



NHS Occupational Health Workforce Survey 2009

Analysed by the Workforce Review Team



NHS Occupational Health Workforce Survey 2009

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1. Foreword

NHS Plus designed and commissioned the first survey of the NHS occupational health workforce in early 2007. The survey results were analysed by the NHS Workforce Review Team. This was the first survey of its kind and provided useful baseline information drawn from 75 responding NHS occupational health units.

The 2007 survey demonstrated wide variety in the design and structure of NHS occupational health workforces across the NHS, an age profile that was significantly older than in the general NHS workforce and, not surprisingly, a higher nursing vacancy rate in London and the South East.

The report was submitted as evidence to the 2008 Black Review of the Health of the Working Age Population and was also submitted to the 2009 Boorman Review. In 2009 we decided to repeat the survey based upon the range of roles, headcount, qualifications, salary grades in use, vacancies and geographical distribution of the NHS occupational health workforce in England at 30 September 2009. We again commissioned the NHS Workforce Review Team to analyse the results.

The resulting report is enclosed and was launched at a NHS Plus Network Conference arranged for Wednesday 20 January 2010.

The NHS Plus team hopes that the content of the report will be utilised by individual departments to compare their service design with others when considering how future developments should take place. We also intend that the broader results will help to inform occupational health workforce planning more generally and help indicate training requirements for the future.

Dr C Harling

Director, NHS Plus

January 2010

2. NHS Plus

NHS Plus was originally launched in November 2001 with the aim of increasing the availability of occupational health (OH) services for small and medium sized employers (SMEs) in England and using any surplus to improve the provision of OH services for the NHS workforce. Following the publication of the Health, Work and Well Being (HWWB) strategy, a three year programme of work was initiated under the NHS Plus brand in April 2006 and this was extended for a further three years in April 2009, following the publication of the Black Response.

Our mission:

To increase the quality and delivery of health and work services and support the broader Health, Work and Wellbeing Strategy through:

- *Helping develop the NHS as a model employer*
- *Delivering services to other public sector bodies and smaller businesses*
- *Supporting the development of quality occupational health practices*

NHS Plus is funded by the Department of Health and hosted by Plymouth Hospitals NHS Trust. Our overall work programme is currently performance managed through a Service Level Agreement with the Department of Health.

Further information on NHS Plus, our network of providers and our work strands can be found at www.nhsplus.nhs.uk.

3. Executive summary

NHS Plus is a Network of over 110 NHS occupational health services in England. The Network undertook the first workforce survey in 2007 and decided to repeat the exercise in 2009 to identify emerging issues and trends. The 2009 NHS Occupational Health Workforce Survey was undertaken in autumn 2009.

The total number of NHS occupational health units to whom survey questionnaires were sent was 175 (all NHS OH units) and attracted 62 completed questionnaires, a sample size of 35%. 33 of the 2009 respondent organisations also participated in the 2007 survey and provided invaluable information to help identify trends in the NHS OH workforce. The analysis of the collected data was undertaken by the NHS Workforce Review Team.

The report comprises three main sections.

The first section [5.1 – 5.3] analyses the responses by SHA geographical region in the form of summary workforce charts [Christmas Trees]. These charts facilitate the comparison of workforce profiles across the country.

The second section [5.4 – 5.9] analyses the data by occupational group and the third [6] compares and discusses the 2007 and 2009 survey results.

The following main conclusions are drawn from the responses to the 2009 survey:

- Wide variations exist between services in the proportion of doctors, registered nurses and administrative and clerical staff of the total occupational health workforce
- There are wide variations between services across the Network in the use of Agenda for Change pay grades
- There is an urgent need to review the workforce requirement, training and recruitment of doctors in NHS occupational health services
- An expansion has taken place in the occupational health workforce in the 33 services that participated in both 2007 and 2009
- Less than half of respondents utilise the skills of occupational health technicians and healthcare support workers to complement professionally registered clinical staff

Overall, it is pleasing that a clear investment has taken place in the occupational health workforce in the 33 services that responded in both 2007 and 2009. However, there continues to be a wide variation in skill mix, workforce proportions and Agenda for Change grading across the NHS Plus Network.

Further research is required to better understand the relationship between different OH workforce models, service efficiency and clinical outcomes.

4. Scope of the survey

The survey was sent out to all trusts with an occupational health service (175 units in total). Table 1 shows the number of returns received, on time, to be included in the analysis. 62 surveys were received by WRT for inclusion in the analysis. This represents a sample size of approximately 35%. The table shows a comparison of the number of surveys returned during the 2007 and 2009 occupational health workforce surveys, split by SHA.

SHA	Number of completed surveys received		Trusts which responded in both 2007 & 2009
	2007	2009	
East Midlands	3	3	2
East of England	12	10	5
London	12	10	6
North East	4	4	1
North West	7	6	1
South Central	6	6	4
South East Coast	11	5	4
South West	9	8	3
West Midlands	6	5	2
Yorkshire & the Humber	5	5	5
TOTAL	75	62	33

Table 1. Number of completed returns received and included in analysis 2007 & 2009

5. 2009 survey data

5.1 Workforce overview

Table 2 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. Figure 1 is a visual representation of the table and shows the relative proportions of each staff group and at each AfC level. This is 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 however have some limitations:

- their effectiveness is dependent on data quality
- allocation of some staff groups requires assumptions, sometimes based on limited information and can be open to different interpretations
- some staff groups could be involved in more than one area of activity and effective mapping of this requires detailed data on working patterns

Several assumptions were required to map the medical staff onto AfC bands as they were not covered by the Agenda for Change programme. This is done by creating a Career Framework Level (CFL) which considered skill and experience to allow comparisons of medical and non medical staff groups. In the Career Framework Level system it is assumed that consultants are at a level equivalent to that of AfC band 9, and doctors on the specialist register not holding a consultant appointment are equivalent to band 8. The trainee doctors holding an NTN or NTN(l) were defined as level 7, and 'other medical' staff were therefore assumed to be at a lower level, and defined as level 6. This CFL is created solely for the purposes of this report and is not intended for any other use.

From the table it can be seen that over 45% of the service is made up of registered nurses, while administrative and clerical workers account for over 30% 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 at each level would remain the same.

Band	FTE										Total	As a percentage of the workforce
	Non-NHS	1	2	3	4	5	6	7	8	9		
Medical directly employed	0.00	0.00	0.00	0.00	0.00	0.00	2.80	7.90	11.66	42.14	64.50	7.2%
Medical not directly employed	0.00	0.00	0.00	0.00	0.00	0.00	1.14	2.00	1.60	4.70	9.44	1.1%
Registered nurses	1.67	0.00	0.00	0.00	0.00	109.28	119.26	109.18	53.01	0.00	392.40	43.9%
Healthcare assistants	0.00	0.00	1.00	5.10	0.00	0.00	0.00	0.00	0.00	0.00	6.10	0.7%
Occupational health technicians	0.00	0.00	0.67	2.00	4.27	0.00	0.00	0.00	0.00	0.00	6.94	0.8%
Physiotherapists	3.05	0.00	0.00	0.00	0.00	0.00	4.88	10.49	1.11	0.00	19.53	2.2%
Ergonomists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00	0.00	2.00	0.2%
Manual handling specialists	0.00	0.00	0.00	0.40	2.20	3.40	7.40	14.74	0.71	0.00	28.85	3.2%
Psychologists	0.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.20	0.00	5.10	0.6%
Counsellors	19.91	0.00	0.00	0.00	0.00	1.60	10.87	16.53	2.00	0.00	50.91	5.7%
Business managers	1.00	0.00	0.00	0.00	0.00	0.00	7.00	3.60	9.00	0.00	20.60	2.3%
Admin and clerical staff	0.00	1.50	69.54	104.00	70.08	15.90	5.00	0.00	1.00	0.00	267.02	29.9%
Complementary therapists	0.79	0.00	2.60	0.00	2.80	1.00	0.00	0.00	0.00	0.00	7.19	0.8%
Health and safety advisors	0.00	0.00	0.00	0.00	0.00	1.00	2.00	5.00	3.00	0.00	11.00	1.2%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.50	1.80	0.00	0.00	2.30	0.3%
Total	27.32	1.50	73.81	111.50	79.35	132.18	160.35	170.94	90.09	46.84	893.88	100.0%
As a percentage of the workforce	3.1%	0.2%	8.3%	12.5%	8.9%	14.8%	17.9%	19.1%	10.1%	5.2%		

Table 2. Total occupational health service workforce including AfC bandings

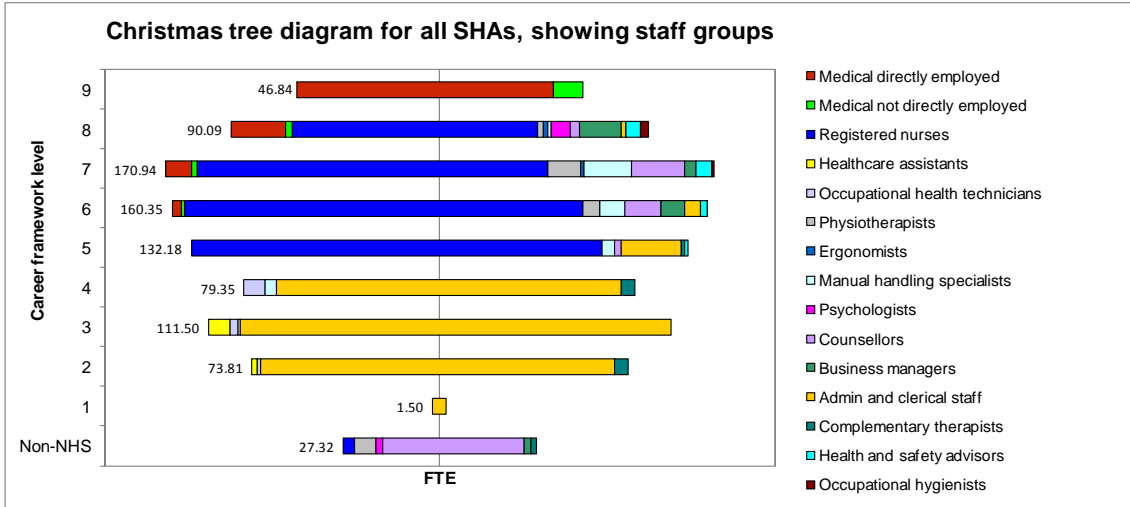


Figure 1. Christmas tree showing total occupational health workforce (for 62 trusts)

5.2 Strategic Health Authorities

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. A discussion of the trends in the SHA Christmas trees is available at the end of this section.

East of England (10)

Band	FTE									Total	As a percentage of the workforce	
	Non-NHS	1	2	3	4	5	6	7	8			9
Medical directly employed	0.00	0.00	0.00	0.00	0.00	0.00	1.09	2.00	2.17	5.04	10.30	10.2%
Medical not directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.49	0.00	0.35	0.30	1.14	1.1%
Registered nurses	0.00	0.00	0.00	0.00	0.00	0.00	9.30	13.33	14.44	4.60	41.67	41.2%
Healthcare assistants	0.00	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	0.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.67	0.7%
Physiotherapists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.40	0.00	0.00	0.40	0.4%
Ergonomists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	1.0%
Manual handling specialists	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00	0.00	0.00	2.00	2.0%
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%
Counsellors	0.45	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	1.45	1.4%
Business managers	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00	2.00	2.0%
Admin and clerical staff	0.00	0.00	5.41	23.14	7.89	1.00	1.00	0.00	0.00	0.00	38.44	38.0%
Complementary 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%
Health and safety advisors	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	2.00	2.0%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Total	0.45	0.00	6.08	23.14	7.89	11.30	16.91	19.84	10.12	5.34	101.07	100.0%
As a percentage of the workforce	0.4%	0.0%	6.0%	22.9%	7.8%	11.2%	16.7%	19.6%	10.0%	5.3%		

Table 3. East of England SHA occupational health service workforce including AfC bandings

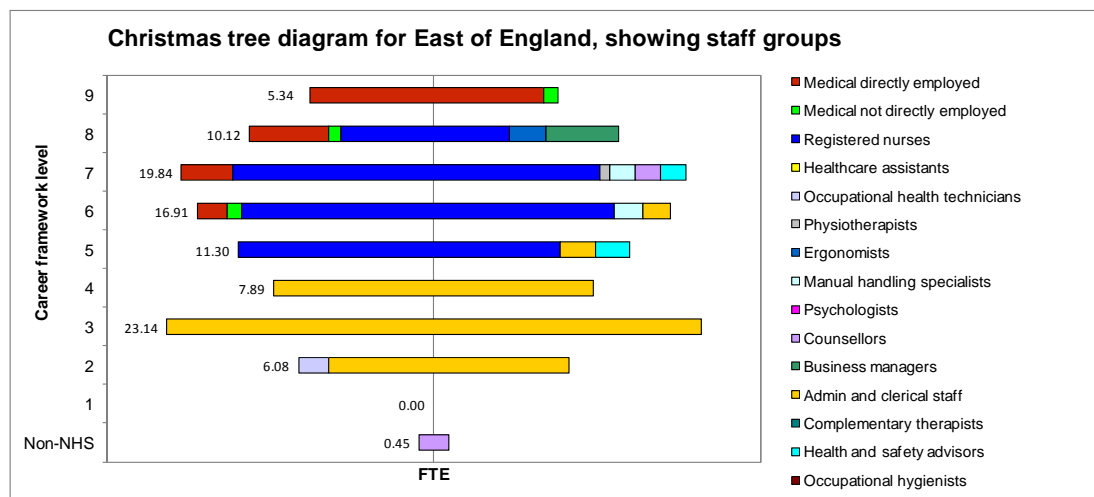


Figure 2. Christmas tree showing total occupational health workforce for the 10 East of England trusts providing completed surveys

East Midlands (3)

Band	FTE										Total	As a percentage of the workforce
	Non-NHS	1	2	3	4	5	6	7	8	9		
Medical directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.20	0.00	0.00	2.00	2.20	5.6%
Medical not directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.40	0.40	1.0%
Registered nurses	0.00	0.00	0.00	0.00	0.00	6.76	7.10	2.30	2.00	0.00	18.16	45.9%
Healthcare assistants	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	2.5%
Occupational health technicians	0.00	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	0.61	0.67	0.00	0.00	1.28	3.2%
Ergonomists	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	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	0.00	0.0%
Counsellors	0.00	0.00	0.00	0.00	0.00	0.00	0.60	0.00	0.00	0.00	0.60	1.5%
Business managers	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	2.5%
Admin and clerical staff	0.00	0.00	2.80	7.60	3.80	0.75	0.00	0.00	0.00	0.00	14.95	37.8%
Complementary 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%
Health and safety advisors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Total	0.00	0.00	3.80	7.60	3.80	7.51	9.51	2.97	2.00	2.40	39.59	100.0%
As a percentage of the workforce	0.0%	0.0%	9.6%	19.2%	9.6%	19.0%	24.0%	7.5%	5.1%	6.1%		

