86.73	81.01	6.6%	6.40	7.4%	103.04	98.24	4.7%	2.80	2.7%
Midlands & East - HE West Midlands	94.06	82.76	12.0%	4.16	4.4%	106.97	99.02	7.4%	1.54	1.4%
Midlands & East - HE East of England	93.75	84.25	10.1%	5.40	5.8%	90.43	83.44	7.7%	3.21	3.5%
London - HE North Central & East London	55.12	48.72	11.6%	6.60	12.0%	56.18	52.07	7.3%	3.20	5.7%
London - HE North West London	51.87	45.75	11.8%	0.00	0.0%	51.33	46.46	9.5%	1.00	1.9%
London - HE South London	73.83	61.43	16.8%	7.00	9.5%	75.40	65.08	13.7%	4.30	5.7%
South - HE Kent, Surrey & Sussex	68.10	61.57	9.6%	3.00	4.4%	70.76	60.35	14.7%	8.30	11.7%
South - HE Thames Valley	23.25	22.05	5.2%	0.00	0.0%	32.90	28.10	14.6%	0.00	0.0%
South - HE South West	63.53	62.82	1.1%	0.00	0.0%	71.77	68.71	4.3%	1.00	1.4%
South - HE Wessex	45.48	40.78	10.3%	2.50	5.5%	44.43	40.69	8.4%	3.84	8.6%
England	987.56	895.38	9.3%	47.51	4.8%	1,032.94	941.71	8.8%	40.12	3.9%
Northern Ireland	35.00	35.00	0.0%	0.00	0.0%	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. 2013 & 2014

Health Education England Local Education Training Boards (LETBs)	May 2013 100% response rate					May 2014 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 - HE North East	14.17	13.13	7.3%	1.04	7.3%	11.64	8.40	27.8%	2.24	19.2%
North - HE North West	99.38	93.38	6.0%	2.00	2.0%	99.23	94.59	4.7%	2.00	2.0%
North - HE Yorkshire & Humber	49.03	47.15	3.8%	1.88	3.8%	58.60	55.22	5.8%	2.15	3.7%
Midlands & East - HE East Midlands	41.94	34.47	17.8%	6.00	14.3%	31.58	28.10	11.0%	0.68	2.2%
Midlands & East - HE West Midlands	39.12	34.70	11.3%	1.73	4.4%	53.39	48.58	9.0%	0.04	0.1%
Midlands & East - HE East of England	44.00	37.80	14.1%	6.00	13.6%	45.54	40.04	12.1%	2.50	5.5%
London - HE North Central & East London	5.00	4.00	20.0%	1.00	20.0%	4.00	4.00	0.0%	0.00	0.0%
London - HE North West London	2.20	2.20	0.0%	0.00	0.0%	3.00	2.00	33.3%	1.00	33.3%
London - HE South London	9.00	8.00	11.1%	0.00	0.0%	8.33	8.33	0.0%	0.00	0.0%
South - HE Kent, Surrey & Sussex	54.89	44.99	18.0%	2.70	4.9%	48.04	44.95	6.4%	2.09	4.4%
South - HE Thames Valley	2.00	2.00	0.0%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%
South - HE South West	22.96	21.16	7.8%	0.00	0.0%	24.36	22.36	8.2%	0.00	0.0%
South - HE Wessex	17.56	15.53	11.6%	1.00	5.7%	19.64	15.59	20.6%	3.25	16.5%
England	401.25	358.51	10.7%	23.35	5.8%	408.35	373.16	8.6%	15.95	3.9%
Northern Ireland	2.00	2.00	0.0%	0.00	0.0%	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 2014

	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	0.23	0.23	0.0%	0.00	0.0%	1.40	1.40	0.0%	0.00	0.0%	8.45	8.45	0.0%	0.00	0.00%	19.00	15.56	18.1%	1.90	10.0%
North - HE North West	1.00	1.00	0.0%	0.00	0.0%	10.56	10.56	0.0%	0.00	0.0%	18.00	15.60	13.3%	1.80	10.00%	31.43	29.19	7.1%	0.00	0.0%
North - HE Yorkshire & The Humber	0.50	0.50	0.0%	0.00	0.0%	4.00	4.00	0.0%	0.00	0.0%	10.80	10.60	1.9%	0.00	0.0%	11.82	11.12	5.9%	0.00	0.0%
Midlands & East - HE East Midlands	1.00	1.00	0.0%	0.00	0.0%	3.40	3.40	0.0%	0.00	0.0%	7.96	6.66	16.3%	0.00	0.0%	24.57	24.27	1.2%	0.00	0.0%
Midlands & East - HE West Midlands	0.00	0.00	#DIV/0!	0.00	#DIV/0!	7.32	7.52	-2.7%	0.00	0.0%	14.56	14.46	0.7%	0.00	0.0%	21.48	21.48	0.0%	0.00	0.0%
Midlands & East - HE East of England	1.20	1.20	0.0%	0.00	0.0%	9.80	9.80	0.0%	0.00	0.0%	17.13	15.93	7.0%	0.00	0.0%	20.49	18.69	8.8%	1.00	4.9%
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%	10.00	9.25	7.5%	0.60	6.0%	7.18	6.82	5.0%	0.00	0.0%
London - HE North West London	1.33	1.33	0.0%	0.00	0.0%	5.60	3.60	35.7%	0.00	0.0%	4.40	4.40	0.0%	0.00	0.0%	6.80	6.80	0.0%	0.00	0.0%
London - HE South London	1.20	1.00	16.7%	0.00	0.0%	7.90	6.70	15.2%	0.80	10.1%	6.10	5.87	3.8%	0.00	0.0%	21.14	18.44	12.8%	0.70	3.3%
South - HE Kent, Surrey & Sussex	0.90	0.90	0.0%	0.00	0.0%	6.00	6.00	0.0%	0.00	0.0%	4.03	4.53	-12.4%	0.00	0.0%	23.56	19.36	17.8%	2.48	10.5%
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%	8.50	7.90	7.1%	0.00	0.0%
South - HE South West	0.20	0.20	0.0%	0.00	0.0%	9.10	9.10	0.0%	0.00	0.0%	6.00	6.00	0.0%	0.00	0.0%	17.14	16.05	6.4%	0.00	0.0%
South - HE Wessex	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.73	3.73	0.0%	0.00	0.0%	6.31	6.31	0.0%	0.00	0.0%	12.23	12.13	0.8%	0.00	0.0%
England	7.56	7.36	2.6%	0.00	0.0%	75.21	72.21	4.0%	0.80	1.1%	115.74	110.06	4.9%	2.40	2.1%	225.34	207.81	7.8%	6.08	2.7%
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 %	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	38.45	32.20	16.3%	3.70	9.6%	2.00	1.80	10.0%	0.20	10.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	69.53	59.64	14.2%	5.80	8.3%
North - HE North West	51.31	46.91	8.6%	0.80	1.6%	46.62	39.79	14.7%	0.60	1.3%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	158.92	143.05	10.0%	3.20	2.0%
North - HE Yorkshire & The Humber	58.56	55.24	5.7%	1.93	3.3%	13.90	13.70	1.4%	0.00	0.0%	1.70	1.70	0.0%	0.00	0.0%	101.28	96.86	4.4%	1.93	1.9%
Midlands & East - HE East Midlands	52.61	49.41	6.1%	2.80	5.3%	5.00	5.00	0.0%	0.00	0.0%	8.50	8.50	0.0%	0.00	0.0%	103.04	98.24	4.7%	2.80	2.7%
Midlands & East - HE West Midlands	58.61	54.56	6.9%	1.54	2.6%	5.00	1.00	80.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	106.97	99.02	7.4%	1.54	1.4%
Midlands & East - HE East of England	26.02	25.29	2.8%	0.00	0.0%	15.79	12.53	20.6%	2.21	14.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	90.43	83.44	7.7%	3.21	3.5%
London - HE North Central & East London	29.60	27.60	6.8%	1.60	5.4%	5.00	4.00	20.0%	1.00	20.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	56.18	52.07	7.3%	3.20	5.7%
London - HE North West London	22.20	20.60	7.2%	1.00	4.5%	11.00	9.73	11.5%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	51.33	46.46	9.5%	1.00	1.9%
London - HE South London	27.24	24.25	11.0%	0.80	2.9%	11.82	8.82	25.4%	2.00	16.9%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	75.40	65.08	13.7%	4.30	5.7%
South - HE Kent, Surrey & Sussex	28.97	25.28	12.7%	2.80	9.7%	6.30	4.28	32.1%	2.02	32.1%	1.00	0.00	100.0%	1.00	100.0%	70.76	60.35	14.7%	8.30	11.7%
South - HE Thames Valley	13.70	10.70	21.9%	0.00	0.0%	6.70	5.50	17.9%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	32.90	28.10	14.6%	0.00	0.0%
South - HE South West	33.53	31.56	5.9%	1.00	3.0%	4.80	4.80	0.0%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%	71.77	68.71	4.3%	1.00	1.4%
South - HE Wessex	21.76	18.12	16.7%	3.84	17.6%	0.40	0.40	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	44.43	40.69	8.4%	3.84	8.6%
England	462.55	421.72	8.8%	21.81	4.7%	134.33	111.35	17.1%	8.03	6.0%	12.20	11.20	8.2%	1.00	8.2%	1,032.94	941.71	8.8%	40.12	3.9%
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%

