

Making workforce data user friendly for future planning and benchmarking

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NCPC**

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2005-6 Survey Background

- Medical – Consultants, SpRs, SHOs, SAS Grades, GPWSIs & GPs
- Nursing – Permanent & Bank by Grade
- All Other Professionals
- WTE within NHS & Vol by sector. Staff in Post. Vacancies & ages
- Accompanying questions

Background

- **Surveys**
- **Circulation**
- **Response rate**
- **Cautionary note!**
 - The information reported here is drawn from the 2005/6 NCPC workforce survey.
 - The data are reported as recorded and, as such, may not be complete and need to be treated with due care.
 - AfC bands have been estimated for voluntary sector staff.
- **Analysis**

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Specialist Palliative Care Workforce Survey

Evolution of the Data Analysis

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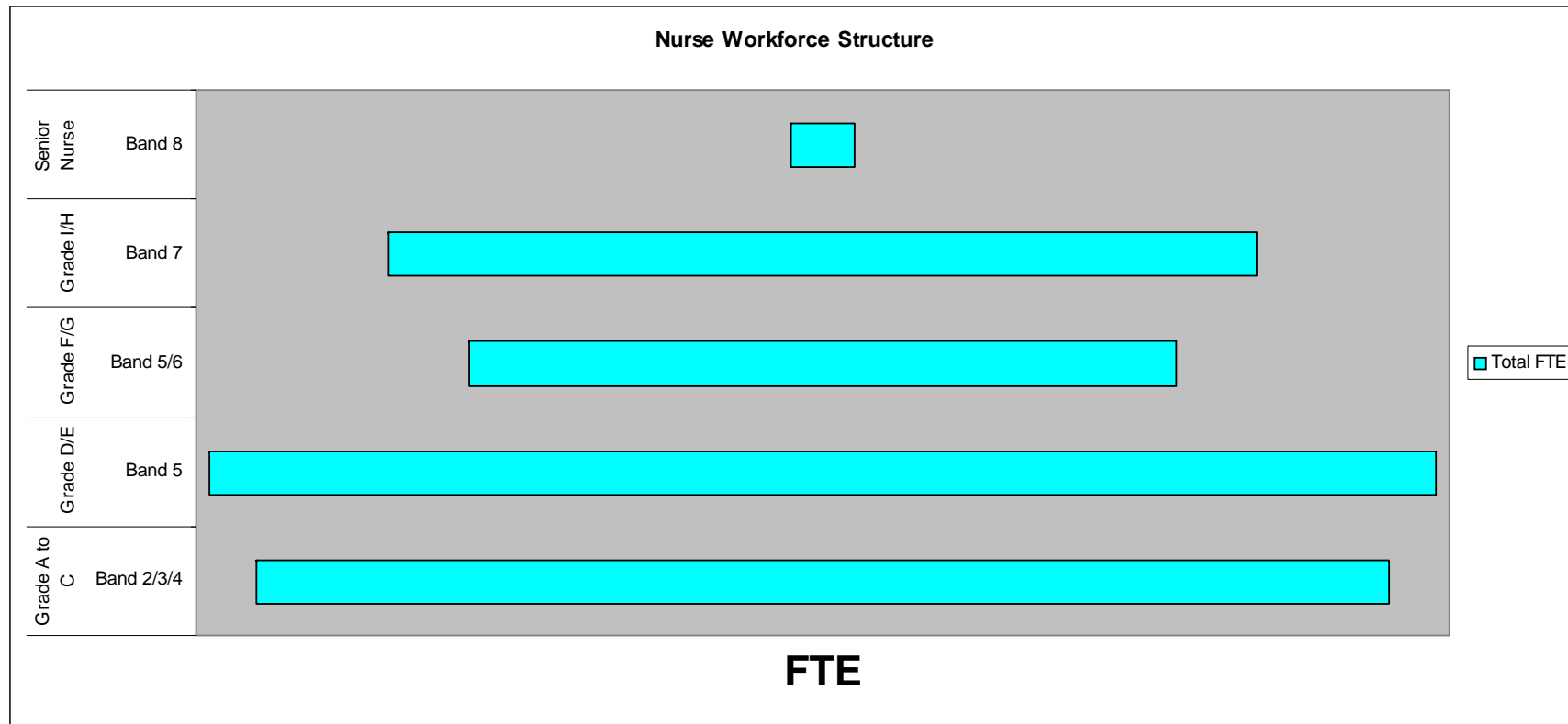
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Nursing Data

