

National NHS Pharmacy Staffing Establishment and Vacancy Survey 2008 – revised 03 February 2009

NHS Pharmacy Education and Development Committee

Executive Summary

Purpose

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

This survey provides data on staffing levels among NHS pharmacy staff. For the first time this year, data on staff in Primary Care Trusts (PCTs) in England and Local Health Boards (LHBs) in Wales and Northern Ireland have been collected as well as data for NHS acute and mental health trust staff.

Methods

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

Results

NHS Trusts 223 NHS acute and mental health trusts in England, 10 NHS Trusts in Wales and five Health & Social Care Trusts in Northern Ireland were identified and surveyed; **a 100% response rate was achieved.**

NHS Primary Care Trusts / Local Health Boards (PCTs/LHBs) 150 PCTs in England, 21 LHBs in Wales and four Health & Social Services Boards in Northern Ireland were identified and surveyed; **a 100% response rate was achieved.**

Headlines

- Pharmacist staffing establishments appear to be increasing.
- Vacancy rates for pharmacists at Band 6 pharmacist post are of concern at 22.2% overall, in NHS trusts 22.1%, an increase from 17.2% in 2007.
- Vacancy rates for pharmacy technicians at Band 4 are also of concern at 13.9% overall, in NHS trusts 13.8%, an increase from 10.9% in 2007.
- Concern regarding the pharmacy workforce capacity to meet requirements of future NHS services; requirement to train more pharmacy staff.

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NHS Pharmacy Education and Development Committee

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Purpose

This survey provides data on staffing levels among NHS pharmacy staff. For the first time this year, data on staff in Primary Care Trusts (PCTs) in England and Local Health Boards (LHBs) in Wales and Northern Ireland have been collected as well as data for NHS acute and mental health trust staff.

In response to demands from various sources for accurate data on the current state of recruitment and retention in NHS pharmacy, the NHS Pharmacy Education and Development Committee undertook a survey of all NHS acute and mental health trusts and PCTs/LHBs in England, Wales and Northern Ireland. Northern Ireland was surveyed for the first time in May 2008. As in May 2007, Scotland declined to take part, although it had been included in previous surveys.

Methods

The methodology and style were similar to previous surveys. A questionnaire (Annex 1) was sent to the Chief Pharmacist or a designated person in each NHS acute and mental health trust or PCT/LHB in England, Wales and Northern Ireland. Non-responders were followed-up with repeated requests. The survey included all pharmacy staff, including pre-registration trainee pharmacists for the first time, although these are often supernumerary and tend not to be included in staffing establishments.

The survey asked for point prevalence data on a particular date (31 May 2008), and is therefore similar to the survey carried out last year which considered point prevalence data on 31 May 2007. May has been chosen in an attempt to match Department of Health figures for 3-month vacancies (April). In addition, in May 2008 for the first time, NHS organisations were asked for information on posts which had been vacant for 3 months or longer, to facilitate easier comparison with Department of Health figures.

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

Definitions and explanatory 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.

Whole Time Equivalents (WTE)

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

Strategic Health Authorities (SHAs) in England

Where information in this survey has been categorised by geographical area, current SHA boundaries have been used. Information in surveys prior to May 2007 was categorised using different geographical areas.

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

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

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

Staffing Establishment

Each NHS pharmacy department agrees its '**Staffing Establishment**' with the NHS organisation's Human Resources & Finance departments. The staffing establishment is the pattern of posts and WTEs required to deliver the service and agreed at a particular point in time. An '**established**' post is one which is agreed as part of the 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'.

Vacancy rates

A **vacant** post is defined as a post 'not permanently occupied', i.e. not occupied by an employed member of staff. Some vacant posts may be filled by agency staff/locums. The **vacancy rate** is therefore the percentage of posts not permanently occupied.

Grades of Staff

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

The groupings of AfC bands in the May 2007 survey, used to compare trends of groups of staff pre- and post-AfC, have now been abandoned as AfC bands were used in May 2007 and so can be used for comparison with the new data; this was proposed in the May 2007 report as the previous groupings are no longer meaningful.

Results

Responses

1. NHS Trusts

223 NHS acute and mental health trusts in England, 10 NHS Trusts in Wales and five Health & Social Care Trusts in Northern Ireland were identified and surveyed; **a 100% response rate was achieved.**

N.B. The Northern Health and Social Care Trust in Northern Ireland was unable to provide complete data due to Agenda for Change implementation.

The previous response rates were 95.8% in May 2007 and 95% in May 2006.

2. NHS Primary Care Trusts / Local Health Boards (PCTs/LHBs)

150 PCTs in England, 21 LHBs in Wales and four Health & Social Services Boards in Northern Ireland were identified and surveyed; again a 100% response rate was achieved.

N.B. PCTs in North East SHA responded in groups.

These organisations have not previously been surveyed; the May 2008 data will provide a useful baseline for future comparisons.

3. Regional Specialist Pharmacy Services

Several NHS organisations act as a host to Regional Specialist Pharmacy Services. Data have been collated separately for these services in some instances as they are separate from the NHS trust activity and are for the benefit of NHS organisations across a geographical area (usually an SHA). However, the survey did not set out to separate these data, so this has not always been achieved. For the purpose of this report, all figures for staffing establishments, staff in post, etc. have been included under the type of organisation which hosts the service (usually an NHS trust). More detailed information is available in some areas; it is recommended that this activity is more closely surveyed in May 2009.

Presentation of results

PCT/LHB data have been gathered in May 2008 for the first time. Because the pharmacy 'business' in PCTs/LHBs is quite different from that in NHS acute and mental health trusts, 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 and Northern Ireland i.e. all pharmacy employees in NHS organisations: acute and mental health trusts and PCTs/LHBs.

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

Section C. PCTs/LHBs Pharmacy Staffing Establishments and Vacancy Rates Comprehensive data for PCTs/LHBs. This provides baseline data with which future surveys can be compared.

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

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

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

Section A. Total NHS Pharmacy Staffing Establishments and Vacancy Rates

1. Collated Staffing Establishments and Vacancy rates

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

This provides the headline data of staffing establishments, vacancy data and overall numbers of trainees. More detailed data are presented in Section 2 for NHS acute and mental health trusts and in Section 3 for PCTs/LHBs.

Table 1. May 2008 NHS Staffing Establishments & Vacancy Rates - Summary data for all pharmacy staff groups across all NHS Trusts and PCTs/LHBs in England, Wales and Northern Ireland

Staff Group	Established Posts (WTE)	Posts occupied by Permanent Staff	Posts occupied by agency staff/locums	Total posts occupied	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (Vacancy Rate)	Posts not permanently occupied after three months (Vacancy Rate)	Posts threatened
Pharmacists								
Band 9	96.60	94.80 (98.1%)				1.80 (1.9%)	1.00 (1.0%)	
Band 8d	294.21	286.08 (97.2%)				8.13 (2.8%)	7.45 (2.5%)	
Band 8c	530.97	498.95 (94.0%)				32.02 (6.0%)	14.08 (2.7%)	
Band 8b	1,188.23	1,083.77 (91.2%)				104.46 (8.8%)	48.43 (4.1%)	
Band 8a	2,190.98	1,966.55 (89.8%)				224.43 (10.2%)	139.57 (6.4%)	
Band 7	1,739.43	1,445.08 (83.1%)				294.35 (16.9%)	175.96 (10.1%)	
Band 6	1,425.54	1,108.95 (77.8%)				316.59 (22.2%)	211.52 (14.8%)	
Total Qualified Pharmacists	7,465.96	6,484.18 (86.8%)	337.53 (4.5%)	6,821.71 (91.4%)	644.25 (8.6%)	981.78 (13.2%)	598.01 (8.0%)	35.49 (0.5%)
Pre-registration Trainee Pharmacists	536.10	524.00 (97.7%)				12.10 (2.3%)	8.00 (1.5%)	
Pharmacy Technicians								
Band 8b	19.80	19.80 (100.0%)				0.00 (0.0%)	0.00 (0.0%)	
Band 8a	35.23	35.50 (100.8%)				-0.27 (-0.8%)	0.00 (0.0%)	
Band 7	445.83	430.73 (96.6%)				15.10 (3.4%)	7.73 (1.7%)	
Band 6	1,159.67	1,099.23 (94.8%)				60.44 (5.2%)	28.65 (2.5%)	
Band 5	3,147.72	2,863.49 (91.0%)				284.23 (9.0%)	107.42 (3.4%)	
Band 4	1,769.42	1,523.41 (86.1%)				246.01 (13.9%)	118.26 (6.7%)	
Total Qualified Pharmacy Technicians	6,577.67	5,972.16 (90.8%)				605.51 (9.2%)	262.06 (4.0%)	
Pre-registration Trainee Pharmacy Technicians	611.50	589.48 (96.4%)				22.02 (3.6%)	19.00 (3.1%)	
Total Pharmacy Technicians	7,189.17	6,561.64 (91.3%)	168.63 (2.3%)	6,730.27 (93.6%)	458.90 (6.4%)	627.53 (8.7%)	281.06 (3.9%)	60.23 (0.8%)
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists)	14,655.13	13,045.82 (89.0%)	506.16 (3.5%)	13,551.98 (92.5%)	1,103.15 (7.5%)	1,609.31 (11.0%)	879.07 (6.0%)	95.72 (0.7%)
Pharmacy Assistants	3,594.76	3,312.08 (92.1%)	44.75 (1.2%)	3,356.83 (93.4%)	237.93 (6.6%)	282.68 (7.9%)	133.92 (3.7%)	15.79 (0.4%)
Admin and Clerical	1,348.42	1,216.65 (82.8%)	35.32 (2.2%)	212.35 (85.0%)	37.36 (15.0%)	42.96 (17.2%)	51.96 (3.6%)	5.25 (0.0%)
Other*	249.71	206.75 (82.8%)	5.60 (2.2%)	212.35 (85.0%)	37.36 (15.0%)	42.96 (17.2%)	9.05 (3.6%)	0.00 (0.0%)
Total Support Staff	5,192.89	4,735.48 (91.2%)	85.67 (1.6%)	4,821.15 (92.8%)	371.74 (7.2%)	457.41 (8.8%)	194.93 (3.8%)	21.04 (0.4%)
Total All Staff (excluding Prereg. Trainee Pharmacists)	19,848.02	17,781.30 (89.6%)	591.83 (3.0%)	18,373.13 (92.6%)	1,474.89 (7.4%)	2,066.72 (10.4%)	1,074.00 (5.4%)	116.76 (0.6%)

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

Section B. NHS Trusts Pharmacy Staffing Establishments and Vacancy Rates

2. Collated Staffing Establishments and Vacancy Rates

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

Table 2a summarises staffing establishments by staff groups.

Tables 2b, 2c, 2d and 2e show current staffing establishments by AfC band.

Table 2. May 2008 Staffing Establishments - Summary data for all pharmacy staff groups - NHS Trusts - England, Wales and Northern Ireland

Staff Group	Established Posts (WTE)	Posts occupied by Permanent Staff	Posts occupied by agency staff/locums	Total posts occupied	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (Vacancy Rate)	Posts not permanently occupied after three months (Vacancy Rate)	Posts threatened
Pharmacists								
Band 9	93.30	92.50 (99.1%)				0.80 (0.9%)	1.00 (1.1%)	
Band 8d	192.86	188.06 (97.5%)				4.80 (2.5%)	4.85 (2.5%)	
Band 8c	381.74	354.84 (93.0%)				26.90 (7.0%)	9.65 (2.5%)	
Band 8b	910.28	843.48 (92.7%)				66.80 (7.3%)	36.70 (4.0%)	
Band 8a	1,688.48	1,525.86 (90.4%)				162.62 (9.6%)	93.66 (5.5%)	
Band 7	1,573.29	1,323.19 (84.1%)				250.10 (15.9%)	146.37 (9.3%)	
Band 6	1,413.28	1,100.65 (77.9%)				312.63 (22.1%)	209.52 (14.8%)	
Total Qualified Pharmacists	6,253.23	5,428.58 (86.8%)	309.47 (4.9%)	5,738.05 (91.8%)	515.18 (8.2%)	824.65 (13.2%)	501.75 (8.0%)	29.52 (0.5%)
Pre-registration Trainee Pharmacists	534.10	522.00 (97.7%)				12.10 (2.3%)	8.00 (1.5%)	
Pharmacy Technicians								
Band 8b	18.80	18.80 (100.0%)				0.00 (0.0%)	0.00 (0.0%)	
Band 8a	33.63	33.90 (100.8%)				-0.27 (-0.8%)	0.00 (0.0%)	
Band 7	424.25	411.81 (97.1%)				12.44 (2.9%)	6.71 (1.6%)	
Band 6	1,060.96	1,003.82 (94.6%)				57.14 (5.4%)	23.66 (2.2%)	
Band 5	2,803.99	2,565.17 (91.5%)				238.82 (8.5%)	89.44 (3.2%)	
Band 4	1,742.27	1,501.28 (86.2%)				240.99 (13.8%)	114.64 (6.6%)	
Total Qualified Pharmacy Technicians	6,083.90	5,534.78 (91.0%)				549.12 (9.0%)	234.45 (3.9%)	
Pre-registration Trainee Pharmacy Technicians	606.50	584.48 (96.4%)				22.02 (3.6%)	19.00 (3.1%)	
Total Pharmacy Technicians	6,690.40	6,119.26 (91.5%)	164.43 (2.5%)	6,283.69 (93.9%)	406.71 (6.1%)	571.14 (8.5%)	253.45 (3.8%)	58.45 (0.9%)
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists)	12,943.63	11,547.84 (89.2%)	473.90 (3.7%)	12,021.74 (92.9%)	921.89 (7.1%)	1,395.79 (10.8%)	755.20 (5.8%)	87.97 (0.7%)
Pharmacy Assistants	3,585.17	3,302.49 (92.1%)	43.95 (1.2%)	3,346.44 (93.3%)	238.73 (6.7%)	282.68 (7.9%)	133.92 (3.7%)	15.79 (0.4%)
Admin and Clerical	1,131.49	1,034.47 (91.4%)	17.12 (1.5%)	1,051.59 (92.9%)	79.90 (7.1%)	97.02 (8.6%)	43.96 (3.9%)	4.55 (0.4%)
Other*	200.13	169.36 (84.6%)	5.00 (2.5%)	174.36 (87.1%)	25.77 (12.9%)	30.77 (15.4%)	5.05 (2.5%)	4.55 (2.3%)
Total Support Staff	4,916.79	4,506.32 (91.7%)	66.07 (1.3%)	4,572.39 (93.0%)	344.40 (7.0%)	410.47 (8.3%)	182.93 (3.7%)	24.89 (0.5%)
Total All Staff (excluding Pre reg. Trainee Pharmacists)	17,860.42	16,054.16 (89.9%)	539.97 (3.0%)	16,594.13 (92.9%)	1,266.29 (7.1%)	1,806.26 (10.1%)	938.13 (5.3%)	112.86 (0.6%)

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

Table 2a summarises current staffing vacancies for various staff groups (except for pre-registration trainee pharmacists and pre-registration trainee pharmacy technicians) in pharmacy departments in NHS acute and mental health trusts across England, Wales and Northern Ireland.

Table 2a. May 2008 staffing vacancies by staff groups - NHS Trusts - England, Wales and Northern Ireland

Staff Group	Established posts (WTE)	Posts occupied (permanent)	Posts occupied by locum	Posts not occupied by locum	Vacant Posts (NOT permanently occupied)	Posts vacant after 3 months
Qualified Pharmacists	6,253.23	5,428.58 86.8%	309.47 4.9%	515.18 8.2%	824.65 13.2%	501.75 8.0%
Qualified Pharmacy Technicians	6,083.90	5,534.78 91.0%	164.43 2.5%	384.69 6.1%	549.12 9.0%	234.45 3.9%
Pharmacy Assistants	3,585.17	3,302.49 92.1%	43.95 1.2%	238.73 6.7%	282.68 7.9%	133.92 3.7%
Admin & Clerical	1,131.49	1,034.47 91.4%	17.12 1.5%	79.90 7.1%	97.02 8.6%	43.96 3.9%
Others	200.13	169.36 84.6%	5.00 2.5%	25.77 12.9%	30.77 15.4%	5.05 2.5%

Tables 2b, 2c, 2d and 2e. May 2008 Staffing Establishments and Vacancy Rates by staff groups by AfC Band - NHS Trusts - England, Wales and Northern Ireland

Table 2b. Pharmacists - NHS Trusts - England, Wales and Northern Ireland May 2008

AfC Band	9	8d	8c	8b	8a	7	6	Pre-reg. trainee pharmacists
Established post (WTE)	93.30	192.86	381.74	910.28	1,688.48	1,573.29	1,413.28	534.10
Posts occupied (permanent)	92.50	188.06	354.84	843.48	1,525.86	1,323.19	1,100.65	522.00
Posts not permanently occupied	0.80	4.80	26.90	66.80	162.62	250.10	312.63	12.10
Posts vacant for more than 3 months	1.00	4.85	9.65	36.70	93.66	146.37	209.52	8.00
% posts not permanently occupied - vacancy rate	0.9%	2.5%	7.0%	7.3%	9.6%	15.9%	22.1%	2.3%
% posts not permanently occupied after three months - vacancy rate	1.1%	2.5%	2.5%	4.0%	5.5%	9.3%	14.8%	1.5%

Table 2c. Pharmacy Technicians - NHS Trusts - England, Wales and Northern Ireland May 2008

AfC Band	8b	8a	7	6	5	4	Pre-reg. trainee pharmacy technicians
Established post (WTE)	18.80	33.63	424.25	1,060.96	2,803.99	1,742.27	606.50
Posts occupied (permanent)	18.80	33.90	411.81	1,003.82	2,565.17	1,501.28	584.48
Posts not permanently occupied	0.00	-0.27	12.44	57.14	238.82	240.99	22.02
Posts vacant for more than 3 months	0.00	0.00	6.71	23.66	89.44	114.64	19.00
% posts not permanently occupied - vacancy rate	0.0%	-0.8%	2.9%	5.4%	8.5%	13.8%	3.6%
% posts not permanently occupied after three months - vacancy rate	0.0%	0.0%	1.6%	2.2%	3.2%	6.6%	3.1%

Table 2d. Pharmacy Assistants - NHS Trusts - England, Wales and Northern Ireland May 2008

AfC Band	3	2	1
Established post (WTE)	1,100.23	2,448.35	36.59
Posts occupied (permanent)	1,021.72	2,244.18	36.59
Posts not permanently occupied	78.51	204.17	0.00
Posts vacant for more than 3 months	41.47	91.77	0.68
% posts not permanently occupied - vacancy rate	7.1%	8.3%	0.0%
% posts not permanently occupied after three months - vacancy rate	3.8%	3.7%	1.9%

Table 2e. Admin and Clerical - NHS Trusts - England, Wales and Northern Ireland May 2008

AfC Band	7	6	5	4	3	2
Established post (WTE)	8.58	28.02	424.25	1,060.96	2,803.99	1,742.27
Posts occupied (permanent)	8.48	27.02	411.81	1,003.82	2,565.17	1,501.28
Posts not permanently occupied	0.10	1.00	12.44	57.14	238.82	240.99
Posts vacant for more than 3 months	0.10	1.00	6.71	23.66	89.44	114.64
% posts not permanently occupied - vacancy rate	1.2%	3.6%	7.9%	8.2%	7.1%	11.1%
% posts not permanently occupied after three months - vacancy rate	1.2%	3.6%	2.5%	2.5%	4.2%	5.1%

Further analysis of vacancy rates by professional groups is provided in Sections 4 to 7.

Trends in pharmacy staffing establishments

3. Trends over time

Trends in staffing establishments over time have been examined, comparing data from surveys carried out in 2001, 2003, 2006 and 2007. It is difficult to compare the *numbers* of staff because surveys up until and including 2006 covered the whole of Great Britain, 2007 figures include data from England and Wales only, and 2008 figures include England, Wales and Northern Ireland. In addition, previous response rates have been less than 100% (2008 response rate, although incomplete data from one NHS trust); 95.8% in May 2007 and 95% in May 2006.

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

Table 3c differentiates the May 2007 data into separate countries and compares them with the May 2008 data so that trends can be noted.

Tables 3a, 3b and 3c. NHS Trust Pharmacy Staffing Establishments – comparison with previous years

Table 3a. Qualified Pharmacists 2001 - 2007

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

* includes data for the whole of Great Britain

† includes data for England and Wales only

Table 3b. Qualified Pharmacy Technicians 2001 - 2007

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

*includes data for the whole of Great Britain

†includes data for England and Wales only

Table 3c. Trends in NHS Trust Pharmacy Staffing Establishments by country over time 2007-2008

Table 3c shows trends in NHS Trust Pharmacy Staffing Establishments by country 2007-2008, with the % change in *reported* staffing establishment from May 2007 to May 2008.

The May 2008 survey data has succeeded in capturing significantly more data than in previous years; in addition to the greater response rate, more data have been collected on regional specialist pharmacy services, and Agenda for Change has been more widely implemented. For these reasons care must be taken in interpreting the data in Table 3c.