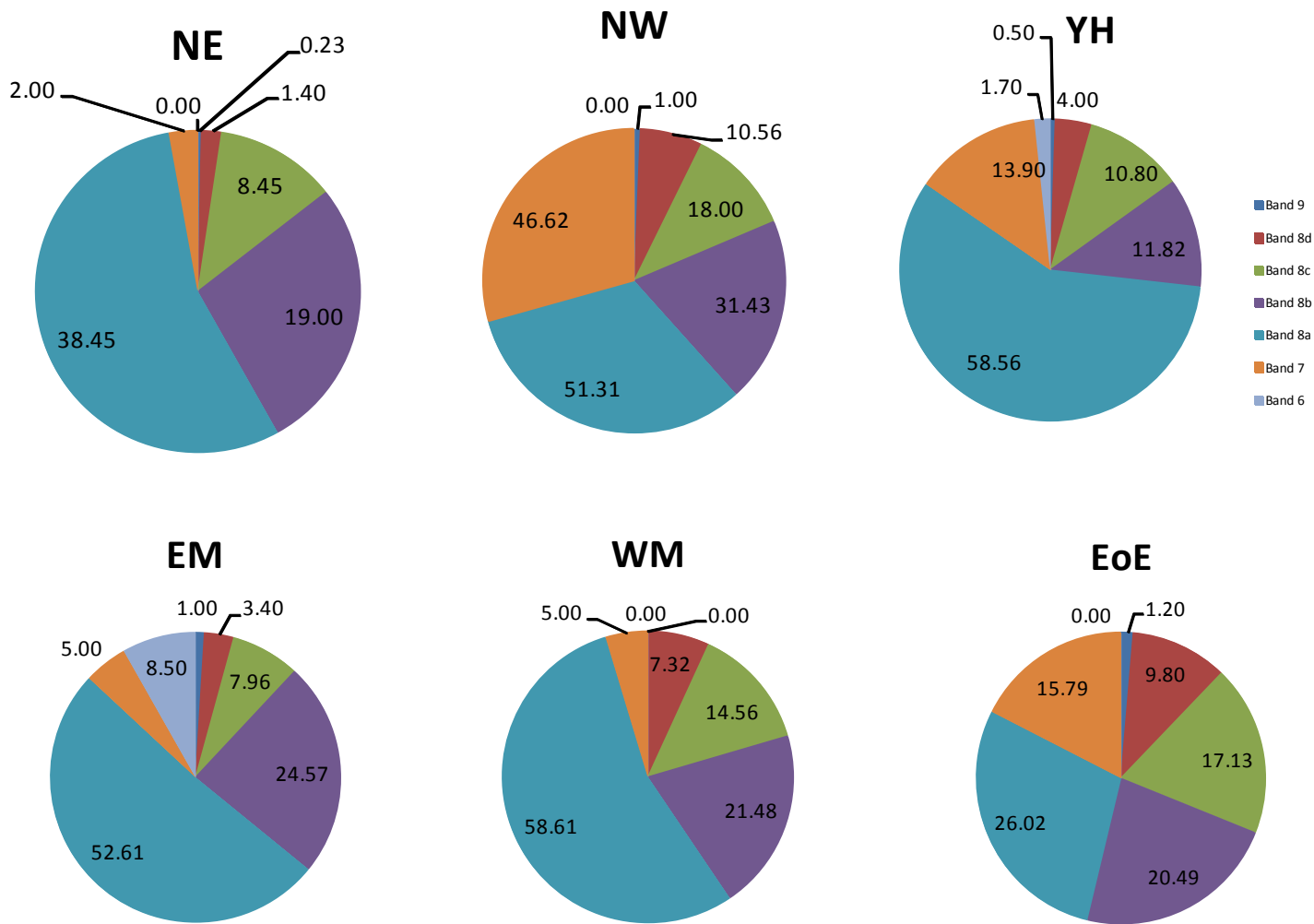


Figure 8a. Established Pharmacist posts in NHS Commissioning Organisations by band by geographical area 2014 (continued overleaf)