The National Perspective

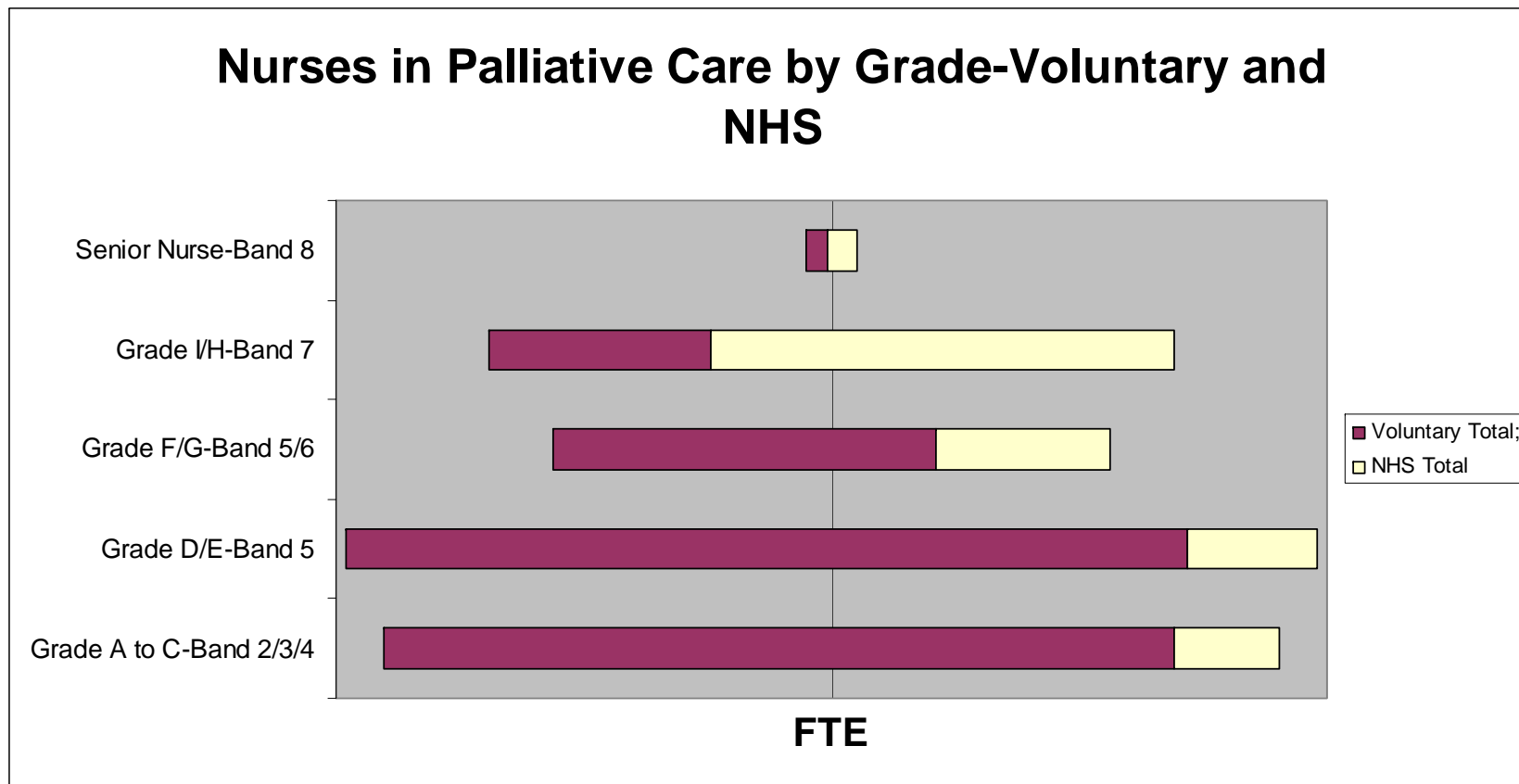
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Specialist Palliative Care Nurse Workforce

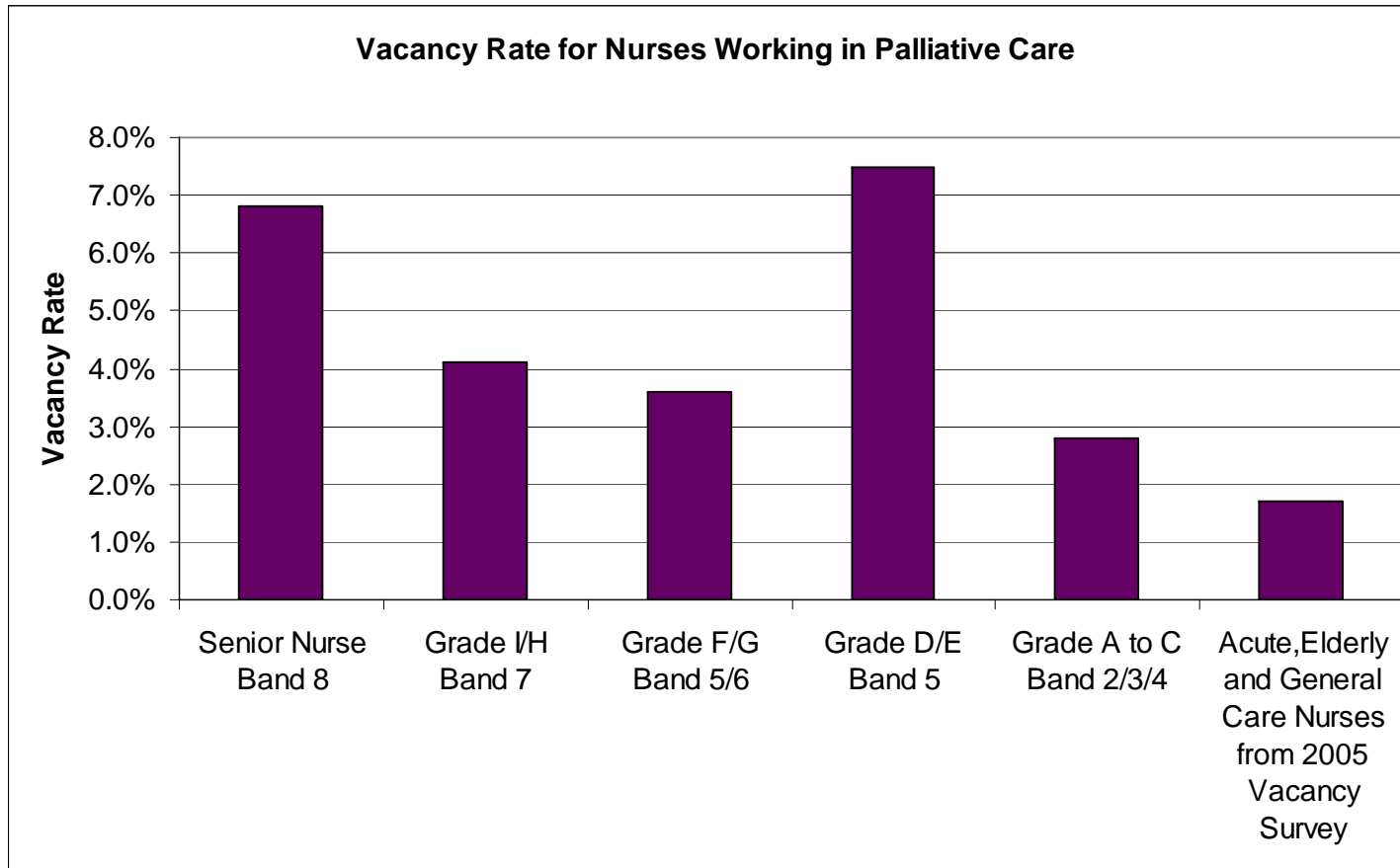


Total number of FTE nurses = 5100 across voluntary and NHS sectors.

