

National NHS Pharmacy Staffing Establishment and Vacancy Survey 2010 – 11th November 2010

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 employing organisations in England, Wales, Scotland and Northern Ireland. The data collected help to inform workforce strategy, planning and development by various organisations and shapes recruitment and retention initiatives and training plans.

This survey provides data on staffing levels among NHS pharmacy staff. This is the third annual survey in which data on staff in primary care have been collected as well as data for the acute and mental health sectors.

Methods

The survey asked Chief / Lead Pharmacists in NHS organisations for point prevalence data on 31 May 2010 and is comparable to data from the 31 May 2009 and 31 May 2008 surveys. The month of May has been chosen to match Department of Health figures for 3-month vacancies (31 March). For the first time, this year, the survey asked for details of headcount, posts filled by locum and agency staff by each band, posts at risk and posts disestablished in the preceding 12 months.

Results

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

- 217 NHS acute and mental health trusts in England, 7 Health Boards and 2 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.**
- All Welsh data have been included in the section on **NHS Trusts** as a result of the merger of all NHS Trusts and LHBs into Welsh Health Boards.
- The mental health trusts and regional specialist pharmacy services staff have been indicated on the Appendix spreadsheets, such that activity in these trusts can be further considered if desired.

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

- 144 PCTs or groups of PCTs in England, 14 LHBs (Board & Primary Care Staff) in Scotland, and the one Health & Social Services Board in Northern Ireland were identified and surveyed. 70 of the PCTs in England opted to report commissioning activity separately from provider arm activity.
- **A 100% response rate was achieved.**

Headlines

Staffing Establishments & Vacancy Rates & Headcount

- The reported NHS establishment for **pharmacists** across the UK is 9,208 FTE; employing 8,177 FTE pharmacists with a headcount of 9,506. 1,588 FTE (~20%) of established posts, and 1,899 people (20% of headcount) are to be found in PCTs/LHBs.
- The reported NHS establishment for **pharmacy technicians** across the UK is 7,837 FTE, employing 7,205 FTE pharmacy technicians with a headcount of 8,248.
- The reported NHS establishment for **pharmacy assistants** across the UK is 4,234 FTE., employing 3,917 FTE pharmacy assistants with a headcount of 4,495.
- Reported **pharmacist** staffing establishments in the NHS **overall** have increased by 2.5% (222.15 FTEs) since May 2009 across the UK.
- Reported current vacancy rates for **pharmacists** at Band 6 are now at 16.2% **overall** in 2010, a decrease from 24.7% **overall** in 2009.
- Reported current vacancy rates for **pharmacists** at Band 7 are now at 17.6% **overall** in 2010, a decrease from 19.0% **overall** in 2009.
- Reported **pharmacy technician** staffing establishments in the NHS **overall** have increased by 1.7% (128.11 FTEs) since May 2009 across the UK.
- Reported current vacancy rates for **pharmacy technicians** at Band 4 are now at 10.8% **overall**, a decrease from 12.2% **overall** in 2009.

Key issues

Pharmacists and their staff are well-positioned enablers of the QIPP agenda, helping to meet cost pressures in relation to prescribing practices, avoidance of waste and use of medicines in every setting, whilst maintaining patient safety and high quality care. The move towards delivery of care closer to home in integrated care settings will continue the demand for qualified pharmacists, pharmacy technicians and pharmacy assistants in order to ensure the provision of safe, effective and efficient medicines management services.

Concern remains in the NHS pharmacy community regarding the number of pre-registration trainee pharmacists being trained by the NHS to provide the future pharmacist workforce required. In 2009/10 a Department of Health Task & Finish Group on Pharmacist Numbers has recommended and enabled an increase in numbers of NHS-employed pre-registration trainee pharmacists in 2011-12, which should facilitate some improvement; however, the current fiscal environment may be a barrier to sustaining this improvement.

The decrease in number of established posts (FTE) of pharmacists at Band 6 and greater increases at Bands 7, 8a and 8b are of particular note (Table 1b).

Greater concern remains in the NHS pharmacy community regarding the number of pre-registration trainee pharmacy technicians being trained by the NHS. Although the number of Year 2 pre-registration trainee pharmacy technicians has risen since 2009, the Year 1 cohort is about the same, and the barriers to training for NHS trusts need to be urgently explored if we are to continue the pharmacy record of optimising skill mix and avoiding unnecessary wastage of resources.

The small decrease in number of established posts (FTE) of pharmacy technicians at Band 4 and greater increases at Bands 5, 6 & 7 are also of particular note (Table 1b).

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NHS Pharmacy Education & Development Committee

Issue Date 11th November 2010

National NHS Pharmacy Staffing Establishment and Vacancy Survey 2010

NHS Pharmacy Education and Development Committee

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Purpose

This survey provides data on staffing levels among NHS pharmacy staff. Data for pharmacy staff in NHS acute and mental health trusts in England, Health Boards and NHS trusts in Wales, the acute & mental health and community hospitals in LHBs in Scotland and Health and Social Care Trusts in Northern Ireland have been collected. In addition, data on staff in Primary Care Trusts (PCTs) in England, LHB (Board & Primary Care Staff) in Scotland, and the Health and Social Services Board in Northern Ireland have been collected. Data on pharmacy staff from acute and primary care NHS organisations in Wales have been merged in 2010 and included in the NHS acute and mental health trust data as a result of the formation of the new Welsh Health Boards.

In response to demands from various sources for accurate data on the NHS pharmacy workforce, the NHS Pharmacy Education and Development Committee undertook a survey of all these NHS organisations in England, Wales, 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. Guidance Notes for completion of the survey were produced to facilitate a consistent approach to responses. A survey completion spreadsheet (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 2010, 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. In 2010 for the first time, more detailed data on locum and agency staff by band, headcount, posts at risk and posts that had been disestablished since the previous survey, were added.

The survey asked for point prevalence data on a particular date (31 May 2010) and is therefore similar to the survey carried out last year which considered point prevalence data on 31 May 2009. May has been chosen in an attempt to match Department of Health figures for 3-month vacancies (31 March). NHS organisations were asked for information on posts which had been vacant for 3 months or longer to facilitate comparison with Department of Health figures from the NHS Information Centre.

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

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

Geographical coverage	
Up until May 2007	Previous surveys covered the whole of Great Britain.
May 2007 survey	England and Wales only; Scotland declined to participate because Agenda for Change (AfC) had not been fully implemented in May 2007.
May 2008 survey	Scotland again declined to participate because of outstanding Agenda for Change (AfC) issues. Northern Ireland joined the survey for the first time.
May 2009 survey	Survey covered the whole of Great Britain and Northern Ireland.
May 2010 survey	Survey covered the whole of Great Britain and Northern Ireland. Welsh NHS and LHB data merged due to formation of Welsh Health Boards

Grades of Staff

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

Full Time Equivalent (FTE)

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

Strategic Health Authorities (SHAs) in England

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

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

NE	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.

Regional Specialist Pharmacy Services

Several NHS organisations act as a host to Regional Specialist Pharmacy Services. Data have been collected separately for these services as they are separate from the NHS trust activity and are for the benefit of NHS organisations across a geographical area (usually an SHA/home country). For the purpose of this report, all figures for staffing establishments, staff in post etc. have been included under the organisation which hosts the service. Further scrutiny of these data can therefore be carried out if required.

Staffing Establishment

Each NHS pharmacy department agrees its '**Staffing Establishment**' with the NHS organisation's Human Resources & Finance departments. The staffing establishment is the pattern of posts and FTEs required to deliver the service and agreed at a particular point in time. An '**established**' post is one which is agreed as part of the funded staffing establishment. If a NHS organisation is unable to recruit into a particular post on its staffing establishment, it may flex it and recruit into a differently banded post; this explains why occasionally the data include entries where the staffing establishment is less than the 'staff in post'.

Staff In Post

This '**In Post**' figure is the number of FTEs in post employed as a permanent employee (i.e. it does not include locum/agency staff). It therefore includes staff on maternity leave, career breaks and sick leave. Because the figure is expressed as FTE, there will often be a higher headcount than FTE as some staff will be part-time workers.

Head Count (in post)

The number of people who are employed to give a total of the Staff In Post (FTEs) figure.

Locum and Agency Staff (FTEs)

The number of FTE employees as locum/agency staff to fill the established post at the specified band (*N.B.* NOT the band at which the locum is paid).

Posts Currently at Risk (FTEs)

A post(s) on the staffing establishment, which may or may not be vacant on 31 May 2010, but where it is known that the post may be removed from the staffing establishment by the NHS organisation in the future, usually because of financial pressures.

Posts Disestablished since 31 May 2009 (FTEs)

A post(s) which was on the staffing establishment on 31 May 2009, which has now (at 31 May 2010) been removed from the staffing establishment, for whatever reason.

Current vacancy rates

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

Results

Responses

1. **NHS Acute & Mental Health Trusts in England / Health Boards and NHS Trusts in 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)

- 217 NHS acute and mental health trusts in England, 7 Health Boards and 2 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 2009 and 2008.

- 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.
- All Welsh acute and primary care data is represented in the section titled "NHS Trusts" under the newly formed Welsh Health Boards.

2. **NHS Primary Care Trusts in England / Local Health Boards in Scotland / 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, 14 LHBs (Board & Primary Care Staff) in Scotland, and the one Health & Social Services Board in Northern Ireland were identified and surveyed. 70 of the PCTs in England opted to report commissioning activity separately from provider arm activity.

- ***A 100% response rate was achieved.***

The previous response rates were 100% in May 2009 and 2008.

Presentation of results

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

The results have been presented in three sections:

Section A. Total NHS Pharmacy Staffing Establishments and Vacancy Rates

A brief section of 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, health boards and PCTs/LHBs.

Section B. NHS Trusts Pharmacy Staffing Establishments and Vacancy Rates

Comprehensive data for NHS acute and mental health Trusts including Welsh Health Boards. This enables useful comparisons with previous years' survey results for England, Scotland and Northern Ireland. Comparisons of the Welsh data with previous years will need careful interpretation due to the merger of Welsh NHS Trusts and LHBs into Health Boards.

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

Comprehensive data for PCTs/LHBs. This section allows comparison of the 2010 data with 2009 data for England, Scotland and Northern Ireland.

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.

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

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

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

This provides the headline data of staffing establishments, vacancy data and overall numbers of trainees.

There are 9,208.11 established pharmacist posts in the NHS **overall** across England, Wales, Scotland and Northern Ireland

There are 7,837.06 established pharmacy technician posts in the NHS **overall** across England, Wales, Scotland and Northern Ireland

There are 4,234.40 established pharmacy assistant posts in the NHS **overall** across England, Wales, Scotland and Northern Ireland

Data collated from the 2009 and 2010 surveys are shown in Table 1b to allow comparisons of the Staffing Establishment, Current vacancy rates and 3 month vacancy rates over a 12 month period.

Tables 1c and 1d show the trend data for qualified pharmacists and qualified pharmacy technicians from 2008 to 2010 by SHA and Home country.

Figures 1a and 1b illustrate the trend data for current and 3-month vacancies of qualified pharmacists and qualified pharmacy technicians by SHA and home country from 2008 – 2010.

Figures 1c(i) and 1c(ii) illustrate the **overall** NHS staffing establishment of pharmacists and pharmacy technicians in NHS Trusts and PCTs by band to illustrate the proportion of trainee grade posts to career grade posts and also the proportion of established posts in each organisation at each band.

Figures 1d(i) and 1d(ii) illustrate the number of qualified pharmacists and qualified pharmacy technician posts as FTEs and as headcount by band which illustrates the extent of part-time working by band.

Figure 1e. shows skill mix by band.

Table 1a. May 2010 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 (FTE)	In Post Head Count	Posts occupied by agency staff/locums (FTE)	Total posts occupied (FTE)	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (FTE) (Vacancy Rate)	Posts not permanently occupied after three months (FTE) (Vacancy Rate)	Posts Currently at Risk (FTE)	Posts Dis-established since May 2009 (FTE)
Pharmacists										
Band 9	113.58	111.33 (98.0%)	119	0.00 (0.0%)	111.33 (98.0%)	2.25 (2.0%)	2.25 (2.0%)	4.00 (3.5%)	1.00 (0.9%)	3.18
Band 8d	345.85	337.47 (97.6%)	363	1.00 (0.3%)	338.47 (97.9%)	7.38 (2.1%)	8.38 (2.4%)	3.67 (1.1%)	2.00 (0.6%)	9.40
Band 8c	592.28	544.03 (91.9%)	591	7.03 (1.2%)	551.06 (93.0%)	41.22 (7.0%)	48.25 (8.1%)	38.02 (6.4%)	9.20 (1.6%)	13.48
Band 8b	1,425.20	1,350.50 (94.8%)	1,568	16.00 (1.1%)	1,366.50 (95.9%)	58.70 (4.1%)	74.70 (5.2%)	57.71 (4.0%)	15.27 (1.1%)	24.81
Band 8a	2,938.10	2,686.89 (91.4%)	3,298	60.76 (2.1%)	2,747.65 (93.5%)	190.45 (6.5%)	251.21 (8.6%)	184.60 (6.3%)	40.42 (1.4%)	37.63
Band 7	2,270.08	1,870.61 (82.4%)	2,226	146.28 (6.4%)	2,016.89 (88.8%)	253.19 (11.2%)	399.47 (17.6%)	260.51 (11.5%)	20.35 (0.9%)	45.77
Band 6	1,523.03	1,275.73 (83.8%)	1,341	91.20 (6.0%)	1,366.93 (89.8%)	156.10 (10.2%)	247.30 (16.2%)	176.34 (11.6%)	13.06 (0.9%)	53.45
Total Qualified Pharmacists	9,208.11	8,176.55 (88.8%)	9,506	322.27 (3.5%)	8,498.82 (92.3%)	709.29 (7.7%)	1,031.56 (11.2%)	724.85 (7.9%)	101.30 (1.1%)	187.72
Pre-registration Trainee Pharmacists	723.50	705.50 (97.5%)	711.00	0.00	705.50 (97.5%)	18.00 (2.5%)	18.00 (2.5%)	7.50 (1.0%)	1.00 (0.14%)	6.00
Pharmacy Technicians										
Band 8c	4.00	3.42 (85.5%)	4	0.00 (0.0%)	3.42 (85.5%)	0.58 (14.5%)	0.58 (14.5%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8b	21.84	21.84 (100.0%)	22	0.00 (0.0%)	21.84 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	1.00
Band 8a	55.17	53.17 (96.4%)	55	1.00 (1.8%)	54.17 (98.2%)	1.00 (1.8%)	2.00 (3.6%)	0.00 (0.0%)	0.00 (0.0%)	2.00
Band 7	517.00	489.68 (94.7%)	532	2.00 (0.4%)	491.68 (95.1%)	25.32 (4.9%)	27.32 (5.3%)	21.31 (4.1%)	5.04 (1.0%)	5.07
Band 6	1,442.29	1,387.27 (96.2%)	1,530	12.09 (0.8%)	1,399.363 (97.0%)	42.93 (3.0%)	55.02 (3.8%)	40.01 (2.8%)	12.63 (0.9%)	20.76
Band 5	3,795.40	3,463.20 (91.2%)	4,086	74.86 (2.0%)	3,538.06 (93.2%)	257.34 (6.8%)	332.20 (8.8%)	216.70 (5.7%)	29.74 (0.8%)	39.40
Band 4	2,001.36	1,786.17 (89.2%)	2,019	64.68 (3.2%)	1,850.85 (92.5%)	150.51 (7.5%)	215.19 (10.8%)	146.41 (7.3%)	22.04 (1.1%)	30.40
Total Qualified Pharmacy Technicians	7,837.06	7,204.75 (91.9%)	8,248	154.63 (2.0%)	7,359.38 (93.9%)	477.68 (6.1%)	632.31 (8.1%)	424.43 (5.4%)	69.45 (0.9%)	98.63
Pre-registration Trainee Pharmacy Technicians - Year 1	417.70	413.33 (99.0%)	414		413.33 (99.0%)	4.37 (1.05%)	4.37 (1.0%)	8.00 (1.9%)	2.00 (0.5%)	4.00
Pre-registration Trainee Pharmacy Technicians - Year 2	408.69	411.29 (100.6%)	413		411.29 (100.6%)	-2.60 (-0.64%)	-2.60 (-0.6%)	11.20 (2.7%)	4.00 (1.0%)	5.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	17,045.17	15,381.31 (90.2%)	17,754	476.90 (2.8%)	15,858.21 (93.0%)	1,186.97 (7.0%)	1,663.87 (9.8%)	1,149.28 (6.7%)	170.75 (1.0%)	286.35
Pharmacy Assistants	4,234.40	3,917.28 (92.5%)	4,495	60.55 (1.4%)	3,977.83 (93.9%)	256.57 (6.1%)	317.12 (7.5%)	222.59 (5.3%)	30.38 (0.7%)	59.83
Admin and Clerical	1,673.37	1,572.78 (94.0%)	1,837	35.03 (2.1%)	1,607.81 (96.1%)	65.56 (3.9%)	100.59 (6.0%)	68.07 (4.1%)	26.99 (1.6%)	29.96
Other*	286.82	274.40 (95.7%)	311	12.20 (4.3%)	286.60 (99.9%)	0.22 (0.1%)	12.42 (4.3%)	4.61 (1.6%)	1.00 (0.3%)	4.61
Total Support Staff	6,194.59	5,764.46 (93.1%)	6,643	107.78 (1.7%)	5,872.24 (94.8%)	322.35 (5.2%)	430.13 (6.9%)	295.27 (4.8%)	58.37 (0.9%)	94.40
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	23,239.76	21,145.76 (91.0%)	24,397	584.68 (2.5%)	21,730.44 (93.5%)	1,509.32 (6.5%)	2,094.00 (9.0%)	1,444.55 (6.2%)	229.12 (1.0%)	380.75

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

Table 1b. May 2009 & May 2010 Staffing Establishments in NHS Trusts and PCTs/LHBs - Summary data for pharmacists, pharmacy technicians, pharmacy assistants and locum/agency staff - England, Wales, Scotland and Northern Ireland.

Staff Group	May 2009 100% response rate						May 2010 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	112.08	106.94 (95.4%)	5.14 (4.6%)				1.00 (0.9%)	113.58	111.33 (98.0%)	2.25 (2.0%)	0.00 (0.0%)	4.00 (3.5%)
Band 8d	342.23	334.60 (97.8%)	7.63 (2.2%)				4.80 (1.4%)	345.85	337.47 (97.6%)	8.38 (2.4%)	1.00 (0.3%)	3.67 (1.1%)
Band 8c	586.38	553.29 (94.4%)	33.09 (5.6%)				25.17 (4.3%)	592.28	544.03 (91.9%)	48.25 (8.1%)	7.03 (1.2%)	38.02 (6.4%)
Band 8b	1,381.78	1,280.88 (92.7%)	100.90 (7.3%)				70.38 (5.1%)	1,425.20	1,350.50 (94.8%)	74.70 (5.2%)	16.00 (1.1%)	57.71 (4.0%)
Band 8a	2,789.23	2,509.28 (90.0%)	279.95 (10.0%)				200.34 (7.2%)	2,938.10	2,686.89 (91.4%)	251.21 (8.6%)	60.76 (2.1%)	184.60 (6.3%)
Band 7	2,194.72	1,776.70 (81.0%)	418.01 (19.0%)				309.35 (14.1%)	2,270.08	1,870.61 (82.4%)	399.47 (17.6%)	146.28 (6.4%)	260.51 (11.5%)
Band 6	1,579.55	1,189.61 (75.3%)	389.94 (24.7%)				329.78 (20.9%)	1,523.03	1,275.73 (83.8%)	247.30 (16.2%)	91.20 (6.0%)	176.34 (11.6%)
Total Qualified Pharmacists	8,985.96	7,751.30 (86.3%)	1,234.66 (13.7%)	381.71 (4.2%)	940.82 (10.5%)	9,208.11	8,176.55 (88.8%)	1,031.56 (11.2%)	322.27 (3.5%)	724.85 (7.9%)		
Pre-registration Trainee Pharmacists	667.00	654.02 (98.1%)	12.98 (1.9%)			9.50 (1.4%)	723.50	705.50 (97.5%)	18.00 (2.5%)			7.50 (1.0%)
Pharmacy Technicians												
Band 8c	2.00	2.00 (100.0%)	0.00 (0.0%)				0.00 (0.0%)	4.00	3.42 (85.5%)	0.58 (14.5%)	0.00 (0.0%)	0.00 (0.0%)
Band 8b	23.44	22.44 (95.7%)	1.00 (4.3%)				0.00 (0.0%)	21.84	21.84 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)
Band 8a	39.81	37.56 (94.3%)	2.25 (5.7%)				0.00 (0.0%)	55.17	53.17 (96.4%)	2.00 (3.6%)	1.00 (1.8%)	0.00 (0.0%)
Band 7	499.92	476.98 (95.4%)	22.94 (4.6%)				15.48 (3.1%)	517.00	489.68 (94.7%)	27.32 (5.3%)	2.00 (0.4%)	21.31 (4.1%)
Band 6	1,384.47	1,287.99 (93.0%)	96.48 (7.0%)				47.47 (3.4%)	1,442.29	1,387.27 (96.2%)	55.02 (3.8%)	12.09 (0.8%)	40.01 (2.8%)
Band 5	3,694.23	3,366.88 (91.1%)	327.35 (8.9%)				211.96 (5.7%)	3,795.40	3,463.20 (91.2%)	332.20 (8.8%)	74.86 (2.0%)	216.70 (5.7%)
Band 4	2,065.08	1,812.34 (87.8%)	252.74 (12.2%)				185.12 (9.0%)	2,001.36	1,786.17 (89.2%)	215.19 (10.8%)	64.68 (3.2%)	146.41 (7.3%)
Total Qualified Pharmacy Technicians	7,708.95	7,006.20 (90.9%)	702.75 (9.1%)	200.00 (2.9%)	460.03 (6.0%)	7,837.06	7,204.75 (91.9%)	632.31 (8.1%)	154.63 (2.0%)	424.43 (5.4%)		
Pre-registration Trainee Pharmacy Technicians - Year 1	418.89	399.71 (95.4%)	19.18 (4.6%)			22.18 (5.1%)	417.70	413.33 (99.0%)	4.37 (1.0%)			8.00 (1.9%)
Pre-registration Trainee Pharmacy Technicians - Year 2	363.30	360.10 (99.1%)	3.20 (0.9%)			7.00 (2.1%)	408.69	411.29 (100.6%)	-2.60 (-0.6%)			11.20 (2.7%)
Total Qualified Professional Staff	16,694.91	14,757.50 (88.4%)	1,937.42 (11.6%)	581.71 (3.5%)	1,400.85 (8.4%)	17,045.17	15,381.31 (90.2%)	1,663.87 (9.8%)	476.90 (2.8%)	1,149.28 (6.7%)		
Pharmacy Assistants	4,181.72	3,898.55 (93.2%)	187.40 (4.5%)	34.98 (0.9%)	180.99 (4.7%)	4,234.40	3,917.28 (92.5%)	317.12 (7.5%)	60.55 (1.4%)	222.59 (5.3%)		

- Pharmacist staffing establishments in the NHS overall have increased by 2.5% (222.15 FTEs) between May 2009 and May 2010 across England, Wales, Scotland & Northern Ireland.
- Pharmacy Technician staffing establishments in the NHS overall have increased by 1.7% (128.11 FTEs) between May 2009 and May 2010 across England, Wales, Scotland & Northern Ireland.

