

## LNR Cancer Network Nursing Workforce + AHP Vacancy Data

### LNR Cancer Network Nursing Workforce Data

|                   |         |
|-------------------|---------|
| Nursing Proforma: |         |
| HC                | 372,671 |
| FTE               | 296,586 |
| FTE/HC ratio      | 0.796   |

| POST/GRADE/<br>AGENDA FOR<br>CHANGE BANDING | FULL TIME EQUIVALENT (FTE) |             |              |                     |              |              | FTE TOTAL     | Nos OF<br>STAFF IN<br>POST | Funded<br>Establishment<br>(FTE) | Vacancies<br>(FTE) | No. aged<br>over 50 | Vacancies/FT<br>E | Estimated<br>Headcount* | No. over<br>50/Estimated<br>Headcount |
|---|----------------------------|-------------|--------------|---------------------|--------------|--------------|---------------|----------------------------|----------------------------------|--------------------|---------------------|-------------------|-------------------------|---------------------------------------|
|   | VOLUNTARY SECTOR           |             |              | NHS                 |              |              |               |                            |                                  |                    |                     |                   |                         |                                       |
|   | Hospital<br>Support        | Community   | SPC unit     | Hospital<br>Support | Community    | SPC unit     |               |                            |                                  |                    |                     |                   |                         |                                       |
| PERMANENT STAFF                             |                            |             |              |                     |              |              |               |                            |                                  |                    |                     |                   |                         |                                       |
| Senior Nurse<br>Band 8                      |                            |             |              |                     |              |              |               |                            |                                  |                    |                     | #DIV/0!           | 0                       | #DIV/0!                               |
| Grade I/H<br>Band 7                         |                            | 1           | 3            | 4.1                 | 1            | 0.93         | 10.03         | 13                         | 10.93                            | 0.9                | 2                   | 8.2%              | 13                      | 15.9%                                 |
| Grade F/G<br>Band 5/6                       |                            | 6.13        | 5.8          | 11.3                | 12.3         | 2.33         | 37.86         | 36                         | 38.66                            | 0.8                | 2                   | 2.1%              | 48                      | 4.2%                                  |
| Grade D/E<br>Band 5                         |                            |             | 34.43        |                     |              | 16.4         | 50.83         | 70                         | 57.4                             | 6.57               | 9                   | 11.4%             | 64                      | 14.1%                                 |
| Grade A to C<br>Band 2/3/4                  |                            |             | 16.9         |                     | 1            | 10           | 27.9          | 41                         | 28.4                             | 0.5                | 9                   | 1.8%              | 35                      | 25.7%                                 |
| <b>TOTAL</b>                                | <b>0.00</b>                | <b>7.13</b> | <b>60.13</b> | <b>15.40</b>        | <b>14.30</b> | <b>29.66</b> | <b>126.62</b> | <b>160.00</b>              | <b>135.39</b>                    | <b>8.77</b>        | <b>22.00</b>        |                   |                         |                                       |

\* - No. of SIP reported by the survey was variable and so the proportion of nurses aged over 50 was calculated using an estimated headcount figure calculated from nurse participation rate stated in 2005 WRT nurse proforma

### LNR Cancer Network AHP Specialist Palliative Care (SPC) Workforce Data

| POST                      | FULL TIME EQUIVALENT (FTE) |           |          |                     |           |          | FTE TOTAL | No. of<br>STAFF IN<br>POST | Funded<br>Establishment<br>(FTE) | Vacancies<br>(FTE) | No. aged<br>over 50 | Vacancies/FT<br>E | No. aged 50+<br>as a<br>proportion of<br>SIP** | No. aged 50+<br>as a proportion<br>of FTE |
|---------------------------|----------------------------|-----------|----------|---------------------|-----------|----------|-----------|----------------------------|----------------------------------|--------------------|---------------------|-------------------|--|---|
|                           | VOLUNTARY SECTOR           |           |          | NHS                 |           |          |           |                            |                                  |                    |                     |                   |  |   |
|                           | Hospital<br>Support        | Community | SPC unit | Hospital<br>Support | Community | SPC unit |           |                            |                                  |                    |                     |                   |  |   |
| Physiotherapist           |                            |           | 2.6      |                     |           |          | 2.6       | 3.0                        | 2.6                              | 1.0                |                     | 27.8%             | 0.0%   | 0.0%                                      |
| Occupational<br>therapist |                            |           | 4.2      |                     |           |          | 4.2       | 5.0                        | 4.2                              |                    |                     | 0.0%              | 0.0%   | 0.0%                                      |
| Social work support       |                            |           | 1.0      |                     |           |          | 1.0       | 2.0                        | 1.0                              |                    |                     | 0.0%              | 0.0%   | 0.0%                                      |

