
National NHS Hospital Pharmacy Staffing Establishment and Vacancy Survey 2007

NHS Pharmacy Education and Development Committee

Full Report

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Purpose

The purpose of this survey is to provide data on aspects of staffing levels amongst NHS hospital pharmacy staff.

In response to demands from various sources for accurate data on the current state of recruitment and retention in NHS hospital pharmacy, the NHS Pharmacy Education and Development Committee undertook a survey of all NHS acute and mental health trusts in England and Wales. Scotland had been included in previous surveys, but was not included in the 2007 survey because Agenda for Change (AfC) had not been fully implemented in May 2007.

Methods

The methodology and style were similar to surveys completed over the last 12 years. A questionnaire (Annex 1) was sent to the Chief Pharmacist or designated person in each NHS acute and mental health trust in England and Wales. Non-responders were followed-up with repeated requests. The survey included all pharmacy staff, except pre-registration trainee pharmacists, as these are supernumerary and not included in staffing establishments. (In North East SHA, pre-registration trainee pharmacy technicians are also supernumerary, but as they are not considered supernumerary elsewhere, they are included here for completeness).

The survey asked for point prevalence data on a particular date (31 May 2007)*, and is therefore similar to the survey carried out last year which considered point prevalence data on 31 May 2006. May has been chosen in an attempt to match Department of Health figures for 3-month vacancies (April). * NHS North East & Cumbria data were collected on 29 June 2007.

This survey 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 under threat because of reorganisation and/or NHS financial pressures.

Definitions and explanatory notes

N.B. This differs from previous surveys, which have covered the whole of Great Britain. Scotland was not included in this survey because Agenda for Change (AfC) had not been fully implemented in May 2007.

Whole Time Equivalents (WTE)

All data refer to NHS Agenda for Change **whole time equivalents (WTE)** of 37.5 hours per week, and to **England and Wales** unless otherwise stated.

Strategic Health Authorities (SHAs)

Since the last survey there has been an NHS reorganisation of **Strategic Health Authorities (SHAs)** in England. Where information in this survey has been categorised by geographical area, current SHA boundaries have been used. **Information in previous surveys has been categorised using different geographical areas.**

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

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

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

Staffing Establishment

Each NHS pharmacy department agrees its '**Staffing Establishment**' with the NHS trust's Human Resources & Finance departments. The staffing establishment is the pattern of posts and WTEs 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 staffing establishment. If a trust 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'.

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 **vacancy rate** is therefore the percentage of posts not permanently occupied.

Grades of Staff

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

In 2006, there was a mix of the new AfC Bands and the old Whitley Grades of posts. In an attempt to compare trends, groups of staff were lumped together in order to consider the whole workforce together:

Senior pharmacist	= AfC Band 8c-9 (formerly Whitley F-H)
Middle pharmacist	= AfC Band 7-8b (formerly Whitley D-E)
Junior pharmacist	= AfC Band 6 (formerly Whitley A-C)
Senior pharmacy technician	= AfC Band 6-8b (formerly Whitley 3-5)
Junior pharmacy technician	= AfC Band 4-5 (formerly Whitley 1-2)
Pre-registration trainee pharmacy technicians	= Annexe U of AfC Band 4

N.B. Only AfC posts were included in this 2007 survey. Whitley grades are provided only for comparison with previous survey data.

However, there are limitations to continuing to lump groups of staff in this way, particularly for AfC Band 7 for pharmacists and Band 5 for pharmacy technicians, as these tend to have higher staffing establishments and vacancy rates than the bands at the top of the same group, which 'pull' staff from the lower bands. It is preferable to consider each band in its own right, as this gives a better indication of trends and implications. It is recommended that these groupings are not used again in

subsequent surveys, as they can be misleading and confusing. They are used in this 2007 report as this has been requested by the Office of Manpower Economics (OME).

Results

Responses

227 NHS hospital pharmacies responded out of 238 identified and surveyed (95.38%). This includes 19 trusts which do not have a pharmacy department but have pharmacy services provided via a Service Level Agreement (SLA) with a neighbouring acute NHS trust. All 11 non-responders were in England:

North West SHA Liverpool Women's NHS Foundation Trust Southport & Ormskirk Hospital NHS Trust St Helens & Knowsley Hospitals NHS Trust	West Midlands SHA Royal Orthopaedic Hospital NHS Foundation Trust Sandwell and East Birmingham Hospitals NHS Trust University Hospital of North Staffordshire NHS Trust
Yorkshire and The Humber SHA North Lincolnshire and Goole Hospitals NHS Trust Doncaster and Bassetlaw Hospitals NHS Foundation Trust Sheffield Teaching Hospitals NHS Foundation Trust	South West SHA Royal Devon and Exeter NHS Foundation Trust* *unable to respond as they did not have an agreed Staffing Establishment on 31 May 2007, due to the presence of a turnaround team.
East Midlands SHA Nottinghamshire Healthcare NHS Trust (a Mental Health Trust)	

The response rate was the same as the response rate achieved last year (95% in May 2006).

All but one trust in England and Wales had implemented AfC by May 2007. The remaining trust (in West Midlands SHA) had partially implemented AfC. Establishment and occupancy data for this trust was incomplete and has not been included in the survey. Where an occasional post is awaiting the outcome of assimilation to AfC Band, it has been included in the 'Other' category, e.g. for Carmarthenshire NHS Trust, but this is a rare occurrence and should not significantly affect the data. In addition, Bradford Hospital NHS Trust in Yorkshire and the Humber SHA was still awaiting the outcomes of AfC for its Pharmacy Managers, so the data for this trust are also incomplete. The return for University Hospitals Birmingham in West Midlands SHA were a complex mix of AfC and Whitley posts and vacancies, and including them could have skewed the balance of posts, so the data from that trust have not been included for this year; the data are available if required for local consideration.

Pharmacy services to several Mental Health trusts and some specialist trusts in England and Wales are currently provided by local acute NHS trusts via a Service Level Agreement (SLA). Staffing establishments are developing in some mental health trusts; as they increasingly appoint Chief Pharmacists. Many mental health trusts now have a small Staffing Establishment of their own, whilst continuing to have some pharmacy services delivered by a Service Level Agreement with neighbouring trusts.

A. Staffing Establishments

Current staffing establishments for pharmacy departments in NHS acute and mental health trusts across England and Wales are summarised in Table 1, and displayed in Figures 1a, 1b and 1c.

N.B. The categories of senior, middle and junior pharmacist, and senior and junior pharmacy technician are consistent with those used in previous years (see previous page for definitions and cautionary note).

Tables 2a, 2b, 2c and 2d and Figures 1a, 1b, 1c and 1d show current staffing establishments by AfC band.

Table 1. Current Staffing Establishments - Summary data for all pharmacy staff groups

	Established posts (WTE)	Posts occupied (permanent)	Posts occupied by agency staff/locum	Total posts occupied	Posts remaining unoccupied after agency staff/locum considered	Posts not permanently occupied (Vacancy Rate)	Posts threatened
Senior pharmacists AfC 8c-9	567.99	543.19 (95.63%)				24.80 (4.37%)	
Middle pharmacists AfC 7-8b	3,371.98	2,990.69 (88.69%)				381.29 (11.31%)	
Junior pharmacists AfC 6	1,303.03	1,078.60 (82.78%)				224.43 (17.22%)	
Total pharmacists	5,243.00	4,612.48 (87.97%)	228.35 (4.35%)	4,840.83 (92.33%)	402.17 (7.67%)	630.52 (12.03%)	63.83 (1.22%)
Senior pharmacy technicians AfC 6-8b	1,274.76	1,203.87 (94.44%)				70.89 (5.56%)	
Junior pharmacy technicians AfC 4-5	3,886.12	3,496.72 (89.98%)				389.40 (10.02%)	
Pre-reg. trainee pharmacy technicians	540.05	509.76 (94.39%)				30.29 (5.61%)	
Total pharmacy technicians	5,700.93	5,210.35 (91.39%)	132.06 (2.32%)	5,342.41 (93.71%)	358.52 (6.29%)	490.58 (8.61%)	56.69 (1.00%)
Total professional staff	10,943.93	9,822.83 (89.76%)	360.41 (3.29%)	10,183.24 (93.05%)	760.69 (6.95%)	1,121.10 (10.24%)	120.52 (1.10%)
Pharmacy assistants	3,100.72	2,796.48 (90.19%)				304.24 (9.81%)	
Admin and clerical	951.17	862.77 (90.71%)				88.40 (9.29%)	
Other*	283.21	255.08 (90.07%)				28.13 (9.93%)	
Total support staff	4,335.10	3,914.33 (90.29%)	72.50 (1.67%)	3,986.83 (91.97%)	348.27 (8.03%)	420.77 (9.71%)	43.74 (1.01%)
Total all staff	15,233.03	13,695.16 (89.90%)	432.91 (2.84%)	14,128.07 (92.75%)	1,104.33 (7.25%)	1,537.87 (10.10%)	164.26 (1.07%)

Senior pharmacist = AfC 8c-9
 Middle pharmacist = AfC 7-8b
 Junior pharmacist = AfC 6

Senior pharmacy technician = AfC 6-8b
 Junior pharmacy technician = AfC 4-5
 Pre-registration trainee pharmacy technicians = Annexe U of AfC Band 4

* 'Other' includes: other healthcare professionals and graduates in various roles; some Whitley grades.

Tables 2a, 2b, 2c and 2d. Current Staffing Establishments & Vacancy Rates by AfC band

Table 2a. Pharmacists

AfC Band	9	8d	8c	8b	8a	7	6
Established posts (WTE)	76.50	173.71	317.78	767.04	1,374.80	1,230.14	1,303.03
Posts occupied (permanent)	73.34	169.37	300.48	718.86	1,263.54	1,008.29	1,078.60
Posts not permanently occupied	3.16	4.34	17.30	48.18	111.26	221.85	224.43
% posts not permanently occupied – vacancy rate	4.13%	2.50%	5.44%	6.28%	8.09%	18.03%	17.22%

Table 2b. Pharmacy Technicians

AfC Band	8b	8a	7	6	5	4	Pre-reg. trainee pharmacy technicians
Established posts (WTE)	13.72	21.91	354.42	884.71	2,282.7 1	1,603.41	540.05
Posts occupied (permanent)	13.72	22.17	340.83	827.15	2,067.9 4	1,428.78	509.76
Posts not permanently occupied	0	-0.26	13.59	57.56	214.77	174.63	30.29
% posts not permanently occupied – vacancy rate	0%	-1.19%	3.83%	6.51%	9.41%	10.89%	5.61%

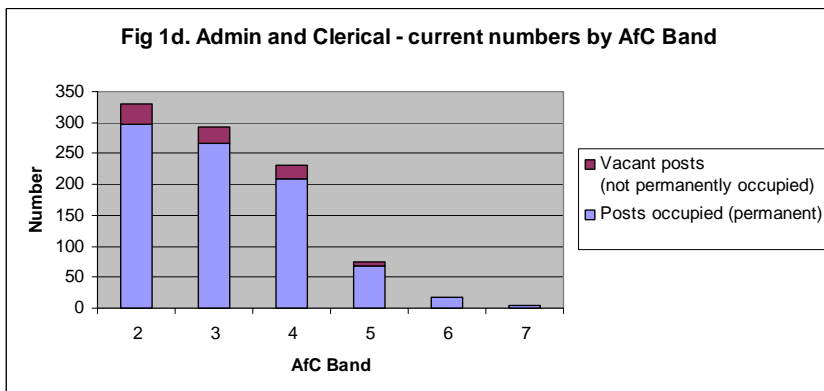
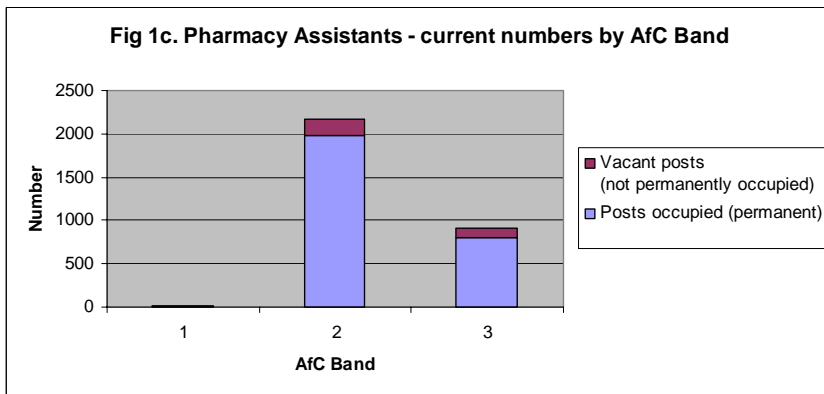
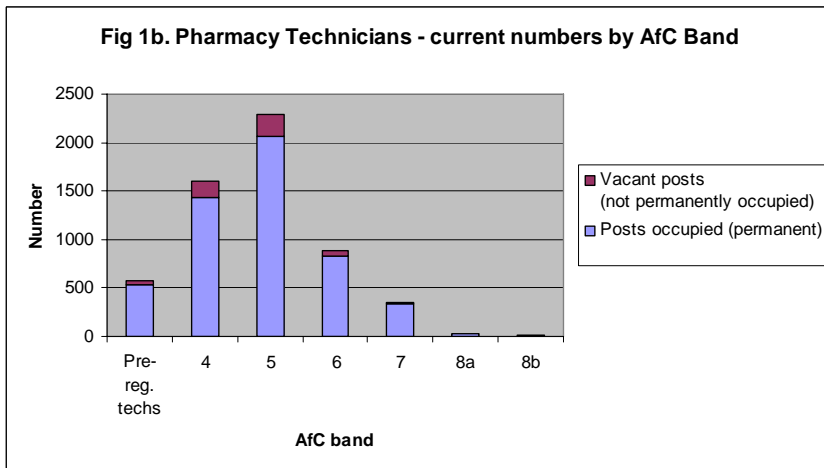
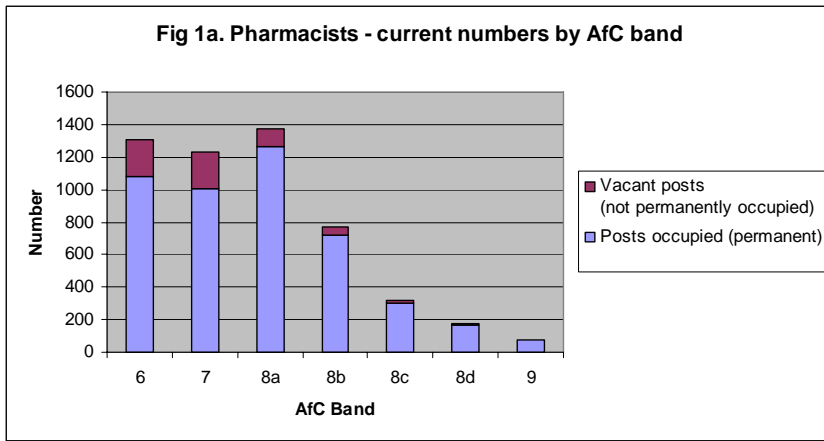
Table 2c. Pharmacy Assistants