Table 4. East Midlands SHA occupational health service workforce including Agenda for Change bandings

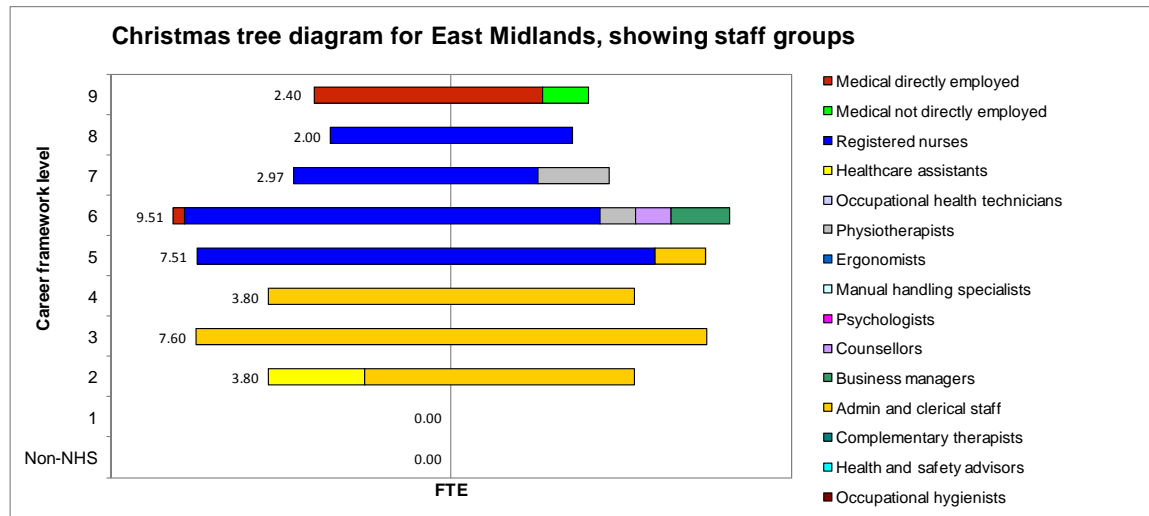


Figure 3. Christmas tree showing total occupational health workforce for the 3 East Midlands trusts providing completed surveys

London (10)

Band	FTE										Total	As a percentage of the workforce
	Non-NHS	1	2	3	4	5	6	7	8	9		
Medical directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.20	2.00	3.70	7.00	12.90	7.6%
Medical not directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.60	2.15	2.75	1.6%
Registered nurses	0.00	0.00	0.00	0.00	0.00	20.60	19.04	30.00	12.80	0.00	82.44	48.8%
Healthcare assistants	0.00	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	1.2%
Occupational health technicians	0.00	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	1.00	0.00	0.00	1.00	0.6%
Ergonomists	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	0.00	0.00	1.00	1.40	0.00	0.00	2.40	1.4%
Psychologists	0.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.20	0.00	4.00	2.4%
Counsellors	1.30	0.00	0.00	0.00	0.00	0.00	3.20	2.70	2.00	0.00	9.20	5.5%
Business managers	0.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00	1.00	0.00	3.00	1.8%
Admin and clerical staff	0.00	0.00	7.54	15.00	14.92	4.60	3.00	0.00	0.00	0.00	45.06	26.7%
Complementary therapists	0.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.0%
Health and safety advisors	0.00	0.00	0.00	0.00	0.00	0.00	1.00	2.00	1.00	0.00	4.00	2.4%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Total	2.15	0.00	7.54	17.00	14.92	25.20	29.44	39.10	24.30	9.15	168.80	100.0%
As a percentage of the workforce	1.3%	0.0%	4.5%	10.1%	8.8%	14.9%	17.4%	23.2%	14.4%	5.4%		

Table 5. London SHA occupational health service workforce including AfC bandings

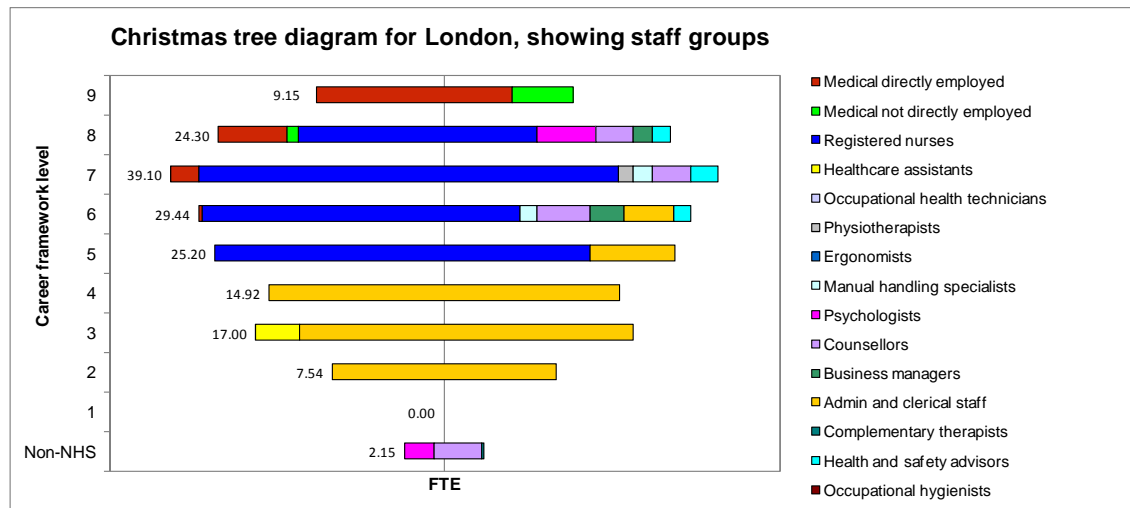


Figure 4. Christmas tree showing total occupational health workforce for the 10 London trusts providing completed surveys

North East (4)

Band	FTE									Total	As a percentage of the workforce	
	Non-NHS	1	2	3	4	5	6	7	8			9
Medical directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.25	0.00	0.60	5.50	6.35	9.1%
Medical not directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00	0.00	2.00	2.9%
Registered nurses	0.00	0.00	0.00	0.00	0.00	10.54	7.60	2.34	4.00	0.00	24.48	35.1%
Healthcare assistants	0.00	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	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.4%
Physiotherapists	0.00	0.00	0.00	0.00	0.00	0.00	0.50	3.42	1.00	0.00	4.92	7.1%
Ergonomists	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	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	0.80	0.00	0.80	1.1%
Counsellors	0.80	0.00	0.00	0.00	0.00	0.00	1.00	1.00	0.00	0.00	2.80	4.0%
Business managers	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	1.4%
Admin and clerical staff	0.00	0.00	8.10	7.10	2.00	0.00	0.00	0.00	1.00	0.00	18.20	26.1%
Complementary therapists	0.00	0.00	2.60	0.00	2.80	1.00	0.00	0.00	0.00	0.00	6.40	9.2%
Health and safety advisors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.80	0.00	1.80	2.6%
Total	0.80	0.00	10.70	8.10	4.80	11.54	9.35	8.76	10.20	5.50	69.75	100.0%
As a percentage of the workforce	1.1%	0.0%	15.3%	11.6%	6.9%	16.5%	13.4%	12.6%	14.6%	7.9%		

Table 6. North East SHA occupational health service workforce including AfC bandings

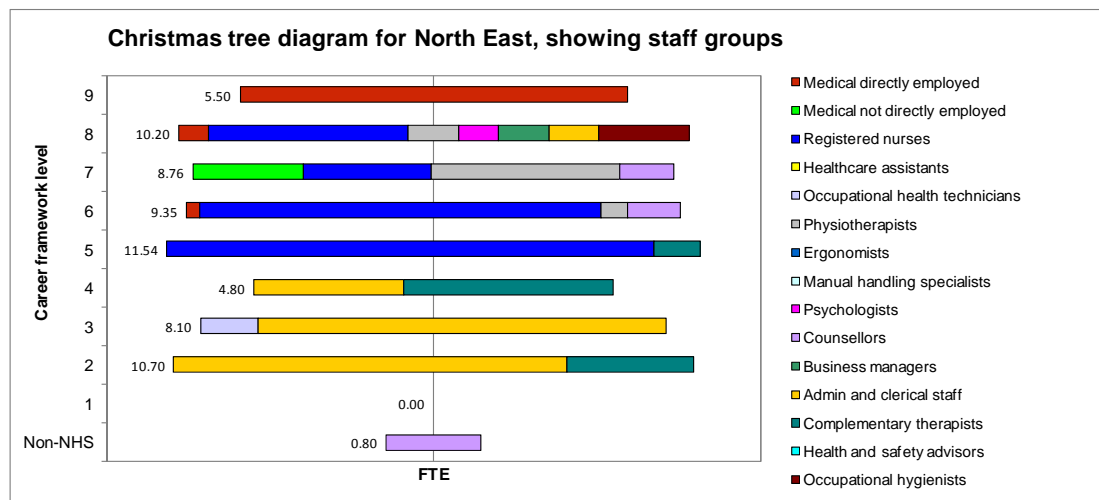


Figure 5. Christmas tree showing total occupational health workforce for the 4 North East trusts providing completed surveys

North West (6)

Band	FTE										Total
	Non-NHS	1	2	3	4	5	6	7	8	9	
Medical directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.04	2.60	2.64
Medical not directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50	0.50
Registered nurses	0.00	0.00	0.00	0.00	0.00	7.65	5.20	5.60	2.80	0.00	21.25
Healthcare assistants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational health technicians	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Physiotherapists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.60	0.00	0.00	0.60
Ergonomists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Manual handling specialists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	1.00
Psychologists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Counsellors	0.00	0.00	0.00	0.00	0.00	0.00	0.65	0.60	0.00	0.00	1.25
Business managers	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00
Admin and clerical staff	0.00	0.00	6.53	2.20	2.64	0.00	0.00	0.00	0.00	0.00	11.37
Complementary therapists	0.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.14
Health and safety advisors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	0.14	0.00	6.53	2.20	2.64	7.65	6.85	7.80	2.84	3.10	39.75
As a percentage of the workforce	0.4%	0.0%	16.4%	5.5%	6.6%	19.2%	17.2%	19.6%	7.1%	7.8%	

Table 7. North West SHA occupational health service workforce including AfC bandings

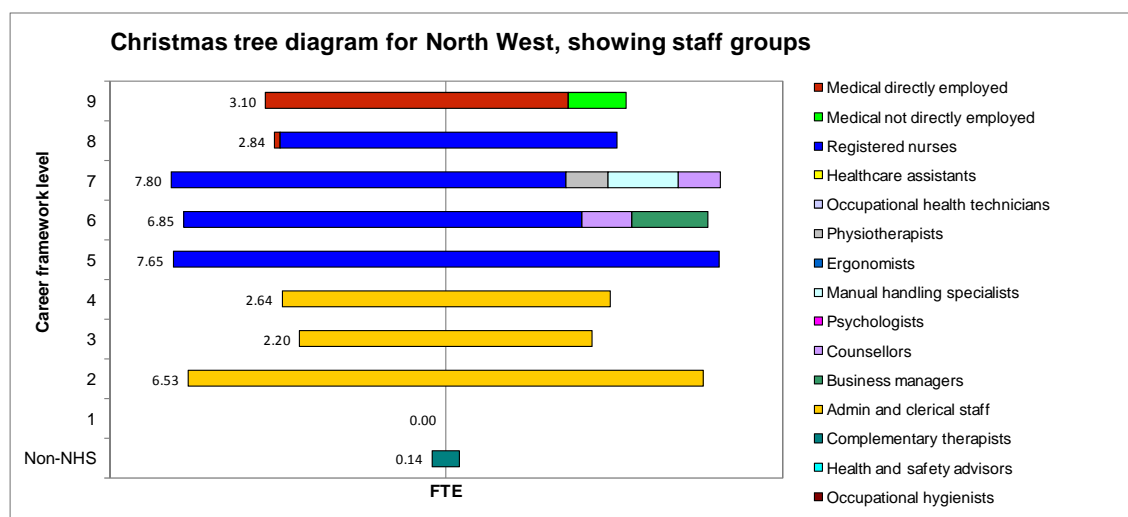


Figure 6. Christmas tree showing total occupational health workforce for the 6 North West trusts providing completed surveys

South Central (6)

Band	FTE										Total
	Non-NHS	1	2	3	4	5	6	7	8	9	
Medical directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.14	2.90	4.04
Medical not directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.40	0.41	0.81
Registered nurses	1.27	0.00	0.00	0.00	0.00	7.30	20.11	9.56	7.46	0.00	45.70
Healthcare assistants	0.00	0.00	0.00	0.10	0.00	0.00	0.00	0.00	0.00	0.00	0.10
Occupational health technicians	0.00	0.00	0.00	1.00	1.00	0.00	0.00	0.00	0.00	0.00	2.00
Physiotherapists	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.50	0.11	0.00	1.61
Ergonomists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Manual handling specialists	0.00	0.00	0.00	0.00	0.00	2.40	3.00	2.40	0.00	0.00	7.80
Psychologists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Counsellors	5.00	0.00	0.00	0.00	0.00	0.00	0.00	2.70	0.00	0.00	7.70
Business managers	1.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00	1.00	0.00	4.00
Admin and clerical staff	0.00	0.00	8.68	7.89	7.31	0.00	0.00	0.00	0.00	0.00	23.88
Complementary therapists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Health and safety advisors	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00	1.00	0.00	3.00
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	7.27	0.00	8.68	8.99	8.31	9.70	27.11	16.16	11.11	3.31	100.64
As a percentage of the workforce	7.2%	0.0%	8.6%	8.9%	8.3%	9.6%	26.9%	16.1%	11.0%	3.3%	

Table 8. South Central SHA occupational health service workforce including AfC bandings