\*\* - No. of SIP reported varied noticeably from return to return so the proportion of staff aged over 50 was calculated against SIP and FTE to give 2 bases for comparison

## All Networks Nursing Workforce Data

| POST/GRADE/<br>AGENDA FOR<br>CHANGE BANDING | FULL TIME EQUIVALENT (FTE) |              |               |                     |              |              | FTE TOTAL     | No. of STAFF<br>IN POST | Funded<br>Establishment<br>(FTE) | Vacancies<br>(FTE) | No. aged<br>over 50 | Vacancies/FT<br>E | Estimated<br>Headcount* | No. over<br>50/Estimated<br>Headout |
|---|----------------------------|--------------|---------------|---------------------|--------------|--------------|---------------|-------------------------|----------------------------------|--------------------|---------------------|-------------------|-------------------------|-------------------------------------|
|   | VOLUNTARY SECTOR           |              |               | NHS                 |              |              |               |                         |                                  |                    |                     |                   |                         |                                     |
|   | Hospital<br>Support        | Community    | SPC unit      | Hospital<br>Support | Community    | SPC unit     |               |                         |                                  |                    |                     |                   |                         |                                     |
| PERMANENT STAFF                             |                            |              |               |                     |              |              |               |                         |                                  |                    |                     |                   |                         |                                     |
| Senior Nurse<br>Band 8                      | 0.1                        | 6.5          | 28.5          | 20.2                | 23.2         | 4.0          | 82.5          | 89.0                    | 88.0                             | 6.0                | 19.0                | 6.8%              | 104                     | 18.3%                               |
| Grade I/H<br>Band 7                         | 19.3                       | 192.3        | 146.1         | 301.8               | 418.9        | 27.6         | 1105.9        | 1178.0                  | 968.4                            | 47.2               | 247.0               | 4.1%              | 1390                    | 17.8%                               |
| Grade F/G<br>Band 5/6                       | 32.9                       | 134.9        | 452.2         | 72.4                | 153.4        | 55.8         | 901.6         | 999.2                   | 786.1                            | 33.2               | 188.0               | 3.6%              | 1133                    | 16.6%                               |
| Grade D/E<br>Band 5                         | 44.1                       | 72.1         | 1242.5        |                     | 22.6         | 186.1        | 1567.3        | 1856.6                  | 1470.9                           | 126.4              | 466.2               | 7.5%              | 1969                    | 23.7%                               |
| Grade A to C<br>Band 2/3/4                  | 164.4                      | 81.1         | 1031.8        | 4.3                 | 32.8         | 131.2        | 1445.6        | 1749.8                  | 1301.2                           | 41.2               | 565.0               | 2.8%              | 1816                    | 31.1%                               |
| <b>TOTAL</b>                                | <b>260.7</b>               | <b>486.8</b> | <b>2901.0</b> | <b>398.7</b>        | <b>650.9</b> | <b>404.7</b> | <b>5102.8</b> | <b>5872.6</b>           | <b>4614.5</b>                    | <b>254.0</b>       | <b>1485.2</b>       |                   |                         |                                     |

\* - No. of SIP reported by the survey was variable and so the proportion of nurses aged over 50 was calculated using an estimated headcount figure calculated from nurse participation rate stated in 2005 WRT nurse proforma