AfC Band	3	2	1
Established posts (WTE)	911.71	2,173.62	15.39
Posts occupied (permanent)	809.37	1,973.72	13.39
Posts not permanently occupied	102.34	199.90	2.00
% posts not permanently occupied – vacancy rate	11.23%	9.20%	13.00%

Table 2d. Admin and Clerical

AfC Band	7	6	5	4	3	2
Established posts (WTE)	4.35	18.44	75.04	230.84	292.55	329.95
Posts occupied (permanent)	3.35	17.64	67.78	209.41	267.44	297.15
Posts not permanently occupied	1.00	0.80	7.26	21.43	25.11	32.80
% posts not permanently occupied – vacancy rate	22.99%	4.34%	9.67%	9.28%	8.58%	9.93%

Figures 1a, 1b, 1c and 1d. Current Staffing Establishments by AfC band



B. Trends in pharmacy staffing establishments.

Trends over time

Trends in staffing establishments over time have been examined, comparing data from surveys carried out in 2001, 2003, 2006 & 2007.

Tables 3a and 3b compare staffing establishments for pharmacists and qualified pharmacy technicians with data available from previous years. It is difficult to compare the *numbers* of staff because 2007 figures include data from England and Wales only. Nevertheless, an attempt to show trends has been made, by providing the total numbers of pharmacist and pharmacy technician posts for England and Wales in 2006 and 2007. It is also possible to compare the *proportion* of posts, which gives an indication of **skill mix**, and the percentages have been displayed in Tables 3a and 3b. (See later section for geographical variation).

Table 3c compares staffing establishments for other pharmacy support staff - pharmacy assistants, admin & clerical and 'other' with data from 2006. Data were not collected for these groups of staff prior to the 2006 survey. An attempt to show trends has been made, by providing the total numbers for England and Wales in 2006 and 2007. Care must be taken in interpreting the 'other' category, as it is not clear exactly what this cohort of staff has included in each year.

Tables 3a and 3b. Staffing establishments – comparison with previous years

Table 3a. Qualified Pharmacists

	2001*		2003*		2006*		2007†	
Junior pharmacists AfC 6 (Whitley A-C)	1,422	(36%)	1,550	(34%)	1,612	(26%)	1,303	(25%)
Middle pharmacists AfC 7-8b (Whitley (D-E)	2082	(53%)	2,436	(54%)	3,807	(63%)	3,372	(64%)
Senior pharmacists AfC 8c-9 (Whitley F-H)	426	(11%)	524	(12%)	643	(11%)	568	(11%)
Total	3,929	(100%)	4,510	(100%)	6,062 5,199 in England & Wales	(100%)	5,243	(100%)

* includes data for the whole of Great Britain

† includes data for England and Wales only

3b. Qualified Pharmacy Technicians

	2001*		2003*		2006*		2007†	
Junior pharmacy technicians AfC 4-5 (Whitley 1-2)	2,537	(64%)	2,787	(63%)	4,550	(72%)	3,886	(75%)
Senior pharmacy technicians AfC 6-8b (Whitley 3-5)	1,421	(36%)	1,668	(37%)	1,727	(28%)	1,275	(25%)
Total	3,958	(100%)	4,455	(100%)	6,277 5,268 in England & Wales	(100%)	5,161	(100%)

*includes data for the whole of Great Britain

†includes data for England and Wales only

3c. Pharmacy Support Staff

	2006*	2007†
Pharmacy assistants	3,282.7 3,221.5 in England & Wales	3,100.72
Admin & Clerical	1,096.8 962.5 in England & Wales	951.17
Other	183.9 183.9 in England & Wales	283.21

*includes data for the whole of Great Britain

†includes data for England and Wales only

Trends over geographical areas

Trends in current staffing establishments across England and Wales have also been examined.

Tables 4a, 4b and 4c and Figures 2a, 2b and 2c show current staffing establishments by geographical area. Figures 3a, 3b and 3c show current staffing establishments as a percentage of the total by geographical area.

Tables 5a, 5b, 5c and 5d show current staffing establishments by geographical area and AfC band. Figures 4a, 4b, 4c and 4d show current staffing establishments as a percentage of the total by geographical area and AfC band.

Tables 4a, 4b and 4c. Current staffing establishments by geographical area

Table 4a. Pharmacists

	Senior pharmacists AfC 8c-9			Middle pharmacists AfC 7-8b			Junior pharmacists AfC 6			Total pharmacists		
	Established posts WTE)	Posts occupied (permanent) Vacancy Rate %		Established posts WTE)	Posts occupied (permanent) Vacancy Rate %		Established posts WTE)	Posts occupied (permanent) Vacancy Rate %		Established posts WTE)	Posts occupied (permanent) Vacancy Rate %	
North East SHA	25.67	23.58	8.14%	197.61	164.41	16.80%	71.29	58.28	18.25%	294.57	246.27	16.4%
North West SHA	75.51	70.35	6.83%	381.32	334.66	12.24%	173.49	144.93	16.46%	630.32	549.94	12.75%
Yorkshire & The Humber SHA	40.08	38.82	3.14%	305.82	265.72	13.11%	84.69	71.75	15.28%	430.59	376.29	12.61%
East Midlands SHA	26.14	26.14	0.00%	228.09	207.91	8.85%	85.88	77.29	10.00%	340.11	311.34	8.46%
West Midlands SHA	32.70	30.70	6.12%	207.59	187.35	9.75%	75.60	53.31	29.48%	315.89	271.36	14.10%
East of England SHA	63.51	59.13	6.90%	277.01	235.25	15.08%	113.22	96.04	15.17%	453.74	390.42	13.96%
London SHA	166.16	158.26	4.85%	792.29	710.26	10.35%	379.49	326.45	13.98%	1,337.94	1,194.97	10.69%
South East Coast SHA	30.36	29.90	1.52%	212.21	196.78	7.27%	85.41	62.04	27.36%	327.98	288.72	11.97%
South Central SHA	30.94	30.89	0.16%	249.65	211.23	15.39%	83.76	63.52	24.16%	364.35	305.64	16.11%
South West SHA	30.21	30.21	0.00%	246.37	219.36	10.96%	95.30	74.09	22.26%	371.88	323.66	12.97%
Wales	46.71	45.21	3.21%	274.02	257.76	5.93%	54.90	50.90	7.29%	375.63	353.87	5.79%
TOTAL	567.99	543.19	4.37%	3,371.98	2,990.69	11.31%	1,303.03	1,078.60	17.22%	5,243.00	4,612.48	12.03%

Table 4b. Pharmacy Technicians

	Senior pharmacy technicians AfC 6-8b			Junior pharmacy technicians AfC 4-5			Pre-reg. trainee pharmacy technicians			Total pharmacy technicians		
	Established posts WTE)	Posts occupied (permanent) Vacancy Rate %		Established posts WTE)	Posts occupied (permanent) Vacancy Rate %		Established posts WTE)	Posts occupied (permanent) Vacancy Rate %		Established posts WTE)	Posts occupied (permanent) Vacancy Rate %	
North East SHA	56.61	54.96	2.91%	256.89	239.58	6.74%	42.00	39.00	7.14%	355.50	333.54	6.18%
North West SHA	148.58	136.47	8.15%	557.16	529.23	5.01%	88.25	84.00	4.82%	793.99	749.70	5.58%
Yorkshire & The Humber SHA	126.05	111.93	11.20%	306.11	280.32	8.43%	24.00	23.00	4.17%	456.16	415.25	8.97%
East Midlands SHA	80.67	75.82	6.01%	314.19	277.63	11.64%	22.00	21.91	0.41%	416.86	375.36	9.96%
West Midlands SHA	96.74	93.67	3.17%	319.56	293.40	8.19%	45.00	41.00	8.89%	461.30	428.07	7.20%
East of England SHA	130.66	127.31	2.56%	358.06	314.44	12.18%	48.00	42.80	10.83%	536.72	484.55	9.72%
London SHA	298.86	285.31	4.53%	645.19	554.52	14.05%	98.00	93.83	4.26%	1,042.05	933.66	10.40%
South East Coast SHA	82.50	77.59	5.95%	248.42	214.73	13.56%	40.80	33.30	18.38%	371.72	325.62	12.40%
South Central SHA	91.07	83.99	7.77%	251.37	213.26	15.16%	39.00	36.92	5.33%	381.44	334.17	12.39%
South West SHA	101.43	95.23	6.11%	308.05	279.24	9.35%	34.00	35.00	-2.94%	443.48	409.47	7.67%
Wales	61.59	61.59	0.00%	321.12	300.37	6.46%	59.00	59.00	0.00%	441.71	420.96	4.70%
TOTAL	1,274.76	1,203.87	5.56%	3,886.12	3,496.72	10.02%	540.05	509.76	5.61%	5,700.93	5,210.35	8.61%