Table 3c. Trends in NHS Trust Pharmacy Staffing Establishments by country 2007-2008
(see note above re: interpretation)

Staff Group	England					Wales					Northern Ireland		
	Established Posts (WTE) 2007	% of qualified staff posts at this Band	Established Posts (WTE) 2008	% of qualified staff posts at this Band	% Change in reported staffing establishment from May 2007 to May 2008	Established Posts (WTE) 2007	% of qualified staff posts at this Band	Established Posts (WTE) 2008	% of qualified staff posts at this Band	% Change in reported staffing establishment from May 2007 to May 2008	Established Posts (WTE) 2007	Established Posts (WTE) 2008	% of qualified staff posts at this Band
Pharmacists													
Band 9	73.50	1.5%	89.30	1.6%	21.5%	3.00	0.8%	4.00	0.9%	33.3%	Data not collected	0.00	0.0%
Band 8d	162.71	3.3%	176.86	3.2%	8.7%	11.00	2.9%	11.00	2.6%	0.0%		5.00	1.6%
Band 8c	285.07	5.9%	329.90	6.0%	15.7%	32.71	8.7%	40.84	9.5%	24.9%		11.00	3.4%
Band 8b	712.25	14.6%	808.85	14.7%	13.6%	54.79	14.6%	72.93	16.9%	33.1%		28.50	8.8%
Band 8a	1,249.08	25.7%	1,468.83	26.7%	17.6%	125.72	33.5%	165.71	38.4%	31.8%		53.94	16.7%
Band 7	1,136.63	23.4%	1,350.08	24.5%	18.8%	93.51	24.9%	79.43	18.4%	-15.1%		143.78	44.6%
Band 6	1,248.13	25.6%	1,275.64	23.2%	2.2%	54.90	14.6%	57.40	13.3%	4.6%		80.24	24.9%
Total Qualified Pharmacists	4,867.37	100.0%	5,499.46	100.0%	13.0%	375.63	100.0%	431.31	100.0%	14.8%	0.00	322.46	100.0%
Pre-registration Trainee Pharmacists in post (NOT est posts)	Data not collected		474.00			Data not collected		38.00			Data not collected	10.00	38.00
Pharmacy Technicians													
Band 8b	13.72	0.3%	17.80	0.3%	29.7%	0.00	0.0%	1.00	0.2%		Data not collected	0.00	0.0%
Band 8a	21.91	0.4%	32.63	0.5%	48.9%	0.00	0.0%	1.00	0.2%			0.00	0.0%
Band 7	341.05	6.5%	404.83	6.7%	18.7%	13.37	3.0%	18.42	4.1%	37.8%		1.00	0.6%
Band 6	836.49	15.9%	980.84	16.2%	17.3%	48.22	10.9%	72.12	15.9%	49.6%		8.00	4.5%
Band 5	2,085.00	39.6%	2,563.50	42.3%	22.9%	197.71	44.8%	203.93	44.8%	3.1%		36.56	20.7%
Band 4	1,480.00	28.1%	1,534.52	25.3%	3.7%	123.41	27.9%	104.48	23.0%	-15.3%		103.27	58.4%
Pre-registration Trainee Pharmacy Technicians	481.05	9.1%	524.70	8.7%	9.1%	59.00	13.4%	53.80	11.8%	-8.8%		28.00	15.8%
Total Pharmacy Technicians	5,259.22	100.0%	6,058.82	100.0%	15.2%	441.71	100.0%	454.75	100.0%	3.0%	0.00	176.83	100.0%
Total Professional Staff (excluding Pre-reg. Trainee Pharmacists)	10,126.59		11,558.28		14.1%	817.34		886.06		8.4%	0.00	499.29	
Pharmacy Assistants	2,869.16		3,279.25		14.3%	231.56		226.92		-2.0%	Data not collected	79.00	
Admin and Clerical	880.65		987.48		12.1%	70.52		86.22		22.3%		57.79	
Other*	232.38		192.13		-17.3%	50.83		7.00		-86.2%		1.00	
Total Support Staff	3,982.19		4,458.86		12.0%	352.91		320.14		-9.3%	0.00	137.79	
Total All Staff (excluding Pre-reg. Trainee Pharmacists)	14,108.78		16,017.14		13.5%	1,170.25		1,206.20		3.1%	0.00	637.08	

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

Tables 3d and 3e compare May 2008 pharmacist vacancies with data available from previous years.
N.B. The number of vacancies CANNOT be compared because different years cover different countries.

Table 3d. Comparison of total pharmacist vacancies in NHS trusts 2006, 2007 & 2008

Qualified pharmacists	Established Posts (WTE)	Posts occupied by Permanent Staff	Posts occupied by agency staff/locums	Total posts occupied	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (Vacancy Rate)	Posts not permanently occupied after three months (Vacancy Rate)
2006*	6,061.70	5,350.50 (88.3%)	343.50 (5.7%)	5,694.00 (93.9%)	367.70 (6.1%)	711.20 (11.7%)	Data not collected
2007†	5,243.00	4,612.48 (88.0%)	228.35 (4.4%)	4,840.83 (92.3%)	402.17 (7.7%)	630.52 (12.0%)	Data not collected
2008#	6,253.23	5,428.58 (86.8%)	309.47 (4.9%)	5,738.05 (91.8%)	515.18 (8.2%)	824.65 (13.2%)	501.75 (8.0%)

N.B. The number of vacancies CANNOT be compared because different years cover different countries

2006*	England, Wales and Scotland
2007†	England and Wales only
2008#	England, Wales and Northern Ireland

Table 3e. Comparison of junior pharmacist (Band 7 and Band 6) vacancies in NHS trusts 2007 & 2008

Qualified pharmacists	Established Posts (WTE)	Posts occupied by Permanent Staff	Posts not permanently occupied (Vacancy Rate)	Posts not permanently occupied after three months (Vacancy Rate)
Band 7 2007†	1,230.14	1,008.29 (82.0%)	221.85 (18.0%)	Data not collected
Band 7 2008#	1,573.29	1,323.19 (84.1%)	250.10 (15.9%)	146.37 (9.3%)
Band 6 2007†	1,303.03	1,078.60 (82.8%)	224.43 (17.2%)	Data not collected
Band 6 2008#	1,413.28	1,100.65 (77.9%)	312.63 (22.1%)	209.52 (14.8%)

N.B. The number of vacancies CANNOT be compared because different years cover different countries

2007†	England and Wales only
2008#	England, Wales and Northern Ireland

Tables 3f and 3g compare May 2008 pharmacy technician vacancies with data available from previous years.
N.B. The number of vacancies CANNOT be compared because different years cover different countries.

Table 3f. Comparison of total qualified pharmacy technician vacancies in NHS trusts 2006, 2007 & 2008

Qualified pharmacy technicians	Established Posts (WTE)	Posts occupied by Permanent Staff	Posts occupied by agency staff/locums	Total posts occupied	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (Vacancy Rate)	Posts not permanently occupied after three months (Vacancy Rate)
2007 [†]	5,210.35	4,700.59 (90.2%)	132.06 (2.5%)	4,832.65 (92.8%)	377.70 (7.2%)	509.76 (9.8%)	Data not collected
2008 [#]	6,083.90	5,534.78 (91.0%)	164.43 (2.7%)	5,699.21 (93.7%)	384.69 (6.3%)	549.12 (9.0%)	234.45 (3.9%)

N.B. The number of vacancies CANNOT be compared because different years cover different countries

2006 [*]	Not stated as total of qualified pharmacy technicians plus pre-registration trainee pharmacy technicians was reported
2007 [†]	England and Wales only
2008 [#]	England, Wales and Northern Ireland

Table 3g. Comparison of junior pharmacy technician (Band 5 and Band 4) vacancies in NHS trusts 2007 & 2008

Qualified pharmacists	Established Posts (WTE)	Posts occupied by Permanent Staff	Posts not permanently occupied (Vacancy Rate)	Posts not permanently occupied after three months (Vacancy Rate)
Band 5 2007 [†]	2,282.71	2,067.94 (90.6%)	214.77 (9.4%)	Data not collected
Band 5 2008 [#]	2,803.99	2,565.17 (91.5%)	238.82 (8.5%)	89.44 (3.2%)
Band 4 2007 [†]	1,603.41	1,428.78 (89.1%)	174.63 (10.9%)	Data not collected
Band 4 2008 [#]	1,742.27	1,501.28 (86.2%)	240.99 (13.8%)	114.64 (6.6%)

N.B. The number of vacancies CANNOT be compared because different years cover different countries

2006 [*]	Not stated as total of qualified pharmacy technicians plus pre-registration trainee pharmacy technicians was reported
2007 [†]	England and Wales only
2008 [#]	England, Wales and Northern Ireland

Tables 3h and 3i compare May 2008 pharmacy assistant vacancies with data available from previous years.
N.B. The number of vacancies CANNOT be compared because different years cover different countries.

Table 3h. Comparison of total pharmacy assistants in NHS trusts 2007 & 2008

Pharmacy Assistants	Established Posts (WTE)	Posts occupied by Permanent Staff	Posts occupied by agency staff/locums	Total posts occupied	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (Vacancy Rate)	Posts not permanently occupied after three months (Vacancy Rate)
2007 [†]	3,100.72	2,796.48 (90.2%)	Data not collected	Data not collected	Data not collected	304.24 (9.8%)	Data not collected
2008 [#]	3,585.17	3,302.49 (92.1%)	39.02 (1.1%)	3,341.51 (93.2%)	243.66 (6.8%)	282.68 (7.9%)	501.75 (14.0%)

N.B. The number of vacancies CANNOT be compared because different years cover different countries

2007 [†]	England and Wales only
2008 [#]	England, Wales and Northern Ireland

Table 3i. Comparison of pharmacy assistant (Band 3 and Band 2) vacancies in NHS trusts 2007 & 2008

Pharmacy Assistants	Established Posts (WTE)	Posts occupied by Permanent Staff	Posts not permanently occupied (Vacancy Rate)	Posts not permanently occupied after three months (Vacancy Rate)
Band 3 2007 [†]	911.71	809.37 (88.8%)	102.34 (11.2%)	Data not collected
Band 3 2008 [#]	1,100.23	1,021.72 (92.9%)	78.51 (7.1%)	41.47 (3.8%)
Band 2 2007 [†]	2,173.62	1,973.72 (90.8%)	199.90 (9.2%)	Data not collected
Band 2 2008 [#]	2,448.35	2,244.18 (91.7%)	204.17 (8.3%)	91.77 (3.7%)
Band 1 2007 [†]	15.39	13.39 (87.0%)	2.00 (13.0%)	Data not collected
Band 1 2008 [#]	36.59	36.59 (100.0%)	0.00 (0.0%)	0.68 (1.9%)

N.B. The number of vacancies CANNOT be compared because different years cover different countries

2007 [†]	England and Wales only
2008 [#]	England, Wales and Northern Ireland

4. Trends over geographical areas

Trends in current staffing establishments across English SHAs, Wales and Northern Ireland have also been examined.

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

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

Table 4a. Qualified Pharmacists by geographical area - NHS Trusts - England, Wales and Northern Ireland May 2008

	Band 9					Band 8d					Band 8c					Band 8b				
	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	5.00	5.00	0.00%	0.00	0.00%	6.00	6.00	0.00%	0.00	0.00%	14.71	13.71	6.80%	1.00	6.80%	45.03	40.03	11.10%	3.00	6.66%
North West SHA	16.00	16.00	0.00%	0.00	0.00%	27.28	25.43	6.78%	1.85	6.78%	49.25	45.85	6.90%	1.00	2.03%	134.57	125.55	6.70%	3.20	2.38%
Yorkshire & Humber SHA	10.90	10.90	0.00%	0.00	0.00%	12.20	12.80	-4.92%	0.00	0.00%	37.16	35.73	3.85%	0.43	1.16%	86.52	80.01	7.52%	2.00	2.31%
East Midlands SHA	5.00	5.00	0.00%	0.00	0.00%	9.00	7.50	16.67%	1.00	11.11%	16.93	16.37	3.31%	0.00	0.00%	46.45	44.99	3.14%	1.46	3.14%
West Midlands SHA	7.00	7.00	0.00%	0.00	0.00%	15.56	14.00	10.03%	1.00	6.43%	30.92	28.40	8.15%	2.00	6.47%	63.34	60.29	4.82%	2.00	3.16%
East of England SHA	9.00	9.00	0.00%	0.00	0.00%	21.99	20.79	5.46%	1.00	4.55%	30.26	25.26	16.52%	2.00	6.61%	64.26	55.54	13.57%	5.88	9.15%
London SHA	23.00	22.00	4.35%	1.00	4.35%	44.40	44.31	0.20%	0.00	0.00%	103.74	95.49	7.95%	1.00	0.96%	216.69	198.82	8.25%	7.20	3.32%
South East Coast SHA	3.00	3.00	0.00%	0.00	0.00%	14.12	14.12	0.00%	0.00	0.00%	13.54	13.54	0.00%	0.00	0.00%	37.29	36.52	2.06%	2.00	5.36%
South Central SHA	5.80	6.00	-3.45%	0.00	0.00%	8.31	8.11	2.41%	0.00	0.00%	16.79	13.95	16.91%	0.72	4.29%	58.64	53.53	8.71%	4.96	8.46%
South West SHA	4.60	4.60	0.00%	0.00	0.00%	18.00	18.00	0.00%	0.00	0.00%	16.60	15.60	6.02%	1.00	6.02%	56.06	53.89	3.87%	2.00	3.57%
Wales	4.00	4.00	0.00%	0.00	0.00%	11.00	12.00	-9.09%	0.00	0.00%	40.84	39.94	2.20%	0.50	1.22%	72.93	68.81	5.65%	0.00	0.00%
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	5.00	5.00	0.00%	0.00	0.00%	11.00	11.00	0.00%	0.00	0.00%	28.50	25.50	10.53%	3.00	10.53%
TOTALS	93.30	92.50	0.86%	1.00	1.07%	192.86	188.06	2.49%	4.85	2.51%	381.74	354.84	7.05%	9.65	2.53%	910.28	843.48	7.34%	36.70	4.03%

	Band 8a					Band 7					Band 6				
	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %
North East SHA	79.17	72.83	8.01%	3.45	4.36%	83.32	60.17	27.78%	10.50	12.60%	62.46	49.95	20.03%	12.56	20.11%
North West SHA	230.83	212.15	8.09%	10.30	4.46%	155.11	126.88	18.20%	11.16	7.19%	190.79	129.74	32.00%	48.80	25.58%
Yorkshire & Humber SHA	197.30	186.69	5.38%	11.78	5.97%	119.51	101.19	15.33%	17.92	14.99%	112.04	90.71	19.04%	17.84	15.92%
East Midlands SHA	82.86	77.95	5.93%	2.20	2.66%	117.40	103.58	11.77%	10.75	9.16%	78.58	64.84	17.49%	5.40	6.87%
West Midlands SHA	148.52	132.57	10.74%	8.90	5.99%	109.95	91.11	17.14%	14.20	12.91%	100.85	74.71	25.92%	15.00	14.87%
East of England SHA	112.86	96.09	14.86%	10.60	9.39%	122.46	106.52	13.02%	9.97	8.14%	115.34	79.05	31.46%	26.42	22.91%
London SHA	281.57	247.11	12.24%	19.46	6.91%	352.80	297.51	15.67%	22.60	6.41%	350.51	283.34	19.16%	27.80	7.93%
South East Coast SHA	93.03	83.75	9.98%	4.77	5.13%	84.42	71.37	15.46%	6.27	7.43%	79.66	58.29	26.83%	15.00	18.83%
South Central SHA	111.07	92.45	16.76%	7.60	6.84%	97.15	72.04	25.85%	11.00	11.32%	86.82	78.19	9.94%	6.00	6.91%
South West SHA	131.62	119.59	9.14%	6.00	4.56%	107.96	90.77	15.92%	13.00	12.04%	98.59	68.19	30.83%	20.70	21.00%
Wales	165.71	157.74	4.81%	6.60	3.98%	79.43	74.92	5.68%	4.00	5.04%	57.40	57.40	0.00%	1.00	1.74%
Northern Ireland	53.94	46.94	12.98%	2.00	3.71%	143.78	127.13	11.58%	15.00	10.43%	80.24	66.24	17.45%	13.00	16.20%
TOTALS	1,688.48	1,525.86	9.63%	93.66	5.55%	1,573.29	1,323.19	15.90%	146.37	9.30%	1,413.28	1,100.65	22.12%	209.52	14.83%

Table 4b. Qualified Pharmacy Technicians by geographical area - NHS Trusts - England, Wales and Northern Ireland May 2008

	Band 8b					Band 8a					Band 7				
	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	3 Month Vacancies Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	3 Month Vacancies Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	3 Month Vacancies Vacancy Rate %	3 Month Vacancies Vacancy Rate %
North East SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.00	2.00	0.00%	0.00	0.00%	6.51	6.51	0.00%	0.00	0.00%
North West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	6.55	6.82	-4.12%	0.00	0.00%	54.65	52.40	4.12%	1.00	1.83%
Yorkshire & Humber SHA	4.00	4.00	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	34.99	33.97	2.92%	2.70	7.72%
East Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.60	1.60	0.00%	0.00	0.00%	20.29	20.28	0.05%	0.01	0.05%
West Midlands SHA	2.00	2.00	0.00%	0.00	0.00%	5.00	5.00	0.00%	0.00	0.00%	37.08	38.43	-3.64%	0.00	0.00%
East of England SHA	2.00	2.00	0.00%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	49.38	46.38	6.08%	0.00	0.00%
London SHA	5.80	5.80	0.00%	0.00	0.00%	8.68	8.68	0.00%	0.00	0.00%	119.03	114.14	4.11%	1.00	0.84%
South East Coast SHA	2.00	2.00	0.00%	0.00	0.00%	2.00	2.00	0.00%	0.00	0.00%	24.22	23.22	4.13%	0.00	0.00%
South Central SHA	1.00	1.00	0.00%	0.00	0.00%	3.00	3.00	0.00%	0.00	0.00%	25.74	26.23	-1.90%	1.00	3.89%
South West SHA	1.00	1.00	0.00%	0.00	0.00%	2.80	2.80	0.00%	0.00	0.00%	32.94	31.83	3.37%	0.00	0.00%
Wales	1.00	1.00	0.00%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	18.42	17.42	5.43%	1.00	5.43%
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%
TOTALS	18.80	18.80	0.00%	0.00	0.00%	33.63	33.90	-0.80%	0.00	0.00%	424.25	411.81	2.93%	6.71	1.58%

	Band 6					Band 5					Band 4				
	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	3 Month Vacancies Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	3 Month Vacancies Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	3 Month Vacancies Vacancy Rate %	3 Month Vacancies Vacancy Rate %
North East SHA	51.37	48.53	5.53%	0.00	0.00%	172.90	162.68	5.91%	2.42	1.40%	79.35	72.67	8.42%	0.00	0.00%
North West SHA	136.68	135.81	0.64%	1.00	0.73%	408.25	367.26	10.04%	9.50	2.33%	297.28	265.73	10.61%	12.58	4.23%
Yorkshire & Humber SHA	112.40	106.25	5.47%	3.51	3.12%	341.84	317.30	7.18%	14.54	4.25%	150.52	130.22	13.49%	7.90	5.25%
East Midlands SHA	67.20	60.05	10.64%	2.72	4.05%	228.68	213.12	6.80%	3.30	1.44%	118.23	96.95	18.00%	4.01	3.39%
West Midlands SHA	124.55	127.12	-2.06%	1.00	0.80%	323.65	291.48	9.94%	10.84	3.35%	115.44	101.99	11.65%	5.50	4.76%
East of England SHA	101.07	96.44	4.58%	1.00	0.99%	218.31	200.56	8.13%	7.03	3.22%	129.42	105.15	18.75%	15.10	11.67%
London SHA	186.74	165.92	11.15%	8.00	4.28%	376.48	334.71	11.09%	18.00	4.78%	298.73	239.33	19.88%	31.33	10.49%
South East Coast SHA	66.30	58.43	11.87%	1.00	1.51%	136.50	123.47	9.55%	6.23	4.56%	115.90	97.26	16.08%	11.50	9.92%
South Central SHA	59.97	52.54	12.39%	2.00	3.34%	161.93	150.23	7.23%	2.00	1.24%	88.74	69.06	22.18%	5.00	5.63%
South West SHA	74.56	71.76	3.76%	2.43	3.26%	194.96	180.76	7.28%	9.95	5.10%	140.91	124.72	11.49%	8.60	6.10%
Wales	72.12	72.97	-1.18%	1.00	1.39%	203.93	191.01	6.34%	1.66	0.81%	104.48	105.63	-1.10%	2.41	2.31%
Northern Ireland	8.00	8.00	0.00%	0.00	0.00%	36.56	32.59	10.86%	3.97	10.86%	103.27	92.57	10.36%	10.71	10.37%
TOTALS	1,060.96	1,003.82	5.39%	23.66	2.23%	2,803.99	2,565.17	8.52%	89.44	3.19%	1,742.27	1,501.28	13.83%	114.64	6.58%

Table 4c. Pharmacy Assistants by geographical area - NHS Trusts - England, Wales and Northern Ireland May 2008

	Band 3					Band 2					Band 1				
	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %			
North East SHA	104.37	87.85 15.83%	2.00 1.92%	112.21	109.00 2.86%	1.00 0.89%	1.00	1.00 0.00%	0.00 0.00%						
North West SHA	133.68	120.15 10.12%	6.90 5.16%	411.11	380.64 7.41%	12.99 3.16%	6.97	6.97 0.00%	0.00 0.00%						
Yorkshire & Humber SHA	156.46	156.06 0.26%	12.31 7.87%	275.15	266.54 3.13%	11.36 4.13%	1.21	1.21 0.00%	0.68 56.20%						
East Midlands SHA	76.42	79.74 -4.34%	0.93 1.22%	111.34	107.56 3.40%	0.50 0.45%	0.93	0.93 0.00%	0.00 0.00%						
West Midlands SHA	96.52	87.76 9.08%	0.20 0.21%	258.07	236.28 8.44%	3.99 1.55%	20.94	20.94 0.00%	0.00 0.00%						
East of England SHA	87.96	81.78 7.03%	2.81 3.19%	183.71	162.81 11.38%	8.27 4.50%	0.00	0.00 #DIV/0!	0.00 #DIV/0!						
London SHA	148.33	133.61 9.92%	7.32 4.93%	380.74	331.18 13.02%	21.85 5.74%	0.35	0.35 0.00%	0.00 0.00%						
South East Coast SHA	38.95	33.95 12.84%	1.00 2.57%	156.93	145.23 7.46%	7.00 4.46%	4.19	4.19 0.00%	0.00 0.00%						
South Central SHA	52.24	48.92 6.36%	0.00 0.00%	150.71	135.40 10.16%	0.00 0.00%	0.00	0.00 #DIV/0!	0.00 #DIV/0!						
South West SHA	94.46	85.76 9.21%	5.00 5.29%	213.30	197.67 7.33%	9.00 4.22%	1.00	1.00 0.00%	0.00 0.00%						
Wales	92.75	88.05 5.07%	3.00 3.23%	134.17	124.31 7.35%	2.46 1.83%	0.00	0.00 #DIV/0!	0.00 #DIV/0!						
Northern Ireland	18.09	18.09 0.00%	0.00 0.00%	60.91	47.56 21.92%	13.35 21.92%	0.00	0.00 #DIV/0!	0.00 #DIV/0!						
TOTALS	1,100.23	1,021.72 7.14%	41.47 3.77%	2,448.35	2,244.18 8.34%	91.77 3.75%	36.59	36.59 0.00%	0.68 1.86%						