Table 1c. Staffing Establishments and Vacancy Rates in NHS Trusts & PCTs/LHBs - trends for Qualified Pharmacists by country - England, Wales, Scotland and Northern Ireland. 2008-2010

	May 2008 100% response rate					May 2009 100% response rate					May 2010 100% response rate				
	ALL QUALIFIED PHARMACISTS					ALL QUALIFIED PHARMACISTS					ALL QUALIFIED PHARMACISTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %			
North East SHA	361.34	302.01	16.4%	35.41	9.8%	403.52	327.84	18.8%	50.47	12.5%	399.57	351.99	11.9%	40.61	10.2%
North West SHA	1,001.35	857.07	14.4%	88.40	8.8%	1,070.38	897.37	16.2%	146.27	13.7%	1,112.89	971.48	12.7%	113.35	10.2%
Yorkshire & Humber SHA	697.92	623.09	10.7%	65.31	9.4%	726.72	645.67	11.2%	65.80	9.1%	757.38	673.00	11.1%	75.12	9.9%
East Midlands SHA	448.26	398.13	11.2%	28.05	6.3%	492.81	440.17	10.7%	49.59	10.1%	498.40	425.80	14.6%	47.21	9.5%
West Midlands SHA	591.98	527.36	10.9%	48.97	8.3%	640.26	552.99	13.6%	62.15	9.7%	679.85	589.99	13.2%	61.17	9.0%
East of England SHA	579.42	478.60	17.4%	61.77	10.7%	621.92	496.56	20.2%	71.08	11.4%	650.55	556.82	14.4%	61.82	9.5%
London SHA	1,568.57	1,336.42	14.8%	104.91	6.7%	1,655.65	1,404.85	15.1%	161.64	9.8%	1,665.06	1,497.02	10.1%	104.12	6.3%
South East Coast SHA	409.86	351.24	14.3%	33.81	8.2%	461.63	394.26	14.6%	54.80	11.9%	475.07	410.28	13.6%	38.88	8.2%
South Central SHA	459.48	391.77	14.7%	34.08	7.4%	476.03	411.67	13.5%	51.05	10.7%	512.09	461.27	9.9%	44.81	8.8%
South West SHA	494.48	428.29	13.4%	50.30	10.2%	515.62	463.79	10.1%	30.64	5.9%	578.32	521.47	9.8%	39.09	6.8%
England	6,612.66	5,693.98	13.9%	551.01	8.3%	7,064.53	6,035.17	14.6%	743.49	10.5%	7,329.18	6,459.12	11.9%	626.18	8.5%
Wales	499.43	479.93	3.9%	13.10	2.6%	522.38	488.60	6.5%	25.10	4.8%	539.88	501.74	7.1%	19.20	3.6%
Scotland	Data not collected					1,025.07	902.34	12.0%	121.70	11.9%	959.53	863.21	10.0%	65.47	6.8%
Northern Ireland	353.87	310.32	12.3%	33.90	9.6%	373.98	325.19	13.0%	50.53	13.5%	379.52	352.48	7.1%	14.00	3.7%

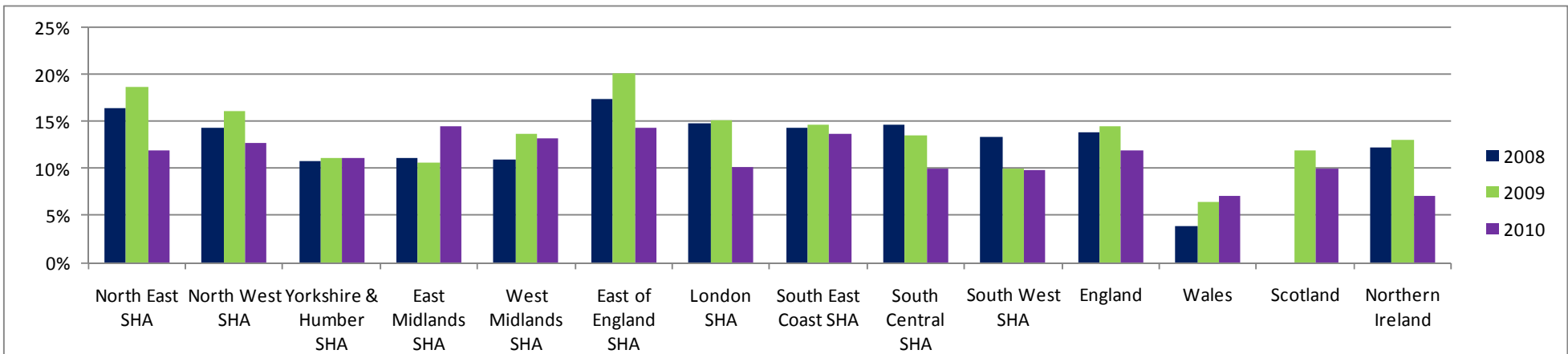


Figure 1a(i) Vacancy rates in NHS Trusts and PCTs/LHBs - trends for Qualified Pharmacists by country - England, Wales, Scotland and Northern Ireland. 2008 - 2010
Current vacancies at 31 May 2008, 2009 & 2010

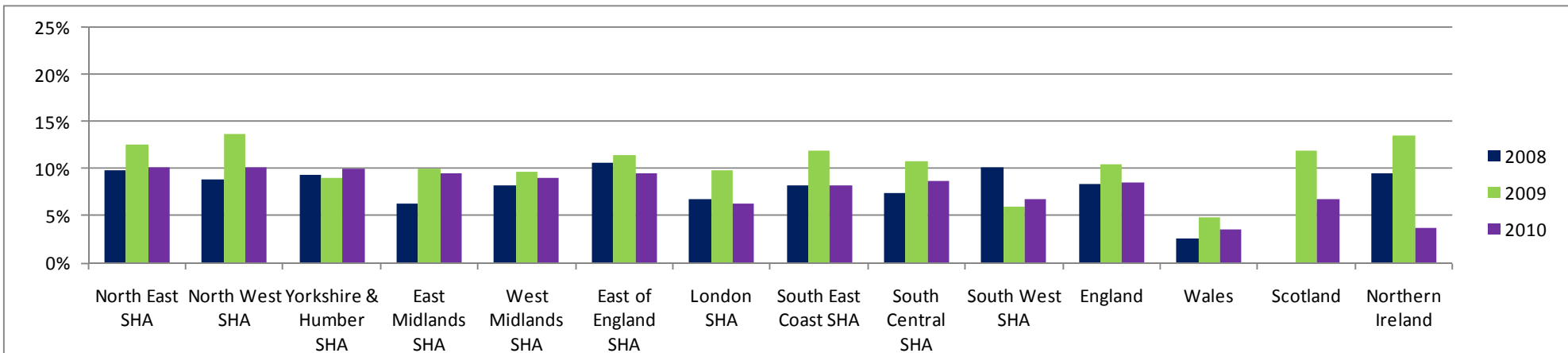


Figure 1a(ii) Vacancy rates in NHS Trusts and PCTs/LHBs - trends for Qualified Pharmacists by country - England, Wales, Scotland and Northern Ireland. 2008 - 2010
3 month vacancies at 31 May 2008, 2009 & 2010

Table 1d. Staffing Establishments and Vacancy Rates in NHS Trusts & PCTs/LHBs - trends for Qualified Pharmacy Technicians by country - England, Wales, Scotland and Northern Ireland. 2008-2010

	May 2008 100% response rate					May 2009 100% response rate					May 2010 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	335.58	309.04	7.9%	2.42	0.7%	355.39	321.60	9.5%	28.69	8.1%	359.56	333.71	7.2%	14.69	4.1%
North West SHA	1,006.97	923.78	8.3%	34.18	3.4%	1,072.60	983.08	8.3%	88.33	8.2%	1,071.16	981.31	8.4%	65.80	6.1%
Yorkshire & Humber SHA	706.25	647.12	8.4%	31.57	4.5%	737.73	647.73	12.2%	88.70	12.0%	724.51	659.64	9.0%	56.38	7.8%
East Midlands SHA	485.79	431.66	11.1%	11.41	2.3%	498.94	456.44	8.5%	44.81	9.0%	532.60	485.84	8.8%	31.67	5.9%
West Midlands SHA	642.75	605.07	5.9%	20.54	3.2%	693.51	645.83	6.9%	44.48	6.4%	719.07	664.43	7.6%	28.90	4.0%
East of England SHA	543.56	488.01	10.2%	23.83	4.4%	595.89	531.49	10.8%	58.60	9.8%	609.21	559.75	8.1%	44.02	7.2%
London SHA	1,041.79	908.21	12.8%	61.85	5.9%	1,093.02	932.74	14.7%	154.44	14.1%	1,101.42	967.20	12.2%	77.19	7.0%
South East Coast SHA	390.27	343.57	12.0%	21.53	5.5%	402.14	363.31	9.7%	38.83	9.7%	419.59	392.06	6.6%	19.30	4.6%
South Central SHA	353.61	313.49	11.3%	11.00	3.1%	368.94	335.24	9.1%	33.70	9.1%	394.09	361.48	8.3%	29.75	7.5%
South West SHA	476.47	439.37	7.8%	21.98	4.6%	471.68	441.43	6.4%	29.75	6.3%	504.73	469.72	6.9%	20.30	4.0%
England	5,983.04	5,409.32	9.6%	240.31	4.0%	6,289.84	5,658.89	10.0%	610.33	9.7%	6,435.94	5,875.14	8.7%	388.00	6.0%
Wales	495.15	479.78	3.1%	6.07	1.2%	458.31	440.81	3.8%	3.20	0.7%	475.74	468.27	1.6%	5.76	1.2%
Scotland	Data not collected					706.37	673.36	4.7%	33.01	4.7%	660.92	627.78	5.0%	20.77	3.1%
Northern Ireland	178.83	161.16	9.9%	17.68	9.9%	254.43	233.13	8.4%	21.30	8.4%	264.46	233.56	11.7%	9.90	3.7%



Figure 1b(i) Vacancy rates in NHS Trusts and PCTs/LHBs - trends for Qualified Pharmacy Technicians by country - England, Wales, Scotland and Northern Ireland. 2008 - 2010
Current vacancies at 31 May 2008, 2009 & 2010

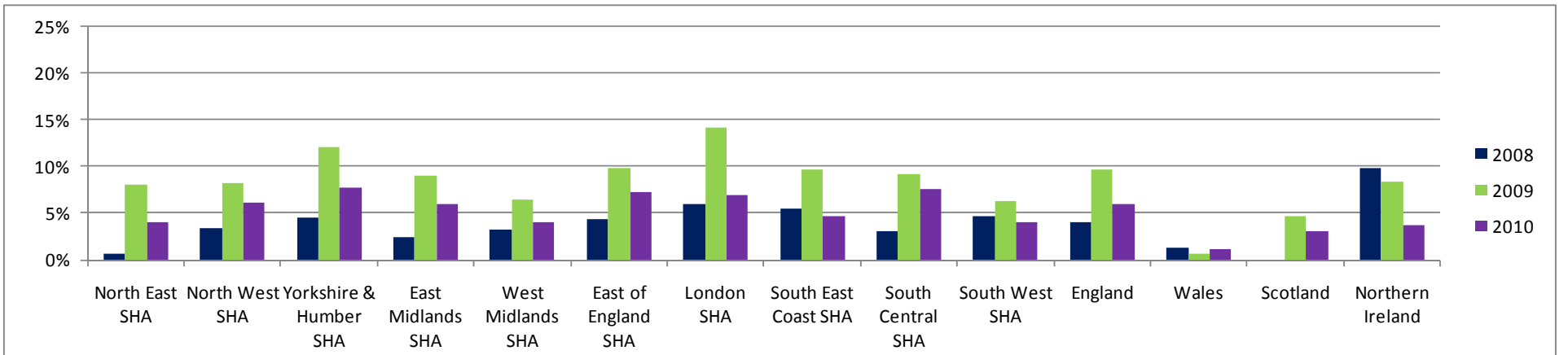


Figure 1b(ii) Vacancy rates in NHS Trusts and PCTs/LHBs - trends for Qualified Pharmacy Technicians by country - England, Wales, Scotland and Northern Ireland. 2008 - 2010
3 month vacancies at 31 May 2008, 2009 & 2010

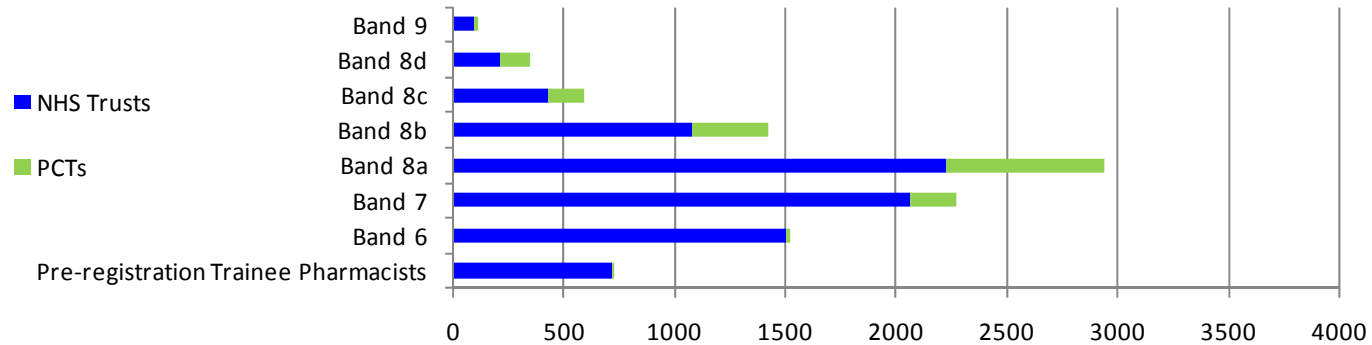


Figure 1c(i). Number of established Pharmacist posts by Band in NHS Trusts and PCTs/LHBs. England, Wales, Scotland and Northern Ireland - 2010

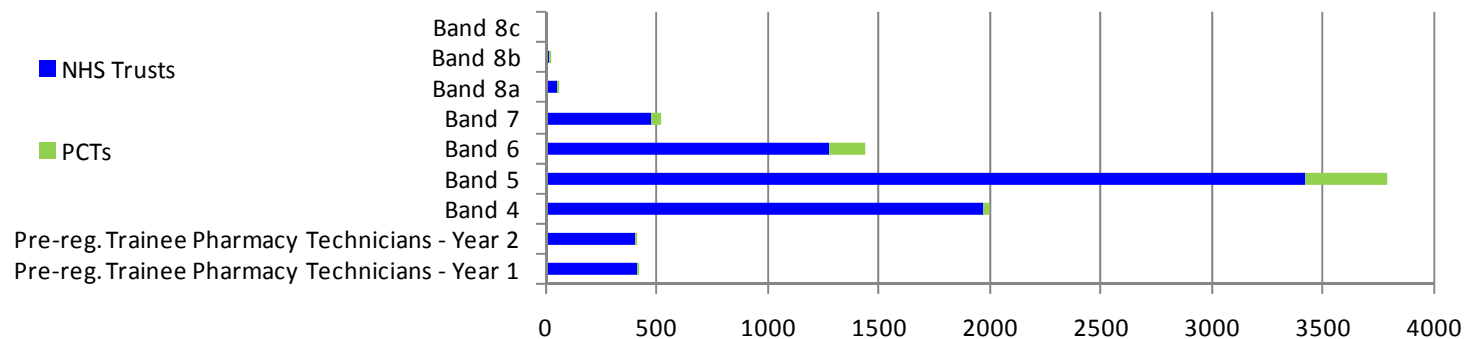


Figure 1c(ii). Number of established Pharmacy Technician posts by Band in NHS Trusts and PCTs/LHBs. England, Wales, Scotland & Northern Ireland - 2010

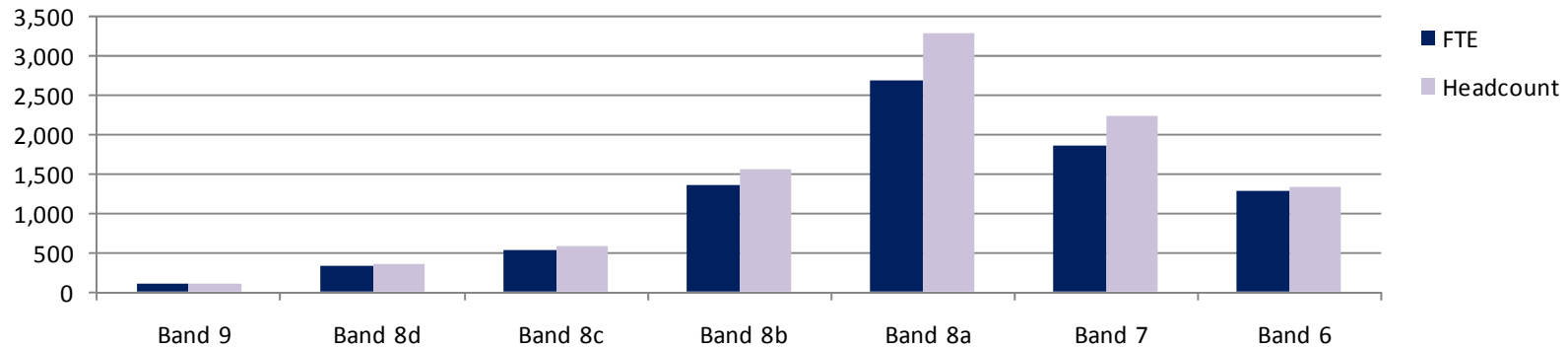


Figure 1d(i). Number of Qualified Pharmacists in post (FTE and headcount) by Band in NHS Trusts and PCTs/LHBs. England, Wales, Scotland and Northern Ireland - 2010

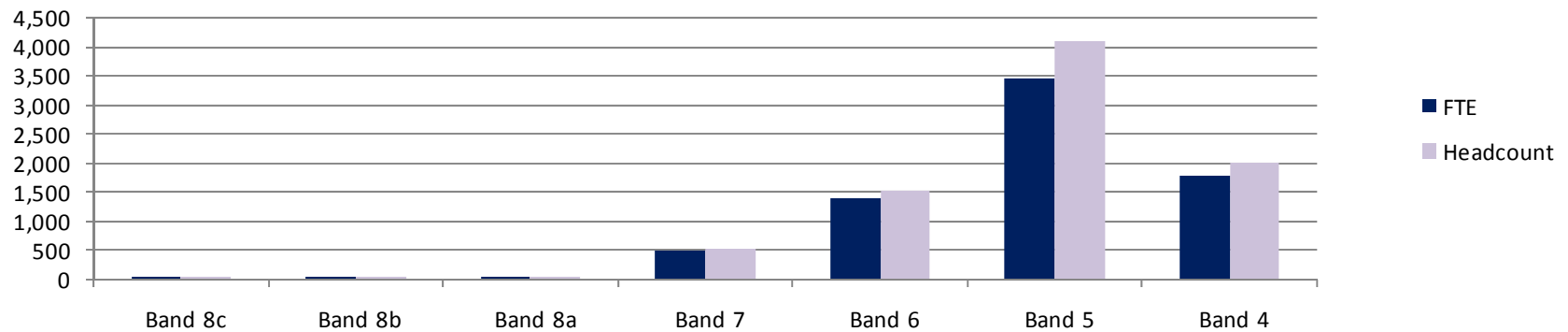
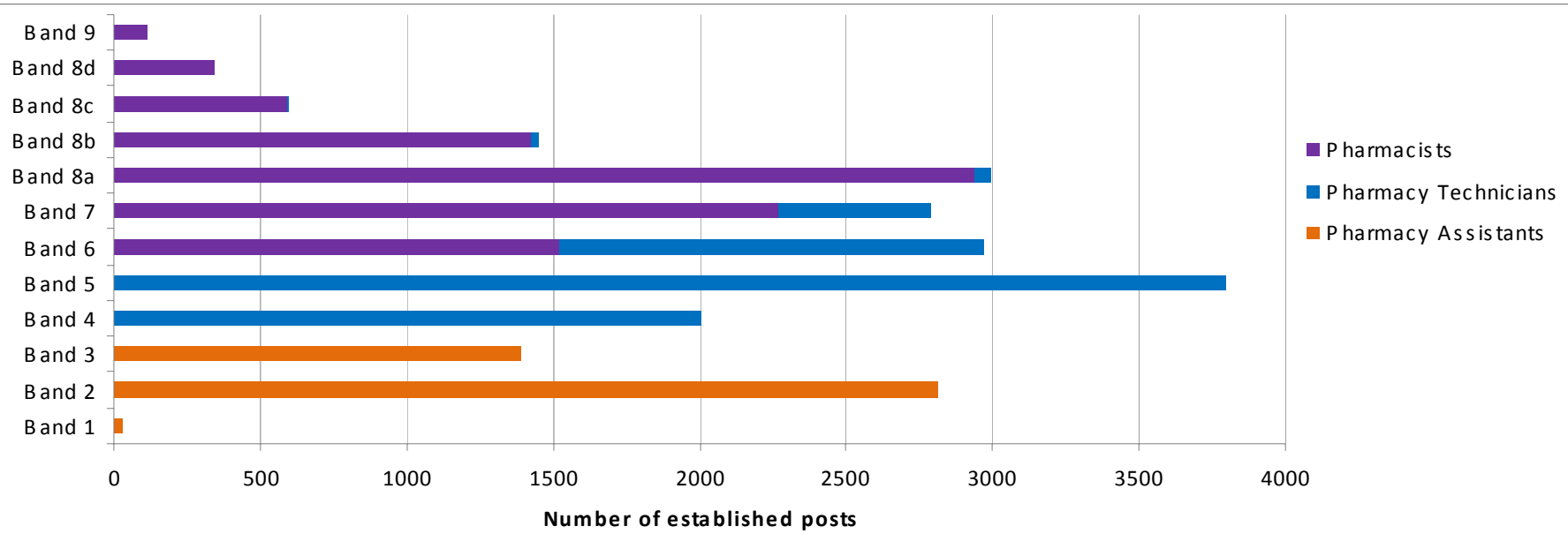


Figure 1d(ii). Number of Qualified Pharmacy Technicians in post (FTE and headcount) by Band in NHS Trusts and PCTs/LHBs. England, Wales, Scotland and Northern Ireland - 2010



**Figure 1e. Number of established posts by staff group
(not including pre-registration trainees)
in NHS trusts and PCTs/LHBs
in England, Wales, Scotland and Northern Ireland - 2010**

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 current vacancy rates for pharmacy departments in NHS acute and mental health trusts across England, Scotland and Northern Ireland and Welsh Health Boards are summarised in Table 2a. These organisations are referred to in this report as [NHS Trusts](#) for brevity.

There are 7,620.37 FTE established pharmacist posts in [NHS trusts](#) across England, Wales, Scotland and Northern Ireland.

There are 7,230.53 FTE established pharmacy technician posts in [NHS trusts](#) across England, Wales, Scotland and Northern Ireland.

There are 4,202.63 FTE established pharmacy assistant posts in [NHS trusts](#) across England, Wales, Scotland and Northern Ireland.

Table 2a. May 2010 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 (FTE)	In Post Head Count	Posts occupied by agency staff/locums (FTE)	Total posts occupied (FTE)	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (FTE) (Vacancy Rate)	Posts not permanently occupied after three months (FTE) (Vacancy Rate)	Posts Currently at Risk (FTE)	Posts Disestablished since May 2009 (FTE)
Pharmacists										
Band 9	100.87	100.62 (99.8%)	105	0.00 (0.0%)	100.62 (99.8%)	0.25 (0.2%)	0.25 (0.2%)	2.00 (2.0%)	1.00 (1.0%)	3.18
Band 8d	212.73	205.46 (96.6%)	215	1.00 (0.5%)	206.46 (97.1%)	6.27 (2.9%)	7.27 (3.4%)	3.27 (1.5%)	2.00 (0.9%)	4.00
Band 8c	429.48	393.60 (91.6%)	417	5.00 (1.2%)	398.60 (92.8%)	30.88 (7.2%)	35.88 (8.4%)	32.09 (7.5%)	7.20 (1.7%)	7.93
Band 8b	1,083.68	1,028.33 (94.9%)	1,156	13.10 (1.2%)	1,041.43 (96.1%)	42.25 (3.9%)	55.35 (5.1%)	39.21 (3.6%)	7.49 (0.7%)	14.45
Band 8a	2,229.33	2,062.64 (92.5%)	2,425	46.15 (2.1%)	2,108.79 (94.6%)	120.55 (5.4%)	166.70 (7.5%)	124.63 (5.6%)	22.44 (1.0%)	18.68
Band 7	2,059.81	1,701.87 (82.6%)	1,969	137.13 (6.7%)	1,839.00 (89.3%)	220.81 (10.7%)	357.94 (17.4%)	234.48 (11.4%)	15.82 (0.8%)	38.84
Band 6	1,504.47	1,259.47 (83.7%)	1,320	89.00 (5.9%)	1,348.47 (89.6%)	156.00 (10.4%)	245.00 (16.3%)	174.44 (11.6%)	13.06 (0.9%)	50.45
Total Qualified Pharmacists	7,620.37	6,751.99 (88.6%)	7,607	291.38 (3.8%)	7,043.37 (92.4%)	577.01 (7.6%)	868.38 (11.4%)	610.12 (8.0%)	69.01 (0.9%)	137.53
Pre-registration Trainee Pharmacists	720.00	702.50 (97.6%)	707.00	0.00	702.50 (97.6%)	17.50 (2.4%)	17.50 (2.4%)	7.50 (1.0%)	1.00 (0.14%)	4.00
Pharmacy Technicians										
Band 8c	4.00	3.42 (85.5%)	4	0.00 (0.0%)	3.42 (85.5%)	0.58 (14.5%)	0.58 (14.5%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8b	19.84	19.84 (100.0%)	20	0.00 (0.0%)	19.84 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 8a	54.17	52.17 (96.3%)	54	1.00 (1.8%)	53.17 (98.2%)	1.00 (1.8%)	2.00 (3.7%)	0.00 (0.0%)	0.00 (0.0%)	2.00
Band 7	476.87	452.79 (95.0%)	492	2.00 (0.4%)	454.79 (95.4%)	22.08 (4.6%)	24.08 (5.0%)	18.07 (3.8%)	5.00 (1.0%)	4.07
Band 6	1,274.36	1,229.22 (96.5%)	1,348	10.89 (0.9%)	1,240.11 (97.3%)	34.25 (2.7%)	45.14 (3.5%)	34.41 (2.7%)	7.63 (0.6%)	15.91
Band 5	3,425.78	3,139.76 (91.7%)	3,690	67.76 (2.0%)	3,207.52 (93.6%)	218.26 (6.4%)	286.02 (8.3%)	181.68 (5.3%)	27.60 (0.8%)	29.56
Band 4	1,975.51	1,761.32 (89.2%)	1,980	64.68 (3.3%)	1,826 (92.4%)	149.51 (7.6%)	214.19 (10.8%)	145.41 (7.4%)	22.04 (1.1%)	30.40
Total Qualified Pharmacy Technicians	7,230.53	6,658.52 (92.1%)	7,588	146.33 (2.0%)	6,804.85 (94.1%)	425.68 (5.9%)	572.01 (7.9%)	379.57 (5.2%)	62.27 (0.9%)	81.94
Pre-registration Trainee Pharmacy Technicians - Year 1	415.70	411.33 (98.9%)	412		411.33 (98.9%)	4.37 (1.1%)	4.37 (1.1%)	8.00 (1.9%)	2.00 (0.5%)	4.00
Pre-registration Trainee Pharmacy Technicians - Year 2	407.69	410.29 (100.6%)	412		410.29 (100.6%)	-2.60 (-0.6%)	-2.60 (-0.6%)	11.20 (2.7%)	4.00 (1.0%)	5.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	14,850.90	13,410.51 (90.3%)	15,195	437.71 (2.9%)	13,848.22 (93.2%)	1,002.69 (6.8%)	1,440.40 (9.7%)	989.69 (6.7%)	131.28 (0.9%)	219.47
Pharmacy Assistants	4,202.63	3,891.51 (92.6%)	4,463	60.55 (1.4%)	3,952.06 (94.0%)	250.57 (6.0%)	311.12 (7.4%)	221.59 (5.3%)	30.38 (0.7%)	57.83
Admin and Clerical	1,285.20	1,221.75 (95.1%)	1,427	19.43 (1.5%)	1,241.18 (96.6%)	44.02 (3.4%)	63.45 (4.9%)	49.87 (3.9%)	14.48 (1.1%)	17.49
Other*	246.90	237.82 (96.3%)	262	9.00 (3.6%)	246.82 (100.0%)	0.08 (0.0%)	9.08 (3.7%)	1.43 (0.6%)	1.00 (0.4%)	1.43
Total Support Staff	5,734.73	5,351.08 (93.3%)	6,152	88.98 (1.6%)	5,440.06 (94.9%)	294.67 (5.1%)	383.65 (6.7%)	272.89 (4.8%)	45.86 (0.8%)	76.75
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	20,585.63	18,761.59 (91.1%)	21,347	526.69 (2.6%)	19,288.28 (93.7%)	1,297.36 (6.3%)	1,824.05 (8.9%)	1,262.58 (6.1%)	177.14 (0.9%)	296.22

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

3. Trends in Pharmacy Staffing Establishments in NHS Trusts

Trends in staffing establishments over time by geographical area have been examined, comparing data from surveys carried out in 2008, 2009 and 2010 by country. It should be noted that although most surveys up until and including 2006 covered the whole of Great Britain, 2007 and 2008 figures did not include Scotland. Northern Ireland was surveyed for the first time in 2008. The 2009 and 2010 surveys included England, Wales, Scotland and Northern Ireland. The 2008, 2009 and 2010 response rates have been 100%.