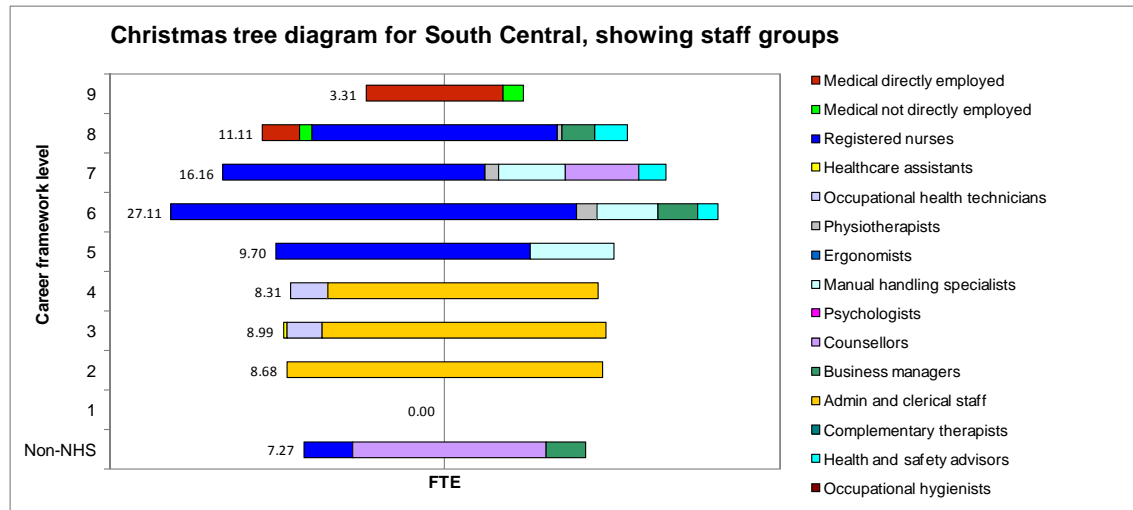


Figure 7. Christmas tree showing total occupational health workforce for the 6 South Central trusts providing completed surveys

South East Coast (5)

Band	FTE									Total	As a percentage of the workforce	
	Non-NHS	1	2	3	4	5	6	7	8			9
Medical directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.24	0.00	0.00	2.30	2.54	6.5%
Medical not directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.20	0.20	0.5%
Registered nurses	0.40	0.00	0.00	0.00	0.00	0.00	2.70	6.35	6.30	4.80	20.55	52.6%
Healthcare assistants	0.00	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	0.00	0.0%
Physiotherapists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.60	0.00	0.00	0.60	1.5%
Ergonomists	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	0.00	1.00	0.00	0.00	3.00	7.7%
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%
Counsellors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50	0.00	0.00	0.50	1.3%
Business managers	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Admin and clerical staff	0.00	0.00	4.07	4.60	2.00	0.00	0.00	0.00	0.00	0.00	10.67	27.3%
Complementary 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%
Health and safety advisors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	1.00	2.6%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Total	0.40	0.00	4.07	4.60	3.00	3.70	6.59	9.40	4.80	2.50	39.06	100.0%
As a percentage of the workforce	1.0%	0.0%	10.4%	11.8%	7.7%	9.5%	16.9%	24.1%	12.3%	6.4%		

Table 9. South East Coast SHA occupational health service workforce including AfC bandings

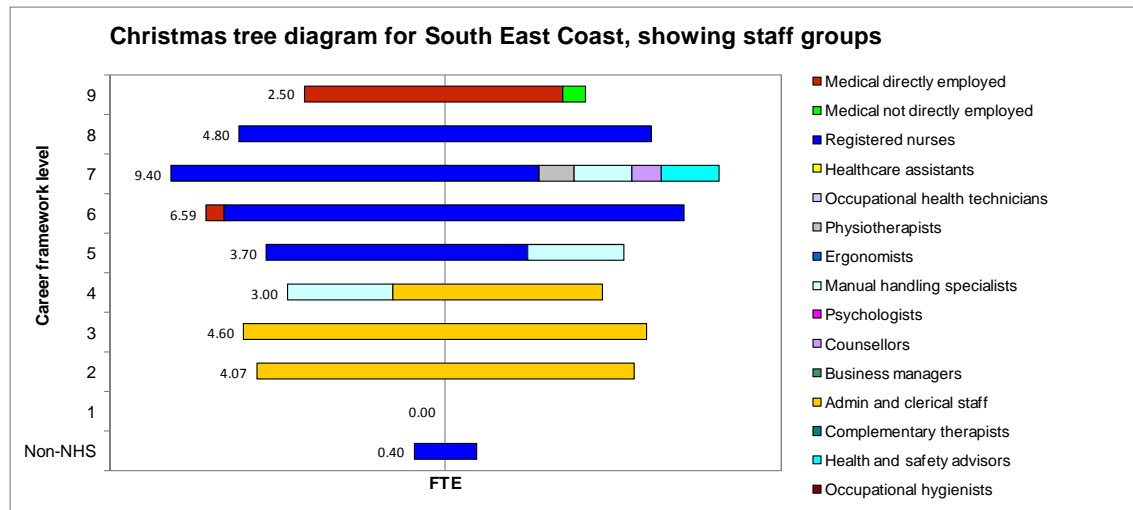


Figure 8. Christmas tree showing total occupational health workforce for the 5 South East Coast trusts providing completed surveys

South West (8)

Band	FTE									Total	As a percentage of the workforce	
	Non-NHS	1	2	3	4	5	6	7	8			9
Medical directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.90	3.41	6.60	10.91	9.3%
Medical not directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.25	0.00	0.25	0.35	0.85	0.7%
Registered nurses	0.00	0.00	0.00	0.00	0.00	16.71	12.99	12.55	7.00	0.00	49.25	41.9%
Healthcare assistants	0.00	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	0.00	0.0%
Physiotherapists	0.00	0.00	0.00	0.00	0.00	0.00	1.40	2.90	0.00	0.00	4.30	3.7%
Ergonomists	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	1.20	0.00	0.00	1.00	0.00	0.00	2.20	1.9%
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%
Counsellors	0.20	0.00	0.00	0.00	0.00	0.00	2.46	4.79	0.00	0.00	7.45	6.3%
Business managers	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00	2.00	0.00	4.00	3.4%
Admin and clerical staff	0.00	0.50	13.70	13.07	5.50	4.86	1.00	0.00	0.00	0.00	38.63	32.9%
Complementary 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%
Health and safety advisors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Total	0.20	0.50	13.70	13.07	6.70	21.57	19.10	23.14	12.66	6.95	117.59	100.0%
As a percentage of the workforce	0.2%	0.4%	11.7%	11.1%	5.7%	18.3%	16.2%	19.7%	10.8%	5.9%		

Table 10. South West SHA occupational health service workforce including AfC bandings

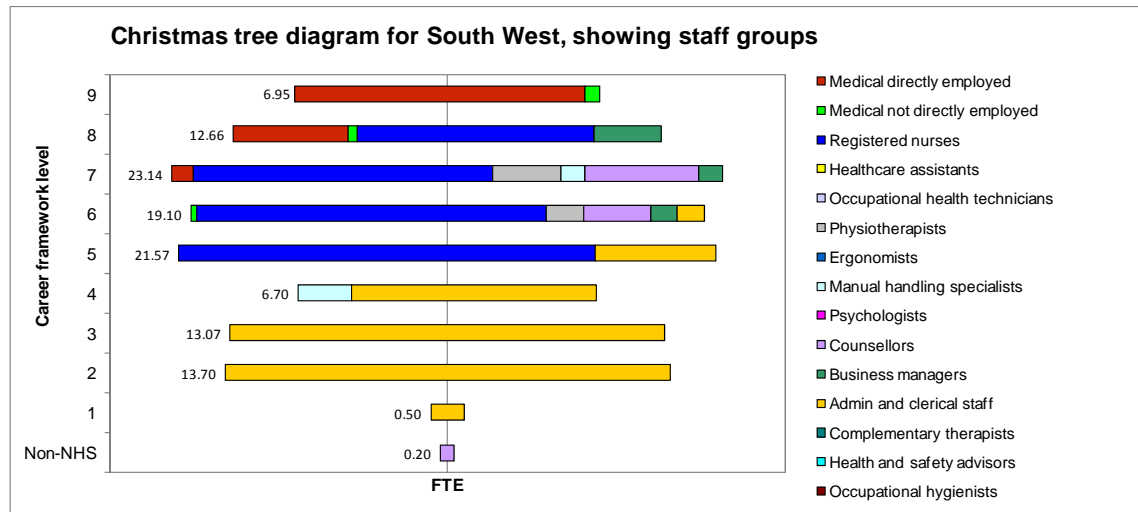


Figure 9. Christmas tree showing total occupational health workforce for the 8 South West trusts providing completed surveys

West Midlands (5)

Band	FTE										Total	As a percentage of the workforce
	Non-NHS	1	2	3	4	5	6	7	8	9		
Medical directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.60	2.00	3.60	4.2%
Medical not directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.39	0.39	0.5%
Registered nurses	0.00	0.00	0.00	0.00	0.00	0.00	8.60	13.44	15.42	3.00	40.46	47.2%
Healthcare assistants	0.00	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	2.67	0.00	0.00	0.00	0.00	0.00	2.67	3.1%
Physiotherapists	0.05	0.00	0.00	0.00	0.00	0.00	0.37	0.40	0.00	0.00	0.82	1.0%
Ergonomists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	1.00	1.2%
Manual handling specialists	0.00	0.00	0.00	0.40	0.00	0.00	0.00	2.34	0.71	0.00	3.45	4.0%
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%
Counsellors	1.16	0.00	0.00	0.00	0.00	0.00	1.40	0.60	0.00	0.00	3.16	3.7%
Business managers	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00	0.00	2.00	2.3%
Admin and clerical staff	0.00	1.00	4.66	10.40	8.74	1.89	0.00	0.00	0.00	0.00	26.69	31.1%
Complementary 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%
Health and safety advisors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00	0.00	2.00	2.3%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50	0.00	0.00	0.50	0.6%
Total	1.21	1.00	4.66	10.80	11.41	10.49	15.21	23.26	5.31	2.39	85.74	100.0%
As a percentage of the workforce	1.4%	1.2%	5.4%	12.6%	13.3%	12.2%	17.7%	27.1%	6.2%	2.8%		

Table 11. West Midlands SHA occupational health service workforce including AfC bandings

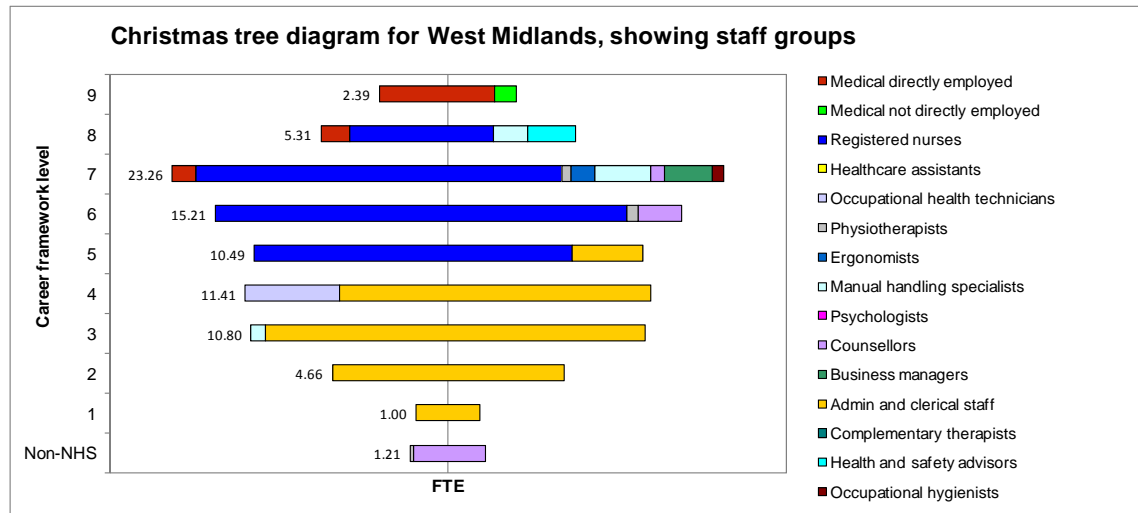


Figure 10. Christmas tree showing total occupational health workforce for the 5 West Midlands trusts providing completed surveys

Yorkshire & the Humber (5)

Band	FTE									Total	As a percentage of the workforce	
	Non-NHS	1	2	3	4	5	6	7	8			9
Medical directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.82	2.00	0.00	6.20	9.02	6.8%
Medical not directly employed	0.00	0.00	0.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	0.40	0.3%
Registered nurses	0.00	0.00	0.00	0.00	0.00	19.12	14.10	10.67	4.55	0.00	48.44	36.7%
Healthcare assistants	0.00	0.00	0.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00	2.3%
Occupational health technicians	0.00	0.00	0.00	0.00	0.60	0.00	0.00	0.00	0.00	0.00	0.60	0.5%
Physiotherapists	3.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	4.00	3.0%
Ergonomists	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	0.00	0.00	2.40	4.60	0.00	0.00	7.00	5.3%
Psychologists	0.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.20	0.00	0.30	0.2%
Counsellors	11.00	0.00	0.00	0.00	0.00	1.60	1.56	2.64	0.00	0.00	16.80	12.7%
Business managers	0.00	0.00	0.00	0.00	0.00	0.00	0.60	2.00	0.00	0.00	2.60	2.0%
Admin and clerical staff	0.00	0.00	8.05	13.00	15.28	2.80	0.00	0.00	0.00	0.00	39.13	29.7%
Complementary therapists	0.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.60	0.5%
Health and safety advisors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Occupational hygienists	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Total	14.70	0.00	8.05	16.00	15.88	23.52	20.28	20.51	6.75	6.20	131.89	100.0%
As a percentage of the workforce	11.1%	0.0%	6.1%	12.1%	12.0%	17.8%	15.4%	15.6%	5.1%	4.7%		

Table 12. Yorkshire & the Humber SHA occupational health service workforce including AfC bandings

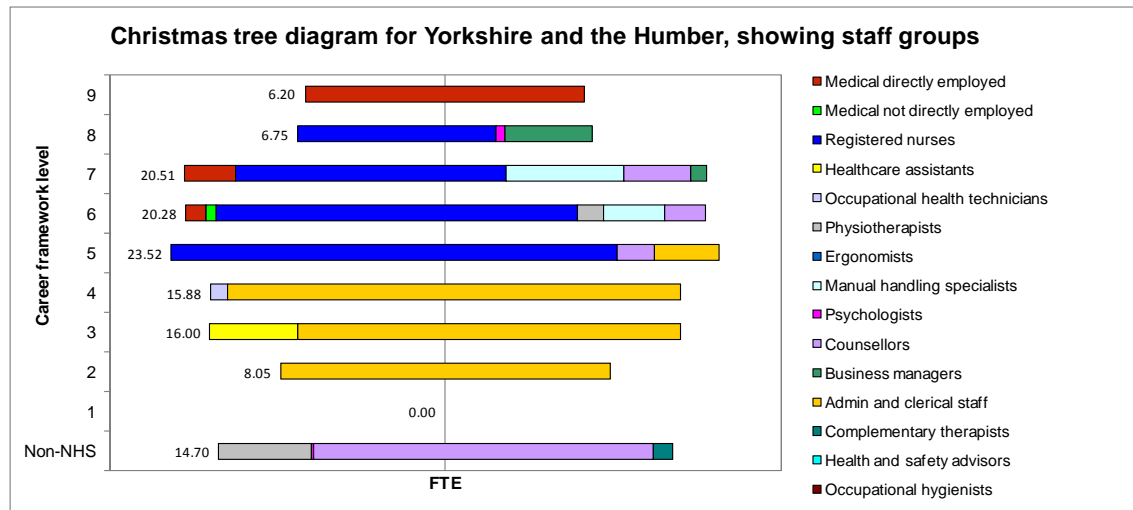


Figure 11. Christmas tree showing total occupational health workforce for the 5 Yorkshire & Humber trusts providing completed surveys

5.3 Summary of Christmas tree diagrams for individual SHAs

The tables and Christmas trees in this section illustrate a wide variation in the way occupational health workforces are structured across England. London and the South East Coast appear to have rather top-heavy workforce structures, with 43% of the workforce operating at band 7 or above, compared with a national average of only 34%. They also do not utilise any AfC band 1 posts. This would indicate services that carry a higher proportionate staff cost.