Table 4d. Admin and Clerical by geographical area - NHS Trusts - England, Wales and Northern Ireland May 2008

	Band 7					Band 6					Band 5				
	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	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!	3.00	3.00	0.00%	0.00	0.00%
North West SHA	1.00	1.00	0.00%	0.00	0.00%	5.00	4.00	20.00%	1.00	20.00%	6.65	6.00	9.77%	0.00	0.00%
Yorkshire & Humber SHA	2.00	2.00	0.00%	0.00	0.00%	6.00	6.00	0.00%	0.00	0.00%	8.50	8.50	0.00%	0.00	0.00%
East Midlands SHA	1.70	1.60	5.88%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	0.63	0.63	0.00%	0.00	0.00%
West Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.40	2.40	0.00%	0.00	0.00%	5.00	5.00	0.00%	0.00	0.00%
East of England SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%	6.81	5.81	14.68%	0.00	0.00%
London SHA	2.00	2.00	0.00%	0.00	0.00%	5.62	5.62	0.00%	0.00	0.00%	39.30	35.80	8.91%	1.50	3.82%
South East Coast SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%	6.47	5.52	14.68%	0.00	0.00%
South Central SHA	0.88	0.88	0.00%	0.00	0.00%	3.00	3.00	0.00%	0.00	0.00%	9.28	8.50	8.41%	0.00	0.00%
South West SHA	1.00	1.00	0.00%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	5.00	4.00	20.00%	1.00	20.00%
Wales	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%	7.00	7.00	0.00%	0.00	0.00%
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%	2.00	2.00	0.00%	0.00	0.00%
TOTALS	8.58	8.48	1.17%	0.00	0.00%	28.02	27.02	3.57%	1.00	3.57%	99.64	91.76	7.91%	2.50	2.51%

	Band 4					Band 3					Band 2				
	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %
North East SHA	3.93	3.60	8.40%	0.00	0.00%	27.62	24.85	10.03%	1.60	5.79%	25.54	20.92	18.09%	3.31	12.96%
North West SHA	49.09	44.74	8.86%	2.00	4.07%	50.47	41.60	17.57%	4.28	8.48%	41.74	38.65	7.40%	1.38	3.31%
Yorkshire & Humber SHA	33.35	28.86	13.46%	0.00	0.00%	44.14	43.38	1.72%	1.00	2.27%	24.39	19.94	18.25%	2.00	8.20%
East Midlands SHA	23.59	22.99	2.54%	0.00	0.00%	22.21	21.26	4.28%	1.01	4.55%	34.15	32.16	5.83%	1.06	3.10%
West Midlands SHA	17.25	18.37	-6.49%	0.81	4.70%	29.48	31.45	-6.68%	0.00	0.00%	37.63	31.95	15.09%	1.32	3.51%
East of England SHA	16.82	14.23	15.40%	1.21	7.19%	29.76	24.67	17.10%	2.00	6.72%	41.68	37.66	9.64%	1.60	3.84%
London SHA	60.13	58.52	2.68%	0.50	0.83%	52.34	47.34	9.55%	1.00	1.91%	42.64	35.26	17.31%	2.48	5.82%
South East Coast SHA	11.78	11.77	0.08%	0.01	0.08%	15.19	15.19	0.00%	0.00	0.00%	22.76	22.76	0.00%	0.00	0.00%
South Central SHA	22.07	17.16	22.25%	1.00	4.53%	11.68	11.84	-1.37%	0.51	4.37%	11.25	11.01	2.13%	0.00	0.00%
South West SHA	14.06	12.71	9.60%	0.50	3.56%	21.02	19.66	6.47%	0.00	0.00%	24.48	23.50	4.00%	0.60	2.45%
Wales	21.88	19.86	9.23%	1.00	0.00%	31.51	31.73	-0.70%	1.00	3.17%	24.83	22.01	11.36%	0.00	0.00%
Northern Ireland	8.28	6.28	24.15%	1.00	12.08%	18.84	16.20	14.01%	2.64	14.01%	27.67	23.13	16.41%	4.54	16.41%
TOTALS	282.23	259.09	8.20%	8.03	2.85%	354.26	329.17	7.08%	15.04	4.25%	358.76	318.95	11.10%	18.29	5.10%

Figures 4a, 4b, 4c and 4d. May 2008 staffing establishments (as % of total) in NHS Trusts by geographical area and AfC band

Fig 4a. Qualified Pharmacists - NHS Trusts - May 2008 numbers as % of total by geographical area and AfC Band

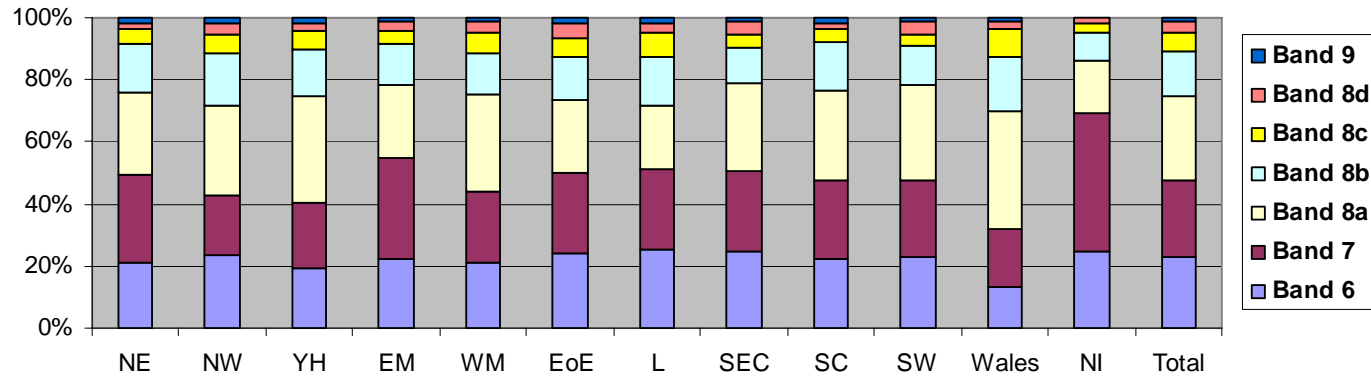


Fig 4b. Qualified Pharmacy Technicians - NHS Trusts - May 2008 numbers as % of total by geographical area and AfC Band

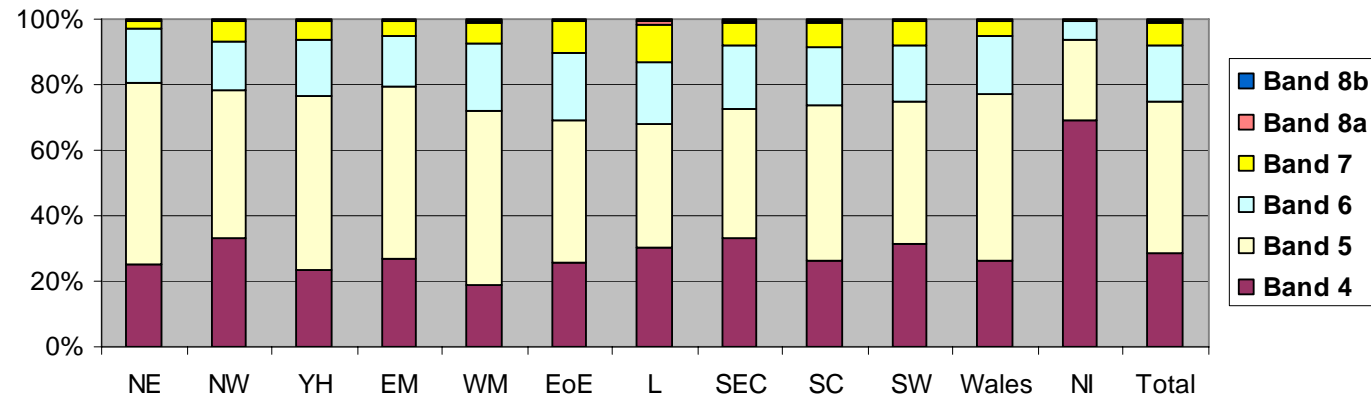


Fig 4c. Pharmacy Assistants - NHS Trusts - May 2008 numbers as % of total by geographical area and AfC Band

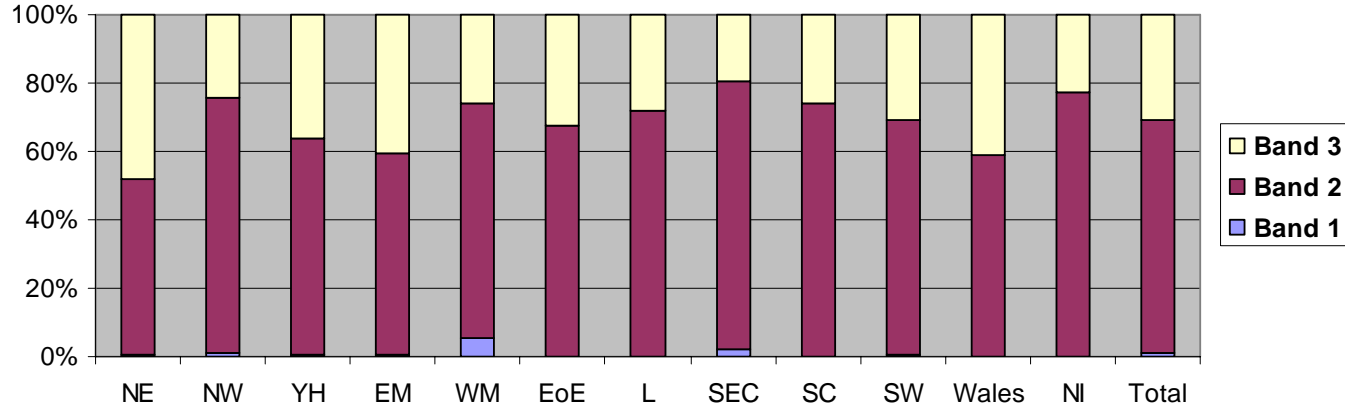
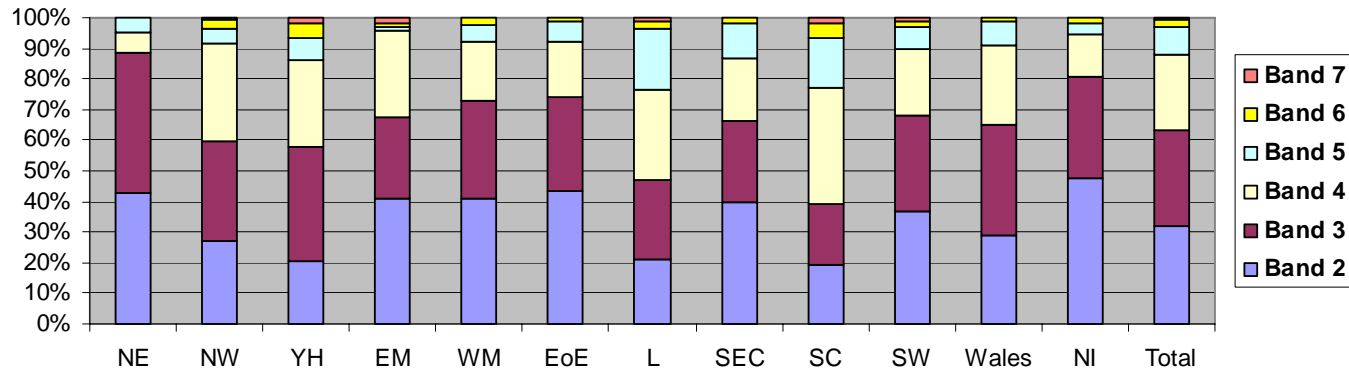


Fig 4d. Admin & Clerical - NHS Trusts - May 2008 numbers as % of total by geographical area and AfC Band



May 2008 current Vacancy Rates and May 2008 3-month vacancy rates

5. Pharmacist Vacancy rates

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

Tables 5a and 5b. Pharmacists - NHS Trusts - May 2008 vacancy rates (% posts vacant or locum) by geographical area and AfC band

Table 5a. Pharmacists - NHS Trusts																
	Band 9		Band 8d		Band 8c		Band 8b		Band 8a		Band 7		Band 6		Pre-reg. Trainee Pharmacists	
	All	3 months	All	3 months	All	3 months	All	3 months	All	3 months	All	3 months	All	3 months	All	3 months
North East SHA	0.00%	0.00%	0.00%	0.00%	6.80%	6.80%	11.10%	6.66%	8.01%	4.36%	27.78%	12.60%	20.03%	20.11%	0.00%	0.00%
North West SHA	0.00%	0.00%	6.78%	6.78%	6.90%	2.03%	6.70%	2.38%	8.09%	4.46%	18.20%	7.19%	32.00%	25.58%	-18.22%	0.00%
Yorkshire & Humber SHA	0.00%	0.00%	-4.92%	0.00%	3.85%	1.16%	7.52%	2.31%	5.38%	5.97%	15.33%	14.99%	19.04%	15.92%	1.75%	0.00%
East Midlands SHA	0.00%	0.00%	16.67%	11.11%	3.31%	0.00%	3.14%	3.14%	5.93%	2.66%	11.77%	9.16%	17.49%	6.87%	11.11%	16.67%
West Midlands SHA	0.00%	0.00%	10.03%	6.43%	8.15%	6.47%	4.82%	3.16%	10.74%	5.99%	17.14%	12.91%	25.92%	14.87%	0.00%	0.00%
East of England SHA	0.00%	0.00%	5.46%	4.55%	16.52%	6.61%	13.57%	9.15%	14.86%	9.39%	13.02%	8.14%	31.46%	22.91%	7.14%	2.04%
London SHA	4.35%	4.35%	0.20%	0.00%	7.95%	0.96%	8.25%	3.32%	12.24%	6.91%	15.67%	6.41%	19.16%	7.93%	7.78%	0.00%
South East Coast SHA	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.06%	5.36%	9.98%	5.13%	15.46%	7.43%	26.83%	18.83%	2.94%	2.94%
South Central SHA	-3.45%	0.00%	2.41%	0.00%	16.91%	4.29%	8.71%	8.46%	16.76%	6.84%	25.85%	11.32%	9.94%	6.91%	2.94%	0.00%
South West SHA	0.00%	0.00%	0.00%	0.00%	6.02%	6.02%	3.87%	3.57%	9.14%	4.56%	15.92%	12.04%	30.83%	21.00%	0.00%	0.00%
Wales	0.00%	0.00%	-9.09%	0.00%	2.20%	1.22%	5.65%	0.00%	4.81%	3.98%	5.68%	5.04%	0.00%	1.74%	0.00%	0.00%
Northern Ireland	#DIV/0!	#DIV/0!	0.00%	0.00%	0.00%	0.00%	10.53%	10.53%	12.98%	3.71%	11.58%	10.43%	17.45%	16.20%	9.09%	0.00%
TOTALS	0.86%	1.07%	2.49%	2.51%	7.05%	2.53%	7.34%	4.03%	9.63%	5.55%	15.90%	9.30%	22.12%	14.83%	2.27%	1.50%

Table 5b. Qualified Pharmacists - NHS Trusts																
	All Vacancies							3 Month Vacancies								
	Band 9	Band 8d	Band 8c	Band 8b	Band 8a	Band 7	Band 6	Band 9	Band 8d	Band 8c	Band 8b	Band 8a	Band 7	Band 6		
North East SHA	0.00%	0.00%	6.80%	11.10%	8.01%	27.78%	20.03%	0.00%	0.00%	6.80%	6.66%	4.36%	12.60%	20.11%		
North West SHA	0.00%	6.78%	6.90%	6.70%	8.09%	18.20%	32.00%	0.00%	6.78%	2.03%	2.38%	4.46%	7.19%	25.58%		
Yorkshire & Humber SHA	0.00%	-4.92%	3.85%	7.52%	5.38%	15.33%	19.04%	0.00%	0.00%	1.16%	2.31%	5.97%	14.99%	15.92%		
East Midlands SHA	0.00%	16.67%	3.31%	3.14%	5.93%	11.77%	17.49%	0.00%	11.11%	0.00%	3.14%	2.66%	9.16%	6.87%		
West Midlands SHA	0.00%	10.03%	8.15%	4.82%	10.74%	17.14%	25.92%	0.00%	6.43%	6.47%	3.16%	5.99%	12.91%	14.87%		
East of England SHA	0.00%	5.46%	16.52%	13.57%	14.86%	13.02%	31.46%	0.00%	4.55%	6.61%	9.15%	9.39%	8.14%	22.91%		
London SHA	4.35%	0.20%	7.95%	8.25%	12.24%	15.67%	19.16%	4.35%	0.00%	0.96%	3.32%	6.91%	6.41%	7.93%		
South East Coast SHA	0.00%	0.00%	0.00%	2.06%	9.98%	15.46%	26.83%	0.00%	0.00%	0.00%	5.36%	5.13%	7.43%	18.83%		
South Central SHA	-3.45%	2.41%	16.91%	8.71%	16.76%	25.85%	9.94%	0.00%	0.00%	4.29%	8.46%	6.84%	11.32%	6.91%		
South West SHA	0.00%	0.00%	6.02%	3.87%	9.14%	15.92%	30.83%	0.00%	0.00%	6.02%	3.57%	4.56%	12.04%	21.00%		
Wales	0.00%	-9.09%	2.20%	5.65%	4.81%	5.68%	0.00%	0.00%	0.00%	1.22%	0.00%	3.98%	5.04%	1.74%		
Northern Ireland	#DIV/0!	0.00%	0.00%	10.53%	12.98%	11.58%	17.45%	#DIV/0!	0.00%	0.00%	10.53%	3.71%	10.43%	16.20%		
Total	0.86%	2.49%	7.05%	7.34%	9.63%	15.90%	22.12%	1.07%	2.51%	2.53%	4.03%	5.55%	9.30%	14.83%		

Table 5c. Pharmacists Bands 6 & 7 - NHS Trusts - May 2008 Vacancy Rates (%)

	Table 5c. Pharmacists - NHS Trusts			
	All Vacancies		3 Month Vacancies	
	Band 7	Band 6	Band 7	Band 6
North East SHA	27.78%	20.03%	12.60%	20.11%
North West SHA	18.20%	32.00%	7.19%	25.58%
Yorkshire & Humber SHA	15.33%	19.04%	14.99%	15.92%
East Midlands SHA	11.77%	17.49%	9.16%	6.87%
West Midlands SHA	17.14%	25.92%	12.91%	14.87%
East of England SHA	13.02%	31.46%	8.14%	22.91%
London SHA	15.67%	19.16%	6.41%	7.93%
South East Coast SHA	15.46%	26.83%	7.43%	18.83%
South Central SHA	25.85%	9.94%	11.32%	6.91%
South West SHA	15.92%	30.83%	12.04%	21.00%
Wales	5.68%	0.00%	5.04%	1.74%
Northern Ireland	11.58%	17.45%	10.43%	16.20%
Total	15.90%	22.12%	9.30%	14.83%

Figures 5a(i) and 5a(ii) show the % vacancy rates for qualified pharmacists at 31 May 2008, and the % of posts which have been vacant for 3 months at 31 May 2008.

Figures 5b(i) and 5b(ii) show the % vacancy rates for junior pharmacists at AfC Bands 6 and 7 at 31 May 2008, and the % of posts which have been vacant for 3 months at 31 May 2008.