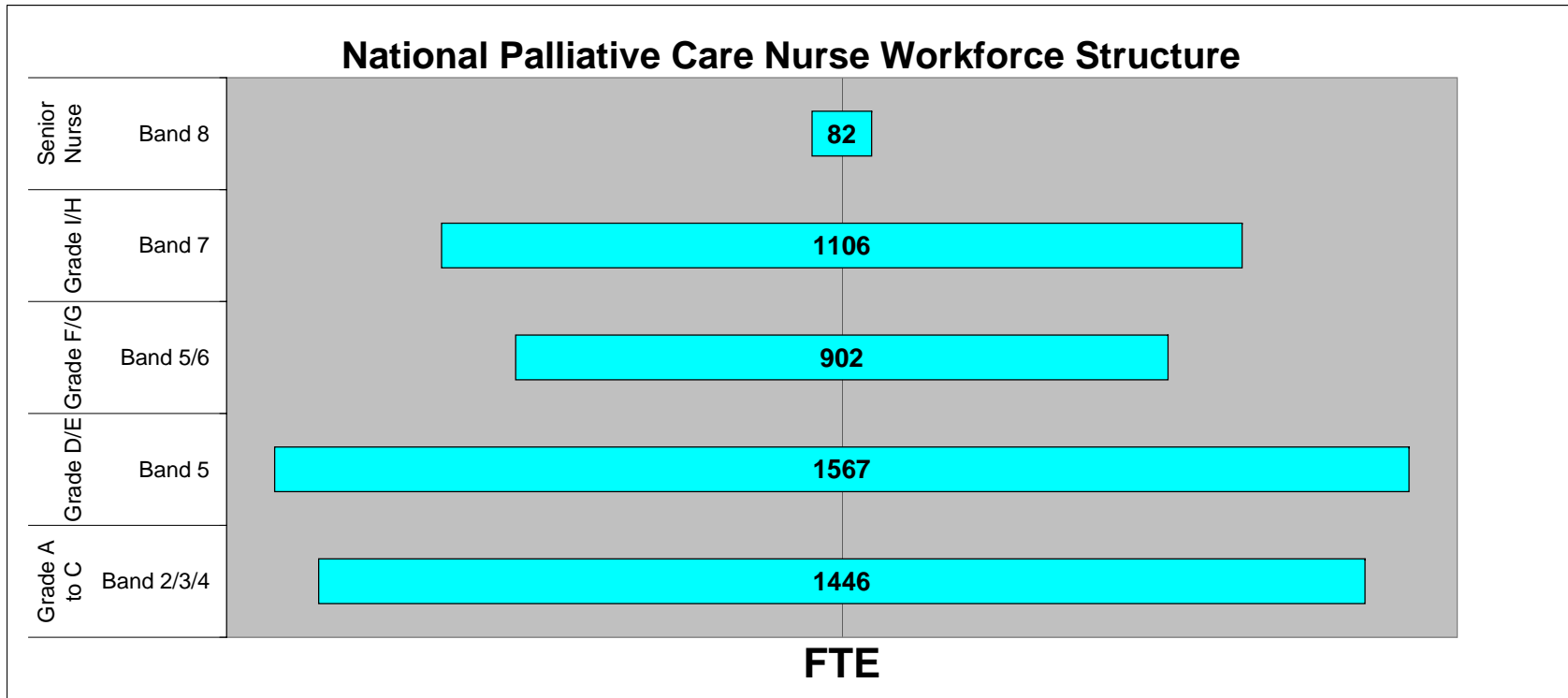
## All Networks AHP Specialist Palliative Care Workforce Data

| POST                      | FULL TIME EQUIVALENT (FTE) |           |          |                     |           |          | FTE TOTAL | No. of<br>STAFF IN<br>POST | Funded<br>Establishment<br>(FTE) | Vacancies<br>(FTE) | No. aged<br>over 50 | Vacancies/FT<br>E | No. aged 50+<br>as a<br>proportion of<br>SIP** | No. aged 50+<br>as a proportion<br>of FTE |
|---------------------------|----------------------------|-----------|----------|---------------------|-----------|----------|-----------|----------------------------|----------------------------------|--------------------|---------------------|-------------------|--|---|
|                           | VOLUNTARY SECTOR           |           |          | NHS                 |           |          |           |                            |                                  |                    |                     |                   |  |   |
|                           | Hospital<br>Support        | Community | SPC unit | Hospital<br>Support | Community | SPC unit |           |                            |                                  |                    |                     |                   |  |   |
| Physiotherapist           | 2.9                        | 6.2       | 66.9     | 9.4                 | 12.3      | 14.4     | 112.0     | 178.8                      | 97.6                             | 7.6                | 42.0                | 6.3%              | 23.5%  | 37.5%                                     |
| Occupational<br>therapist | 7.9                        | 4.7       | 48.4     | 16.2                | 15.0      | 14.1     | 106.3     | 134.7                      | 100.2                            | 10.0               | 12.0                | 8.6%              | 8.9%   | 11.3%                                     |
| Social work support       | 15.0                       | 14.4      | 110.4    | 28.9                | 14.0      | 16.8     | 199.6     | 232.7                      | 163.1                            | 11.8               | 67.0                | 5.6%              | 28.8%  | 33.6%                                     |