Occupational health services in the East Midlands, South East Coast and North West SHA areas have predominantly consultant led workforces, and employ very few lower grade doctors.

West Midlands and South Central have relatively few medical employees, making up only around 5% of their total workforce. This might indicate services which are more usually nurse led, and indeed almost 40% of the workforce within these SHAs is made up of nurses at band 6 or above. In contrast, South West, North East and Yorkshire and the Humber have a wider spread of doctors across the top four bands and so rely more heavily on lower grade nurses; around 15% of these workforces consists of band 5 nurses. Yorkshire and the Humber also employ a high proportion of healthcare assistants in comparison with other SHAs.

These Christmas trees can only show the workforce structures for services within SHA areas based on the trusts which have responded to the survey. If the trusts which have not responded were to have, for example, a particularly high proportion of nurses or healthcare assistants then this could significantly alter the shape of the Christmas tree for services in that SHA area. Graphs which show the results when only a few, smaller trusts have responded, such as those for East Midlands and the South East Coast, are less likely to be representative of the whole SHA workforce than those with a high response rate, such as London and the East of England.

As the data is split at SHA level it does not show how the service in each trust is staffed. Within individual trusts many staff, especially allied health professionals, may only spend a small proportion of their time working within occupational health and may work across one or more other services.

5.4 Medical

Of the 62 occupational health units that responded to the survey, 87.2% of the medical workforce was identified as directly employed by the trust, with the remaining 12.7% not directly employed. Table 13 shows that the participation rate (full time equivalent divided by headcount) is greater for the directly employed medical staff. For consultants, the participation rate is 0.77 for directly employed staff, compared to a national average for all specialties of 0.94 (IC medical census 2008). This compares with 0.18 for not directly employed consultants, who are employed for the equivalent of one day a week.

Consultants provide the bulk of the medical service in occupational health. Doctors on the specialist register, but not holding a consultant position, provide approximately 18% of the total service by time. This compares with 13% of the total service time being provided by those with NTN, or NTN(I)s. There is likely to be a high correlation between the number of 'trainees' in 2007 and doctors with NTN/NTN[1] in this survey.

The other medical category provide only 4% of the total service time, this group has a low participation rate of approximately 0.2.

The vacancy rates for doctors are, for all SHAs, greatest for NTN level doctors, although the relatively low sample size restricts the meaning of the vacancy data for doctors. It would appear that there are not significant recruitment issues for the medical workforce across the whole of England, although it may be that units with higher vacancy rates are generally under more pressure, and might be less likely to complete the survey.

	Directly Employed		
	Headcount	FTE	FTE/Headcount ratio
Consultants	55	42.14	0.77
Doctors on the specialist register not holding a consultant appointment	22	11.66	0.53
Trainee doctors holding an NTN or NTN (I)	9	7.90	0.88
Other medical staff	10	2.80	0.28
	Not Directly Employed		
	Headcount	FTE	FTE/Headcount ratio
Consultants	26	4.70	0.18
Doctors on the specialist register not holding a consultant appointment	8	1.60	0.20
Trainee doctors holding an NTN or NTN (I)	2	2.00	1.00
Other medical staff	8	1.14	0.14
	Vacancies		
	Headcount	FTE	Vacancy rate
Consultants	5	5.00	0.09
Doctors on the specialist register not holding a consultant appointment	2	1.71	0.09
Trainee doctors holding an NTN or NTN (I)	2	2.00	0.22
Other medical staff	1	0.28	0.10

Table 13. Total occupational health medical workforce staff and vacancy numbers from responding trusts

Figure 12 and Figure 13 compare the age profile of the occupational health consultants with the national average, for FTE and headcount. The two graphs show the similarity of the data. There is a reasonable distribution of consultants across the age profile, which does not indicate any imminent staffing issues relating to loss of service due to retirements. However, the bulk of the service is provided by the 50-59 age band, compared to the 40-49 age band nationally

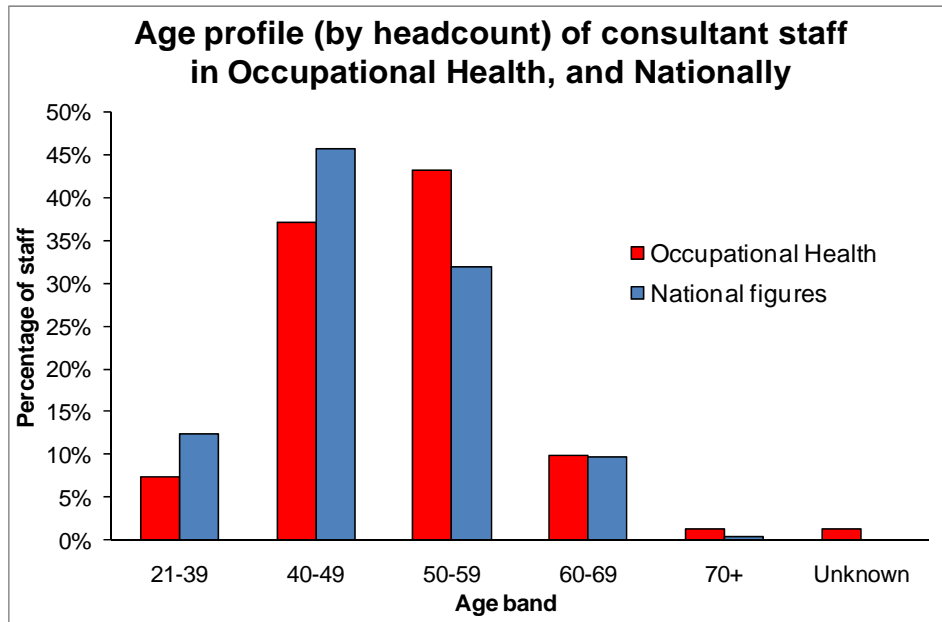


Figure 12. Age profile of consultants calculated using headcount

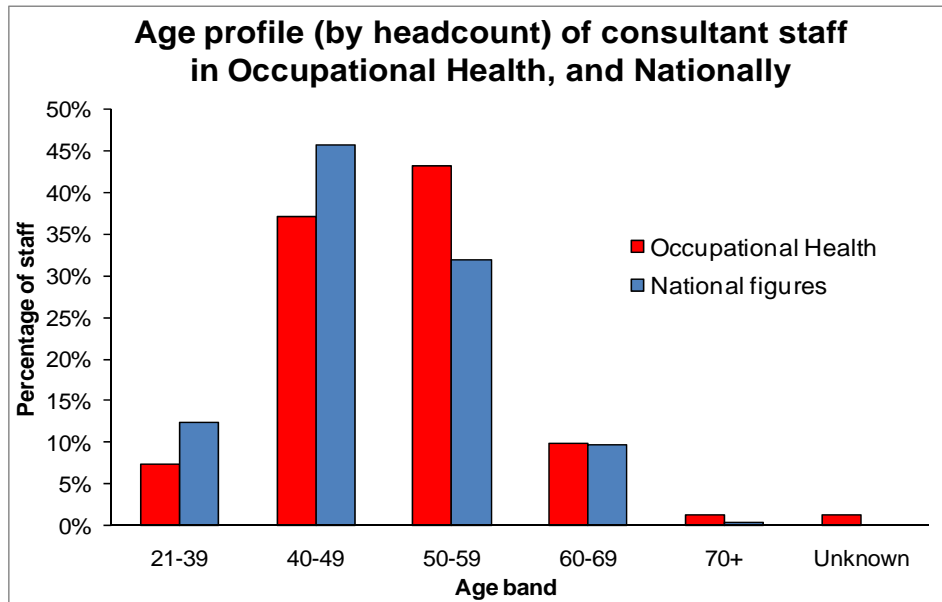


Figure 13. Age profile of consultants calculated using FTE

5.5 Nursing

Nursing is the largest staff group within the occupational health workforce. Figure 14 shows the skill mix of the registered nursing workforce measured in the 2009 survey across all SHAs. The total number of band 5, 6, and 7 nurses is broadly similar for each level. Approximately two thirds of the band 8 nurses in the survey returns hold a Head of Service position. There are few non-NHS nurses utilised in the workforce.

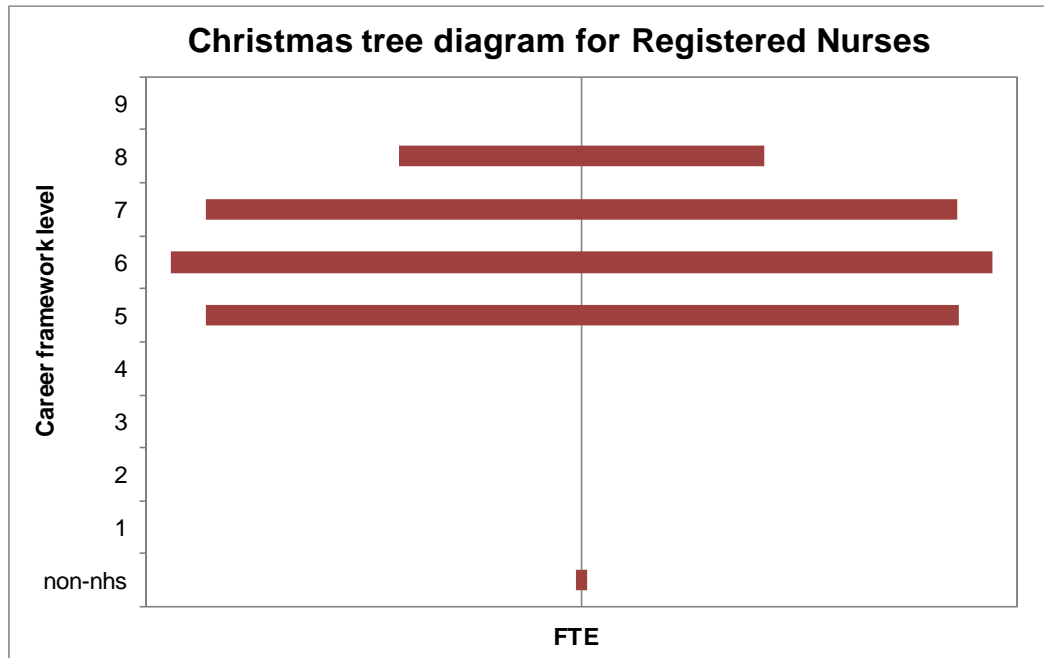


Figure 14. Christmas tree diagram for nurses in all SHAs

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/headcount ratio	Headcount	FTE	Vacancy Rate
9	0	0.00	-	0	0.00	-
8D	0	0.00	-	0	0.00	-
8C	4	4.00	1.00	0	0.00	-
8B	23	22.15	0.96	0	0.00	-
8A	28	26.86	0.96	2	1.09	7.14
7	125	109.18	0.87	7	9.03	5.60
6	155	119.26	0.77	19	9.67	12.26
5	133	109.28	0.82	10	7.90	7.52
4	0	0.00	-	0	0.00	-
3	0	0.00	-	0	0.00	-
2	0	0.00	-	0	0.00	-
1	0	0.00	-	0	0.00	-
Non-NHS	4	1.67	0.42	0	0.00	-
TOTAL	472	392.40	0.83	38	27.69	8.05%

Table 14. Total nursing workforce staffing and vacancy numbers

Qualifications	Headcount	FTE	% of total nursing workforce
MSc in occupational health	13	11.85	2.75%
Degree in occupational health	153	130.09	32.42%
Diploma in occupational health	79	59.32	16.74%
Certificate in occupational health	32	24.98	6.78%
Qualified practice teacher	7	4.93	1.48%
Other qualifications of which:	7	5.60	1.48%
MBA	1	1.00	0.21%
Introduction to occupational health practice certificate	2	1.80	0.42%
Health education diploma/Senior certificate	1	1.00	0.21%
RN	2	0.80	0.42%
Certificate in infection control nursing	1	1.00	0.21%
TOTAL	291	236.77	61.65%

Table 15. Nursing qualifications

The number of nurses holding qualifications that are registered on the third part of the NMC register is 273 headcounts, with an equivalent 230 FTE. Therefore 59% of the nursing service time is provided by these nurses.

The other qualifications held by nurses are listed in Table 15. A third of the nursing workforce service time is provided by those with a degree in occupational health, and a total of 59% of the FTE service is provided by nurses with an occupational health specific qualification.

Vacancy rates range from 5 to 12% of the staff group when listed by Career Framework Level, which is about average for the national picture.

The survey left space to enter 'other qualifications not defined'. The responses were cleaned of those entries that had not yet completed training. The remainder of the qualifications are listed in the lower part of Table 15.

Table 16 and Figure 15 show the age profile of the nurses in the survey responses. The nursing workforce has a reasonable distribution of staff over the age bands. This does not indicate any retirement concerns in the short to medium term.