Care must be taken in interpreting the trend data for a number of reasons; Agenda for Change has been more widely implemented and more appeals completed since May 2009. The Welsh “NHS Trust” data include staff who may previously have been represented in either NHS Trusts or LHBs because Welsh primary care activity is no longer separated out under the new Health Board structures.

In addition, in England, PCT provider activity may have moved into some NHS acute or mental health trusts, so this also needs to be taken into account when considering the data.

Table 3a. Trends in NHS Trust Pharmacy Staffing Establishments in NHS trusts by country over time 2008-2010

Table 3a shows trends in NHS Trust Pharmacy Staffing Establishments by country 2008-2010, with the % change in reported staffing establishment from May 2009 to May 2010.

The Welsh NHS Trust and LHB data from 2008 and 2009 surveys have been merged in order to facilitate comparisons with the 2010 Welsh Health Board data.

Table 3b – 3e. Trends for Qualified Pharmacists, Qualified Pharmacy Technicians, Band 6 Qualified Pharmacists and Band 4 Qualified Pharmacy Technicians

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 current vacancy rate and 3 month vacancy rate data are presented graphically in Figures 3a-d.

Table 3a. Trends in NHS Trust Pharmacy Staffing Establishments by country 2008-2010 (see note above re: interpretation)

Staff Group	England				Wales (inc. LHBs for 2008 & 2009)				Scotland				Northern Ireland			
	Established Posts (FTE) 2008	Established Posts (FTE) 2009	Established Posts (FTE) 2010	% Change in reported staffing establishment from May 2009 to May 2010	Established Posts (FTE) 2008	Established Posts (FTE) 2009	Established Posts (FTE) 2010	% Change in reported staffing establishment from May 2009 to May 2010	Established Posts (FTE) 2008	Established Posts (FTE) 2009	Established Posts (FTE) 2010	% Change in reported staffing establishment from May 2009 to May 2010	Established Posts (FTE) 2008	Established Posts (FTE) 2009	Established Posts (FTE) 2010	% Change in reported staffing establishment from May 2009 to May 2010
Pharmacists																
Band 9	89.30	93.60	91.87	-1.8%	4.00	7.20	9.00	25.0%		1.00	0.00	-100.0%	0.00	0.00	0.00	#DIV/0!
Band 8d	176.86	182.19	187.98	3.2%	12.00	17.45	14.75	-15.5%		9.00	6.00	-33.3%	5.00	5.00	4.00	-20.0%
Band 8c	329.90	339.35	342.91	1.0%	58.91	58.98	57.58	-2.4%	Data not collected	21.00	19.00	-9.5%	11.00	14.00	9.99	-28.6%
Band 8b	808.85	857.81	870.81	1.5%	79.13	97.91	102.37	4.6%		80.04	90.53	13.1%	28.50	20.10	19.97	-0.6%
Band 8a	1,468.83	1,622.26	1,757.09	8.3%	201.16	206.13	208.47	1.1%		218.75	216.15	-1.2%	53.94	45.30	47.62	5.1%
Band 7	1,350.08	1,480.92	1,577.62	6.5%	86.83	72.41	77.21	6.6%		267.79	223.04	-16.7%	143.78	182.14	181.94	-0.1%
Band 6	1,275.64	1,241.95	1,218.09	-1.9%	57.40	62.30	70.50	13.2%		157.65	130.88	-17.0%	80.24	87.94	85.00	-3.3%
Total Qualified Pharmacists	5,499.46	5,818.08	6,046.37	3.9%	499.43	522.38	539.88	3.4%	0.00	755.23	685.60	-9.2%	322.46	354.48	348.52	-1.7%
Pre-registration Trainee Pharmacists In post (NOT Est posts)	474.00	565.52	617.50	9.2%	38.00	38.00	49.00	28.9%	Data not collected	42.00	42.00	0.0%	10.00	11.50	11.50	0.0%
Pharmacy Technicians																
Band 8c	0.00	2.00	4.00	100.0%	0.00	0.00	0.00	#DIV/0!		0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 8b	17.80	19.64	18.84	-4.1%	1.00	1.00	1.00	0.0%		0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 8a	32.63	37.81	50.17	32.7%	1.00	1.00	1.00	0.0%	Data not collected	0.00	3.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Band 7	404.83	428.53	428.23	-0.1%	18.42	21.58	21.44	-0.6%		21.00	24.27	15.6%	1.00	1.00	2.93	193.0%
Band 6	980.84	1,100.32	1,128.10	2.5%	72.12	83.08	87.40	5.2%		49.30	50.86	3.2%	8.00	9.00	8.00	-11.1%
Band 5	2,563.50	2,703.17	2,819.49	4.3%	246.08	313.43	251.76	-19.7%		310.50	277.60	-10.6%	36.56	72.60	76.93	6.0%
Band 4	1,534.52	1,494.43	1,449.86	-3.0%	104.48	101.20	113.14	11.8%		279.19	236.91	-15.1%	103.27	170.83	175.60	2.8%
Total Qualified Pharmacy Technicians	5,534.12	5,785.90	5,898.69	1.9%	443.10	521.29	475.74	-8.7%	0.00	659.99	592.64	-10.2%	148.83	253.43	263.46	4.0%
Pre-registration Trainee Pharmacy Technicians (Year 1) In post (NOT Est posts)	Data not collected	332.81	359.70	8.1%	Data not collected	26.00	33.00	26.9%		24.90	18.00	-27.7%	Data not collected	14.00	5.00	-64.3%
Pre-registration Trainee Pharmacy Technicians (Year 2) In post (NOT Est posts)	Data not collected	289.40	335.39	15.9%	Data not collected	23.60	29.00	22.9%	Data not collected	23.10	23.60	2.2%	Data not collected	20.00	19.70	-1.5%
Pre-registration Trainee Pharmacy Technicians (Years 1 & 2) In post (NOT Est posts)	524.70	622.21	695.09	11.7%	53.80	49.60	62.00	25.0%		48.00	41.60	-13.3%	28.00	34.00	24.70	-27.4%
Total Qualified Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	11,033.58	11,603.98	11,945.06	2.9%	942.53	1,043.67	1,015.62	-2.7%	0.00	1,415.22	1,278.24	-9.7%	377.48	607.91	611.98	0.7%
Pharmacy Assistants	3,279.25	3,512.05	3,568.91	1.6%	226.92	231.16	232.77	0.7%		322.50	300.23	-6.9%	79.00	107.01	100.72	-5.9%
Admin and Clerical	987.48	992.94	1,040.82	4.8%	91.72	84.45	93.98	11.3%	Data not collected	132.02	96.04	-27.3%	57.79	54.27	54.36	0.2%
Other*	192.13	179.31	221.49	23.5%	7.00	6.21	4.91	-20.9%		20.98	19.50	-7.1%	1.00	0.00	1.00	#DIV/0!
Total Support Staff	4,458.86	4,684.30	4,831.22	3.1%	325.64	321.82	331.66	3.1%	0.00	475.50	415.77	-12.6%	137.79	161.28	156.08	-3.2%
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	15,492.44	16,288.28	16,776.28	3.0%	1,268.17	1,365.49	1,347.28	-1.3%	0.00	1,890.72	1,694.01	-10.4%	515.27	769.19	768.06	-0.1%

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

Care must be taken in interpreting these data, especially in smaller countries where small changes in numbers have a marked effect on percentages. The Scottish 2010 NHS Trust data are not directly comparable with data captured in 2009 due to differences in data reporting.

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. 2008-2010

	May 2008 100% response rate					May 2009 100% response rate					May 2010 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	295.69	247.69	16.2%	30.51	10.3%	328.46	268.25	18.3%	46.07	14.0%	330.32	291.81	11.7%	32.74	9.9%
North West SHA	803.83	681.60	15.2%	76.31	9.5%	856.96	715.69	16.5%	115.72	13.5%	892.34	779.48	12.6%	90.36	10.1%
Yorkshire & Humber SHA	575.63	518.03	10.0%	49.97	8.7%	593.35	534.58	9.9%	44.51	7.5%	629.71	558.91	11.2%	66.46	10.6%
East Midlands SHA	356.22	320.23	10.1%	20.81	5.8%	382.96	342.19	10.6%	43.08	11.2%	401.60	336.52	16.2%	39.39	9.8%
West Midlands SHA	476.14	408.08	14.3%	43.10	9.1%	509.28	436.05	14.4%	60.35	11.9%	535.84	456.30	14.8%	54.97	10.3%
East of England SHA	476.17	392.25	17.6%	55.87	11.7%	504.55	404.79	19.8%	62.78	12.4%	526.27	450.22	14.5%	48.69	9.3%
London SHA	1,372.71	1,188.58	13.4%	79.06	5.8%	1,433.90	1,221.42	14.8%	135.93	9.5%	1,450.40	1,313.60	9.4%	79.02	5.4%
South East Coast SHA	325.06	280.59	13.7%	28.04	8.6%	355.47	301.09	15.3%	45.45	12.8%	375.19	321.15	14.4%	33.04	8.8%
South Central SHA	384.58	324.27	15.7%	30.28	7.9%	400.57	345.71	13.7%	44.25	11.0%	427.11	378.50	11.4%	44.21	10.4%
South West SHA	433.43	370.64	14.5%	42.70	9.9%	452.58	405.25	10.5%	27.64	6.1%	477.59	435.85	8.7%	36.69	7.7%
England	5,499.46	4,731.96	14.0%	456.65	8.3%	5,818.08	4,975.02	14.5%	625.78	10.8%	6,046.37	5,322.34	12.0%	525.57	8.7%
Wales	499.43	479.93	3.9%	13.10	2.6%	522.38	488.60	6.5%	25.10	4.8%	539.88	501.74	7.1%	19.20	3.6%
Scotland	Data not collected					755.23	648.24	14.2%	104.82	13.9%	685.60	606.43	11.5%	51.35	7.5%
Northern Ireland	322.46	281.81	12.6%	33.00	10.2%	354.48	305.69	13.8%	48.53	13.7%	348.52	321.48	7.8%	14.00	4.0%



Figure 3a(i) Vacancy rates in NHS Trusts - trends for Qualified Pharmacists by country - England, Wales, Scotland and Northern Ireland. 2008 - 2010
Current vacancies at 31 May 2008, 2009 & 2010

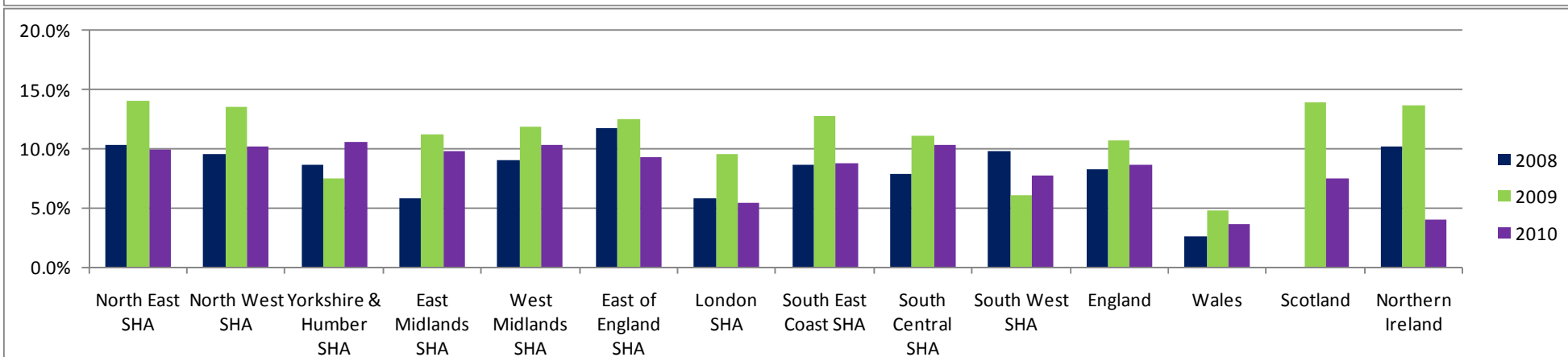


Figure 3a(ii) Vacancy rates in NHS Trusts - trends for Qualified Pharmacists by country - England, Wales, Scotland and Northern Ireland. 2008 - 2010
3 month vacancies at 31 May 2008, 2009 & 2010

Table 3c. Staffing Establishments and Vacancy Rates in NHS Trusts - trends for Qualified Pharmacy Technicians by country - England, Wales, Scotland and Northern Ireland. 2008-2010

	May 2008 100% response rate					May 2009 100% response rate					May 2010 100% response rate				
	ALL QUALIFIED PHARMACY TECHNICIANS					ALL QUALIFIED PHARMACY TECHNICIANS					ALL QUALIFIED PHARMACY TECHNICIANS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %			
North East SHA	312.13	292.39	6.3%	2.42	0.8%	328.39	302.70	7.8%	25.69	7.8%	338.76	314.78	7.1%	13.92	4.1%
North West SHA	903.41	828.02	8.3%	24.08	2.7%	948.15	870.22	8.2%	77.93	8.2%	942.89	861.64	8.6%	59.80	6.3%
Yorkshire & Humber SHA	643.75	591.74	8.1%	28.65	4.5%	668.98	590.18	11.8%	78.80	11.8%	661.63	608.43	8.0%	48.81	7.4%
East Midlands SHA	436.00	392.00	10.1%	10.04	2.3%	451.29	408.28	9.5%	43.01	9.5%	469.73	424.33	9.7%	30.27	6.4%
West Midlands SHA	607.72	566.02	6.9%	17.34	2.9%	643.64	601.46	6.6%	42.18	6.6%	657.36	608.04	7.5%	24.18	3.7%
East of England SHA	501.18	451.53	9.9%	23.13	4.6%	538.93	485.83	9.9%	53.10	9.9%	549.65	507.79	7.6%	30.52	5.6%
London SHA	995.46	868.58	12.7%	58.33	5.9%	1,051.47	900.23	14.4%	151.24	14.4%	1,063.15	935.40	12.0%	74.69	7.0%
South East Coast SHA	346.92	306.38	11.7%	18.73	5.4%	358.48	324.19	9.6%	34.29	9.6%	379.70	359.79	5.2%	13.30	3.5%
South Central SHA	340.38	302.06	11.3%	10.00	2.9%	347.64	313.94	9.7%	33.70	9.7%	371.18	340.17	8.4%	28.25	7.6%
South West SHA	447.17	412.87	7.7%	20.98	4.7%	448.93	419.18	6.6%	29.75	6.6%	464.64	436.93	6.0%	20.30	4.4%
England	5,534.12	5,011.59	9.4%	213.70	3.9%	5,785.90	5,216.21	9.8%	569.69	9.8%	5,898.69	5,397.30	8.5%	344.04	5.8%
Wales	495.15	479.78	3.1%	6.07	1.2%	458.31	440.81	3.8%	3.20	0.7%	475.74	468.27	1.6%	5.76	1.2%
Scotland	Data not collected					659.99	629.08	4.7%	30.91	4.7%	592.64	560.39	5.4%	19.87	3.4%
Northern Ireland	176.83	159.16	10.0%	16.68	9.4%	253.43	232.13	8.4%	21.30	8.4%	263.46	232.56	11.7%	9.90	3.8%



Figure 3b(i) Vacancy rates in NHS Trusts - trends for Qualified Pharmacy Technicians by country - England, Wales, Scotland and Northern Ireland. 2008 - 2010
Current vacancies at 31 May 2008, 2009 & 2010



Figure 3b(ii) Vacancy rates in NHS Trusts - trends for Qualified Pharmacy Technicians by country - England, Wales, Scotland and Northern Ireland. 2008 - 2010
3 month vacancies at 31 May 2008, 2009 & 2010

Table 3d. Staffing Establishments and Vacancy rates in NHS Trusts - trends for Band 6 Qualified Pharmacists by country - England, Wales, Scotland and Northern Ireland. 2008-2010

	May 2008 100% response rate					May 2009 100% response rate					May 2010 100% response rate				
	Band 6 PHARMACISTS					Band 6 PHARMACISTS					Band 6 PHARMACISTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %			
North East SHA	62.46	49.95	20.0%	12.56	20.1%	61.54	45.17	26.6%	23.19	37.7%	53.76	55.99	-4.1%	4.80	8.9%
North West SHA	190.79	129.74	32.0%	48.80	25.6%	173.37	106.10	38.8%	62.15	35.8%	168.40	137.38	18.4%	26.05	15.5%
Yorkshire & Humber SHA	112.04	90.71	19.0%	17.84	15.9%	111.64	94.17	15.6%	14.94	13.4%	105.25	104.29	0.9%	10.00	9.5%
East Midlands SHA	78.58	64.84	17.5%	5.40	6.9%	76.25	60.25	21.0%	13.00	17.0%	80.73	59.13	26.8%	8.00	9.9%
West Midlands SHA	100.85	74.71	25.9%	15.00	14.9%	106.71	82.86	22.4%	19.80	18.6%	110.22	87.17	20.9%	15.00	13.6%
East of England SHA	115.34	79.05	31.5%	26.42	22.9%	110.73	73.77	33.4%	31.63	28.6%	100.53	81.90	18.5%	7.83	7.8%
London SHA	350.51	283.34	19.2%	27.80	7.9%	342.22	267.73	21.8%	40.18	11.7%	317.08	278.50	12.2%	22.92	7.2%
South East Coast SHA	79.66	58.29	26.8%	15.00	18.8%	77.96	60.82	22.0%	17.14	22.0%	87.74	67.85	22.7%	6.49	7.4%
South Central SHA	86.82	78.19	9.9%	6.00	6.9%	82.57	71.28	13.7%	9.17	11.1%	87.24	70.16	19.6%	14.59	16.7%
South West SHA	98.59	68.19	30.8%	20.70	21.0%	98.96	76.72	22.5%	13.45	13.6%	107.14	84.92	20.7%	21.00	19.6%
England	1,275.64	977.01	23.4%	195.52	15.3%	1,241.95	938.87	24.4%	244.65	19.7%	1,218.09	1,027.29	15.7%	136.68	11.2%
Wales	57.40	57.40	0.0%	1.00	1.7%	62.30	56.20	9.8%	5.50	8.8%	70.50	55.31	21.5%	8.00	11.3%
Scotland	Data not collected					157.65	94.45	40.1%	61.33	38.9%	130.88	96.87	26.0%	26.76	20.4%
Northern Ireland	80.24	66.24	17.4%	13.00	16.2%	87.94	75.68	13.9%	12.00	13.6%	85.00	80.00	5.9%	3.00	3.5%

Please note that the current vacancy rate for Band 6 pharmacists in North East SHA is a negative value because one 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 8.03 FTE Band 6 Pharmacists in post over and above their Establishment at 31 May 2010. The current vacancy figure is calculated from the difference between Established posts and Posts Occupied, whereas the 3 month vacancies data are reported by trusts. As North East SHA has small numbers, these figures have had a large impact on % figures.

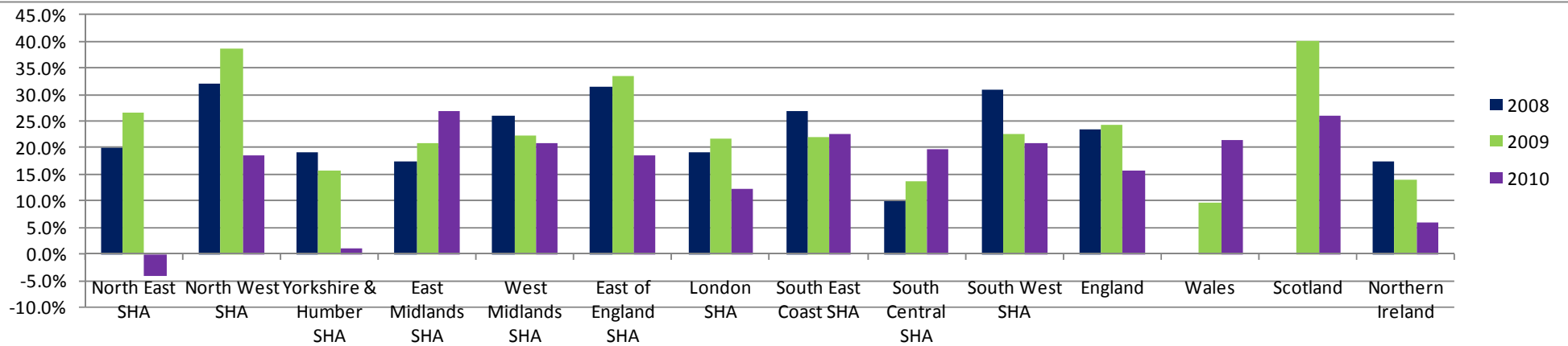


Figure 3c(i) Vacancy rates in NHS Trusts - trends for Band 6 Qualified Pharmacists by SHA and home country - England, Wales, Scotland and Northern Ireland. 2008 - 2010
Current vacancies at 31 May 2008, 2009 & 2010

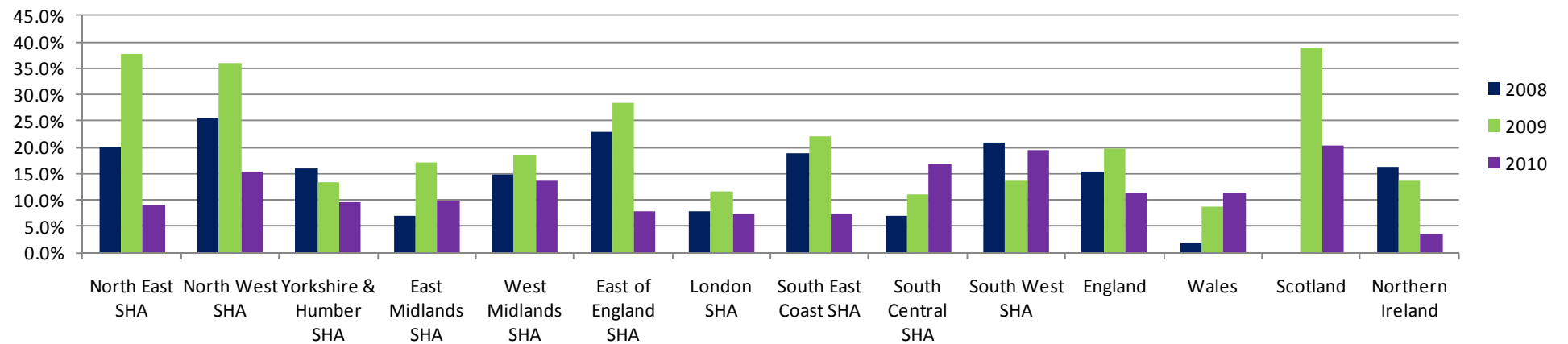


Figure 3c(ii) Vacancy rates in NHS Trusts - trends for Band 6 Qualified Pharmacists by SHA and home country - England, Wales, Scotland and Northern Ireland. 2008 - 2010
3 month vacancies at 31 May 2008, 2009 & 2010

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. 2008-2010

	May 2008 100% response rate					May 2009 100% response rate					May 2010 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	79.35	72.67	8.4%	0.00	0.0%	75.34	71.77	4.7%	4.00	5.3%	68.54	62.68	8.5%	4.00	5.8%
North West SHA	297.28	265.73	10.6%	12.58	4.2%	275.97	259.07	6.1%	28.32	10.3%	239.33	220.93	7.7%	20.90	8.7%
Yorkshire & Humber SHA	150.52	130.22	13.5%	7.90	5.2%	135.16	110.56	18.2%	11.38	8.4%	132.04	126.19	4.4%	7.45	5.6%
East Midlands SHA	118.23	96.95	18.0%	4.01	3.4%	124.55	107.47	13.7%	11.95	9.6%	131.23	114.66	12.6%	6.68	5.1%
West Midlands SHA	115.44	101.99	11.7%	5.50	4.8%	129.54	119.02	8.1%	0.12	0.1%	121.77	103.54	15.0%	6.06	5.0%
East of England SHA	129.42	105.15	18.8%	15.10	11.7%	121.93	101.75	16.6%	7.83	6.4%	119.06	100.69	15.4%	14.05	11.8%
London SHA	298.73	239.33	19.9%	31.33	10.5%	307.78	239.68	22.1%	43.63	14.2%	296.44	235.29	20.6%	37.85	12.8%
South East Coast SHA	115.90	97.26	16.1%	11.50	9.9%	118.34	100.14	15.4%	11.98	10.1%	118.72	115.61	2.6%	3.70	3.1%
South Central SHA	88.74	69.06	22.2%	5.00	5.6%	83.28	75.35	9.5%	10.11	12.1%	83.56	71.15	14.9%	12.71	15.2%
South West SHA	140.91	124.72	11.5%	8.60	6.1%	122.54	110.51	9.8%	10.17	8.3%	139.17	125.09	10.1%	12.91	9.3%
England	1,534.52	1,303.08	15.1%	101.52	6.6%	1,494.43	1,295.32	13.3%	139.49	9.3%	1,449.86	1,275.83	12.0%	126.31	8.7%
Wales	104.48	105.63	-1.10%	2.41	2.31%	101.20	95.21	5.92%	0.00	0.00%	113.14	112.17	0.9%	2.00	1.8%
Scotland	Data not collected					279.19	248.74	10.91%	28.33	10.15%	236.91	222.62	6.0%	11.20	4.7%
Northern Ireland	103.27	92.57	10.36%	10.71	10.37%	170.83	153.53	10.13%	17.30	10.13%	175.60	150.70	14.2%	5.90	3.4%



Figure 3d(i) Vacancy rates in NHS Trusts - trends for Band 4 Qualified Pharmacy Technicians by SHA and home country - England, Wales, Scotland and Northern Ireland. 2008 - 2010
Current vacancies at 31 May 2008, 2009 & 2010



Figure 3d(ii) Vacancy rates in NHS Trusts - trends for Band 4 Qualified Pharmacy Technicians by SHA and home country - England, Wales, Scotland and Northern Ireland. 2008 - 2010
3 month vacancies at 31 May 2008, 2009 & 2010

4. Staffing Establishments and Vacancy Rates in NHS Trusts by geographical area and AfC Band

Tables 4a, 4b, and 4c show 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 involving division by a cell containing zero occur, the cell will show ~DIV/0!; this is not an error in the data.

