

National NHS Pharmacy Staffing Establishment and Vacancy Survey 2009 – 09 November 2009

NHS Pharmacy Education and Development Committee

Executive Summary

Purpose

In response to demands from various sources for accurate data on the current state of recruitment and retention in NHS pharmacy, the NHS Pharmacy Education and Development Committee undertook a survey of all NHS acute and mental health trusts / Health and Social Care Trusts and NHS PCTs/LHBs / Health and Social Services Board in England, Wales, Scotland and Northern Ireland. The data collected helps to inform workforce strategy, planning and development by various organisations, and shapes recruitment and retention initiatives and training plans.

This survey provides data on staffing levels among NHS pharmacy staff. This is the second annual survey in which data on staff in NHS Primary Care Trusts (PCTs) in England, Local Health Boards (LHBs) in Wales and Scotland and the Health & Social Services Board in Northern Ireland have been collected as well as data for NHS acute and mental health trust / Health and Social Care Trust staff.

Methods

The survey asked Chief / Lead Pharmacists in NHS organisations for point prevalence data on 31 May 2009, and is comparable to data from the 31 May 2007 and 31 May 2008 surveys. The month of May has been chosen to match Department of Health figures for 3-month vacancies (31 March). In addition, the survey obtained information on posts which had been vacant for 3 months or longer.

In 2009 an attempt was made to capture data on pharmacy staff employed by SHAs and NHS Direct, to get a complete picture of NHS pharmacy staff.

Results

NHS Acute & Mental Health Trusts in England and Wales / Acute & Mental Health and Community Hospitals in LHBs in Scotland, Health and Social Care Trusts in Northern Ireland

- 215 NHS acute and mental health trusts in England, 10 NHS trusts in Wales, the acute & mental health and community hospitals in each of the 14 LHBs in Scotland, 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 if desired.

NHS Primary Care Trusts / Local Health Boards in Wales and Scotland and the Health and Social Services Board in Northern Ireland

- 144 PCTs or groups of PCTs in England, 21 LHBs in Wales, 14 LHBs (Board & Primary Care Staff) in Scotland, and the one newly-merged Health & Social Services Board in Northern Ireland were identified and surveyed. 21 of the PCTs in England opted to report commissioning activity separately from provider arm activity; a further two PCTs specified commissioning activity only.
- **A 100% response rate was achieved.**

In 2009 an attempt to capture data on pharmacy staff employed by SHAs and NHS Direct had limited success, and is reported separately to allow comparison of data in NHS trusts and NHS PCTs/LHBs with last year's data.

Headlines

Staffing Establishments & Vacancy Rates

- Pharmacist staffing establishments in the NHS **overall** have increased by 7.0% (494.9 FTEs) since May 2008 across England, Wales & Northern Ireland.
- The staffing establishment of Band 6 pharmacists **in NHS trusts** England has decreased slightly (-2.6%; 33.69 FTE), whereas the staffing establishments at Bands 7 and 8a have increased by 9.7% (130.84 FTE) and 10.4% (153.43 FTE) respectively, supporting anecdotal evidence of grade drift. This is not the case in Wales, where Band 6 pharmacist posts have increased (+8.5%; 4.90 FTE), whereas Band 7 posts have decreased (-11.9%; 9.42 FTE) and Band 8a posts have increased by 0.9% (1.42 FTE). In Northern Ireland, Band 6 posts have increased (+9.6%; 7.70 FTE), Band 7 posts have also increased (+26.7%; 38.36 FTE) and Band 8a posts have decreased (-16.0%; 8.64 FTE). Care must be taken in interpreting these data, especially in smaller countries where small changes in numbers have a larger effect on percentages.
- Vacancy rates for pharmacists at Band 6 pharmacist post are of concern at 24.7% **overall**, in **NHS trusts** 24.8%, an increase from 22.2% **overall** and 22.1% in **NHS trusts** in 2008.
- Pharmacy Technician staffing establishments in the NHS **overall** have increased by 6.0% (424.91 FTEs) since May 2008 across England, Wales & Northern Ireland.
- Vacancy rates for pharmacy technicians at Band 4 are also of concern at 12.2% **overall**, in **NHS trusts** 12.4%, a slight decrease from 13.9% **overall** and 13.8% in **NHS trusts** in 2008.

Training activity and capacity

There is concern in the pharmacy community regarding the number of pre-registration trainee pharmacists and pre-registration trainee pharmacy technicians being trained by the NHS to provide the future pharmacy workforce required. The English NHS Next Stage Review suggests that NHS services may be provided differently, but as a minimum, a similar number of pharmacists and pharmacy technicians need to be produced annually if we are to rise to the challenges of delivering the NHS Next Stage Review and Department of Health's White Paper 'Pharmacy in England: Building on strengths – delivering the future', and similar policy documents in Wales, Scotland and Northern Ireland, to meet the increasing needs of a growing and aging population. Considering the predicted significant financial pressures and the quality and productivity agendas alongside these issues, it is unlikely that the current numbers of trainees will be sufficient to meet the needs of the revised pharmacy workforce in imminent tighter times.

The data again show a significant and increasing vacancy rate for Band 6 pharmacists (24.7%). Empirically, as a Band 6 pharmacist generally stays in post for ~ two years, the NHS needs 50% of the numbers of Band 6 posts entering Band 6 posts every year; i.e. the NHS needs to train and retain 50% of the Band 6 staffing establishment. The survey shows a staffing establishment of 1,580 FTE Band 6 posts in the NHS across the UK, with the number of pre-registration trainee pharmacists in post on 31 May 2009 as 667 FTE. There is currently a gap between the numbers of pre-registration trainee pharmacists in post and the numbers required, particularly when the retention rate (which varies geographically between 50 & 75%) is taken into account. This has been noted by the Department of Health's NHS Pharmacist Numbers Task and Finish Group which has reported to People Matters Executive Group (PMEG) and the Workforce Availability Policy and Programme Implementation Group (WAPPIG) in September 2009.

For pharmacy technicians (who stay in their first Band 4 post for two to three years) the gap is larger: with an overall NHS staffing establishment of Band 4 pharmacy technicians of 2,065 FTE and the number of Year 1 pre-registration trainee pharmacy technicians at 419 FTE.

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NHS Pharmacy Education & Development Committee

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National NHS Pharmacy Staffing Establishment and Vacancy Survey 2009

NHS Pharmacy Education and Development Committee

Contents

Purpose.....	Page 4
Methods.....	Page 4
Definitions and explanatory notes.....	Page 5
Results, including tables and figures.....	Page 6
Section A. Total NHS Pharmacy Staffing Establishments and Vacancy Rates in NHS Trusts and PCTs/LHBs	Page 8
1. May 2009 Staffing Establishments and Vacancy Rates in NHS Trusts and PCTs/LHBs.....	Page 9
Table 1a. May 2008 & May 2009 Staffing Establishments and Vacancy Rates in NHS Trusts and PCTs/LHBs..	Page 10
Section B. Pharmacy Staffing Establishments and Vacancy Rates in NHS Trusts	Page 11
2. Staffing Establishments and Vacancy Rates in NHS Trusts.....	Page 11
Trends in Pharmacy Staffing Establishments in NHS Trusts.....	Page 13
3. Trends over time and geographical areas in NHS Trusts	Page 13
4. May 2009 Staffing Establishments and Vacancy Rates in NHS Trusts.....	Page 19
May 2009 current Vacancy Rates and May 2009 3-month vacancy rates in NHS Trusts.....	Page 26
5. Pharmacist Vacancy Rates in NHS Trusts.....	Page 26
6. Pharmacy Technician Vacancy Rates in NHS Trusts.....	Page 29
7. Pharmacy Assistant Vacancy Rates in NHS Trusts.....	Page 32
Section C. Pharmacy Staffing Establishments and Vacancy Rates in NHS PCTs/LHBs	Page 34
8. Staffing Establishments and Vacancy Rates in NHS PCTs/LHBs.....	Page 34
Trends in Pharmacy Staffing Establishments in NHS PCTs/LHBs.....	Page 36
9. Trends over time and geographical area in NHS PCTs/LHBs.....	Page 36
10. May 2009 Staffing Establishments and Vacancy Rates in NHS PCTs/LHBs.....	Page 40
May 2009 current Vacancy Rates and May 2009 3-month vacancy rates in NHS PCTs/LHBs.....	Page 47
11. Pharmacist Vacancy Rates in NHS PCTs/LHBs.....	Page 47
12. Pharmacy Technician Vacancy Rates in NHS PCTs/LHBs.....	Page 50
13. Pharmacy Assistant Vacancy Rates in NHS PCTs/LHBs.....	Page 53
Section D. Pharmacy Staffing Establishments and Vacancy Rates in other NHS organisations	Page 54
Analysis and Commentary.....	Page 55
Appendices. Guidance for completion, covering emails & reference to data collection spreadsheets (separate files).....	Page 61

Purpose

This survey provides data on staffing levels among NHS pharmacy staff. This year, for the second time, data on staff in Primary Care Trusts (PCTs) in England, Local Health Boards (LHBs) in Wales, LHB (Board & Primary Care Staff) in Scotland, and the Health and Social Services Board in Northern Ireland have been collected as well as data for pharmacy staff in NHS acute and mental health trusts in England and Wales, the acute & mental health and community hospitals in LHBs in Scotland, and Health and Social Care Trusts in Northern Ireland.

In response to demands from various sources for accurate data on the current state of recruitment and retention in NHS pharmacy, the NHS Pharmacy Education and Development Committee undertook a survey of all these NHS organisations in England and Wales, Scotland, and Northern Ireland. Northern Ireland was surveyed for the first time in May 2008, and in May 2009 Scotland also participated in the survey for the first time since the implementation of Agenda for Change, although it had been included in previous surveys up until May 2006.

Methods

The methodology and style were similar to previous surveys. For the first time in 2009, Guidance Notes for completion of the survey were produced to facilitate a consistent approach to responses. A questionnaire (Annex 1) was sent to the Chief Pharmacist or a designated person in each NHS organisation. English PCTs were invited to respond either as a whole, or to split their commissioning and provider-arm activity, depending on what was appropriate for 31 May 2009, as they were at different stages of separating out these two areas of activity. Non-responders were followed-up with repeated requests. The survey included all pharmacy staff, including pre-registration trainee pharmacists, although these are often supernumerary and tend not to be included in staffing establishments. For 2009 for the first time, we added more highly-banded pharmacy technician posts, and separated out Year 1 and Year 2 pre-registration trainee pharmacy technicians.

In 2009 an attempt was made to capture data on pharmacy staff employed by SHAs and NHS Direct, to get a complete picture of NHS pharmacy staff.

The survey asked for point prevalence data on a particular date (31 May 2009), and is therefore similar to the survey carried out last year which considered point prevalence data on 31 May 2008. May has been chosen in an attempt to match Department of Health figures for 3-month vacancies (31 March). In addition, in May 2008 for the first time, NHS organisations were asked for information on posts which had been vacant for 3 months or longer, to facilitate easier comparison with Department of Health figures; this was repeated in 2009.

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

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

Geographical coverage	
Up until May 2007	Previous surveys covered the whole of Great Britain.
May 2007 survey	England and Wales only; Scotland declined to participate because Agenda for Change (AfC) had not been fully implemented in May 2007.
May 2008 survey	Scotland again declined to participate because of outstanding Agenda for Change (AfC) issues. Northern Ireland joined the survey for the first time.
May 2009 survey	Survey covered the whole of Great Britain (England, Wales, Scotland and Northern Ireland). Subtotals have been provided for each home country throughout the report.

Full Time Equivalent (FTE)

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

Strategic Health Authorities (SHAs) in England

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

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

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

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

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.

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. Some filled posts may be 'filled' by staff members on maternity or sick leave who, whilst occupying the post, are not available for work.

Grades of Staff

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

Results

Responses

1. NHS Acute & Mental Health Trusts in England and Wales / Acute & Mental Health and Community Hospitals in LHBs in Scotland, Health and Social Care Trusts in Northern Ireland (collectively termed 'NHS Trusts' in the report for brevity)

- 215 NHS acute and mental health trusts in England, 10 NHS trusts in Wales, the acute & mental health and community hospitals in each of the 14 LHBs in Scotland, 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 2008 and 95.8% in May 2007.
- The mental health trusts and Regional Specialist Pharmacy Services staff have been indicated on the Appendix spreadsheets, such that activity in these trusts can be further considered if desired.

2. NHS Primary Care Trusts / Local Health Boards in Wales and Scotland and the Health and Social Services Board in Northern Ireland (collectively termed 'PCTs/LHBs' in the report for brevity)

- 144 PCTs or groups of PCTs in England, 21 LHBs in Wales, 14 LHBs (Board & Primary Care Staff) in Scotland, and the one newly-merged Health & Social Services Board in Northern Ireland were identified and surveyed. 21 of the PCTs in England opted to report commissioning activity separately from provider arm activity; a further two PCTs specified commissioning activity only.
- **A 100% response rate was achieved.**

3. Regional Specialist Pharmacy Services

Several NHS organisations act as a host to Regional Specialist Pharmacy Services. Data have been collated separately for these services as they are separate from the NHS trust activity and are for the benefit of NHS organisations across a geographical area (usually an SHA/home country). For the purpose of this report, all figures for staffing establishments, staff in post, etc. have been included under the organisation which hosts the service. Further scrutiny of these data can therefore be carried out if required. These data were informally collected in May 2008; the data set for May 2009 should be more comprehensive as it was formally separated out in May 2009, as recommended in the 2008 survey report.

4. Other NHS organisations employing pharmacy staff

The 2009 attempt to capture data on pharmacy staff employed by SHAs and NHS Direct had limited success, and is reported separately to allow comparison of data in NHS Trusts and PCTs/LHBs with last year's data.

Presentation of results

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

The pharmacy 'business' in PCTs/LHBs is quite different from that in NHS acute and mental health trusts (& becoming more so as commissioning and provider activities are separated). The results have therefore been presented in three sections, as last year:

Section A. Total NHS Pharmacy Staffing Establishments and Vacancy Rates

A brief section of collated data to provide headlines across the NHS across England, Wales, Scotland and Northern Ireland i.e. all pharmacy employees in NHS organisations: acute and mental health trusts and PCTs/LHBs.

Section B. NHS Trusts Pharmacy Staffing Establishments and Vacancy Rates Comprehensive data for NHS acute and mental health Trusts. This enables useful comparisons with previous years' survey results.

Section C. PCTs/LHBs Pharmacy Staffing Establishments and Vacancy Rates Comprehensive data for PCTs/LHBs. As data from PCTs / LHBs were collected for the first time in May 2008, in 2009 this section allows comparison of the 2009 data with 2008 data.

Section D. Pharmacy Staffing Establishments and Vacancy Rates in other NHS organisations

The NHS Direct data are described here, together with reasons for not reporting on SHA staffing establishments and vacancy rates.

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

For collated national data, vacancy rates are expressed as percentages to one decimal point. For geographical area data, two decimal points are used to minimise distortion to nationally collated figures.

Section A. Total NHS Pharmacy Staffing Establishments and Vacancy Rates in NHS Trusts and PCTs/LHBs

1. Collated Staffing Establishments and Vacancy rates in NHS Trusts and PCTs/LHBs

Current staffing establishments and vacancy rates for all pharmacy staff across all NHS organisations: acute and mental health trusts and PCTs/LHBs, across England, Wales, Scotland and Northern Ireland are summarised in Table 1.

This provides the headline data of staffing establishments, vacancy data and overall numbers of trainees. More detailed data are presented in Section B for NHS acute and mental health trusts and in Section C for PCTs/LHBs.

Table 1. May 2009 Staffing Establishments in NHS Trusts and PCTs/LHBs - Summary data for all pharmacy staff groups - England, Wales, Scotland and Northern Ireland

Staff Group	Established Posts (FTE)	Posts occupied by Permanent Staff	Posts occupied by agency staff/locums	Total posts occupied	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (Vacancy Rate)	Posts not permanently occupied after three months (Vacancy Rate)	Posts threatened
Pharmacists								
Band 9	112.08	106.94 (95.4%)				5.14 (4.6%)	1.00 (0.9%)	
Band 8d	342.23	334.60 (97.8%)				7.63 (2.2%)	4.80 (1.4%)	
Band 8c	586.38	553.29 (94.4%)				33.09 (5.6%)	25.17 (4.3%)	
Band 8b	1,381.78	1,280.88 (92.7%)				100.90 (7.3%)	70.38 (5.1%)	
Band 8a	2,789.23	2,509.28 (90.0%)				279.95 (10.0%)	200.34 (7.2%)	
Band 7	2,194.72	1,776.70 (81.0%)				418.01 (19.0%)	309.35 (14.1%)	
Band 6	1,579.55	1,189.61 (75.3%)				389.94 (24.7%)	329.78 (20.9%)	
Total Qualified Pharmacists	8,985.96	7,751.30 (86.3%)	381.71 (4.2%)	8,133.01 (90.5%)	852.96 (9.5%)	1,234.66 (13.7%)	940.82 (10.5%)	24.40 (0.3%)
Pre-registration Trainee Pharmacists	667.00	654.02 (98.1%)				12.98 (1.9%)	9.50 (1.4%)	
Pharmacy Technicians								
Band 8c	2.00	2.00 (100.0%)				0.00 (0.0%)	0.00 (0.0%)	
Band 8b	23.44	22.44 (95.7%)				1.00 (4.3%)	0.00 (0.0%)	
Band 8a	39.81	37.56 (94.3%)				2.25 (5.7%)	0.00 (0.0%)	
Band 7	499.92	476.98 (95.4%)				22.94 (4.6%)	15.48 (3.1%)	
Band 6	1,384.47	1,287.99 (93.0%)				96.48 (7.0%)	47.47 (3.4%)	
Band 5	3,694.23	3,366.88 (91.1%)				327.35 (8.9%)	211.96 (5.7%)	
Band 4	2,065.08	1,812.34 (87.8%)				252.74 (12.2%)	185.12 (9.0%)	
Total Qualified Pharmacy Technicians	7,708.95	7,006.20 (90.9%)	236.40 (3.1%)	7,242.60 (94.0%)	466.35 (6.0%)	702.75 (9.1%)	460.03 (6.0%)	24.15 (0.3%)
Pre-registration Trainee Pharmacy Technicians - Year 1	418.89	399.71 (95.4%)				19.18 (4.6%)	22.18 (5.3%)	
Pre-registration Trainee Pharmacy Technicians - Year 2	363.30	360.10 (99.1%)				3.20 (0.9%)	9.00 (2.5%)	
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists)	16,694.91	14,757.50 (88.4%)	618.11 (3.7%)	14,993.90 (89.8%)	1,319.31 (7.9%)	1,937.42 (11.6%)	1,400.85 (8.4%)	48.55 (0.3%)
Pharmacy Assistants	4,181.72	3,898.55 (93.2%)	108.98 (2.6%)	4,007.53 (95.8%)	174.19 (4.2%)	283.17 (6.8%)	187.40 (4.5%)	12.34 (0.3%)
Admin and Clerical	1,614.47	1,461.99 (90.6%)	46.48 (2.9%)	1,508.47 (93.4%)	106.00 (6.6%)	152.48 (9.4%)	85.86 (5.3%)	3.01 (0.2%)
Other*	244.66	230.69 (94.3%)	52.84 (21.6%)	283.53 (115.9%)	-38.87 (-15.9%)	13.97 (5.7%)	10.78 (4.4%)	0.00 (0.0%)
Total Support Staff	6,040.85	5,591.23 (92.6%)	208.30 (3.4%)	5,799.53 (96.0%)	241.32 (4.0%)	449.62 (7.4%)	284.04 (4.7%)	15.35 (0.3%)
Total All Staff (excluding Pre-reg. Trainee Pharmacists)	22,735.76	20,348.73 (89.5%)	826.41 (3.6%)	21,175.14 (93.1%)	1,560.63 (6.9%)	2,387.03 (10.5%)	1,684.89 (7.4%)	63.90 (0.3%)

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

Table 1a. May 2008 & May 2009 Staffing Establishments in NHS Trusts and PCTs/LHBs - Summary data for pharmacists, pharmacy technicians, pharmacy assistants and locum / agency staff - England, Wales and Northern Ireland only.

N.B. No 2007 data as PCTs/LHBs not surveyed in 2007; Scotland not included as no 2008 data

Staff Group	May 2008 100% response rate					May 2009 100% response rate				
	Established Posts (FTE)	Posts occupied by Permanent Staff	Posts not permanently occupied (Vacancy Rate)	Posts occupied by agency staff/locums	Posts not permanently occupied after three months (Vacancy Rate)	Established Posts (FTE)	Posts occupied by Permanent Staff	Posts not permanently occupied (Vacancy Rate)	Posts occupied by agency staff/locums	Posts not permanently occupied after three months (Vacancy Rate)
Pharmacists										
Band 9	96.60	94.80 (98.1%)	1.80 (1.9%)		1.00 (1.0%)	105.68	100.54 (95.1%)	5.14 (4.9%)		1.00 (0.9%)
Band 8d	294.21	286.08 (97.2%)	8.13 (2.8%)		7.45 (2.5%)	320.23	313.60 (97.9%)	6.63 (2.1%)		3.80 (1.2%)
Band 8c	530.97	498.95 (94.0%)	32.02 (6.0%)		14.08 (2.7%)	550.05	515.96 (93.8%)	34.09 (6.2%)		25.17 (4.6%)
Band 8b	1,188.23	1,083.77 (91.2%)	104.46 (8.8%)		48.43 (4.1%)	1,249.72	1,153.75 (92.3%)	95.97 (7.7%)		65.21 (5.2%)
Band 8a	2,190.98	1,966.55 (89.8%)	224.43 (10.2%)		139.57 (6.4%)	2,424.71	2,162.22 (89.2%)	262.49 (10.8%)		184.10 (7.6%)
Band 7	1,739.43	1,445.08 (83.1%)	294.35 (16.9%)		175.96 (10.1%)	1,893.31	1,509.93 (79.8%)	383.38 (20.2%)		273.89 (14.5%)
Band 6	1,425.54	1,108.95 (77.8%)	316.59 (22.2%)		211.52 (14.8%)	1,417.20	1,092.96 (77.1%)	324.24 (22.9%)		265.95 (18.8%)
Total Qualified Pharmacists	7,465.96	6,484.18 (86.8%)	981.78 (13.2%)	337.53 (4.5%)	598.01 (8.0%)	7,960.89	6,848.96 (86.0%)	1,111.94 (14.0%)	349.96 (4.4%)	819.12 (10.3%)
Pre-registration Trainee Pharmacists	536.10	524.00 (97.7%)	12.10 (2.3%)		8.00 (1.5%)	625.00	613.02 (98.1%)	11.98 (1.9%)		8.50 (1.4%)
Pharmacy Technicians										
Band 8c		#DIV/0!	0.00 #DIV/0!		#DIV/0!	2.00	2.00 (100.0%)	0.00 (0.0%)		0.00 (0.0%)
Band 8b	19.80	19.80 (100.0%)	0.00 (0.0%)		0.00 (0.0%)	23.44	20.64 (88.1%)	2.80 (11.9%)		0.00 (0.0%)
Band 8a	35.23	35.50 (100.8%)	-0.27 (-0.8%)		0.00 (0.0%)	39.81	37.56 (94.3%)	2.25 (5.7%)		0.00 (0.0%)
Band 7	445.83	430.73 (96.6%)	15.10 (3.4%)		7.73 (1.7%)	478.92	456.98 (95.4%)	21.94 (4.6%)		14.48 (3.0%)
Band 6	1,159.67	1,099.23 (94.8%)	60.44 (5.2%)		28.65 (2.5%)	1,330.17	1,235.47 (92.9%)	94.70 (7.1%)		46.19 (3.5%)
Band 5	3,147.72	2,863.49 (91.0%)	284.23 (9.0%)		107.42 (3.4%)	3,345.95	3,018.38 (90.2%)	327.57 (9.8%)		197.05 (5.9%)
Band 4	1,769.42	1,523.41 (86.1%)	246.01 (13.9%)		118.26 (6.7%)	1,782.29	1,560.00 (87.5%)	222.29 (12.5%)		156.79 (8.8%)
Total Qualified Pharmacy Technicians	6,577.67	5,972.16 (90.8%)	605.51 (9.2%)	168.63 (2.6%)	262.06 (4.0%)	7,002.58	6,331.04 (90.4%)	671.54 (9.6%)	200.00 (2.9%)	414.51 (5.9%)
Pre-registration Trainee Pharmacy Technicians - Year 1						393.99	374.81 (95.1%)	19.18 (4.9%)		20.18 (5.1%)
Pre-registration Trainee Pharmacy Technicians - Year 2	611.50	589.48 (96.4%)	22.02 (3.6%)		19.00 (3.1%)	341.20	337.00 (98.8%)	4.20 (1.2%)		7.00 (2.1%)
Total Pre-registration Trainee Pharmacy Technicians	611.50	589.48	22.02		19.00	735.19	711.81			27.18
Pharmacy Assistants	3,594.76	3,594.76 (100.0%)	0.00 (0.0%)	44.75 (1.2%)	133.92 (3.7%)	3,859.22	3,587.42 (93.0%)	271.80 (7.0%)	34.98 (0.9%)	180.99 (4.7%)

- Pharmacist staffing establishments in the NHS overall have increased by 7.0% (494.9 FTEs) between May 2008 and May 2009 across England, Wales & Northern Ireland.
- Pharmacy Technician staffing establishments in the NHS overall have increased by 6.0% (424.91 FTEs) between May 2008 and May 2009 across England, Wales & Northern Ireland.