Fig 5a(i). Qualified Pharmacists - NHS Trusts
May 2008 vacancy rates by geographical area and AfC Band
All Vacancies

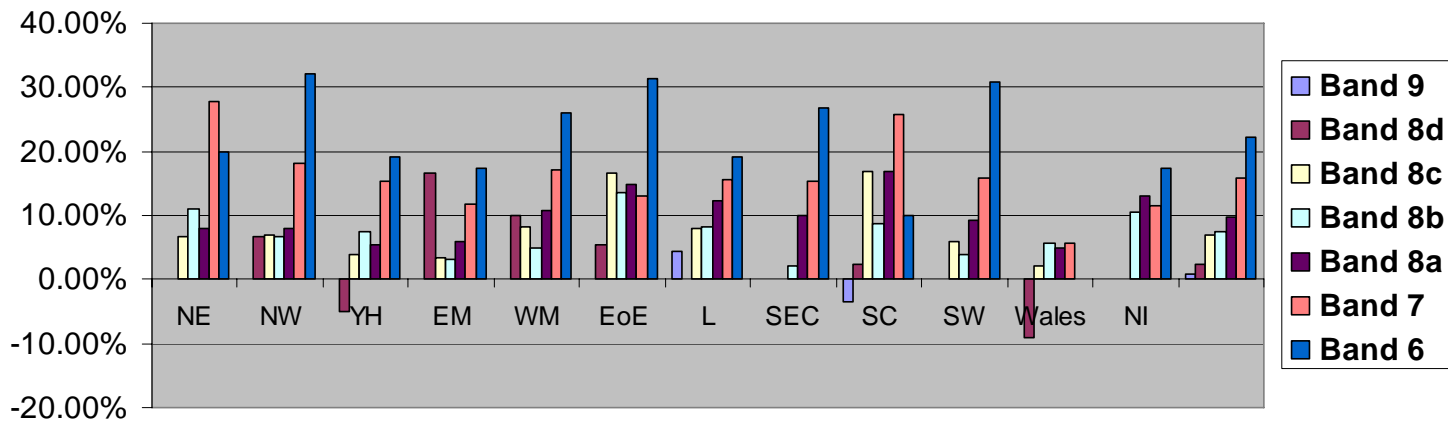
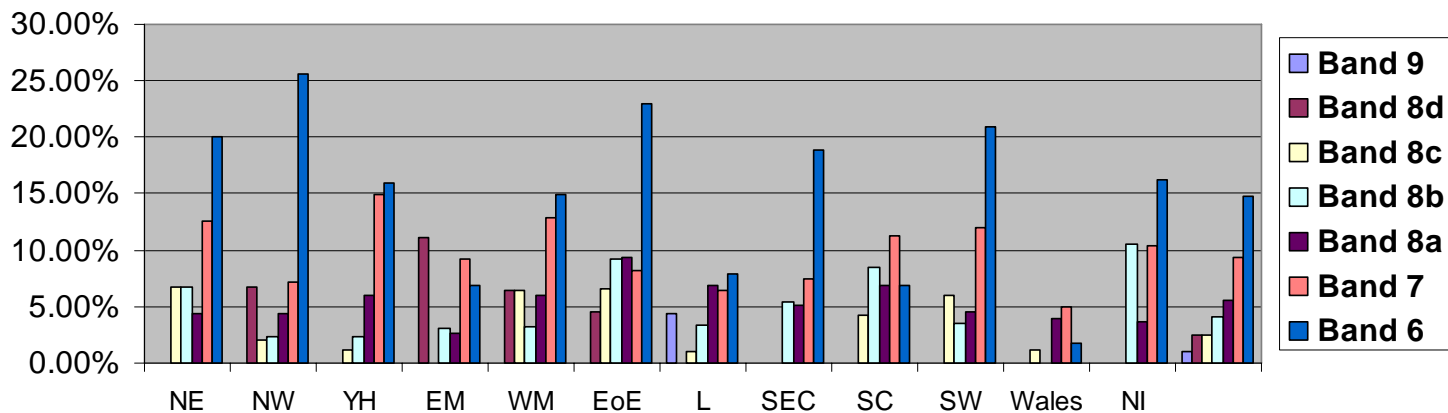
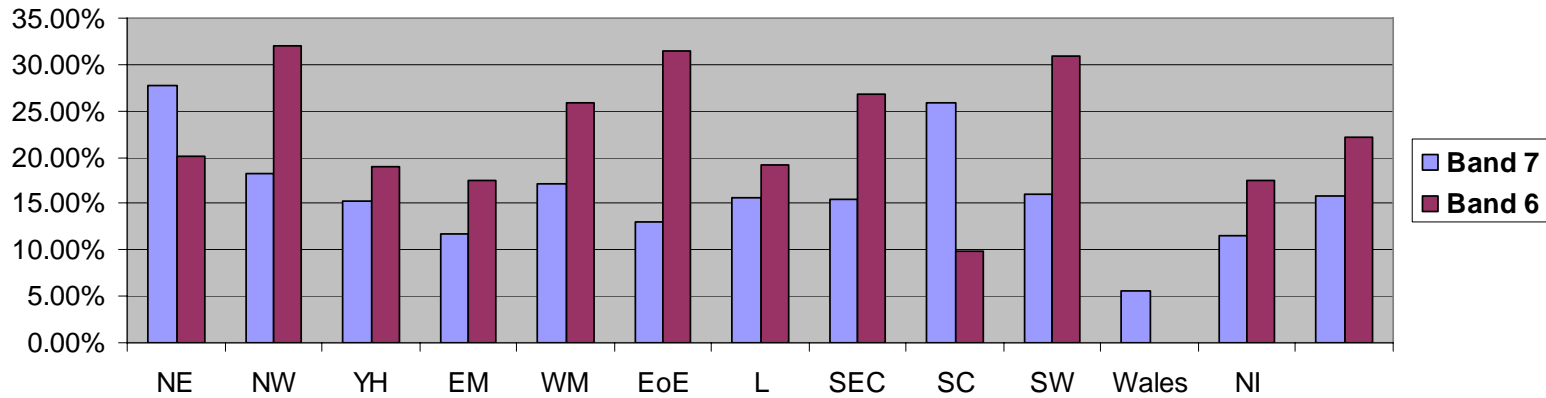


Fig 5a(ii). Qualified Pharmacists - NHS Trusts
May 2008 vacancy rates by geographical area and AfC Band
3 Month Vacancies



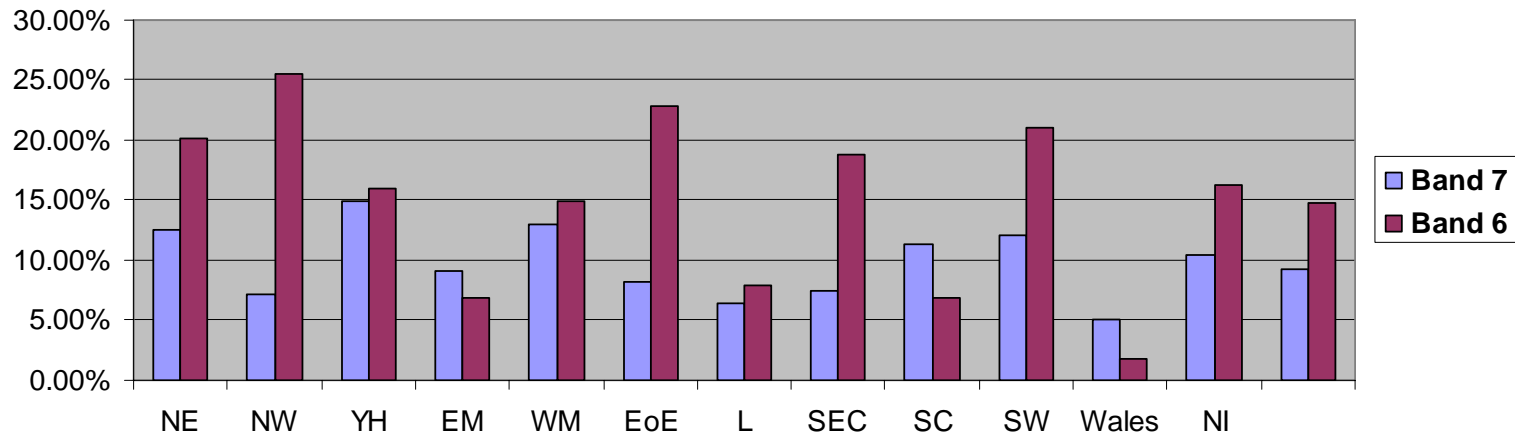
**Fig 5b(i). Pharmacists Bands 6 & 7 - NHS Trusts
May 2008 vacancy rates (%)**

All Vacancies



**Fig 5b(ii). Pharmacists Bands 6 & 7 - NHS Trusts
May 2008 vacancy rates (%)**

3 Month Vacancies



6. Pharmacy Technician Vacancy rates

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

Tables 6a and 6b. Pharmacy Technicians - NHS Trusts - May 2008 vacancy rates (% posts vacant or locum) by geographical area and AfC band

Table 6a. Pharmacy Technicians - NHS Trusts														
	Band 8b		Band 8a		Band 7		Band 6		Band 5		Band 4		Pre-registration Trainee Pharmacy Technicians	
	All	3 months	All	3 months	All	3 months	All	3 months	All	3 months	All	3 months	All	3 months
North East SHA	#DIV/0!	#DIV/0!	0.00%	0.00%	0.00%	0.00%	5.53%	0.00%	5.91%	1.40%	8.42%	0.00%	6.06%	6.06%
North West SHA	#DIV/0!	#DIV/0!	-4.12%	0.00%	4.12%	1.83%	0.64%	0.73%	10.04%	2.33%	10.61%	4.23%	-3.38%	0.00%
Yorkshire & Humber SHA	0.00%	0.00%	#DIV/0!	#DIV/0!	2.92%	7.72%	5.47%	3.12%	7.18%	4.25%	13.49%	5.25%	-2.75%	0.00%
East Midlands SHA	#DIV/0!	#DIV/0!	0.00%	0.00%	0.05%	0.05%	10.64%	4.05%	6.80%	1.44%	18.00%	3.39%	16.67%	19.44%
West Midlands SHA	0.00%	0.00%	0.00%	0.00%	-3.64%	0.00%	-2.06%	0.80%	9.94%	3.35%	11.65%	4.76%	4.35%	0.00%
East of England SHA	0.00%	0.00%	0.00%	0.00%	6.08%	0.00%	4.58%	0.99%	8.13%	3.22%	18.75%	11.67%	4.50%	0.00%
London SHA	0.00%	0.00%	0.00%	0.00%	4.11%	0.84%	11.15%	4.28%	11.09%	4.78%	19.88%	10.49%	9.41%	2.35%
South East Coast SHA	0.00%	0.00%	0.00%	0.00%	4.13%	0.00%	11.87%	1.51%	9.55%	4.56%	16.08%	9.92%	-4.88%	4.88%
South Central SHA	0.00%	0.00%	0.00%	0.00%	-1.90%	3.89%	12.39%	3.34%	7.23%	1.24%	22.18%	5.63%	11.11%	4.94%
South West SHA	0.00%	0.00%	0.00%	0.00%	3.37%	0.00%	3.76%	3.26%	7.28%	5.10%	11.49%	6.10%	-2.56%	5.13%
Wales	0.00%	0.00%	0.00%	0.00%	5.43%	5.43%	-1.18%	1.39%	6.34%	0.81%	-1.10%	2.31%	0.00%	4.48%
Northern Ireland	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	0.00%	0.00%	0.00%	10.86%	10.86%	10.36%	10.37%	10.71%	38.25%
TOTALS	0.00%	0.00%	-0.80%	0.00%	2.93%	1.58%	5.39%	2.23%	8.52%	3.19%	13.83%	6.58%	3.63%	4.97%

Table 6b. Qualified Pharmacy Technicians - NHS Trusts												
	All Vacancies						3 Month Vacancies					
	Band 8b	Band 8a	Band 7	Band 6	Band 5	Band 4	Band 8b	Band 8a	Band 7	Band 6	Band 5	Band 4
North East SHA	#DIV/0!	0.00%	0.00%	5.53%	5.91%	8.42%	#DIV/0!	0.00%	0.00%	0.00%	1.40%	0.00%
North West SHA	#DIV/0!	-4.12%	4.12%	0.64%	10.04%	10.61%	#DIV/0!	0.00%	1.83%	0.73%	2.33%	4.23%
Yorkshire & Humber SHA	0.00%	#DIV/0!	2.92%	5.47%	7.18%	13.49%	0.00%	#DIV/0!	7.72%	3.12%	4.25%	5.25%
East Midlands SHA	#DIV/0!	0.00%	0.05%	10.64%	6.80%	18.00%	#DIV/0!	0.00%	0.05%	4.05%	1.44%	3.39%
West Midlands SHA	0.00%	0.00%	-3.64%	-2.06%	9.94%	11.65%	0.00%	0.00%	0.00%	0.80%	3.35%	4.76%
East of England SHA	0.00%	0.00%	6.08%	4.58%	8.13%	18.75%	0.00%	0.00%	0.00%	0.99%	3.22%	11.67%
London SHA	0.00%	0.00%	4.11%	11.15%	11.09%	19.88%	0.00%	0.00%	0.84%	4.28%	4.78%	10.49%
South East Coast SHA	0.00%	0.00%	4.13%	11.87%	9.55%	16.08%	0.00%	0.00%	0.00%	1.51%	4.56%	9.92%
South Central SHA	0.00%	0.00%	-1.90%	12.39%	7.23%	22.18%	0.00%	0.00%	3.89%	3.34%	1.24%	5.63%
South West SHA	0.00%	0.00%	3.37%	3.76%	7.28%	11.49%	0.00%	0.00%	0.00%	3.26%	5.10%	6.10%
Wales	0.00%	0.00%	5.43%	-1.18%	6.34%	-1.10%	0.00%	0.00%	5.43%	1.39%	0.81%	2.31%
Northern Ireland	#DIV/0!	#DIV/0!	0.00%	0.00%	10.86%	10.36%	#DIV/0!	#DIV/0!	0.00%	0.00%	10.86%	10.37%
Total	0.00%	-0.80%	2.93%	5.39%	8.52%	13.83%	0.00%	0.00%	1.58%	2.23%	3.19%	6.58%

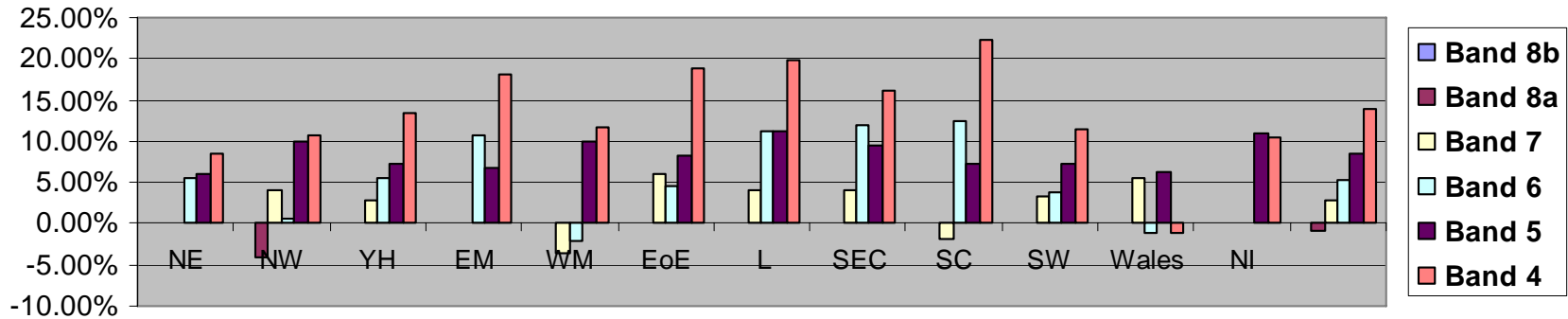
Figure 6c. Pharmacy Technicians Bands 4 & 5 - NHS Trusts - May 2008 Vacancy Rates (%)

	Table 6c. Pharmacy Technicians - NHS Trusts			
	All Vacancies		3 Month Vacancies	
	Band 5	Band 4	Band 5	Band 4
North East SHA	5.91%	8.42%	1.40%	0.00%
North West SHA	10.04%	10.61%	2.33%	4.23%
Yorkshire & Humber SHA	7.18%	13.49%	4.25%	5.25%
East Midlands SHA	6.80%	18.00%	1.44%	3.39%
West Midlands SHA	9.94%	11.65%	3.35%	4.76%
East of England SHA	8.13%	18.75%	3.22%	11.67%
London SHA	11.09%	19.88%	4.78%	10.49%
South East Coast SHA	9.55%	16.08%	4.56%	9.92%
South Central SHA	7.23%	22.18%	1.24%	5.63%
South West SHA	7.28%	11.49%	5.10%	6.10%
Wales	6.34%	-1.10%	0.81%	2.31%
Northern Ireland	10.86%	10.36%	10.86%	10.37%
Total	8.52%	13.83%	3.19%	6.58%

Figures 6a(i) and 6a(ii) show the % vacancy rates for qualified pharmacy technicians at 31 May 2008, and the % of posts which have been vacant for 3 months at 31 May 2008.

Figures 6b(i) and 6b(ii) show the % vacancy rates for junior pharmacy technicians at AfC Bands 4 and 5 at 31 May 2008, and the % of posts which have been vacant for 3 months at 31 May 2008.

**Fig 6a(i). Qualified Pharmacy Technicians - NHS Trusts
May 2008 vacancy rates by geographical area and AfC Band
All Vacancies**



**Fig 6a(ii). Qualified Pharmacy Technicians - NHS Trusts
May 2008 vacancy rates by geographical area and AfC Band
3 Month Vacancies**

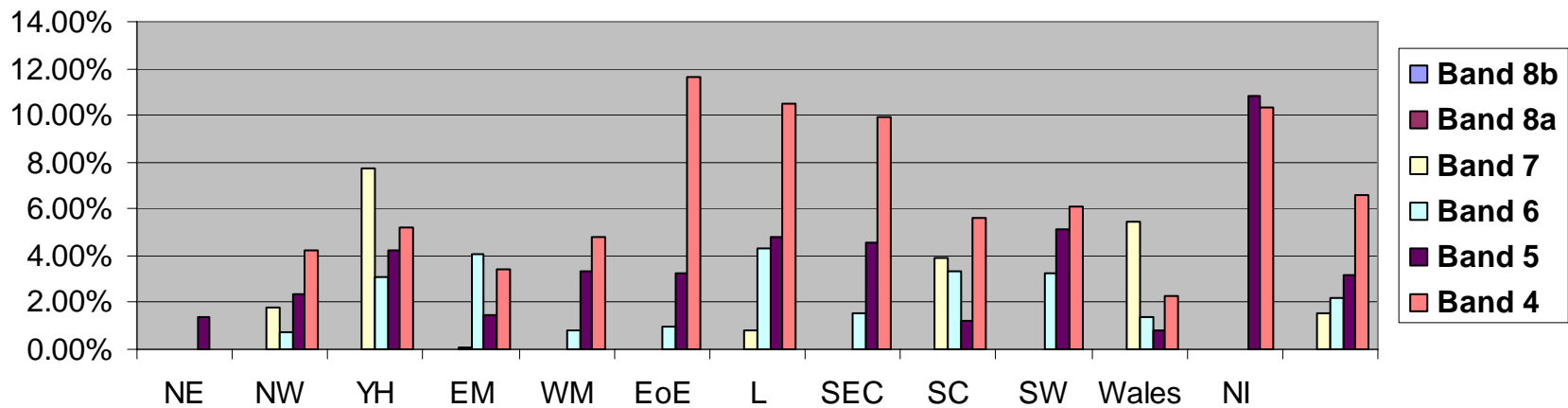


Fig 6b(i). Pharmacy Technicians Bands 4 & 5 - NHS Trusts
May 2008 Vacancy Rates (%)
All Vacancies

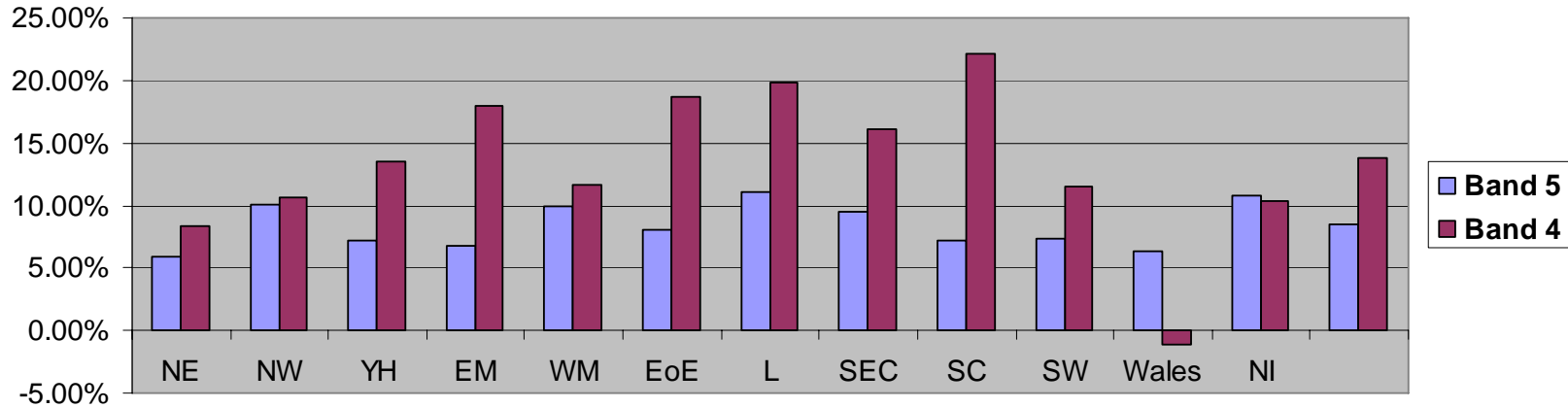
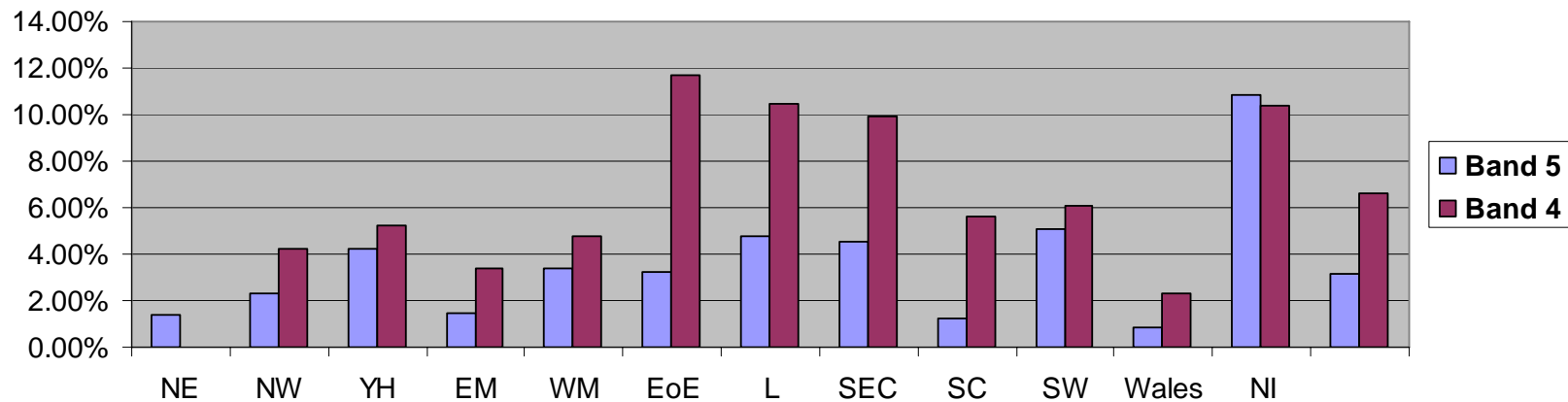


Fig 6b(ii). Pharmacy Technicians Bands 4 & 5 - NHS Trusts
May 2008 Vacancy Rates (%)
3 Month Vacancies