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

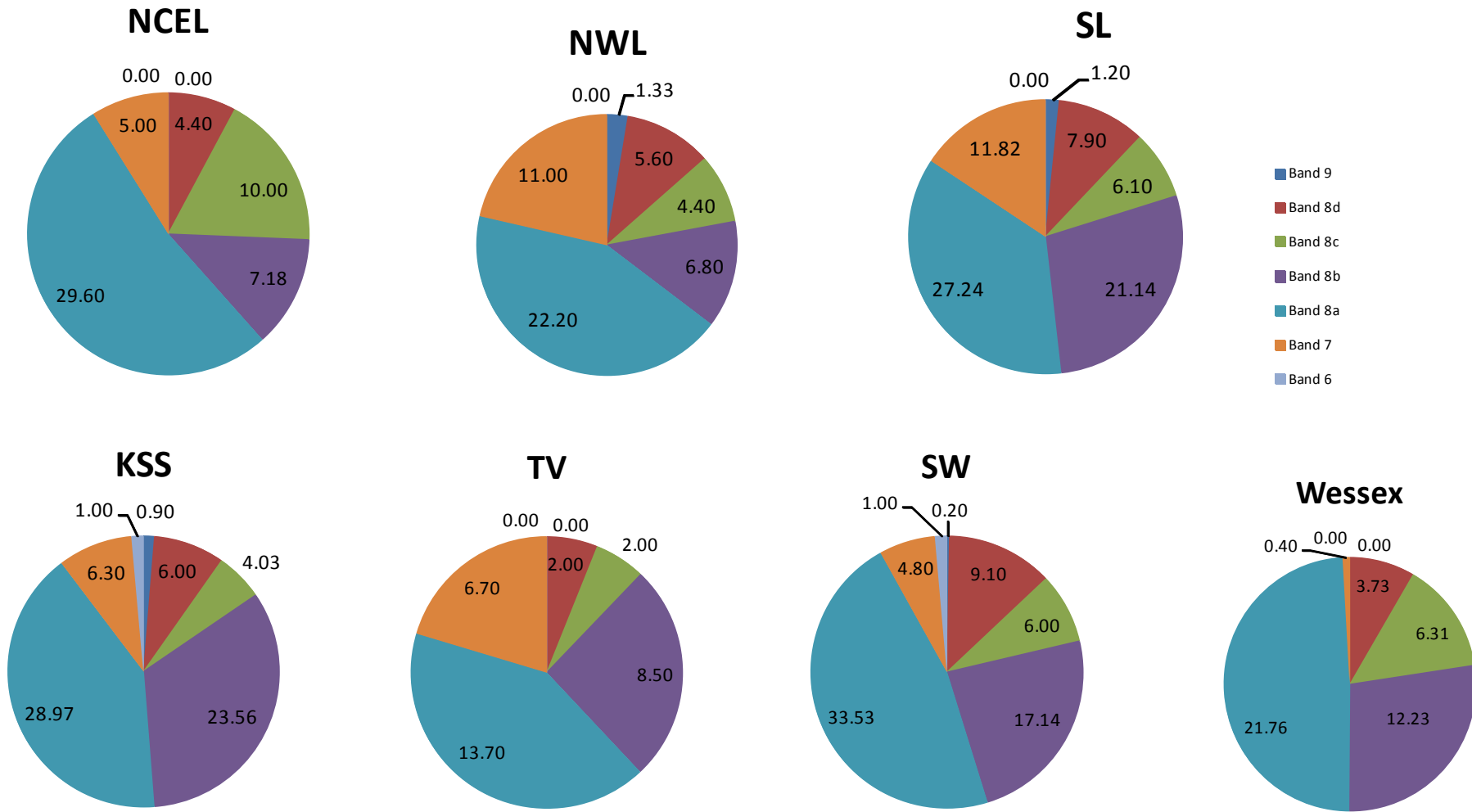


Figure 8a. Established Pharmacist posts in NHS Commissioning Organisations by band by geographical area 2014 (continued overleaf)

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

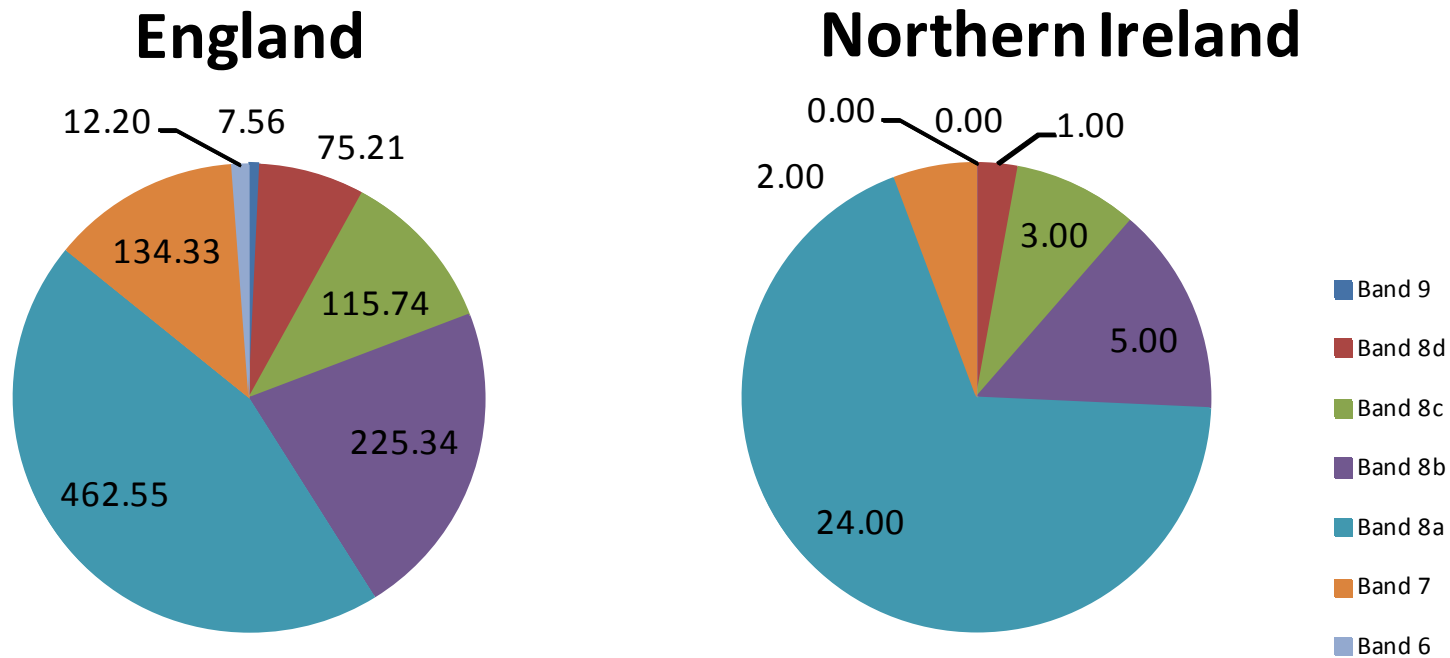


Figure 8a. Established Pharmacist posts in NHS Commissioning Organisations by band by geographical area 2014

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 2014

	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!	0.70	0.70	0.0%	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!	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	2.00	0.0%	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!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.83	1.83	35.3%	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!	2.64	2.64	0.0%	0.00	0.0%
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!	1.75	1.75	0.0%	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!	0.30	0.30	0.0%	0.00	0.0%	4.19	4.19	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!	0.00	0.00	#DIV/0!	0.00	#DIV/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!	1.00	1.00	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!
England	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%	0.30	0.30	0.0%	0.00	0.0%	21.11	20.11	4.7%	0.00	0.0%
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	2.00	1.00	50.0%	1.00	50.0%	8.94	6.70	25.1%	1.24	13.9%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	11.64	8.40	27.8%	2.24	19.2%
North - HE North West	18.47	16.38	11.3%	2.00	10.8%	76.76	74.21	3.3%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	99.23	94.59	4.7%	2.00	2.0%
North - HE Yorkshire & The Humber	19.87	18.67	6.0%	1.00	5.0%	36.73	34.55	5.9%	1.15	3.1%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	58.60	55.22	5.8%	2.15	3.7%
Midlands & East - HE East Midlands	7.38	6.30	14.6%	0.68	9.2%	21.37	19.97	6.6%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	31.58	28.10	11.0%	0.68	2.2%
Midlands & East - HE West Midlands	14.14	13.84	2.1%	0.00	0.0%	36.61	32.10	12.3%	0.04	0.1%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	53.39	48.58	9.0%	0.04	0.1%
Midlands & East - HE East of England	16.60	15.60	6.0%	1.00	6.0%	26.19	21.69	17.2%	1.50	5.7%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	45.54	40.04	12.1%	2.50	5.5%
London - HE North Central & East London	2.00	2.00	0.0%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.00	4.00	0.0%	0.00	0.0%
London - HE North West London	3.00	2.00	33.3%	1.00	33.3%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.00	2.00	33.3%	1.00	33.3%
London - HE South London	5.33	5.33	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!	8.33	8.33	0.0%	0.00	0.0%
South - HE Kent, Surrey & Sussex	19.55	18.55	5.1%	1.00	5.1%	23.00	20.91	9.1%	1.09	4.7%	1.00	1.00	0.0%	0.00	0.0%	48.04	44.95	6.4%	2.09	4.4%
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!	1.00	1.00	0.0%	0.00	0.0%
South - HE South West	3.80	3.80	0.0%	0.00	0.0%	19.56	17.56	10.2%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	24.36	22.36	8.2%	0.00	0.0%
South - HE Wessex	1.91	1.91	0.0%	0.00	0.0%	17.73	13.68	22.8%	3.25	18.3%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	19.64	15.59	20.6%	3.25	16.5%
England	115.05	106.38	7.5%	7.68	6.7%	269.89	244.37	9.5%	8.27	3.1%	1.00	1.00	0.0%	0.00	0.0%	408.35	373.16	8.6%	15.95	3.9%
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%

