

NHS Occupational Health Workforce Mapping Report

Duncan Campbell – Information analyst
Jim Smith – Senior information analyst
Dave Waghorn – Data modeller

May 2007

Table of Contents

1. Background	3
2. Executive summary	3
3. Aims	3
4. Methodology	3
5. Results	
5.1 Completed and returned surveys	4
5.2 The occupational health service	4
5.3 Total occupational health workforce	6
5.4 SHA occupational health workforce	8
5.4.1 Christmas tree summary	17
5.5 Total staff headcount and full time equivalent for each staff group, split by SHA	18
5.6 Vacancies for each staff group, split by SHA	19
5.7 Individual staff groups	21
6. Conclusions	33
Appendix 1 – Occupational health workforce survey	34

1. Background

This project is a subset of a larger project being project managed by NHS Plus to help advise Department of Health England policy in the area of occupational health. This 'sub-project' quantifies the current size and skill-mix of the occupational health workforce.

2. Executive Summary

This report is based on the findings from the occupational health workforce survey carried out in March 2007. The key points drawn from the report are as follows:

- the survey was sent to 220 trusts and responses were obtained from 75 units
- the least completed section was the number of employees covered by the service and income to services data
- average number of staff (including non-NHS) cover by service is 22,540
- workforce profile varies dramatically between strategic health authorities (SHAs)
- overall vacancy rate of 7.31%
- age profiles suggest staff employed in the occupational health service are older than average
- administrative and clerical staff account for 92% of the 'other' staff group

3. Aims

The objective of the overall project is: to take stock of the existing occupational health (OH) workforce demand and supply situation, identify the future trends, and make recommendations for changes to help ensure an OH workforce that is fit for purpose. The complexity of the situation is such that the project will need to focus upon the NHS first and then include the independent sector.

This phase of the project quantifies the current size and skill-mix of the occupational health workforce within the NHS in England.

4. Methodology

The project was divided into three phases:

1. Design of the survey form
2. Distribute and receive the completed forms
3. Analyse the data, add commentary and conclusions

The survey form was designed by the NHS Workforce Review Team (WRT) to a specification provided by NHS Plus. This was designed as a Microsoft®¹ Office Word document to be completed electronically on the basis of ease of distribution and returning, and to reduce timescales and the possibility of transcription errors. The survey asked each occupational health service for information on number of staff (headcount and full-time equivalent) in each staff group that provides services to the occupational health service. This data was complemented by vacancies, age profiles, Agenda for Change bandings, qualifications and the number on the specialist register data where appropriate. The number of employees (headcount) covered by the occupational health service within the trust, wider NHS and non-NHS, as well as the income for the services to these staff, was also requested on the form. On completion of the survey form, it was reviewed by NHS Plus and any feedback given. The data collection is for the service as at 31 March 2007.

¹ Microsoft is a registered trademark of Microsoft Corporation in the United Kingdom and other countries.

The second phase of the project involved the distribution of the survey to the individual occupational health services. The survey was sent to about 240 acute trusts by NHS Plus on 13 March 2007. The responses were then returned to NHS Plus and after sense-checking the data and the completed forms were returned to WRT.

The final stage of the project involved collation and analysis of the data by WRT. The data were aggregated, tabulated, presented visually in the form of graphs to allow for comparison between strategic health authorities (SHAs).

5. Results

5.1 Completed and returned surveys

The survey was sent out to all trusts with an occupational health service (about 240). The table below shows the number of returns received, on time, to be included in the analysis. 75 surveys were received by WRT for inclusion in the analysis. This represents a sample size of around 31%.

SHA	Number of returned surveys
East of England	12
East Midlands	3
London	12
North East	4
North West	7
South Central	6
South East Coast	11
South West	9
West Midlands	6
Yorkshire & the Humber	5
TOTAL	75

5.1.1 Number of completed returns received and included in analysis

The first section of the questionnaire related to the number of employees covered by the occupational health service and the expected gross income for these services. Many of the trusts did not provide this information either as they were unable to obtain it, or considered it commercial in confidence. Table 5.1.2 below shows the number of returns received that included this information.

	Host NHS trust	Other NHS	Non-NHS
Employees	71	58	53
Expected gross income	39	55	60

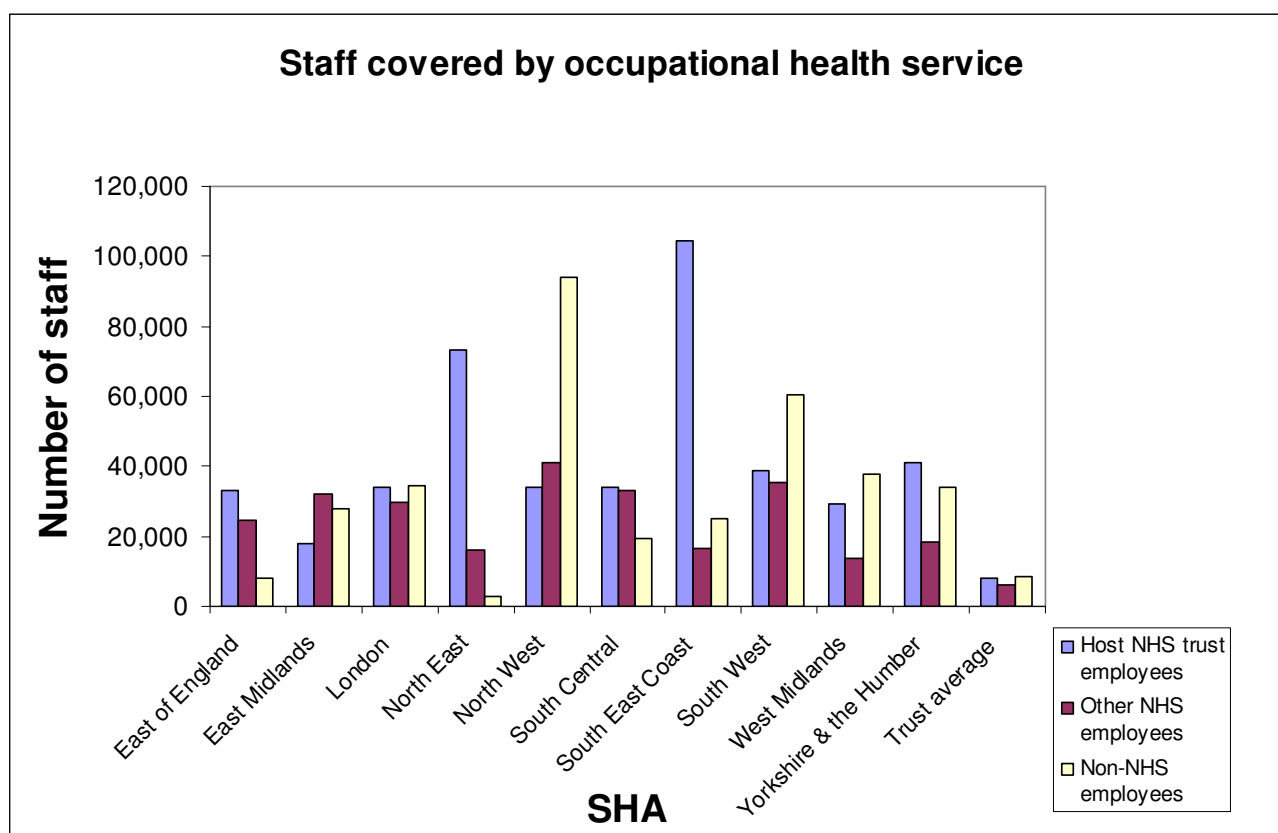
5.1.2 Returns providing income and staff covered by the service

5.2 The occupational health service

The table and chart below show the number of staff covered by the occupational health service and includes host NHS trust employees, other NHS employees and non-NHS employees. The average number of staff per trust was calculated for each of the staff groups.

SHA	Host NHS trust employees	Other NHS employees	Non-NHS employees	TOTAL
East of England	33,029	24,334	7,827	65,190
East Midlands	18,000	32,300	28,100	78,400
London	34,206	29,781	34,708	98,695
North East	73,340	16,200	3,000	92,540
North West	33,785	41,225	93,858	168,868
South Central	33,869	33,200	19,500	86,569
South East Coast	104,348	16,650	25,100	146,098
South West	38,560	35,356	60,500	134,416
West Midlands	29,200	13,680	38,000	80,880
Yorkshire & the Humber	41,057	18,458	34,000	93,515
Trust average	7,989	5,936	8,615	22,540

5.2.1 Headcount of employees served by the occupational health service

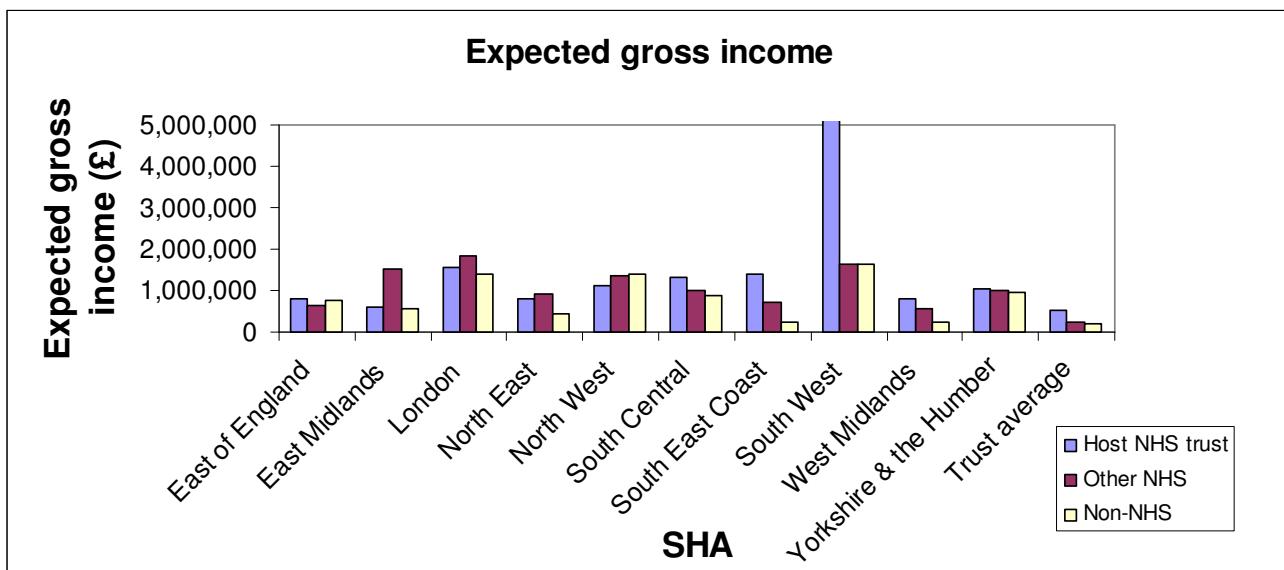


5.2.2 Staff covered by occupational health service

The table and chart below show the expected gross income to the occupational health service for the services it provides and again is divided by host, other and non-NHS employees. The average expected gross income per trust was calculated for each of the staff groups and each SHA.

SHA	Host NHS trust	Other NHS	Non-NHS
East of England	£783,370	£628,602	£750,246
East Midlands	£588,000	£1,511,500	£545,000
London	£1,564,992	£1,823,601	£1,401,500
North East	£797,600	£926,000	£451,000
North West	£1,105,133	£1,364,755	£1,381,546
South Central	£1,323,888	£989,112	£883,340
South East Coast	£1,381,000	£727,000	£243,200
South West	£5,403,839	£1,622,461	£1,640,164
West Midlands	£807,000	£545,634	£238,500
Yorkshire & the Humber	£1,047,890	£986,577	£966,031
Trust average	£528,668	£258,727	£188,901

5.2.3 Expected gross income from services provided



5.2.4 Expected gross income for services provided

5.3 Total occupational health workforce

The table below shows the distribution of the occupational health workforce for all the units completing the survey, split both by Agenda for Change (AfC) banding and by staff group. The chart beneath is a visual representation of the table and shows the relative proportions of each staff group and at each AfC level. This is also termed skill mix. It is possible to provide the same health care service using different skill mix solutions, but some solutions are superior because staff are deployed to best effect.

The Christmas tree below is a visual representation of the workforce, based on the AfC bandings thereby showing the level of staffing at each band. It is a useful aid for competency based and service reconfiguration planning, and also workforce redesign. It can be produced using data for current workforces, projected workforces and for comparing supply and demand. The Christmas tree provides an easy comparison of workforce profiles between units, trusts or SHAs, and can be used to compare different workforce scenarios taking into account new ways of working, costs and local labour markets. The Christmas tree approach does have some limitations:

- their effectiveness is dependant on data quality
- allocation of some staff groups requires assumptions, sometimes based on limited information and can be open to different interpretations

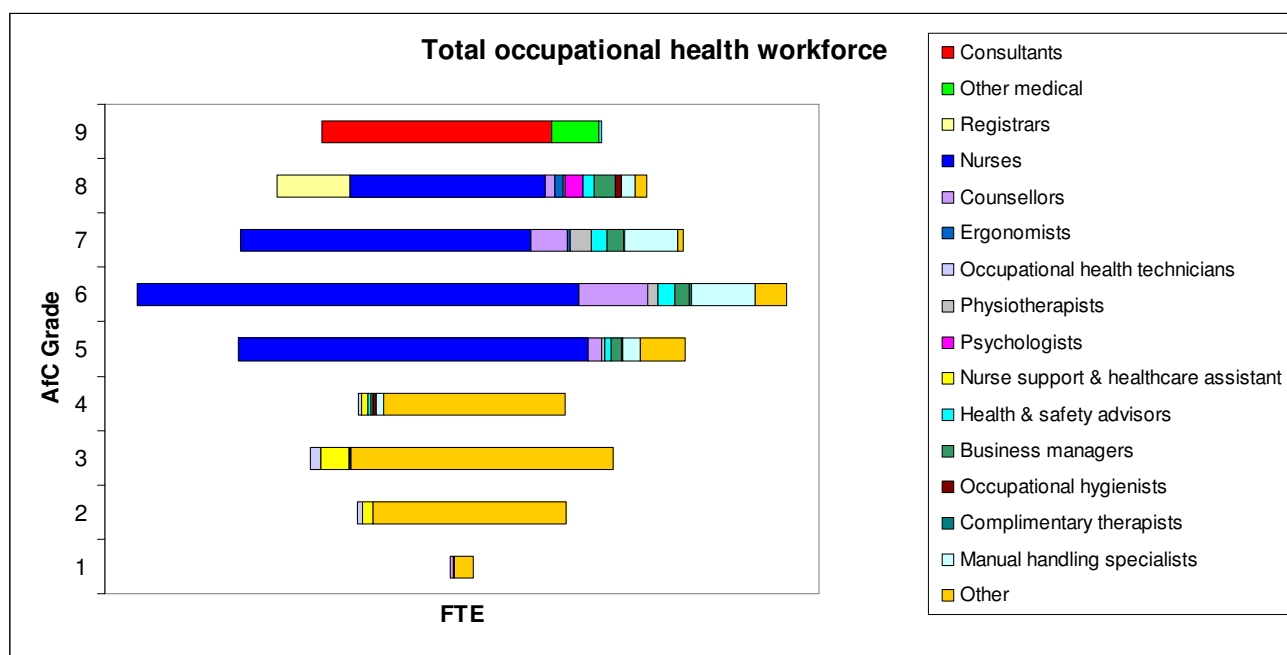
- many staff groups are involved in more than one area of activity and effective mapping of this requires detailed data on working patterns
- a 'perfect' Christmas tree would reflect the workforce the NHS knows it will want and can pay for in five, 10 or 20 years time, to inform workforce planning. Regionally the picture would be different depending on local service configuration and labour markets.