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

2. Collated Staffing Establishments and Vacancy Rates in NHS Trusts

Current staffing establishments and vacancy rates for pharmacy departments in NHS acute and mental health trusts across England, Wales, Scotland and Northern Ireland are summarised in Table 2.

Table 2. May 2009 Staffing Establishments in NHS Trusts - Summary data for all pharmacy staff groups - England, Wales, Scotland and Northern Ireland

Staff Group	Established Posts (FTE)	Posts occupied by Permanent Staff	Posts occupied by agency staff/locums	Total posts occupied	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (Vacancy Rate)	Posts not permanently occupied after three months (Vacancy Rate)	Posts threatened
Pharmacists								
Band 9	101.60	96.46 (94.9%)				5.14 (5.1%)	1.00 (1.0%)	
Band 8d	213.64	209.77 (98.2%)				3.87 (1.8%)	4.20 (2.0%)	
Band 8c	415.46	393.18 (94.6%)				22.28 (5.4%)	18.47 (4.4%)	
Band 8b	1,048.26	982.22 (93.7%)				66.04 (6.3%)	50.77 (4.8%)	
Band 8a	2,053.44	1,876.79 (91.4%)				176.65 (8.6%)	131.31 (6.4%)	
Band 7	2,000.86	1,632.46 (81.6%)				368.39 (18.4%)	272.40 (13.6%)	
Band 6	1,549.84	1,165.20 (75.2%)				384.64 (24.8%)	323.48 (20.9%)	
Total Qualified Pharmacists	7,383.10	6,356.08 (86.1%)	355.99 (4.8%)	6,712.07 (90.9%)	671.02 (9.1%)	1,027.01 (13.9%)	801.63 (10.9%)	20.16 (0.3%)
Pre-registration Trainee Pharmacists	666.00	653.02 (98.1%)				12.98 (1.9%)	9.50 (1.4%)	
Pharmacy Technicians								
Band 8c	2.00	2.00 (100.0%)				0.00 (0.0%)	0.00 (0.0%)	
Band 8b	20.64	19.64 (95.2%)				1.00 (4.8%)	0.00 (0.0%)	
Band 8a	38.81	36.56 (94.2%)				2.25 (5.8%)	0.00 (0.0%)	
Band 7	472.11	451.17 (95.6%)				20.94 (4.4%)	14.98 (3.2%)	
Band 6	1,240.70	1,162.80 (93.7%)				77.90 (6.3%)	38.12 (3.1%)	
Band 5	3,294.04	3,013.18 (91.5%)				280.86 (8.5%)	178.07 (5.4%)	
Band 4	2,045.65	1,792.80 (87.6%)				252.85 (12.4%)	185.12 (9.0%)	
Total Qualified Pharmacy Technicians	7,113.95	6,478.15 (91.1%)	213.00 (3.0%)	6,691.15 (94.1%)	422.80 (5.9%)	635.80 (8.9%)	416.29 (5.9%)	22.40 (0.3%)
Pre-registration Trainee Pharmacy Technicians - Year 1	416.89	397.71 (95.4%)				19.18 (4.6%)	22.18 (5.3%)	
Pre-registration Trainee Pharmacy Technicians - Year 2	359.30	356.10 (99.1%)				3.20 (0.9%)	9.00 (2.5%)	
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists)	14,497.05	12,834.24 (88.5%)	568.99 (3.9%)	13,403.23 (92.5%)	1,093.82 (7.5%)	1,662.81 (11.5%)	1,217.92 (8.4%)	42.56 (0.3%)
Pharmacy Assistants	4,172.72	3,890.05 (93.2%)	63.98 (1.5%)	3,954.03 (94.8%)	218.69 (5.2%)	282.67 (6.8%)	186.90 (4.5%)	12.34 (0.3%)
Admin and Clerical	1,253.40	1,156.70 (92.3%)	33.48 (2.7%)	1,190.18 (95.0%)	63.22 (5.0%)	96.70 (7.7%)	63.78 (5.1%)	3.01 (0.2%)
Other*	206.50	200.08 (96.9%)	7.24 (3.5%)	207.32 (100.4%)	-0.82 (-0.4%)	6.42 (3.1%)	4.55 (2.2%)	0.00 (0.0%)
Total Support Staff	5,632.62	5,246.83 (93.2%)	104.70 (1.9%)	5,351.53 (95.0%)	281.09 (5.0%)	385.79 (6.8%)	255.23 (4.5%)	15.35 (0.3%)
Total All Staff (excluding Pre-reg. Trainee Pharmacists)	20,129.67	18,081.07 (89.8%)	673.69 (3.3%)	18,754.76 (93.2%)	1,374.91 (6.8%)	2,048.60 (10.2%)	1,473.15 (7.3%)	57.91 (0.3%)

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

Trends in Pharmacy Staffing Establishments in NHS Trusts

3. Trends over time and geographical areas in NHS trusts

Trends in staffing establishments over time by geographical area have been examined, comparing data from surveys carried out in 2007, 2008 and 2009 by country. Please note that although surveys up until and including 2006 covered the whole of Great Britain, 2007 figures include data from England and Wales only, 2008 figures include England, Wales and Northern Ireland, and 2009 figures include England, Wales, Scotland and Northern Ireland. For this reason, we have shown each country separately in 2009. In addition, although the 2008 and 2009 response rates have been 100%, in 2007 the response rate was 95.8%.

Table 3a shows the **reported** staffing establishments for pharmacists and qualified pharmacy technicians in 2007, 2008 and 2009 in each of the home countries. (See later section for geographical variation).

Table 3a. Trends in NHS Trust Pharmacy Staffing Establishments in NHS trusts by country over time 2007-2009

Table 3a shows trends in NHS Trust Pharmacy Staffing Establishments by country 2007-2009, with the % change in reported staffing establishment from May 2008 to May 2009. Tables 3b, 3c, 3d and 3e show trends in Staffing Establishments and Vacancy Rates for all qualified pharmacists, qualified pharmacy technicians, Band 6 (newly-qualified) pharmacists and Band 4 (newly-qualified) pharmacy technicians respectively, across all geographical areas.

The May 2009 survey has again succeeded in gaining a 100% response rate, and data on regional specialist pharmacy services have been more clearly separated out; some additional data on these services may have been collected, as it was more specifically requested in May 2009. In addition, Agenda for Change has been more widely implemented and appeals completed since May 2008. For these reasons care must be taken in interpreting the data in Tables 3a – 3e.

Table 3a. Trends in NHS Trust Pharmacy Staffing Establishments by country 2007-2009
(see note above re: interpretation)

Staff Group	England				Wales				Scotland				Northern Ireland			
	Established Posts (FTE) 2007	Established Posts (FTE) 2008	Established Posts (FTE) 2009	% Change in reported staffing establishment from May 2008 to May 2009	Established Posts (FTE) 2007	Established Posts (FTE) 2008	Established Posts (FTE) 2009	% Change in reported staffing establishment from May 2008 to May 2009	Established Posts (FTE) 2007	Established Posts (FTE) 2008	Established Posts (FTE) 2009	% Change in reported staffing establishment from May 2008 to May 2009	Established Posts (FTE) 2007	Established Posts (FTE) 2008	Established Posts (FTE) 2009	% Change in reported staffing establishment from May 2008 to May 2009
Pharmacists																
Band 9	73.50	89.30	93.60	4.8%	3.00	4.00	7.00	75.0%			1.00	#VALUE!		0.00	0.00	#DIV/0!
Band 8d	162.71	176.86	182.19	3.0%	11.00	11.00	17.45	58.6%			9.00	#DIV/0!		5.00	5.00	0.0%
Band 8c	285.07	329.90	339.35	2.9%	32.71	40.84	41.11	0.7%	Data not collected	Data not collected	21.00	#DIV/0!	Data not collected	11.00	14.00	27.3%
Band 8b	712.25	808.85	857.81	6.1%	54.79	72.93	90.31	23.8%	Data not collected	Data not collected	80.04	#DIV/0!	Data not collected	28.50	20.10	-29.5%
Band 8a	1,249.08	1,468.83	1,622.26	10.4%	125.72	165.71	167.13	0.9%			218.75	#DIV/0!		53.94	45.30	-16.0%
Band 7	1,136.63	1,350.08	1,480.92	9.7%	93.51	79.43	70.01	-11.9%			267.79	#DIV/0!		143.78	182.14	26.7%
Band 6	1,248.13	1,275.64	1,241.95	-2.6%	54.90	57.40	62.30	8.5%			157.65	#DIV/0!		80.24	87.94	9.6%
Total Qualified Pharmacists	4,867.37	5,499.46	5,818.08	5.8%	375.63	431.31	455.31	5.6%	0.00	0.00	755.23	#DIV/0!	0.00	322.46	354.48	9.9%
Pre-registration Trainee Pharmacists In post (NOT Est posts)	Data not collected	474.00	565.52	19.3%	Data not collected	38.00	38.00	0.0%	Data not collected	Data not collected	42.00	#VALUE!	Data not collected	10.00	11.50	15.0%
Pharmacy Technicians																
Band 8c			2.00	#DIV/0!			0.00	#DIV/0!			0.00	#VALUE!		0.00	0.00	#DIV/0!
Band 8b	13.72	17.80	19.64	10.3%	0.00	1.00	1.00	0.0%			0.00	#DIV/0!		0.00	0.00	#DIV/0!
Band 8a	21.91	32.63	37.81	15.9%	0.00	1.00	1.00	0.0%	Data not collected	Data not collected	0.00	#DIV/0!	Data not collected	0.00	0.00	#DIV/0!
Band 7	341.05	404.83	428.53	5.9%	13.37	18.42	21.58	17.2%	Data not collected	Data not collected	21.00	#DIV/0!	Data not collected	1.00	1.00	0.0%
Band 6	836.49	980.84	1,100.32	12.2%	48.22	72.12	82.08	13.8%			49.30	#DIV/0!		8.00	9.00	12.5%
Band 5	2,085.00	2,563.50	2,703.17	5.4%	197.71	203.93	207.77	1.9%			310.50	#DIV/0!		36.56	72.60	98.6%
Band 4	1,480.00	1,534.52	1,494.43	-2.6%	123.41	104.48	101.20	-3.1%			279.19	#DIV/0!		103.27	170.83	65.4%
Total Qualified Pharmacy Technicians	4,778.17	5,534.12	5,785.90	4.5%	382.71	400.95	414.63	3.4%	0.00	0.00	659.99	#DIV/0!	0.00	148.83	253.43	70.3%
Pre-registration Trainee Pharmacy Technicians (Year 1) In post (NOT Est posts)	Data not collected	Data not collected	332.81		Data not collected	Data not collected	26.00		Data not collected	Data not collected	24.90		Data not collected	Data not collected	14.00	
Pre-registration Trainee Pharmacy Technicians (Year 2) In post (NOT Est posts)			289.40				23.60				23.10				20.00	
Pre-registration Trainee Pharmacy Technicians (Years 1 & 2) In post (NOT Est posts)	481.05	524.70	622.21	18.6%	59.00	53.80	49.60	-7.8%			48.00	#DIV/0!		28.00	34.00	21.4%
Total Qualified Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	9,645.54	11,033.58	11,603.98	5.2%	758.34	832.26	869.94	4.5%	0.00	0.00	1,415.22	#DIV/0!	0.00	345.46	607.91	76.0%
Pharmacy Assistants Admin and Clerical	2,869.16	3,279.25	3,512.05	7.1%	231.56	226.92	231.16	1.9%			322.50	#VALUE!		79.00	107.01	35.5%
Other*	880.65	987.48	992.94	0.6%	70.52	86.22	74.17	-14.0%	Data not collected	Data not collected	132.02	#DIV/0!	Data not collected	57.79	54.27	-6.1%
Total Support Staff	3,982.19	4,458.86	4,684.30	5.1%	352.91	320.14	311.54	-2.7%	0.00	0.00	475.50	#DIV/0!	0.00	137.79	161.28	17.0%
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	13,627.73	15,492.44	16,288.28	5.1%	1,111.25	1,152.40	1,181.48	2.5%	0.00	0.00	1,890.72	#DIV/0!	0.00	483.25	769.19	59.2%

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

The staffing establishment of Band 6 pharmacists in NHS trusts England has decreased slightly between May 2008 and May 2009 (-2.6%; 33.69 FTE), whereas the staffing establishments at Bands 7 and 8a have increased by 9.7% (130.84 FTE) and 10.4% (153.43 FTE) respectively, supporting anecdotal evidence of grade drift. This is not the case in Wales, where Band 6 pharmacist posts have increased (+8.5%; 4.90 FTE), whereas Band 7 posts have decreased (-11.9%; 9.42 FTE) and Band 8a posts have increased by 0.9% (1.42 FTE). In Northern Ireland, Band 6 posts have increased (+9.6%; 7.70 FTE), Band 7 posts have also increased (+26.7%; 38.36 FTE) and Band 8a posts have decreased (-16.0%; 8.64 FTE). Care must be taken in interpreting these data, especially in smaller countries where small changes in numbers have a marked effect on percentages.

Table 3b. Staffing Establishments and Vacancy Rates in NHS Trusts - trends for Qualified Pharmacists in NHS Trusts by country - England, Wales, Scotland and Northern Ireland - 2007-2009

	May 2007 95.8% response rate					May 2008 100% response rate					May 2009 100% response rate				
	ALL QUALIFIED PHARMACISTS					ALL QUALIFIED PHARMACISTS					ALL QUALIFIED PHARMACISTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %			Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %			Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	294.57	246.27	16.40%			295.69	247.69	16.23%	30.51	10.32%	328.46	268.25	18.33%	46.07	14.03%
North West SHA	630.32	549.94	12.75%			803.83	681.60	15.21%	76.31	9.49%	856.96	715.69	16.49%	115.72	13.50%
Yorkshire & Humber SHA	430.59	376.29	12.61%			575.63	518.03	10.01%	49.97	8.68%	593.35	534.58	9.90%	44.51	7.50%
East Midlands SHA	340.11	311.34	8.46%			356.22	320.23	10.10%	20.81	5.84%	382.96	342.19	10.65%	43.08	11.25%
West Midlands SHA	315.89	271.36	14.10%			476.14	408.08	14.29%	43.10	9.05%	509.28	436.05	14.38%	60.35	11.85%
East of England SHA	453.74	390.42	13.96%			476.17	392.25	17.62%	55.87	11.73%	504.55	404.79	19.77%	62.78	12.44%
London SHA	1,337.94	1,194.97	10.69%			1,372.71	1,188.58	13.41%	79.06	5.76%	1,433.90	1,221.42	14.82%	135.93	9.48%
South East Coast SHA	327.98	288.72	11.97%			325.06	280.59	13.68%	28.04	8.63%	355.47	301.09	15.30%	45.45	12.79%
South Central SHA	364.35	305.64	16.11%			384.58	324.27	15.68%	30.28	7.87%	400.57	345.71	13.70%	44.25	11.05%
South West SHA	371.88	323.66	12.97%			433.43	370.64	14.49%	42.70	9.85%	452.58	405.25	10.46%	27.64	6.11%
England	4,867.37	4,258.61	12.51%			5,499.46	4,731.96	13.96%	456.65	8.30%	5,818.08	4,975.02	14.49%	625.78	10.76%
Wales	375.63	353.87	5.79%			431.31	414.81	3.83%	12.10	2.81%	455.31	427.13	6.19%	22.50	4.94%
Scotland											755.23	648.24	14.17%	104.82	13.88%
Northern Ireland						322.46	281.81	12.61%	33.00	10.23%	354.48	305.69	13.76%	48.53	13.69%

Table 3c. Staffing Establishments and Vacancy Rates in NHS Trusts - trends for Qualified Pharmacy Technicians by country - England, Wales, Scotland and Northern Ireland - 2007-2009

	May 2007 95.8% response rate					May 2008 100% response rate					May 2009 100% response rate				
	ALL QUALIFIED PHARMACY TECHNICIANS					ALL QUALIFIED PHARMACY TECHNICIANS					ALL QUALIFIED PHARMACY TECHNICIANS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %			Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %			Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	313.50	294.54	6.05%			312.13	292.39	6.32%	2.42	0.78%	328.39	302.70	7.82%	25.69	7.82%
North West SHA	705.74	665.70	5.67%			903.41	828.02	8.35%	24.08	2.67%	948.15	870.22	8.22%	77.93	8.22%
Yorkshire & Humber SHA	432.16	392.25	9.24%			643.75	591.74	8.08%	28.65	4.45%	668.98	590.18	11.78%	78.80	11.78%
East Midlands SHA	394.86	353.45	10.49%			436.00	392.00	10.09%	10.04	2.30%	451.29	408.28	9.53%	43.01	9.53%
West Midlands SHA	416.30	387.07	7.02%			607.72	566.02	6.86%	17.34	2.85%	643.64	601.46	6.55%	42.18	6.55%
East of England SHA	488.72	441.75	9.61%			501.18	451.53	9.91%	23.13	4.62%	538.93	485.83	9.85%	53.10	9.85%
London SHA	944.05	839.83	11.04%			995.46	868.58	12.75%	58.33	5.86%	1,051.47	900.23	14.38%	151.24	14.38%
South East Coast SHA	330.92	292.32	11.66%			346.92	306.38	11.69%	18.73	5.40%	358.48	324.19	9.57%	34.29	9.57%
South Central SHA	342.44	297.25	13.20%			340.38	302.06	11.26%	10.00	2.94%	347.64	313.94	9.69%	33.70	9.69%
South West SHA	409.48	374.47	8.55%			447.17	412.87	7.67%	20.98	4.69%	448.93	419.18	6.63%	29.75	6.63%
England	4,778.17	4,338.63	9.20%			5,534.12	5,011.59	9.44%	213.70	3.86%	5,785.90	5,216.21	9.85%	569.69	9.85%
Wales	382.71	361.96	5.42%			400.95	389.03	2.97%	6.07	1.51%	414.63	400.73	3.35%	13.90	3.35%
Scotland											659.99	629.08	4.68%	30.91	4.68%
Northern Ireland						148.83	134.16	9.86%	14.68	9.86%	253.43	232.13	8.40%	21.30	8.40%

Table 3d. Staffing Establishments and Vacancy rates in NHS Trusts - trends for Band 6 Qualified Pharmacists by country - England, Wales, Scotland and Northern Ireland - 2007-2009

	May 2007 95.8% response rate				May 2008 100% response rate					May 2009 100% response rate				
	Band 6 PHARMACISTS				Band 6 PHARMACISTS					Band 6 PHARMACISTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %			
North East SHA	71.29	58.28	18.25%		62.46	49.95	20.03%	12.56	20.11%	61.54	45.17	26.60%	23.19	37.68%
North West SHA	173.49	144.93	16.46%		190.79	129.74	32.00%	48.80	25.58%	173.37	106.10	38.80%	62.15	35.85%
Yorkshire & Humber SHA	84.69	71.75	15.28%		112.04	90.71	19.04%	17.84	15.92%	111.64	94.17	15.65%	14.94	13.38%
East Midlands SHA	85.88	77.29	10.00%		78.58	64.84	17.49%	5.40	6.87%	76.25	60.25	20.98%	13.00	17.05%
West Midlands SHA	75.60	53.31	29.48%		100.85	74.71	25.92%	15.00	14.87%	106.71	82.86	22.35%	19.80	18.55%
East of England SHA	113.22	96.04	15.17%		115.34	79.05	31.46%	26.42	22.91%	110.73	73.77	33.38%	31.63	28.56%
London SHA	379.49	326.45	13.98%		350.51	283.34	19.16%	27.80	7.93%	342.22	267.73	21.77%	40.18	11.74%
South East Coast SHA	85.41	62.04	27.36%		79.66	58.29	26.83%	15.00	18.83%	77.96	60.82	21.99%	17.14	21.99%
South Central SHA	83.76	63.52	24.16%		86.82	78.19	9.94%	6.00	6.91%	82.57	71.28	13.67%	9.17	11.11%
South West SHA	95.30	74.09	22.26%		98.59	68.19	30.83%	20.70	21.00%	98.96	76.72	22.47%	13.45	13.59%
England	1,248.13	1,027.70	17.66%		1,275.64	977.01	23.41%	195.52	15.33%	1,241.95	938.87	24.40%	244.65	19.70%
Wales	54.90	50.90	7.29%		57.40	57.40	0.00%	1.00	1.74%	62.30	56.20	9.79%	5.50	8.83%
Scotland										157.65	94.45	40.09%	61.33	38.90%
Northern Ireland					80.24	66.24	17.45%	13.00	16.20%	87.94	75.68	13.94%	12.00	13.65%

Please note that the 3-month vacancy rate in North East SHA is higher than the vacancy rate at 31 May 2009 because one trust had an Establishment of 13.05 FTE Band 7 Pharmacists and 7.50 Band 6 Pharmacists, but had 8.05 Band 7 Pharmacists in post and 10.0 FTE Band 6 Pharmacists in post; of which 5 Band 6 Pharmacists were awaiting an upgrade to Band 7. In addition, another NHS trust over-recruits into Band 6 posts when the cohort qualifies, knowing that it is difficult to recruit subsequently until the next cohort qualifies; they still had 1.42 FTE Band 6 Pharmacists in post over and above their Establishment at 31 May 2009. As North East SHA has small numbers anyway, these figures have had a large impact on % figures.