The number of FTE Established qualified pharmacist and qualified pharmacy technician posts at each band are shown by SHA and Home Country in Figures 4a and 4b.

Table 4a. Qualified Pharmacists by geographical area in NHS Trusts - England, Wales, Scotland and Northern Ireland. May 2010

	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 %					
North East SHA	5.69	5.69	0.0%	0.00	0.0%	7.00	6.00	14.3%	0.00	0.0%	17.36	15.76	9.2%	2.60	14.98%	51.12	46.77	8.51%	4.67	9.1%
North West SHA	15.80	16.75	-6.0%	0.00	0.0%	26.56	24.54	7.6%	1.00	3.8%	54.00	50.00	7.4%	4.00	7.41%	142.28	136.18	4.29%	5.86	4.1%
Yorkshire & Humber SHA	10.90	10.70	1.8%	0.00	0.0%	15.60	14.60	6.4%	1.00	6.4%	37.72	34.47	8.6%	1.93	5.1%	85.54	83.15	2.8%	1.83	2.1%
East Midlands SHA	4.00	4.00	0.0%	0.00	0.0%	9.00	8.85	1.7%	0.00	0.0%	18.03	17.03	5.5%	1.00	5.5%	54.91	50.89	7.3%	3.62	6.6%
West Midlands SHA	7.00	7.00	0.0%	0.00	0.0%	18.60	18.00	3.2%	0.60	3.2%	32.04	25.96	19.0%	5.00	15.6%	75.45	67.46	10.6%	3.50	4.6%
East of England SHA	9.00	9.00	0.0%	0.00	0.0%	23.79	23.79	0.0%	0.00	0.0%	30.89	26.15	15.3%	1.00	3.2%	76.24	71.94	5.6%	4.96	6.5%
London SHA	22.48	21.48	4.4%	1.00	4.4%	45.80	45.03	1.7%	0.67	1.5%	94.66	85.82	9.3%	8.76	9.3%	214.89	198.84	7.5%	6.67	3.1%
South East Coast SHA	4.00	4.00	0.0%	0.00	0.0%	12.31	12.08	1.9%	0.00	0.0%	18.11	15.51	14.4%	1.40	7.7%	34.39	32.99	4.1%	1.00	2.9%
South Central SHA	5.00	6.00	-20.0%	0.00	0.0%	10.52	10.02	4.8%	0.00	0.0%	20.10	17.89	11.0%	3.00	14.9%	67.58	65.03	3.8%	2.30	3.4%
South West SHA	8.00	8.00	0.0%	0.00	0.0%	18.80	17.80	5.3%	0.00	0.0%	20.00	19.96	0.2%	1.40	7.0%	68.41	64.87	5.2%	1.00	1.5%
England	91.87	92.62	-0.8%	1.00	1.1%	187.98	180.71	3.9%	3.27	1.7%	342.91	308.55	10.0%	30.09	8.8%	870.81	818.12	6.1%	35.41	4.1%
Wales	9.00	8.00	11.1%	1.00	11.1%	14.75	14.75	0.0%	0.00	0.0%	57.58	55.06	4.4%	2.00	3.5%	102.37	103.01	-0.6%	1.00	1.0%
Scotland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	6.00	6.00	0.0%	0.00	0.0%	19.00	19.00	0.0%	0.00	0.0%	90.53	88.23	2.5%	2.80	3.1%
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.00	4.00	0.0%	0.00	0.0%	9.99	10.99	-10.0%	0.00	0.0%	19.97	18.97	5.0%	0.00	0.0%
TOTALS	100.87	100.62	0.2%	2.00	2.0%	212.73	205.46	3.4%	3.27	1.5%	429.48	393.60	8.4%	32.09	7.5%	1,083.68	1,028.33	5.1%	39.21	3.6%

	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 %					
North East SHA	104.89	97.21	7.3%	2.50	2.4%	90.50	64.39	28.9%	18.17	20.1%	53.76	55.99	-4.15%	4.80	8.9%	330.32	291.81	11.7%	32.74	9.9%
North West SHA	278.15	251.69	9.5%	24.26	8.7%	207.15	162.94	21.3%	29.19	14.1%	168.40	137.38	18.4%	26.05	15.5%	892.34	779.48	12.6%	90.36	10.1%
Yorkshire & Humber SHA	239.15	215.40	9.9%	16.64	7.0%	135.55	96.30	29.0%	35.06	25.9%	105.25	104.29	0.9%	10.00	9.5%	629.71	558.91	11.2%	66.46	10.6%
East Midlands SHA	109.40	98.15	10.3%	5.77	5.3%	125.53	98.47	21.6%	21.00	16.7%	80.73	59.13	26.8%	8.00	9.9%	401.60	336.52	16.2%	39.39	9.8%
West Midlands SHA	172.60	156.14	9.5%	12.59	7.3%	119.93	94.57	21.1%	18.28	15.2%	110.22	87.17	20.9%	15.00	13.6%	535.84	456.30	14.8%	54.97	10.3%
East of England SHA	137.72	121.71	11.6%	11.34	8.2%	148.10	115.73	21.9%	23.56	15.9%	100.53	81.90	18.5%	7.83	7.8%	526.27	450.22	14.5%	48.69	9.3%
London SHA	352.66	329.45	6.6%	18.23	5.2%	402.83	354.48	12.0%	20.77	5.2%	317.08	278.50	12.2%	22.92	7.2%	1,450.40	1,313.60	9.4%	79.02	5.4%
South East Coast SHA	110.98	102.41	7.7%	6.65	6.0%	107.66	86.31	19.8%	17.50	16.3%	87.74	67.85	22.7%	6.49	7.4%	375.19	321.15	14.4%	33.04	8.8%
South Central SHA	123.33	114.50	7.2%	8.00	6.5%	113.34	94.90	16.3%	16.32	14.4%	87.24	70.16	19.6%	14.59	16.7%	427.11	378.50	11.4%	44.21	10.4%
South West SHA	128.21	124.71	2.7%	3.67	2.9%	127.03	115.59	9.0%	9.62	7.6%	107.14	84.92	20.7%	21.00	19.6%	477.59	435.85	8.7%	36.69	7.7%
England	1,757.09	1,611.37	8.3%	109.65	6.2%	1,577.62	1,283.68	18.6%	209.47	13.3%	1,218.09	1,027.29	15.7%	136.68	11.2%	6,046.37	5,322.34	12.0%	525.57	8.7%
Wales	208.47	196.75	5.6%	2.80	1.3%	77.21	68.86	10.8%	4.40	5.7%	70.50	55.31	21.5%	8.00	11.3%	539.88	501.74	7.1%	19.20	3.6%
Scotland	216.15	204.94	5.2%	7.18	3.3%	223.04	191.39	14.2%	14.61	6.6%	130.88	96.87	26.0%	26.76	20.4%	685.60	606.43	11.5%	51.35	7.5%
Northern Ireland	47.62	49.58	-4.1%	5.00	10.5%	181.94	157.94	13.2%	0.06	0.0%	85.00	80.00	5.9%	3.00	3.5%	348.52	321.48	7.8%	14.00	4.0%
TOTALS	2,229.33	2,062.64	7.5%	124.63	5.6%	2,059.81	1,701.87	17.4%	228.54	11.1%	1,504.47	1,259.47	16.3%	174.44	11.6%	7,620.37	6,751.99	11.4%	610.12	8.0%

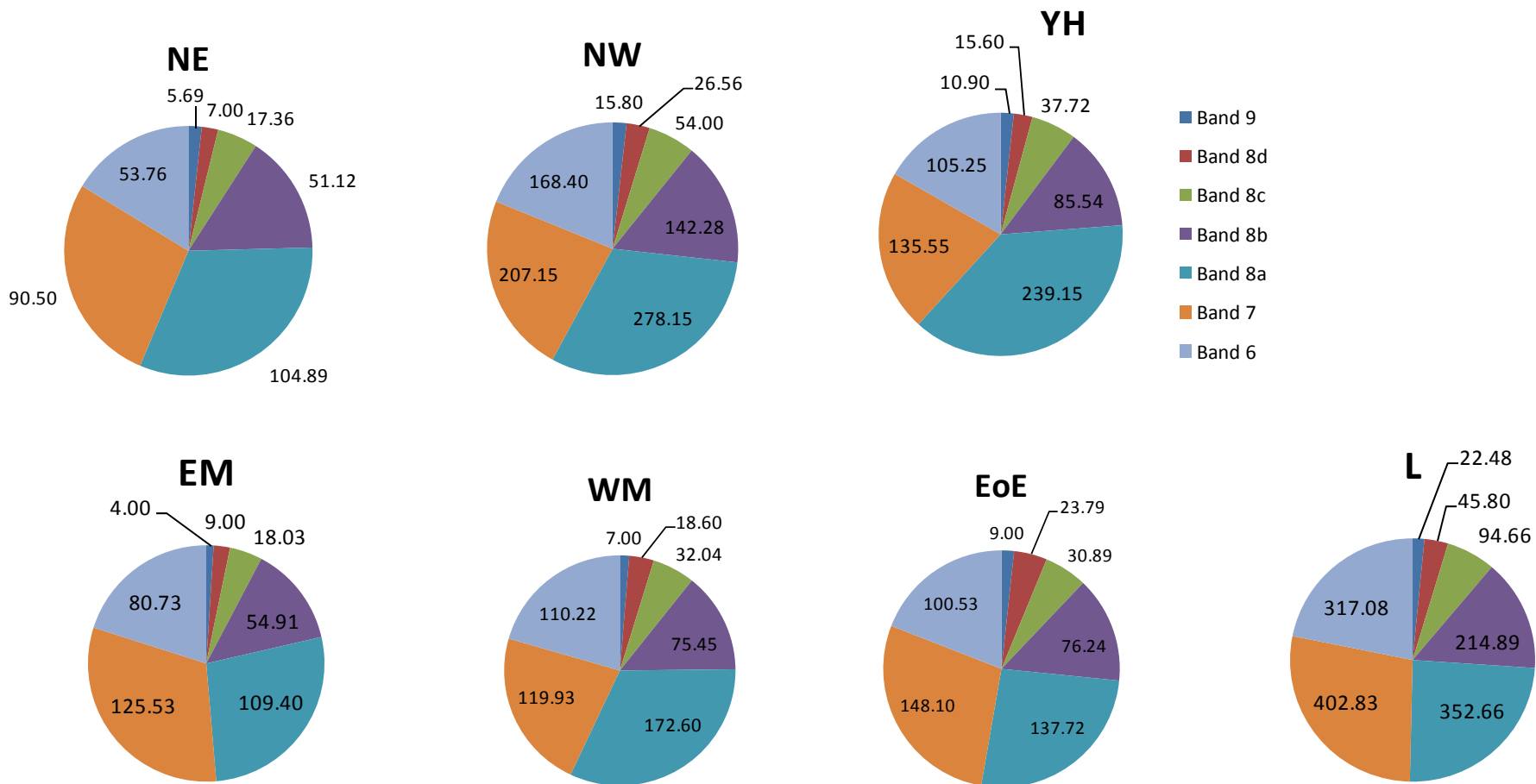


Figure 4a. Established Pharmacist posts in NHS Trusts by band in each SHA and Home Country 2010 (continued overleaf)

Numbers indicate number of FTE established posts at each band.



Figure 4a. Established Pharmacist posts in NHS Trusts by band in each SHA and Home Country 2010

Numbers indicate number of FTE established posts at each band.

Table 4b. Qualified Pharmacy Technicians by geographical area in NHS Trusts - England, Wales, Scotland and Northern Ireland - May 2010

	Band 8c					Band 8b					Band 8a					Band 7				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		#DIV/O!	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		#DIV/O!	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		#DIV/O!	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		#DIV/O!
North East SHA	0.00	0.00	#DIV/O!	0.00	#DIV/O!	0.00	0.00	#DIV/O!	0.00	#DIV/O!	2.00	2.00	0.0%	0.00	0.0%	13.61	11.53	15.3%	1.00	7.3%
North West SHA	0.00	0.00	#DIV/O!	0.00	#DIV/O!	1.00	1.00	0.0%	0.00	0.0%	8.05	8.05	0.0%	0.00	0.0%	56.88	53.27	6.3%	1.59	2.8%
Yorkshire & Humber SHA	2.00	1.42	29.0%	0.00	0.0%	0.00	0.00	#DIV/O!	0.00	#DIV/O!	5.00	5.00	0.0%	0.00	0.0%	40.59	38.79	4.4%	1.80	4.4%
East Midlands SHA	0.00	0.00	#DIV/O!	0.00	#DIV/O!	0.00	0.00	#DIV/O!	0.00	#DIV/O!	2.60	2.60	0.0%	0.00	0.0%	20.09	18.09	10.0%	3.00	14.9%
West Midlands SHA	1.00	1.00	0.0%	0.00	0.0%	2.00	2.00	0.0%	0.00	0.0%	5.00	5.00	0.0%	0.00	0.0%	37.79	35.74	5.4%	1.00	2.6%
East of England SHA	0.00	0.00	#DIV/O!	0.00	#DIV/O!	3.00	3.00	0.0%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%	49.02	48.94	0.2%	1.08	2.2%
London SHA	1.00	1.00	0.0%	0.00	0.0%	7.84	7.84	0.0%	0.00	0.0%	12.86	11.86	7.8%	0.00	0.0%	125.83	117.93	6.3%	6.00	4.8%
South East Coast SHA	0.00	0.00	#DIV/O!	0.00	#DIV/O!	2.00	2.00	0.0%	0.00	0.0%	4.00	3.00	25.0%	0.00	0.0%	27.25	25.25	7.3%	0.00	0.0%
South Central SHA	0.00	0.00	#DIV/O!	0.00	#DIV/O!	2.00	2.00	0.0%	0.00	0.0%	5.00	5.00	0.0%	0.00	0.0%	23.89	23.04	3.6%	2.60	10.9%
South West SHA	0.00	0.00	#DIV/O!	0.00	#DIV/O!	1.00	1.00	0.0%	0.00	0.0%	4.66	4.66	0.0%	0.00	0.0%	33.28	33.17	0.3%	0.00	0.0%
England	4.00	3.42	14.5%	0.00	0.0%	18.84	18.84	0.0%	0.00	0.0%	50.17	48.17	4.0%	0.00	0.0%	428.23	405.75	5.2%	18.07	4.2%
Wales	0.00	0.00	#DIV/O!	0.00	#DIV/O!	1.00	1.00	0.0%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%	21.44	20.84	2.8%	0.00	0.0%
Scotland	0.00	0.00	#DIV/O!	0.00	#DIV/O!	0.00	0.00	#DIV/O!	0.00	#DIV/O!	3.00	3.00	0.0%	0.00	0.0%	24.27	24.27	0.0%	0.00	0.0%
Northern Ireland	0.00	0.00	#DIV/O!	0.00	#DIV/O!	0.00	0.00	#DIV/O!	0.00	#DIV/O!	0.00	0.00	#DIV/O!	0.00	#DIV/O!	2.93	1.93	34.1%	0.00	0.0%
TOTALS	4.00	3.42	14.5%	0.00	0.0%	19.84	19.84	0.0%	0.00	0.0%	54.17	52.17	3.7%	0.00	0.0%	476.87	452.79	5.0%	18.07	3.8%

	Band 6					Band 5					Band 4					ALL QUALIFIED PHARMACY TECHNICIANS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		#DIV/O!	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		#DIV/O!	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		#DIV/O!	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		#DIV/O!
North East SHA	57.98	58.90	-1.6%	0.00	0.0%	196.63	179.67	8.6%	8.92	4.5%	68.54	62.68	8.5%	4.00	5.8%	338.76	314.78	7.1%	13.92	4.1%
North West SHA	164.19	158.51	3.5%	4.41	2.7%	473.44	419.88	11.3%	32.90	6.9%	239.33	220.93	7.7%	20.90	8.7%	942.89	861.64	8.6%	59.80	6.3%
Yorkshire & Humber SHA	132.57	126.86	4.3%	4.30	3.2%	349.43	310.17	11.2%	35.26	10.1%	132.04	126.19	4.4%	7.45	5.6%	661.63	608.43	8.0%	48.81	7.4%
East Midlands SHA	67.52	61.81	8.5%	3.80	5.6%	248.29	227.17	8.5%	16.79	6.8%	131.23	114.66	12.6%	6.68	5.1%	469.73	424.33	9.7%	30.27	6.4%
West Midlands SHA	140.35	133.44	4.9%	3.62	2.6%	349.45	327.32	6.3%	13.50	3.9%	121.77	103.54	15.0%	6.06	5.0%	657.36	608.04	7.5%	24.18	3.7%
East of England SHA	135.71	129.06	4.9%	5.00	3.7%	241.86	225.10	6.9%	10.39	4.3%	119.06	100.69	15.4%	14.05	11.8%	549.65	507.79	7.6%	30.52	5.6%
London SHA	194.67	186.67	4.1%	6.50	3.3%	424.51	374.81	11.7%	24.34	5.7%	296.44	235.29	20.6%	37.85	12.8%	1,063.15	935.40	12.0%	74.69	7.0%
South East Coast SHA	77.52	76.37	1.5%	1.00	1.3%	150.21	137.56	8.4%	8.60	5.7%	118.72	115.61	2.6%	3.70	3.1%	379.70	359.79	5.2%	13.30	3.5%
South Central SHA	71.83	69.58	3.1%	4.50	6.3%	184.90	169.40	8.4%	8.44	4.6%	83.56	71.15	14.9%	12.71	15.2%	371.18	340.17	8.4%	28.25	7.6%
South West SHA	85.76	85.95	-0.2%	0.00	0.0%	200.77	187.06	6.8%	7.39	3.7%	139.17	125.09	10.1%	12.91	9.3%	464.64	436.93	6.0%	20.30	4.4%
England	1,128.10	1,087.15	3.6%	33.13	2.9%	2,819.49	2,558.14	9.3%	166.53	5.9%	1,449.86	1,275.83	12.0%	126.31	8.7%	5,898.69	5,397.30	8.5%	344.04	5.8%
Wales	87.40	86.19	1.4%	0.50	0.6%	251.76	247.07	1.9%	3.26	1.3%	113.14	112.17	0.9%	2.00	1.8%	475.74	468.27	1.6%	5.76	1.2%
Scotland	50.86	47.88	5.9%	0.78	1.5%	277.60	262.62	5.4%	7.89	2.8%	236.91	222.62	6.0%	11.20	4.7%	592.64	560.39	5.4%	19.87	3.4%
Northern Ireland	8.00	8.00	0.0%	0.00	0.0%	76.93	71.93	6.5%	4.00	5.2%	175.60	150.70	14.2%	5.90	3.4%	263.46	232.56	11.7%	9.90	3.8%
TOTALS	1,274.36	1,229.22	3.5%	34.41	2.7%	3,425.78	3,139.76	8.3%	181.68	5.3%	1,975.51	1,761.32	10.8%	145.41	7.4%	7,230.53	6,658.52	7.9%	379.57	5.2%

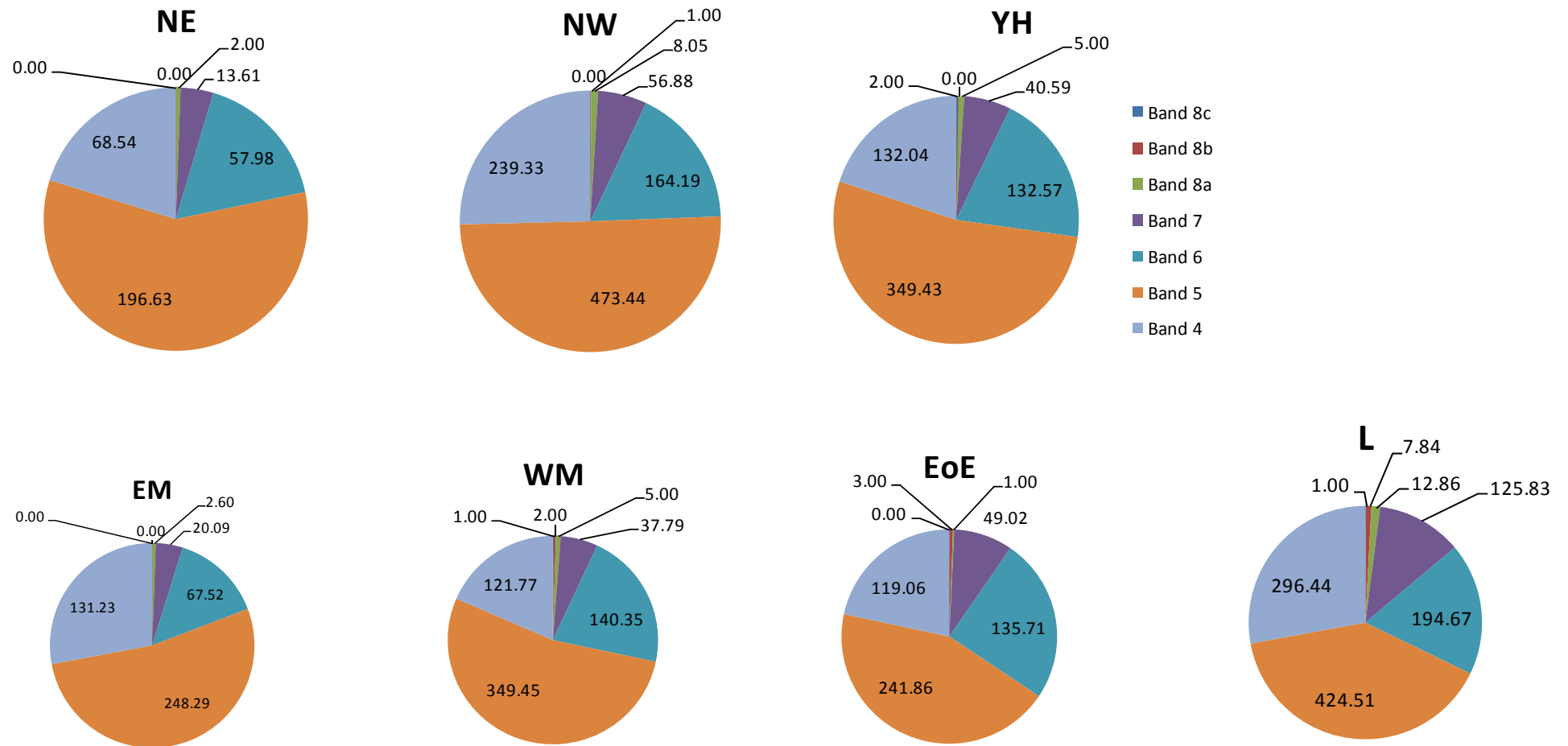


Figure 4b. Established Pharmacy Technician posts in NHS Trusts by band in each SHA and Home Country 2010 (continued overleaf)

Numbers indicate number of FTE established posts at each band.



Figure 4b. Established Pharmacy Technician posts in NHS Trusts by band in each SHA and Home Country 2010

Numbers indicate number of FTE established posts at each band.