Several assumptions were required to map the medical staff onto AfC bands as they were not covered by the Agenda for Change programme. It is assumed that consultants and other medical staff are at a level equivalent to that of AfC band 9 and specialist registrars are equivalent to band 8 of AfC. From the table it can be seen that almost 45% of the service is made up of nursing staff, whilst 'other' staff (of which most are administrative and clerical workers) account for over a quarter of the workforce.

A Christmas tree showing the average staffing level for each trust would be identical to the total one shown below, as the proportions of each staff group and at each level would remain the same.

Band	FTE									Total	As a percentage of the workforce
	1	2	3	4	5	6	7	8	9		
Consultants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.70	77.70	7.8%
Other medical	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.12	16.12	1.6%
Registrars	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24.70	0.00	24.70	2.5%
Nurses	0.00	0.00	0.00	0.00	118.82	149.74	98.20	66.34	0.00	433.10	43.6%
Counsellors	1.00	0.00	0.00	0.00	4.64	23.47	12.67	3.11	0.00	44.89	4.5%
Ergonomists	0.00	0.00	0.00	0.00	0.00	0.00	1.08	3.07	0.00	4.15	0.4%
Occupational health technicians	0.00	1.80	3.50	1.00	0.00	0.00	0.00	0.00	0.00	6.30	0.6%
Physiotherapists	0.00	0.00	0.00	0.00	1.00	3.40	6.80	0.50	0.00	11.70	1.2%
Psychologists	0.00	0.00	0.00	0.00	0.00	0.00	0.24	6.04	0.00	6.28	0.6%
Nurse support & healthcare assistant	0.00	3.50	9.33	2.22	0.00	0.00	0.00	0.00	0.00	15.05	1.5%
Health & safety advisors	0.00	0.00	0.00	1.00	2.00	5.80	5.30	4.00	1.00	19.10	1.9%
Business managers	0.00	0.00	0.50	0.80	3.53	4.80	5.50	7.20	0.00	22.33	2.2%
Occupational hygienists	0.00	0.00	0.00	1.00	0.00	0.00	0.00	2.00	0.00	3.00	0.3%
Complimentary therapists	0.25	0.00	0.50	0.05	0.40	0.90	0.40	0.00	0.00	2.50	0.3%
Manual handling specialists	0.00	0.00	0.00	2.50	6.27	21.60	18.20	4.50	0.00	53.07	5.3%
Other	6.51	65.35	88.58	61.61	15.21	10.56	1.60	4.06	0.00	253.48	25.5%
Total	7.76	70.65	102.41	70.18	151.87	220.27	149.99	125.52	94.82		
As a percentage of the workforce	0.8%	7.1%	10.3%	7.1%	15.3%	22.2%	15.1%	12.6%	9.5%		

5.3.1 Total occupational health service workforce including Agenda for Change bandings



5.3.2 Christmas tree showing total occupational health workforce (for 75 trusts)

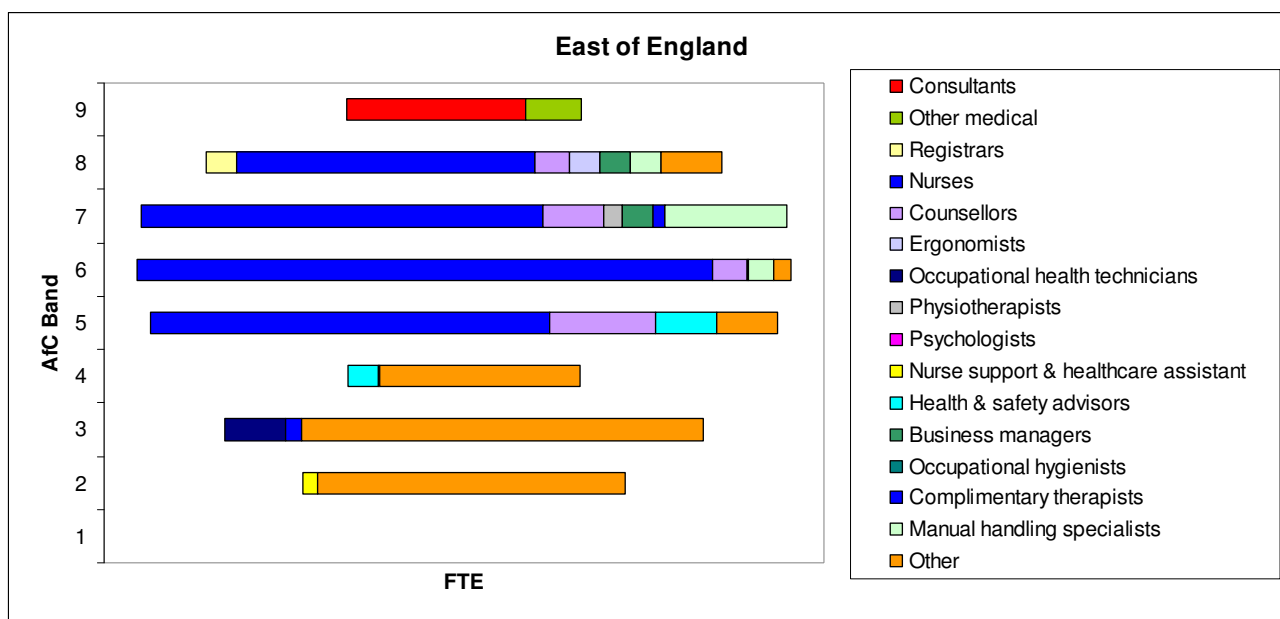
5.4 SHA occupational health workforce

This section shows the skill mix of the total workforce in each SHA for the trusts that have provided a response for this survey. The number in the bracket after each SHA name is the number of returns received for that SHA.

East of England (12)

Band	FTE									Total	As a percentage of the workforce
	1	2	3	4	5	6	7	8	9		
Consultants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.86	5.86	4.8%
Other medical	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.79	1.79	1.5%
Registrars	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.8%
Nurses	0.00	0.00	0.00	0.00	13.06	18.88	13.19	9.76	0.00	54.89	45.2%
Counsellors	0.00	0.00	0.00	0.00	3.50	1.10	2.00	1.11	0.00	7.71	6.3%
Ergonomists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.8%
Occupational health technicians	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	1.6%
Physiotherapists	0.00	0.00	0.00	0.00	0.00	0.00	0.60	0.00	0.00	0.60	0.5%
Psychologists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Nurse support & healthcare assistant	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50	0.4%
Health & safety advisors	0.00	0.00	0.00	1.00	2.00	0.00	0.00	0.00	0.00	3.00	2.5%
Business managers	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00	0.00	2.00	1.6%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Complimentary therapists	0.00	0.00	0.50	0.05	0.00	0.05	0.40	0.00	0.00	1.00	0.8%
Manual handling specialists	0.00	0.00	0.00	0.00	0.00	0.85	4.00	1.00	0.00	5.85	4.8%
Other	0.00	10.08	13.15	6.58	2.00	0.56	0.00	2.00	0.00	34.37	28.3%
Total	0.00	10.58	15.65	7.63	20.56	21.44	21.19	16.87	7.65		
As a percentage of the workforce	0.0%	8.7%	12.9%	6.3%	16.9%	17.6%	17.4%	13.9%	6.3%		

5.4.1 East of England SHA occupational health service workforce including Agenda for Change bandings

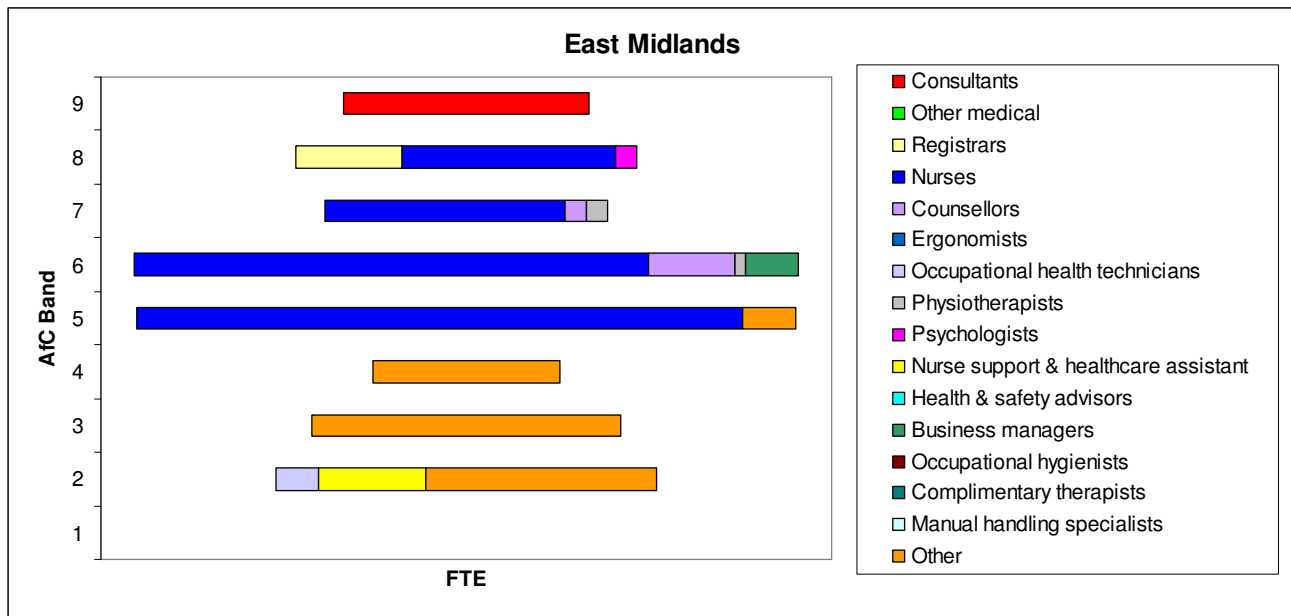


5.4.2 Christmas tree showing total occupational health workforce for the nine East of England trusts providing completed surveys

East Midlands (3)

Band	FTE									Total	As a percentage of the workforce
	1	2	3	4	5	6	7	8	9		
Consultants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.60	4.60	8.0%
Other medical	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Registrars	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00	2.00	3.5%
Nurses	0.00	0.00	0.00	0.00	11.37	9.65	4.50	4.00	0.00	29.52	51.3%
Counsellors	0.00	0.00	0.00	0.00	0.00	1.60	0.40	0.00	0.00	2.00	3.5%
Ergonomists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Occupational health technicians	0.00	0.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.80	1.4%
Physiotherapists	0.00	0.00	0.00	0.00	0.00	0.20	0.40	0.00	0.00	0.60	1.0%
Psychologists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.40	0.00	0.40	0.7%
Nurse support & healthcare assistant	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	3.5%
Health & safety advisors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Business managers	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	1.7%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Complimentary therapists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Manual handling specialists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Other	0.00	4.33	5.81	3.50	1.00	0.00	0.00	0.00	0.00	14.64	25.4%
Total	0.00	7.13	5.81	3.50	12.37	12.45	5.30	6.40	4.60		
As a percentage of the workforce	0.0%	12.4%	10.1%	6.1%	21.5%	21.6%	9.2%	11.1%	8.0%		