\*\* - No. of SIP reported varied noticeably from return to return so the proportion of staff aged over 50 was calculated against SIP and FTE to give 2 bases for comparison

## Christmas Tree of Whole Nursing Workforce

|                  |           |           |           |              |      |
|------------------|-----------|-----------|-----------|--------------|------|
| Grade A to C     | Grade D/E | Grade F/G | Grade I/H | Senior Nurse |      |
| Band 2/3/4       | Band 5    | Band 5/6  | Band 7    | Band 8       |      |
| <b>Total FTE</b> | 1445.6    | 1567.3    | 901.6     | 1105.9       | 82.5 |



## Numbers of Voluntary and NHS Nurses in Whole Workforce + Network Averages

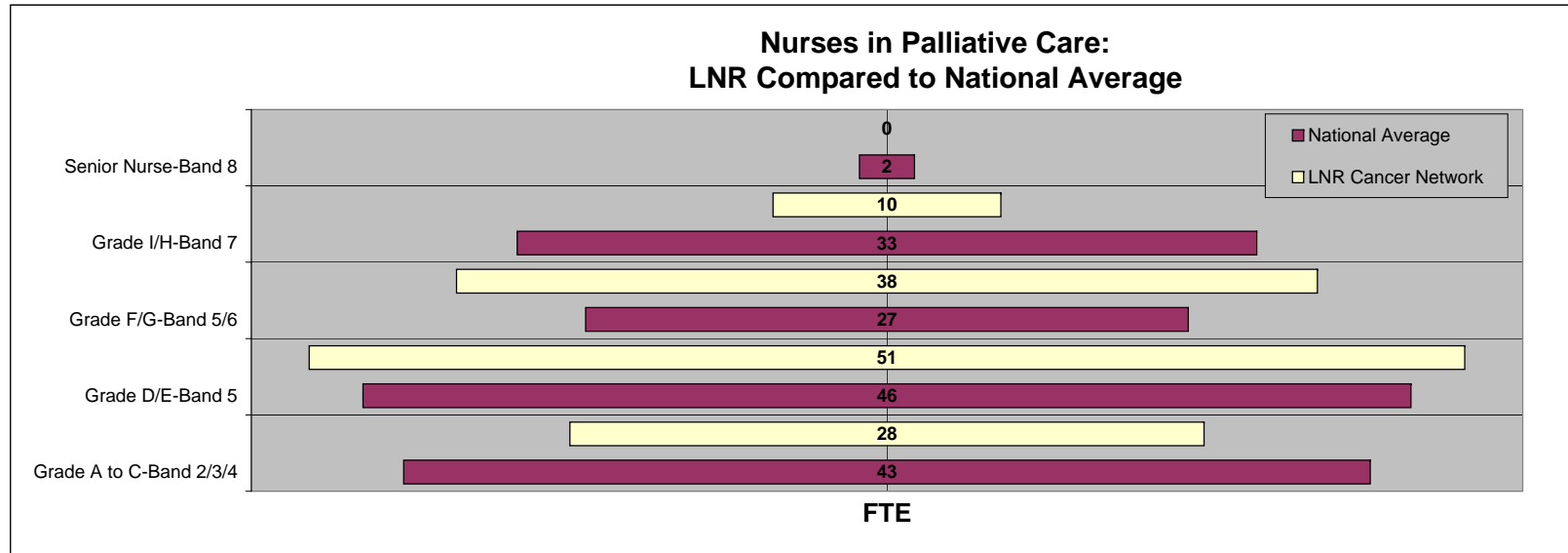
| PERMANENT STAFF         | Voluntary Total (FTE) | NHS Total (FTE) | Total (FTE)   | Voluntary Average | NHS Average (FTE) | Total Average (FTE) |
|-------------------------|-----------------------|-----------------|---------------|-------------------|-------------------|---------------------|
| Senior Nurse-Band 8     | 35.1                  | 47.4            | 82.5          | 1.0               | 1.4               | 2.4                 |
| Grade I/H - Band 7      | 357.6                 | 748.3           | 1105.9        | 10.5              | 22.0              | 32.5                |
| Grade F/G - Band 5/6    | 620.0                 | 281.6           | 901.6         | 18.2              | 8.3               | 26.5                |
| Grade D/E - Band 5      | 1358.6                | 208.7           | 1567.3        | 40.0              | 6.1               | 46.1                |
| Grade A to C-Band 2/3/4 | 1277.2                | 168.3           | 1445.6        | 37.6              | 5.0               | 42.5                |
| <b>TOTAL</b>            | <b>3648.5</b>         | <b>1454.3</b>   | <b>5102.8</b> |                   |                   |                     |