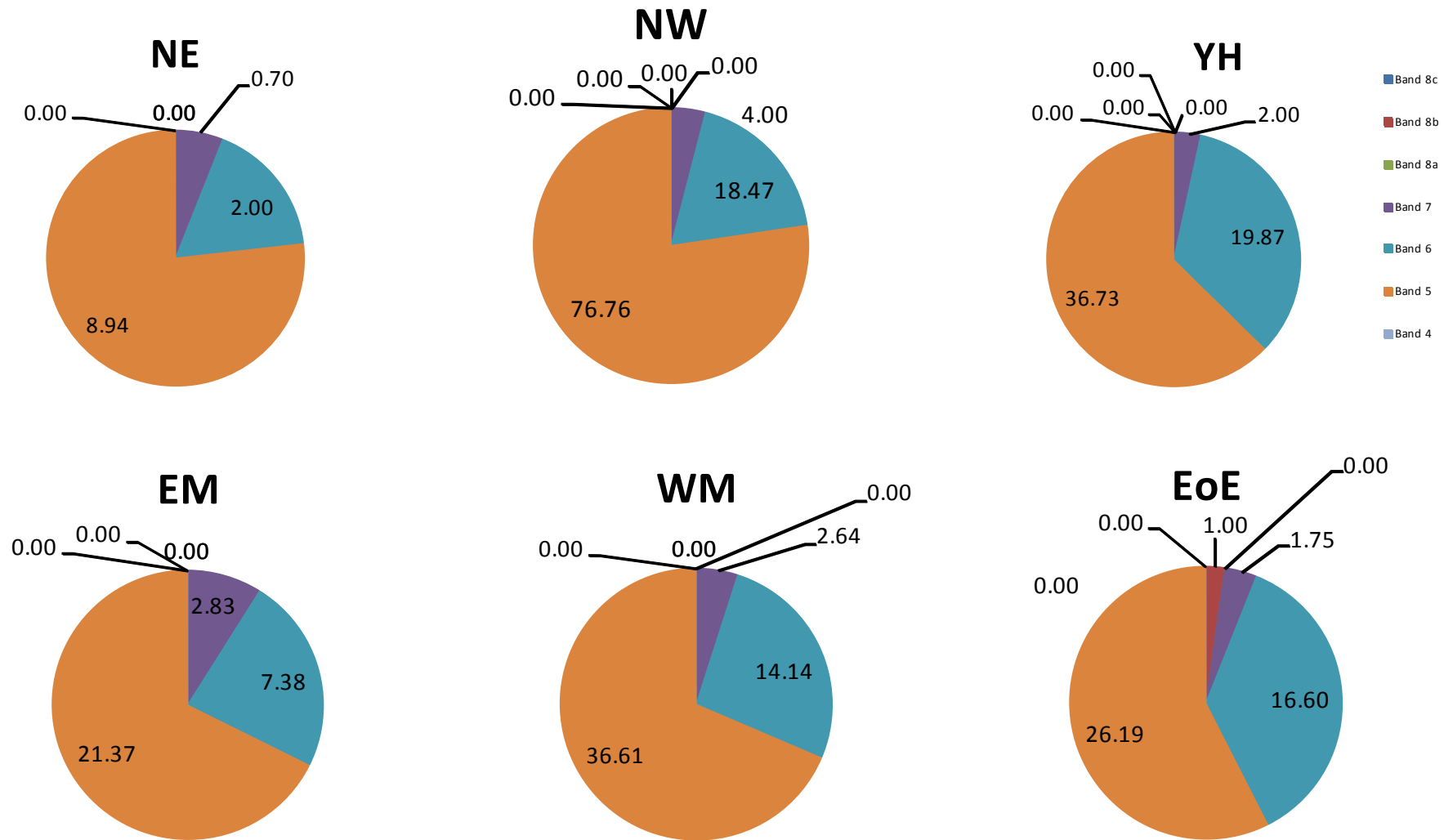


Figure 8b. Established Pharmacy Technician posts in NHS Commissioning Organisations by band by geographical area 2014 (continued overleaf)

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

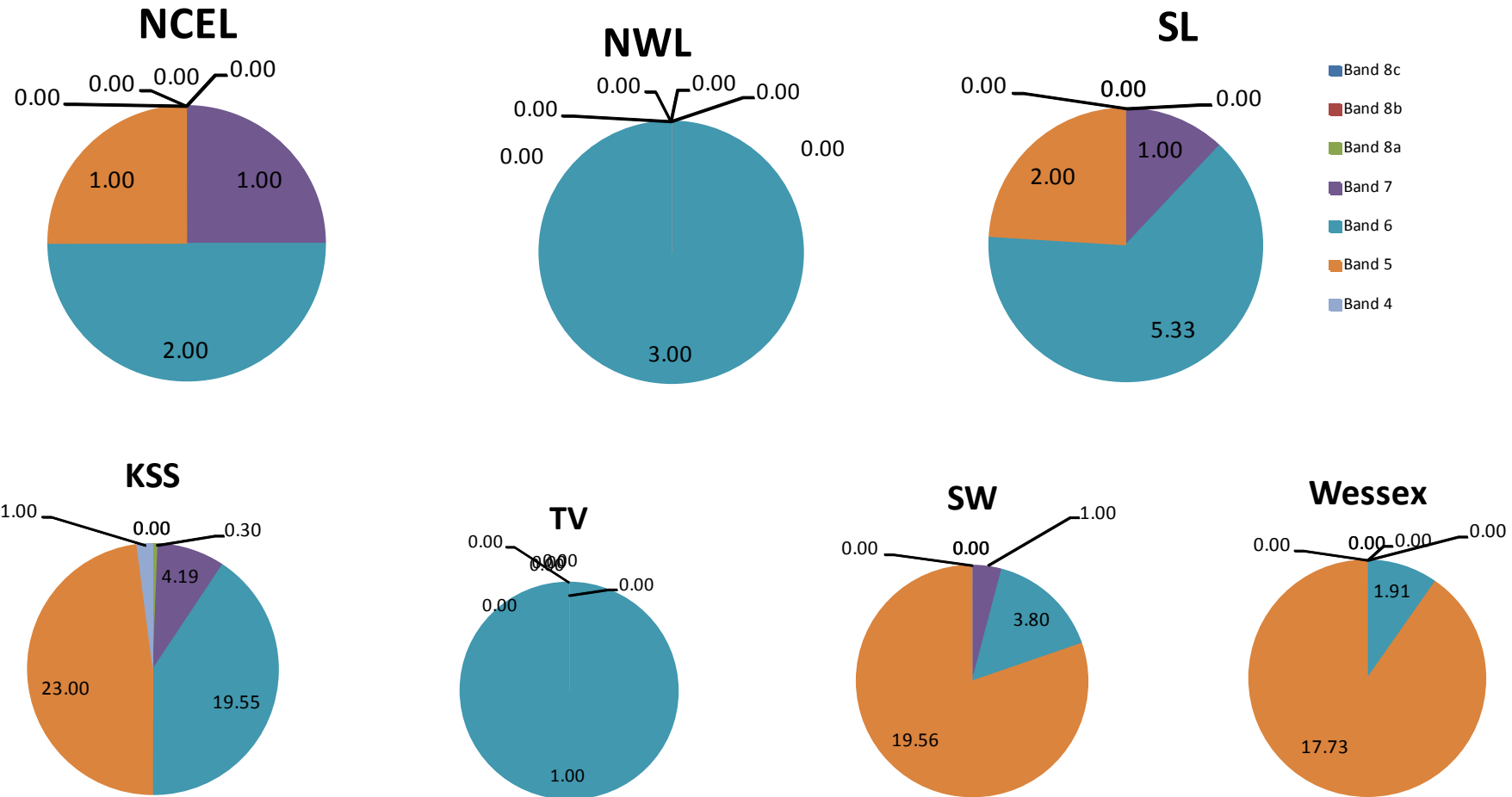


Figure 8b. Established Pharmacy Technician posts in NHS Commissioning Organisations by band by geographical area 2014 (continued overleaf)