5.4.3 East Midlands SHA occupational health service workforce including Agenda for Change bandings

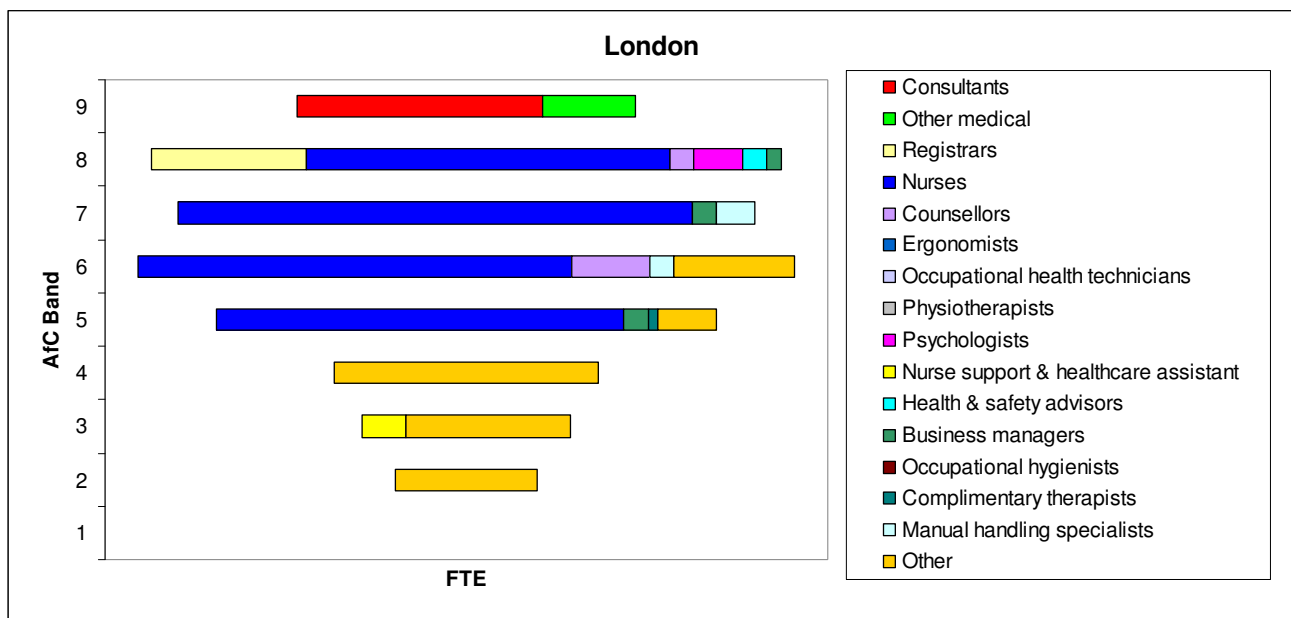


5.4.4 Christmas tree showing total occupational health workforce for the three East Midlands trusts providing completed surveys

London (12)

Band	FTE									Total	As a percentage of the workforce
	1	2	3	4	5	6	7	8	9		
Consultants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10.09	10.09	7.4%
Other medical	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.82	3.82	2.8%
Registrars	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.40	0.00	6.40	4.7%
Nurses	0.00	0.00	0.00	0.00	16.80	17.90	21.20	15.00	0.00	70.90	51.8%
Counsellors	0.00	0.00	0.00	0.00	0.00	3.20	0.00	1.00	0.00	4.20	3.1%
Ergonomists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Occupational health technicians	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Physiotherapists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Psychologists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00	2.00	1.5%
Nurse support & healthcare assistant	0.00	0.00	1.80	0.00	0.00	0.00	0.00	0.00	0.00	1.80	1.3%
Health & safety advisors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.7%
Business managers	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.60	0.00	2.60	1.9%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Complimentary therapists	0.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	0.00	0.40	0.3%
Manual handling specialists	0.00	0.00	0.00	0.00	0.00	1.00	1.60	0.00	0.00	2.60	1.9%
Other	0.00	5.90	6.80	10.92	2.40	5.00	0.00	0.00	0.00	31.02	22.7%
Total	0.00	5.90	8.60	10.92	20.60	27.10	23.80	26.00	13.91		
As a percentage of the workforce	0.0%	4.3%	6.3%	8.0%	15.1%	19.8%	17.4%	19.0%	10.2%		

5.4.5 London SHA occupational health service workforce including Agenda for Change bandings

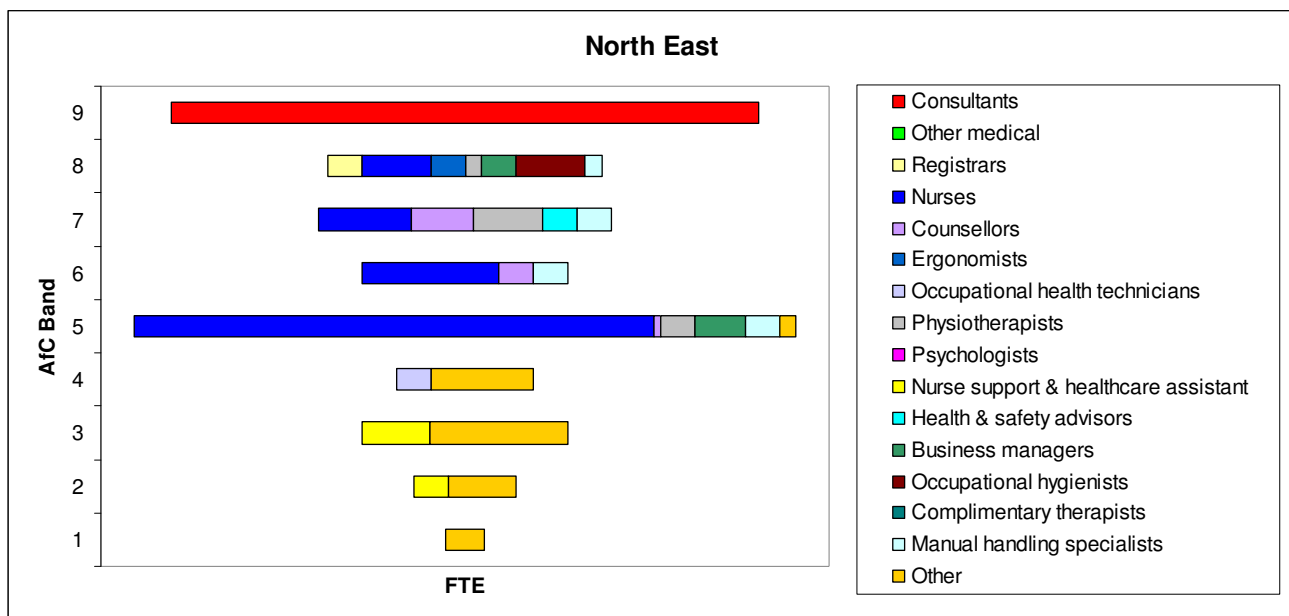


5.4.6 Christmas Tree showing total occupational health workforce for the 10 London trusts providing completed surveys

North East (4)

Band	FTE									Total	As a percentage of the workforce	
	1	2	3	4	5	6	7	8	9			
Consultants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17.10	17.10	23.4%
Other medical	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Registrars	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	1.00	1.4%
Nurses	0.00	0.00	0.00	0.00	15.14	4.00	2.70	2.00	0.00	23.84	23.84	32.7%
Counsellors	0.00	0.00	0.00	0.00	0.20	1.00	1.80	0.00	0.00	3.00	3.00	4.1%
Ergonomists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	1.00	1.4%
Occupational health technicians	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00	1.4%
Physiotherapists	0.00	0.00	0.00	0.00	1.00	0.00	2.00	0.50	0.00	3.50	3.50	4.8%
Psychologists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Nurse support & healthcare assistant	0.00	1.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00	3.00	4.1%
Health & safety advisors	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	1.00	1.00	1.4%
Business managers	0.00	0.00	0.00	0.00	1.47	0.00	0.00	1.00	0.00	2.47	2.47	3.4%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00	2.00	2.7%	
Complimentary therapists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Manual handling specialists	0.00	0.00	0.00	0.00	1.00	1.00	1.00	0.50	0.00	3.50	3.50	4.8%
Other	1.11	2.00	4.01	3.00	0.47	0.00	0.00	0.00	0.00	10.59	10.59	14.5%
Total	1.11	3.00	6.01	4.00	19.28	6.00	8.50	8.00	17.10			
As a percentage of the workforce	1.5%	4.1%	8.2%	5.5%	26.4%	8.2%	11.6%	11.0%	23.4%			

5.4.7 North East SHA occupational health service workforce including Agenda for Change bandings

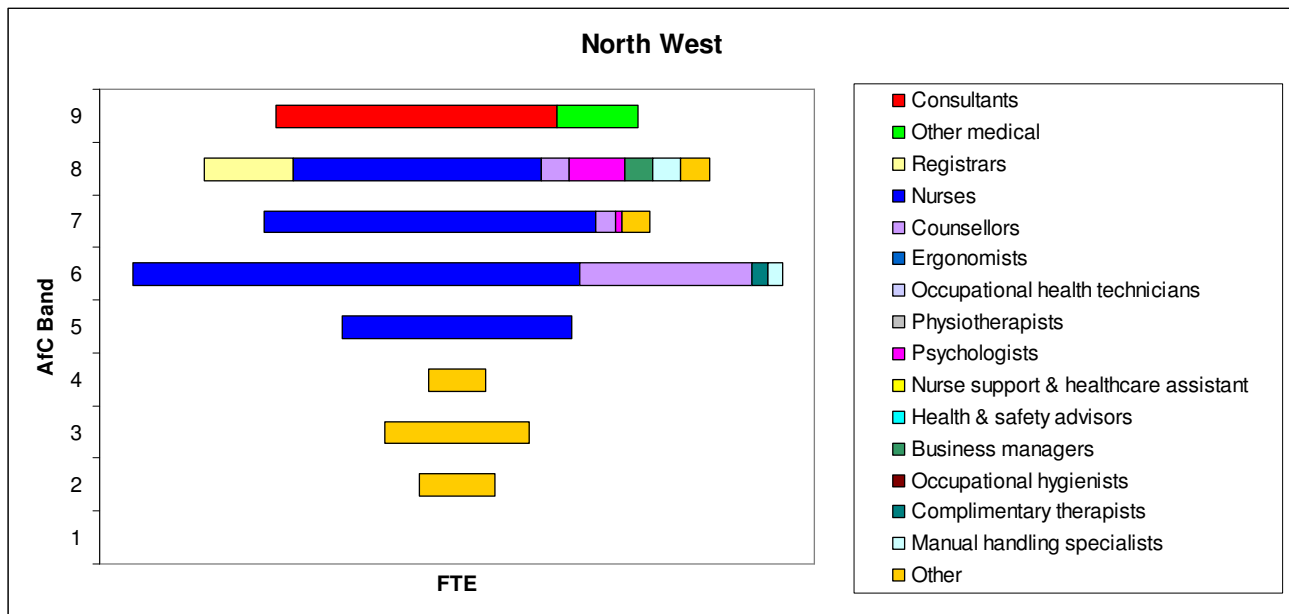


5.4.8 Christmas tree showing total occupational health workforce for the four North East trusts providing completed surveys

North West (7)

Band	FTE									Total	As a percentage of the workforce
	1	2	3	4	5	6	7	8	9		
Consultants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10.08	10.08	11.7%
Other medical	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.90	2.90	3.4%
Registrars	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.20	0.00	3.20	3.7%
Nurses	0.00	0.00	0.00	0.00	8.19	16.00	11.90	8.86	0.00	44.95	52.1%
Counsellors	0.00	0.00	0.00	0.00	0.00	6.20	0.70	1.00	0.00	7.90	9.2%
Ergonomists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Occupational health technicians	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Physiotherapists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Psychologists	0.00	0.00	0.00	0.00	0.00	0.00	0.24	2.00	0.00	2.24	2.6%
Nurse support & healthcare assistant	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Health & safety advisors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Business managers	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	1.2%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Complimentary therapists	0.00	0.00	0.00	0.00	0.00	0.55	0.00	0.00	0.00	0.55	0.6%
Manual handling specialists	0.00	0.00	0.00	0.00	0.00	0.50	0.00	1.00	0.00	1.50	1.7%
Other	0.00	2.72	5.15	2.00	0.00	0.00	1.00	1.06	0.00	11.93	13.8%
Total	0.00	2.72	5.15	2.00	8.19	23.25	13.84	18.12	12.98		
As a percentage of the workforce	0.0%	3.2%	6.0%	2.3%	9.5%	27.0%	16.0%	21.0%	15.0%		

5.4.9 North West SHA occupational health service workforce including Agenda for Change bandings

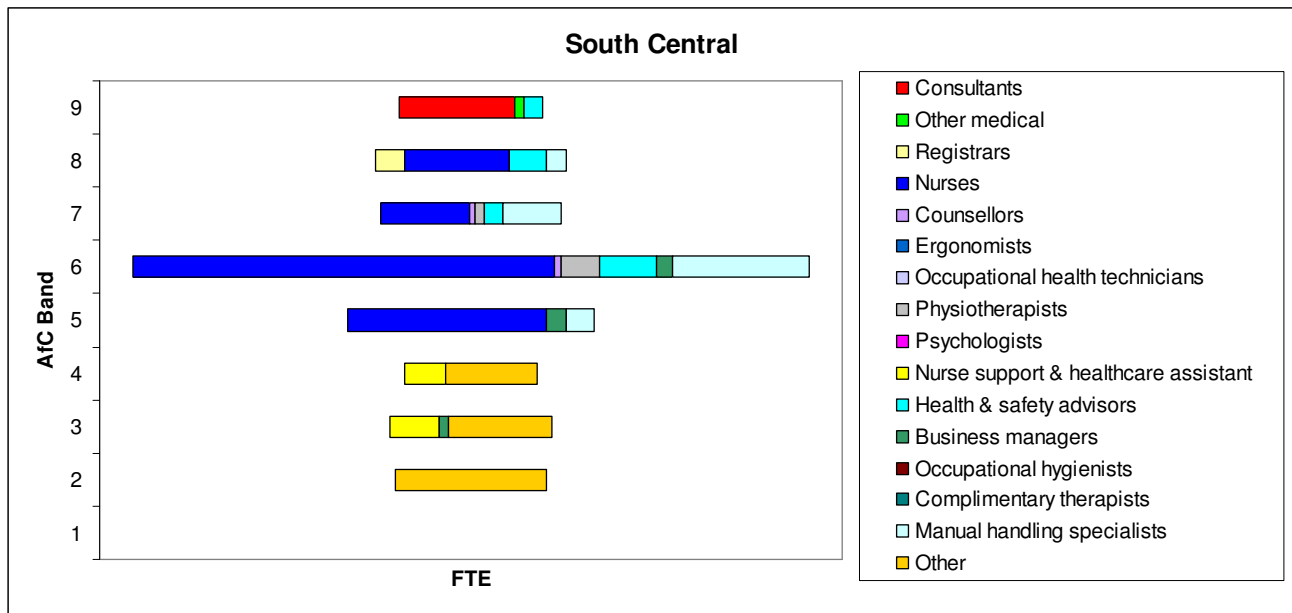


5.4.10 Christmas tree showing total occupational health workforce for the four North West trusts providing completed surveys