Specialist Palliative Care Nurse Workforce



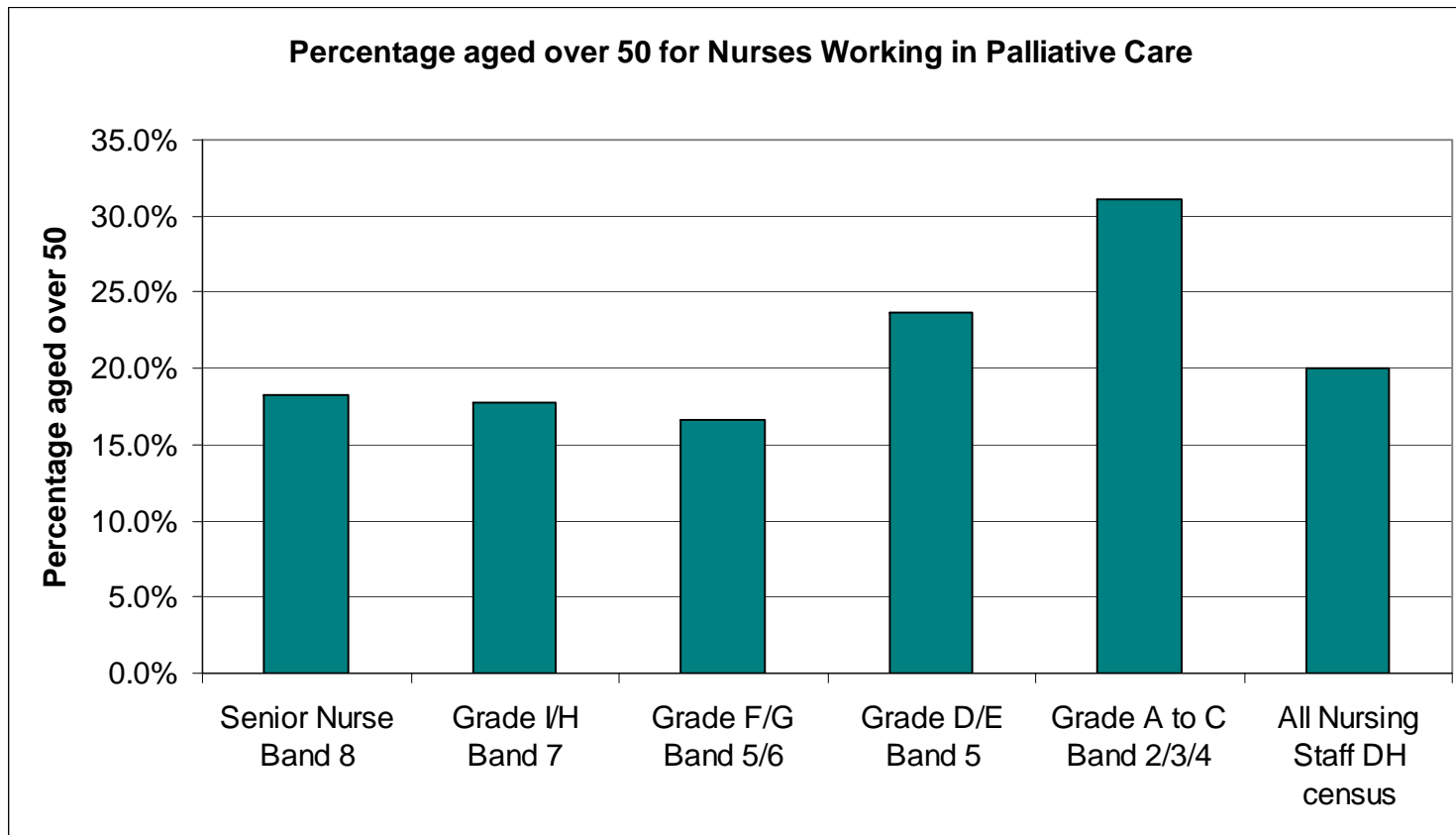
Nurse Vacancy Rates



Vacancy rates calculated using FTE figures.

The vacancy rate taken from the 2005 vacancy survey is for the category of Acute, Elderly and General Care Nursing.

Nursing Age Profile



Headcount figures estimated due to gaps in returns

Marie Curie Nurses

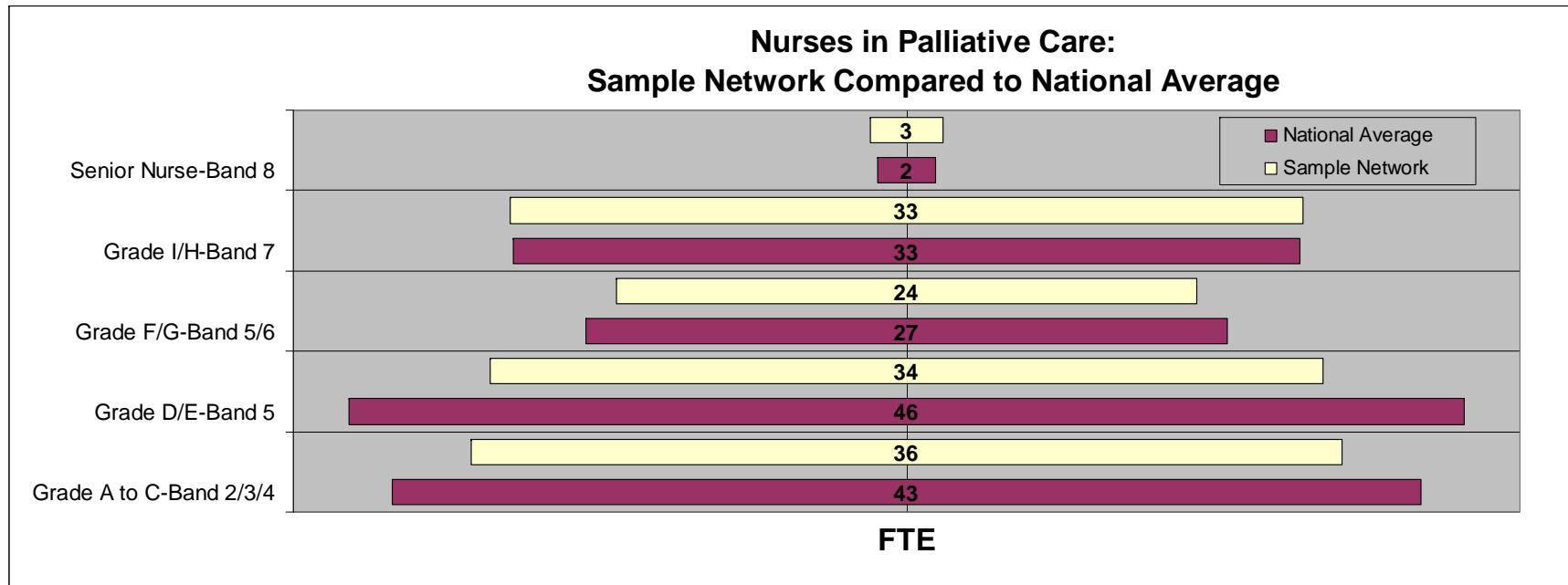
		Area Nurse Manager	HCA	Nurse Team Manager	RN	Grand Total
		MCC Gr 5	band 2/3	band 7	band 5	
Bank	Count of Employee		319		481	800
	Count of 50+		163		261	424
	Sum of FTE		0		0	0
Contract	Count of Employee	4	179	34	140	357
	Count of 50+	1	75	3	84	163
	Sum of FTE	4	119.84	32.43	89.46	236.73
Total Count of Employee		4	498	34	621	1157
Total Count of 50+		1	238	3	345	587
Total Sum of FTE		4	119.84	32.43	89.46	236.73