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

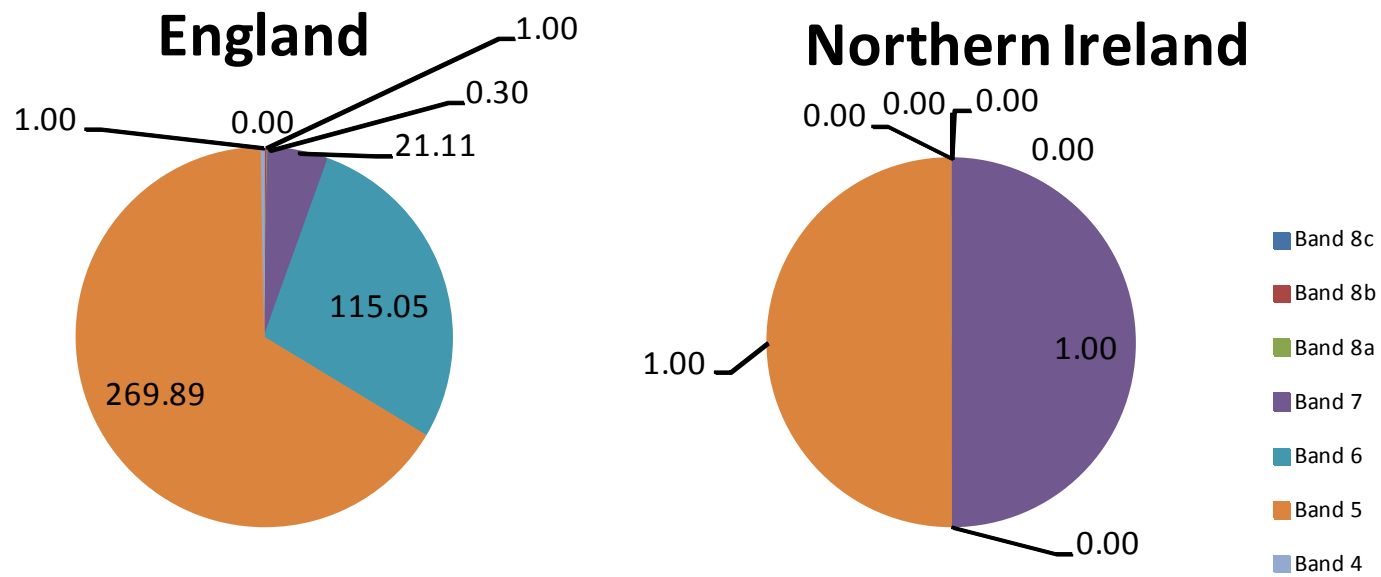


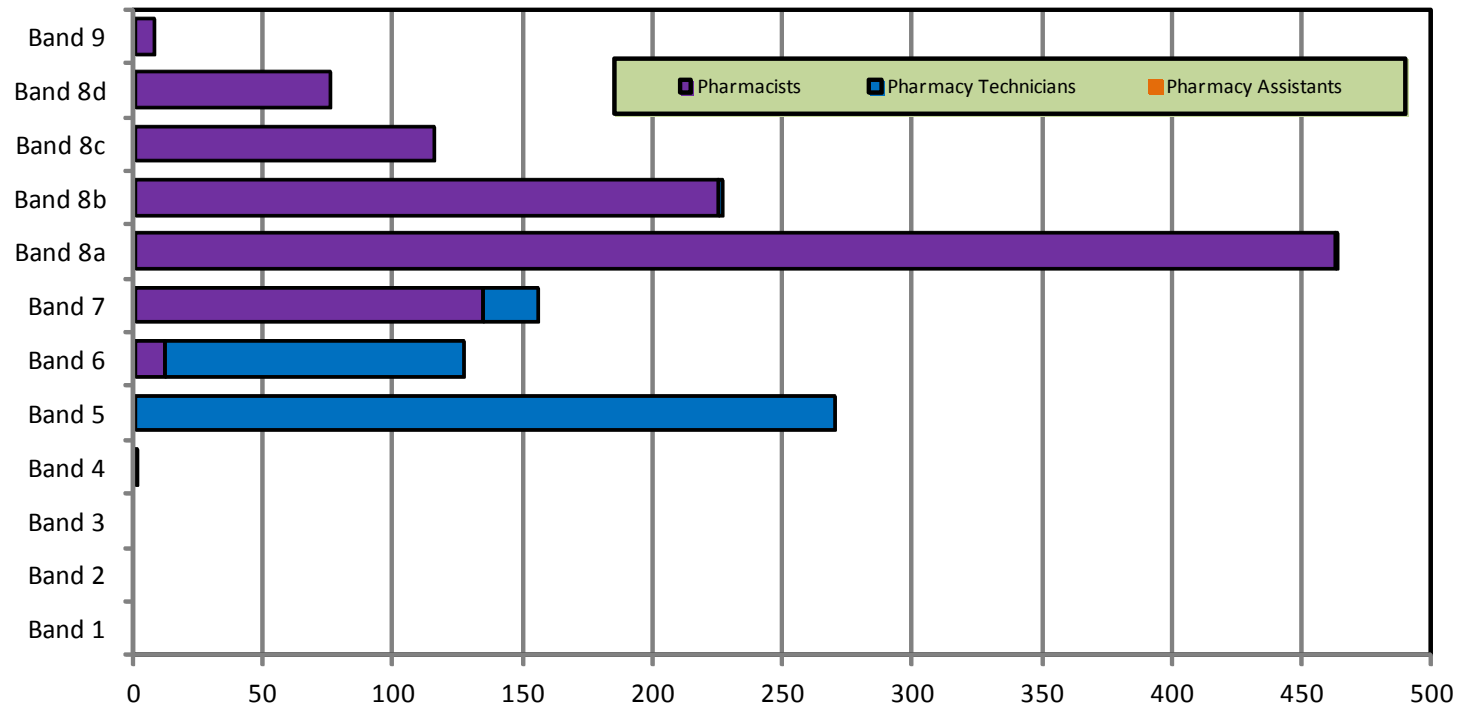
Figure 8b. Established Pharmacy Technician posts in NHS Commissioning Organisations by band by geographical area 2014

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

9. Skill mix in NHS Commissioning Organisations in England by Band - 2014

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 2014**



	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						12.20	134.33	462.55	225.34	115.74	75.21	7.56
Pharmacy Technicians				1.00	269.89	115.05	21.11	0.30	1.00			
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)) took place immediately before the previous survey. The organisations that were surveyed in May 2013 were newly formed on 1st April 2013, and in some cases, organisational structures were indeterminate. Mapping of the old and new NHS Service Providers and Commissioning Organisations has been incorporated in the data to assist in understanding transition.

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.

Over recent years several NHS trusts have outsourced their outpatient pharmacy services, which will have affected the number of NHS-employed staff in some NHS Service providers.