Table 4c. Pharmacy Support Staff

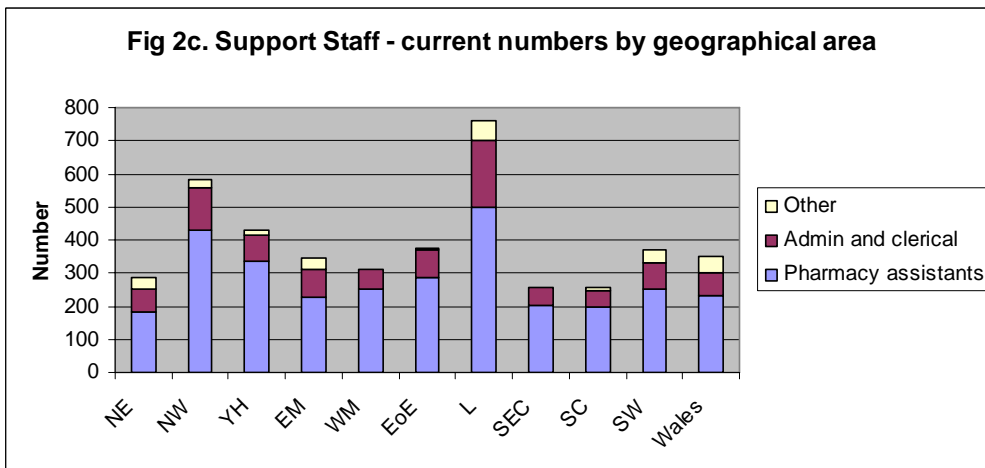
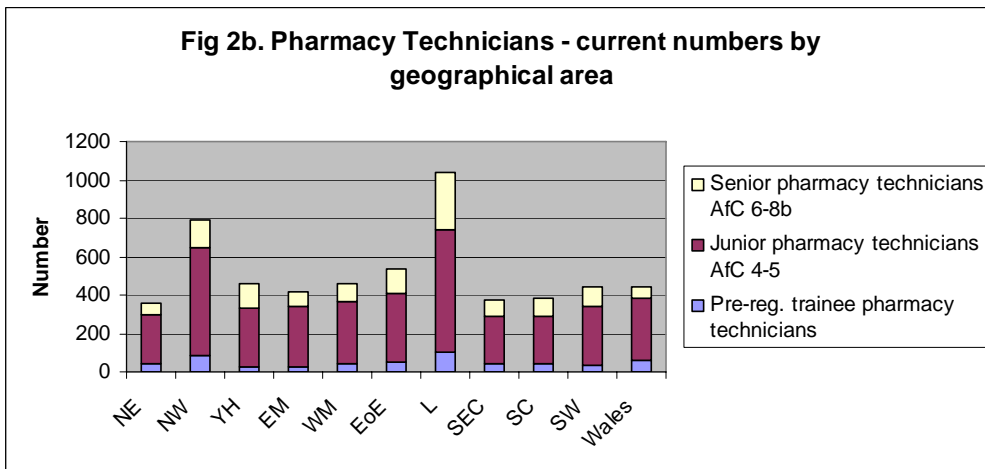
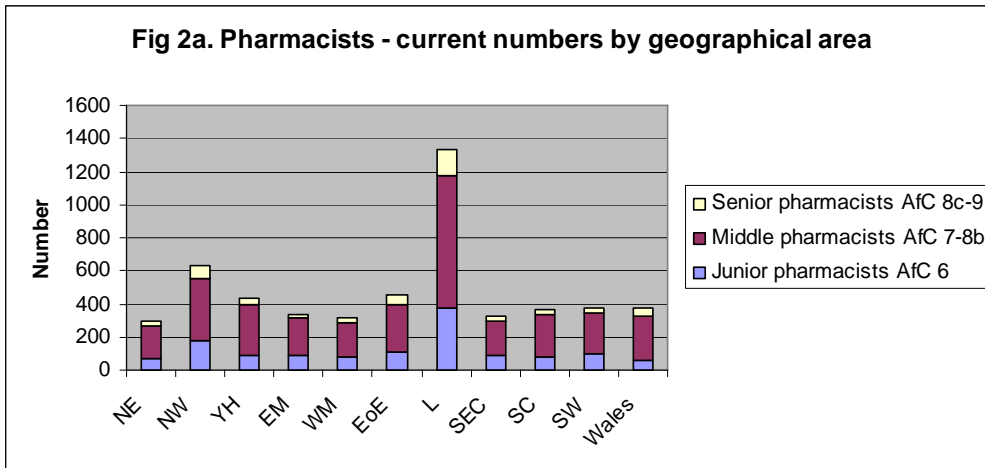
	Pharmacy assistants			Admin and clerical			Other*			Total support staff		
	Established posts WTE)	Posts occupied (permanent) Vacancy Rate %		Established posts WTE)	Posts occupied (permanent) Vacancy Rate %		Established posts WTE)	Posts occupied (permanent) Vacancy Rate %		Established posts WTE)	Posts occupied (permanent) Vacancy Rate %	
North East SHA	184.77	165.36	10.50%	65.49	55.38	15.44%	34.31	35.37	-3.09%	284.57	256.11	10.00%
North West SHA	432.08	405.05	6.26%	123.93	112.66	9.09%	27.89	26.72	4.20%	583.90	544.43	6.76%
Yorkshire & The Humber SHA	335.44	305.36	8.97%	81.47	80.29	1.45%	13.28	11.40	14.16%	430.19	397.05	7.70%
East Midlands SHA	228.04	216.99	4.85%	83.97	75.93	9.57%	34.27	33.27	2.92%	346.28	326.19	5.80%
West Midlands SHA	250.38	225.47	9.95%	59.12	53.16	10.08%	3.74	3.73	0.27%	313.24	282.36	9.86%
East of England SHA	288.88	254.29	11.97%	79.66	76.39	4.10%	9.00	7.00	22.22%	377.54	337.68	10.56%
London SHA	498.08	423.96	14.88%	205.37	180.51	12.10%	57.33	43.30	24.47%	760.78	647.77	14.85%
South East Coast SHA	202.35	183.19	9.47%	52.54	48.71	7.29%			0.00%	254.89	231.90	9.02%
South Central SHA	195.77	165.27	15.58%	51.32	40.78	20.54%	12.01	9.51	20.82%	259.10	215.56	16.80%
South West SHA	253.37	236.23	6.76%	77.78	71.20	8.46%	40.55	36.95	8.88%	371.70	344.38	7.35%
Wales	231.56	215.31	7.02%	70.52	67.76	3.91%	50.83	47.83	5.90%	352.91	330.90	6.24%
TOTAL	3,100.72	2,796.48	9.81%	951.17	862.77	9.29%	283.21	255.08	9.93%	4,335.10	3,914.33	9.71%

Senior pharmacist = AfC 8c-9
 Middle pharmacist = AfC 7-8b
 Junior pharmacist = AfC 6

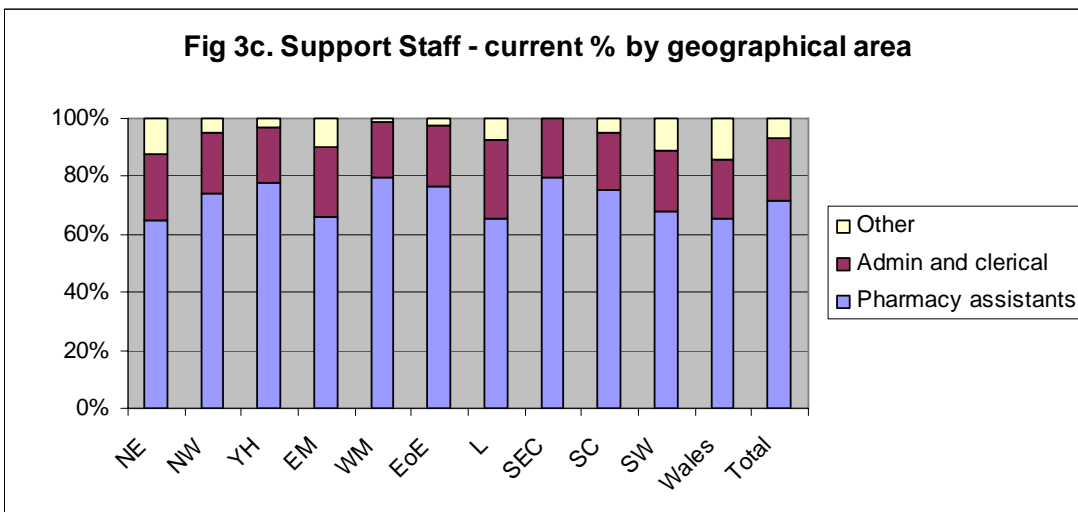
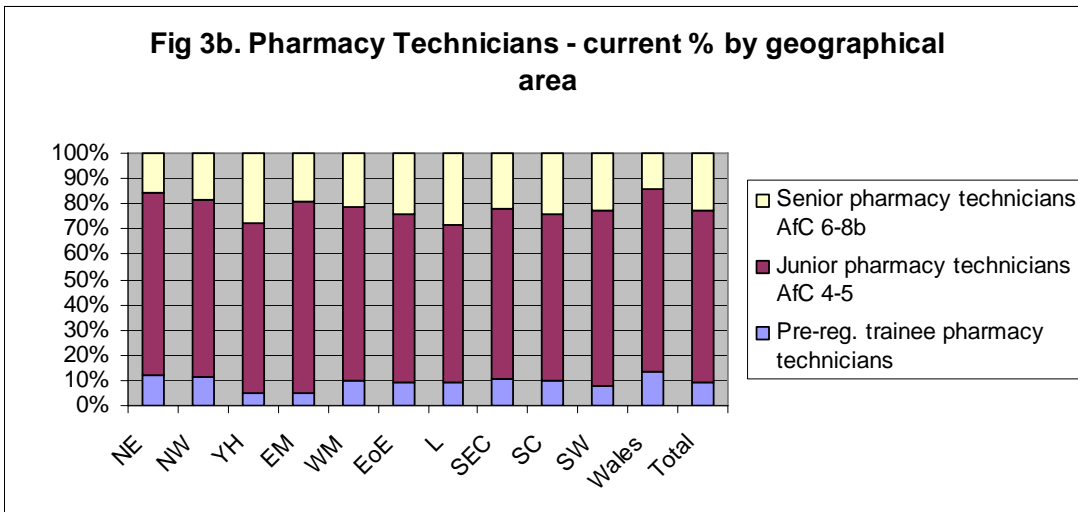
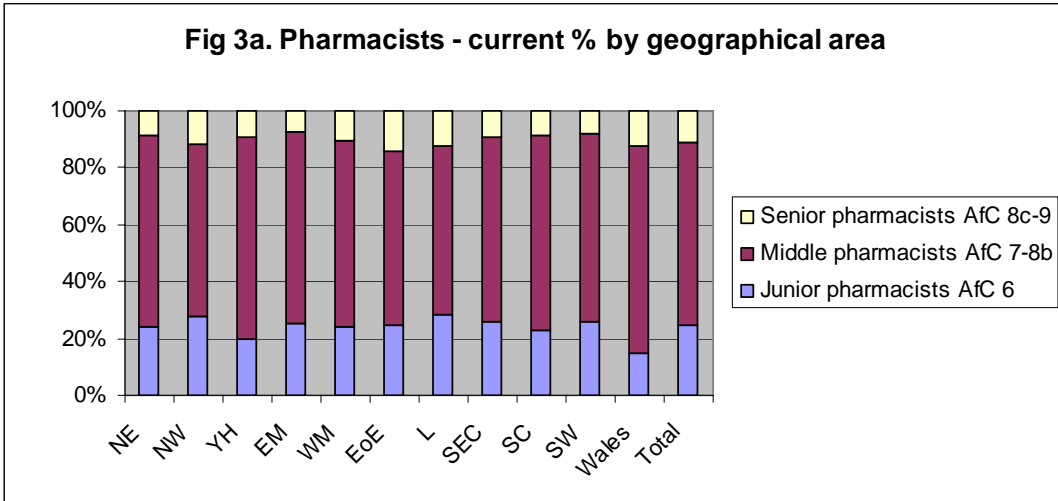
Senior pharmacy technician = AfC 6-8b
 Junior pharmacy technician = AfC 4-5
 Pre-registration trainee pharmacy technicians = Annexe U of AfC Band 4

* 'Other' includes: other healthcare professionals and graduates in various roles; some Whitley grades.

Figures 2a, 2b and 2c. Current staffing establishments by geographical area



Figures 3a, 3b and 3c. Current staffing establishments (as % of total) by geographical area



Tables 5a, 5b, 5c and 5d. Current staffing establishments by geographical area and AfC band