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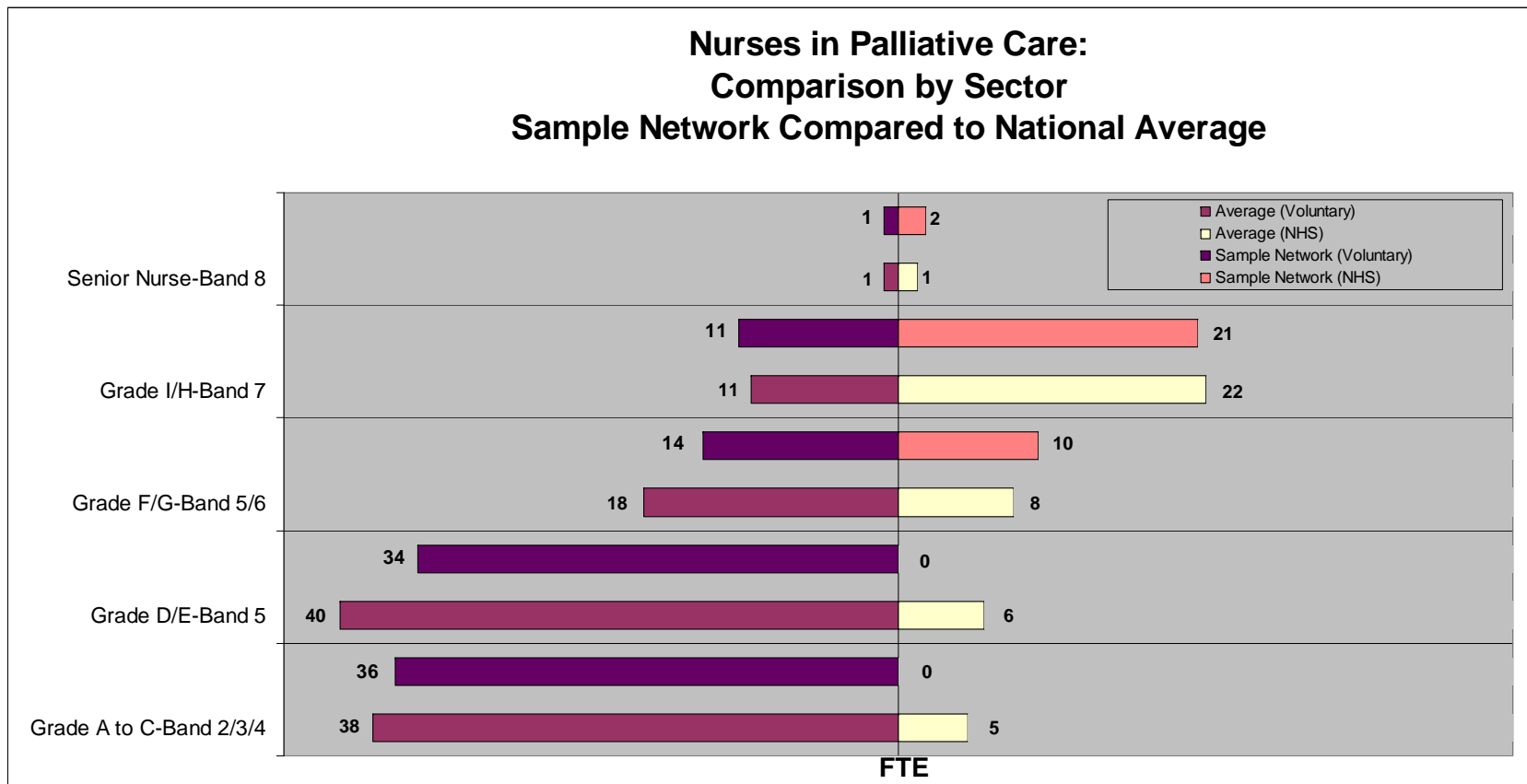
Geographical Analysis