Table 3e. Staffing Establishments and Vacancy Rates in NHS Trusts - trends for Band 4 Qualified Pharmacy Technicians by country - England, Wales, Scotland and Northern Ireland - 2007-2009

	May 2007 95.8% response rate				May 2008 100% response rate					May 2009 100% response rate				
	Band 4 PHARMACY TECHNICIANS				Band 4 PHARMACY TECHNICIANS					Band 4 PHARMACY TECHNICIANS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %			Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	90.73	88.76	2.17%		79.35	72.67	8.42%	0.00	0.00%	75.34	71.77	4.74%	4.00	5.31%
North West SHA	262.64	256.12	2.48%		297.28	265.73	10.61%	12.58	4.23%	275.97	259.07	6.12%	28.32	10.26%
Yorkshire & Humber SHA	105.82	99.53	5.94%		150.52	130.22	13.49%	7.90	5.25%	135.16	110.56	18.20%	11.38	8.42%
East Midlands SHA	104.00	89.64	13.81%		118.23	96.95	18.00%	4.01	3.39%	124.55	107.47	13.71%	11.95	9.59%
West Midlands SHA	120.19	106.06	11.76%		115.44	101.99	11.65%	5.50	4.76%	129.54	119.02	8.12%	0.12	0.09%
East of England SHA	125.65	107.64	14.33%		129.42	105.15	18.75%	15.10	11.67%	121.93	101.75	16.55%	7.83	6.42%
London SHA	307.13	254.92	17.00%		298.73	239.33	19.88%	31.33	10.49%	307.78	239.68	22.13%	43.63	14.18%
South East Coast SHA	118.95	97.57	17.97%		115.90	97.26	16.08%	11.50	9.92%	118.34	100.14	15.38%	11.98	10.12%
South Central SHA	95.22	82.33	13.54%		88.74	69.06	22.18%	5.00	5.63%	83.28	75.35	9.52%	10.11	12.14%
South West SHA	149.67	131.96	11.83%		140.91	124.72	11.49%	8.60	6.10%	122.54	110.51	9.82%	10.17	8.30%
England	1,480.00	1,314.53	11.18%		1,534.52	1,303.08	15.08%	101.52	6.62%	1,494.43	1,295.32	13.32%	139.49	9.33%
Wales	123.41	114.25	7.42%		104.48	105.63	-1.10%	2.41	2.31%	101.20	95.21	5.92%	0.00	0.00%
Scotland										279.19	248.74	10.91%	28.33	10.15%
Northern Ireland					103.27	92.57	10.36%	10.71	10.37%	170.83	153.53	10.13%	17.30	10.13%

4. May 2009 Staffing Establishments and Vacancy Rates in NHS Trusts

Tables 4a, 4b, 4c and 4d show current staffing establishments and vacancy rates by geographical area and AfC band.

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

Figures 4a, 4b, 4c and 4d show current staffing establishments as % of total in NHS trusts by geographical area and AfC band.

Table 4a. Qualified Pharmacists by geographical area in NHS Trusts - England, Wales, Scotland and Northern Ireland - May 2009

	Band 9					Band 8d					Band 8c					Band 8b				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	5.87	5.87	0.00%	0.00	0.00%	6.91	6.91	0.00%	0.00	0.00%	16.56	16.56	0.00%	0.00	0.00%	47.45	44.89	5.40%	3.00	6.32%
North West SHA	18.40	17.25	6.25%	1.00	5.43%	25.56	23.56	7.82%	1.00	3.91%	54.18	50.93	6.00%	3.00	5.54%	140.43	131.00	6.72%	6.95	4.95%
Yorkshire & Humber SHA	10.90	10.90	0.00%	0.00	0.00%	15.00	15.00	0.00%	0.00	0.00%	37.55	34.92	7.00%	1.00	2.66%	92.30	88.82	3.77%	0.20	0.22%
East Midlands SHA	4.00	4.00	0.00%	0.00	0.00%	9.00	8.85	1.67%	0.00	0.00%	20.09	19.16	4.63%	2.00	9.96%	49.78	49.92	-0.28%	4.02	8.08%
West Midlands SHA	7.00	6.35	9.29%	0.00	0.00%	16.20	16.00	1.23%	0.00	0.00%	30.96	27.88	9.95%	2.00	6.46%	73.37	69.55	5.21%	3.50	4.77%
East of England SHA	10.00	8.80	12.00%	0.00	0.00%	21.99	21.79	0.91%	0.20	0.91%	32.46	31.46	3.08%	0.00	0.00%	72.81	66.42	8.78%	2.35	3.23%
London SHA	22.83	22.69	0.61%	0.00	0.00%	46.90	44.98	4.09%	1.00	2.13%	96.52	90.68	6.05%	6.07	6.29%	217.07	195.57	9.90%	15.29	7.04%
South East Coast SHA	4.00	3.00	25.00%	0.00	0.00%	15.37	16.17	-5.20%	0.00	0.00%	14.94	11.54	22.76%	1.40	9.37%	35.63	34.07	4.38%	1.56	4.38%
South Central SHA	6.00	6.00	0.00%	0.00	0.00%	8.26	8.06	2.42%	0.00	0.00%	16.89	16.64	1.48%	1.00	5.92%	62.99	55.25	12.29%	5.00	7.94%
South West SHA	4.60	3.60	21.74%	0.00	0.00%	17.00	18.00	-5.88%	1.00	5.88%	19.20	18.20	5.21%	1.00	5.21%	65.98	64.58	2.12%	0.63	0.95%
England	93.60	88.46	5.49%	1.00	1.07%	182.19	179.32	1.58%	3.20	1.76%	339.35	317.97	6.30%	17.47	5.15%	857.81	800.07	6.73%	42.50	4.95%
Wales	7.00	7.00	0.00%	0.00	0.00%	17.45	17.45	0.00%	0.00	0.00%	41.11	40.21	2.19%	1.00	2.43%	90.31	88.48	2.03%	1.70	1.88%
Scotland	1.00	1.00	0.00%	0.00	0.00%	9.00	8.00	11.11%	1.00	11.11%	21.00	21.00	0.00%	0.00	0.00%	80.04	76.57	4.34%	3.57	4.46%
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	5.00	5.00	0.00%	0.00	0.00%	14.00	14.00	0.00%	0.00	0.00%	20.10	17.10	14.93%	3.00	14.93%
TOTALS	101.60	96.46	5.06%	1.00	0.98%	213.64	209.77	1.81%	4.20	1.97%	415.46	393.18	5.36%	18.47	4.45%	1,048.26	982.22	6.30%	50.77	4.84%

	Band 8a					Band 7					Band 6					ALL QUALIFIED PHARMACISTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	106.57	85.93	19.37%	11.38	10.68%	83.56	62.92	24.70%	8.50	10.17%	61.54	45.17	26.60%	23.19	37.68%	328.46	268.25	18.33%	46.07	14.03%
North West SHA	251.94	228.06	9.48%	18.11	7.19%	193.08	158.79	17.76%	23.51	12.18%	173.37	106.10	38.80%	62.15	35.85%	856.96	715.69	16.49%	115.72	13.50%
Yorkshire & Humber SHA	201.41	195.01	3.18%	7.40	3.67%	124.55	95.76	23.12%	20.97	16.84%	111.64	94.17	15.65%	14.94	13.38%	593.35	534.58	9.90%	44.51	7.50%
East Midlands SHA	99.69	100.98	-1.29%	5.00	5.02%	124.15	99.03	20.23%	19.06	15.35%	76.25	60.25	20.98%	13.00	17.05%	382.96	342.19	10.65%	43.08	11.25%
West Midlands SHA	163.27	145.04	11.17%	14.65	8.97%	111.77	88.37	20.94%	20.40	18.25%	106.71	82.86	22.35%	19.80	18.55%	509.28	436.05	14.38%	60.35	11.85%
East of England SHA	110.80	95.34	13.95%	8.51	7.68%	145.76	107.21	26.45%	20.09	13.78%	110.73	73.77	33.38%	31.63	28.56%	504.55	404.79	19.77%	62.78	12.44%
London SHA	331.57	288.20	13.08%	29.49	8.89%	376.79	311.57	17.31%	43.90	11.65%	342.22	267.73	21.77%	40.18	11.74%	1,433.90	1,221.42	14.82%	135.93	9.48%
South East Coast SHA	107.09	97.60	8.86%	7.08	6.61%	100.48	77.89	22.48%	18.27	18.18%	77.96	60.82	21.99%	17.14	21.99%	355.47	301.09	15.30%	45.45	12.79%
South Central SHA	119.59	106.13	11.26%	9.27	7.75%	104.27	82.35	21.02%	19.81	19.00%	82.57	71.28	13.67%	9.17	11.11%	400.57	345.71	13.70%	44.25	11.05%
South West SHA	130.33	122.76	5.81%	2.76	2.12%	116.51	101.39	12.98%	8.80	7.55%	98.96	76.72	22.47%	13.45	13.59%	452.58	405.25	10.46%	27.64	6.11%
England	1,622.26	1,465.05	9.69%	113.65	7.01%	1,480.92	1,185.28	19.96%	203.31	13.73%	1,241.95	938.87	24.40%	244.65	19.70%	5,818.08	4,975.02	14.49%	625.78	10.76%
Wales	167.13	161.67	3.27%	4.90	2.93%	70.01	56.12	19.84%	9.40	13.43%	62.30	56.20	9.79%	5.50	8.83%	455.31	427.13	6.19%	22.50	4.94%
Scotland	218.75	207.77	5.02%	9.76	4.46%	267.79	239.45	10.58%	29.16	10.89%	157.65	94.45	40.09%	61.33	38.90%	755.23	648.24	14.17%	104.82	13.88%
Northern Ireland	45.30	42.30	6.62%	3.00	6.62%	182.14	151.61	16.76%	30.53	16.76%	87.94	75.68	13.94%	12.00	13.65%	354.48	305.69	13.76%	48.53	13.69%
TOTALS	2,053.44	1,876.79	8.60%	131.31	6.39%	2,000.86	1,632.46	18.41%	272.40	13.61%	1,549.84	1,165.20	24.82%	323.48	20.87%	7,383.10	6,356.08	13.91%	801.63	10.86%

Table 4b. Qualified Pharmacy Technicians by geographical area in NHS Trusts - England, Wales, Scotland and Northern Ireland - May 2009

	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 East SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.00%	0.00	0.00%	10.59	9.59	9.44%	0.00	0.00%
North West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%	6.55	6.30	3.82%	0.00	0.00%	55.75	53.03	4.88%	2.11	3.78%
Yorkshire & Humber SHA	1.00	1.00	0.00%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	4.00	4.00	0.00%	0.00	0.00%	38.99	35.52	8.90%	3.13	8.03%
East Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.60	1.60	38.46%	0.00	0.00%	20.29	20.08	1.03%	2.01	9.91%
West Midlands SHA	1.00	1.00	0.00%	0.00	0.00%	2.00	2.00	0.00%	0.00	0.00%	4.00	4.00	0.00%	0.00	0.00%	41.79	40.77	2.44%	1.02	2.44%
East of England SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.00	2.00	33.33%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	50.79	46.19	9.06%	0.00	0.00%
London SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	5.84	5.84	0.00%	0.00	0.00%	8.86	7.86	11.29%	0.00	0.00%	120.89	115.80	4.21%	4.38	3.62%
South East Coast SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.00%	0.00	0.00%	2.00	2.00	0.00%	0.00	0.00%	26.15	26.15	0.00%	0.00	0.00%
South Central SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.00%	0.00	0.00%	3.00	3.00	0.00%	0.00	0.00%	29.96	28.38	5.27%	1.33	4.44%
South West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.80	2.80	0.00%	0.00	0.00%	3.80	3.80	0.00%	0.00	0.00%	33.33	33.23	0.30%	0.00	0.00%
England	2.00	2.00	0.00%	0.00	0.00%	19.64	18.64	5.09%	0.00	0.00%	37.81	35.56	5.95%	0.00	0.00%	428.53	408.74	4.62%	13.98	3.26%
Wales	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	21.58	21.43	0.70%	0.00	0.00%
Scotland	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!	21.00	20.00	4.76%	1.00	4.76%
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	0.00%	0.00	0.00%
TOTALS	2.00	2.00	0.00%	0.00	0.00%	20.64	19.64	4.84%	0.00	0.00%	38.81	36.56	5.80%	0.00	0.00%	472.11	451.17	4.44%	14.98	3.17%

	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 East SHA	58.33	57.09	2.13%	0.00	0.00%	182.13	162.25	10.92%	2.56	1.41%	75.34	71.77	4.74%	4.00	5.31%	328.39	302.70	7.82%	6.56	2.00%
North West SHA	151.57	140.18	7.51%	6.14	4.05%	457.31	410.64	10.21%	27.23	5.95%	275.97	259.07	6.12%	28.32	10.26%	948.15	870.22	8.22%	63.80	6.73%
Yorkshire & Humber SHA	149.27	138.85	6.98%	1.59	1.07%	339.56	299.25	11.87%	25.16	7.41%	135.16	110.56	18.20%	11.38	8.42%	668.98	590.18	11.78%	41.26	6.17%
East Midlands SHA	67.61	60.08	11.14%	5.00	7.40%	236.24	219.05	7.28%	16.46	6.97%	124.55	107.47	13.71%	11.95	9.59%	451.29	408.28	9.53%	36.42	8.07%
West Midlands SHA	135.86	132.53	2.45%	6.14	4.52%	329.45	302.14	8.29%	24.49	7.43%	129.54	119.02	8.12%	0.12	0.09%	643.64	601.46	6.55%	31.77	4.94%
East of England SHA	123.53	111.54	9.71%	0.00	0.00%	238.68	223.35	6.42%	7.85	3.29%	121.93	101.75	16.55%	7.83	6.42%	538.93	485.83	9.85%	15.68	2.91%
London SHA	203.51	182.77	10.19%	11.47	5.64%	404.59	348.28	13.92%	32.81	8.11%	307.78	239.68	22.13%	43.63	14.18%	1,051.47	900.23	14.38%	92.29	8.78%
South East Coast SHA	67.20	64.91	3.41%	2.80	4.17%	142.79	128.99	9.66%	8.85	6.20%	118.34	100.14	15.38%	11.98	10.12%	358.48	324.19	9.57%	23.63	6.59%
South Central SHA	61.35	57.48	6.31%	3.50	5.70%	168.05	147.73	12.09%	8.96	5.33%	83.28	75.35	9.52%	10.11	12.14%	347.64	313.94	9.69%	23.90	6.87%
South West SHA	82.09	81.50	0.72%	0.00	0.00%	204.37	187.34	8.33%	5.89	2.88%	122.54	110.51	9.82%	10.17	8.30%	448.93	419.18	6.63%	16.06	3.58%
England	1,100.32	1,026.93	6.67%	36.64	3.33%	2,703.17	2,429.02	10.14%	160.26	5.93%	1,494.43	1,295.32	13.32%	139.49	9.33%	5,785.90	5,216.21	9.85%	351.37	6.07%
Wales	82.08	80.35	2.11%	0.20	0.24%	207.77	201.74	2.90%	2.00	0.96%	101.20	95.21	5.92%	0.00	0.00%	414.63	400.73	3.35%	2.20	0.53%
Scotland	49.30	47.52	3.61%	1.28	2.60%	310.50	312.82	-0.75%	12.81	4.13%	279.19	248.74	10.91%	28.33	10.15%	659.99	629.08	4.68%	43.42	6.58%
Northern Ireland	9.00	8.00	11.11%	0.00	0.00%	72.60	69.60	4.13%	3.00	4.13%	170.83	153.53	10.13%	17.30	10.13%	253.43	232.13	8.40%	20.30	8.01%
TOTALS	1,240.70	1,162.80	6.28%	38.12	3.07%	3,294.04	3,013.18	8.53%	178.07	5.41%	2,045.65	1,792.80	12.36%	185.12	9.05%	7,113.95	6,478.15	8.94%	417.29	5.87%

Table 4c. Pharmacy Assistants by geographical area in NHS Trusts - England, Wales, Scotland and Northern Ireland - May 2009

	Band 3					Band 2					Band 1					ALL PHARMACY ASSISTANTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	117.08	98.86	15.56%	7.00	5.98%	109.43	105.86	3.26%	2.00	1.83%	1.00	1.00	0.00%	0.00	0.00%	227.51	205.72	9.58%	9.00	3.96%
North West SHA	145.06	140.17	3.37%	13.88	9.57%	407.66	384.84	5.60%	14.74	3.62%	8.12	8.18	-0.74%	0.00	0.00%	560.84	533.19	4.93%	28.62	5.10%
Yorkshire & Humber SHA	215.59	206.41	4.26%	9.50	4.41%	266.57	247.94	6.99%	15.18	5.69%	4.80	2.80	41.67%	1.00	20.83%	486.96	457.15	6.12%	25.68	5.27%
East Midlands SHA	114.94	110.07	4.24%	0.00	0.00%	139.07	122.69	11.78%	9.93	7.14%	1.00	2.95	-195.00%	0.00	0.00%	255.01	235.71	7.57%	9.93	3.89%
West Midlands SHA	129.04	120.40	6.70%	2.00	1.55%	272.29	248.71	8.66%	18.36	6.74%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	401.33	369.11	8.03%	20.36	5.07%
East of England SHA	101.93	95.99	5.83%	2.31	2.27%	195.78	182.20	6.94%	3.00	1.53%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	297.71	278.19	6.56%	5.31	1.78%
London SHA	144.09	127.28	11.67%	10.30	7.15%	387.39	357.87	7.62%	22.35	5.77%	0.35	0.35	0.00%	0.00	0.00%	531.83	485.50	8.71%	32.65	6.14%
South East Coast SHA	45.85	38.63	15.75%	4.83	10.53%	170.03	162.22	4.59%	2.48	1.46%	2.19	2.19	0.00%	0.00	0.00%	218.07	203.04	6.89%	7.31	3.35%
South Central SHA	57.18	47.44	17.03%	8.48	14.83%	154.38	144.76	6.23%	12.40	8.03%	2.00	1.00	50.00%	1.00	50.00%	213.56	193.20	9.53%	21.88	10.25%
South West SHA	97.39	90.88	6.68%	1.00	1.03%	218.84	213.87	2.27%	3.14	1.43%	3.00	3.00	0.00%	0.00	0.00%	319.23	307.75	3.60%	4.14	1.30%
England	1,168.15	1,076.13	7.88%	59.30	5.08%	2,321.44	2,170.96	6.48%	103.58	4.46%	22.46	21.47	4.41%	2.00	8.90%	3,512.05	3,268.56	6.93%	164.88	4.69%
Wales	110.52	103.67	6.20%	4.11	3.72%	120.64	111.25	7.78%	1.00	0.83%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	231.16	214.92	7.03%	5.11	2.21%
Scotland	31.61	32.81	-3.80%	0.00	0.00%	289.92	277.37	4.33%	6.41	2.21%	0.97	0.95	2.06%	0.00	0.00%	322.50	311.13	3.52%	6.41	1.99%
Northern Ireland	23.01	19.24	16.38%	3.00	13.04%	83.00	75.20	9.40%	7.50	9.04%	1.00	1.00	0.00%	0.00	0.00%	107.01	95.44	10.81%	10.50	9.81%
TOTALS	1,333.29	1,231.85	7.61%	66.41	4.98%	2,815.00	2,634.78	6.40%	118.49	4.21%	24.43	23.42	4.13%	2.00	8.19%	4,172.72	3,890.05	6.77%	186.90	4.48%

Table 4d. Admin and Clerical by geographical area in NHS Trusts - England, Wales, Scotland and Northern Ireland - May 2009

	Band 8a					Band 7					Band 6					Band 5				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%	3.50	3.50	0.00%	0.00	0.00%
North West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.00%	0.00	0.00%	4.60	4.60	0.00%	0.00	0.00%	7.00	7.00	0.00%	0.00	0.00%
Yorkshire & Humber SHA	1.00	1.00	0.00%	0.00	0.00%	4.00	5.00	-25.00%	0.00	0.00%	7.00	7.00	0.00%	0.00	0.00%	14.56	12.56	13.74%	0.00	0.00%
East Midlands SHA	2.00	2.00	0.00%	0.00	0.00%	1.70	1.60	5.88%	0.10	5.88%	1.00	0.00	100.00%	0.00	0.00%	1.63	0.00	100.00%	1.63	100.00%
West Midlands SHA	1.00	1.00	0.00%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	3.00	3.00	0.00%	0.00	0.00%	6.00	4.00	33.33%	0.00	0.00%
East of England SHA	2.00	2.00	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.00%	0.00	0.00%	4.00	4.00	0.00%	0.00	0.00%
London SHA	0.64	0.64	0.00%	0.00	0.00%	6.00	6.00	0.00%	0.00	0.00%	5.62	5.62	0.00%	0.00	0.00%	36.80	32.50	11.68%	2.00	5.43%
South East Coast SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%	5.62	4.56	18.86%	1.00	17.79%
South Central SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.88	0.88	0.00%	0.00	0.00%	3.00	3.00	0.00%	0.00	0.00%	3.50	3.50	0.00%	0.00	0.00%
South West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%	2.00	2.00	0.00%	0.00	0.00%	6.30	6.30	0.00%	0.00	0.00%
England	6.64	6.64	0.00%	0.00	0.00%	16.58	17.48	-5.43%	0.10	0.60%	30.22	29.22	3.31%	0.00	0.00%	88.91	77.92	12.36%	4.63	5.21%
Wales	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	2.00	-100.00%	0.00	0.00%	5.00	5.00	0.00%	0.00	0.00%
Scotland	1.00	1.00	0.00%	0.00	0.00%	2.00	2.00	0.00%	0.00	0.00%	4.00	4.00	0.00%	0.00	0.00%	5.00	6.00	-20.00%	0.00	0.00%
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!	2.00	1.00	50.00%	1.00	50.00%
TOTALS	7.64	7.64	0.00%	0.00	0.00%	18.58	19.48	-4.84%	0.10	0.54%	35.22	35.22	0.00%	0.00	0.00%	100.91	89.92	10.89%	5.63	5.58%

	Band 4					Band 3					Band 2					ALL A&C				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	9.24	9.24	0.00%	0.00	0.00%	31.11	30.16	3.05%	1.80	5.79%	22.44	18.04	19.61%	2.00	8.91%	67.29	61.94	7.95%	5.35	7.95%
North West SHA	51.96	49.49	4.75%	1.41	2.71%	50.09	44.66	10.84%	2.52	5.03%	40.12	38.81	3.27%	1.72	4.29%	155.77	146.56	5.91%	9.21	5.91%
Yorkshire & Humber SHA	31.77	29.60	6.83%	0.67	2.11%	48.00	43.97	8.40%	0.98	2.04%	31.15	28.04	9.98%	2.00	6.42%	137.48	127.17	7.50%	10.31	7.50%
East Midlands SHA	23.33	22.54	3.39%	0.79	3.39%	19.09	17.47	8.49%	0.41	2.15%	36.93	29.47	20.20%	3.40	9.21%	85.68	73.08	14.71%	12.60	14.71%
West Midlands SHA	18.88	18.22	3.50%	0.66	3.50%	31.49	30.54	3.02%	1.02	3.24%	30.73	29.05	5.47%	2.45	7.97%	92.10	86.81	5.74%	5.29	5.74%
East of England SHA	23.70	21.93	7.47%	0.00	0.00%	29.05	25.95	10.67%	0.00	0.00%	31.39	28.24	10.04%	1.00	3.19%	92.14	84.12	8.70%	8.02	8.70%
London SHA	47.49	42.97	9.52%	3.53	7.43%	60.36	55.61	7.87%	4.00	6.63%	34.90	30.61	12.29%	3.28	9.40%	191.81	173.95	9.31%	17.86	9.31%
South East Coast SHA	9.50	8.70	8.42%	0.00	0.00%	14.68	13.76	6.27%	1.00	6.81%	21.76	21.76	0.00%	0.00	0.00%	52.56	49.78	5.29%	2.78	5.29%
South Central SHA	17.04	15.83	7.10%	2.33	13.67%	15.32	13.99	8.68%	1.49	9.73%	10.18	7.16	29.67%	0.60	5.89%	49.92	44.36	11.14%	5.56	11.14%
South West SHA	20.72	17.64	14.86%	1.00	4.83%	23.75	22.65	4.63%	1.07	4.51%	14.42	13.55	6.03%	1.81	12.55%	68.19	63.14	7.41%	5.05	7.41%
England	253.63	236.16	6.89%	10.39	4.10%	322.94	298.76	7.49%	14.29	4.42%	274.02	244.73	10.69%	18.26	6.66%	992.94	910.91	8.26%	82.03	8.26%
Wales	20.13	19.39	3.68%	0.52	2.58%	29.69	29.30	1.31%	0.40	1.35%	18.35	17.54	4.41%	0.00	0.00%	74.17	73.23	1.27%	0.94	1.27%
Scotland	37.17	38.48	-3.52%	1.00	2.69%	44.10	36.16	18.00%	6.94	15.74%	38.75	36.89	4.80%	1.61	4.15%	132.02	124.53	5.67%	7.49	5.67%
Northern Ireland	8.78	9.08	-3.42%	0.00	0.00%	20.74	19.20	7.43%	0.64	3.09%	22.75	18.75	17.58%	4.00	17.58%	54.27	48.03	11.50%	6.24	11.50%
TOTALS	319.71	303.11	5.19%	11.91	3.73%	417.47	383.42	8.16%	22.27	5.33%	353.87	317.91	10.16%	23.87	6.75%	1,253.40	1,156.70	7.72%	96.70	7.72%