Age profile	Nurses 2009			
	Headcount		FTE	
	Number	%	Number	%
0-20	0	0.00%	0.00	0.00%
21-39	106	22.46%	87.55	22.31%
40-49	194	41.10%	149.85	38.19%
50-59	117	24.79%	92.99	23.70%
60-70	26	5.51%	16.12	4.11%
70+	0	0.00%	0.00	0.00%
Unknown	29	6.14%	45.89	11.69%
TOTAL	472	100.00%	392.40	100.00%

Table 16. Nursing staff age profile

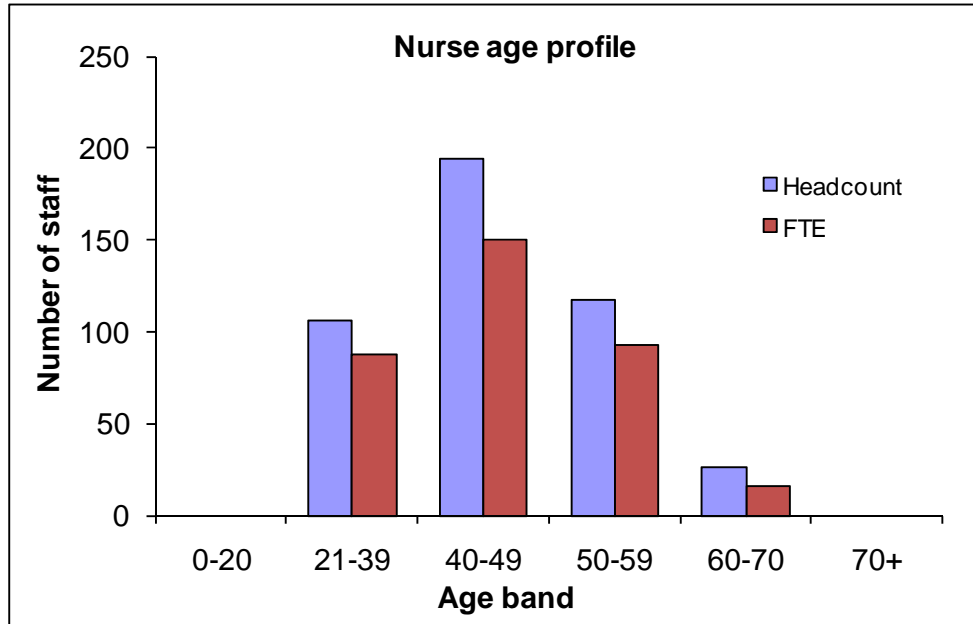


Figure 15. Graphical representation of the nursing staff age profile

5.6 Healthcare Assistants

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/HC ratio	Headcount	FTE	Vacancy rate
3	7	5.10	0.73	0	0.00	-
2	1	1.00	1.00	0	0.00	-
Non-NHS	0	0.00	-	0	0.00	-
TOTAL	8	6.10	0.76	0	0.00	0.00%

Table 17. Healthcare Assistant data from the 2009 survey returns

5.7 Occupational Health Technicians

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/HC ratio	Headcount	FTE	Vacancy rate
4	5	4.27	0.85	0	0.00	-
3	2	2.00	1.00	1	0.60	50.00%
2	1	0.67	0.67	0	0.00	-
Non-NHS	0	0.00	-	0	0.00	-
TOTAL	8	6.94	0.87	1	0.60	12.50%

Table 18. Occupational Health Technician data from the 2009 survey returns

5.8 Other specialties

The other staff groups that were defined in the 2009 survey have considerably fewer numbers than those of medical or nursing. The presentation and interpretation of skill mix is therefore less accurate, as a single headcount can have a large effect on the percentage of staff in any Career Framework Level.

Below are a series of tables that present the data from the returns, summed for all SHAs. For most of these groups a discussion of the numbers is most relevant in comparison to those returns from the 2007 survey, and can be found in 6.

Physiotherapists

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/HC ratio	Headcount	FTE	Vacancy rate
8B	1	0.11	0.11	0	0.00	-
8A	1	1.00	1.00	0	0.00	-
7	18	10.49	0.58	3	2.21	16.67%
6	10	4.88	0.49	0	0.00	-
Non-NHS	9	3.05	0.34	0	0.00	-
TOTAL	39	19.53	0.50	3	2.21	7.69%

Table 19. Physiotherapist staff profile and vacancies

Ergonomists

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/HC ratio	Headcount	FTE	Vacancy rate
8B	1	1.00	1.00	0	0.00	-
8A	0	0.00	-	0	0.00	-
7	1	1.00	1.00	0	0.00	-
Non-NHS	0	0.00	-	0	0.00	-
TOTAL	2	2.00	1.00	0	0.00	0.00%

Table 20. Ergonomists staffing profile and vacancies

Manual handling specialists

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/HC ratio	Headcount	FTE	Rate
8A	1	0.71	0.71	0	0.00	-
7	17	14.74	0.87	0	0.00	-
6	10	7.40	0.74	0	0.00	-
5	5	3.40	0.68	0	0.00	-
4	3	2.20	0.73	0	0.00	-
3	1	0.40	0.40	0	0.00	-
Non-NHS	0	0.00	-	0	0.00	-
TOTAL	37	28.85	0.78	0	0.00	0.00%

Table 21. Manual handling specialist staffing profile and vacancies

Psychologists

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/HC ratio	Headcount	FTE	Rate
8D	1	1.00	1.00	0	0.00	-
8C	2	0.80	0.40	0	0.00	-
8B	2	1.20	0.60	0	0.00	-
8A	2	1.20	0.60	0	0.00	-
Non-NHS	6	0.90	0.15	0	0.00	-
TOTAL	13	5.10	0.39	0	0.00	0.00%

Table 22. Psychologist staff profile and vacancies

Counsellors

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/HC ratio	Headcount	FTE	Vacancy Rate
8A	2	2.00	1.00	0	0.00	-
7	30	16.53	0.55	1	0.42	3.33%
6	33	10.87	0.33	2	0.70	6.06%
5	6	1.60	0.27	0	0.00	-
Non-NHS	55	19.91	0.36	0	0.00	-
TOTAL	126	50.91	0.40	3	1.12	2.38%

Table 23. Counsellors staff profile and vacancies

Business managers

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/HC ratio	Headcount	FTE	Vacancy rate
8B	6	6.00	1.00	0	0.00	-
8A	4	3.00	0.75	0	0.00	-
7	4	3.60	0.90	0	0.00	-
6	7	7.00	1.00	0	0.00	-
Non-NHS	1	1.00	1.00	0	0.00	-
TOTAL	22	20.60	0.94	0	0.00	0.00%

Table 24. Business manager staff profile and vacancies

Administrative and clerical

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/HC ratio	Headcount	FTE	Rate
8A	1	1.00	1	0	0.00	-
7	0	0.00	-	0	0.00	-
6	5	5.00	1	0	0.00	-
5	17	15.90	0.94	0	0.00	-
4	78	70.08	0.90	6	4.80	7.69%
3	123	104.00	0.85	5	2.69	4.07%
2	90	69.54	0.77	5	4.57	5.56%
1	2	1.50	0.75	0	0.00	-
Non-NHS	0	0.00	-	0	0.00	-
TOTAL	316	267.02	0.845	16	12.06	5.06%

Table 25. Administrative and clerical staff profile and vacancies

Complementary therapists

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/HC ratio	Headcount	FTE	Vacancy rate
5	1	1.00	1.00	0	0.00	-
4	3	2.80	0.93	0	0.00	-
3	0	0.00	-	0	0.00	-
2	3	2.60	0.87	0	0.00	-
Non-NHS	8	0.79	0.10	0	0.00	-
TOTAL	15	7.19	0.48	0	0.00	0.00%

Table 26. Complementary therapy staff profile and vacancies

Health & safety advisors

Only four trusts explicitly reported having a health and safety (H&S) advisor, one of which was also a business manager for the trust, so the headcount and FTE were not included in the H&S advisors section. 39 trusts did not specify when asked whether they had an H&S advisor, but three of these then recorded headcount and FTE figures under the relevant section in the questionnaire, so it has been assumed that they do have an H&S advisor. One additional trust recorded a vacancy. Consequently, in total, it has been taken that 11% of responding trusts have a H&S advisor, and one extra is currently advertising.

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/HC ratio	Headcount	FTE	Vacancy rate
8A	3	3.00	1.00	0	0.00	-
7	5	5.00	1.00	0	0.00	-
6	2	2.00	1.00	1	1.00	50.00%
5	1	1.00	1.00	0	0.00	-
Non-NHS	0	0.00	-	0	0.00	-
TOTAL	11	11.00	1.00	1	1.00	9.09%

Table 27. Health & safety advisor staff profile and vacancies

Occupational hygienists

AfC Band	Staff in post			Vacancies		
	Headcount	FTE	FTE/HC ratio	Headcount	FTE	Vacancy rate
8A	2	1.800	0.90	0	0.00	-
7	1	0.500	0.50	0	0.00	-
Non-NHS	0	0.000	-	0	0.00	-
TOTAL	3	2.300	0.77	0	0.00	0.00%

Table 28. Occupational hygienist staff profile and vacancies

Other staff groups

Other Staff Groups	Band	Employed		Vacancies	
		HC	FTE	HC	FTE
Occupational therapist	7	0	0.00	1	0.20
Systems administrator	4	1	0.53	0	0.00
Head of service	Non-NHS	1	1.00	0	0.00
General manager	8C	1	0.79	0	0.00
	8B	1	1.00	0	0.00
	5	1	1.00	0	0.00
Practice nurse	5	1	1.00	0	0.00
Hygiene technician	4	1	1.00	0	0.00
Health and wellbeing advisor	6	1	1.00	0	0.00
Mental health worker	6	1	1.00	0	0.00
Occupational health clinic nurse	5	1	0.60	0	0.00
DWP helpline project manager	8B	1	0.60	0	0.00
Staff shop assistant	2	1	1.00	0	0.00
	1	3	1.30	0	0.00
TOTAL		15	11.82	1	0.20

Table 29. Other staff groups staff profile and 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, of the trusts that responded, North East and West Midlands are the only SHAs to utilise occupational hygienists in their occupational health workforce, and West Midlands and East of England are the only to employ any ergonomists. This is consistent for many of the allied health professional and healthcare scientist staff groups above.

5.9 Heads of service

The majority of heads of the services which responded to the survey were from a nursing background and were at pay band 8B, with no obvious differences between SHAs. The charts below show the distribution of backgrounds and pay bandings of heads of service across the country.

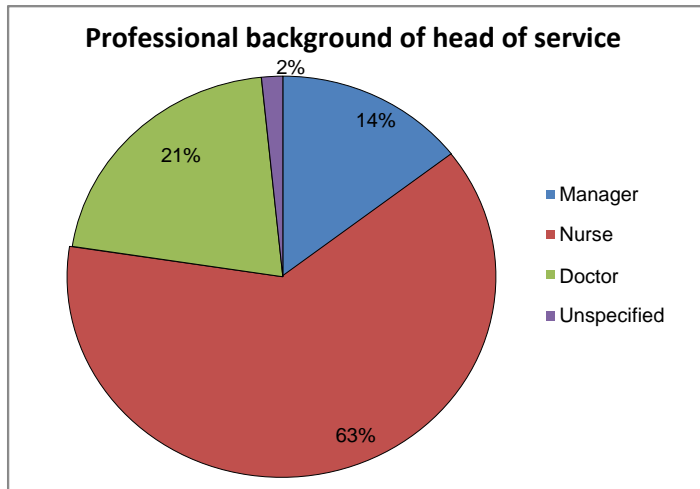


Figure 16. Professional background of heads of service

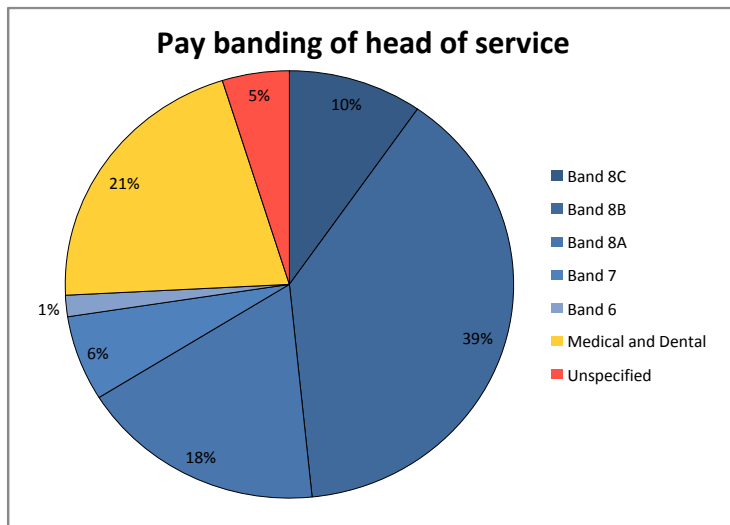


Figure 17. Pay banding of heads of service

6. Comparison and discussion of 2007 and 2009 survey results

33 trusts responded to the occupational health survey in both 2007 and 2009. Comparing changes in the workforce of only these trusts provides an opportunity to identify trends that might otherwise be obscured by the variation in the trusts sampled. The data in the following charts compares individual specialties for the two years surveyed.

6.1 Medical

In the 2007 survey medical positions were defined as:

- Consultant
- Registrar
- Other medical staff

In the 2009 survey the definitions were changed to more accurately reflect who was in each group:

- Consultants
- Doctors on the specialist register not holding a consultant appointment
- Trainee doctors holding an NTN or NTN (I)
- Other medical staff

The different definitions limit the direct comparisons that can be made between the two surveys, but do define more accurately the current staffing situation. Based on the workforce in 2007, consultants represented 7.8% of the total FTE, where as in 2009 they constitute only 5.4%.

Table 30 compares the medical staff at the 33 trusts that responded to both the 2007 and 2009 survey. It shows a reduction in medical staff FTE of 7.5 % over the two years, which comes mainly from the loss of 4 consultant FTE. This could indicate a net move away from a highly skilled medical led workforce, towards nursing and junior doctors supplying the care.

	2007	2009 directly and non-directly employed medical staff
Consultants	31.8	27.7
Registrar	9.7	
Specialist register (non-consultant)		6.4
Trainee Doctors holding NTN or NTN (I)	n/a	6.0
Other Medical	3.9	1.9
Total	45.3	41.9

Table 30. Comparison of medical staff in the 33 trusts that responded in both 2007 and 2009

Figure 18 shows a comparison of the consultant age profile for each year calculated from all survey responses. Although there is a greater fraction of 50-59 year olds in 2009, there was a large fraction in the unknown category in 2007, which will increase the uncertainty in interpreting the graph. The consultant workforce does not rely heavily on any one age band, which suggests there should not be any age related staffing issues.