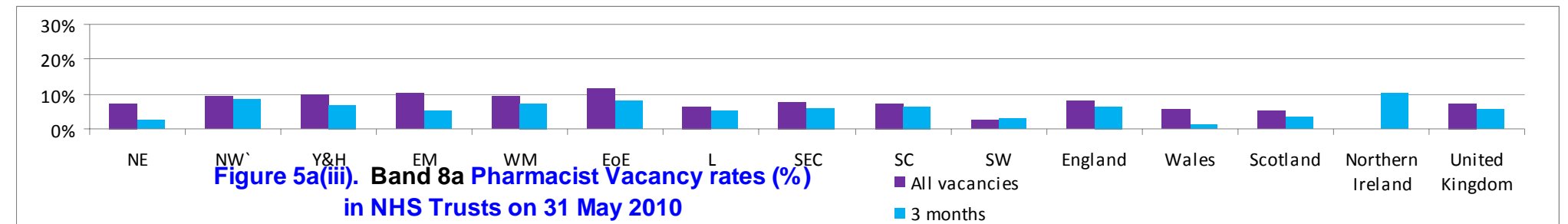
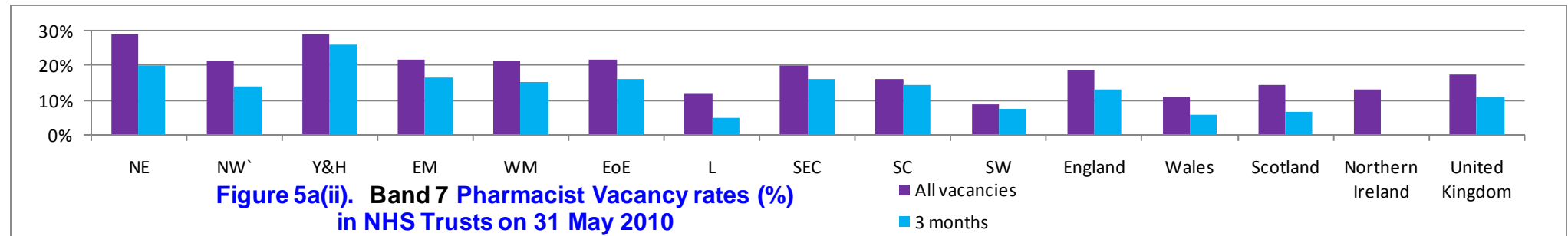
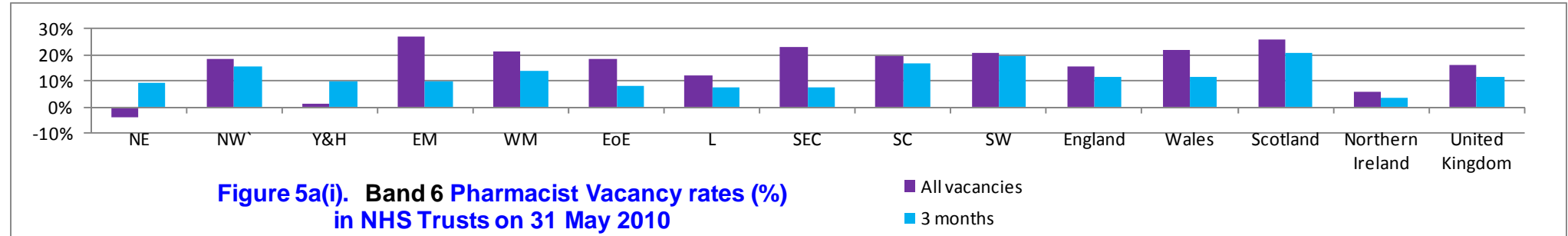
Table 4c. Pharmacy Assistants by geographical area in NHS Trusts - England, Wales, Scotland and Northern Ireland. May 2010

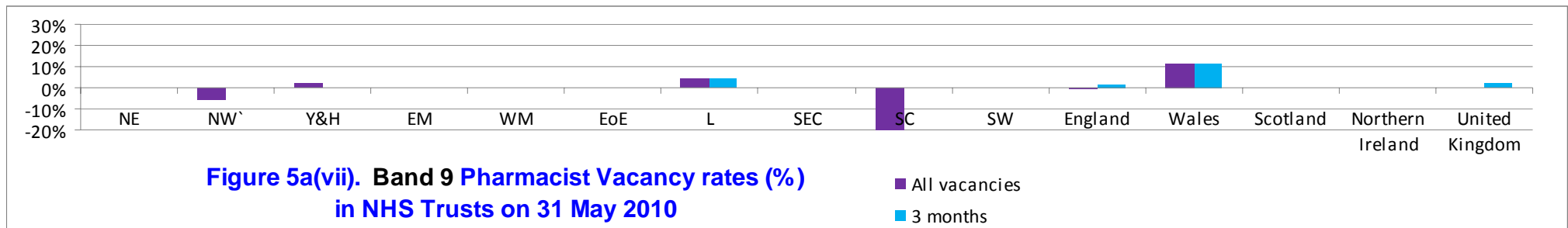
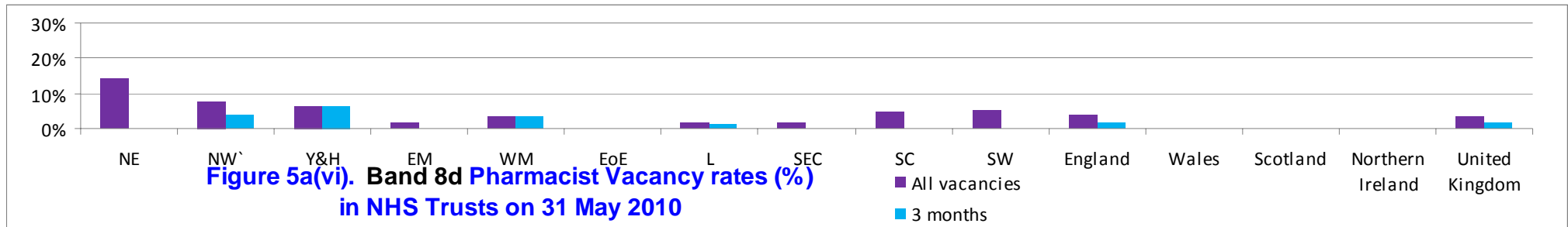
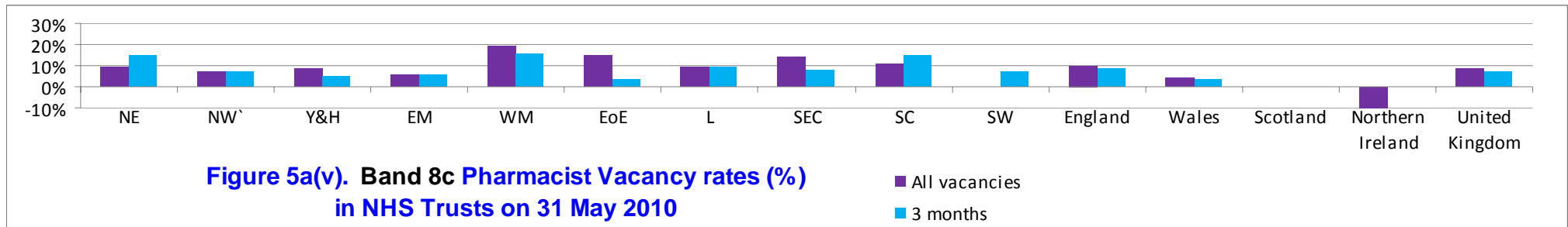
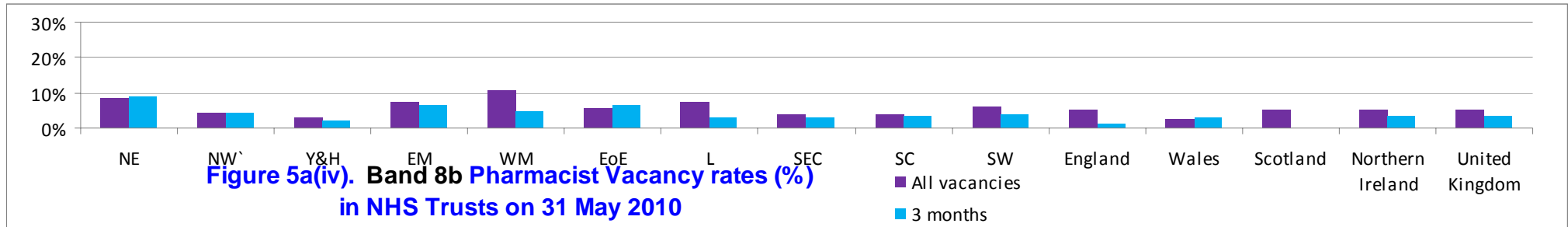
	Band 3					Band 2					Band 1					ALL PHARMACY ASSISTANTS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %					
North East SHA	113.95	93.45	18.0%	1.08	0.9%	110.53	111.85	-1.2%	5.00	4.5%	1.00	1.00	0.0%	0.00	0.0%	225.48	206.30	8.5%	6.08	2.7%
North West SHA	159.36	146.69	8.0%	13.79	8.7%	406.14	372.45	8.3%	22.92	5.6%	10.55	9.55	9.5%	0.00	0.0%	576.05	528.69	8.2%	36.71	6.4%
Yorkshire & Humber SHA	216.48	200.61	7.3%	13.57	6.3%	265.88	250.74	5.7%	16.29	6.1%	15.80	15.80	0.0%	0.00	0.0%	498.16	467.15	6.2%	29.86	6.0%
East Midlands SHA	116.69	112.70	3.4%	3.71	3.2%	146.01	127.75	12.5%	10.10	6.9%	1.95	1.00	48.7%	0.95	48.7%	264.65	241.45	8.8%	14.76	5.6%
West Midlands SHA	118.49	120.61	-1.8%	1.50	1.3%	241.06	223.73	7.2%	14.59	6.1%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	359.55	344.34	4.2%	16.09	4.5%
East of England SHA	98.29	90.92	7.5%	2.24	2.3%	187.02	170.08	9.1%	11.67	6.2%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	285.31	261.00	8.5%	13.91	4.9%
London SHA	166.11	144.01	13.3%	11.20	6.7%	396.28	359.93	9.2%	18.26	4.6%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	562.39	503.94	10.4%	29.46	5.2%
South East Coast SHA	45.37	44.40	2.1%	0.00	0.0%	190.20	176.26	7.3%	1.00	0.5%	2.00	1.00	50.0%	1.00	50.0%	237.57	221.66	6.7%	2.00	0.8%
South Central SHA	71.44	63.70	10.8%	42.45	59.4%	142.69	128.68	9.8%	8.91	6.2%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	214.13	192.38	10.2%	51.36	24.0%
South West SHA	109.36	101.44	7.2%	1.45	1.3%	236.26	219.07	7.3%	7.64	3.2%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	345.62	320.51	7.3%	9.09	2.6%
England	1,215.54	1,118.53	8.0%	90.99	7.5%	2,322.07	2,140.54	7.8%	116.38	5.0%	31.30	28.35	9.4%	1.95	6.2%	3,568.91	3,287.42	7.9%	209.32	5.9%
Wales	112.93	111.54	1.2%	2.97	2.6%	119.84	109.00	9.0%	2.00	1.7%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	232.77	220.54	5.3%	4.97	2.1%
Scotland	36.56	36.56	0.0%	0.00	0.0%	262.67	251.77	4.1%	2.30	0.9%	1.00	1.00	0.0%	0.00	0.0%	300.23	289.33	3.6%	2.30	0.8%
Northern Ireland	17.50	16.50	5.7%	0.00	0.0%	83.22	77.72	6.6%	5.00	6.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	100.72	94.22	6.5%	5.00	5.0%
TOTALS	1,382.53	1,283.13	7.2%	93.96	6.8%	2,787.80	2,579.03	7.5%	125.68	4.5%	32.30	29.35	9.1%	1.95	6.0%	4,202.63	3,891.51	7.4%	221.59	5.3%

May 2010 Current Vacancy Rates and 3-month Vacancy Rates in NHS Trusts

5. Pharmacist Vacancy Rates in NHS Trusts by Band

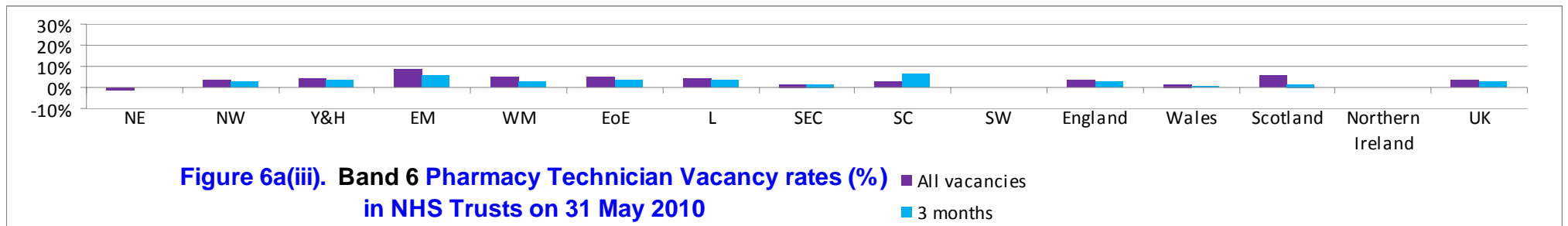
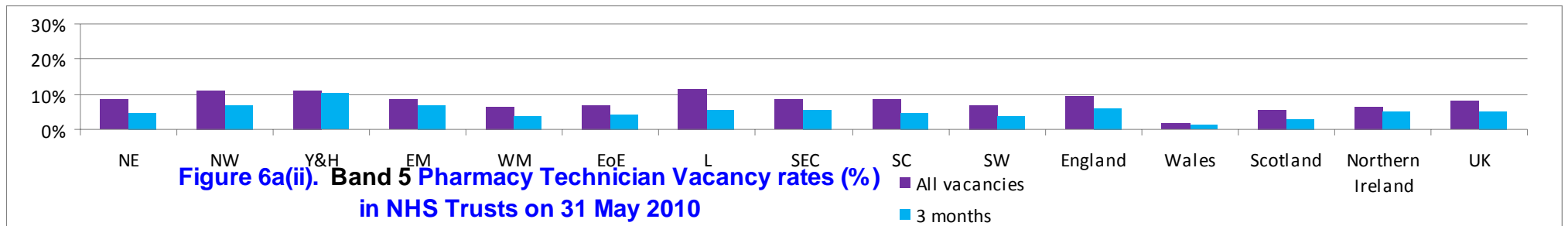
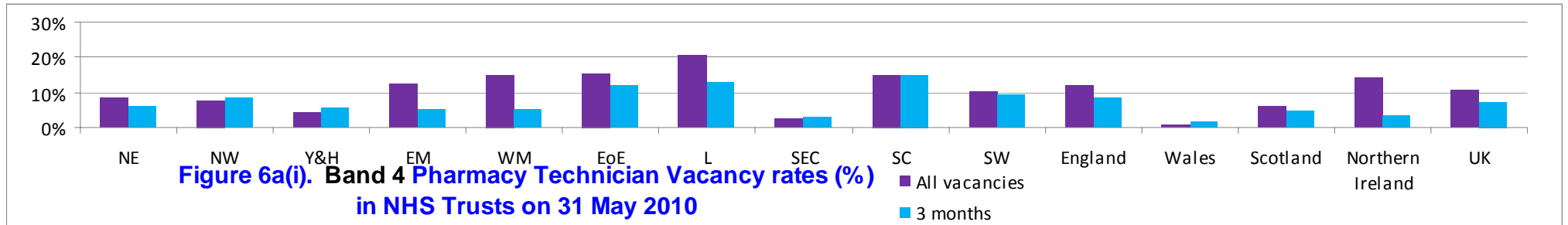
Figures 5a(i) to 5a(vii) show the % current and 3 month vacancy rates for all bands of qualified pharmacists in NHS trusts on 31 May 2010.

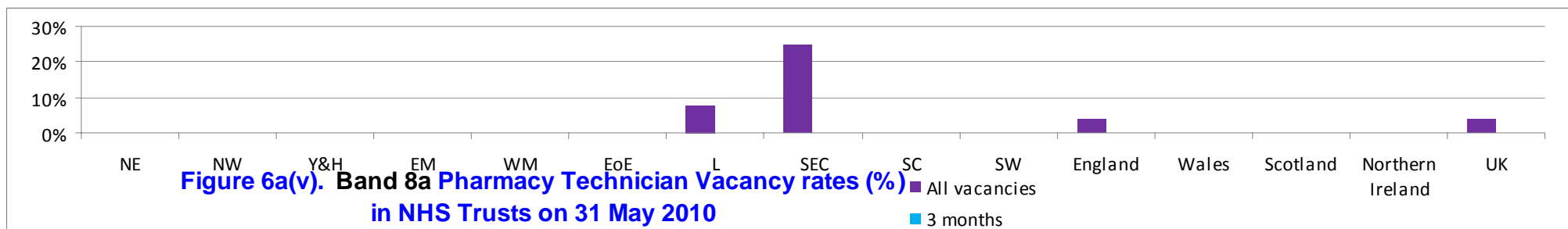
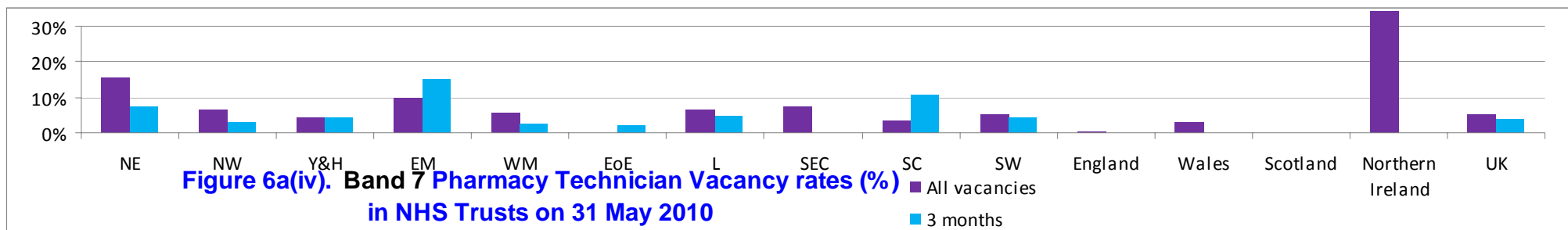




6. Pharmacy Technician Vacancy Rates in NHS Trusts by Band

Figures 6a(i) to 6a(v) show the % current and 3 month vacancy rates for qualified pharmacy technicians in NHS trusts on 31 May 2010.





The number of Band 8b and 8c Pharmacy Technician vacancies in NHS Trusts is very small and so these data have not been presented graphically.

7. Pharmacy Assistant Vacancy Rates in NHS Trusts by Band

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

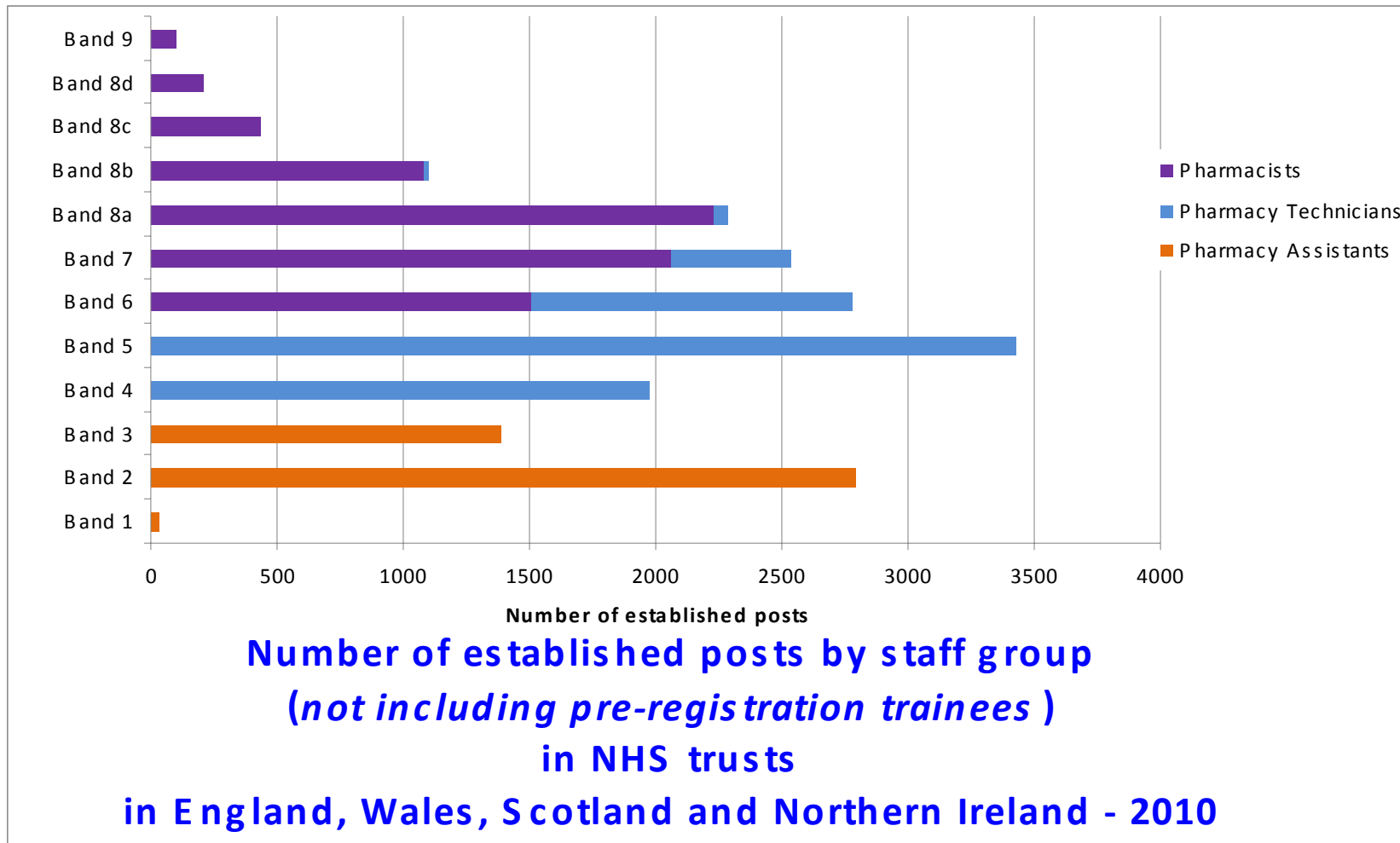
There are 4,202.63 FTE established pharmacy assistant posts across England, Wales, Scotland and Northern Ireland.

There were 32.30 FTE established Band 1 posts, of which, 2.95 FTE (9.1%) were vacant

There were 2,787.80 FTE established Band 2 posts, of which 208.77 FTE (7.5%) were vacant

There were 1,382.53 FTE established Band 3 posts, of which 99.40 FTE (7.2%) were vacant.

Skill mix in NHS Trusts by Band



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, Scotland and Northern Ireland are summarised in Table 8a. These organisations are referred to in this report as PCTs for brevity.

There are 1,587.74 FTE established pharmacist posts in PCTs across England, Scotland and Northern Ireland.

There are 606.53 FTE established pharmacy technician posts in PCTs across England, Scotland and Northern Ireland.

There are 31.77 FTE established pharmacy assistant posts in PCTs across England, Scotland and Northern Ireland

All Welsh data have been included in Section B (NHS Trusts) following the merger of NHS trusts and LHBs into Welsh Health Boards.

Table 8a. May 2010 Staffing Establishments - Summary data for all pharmacy staff groups in NHS PCTs/LHBs - England, Scotland and Northern Ireland

Staff Group	Established Posts (FTE)	Posts occupied by Permanent Staff (FTE)	In Post Head Count	Posts occupied by agency staff/locums (FTE)	Total posts occupied (FTE)	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (FTE) (Vacancy Rate)	Posts not permanently occupied after three months (FTE) (Vacancy Rate)	Posts Currently at Risk (FTE)	Post Dis-established since May 2009 (FTE)
Pharmacists										
Band 9	12.71	10.71 (84.3%)	14	0.00 (0.0%)	10.71 (84.3%)	2.00 (15.7%)	2.00 (15.7%)	2.00 (15.7%)	0.00 (0.0%)	0.00
Band 8d	133.12	132.01 (99.2%)	148	0.00 (0.0%)	132.01 (99.2%)	1.11 (0.8%)	1.11 (0.8%)	0.40 (0.3%)	0.00 (0.0%)	5.40
Band 8c	162.80	150.43 (92.4%)	174	2.03 (1.2%)	152.46 (93.6%)	10.34 (6.4%)	12.37 (7.6%)	5.93 (3.6%)	2.00 (1.2%)	5.55
Band 8b	341.52	322.17 (94.3%)	412	2.90 (0.8%)	325.07 (95.2%)	16.45 (4.8%)	19.35 (5.7%)	18.50 (5.4%)	7.78 (2.3%)	10.36
Band 8a	708.77	624.26 (88.1%)	873	14.61 (2.1%)	638.87 (90.1%)	69.90 (9.9%)	84.51 (11.9%)	59.97 (8.5%)	17.98 (2.5%)	18.95
Band 7	210.27	168.74 (80.2%)	257	9.15 (4.4%)	177.89 (84.6%)	32.38 (15.4%)	41.53 (19.8%)	26.03 (12.4%)	4.53 (2.2%)	6.93
Band 6	18.56	16.26 (87.6%)	21	2.20 (11.9%)	18.46 (99.5%)	0.10 (0.5%)	2.30 (12.4%)	1.90 (10.2%)	0.00 (0.0%)	3.00
Total Qualified Pharmacists	1,587.74	1,424.57 (89.7%)	1,899	30.89 (1.9%)	1,455.46 (91.7%)	132.28 (8.3%)	163.17 (10.3%)	114.73 (7.2%)	32.29 (2.0%)	50.19
Pre-registration Trainee Pharmacists	3.50	3.00 (85.7%)	4.00	0.00	3.00 (85.7%)	0.50 (14.3%)	0.50 (14.3%)	0.00 (0.0%)	0.00 (0.00%)	2.00
Pharmacy Technicians										
Band 8c	0.00	0.00 #DIV/0!	0	0.00 #DIV/0!	0 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	0.00 #DIV/0!	1.00
Band 8b	2.00	2.00 (100.0%)	2	0.00 (0.0%)	2 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	1.00
Band 8a	1.00	1.00 (100.0%)	1	0.00 (0.0%)	1 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Band 7	40.13	36.89 (91.9%)	40	0.00 (0.0%)	36.89 (91.9%)	3.24 (8.1%)	3.24 (8.1%)	3.24 (8.1%)	0.04 (0.1%)	1.00
Band 6	167.93	158.05 (94.1%)	182	1.20 (0.7%)	159.253 (94.8%)	8.68 (5.2%)	9.88 (5.9%)	5.60 (3.3%)	5.00 (3.0%)	4.85
Band 5	369.62	323.44 (87.5%)	396	7.10 (1.9%)	330.54 (89.4%)	39.08 (10.6%)	46.18 (12.5%)	35.02 (9.5%)	2.14 (0.6%)	9.84
Band 4	25.85	24.85 (96.1%)	39	0.00 (0.0%)	24.85 (96.1%)	1.00 (3.9%)	1.00 (3.9%)	1.00 (3.9%)	0.00 (0.0%)	0.00
Total Qualified Pharmacy Technicians	606.53	546.23 (90.1%)	660	8.30 (1.4%)	554.53 (91.4%)	52.00 (8.6%)	60.30 (9.9%)	44.86 (7.4%)	7.18 (1.2%)	17.69
Pre-registration Trainee Pharmacy Technicians - Year 1	2.00	2.00 (100.0%)	2		2 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Pre-registration Trainee Pharmacy Technicians - Year 2	1.00	1.00 (100.0%)	1		1 (100.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.00
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists & Pre-reg. Trainee Pharmacy Technicians)	2,194.27	1,970.80 (89.8%)	2,559	39.19 (1.8%)	2,009.99 (91.6%)	184.28 (8.4%)	223.47 (10.2%)	159.59 (7.3%)	39.47 (1.8%)	67.88
Pharmacy Assistants	31.77	25.77 (81.1%)	32	0.00 (0.0%)	25.77 (81.1%)	6.00 (18.9%)	6.00 (18.9%)	1.00 (3.1%)	0.00 (0.0%)	2.00
Admin and Clerical	388.17	351.03 (90.4%)	410	15.60 (4.0%)	366.63 (94.5%)	21.54 (5.5%)	37.14 (9.6%)	18.20 (4.7%)	12.51 (3.2%)	12.47
Other*	39.92	36.58 (91.6%)	49	3.20 (8.0%)	39.78 (99.6%)	0.14 (0.4%)	3.34 (8.4%)	3.18 (8.0%)	0.00 (0.0%)	3.18
Total Support Staff	459.86	413.38 (89.9%)	491	18.80 (4.1%)	432.18 (94.0%)	27.68 (6.0%)	46.48 (10.1%)	22.38 (4.9%)	12.51 (2.7%)	17.65
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	2,654.13	2,384.18 (89.8%)	3,050	57.99 (2.2%)	2,442.17 (92.0%)	211.97 (8.0%)	269.96 (10.2%)	181.97 (6.9%)	51.98 (2.0%)	85.53

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

9. Trends in Pharmacy Staffing Establishments in NHS PCTs/LHBs

Trends in staffing establishments over time by geographical area have been examined, comparing data from surveys carried out in 2008, 2009 and 2010 by country. It should be noted that although surveys up until and including 2006 covered the whole of Great Britain, 2007 and 2008 figures did not include Scotland. Northern Ireland was surveyed for the first time in 2008. The 2009 survey included England, Wales, Scotland and Northern Ireland. In 2010 the figures include England, Scotland and Northern Ireland. In 2010 Welsh data have all been shown in Section B (NHS Trusts). For these reasons, each country has been shown separately.