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Geographical Data Analysis

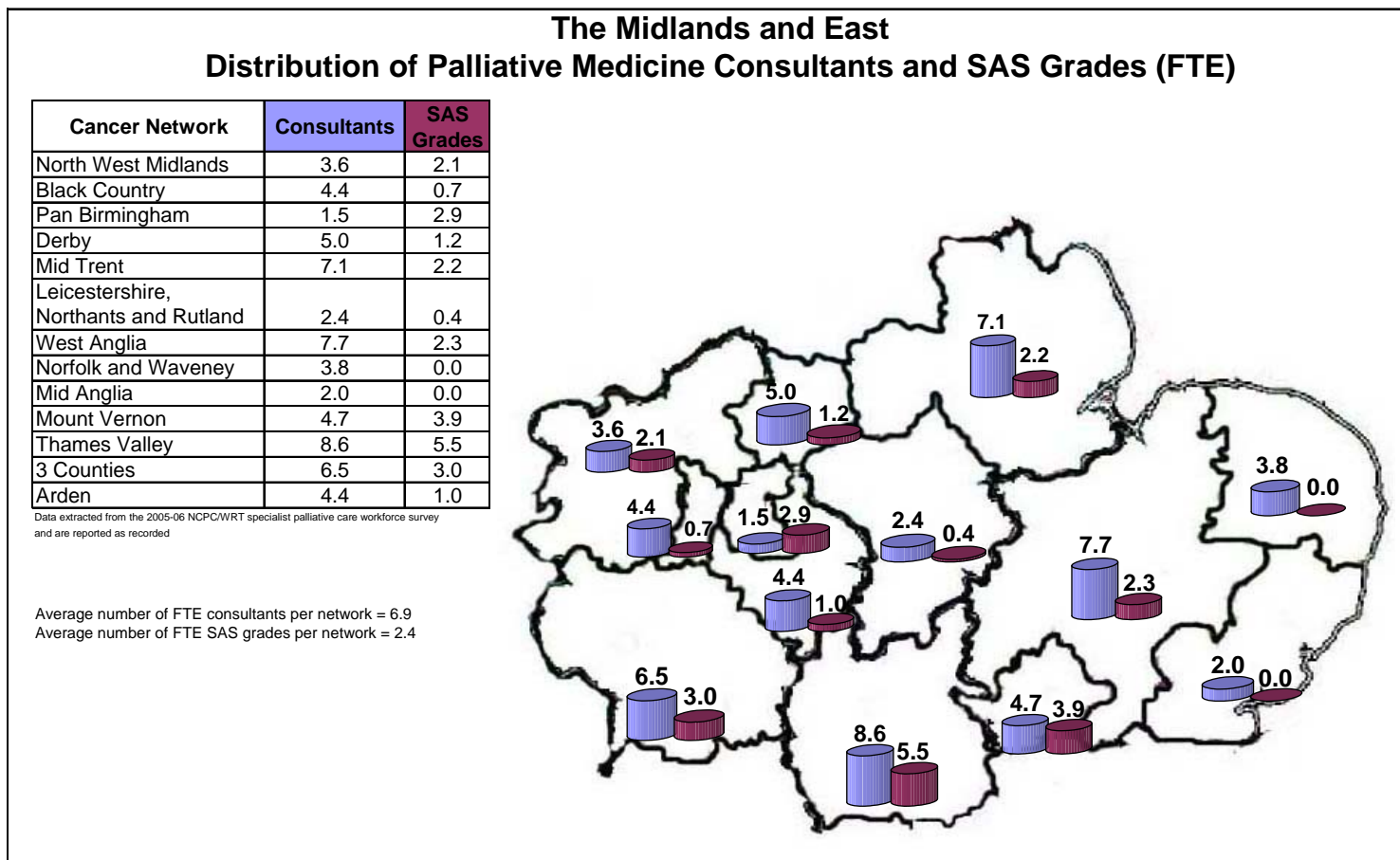


- Data for voluntary and NHS sectors combined
- Average number per cancer network = 150
- Network for comparison chosen at random



Data broken down by voluntary and NHS sectors

Geographical Distribution – The Midlands



The Importance of Data

Influencing the Baseline Reviews

End of Life Care Service Review

- **NHS 2007/08 Operating Framework included actions for PCTs to undertake a local end of life care service review**
- **Service review to include specialist palliative care services in voluntary hospices and NHS managed units**

End of Life Care Service Review

- **Purpose of review is to provide the information to enable:**
 - assessment of population needs
 - Map current provision
 - Compare needs with current provision
 - Identify where service improvements are needed
 - Response to EOLC strategy when published

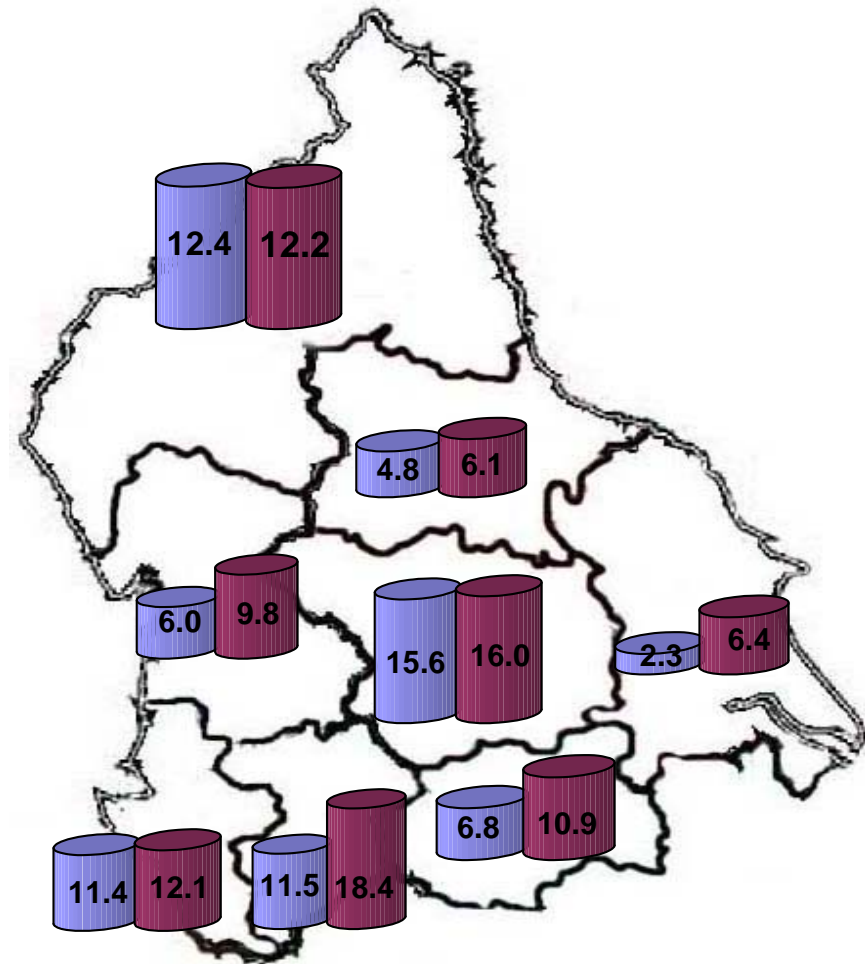
Northern England

Distribution of Palliative Medicine Consultants against Estimated Requirements (FTE)