7. Pharmacy Assistant Vacancy rates

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

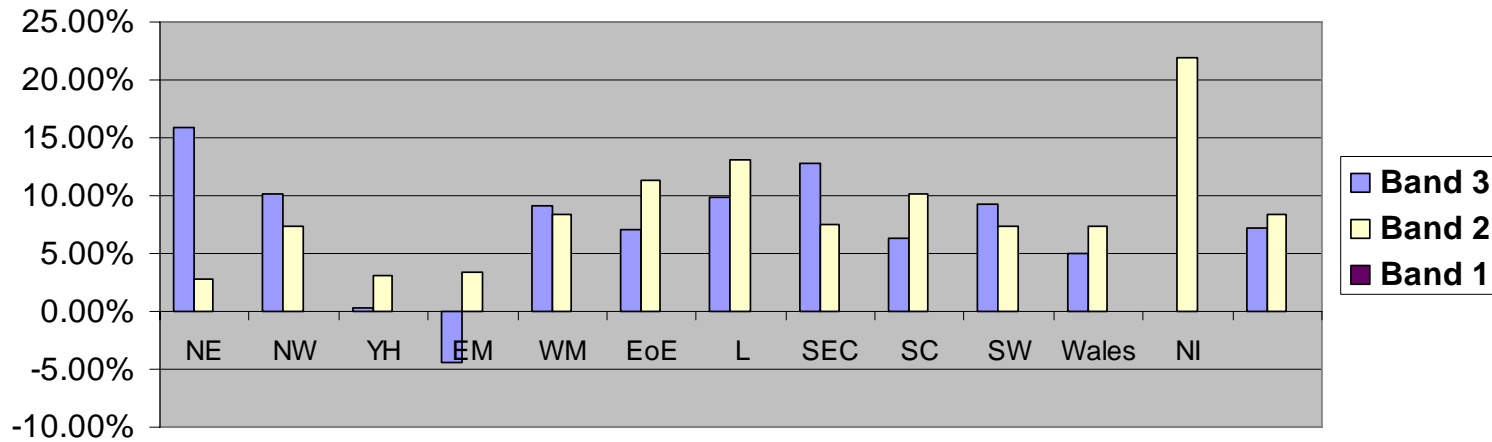
Tables 7a and 7b. Pharmacy Assistants - NHS Trusts - May 2008 vacancy rates % posts vacant or locum) by geographical area and AfC band

Table 7a. Pharmacy Assistants - NHS Trusts						
	Band 3		Band 2		Band 1	
	All	3 months	All	3 months	All	3 months
North East SHA	15.83%	1.92%	2.86%	0.89%	0.00%	0.00%
North West SHA	10.12%	5.16%	7.41%	3.16%	0.00%	0.00%
Yorkshire & Humber SHA	0.26%	7.87%	3.13%	4.13%	0.00%	56.20%
East Midlands SHA	-4.34%	1.22%	3.40%	0.45%	0.00%	0.00%
West Midlands SHA	9.08%	0.21%	8.44%	1.55%	0.00%	0.00%
East of England SHA	7.03%	3.19%	11.38%	4.50%	#DIV/0!	#DIV/0!
London SHA	9.92%	4.93%	13.02%	5.74%	0.00%	0.00%
South East Coast SHA	12.84%	2.57%	7.46%	4.46%	0.00%	0.00%
South Central SHA	6.36%	0.00%	10.16%	0.00%	#DIV/0!	#DIV/0!
South West SHA	9.21%	5.29%	7.33%	4.22%	0.00%	0.00%
Wales	5.07%	3.23%	7.35%	1.83%	#DIV/0!	#DIV/0!
Northern Ireland	0.00%	0.00%	21.92%	21.92%	#DIV/0!	#DIV/0!
TOTALS	7.14%	3.77%	8.34%	3.75%	0.00%	1.86%

	Table 7b. Pharmacy Assistants - NHS Trusts					
	All Vacancies			3 Month Vacancies		
	Band 3	Band 2	Band 1	Band 3	Band 2	Band 1
North East SHA	15.83%	2.86%	0.00%	1.92%	0.89%	0.00%
North West SHA	10.12%	7.41%	0.00%	5.16%	3.16%	0.00%
Yorkshire & Humber SHA	0.26%	3.13%	0.00%	7.87%	4.13%	56.20%
East Midlands SHA	-4.34%	3.40%	0.00%	1.22%	0.45%	0.00%
West Midlands SHA	9.08%	8.44%	0.00%	0.21%	1.55%	0.00%
East of England SHA	7.03%	11.38%	#DIV/0!	3.19%	4.50%	#DIV/0!
London SHA	9.92%	13.02%	0.00%	4.93%	5.74%	0.00%
South East Coast SHA	12.84%	7.46%	0.00%	2.57%	4.46%	0.00%
South Central SHA	6.36%	10.16%	#DIV/0!	0.00%	0.00%	#DIV/0!
South West SHA	9.21%	7.33%	0.00%	5.29%	4.22%	0.00%
Wales	5.07%	7.35%	#DIV/0!	3.23%	1.83%	#DIV/0!
Northern Ireland	0.00%	21.92%	#DIV/0!	0.00%	21.92%	#DIV/0!
Total	7.14%	8.34%	0.00%	3.77%	3.75%	1.86%

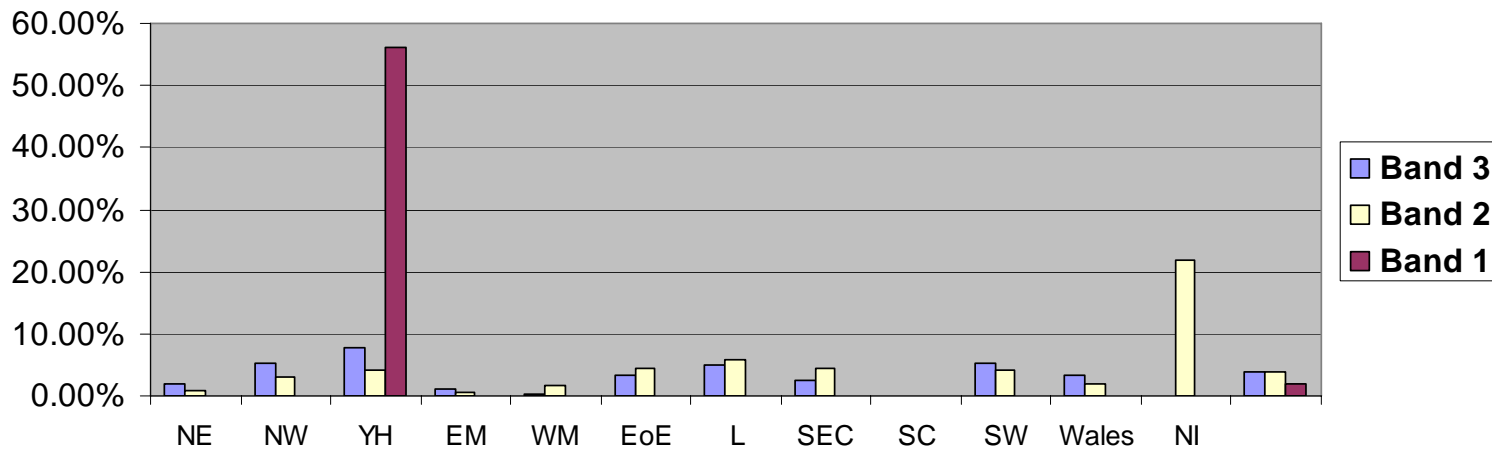
**Fig 7a(i). Pharmacy Assistants - NHS Trusts - current vacancy rates
by geographical area and AfC Band**

All Vacancies



**Fig 7a(ii). Pharmacy Assistants - NHS Trusts - current vacancy rates
by geographical area and AfC Band**

3 Month Vacancies



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

8. Collated Staffing Establishments and Vacancy Rates

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

Table 8a summarises staffing establishments by staff groups.

Tables 8b, 8c, 8d and 8e show current staffing establishments by AfC band.

Table 8. May 2008 Staffing Establishments - Summary data for all pharmacy staff groups - PCTs/LHBs - England, Wales and Northern Ireland

Staff Group	Established Posts (WTE)	Posts occupied by Permanent Staff	Posts occupied by agency staff/locums	Total posts occupied	Posts remaining unoccupied after agency staff/locums considered	Posts not permanently occupied (Vacancy Rate)	Posts not permanently occupied after three months (Vacancy Rate)	Posts threatened
Pharmacists								
Band 9	3.30	2.30 (69.70%)				1.00 (30.30%)	0.00 (0.00%)	
Band 8d	101.35	98.02 (96.71%)				3.33 (3.29%)	2.60 (2.57%)	
Band 8c	149.23	144.11 (96.57%)				5.12 (3.43%)	4.43 (2.97%)	
Band 8b	277.95	240.29 (86.45%)				37.66 (13.55%)	11.73 (4.22%)	
Band 8a	502.50	440.69 (87.70%)				61.81 (12.30%)	45.91 (9.14%)	
Band 7	166.14	121.89 (73.37%)				44.25 (26.63%)	29.59 (17.81%)	
Band 6	12.26	8.30 (67.70%)				3.96 (32.30%)	2.00 (16.31%)	
Total Qualified Pharmacists	1,212.73	1,055.60 (87.04%)	28.06 (2.31%)	1,083.66 (89.36%)	129.07 (10.64%)	157.13 (12.96%)	96.26 (7.94%)	5.97 (0.49%)
Pre-registration Trainee Pharmacists	2.00	2.00 (100.00%)				0.00 (0.00%)	0.00 (0.00%)	
Pharmacy Technicians								
Band 8b	1.00	1.00 (100.00%)				0.00 (0.00%)	0.00 (0.00%)	
Band 8a	1.60	1.60 (100.00%)				0.00 (0.00%)	0.00 (0.00%)	
Band 7	21.58	18.92 (87.67%)				2.66 (12.33%)	1.02 (4.73%)	
Band 6	98.71	95.41 (96.66%)				3.30 (3.34%)	4.99 (5.06%)	
Band 5	343.73	298.32 (86.79%)				45.41 (13.21%)	17.98 (5.23%)	
Band 4	27.15	22.13 (81.51%)				5.02 (18.49%)	3.62 (13.33%)	
Total Qualified Pharmacy Technicians	493.77	437.38 (88.58%)				56.39 (11.42%)	27.61 (5.59%)	
Pre-registration Trainee Pharmacy Technicians	5.00	5.00 (100.00%)				0.00 (0.00%)	0.00 (0.00%)	
Total Pharmacy Technicians	498.77	442.38 (88.69%)	4.20 (0.84%)	446.58 (89.54%)	52.19 (10.46%)	56.39 (11.31%)	27.61 (5.54%)	1.78 (0.36%)
Total Professional Staff (excluding Prereg. Trainee Pharmacists)	1,711.50	1,497.98 (87.52%)	32.26 (1.88%)	1,530.24 (89.41%)	181.26 (10.59%)	213.52 (12.48%)	123.87 (7.24%)	7.75 (0.45%)
Pharmacy Assistants	9.59	9.59 (100.00%)	0.80 (8.34%)	10.39 (108.34%)	-0.80 (-8.34%)	0.00 (0.00%)	0.00 (0.00%)	0.00 (0.00%)
Admin and Clerical	216.93	182.18 (83.98%)	18.20 (8.39%)	200.38 (92.37%)	16.55 (7.63%)	34.75 (16.02%)	8.00 (3.69%)	0.70 (0.32%)
Other*	49.58	37.39 (75.41%)	0.60 (1.21%)	37.99 (76.62%)	11.59 (23.38%)	12.19 (24.59%)	4.00 (8.07%)	0.70 (1.41%)
Total Support Staff	276.10	229.16 (83.00%)	19.60 (7.10%)	248.76 (90.10%)	27.34 (9.90%)	46.94 (17.00%)	12.00 (4.35%)	1.40 (0.51%)
Total All Staff (excluding Prereg. Trainee Pharmacists)	1,987.60	1,727.14 (86.90%)	51.86 (2.61%)	1,779.00 (89.50%)	208.60 (10.50%)	260.46 (13.10%)	135.87 (6.84%)	9.15 (0.46%)

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

Table 8a summarises current staffing vacancies for various staff groups (except for pre-registration trainee pharmacists and pre-registration trainee pharmacy technicians) in pharmacy teams in NHS PCTs/LHBs across England, Wales and Northern Ireland.

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

Table 8a. May 2008 staffing vacancies by staff groups - PCTs/LHBs - England, Wales and Northern Ireland

Staff Group	Established posts (WTE)	Posts occupied (permanent)	Posts occupied by locum	Posts not occupied by locum	Vacant Posts (NOT permanently occupied)	Posts vacant after 3 months
Qualified Pharmacists	1,212.73	1,055.60 87.04%	28.06 2.31%	129.07 10.64%	157.13 12.96%	96.26 7.94%
Qualified Pharmacy Technicians	493.77	437.38 88.58%	4.20 0.84%	52.19 10.46%	56.39 11.42%	27.61 5.59%
Pharmacy Assistants	9.59	9.59 100.00%	0.80 8.34%	-0.80 -8.34%	0.00 0.00%	0.00 0.00%
Admin & Clerical	216.93	182.18 83.98%	18.20 8.39%	16.55 7.63%	34.75 16.02%	8.00 3.69%
Others	49.58	37.39 75.41%	0.60 1.21%	11.59 23.38%	12.19 24.59%	4.00 8.07%

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

Tables 8b, 8c, 8d and 8e. May 2008 Staffing Establishments and Vacancy Rates by staff groups by AfC Band – PCTs/LHBs - England, Wales and Northern Ireland

Table 8b. Pharmacists - PCTs/LHBs

AfC Band	9	8d	8c	8b	8a	7	6	Pre-reg. trainee pharmacists
Established post (WTE)	3.30	101.35	149.23	277.95	502.50	166.14	12.26	2.00
Posts occupied (permanent)	2.30	98.02	144.11	240.29	440.69	121.89	8.30	2.00
Posts not permanently occupied	1.00	3.33	5.12	37.66	61.81	44.25	3.96	0.00
Posts vacant for more than 3 months	0.00	2.60	4.43	11.73	45.91	29.59	2.00	0.00
% posts not permanently occupied - vacancy rate	30.30%	3.29%	3.43%	13.55%	12.30%	26.63%	32.30%	0.00%
% posts not permanently occupied after three months - vacancy rate	0.00%	2.57%	2.97%	4.22%	9.14%	17.81%	16.31%	0.00%

Table 8c. Pharmacy Technicians - PCTs/LHBs

AfC Band	8b	8a	7	6	5	4	Pre-reg. trainee pharmacy technicians
Established post (WTE)	1.00	1.60	21.58	98.71	343.73	27.15	5.00
Posts occupied (permanent)	1.00	1.60	18.92	95.41	298.32	22.13	5.00
Posts not permanently occupied	0.00	0.00	2.66	3.30	45.41	5.02	0.00
Posts vacant for more than 3 months	0.00	0.00	1.02	4.99	17.98	3.62	0.00
% posts not permanently occupied - vacancy rate	0.00%	0.00%	12.33%	3.34%	13.21%	18.49%	0.00%
% posts not permanently occupied after three months - vacancy rate	0.00%	0.00%	4.73%	5.06%	5.23%	13.33%	0.00%

Table 8d. Pharmacy Assistants - PCTs/LHBs

AfC Band	3	2	1
Established post (WTE)	4.27	5.32	0.00
Posts occupied (permanent)	4.27	5.32	0.00
Posts not permanently occupied	0.00	0.00	0.00
Posts vacant for more than 3 months	0.00	0.00	0.00
% posts not permanently occupied - vacancy rate	0.00%	0.00%	#DIV/0!
% posts not permanently occupied after three months - vacancy rate	0.00%	0.00%	#DIV/0!

Table 8e. Admin and Clerical - PCTs/LHBs

AfC Band	7	6	5	4	3	2
Established post (WTE)	9.30	20.29	21.58	98.71	343.73	27.15
Posts occupied (permanent)	8.30	18.79	18.92	95.41	298.32	22.13
Posts not permanently occupied	1.00	1.50	2.66	3.30	45.41	5.02
Posts vacant for more than 3 months	1.00	0.00	1.02	4.99	17.98	3.62
% posts not permanently occupied - vacancy rate	10.75%	7.39%	11.45%	18.82%	18.70%	18.99%
% posts not permanently occupied after three months - vacancy rate	10.75%	0.00%	0.00%	3.49%	6.92%	3.11%

Further analysis of vacancy rates by professional groups is provided in Sections 10 to 13.

Trends in pharmacy staffing establishments.

9. Trends over time

As this is the first year in which PCT/LHB staffing establishment and vacancy data have been collected, no trends are available. The 2008 data will provide a useful baseline from which to monitor future trends.

10. Trends over geographical areas

Trends in current staffing establishments across England, Wales and Northern Ireland have been examined.

Tables 10a, 10b, 10c and 10d show current staffing establishments by geographical area and AfC band.

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

Table 10a. Qualified Pharmacists by geographical area - PCTs/LHBs - England, Wales and Northern Ireland May 2008

	Band 9					Band 8d					Band 8c					Band 8b				
	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %		
North East SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.80	4.80	0.00%	0.00	0.00%	2.80	2.80	0.00%	0.00	0.00%	23.60	20.87	11.57%	1.90	8.05%
North West SHA	1.30	1.30	0.00%	0.00	0.00%	15.17	13.04	14.04%	0.00	0.00%	16.48	16.48	0.00%	0.00	0.00%	56.77	51.02	10.13%	1.10	1.94%
Yorkshire & Humber SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.00	3.00	0.00%	0.00	0.00%	19.90	18.48	7.14%	1.42	7.14%	18.40	12.05	34.51%	2.35	12.77%
East Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	5.60	5.00	10.71%	0.60	10.71%	13.10	13.10	0.00%	0.00	0.00%	31.32	27.34	12.71%	0.80	2.55%
West Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	7.17	9.07	-26.50%	0.00	0.00%	13.19	13.19	0.00%	0.00	0.00%	25.00	25.80	-3.20%	0.20	0.80%
East of England SHA	2.00	1.00	50.00%	0.00	0.00%	12.00	11.00	8.33%	1.00	8.33%	18.60	18.10	2.69%	0.50	2.69%	18.16	15.16	16.52%	0.00	0.00%
London SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	24.80	23.30	6.05%	1.00	4.03%	20.16	16.36	18.85%	1.51	7.49%	40.01	28.34	29.17%	1.78	4.45%
South East Coast SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	6.00	6.00	0.00%	0.00	0.00%	9.13	9.13	0.00%	0.00	0.00%	20.30	16.02	21.08%	1.60	7.88%
South Central SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	9.90	9.90	0.00%	0.00	0.00%	9.80	8.80	10.20%	1.00	10.20%	16.88	15.88	5.92%	0.00	0.00%
South West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	7.91	7.91	0.00%	0.00	0.00%	7.00	9.00	-28.57%	0.00	0.00%	15.40	16.70	-8.44%	1.00	6.49%
Wales	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%	18.07	17.67	2.21%	0.00	0.00%	6.20	5.20	16.13%	1.00	16.13%
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.00	4.00	0.00%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	5.91	5.91	0.00%	0.00	0.00%
TOTALS	3.30	2.30	30.30%	0.00	0.00%	101.35	98.02	3.29%	2.60	2.57%	149.23	144.11	3.43%	4.43	2.97%	277.95	240.29	13.55%	11.73	4.22%

	Band 8a					Band 7					Band 6				
	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %
North East SHA	33.65	25.85	23.18%	3.00	8.92%	0.80	0.00	100.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!
North West SHA	58.71	59.09	-0.65%	3.80	6.47%	47.49	34.89	26.53%	7.19	15.14%	1.60	1.60	0.00%	0.00	0.00%
Yorkshire & Humber SHA	63.23	56.21	11.10%	8.90	14.08%	17.76	15.32	13.74%	2.67	15.03%	0.00	0.00	#DIV/0!	0.00	#DIV/0!
East Midlands SHA	32.65	24.89	23.77%	4.84	14.82%	9.37	7.57	19.21%	1.00	10.67%	0.00	0.00	#DIV/0!	0.00	#DIV/0!
West Midlands SHA	67.67	68.79	-1.66%	4.67	6.90%	2.81	2.43	13.52%	1.00	35.59%	0.00	0.00	#DIV/0!	0.00	#DIV/0!
East of England SHA	37.36	27.16	27.30%	3.40	9.10%	15.13	13.93	7.93%	1.00	6.61%	0.00	0.00	#DIV/0!	0.00	#DIV/0!
London SHA	78.48	63.12	19.57%	13.23	16.86%	23.75	12.02	49.39%	6.33	26.65%	8.66	4.70	45.73%	2.00	23.09%
South East Coast SHA	35.33	29.96	15.20%	1.17	3.31%	13.04	8.54	34.51%	3.00	23.01%	1.00	1.00	0.00%	0.00	0.00%
South Central SHA	25.13	21.73	13.53%	1.00	3.98%	12.19	10.19	16.41%	1.80	14.77%	1.00	1.00	0.00%	0.00	0.00%
South West SHA	18.34	17.84	2.73%	1.00	5.45%	12.40	6.20	50.00%	5.60	45.16%	0.00	0.00	#DIV/0!	0.00	#DIV/0!
Wales	35.45	32.45	8.46%	0.00	0.00%	7.40	6.80	8.11%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!
Northern Ireland	16.50	13.60	17.58%	0.90	5.45%	4.00	4.00	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!
TOTALS	502.50	440.69	12.30%	45.91	9.14%	166.14	121.89	26.63%	29.59	17.81%	12.26	8.30	32.30%	2.00	16.31%

Table 10b. Qualified Pharmacy Technicians - by geographical area - PCTs/LHBs - England, Wales and Northern Ireland May 2008