Figures 4a, 4b, 4c and 4d. May 2009 staffing establishments (as % of total) in NHS Trusts by geographical area and AfC band

Fig 4a. Qualified Pharmacists - NHS Trusts - May 2009 numbers as % of total by geographical area and AfC Band

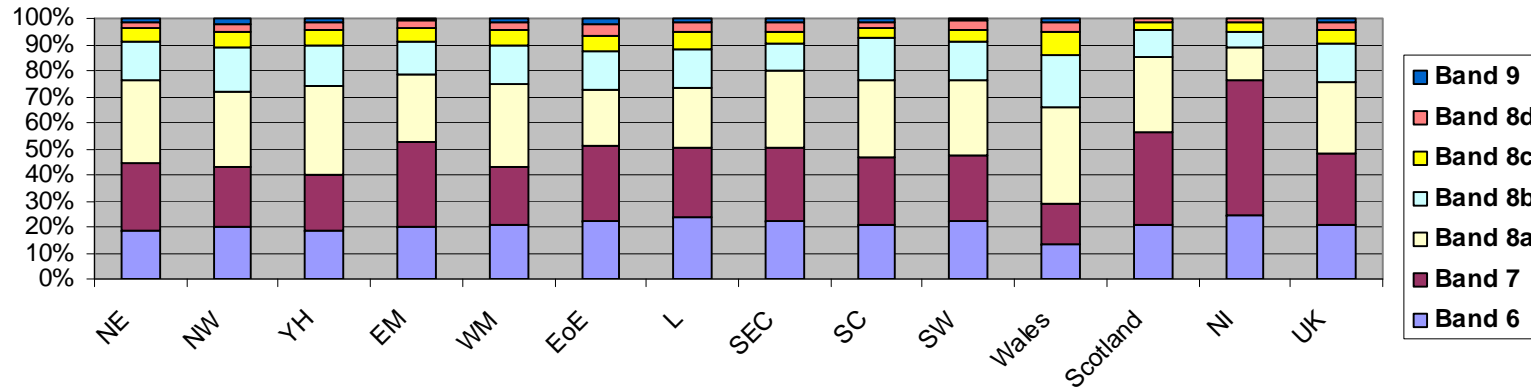


Fig 4b. Qualified Pharmacy Technicians - NHS Trusts - May 2009 numbers as % of total by geographical area and AfC Band

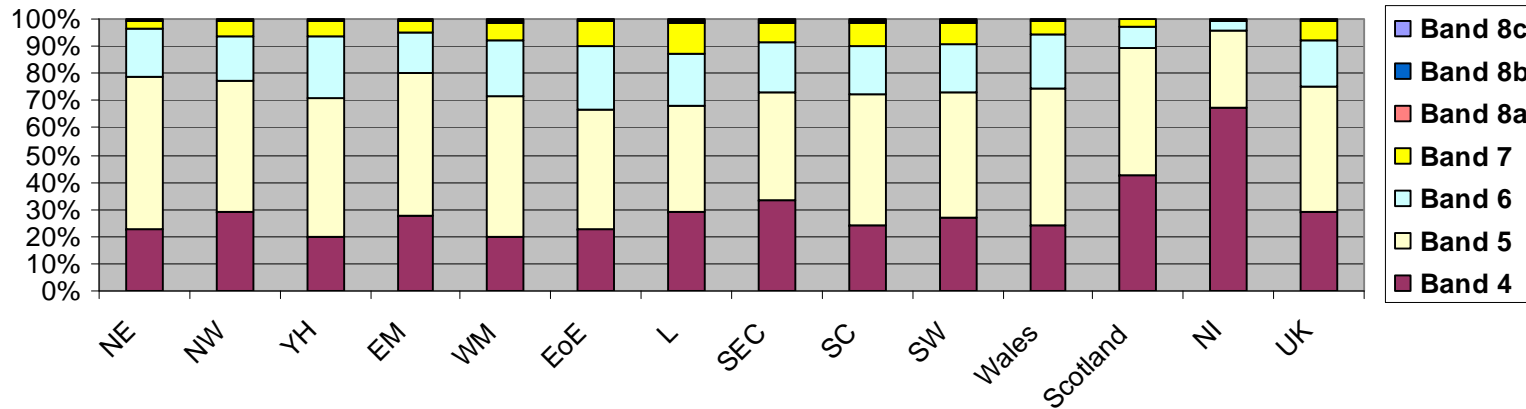


Fig 4c. Pharmacy Assistants - NHS Trusts - May 2009 numbers as % of total by geographical area and AfC Band

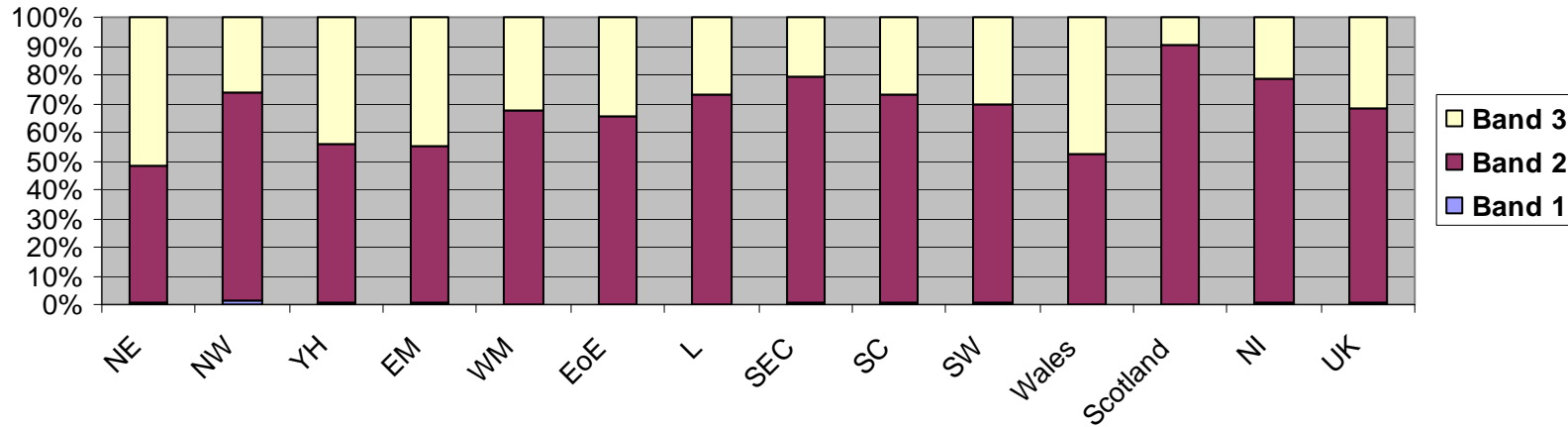
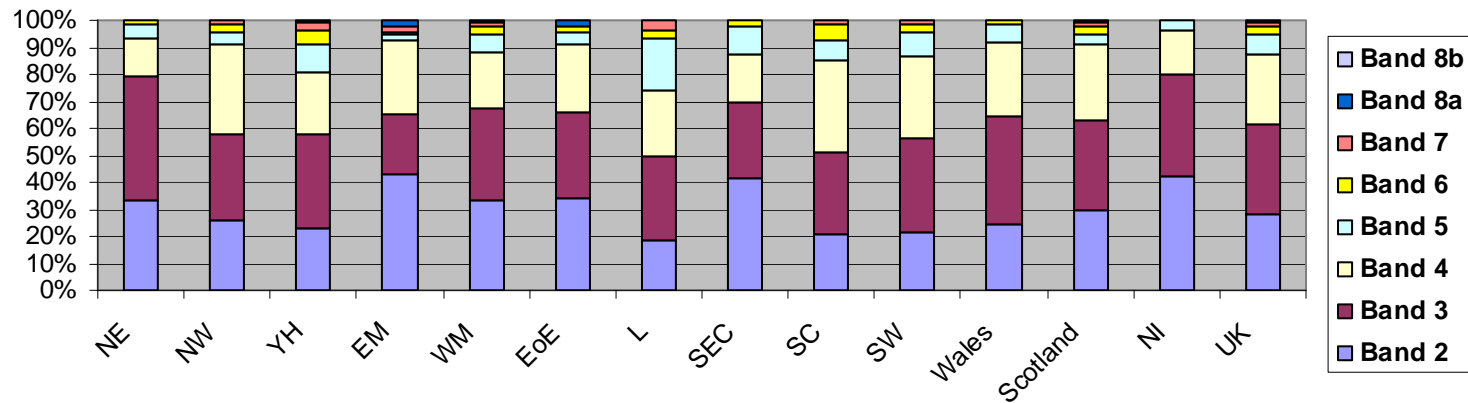


Fig 4d. Admin & Clerical - NHS Trusts - May 2009 numbers as % of total by geographical area and AfC Band



May 2009 Current Vacancy Rates and May 2009 3-month Vacancy Rates in NHS Trusts

5. Pharmacist Vacancy Rates in NHS Trusts

The % vacancy rates for qualified pharmacists in NHS trusts are included in Table 4a.

Figures 5a(i) and 5a(ii) show the % vacancy rates for qualified pharmacists in NHS trusts at 31 May 2009, and the % of posts which have been vacant for 3 months at 31 May 2009.

Figures 5b(i) and 5b(ii) show the % vacancy rates for junior pharmacists at AfC Bands 6 and 7 in NHS trusts at 31 May 2009, and the % of posts which have been vacant for 3 months at 31 May 2009.

Fig 5a(i). Qualified Pharmacists - NHS Trusts
May 2009 vacancy rates by geographical area and AfC Band
All Vacancies

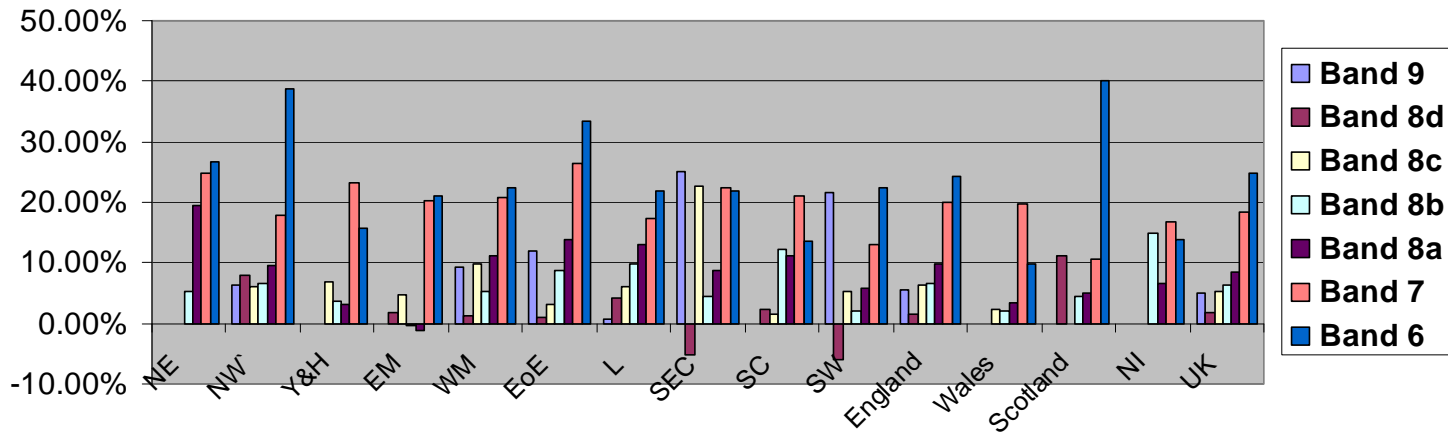
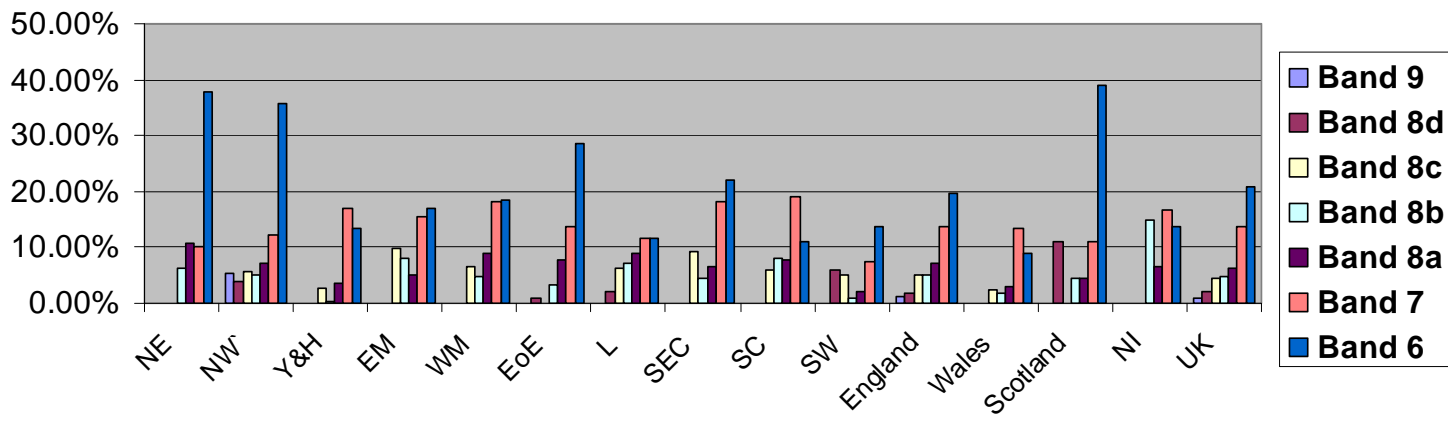
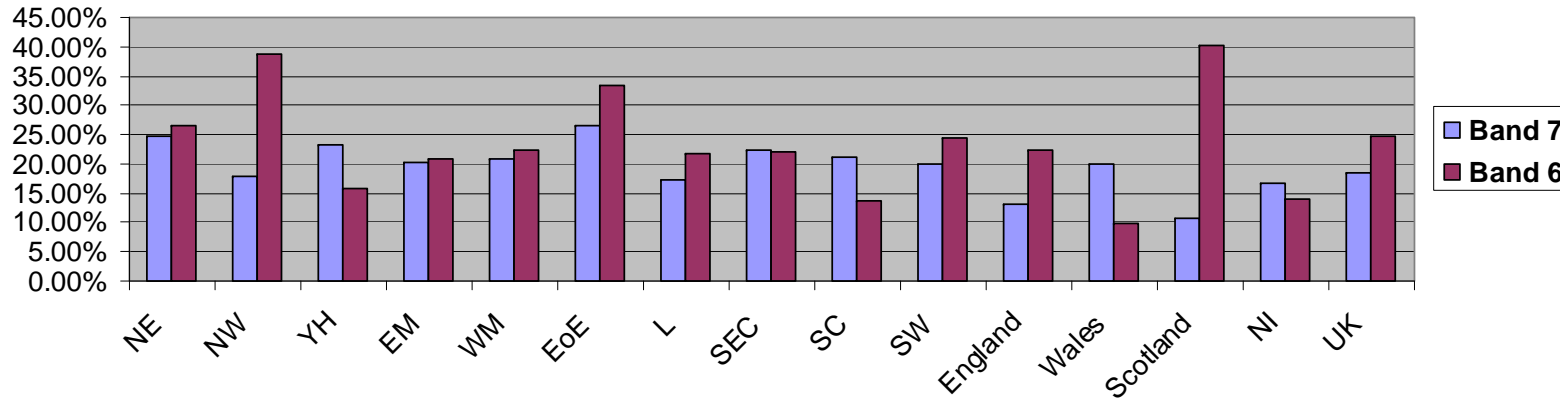


Fig 5a(ii). Qualified Pharmacists - NHS Trusts
May 2009 vacancy rates by geographical area and AfC Band
3 Month Vacancies



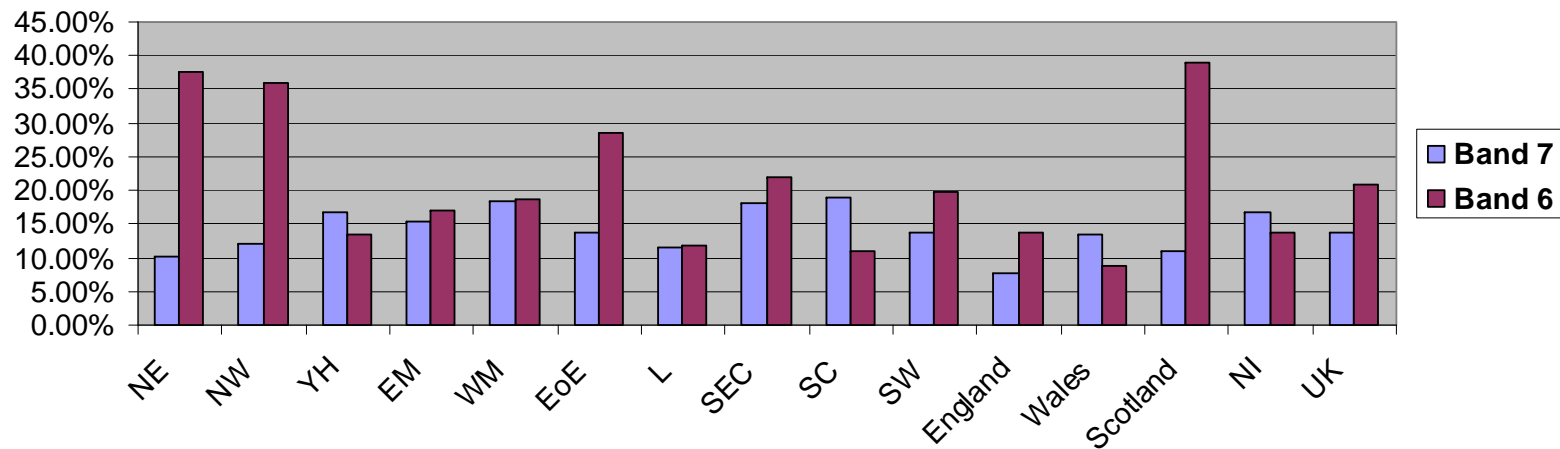
**Fig 5b(i). Pharmacists Bands 6 & 7 - NHS Trusts
May 2009 vacancy rates (%)**

All Vacancies



**Fig 5b(ii). Pharmacists Bands 6 & 7 - NHS Trusts
May 2009 vacancy rates (%)**

3 Month Vacancies



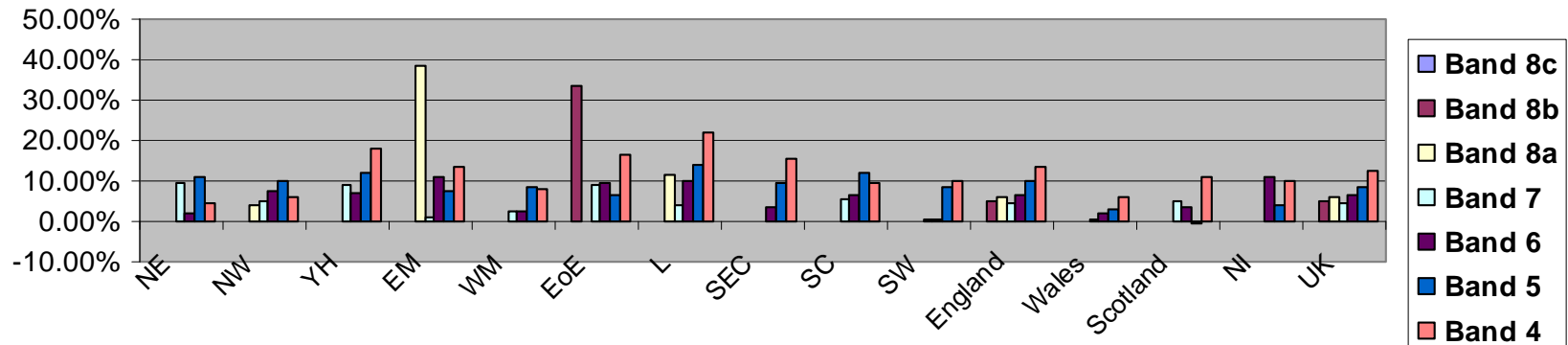
6. Pharmacy Technician Vacancy Rates in NHS Trusts

The % vacancy rates for qualified pharmacy technicians in NHS trusts are included in Table 4b.

Figures 6a(i) and 6a(ii) show the % vacancy rates for qualified pharmacy technicians in NHS trusts at 31 May 2009, and the % of posts which have been vacant for 3 months at 31 May 2009.

Figures 6b(i) and 6b(ii) show the % vacancy rates for junior pharmacy technicians at AfC Bands 4 and 5 in NHS trusts at 31 May 2009, and the % of posts which have been vacant for 3 months at 31 May 2009.