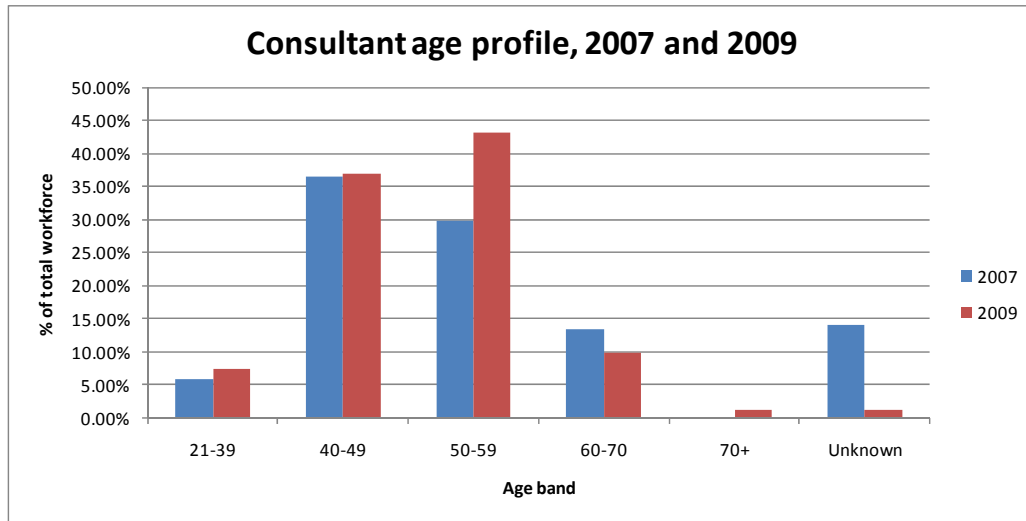


Figure 18. Consultant age profile for 2007 and 2009, as percentage of consultant workforce

6.2 Nursing

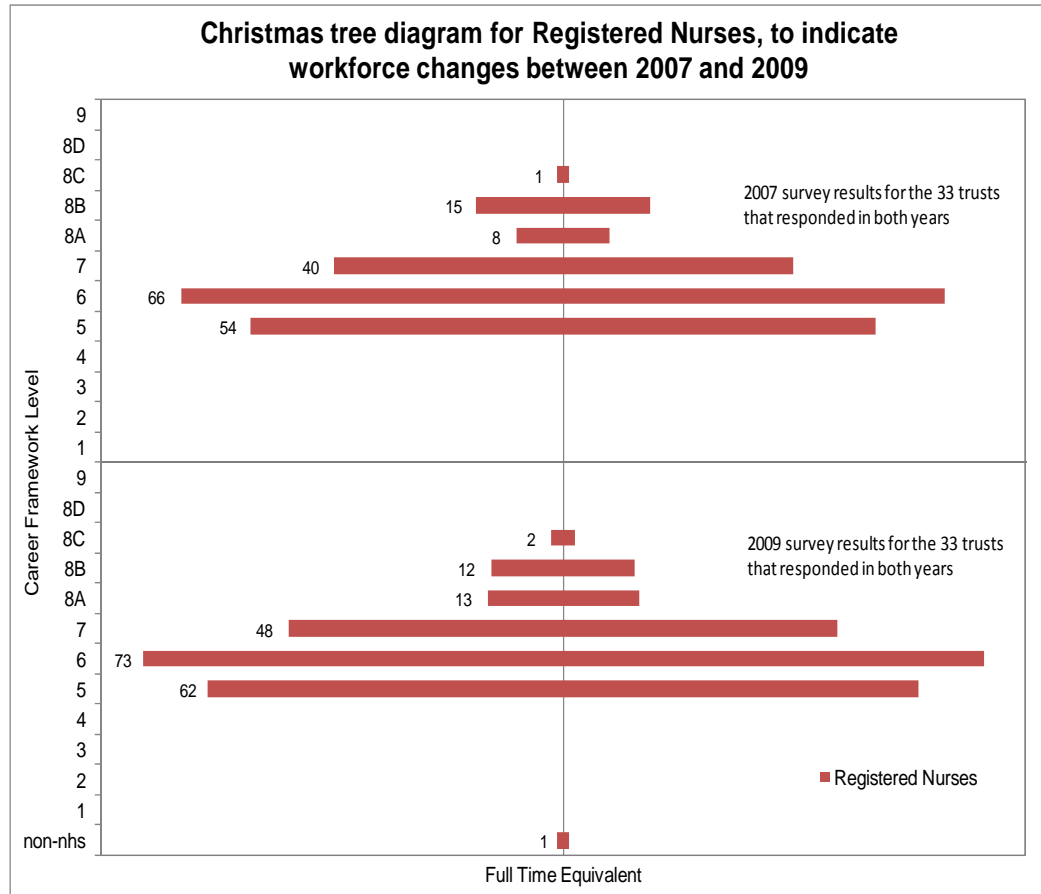


Figure 19. Christmas tree diagram showing the Nursing Staff workforce in 2007 and 2009

The fraction of nurses registered on the 3rd part of the NMC register has increased by about 10% between 2007 to 2009, from 48.2% to 59%, based on the returns from the survey. Due to the relatively large number of nurses sampled in both surveys it is reasonable to assume that this increase is a real observation.

The age profile of the occupational health nurse workforce has not altered significantly during the two years between surveys; as indicated in Figure 20. The occupational health nursing workforce remains, on average, older than the national nursing workforce, as can be seen by the national average line in the chart.

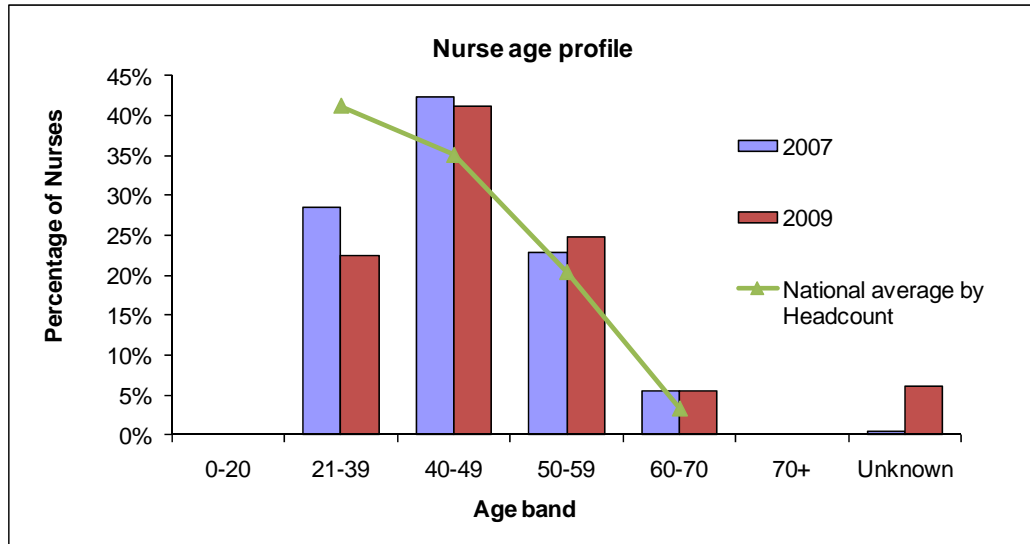


Figure 20. Nurse age profile, calculated using headcount, for 2007 and 2009, as percentage of registered nurse workforce

6.3 Healthcare Assistants

The service from healthcare assistants (Career Framework Level 3) has increased from 3 to 5.1 FTE in the period of 2007 to 2009. An additional level 2 healthcare assistant position has also been created.

6.4 Occupational Health Technicians

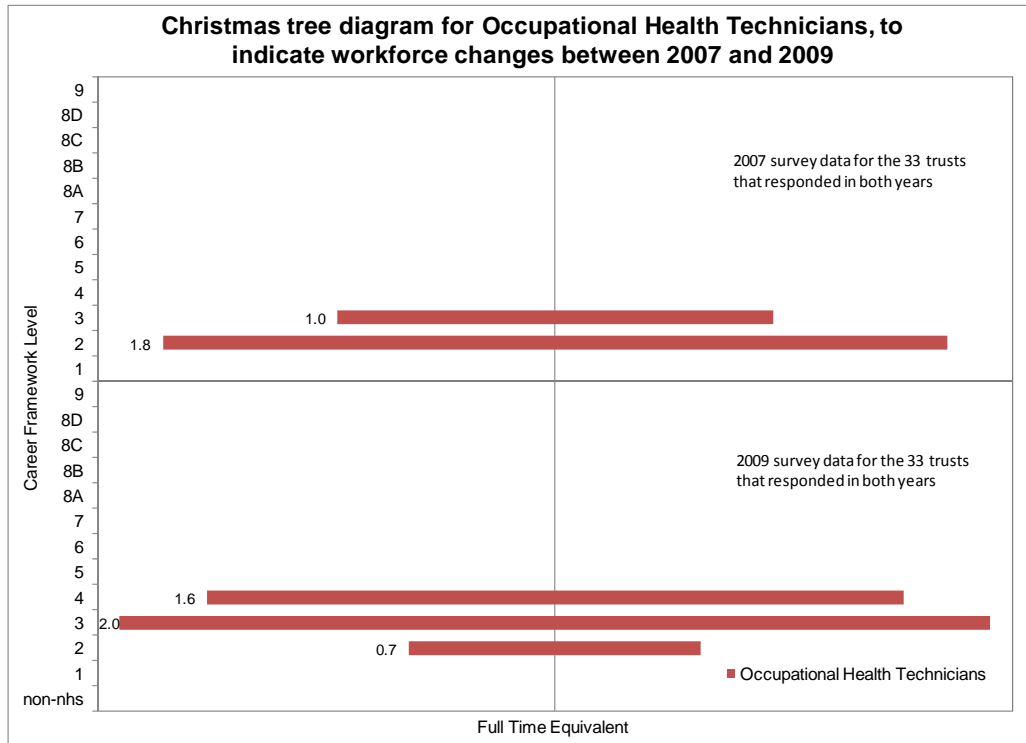


Figure 21. Christmas tree diagram showing the Occupational Health Technician workforce in 2007 and 2009

The 2009 survey results show occupational health technicians in band 4 where there were none in 2007. Additionally, results show an increase in band 3 with a significant reduction in band 2 posts. The trusts are utilising more occupational health technicians in 2009 than previously in 2007.

6.5 Physiotherapists

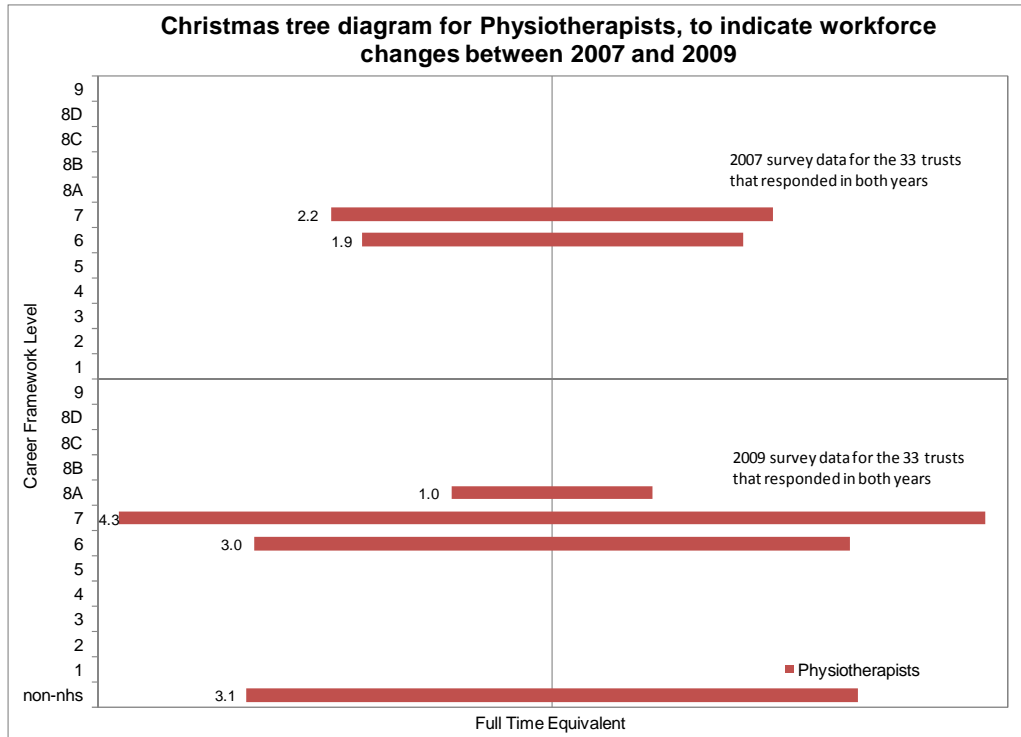


Figure 22. Christmas tree diagram showing the Physiotherapist workforce in 2007 and 2009

The 2009 survey has shown the highest posts in band 8A whereas there were none in 2007. Any usage of non-NHS physiotherapists was not captured in the 2007 survey, but there is significant use of them in 2009.

6.6 Ergonomists

The number of ergonomists has remained at 1 FTE from 2007 to 2009.

6.7 Manual Handling Specialists

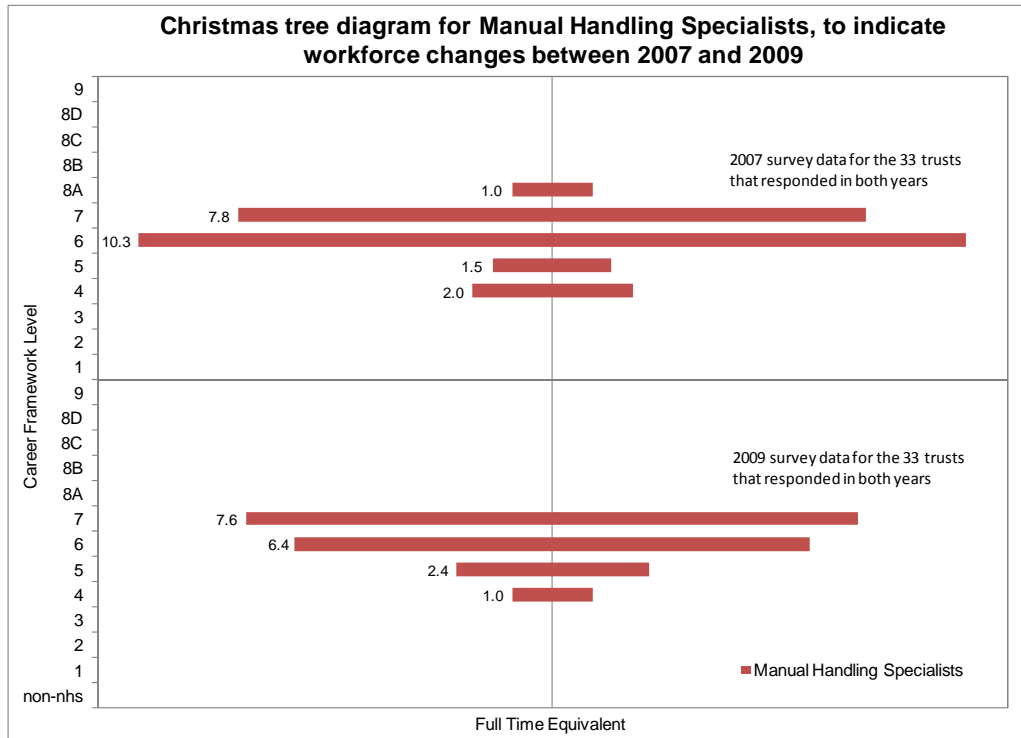


Figure 23. Christmas tree diagram showing the Manual Handling Specialist workforce in 2007 and 2009

2009 has shown the loss of the band 8A posts and a reduction in the number of band 6 posts from the previous survey.