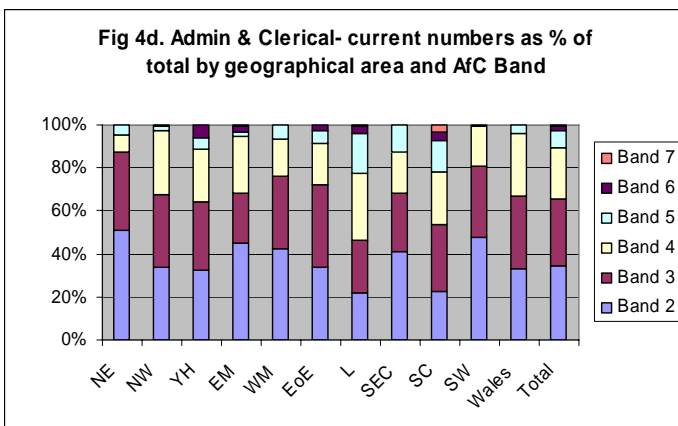
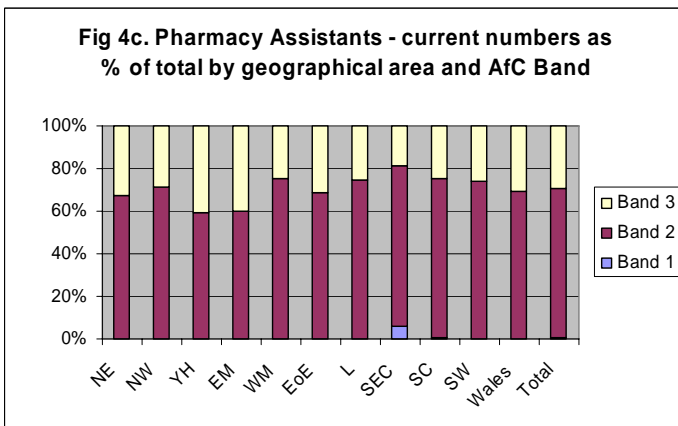
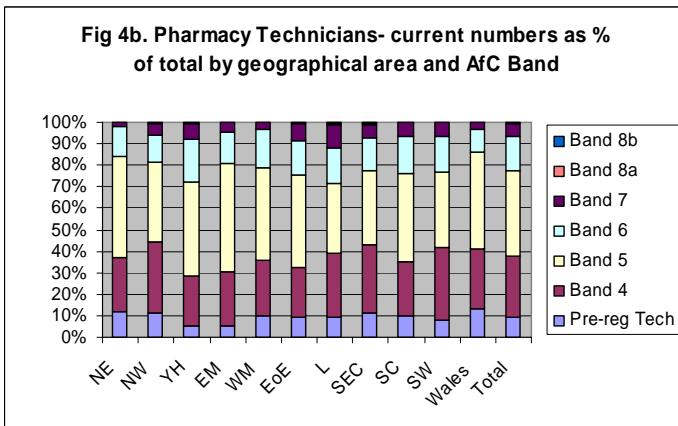
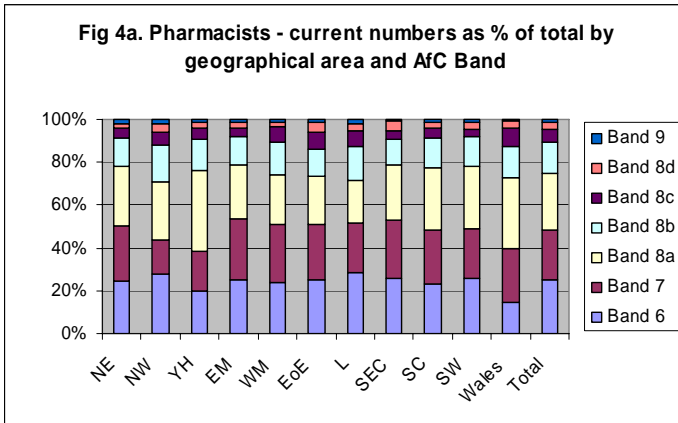
	Table 5a. Pharmacists													
	Band 9		Band 8d		Band 8c		Band 8b		Band 8a		Band 7		Band 6	
	Estab	In Post	Estab	In Post	Estab	In Post	Estab	In Post	Estab	In Post	Estab	In Post	Estab	In Post
North East SHA	5.00	5.00	7.10	7.00	13.57	11.58	39.53	35.86	81.63	68.94	76.45	59.61	71.29	58.28
North West SHA	14.55	13.39	20.95	19.95	40.01	37.01	107.01	98.13	173.36	147.56	100.95	88.97	173.49	144.93
Yorkshire & The Humber SHA	4.90	4.90	13.00	12.80	22.18	21.12	63.53	62.22	160.18	152.79	82.11	50.71	84.69	71.75
East Midlands SHA	4.00	4.00	9.00	9.00	13.14	13.14	46.52	46.82	84.05	77.84	97.52	83.25	85.88	77.29
West Midlands SHA	4.00	4.00	7.00	5.00	21.70	21.70	48.47	50.27	74.21	65.62	84.91	71.46	75.60	53.31
East of England SHA	7.00	7.00	20.80	20.82	35.71	31.31	56.12	50.56	102.72	94.85	118.17	89.84	113.22	96.04
London SHA	23.05	21.05	46.04	46.04	97.07	91.17	211.03	189.68	273.35	254.49	307.91	266.09	379.49	326.45
South East Coast SHA	3.00	3.00	14.42	14.36	12.94	12.54	38.99	38.99	84.38	78.96	88.84	78.83	85.41	62.04
South Central SHA	4.00	4.00	10.40	10.40	16.54	16.49	50.41	46.11	106.16	97.03	93.08	68.09	83.76	63.52
South West SHA	4.00	4.00	14.00	14.00	12.21	12.21	50.64	50.06	109.04	103.14	86.69	66.16	95.30	74.09
Wales	3.00	3.00	11.00	10.00	32.71	32.21	54.79	50.16	125.72	122.32	93.51	85.28	54.90	50.90
TOTALS	76.50	73.34	173.71	169.37	317.78	300.48	767.04	718.86	1,374.80	1,263.54	1,230.14	1,008.29	1,303.03	1,078.60
Number of posts not permanently occupied / Vacancy Rate (%)	3.16	4.13%	4.34	2.50%	17.30	5.44%	48.18	6.28%	111.26	8.09%	221.85	18.03%	224.43	17.22%

	Table 5b. Pharmacy Technicians													
	Band 8b		Band 8a		Band 7		Band 6		Band 5		Band 4		Pre-reg Trainee Pharmacy Technicians	
	Estab	In Post	Estab	In Post	Estab	In Post	Estab	In Post	Estab	In Post	Estab	In Post	Estab	In Post
North East SHA	0.00	0.00	1.00	1.00	6.59	6.59	49.02	47.37	166.16	150.82	90.73	88.76	42.00	39.00
North West SHA	0.00	0.00	5.55	5.81	40.49	39.00	102.54	91.66	294.52	273.11	262.64	256.12	88.25	84.00
Yorkshire & The Humber SHA	1.00	1.00	2.50	2.50	31.39	26.91	91.16	81.52	200.29	180.79	105.82	99.53	24.00	23.00
East Midlands SHA	0.00	0.00	0.00	0.00	19.61	19.16	61.06	56.66	210.19	187.99	104.00	89.64	22.00	21.91
West Midlands SHA	0.00	0.00	1.00	1.00	15.80	17.61	79.94	75.06	199.37	187.34	120.19	106.06	45.00	41.00
East of England SHA	2.00	2.00	2.00	2.00	43.02	42.22	83.64	81.09	232.41	206.80	125.65	107.64	48.00	42.80
London SHA	7.72	7.72	5.86	5.86	108.28	103.26	177.00	168.47	338.06	299.60	307.13	254.92	98.00	93.83
South East Coast SHA	2.00	2.00	3.00	3.00	21.30	20.30	56.20	52.29	129.47	117.16	118.95	97.57	40.80	33.30
South Central SHA	1.00	1.00	0.00	0.00	25.14	23.95	64.93	59.04	156.15	130.93	95.22	82.33	39.00	36.92
South West SHA	0.00	0.00	1.00	1.00	29.43	28.46	71.00	65.77	158.38	147.28	149.67	131.96	34.00	35.00
Wales	0.00	0.00	0.00	0.00	13.37	13.37	48.22	48.22	197.71	186.12	123.41	114.25	59.00	59.00
TOTALS	13.72	13.72	21.91	22.17	354.42	340.83	884.71	827.15	2,282.71	2,067.94	1,603.41	1,428.78	540.05	509.76
Number of posts not permanently occupied / Vacancy Rate (%)	0.00	0.00%	-0.26	-1.19%	13.59	3.83%	57.56	6.51%	214.77	9.41%	174.63	10.89%	30.29	5.61%

	Table 5c. Pharmacy Assistants					
	Band 3		Band 2		Band 1	
	Estab	In Post	Estab	In Post	Estab	In Post
North East SHA	60.97	51.74	123.80	113.62	0.00	0.00
North West SHA	122.86	109.55	308.22	294.50	1.00	1.00
Yorkshire & The Humber SHA	135.33	125.22	199.31	179.34	0.80	0.80
East Midlands SHA	91.66	86.52	136.38	130.47	0.00	0.00
West Midlands SHA	61.59	57.04	188.79	168.43	0.00	0.00
East of England SHA	90.47	70.98	198.41	183.31	0.00	0.00
London SHA	126.11	109.13	371.62	314.48	0.35	0.35
South East Coast SHA	38.25	35.26	151.86	137.69	12.24	10.24
South Central SHA	48.38	36.93	146.39	127.34	1.00	1.00
South West SHA	65.69	63.10	187.68	173.13	0.00	0.00
Wales	70.40	63.90	161.16	151.41	0.00	0.00
TOTALS	911.71	809.37	2,173.62	1,973.72	15.39	13.39
Number of posts not permanently occupied / Vacancy Rate (%)	102.34	11.23%	199.90	9.20%	2.00	13.00%

	Table 5d. Admin and Clerical (A&C)											
	Band 7		Band 6		Band 5		Band 4		Band 3		Band 2	
	Estab	In Post	Estab	In Post	Estab	In Post	Estab	In Post	Estab	In Post	Estab	In Post
North East SHA	0.00	0.00	0.00	0.00	3.00	3.00	5.10	4.11	23.91	21.91	33.48	26.36
North West SHA	0.00	0.00	1.00	1.00	2.00	2.00	37.22	34.41	41.80	35.36	41.91	39.89
Yorkshire & The Humber SHA	0.00	0.00	5.00	5.00	4.00	4.00	19.95	19.96	26.23	25.23	26.29	26.10
East Midlands SHA	0.70	0.70	2.00	2.00	1.63	1.63	22.60	19.82	19.22	19.24	37.82	32.54
West Midlands SHA	0.00	0.00	0.00	0.00	4.00	3.00	10.07	8.86	19.93	21.05	25.12	20.25
East of England SHA	0.00	0.00	2.00	2.00	5.00	5.00	14.97	13.83	30.97	28.75	26.72	26.81
London SHA	2.00	1.00	6.31	6.31	37.80	33.10	63.74	58.24	50.31	41.52	45.21	40.34
South East Coast SHA	0.00	0.00	0.00	0.00	6.45	6.45	10.16	9.66	14.37	12.04	21.56	20.56
South Central SHA	1.65	1.65	2.13	1.33	7.55	6.00	12.47	9.72	15.80	13.31	11.72	8.77
South West SHA	0.00	0.00	0.00	0.00	0.61	0.60	14.27	13.01	25.99	25.17	36.91	32.42
Wales	0.00	0.00	0.00	0.00	3.00	3.00	20.29	17.79	24.02	23.86	23.21	23.11
TOTALS	4.35	3.35	18.44	17.64	75.04	67.78	230.84	209.41	292.55	267.44	329.95	297.15
Number of posts not permanently occupied / Vacancy Rate (%)	1.00	22.99%	0.80	4.34%	7.26	9.67%	21.43	9.28%	25.11	8.58%	32.80	9.94%

Figures 4a, 4b, 4c and 4d. Current staffing establishments (as % of total) by geographical area and AfC band



C. Vacancy rates.

Table 6 shows numbers of current staffing vacancies for pharmacy departments in NHS acute and mental health trusts across England and Wales. Figure 5a shows current staffing establishments as a percentage of the total for England and Wales.

Tables 7a, 7b and 7c compare current staffing vacancies with data available from last year. ***N.B. The number of vacancies CANNOT be compared because 2007 figures include data from England and Wales only.*** Therefore figures 6a, 6b and 6c compare staffing vacancies as a **percentage** of the total in 2006 and 2007.

Figures 7a and 7b compare vacancy rates (% posts not permanently occupied) of senior, middle and junior pharmacists and senior and junior pharmacy technicians with data available from previous years.

Tables 8a, 8b and 8c and Figures 8a, 8b and 8c show current vacancy rates (% posts not permanently occupied) by geographical area.

Figures 9a, 9b, 9c and 9d show current posts vacancy rates as a percentage of the total across England and Wales by AfC band.

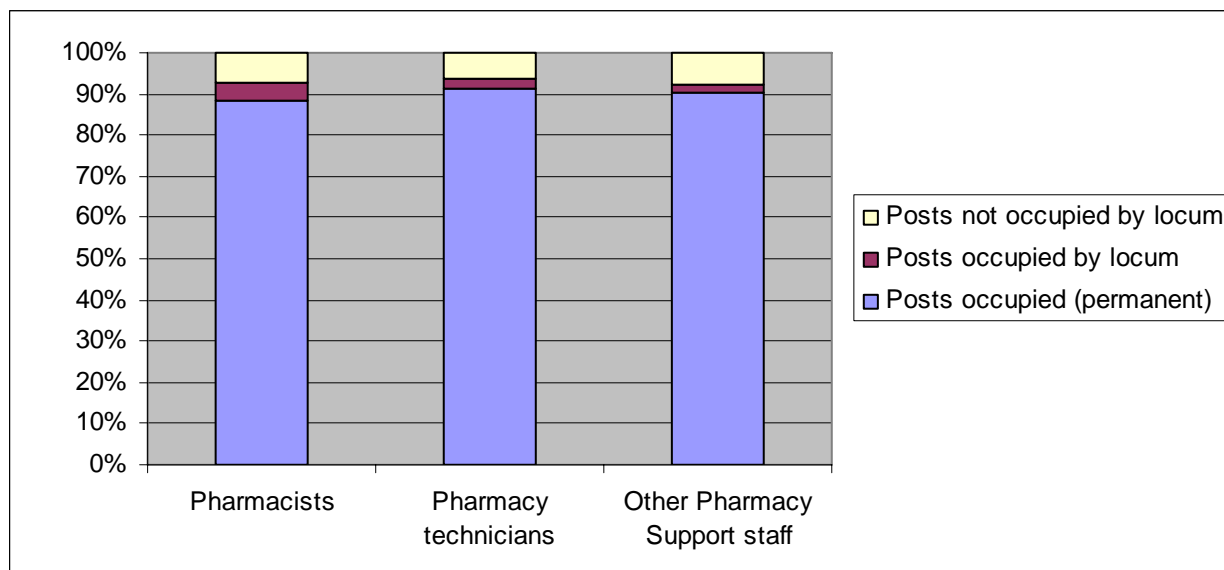
Tables 9a, 9b, 9c and 9d and Figures 10a, 10b, 10c and 10d show the current vacancy rates (% posts not permanently occupied) by geographical area and AfC band.