Average based on the 34 networks existing when the survey was taken

### Network Nurse Workforce Compared to National Average

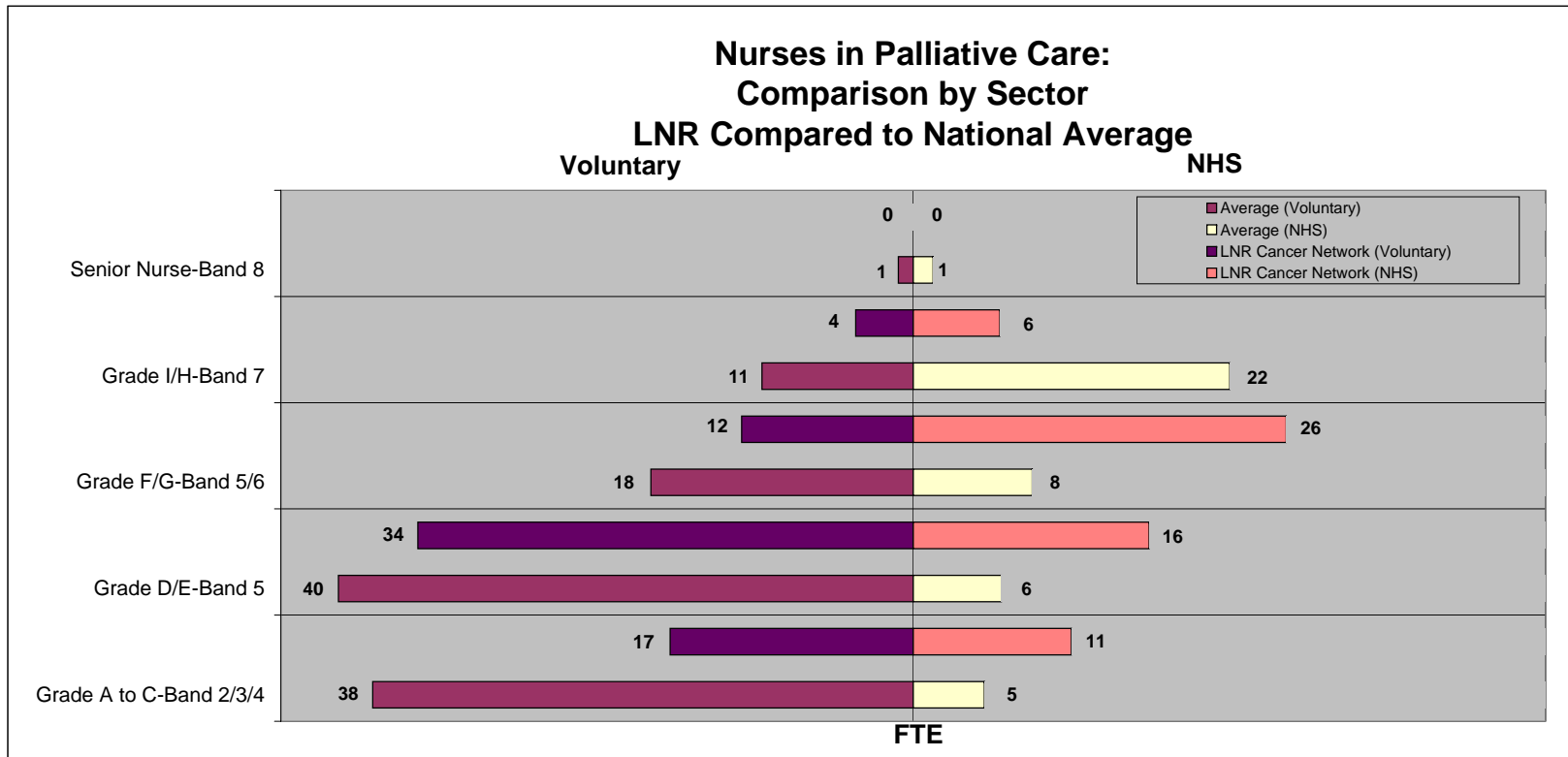
|                           | Grade A to C-Band 2/3/4 | Grade D/E-Band 5 | Grade F/G-Band 5/6 | Grade I/H-Band 7 | Senior Nurse-Band 8 |
|---------------------------|-------------------------|------------------|--------------------|------------------|---------------------|
| <b>National Average</b>   | 42.5                    | 46.1             | 26.5               | 32.5             | 2.4                 |
| <b>LNR Cancer Network</b> | 27.9                    | 50.8             | 37.9               | 10.0             | 0.0                 |