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 but separated according to activity, so they appear 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 2013 to 2014 (and from 2012 to 2014 for Wales). *N.B.* Care must be taken in interpreting these data, especially in Wales and 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 7,932.25 FTE; employing 7,261.57 FTE pharmacists with a headcount of 8,386. In Wales the figures are 551.00 FTE, 523.63 FTE and 605. In Northern Ireland the figures are 423.52 FTE, 411.99 FTE and 471.
- Pharmacist staffing establishments in the NHS **overall** have **increased** by 3.9% (297.24 FTE) since May 2013 across England, by 1.8% (9.95 WTE) in Wales (since 2012) and by 3.5% (14.39 FTE) in Northern Ireland.
- There are 6,899.31 FTE established qualified pharmacist posts in **NHS Service Providers** in England, 551.00 FTE in Wales and 388.52 FTE in Northern Ireland.
- Pharmacist staffing establishments in **NHS Service Providers** have **increased** by 3.8% (251.85 FTE) since May 2013 across England and by 3.8% (14.39 FTE) in Northern Ireland.
- There are 1,032.94 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 4.6% (45.38 FTE) since May 2013 across England and **remained unchanged** in Northern Ireland.
- 1,032.94 FTE (13.0%) of **overall** established pharmacist posts and 1,228 people (14.6% 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 3.2% (41.08 FTE) since May 2013. The staffing establishments at Bands 7 and 8a have **increased** by 10.1% (192.30 FTE) and 1.8% (35.29 FTE) respectively.
- In Wales there was an **increase** in the number of established Band 6 pharmacist posts in **NHS overall** of 16.8% (9.46 FTE) since May 2012. The staffing establishment at Band 7 **increased** by 29.9% (27.43 FTE).
- In Northern Ireland, there was an **increase** in the number of established Band 6 pharmacist posts in **NHS Service Providers** of 12.5% (11.07 FTE) since May 2013. The staffing establishment at Band 7 **increased** by 3.8% (5.30 FTE).

Pharmacy Technicians

- The reported NHS establishment for pharmacy technicians **overall** in England is 6,848.73 FTE, employing 6,380.72 FTE pharmacy technicians with a headcount of 7,312. In Wales the figures are 482.57 FTE, 463.41 FTE and 542. In Northern Ireland the figures are 300.86 FTE, 284.54 FTE and 313.
- Pharmacy Technician staffing establishments in the NHS **overall** have **increased** by 1.6% (108.03 FTE) since May 2013 across England, 2.3% (10.63 FTE) in Wales (since 2012), and 5.4% (15.31 FTE) in Northern Ireland.
- There are 6,440.38 FTE established qualified pharmacy technician posts in **NHS Service Providers** in England, 482.57 FTE in Wales and 298.86 FTE in Northern Ireland.

- Pharmacy Technician staffing establishments in **NHS Service Providers** have **increased** by 1.6% (100.93 FTE) since May 2013 across England and by 5.4% (15.31 FTE) in Northern Ireland.
- There are 408.35 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 1.8% (7.10 FTE) since May 2013 across England and has remained **unchanged** since May 2013 in Northern Ireland.
- 408.35 FTE (6.0%) of **overall** established pharmacy technician posts and 433 people (5.9% 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 0.7% (10.27 FTE) since May 2013. The staffing establishment at Band 5 has **increased** by 3.5% (108.20 FTE).
- In Northern Ireland, there was an **increase** in the number of Band 4 pharmacy technician posts in **NHS Service Providers** of 5.1% (7.95 FTE) and an increase at Band 5, of 5.7% (6.47 FTE).

Pharmacy Assistants

- The reported NHS establishment for pharmacy assistants **overall** in England is 3,746.96 FTE employing 3,456.55 FTE pharmacy assistants with a headcount of 3,945. In Wales the figures are 218.04 FTE employing 213.59 FTE pharmacy assistants with a headcount of 253. In Northern Ireland the figures are 127.32 FTE employing 109.32 FTE pharmacy assistants with a headcount of 126.
- Pharmacy Assistant staffing establishments in the NHS **overall** have **increased** by 1.8% (65.46 FTE) since May 2013 in England, have **decreased** by 6.2 % (14.39 FTE) in Wales (since 2012) and **decreased** by 0.6% (0.79 FTE) in Northern Ireland.

Skill mix

With a staffing establishment of 7,932.25 FTE qualified pharmacists, 6,848.73 FTE pharmacy technicians and 3,746.96 FTE pharmacy assistants in England, in Wales 551.00 FTE, 482.57 FTE and 218.04 FTE and in Northern Ireland 423.52 FTE, 300.86 FTE and 127.32 FTE respectively), NHS pharmacy services are already renowned for good use of skill mix. Skill mix is shown in figures on pages 16, 37 and 54, 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 1.7% (340.65 FTE) of established posts in all staff groups across the **NHS overall** in England have been disestablished since 31 May 2013, 2.1% (169.48 FTE) of pharmacist posts, 1.4% (94.51 FTE) of pharmacy technician posts and 1.1% (41.59 FTE) of pharmacy assistant posts.

Table 1a(ii) indicates that 0.6% (7.64 FTE) of established posts in all staff groups across the **NHS overall** in Wales have been disestablished since 31 May 2013, 1.2% (6.77 FTE) of pharmacist posts, 0.2% (0.87 FTE) of pharmacy technician posts and 0% (0.00 FTE) of pharmacy assistant posts.

Table 1a(iii) indicates that 0.3% (2.53 FTE) of established posts in all staff groups across the **NHS overall** in Northern Ireland have been disestablished since 31 May 2013, 0.4% (1.60 FTE) of pharmacist posts, 0.1% (0.33 FTE) of pharmacy technician posts and 0% (0.00 FTE) of pharmacy assistant posts.

Threatened posts

Table 1a(i) indicates that 0.5% (94.26 FTE) of established posts in all staff groups across the **NHS overall** in England are under threat; 0.6% (45.24 FTE) of pharmacist posts, 0.4% (25.22 FTE) of pharmacy technician posts and 0.5% (18.11 FTE) of pharmacy assistant posts.

Table 1a(ii) indicates that 0.4% (5.84 FTE) of established posts in all staff groups across the **NHS overall** in Wales are under threat; 0.4% (2.00 FTE) of pharmacist posts, 0.6% (2.99 FTE) of pharmacy technician posts and 0.4% (0.85 FTE) of pharmacy assistant posts.

Table 1a(iii) indicates that 0.3% (3.00 FTE) of established posts in all staff groups across the **NHS overall** in Northern Ireland are under threat; 0.2% (1.00 FTE) of pharmacist posts, 0.0% (0.00 FTE) of pharmacy technician posts and 0.0% (0.00 FTE) of pharmacy assistant posts.

Current vacancy rates (i.e. posts not permanently occupied on 31 May 2014)

Pharmacists

There are:

8.5% (670.68 FTE) of established qualified pharmacist posts vacant in the **NHS overall** in England, 5.0% (27.37 FTE) in Wales and 2.7% (11.53 FTE) in Northern Ireland.

8.4% (579.46 FTE) of established qualified pharmacist posts vacant in **NHS Service Providers** in England, 5.0% (27.37 FTE) in Wales and 3.0% (11.53 FTE) in Northern Ireland.

8.8% (91.92 FTE) of established qualified pharmacist posts vacant in **NHS Commissioning Organisations** in England and 0.0% (0.00 FTE) in Northern Ireland.