Table 10 summarises the posts under threat in NHS acute and mental health trusts across England and Wales.

Table 6. Current staffing vacancies for pharmacy departments in NHS acute and mental health trusts across England and Wales

	Established posts (WTE)	Posts occupied (permanent)	Posts occupied by locum	Posts not occupied by locum	Vacant posts (NOT permanently occupied)
Pharmacists	5,243.00	4,612.48 87.97%	228.35 4.36%	402.17 7.67%	630.52 12.03%
Pharmacy technicians	5,700.93	5,210.35 91.39%	132.06 2.32%	358.52 6.29%	490.58 8.61%
Support staff	4,335.10	3,914.33 90.29%	72.50 1.67%	348.27 8.03%	420.77 9.71%

Figure 5a. Current staffing vacancies (as % of total) for England and Wales



Tables 7a, 7b and 7c. Comparison of staffing vacancies in 2006 and 2007

Table 7a. Pharmacists

	Established posts (WTE)	Posts occupied (permanent)	Posts occupied by locum	Posts not occupied by locum	Vacant posts (NOT permanently occupied)
2006*	6,061.7	5,350.5 88.3%	343.5 5.7%	367.7 6.1%	711.2 11.7%
2007†	5,243.00	4,612.48 87.97%	228.35 4.36%	402.17 7.67%	630.52 12.03%

*includes data for the whole of Great Britain

†includes data for England and Wales only

Table 7b. Pharmacy Technicians

	Established posts (WTE)	Posts occupied (permanent)	Posts occupied by locum	Posts not occupied by locum	Vacant posts (NOT permanently occupied)
2006*	6,869.7	6,304.9 91.8%	164.7 2.4%	400.1 5.8%	564.8 8.22%
2007†	5,700.93	5,210.35 91.39%	132.06 2.32%	358.52 6.29%	490.58 8.61%

*includes data for the whole of Great Britain

†includes data for England and Wales only

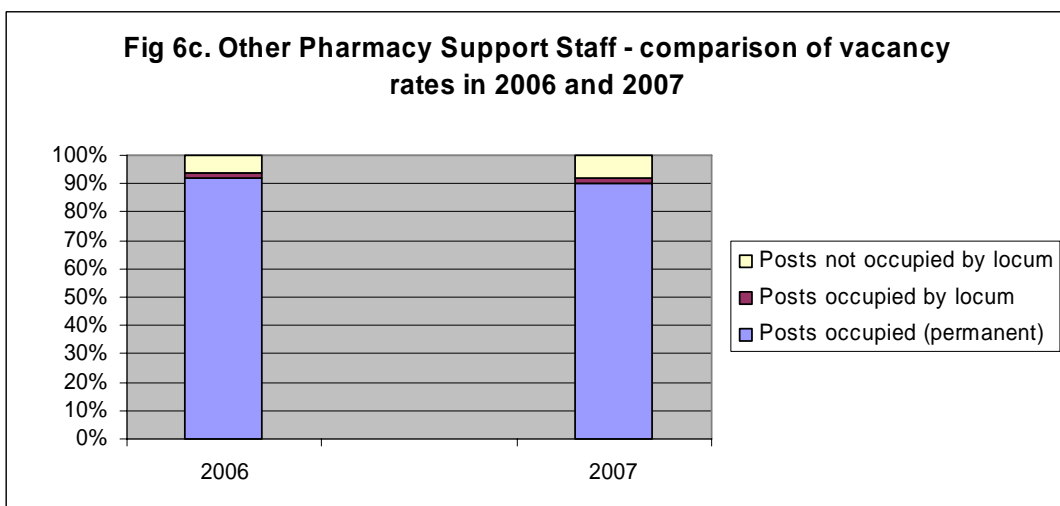
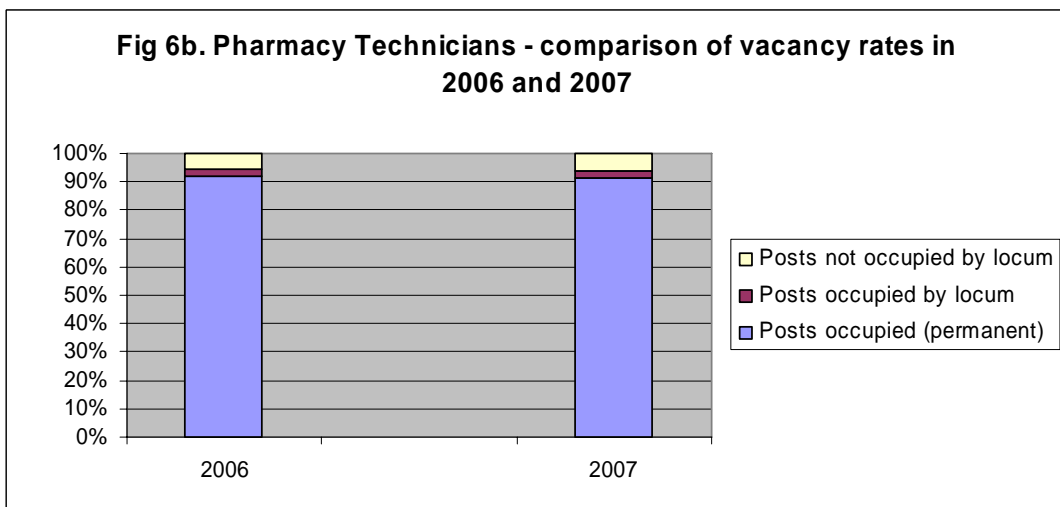
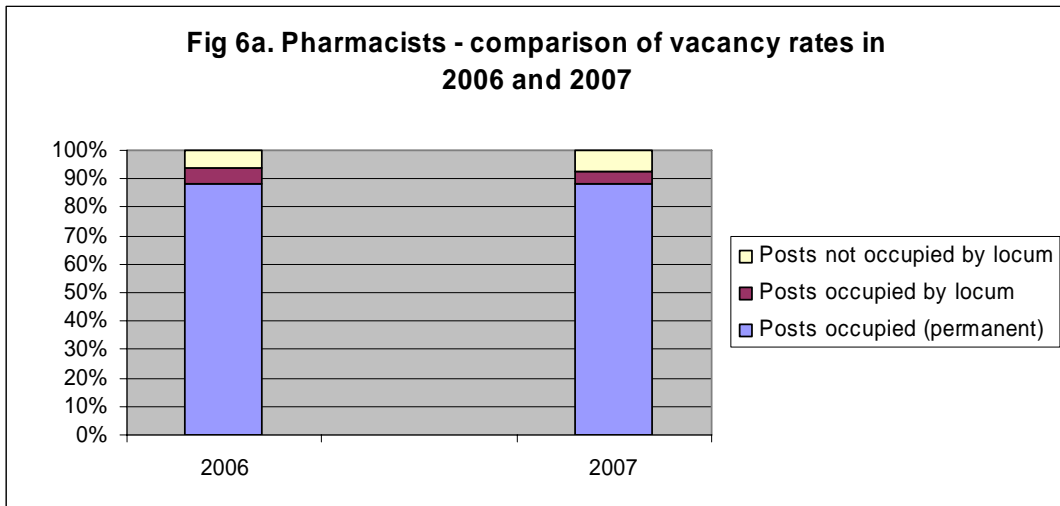
Table 7c. Pharmacy Support Staff

	Established posts (WTE)	Posts occupied (permanent)	Posts occupied by locum	Posts not occupied by locum	Vacant posts (NOT permanently occupied)
2006*	4,563.4	4,197.8 92.0%	86.1 1.9%	279.5 6.1%	365.6 8.01%
2007†	4,335.10	3,914.33 90.29%	72.50 1.67%	348.27 8.03%	420.77 9.71%

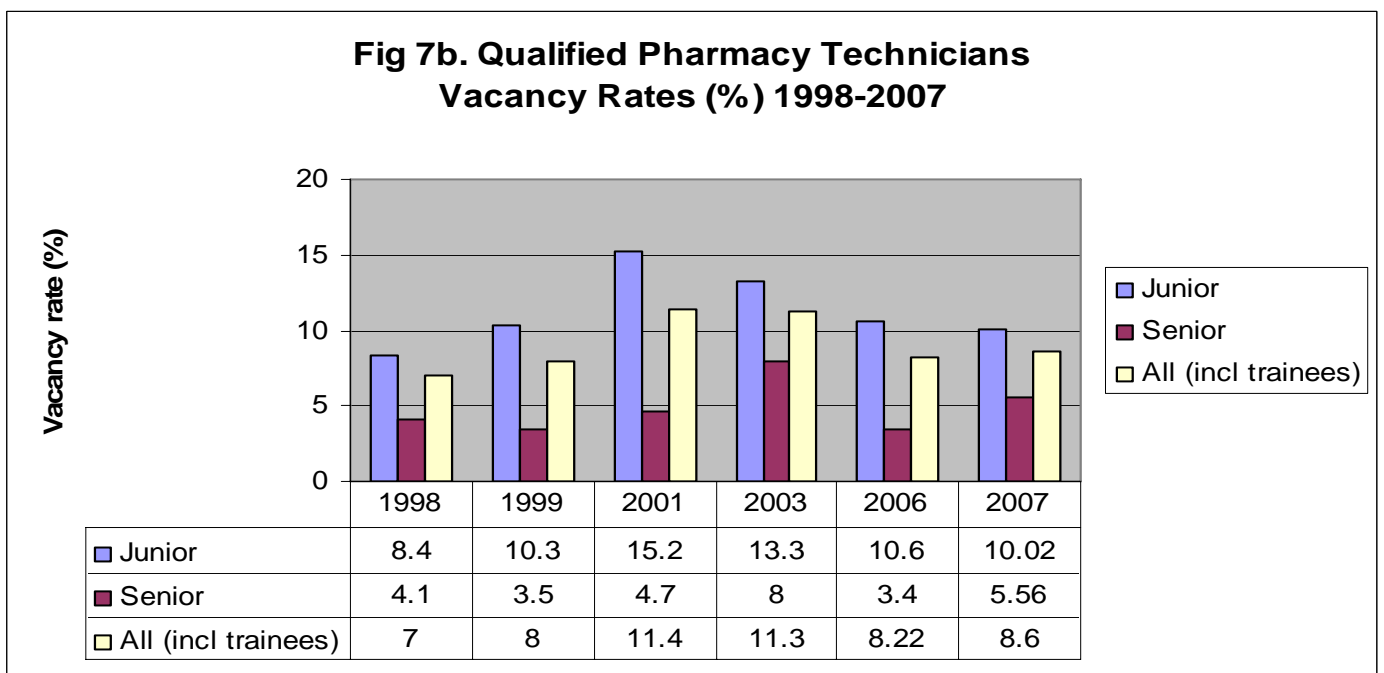
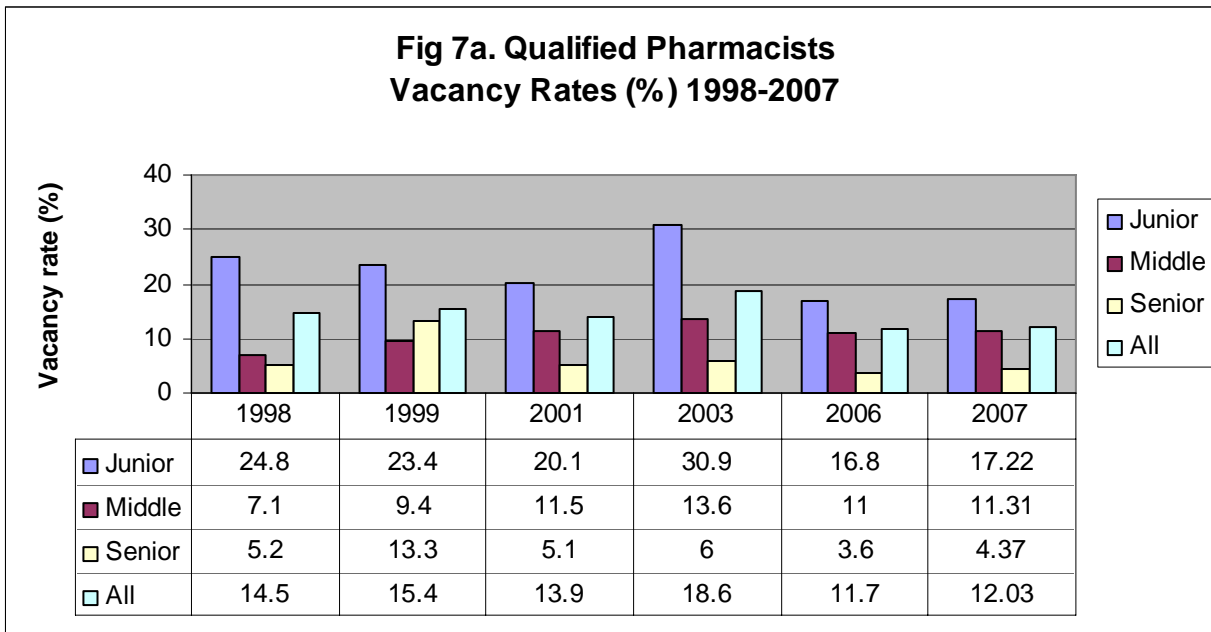
*includes data for the whole of Great Britain