### Nurses in Palliative Care: LNR Compared to National Average



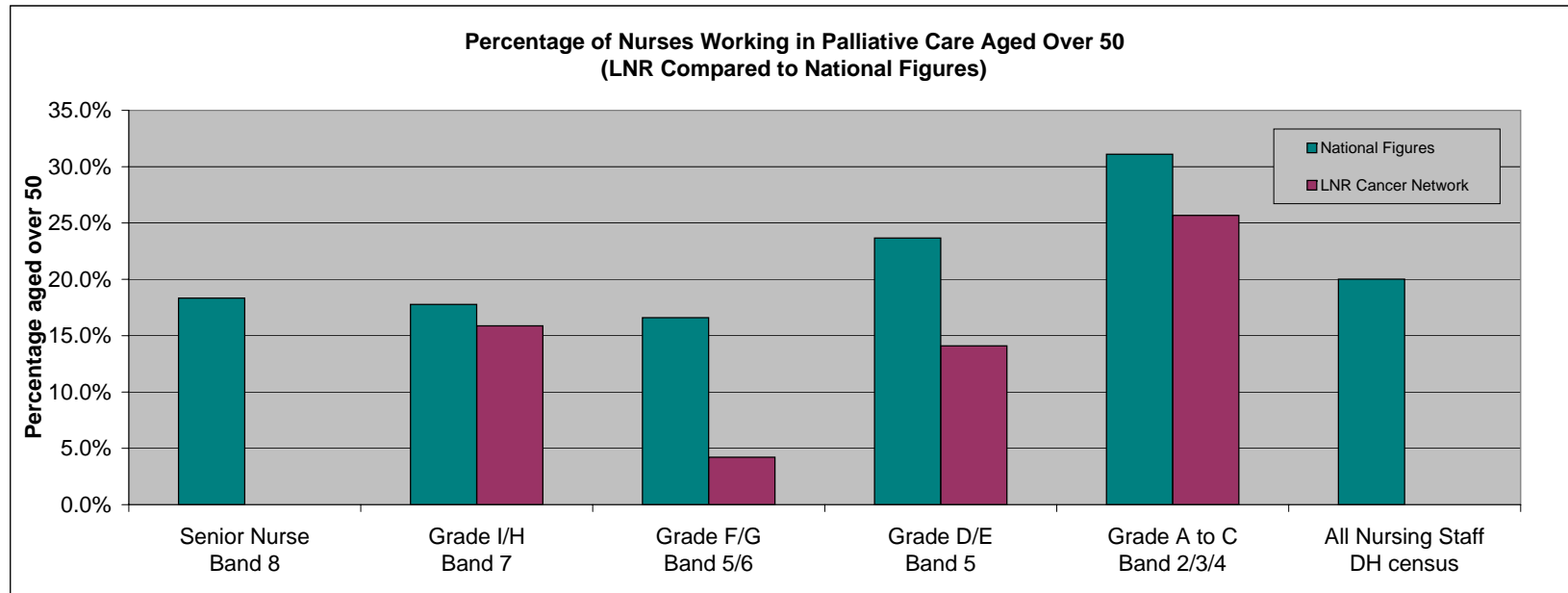
## Voluntary and NHS Sector Nurse Workforce Structure Compared to National Average