There are:

11.4% (153.60 FTE) (Band 6) and 12.5% (260.86 FTE) (Band 7) of established qualified pharmacist posts vacant in [NHS Service Providers](#) in England, 0.0% (0.00 FTE) (Band 6) and 11.8% (14.01 FTE) (Band 7) in Wales and 6.4% (6.42 FTE) (Band 6) and 0.6% (0.92 FTE) (Band 7) in Northern Ireland.

There are:

8.2% (1.00 FTE) (Band 6) and 17.1% (22.98 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:

6.8% (468.01 FTE) of established qualified pharmacy technician posts vacant in the [NHS overall](#) in England, 4.0% (19.16 FTE) in Wales and 5.4% (16.32 FTE) in Northern Ireland.

6.7% (432.82 FTE) of established qualified pharmacy technician posts vacant in [NHS Service Providers](#) in England and 5.5% (16.32 FTE) in Northern Ireland.

8.6% (35.19 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:

8.4% (128.18 FTE) Band 4 and 7.6% (244.11 FTE) Band 5 established qualified pharmacy technician posts vacant in [NHS Service Providers](#) in England; 6.1% (8.00 FTE) Band 4 and 3.0% (7.76 FTE) Band 5 in Wales, and 9.7% (15.96 FTE) Band 4 and 0.2% (0.29 FTE) Band 5 in Northern Ireland.

There are 0.0% (0.00 FTE) Band 4 and 9.5% (25.52 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 **increased** slightly in [NHS Service Providers](#) in England, but have **decreased** slightly in [NHS Commissioning Organisations](#). They have not changed significantly in Northern Ireland. There are, however, marked geographical differences (see Tables 4a – 4b and 8a – 8b).

Agency/Locum Staff

The number of pharmacist posts filled by agency staff/locums in May 2014 in the [NHS overall](#) is 261.65 FTE in England. 0.00 FTE in Wales and 2.00 FTE in Northern Ireland.

The number of pharmacy technician posts filled by agency staff/locums in May 2014 in the [NHS overall](#) is 156.92 FTE in England, 0.00 FTE in Wales and 0.00 FTE in Northern Ireland.

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

In terms of the **implementation of the government's 'medicines optimisation' initiative along with 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 additional 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 over recent years, helping to meet cost pressures in relation to prescribing practices, avoid waste and supporting 'medicines optimisation' in every setting whilst maintaining patient safety and high quality care. The demand for qualified pharmacists, pharmacy technicians and pharmacy assistants continues 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.

In 2014 HEE has also commissioned a survey of the **community pharmacy workforce** which will facilitate a **holistic approach** to informing pharmacy workforce planning as a whole and its important contribution to medicines optimisation, alleviation of winter and A&E pressures and implementation of Public Health initiatives across all care settings.

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, adds to the training burden.

Summary

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

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

Future of the NHS Pharmacy Staffing Establishment and Vacancy Survey

HEE will no longer commission this survey after 2014; HEE is working with LETBs and pharmacy workforce leads to ensure that NHS employing organisations have accurate pharmacy workforce data on the Electronic Staff Record (ESR), from which much of the information can be accessed in the future.

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

October 2013 which asked for point prevalence data on 31 May 2013

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

Report authors: Susan Sanders, Peter Sharott and Lynne Bollington

Contact Susan Sanders, Director, London Pharmacy Education & Training
020 7725 2724 susan.sanders@chelwest.nhs.uk

Issue Date October 2014

Appendix 1. Guidance Notes for NHS Service Providers

NHS Pharmacy Staffing Establishment & Vacancy Survey 2014

Guidelines for completion for NHS Service Providers (Point survey at 31 May 2014)

The format of data entry is similar to 2013, 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 2014**. 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 staff and include them in the categories provided, minimising those allocated as 'Others' as much as possible (see below). Do NOT include pharmacy porters even if they are funded through the pharmacy budget.

1. Complete your details in cell A3, and the current full name of the NHS organisation in cells A4-A7 & A8.
2. Complete all **light yellow** cells in Row 4 (an entry of zero need not be entered, unless it is an 'In Post' value where the 'Estab' is greater than zero – see definitions below). Row 4 should include all activity relating to services delivered 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. former PCT provider activity, SLAs, but it is not necessary to do so.
3. Please note that this arm of the survey is now known as **NHS service providers**, and now incorporates new community health trusts, social enterprises, CICs, etc..
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

Pharmacist post – a post where the **job description** specifies that the postholder must be registered as a pharmacist with the General Pharmaceutical Council (GPhC). Sometimes pharmacists move to a new role or part of their role becomes a role where it is not essential, but it is useful, to be a registered pharmacist. This definition is designed to make it clear for respondents to decide whether or not to include a post where there is some doubt.

Pharmacy Technician post – a post where the **job description** specifies that the postholder must be registered as a pharmacy technician with the General Pharmaceutical Council (GPhC). Sometimes pharmacy technicians move to a new role or part of their role becomes a role where it is not essential, but it is useful, to be a registered pharmacy technician. This definition is designed to make it clear for respondents to decide whether or not to include a post where there is some doubt.

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

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

You may not yet have agreed a *funded* 2014-2015 Staffing Establishment within your NHS organisation. Please see additional columns for ‘Posts at Risk’ and ‘Posts disestablished since 31 May 2013’ definitions below, which will explain current pressures to an extent, and complete your Staffing Establishment at 31 May 2014 using the current picture as best you can.

Some **trainees** may not be included in your *funded* staffing establishment because they are fully-funded centrally e.g. by a 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.

In Post (FTEs) – the number of FTE you have in post on 31 May 2014, 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 2014, but you have recruited into it, it is **vacant** (new recruit not started).

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

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

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

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

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

Posts Currently at Risk (FTEs) – a post(s), on your staffing establishment, which may or may not be vacant on 31 May 2014, 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 2013 (FTEs) – a post(s), which was on your staffing establishment on 31 May 2013, which has been removed from the staffing establishment within the last 12 months, for whatever reason. Please 'Insert' an 'Comment' to indicate the reason for the shift, e.g. more specialised Band 7 post required, post vacant and disestablished due to funding pressures, etc..

Outsourced Outpatient Pharmacy Services Over recent years, NHS trusts have been outsourcing outpatient pharmacy services and we have had a few queries about how to capture the staffing implications of this. The current format of the survey accommodates such changes in the **Posts Currently at Risk** and **Posts Disestablished since 31 May 2013** columns, so please complete them accordingly. If you wish to provide further information, please insert a comment in the same cell.

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

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

Pre-registration trainee pharmacy technicians (PTPTs) (used to be 'student pharmacy technicians') have two columns; one for Year 1 trainees (i.e. commenced training on or after 01 April 2013), and one for Yr 2 trainees (i.e. commenced training on or prior to 31 March 2013). *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 or 07788 418 621.

Susan Sanders, Lynne Bollington & Peter Sharott May 2014

Appendix 2. Suggested covering Email to go to NHS Service Providers with the accompanying data collection spreadsheet

Email Title: Please reply by Friday 13 June 2014. HE XXX Service Providers: NHS Pharmacy Staffing Establishment & Vacancy Survey 2014

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

It is time to complete the NHS Pharmacy Staffing Establishment & Vacancy Survey 2014, facilitated by the NHS Pharmacy Education and Development Committee. The data collected help to inform workforce strategy, planning and development by various organisations, and shape recruitment and retention initiatives and training plans. Since the survey traditionally achieves a very high (100% response rate each year since 2008), the survey results are widely accepted to be the most reliable source of information to support pharmacy workforce planning at national, regional and local levels. This year the survey covers all NHS service providers 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 for the last time. The funding has only very recently been confirmed, so apologies for the resulting ***tight timescales; please reply by the dates requested***. Please read the Guidance Notes (attached) carefully before completing the spreadsheet.
- HEE is spear-heading a separate initiative to correct ESR data so that they are accurate in the future; you will be approached separately about this.
- 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 2013 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 2014. Please complete all the light yellow cells on your line(s) in the spreadsheet once you have read the Guidance Notes. ***Do NOT attempt to print the spreadsheet.***

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

The survey provides point prevalence data for **31 May 2014**. Please complete the spreadsheet for 31 May 2014 and return to Lynne Bollington at nhspsevs@bollington.net **by Monday 23 June 2014**.