†includes data for England and Wales only

Figures 6a, 6b and 6c. Comparison of staffing vacancies (as % of total) in 2006 and 2007



Figures 7a and 7b. Vacancy rates (% posts not permanently occupied) – comparison with previous years



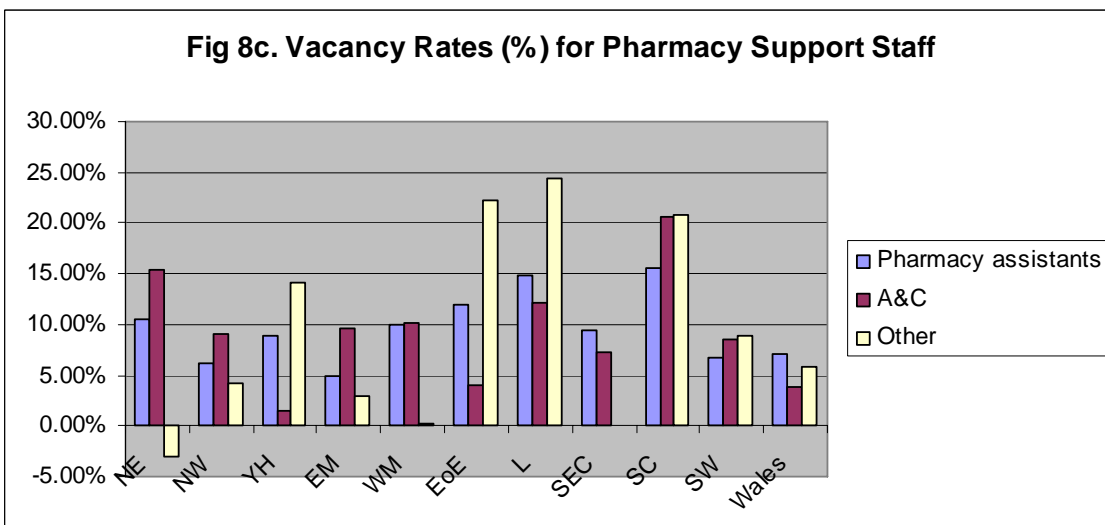
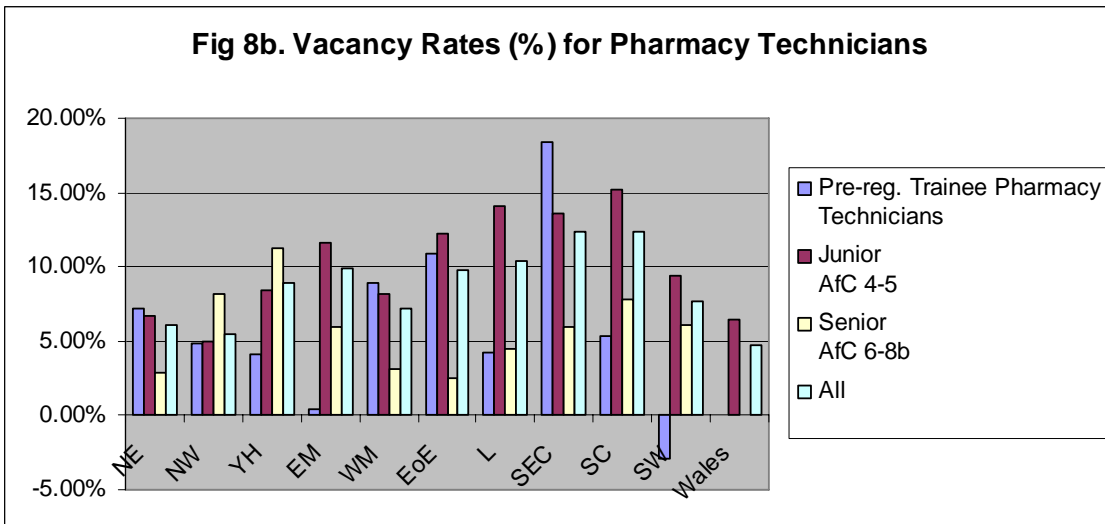
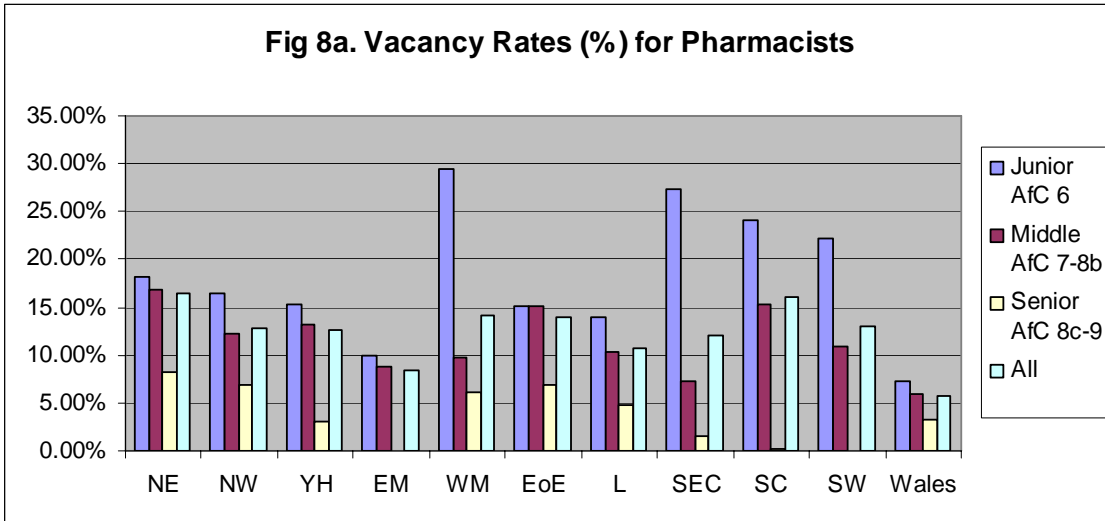
Tables 8a, 8b and 8c. Current vacancy rates (% posts not permanently occupied) by geographical area

Table 8a. Pharmacists				
	Junior AfC 6	Middle AfC 7-8b	Senior AfC 8c-9	All
North East SHA	18.25%	16.80%	8.14%	16.40%
North West SHA	16.46%	12.24%	6.83%	12.75%
Yorkshire & The Humber SHA	15.28%	13.11%	3.14%	12.61%
East Midlands SHA	10%	8.85%	0	8.46%
West Midlands SHA	29.48%	9.75%	6.12%	14.10%
East of England SHA	15.17%	15.08%	6.90%	13.96%
London SHA	13.98%	10.35%	4.75%	10.69%
South East Coast SHA	27.36%	7.27%	1.52%	11.97%
South Central SHA	24.16%	15.39%	0.16%	16.11%
South West SHA	22.26%	10.96%	0	12.97%
Wales	7.29%	5.93%	3.21%	5.79%
Total	17.22%	11.31%	4.37%	12.03%

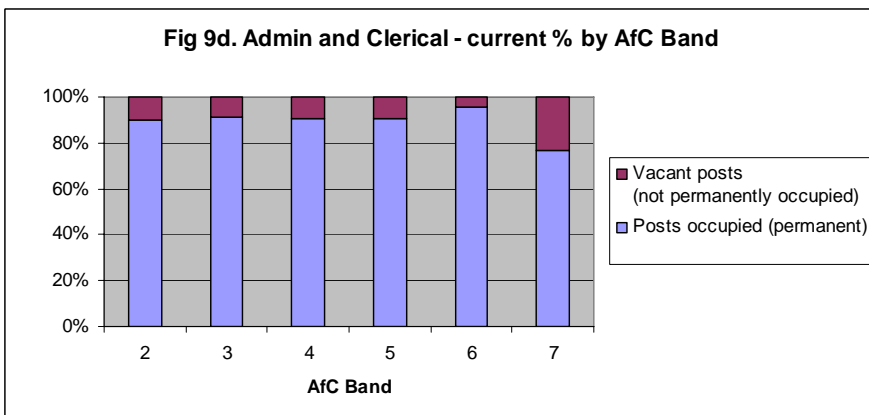
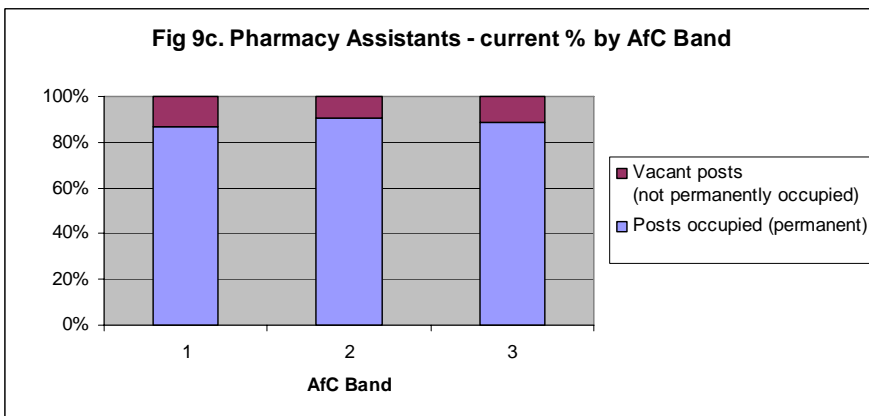
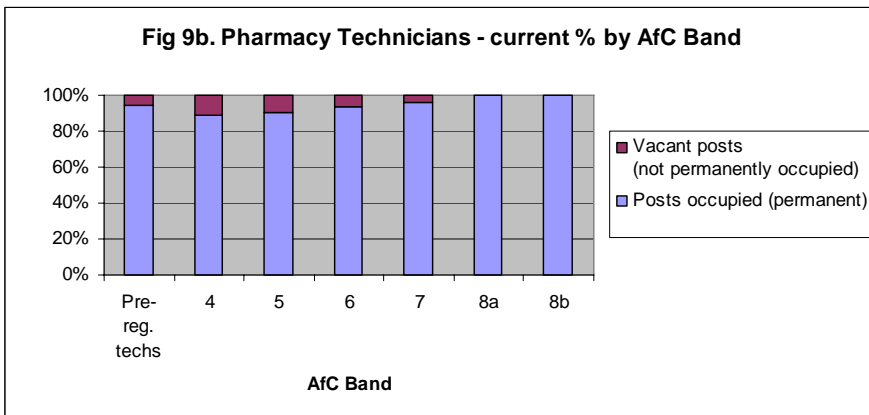
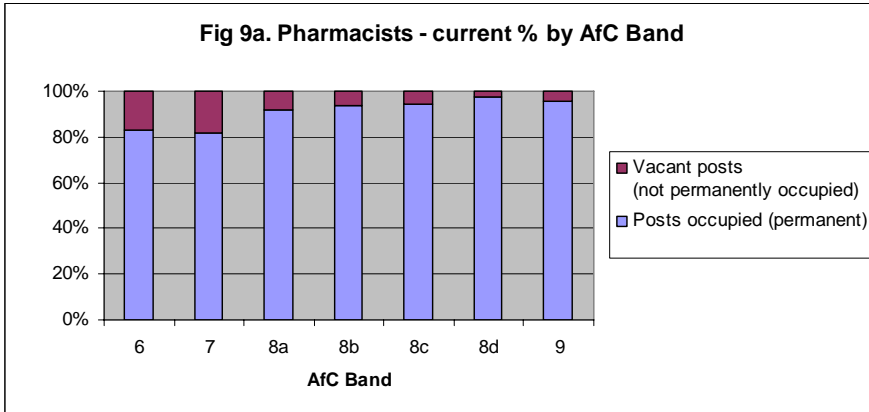
Table 8b. Pharmacy Technicians				
	Pre-reg. Trainee Pharmacy Technicians	Junior AfC 4-5	Senior AfC 6-8b	All
North East SHA	7.14%	6.74%	2.91%	6.05%
North West SHA	4.82%	5.01%	8.15%	5.48%
Yorkshire & The Humber SHA	4.17%	8.43%	11.20%	8.97%
East Midlands SHA	0.41%	11.64%	6.01%	9.96%
West Midlands SHA	8.89%	8.19%	3.17%	7.20%
East of England SHA	10.83%	12.18%	2.56%	9.72%
London SHA	4.26%	14.05%	4.53%	10.40%
South East Coast SHA	18.38%	13.56%	5.95%	12.40%
South Central SHA	5.33%	15.16%	7.77%	12.39%
South West SHA	-2.94%	9.35%	6.11%	7.67%
Wales	0.00%	6.46%	0.00%	4.70%
Total	5.61%	10.02%	5.56%	8.61%