The 2008, 2009 and 2010 response rates have been 100%.

Care must be taken in interpreting the trend data for a number of reasons; Agenda for Change has been more widely implemented and more appeals completed since May 2009.

In England, 70 of the PCTs separated out their provider activity from their commissioning activity, compared with 21 PCTs which did so in 2009. Some provider activity may have been integrated into NHS acute or mental health trust activity, so this must be taken into account when considering the data

Table 9a. Trends in Pharmacy Staffing Establishments in NHS PCTs/LHBs by country over time 2008-2010

Table 9a shows trends in Pharmacy Staffing Establishments in NHS PCTs/LHBs by country for 2008-2010, with the % change in reported staffing establishment from May 2009 to May 2010.

Table 9b – 9c. Trends for Qualified Pharmacists and Qualified Pharmacy Technicians

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 current vacancy rate and 3 month vacancy rate data are presented graphically in Figures 9a-b

Table 9a. Trends in Pharmacy Staffing Establishments in NHS PCTs/LHBs - England, Scotland & Northern Ireland 2008-2010

(for Welsh data, see Table 3a)

Staff Group	England				Scotland				Northern Ireland				
	Established Posts (FTE) 2008	Established Posts (FTE) 2009	Established Posts (FTE) 2010	% Change in reported staffing establishment from May 2009 to May 2010	Established Posts (FTE) 2008	Established Posts (FTE) 2009	Established Posts (FTE) 2010	% Change in reported staffing establishment from May 2009 to May 2010	Established Posts (FTE) 2008	Established Posts (FTE) 2009	Established Posts (FTE) 2010	% Change in reported staffing establishment from May 2009 to May 2010	
Pharmacists													
Band 9	3.30	4.88	6.21	27.3%	Data not collected	5.40	6.50	20.4%	0.00	0.00	0.00	#DIV/0!	
Band 8d	96.35	114.59	114.96	0.3%		13.00	17.16	32.0%	4.00	1.00	1.00	0.0%	
Band 8c	130.16	134.72	144.00	6.9%		15.33	15.80	3.1%	1.00	3.00	3.00	0.0%	
Band 8b	265.84	269.90	280.80	4.0%		52.02	58.72	12.9%	5.91	4.00	2.00	-50.0%	
Band 8a	450.55	541.02	560.86	3.7%		145.77	124.91	-14.3%	16.50	10.00	23.00	130.0%	
Band 7	154.74	156.34	165.57	5.9%		33.62	42.70	27.0%	4.00	1.50	2.00	33.3%	
Band 6	12.26	25.01	10.42	-58.3%		4.70	8.14	73.2%	0.00	0.00	0.00	#DIV/0!	
Total Qualified Pharmacists	1,113.20	1,246.46	1,282.81	2.9%	0.00	269.84	273.93	1.5%	31.41	19.50	31.00	59.0%	
Pre-registration Trainee Pharmacists In post (NOT Est)	2.00	1.00	3.50	250.0%	0.00	0.00	0.00	#DIV/0!	10.00	0.00	0.00	#DIV/0!	
Pharmacy Technicians													
Band 8c	0.00	0.00	0.00	#DIV/0!	Data not collected	0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!	
Band 8b	1.00	2.80	1.00	-64.3%		0.00	1.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!	
Band 8a	1.60	1.00	1.00	0.0%		0.00	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!	
Band 7	21.58	26.81	35.63	32.9%		0.00	3.50	#DIV/0!	0.00	1.00	1.00	0.0%	
Band 6	97.71	137.77	154.13	11.9%		5.00	13.80	176.0%	1.00	0.00	0.00	#DIV/0!	
Band 5	301.58	319.73	334.66	4.7%		37.78	34.96	-7.5%	0.00	0.00	0.00	#DIV/0!	
Band 4	26.15	15.83	10.83	-31.6%		3.60	15.02	317.2%	1.00	0.00	0.00	#DIV/0!	
Total Qualified Pharmacy Technicians	449.62	503.94	537.25	6.6%	0.00	46.38	68.28	47.2%	2.00	1.00	1.00	0.0%	
Pre-registration Trainee Pharmacy Technicians (Year 1) In post (NOT Est posts)	1.00	1.00	2.00	100.0%	Data not collected	0.00	0.00	#DIV/0!	Data not collected	0.00	0.00	#DIV/0!	
Pre-registration Trainee Pharmacy Technicians (Year 2) In post (NOT Est posts)	4.00	4.00	1.00	-75.0%		0.00	0.00	#DIV/0!		0.00	0.00	0.00	#DIV/0!
Pre-registration Trainee Pharmacy Technicians (Years 1 & 2) In post (NOT Est posts)	5.00	5.00	3.00	-40.0%		0.00	0.00	#DIV/0!		0.00	0.00	0.00	#DIV/0!
Total Qualified Professional Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	1,562.82	1,750.40	1,820.06	4.0%	0.00	316.22	342.21	8.2%	54.41	20.50	32.00	56.1%	
Pharmacy Assistants	9.59	9.00	18.73	108.1%	Data not collected	0.00	13.04	#DIV/0!	0.00	0.00	0.00	#DIV/0!	
Admin and Clerical	203.43	267.11	305.76	14.5%		81.68	79.41	-2.8%	8.00	2.00	3.00	50.0%	
Other*	48.18	32.07	32.92	2.7%		6.09	7.00	14.9%	0.00	0.00	0.00	#DIV/0!	
Total Support Staff	4,458.86	4,684.30	357.41	-92.4%	0.00	87.77	99.45	13.3%	8.00	2.00	3.00	50.0%	
Total All Staff (excluding Pre-reg. Trainee Pharmacists and Pre-reg. Trainee Pharmacy Technicians)	1,824.02	16,288.28	2,058.58	-87.4%	0.00	403.99	441.66	9.3%	62.41	22.50	35.00	55.6%	

* '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, Scotland and Northern Ireland. 2008-2010

	May 2008 100% response rate					May 2009 100% response rate					May 2010 100% response rate				
	ALL QUALIFIED PHARMACISTS					ALL QUALIFIED PHARMACISTS					ALL QUALIFIED PHARMACISTS				
	Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %	Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %	Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %	Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %	Established posts (FTE)	Posts Occupied (Permanent) VacancyRate %	3 Month Vacancies VacancyRate %
North East SHA	65.65	54.32	17.3%	4.90	7.5%	75.06	59.59	20.6%	4.40	5.9%	69.25	60.18	13.1%	7.87	11.4%
North West SHA	197.52	175.47	10.3%	12.09	6.2%	213.42	181.68	14.9%	30.55	14.3%	220.55	192.00	12.9%	22.99	10.4%
Yorkshire & Humber SHA	122.29	105.06	14.1%	15.34	12.5%	133.37	111.09	16.7%	21.29	16.0%	127.67	114.09	10.6%	8.66	6.8%
East Midlands SHA	92.04	77.90	15.4%	7.24	7.9%	109.85	97.98	10.8%	6.51	5.9%	96.80	89.28	7.8%	7.82	8.1%
West Midlands SHA	115.84	119.28	-3.0%	5.87	5.1%	130.98	116.94	10.7%	1.80	1.4%	144.01	133.69	7.2%	6.20	4.3%
East of England SHA	103.25	86.35	16.4%	5.90	5.7%	117.37	91.77	21.8%	8.30	7.1%	124.28	106.60	14.2%	13.13	10.6%
London SHA	195.86	147.84	24.5%	25.85	13.2%	221.75	183.43	17.3%	25.71	11.6%	214.66	183.42	14.6%	25.10	11.7%
South East Coast SHA	84.80	70.65	16.7%	5.77	6.8%	106.16	93.17	12.2%	9.35	8.8%	99.88	89.13	10.8%	5.84	5.8%
South Central SHA	74.90	67.50	9.9%	3.80	5.1%	75.46	65.96	12.6%	6.80	9.0%	84.98	82.78	2.6%	0.60	0.7%
South West SHA	61.05	57.65	5.6%	7.60	12.4%	63.04	58.54	7.1%	3.00	4.8%	100.73	85.62	15.0%	2.40	2.4%
England	1,113.20	962.02	13.4%	94.36	8.5%	1,246.46	1,060.15	14.9%	117.71	9.4%	1,282.81	1,136.79	11.4%	100.61	7.8%
Wales	See Table 3b. - NHS Trusts														
Scotland	Data not collected					269.84	254.10	5.8%	16.88	6.3%	273.93	256.78	6.3%	14.12	5.2%
Northern Ireland	31.41	28.51	9.0%	0.90	2.9%	19.50	19.50	0.0%	2.00	10.3%	31.00	31.00	0.0%	0.00	0.0%



Figure 9a(i) Vacancy rates in NHS PCTs / LHBs - trends for Qualified Pharmacists by country - England, Scotland and Northern Ireland. 2008 - 2010
All vacancies at 31 May 2008, 2009 & 2010



Figure 9a(ii) Vacancy rates in NHS PCTs / LHBs - trends for Qualified Pharmacists by country - England, Scotland and Northern Ireland. 2008 - 2010
3 month vacancies at 31 May 2008, 2009 & 2010

Table 9c. Staffing establishments and current vacancy rates - trends for Qualified Pharmacy Technicians in NHS PCTs/LHBs by country - England, Scotland and Northern Ireland. 2008-2010

	May 2008 100% response rate					May 2009 100% response rate					May 2010 100% response rate				
	ALL QUALIFIED PHARMACY TECHNICIANS					ALL QUALIFIED PHARMACY TECHNICIANS					ALL QUALIFIED PHARMACY TECHNICIANS				
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %
North East SHA	23.45	16.65	29.0%	0.00	0.0%	27.00	18.90	30.0%	3.00	11.1%	20.80	18.93	9.0%	0.77	3.7%
North West SHA	104.26	95.76	7.5%	10.10	9.8%	124.45	112.86	9.3%	10.40	8.4%	128.27	119.67	6.7%	6.00	4.7%
Yorkshire & Humber SHA	62.50	55.38	11.4%	2.92	4.7%	68.75	57.55	16.3%	9.90	14.4%	62.88	51.21	18.6%	7.57	12.0%
East Midlands SHA	49.79	39.66	20.3%	1.37	2.8%	47.65	48.16	-1.1%	1.80	3.8%	62.87	61.51	2.2%	1.40	2.2%
West Midlands SHA	35.03	39.05	-11.5%	3.20	9.1%	49.87	44.37	11.0%	2.30	4.6%	61.71	56.39	8.6%	4.72	7.6%
East of England SHA	42.38	36.48	13.9%	0.70	1.7%	56.96	45.66	19.8%	5.50	9.7%	59.56	51.96	12.8%	13.50	22.7%
London SHA	46.33	39.63	14.5%	3.52	7.6%	41.55	32.51	21.8%	3.20	7.7%	38.27	31.80	16.9%	2.50	6.5%
South East Coast SHA	43.35	37.19	14.2%	2.80	6.5%	43.66	39.12	10.4%	4.54	10.4%	39.89	32.27	19.1%	6.00	15.0%
South Central SHA	13.23	11.43	13.6%	1.00	7.6%	21.30	21.30	0.0%	0.00	0.0%	22.91	21.31	7.0%	1.50	6.5%
South West SHA	29.30	26.50	9.6%	1.00	3.4%	22.75	22.25	2.2%	0.00	0.0%	40.09	32.79	18.2%	0.00	0.0%
England	449.62	397.73	11.4%	26.61	5.9%	503.94	442.68	12.2%	40.64	8.1%	537.25	477.84	11.1%	43.96	8.2%
Wales	See Table 3c. - NHS Trusts														
Scotland	Data not collected					46.38	44.28	4.5%	2.10	4.5%	68.28	67.39	1.3%	0.90	1.3%
Northern Ireland	2.00	2.00	0.0%	1.00	50.0%	1.00	1.00	0.0%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%



Figure 9b(i) Vacancy rates in NHS PCTs / LHBs - trends for Qualified Pharmacy Technicians by country - England, Scotland and Northern Ireland. 2008 - 2010
All vacancies at 31 May 2008, 2009 & 2010



Figure 9b(ii) Vacancy rates in NHS PCTs / LHBs - trends for Qualified Pharmacy Technicians by country - England, Scotland and Northern Ireland. 2008 - 2010
3-month vacancies at 31 May 2008, 2009 & 2010

10. May 2010 Staffing Establishments and Vacancy Rates in NHS PCTs/LHBs by geographical area and AfC Band

Tables 10a, 10b and 10c show 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 involving division by a cell containing zero occur, the cell will show ~DIV/0!; this is not an error in the data.

The number of FTE Established qualified pharmacist and qualified pharmacy technician posts at each band are shown by SHA and Home Country in Figures 10a and 10b.

Table 10a. Qualified Pharmacists by geographical area in NHS PCTs/LHBs - England, Scotland and Northern Ireland - May 2010

	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 %						
North East SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.44	4.24	4.5%	0.00	0.0%	5.35	3.35	37.4%	1.00	18.7%	29.05	26.85	7.6%	2.00	6.9%	
North West SHA	2.30	2.30	0.0%	0.00	0.0%	14.27	14.07	1.4%	0.40	2.8%	15.83	14.58	7.9%	0.53	3.35%	56.19	54.36	3.3%	1.83	3.3%	
Yorkshire & Humber SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	6.00	6.00	0.0%	0.00	0.0%	19.07	18.65	2.2%	0.00	0.0%	16.50	15.15	8.2%	0.65	3.9%	
East Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	6.00	6.00	0.0%	0.00	0.0%	14.58	14.58	0.0%	0.00	0.0%	27.00	25.87	4.2%	1.13	4.2%	
West Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	13.50	13.40	0.7%	0.00	0.0%	19.69	17.69	10.2%	0.00	0.0%	23.81	22.31	6.3%	4.50	18.9%	
East of England SHA	2.00	1.00	50.0%	1.00	50.0%	16.10	16.10	0.0%	0.00	0.0%	20.20	19.10	5.4%	1.00	5.0%	23.20	21.05	9.3%	3.00	12.9%	
London SHA	0.91	0.91	0.0%	0.00	0.0%	26.55	26.45	0.4%	0.00	0.0%	20.06	18.76	6.5%	1.00	5.0%	45.15	39.16	13.3%	4.39	9.7%	
South East Coast SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	11.70	11.70	0.0%	0.00	0.0%	11.91	9.31	21.8%	1.20	10.1%	16.26	16.26	0.0%	0.00	0.0%	
South Central SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	8.89	8.89	0.0%	0.00	0.0%	6.51	6.51	0.0%	0.00	0.0%	21.51	21.51	0.0%	0.00	0.0%	
South West SHA	1.00	1.00	0.0%	0.00	0.0%	7.51	7.00	6.8%	0.00	0.0%	10.80	10.30	4.6%	0.00	0.0%	22.12	19.92	9.9%	0.00	0.0%	
England	6.21	5.21	16.1%	1.00	16.1%	114.96	113.85	1.0%	0.40	0.3%	144.00	132.83	7.8%	4.73	3.3%	280.80	262.45	6.5%	17.50	6.2%	
Wales	See Table 4a - NHS Trusts																				
Scotland	6.50	5.50	15.4%	1.00	15.4%	17.16	17.16	0.0%	0.00	0.0%	15.80	14.60	7.6%	1.20	7.6%	58.72	57.72	1.7%	1.00	1.7%	
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%	3.00	3.00	0.0%	0.00	0.0%	2.00	2.00	0.0%	0.00	0.0%	
TOTALS	12.71	10.71	15.7%	2.00	15.7%	133.12	132.01	0.8%	0.40	0.3%	162.80	150.43	7.6%	5.93	3.6%	341.52	322.17	5.7%	18.50	5.4%	
	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 %						
North East SHA	27.41	22.94	16.3%	4.87	17.8%	3.00	2.80	6.7%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	69.25	60.18	13.1%	7.87	11.4%	
North West SHA	85.34	70.58	17.3%	14.01	16.4%	46.62	36.11	22.5%	5.22	11.2%	0.00	0.00	#DIV/0!	1.00	#DIV/0!	220.55	192.00	12.9%	22.99	10.4%	
Yorkshire & Humber SHA	70.79	62.91	11.1%	4.68	6.6%	15.31	11.38	25.7%	3.33	21.8%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	127.67	114.09	10.6%	8.66	6.8%	
East Midlands SHA	39.19	33.30	15.0%	6.69	17.1%	9.03	8.53	5.5%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%	96.80	89.28	7.8%	7.82	8.1%	
West Midlands SHA	84.18	78.46	6.8%	0.70	0.8%	2.83	1.83	35.3%	1.00	35.3%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	144.01	133.69	7.2%	6.20	4.3%	
East of England SHA	42.81	33.18	22.5%	6.43	15.0%	17.97	14.17	21.1%	1.70	9.5%	2.00	2.00	0.0%	0.00	0.0%	124.28	106.60	14.2%	13.13	10.6%	
London SHA	86.35	70.60	18.2%	11.91	13.8%	30.24	22.54	25.5%	7.80	25.8%	5.40	5.00	7.4%	0.00	0.0%	214.66	183.42	14.6%	25.10	11.7%	
South East Coast SHA	45.71	40.61	11.2%	2.80	6.1%	13.28	10.23	23.0%	1.84	13.9%	1.02	1.02	0.0%	0.00	0.0%	99.88	89.13	10.8%	5.84	5.8%	
South Central SHA	33.62	32.42	3.6%	0.60	1.8%	14.45	13.45	6.9%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	84.98	82.78	2.6%	0.60	0.7%	
South West SHA	45.46	38.56	15.2%	2.40	5.3%	12.84	8.84	31.2%	0.00	0.0%	1.00	0.00	100.0%	0.00	0.0%	100.73	85.62	15.0%	2.40	2.4%	
England	560.86	483.56	13.8%	55.09	9.8%	165.57	129.88	21.6%	20.89	12.6%	10.42	9.02	13.4%	1.00	9.6%	1,282.81	1,136.79	11.4%	100.61	7.8%	
Wales	See Table 4a - NHS Trusts																				
Scotland	124.91	117.70	5.8%	4.88	3.9%	42.70	36.86	13.7%	5.14	12.0%	8.14	7.24	11.1%	0.90	11.1%	273.93	256.78	6.3%	14.12	5.2%	
Northern Ireland	23.00	23.00	0.0%	0.00	0.0%	2.00	2.00	0.0%	#DIV/0!	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	31.00	31.00	0.0%	0.00	0.0%	
TOTALS	708.77	624.26	11.9%	59.97	8.5%	210.27	168.74	19.8%	#DIV/0!	#DIV/0!	18.56	16.26	12.4%	1.90	10.2%	1,587.74	1,424.57	10.3%	114.73	7.2%	

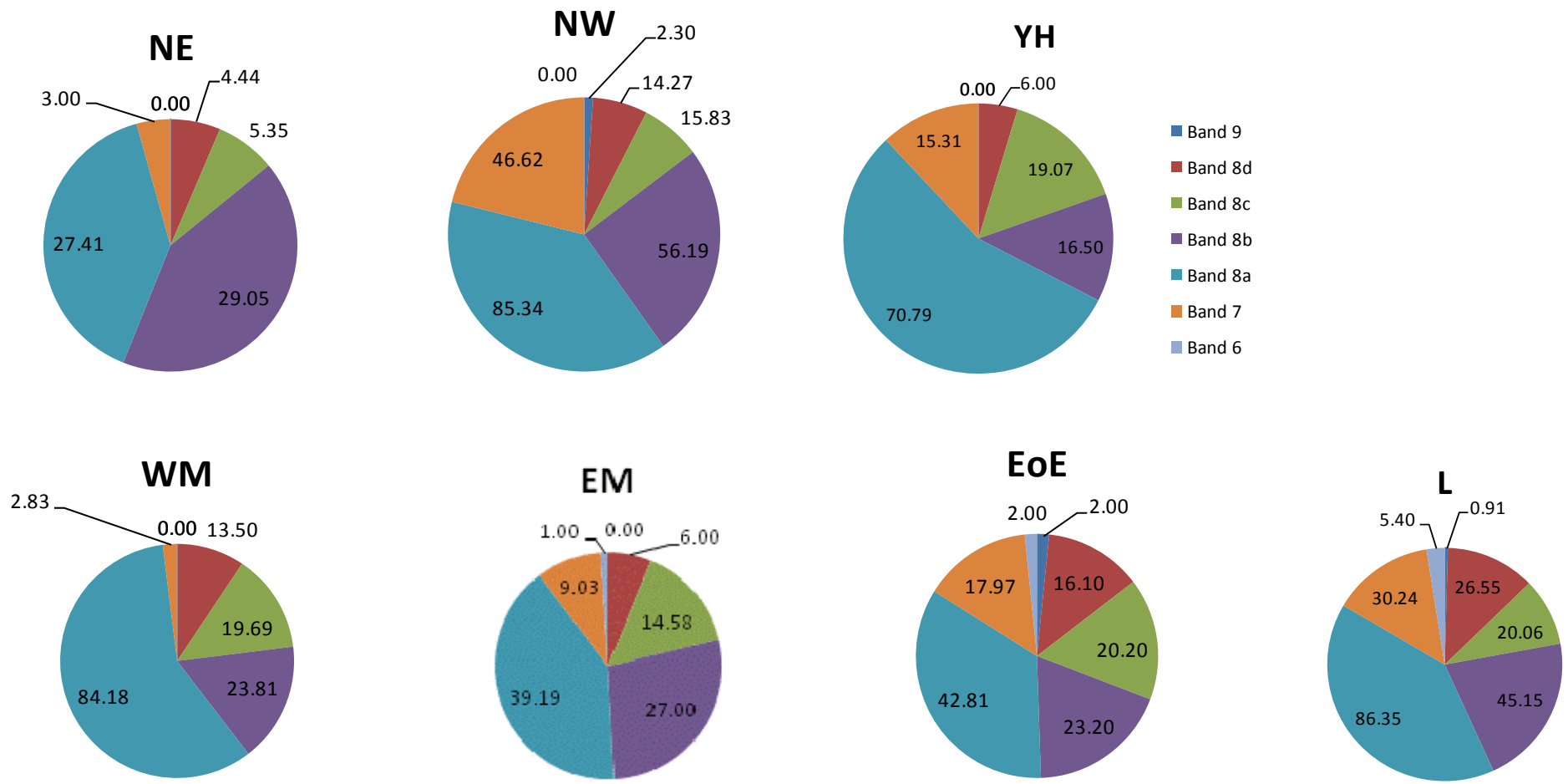


Figure 10a. Established Pharmacist posts in PCTs/LHBs by band in each SHA and Home Country 2010 (continued overleaf)

Numbers indicate number of FTE established posts at each band.



Figure 10a. Established Pharmacist posts in PCTs/LHBs by band in each SHA and Home Country 2010

Numbers indicate number of FTE established posts at each band.