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

Best wishes.

Appendix 3. Guidance Notes for NHS Commissioning Organisations

NHS Pharmacy Staffing Establishment & Vacancy Survey 2014

Guidelines for completion for commissioning and public health organisations (CCGs, CSUs, Area Teams, NHS England Regional offices and Local Authority Health & Wellbeing Boards) (Point survey at 31 May 2014)

The format of data entry is similar to 2013, using an Excel spreadsheet to complete the data.

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

Eg1. If a CCG has its own Medicines Management Team, employed by the CCG and also gets some strategic support from a CSU, the CCG Meds Mgt team would be included in the CCG return (as the CCG is the employer), and the strategic support provided by the CSU would be included in the CSU return (as the CSU is the employer).

Eg2. If the CSU employs all the Meds Mgt support for a number of CSUs, the CCG support would be included in the CSU return, as the CSU is the **employer** and the CCG does not employ any pharmacy staff (even if the CSU employed staff are very tied to a particular CCG and have a CCG email address).

Please enter your data into the cells highlighted in **light yellow** for your staffing position at **31 May 2014**. 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 (see below), etc..

Do NOT include pharmacy porters even if they are funded through the pharmacy budget.

6. 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.

7. 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 community health services 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.

8. 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, NHS England Regional Offices and Local Authorities for Health & Wellbeing Board (HWB) / Public Health activities.
9. Complete Rows 6, 7 & 8 (for regional/national specialist pharmacy services – specifying the service, specialised commissioning pharmacist posts, and LPN Chairs) as applicable (see definitions below); insert your organisation name in cells A5/A6/A7/A8 and insert additional rows if you host two or more such services.
10. Please delete superfluous row(s) 5 – 8 as applicable.

Please read the following sections carefully before completing the spreadsheet.

Definitions

Pharmacist post – a post where the **job description** specifies that the postholder **must** be registered as a pharmacist with the General Pharmaceutical Council (GPhC). Sometimes pharmacists move to a new role or part of their role becomes a role where it is not essential, but it is useful, to be a registered pharmacist. This definition is designed to make it clear for respondents to decide whether or not to include a post where there is some doubt.

Pharmacy Technician post – a post where the **job description** specifies that the postholder **must** be registered as a pharmacy technician with the General Pharmaceutical Council (GPhC). Sometimes pharmacy technicians move to a new role or part of their role becomes a role where it is not essential, but it is useful, to be a registered pharmacy technician. This definition is designed to make it clear for respondents to decide whether or not to include a post where there is some doubt.

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 posts you need to be filled in order to deliver the service.

You may not yet have agreed a *funded* 2014-2015 Staffing Establishment within your NHS organisation. Please see additional columns for Posts at Risk and Posts disestablished since 31 May 2013 definitions below, which will explain current pressures to an extent, and complete your Staffing Establishment at 31 May 2014 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 31May14.

In Post (FTEs) – the number of FTE you have in post on 31 May 2014, 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. If your organisation is undergoing transition and have a person in an established post on a **Fixed Term Contract** as a result, please include them here as if they were permanently employed.

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 you have a person on a **Fixed Term Contract** to cover M/L, include them here as in post (you would have an 'Establishment' of 1.0FTE and an 'In Post' figure of 2.0FTE as a result (or *pro rata*) - please 'Insert' a 'Comment' in the cell to explain. Also see note on M/L below.
- if it is empty on 31 May 2014, 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 2014 and 'Insert' 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. If a member of staff covers two or more part-time posts which are on separate rows of the spreadsheet (e.g. part employer plus part regional), record the headcount in one row, and enter the headcount as zero in the other row(s), 'Inserting' an explanatory 'Comment' where the headcount is zero to provide clarification.

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 2014, 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 2013 (FTEs) – a post(s), which was on your staffing establishment on 31 May 2013, which has been removed from the staffing establishment within the last 12 months, for whatever reason. Please 'Insert' an 'Comment' to indicate the reason for the shift, e.g. post 'lifted and shifted' from PCT and

subsequently reviewed, more specialised Band X post required, post vacant and disestablished due to funding pressures, etc.. For any posts you would like to be noted, please '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 2013), and one for Yr 2 trainees (i.e. commenced training on or prior to 31 March 2013). *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 Row 6 (if applicable) on the spreadsheet, **indicating the type** (e.g. Specialised Commissioning Pharmacist, Medicines Information, Procurement, E&T, Clinical) of each specialist pharmacy service. These figures should not include staffing resource which is solely for provision of services to the host organisation (see above). Insert additional rows if you host more than two specialist pharmacy services.

Specialised Commissioning posts

A separate row 7 is included for the 10 **Area Teams** which host a Specialised Commissioning post. If your organisation host such services, please use this row for this activity.

Local Professional Network Chairs

A separate row 8 is included for all **Area Teams** to indicate this activity as above. If resource is allocated to this post, please indicate it in the **Est** column. If the post is filled by somebody not directly employed by the Area Team, but seconded or paid on a sessional basis, please put a zero in the 'In Post' column 'Inserting' and explanatory 'Comment' to outline alternative employment / payment arrangements.

The total figures in row 9 should then be the total pharmacy 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 or 07788 418 621.

Susan Sanders, Lynne Bollington & Peter Sharott May 2014

Appendix 4. Covering Email sent to English NHS Commissioning Organisations with the accompanying data collection spreadsheet

Email Title: Please reply by Monday 23 June 2014: NHS Pharmacy Staffing Establishment & Vacancy Survey 2014

To: Lead pharmacists in NHS Commissioning / Public Health organisations (CCGs, CSUs, Area Teams, NHS England Regional offices and Local Authority Health & Wellbeing Boards)

It is time to complete the NHS Pharmacy Staffing Establishment & Vacancy Survey 2014, facilitated by the NHS Pharmacy Education and Development Committee. The data collected help to inform workforce strategy, planning and development by HEE, LETBs and other 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 for the last time.** The funding has only very recently been confirmed, so apologies for the resulting *tight timescales; please reply by the dates requested*. Please read the Guidance Notes (attached) carefully before completing the spreadsheet.
- HEE is spear-heading a separate initiative to correct ESR data so that they are accurate in the future; you will be approached separately about this.
- 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.
- Similarly, for the 10 Area Teams which host Specialised Commissioning Pharmacist posts, please complete a separate line for hosted posts.
- Similarly, Area Teams are asked to complete a separate line for LPN Chair positions (see Guidance Notes).
- Please pay particular attention to the Posts Currently At Risk and Posts Disestablished since 31 May 2013 columns, as it is important that we keep a record of these in these continuing 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 2014. Please complete all the light yellow cells on your line(s) in the spreadsheet once you have read the Guidance Notes. *Do NOT attempt to print the spreadsheet.*

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

The survey provides point prevalence data for **31 May 2014**. Please complete the spreadsheet for 31 May 2014 and return to Lynne Bollington at nhspsevs@bollington.net *by Monday 23 June 2014*.

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

Best wishes.

Appendices 5 and 6. Data collection spreadsheets, including NHS Transition notes in the 'Organisation name' field where known.

Please find attached separately the data collection spreadsheets for [NHS Service Providers](#) (Appendix 5) and [NHS Commissioning Organisations](#) (Appendix 6).

End