	Band 8b					Band 8a					Band 7				
	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (WTE)	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!
North West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.00	3.80	5.00%	0.00	0.00%
Yorkshire & Humber SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	0.98	2.00%	0.02	2.00%
East 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!
West Midlands SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.60	1.60	0.00%	0.00	0.00%
East of England SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.18	2.18	31.45%	0.00	0.00%
London SHA	1.00	1.00	0.00%	0.00	0.00%	1.60	1.60	0.00%	0.00	0.00%	6.80	5.72	15.88%	1.00	14.71%
South East Coast SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	3.00	2.64	12.00%	0.00	0.00%
South Central SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%
South West SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%
Wales	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!
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!
TOTALS	1.00	1.00	0.00%	0.00	0.00%	1.60	1.60	0.00%	0.00	0.00%	21.58	18.92	12.33%	1.02	4.73%

	Band 6					Band 5					Band 4				
	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %	
North East SHA	3.55	2.55	28.17%	0.00	0.00%	18.90	14.10	25.40%	0.00	0.00%	1.00	0.00	100.00%	0.00	0.00%
North West SHA	21.30	22.80	-7.04%	2.50	11.74%	77.96	68.86	11.67%	7.60	9.75%	1.00	1.00	0.00%	0.00	0.00%
Yorkshire & Humber SHA	17.70	15.40	12.99%	0.70	3.95%	41.80	37.00	11.48%	2.20	5.26%	2.00	2.00	0.00%	0.00	0.00%
East Midlands SHA	18.24	17.34	4.93%	0.59	3.23%	26.77	17.54	34.48%	0.78	2.91%	4.78	4.78	0.00%	0.00	0.00%
West Midlands SHA	1.34	5.74	-328.36%	0.00	0.00%	28.09	28.71	-2.21%	2.20	7.83%	4.00	3.00	25.00%	1.00	25.00%
East of England SHA	8.85	7.85	11.30%	0.00	0.00%	30.35	26.45	12.85%	0.70	2.31%	0.00	0.00	#DIV/0!	0.00	#DIV/0!
London SHA	12.13	9.93	18.14%	1.20	9.89%	14.03	12.03	14.26%	0.70	4.99%	10.77	9.35	13.18%	0.62	5.76%
South East Coast SHA	11.00	10.00	9.09%	0.00	0.00%	29.35	24.55	16.35%	2.80	9.54%	0.00	0.00	#DIV/0!	0.00	#DIV/0!
South Central SHA	0.80	0.00	100.00%	0.00	0.00%	11.43	10.43	8.75%	1.00	8.75%	0.00	0.00	#DIV/0!	0.00	#DIV/0!
South West SHA	2.80	2.80	0.00%	0.00	0.00%	22.90	21.70	5.24%	0.00	0.00%	2.60	1.00	61.54%	1.00	38.46%
Wales	0.00	0.00	#DIV/0!	0.00	#DIV/0!	42.15	36.95	12.34%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!
Northern Ireland	1.00	1.00	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	1.00	100.00%
TOTALS	98.71	95.41	3.34%	4.99	5.06%	343.73	298.32	13.21%	17.98	5.23%	27.15	22.13	18.49%	3.62	13.33%

Table10c. Pharmacy Assistants - by geographical area - PCTs/LHBs - England, Wales and Northern Ireland May 2008

	Band 3					Band 2					Band 1				
	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %	3 Month Vacancies Vacancy Rate %	Established posts (WTE)	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!
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!
Yorkshire & Humber SHA	2.00	2.00	0.00%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!
East Midlands SHA	1.00	1.00	0.00%	0.00	0.00%	2.00	2.00	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/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!
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!
London SHA	0.27	0.27	0.00%	0.00	0.00%	2.32	2.32	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!
South East Coast SHA	1.00	1.00	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!
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!
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!
Wales	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!
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!
TOTALS	4.27	4.27	0.00%	0.00	0.00%	5.32	5.32	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!

Table 10d. Admin and Clerical - by geographical area - PCTs/LHBs - England, Wales and Northern Ireland May 2008

	Band 7					Band 6					Band 5				
	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %	
North East SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.50	1.50	0.00%	0.00	0.00%
North West SHA	1.00	1.00	0.00%	0.00	0.00%	3.59	3.59	0.00%	0.00	0.00%	4.00	4.00	0.00%	0.00	0.00%
Yorkshire & Humber SHA	1.50	1.50	0.00%	0.00	0.00%	2.00	2.00	0.00%	0.00	0.00%	4.00	4.00	0.00%	0.00	0.00%
East Midlands SHA	1.00	0.00	100.00%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	2.81	2.81	0.00%	0.00	0.00%
West Midlands SHA	0.80	0.80	0.00%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%	2.92	2.92	0.00%	0.00	0.00%
East of England SHA	1.00	1.00	0.00%	0.00	0.00%	8.70	8.20	5.75%	0.00	0.00%	6.00	6.00	0.00%	0.00	0.00%
London SHA	2.00	1.00	50.00%	0.00	0.00%	4.00	3.00	25.00%	0.00	0.00%	9.10	8.10	10.99%	0.00	0.00%
South East Coast SHA	2.00	2.00	0.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.00	4.00	0.00%	0.00	0.00%
South Central SHA	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	2.40	0.60	75.00%	0.00	0.00%
South West SHA	0.00	1.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.20	0.20	0.00%	0.00	0.00%
Wales	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	1.00	1.00	0.00%	0.00	0.00%
Northern Ireland	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	4.00	2.00	50.00%	0.00	0.00%
TOTALS	9.30	8.30	10.75%	0.00	0.00%	20.29	18.79	7.39%	0.00	0.00%	41.93	37.13	11.45%	0.00	0.00%

	Band 4					Band 3					Band 2				
	Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %		Established posts (WTE)	Posts Occupied (Permanent) Vacancy Rate %		3 Month Vacancies Vacancy Rate %	
North East SHA	4.55	3.15	30.77%	0.00	0.00%	5.20	3.80	26.92%	1.00	19.23%	1.00	0.00	100.00%	0.00	0.00%
North West SHA	10.61	10.42	1.79%	0.00	0.00%	10.77	6.96	35.38%	2.00	18.57%	1.43	1.43	0.00%	0.00	0.00%
Yorkshire & Humber SHA	5.60	4.20	25.00%	0.00	0.00%	10.27	6.47	37.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!
East Midlands SHA	5.88	5.88	0.00%	0.00	0.00%	7.55	6.65	11.92%	0.90	11.92%	0.84	0.54	35.71%	0.30	35.71%
West Midlands SHA	5.09	5.84	-14.73%	0.00	0.00%	0.50	0.50	0.00%	0.00	0.00%	2.53	2.00	21.04%	0.00	0.00%
East of England SHA	13.39	11.41	14.79%	0.00	0.00%	4.60	4.40	4.35%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!
London SHA	11.80	5.90	50.00%	0.80	6.78%	5.00	5.00	0.00%	0.00	0.00%	1.00	1.00	0.00%	0.00	0.00%
South East Coast SHA	6.64	5.61	15.51%	1.00	15.06%	8.68	8.25	4.95%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!
South Central SHA	3.88	1.95	49.74%	1.00	25.77%	0.50	0.50	0.00%	0.00	0.00%	0.55	0.55	0.00%	0.00	0.00%
South West SHA	5.50	5.50	0.00%	0.00	0.00%	2.80	2.80	0.00%	0.00	0.00%	1.50	1.50	0.00%	0.00	0.00%
Wales	3.20	3.20	0.00%	0.00	0.00%	0.50	0.50	0.00%	0.00	0.00%	0.80	0.80	0.00%	0.00	0.00%
Northern Ireland	4.00	2.00	50.00%	0.00	0.00%	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!
TOTALS	80.14	65.06	18.82%	2.80	3.49%	56.37	45.83	18.70%	3.90	6.92%	9.65	7.82	18.99%	0.30	3.11%

Figures 10a, 10b, 10c and 10d. May 2008 staffing establishments (as % of total) in NHS Trusts by geographical area and AfC band

Fig 10a. Qualified Pharmacists - PCTs/LHBs - May 2008 numbers as % of total by geographical area and AfC Band

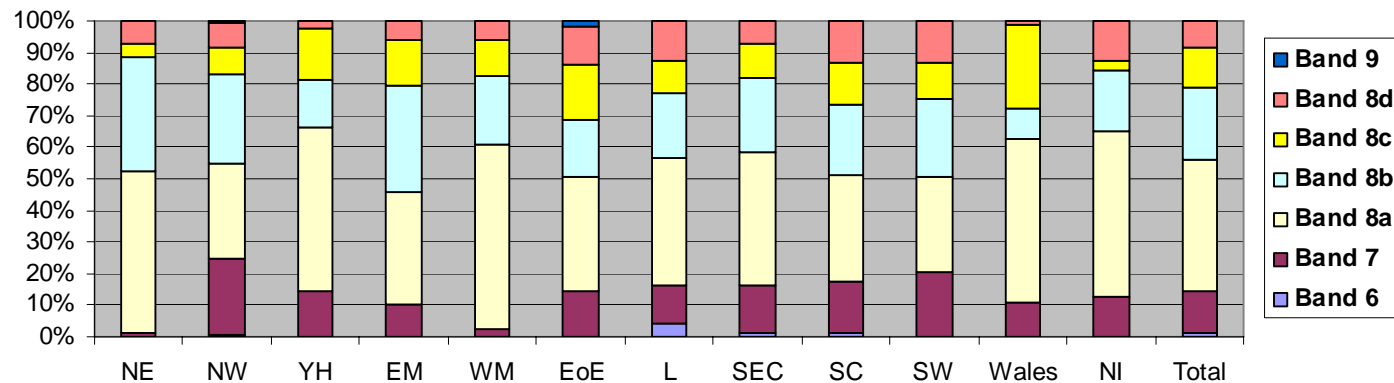


Fig 10b. Qualified Pharmacy Technicians - PCTs/LHBs - May 2008 numbers as % of total by geographical area and AfC Band

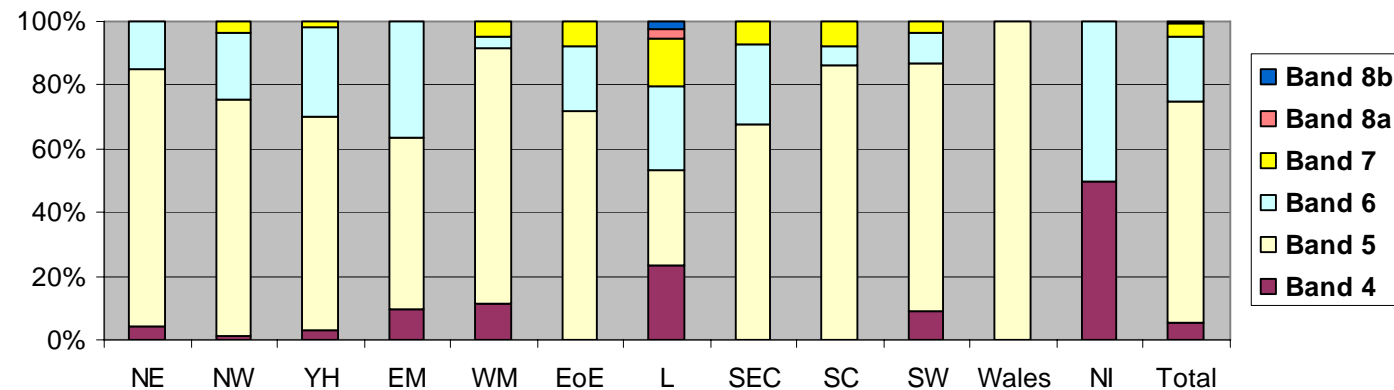


Fig 10c. Pharmacy Assistants - PCTs/LHBs - May 2008 numbers as % of total by geographical area and AfC Band

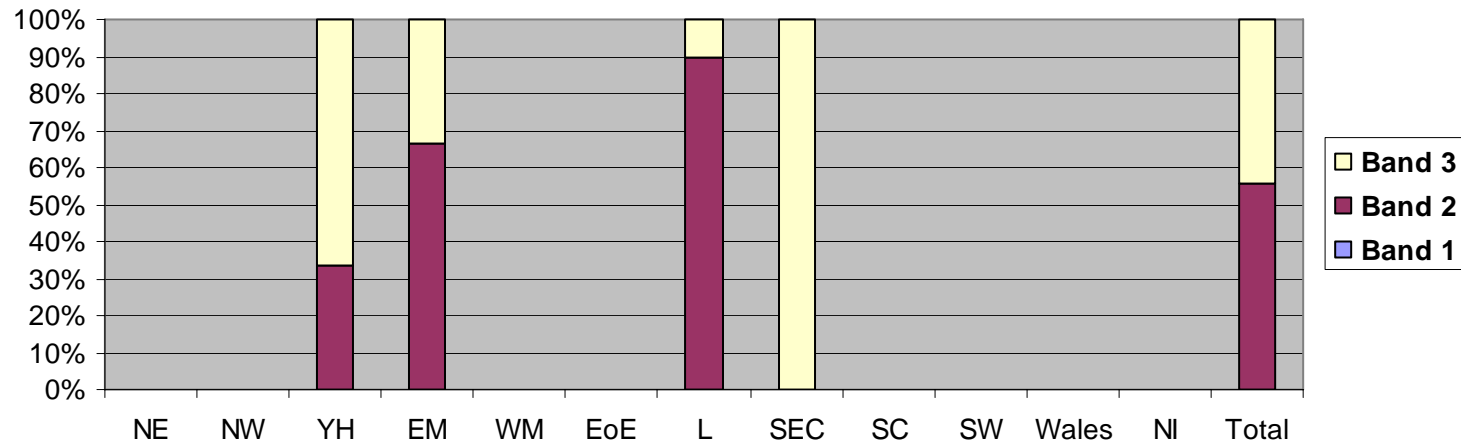
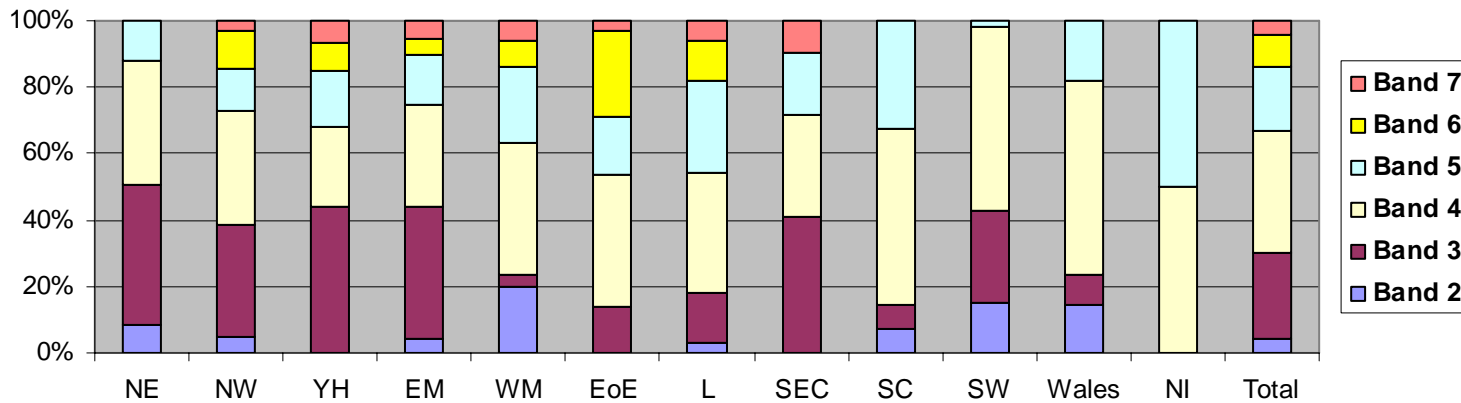


Fig 10d. Admin & Clerical - PCTs/LHBs - May 2008 numbers as % of total by geographical area and AfC Band



May 2008 current Vacancy Rates and May 2008 3-month vacancy rates

11. Pharmacist Vacancy rates

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

Tables 11a and 11b. Pharmacists - PCTs/LHBs - May 2008 vacancy rates (% posts vacant or locum) by geographical area and AfC band

Table 11a. Qualified Pharmacists - PCTs/LHBs														
	Band 9		Band 8d		Band 8c		Band 8b		Band 8a		Band 7		Band 6	
	All	3 months	All	3 months	All	3 months	All	3 months	All	3 months	All	3 months	All	3 months
North East SHA	#DIV/0!	#DIV/0!	0.00%	0.00%	0.00%	0.00%	11.57%	8.05%	23.18%	8.92%	100.00%	0.00%	#DIV/0!	#DIV/0!
North West SHA	0.00%	0.00%	14.04%	0.00%	0.00%	0.00%	10.13%	1.94%	-0.65%	6.47%	26.53%	15.14%	0.00%	0.00%
Yorkshire & Humber SHA	#DIV/0!	#DIV/0!	0.00%	0.00%	7.14%	7.14%	34.51%	12.77%	11.10%	14.08%	13.74%	15.03%	#DIV/0!	#DIV/0!
East Midlands SHA	#DIV/0!	#DIV/0!	10.71%	10.71%	0.00%	0.00%	12.71%	2.55%	23.77%	14.82%	19.21%	10.67%	#DIV/0!	#DIV/0!
West Midlands SHA	#DIV/0!	#DIV/0!	-26.50%	0.00%	0.00%	0.00%	-3.20%	0.80%	-1.66%	6.90%	13.52%	35.59%	#DIV/0!	#DIV/0!
East of England SHA	50.00%	0.00%	8.33%	8.33%	2.69%	2.69%	16.52%	0.00%	27.30%	9.10%	7.93%	6.61%	#DIV/0!	#DIV/0!
London SHA	#DIV/0!	#DIV/0!	6.05%	4.03%	18.85%	7.49%	29.17%	4.45%	19.57%	16.86%	49.39%	26.65%	45.73%	23.09%
South East Coast SHA	#DIV/0!	#DIV/0!	0.00%	0.00%	0.00%	0.00%	21.08%	7.88%	15.20%	3.31%	34.51%	23.01%	0.00%	0.00%
South Central SHA	#DIV/0!	#DIV/0!	0.00%	0.00%	10.20%	10.20%	5.92%	0.00%	13.53%	3.98%	16.41%	14.77%	0.00%	0.00%
South West SHA	#DIV/0!	#DIV/0!	0.00%	0.00%	-28.57%	0.00%	-8.44%	6.49%	2.73%	5.45%	50.00%	45.16%	#DIV/0!	#DIV/0!
Wales	#DIV/0!	#DIV/0!	0.00%	0.00%	2.21%	0.00%	16.13%	16.13%	8.46%	0.00%	8.11%	0.00%	#DIV/0!	#DIV/0!
Northern Ireland	#DIV/0!	#DIV/0!	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	17.58%	5.45%	0.00%	0.00%	#DIV/0!	#DIV/0!
TOTALS	30.30%	0.00%	3.29%	2.57%	3.43%	2.97%	13.55%	4.22%	12.30%	9.14%	26.63%	17.81%	32.30%	16.31%

Table 11b. Qualified Pharmacists - PCTs/LHBs

	Table 11b. Qualified Pharmacists - PCTs/LHBs													
	All Vacancies							3 Month Vacancies						
	Band 9	Band 8d	Band 8c	Band 8b	Band 8a	Band 7	Band 6	Band 9	Band 8d	Band 8c	Band 8b	Band 8a	Band 7	Band 6
North East SHA	#DIV/0!	0.00%	0.00%	11.57%	23.18%	100.00%	#DIV/0!	#DIV/0!	0.00%	0.00%	8.05%	8.92%	0.00%	#DIV/0!
North West SHA	0.00%	14.04%	0.00%	10.13%	-0.65%	26.53%	0.00%	0.00%	0.00%	0.00%	1.94%	6.47%	15.14%	0.00%
Yorkshire & Humber SHA	#DIV/0!	0.00%	7.14%	34.51%	11.10%	13.74%	#DIV/0!	#DIV/0!	0.00%	7.14%	12.77%	14.08%	15.03%	#DIV/0!
East Midlands SHA	#DIV/0!	10.71%	0.00%	12.71%	23.77%	19.21%	#DIV/0!	#DIV/0!	10.71%	0.00%	2.55%	14.82%	10.67%	#DIV/0!
West Midlands SHA	#DIV/0!	-26.50%	0.00%	-3.20%	-1.66%	13.52%	#DIV/0!	#DIV/0!	0.00%	0.00%	0.80%	6.90%	35.59%	#DIV/0!
East of England SHA	50.00%	8.33%	2.69%	16.52%	27.30%	7.93%	#DIV/0!	0.00%	8.33%	2.69%	0.00%	9.10%	6.61%	#DIV/0!
London SHA	#DIV/0!	6.05%	18.85%	29.17%	19.57%	49.39%	45.73%	#DIV/0!	4.03%	7.49%	4.45%	16.86%	26.65%	23.09%
South East Coast SHA	#DIV/0!	0.00%	0.00%	21.08%	15.20%	34.51%	0.00%	#DIV/0!	0.00%	0.00%	7.88%	3.31%	23.01%	0.00%
South Central SHA	#DIV/0!	0.00%	10.20%	5.92%	13.53%	16.41%	0.00%	#DIV/0!	0.00%	10.20%	0.00%	3.98%	14.77%	0.00%
South West SHA	#DIV/0!	0.00%	-28.57%	-8.44%	2.73%	50.00%	#DIV/0!	#DIV/0!	0.00%	0.00%	6.49%	5.45%	45.16%	#DIV/0!
Wales	#DIV/0!	0.00%	2.21%	16.13%	8.46%	8.11%	#DIV/0!	#DIV/0!	0.00%	0.00%	16.13%	0.00%	0.00%	#DIV/0!
Northern Ireland	#DIV/0!	0.00%	0.00%	0.00%	17.58%	0.00%	#DIV/0!	#DIV/0!	0.00%	0.00%	0.00%	5.45%	0.00%	#DIV/0!
Total	30.30%	3.29%	3.43%	13.55%	12.30%	26.63%	32.30%	0.00%	2.57%	2.97%	4.22%	9.14%	17.81%	16.31%

Figure 11c. Pharmacists Bands 6 & 7 - PCTs/LHBs - May 2008 Vacancy Rates (%)

	Table 11c. Pharmacists - PCTs/LHBs			
	All Vacancies		3 Month Vacancies	
	Band 7	Band 6	Band 7	Band 6
North East SHA	100.00%	#DIV/0!	0.00%	#DIV/0!
North West SHA	26.53%	0.00%	15.14%	0.00%
Yorkshire & Humber SHA	13.74%	#DIV/0!	15.03%	#DIV/0!
East Midlands SHA	19.21%	#DIV/0!	10.67%	#DIV/0!
West Midlands SHA	13.52%	#DIV/0!	35.59%	#DIV/0!
East of England SHA	7.93%	#DIV/0!	6.61%	#DIV/0!
London SHA	49.39%	45.73%	26.65%	23.09%
South East Coast SHA	34.51%	0.00%	23.01%	0.00%
South Central SHA	16.41%	0.00%	14.77%	0.00%
South West SHA	50.00%	#DIV/0!	45.16%	#DIV/0!
Wales	8.11%	#DIV/0!	0.00%	#DIV/0!
Northern Ireland	0.00%	#DIV/0!	0.00%	#DIV/0!
Total	26.63%	32.30%	17.81%	16.31%

Figures 11a(i) and 11a(ii) show the % vacancy rates for qualified pharmacists at 31 May 2008, and the % of posts which have been vacant for 3 months at 31 May 2008.