Table 8c. Pharmacy Support Staff			
	Pharmacy assistants	A&C	Other
North East SHA	10.50%	15.44%	-3.09%
North West SHA	6.26%	9.09%	4.20%
Yorkshire & The Humber SHA	8.97%	1.45%	14.16%
East Midlands SHA	4.85%	9.57%	2.92%
West Midlands SHA	9.95%	10.08%	0.27%
East of England SHA	11.97%	4.10%	22.22%
London SHA	14.88%	12.10%	24.47%
South East Coast SHA	9.47%	7.29%	0
South Central SHA	15.58%	20.54%	20.82%
South West SHA	6.76%	8.46%	8.88%
Wales	7.02%	3.91%	5.90%
Total	9.81%	9.29%	9.93%

Figures 8a, 8b and 8c. Current vacancy rates (% posts vacant or locum) by geographical area



Figures 9a, 9b, 9c and 9d. Current posts vacant or locum (as % of total) across England and Wales by AfC Band



Tables 9a, 9b, 9c and 9d. Current vacancy rates (% posts vacant or locum) by geographical area and AfC band

Table 9a. Pharmacists							
	Band 9	Band 8d	Band 8c	Band 8b	Band 8a	Band 7	Band 6
North East SHA	0%	1.41%	14.66%	9.28%	15.55%	22.03%	18.25%
North West SHA	7.97%	4.77%	7.50%	8.30%	14.88%	11.87%	16.46%
Yorkshire & The Humber SHA	0%	1.54%	4.78%	2.06%	4.61%	38.24%	15.28%
East Midlands SHA	0%	0%	0%	-0.64%	7.39%	14.63%	10%
West Midlands SHA	0%	28.57%	0%	-3.71%	11.58%	15.84%	29.48%
East of England SHA	0%	0%	12.32%	9.91%	7.66%	23.97%	15.17%
London SHA	8.68%	0%	6.08%	10.12%	6.90%	13.58%	13.98%
South East Coast SHA	0%	0.42%	3.09%	0%	6.42%	11.27%	27.36%
South Central SHA	0%	0%	0.30%	8.53%	8.60%	26.85%	24.16%
South West SHA	0%	0%	0%	1.15%	5.41%	23.68%	22.26%
Wales	0%	9.09%	1.53%	8.45%	2.70%	8.80%	7.29%
Total	4.13%	2.51%	5.44%	6.28%	8.09%	18.03%	17.22%

Table 9b. Pharmacy Technicians							
	Band 8b	Band 8a	Band 7	Band 6	Band 5	Band 4	Pre-registration Trainee Pharmacy Technicians
North East SHA		0.00%	0.00%	3.37%	9.23%	2.17%	7.14%
North West SHA		-4.68%	3.68%	10.61%	7.27%	2.48%	4.82%
Yorkshire & The Humber SHA	0.00%	0.00%	14.27%	10.57%	9.74%	5.94%	4.17%
East Midlands SHA			2.29%	7.21%	10.56%	13.81%	0.41%
West Midlands SHA		0.00%	-11.46%	6.10%	6.03%	11.76%	8.89%
East of England SHA	0.00%	0.00%	1.86%	3.05%	11.02%	14.33%	10.83%
London SHA	0.00%	0.00%	4.64%	4.82%	11.38%	17.00%	4.26%
South East Coast SHA	0.00%	0.00%	4.69%	6.96%	9.51%	17.97%	18.38%
South Central SHA	0.00%		4.73%	9.07%	16.15%	13.54%	5.33%
South West SHA		0.00%	3.30%	7.37%	7.01%	11.83%	-2.94%
Wales			0.00%	0.00%	5.86%	7.42%	0.00%
Total	0.00%	-1.19%	3.83%	6.51%	9.41%	10.89%	5.61%

Table 9c. Pharmacy Assistants			
	Band 3	Band 2	Band 1
North East SHA	15.14%	8.22%	
North West SHA	10.83%	4.45%	0%
Yorkshire & The Humber SHA	7.47%	10.02%	0%
East Midlands SHA	5.61%	4.33%	
West Midlands SHA	7.39%	10.78%	
East of England SHA	21.54%	7.61%	
London SHA	13.46%	15.38%	0%
South East Coast SHA	7.82%	9.33%	16.34%
South Central SHA	23.67%	13.01%	0%
South West SHA	3.94%	7.75%	
Wales	9.23%	6.05%	
Total	11.23%	9.20%	13.00%

Table 9d. Admin and Clerical						
	Band 7	Band 6	Band 5	Band 4	Band 3	Band 2
North East SHA			0.00%	19.41%	8.36%	21.27%
North West SHA			0.00%	7.55%	15.41%	4.82%
Yorkshire & The Humber SHA		0.00%	0.00%	-0.05%	3.81%	0.72%
East Midlands SHA	0.00%	0.00%	0.00%	12.30%	-0.10%	13.96%
West Midlands SHA			25.00%	12.02%	-5.62%	19.39%
East of England SHA		0.00%	0.00%	7.62%	7.17%	-0.34%
London SHA	50.00%	0.00%	12.43%	8.63%	17.47%	10.77%
South East Coast SHA			0.00%	4.92%	16.21%	4.64%
South Central SHA	0.00%	37.56%	20.53%	22.05%	15.76%	25.17%
South West SHA			1.64%	8.83%	3.16%	12.16%
Wales			0.00%	12.32%	0.67%	0.43%
Total	22.99%	4.34%	9.67%	9.28%	8.58%	9.94%

Figures 10a, 10b, 10c and 10d. Current vacancy rates (% posts not permanently occupied) by geographical area and AfC band

Fig 10a. Pharmacists - current vacancy rates by geographical area and AfC Band

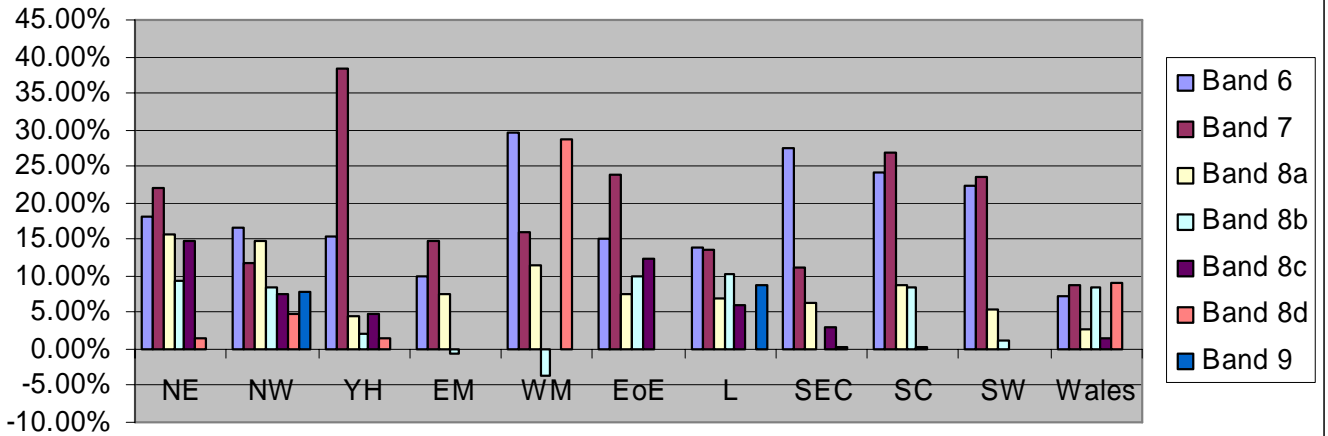


Fig 10b. Pharmacy Technicians - current vacancy rates by geographical area and AfC Band

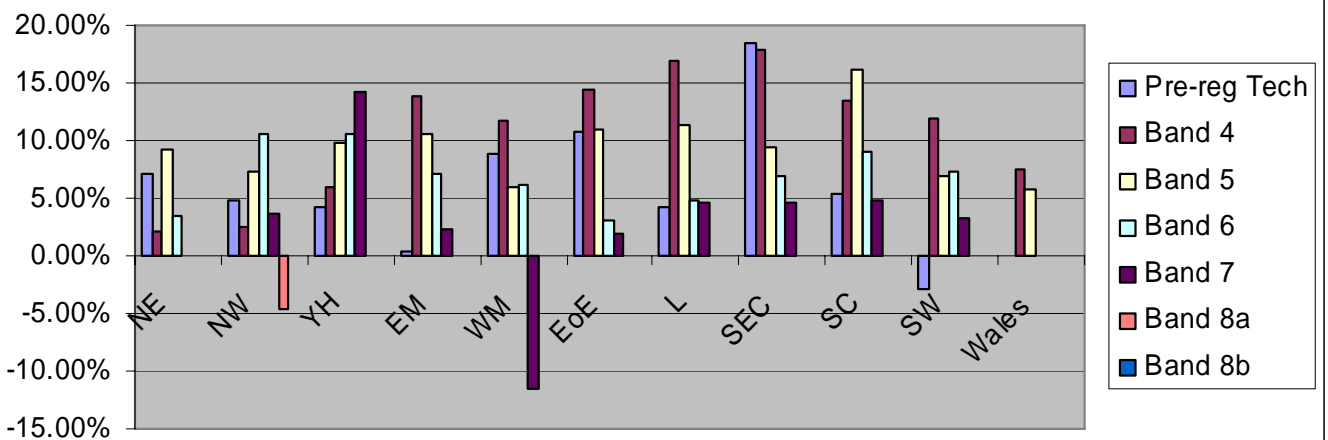


Fig 10c. Pharmacy Assistants - current vacancy rates by geographical area and AfC Band

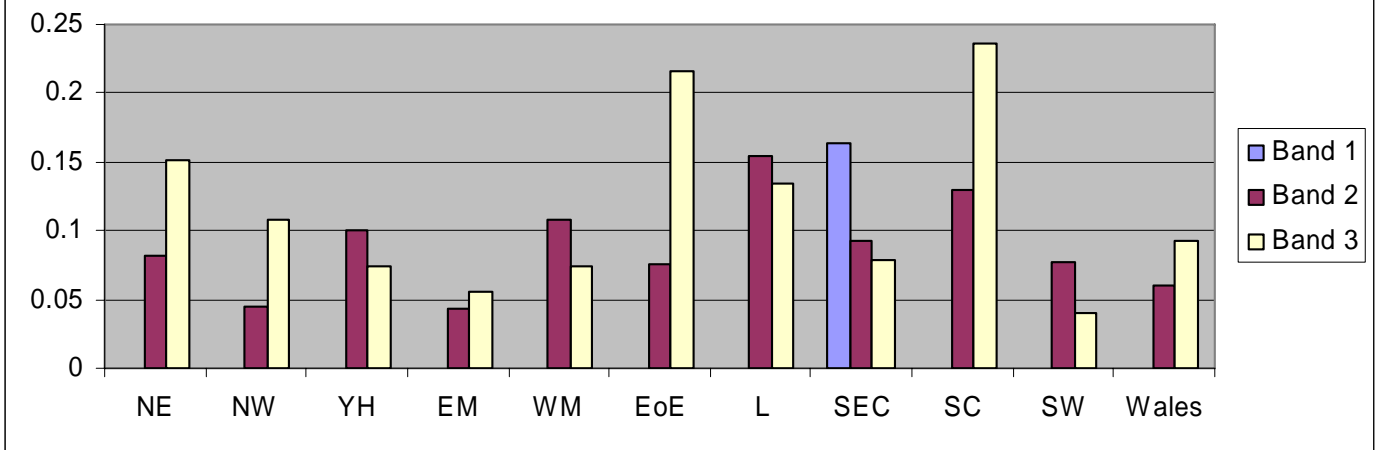


Fig 10d. Admin & Clerical - current vacancy rates by geographical area and AfC Band

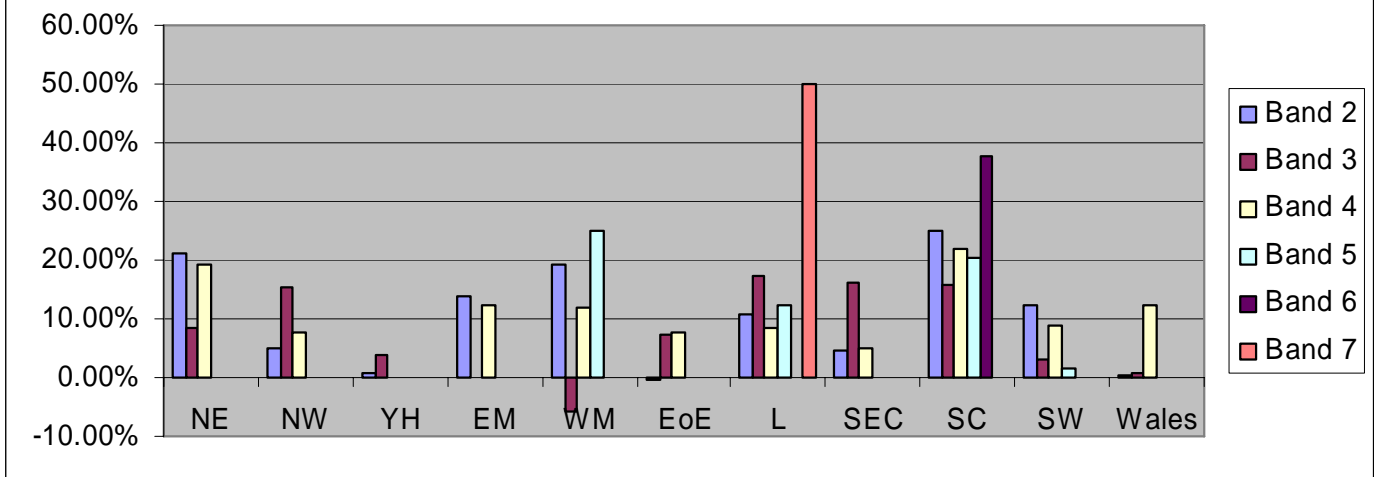


Table 10. Posts under threat

	Established posts (WTE)	Posts threatened	
Pharmacists	5,243.00	63.83	(1.22%)
Pharmacy technicians	5,700.93	56.69	(1.00%)
Other Pharmacy Support staff	4,335.10	43.74	(1.11%)
Total all staff	15,233.03	164.26	(1.07%)

Analysis and Commentary

Trends in staffing establishments.