|                                | Grade A to C-Band 2/3/4 |             | Grade D/E-Band 5 |             | Grade F/G-Band 5/6 |             | Grade I/H-Band 7 |             | Senior Nurse-Band 8 |            |
|--------------------------------|-------------------------|-------------|------------------|-------------|--------------------|-------------|------------------|-------------|---------------------|------------|
| Average (Voluntary)            | 37.6                    |             | 40.0             |             | 18.2               |             | 10.5             |             | 1.0                 |            |
| Average (NHS)                  | 5.0                     |             | 6.1              |             | 8.3                |             | 22.0             |             | 1.4                 |            |
| LNR Cancer Network (Voluntary) |                         | 16.9        |                  | 34.4        |                    | 11.9        |                  | 4.0         |                     | 0          |
| LNR Cancer Network (NHS)       |                         | 11.0        |                  | 16.4        |                    | 25.9        |                  | 6.0         |                     | 0          |
| <b>Total</b>                   | <b>42.5</b>             | <b>27.9</b> | <b>46.1</b>      | <b>50.8</b> | <b>26.5</b>        | <b>37.9</b> | <b>32.5</b>      | <b>10.0</b> | <b>2.4</b>          | <b>0.0</b> |



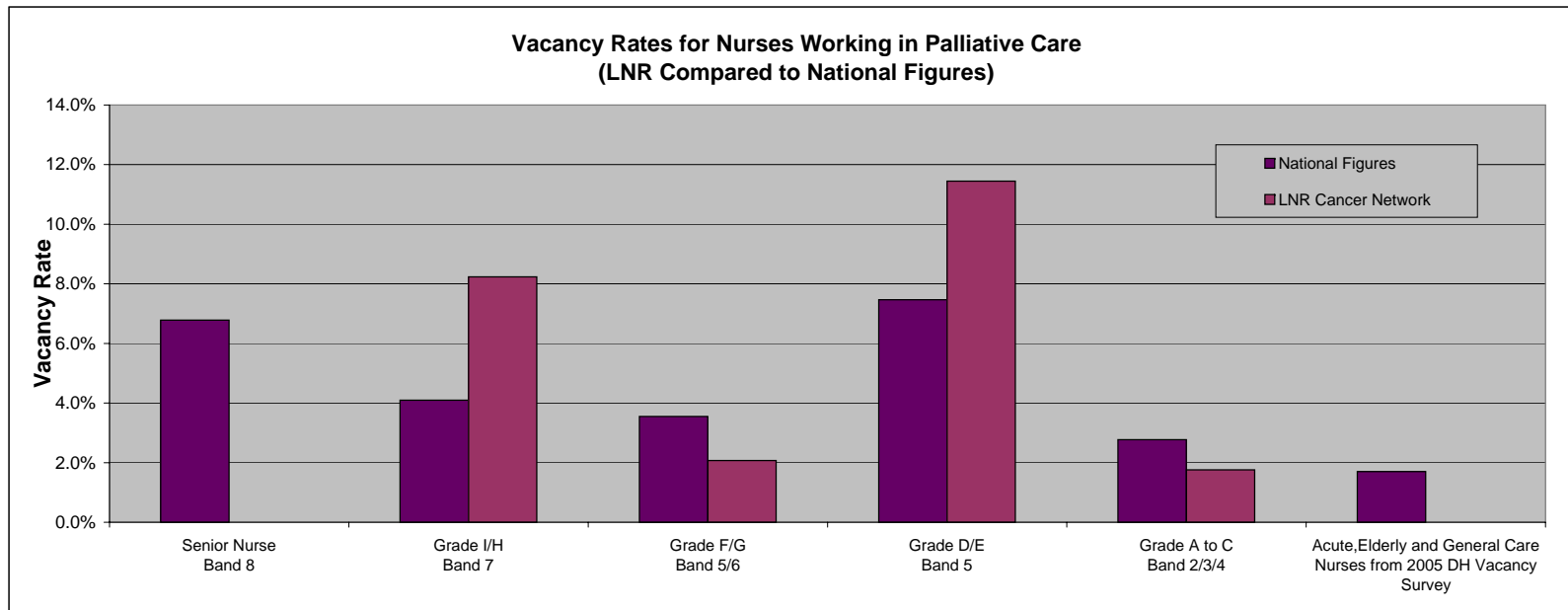
## Numbers of Nurses Aged Over 50

| PERMANENT STAFF             | Percentage aged over 50 |                    |
|-----------------------------|-------------------------|--------------------|
|                             | National Figures        | LNR Cancer Network |
| Senior Nurse Band 8         | 18.3%                   | #DIV/0!            |
| Grade I/H Band 7            | 17.8%                   | 15.9%              |
| Grade F/G Band 5/6          | 16.6%                   | 4.2%               |
| Grade D/E Band 5            | 23.7%                   | 14.1%              |
| Grade A to C Band 2/3/4     | 31.1%                   | 25.7%              |
| All Nursing Staff DH census | 20.0%                   |                    |