Cancer Network	FTE	
	Consultants	Estimated Requirements
Northern	12.4	12.2
Lancashire and South Cumbria	6.0	9.8
Teeside and South Durham	4.8	6.1
Yorkshire	15.6	16.0
Humberside and Yorkshire Coast	2.3	6.4
Merseyside and Cheshire	11.4	12.1
Greater Manchester and Cheshire	11.5	18.4
North Trent	6.8	10.9

Data extracted from the 2005-06 NCCP/WRT specialist palliative care workforce survey and are reported as recorded

Estimated requirements calculated from network populations and a figure of 1 FTE consultant per 160,000 population drawn from 'Consultant physicians working with patients (3rd edition)' Population data supplied by the National Cancer Action Team

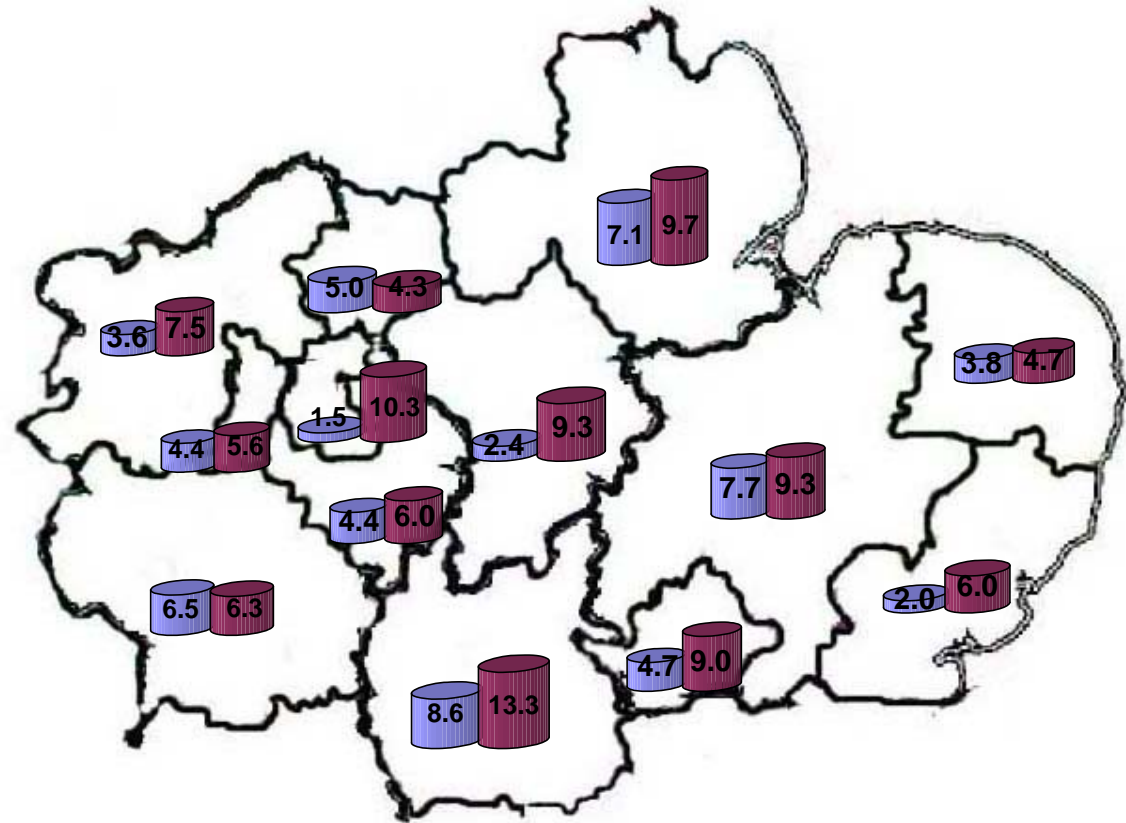


The Midlands and East Distribution of Palliative Medicine Consultants against Estimated Requirements (FTE)

Cancer Network	Consultants	Estimated Requirements
North West Midlands	3.6	7.5
Black Country	4.4	5.6
Pan Birmingham	1.5	10.3
Derby	5.0	4.3
Mid Trent	7.1	9.7
Leicestershire, Northants and Rutland	2.4	9.3
West Anglia	7.7	9.3
Norfolk and Waveney	3.8	4.7
Mid Anglia	2.0	6.0
Mount Vernon	4.7	9.0
Thames Valley	8.6	13.3
3 Counties	6.5	6.3
Arden	4.4	6.0