Although it is difficult to interpret the trends in numbers this year, as Scotland has not been included, Tables 3a and 3b show a slight increase in the *number* of pharmacists in England & Wales from 5,199 in 2006 to 5,243 in 2007 (\uparrow 0.85%), but a drop in the number of pharmacy technicians from 5,268 to 5,161 (\downarrow 2.03%). The data suggest that the *proportion* of senior, middle and junior pharmacists and senior and junior pharmacy technicians has not changed significantly over the last year.

Vacancy rates

There has been considerable concern about vacancies for pharmacists and pharmacy technicians and this has driven the requirement for these surveys over the last 12 years.

General

Figures 6a, 6b and 6c compare staffing vacancies as a percentage of the total in 2006 and 2007, and suggest that this has not changed significantly for any staff group over the last year.

There is geographical variation in vacancy rates and proportion of AfC Bands in the different staff groups.

Pharmacists

Table 7a shows a slight increase in the total pharmacist vacancy rate from 11.7% across Great Britain in 2006 to 12.03% in England and Wales in 2007. Figure 7a suggests that current vacancy rates (% posts not permanently occupied) for senior, middle and junior pharmacists have increased since last year.

Table 5a shows that vacancy rates for Band 6 and Band 7 pharmacists are 17.22% and 18.03% respectively, compared with 16.4% and 16.9% in 2006 respectively. Although not all posts had been assimilated to AfC in May 2006, the overall rate for Junior Pharmacists in May 2006 was 16.8%

A geographical variation is apparent, with particularly high vacancy rates for Band 6 pharmacists in West Midlands, South East Coast, South Central and South West SHAs.

Pharmacy Technicians

Table 7a shows a slight increase in the total pharmacy technician vacancy rate from 8.22% across Great Britain in 2006 to 8.60% in England and Wales in 2007. The vacancy rate for senior pharmacy technicians has increased and that for junior pharmacy technicians has decreased compared with last year; however, the overall vacancy rate for qualified pharmacy technicians has remained the same.

Table 5b shows that the vacancy rate for pre-registration pharmacy trainee pharmacy technicians is 5.61%, and that for Band 4 and Band 5 pharmacy technicians they are 10.89% and 9.41%.

Threatened posts

Table 10 suggests that approximately 1% of posts in all staff groups across England and Wales are currently under threat. The corresponding figure for Great Britain for 2006 was approximately 2%.

Vacancy rates, recruitment challenges and implications

Pharmacists

The fact that the number of pharmacist posts has been maintained, despite the particularly challenging financial environment in the NHS during 2006-2007, shows that the demand for pharmacists remains high.

Table 5a shows that vacancy rates for Band 6 and Band 7 pharmacists are 17.22% and 18.03% respectively, causing great concern for the recruitment of new and recently qualified pharmacists. Geographical variation must also be taken into account, and Tables 9a-9d highlight the geographical areas which have particularly high vacancy rates at these Bands.

There are 472 pre-registration trainee pharmacists being trained in the NHS in England and Wales in the 2007-2008 cohort. Agenda for Change adversely affected the numbers of pre-registration trainee pharmacists recruited in 2007-2008, as salary replacement costs by some SHAs did not cover the increased costs of AfC. (In addition, 42 are being trained in Scotland; total = 514). The planned number to be recruited in the 2008-2009 cohort is 594 (plus 42 in Scotland = 636). The 2006-2007 cohort of pre-registration trainee pharmacists will have become qualified pharmacists in the summer of 2007 and will have filled some of the 224.43 vacancies at Band 6 highlighted in this survey. However, the career progression of the Band 6 and 7 pharmacists will also pull the demand for Band 6 pharmacists, and together with the attraction of higher salaries for this cohort of staff in the independent sector (particularly multiple community pharmacies such as Boots, Lloyds, etc), as well as policy drivers increasing the demand for pharmacists (see section on policy below), this suggests that there will be a continuing, and perhaps worsening shortage of junior pharmacists in the NHS.

Pharmacy Technicians

The fact that the staffing establishment figures for pharmacy technicians have dropped is interesting, as pharmacy technicians are increasingly carrying out extended roles. However, many traditional roles are now devolved to pharmacy assistants. It is believed that the numbers of pharmacy assistants has increased significantly; however, we are currently unable to compare the 2006 and 2007 data for this cohort of staff. In addition, it remains difficult to recruit both pre-registration trainee pharmacy technicians and qualified pharmacy technicians.

The vacancy rates for Band 4 and Band 5 pharmacy technicians at 10.89% and 9.41% respectively are also high vacancy rates for newly and recently qualified pharmacy technicians, and this is also causing concern, as, anecdotally, pharmacy managers are concerned that pharmacy technicians have an increasingly significant role in the provision of pharmacy services. There is a vacancy rate of 5.61% for pre-registration trainee pharmacy technicians and an indication that posts are being flexed when trainee posts cannot be filled. Government policy and social pressure for school children to carry on with 'A' levels and university study if they achieve 5 GCSEs at grade A-C (the usual entry requirement for a pre-registration trainee pharmacy technician), and a pull from community pharmacy as demand for qualified pharmacy technicians increases, results in concern that the demand for qualified pharmacy technicians will be increasingly difficult to meet. See also section on policy below.

Agency/Locum Staff

When agency / locum staff can be found, they attract a premium rate, so that in practice, the number of agency staff / locums which can be employed is affected by the additional cost. However, managers are reporting that it is increasingly difficult to obtain agency / locum staff with the required skills and competences, both for pharmacists and pharmacy technicians.

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

The following policies & developments are having/will have an effect on the pharmacy workforce

Pharmacists as Supplementary & Independent Prescribers

Pharmacists with A Special Interest

Consultant Pharmacists

These three new initiatives are increasing the demand for pharmacists, who are beginning to work alongside other health care professionals to optimise skill mix in various aspects of medicines management. Additional training and pharmacist capacity is often required.

Remote Supervision & the Responsible Pharmacist in Community Pharmacy This will lead to a surge in demand for qualified pharmacy technicians, additionally trained in extended roles such as Accredited Checking Technicians.

Other policies are mentioned in the table inserted below, as it usefully highlights several issues to be considered. It has been taken from pharmacy workforce planning discussions in London and East of England SHAs

Other Considerations for Developing a Pharmacy Workforce Model

Establishments

- Trusts below the means for all trusts need increases in establishments to improve range and quality of services
- Inherent low establishments and high vacancy rates reduce capacity to train pre-registration trainee pharmacists and technicians
- Increasing shortage of agency/locum staff
- Predicted retirement of both pharmacists and pharmacy technicians
- Significant vacancy rates at Band 7 pharmacist and Band 5 pharmacy technician levels
- Skill mix
- DH and Healthcare Commission review of medicines management in mental health trusts will lead to increased establishments

Service Delivery

- Unmet service delivery requirements in NHS Trusts where establishments are too low
- Impact of increased demand for pharmacists and pharmacy technicians in PCTs, dispensing doctor practices and community pharmacies
- Impact of new supervision regulations on demand for registered pharmacy technicians in community pharmacy
- Effective management of medicines expenditure and prescribing
- Automation of dispensaries and stores – increased efficiency to release staff to work in other services
- Electronic prescribing – increased efficiency and enhanced patient safety but will require staff with appropriate expertise and may increase pharmacy working hours to meet dispensing workloads

Clinical Governance, Risk Management & Patient Safety

- Staff shortages increase risk
- NPSA Alerts mandatory implementation require competency assessments of clinical staff
- Development of new aseptic dispensing services to support implementation of NPSA Alert on injectable medicines
- Appointment of newly-established antimicrobial pharmacists to support national control of infection initiatives: leading to significant savings in drug expenditure
- CD regulations impact and appointment of pharmacists as accountable officers in both NHS Trusts and PCTs
- Increased use of homecare arrangements will need better governance arrangements and closer monitoring at a clinical and financial level

New Ways of Working and Care Closer to Home

- Low staff levels and vacancies impact on ability to respond to new initiatives
- Impact of new models of service provision in primary care working with both commissioners and new service providers
- Development of supplementary and non-medical prescribing
- Pharmacists with a Special Interest and Consultant Pharmacist posts

Education & Training and Continuing Professional Development

- Education & Training opportunities – accessibility, funding, retention of staff, backfill requirements
- CPD – pressure on protected time in the workplace and impact on retention

Further Work

- Identification of workforce numbers in PCTs and community pharmacies to inform model
- Assessment of impact new ways of working and care closer to home on workforce numbers in community pharmacy
- Separation of mental health trust workforce numbers from acute trust data where services are provided through SLAs
- Review of attrition rates for pre-registration trainee pharmacists and pharmacy technicians in terms of movement across sectors within and out of a geographical area

Recommendations for future surveys

1. Future surveys do not group AfC Bands of pharmacists and pharmacy technicians, as the groupings have very limited meaning.
2. Future surveys to include pre-registration trainee pharmacist numbers in order to see how trainees feed into future requirements for pharmacist numbers.
3. The new NHS Primary Care Trusts (PCTs) in England are now settling down, and they have considerable staffing establishments of their own. Primary Care Trusts pull pharmacy staff from NHS acute and mental health trusts, as well as the independent sector. The survey should be extended to include PCTs pharmacy staff employed by PCTs in England and Local Health Boards in Wales to get a more comprehensive picture of the NHS pharmacy workforce.

Summary

This survey has provided data and analysis on aspects of staffing levels amongst NHS hospital pharmacy staff in England and Wales.

In particular, the high levels of vacancy rates for Bands 6 and 7 Pharmacist posts and Bands 4 & 5 Pharmacy Technician posts, together with consideration of the numbers being trained and national policy developments, cause great concern that a shortage of pharmacists and pharmacy technicians will continue or worsen.

Previous Reports

Similar reports were issued on

20th December 1996, covering August 1995 - July 1996;

20th December 1998, covering August 1997 - July 1998;

20th May 2000 covering August 1998 - July 1999;

28th February 2002 covering August 2000- July 2001;

1st March 2003 covering August 2001 – July 2002;

3rd July 2004, covering the period August 2002-July 2003; and

23rd January 2007, which asked for point prevalence data on 31st May 2006.

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

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Issue Date 31 October 2007

Annex 1. Questionnaire form.

National Survey of Pharmacy Department Establishment & Vacancies - 31 May 2007

Trust:

SHA:

Include staff providing mental health and community health services, but not preregistration trainee pharmacists.

Staff Grade (AfC Bands)	Funded Establishment at 31 May 2007 (WTEs)	Permanent Staff in Post at 31 May 2007 (WTEs)	Temporary or locum staff in Post at 31 May 2007 (WTEs)	Posts Under Threat from Establishment Cuts after 31 May 2007 (WTEs)	Notes
Pharmacists (excluding Prereg Trainees)					For Pharmacists on SMP scales please enter post against equivalent grade
Band 9					
Band 8d					
Band 8c					
Band 8b					
Band 8a					
Band 7					
Band 6					
Pharmacy Technicians					For Pharmacy Technicians on SMP scales please enter post against equivalent grade
Band 8a					
Band 7					
Band 6					
Band 5					
Band 4					
Trainee Technician					
Pharmacy Assistants					
Band 3					
Band 2					
A&C					
Band 4					
Band 3					
Band 2					
Other (not prereg. graduates) please specify					List the grade of each post that is not covered by the listed staff groups
a.					
b.					
c.					
Totals:	0.00	0.00	0.00	0.00	

Fax to:
Deadline:

e-mail :
Thank you very much!