Figures 11b(i) and 11b(ii) show the % vacancy rates for junior pharmacists at AfC Bands 6 and 7 at 31 May 2008, and the % of posts which have been vacant for 3 months at 31 May 2008.

Fig 11a(i). Qualified Pharmacists - PCTs/LHBs
May 2008 vacancy rates by geographical area and AfC Band
All Vacancies

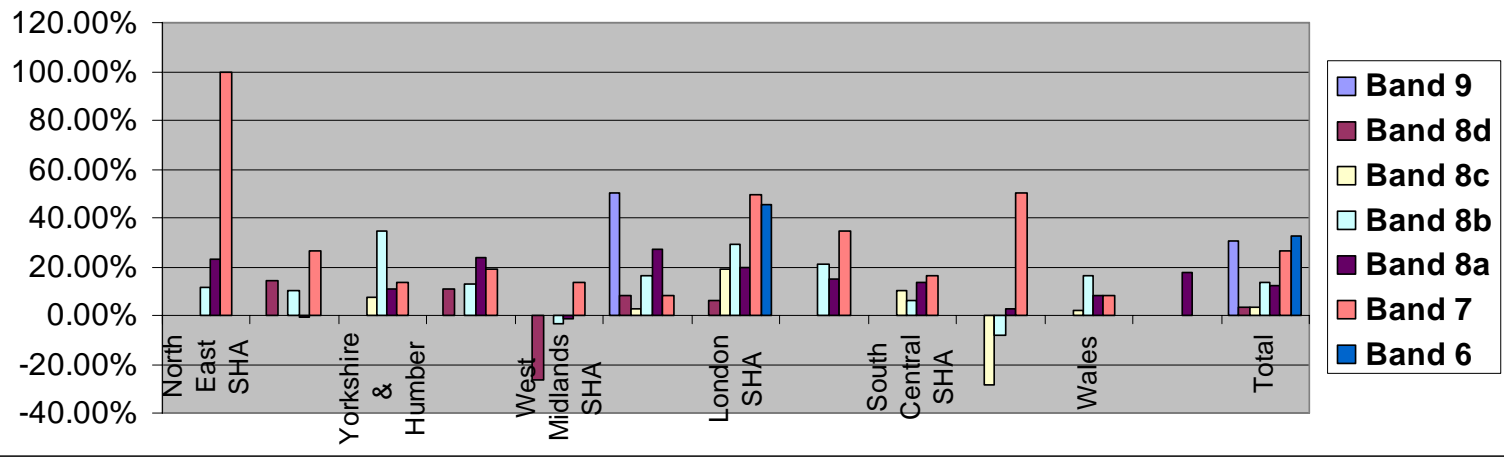


Fig 11a(ii) Qualified Pharmacists - PCTs/LHBs
May 2008 vacancy rates by geographical area and AfC Band
3 Month Vacancies

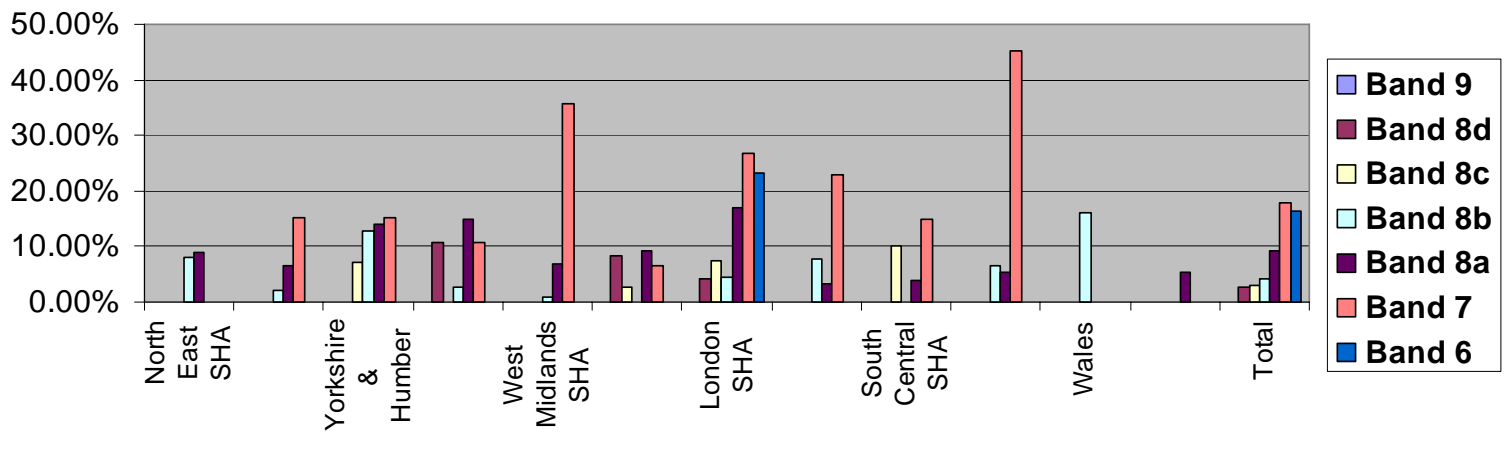


Fig 11b(i). Pharmacists Bands 6 & 7 - PCTs/LHBs
May 2008 vacancy rates (%)
All Vacancies

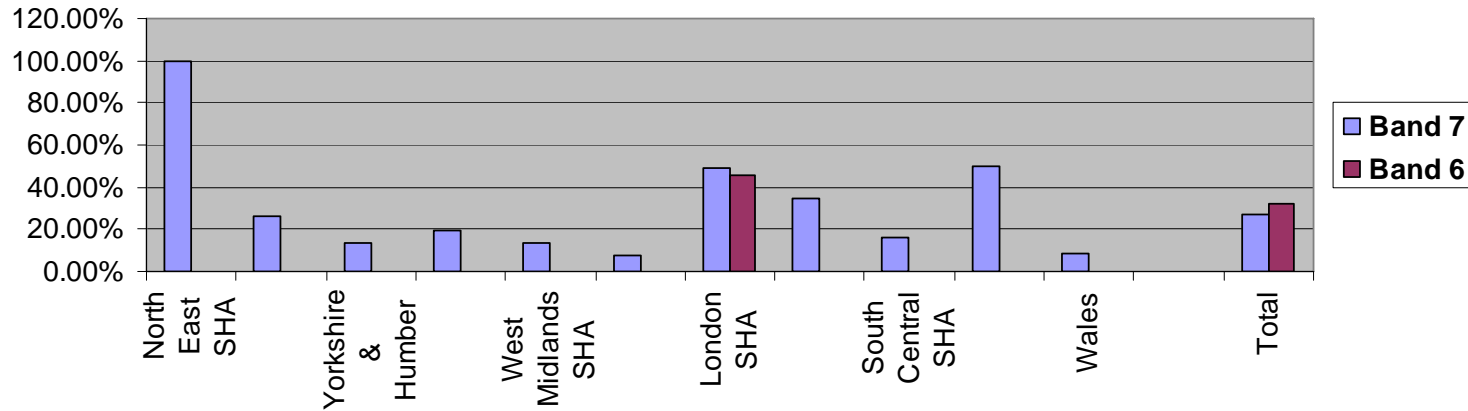
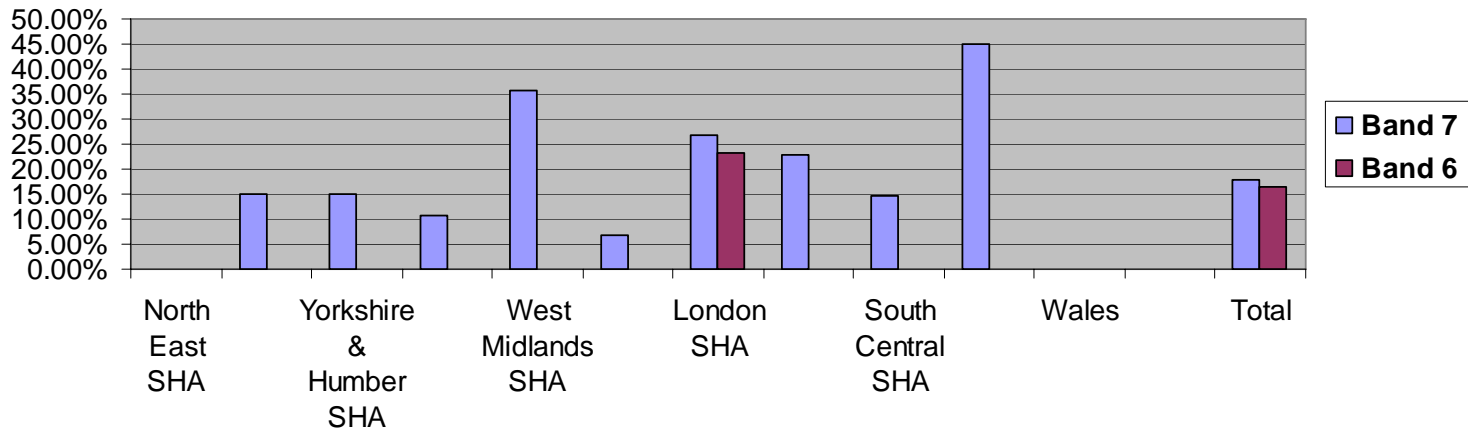


Fig 11b(ii). Pharmacists Bands 6 & 7 - PCTs/LHBs
May 2008 vacancy rates (%)
3 Month Vacancies



12. Pharmacy Technician Vacancy rates

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

Tables 12a and 12b. Pharmacy Technicians - PCTs/LHBs - May 2008 vacancy rates (% posts vacant or locum) by geographical area and AfC band - PCTs/LHBs

Table 12a. Pharmacy Technicians - PCTs/LHBs														
	Band 8b		Band 8a		Band 7		Band 6		Band 5		Band 4		Pre-registration Trainee Pharmacy Technicians	
	All	3 months	All	3 months	All	3 months	All	3 months	All	3 months	All	3 months	All	3 months
North East SHA	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	28.17%	0.00%	25.40%	0.00%	100.00%	0.00%	#DIV/0!	#DIV/0!
North West SHA	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	5.00%	0.00%	-7.04%	11.74%	11.67%	9.75%	0.00%	0.00%	#DIV/0!	#DIV/0!
Yorkshire & Humber SHA	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	2.00%	2.00%	12.99%	3.95%	11.48%	5.26%	0.00%	0.00%	0.00%	0.00%
East Midlands SHA	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	4.93%	3.23%	34.48%	2.91%	0.00%	0.00%	#DIV/0!	#DIV/0!
West Midlands SHA	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	0.00%	-328.36%	0.00%	-2.21%	7.83%	25.00%	25.00%	#DIV/0!	#DIV/0!
East of England SHA	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	31.45%	0.00%	11.30%	0.00%	12.85%	2.31%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
London SHA	0.00%	0.00%	0.00%	0.00%	15.88%	14.71%	18.14%	9.89%	14.26%	4.99%	13.18%	5.76%	0.00%	0.00%
South East Coast SHA	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	12.00%	0.00%	9.09%	0.00%	16.35%	9.54%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
South Central SHA	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	0.00%	100.00%	0.00%	8.75%	8.75%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
South West SHA	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	0.00%	0.00%	0.00%	5.24%	0.00%	61.54%	38.46%	#DIV/0!	#DIV/0!
Wales	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	12.34%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Northern Ireland	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	0.00%	#DIV/0!	#DIV/0!	0.00%	100.00%	#DIV/0!	#DIV/0!
TOTALS	0.00%	0.00%	0.00%	0.00%	12.33%	4.73%	3.34%	5.06%	13.21%	5.23%	18.49%	13.33%	0.00%	20.00%

Table 12b. Qualified Pharmacy Technicians - PCTs/LHBs													
	All Vacancies						3 Month Vacancies						
	Band 8b	Band 8a	Band 7	Band 6	Band 5	Band 4	Band 8b	Band 8a	Band 7	Band 6	Band 5	Band 4	
North East SHA	#DIV/0!	#DIV/0!	#DIV/0!	28.17%	25.40%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	0.00%	0.00%	
North West SHA	#DIV/0!	#DIV/0!	5.00%	-7.04%	11.67%	0.00%	#DIV/0!	#DIV/0!	0.00%	11.74%	9.75%	0.00%	
Yorkshire & Humber SHA	#DIV/0!	#DIV/0!	2.00%	12.99%	11.48%	0.00%	#DIV/0!	#DIV/0!	2.00%	3.95%	5.26%	0.00%	
East Midlands SHA	#DIV/0!	#DIV/0!	#DIV/0!	4.93%	34.48%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	3.23%	2.91%	0.00%	
West Midlands SHA	#DIV/0!	#DIV/0!	0.00%	-328.36%	-2.21%	25.00%	#DIV/0!	#DIV/0!	0.00%	0.00%	7.83%	25.00%	
East of England SHA	#DIV/0!	#DIV/0!	31.45%	11.30%	12.85%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	0.00%	2.31%	#DIV/0!	
London SHA	0.00%	0.00%	15.88%	18.14%	14.26%	13.18%	0.00%	0.00%	14.71%	9.89%	4.99%	5.76%	
South East Coast SHA	#DIV/0!	#DIV/0!	12.00%	9.09%	16.35%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	0.00%	9.54%	#DIV/0!	
South Central SHA	#DIV/0!	#DIV/0!	0.00%	100.00%	8.75%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	0.00%	8.75%	#DIV/0!	
South West SHA	#DIV/0!	#DIV/0!	0.00%	0.00%	5.24%	61.54%	#DIV/0!	#DIV/0!	0.00%	0.00%	0.00%	38.46%	
Wales	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	12.34%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	
Northern Ireland	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	100.00%	
Total	0.00%	0.00%	12.33%	3.34%	13.21%	18.49%	0.00%	0.00%	4.73%	5.06%	5.23%	13.33%	

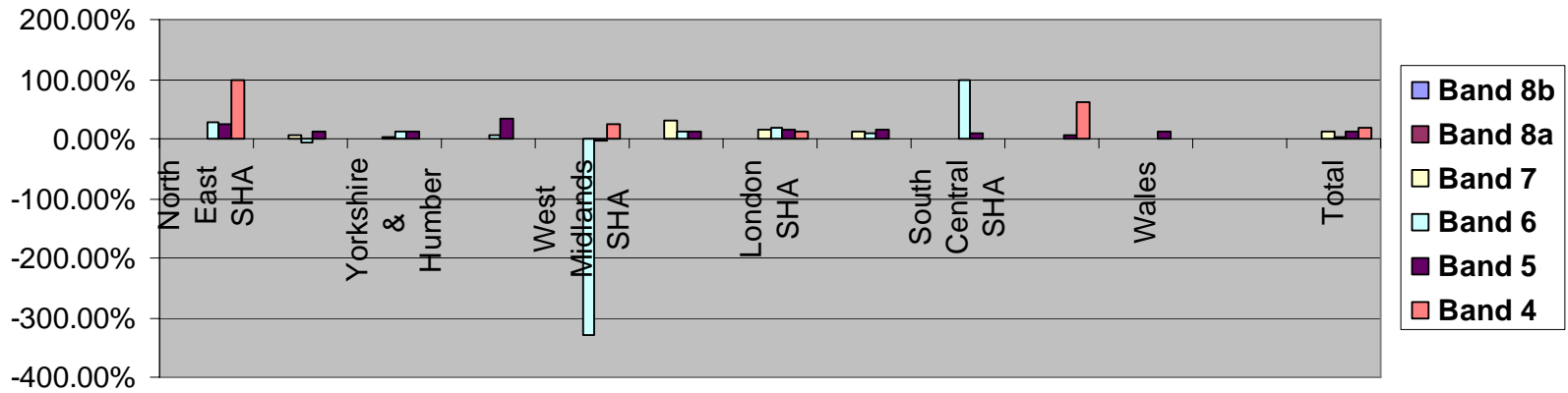
Figure 12c. Pharmacy Technicians - Bands 4 & 5 - PCTs/LHBs - May 2008 Vacancy Rates (%)

	Table 12c. Pharmacy Technicians - PCTs/LHBs			
	All Vacancies		3 Month Vacancies	
	Band 5	Band 4	Band 5	Band 4
North East SHA	25.40%	100.00%	0.00%	0.00%
North West SHA	11.67%	0.00%	9.75%	0.00%
Yorkshire & Humber SHA	11.48%	0.00%	5.26%	0.00%
East Midlands SHA	34.48%	0.00%	2.91%	0.00%
West Midlands SHA	-2.21%	25.00%	7.83%	25.00%
East of England SHA	12.85%	#DIV/0!	2.31%	#DIV/0!
London SHA	14.26%	13.18%	4.99%	5.76%
South East Coast SHA	16.35%	#DIV/0!	9.54%	#DIV/0!
South Central SHA	8.75%	#DIV/0!	8.75%	#DIV/0!
South West SHA	5.24%	61.54%	0.00%	38.46%
Wales	12.34%	#DIV/0!	0.00%	#DIV/0!
Northern Ireland	#DIV/0!	0.00%	#DIV/0!	100.00%
Total	13.21%	18.49%	5.23%	13.33%

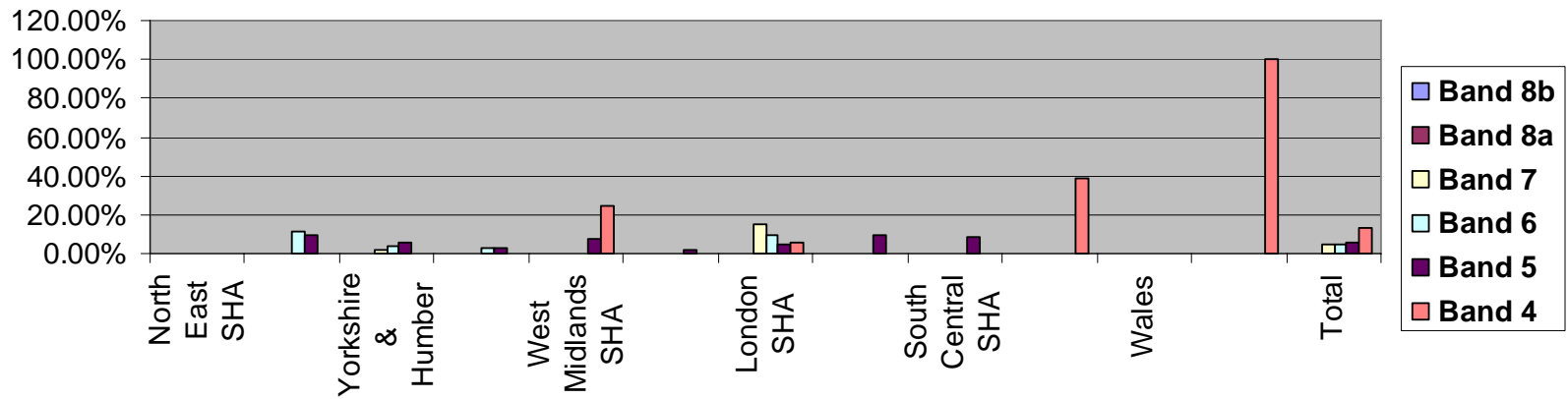
Figures 12a(i) and 12a(ii) show the % vacancy rates for qualified pharmacy technicians at 31 May 2008, and the % of posts which have been vacant for 3 months at 31 May 2008.

Figures 12b(i) and 12b(ii) show the % vacancy rates for junior pharmacy technicians at AfC Bands 4 and 5 at 31 May 2008, and the % of posts which have been vacant for 3 months at 31 May 2008.