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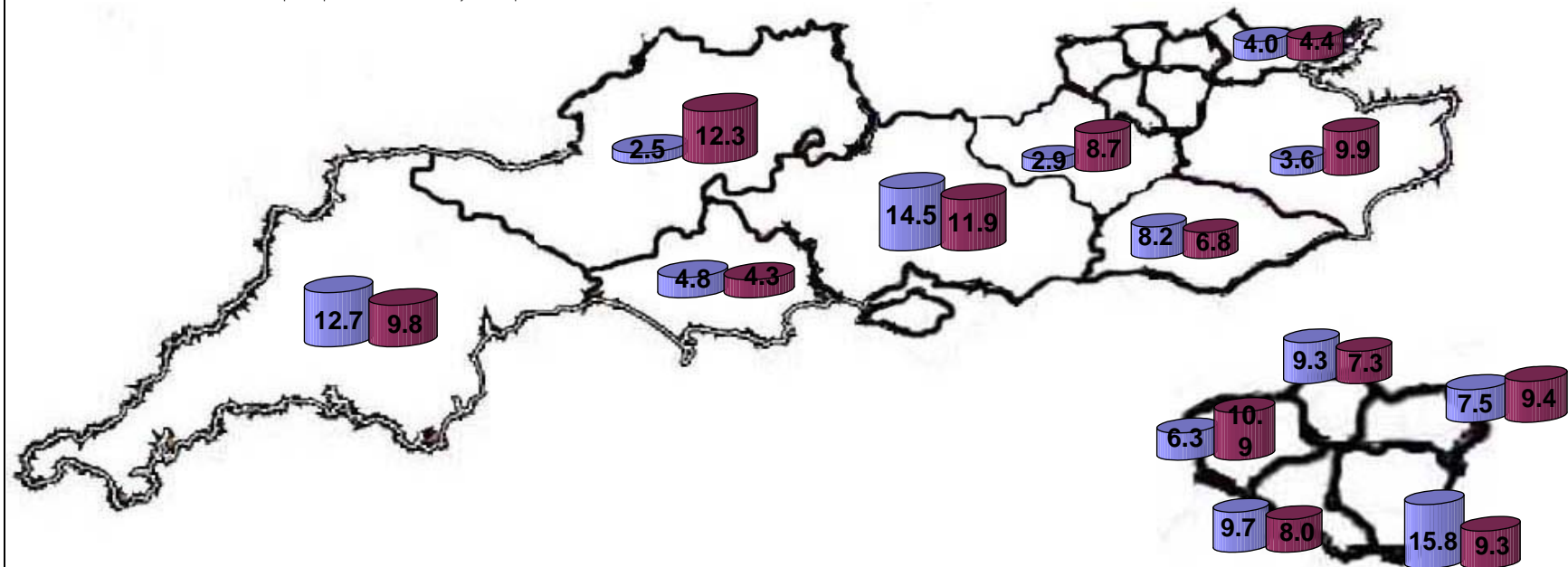


Southern England Distribution of Palliative Medicine Consultants against Estimated Requirements (FTE)

Cancer Network	Consultants	Estimated Requirements
Peninsula	12.7	9.8
Avon, Somerset & Wiltshire	2.5	12.3
Dorset	4.8	4.3
Central South Coast	14.5	11.9
Surrey, West Sussex and Hampshire	2.9	8.7
Sussex	8.2	6.8
Kent and Medway	3.6	9.9
South Essex	4.0	4.4
West London	6.3	10.9
North London	9.3	7.3
North East London	7.5	9.4
South East London	15.8	9.3
South West London	9.7	8.0

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Against Need

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Northern England

Distribution of Palliative Medicine Consultants against NCPC Needs Assessment Exercise (FTE)

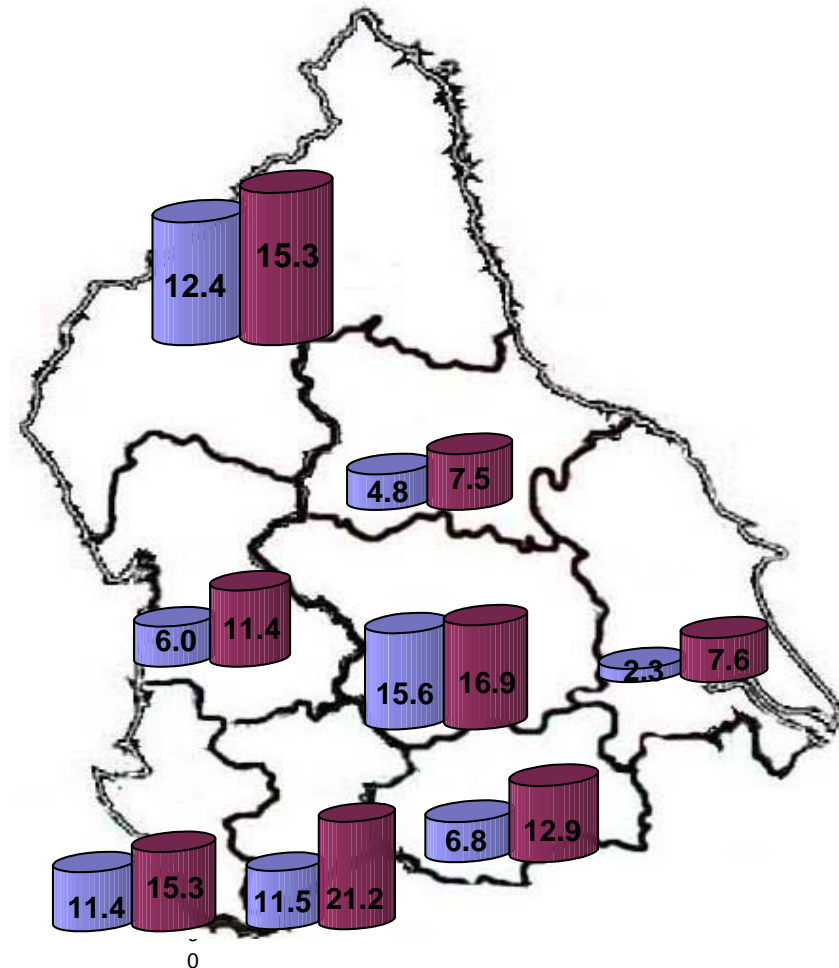
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Humberside and Yorkshire Coast	2.3	7.6
Merseyside and Cheshire	11.4	15.3
Greater Manchester and Cheshire	11.5	21.2
North Trent	6.8	12.9

Data extracted from the 2005-06 NCPC/WRT specialist palliative care workforce survey and are reported as recorded

Needs Assessment data calculated from network populations and Table 24 of NCPCs 'Population-based Needs Assessment for End of Life Care' (Published September 2006)

Total consultant requirement for England taken to be 306 FTE (calculated from 'Consultant physicians working with patients (3rd edition)')