6.8 Psychologists

The psychologist service provided in the 33 trusts has increased from 1.5 to 3.1 FTE. The 2009 service has 0.9 FTE from non-NHS staffing; the remainder are at a similar Career Framework Level as the posts in 2007.

6.9 Counsellors

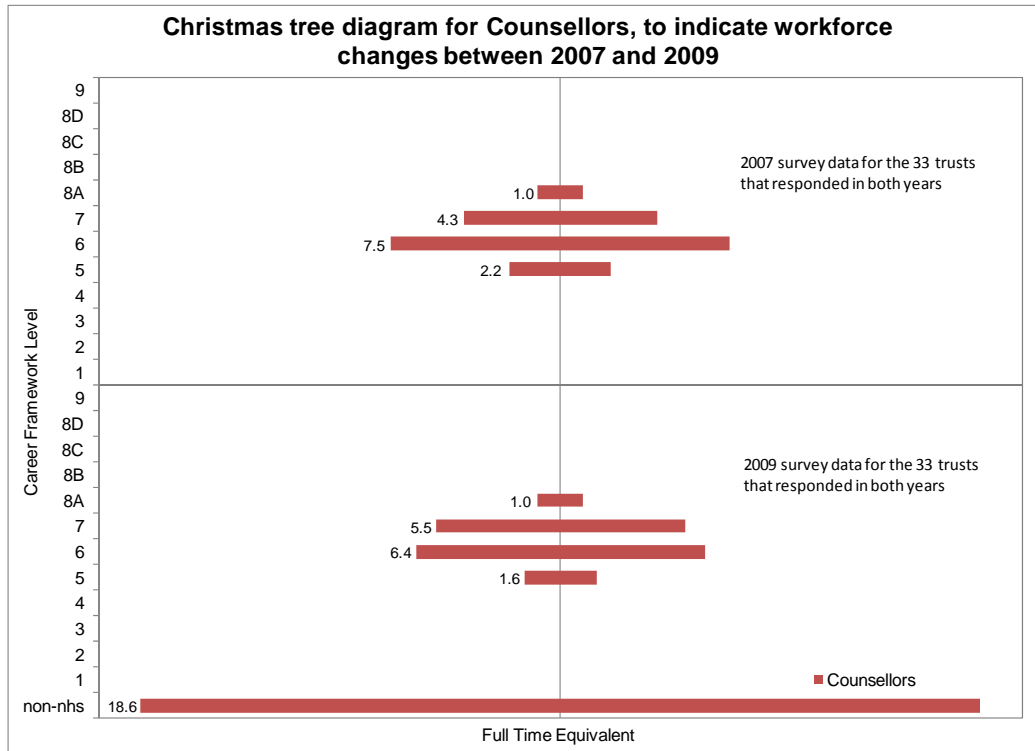


Figure 24. Christmas tree diagram showing the Counsellors workforce in 2007 and 2009

There has been very little change between the two surveys on NHS pay bands but the largest staff grouping is now that for non-NHS staff.

6.10 Business Managers

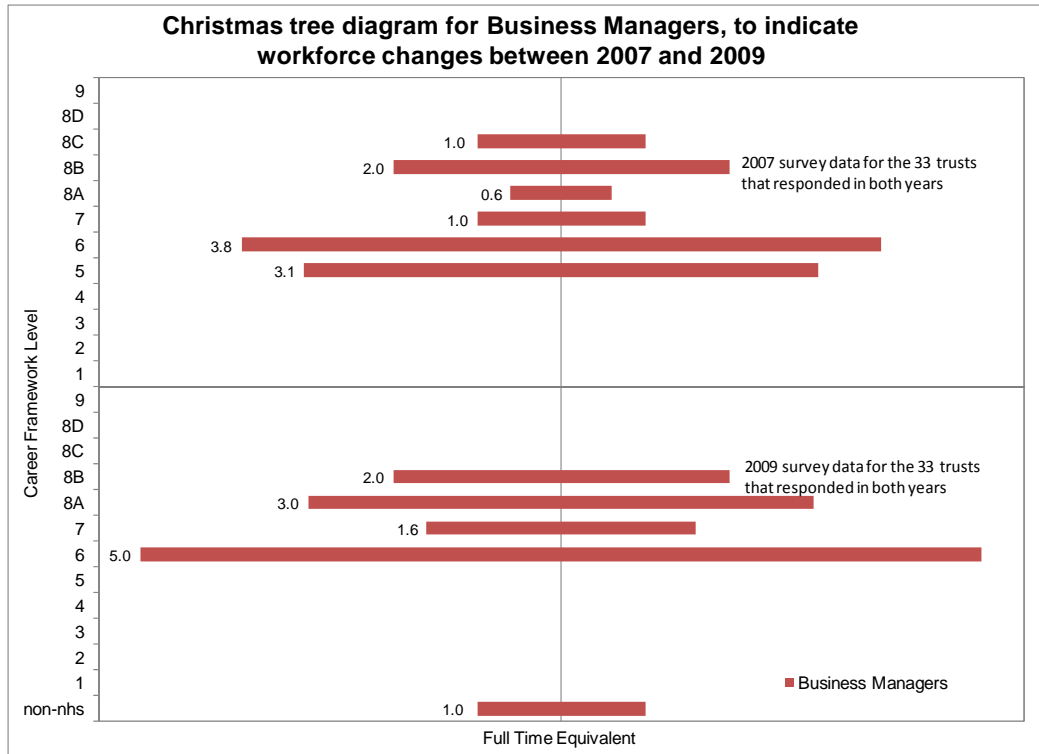


Figure 25. Christmas tree diagram showing the Business Managers workforce in 2007 and 2009

The figures for business managers show a contraction of the pay bands in use in 2007. Posts in band 8C and band 5 are no longer populated.

6.11 Administrative and Clerical Staff

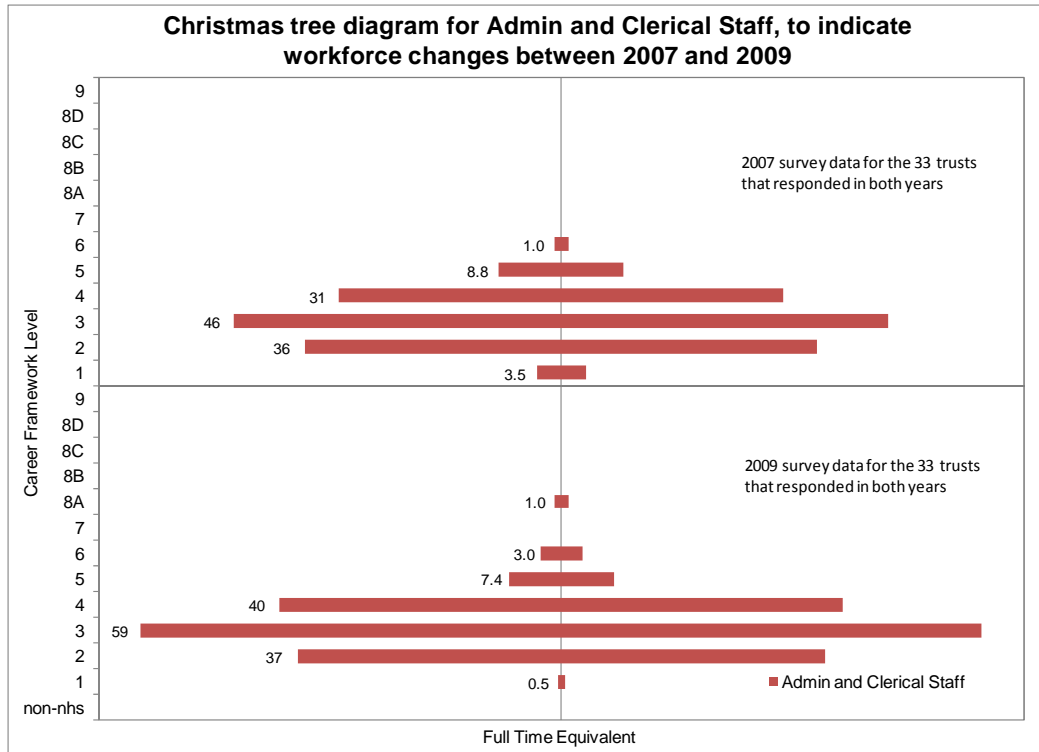


Figure 26. Christmas tree diagram showing the Admin and Clerical Staff workforce in 2007 and 2009

The above show that the overall position for admin and clerical staff has remained mainly constant together with the use of band 8 and a reduction in band 1 in 2009.

6.12 Complementary Therapists

In 2007 there were complementary therapists spanning three Career Framework Levels. Table 31 shows that these positions no longer exist, and all this service is supplied by non-NHS staff.

Career Framework Level	Complementary Therapists	
	2007	2009
7	0.2	0
6	0.05	0
4	0.05	0
non-NHS		0.69

Table 31. Comparison of Complementary Therapists in 2007 and 2009

6.13 Health and Safety Advisors

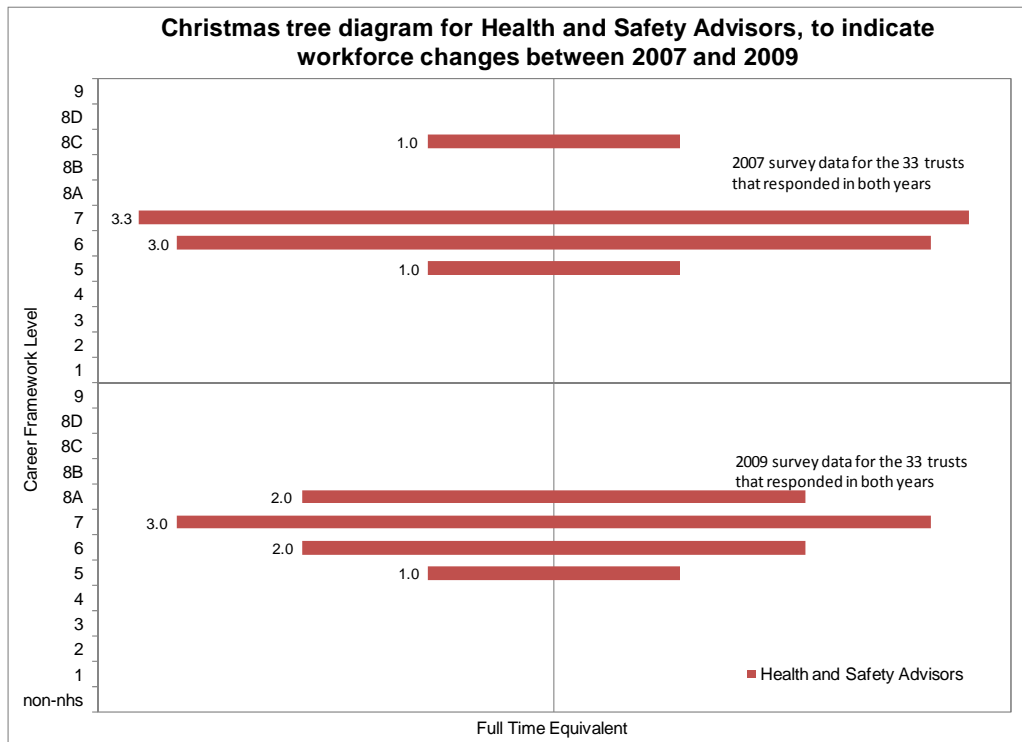


Figure 27. Christmas tree diagram showing the Health and Safety Advisor workforce in 2007 and 2009

The 2007 posts at band 8C are no longer present in the structures, being replaced by an increased number of posts in band 8A. The number of band 6 posts has reduced by a small amount.

6.14 Occupational hygienists

In 2007 there were 1.8 FTE of occupational hygienists, which increased to 2.0 in 2009.

6.15 Vacancies

The vacancy rate in the whole of the occupation health workforce is approximately 6.2%. The 2009 data shown in Figure 29 shows that medical vacancy rates are significantly higher than the overall vacancy rates across the eastern side of England, the North East, Yorkshire and the Humber, East Midlands, South Central and London SHAs. Nurse vacancy rates were also high in the North West, East of England and East Midlands SHAs. Vacancy rates were calculated as the number of vacancies being advertised as a percentage of the total employed workforce at the time of completing the survey, so disproportionately high vacancy rates could indicate

problems recruiting in a particular area, high turnover of staff, or just a surge in positions being advertised for a particular staff group.

Drawing comparisons with the results of the 2007 occupational health survey, shown in Figure 28, we see that medical vacancy rates in the North East, East Midlands, South Central and London SHAs have increased significantly, while those in the East of England, South East Coast and Yorkshire and the Humber have reduced. Nurse vacancy rates and the overall vacancy rates have also increased in the North West, East Midlands and East of England, while those in the North East, West Midlands, South East Coast and London have dropped.