South Central (6)

Band	FTE									Total	As a percentage of the workforce
	1	2	3	4	5	6	7	8	9		
Consultants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.04	6.04	6.1%
Other medical	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50	0.50	0.5%
Registrars	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.50	0.00	1.50	1.5%
Nurses	0.00	0.00	0.00	0.00	10.45	22.06	4.62	5.48	0.00	42.61	43.2%
Counsellors	0.00	0.00	0.00	0.00	0.00	0.40	0.27	0.00	0.00	0.67	0.7%
Ergonomists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Occupational health technicians	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Physiotherapists	0.00	0.00	0.00	0.00	0.00	2.00	0.50	0.00	0.00	2.50	2.5%
Psychologists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Nurse support & healthcare assistant	0.00	0.00	2.53	2.20	0.00	0.00	0.00	0.00	0.00	4.73	4.8%
Health & safety advisors	0.00	0.00	0.00	0.00	0.00	3.00	1.00	2.00	1.00	7.00	7.1%
Business managers	0.00	0.00	0.50	0.00	1.06	0.80	0.00	0.00	0.00	2.36	2.4%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Complimentary therapists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Manual handling specialists	0.00	0.00	0.00	0.00	1.47	7.14	3.00	1.00	0.00	12.61	12.8%
Other	0.00	7.88	5.43	4.80	0.00	0.00	0.00	0.00	0.00	18.11	18.4%
Total	0.00	7.88	8.46	7.00	12.98	35.40	9.39	9.98	7.54		
As a percentage of the workforce	0.0%	8.0%	8.6%	7.1%	13.2%	35.9%	9.5%	10.1%	7.6%		

5.4.11 South Central SHA occupational health service workforce including Agenda for Change bandings

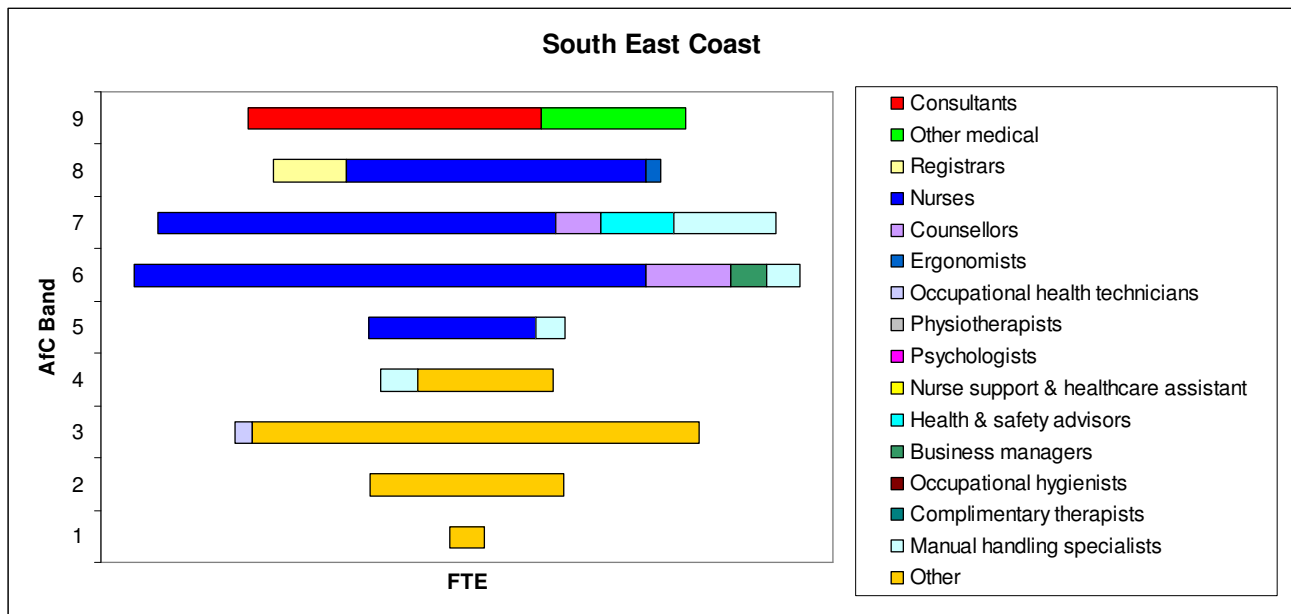


5.4.12 Christmas tree showing total occupational health workforce for the five South Central trusts providing completed surveys

South East Coast (11)

Band	FTE									Total	As a percentage of the workforce
	1	2	3	4	5	6	7	8	9		
Consultants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.05	8.05	9.3%
Other medical	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.95	3.95	4.5%
Registrars	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00	2.00	2.3%
Nurses	0.00	0.00	0.00	0.00	4.60	14.05	10.92	8.24	0.00	37.81	43.5%
Counsellors	0.00	0.00	0.00	0.00	0.00	2.32	1.22	0.00	0.00	3.54	4.1%
Ergonomists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.40	0.00	0.40	0.5%
Occupational health technicians	0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.50	0.6%
Physiotherapists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Psychologists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Nurse support & healthcare assistant	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Health & safety advisors	0.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00	0.00	2.00	2.3%
Business managers	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	1.1%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Complimentary therapists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Manual handling specialists	0.00	0.00	0.00	1.00	0.80	0.90	2.80	0.00	0.00	5.50	6.3%
Other	0.93	5.30	12.26	3.73	0.00	0.00	0.00	0.00	0.00	22.22	25.5%
Total	0.93	5.30	12.76	4.73	5.40	18.27	16.94	10.64	12.00		
As a percentage of the workforce	1.1%	6.1%	14.7%	5.4%	6.2%	21.0%	19.5%	12.2%	13.8%		

5.4.13 South East Coast SHA occupational health service workforce including Agenda for Change bandings

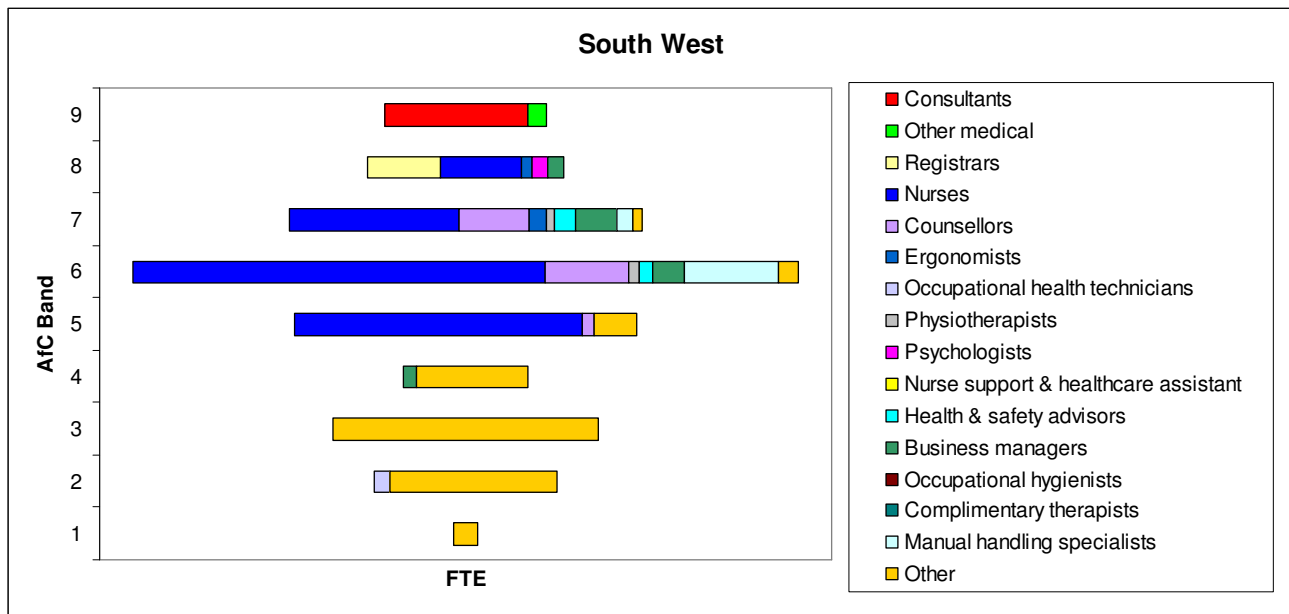


5.4.12 Christmas tree showing total occupational health workforce for the nine South East Coast trusts providing completed surveys

South West (9)

Band	FTE									Total	As a percentage of the workforce
	1	2	3	4	5	6	7	8	9		
Consultants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.90	8.90	6.2%
Other medical	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.10	1.10	0.8%
Registrars	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.60	0.00	4.60	3.2%
Nurses	0.00	0.00	0.00	0.00	17.90	25.61	10.54	5.00	0.00	59.05	41.0%
Counsellors	0.00	0.00	0.00	0.00	0.00	5.20	4.40	0.00	0.00	10.30	7.2%
Ergonomists	0.00	0.00	0.00	0.00	0.00	0.00	1.08	0.67	0.00	1.75	1.2%
Occupational health technicians	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.7%
Physiotherapists	0.00	0.00	0.00	0.00	0.00	0.70	0.50	0.00	0.00	1.20	0.8%
Psychologists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.7%
Nurse support & healthcare assistant	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Health & safety advisors	0.00	0.00	0.00	0.00	0.00	0.80	1.30	0.00	0.00	2.10	1.5%
Business managers	0.00	0.00	0.00	0.80	0.00	2.00	2.50	1.00	0.00	6.30	4.4%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Complimentary therapists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Manual handling specialists	0.00	0.00	0.00	0.00	0.00	5.86	1.00	0.00	0.00	6.86	4.8%
Other	1.47	10.43	16.51	6.90	2.65	1.20	0.60	0.00	0.00	39.76	27.6%
Total	1.47	11.43	16.51	7.70	21.25	41.37	21.92	12.27	10.00		
As a percentage of the workforce	1.0%	7.9%	11.5%	5.4%	14.8%	28.7%	15.2%	8.5%	6.9%		

5.4.15 South West SHA occupational health service workforce including Agenda for Change bandings

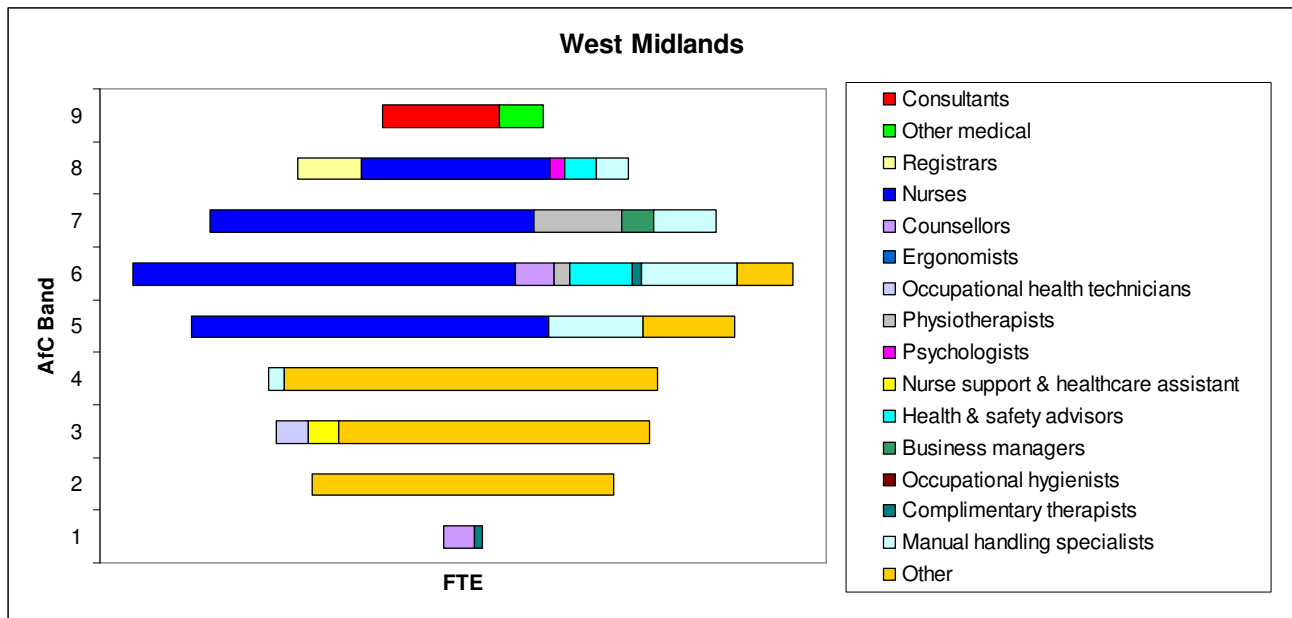


5.4.16 Christmas tree showing total occupational health workforce for the seven South West trusts providing completed surveys

West Midlands (6)

Band	FTE									Total	As a percentage of the workforce
	1	2	3	4	5	6	7	8	9		
Consultants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.70	3.70	3.5%
Other medical	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.40	1.40	1.3%
Registrars	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00	2.00	1.9%
Nurses	0.00	0.00	0.00	0.00	11.35	12.15	10.30	6.00	0.00	39.80	37.9%
Counsellors	1.00	0.00	0.00	0.00	0.00	1.25	0.00	0.00	0.00	2.25	2.1%
Ergonomists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Occupational health technicians	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.0%
Physiotherapists	0.00	0.00	0.00	0.00	0.00	0.50	2.80	0.00	0.00	3.30	3.1%
Psychologists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50	0.00	0.50	0.5%
Nurse support & healthcare assistant	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.0%
Health & safety advisors	0.00	0.00	0.00	0.00	0.00	2.00	0.00	1.00	0.00	3.00	2.9%
Business managers	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	1.00	1.0%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Complimentary therapists	0.25	0.00	0.00	0.00	0.00	0.30	0.00	0.00	0.00	0.55	0.5%
Manual handling specialists	0.00	0.00	0.00	0.50	3.00	3.00	2.00	1.00	0.00	9.50	9.0%
Other	0.00	9.58	9.86	11.88	2.88	1.80	0.00	0.00	0.00	36.00	34.3%
Total	1.25	9.58	11.86	12.38	17.23	21.00	16.10	10.50	5.10		
As a percentage of the workforce	1.2%	9.1%	11.3%	11.8%	16.4%	20.0%	15.3%	10.0%	4.9%		