Table 10b. Qualified Pharmacy Technicians by geographical area in NHS PCTs/LHBs - England, Scotland and Northern Ireland - May 2010

	Band 8c					Band 8b					Band 8a					Band 7					
	Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (FTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		
North East SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	
North West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	7.00	6.80	2.9%	0.20	2.9%	
Yorkshire & Humber SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	6.67	5.63	15.6%	1.04	15.6%	
East Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.86	1.86	0.0%	0.00	0.0%	
West Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.63	2.63	0.0%	0.00	0.0%	
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!	5.32	4.32	18.8%	1.00	18.8%	
London SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%	6.92	5.92	14.5%	1.00	14.5%	
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!	2.38	2.38	0.0%	0.00	0.0%	
South Central SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%	
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!	1.85	1.85	0.0%	0.00	0.0%	
England	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%	35.63	32.39	9.1%	3.24	9.1%	
Wales	See Table 4b - NHS Trusts																				
Scotland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.50	3.50	0.0%	0.00	0.0%	
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%	
TOTALS	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.0%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%	40.13	36.89	8.1%	3.24	8.1%	

	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	5.02	5.02	0.0%	0.00	0.0%	15.78	13.91	11.9%	0.77	4.9%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	20.80	18.93	9.0%	0.77	3.7%	
North West SHA	35.41	34.41	2.8%	1.00	2.8%	84.93	77.53	8.7%	4.80	5.7%	0.93	0.93	0.0%	0.00	0.0%	128.27	119.67	6.7%	6.00	4.7%	
Yorkshire & Humber SHA	16.61	15.31	7.8%	1.10	6.6%	39.10	30.27	22.6%	4.93	12.6%	0.50	0.00	100.0%	0.50	100.0%	62.88	51.21	18.6%	7.57	12.0%	
East Midlands SHA	26.18	26.17	0.0%	0.00	0.0%	32.60	31.25	4.1%	1.40	4.3%	1.23	1.23	0.0%	0.00	0.0%	62.87	61.51	2.2%	1.40	2.2%	
West Midlands SHA	18.19	15.79	13.2%	2.00	11.0%	39.89	36.97	7.3%	2.72	6.8%	1.00	1.00	0.0%	0.00	0.0%	61.71	56.39	8.6%	4.72	7.6%	
East of England SHA	13.41	13.21	1.5%	0.00	0.0%	38.98	32.58	16.4%	12.50	32.1%	1.85	1.85	0.0%	0.00	0.0%	59.56	51.96	12.8%	13.50	22.7%	
London SHA	14.00	11.03	21.2%	0.50	3.6%	11.03	8.53	22.7%	1.00	9.1%	5.32	5.32	0.0%	0.00	0.0%	38.27	31.80	16.9%	2.50	6.5%	
South East Coast SHA	10.75	9.75	9.3%	1.00	9.3%	26.76	20.14	24.7%	5.00	18.7%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	39.89	32.27	19.1%	6.00	15.0%	
South Central SHA	6.76	6.76	0.0%	0.00	0.0%	15.15	13.55	10.6%	1.50	9.9%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	22.91	21.31	7.0%	1.50	6.5%	
South West SHA	7.80	6.80	12.8%	0.00	0.0%	30.44	24.14	20.7%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	40.09	32.79	18.2%	0.00	0.0%	
England	154.13	144.25	6.4%	5.60	3.6%	334.66	288.87	13.7%	34.62	10.3%	10.83	10.33	4.6%	0.50	4.6%	537.25	477.84	11.1%	43.96	8.2%	
Wales	See Table 4b - NHS Trusts																				
Scotland	13.80	13.80	0.0%	0.00	0.0%	34.96	34.57	1.1%	0.40	1.1%	15.02	14.52	3.3%	0.50	3.3%	68.28	67.39	1.3%	0.90	1.3%	
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.0%	0.00	0.0%	
TOTALS	167.93	158.05	5.9%	5.60	3.3%	369.62	323.44	12.5%	35.02	9.5%	25.85	24.85	3.9%	1.00	3.9%	606.53	546.23	9.9%	44.86	7.4%	

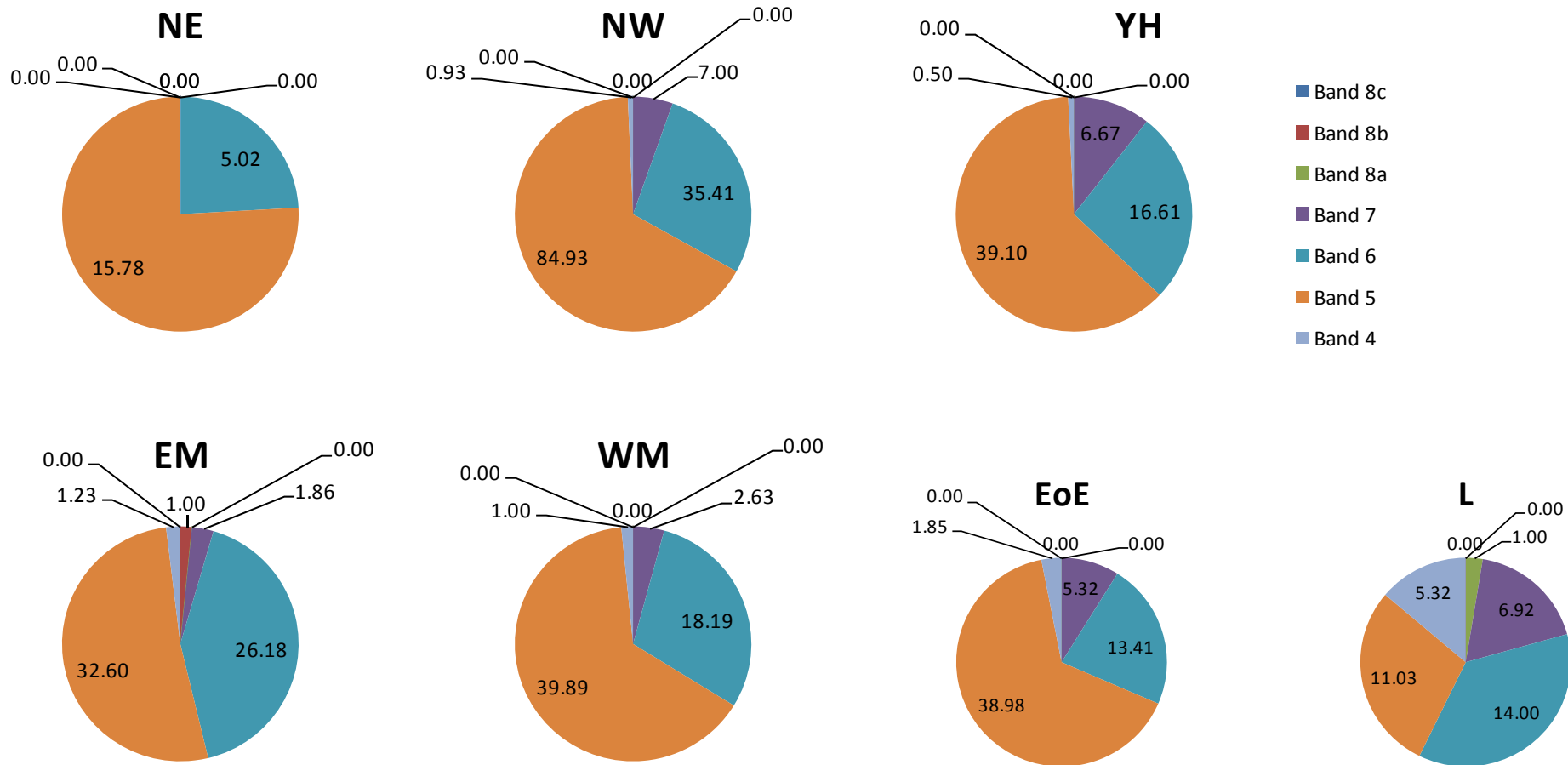


Figure 10b. Established Pharmacy Technician posts in PCTs/LHBs by band in each SHA and Home Country 2010 (continued overleaf)

Numbers indicate number of FTE established posts at each band.

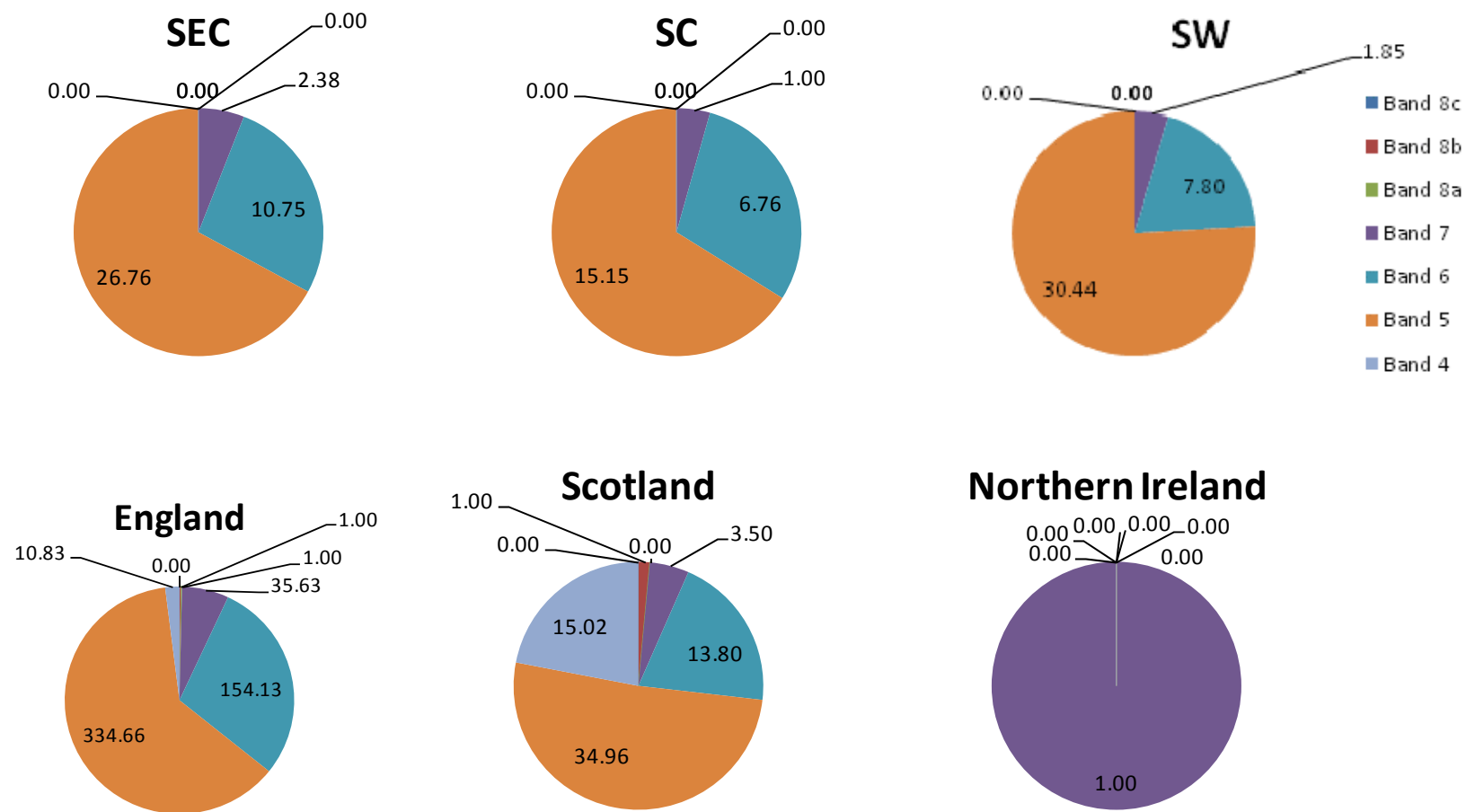


Figure 10b. Established Pharmacy Technician posts in PCTs/LHBs by band in each SHA and Home Country 2010

Numbers indicate number of FTE established posts at each band.

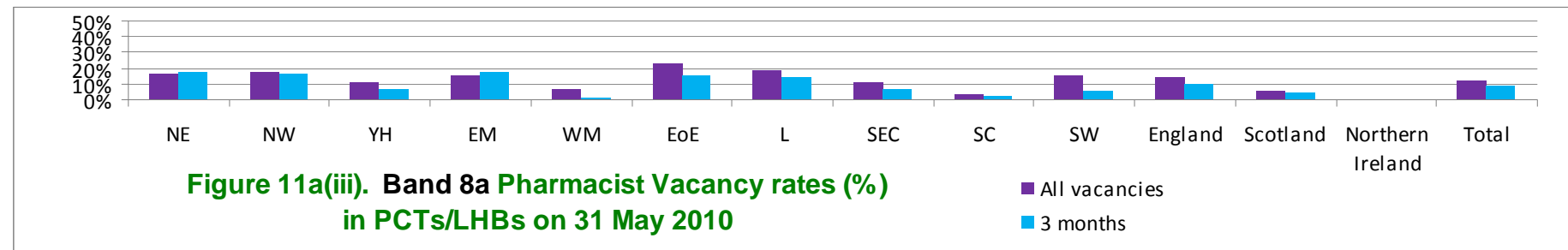
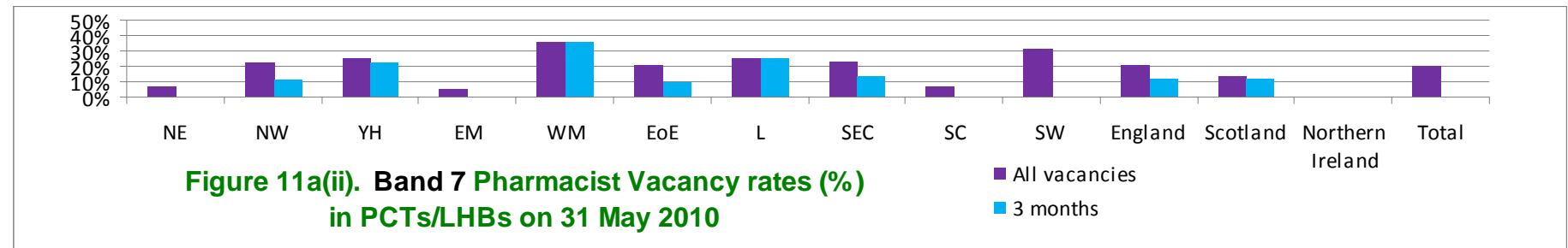
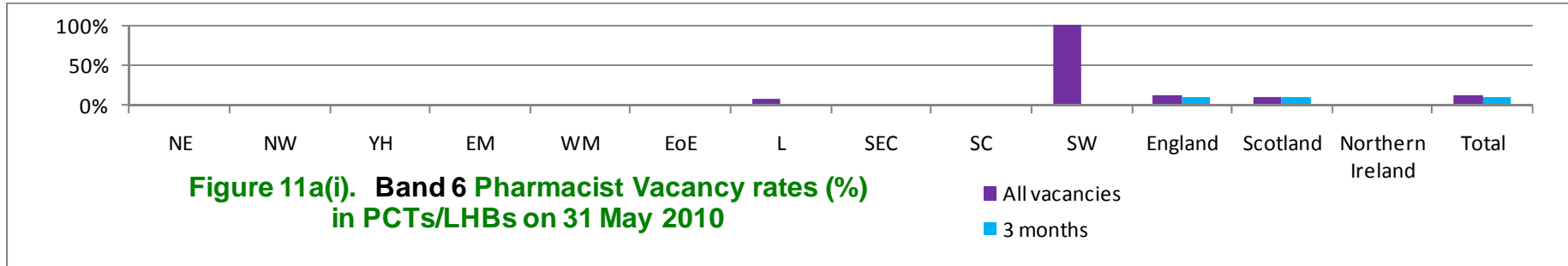
Table 10c. Pharmacy Assistants by geographical area in NHS PCTs/LHBs - England, Scotland and Northern Ireland. May 2010

	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!	2.00	0.00	100.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	0.00	100.0%	0.00	0.0%
North West SHA	4.80	3.80	20.8%	1.00	20.8%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.80	3.80	20.8%	1.00	20.8%
Yorkshire & Humber SHA	0.40	0.40	0.0%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.40	1.40	0.0%	0.00	0.0%
East Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.53	3.53	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.53	3.53	0.0%	0.00	0.0%
West Midlands SHA	1.00	0.00	100.0%	0.00	0.0%	1.00	1.00	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	1.00	50.0%	0.00	0.0%
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!	4.00	3.00	25.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.00	3.00	25.0%	0.00	0.0%
South East Coast SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	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!	1.00	0.00	100.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	0.00	100.0%	0.00	0.0%
England	6.20	4.20	32.3%	1.00	16.1%	12.53	8.53	31.9%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	18.73	12.73	32.0%	1.00	5.3%
Wales	See Table 4c - NHS Trusts																			
Scotland	1.00	1.00	0.0%	0.00	0.0%	12.04	12.04	0.0%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	13.04	13.04	0.0%	0.00	0.0%
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!
TOTALS	7.20	5.20	27.8%	1.00	13.9%	24.57	20.57	16.3%	0.00	0.0%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	31.77	25.77	18.9%	1.00	3.1%

May 2010 Current Vacancy Rates and 3-month Vacancy Rates in NHS PCTs/LHBs

11. Pharmacist vacancy rates in NHS PCTs/LHBs by Band

Figures 11a(i) to 11a(vii) show the % current and 3 month vacancy rates for all bands of pharmacists in NHS PCTs/LHBs on 31 May 2010.



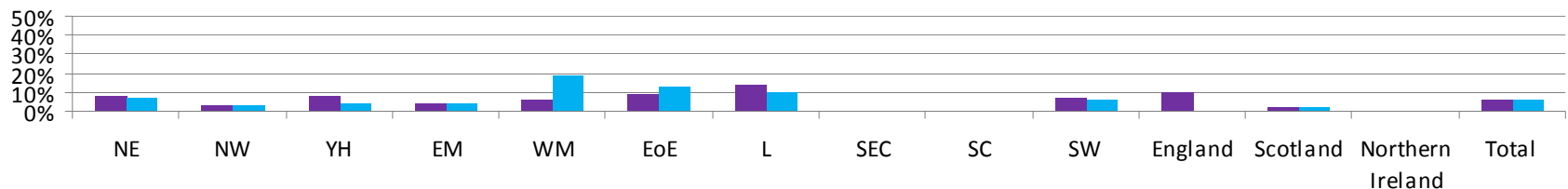


Figure 11a(iv). Band 8b Pharmacist Vacancy rates (%) in PCTs/LHBs on 31 May 2010

■ All vacancies
■ 3 months

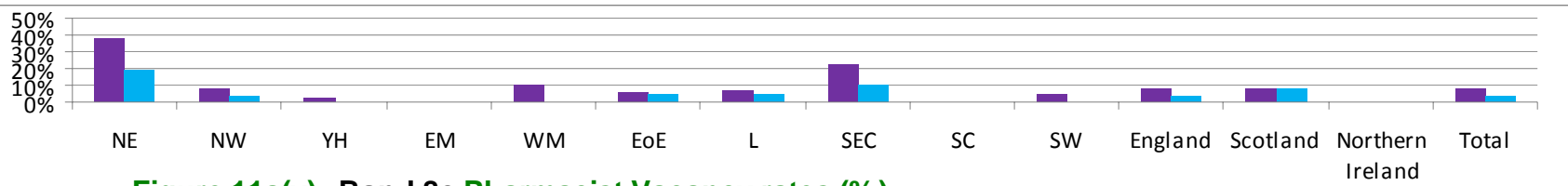


Figure 11a(v). Band 8c Pharmacist Vacancy rates (%) in PCTs/LHBs on 31 May 2010

■ All vacancies
■ 3 months

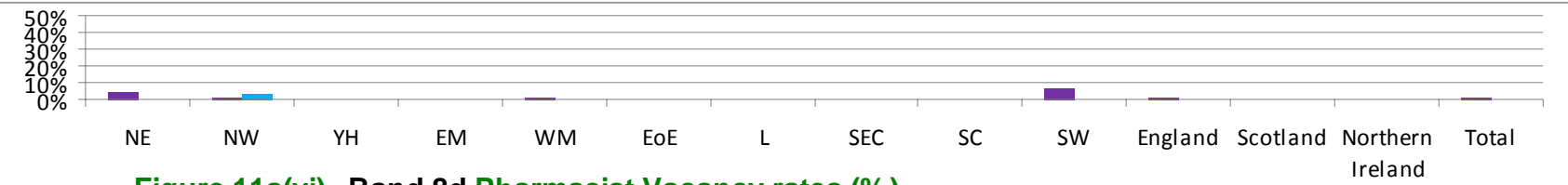


Figure 11a(vi). Band 8d Pharmacist Vacancy rates (%) in PCTs/LHBs on 31 May 2010

■ All vacancies
■ 3 months

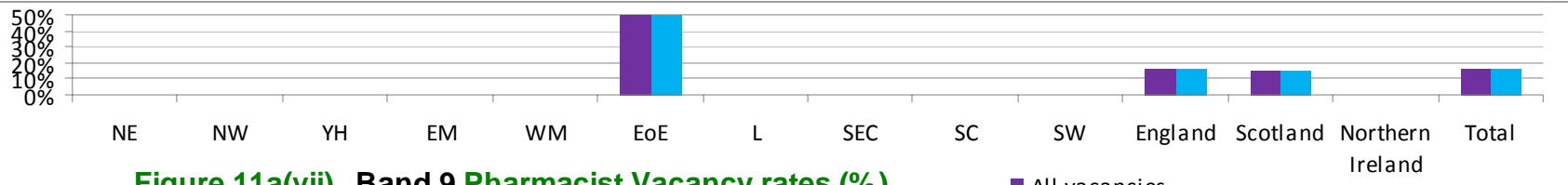
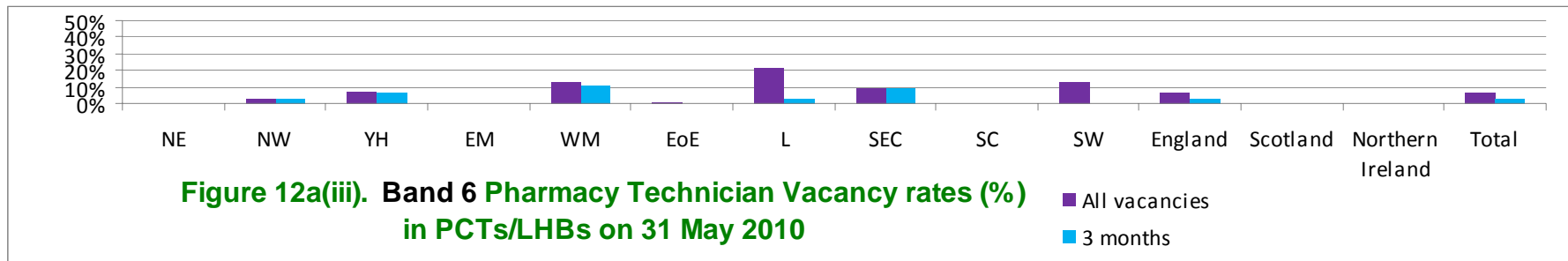
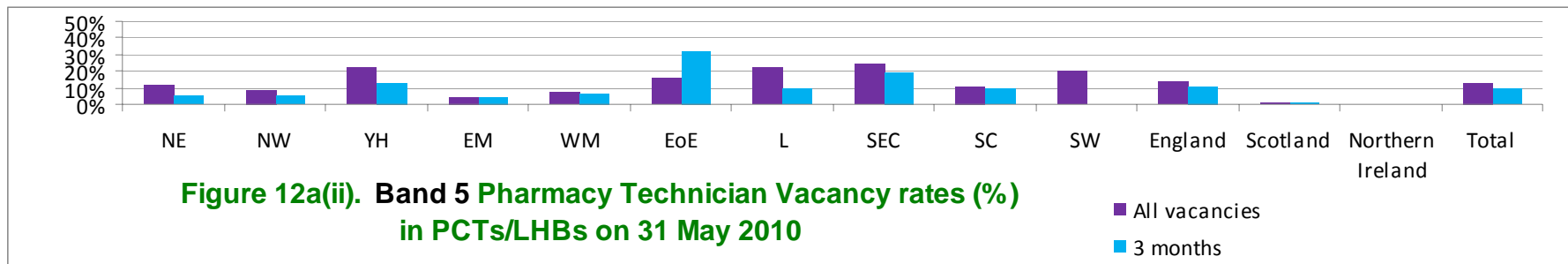
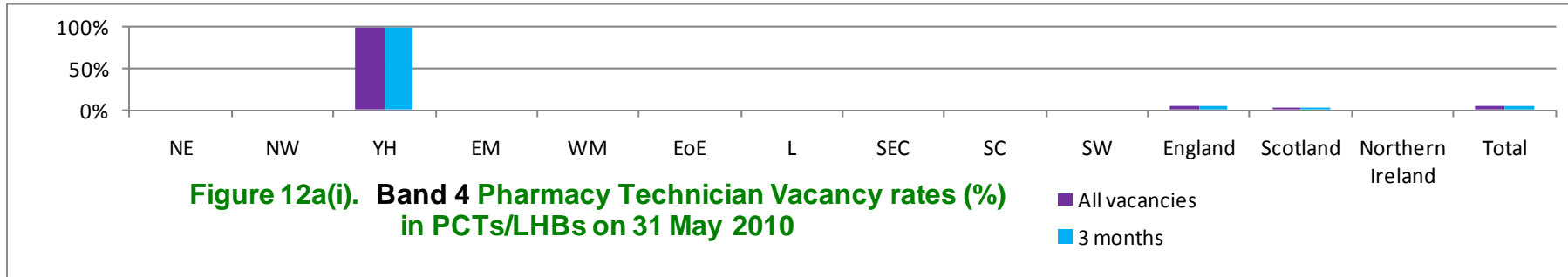