**Fig 6a(i). Qualified Pharmacy Technicians - NHS Trusts
May 2009 vacancy rates by geographical area and AfC Band
All Vacancies**



**Fig 6a(ii). Qualified Pharmacy Technicians - NHS Trusts
May 2009 vacancy rates by geographical area and AfC Band
3 Month Vacancies**

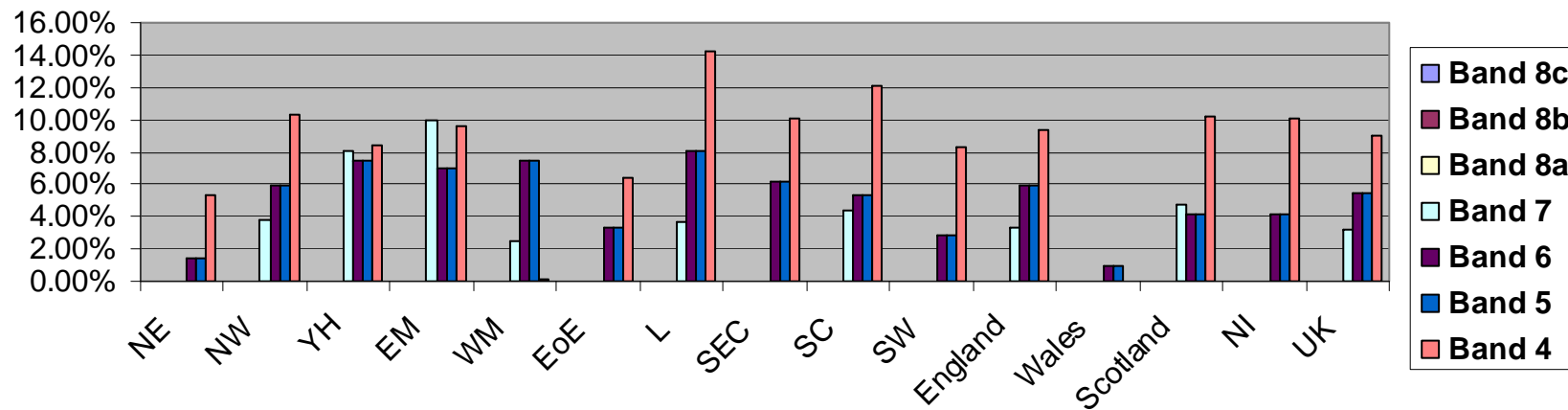


Fig 6b(i). Pharmacy Technicians Bands 4 & 5 - NHS Trusts
May 2009 Vacancy Rates (%)
All Vacancies

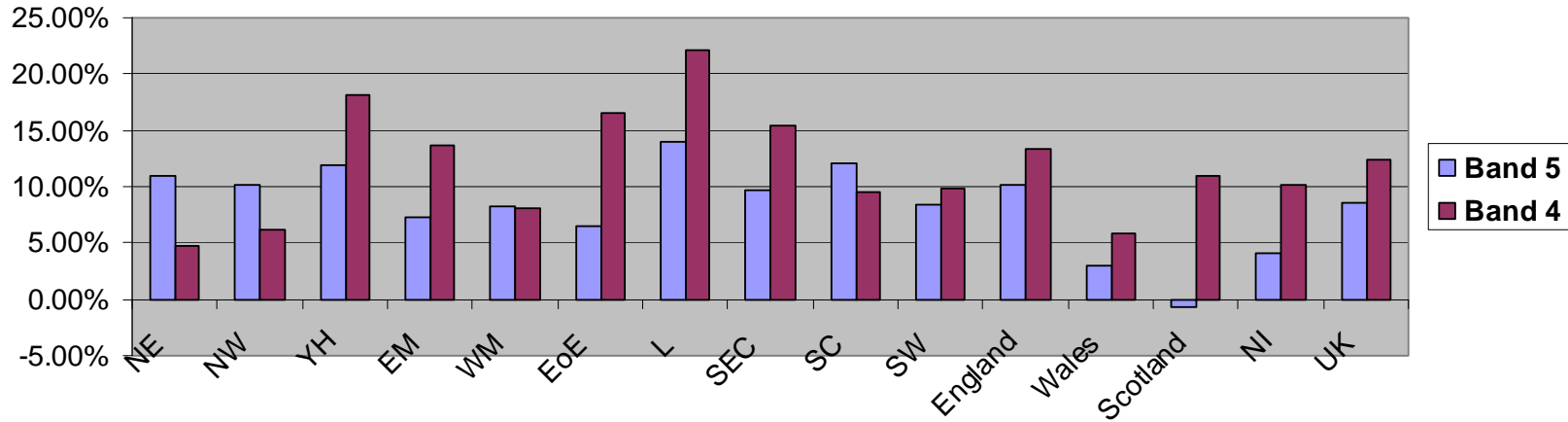
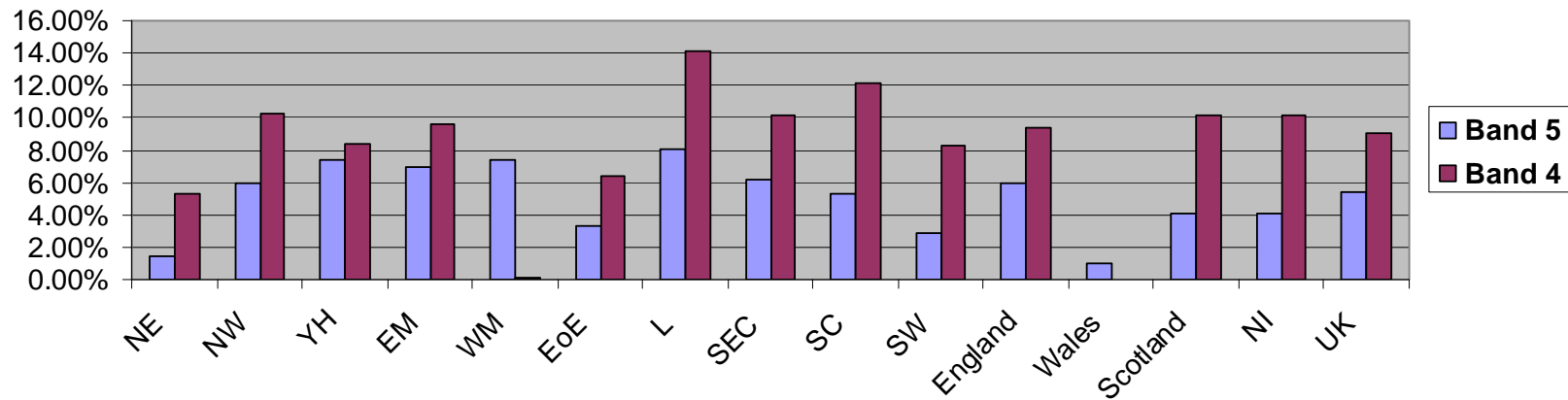


Fig 6b(ii). Pharmacy Technicians Bands 4 & 5 - NHS Trusts
May 2009 Vacancy Rates (%)
3 Month Vacancies

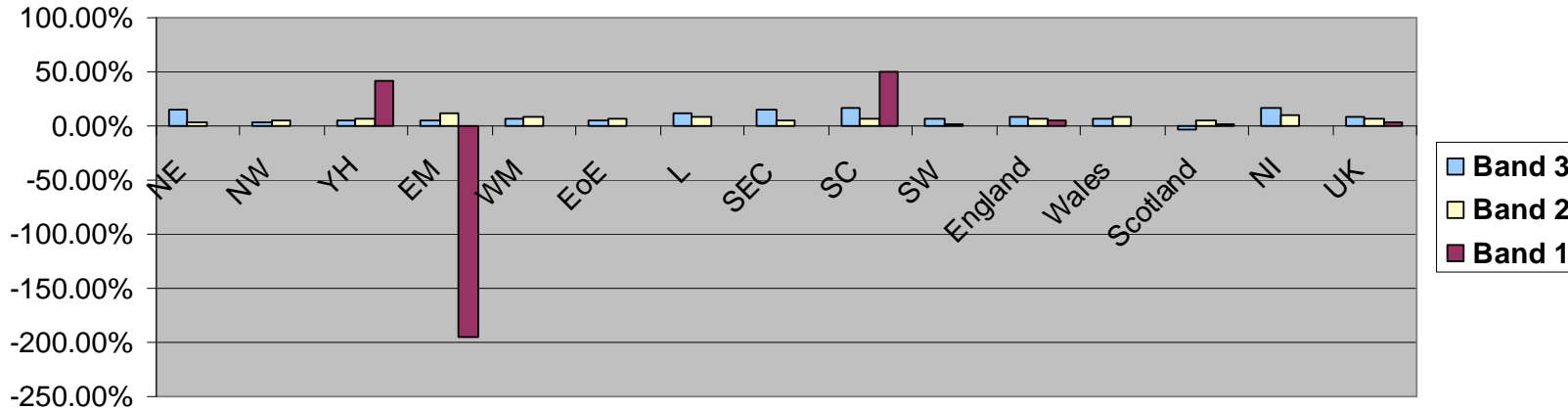


7. Pharmacy Assistant Vacancy Rates in NHS Trusts

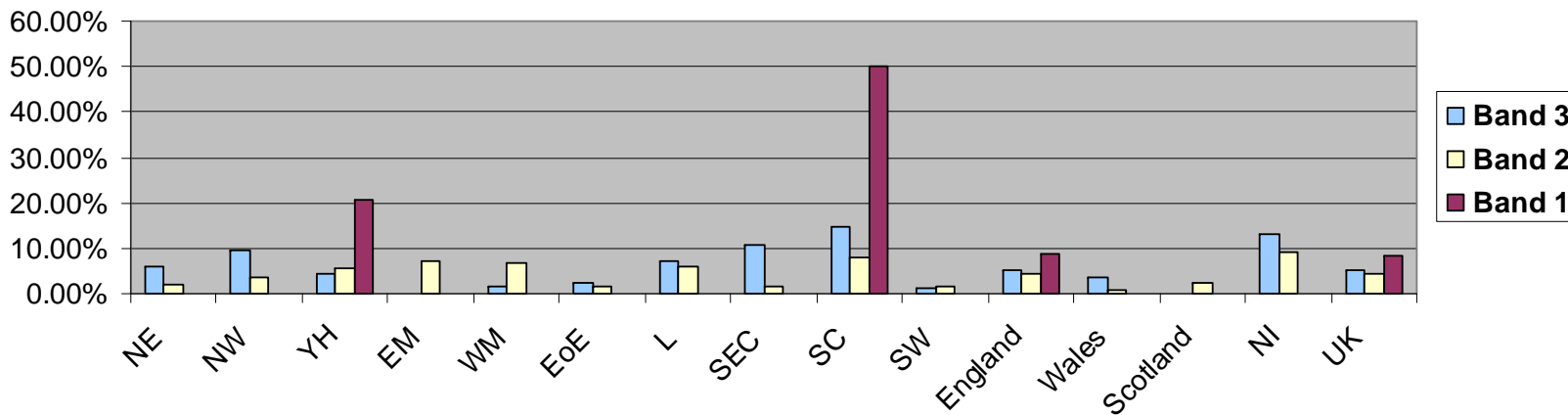
The % vacancy rates for pharmacy assistants in NHS trusts are included in Table 4c.

Figures 7a(i) and 7a(ii) show the % vacancy rates for pharmacy assistants in NHS trusts at 31 May 2009, and the % of posts which have been vacant for 3 months at 31 May 2009.

**Fig 7a(i). Pharmacy Assistants Bands 1, 2 & 3 - NHS Trusts
May 2009 Vacancy Rates (%)
All Vacancies**



**Fig 7a(ii). Pharmacy Assistants Bands 1, 2 & 3 - NHS Trusts
May 2009 Vacancy Rates (%)
3 Month Vacancies**



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

8. Collated Staffing Establishments and Vacancy Rates in NHS PCTs/LHBs

Current staffing establishments and vacancy rates for pharmacy teams in NHS PCTs/LHBs across England, Wales, Scotland and Northern Ireland are summarised in Table 8.

Table 8a summarises staffing establishments in NHS OCTs/LHBs by staff groups.

Table 8. May 2009 Staffing Establishments - Summary data for all pharmacy staff groups in NHS PCTs/LHBs - England, Wales, Scotland and Northern Ireland

Staff Group	Established Posts (FTE)	Posts occupied by Permanent Staff	Posts occupied by agency staff/locums	Total posts occupied	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (Vacancy Rate)	Posts not permanently occupied after three months (Vacancy Rate)	Posts threatened
Pharmacists								
Band 9	10.48	10.48 (100.0%)				0.00 (0.0%)	0.00 (0.0%)	
Band 8d	128.59	124.83 (97.1%)				3.76 (2.9%)	0.60 (0.5%)	
Band 8c	170.92	160.11 (93.7%)				10.81 (6.3%)	6.70 (3.9%)	
Band 8b	333.52	298.66 (89.5%)				34.86 (10.5%)	19.61 (5.9%)	
Band 8a	735.79	632.49 (86.0%)				103.30 (14.0%)	69.03 (9.4%)	
Band 7	193.86	144.24 (74.4%)				49.62 (25.6%)	36.95 (19.1%)	
Band 6	29.71	24.41 (82.2%)				5.30 (17.8%)	6.30 (21.2%)	
Total Qualified Pharmacists	1,602.87	1,395.22 (87.0%)	25.72 (1.6%)	1,420.93 (88.6%)	181.93 (11.4%)	207.65 (13.0%)	139.19 (8.7%)	4.24 (0.3%)
Pre-registration Trainee Pharmacists	1.00	1.00 (100.0%)				0.00 (0.0%)	0.00 (0.0%)	
Pharmacy Technicians								
Band 8c	0.00	0.00 #DIV/0!				0.00 #DIV/0!	0.00 #DIV/0!	
Band 8b	2.80	2.80 (100.0%)				0.00 (0.0%)	0.00 (0.0%)	
Band 8a	1.00	1.00 (100.0%)				0.00 (0.0%)	0.00 (0.0%)	
Band 7	27.81	25.81 (92.8%)				2.00 (7.2%)	0.50 (1.8%)	
Band 6	143.77	125.19 (87.1%)				18.58 (12.9%)	9.35 (6.5%)	
Band 5	400.19	353.70 (88.4%)				46.49 (11.6%)	33.89 (8.5%)	
Band 4	19.43	19.54 (100.6%)				-0.11 (-0.6%)	0.00 (0.0%)	
Total Qualified Pharmacy Technicians	595.00	528.04 (88.7%)	23.40 (3.9%)	551.44 (92.7%)	43.56 (7.3%)	66.96 (11.3%)	43.74 (7.4%)	1.75 (0.3%)
Pre-registration Trainee Pharmacy Technicians - Year 1	2.00	2.00 (100.0%)				0.00 (0.0%)	0.00 (0.0%)	
Pre-registration Trainee Pharmacy Technicians - Year 2	4.00	4.00 (100.0%)				0.00 (0.0%)	0.00 (0.0%)	
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists & Pre-registration Trainee Pharmacy Technicians)	2,197.87	1,923.26 (87.5%)	49.12 (2.2%)	1,972.38 (89.7%)	225.49 (10.3%)	274.61 (12.5%)	182.93 (8.3%)	5.99 (0.3%)
Pharmacy Assistants	9.00	8.50 (94.4%)	45.00 (500.0%)	53.50 (594.4%)	-44.50 (-494.4%)	0.50 (5.6%)	0.50 (5.6%)	0.00 (0.0%)
Admin and Clerical	361.07	305.29 (84.6%)	13.00 (3.6%)	318.29 (88.2%)	42.78 (11.8%)	55.78 (15.4%)	22.08 (6.1%)	0.00 (0.0%)
Other*	38.16	30.61 (80.2%)	45.60 (119.5%)	76.21 (199.7%)	-38.05 (-99.7%)	7.55 (19.8%)	6.23 (16.3%)	0.00 (0.0%)
Total Support Staff	408.23	344.40 (84.4%)	103.60 (25.4%)	448.00 (109.7%)	-39.77 (-9.7%)	63.83 (15.6%)	28.81 (7.1%)	0.00 (0.0%)
Total All Staff (excluding Pre-reg. Trainee Pharmacists)	2,606.10	2,267.66 (87.0%)	152.72 (5.9%)	2,420.38 (92.9%)	185.72 (7.1%)	338.44 (13.0%)	211.74 (8.1%)	5.99 (0.2%)

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

Trends in Pharmacy Staffing Establishments in NHS PCTs/LHBs

9. Trends over time and geographical areas in NHS PCTs/LHBs

As 2008 was the first year in which PCT/LHB staffing establishment and vacancy data were collected, trends are available for the first time in 2009. A column for 2007 has been included to allow comparison with Table 3a for NHS trusts.

Please note that although surveys up until and including 2006 covered the whole of Great Britain, 2007 figures include data from England and Wales only, 2008 figures include England, Wales and Northern Ireland, and 2009 figures include England, Wales, Scotland and Northern Ireland. For this reason, we have shown each country separately in 2009.

Table 3a shows the **reported** staffing establishments for pharmacists and qualified pharmacy technicians in 2008 and 2009 in each of the home countries. (See later section for further geographical variation).

Table 9a. Trends in Pharmacy Staffing Establishments in NHS PCTs/LHBs by country over time 2008-2009

Table 9a shows trends in Pharmacy Staffing Establishments in NHS PCTs/LHBs by country 2008-2009, with the % change in reported staffing establishment from May 2008 to May 2009. Tables 9b and 9c show trends in Staffing Establishments and Vacancy Rates for all qualified pharmacists and qualified pharmacy technicians respectively, across all geographical areas.

The May 2009 survey has again succeeded in gaining a 100% response rate, and data on regional specialist pharmacy services have been more clearly separated out; some additional data on these services may have been collected, as it was more specifically requested in May 2009. In addition, Agenda for Change has been more widely implemented and appeals completed since May 2008. For these reasons care must be taken in interpreting the data in Tables 9a – 9c.

Table 9a. Trends in Pharmacy Staffing Establishments in NHS PCTs/LHBs by country 2007-2009

Staff Group	England				Wales				Scotland				Northern Ireland			
	Established Posts (FTE) 2007	Established Posts (FTE) 2008	Established Posts (FTE) 2009	% Change in reported staffing establishment from May 2008 to May 2009	Established Posts (FTE) 2007	Established Posts (FTE) 2008	Established Posts (FTE) 2009	% Change in reported staffing establishment from May 2007 to May 2008	Established Posts (FTE) 2007	Established Posts (FTE) 2008	Established Posts (FTE) 2009	% of qualified staff posts at this Band	Established Posts (FTE) 2007	Established Posts (FTE) 2008	Established Posts (FTE) 2009	% of qualified staff posts at this Band
Pharmacists																
Band 9		3.30	4.88	47.9%		0.00	0.20	#DIV/0!			5.40	#VALUE!		0.00	0.00	#DIV/0!
Band 8d		96.35	114.59	18.9%		1.00	0.00	-100.0%			13.00	#DIV/0!		4.00	1.00	-75.0%
Band 8c	Data not collected	130.16	134.72	3.5%	Data not collected	18.07	17.87	-1.1%	Data not collected	Data not collected	15.33	#DIV/0!	Data not collected	1.00	3.00	200.0%
Band 8b		265.84	269.90	1.5%		6.20	7.60	22.6%			52.02	#DIV/0!		5.91	4.00	-32.3%
Band 8a		450.55	541.02	20.1%		35.45	39.00	10.0%			145.77	#DIV/0!		16.50	10.00	-39.4%
Band 7		154.74	156.34	1.0%		7.40	2.40	-67.6%			33.62	#DIV/0!		4.00	1.50	-62.5%
Band 6		12.26	25.01	104.0%		0.00	0.00	#DIV/0!			4.70	#DIV/0!		0.00	0.00	#DIV/0!
Total Qualified Pharmacists	0.00	1,113.20	1,246.46	12.0%	0.00	68.12	67.07	-1.5%	0.00	0.00	269.84	#DIV/0!	0.00	31.41	19.50	-37.9%
Pre-registration Trainee Pharmacists In post (NOT Est posts)	Data not collected	2.00	1.00	-50.0%	Data not collected	0.00	0.00	#DIV/0!	Data not collected	Data not collected	0.00	#VALUE!	Data not collected	10.00	0.00	-100.0%
Pharmacy Technicians																
Band 8c		Not collected	0.00	#VALUE!		Not collected	0.00	#VALUE!			0.00	#VALUE!		Not collected	0.00	#VALUE!
Band 8b		1.00	2.80	180.0%		0.00	0.00	#DIV/0!			0.00	#DIV/0!		0.00	0.00	#DIV/0!
Band 8a	Data not collected	1.60	1.00	-37.5%	Data not collected	0.00	0.00	#DIV/0!	Data not collected	Data not collected	0.00	#DIV/0!	Data not collected	0.00	0.00	#DIV/0!
Band 7		21.58	26.81	24.2%		0.00	0.00	#DIV/0!			0.00	#DIV/0!		0.00	1.00	#DIV/0!
Band 6		97.71	137.77	41.0%		0.00	1.00	#DIV/0!			5.00	#DIV/0!		1.00	0.00	-100.0%
Band 5		301.58	319.73	6.0%		42.15	42.68	1.3%			37.78	#DIV/0!		0.00	0.00	#DIV/0!
Band 4		26.15	15.83	-39.5%		0.00	0.00	#DIV/0!			3.60	#DIV/0!		1.00	0.00	-100.0%
Total Qualified Pharmacy Technicians	0.00	449.62	503.94	12.1%	0.00	42.15	43.68	3.6%	0.00	0.00	46.38	#DIV/0!	0.00	2.00	1.00	-50.0%
Pre-registration Trainee Pharmacy Technicians (Year 1) In post (NOT Est posts)		Data not collected	1.00			Data not collected	1.00				0.00			Data not collected	0.00	
Pre-registration Trainee Pharmacy Technicians (Year 2) In post (NOT Est posts)	Data not collected		4.00		Data not collected		0.00		Data not collected	Data not collected	0.00		Data not collected		0.00	
Pre-registration Trainee Pharmacy Technicians (Years 1 & 2) In post (NOT Est posts)		5.00	5.00	0.0%		0.00	1.00	#DIV/0!			0.00	#DIV/0!		0.00	0.00	#DIV/0!
Total Qualified Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	0.00	1,562.82	1,750.40	12.0%	0.00	110.27	110.75	0.4%	0.00	0.00	316.22	#DIV/0!	0.00	54.41	20.50	-62.3%
Pharmacy Assistants Admin and Clerical		9.59	9.00	-6.2%		226.92	0.00	-100.0%			0.00	#VALUE!		0.00	0.00	#DIV/0!
Other*	Data not collected	203.43	267.11	31.3%	Data not collected	86.22	10.28	-88.1%	Data not collected	Data not collected	81.68	#DIV/0!	Data not collected	8.00	2.00	-75.0%
Total Support Staff	0.00	261.20	308.18	18.0%	0.00	320.14	10.28	-96.8%	0.00	0.00	87.77	#DIV/0!	0.00	8.00	2.00	-75.0%
Total All Staff (excluding Pre-reg. Trainee Pharmacists)	0.00	1,824.02	2,058.58	12.9%	0.00	430.41	121.03	-71.9%	0.00	0.00	403.99	#DIV/0!	0.00	62.41	22.50	-63.9%

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

Table 9b. Staffing establishments and current vacancy rates - trends for Qualified Pharmacists in NHS PCTs/LHBs by country - England, Wales, Scotland and Northern Ireland - 2008-2009

	May 2008 100% response rate					May 2009 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 East SHA	65.65	54.32	17.26%	4.90	7.46%	75.06	59.59	20.61%	4.40	5.86%
North West SHA	195.57	175.47	10.28%	12.09	6.18%	213.42	181.68	14.87%	30.55	14.31%
Yorkshire & Humber SHA	122.29	105.06	14.09%	15.34	12.54%	133.37	111.09	16.71%	21.29	15.96%
East Midlands SHA	92.04	77.90	15.36%	7.24	7.87%	109.85	97.98	10.81%	6.51	5.93%
West Midlands SHA	115.84	119.28	-2.97%	5.87	5.07%	130.98	116.94	10.72%	1.80	1.37%
East of England SHA	103.25	86.35	16.37%	5.90	5.71%	117.37	91.77	21.81%	8.30	7.07%
London SHA	195.86	147.84	24.52%	25.85	13.20%	221.75	183.43	17.28%	25.71	11.59%
South East Coast SHA	84.80	70.65	16.69%	5.77	6.80%	106.16	93.17	12.24%	9.35	8.81%
South Central SHA	74.90	67.50	9.88%	3.80	5.07%	75.46	65.96	12.59%	6.80	9.01%
South West SHA	61.05	57.65	5.57%	7.60	12.45%	63.04	58.54	7.14%	3.00	4.76%
England	1,111.25	962.02	13.43%	94.36	8.49%	1,246.46	1,060.15	14.95%	117.71	9.44%
Wales	65.52	63.12	3.66%	1.00	1.53%	67.07	61.47	8.35%	2.60	3.88%
Scotland						269.84	254.10	5.83%	16.88	6.26%
Northern Ireland	31.41	28.51	90.00%	0.90	2.87%	19.50	19.50	0.00%	2.00	10.26%

Table 9c. Staffing establishments and current vacancy rates - trends for Qualified Pharmacy Technicians in NHS PCTs/LHBs by country - England, Wales, Scotland and Northern Ireland - 2008-2009

	May 2008 100% response rate					May 2009 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 %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	
North East SHA	23.45	16.65	29.00%	0.00	0.00%	27.00	18.90	30.00%	3.00	11.11%
North West SHA	103.56	95.76	7.53%	10.10	9.75%	124.45	112.86	9.31%	10.40	8.36%
Yorkshire & Humber SHA	62.50	55.38	11.39%	2.92	4.67%	68.75	57.55	16.29%	9.90	14.40%
East Midlands SHA	49.79	39.66	20.35%	1.37	2.75%	47.65	48.16	-1.07%	1.80	3.78%
West Midlands SHA	35.03	39.05	-11.48%	3.20	9.14%	49.87	44.37	11.03%	2.30	4.61%
East of England SHA	42.38	36.48	13.92%	0.70	1.65%	56.96	45.66	19.84%	5.50	9.66%
London SHA	46.33	39.63	14.46%	3.52	7.60%	41.55	32.51	21.76%	3.20	7.70%
South East Coast SHA	43.35	37.19	14.21%	2.80	6.46%	43.66	39.12	10.40%	4.54	10.40%
South Central SHA	13.23	11.43	13.61%	1.00	7.56%	21.30	21.30	0.00%	0.00	0.00%
South West SHA	29.30	26.50	9.56%	1.00	3.41%	22.75	22.25	2.20%	0.00	0.00%
England	448.92	397.73	11.40%	26.61	5.93%	503.94	442.68	12.16%	40.64	8.06%
Wales	40.40	36.95	8.54%	0.00	0.00%	43.68	40.08	8.23%	1.00	2.29%
Scotland						46.38	44.28	4.53%	2.10	4.53%
Northern Ireland	2.00	2.00	0.00%	1.00	50.00%	1.00	1.00	0.00%	0.00	0.00%

10. May 2009 Staffing Establishments and Vacancy Rates in NHS PCTs/LHBs

Tables 10a, 10b, 10c and 10d show current staffing establishments and vacancy rates in NHS PCTs/LHBs by geographical area and AfC band.