5.4.17 West Midlands SHA occupational health service workforce including Agenda for Change bandings

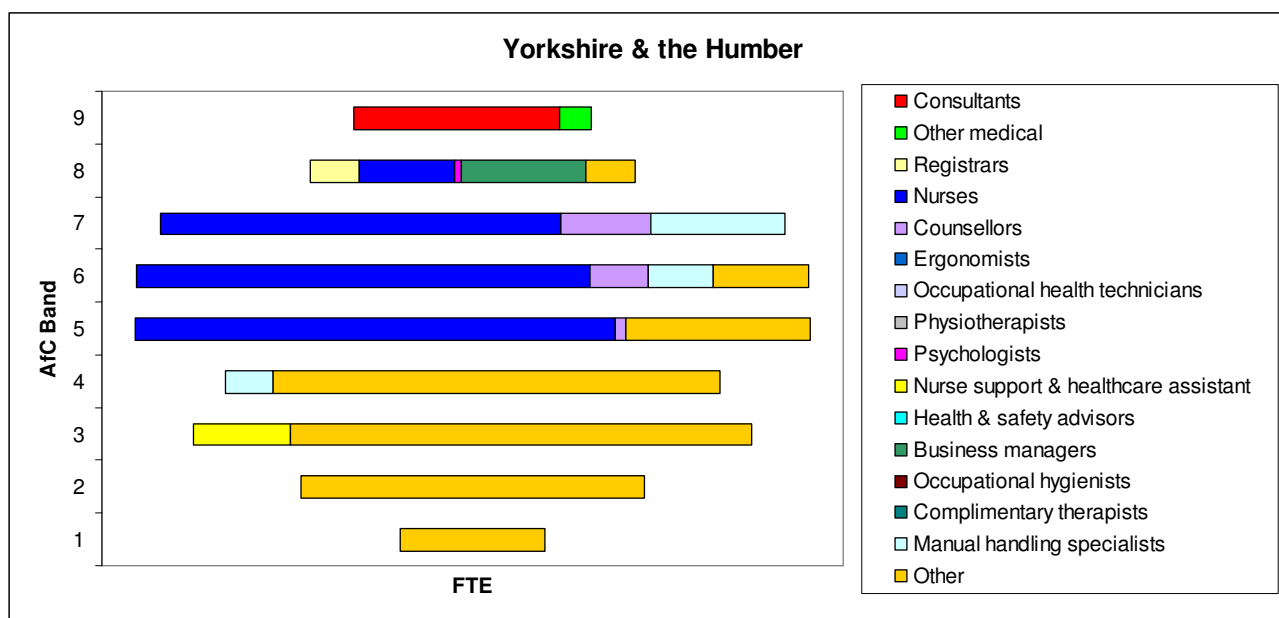


5.4.18 Christmas tree showing total occupational health workforce for the six West Midlands' trusts providing completed surveys

Yorkshire & the Humber (5)

Band	FTE									Total	As a percentage of the workforce
	1	2	3	4	5	6	7	8	9		
Consultants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.28	4.28	4.1%
Other medical	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.66	0.66	0.6%
Registrars	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	1.0%
Nurses	0.00	0.00	0.00	0.00	9.96	9.44	8.33	2.00	0.00	29.73	28.3%
Counsellors	0.00	0.00	0.00	0.00	0.24	1.20	1.88	0.00	0.00	3.32	3.2%
Ergonomists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Occupational health technicians	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Physiotherapists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Psychologists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.14	0.00	0.14	0.1%
Nurse support & healthcare assistant	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	1.9%
Health & safety advisors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Business managers	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.60	0.00	2.60	2.5%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Complimentary therapists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Manual handling specialists	0.00	0.00	0.00	1.00	0.00	1.35	2.80	0.00	0.00	5.15	4.9%
Other	3.00	7.13	9.60	9.30	3.81	2.00	0.00	1.00	0.00	35.84	34.1%
Total	3.00	7.13	11.60	10.30	14.01	13.99	13.01	6.74	4.94		
As a percentage of the workforce	3.5%	8.4%	13.7%	12.2%	16.5%	16.5%	15.4%	8.0%	5.8%		

5.4.19 Yorkshire & the Humber SHA occupational health service workforce including Agenda for Change bandings



5.4.20 Christmas tree showing total occupational health workforce for the two Yorkshire & Humber trusts providing completed surveys

5.4.1 Christmas tree summary

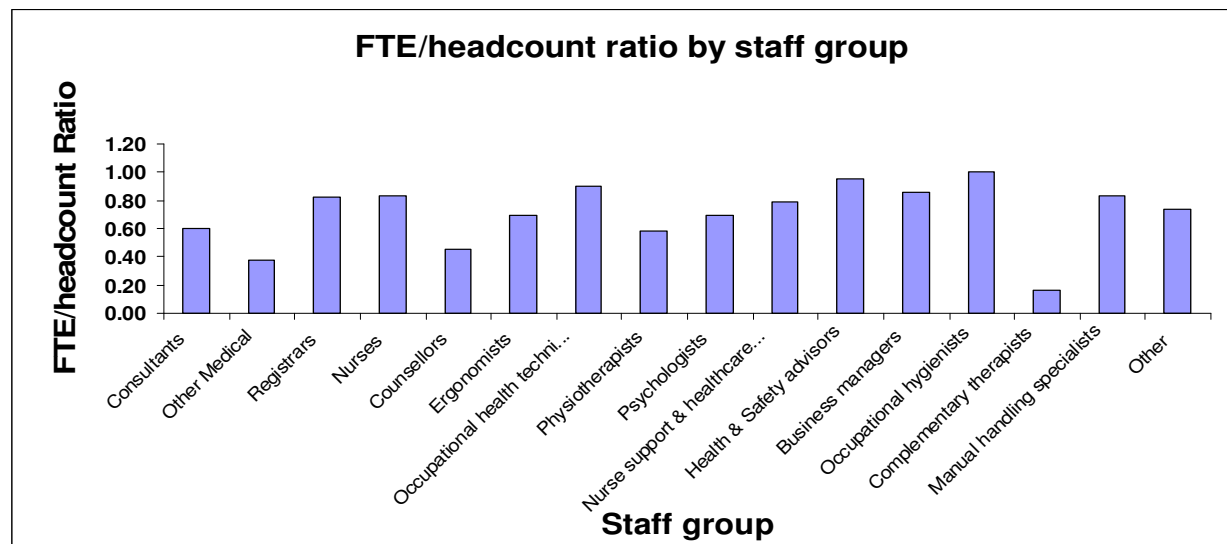
Comparing the tables and Christmas trees in this section shows how the services are run differently across the country. In the North East SHA there is a high proportion of consultants and senior nurses which would indicate a service that is costly to run. They also do not utilise any Agenda for Change band 1 or 2 posts. When looking at South Central SHA it can be seen that there is a far lower proportion of consultants and higher proportion of nurses. This would indicate that the service here is nurse led.

However, as the data is split by SHA and there are a number of trusts providing data for each SHA, the above does not show how the service in each trust is staffed. Also, many staff, especially allied health professionals, may only spend a small proportion of their time working in this area and may work across one, or more services.

5.5 Total staff headcount and full-time equivalent for each staff group, split by SHA

	East of England		East Midlands		London		North East		North West		South Central		South East Coast		South West		West Midlands		Yorkshire & the Hum		TOTAL (All SHAs)	
	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE
Consultants	15	5.86	7	4.6	17	10.09	20	17.1	14	10.08	13	6.04	18	8.05	13	8.9	8	3.7	6	4.28	131	78.70
Other Medical	7	1.79	0	0	9	3.82	0	0	7	2.9	2	0.5	9	3.95	3	1.1	3	1.4	3	0.66	43	16.12
Registrars	1	1	2	2	8	6.4	1	1	5	3.2	2	1.5	2	2	6	4.6	2	2	1	1	30	24.70
Nurses	67	54.89	40	29.52	77	70.9	28	23.84	56	44.95	56	42.61	44	37.81	72	59.05	46	39.8	37	29.73	523	433.10
Counsellors	13	7.71	5	2	9	4.2	6	3	14	7.9	6	0.67	12	3.54	17	10.3	6	2.25	10	3.32	98	44.89
Ergonomists	1	1	0	0	0	0	1	1	0	0	0	0	1	0.4	3	1.75	0	0	0	0	6	4.15
Occupational health technicians	2	2	1	0.8	0	0	1	1	0	0	0	0	1	0.5	1	1	1	1	0	0	7	6.30
Physiotherapists	2	0.6	2	0.6	0	0	5	3.5	0	0	4	2.5	0	0	3	1.2	4	3.3	0	0	20	11.70
Psychologists	0	0	1	0.4	2	2	0	0	3	2.24	0	0	0	0	1	1	1	0.5	1	0.14	9	6.28
Nurse support & healthcare	1	0.5	4	2	2	1.8	3	3	0	0	6	4.73	0	0	0	0	1	1	2	2	19	15.03
Health & Safety advisors	3	3	0	0	1	1	1	1	0	0	7	7	2	2	3	2.1	3	3	0	0	20	19.10
Business managers	2	2	1	1	3	2.6	3	2.47	1	1	4	2.36	1	1	7	6.3	1	1	3	2.6	26	22.33
Occupational hygienists	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	2	2.00
Complementary therapists	6	1	0	0	1	0.4	0	0	4	0.55	0	0	0	0	0	0	4	0.55	0	0	15	2.50
Manual handling specialists	6	5.85	0	0	3	2.6	5	3.5	2	1.5	16	12.61	7	5.5	9	6.86	10	9.5	6	5.15	64	53.07
Other	43	34.37	16	14.64	37	31.02	14	10.59	21	11.93	24	18.11	35	22.22	48	39.76	44	36	62	35.84	344	254.48
TOTAL	169	121.57	79	57.56	169	136.83	90	73	127	86.25	140	98.63	132	86.97	186	143.92	134	105	131	84.72	1357	994.45

5.5.1 Staff numbers split by SHA and staff group



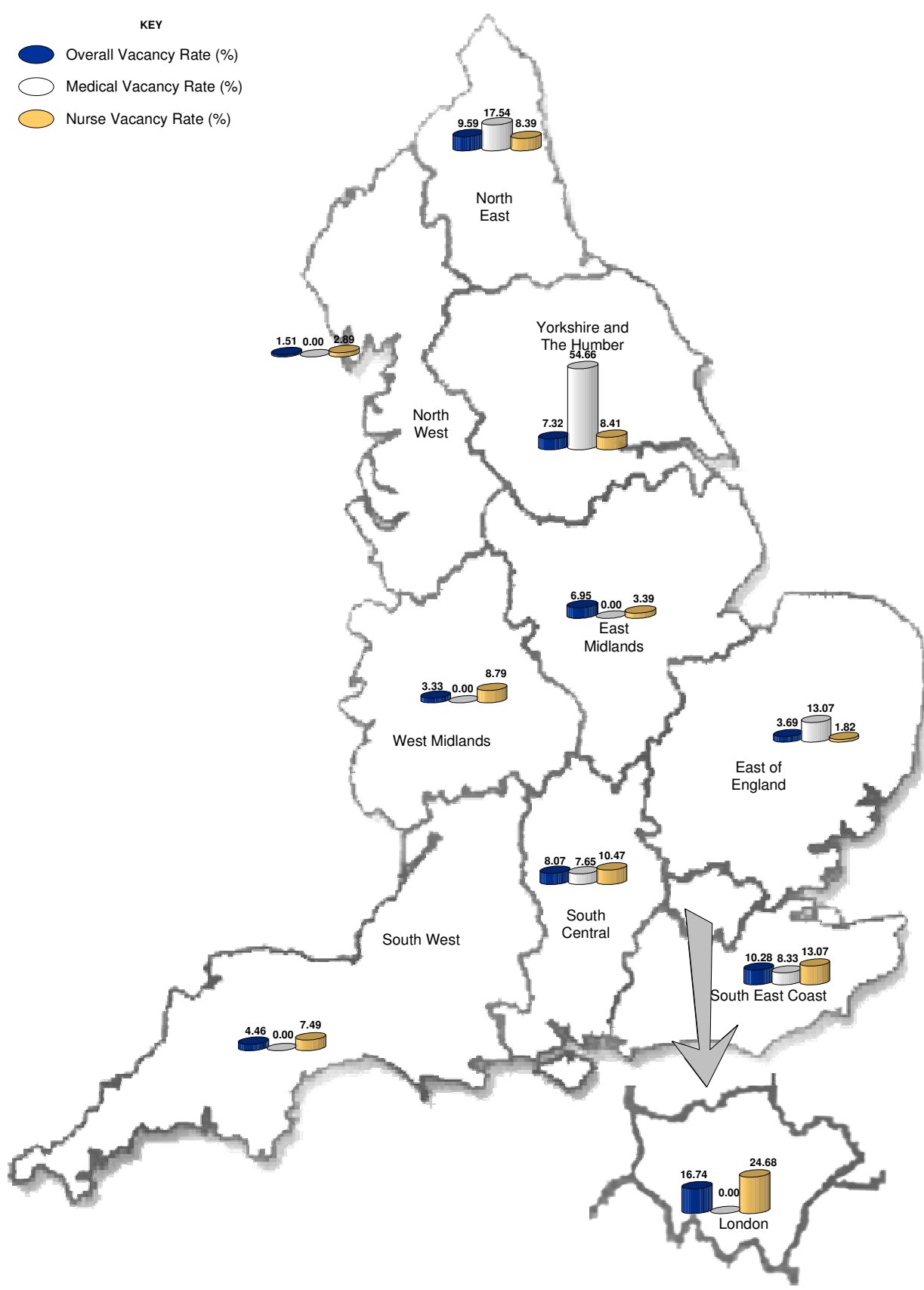
5.5.2 Ratio of full time equivalent to headcount for each staff group