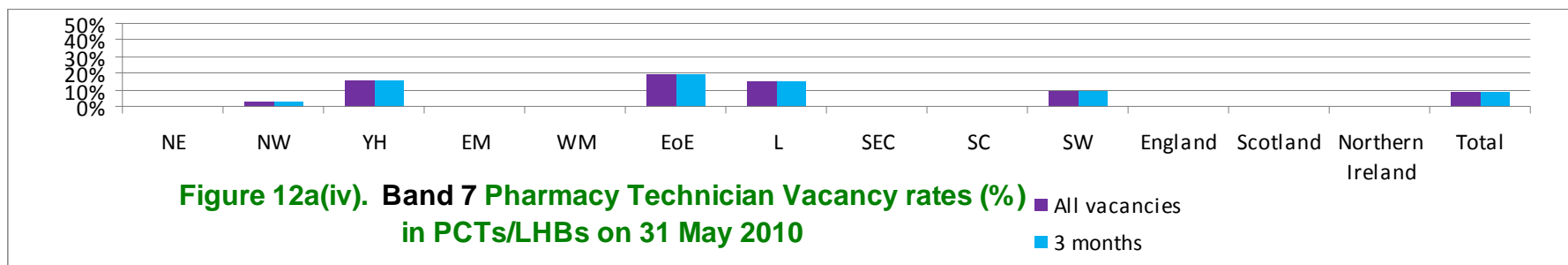
Figure 11a(vii). Band 9 Pharmacist Vacancy rates (%) in PCTs/LHBs on 31 May 2010

■ All vacancies
■ 3 months

12. Pharmacy Technician Vacancy Rates in NHS PCTs/LHBs by Band

Figures 12a(i) to 12a(iv) show the % current and 3 month vacancy rates for pharmacy technicians in NHS PCTs/LHBs at 31 May 2010





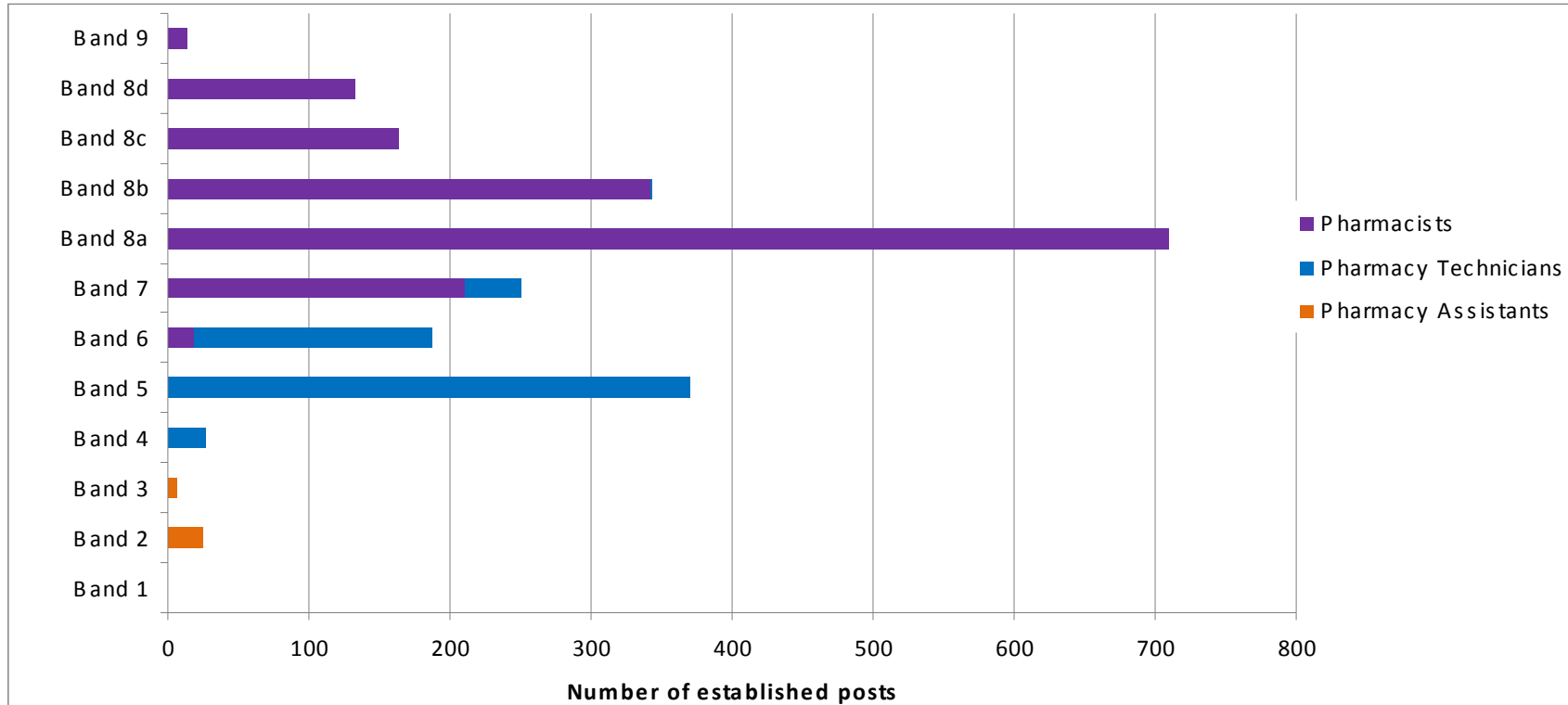
The number of Band 8a, b and c Pharmacy Technician vacancies in PCTs/LHBs is very small and so these data have not been presented graphically.

13. Pharmacy Assistant Vacancy Rates in NHS PCTs/LHBs by Band

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; 7.20 FTE Band 3 and 24.57 FTE Band 2 established posts across England, Scotland and Northern Ireland. Tables and graphs have therefore not been produced.

Skill mix in NHS PCTs/LHBs by Band



**Number of established posts by staff group
(not including pre-registration trainees)
in PCTs/LHBs
in England, Scotland and Northern Ireland - 2010**

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. In addition, NHS trust activity may also now include PCT provider arm activity in England.

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).

Trends in Overall, NHS Trust & NHS PCT/LHB Staffing Establishments

Tables 1c & 1d, 3b to 3e and 9b to 9c enable trends in Staffing Establishments overall, in NHS trusts and PCTs/LHBs respectively to be considered over the period 2008 to 2010.

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

Pharmacists

- The reported NHS establishment for pharmacists overall across the UK is 9,208 FTE; employing 8,177 FTE pharmacists with a headcount of 9,506.
- Pharmacist staffing establishments in the NHS overall have increased by 2.5% (222.15 FTEs) since May 2009 across England, Wales, Scotland & Northern Ireland.

- There are 7,620.37 FTE established qualified pharmacist posts in [NHS trusts](#) and Welsh health boards in England, Wales, Scotland and Northern Ireland.
- Pharmacist staffing establishments in [NHS trusts](#) have increased by 2.2% (152.70 FTEs) since May 2009 across England, Scotland & Northern Ireland.
- There are 1,587.74 FTE established qualified pharmacist posts in [NHS PCTs/LHBs](#) in England, Scotland and Northern Ireland.
- Pharmacist staffing establishments in [NHS PCTs/LHBs](#) have increased by 3.4% (51.94 FTEs) since May 2009 across England, Scotland & Northern Ireland.
- 1,587.74 FTE (20.8%) of **overall** established posts, and 1,899 people (20.0% of **overall** headcount) are to be found in [NHS PCTs/LHBs](#).
- The staffing establishment of Band 6 pharmacists in [NHS trusts](#) in England has decreased by 1.9% (23.86 FTE) between May 2009 and May 2010. In contrast, the staffing establishments at Bands 7 and 8a have increased by 6.5% (96.70 FTE) and 8.3% (134.83 FTE) respectively.
- In Wales there was an increase in the number of established Band 6 pharmacist posts of 13.2% (8.20 FTE).
- In Northern Ireland there was a decrease in the number of Band 6 pharmacist posts in [NHS trusts](#) of 3.3% (2.94 FTE).
- Care must be taken in interpreting these data, especially in smaller countries where small changes in numbers have a significant effect on percentages.
- Current vacancy rates for pharmacists at Band 6 pharmacist post are lower than recent surveys at 16.2% **overall** and 16.3% in [NHS trusts](#): a decrease from 24.7% **overall** and 24.8% in [NHS trusts](#) in 2009 (ref. National NHS Pharmacy Staffing Establishment and Vacancy Survey 2009).

Pharmacy Technicians

- There are 7,837.06 FTE established qualified pharmacy technician posts **overall** in NHS organisations in England, Wales, Scotland and Northern Ireland.
- The reported NHS establishment for pharmacy technicians across the UK is 7,837 FTE, employing 7,205 FTE pharmacy technicians with a headcount of 8,248.
- Pharmacy Technician staffing establishments in the NHS **overall** have increased by 1.7% (128.11 FTEs) since May 2009 across England, Wales, Scotland & Northern Ireland.
- There are 7,230.53 FTE established qualified pharmacy technician posts in [NHS trusts](#) and Welsh health boards in England, Wales, Scotland and Northern Ireland.
- Pharmacy Technician staffing establishments in [NHS trusts](#) have increased by 0.8% (55.47 FTEs) since May 2009 across England, Scotland & Northern Ireland.
- There are 606.53 FTE established qualified pharmacy technician posts in [NHS PCTs/LHBs](#) in England, Scotland and Northern Ireland.
- Pharmacy Technician staffing establishments in [NHS PCTs/LHBs](#) have increased by 10.0% (55.21 FTEs) since May 2009 across England, Scotland & Northern Ireland.
- Current vacancy rates for pharmacy technicians at Band 4 are at 10.8% **overall**, in [NHS trusts](#) 10.8%, a decrease from 12.2% **overall** and 12.4% in [NHS trusts](#) in 2009.

Pharmacy Assistants

- The reported NHS establishment for pharmacy assistants **overall** across the UK is 4,234 FTE, employing 3,917 FTE pharmacy assistants with a headcount of 4,495.
- Pharmacy Assistant staffing establishments in the NHS **overall** have increased by 1.6% (52.68 FTEs) since May 2009 across England, Wales, Scotland & Northern Ireland.

Key issues

Pharmacists and their staff are well-positioned enablers of the QIPP agenda, helping to meet cost pressures in relation to prescribing practices, avoidance of waste and use of medicines in every setting, whilst maintaining patient safety and high quality care. The move towards delivery of care closer to home in integrated care settings will continue the demand for qualified pharmacists, pharmacy technicians and pharmacy assistants in order to ensure the provision of safe, effective and efficient medicines management services.

Concern remains in the NHS pharmacy community regarding the number of pre-registration trainee pharmacists being trained by the NHS to provide the future pharmacist workforce required. In 2009/10 a Department of Health Task & Finish Group on Pharmacist Numbers has recommended and enabled an increase in numbers of NHS-employed pre-registration trainee pharmacists in 2011-12, which should facilitate some improvement; however, the current fiscal environment may be a barrier to sustaining this improvement.

The decrease in number of established posts (FTE) of pharmacists at Band 6 and greater increases at Bands 7, 8a and 8b are of particular note (Table 1b).

Greater concern remains in the NHS pharmacy community regarding the number of pre-registration trainee pharmacy technicians being trained by the NHS. Although the number of Year 2 pre-registration trainee pharmacy technicians has risen since 2009, the Year 1 cohort is about the same, and the barriers to training for NHS trusts need to be urgently explored if we are to continue the pharmacy record of wise use of skill mix and avoid unnecessary wastage of resources.

The small decrease in number of established posts (FTE) of pharmacy technicians at Band 4 and greater increases at Bands 5, 6 & 7 are of particular note (Table 1b). These patterns of higher growth in numbers of the middle bands than at the newly-qualified bands mean that it is important to consider the demand caused by these middle bands when considering trainee numbers, rather than simply considering the newly-qualified bands. This is the case for both pharmacists and pharmacy technicians.

Some 20% of pharmacist posts are currently located in PCTs/LHBs. This has been of concern due to the limited input of PCTs into training future pharmacists; this is due to both limited capacity, capability and a limit to their ability to completely deliver due to professional registration requirements. The dramatically changing landscape of NHS structure over the coming years will add a further dimension to this issue and pharmacy workforce issues overall.

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

Skill mix

With a staffing establishment of 9,208.11 FTE qualified pharmacists, 7,837.06 FTE pharmacy technicians and 4,234.40 FTE pharmacy assistants, NHS pharmacy services are already renowned for good use of skill mix. Skill mix is shown in tables on pages 18, 44 and 65, demonstrating significant difference between NHS Trusts and PCTs/LHBs as expected. However, this also varies geographically and there is still potential for improvement with enhanced roles for pharmacy assistants and pharmacy technicians continuing to develop. The current low numbers of trainee pharmacy technicians feeding into the workforce is of concern (see above). 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 imminent review of 'supervision' requirements.

Disestablished posts

Table 1a indicates that 1.6 % (380.75 FTE) of established posts in all staff groups across all organisations in England, Wales, Scotland and Northern Ireland have been disestablished since 31 May 2009, 2.0% (187.72 FTE) of pharmacist posts, 1.3% (98.63 FTE) of pharmacy technician posts and 1.4% (59.83 FTE) of pharmacy assistant posts. This is the first year that these data have been captured. The fact that there has been growth overall shows that more posts have been established than dis-established. The trend in 2011 will be of interest as the current financial cuts and also the shift of care into the community make an impact.

Threatened posts

Table 1a indicates that 1.0% (229.12 FTE) of established posts in all staff groups across all NHS organisations in England, Wales, Scotland and Northern Ireland are under threat; 1.1% (101.3 FTE) of pharmacist posts, 0.9% (69.45 FTE) of pharmacy technician posts and 0.7% (30.38 FTE) of pharmacy assistant posts. This is a significant increase from 2009 and it will be interesting to see the future trend, bearing in mind the financial pressures.

Current vacancy rates (i.e. posts not permanently occupied on 31 May 2010)

There has been considerable concern about current vacancy rates for junior pharmacists and pharmacy technicians for some time, although the **overall** current vacancy rate for Band 6 pharmacists has fallen from 24.7 % in 2009 to 16.2% in 2010; and for all pharmacists from 13.7% in 2009 to 11.2% in 2010.

Pharmacists

There are 11.2% of established qualified pharmacist posts vacant in **NHS organisations** in England, Wales, Scotland and Northern Ireland.

There are 11.4% of established qualified pharmacist posts vacant in **NHS trusts** in England, Wales, Scotland and Northern Ireland.

There are 10.3% of established qualified pharmacist posts vacant in **NHS PCTs/LHBs** in England, Scotland and Northern Ireland.

There are 16.2% (Band 6) and 17.6% (Band 7) of established qualified pharmacist posts vacant in **NHS organisations** in England, Wales, Scotland and Northern Ireland.

There are 16.3% (Band 6) and 17.4% (Band 7) of established qualified pharmacist posts vacant in **NHS trusts** in England, Wales, Scotland and Northern Ireland.

There are 12.4% (Band 6) and 19.8% (Band 7) of established qualified pharmacist posts vacant in **NHS PCTs/LHBs** in England, Scotland and Northern Ireland.

Pharmacy Technicians

There are 8.1% of established qualified pharmacy technician posts vacant in **NHS organisations** in England, Wales, Scotland and Northern Ireland.

There are 7.9% of established qualified pharmacy technician posts vacant in **NHS trusts** in England, Wales, Scotland and Northern Ireland.

There are 9.9% of established qualified pharmacy technician posts vacant in **NHS PCTs/LHBs** in England, Scotland and Northern Ireland.

There are 10.8% (Band 4) and 8.8% (Band 5) of established qualified pharmacy technician posts vacant in **NHS organisations** in England, Wales, Scotland and Northern Ireland.

There are 10.8% (Band 4) and 8.3% (Band 5) of established qualified pharmacy technician posts vacant in **NHS trusts** in England, Wales, Scotland and Northern Ireland.

There are 3.9% (Band 4) and 12.5% (Band 5) of established qualified pharmacy technician posts vacant in **NHS PCTs/LHBs** in England, Scotland and Northern Ireland.

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

Agency/Locum Staff

The 2010 survey shows a marked decrease in pharmacist posts filled by locums from 381.71 FTE in May 2009 to 322.27 in May 2010 (-15.6%) and in pharmacy technicians posts from 200.00 FTE to 154.63 FTE (-22.7%). This could be because financial pressures were already beginning to take effect on this activity.

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

Professionally, the Royal Pharmaceutical Society of Great Britain (a professional and regulatory body) became the General Pharmaceutical Council (GPhC) – the regulatory body and The Royal Pharmaceutical Society (RPS) – the professional leadership body on 27 September 2010. Whilst not affecting training requirements immediately, standards of education, training and of practice are under review. In July 2011 pharmacy technicians will need to register with the GPhC to practise as pharmacy technicians (voluntary register currently in place) which will have implications for the pharmacy technician workforce.

In terms of the new coalition government's policy and recent White Paper, Pharmacists and their staff are well-positioned enablers of the QIPP agenda, helping to meet cost pressures in relation to prescribing practices, avoidance of waste and use of medicines in every setting, whilst maintaining patient safety and high quality care. The move towards delivery of care closer to home in integrated care settings will continue the demand for qualified pharmacists, pharmacy technicians and pharmacy assistants in order to ensure the provision of safe, effective and efficient medicines management services.

The Modernising Pharmacy Careers Board of Medical Education England has been established and will become increasingly involved in education commissioning activity for the pharmacy workforce; members of the NHS Pharmacy Education & Development Committee continue to work with the MPC Board on a number of pharmacy workforce issues.

Recommendations from the 2009 survey

The recommendations from the 2009 survey have all been implemented in the 2010 survey.

Recommendations for future surveys

- 1 It will be important – and challenging – to continue to monitor the whole of the NHS Pharmacy workforce as the changing landscape of the NHS, particularly in England, takes shape.
- 2 Continuing with this survey in 2011 will enable the both the implications of the changing landscape of the NHS, and the implications of the current cost pressures, to be monitored.

Summary

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

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

Previous Reports

Similar reports 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.

09 November 2009 which asked for point prevalence data on 31 May 2009.

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

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Issue Date 11th November 2010

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 2010

Guidelines for completion (Point survey at 31 May 2010)

The format of data entry is similar to 2009, using an Excel spreadsheet to complete the data.

Please enter your data into the cells highlighted in light yellow for your staffing position at **31 May 2010**.

The remaining cells contain formulae which will automatically calculate the result from your entries. Please note that the 2010 spreadsheet has not yet been constructed to accommodate the collation of all the new data fields.

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

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

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

1. Complete your details in cell A3, and the current full name of the NHS organisation in cells A4/A5 & A8.
2. Complete all light yellow cells in Row 4 (an entry of zero need not be entered, unless it is an 'In Post' value where the 'Estab' is greater than zero – see definitions below). Row 4 should include all activity relating to services delivered to your own trust and other trusts such as a neighbouring mental health trust, etc..
For PCTs/LHBs only: If you wish to separate out your commissioning and provider activity (more likely in 2010 – see below), 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.
English PCT Commissioning and Provider Arm activity
In 2010, more PCTs have separated out these activities. It is more likely in 2010 that a different person will complete the row on the PCT spreadsheet for the Commissioning activity from the person completing the Provider activity. If this is the case, please ensure that your colleague has received the survey to complete, forwarding the survey to them if necessary, as it is difficult to keep track of all the changes. Thank you.
There are notes in the PCT/LHB return to indicate how to include the name of a separate providing organisation if appropriate.
For PCT Provider activity now incorporated into NHS trust activity, please see the note *in the NHS trust return* regarding the option to state "now includes xxx PCT provider arm activity" or insert a separate row for PCT provider arm activity within the NHS trust return as appropriate.
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 – cells should be completed with the Full-Time Equivalents (FTEs) i.e. 1 FTE = 37.5 hours per week. **New for 2010:** The number of people/headcount is asked for separately. *Please note:* Full-Time Equivalent (FTE) corresponds to what has previously been referred to as Whole-Time Equivalent (WTE). The change in name happened in 2009 and is to reflect the common standard against all Government statistical data.

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

You may not yet have agreed a *funded* 2010-2011 Staffing Establishment within your NHS organisation. Please see additional **New for 2010** columns for Posts at Risk and Posts disestablished since 31 May 2009 definitions below, which will explain current pressures to an extent, and complete your Staffing Establishment at 31May2010 using the current picture as best you can.

Some **trainees** may not be included in your *funded* staffing establishment because they are fully-funded by the SHA. If this is the case, please enter your trainee allocation (*numbers* of FTE trainees rather than proportion of salary contribution) agreed at regional/national/SHA level in the ‘staffing establishment’ columns, regardless of the source of funding.

In Post (FTEs) – the number of FTE you have in post on 31 May 2010, employed on a **permanent** basis. This figure **must** be entered, even if it is the same as the Estab figure. The current vacancy rate is then calculated as Estab (FTE) minus In Post (FTE); please carefully read following vacancy definition before completing this column.

Vacant A post is vacant if it is not filled by a permanently-employed member of staff;

- if it is filled by a **locum/agency staff**, it is still **vacant**;
- if you have a member of staff on **maternity leave**, it is still filled by a permanently-employed member of staff and is **not vacant**; any locum/agency staff covering M/L posts should be included in the relevant column; i.e. you may have an Establishment of 1.0FTE, an In Post figure of 1.0FTE (the person who is on M/L) and a Locum/Agency figure of 1.0FTE for the locum covering the post.
- if it is empty on 31 March 2010, but you have recruited into it, it is **vacant** (new recruit not started).

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

New for 2010 In Post (Head Count) – the number of people who are employed to give a total of the In Post (FTEs) figure in the previous column.

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

New for 2010 by Band Locum and Agency Staff (FTEs) – the number of FTE employees as locum/agency staff *to fill the established post at the specified band (N.B. NOT the band at which the locum is paid).*

(Locum/Agency staff were asked for in previous years as the total number of pharmacists, pharmacy technicians etc., and now it is asked for by Band).

New for 2010 by Band Posts Currently at Risk (FTEs) – a post(s), on your staffing establishment, which may or may not be vacant on 31 May 2010, 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.

New for 2010 Posts Disestablished since 31 May 2009 (FTEs) – a post(s), which was on your staffing establishment on 31 May 2009, which has been removed from the staffing establishment within the last 12 months, for whatever reason. Please 'Insert' an 'Comment' to indicate the reason for the shift, e.g. more specialised Band 7 post required, post vacant and disestablished due to funding pressures, etc..

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

Band 9 or above / Senior Managers' Pay Some Chief Pharmacists receive pay above Band 9 or on a trust's Senior Managers' payscale. If this is the case, please include under Band 9 and 'Insert' a 'Comment' in the cell B4 to explain.

Pre-registration trainee pharmacy technicians (PTPTs) (used to be 'student pharmacy technicians') have two columns; one for Year 1 trainees (i.e. commenced training on or after 01 April 2009), and one for Yr 2 trainees (i.e. commenced training on or prior to 31 March 2009). *If you have a PTPT who is taking longer than the usual 2 years, please include them in your Year 2 figures.*

Admin & Clerical There are columns for Bands 8a & 8b so that jobs such as Business / Logistics / IT Managers, Office Managers, Data Analysts, etc. can be included in this category and the numbers of staff categorised as 'Others' are minimised. If you still have 'Others', please 'Insert' a 'Comment' in cell GP4 to explain what the 'Others' posts are in your department.

For pre-registration trainee pharmacists and pre-registration trainee pharmacy technicians, all trainees are now counted separately from qualified staff.

Regional / National Specialist Pharmacy Services In 2009, additional lines were added for all trusts which host regional/national specialist pharmacy services, regardless of the source of funding. If your trust/PCT/LHB hosts such services, ***please use a separate row for each service***, using Rows 5, 6&7 (if applicable) on the spreadsheet, ***indicating the type*** (e.g. Medicines Information, Procurement, E&T, Clinical, regional packing unit) of each specialist pharmacy service. These figures should not include staffing resource for provision of services to the local/host trust/PCT/LHB (see above). Insert additional rows if you host more than three specialist pharmacy services. The total figures in row 8/9 should then be the total staffing establishment in your department, which should marry up with your HR department's records.

Sharing of spreadsheet details As for 2009, please note that the detailed spreadsheets will be shared with SHAs and other national/pharmacy organisations in 2010 on request. Prior to 2009, they were 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 2010

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

Email Title: Please reply by 31 May 2010: NHS Pharmacy Staffing Establishment & Vacancy Survey 2010

To: NHS Trust & Mental Health Trust Chief Pharmacists

It is time to complete the NHS Pharmacy Staffing Establishment & Vacancy Survey 2010, 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 & 2009), 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, as the Department of Health in England is funding the work. They require ***much tighter timescales, so please reply by the dates requested.*** Please read the Guidance Notes (attached) carefully before completing the spreadsheet.
- As last year, you are asked to complete separate lines for provision/hosting of national/regional specialist pharmacy services. Please complete a separate line for each specialist pharmacy service you host.
- See the Guidance Notes for what to do if have now also acquired PCT provider arm services.

Please find attached:

- **Guidance Notes for completing your return** (including definitions)
- **A spreadsheet** for completion of the NHS Pharmacy Staffing Establishment & Vacancy Survey 2010. 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, although the spreadsheet has not yet been reconfigured to collate all the new information for 2010. ***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 2010**. Please complete the spreadsheet for 31 May 2010 and return to **me** and copy to Lynne Bollington at lynne.bollington@chelwest.nhs.uk **by Monday 31 May 2010**.

I look forward to hearing from you **by 31 May**.

Xxxx

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

Email Title: Please reply by 31 May 2010: NHS Pharmacy Staffing Establishment & Vacancy Survey 2010

To: NHS Lead pharmacists in PCTs (Commissioning Arms and Provider Arms) / LHBs

It is time to complete the NHS Pharmacy Staffing Establishment & Vacancy Survey 2010, 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 & 2009), 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, as the Department of Health in England is funding the work. They require ***much tighter timescales, so please reply by the dates requested***. Please read the Guidance Notes (attached) carefully before completing the spreadsheet.
- As last year, you are asked to complete separate lines for provision/hosting of national/regional specialist pharmacy services. Please complete a separate line for each specialist pharmacy service you host.
- 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.
- See the Guidance Notes for what to do if an NHS Trust has now acquired PCT provider arm services

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 2010. 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 2010**. Please complete the spreadsheet for 31 May 2010 and return to **me** and copy to Lynne Bollington at **lynne.bollington@chelwest.nhs.uk by Monday 31 May 2010.**

I look forward to hearing from you **by 31 May**.

Xxxx

Appendices 4a and 4b. Data collection spreadsheets.

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

End