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

Figures 10a, 10b, 10c and 10d show current staffing establishments as % of total in NHS PCTs/LHBs by geographical area and AfC band.

Table 10a. Qualified Pharmacists by geographical area in NHS PCTs/LHBs - England, Wales, Scotland and Northern Ireland - May 2009

	Band 9					Band 8d					Band 8c					Band 8b				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.80	4.44	7.50%	0.00	0.00%	2.90	3.38	-16.55%	0.00	0.00%	27.57	23.68	14.11%	0.80	2.90%
North West SHA	1.30	1.30	0.00%	0.00	0.00%	15.27	14.87	2.62%	0.00	0.00%	17.29	14.84	14.17%	2.20	12.72%	55.22	50.17	9.15%	4.40	7.97%
Yorkshire & Humber SHA	1.00	1.00	0.00%	0.00	0.00%	7.40	7.00	5.41%	0.00	0.00%	20.07	18.87	5.98%	1.20	5.98%	18.20	14.35	21.15%	3.85	21.15%
East Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	6.00	5.00	16.67%	0.00	0.00%	15.82	15.62	1.26%	0.00	0.00%	32.36	27.15	16.10%	3.21	9.92%
West Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	12.19	12.19	0.00%	0.00	0.00%	14.60	14.60	0.00%	0.00	0.00%	20.85	21.05	-0.96%	0.00	0.00%
East of England SHA	1.00	1.00	0.00%	0.00	0.00%	15.80	15.80	0.00%	0.00	0.00%	17.70	14.70	16.95%	0.00	0.00%	22.98	19.78	13.93%	1.00	4.35%
London SHA	1.58	1.58	0.00%	0.00	0.00%	29.24	27.64	5.47%	0.60	2.05%	21.06	19.56	7.12%	1.50	7.12%	45.94	38.04	17.20%	3.75	8.16%
South East Coast SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	9.00	9.00	0.00%	0.00	0.00%	9.97	7.33	26.48%	0.00	0.00%	18.21	17.21	5.49%	0.00	0.00%
South Central SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	8.89	8.89	0.00%	0.00	0.00%	5.31	4.31	18.83%	1.80	33.90%	19.27	18.27	5.19%	1.00	5.19%
South West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	6.00	6.00	0.00%	0.00	0.00%	10.00	10.00	0.00%	0.00	0.00%	9.30	8.80	5.38%	0.00	0.00%
England	4.88	4.88	0.00%	0.00	0.00%	114.59	110.83	3.28%	0.60	0.52%	134.72	123.21	8.54%	6.70	4.97%	269.90	238.50	11.63%	18.01	6.67%
Wales	0.20	0.20	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	17.87	17.57	1.68%	0.00	0.00%	7.60	5.60	26.32%	0.00	0.00%
Scotland	5.40	5.40	0.00%	0.00	0.00%	13.00	13.00	0.00%	0.00	0.00%	15.33	16.33	-6.52%	0.00	0.00%	52.02	50.56	2.81%	1.60	3.08%
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%	3.00	3.00	0.00%	0.00	0.00%	4.00	4.00	0.00%	0.00	0.00%
TOTALS	10.48	10.48	0.00%	0.00	0.00%	128.59	124.83	2.92%	0.60	0.47%	170.92	160.11	6.32%	6.70	3.92%	333.52	298.66	10.45%	19.61	5.88%

	Band 8a					Band 7					Band 6					ALL QUALIFIED PHARMACISTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	38.79	28.09	27.58%	2.60	6.70%	1.00	0.00	100.00%	1.00	100.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	75.06	59.59	20.61%	4.40	5.86%
North West SHA	80.78	66.41	17.79%	14.48	17.93%	43.56	34.09	21.74%	9.47	21.74%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	213.42	181.68	14.87%	30.55	14.31%
Yorkshire & Humber SHA	69.20	57.71	16.60%	10.44	15.09%	17.50	12.16	30.51%	4.80	27.43%	0.00	0.00	#DIV/0!	1.00	#DIV/0!	133.37	111.09	16.71%	21.29	15.96%
East Midlands SHA	37.70	32.84	12.89%	2.70	7.16%	8.08	7.48	7.43%	0.60	7.43%	9.89	9.89	0.00%	0.00	0.00%	109.85	97.98	10.81%	6.51	5.93%
West Midlands SHA	79.53	66.29	16.65%	1.80	2.26%	1.81	1.81	0.00%	0.00	0.00%	2.00	1.00	50.00%	0.00	0.00%	130.98	116.94	10.72%	1.80	1.37%
East of England SHA	46.83	32.43	30.75%	6.30	13.45%	12.46	7.46	40.13%	1.00	8.03%	0.60	0.60	0.00%	0.00	0.00%	117.37	91.77	21.81%	8.30	7.07%
London SHA	85.19	69.80	18.07%	11.76	13.80%	28.74	18.61	35.25%	5.30	18.44%	10.00	8.20	18.00%	2.80	28.00%	221.75	183.43	17.28%	25.71	11.59%
South East Coast SHA	52.91	47.64	9.96%	5.27	9.96%	15.55	11.47	26.24%	4.08	26.24%	0.52	0.52	0.00%	0.00	0.00%	106.16	93.17	12.24%	9.35	8.81%
South Central SHA	30.44	27.44	9.86%	1.00	3.29%	11.55	7.05	38.96%	3.00	25.97%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	75.46	65.96	12.59%	6.80	9.01%
South West SHA	19.65	18.65	5.09%	2.00	10.18%	16.09	13.09	18.65%	1.00	6.22%	2.00	2.00	0.00%	0.00	0.00%	63.04	58.54	7.14%	3.00	4.76%
England	541.02	447.30	17.32%	58.35	10.79%	156.34	113.22	27.58%	30.25	19.35%	25.01	22.21	11.20%	3.80	15.19%	1,246.46	1,060.15	14.95%	117.71	9.44%
Wales	39.00	35.90	7.95%	2.20	5.64%	2.40	2.20	8.33%	0.40	16.67%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	67.07	61.47	8.35%	2.60	3.88%
Scotland	145.77	139.29	4.45%	6.48	4.45%	33.62	27.32	18.74%	6.30	18.74%	4.70	2.20	53.19%	2.50	53.19%	269.84	254.10	5.83%	16.88	6.26%
Northern Ireland	10.00	10.00	0.00%	2.00	20.00%	1.50	1.50	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	19.50	19.50	0.00%	2.00	10.26%
TOTALS	735.79	632.49	14.04%	69.03	9.38%	193.86	144.24	25.60%	36.95	19.06%	29.71	24.41	17.84%	6.30	21.20%	1,602.87	1,395.22	12.95%	139.19	8.68%

Table 10b. Qualified Pharmacy Technicians by geographical area in NHS PCTs/LHBs - England, Wales, Scotland and Northern Ireland - May 2009

	Band 8c					Band 8b					Band 8a					Band 7				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %	
North East SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%
North West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	6.00	5.80	3.33%	0.00	0.00%
Yorkshire & Humber SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%	2.00	2.00	0.00%	0.00	0.00%
East Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%
West Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%
East of England SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	5.16	4.66	9.69%	0.50	9.69%
London SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.50	3.00	33.33%	0.00	0.00%
South East Coast SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.30	3.30	0.00%	0.00	0.00%
South Central SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.00%	0.00	0.00%
South West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.80	1.80	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.85	1.05	-23.53%	0.00	0.00%
England	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.80	2.80	0.00%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	26.81	24.81	7.46%	0.50	1.86%
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!	0.00	0.00	#DIV/0!	0.00	#DIV/0!
Scotland	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!
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	0.00%	0.00	0.00%
TOTALS	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.80	2.80	0.00%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	27.81	25.81	7.19%	0.50	1.80%
	Band 6					Band 5					Band 4					ALL QUALIFIED PHARMACY TECHNICIANS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %	
North East SHA	6.20	3.20	48.39%	1.00	16.13%	19.80	14.70	25.76%	2.00	10.10%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	27.00	18.90	30.00%	3.00	11.11%
North West SHA	42.09	40.55	3.66%	2.45	5.82%	76.36	66.51	12.90%	7.95	10.41%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	124.45	112.86	9.31%	10.40	8.36%
Yorkshire & Humber SHA	24.67	19.97	19.05%	2.70	10.94%	40.08	33.58	16.22%	7.20	17.96%	1.00	1.00	0.00%	0.00	0.00%	68.75	57.55	16.29%	9.90	14.40%
East Midlands SHA	13.18	12.58	4.55%	0.00	0.00%	30.96	31.96	-3.23%	1.80	5.81%	1.51	1.62	-7.28%	0.00	0.00%	47.65	48.16	-1.07%	1.80	3.78%
West Midlands SHA	7.15	7.15	0.00%	0.00	0.00%	41.72	36.22	13.18%	2.30	5.51%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	49.87	44.37	11.03%	2.30	4.61%
East of England SHA	11.40	8.40	26.32%	0.00	0.00%	40.40	32.60	19.31%	5.00	12.38%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	56.96	45.66	19.84%	5.50	9.66%
London SHA	18.30	11.76	35.74%	2.20	12.02%	14.43	13.43	6.93%	1.00	6.93%	4.32	4.32	0.00%	0.00	0.00%	41.55	32.51	21.76%	3.20	7.70%
South East Coast SHA	7.87	6.87	12.71%	1.00	12.71%	32.49	28.95	10.90%	3.54	10.90%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	43.66	39.12	10.40%	4.54	10.40%
South Central SHA	5.91	5.91	0.00%	0.00	0.00%	6.19	6.19	0.00%	0.00	0.00%	7.20	7.20	0.00%	0.00	0.00%	21.30	21.30	0.00%	0.00	0.00%
South West SHA	1.00	2.80	-180.00%	0.00	0.00%	17.30	14.80	14.45%	0.00	0.00%	1.80	1.80	0.00%	0.00	0.00%	22.75	22.25	2.20%	0.00	0.00%
England	137.77	119.19	13.49%	9.35	6.79%	319.73	278.94	12.76%	30.79	9.63%	15.83	15.94	-0.69%	0.00	0.00%	503.94	442.68	12.16%	40.64	8.06%
Wales	1.00	1.00	0.00%	0.00	0.00%	42.68	39.08	8.43%	1.00	2.34%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	43.68	40.08	8.23%	1.00	2.29%
Scotland	5.00	5.00	0.00%	0.00	0.00%	37.78	35.68	5.56%	2.10	5.56%	3.60	3.60	0.00%	0.00	0.00%	46.38	44.28	4.53%	2.10	4.53%
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	0.00%	0.00	0.00%
TOTALS	143.77	125.19	12.92%	9.35	6.50%	400.19	353.70	11.62%	33.89	8.47%	19.43	19.54	-0.57%	0.00	0.00%	595.00	528.04	11.25%	43.74	7.35%

Table 10c. Pharmacy Assistants by geographical area in NHS PCTs/LHBs - England, Wales, Scotland and Northern Ireland - May 2009

	Band 3					Band 2					Band 1					ALL PHARMACY ASSISTANTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!
North West SHA	2.50	2.00	20.00%	0.50	20.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.50	2.00	20.00%	0.50	20.00%
Yorkshire & Humber SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%
East Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.00%	0.00	0.00%
West Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!
East of England SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!
London SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.50	3.50	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.50	3.50	0.00%	0.00	0.00%
South East Coast SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!
South Central SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!
South West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!
England	2.50	2.00	20.00%	0.50	20.00%	6.50	6.50	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	9.00	8.50	5.56%	0.50	5.56%
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!	0.00	0.00	#DIV/0!	0.00	#DIV/0!
Scotland	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!
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!
TOTALS	2.50	2.00	20.00%	0.50	20.00%	6.50	6.50	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	9.00	8.50	5.56%	0.50	5.56%

Table 10d. Admin and Clerical by geographical area in NHS PCTs/LHBs - England, Wales, Scotland and Northern Ireland - May 2009

	Band 8a					Band 7					Band 6					Band 5				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	0.00	100.00%	1.00	100.00%
North West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%	6.00	4.00	33.33%	1.00	16.67%	4.00	3.67	8.25%	0.33	8.25%
Yorkshire & Humber SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.50	0.50	66.67%	0.00	0.00%	2.00	2.00	0.00%	0.00	0.00%	5.24	4.49	14.31%	0.75	14.31%
East Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	2.00	2.00	0.00%	0.00	0.00%
West Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.00%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	5.09	5.09	0.00%	0.00	0.00%
East of England SHA	1.00	0.00	100.00%	0.00	0.00%	2.87	1.87	34.84%	0.00	0.00%	10.20	10.20	0.00%	0.00	0.00%	7.29	7.29	0.00%	0.00	0.00%
London SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.00	3.00	0.00%	0.00	0.00%	3.50	3.50	0.00%	0.00	0.00%	12.30	10.79	12.28%	0.11	0.89%
South East Coast SHA	0.80	0.80	0.00%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	6.84	5.00	26.90%	0.00	0.00%
South Central SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.40	1.00	28.57%	0.00	0.00%	1.45	1.45	0.00%	0.00	0.00%
South West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.00	3.00	0.00%	0.00	0.00%	2.58	2.58	0.00%	0.00	0.00%	1.50	1.50	0.00%	0.00	0.00%
England	1.80	0.80	55.56%	0.00	0.00%	16.37	14.37	12.22%	0.00	0.00%	28.68	26.28	8.37%	1.00	3.49%	46.71	41.28	11.62%	2.19	4.69%
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!	1.00	1.00	0.00%	0.00	0.00%
Scotland	2.00	2.00	0.00%	0.00	0.00%	4.00	4.00	0.00%	0.00	0.00%	8.00	7.00	12.50%	1.00	12.50%	9.94	8.74	12.07%	0.20	2.01%
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	0.00%	0.00	0.00%
TOTALS	3.80	2.80	26.32%	0.00	0.00%	20.37	18.37	9.82%	0.00	0.00%	36.68	33.28	9.27%	2.00	5.45%	58.65	52.02	11.30%	2.39	4.08%

	Band 4					Band 3					Band 2					ALL A&C				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	3.30	2.90	12.12%	0.00	0.00%	8.20	5.20	36.59%	3.00	36.59%	1.00	1.00	0.00%	0.00	0.00%	14.50	10.10	30.34%	4.00	27.59%
North West SHA	14.60	12.60	13.70%	1.00	6.85%	14.63	12.80	12.51%	0.83	5.67%	2.43	1.43	41.15%	1.00	41.15%	42.66	35.50	16.78%	4.16	9.75%
Yorkshire & Humber SHA	5.60	5.20	7.14%	0.40	7.14%	10.10	9.80	2.97%	0.30	2.97%	8.10	0.00	100.00%	0.00	0.00%	32.54	21.99	32.42%	1.45	4.46%
East Midlands SHA	8.30	6.80	18.07%	0.00	0.00%	7.59	6.59	13.18%	0.70	9.22%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	19.89	17.39	12.57%	0.70	3.52%
West Midlands SHA	4.88	3.88	20.49%	0.00	0.00%	3.00	3.00	0.00%	0.00	0.00%	1.33	1.33	0.00%	0.00	0.00%	17.30	16.30	5.78%	0.00	0.00%
East of England SHA	22.43	21.43	4.46%	0.00	0.00%	3.60	3.10	13.89%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	48.39	44.89	7.23%	0.00	0.00%
London SHA	13.60	10.60	22.06%	2.00	14.71%	6.00	5.00	16.67%	1.00	16.67%	0.50	0.50	0.00%	0.00	0.00%	38.90	33.39	14.16%	3.11	7.99%
South East Coast SHA	9.64	9.64	0.00%	1.00	10.37%	7.57	6.57	13.21%	1.00	13.21%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	26.85	24.01	10.58%	2.00	7.45%
South Central SHA	5.60	4.60	17.86%	1.00	17.86%	1.50	1.50	0.00%	0.00	0.00%	0.55	0.55	0.00%	0.00	0.00%	10.50	9.10	13.33%	1.00	9.52%
South West SHA	4.50	4.50	0.00%	0.00	0.00%	4.00	4.00	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	15.58	15.58	0.00%	0.00	0.00%
England	92.45	82.15	11.14%	5.40	5.84%	66.19	57.56	13.04%	6.83	10.32%	14.91	5.81	61.03%	1.00	6.71%	267.11	228.25	14.55%	16.42	6.15%
Wales	9.28	4.93	46.88%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	10.28	5.93	42.32%	0.00	0.00%
Scotland	28.15	27.24	3.23%	0.00	0.00%	23.19	14.33	38.21%	3.86	16.65%	5.40	4.80	11.11%	0.60	11.11%	81.68	69.11	15.39%	5.66	6.93%
Northern Ireland	1.00	1.00	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.00%	0.00	0.00%
TOTALS	130.88	115.32	11.89%	5.40	4.13%	89.38	71.89	19.57%	10.69	11.96%	20.31	10.61	47.76%	1.60	7.88%	361.07	305.29	15.45%	22.08	6.12%

Figures 10a, 10b, 10c and 10d. May 2009 staffing establishments (as % of total) in NHS PCTs/LHBs by geographical area and AfC band

Fig 10a. Qualified Pharmacists - NHS PCTs/LHBs - May 2009 numbers as % of total by geographical area and AfC Band

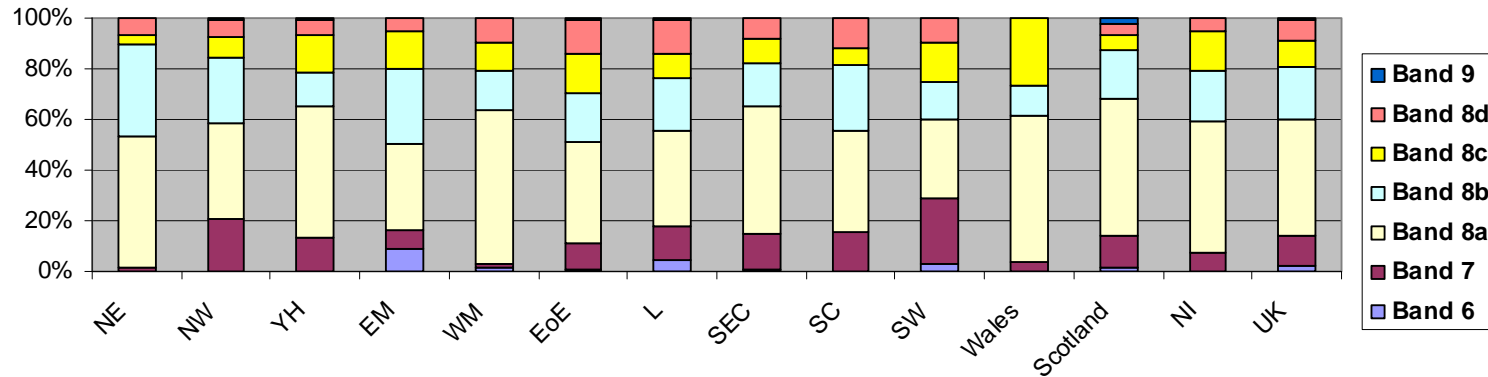


Fig 10b. Qualified Pharmacy Technicians - NHS PCTs/LHBs - May 2009 numbers as % of total by geographical area and AfC Band

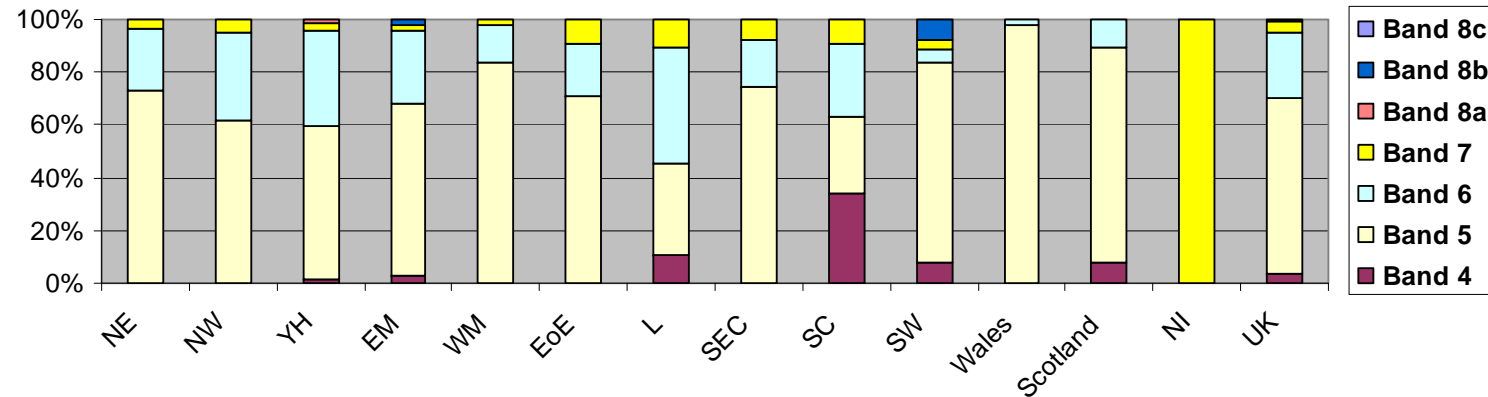


Fig 10c. Pharmacy Assistants - NHS PCTs/LHBs - May 2009 numbers as % of total by geographical area and AfC Band