5.6 Vacancies for each staff group, split by SHA

	East of England			East Midlands			London			North East			North West			South Central		
	Headcount	FTE	Rate	Headcount	FTE	Rate	Headcount	FTE	Rate	Headcount	FTE	Rate	Headcount	FTE	Rate	Headcount	FTE	Rate
Consultants	1	1	17.06%	0	0	0.00%	0	0	0.00%	3	3	17.54%	0	0	0.00%	0	0	0.00%
Other Medical	0	0	0.00%	0	0		0	0	0.00%	0	0		0	0	0.00%	1	0.5	100.00%
Registrars																		
Nurses	1	1	1.82%	1	1	3.39%	22	17.5	24.68%	2	2	8.39%	2	1.3	2.89%	6	4.46	10.47%
Counsellors	0	0	0.00%	0	0	0.00%	1	1	23.81%	0	0	0.00%	0	0	0.00%	1	1	149.25%
Ergonomists	0	0	0.00%	0	0		0	0		1	1	100.00%	0	0		0	0	
Occupational health technicians	0	0	0.00%	0	0	0.00%	0	0		0	0	0.00%	0	0		0	0	
Physiotherapists	0	0	0.00%	0	0	0.00%	0	0		0	0	0.00%	0	0		0	0	0.00%
Psychologists	0	0		0	0	0.00%	0	0	0.00%	0	0		0	0	0.00%	0	0	
Nurse support & healthcare assistants	0	0	0.00%	0	0	0.00%	1	0.4	22.22%	1	1	33.33%	0	0		1	1	21.14%
Health & Safety advisors	0	0	0.00%	0	0		0	0	0.00%	0	0	0.00%	0	0		0	0	0.00%
Business managers	1	1	50.00%	0	0	0.00%	1	1	38.46%	0	0	0.00%	0	0	0.00%	0	0	0.00%
Occupational hygienists	0	0		0	0		0	0		0	0	0.00%	0	0		0	0	
Complementary therapists	0	0	0.00%	0	0		0	0	0.00%	0	0		0	0	0.00%	0	0	
Manual handling specialists	0	0	0.00%	0	0		1	1	38.46%	0	0	0.00%	0	0	0.00%	0	0	0.00%
Other	2	1.48	4.31%	3	3	20.49%	2	2	6.45%	0	0	0.00%	0	0	0.00%	1	1	5.52%
ALL STAFF GROUPS	5	4.48	3.69%	4	4	6.95%	28	22.9	16.74%	7	7	9.59%	2	1.3	1.51%	10	7.96	8.07%

	South East Coast			South West			West Midlands			Yorkshire & the Humber			TOTAL (All SHAs)		
	Headcount	FTE	Rate	Headcount	FTE	Rate	Headcount	FTE	Rate	Headcount	FTE	Rate	Headcount	FTE	Rate
Consultants	1	1	12.42%	0	0	0.00%	0	0	0.00%	1	1	23.36%	6	6	7.62%
Other Medical	0	0	0.00%	0	0	0.00%	0	0	0.00%	2	1.7	257.58%	3	2.2	13.65%
Registrars															
Nurses	6	4.94	13.07%	5	4.42	7.49%	3.5	3.5	8.79%	2	2.5	8.41%	50.5	42.62	9.84%
Counsellors	0	0	0.00%	2	2	19.42%	0	0	0.00%	0	0	0.00%	4	4	8.91%
Ergonomists	0	0	0.00%	0	0	0.00%	0	0		0	0		1	1	24.10%
Occupational health technicians	1	0.5	100.00%	0	0	0.00%	0	0	0.00%	0	0		1	0.5	7.94%
Physiotherapists	0	0		0	0	0.00%	0	0	0.00%	0	0		0	0	0.00%
Psychologists	0	0		0	0	0.00%	0	0	0.00%	0	0	0.00%	0	0	0.00%
Nurse support & healthcare assistants	0	0		0	0		0	0	0.00%	0	0	0.00%	3	2.4	15.97%
Health & Safety advisors	0	0	0.00%	0	0	0.00%	0	0	0.00%	0	0		0	0	0.00%
Business managers	0	0	0.00%	0	0	0.00%	0	0	0.00%	0	0	0.00%	2	2	8.96%
Occupational hygienists	0	0		0	0		0	0		0	0		0	0	0.00%
Complementary therapists	0	0		0	0		0	0	0.00%	0	0		0	0	0.00%
Manual handling specialists	2	2	36.36%	0	0	0.00%	0	0	0.00%	0	0	0.00%	3	3	5.65%
Other	1	0.5	2.25%	0	0	0.00%	0	0	0.00%	1	1	2.79%	10	8.98	3.53%
ALL STAFF GROUPS	11	8.94	10.28%	7	6.42	4.46%	3.5	3.5	3.33%	6	6.2	7.32%	83.5	72.7	7.31%

5.6.1 Vacancies and vacancy rate for each staff group, split by SHA



5.6.2 Map showing vacancy rates for each SHA

5.7 Individual staff groups

Consultant and other medical workforce

	Staff in post			Vacancies			Listed on specialist register		
	Headcount	FTE	FTE/Headcount ratio	Headcount	FTE	Vacancy rate	Headcount	FTE	%
Consultants	131	78.7	0.60	6	6	4.58%	90	39.98	68.70%
Other medical staff	43	16.12	0.28	3	2.2	6.98%	9	4.79	31.25%

5.7.1 Total occupational health and other medical consultant workforce staff and vacancy numbers

Qualifications	Consultant		Other medical	
	Headcount	FTE	Headcount	FTE
Fellowship member of Faculty of Occupational Medicine (FOM)	87	50.72	4	2.2
Associate of FOM	17	7.65	16	7.56
Diploma in occupational medicine	17	5.23	19	6.85
Masters degree in occupational health	4	2.68	1	0.5
Chest physician	1	0.1	0	0
Corporate member Institution of Occupational Safety & Health (IOSH)	1	0.55	0	0
Diploma in aviation medicine	1	1	0	0
Doctor of Medicine (DM) - higher degree	1	0.9	0	0
Diploma in disability assessment medicine	1	1	0	0
Accredited specialist	1	0.2	0	0
MB	2	1.4	0	0
FRCP	2	1.4	0	0
Psychiatrist & Occupational Health training	1	0.1	0	0
TOTAL	136	72.93	40	17.11

5.7.2 Qualification breakdown of occupational health and other medical consultants

Age profile	Consultants			
	Headcount		FTE	
	Number	%	Number	%
21-39	8	5.97%	2.95	3.84%
40-49	49	36.57%	27.99	36.39%
50-59	40	29.85%	19.66	25.56%
60-70	18	13.43%	7.65	9.95%
70+	0	0.00%	0	0.00%
Unknown	19	14.18%	18.67	24.27%
TOTAL	134	100.00%	76.92	100.00%

5.7.3 Consultant age profile



5.7.4 Graphical representation of consultant age profile

Age Band	21 - 39	40 - 49	50 - 59	60 - 69	70 +
Number	5,788	14,781	9,851	2,375	79

5.7.5 Consultant age profile for all specialties from 2006 Information Centre Census



5.7.6 Consultant age profile for all specialties from 2006 Information Centre Census

Comparing the consultant age profile from the survey data with the age profile for all consultants from the 2006 NHS workforce census (provided by the Information Centre for Health and Social Care), it can be seen that the occupational health service utilised far fewer consultants in the lower

age bracket of 21-39. It can also be seen by comparing the graphs, that the occupational health service has a higher proportion of older consultants working in the service.

	2005 Census		2006 Census	
	Headcount	FTE	Headcount	FTE
Consultants	96	78	95	81
Associate specialist	9	4	8	4
Staff grade	2	1	3	3
Registrar	47	43	48	42
Senior house officer	0	0	5	5
Foundation Year 2	-	-	0	0
House officer	1	1	1	1
Hospital practitioner / clinical assistant	40	12	31	8
Other medical staff	14	9	11	6
TOTAL	209	148	202	150

5.7.7 Occupational health workforce numbers from Information Centre Census

The following table shows the supply and the estimated future requirements (taking into account the financial situation) for both headcount and full-time equivalent, as calculated in the WRT 2006 occupational medicine proforma, but starting with the base figure from the 2006 Information Centre Census rather than the proforma. The supply figure is extrapolated from previous year's data and the estimated future requirements are set as 0.85 FTE per 250k population.

Year	Headcount	Headcount estimated requirements	FTE	FTE estimated requirements
2006	95	231	81	173
2007	114	231	96	173
2008	127	231	105	173
2009	137	231	111	173
2010	149	231	120	173
2011	169	231	134	173
2012	188	231	146	173
2013	201	231	155	173
2014	214	231	165	173
2015	230	231	177	173
2016	253	231	194	173
2017	269	231	206	173
2018	283	231	216	173
2019	300	231	229	173
2020	321	231	245	173
2021	340	231	259	173
2022	355	231	270	173
2023	370	231	282	173

5.7.8 Estimated future supply and requirements

Registrars

Table 5.7.9 below shows the number of specialist registrars working in the service. The FTE/headcount ratio is substantially higher than that of the consultants and other medical staff.

	Staff in post		
	Headcount	FTE	FTE/Headcount ratio
Specialist registrars	30	24.7	0.82

5.7.9 Registrar staff numbers

Table 5.7.10 below shows the qualification obtained by the specialist registrars working in occupational medicine. The Associateship of the Faculty of Occupational Medicine (AFOM) accounts for almost half of qualifications gained by registrars in this area.

Qualifications	Headcount	FTE
Associate of FOM	13	10.5
Diploma in occupational medicine	2	1.2
MSc in occupational health	0	0
PhD in occupational health	1	1
Medical doctorate	1	1
MICGP	1	1
Unknown	12	10
TOTAL	30	24.7

5.7.10 Registrar qualifications

Nurses

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/headcount ratio	Headcount	FTE	Rate
9	0	0	-	0	0	-
8D	2	1.8	0.90	0	0	0.00%
8C	4	4	1.00	0	0	0.00%
8B	33	30.08	0.91	2	0.55	6.06%
8A	31	30.46	0.98	1	0.15	3.23%
7	113	98.2	0.87	7	6.7	6.19%
6	185	149.74	0.81	24	20.46	12.97%
5	155	118.82	0.77	16.5	14.76	10.65%
4	0	0	-	0	0	-
3	0	0	-	0	0	-
2	0	0	-	0	0	-
1	0	0	-	0	0	-
TOTAL	523	433.1	0.83	50.5	42.62	9.66%

5.7.11 Total nursing workforce staffing and vacancy numbers

Note: Data was provided for nursing staff at bands 4 and below. As the lowest band for a registered nurse is generally AfC band 5, these have been moved and included in the 'nursing support and healthcare assistant' table.

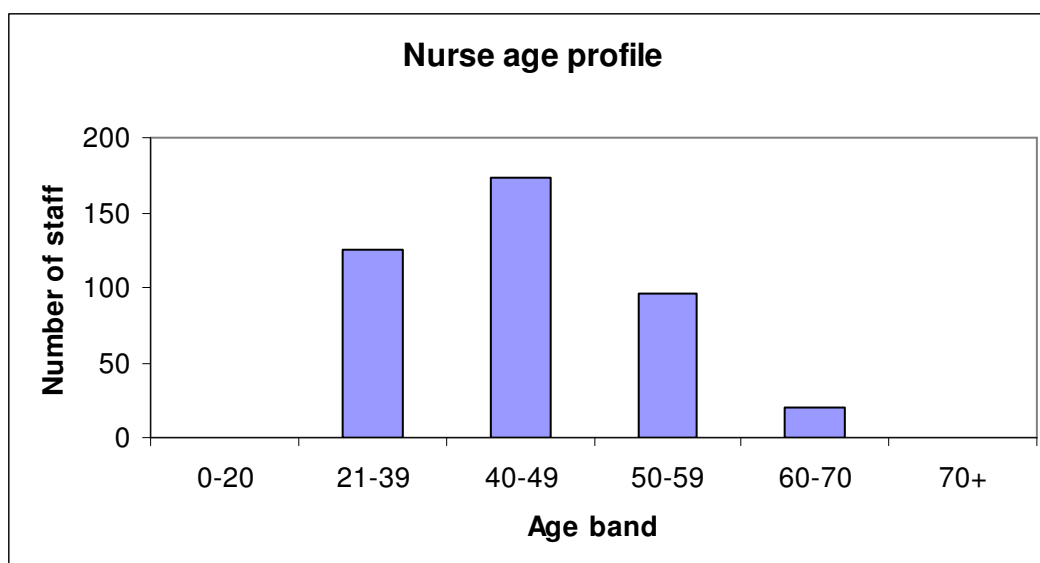
Qualifications	Headcount	FTE
MSc in occupational health	18	14.48
Degree in occupational health	104	87.99
Diploma in occupational health	105	77.75
Certificate in occupational health	49	39.75
Qualified practice teacher	11	10.8
BSc in occupational health & safety	1	1
Post-grad diploma	4	3.6
Masters in public health	1	1
Corporate member IOSH	1	1
Int to OH practice certificate	2	1.96
Health education diploma/Sn certificate	1	1
Diploma in health & safety	1	1
MSc in health policy & public health	2	2
RGN	7	3.5
NEBOSH	3	3
Unknown	146	128.24
TOTAL	456	378.07

5.7.12 Nursing qualifications

Number of nurses' qualifications that are registered on the third part of the NMC register:
 252 Headcount (213.69 FTE) = 48.18%

Age profile	Headcount		FTE	
	Number	%	Number	%
0-20	0	0.0%	0	0.0%
21-39	149	28.5%	124.82	28.7%
40-49	222	42.4%	173.13	39.8%
50-59	120	22.9%	96.65	22.2%
60-70	29	5.5%	20.02	4.6%
70+	0	0.0%	0	0.0%
Unknown	3	0.6%	20.36	4.7%
TOTAL	523	100.0%	434.98	100.0%

5.7.13 Nursing staff age profile



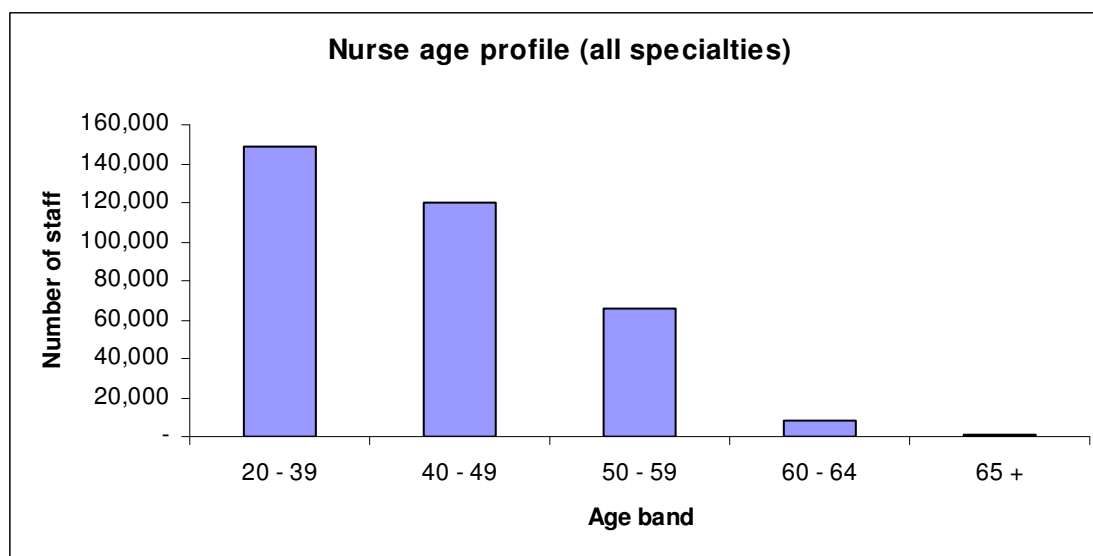
5.7.14 Graphical representation of the nursing staff age profile

This can be compared with the nursing age profile for the whole of the nursing workforce in the NHS. The data used for comparison is from the 2006 Information Centre for Health and Social Care non-medical workforce census.