Comparison of vacancy rates in the Occupational Health workforce across SHAs from survey in 2007

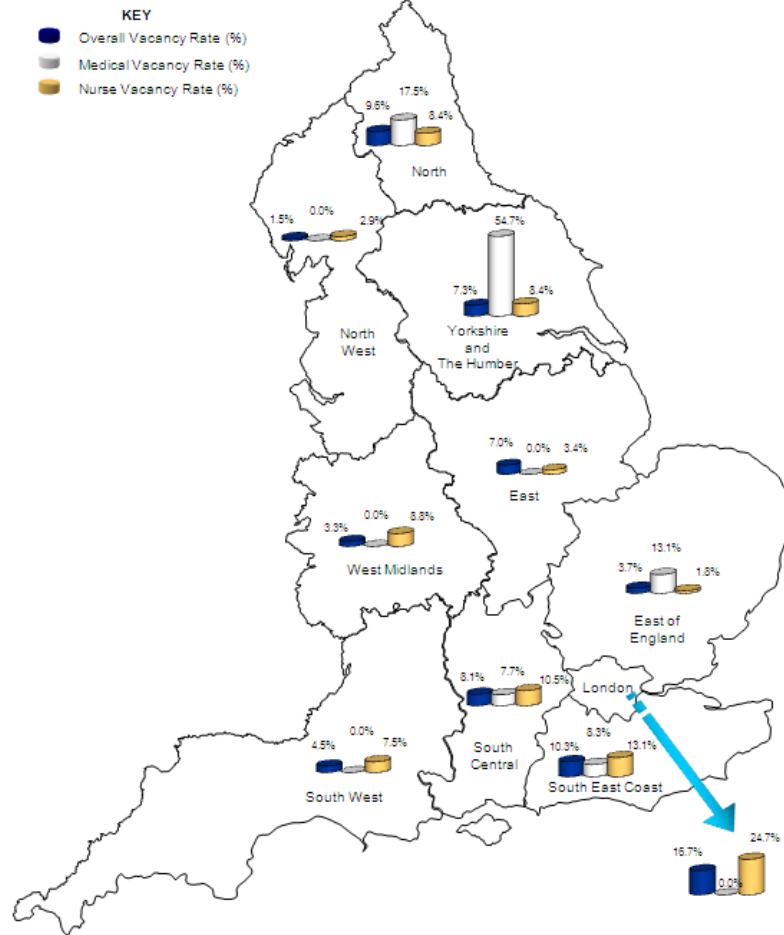


Figure 28. Map indicating vacancies by SHA in 2007

Comparison of vacancy rates in the Occupational Health workforce across SHAs from survey in 2009

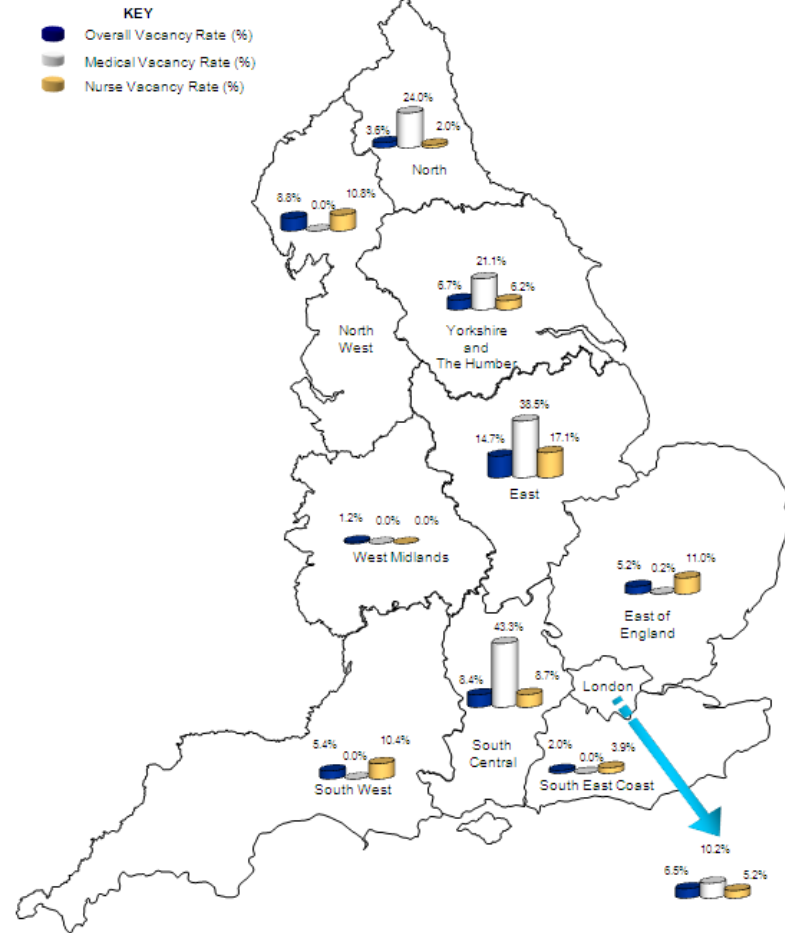


Figure 29. Map indicating vacancies by SHA in 2009

7. Summary of findings

There were 62 responses to the survey out of a possible 175, equating to a response rate of approximately 35%.

Of the total workforce detailed by the survey, over 45% consists of registered nurses covering bands 5 to 8, and over 30% is comprised of admin and clerical staff. Medical staff make up 8.5% of the total FTE, 5.4% being provided by consultants. 3.1% of the total FTE was provided by non-NHS employees. The highest proportion of staff is employed at bands 5 to 7.

The majority of heads of service have a nursing background and are employed at band 8B.

The workforce composition differs considerably across SHAs. London and the South East have top-heavy workforces, while that of the North East and South West are more evenly spread. The West Midlands and South Central have nurse-led services while the South West, North East, Yorkshire and the Humber and East of England have a higher proportion of doctors employed across the top four bands. Christmas tree diagrams for SHAs from which there were very few survey responses may not be representative of the workforce of the whole SHA.

87.2% of the medical workforce is directly employed by the trust, with the remaining 12.8% not directly employed. The participation rate (ratio of FTE to headcount) for consultants was 0.77 for directly employed staff, compared to only 0.18 for those not directly employed.

Doctors on the specialist register not holding a consultant position provide around 18% of total medical service by time, while trainee doctors holding an NTN or NTN(I) provide 13%. Other medical staff account for only 4%, with a low participation rate of 0.2.

Vacancy rates for the medical workforce indicate no significant recruitment issues across England, although it may be that units with higher vacancy rates are under more pressure generally and were therefore less likely to complete the survey.

Age profiles for consultants show that the bulk of service is provided by the 50-59 age band, in contrast with the 40-49 age band nationally, which may lead to the occupational health consultant workforce being overly reliant on older staff if the trends propagate through to the 60-69 age bracket.

Approximately two thirds of the band 8 nurses in the survey returns hold a head of service position. 59% of the nurses hold qualifications that are registered on the third part of the NMC register. A third of nursing service time is provided by nurses with a degree in occupational health, and 59% is provided by those with an occupational health specific qualification.

Vacancy rates range from 5 to 12% of the staff group when listed by Career Framework Level, which is consistent with national rates.

11% of responding trusts were assumed to have a health and safety advisor, one of whom was also a business manager for the trust, and an additional trust reported a vacancy. Of the trusts that responded, North East and the West Midlands are the only SHAs to utilise occupational hygienists in their workforce, and West Midlands and the East of England were the only to employ any ergonomists.

8. Conclusions

8.1 Variations in workforce profile

It would not be unreasonable for a neutral observer to expect consistency in the design and delivery of occupational health services across the NHS Plus Network. However, the 2009 NHS OH Workforce Survey has confirmed the overall finding from the 2007 survey – that there is a wide variation across respondent organisations in terms of their workforce profiles.

Examples of these variations include:

- The proportion of doctors in the NHS OH workforce ranges from 4.8% in the West Midlands and 5.2% in South Central to 11.3% in East of England and 12.1% in the North East against a national average of 8.5% [73.9 FTE].
- The proportion of registered nurses range from 35.5% in the North East to 53.6% in the North West and 52% in the South East Coast against an average of 30.8%
- Administrative and clerical staff as a proportion of the OH workforce ranges from 25.6% in South Central and 26.4% in North East to 37.8% in East Midlands and 38% in the East of England against an average 30.8% across England

We also see wide variations in the use of AfC grades against the average across England, eg:

- 12.5% of the overall OH workforce is graded at band 3 whilst 22.9% of the workforce in East of England is banded 3
- 26.9% of the South Central workforce is banded 6 compared to 17.9% of the overall OH workforce
- 27% of the West Midlands workforce in banded 7, compared with 19.1% of the workforce overall
- 10.1% of the overall workforce is banded at 8 , whilst the range between SHAs is from 5.1% in Yorkshire & Humber to 14.6% in the North East and 14.4% in London

These results lead to two questions:

- To what extent is each variation in profiles explained by variations in the model of service delivery?
- What does this say about the efficiency and effectiveness of service delivery between different units?

8.2 Medical Staff

The analysis of doctors in the survey is highly interesting. A third of all consultants who work in NHS OH departments are not directly employed by the NHS. On average, this third works 1 day per week in the NHS. By comparison, the two-thirds of consultants who are directly employed work 80% of their time in the NHS. This

raises a question about the role indirectly employed consultants undertake in the NHS and the extent to which that role differs from directly employed consultants. It is also worth noting that the 81 consultants working within the NHS share only 11 trainees and that at the time of the survey there were 2 unfilled vacancies for trainees. We should not expect any unfilled vacancies.

- Why is this pattern emerging with the NHS occupational health medical workforce?
- What action should the service and the profession be considering?

8.3 Comparative data between 2007 and 2009

Examination of the 33 services in 2007 and 2009 demonstrates the investment services have made in staff over the past two years.

Comparing the registered nursing workforce in 2007 [184 WTE] and 2009 [210 WTE] there has been an increase of 14% in the 33 Trusts.

In terms of occupational health technicians, there has been a reassuring [if small] increase in FTE in the 33 units which participated in both the 2007 and 2009 surveys from 2.8 to 4.3 FTE. However, over half the SHA areas responding did not employ any occupational health technicians and yet they are widely used in the private sector.

A similar level of increase can be found with healthcare assistants from 3 to 5.1 FTE. However, again six out of ten SHA areas reported that they did not employ any healthcare assistants. We would expect a wider use of clinical support staff in a modern NHS occupational health service.

A total of 19.53 FTE physiotherapists [1.9% of the OH workforce] are employed in the 63 respondent services. In the 33 dual respondent Trusts the employed FTE has doubled from 4.1 FTE in 2007 to 8.3 in 2009 plus 3.1 FTE non NHS physiotherapists.

The volume of A&C support staff has also increased from 126.3 to 147.9 FTE.

These results lead to three questions:

- What change has occurred in productivity as the result of this workforce increase?
- Could greater use be made of OHTs, HCAs, and physiotherapists in the delivery of OH services in the future – particularly in services which do not already utilise these skills?
- Why has the A&C workforce increased by 17% between 2007 and 2009?

8.4 Overall conclusions

Overall, it is pleasing that a clear investment has taken place in the Occupational Health workforce in the 33 services that responded in both 2007 and 2009. However, there continues to be a wide variation in skill mix, workforce proportions and Agenda for Change grading across the NHS Plus Network.

We believe that further research is required to better understand the relationship between different OH workforce models, service efficiency and clinical outcomes.

Appendix - 2009 Occupation Health Workforce Survey

The following pages present the survey that was distributed to the Occupational Health units across England.

Occupational Health workforce survey

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

1. About this occupational health service

Name of service:	
Name of Head of Service:	Please select...
Professional background of Head of Service:	
NHS pay Banding of Head of Service:	
Location:	SHA: Please select... Host trust:

2. Medical staff

	Directly employed		Not directly employed		Number of vacancies at 30 th September 2009	
	Headcount	Full time equivalent	Headcount	Full time equivalent	Headcount	Full time equivalent
Number of Doctors holding a consultant appointment:	0	0.00	0	0.00	0	0.00
Number of Doctors on the specialist register not holding a consultant appointment:	0	0.00	0	0.00	0	0.00
Trainee doctors holding an NTN or NTN (I):	0	0.00	0	0.00	0	0.00
Other medical staff:	0	0.00	0	0.00	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

3. Registered Nurses

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

Agenda for Change band (or equivalent)	Employees		Vacancies at 30 th September 2009	
	Headcount	Full time equivalent	Headcount	Full time equivalent
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
Non-NHS	0	0.00	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

4. Healthcare assistants

Agenda for Change band (or equivalent)	Employees		Vacancies at 30 th September 2009	
	Headcount	Full time equivalent	Headcount	Full time equivalent
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
Non-NHS	0	0.00	0	0.00

5. Occupational health technicians

Please list any qualifications held by occupational health technicians:

Agenda for Change band (or equivalent)	Employees		Vacancies at 30 th September 2009	
	Headcount	Full time equivalent	Headcount	Full time equivalent
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
Non-NHS	0	0.00	0	0.00

6. Physiotherapists

Agenda for Change band (or equivalent)	Employees		Vacancies at 30 th September 2009	
	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
Non-NHS	0	0.00	0	0.00

7. Ergonomists

Agenda for Change band (or equivalent)	Employees		Vacancies at 30 th September 2009	
	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
Non-NHS	0	0.00	0	0.00

8. Manual handling specialists

Agenda for Change band (or equivalent)	Employees		Vacancies at 30 th September 2009	
	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
Non-NHS	0	0.00	0	0.00

9. Psychologists

Agenda for Change band (or equivalent)	Employees		Vacancies at 30 th September 2009	
	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
Non-NHS	0	0.00	0	0.00

10. Counsellors

Agenda for Change band (or equivalent)	Employees		Vacancies at 30 th September 2009	
	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
Non-NHS	0	0.00	0	0.00

11. Business managers

Agenda for Change band (or equivalent)	Employees		Vacancies at 30 th September 2009	
	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
Non-NHS	0	0.00	0	0.00

12. Admin & Clerical

Agenda for Change band (or equivalent)	Employees		Vacancies at 30 th September 2009	
	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
Non-NHS	0	0.00	0	0.00

13. Complementary therapists

Agenda for Change band (or equivalent)	Employees		Vacancies at 30 th September 2009	
	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
Non-NHS	0	0.00	0	0.00

14. Designated health and safety advisors

Does your service include health and safety advisors?	Please select...
---	------------------

Agenda for Change band (or equivalent)	Employees		Vacancies at 30 th September 2009	
	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
Non-NHS	0	0.00	0	0.00

15. Occupational hygienists

Agenda for Change band (or equivalent)	Employees		Vacancies at 30 th September 2009	
	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
Non-NHS	0	0.00	0	0.00

16. Other staff group: (title)

Agenda for Change band (or equivalent)	Employees		Vacancies at 30 th September 2009	
	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
Non-NHS	0	0.00	0	0.00

17. Other staff group: (title)

Agenda for Change band (or equivalent)	Employees		Vacancies at 30 th September 2009	
	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
Non-NHS	0	0.00	0	0.00

18. Other staff group: (title)

Agenda for Change band (or equivalent)	Employees		Vacancies at 30 th September 2009	
	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
Non-NHS	0	0.00	0	0.00