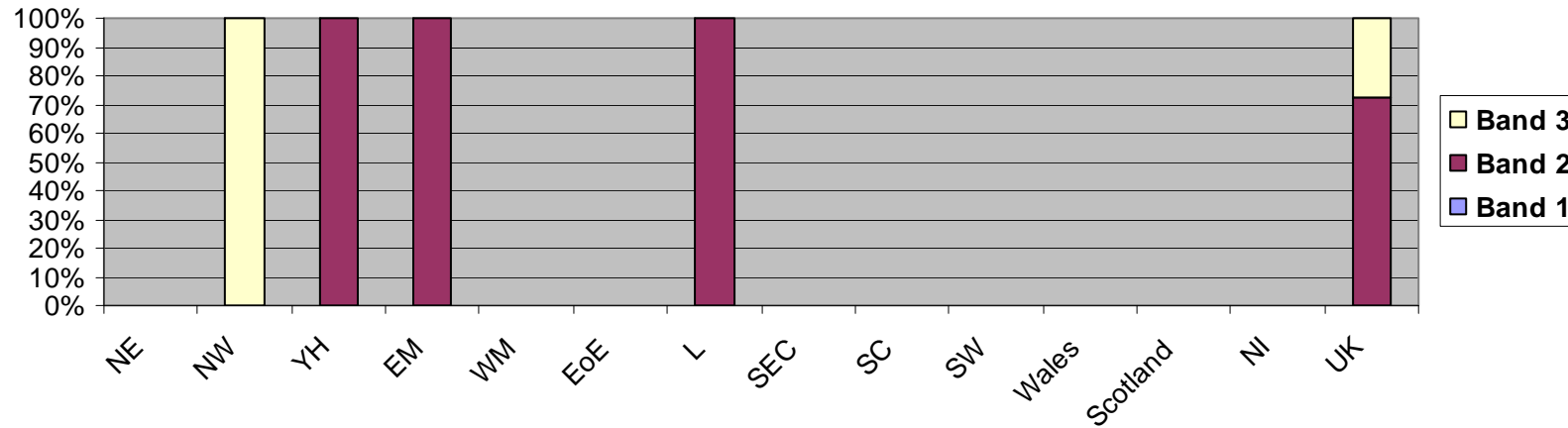
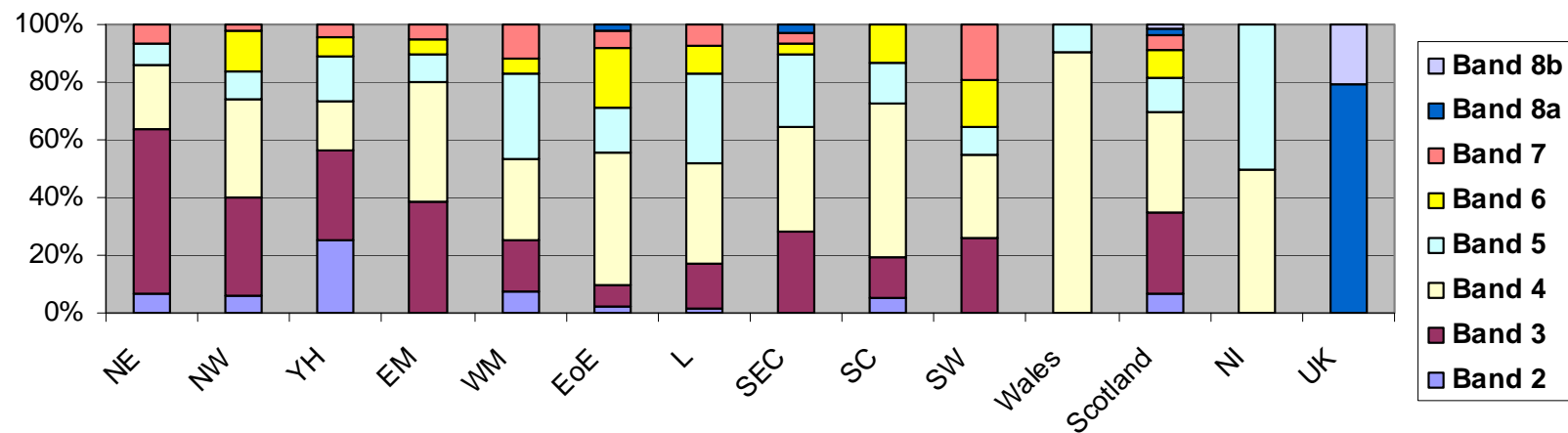


Fig 10d. Admin & Clerical - NHS PCTs/LHBs - May 2009 numbers as % of total by geographical area and AfC Band



May 2009 current Vacancy Rates and May 2009 3-month vacancy rates in NHS PCTs/LHBs

11. Pharmacist Vacancy rates in NHS PCTs/LHBs

The % vacancy rates for qualified pharmacists in NHS PCTs/LHBs are included in Table 10a.

Figures 11a(i) and 11a(ii) show the % vacancy rates for qualified pharmacists in NHS PCTs/LHBs at 31 May 2009, and the % of posts which have been vacant for 3 months at 31 May 2009.

Figures 11b(i) and 11b(ii) show the % vacancy rates for junior pharmacists at AfC Bands 6 and 7 in NHS PCTs/LHBs at 31 May 2009, and the % of posts which have been vacant for 3 months at 31 May 2009.

Fig 11a(i). Qualified Pharmacists - NHS PCTs/LHBs
May 2009 vacancy rates by geographical area and AfC Band
All Vacancies

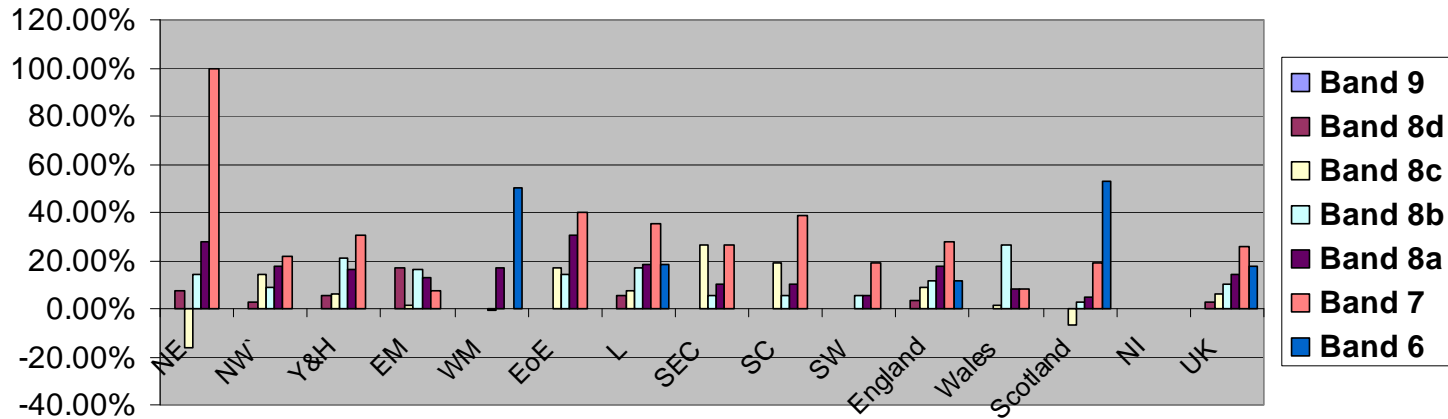


Fig 11a(ii). Qualified Pharmacists - NHS PCTs/LHBs
May 2009 vacancy rates by geographical area and AfC Band
3 Month Vacancies

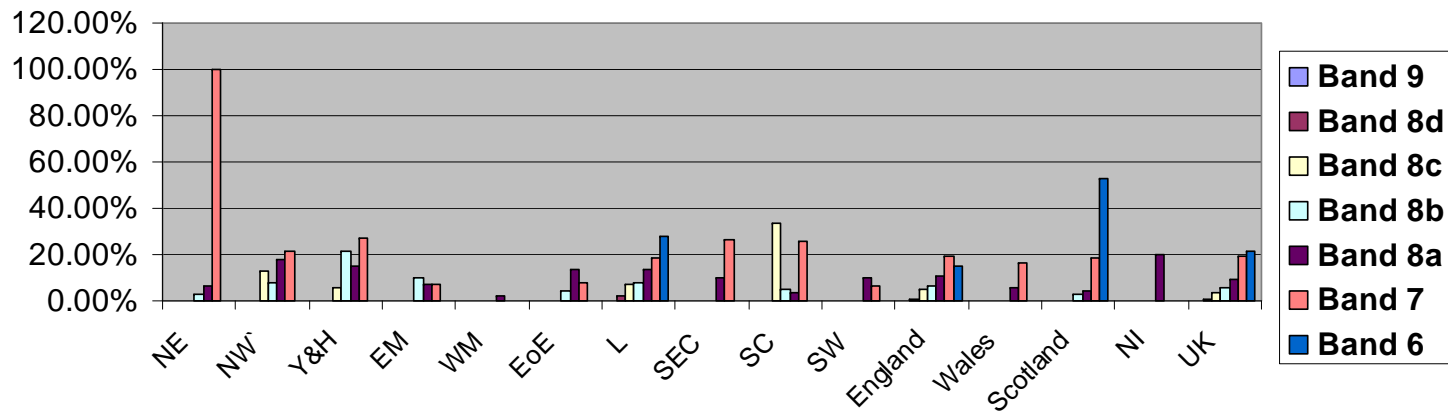


Fig 11b(i). Pharmacists Bands 6 & 7 - NHS PCTs/LHBs
May 2009 vacancy rates (%)
All Vacancies

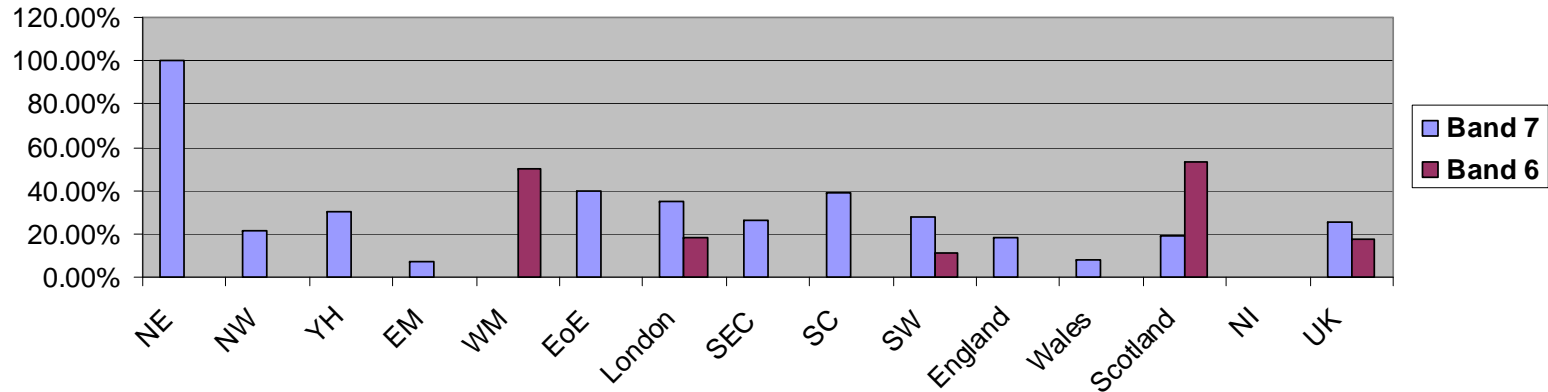
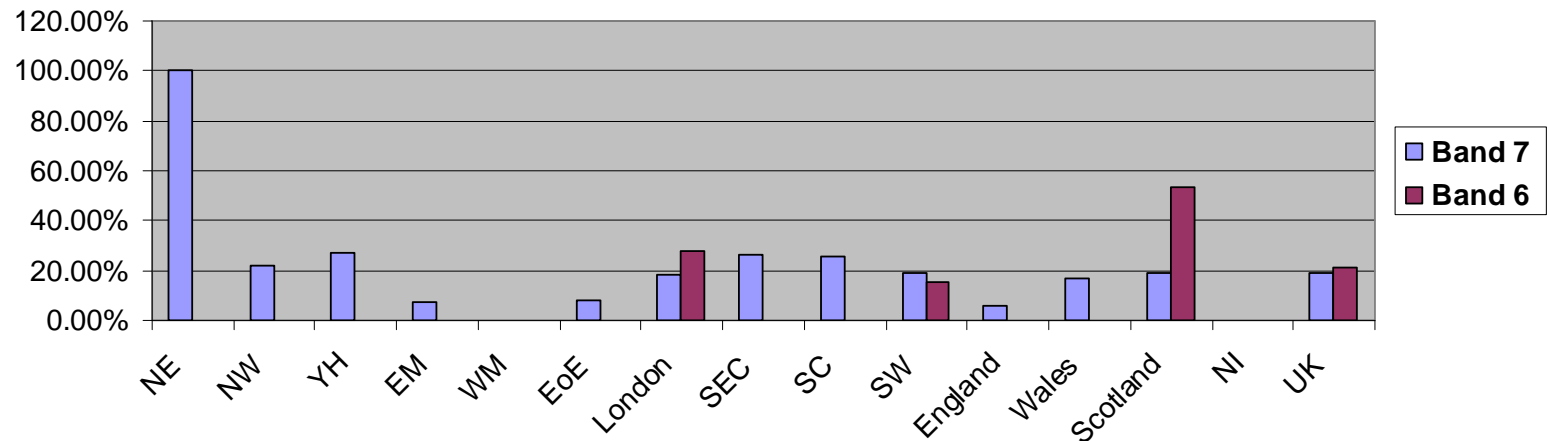


Fig 11b(ii). Pharmacists Bands 6 & 7 - NHS PCTs/LHBs
May 2009 vacancy rates (%)
3 Month Vacancies



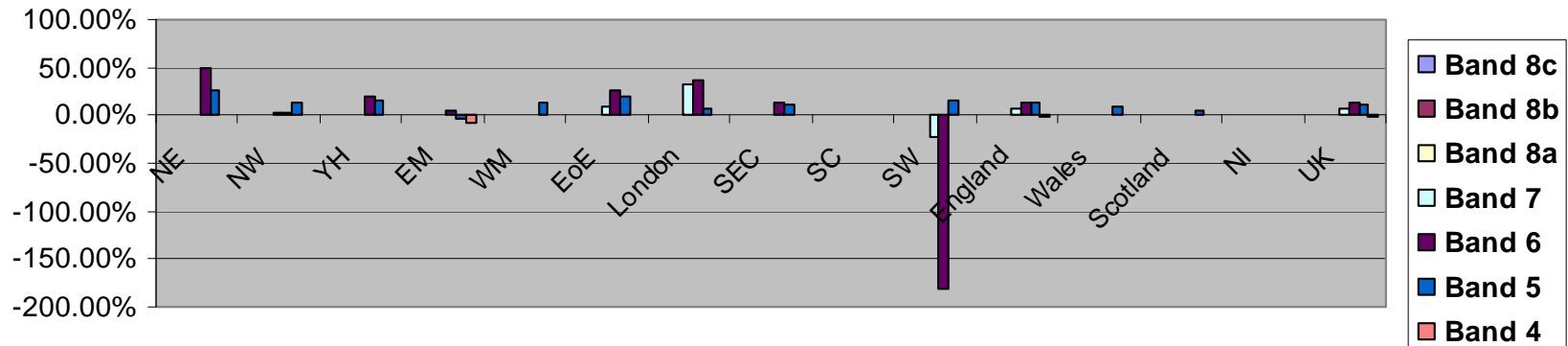
12. Pharmacy Technician Vacancy Rates in NHS PCTs/LHBs

The % vacancy rates for qualified pharmacy technicians in NHS PCTs/LHBs are included in Table 10b.

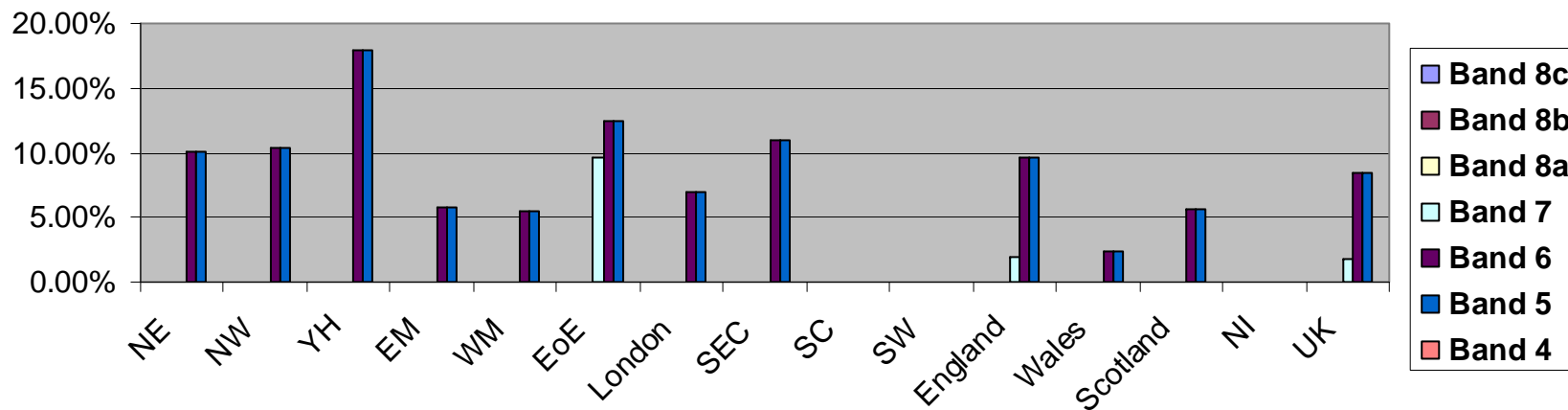
Figures 12a(i) and 12a(ii) show the % vacancy rates for qualified pharmacy technicians in NHS PCTs/LHBs at 31 May 2009, and the % of posts which have been vacant for 3 months at 31 May 2009.

Figures 12b(i) and 12b(ii) show the % vacancy rates for junior pharmacy technicians at AfC Bands 4 and 5 in NHS PCTs/LHBs at 31 May 2009, and the % of posts which have been vacant for 3 months at 31 May 2009.

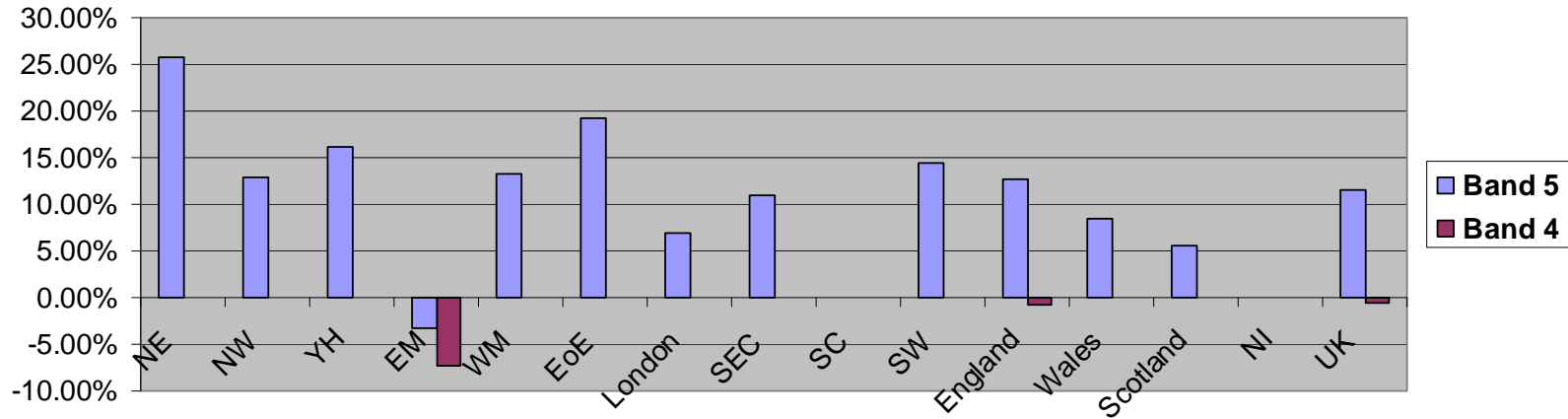
**Fig 12a(i). Qualified Pharmacy Technicians - NHS PCTs/LHBs
May 2009 vacancy rates by geographical area and AfC Band
All Vacancies**



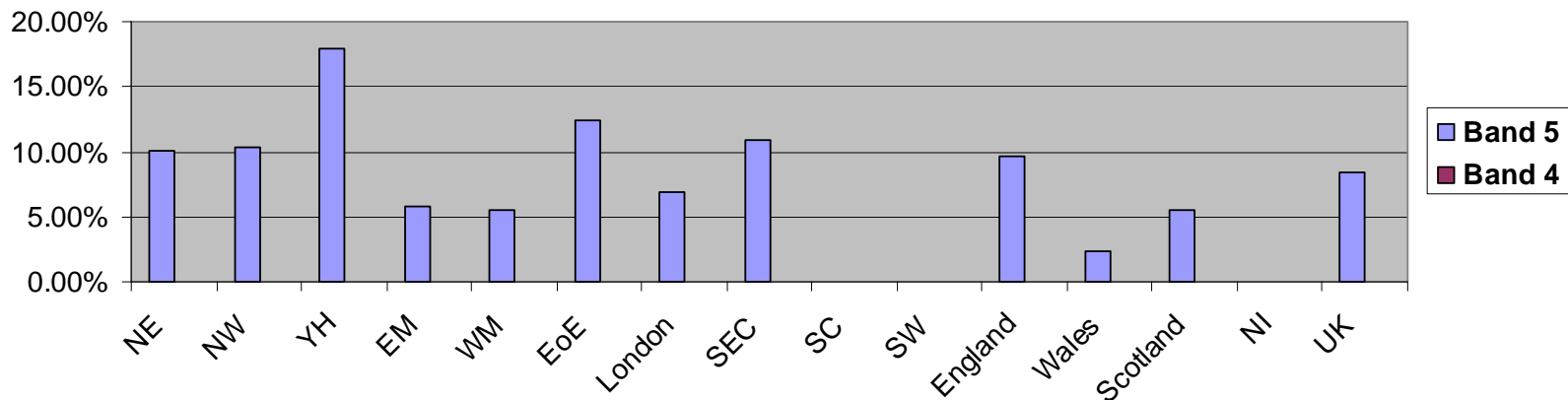
**Fig 12a(ii). Qualified Pharmacy Technicians - NHS PCTs/LHBs
May 2009 vacancy rates by geographical area and AfC Band
3 Month Vacancies**



**Fig 12b(i). Pharmacy Technicians Bands 4 & 5 - NHS PCTs/LHBs
May 2009 Vacancy Rates (%)
All Vacancies**



**Fig 12b(ii). Pharmacy Technicians Bands 4 & 5 - NHS PCTs/LHBs
May 2009 Vacancy Rates (%)
3 Month Vacancies**



13. Pharmacy Assistant Vacancy Rates in NHS PCTs/LHBs

The % vacancy rates for pharmacy assistants in NHS PCTs/LHBs are included in Table 10c.

There are very few pharmacy assistants employed in PCTs/LHBs; 2.5 FTE Band 3 and 6.5 FTE Band 2 established posts across all four home countries, tables and graphs have therefore not been produced.