Age band	20 - 39	40 - 49	50 - 59	60 - 64	65 +	Unknown	Total
Number	148,728	119,781	65,271	8,315	1,087	31,356	374,538

5.7.15 Nursing staff age profile for nurses across all specialties from 2006 Information Centre for Health and Social Care Census

Although the data is not an exact match in terms of age bandings, by comparing the nursing profiles for the occupational health service and the overall census, nurses in occupational health tend to be older. Across all specialties the under 40's are the largest age group for nurses, but this is significantly less so for occupational health. At the other end of the age bands, there is a greater proportion of staff in the 50 – 59 age band and the 60+ staff groups. This would indicate that employees are more likely to be attracted to the service later in life.



5.7.16 Graphical representation of nursing staff age profile for nurses across all specialties from 2006 Information Centre for Health and Social Care Census

Counsellors

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/headcount ratio	Headcount	FTE	Vacancy rate
9	0	0		0	0	
8D	0	0		0	0	
8C	2	1.11	0.56	0	0	0.00%
8B	0	0		0	0	
8A	2	2	1.00	0	0	0.00%
7	28	12.67	0.45	4	4	31.57%
6	52	23.47	0.45	0	0	0.00%
5	11	4.64	0.42	0	0	0.00%
4	0	0		0	0	
3	0	0		0	0	
2	0	0		0	0	
1	3	1	0.33	0	0	0.00%
TOTAL	98	44.89	0.46	4	4	8.91%

5.7.17 Counsellors staff profile and vacancies

Ergonomists

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/headcount ratio	Headcount	FTE	Vacancy rate
9	0	0		0	0	
8D	0	0		0	0	
8C	0	0		0	0	
8B	1	1	1.00	1	1	100.00%
8A	3	2.07	0.69	0	0	0.00%
7	2	1.08	0.54	0	0	0.00%
6	0	0		0	0	
5	0	0		0	0	
4	0	0		0	0	
3	0	0		0	0	
2	0	0		0	0	
1	0	0		0	0	
TOTAL	6	4.15	0.69	1	1	24.10%

5.7.18 Ergonomists staffing profile and vacancies

Occupational health technicians

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/headcount ratio	Headcount	FTE	Vacancy rate
9	0	0		0	0	
8D	0	0		0	0	
8C	0	0		0	0	
8B	0	0		0	0	
8A	0	0		0	0	
7	0	0		0	0	
6	0	0		0	0	
5	0	0		0	0	
4	1	1	1.00	0	0	0.00%
3	4	3.5	0.88	1	0.5	14.29%
2	2	1.8	0.9	0	0	0.00%
1	0	0		0	0	
TOTAL	7	6.3	0.90	1	0.5	7.94%

5.7.19 Occupational health technicians staff profile and vacancies

Physiotherapists

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/headcount ratio	Headcount	FTE	Vacancy rate
9	0	0		0	0	
8D	0	0		0	0	
8C	0	0		0	0	
8B	0	0		0	0	
8A	1	0.5	0.50	0	0	0.00%
7	11	6.8	0.62	0	0	0.00%
6	7	3.4	0.49	0	0	0.00%
5	1	1	1.00	0	0	0.00%
4	0	0		0	0	
3	0	0		0	0	
2	0	0		0	0	
1	0	0		0	0	
TOTAL	20	11.7	0.59	0	0	0.00%

5.7.20 Physiotherapist staff profile and vacancies

Psychologists

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/headcount ratio	Headcount	FTE	Vacancy rate
9	0	0		0	0	
8D	0	0		0	0	
8C	3	2.5	0.83	0	0	0.00%
8B	3	2.14	0.71	0	0	0.00%
8A	2	1.4	0.70	0	0	0.00%
7	1	0.24	0.24	0	0	0.00%
6	0	0		0	0	
5	0	0		0	0	
4	0	0		0	0	
3	0	0		0	0	
2	0	0		0	0	
1	0	0		0	0	
TOTAL	9	6.28	0.70	0	0	0.00%

5.7.21 Psychologist staff profile and vacancies

Nursing support and healthcare assistants

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/headcount ratio	Headcount	FTE	Vacancy rate
9	0	0		0	0	
8D	0	0		0	0	
8C	0	0		0	0	
8B	0	0		0	0	
8A	0	0		0	0	
7	0	0		0	0	
6	0	0		0	0	
5	0	0		0	0	
4	3	2.2	0.73	0	0	0.00%
3	10	9.33	0.93	1	0.4	4.29%
2	6	3.5	0.58	2	2	57.14%
1	0	0		0	0	
TOTAL	19	15.03	0.79	3	2.4	15.97%

5.7.22 Healthcare assistants staff profile and vacancies

Health & safety advisors

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/headcount ratio	Headcount	FTE	Vacancy rate
9	1	1	1.00	0	0	0.00%
8D	0	0		0	0	
8C	1	1	1.00	0	0	0.00%
8B	1	1	1.00	0	0	0.00%
8A	2	2	1.00	0	0	0.00%
7	6	5.3	0.88	0	0	0.00%
6	6	5.8	0.97	0	0	0.00%
5	2	2	1.00	0	0	0.00%
4	1	1	1.00	0	0	0.00%
3	0	0		0	0	
2	0	0		0	0	
1	0	0		0	0	
TOTAL	20	19.1	0.96	0	0	0.00%

5.7.23 Health & safety advisor staff profile and vacancies

Business managers

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/headcount ratio	Headcount	FTE	Vacancy rate
9	0	0		0	0	
8D	0	0		0	0	
8C	3	2.6	0.87	0	0	0.00%
8B	4	4	1.00	1	1	25.00%
8A	1	0.6		0	0	
7	6	5.5	0.92	0	0	0.00%
6	5	4.8	0.96	0	0	0.00%
5	5	3.53	0.71	1	1	28.33%
4	1	0.8	0.80	0	0	0.00%
3	1	0.5	0.50	0	0	0.00%
2	0	0		0	0	
1	0	0		0	0	
TOTAL	26	22.33	0.86	2	2	8.96%

5.7.24 Business manager staff profile and vacancies

Occupational hygienists

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/headcount ratio	Headcount	FTE	Vacancy rate
9	0	0		0	0	
8D	0	0		0	0	
8C	0	0		0	0	
8B	0	0		0	0	
8A	2	2	1.00	0	0	0.00%
7	0	0		0	0	
6	0	0		0	0	
5	0	0		0	0	
4	0	0		0	0	
3	0	0		0	0	
2	0	0		0	0	
1	0	0		0	0	
TOTAL	2	2	1	0	0	0.00%

5.7.25 Occupational hygienist staff profile and vacancies

Complementary therapists

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/headcount ratio	Headcount	FTE	Vacancy rate
9	0	0		0	0	
8D	0	0		0	0	
8C	0	0		0	0	
8B	0	0		0	0	
8A	0	0		0	0	
7	2	0.4	0.20	0	0	0.00%
6	7	0.9	0.13	0	0	0.00%
5	1	0.4	0.40	0	0	0.00%
4	1	0.05	0.05	0	0	0.00%
3	3	0.5	0.17	0	0	
2	0	0		0	0	
1	1	0.25	0.25	0	0	0.00%
TOTAL	15	2.5	0.17	0	0	0.00%

5.7.26 Complementary therapy staff profile and vacancies

Manual handling specialists

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/headcount ratio	Headcount	FTE	Vacancy rate
9	0	0		0	0	
8D	0	0		0	0	
8C	0	0		0	0	
8B	0	0		0	0	
8A	5	4.5	0.90	0	0	0.00%
7	20	18.2	0.91	1	1	5.49%
6	29	21.6	0.74	2	2	9.26%
5	7	6.27	0.90	0	0	0.00%
4	3	2.5	0.83	0	0	0.00%
3	0	0		0	0	
2	0	0		0	0	
1	0	0		0	0	
TOTAL	64	53.07	0.83	3	3	5.65%

5.7.27 Manual handling specialist staffing profile and vacancies

Other staff (total)

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/headcount ratio	Headcount	FTE	Vacancy rate
9	0	0		0	0	
8D	0	0		0	0	
8C	4	3.06	0.77	0	0	0.00%
8B	2	1	0.50	0	0	0.00%
8A	0	0		0	0	
7	3	1.6	0.53	0	0	0.00%
6	12	10.56	0.88	0	0	0.00%
5	19	15.21	0.80	0	0	0.00%
4	69	61.61	0.89	3	3	4.87%
3	113	88.58	0.78	3	2.5	2.82%
2	92	65.35	0.71	4	3.48	5.33%
1	9	6.51	0.72	0	0	0.00%
TOTAL	323	253.48	0.78	10	8.98	3.54%

5.7.28 Other staff groups staff profile and vacancies

Other Staff – of which are administrative and clerical

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/headcount ratio	Headcount	FTE	Vacancy rate
9	0	0		0	0	
8D	0	0		0	0	
8C	0	0		0	0	
8B	0	0		0	0	
8A	0	0		0	0	
7	0	0		0	0	
6	5	5	1.00	0	0	0.00%
5	14	11.4	0.81	0	0	0.00%
4	64	57.6	0.90	3	3	5.21%
3	112	88	0.79	3	2.5	2.84%
2	90	63.9	0.71	4	3.48	5.45%
1	9	6.51	0.72	0	0	0.00%
TOTAL	294	232.41	0.79	10	8.98	3.86%

5.7.29 Administrative and clerical staff profile and vacancies (included in 'other staff total')

Other staff – split by job type

Management: 3 headcount (3 FTE) @ band 8C, no vacancies
 1 headcount (0.6 FTE) @ band 7, no vacancies
 1 headcount (0.81 FTE) @ band 5, no vacancies
 2 headcount (2 FTE) @ band 4, no vacancies

Fire safety: 2 headcount (1.2 FTE) @ band 6, no vacancies

Resuscitation: 1 headcount (1 FTE) @ band 6; no vacancies

First aid: 1 headcount (0.5 FTE) @ band 4; no vacancies

COSSH: 1 headcount (0.65 FTE) @ band 5; no vacancies

Remainder: 17 headcount (11.31 FTE), no vacancies

All the staff groups above are represented to some extent, but many of the occupational health services do not utilise these staff for various reasons. This could be due to costs, inability to recruit appropriate staff, or otherwise. For example, North East SHA is the only SHA to utilise occupational hygienists in their occupational health workforce. This is consistent for many of the allied health professional and healthcare scientist staff groups above.

6.0 Conclusions

The response rate to the survey was 75/240 returns, which equates to around 31%. The first section of the survey related to employees covered by the occupational health service and expected income for these services. This was the most incomplete section of the survey with employee data ranging from 71% (depending on host, other or non-NHS staff groups) to 95% complete, and income data ranging from 52% to 80% complete depending on staff group. Intentions were to look at the expected income per employee but with trusts returning partial information this was not possible. Reasons cited for the low return rate included that the information could not be obtained, or that this information is commercial in confidence.

The average number of staff covered by each occupational health service is just over 22,500 (including host trust and other NHS employees as well as non-NHS employees). However, this varies dramatically between trusts with the smallest service covering 21 employees (Addenbrookes) and the largest 101,500 (The Pennine Acute in Manchester). The expected gross income to services varies vastly between £15,000 and over £3.34m for each trust. It should be noted that for the minimum values the return only included data from one of the three groups of staff.

The workforce profile of the occupational service, as represented by the 75 trusts included in this analysis, varies across strategic health authorities and as well as across trusts within the SHA area. All staff groups identified as working within the occupational health service are being utilised in some form in some areas, although again this varies dramatically. For example, ergonomists and complementary therapists are employed in the service in four of 10 of the SHAs. Occupational hygienists are only employed in North East SHA and only in one trust – Newcastle.

Broadly similar results can be seen when comparing medical staff numbers from the survey, specifically consultants for occupational health, with data from the 2005 and 2006 Information Centre for Health and Social Care Censuses. The Censuses cover the whole of the NHS workforce in England and, as such, should be far higher than the results from the survey which only covers about 30% of the country.