Population data supplied by the National Cancer Action Team



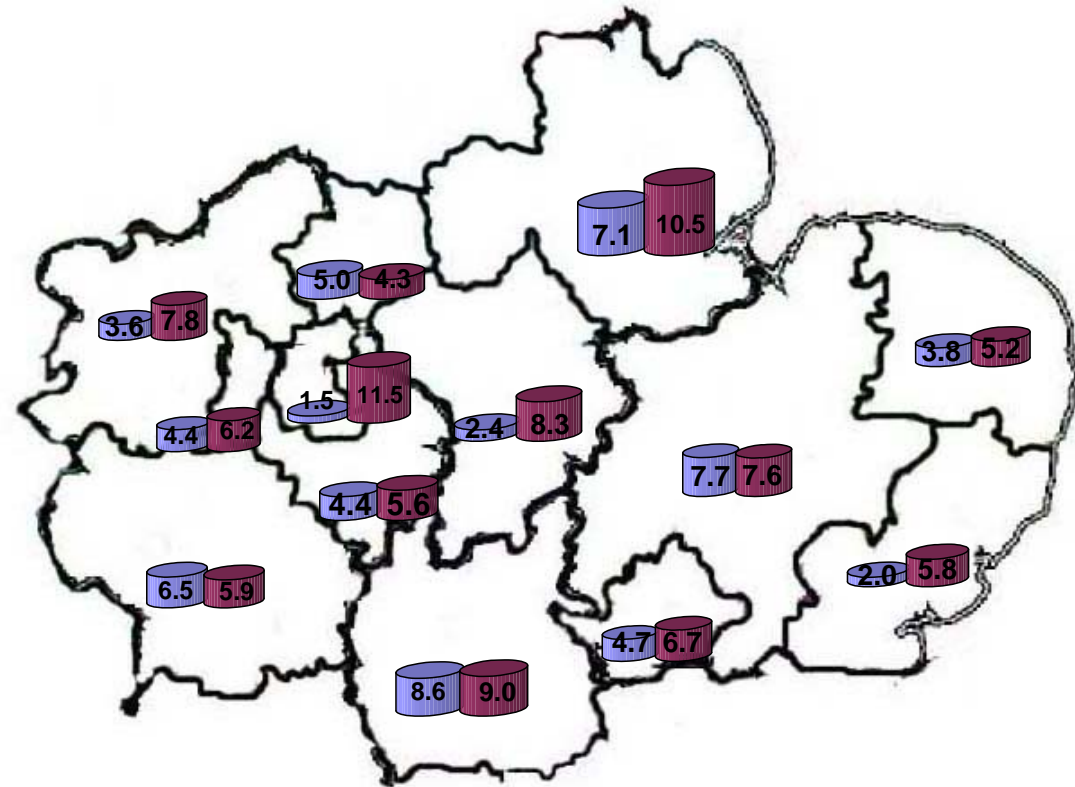
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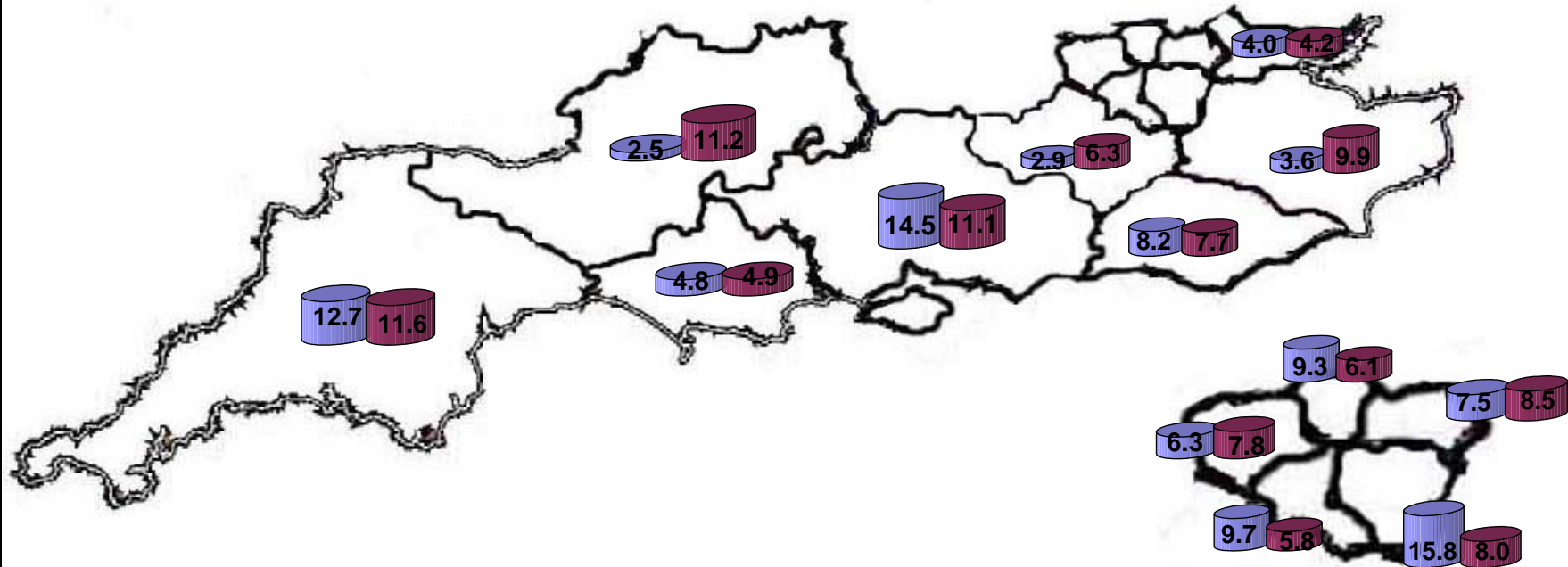


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The way forward

- Formalise the survey as an annual data collection to become mandatory within NHS
 - **Generally for 30th September to tie in with NHS Census data collection**
 - **One off for 2007 as of 31st August to aid Baseline Reviews**
- Update data collected to maximise usefulness
- Data collection via NCPC and the NHS Information Centre for Health and Social Care – Analysis by WRT
- Your help will be really appreciated

Home Office Shortage Occupation List

**Review of National healthcare labour markets to update
the shortage list for the Home Office**

Palliative Medicine

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Questions?



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