Section D. Pharmacy Staffing Establishments and Vacancy Rates in other NHS Organisations

For the first time in 2009 an attempt was made to get a complete picture of the NHH pharmacy workforce by surveying NHS organisations other than NHS mental health and acute trusts and PCTs/LHBs, e.g. NHS Direct, SHAs, etc.. The DH advised not to include the National Prescribing Centre or Centres for Pharmacy Postgraduate Education, but to include NHS Direct.

14. NHS Direct

At 31 May 2009 NHS Direct had 11 pharmacist posts in their Staffing Establishment, all of which were filled Band 8c 1.0FTE and Band 7 10.0FTEs.

15. English SHAs and national NHS posts in Wales, Scotland and Northern Ireland

An attempt was made to collect these data, but the exercise proved too complex to report on meaningfully, mainly due to secondments and complexity of roles e.g. where pharmaceutical advice and workforce development activity are mixed. It is therefore not reported here and will not be included in future surveys. The numbers are small, so should not affect the overall picture of NHS employees significantly.

Analysis and Commentary

Comparison of data

It must be remembered that pharmacy services vary considerably between NHS trusts, and between NHS PCTs/LHBs, 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 Trusts It is clear that the business of a large teaching hospital will vary from that of a mental health trust, for example, but it must also be noted that pharmacy services will vary considerably in two apparently similar types of trusts.

Pharmacy services to several NHS mental health trusts and some specialist NHS trusts are often provided by local acute NHS trusts via a Service Level Agreement (SLA). Staffing establishments 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.

PCTs/LHBs Here the differences will be even more marked. For example, similar roles may be carried out by NHS PCT/LHB employees in one area and by non-NHS employees e.g. contracted community pharmacies, or by a GP practice or Practice-Based Commissioning groups in another; some PCTs have significant 'provider arms' running community health services which require significant pharmacy input, whereas others do not. For the purposes of this survey, we asked respondents to complete data for each PCT's/LHB's employees only (see Appendices).

Staffing Establishments

There are 8,985.96 FTE established qualified pharmacist posts in **NHS organisations** in England, Wales, Scotland and Northern Ireland.

There are 7,383.10 FTE established qualified pharmacist posts in **NHS acute and mental health trusts** in England, Wales, Scotland and Northern Ireland.

There are 1,602.87 FTE established qualified pharmacist posts in **NHS PCTs/LHBs** in England, Wales, Scotland and Northern Ireland.

There are 7,708.95 FTE established qualified pharmacy technician posts in **NHS organisations** in England, Wales, Scotland and Northern Ireland.

There are 7,113.95 FTE established qualified pharmacy technician posts in **NHS acute and mental health trusts** in England, Wales, Scotland and Northern Ireland.

There are 595.00 FTE established qualified pharmacy technician posts in **NHS PCTs/LHBs** in England, Wales, Scotland and Northern Ireland.

Trends in NHS Trust & NHS PCT/LHB Staffing Establishments

Tables 3a to 3e and 9a to 9c enable trends in Staffing Establishments in NHS trusts and PCTs/LHBs respectively to be considered over the period 2007 to 2009.

Staffing Establishments & Vacancy Rates

Pharmacists

- Pharmacist staffing establishments in the NHS **overall** have increased by 7.0% (494.9 FTEs) since May 2008 across England, Wales & Northern Ireland.
- Pharmacist staffing establishments in **NHS trusts** have increased by 6.1% (374.64 FTEs) since May 2008 across England, Wales & Northern Ireland.
- Pharmacist staffing establishments in **NHS PCTs/LHBs** have increased by 10.0% (120.30 FTEs) since May 2008 across England, Wales & Northern Ireland.
- The staffing establishment of Band 6 pharmacists in **NHS trusts** England has decreased slightly (-2.6%; 33.69 FTE), whereas the staffing establishments at Bands 7 and 8a have increased by 9.7% (130.84 FTE) and 10.4% (153.43 FTE) respectively, supporting anecdotal evidence of **grade drift**. This is not the case in Wales, where Band 6 pharmacist posts have increased (+8.5%; 4.90 FTE), whereas Band 7 posts have decreased (-11.9%; 9.42 FTE) and Band 8a posts have increased by 0.9% (1.42 FTE). In Northern Ireland, Band 6 posts have increased (+9.6%; 7.70 FTE), Band 7 posts have also increased (+26.7%; 38.36 FTE) and Band 8a posts have decreased (-16.0%; 8.64 FTE). Care must be taken in interpreting these data, especially in smaller countries where small changes in numbers have a significant effect on percentages.
- Vacancy rates for pharmacists at Band 6 pharmacist post are of concern at 24.7% **overall**, in **NHS trusts** 24.8%, an increase from 22.2% **overall** and 22.1% in **NHS trusts** in 2008.

Pharmacy Technicians

- Pharmacy Technician staffing establishments in the NHS **overall** have increased by 6.0% (424.91 FTEs) since May 2008 across England, Wales & Northern Ireland.
- Pharmacy Technician staffing establishments in **NHS trusts** have increased by 6.1% (369.06 FTEs) since May 2008 across England, Wales & Northern Ireland.
- Pharmacy Technician staffing establishments in **NHS PCTs/LHBs** have increased by 11.1% (54.85 FTEs) since May 2008 across England, Wales & Northern Ireland.
- Vacancy rates for pharmacy technicians in **NHS trusts** at Band 4 are also of concern at 12.2% **overall**, in **NHS trusts** 12.4%, a slight decrease from 13.9% **overall** and 13.8% in **NHS trusts** in 2008.

Pharmacy Assistant staffing establishments in the NHS **overall** have increased by 7.0% (264.46 FTEs) since May 2008 across England, Wales & Northern Ireland.

Training activity and capacity

There is a great deal of concern in the pharmacy community regarding the number of pre-registration trainee pharmacists and pre-registration trainee pharmacy technicians being trained by the NHS to provide the future pharmacy workforce required. The English NHS Next Stage Review suggests that NHS services may be provided differently, but a minimum of a similar number of pharmacists and pharmacy technicians will be needed if we are to rise to the challenges of delivering the NHS Next Stage Review and Department of Health's White Paper Pharmacy

in England: Building on strengths – delivering the future and similar policy documents in Wales, Scotland and Northern Ireland, to meet the increasing needs of a growing and aging population. When the current emphasis on imminent significant financial pressures, and savings, together with the quality & productivity agenda are considered alongside these issues, it seems unlikely that the current numbers of trainees will meet the needs of the revised pharmacy workforce in imminent tighter times.

The data again show a significant and increasing vacancy rate for Band 6 pharmacists (24.7%). Empirically, as Band 6 pharmacist generally stays in post for ~ two years, the NHS needs 50% of the numbers of Band 6 posts entering Band 6 posts every year; i.e. the NHS needs to train and retain 50% of the Band 6 staffing establishment. The survey shows a staffing establishment of 1,580 FTE Band 6 posts in the NHS across the UK, with the number of pre-registration trainee pharmacists in post on 31 May 2009 as 667 FTE. There is currently a gap between the numbers of pre-registration trainee pharmacists in post and the numbers required, particularly when the retention rate (which varies geographically between 50 & 75%) is taken into account. This has been noted by the Department of Health's NHS Pharmacist Numbers Task and Finish Group which has reported to People Matters Executive Group (PMEG) and the Workforce Availability Policy and Programme Implementation Group (WAPPIG) in September 2009.

For pharmacy technicians the gap is larger: with an overall NHS staffing establishment of Band 4 pharmacy technicians of 2,065 FTE and the number of Year 1 pre-registration trainee pharmacy technicians at 419 FTE. Although retention rates tend to be higher for this group, there is great concern that demand for pharmacy technicians will increase due to initiatives such as the Responsible Pharmacist, and the trainee numbers will not fulfil the pharmacy workforce requirements needed to deliver NHS services.

Capacity and quality Several NHS organisations do not have the capacity to train trainees because of the high vacancy rates of qualified pharmacists and pharmacy technicians, but unless the NHS is able to train more pharmacists and pharmacy technicians, this will remain a problem. It is also unwise to compromise quality of training to such a significant extent that the experience does not support retention. A carefully considered balance must be struck when considering numbers at NHS organisational and SHA levels.

It must be noted that the nature of work in PCTs/LHBs does not always allow for coverage of the full training requirements. Although many PCTs contribute very little to training, the contribution by them is not as low as this survey report would suggest, as many NHS Trust-employed trainees rotate into PCTs/LHBs as part of their training experience. There are several current initiatives to increase collaborative working between organisations to increase training capacity.

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

Skill mix

With a staffing establishment of 8,985.96 FTE qualified pharmacists, 7,708.95 pharmacy technicians and 4,181.72 pharmacy assistants, NHS pharmacy services are already renowned for good use of skill mix. However, this varies geographically and there is still potential for improvement with enhanced roles for pharmacy assistants and pharmacy technicians continuing to develop.

The demand for qualified pharmacy technicians and pharmacy assistants from the community pharmacy sector is anticipated to grow in the light of recent changes in legal requirements, the Responsible Pharmacist regulations and the expected review of 'supervision' requirements.

Threatened posts

Table 1 indicates that 0.3% (63.90 FTE) of established pharmacist posts in all staff groups across all NHS organisations in England, Wales, Scotland and Northern Ireland are under threat; 0.3% (24.4 FTE) of pharmacist posts, 0.3% (24.15 FTE) of pharmacy technician posts and 0.3% (12.34 FTE) of pharmacy assistant posts. It will be interesting to see the future trend, bearing in mind the anticipated financial pressures.

Vacancy rates (i.e. posts not permanently occupied on 31 May 2009)

There has been considerable concern about vacancy rates for junior pharmacists and pharmacy technicians for some time, and this has driven the requirement for these surveys over the last 13 years.

Pharmacists

There are 13.7% of established qualified pharmacist posts vacant in **NHS organisations** in England, Wales, Scotland and Northern Ireland.

There are 13.9% of established qualified pharmacist posts vacant in **NHS acute and mental health trusts** in England, Wales, Scotland and Northern Ireland.

There are 13.0% of established qualified pharmacist posts vacant in **NHS PCTs/LHBs** in England, Wales, Scotland and Northern Ireland.

There are 24.7% (Band 6) and 19.0% (Band 7) of established qualified pharmacist posts vacant in **NHS organisations** in England, Wales, Scotland and Northern Ireland.

There are 24.8% (Band 6) and 18.4% (Band 7) of established qualified pharmacist posts vacant in **NHS acute and mental health trusts** in England, Wales, Scotland, Northern Ireland.

There are 17.8% (Band 6) and 25.6% (Band 7) of established qualified pharmacist posts vacant in **NHS PCTs/LHBs** in England, Wales, Scotland and Northern Ireland.

Pharmacy Technicians

There are 9.1% of established qualified pharmacy technician posts vacant in **NHS organisations** in England, Wales, Scotland and Northern Ireland.

There are 8.9% of established qualified pharmacy technician posts vacant in **NHS acute and mental health trusts** in England, Wales, Scotland and Northern Ireland.

There are 11.3% of established qualified pharmacy technician posts vacant in **NHS PCTs/LHBs** in England, Wales, Scotland and Northern Ireland.

There are 12.2% (Band 4) and 8.9% (Band 5) of established qualified pharmacy technician posts vacant in **NHS organisations** in England, Wales, Scotland and Northern Ireland.

There are 12.4% (Band 4) and 8.5% (Band 5) of established qualified pharmacy technician posts vacant in **NHS acute and mental health trusts** in England, Wales, Scotland and Northern Ireland.

There are -0.6% (Band 4) and 11.6% (Band 5) of established qualified pharmacy technician posts vacant in **NHS PCTs/LHBs** in England, Wales, Scotland and Northern Ireland.

There are, however, marked geographical differences (see Tables 3a – 3e and 9a – 9c).

Agency/Locum Staff

The 2007 National NHS Pharmacy Staffing Establishment and Vacancy Survey report stated “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”. Anecdotally, the situation in 2008 was even worse, with some established posts being lost due to an inability to fill them.

The 2009 survey shows an increase in pharmacist posts filled by locums from 337.53 FTE in May 2008 to 381.71 FTE in May 2009 (+13%) and in pharmacy technicians posts from 168.63 FTE to 236.40 FTE (+40%). However, anecdotally, pharmacy managers are still reporting difficulties in finding locum staff, particularly of the required calibre.

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

In addition to the developments and policies highlighted last year (in England the Darzi NHS Next Stage Review, the Pharmacy White Paper, ‘Pharmacy in England: Building on strengths – delivering the future’, pharmacy and medicines management aspects of the various National Patient Safety Agency initiatives and requirements, antimicrobial initiatives to decrease hospital acquired infections, Pharmacists as Supplementary & Independent Prescribers, Pharmacists with A Special Interest, Consultant Pharmacists, etc., all of which have an impact of the pharmacy workforce, additional requirements regarding the Responsible Pharmacist have come into effect and there are further policies & developments which will have a significant effect on the pharmacy workforce, especially the QIPP (Quality, Innovation, Productivity & Prevention) agenda and the imminent financial pressures on the NHS.

The new Modernising Pharmacy Careers Board of Medical Education England has been established since last year’s survey, and members of the NHS Pharmacy Education & Development Committee are working with the MPC Board on a number of pharmacy workforce issues.

Recommendations from the 2008 survey

The recommendations from the 2008 survey have all been implemented in the 2009 survey, although the collection of data for SHA-employed pharmacy staff in England providing pharmaceutical advice at SHA level and pharmacy workforce development activity at SHA level was not successful. This will not be attempted in 2010.

Recommendations for future surveys

1. In 2010 be clearer in the guidance documentation about how to deal with secondments.
2. Continue to collect data from PCTs/LHBs. This was undertaken in 2009 and a 100% rate has provided comparison with the 2008 baseline measurement, which will be useful in monitoring future trends. *N.B.* As alternative providers increasingly work with the NHS or are commissioned by the NHS to deliver NHS services, particularly in primary care, it may prove challenging to interpret future PCT/LHB data.

Although it would be useful to collect data for all pharmacy staff delivering commissioned NHS services in community pharmacy, dispensing practices and other settings, this is unrealistic and beyond the remit of this project.

Summary

This survey has provided data and analysis on aspects of staffing levels amongst NHS pharmacy staff in NHS trusts and PCTs/LHBs across England, Wales, Scotland and Northern Ireland.

In particular, the increasingly high levels of vacancy rates for Bands 6 Pharmacist posts and Band 4 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

20 December 1996, covering August 1995 - July 1996;

20 December 1998, covering August 1997 - July 1998;

20 May 2000 covering August 1998 - July 1999;

28 February 2002 covering August 2000- July 2001;

01 March 2003 covering August 2001 – July 2002;

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

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

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

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

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

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

Issue Date 31 October 2009

Appendix 1. Guidance Notes Data collection spreadsheets

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

NHS Pharmacy Staffing Establishment & Vacancy Survey 2009

Guidelines for completion (Point survey at 31 May 2009)

The format of data entry has changed this year.

Please enter your data into the cells highlighted in **light yellow** for your staffing position at **31 May 2009**.

The remaining cells contain formulae which will automatically calculate the result from your entries.

You will need to scroll across the spreadsheet to complete all cells; light yellow cells appear in columns up to and including column DB.

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

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

1. Complete your details in cell A3, and the current full name of the NHS organisation in cells A4 & A8.
2. Complete all **light yellow** cells in Row 4 (an entry of zero need not be entered, unless it is an 'In Post' value where the 'Estab' is greater than zero – see definitions below). Row 4 should include all activity relating to services delivered to your own trust and other trusts such as a neighbouring mental health trust, etc..
For PCTs/LHBs only: If you wish to separate out your commissioning and provider activity, please complete rows 4 & 5 in the alternative spreadsheet (c&p); if you do so, all the row numbers stated in this guidance below will be the number above the one stated (i.e. Row 5 becomes Row 6, etc.). Please delete the superfluous spreadsheet.
3. If you are an NHS mental health trust, please change the shading in cell A4 to the mustard colour shown in cell A13.
4. Complete Rows 5, 6 & 7 (regional/national specialist pharmacy services – specifying the service) if applicable (see definitions below); insert your trust name in cells A5/A6/A7 and insert additional rows if you host more than three regional/national specialist pharmacy services.
5. If you do not host any regional/national specialist pharmacy services, please delete Rows 5, 6&7; if you host only one or two, please delete superfluous row(s) 6&7 as applicable.

Please read the following sections carefully before completing the spreadsheet.

Definitions

FTEs – all cells should be completed with the Full-Time Equivalents (FTEs) and **not** numbers of people/headcount i.e. 1 FTE = 37.5 hours per week. *Please note:* Full-Time Equivalent (FTE) corresponds to what has previously been referred to as Whole-Time Equivalent (WTE). The change in name is to reflect the common standard against all Government statistical data.

Estab (FTEs) Staffing Establishment – the number of FTE you have agreed with your trust as your staffing establishment i.e. the staff you require in post to deliver the service. Some **trainees** may not be included in your funded staffing establishment because they are fully-funded by the SHA. If this is the case, please enter your trainee allocation (*numbers* of FTE trainees rather than proportion of salary contribution) agreed at regional/national/SHA level in the 'staffing establishment' columns, regardless of the source of funding.

In Post (FTEs) – the number of FTE you have in post on 31 May 2009, 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 – In Post.

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 are picked up in columns CL to CP.
- if it is empty on 31 March 2009, but you have recruited into it, it is **vacant** (new recruit not started).

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

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 and 'Insert' a 'Comment' in the cell B4 to explain.

Frozen posts (FTEs) – a post(s) which is vacant on 31 May 2009 and the pharmacy department is not allowed by the NHS organisation to recruit into the post at that time, usually for financial reasons.

Posts at Risk (FTEs) – a post(s) which may or may not be vacant on 31 May 2009, 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.

Changes since 2008

Extra columns

- **Pre-registration trainee pharmacy technicians (PTPTs)** (used to be 'student pharmacy technicians') now have two columns; one for Year 1 trainees (i.e. commenced training on or after 01 April 2008), and one for Yr 2 trainees (i.e. commenced training on or prior to 31 March 2008). *If you have a PTPT who is taking longer than the usual 2 years, please include them in your Year 2 figures.*
- **Qualified Pharmacy Technicians** An extra column has been added for Pharmacy Technicians Band 8c.

- **Admin & Clerical** New columns have been inserted 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 CH4 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 (in 2008 the staffing establishment for 'pharmacy technicians' included pre-registration trainee pharmacy technicians).

Regional / National Specialist Pharmacy Services In 2009, additional lines will be added for all trusts which host regional/national specialist pharmacy services, regardless of the source of funding; this was done with some trusts in 2008, but not all. If your trust/PCT/LHB hosts such services, ***please use a separate row for each service***, using Rows 5, 6&7 (if applicable) on the spreadsheet, ***indicating the type*** (e.g. Medicines Information, Procurement, E&T, Clinical, regional packing unit) of each specialist pharmacy service. These figures should not include staffing resource for provision of services to the local/host trust/PCT/LHB. Insert additional rows if you host more than three specialist pharmacy services. The total

figures in row 8 should then be the total staffing establishment in your department, which should marry up with your HR department's records.

Strategic Health Authorities For the first time in 2009, pharmacy staff employed by SHAs will be included. This will be done separately.

Sharing of spreadsheet details Please note that the detailed spreadsheets will be shared with SHAs and other national/pharmacy organisations in 2009 on request. In previous years they have been shared only with NHS Pharmacy Education & Development Committee colleagues (several of whom are employed by SHAs) and Senior Pharmacy Managers / Chief Pharmacists in NHS acute & mental health trusts and PCTs/LHBs, with a 'health warning' regarding interpretation & careful dissemination. Other SHAs have received the data (with the 'health warning') as a result of local decisions to share information to inform discussions regarding pharmacy staffing issues, numbers of trainees etc.. It is intended to provide such information on request in future, with the 'health warning' on interpretation being given in every instance.

Got a query? Please contact Susan Sanders at susan.sanders@chelwest.nhs.uk or 07788 418621.

Susan Sanders & Peter Sharott May 2009

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

Email Title: Please reply on 31 May 2009: NHS Pharmacy Staffing Establishment & Vacancy Survey 2009

To: NHS Trust & Mental Health Trust Chief Pharmacists

It is time to complete the NHS Pharmacy Staffing Establishment & Vacancy Survey 2009, facilitated by the NHS Pharmacy Education and Development Committee. The data collected help to inform workforce strategy, planning and development by various organisations, and shape recruitment and retention initiatives and training plans. Since the survey traditionally achieves a very high (100% response rate in 2008), the survey results are widely accepted to be the most reliable source of information to support pharmacy workforce planning at national, regional and local levels. This year the survey covers all NHS acute and mental health trusts, PCTs/LHBs and SHAs in England, Wales, Northern Ireland & Scotland.

Please note:

- The data collection form has changed since last year. Please read the guidance notes carefully before completing the spreadsheet.
- This 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 find attached:

- **Guidance notes for completing your return** (including definitions)
- **A spreadsheet** for completion of the NHS Pharmacy Staffing Establishment & Vacancy Survey 2009. Please complete all the light yellow cells on your line(s) in the spreadsheet once you have read the guidance notes; the remaining cells contain formulae which will automatically calculate the result from your entries. *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 2009**. Please complete the spreadsheet for 31 May 2009 and return to **me / xxx by no later than Friday 19 June 2009**.

I look forward to hearing from you **by Friday 19 June**.

Xxxx

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

Email Title: Please reply on 31 May 2009: NHS Pharmacy Staffing Establishment & Vacancy Survey 2009

To: NHS Lead pharmacists in PCTs / LHBs

It is time to complete the NHS Pharmacy Staffing Establishment & Vacancy Survey 2009, facilitated by the NHS Pharmacy Education and Development Committee. The data collected help to inform workforce strategy, planning and development by various organisations, and shape recruitment and retention initiatives and training plans. Since the survey traditionally achieves a very high (100% response rate in 2008), the survey results are widely accepted to be the most reliable source of information to support pharmacy workforce planning at national, regional and local levels. This year the survey covers all NHS acute and mental health trusts, PCTs/LHBs and SHAs in England, Wales, Northern Ireland & Scotland.

Please note:

- The data collection form has changed since last year. Please read the guidance notes carefully before completing the spreadsheet.
- This 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.
- The progress of separation of provider activity from commissioning activity will be at different stages in different PCTs. If you have travelled significantly far down that journey, and wish to / are able separate your commissioning activity from your provider activity, please use the second spreadsheet (assigned with a 'c&p' for 'commissioning and provider'); if that is not yet possible or too complex, please use the first spreadsheet option and include all PCT staff on one row (4). Please read the guidance notes carefully before completing the spreadsheet.

As indicated last year, our community pharmacy workforce also needs to be considered alongside the results of this survey, as they deliver NHS services, but collecting community pharmacy workforce data is beyond the remit of the survey. We are also aware of the fact that some staff undertaking similar roles may be employed in some areas by the PCT/Health Board and in others by GP practices or Practice-Based Commissioning groups, and that this could get quite complex. Please limit your response to those staff **directly employed** by your PCT/Health Board, and these issues will be outlined in the report to explain the limitations.

Please find attached:

- **Guidance notes for completing your return** (including definitions)
- **A spreadsheet** for completion of the NHS Pharmacy Staffing Establishment & Vacancy Survey 2009. Please complete all the light yellow cells on your line(s) in the spreadsheet once you have read the guidance notes; the remaining cells contain formulae which will automatically calculate the result from your entries. *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 2009**. Please complete the spreadsheet for 31 May 2009 and return to **me / xxx by no later than Friday 19 June 2009**.

I look forward to hearing from you **by Friday 19 June**.

Xxxx

Appendices 4a and 4b. Data collection spreadsheets.

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

End