The vacancies for each staff group and SHA were requested. From this the vacancy rate was calculated. The total number of vacancies across the service is quite low with 72.7 FTE vacancies equating to a rate of 7.31%. It should be noted that the vacancy rates for the smaller represented staff groups will tend to be very high due to the low workforce numbers. The nursing staff group in London has a vacancy rate of 25% which is substantially higher than in other geographical area or staff group, although high rates are seen in other staff groups due to small numbers.

The age profiles for the consultants and nursing staff show that the occupational health workforce employs, on average, slightly older employees. This suggests that people are attracted to this specialty later in life.

Staff labelled as 'other' were collated together and displayed in one table. They accounted for over a quarter of the occupational health workforce. The vast majority of these were administrative and clerical staff although the breakdown of this group is shown in the results section of the report.

Appendix 1 – Occupational health workforce survey

health at work



Occupational health workforce survey

Please complete this questionnaire electronically in Microsoft Word and return it by email as per the instructions in the accompanying letter.

About this occupational health service

Name of service:	
Location:	Please select from one list only: A-M: Please select... N-Z: Please select...
Number of employees (headcount) covered by the service at 31 st March 2007:	0 Host NHS Trust employees 0 Other NHS employees 0 Non-NHS employees
Expected gross income for 2006-2007:	£0.00 for services to the host Trust £0.00 for services to other NHS organisations £0.00 for non NHS organisations

(Medical) consultants

	Headcount	Full time equivalent
Number of staff*:	0	0.00
Number of vacancies at 31 st March 2007:	0	0.00
How many are listed on the specialist register?	0	0.00

How many hold the following occupational health qualifications?

Qualification	Headcount	Full time equivalent
F/M FOM	0	0.00
AFOM	0	0.00
D occupational medicine	0	0.00
MSc in occupational health	0	0.00
Other (please specify)	0	0.00
Other (please specify)	0	0.00
Other (please specify)	0	0.00

What is the current age profile of your consultant workforce?

Age	Headcount	Full time equivalent
21-39	0	0.00
40-49	0	0.00
50-59	0	0.00
60-70	0	0.00
70+	0	0.00

Other Medical Staff

	Headcount	Full time equivalent
Number of staff*:	0	0.00
Number of vacancies at 31 st March 2007:	0	0.00
How many are listed on the specialist register?	0	0.00

How many hold the following occupational health qualifications?

Qualification	Headcount	Full time equivalent
F/M FOM	0	0.00
AFOM	0	0.00
D occupational medicine	0	0.00
MSc in occupational health	0	0.00
Other (please specify)	0	0.00
Other (please specify)	0	0.00
Other (please specify)	0	0.00

Specialist Medical Registrars

	Headcount	Full time equivalent
Number of staff employed*:	0	0.00

How many hold the following occupational health qualifications?

Qualification	Headcount	Full time equivalent
AFOM	0	0.00
D occupational medicine	0	0.00
MSc in occupational health	0	0.00
Other (please specify)	0	0.00
Other (please specify)	0	0.00
Other (please specify)	0	0.00

Nurses

Agenda for Change band (or equivalent)	Number of staff*		Vacancies at 31 st March 2007	
	Headcount	Full time equivalent	Headcount	Full time equivalent
Band 9	0	0.00	0	0.00
Band 8D	0	0.00	0	0.00
Band 8C	0	0.00	0	0.00
Band 8B	0	0.00	0	0.00
Band 8A	0	0.00	0	0.00
Band 7	0	0.00	0	0.00
Band 6	0	0.00	0	0.00
Band 5	0	0.00	0	0.00
Band 4	0	0.00	0	0.00
Band 3	0	0.00	0	0.00
Band 2	0	0.00	0	0.00
Band 1	0	0.00	0	0.00

	Headcount	Full time equivalent
How many nurses' qualifications are registered on the third part of the NMC register?	0	0.00

How many hold the following occupational health qualifications?

(Note: If more than one qualification is held, please enter the nurse's highest qualification)

Qualification	Headcount	Full time equivalent
MSc in occupational health	0	0.00
Degree in occupational health	0	0.00
Diploma in occupational health	0	0.00

Certificate in occupational health		0	0.00
Qualified practice teacher		0	0.00
Other (please specify)		0	0.00

What is the current age profile of your nursing workforce?

Age	Headcount	Full time equivalent
0-20	0	0.00
21-39	0	0.00
40-49	0	0.00
50-59	0	0.00
60-70	0	0.00
70+	0	0.00

6. Counsellors

Agenda for Change band (or equivalent)	Number of staff*		Vacancies at 31 st March 2007	
	Headcount	Full time equivalent	Headcount	Full time equivalent
Band 9	0	0.00	0	0.00
Band 8D	0	0.00	0	0.00
Band 8C	0	0.00	0	0.00
Band 8B	0	0.00	0	0.00
Band 8A	0	0.00	0	0.00
Band 7	0	0.00	0	0.00
Band 6	0	0.00	0	0.00
Band 5	0	0.00	0	0.00
Band 4	0	0.00	0	0.00
Band 3	0	0.00	0	0.00
Band 2	0	0.00	0	0.00
Band 1	0	0.00	0	0.00

7. Ergonomists

Agenda for Change band (or equivalent)	Number of staff*		Vacancies at 31 st March 2007	
	Headcount	Full time equivalent	Headcount	Full time equivalent
Band 9	0	0.00	0	0.00
Band 8D	0	0.00	0	0.00
Band 8C	0	0.00	0	0.00
Band 8B	0	0.00	0	0.00
Band 8A	0	0.00	0	0.00
Band 7	0	0.00	0	0.00
Band 6	0	0.00	0	0.00
Band 5	0	0.00	0	0.00
Band 4	0	0.00	0	0.00
Band 3	0	0.00	0	0.00
Band 2	0	0.00	0	0.00
Band 1	0	0.00	0	0.00

8. Occupational health technicians

Agenda for Change band (or equivalent)	Number of staff*		Vacancies at 31 st March 2007	
	Headcount	Full time equivalent	Headcount	Full time equivalent
Band 9	0	0.00	0	0.00
Band 8D	0	0.00	0	0.00
Band 8C	0	0.00	0	0.00
Band 8B	0	0.00	0	0.00
Band 8A	0	0.00	0	0.00
Band 7	0	0.00	0	0.00
Band 6	0	0.00	0	0.00
Band 5	0	0.00	0	0.00
Band 4	0	0.00	0	0.00
Band 3	0	0.00	0	0.00
Band 2	0	0.00	0	0.00
Band 1	0	0.00	0	0.00

Please list the qualifications held by occupational health technicians:

9. Physiotherapists

Agenda for Change band (or equivalent)	Number of staff*		Vacancies at 31 st March 2007	
	Headcount	Full time equivalent	Headcount	Full time equivalent
Band 9	0	0.00	0	0.00
Band 8D	0	0.00	0	0.00
Band 8C	0	0.00	0	0.00
Band 8B	0	0.00	0	0.00
Band 8A	0	0.00	0	0.00
Band 7	0	0.00	0	0.00
Band 6	0	0.00	0	0.00
Band 5	0	0.00	0	0.00
Band 4	0	0.00	0	0.00
Band 3	0	0.00	0	0.00
Band 2	0	0.00	0	0.00
Band 1	0	0.00	0	0.00

10. Psychologists

Agenda for Change band (or equivalent)	Number of staff*		Vacancies at 31 st March 2007	
	Headcount	Full time equivalent	Headcount	Full time equivalent
Band 9	0	0.00	0	0.00
Band 8D	0	0.00	0	0.00
Band 8C	0	0.00	0	0.00
Band 8B	0	0.00	0	0.00
Band 8A	0	0.00	0	0.00
Band 7	0	0.00	0	0.00
Band 6	0	0.00	0	0.00
Band 5	0	0.00	0	0.00
Band 4	0	0.00	0	0.00
Band 3	0	0.00	0	0.00
Band 2	0	0.00	0	0.00
Band 1	0	0.00	0	0.00

11. Healthcare assistants

Agenda for Change band (or equivalent)	Number of staff*		Vacancies at 31 st March 2007	
	Headcount	Full time equivalent	Headcount	Full time equivalent
Band 9	0	0.00	0	0.00
Band 8D	0	0.00	0	0.00
Band 8C	0	0.00	0	0.00
Band 8B	0	0.00	0	0.00
Band 8A	0	0.00	0	0.00
Band 7	0	0.00	0	0.00
Band 6	0	0.00	0	0.00
Band 5	0	0.00	0	0.00
Band 4	0	0.00	0	0.00
Band 3	0	0.00	0	0.00
Band 2	0	0.00	0	0.00
Band 1	0	0.00	0	0.00

12. Designated health and safety advisors

Agenda for Change band (or equivalent)	Number of staff*		Vacancies at 31 st March 2007	
	Headcount	Full time equivalent	Headcount	Full time equivalent
Band 9	0	0.00	0	0.00
Band 8D	0	0.00	0	0.00
Band 8C	0	0.00	0	0.00
Band 8B	0	0.00	0	0.00
Band 8A	0	0.00	0	0.00
Band 7	0	0.00	0	0.00
Band 6	0	0.00	0	0.00
Band 5	0	0.00	0	0.00
Band 4	0	0.00	0	0.00
Band 3	0	0.00	0	0.00
Band 2	0	0.00	0	0.00
Band 1	0	0.00	0	0.00

13. Business managers

Agenda for Change band (or equivalent)	Number of staff*		Vacancies at 31 st March 2007	
	Headcount	Full time equivalent	Headcount	Full time equivalent
Band 9	0	0.00	0	0.00
Band 8D	0	0.00	0	0.00
Band 8C	0	0.00	0	0.00
Band 8B	0	0.00	0	0.00
Band 8A	0	0.00	0	0.00
Band 7	0	0.00	0	0.00
Band 6	0	0.00	0	0.00
Band 5	0	0.00	0	0.00
Band 4	0	0.00	0	0.00
Band 3	0	0.00	0	0.00
Band 2	0	0.00	0	0.00
Band 1	0	0.00	0	0.00

14. Occupational hygienists

Agenda for Change band (or equivalent)	Number of staff*		Vacancies at 31 st March 2007	
	Headcount	Full time equivalent	Headcount	Full time equivalent
Band 9	0	0.00	0	0.00
Band 8D	0	0.00	0	0.00
Band 8C	0	0.00	0	0.00
Band 8B	0	0.00	0	0.00
Band 8A	0	0.00	0	0.00
Band 7	0	0.00	0	0.00
Band 6	0	0.00	0	0.00
Band 5	0	0.00	0	0.00
Band 4	0	0.00	0	0.00
Band 3	0	0.00	0	0.00
Band 2	0	0.00	0	0.00
Band 1	0	0.00	0	0.00

15. Complimentary therapists

Agenda for Change band (or equivalent)	Number of staff*		Vacancies at 31 st March 2007	
	Headcount	Full time equivalent	Headcount	Full time equivalent
Band 9	0	0.00	0	0.00
Band 8D	0	0.00	0	0.00
Band 8C	0	0.00	0	0.00
Band 8B	0	0.00	0	0.00
Band 8A	0	0.00	0	0.00
Band 7	0	0.00	0	0.00
Band 6	0	0.00	0	0.00
Band 5	0	0.00	0	0.00
Band 4	0	0.00	0	0.00
Band 3	0	0.00	0	0.00
Band 2	0	0.00	0	0.00
Band 1	0	0.00	0	0.00

16. Manual handling specialists

Agenda for Change band (or equivalent)	Number of staff*		Vacancies at 31 st March 2007	
	Headcount	Full time equivalent	Headcount	Full time equivalent
Band 9	0	0.00	0	0.00
Band 8D	0	0.00	0	0.00
Band 8C	0	0.00	0	0.00
Band 8B	0	0.00	0	0.00
Band 8A	0	0.00	0	0.00
Band 7	0	0.00	0	0.00
Band 6	0	0.00	0	0.00
Band 5	0	0.00	0	0.00
Band 4	0	0.00	0	0.00
Band 3	0	0.00	0	0.00
Band 2	0	0.00	0	0.00
Band 1	0	0.00	0	0.00

17. Other staff group: (title)

Agenda for Change band (or equivalent)	Number of staff*		Vacancies at 31 st March 2007	
	Headcount	Full time equivalent	Headcount	Full time equivalent
Band 9	0	0.00	0	0.00
Band 8D	0	0.00	0	0.00
Band 8C	0	0.00	0	0.00
Band 8B	0	0.00	0	0.00
Band 8A	0	0.00	0	0.00
Band 7	0	0.00	0	0.00
Band 6	0	0.00	0	0.00
Band 5	0	0.00	0	0.00
Band 4	0	0.00	0	0.00
Band 3	0	0.00	0	0.00
Band 2	0	0.00	0	0.00
Band 1	0	0.00	0	0.00

18. Other staff group: (title)

Agenda for Change band (or equivalent)	Number of staff*		Vacancies at 31 st March 2007	
	Headcount	Full time equivalent	Headcount	Full time equivalent
Band 9	0	0.00	0	0.00
Band 8D	0	0.00	0	0.00
Band 8C	0	0.00	0	0.00
Band 8B	0	0.00	0	0.00
Band 8A	0	0.00	0	0.00
Band 7	0	0.00	0	0.00
Band 6	0	0.00	0	0.00
Band 5	0	0.00	0	0.00
Band 4	0	0.00	0	0.00
Band 3	0	0.00	0	0.00
Band 2	0	0.00	0	0.00
Band 1	0	0.00	0	0.00

19. Other staff group: (title)

Agenda for Change band (or equivalent)	Number of staff*		Vacancies at 31 st March 2007	
	Headcount	Full time equivalent	Headcount	Full time equivalent
Band 9	0	0.00	0	0.00
Band 8D	0	0.00	0	0.00
Band 8C	0	0.00	0	0.00
Band 8B	0	0.00	0	0.00
Band 8A	0	0.00	0	0.00
Band 7	0	0.00	0	0.00
Band 6	0	0.00	0	0.00
Band 5	0	0.00	0	0.00
Band 4	0	0.00	0	0.00
Band 3	0	0.00	0	0.00
Band 2	0	0.00	0	0.00
Band 1	0	0.00	0	0.00