**Fig 12a(i). Qualified Pharmacy Technicians - PCTs/LHBs
May 2008 vacancy rates by geographical area and AfC Band
All Vacancies**

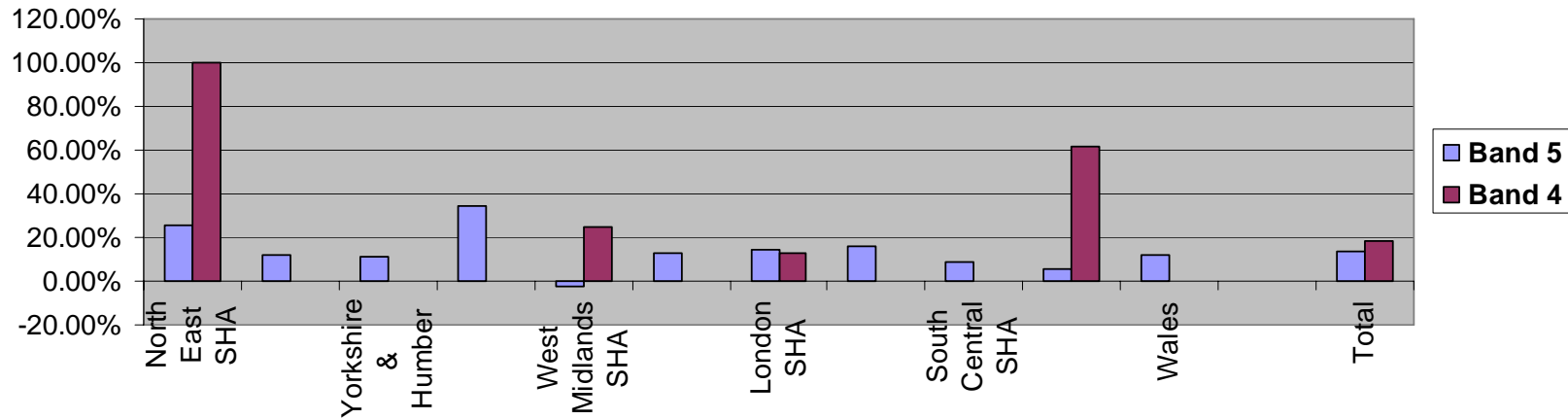


**Fig 12a(ii). Qualified Pharmacy Technicians - PCTs/LHBs
May 2008 vacancy rates by geographical area and AfC Band
3 Month Vacancies**

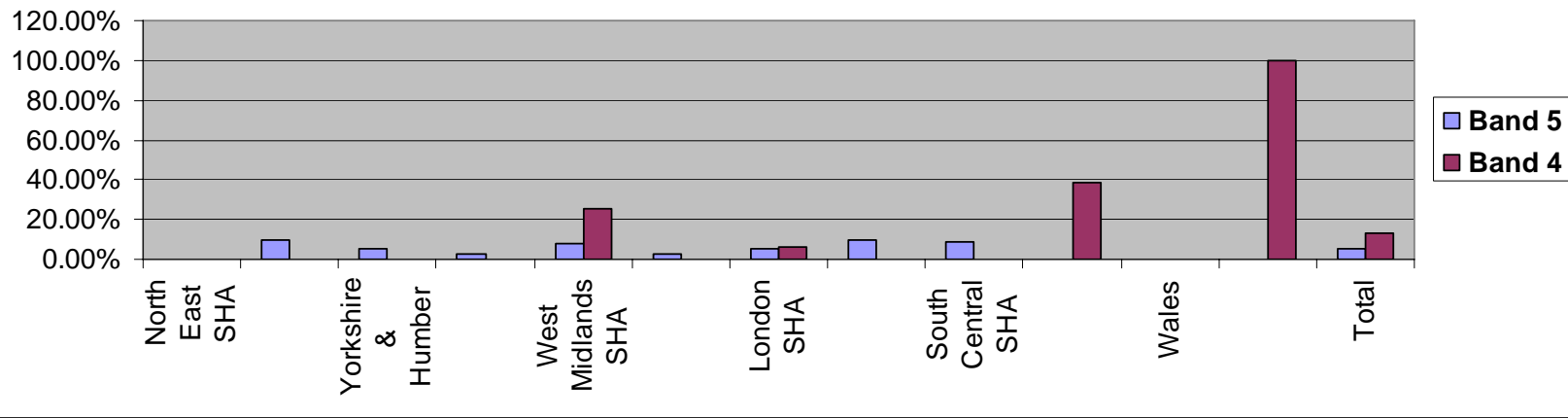


**Fig 12b(i). Qualified Pharmacy Technicians Bands 4 & 5 - PCTs/LHBs
May 2008 vacancy rates (%)**

All Vacancies



**Fig 12b(ii). Qualified Pharmacy Technicians Bands 4 & 5 - PCTs/LHBs
May 2008 vacancy rates (%)**
3 Month Vacancies



13. Pharmacy Assistant Vacancy rates

There are very few Pharmacy Assistants employed in PCTs/LHBs; all cells in these tables are zero.

Analysis and Commentary

Comparison of data

It must be remembered that pharmacy services vary considerably from NHS trust to NHS trust, and from PCT/LHB to PCT/LHB, so further local knowledge is essential if data are to be meaningfully compared. This report simply provides an overview of total staffing establishments and vacancy rates and the trends seen over the years.

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

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

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

Staffing establishments

There are 7,465.96 WTE established qualified pharmacist posts in **NHS organisations** in England, Wales and Northern Ireland.

There are 6,253.23 WTE established qualified pharmacist posts in **NHS acute and mental health trusts** in England, Wales and Northern Ireland.

There are 1,212.73 WTE established qualified pharmacist posts in **NHS PCTs/LHBs** in England, Wales and Northern Ireland.

There are 6,577.67 WTE established qualified pharmacy technician posts in **NHS organisations** in England, Wales and Northern Ireland.

There are 6,083.90 WTE established qualified pharmacy technician posts in **NHS acute and mental health trusts** in England, Wales, Northern Ireland.

There are 493.77 WTE established qualified pharmacy technician posts in **NHS PCTs/LHBs** in England, Wales and Northern Ireland.

Trends in NHS trust staffing establishments

Although it is difficult to interpret the trends in numbers over the years due to different countries being included, Tables 3c, 3d, 3f and 3g appear to suggest an increase in staffing establishments for qualified pharmacists across England and Wales, and for qualified pharmacy technicians in England only. The difference in response rate must be taken into account; the 2008 response rate is 100%; in 2007 it was 95.8%, so the underlying trend will not be as great as it appears.

England. There has been a 13.0% growth in total *reported* qualified pharmacist staffing establishments in England, a 15.2% growth in total *reported* qualified pharmacist technician staffing establishments in England and a 14.3% growth in total *reported* pharmacy assistants staffing establishments in England

Wales. There has been a 14.8% growth in total *reported* qualified pharmacist staffing establishments in Wales, but only 3.0% growth in total *reported* qualified pharmacist technician staffing establishments in Wales and a 2.0% drop in total *reported* pharmacy assistants. In Wales the numbers are lower, so percentages are less meaningful; however, the trends do appear to be different.

Skill mix.

Of particular note is the change in proportion of posts at different bands.

Pharmacists in England. The percentage of reported established posts at Bands 6, 7 and 8a changed from 25.6%, 23.4% and 25.7% respectively in 2007 to 23.2%, 24.5% and 26.7% respectively in 2008.

Pharmacists in Wales. The percentage of reported established posts at Bands 6, 7 and 8a changed from 14.6%, 24.9% and 33.5% respectively in 2007 to 13.3%, 18.4% and 38.4% respectively in 2008.

Pharmacists in Northern Ireland. The percentage of reported established posts at Bands 6, 7 and 8a were not measured in 2007; they are 24.9%, 44.6% and 16.7% respectively in 2008.

Pharmacy technicians in England. The percentage of reported established posts at Bands 4, 5, 6, and 7 changed from 28.1%, 39.6%, 15.9% and 6.5% respectively in 2007 to 25.3%, 42.3%, 16.2% and 6.7% respectively in 2008.

Pharmacy technicians in Wales. The percentage of reported established posts at Bands 4, 5, 6, and 7 changed from 27.9%, 44.8%, 10.9% and 3.0% respectively in 2007 to 23.0%, 44.8%, 15.9% and 4.1% respectively in 2008.

Pharmacy technicians in Northern Ireland. The percentage of reported established posts at Bands 4, 5, 6, and 7 were not measured in 2007; they are 58.4%, 20.7%, 4.5% and 0.6% respectively in 2008.

Pharmacy assistants in England. The *number* of reported established posts for all pharmacy assistants (Bands 1, 2 and 3) changed from 2,869.16 in 2007 to 3,279.25 in 2008, and increase of 14.3%.

Pharmacy assistants in Wales. The *number* of reported established posts for all pharmacy assistants (Bands 1, 2 and 3) changed from 231.56 in 2007 to 226.92, a decrease of 2.0%.

Pharmacy assistants in Northern Ireland. The *number* of reported established posts for all pharmacy assistants (Bands 1, 2 and 3) was not measured in 2007; the number was 79 in 2008.

The differences in proportions between the three countries are also noteworthy.

Anecdotally we understand that it is difficult to retain Band 6 pharmacists and Band 4 pharmacy technicians as they move to vacant Band 7 (or even Band 8a) pharmacist posts and Band 5 pharmacy technician posts quickly; this may be resulting in changes in staffing establishments to aid recruitment and retention.

An increase in pharmacy assistant established posts may be being seen as a result of recent training requirements and their expanding role as roles previously carried out by pharmacy technicians are devolved to pharmacy assistants.

Trends in PCT/LHB staffing establishments

These data have been collected for the first time in May 2008, so trends over time cannot yet be monitored. The proportion of lower bands for pharmacists and pharmacy technicians is much lower in PCTs/LHBs, which is to be expected when considering the nature of PCT/LHB activity.

Threatened posts

Table 1 indicates that 0.6% of established posts in all staff groups across all NHS organisations in England, Wales and Northern Ireland are under threat. This figure is 0.6% for NHS trusts and 0.46% for PCTs/LHBs. This is a marked drop since 1% of posts under threat in 2007 (England and Wales) and 2% in 2006 (England, Wales, Scotland)

Trainee Numbers

Pre-registration Trainee Pharmacists

This survey shows 524 pre-registration trainee pharmacists being trained in the NHS in the 2007-2008 cohort across England, Wales and Northern Ireland, of which 522 were in an NHS trust and 2 in PCTs/LHBs.

Agenda for Change adversely affected the numbers of pre-registration trainee pharmacists recruited in 2007-2008, as salary replacement costs by some SHAs in England did not cover the increased costs of AfC. The 2007-2008 cohort of pre-registration trainee pharmacists will have become qualified pharmacists in the summer of 2008 and will have filled some of the vacancies at Band 6 highlighted in this survey.

Pre-registration Trainee Pharmacy Technicians

This survey shows 611.5 WTE pre-registration trainee pharmacy technician established posts in the NHS in May 2008, of which 588.8WTE were filled; 606.5WTE (584.48WTE filled) were in an NHS trust and 5WTE (5WTE filled) were in PCTs/LHBs. As stated in the 2007 report, government policy and social pressure for school children to carry on with 'A' levels and university study if they achieve 5 GCSEs at grade A-C (the usual entry requirement for a pre-registration trainee pharmacy technician), and a pull from community pharmacy as demand for qualified pharmacy technicians increases, results in continued concern that the future demand for qualified pharmacy technicians will be increasingly difficult to meet.

There is concern that we are not training enough pharmacists or pharmacy technicians to meet current demand when the vacancy rates are considered. There is even greater concern about meeting the anticipated future demand, in the light of recent national policies and professional developments across all four home countries relating to future delivery of pharmacy and medicines management services (see below).

It must be noted that the nature of work in PCTs/LHBs does not always allow for coverage of the full training requirements. All NHS and associated organisations need to work in partnership to meet the training demand such that a pharmacy workforce is developed to deliver the NHS pharmacy and medicines management services of the future (see below).

Vacancy rates

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

Pharmacists

There are 13.2% of established qualified pharmacist posts vacant in [NHS organisations](#) in England, Wales and Northern Ireland.

There are 13.2% of established qualified pharmacist posts vacant in [NHS acute and mental health trusts](#) in England, Wales and Northern Ireland.

There are 12.96% of established qualified pharmacist posts vacant in [NHS PCTs/LHBs](#) in England, Wales and Northern Ireland.

There are 22.2% (Band 6) and 16.9% (Band 7) of established qualified pharmacist posts vacant in [NHS organisations](#) in England, Wales and Northern Ireland.

There are 22.1% (Band 6) and 15.9% (Band 7) of established qualified pharmacist posts vacant in [NHS acute and mental health trusts](#) in England, Wales, Northern Ireland.

There are 32.3% (Band 6) and 26.63% (Band 7) of established qualified pharmacist posts vacant in [NHS PCTs/LHBs](#) in England, Wales and Northern Ireland.

Pharmacy Technicians

There are 9.2% of established qualified pharmacy technician posts vacant in [NHS organisations](#) in England, Wales and Northern Ireland.

There are 9.0% of established qualified pharmacy technician posts vacant in [NHS acute and mental health trusts](#) in England, Wales and Northern Ireland.

There are 12.0% of established qualified pharmacy technician posts vacant in [NHS PCTs/LHBs](#) in England, Wales and Northern Ireland.

There are 13.9% (Band 4) and 9.0% (Band 5) of established qualified pharmacy technician posts vacant in [NHS organisations](#) in England, Wales and Northern Ireland.

There are 13.8% (Band 4) and 8.5% (Band 5) of established qualified pharmacy technician posts vacant in [NHS acute and mental health trusts](#) in England, Wales, Northern Ireland.

There are 18.49% (Band 4) and 13.21% (Band 5) of established qualified pharmacy technician posts vacant in [NHS PCTs/LHBs](#) in England, Wales and Northern Ireland.

Trends in NHS trust vacancy rates

Although different countries were covered in different years, the percentage rates for vacancies should be comparable.

Pharmacists

There were 11.7%, 12.0% and 13.2% of total established qualified pharmacist posts vacant in 2006, 2007 and 2008 respectively (Table 3d).

There were 18.0% and 15.9% of established Band 7 pharmacist posts vacant in 2007 and 2008 respectively (Table 3e).

There were 17.2% and 22.1% of established Band 6 pharmacist posts vacant in 2007 and 2008 respectively (Table 3e).

Pharmacy Technicians

There were 9.8% and 9.0% of total established qualified pharmacy technician posts vacant in 2007 and 2008 respectively (Table 3f).

There were 9.4% and 8.5% of established Band 5 pharmacy technician posts vacant in 2007 and 2008 respectively (Table 3g).

There were 10.9% and 13.8% of established Band 4 pharmacy technician posts vacant in 2007 and 2008 respectively (Table 3g).

There is a marked increase in vacancy rates for both newly-qualified pharmacists (Band 6) and newly-qualified pharmacy technicians (Band 4). See note under trainees above.

There are, however, marked geographical differences, with North West, East of England and South West SHAs having a vacancy rate of over 30% for Band 6 pharmacists (see Table 4a) and East Midlands, East of England, London and South East Coast and South Central SHAs all having a vacancy rate of over 15% for Band 4 pharmacy technicians (Table 4b) whilst other SHAs enjoy lower vacancy rates.

In 2007, a geographical variation was also apparent, with particularly high vacancy rates for Band 6 pharmacists in West Midlands, South East Coast, South Central and South West SHAs.

Agency/Locum Staff

The 2007 report stated “When agency / locum staff can be found, they attract a premium rate, so that in practice, the number of agency staff / locums which can be employed is affected by the additional cost. However, managers are reporting that it is increasingly difficult to obtain agency / locum staff with the required skills and competences, both for pharmacists and pharmacy technicians”. Anecdotally, the situation is now even worse, with some established posts being lost due to an inability to fill them.

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

In addition to the developments and policies highlighted last year (reprinted here in blue as they are still highly relevant), there have been further policies & developments which will have a significant effect on the pharmacy workforce, especially in England the Darzi NHS Next Stage Review and the Pharmacy White Paper, Pharmacy in England: Building on strengths – delivering the future. In addition, the pharmacy and medicines management aspects of the various National Patient Safety Agency initiatives and requirements, antimicrobial initiatives to decrease hospital acquired infections, etc., have implications for pharmacy workforce requirements.

There is a proposal to revise pre-qualification training of pharmacists in the Pharmacy White Paper, which will have an impact on all home countries, and there will potentially be significant changes in the way training is provided and therefore a significant impact on the training resources required, both in terms of funding and in human resource to provide training in various settings.

Pharmacists as Supplementary & Independent Prescribers

Pharmacists with A Special Interest

Consultant Pharmacists

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

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

Other policies are mentioned in the table inserted below, as it usefully highlights several issues to be considered. It has been taken from pharmacy workforce planning discussions in London and East of England SHAs in 2007.

Other Considerations for Developing a Pharmacy Workforce Model

Establishments

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

Service Delivery

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

Clinical Governance, Risk Management & Patient Safety

- Staff shortages increase risk
- NPSA Alerts mandatory implementation require competency assessments of clinical staff
- Development of new aseptic dispensing services to support implementation of NPSA Alert on injectable medicines
- Appointment of newly-established antimicrobial pharmacists to support national control of infection initiatives: leading to significant savings in drug expenditure

- CD regulations impact and appointment of pharmacists as accountable officers in both NHS Trusts and PCTs
- Increased use of homecare arrangements will need better governance arrangements and closer monitoring at a clinical and financial level

New Ways of Working and Care Closer to Home

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

Education & Training and Continuing Professional Development

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

Further Work

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

Recommendations from the 2007 survey

The recommendations from the 2007 have all been implemented in the 2008 survey, namely to cease grouping of junior, middle and senior pharmacists, to include pre-registration trainee pharmacists and to include PCTs and LHBs.

Recommendations for future surveys

1. Future surveys to include pharmacy team resource at SHA level to give a complete NHS picture
2. Further detail of staffing resource in regional specialist pharmacy services to be separated out from NHS trust and PCTs/LHBs.
3. Continue to collect data from PCTs/LHBs. This was attempted in 2008 and a 100% rate has provided the 2008 baseline measurement, which this will be useful in monitoring future trends. *N.B.* As alternative providers increasingly work with the NHS or are commissioned by

the NHS to deliver NHS services, particularly in primary care, it may prove challenging to interpret future PCT/LHB data. Although it would be useful to collect data for all pharmacy staff delivering commissioned NHS services in community pharmacy, dispensing practices and other settings, this is unrealistic and beyond the remit of this project. We are aware of a project being carried out to characterise the community pharmacy workforce in East of England SHA.

Summary

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

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

Previous Reports

Similar reports were issued on

20 December 1996, covering August 1995 - July 1996;

20 December 1998, covering August 1997 - July 1998;

20 May 2000 covering August 1998 - July 1999;

28 February 2002 covering August 2000- July 2001;

01 March 2003 covering August 2001 – July 2002;

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

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

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

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

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

Issue Date 03 February 2009

Appendix 1. Data collection form (The form was identical for PCTs/LHBs)

Survey of Pharmacy Department Establishment & Vacancies - May 2008						
NHS Acute / Mental Health Trust:						
Include all pharmacy staff on the Trust establishment, including staff providing mental health, community health or other services provided by an SLA to another Trust/organisation						
"Regional" Specialist Pharmacy Services - please complete a separate return						
Staff Grade (AfC Bands)	Funded Establishment at 31 May 2008 (WTEs)	Permanent Staff in Post at 31 May 2008 (WTEs)	Vacant posts unfilled after 3 months or more (WTEs)	Posts filled on a temporary basis using locum/agency staff at 31 May 2008 (WTEs)	Frozen Posts at 31 May 2008 (WTEs)	Posts Under Threat from Establishment Cuts after 31 May 2008 (WTEs)
Pharmacists						
Band 9						
Band 8d						
Band 8c						
Band 8b						
Band 8a						
Band 7						
Band 6						
Band 5 Pre-registration Trainee Pharmacist						
Pharmacy Technicians						
Band 8b						
Band 8a						
Band 7						
Band 6						
Band 5						
Band 4						
Pre-registration Trainee Pharmacy Technician						
Pharmacy Assistants						
Band 3						
Band 2						
Band 1						
A&C						
Band 7						
Band 6						
Band 5						
Band 4						
Band 3						
Band 2						
Other (please specify post title and AfC band)						
a.						
b.						
c.						
d.						
e.						
Totals:	0.00	0.00	0.00	0.00	0.00	0.00
E-mail to firstname.surname@xxx.nhs.uk						
by no later than Friday 20 June 2008						

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

Email Title: Please reply on 31 May 2008: NHS Pharmacy Staffing Establishment & Vacancy Survey 2008

To: NHS Trust & Mental Health Trust Chief Pharmacists

Please find attached the form for the NHS Pharmacy Staffing Establishment Survey 2008. As you are aware, this is a national initiative, facilitated by the NHS Pharmacy Education & Development Committee (which includes each of the four home countries), and traditionally achieves a near 100% response rate and therefore provides extremely useful data.

The survey provides point prevalence data for **31 May 2008**. Please complete the form on that date and return to me *by no later than Friday 20 June*.

Please note the following:

- Pre-registration Trainee Pharmacists are now included. *N.B.* 'Establishment' is defined as all NHS-funded posts, whether by your NHS trust or SHA/other NHS organisation; please include all pre-registration trainee pharmacists and pre-registration trainee pharmacy technicians (student techs), irrespective of whether they are funded by your trust or other means.
- As last year, Whitley Council grades are no longer asked for. In the rare event of you still having a member of staff on a Whitley grade, please provide a 'best guess' for the AfC outcome; if this is absolutely impossible, please include them under 'Other'. If an AfC Band is under review, please enter the current banding.
- We are also collecting data from PCT / Health Boards this year for the first time.

Please let me know the name of the person completing this form if you delegate it to somebody else.

I look forward to hearing from you *by 20 June*.

Xxxx

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

Email Title: Please reply on 31 May 2008: NHS Pharmacy Staffing Establishment & Vacancy Survey 2008

To: NHS Trust PCT / Health Board Chief Pharmacists/Heads of Medicines Management

Please find attached the form for the NHS Pharmacy Staffing Establishment Survey 2008. As you may be aware, this is a national initiative, facilitated by the NHS Pharmacy Education & Development Committee (which covers each of the four home countries). In past years, NHS hospital pharmacy staffing and vacancy data have been collected; this traditionally achieves a near 100% response rate and therefore provides extremely useful data. However, the NHS workforce picture has been incomplete as the PCT and Health Board figures have been missing. This year it has been agreed to include PCT / Health Board data, as this will give a much better picture of future demands for the NHS-employed pharmacy workforce.

Of course 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.

The survey provides point prevalence data for **31 May 2008**. Please complete the form on that date and return to me **by no later than Friday 20 June**.

Please note the following:

- Pre-registration Trainee Pharmacists are included. *N.B.* 'Establishment' is defined as all NHS-funded posts, whether by your PCT/Health Board or SHA/other NHS organisation; please include all pre-registration trainee pharmacists and pre-registration trainee pharmacy technicians, irrespective of whether they are funded by your PCT/Health Board or other means.
- Whitley Council grades are no longer asked for. In the rare event of you still having a member of staff on a Whitley grade, please provide a 'best guess' for the AfC outcome; if this is absolutely impossible, please include them under 'Other'. If an AfC Band is under review, please enter the current banding.

Please let me know the name of the person completing this form if you delegate it to somebody else.

I look forward to hearing from you **by 20 June**.

Xxxx

End