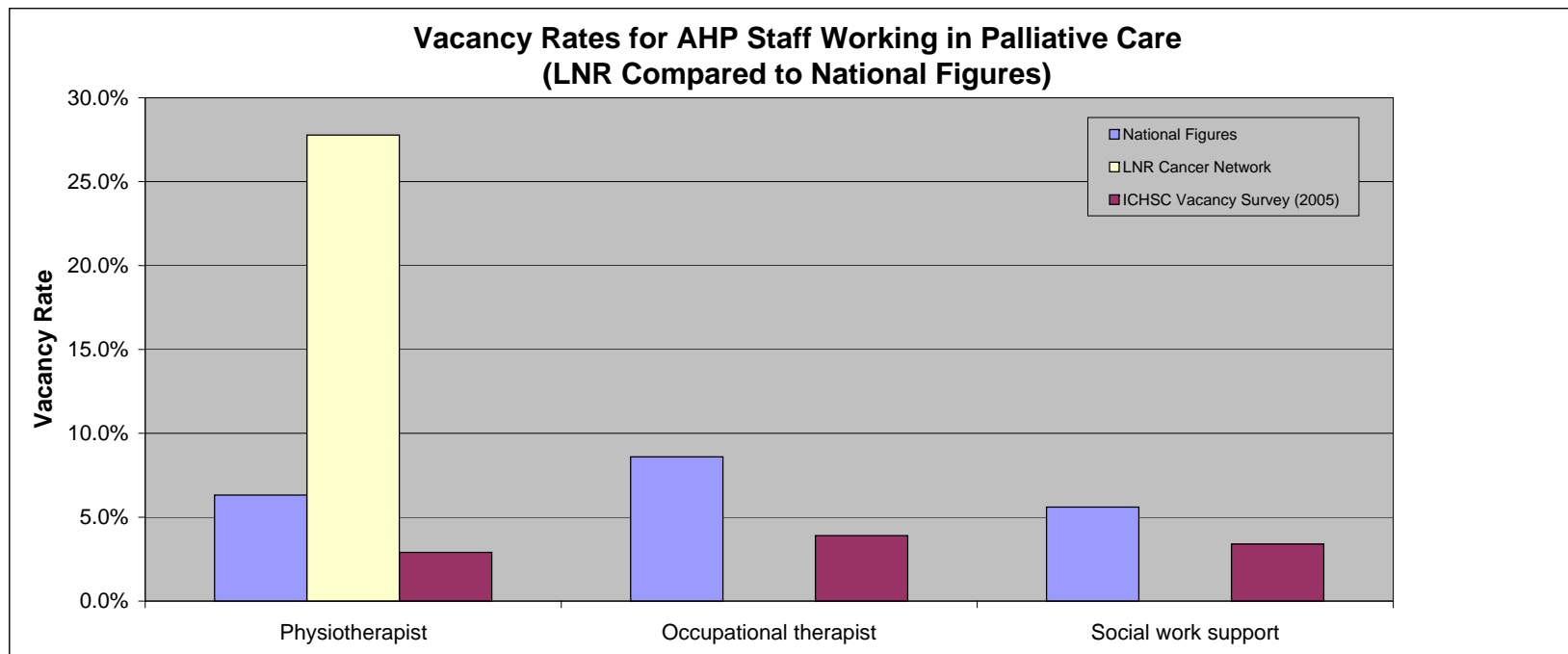
## Nurse Vacancy Rates

| PERMANENT STAFF  | Nurse Vacancy Rate |                    |
|--|--------------------|--------------------|
|  | National Figures   | LNR Cancer Network |
| Senior Nurse Band 8  | 6.8%               | #DIV/0!            |
| Grade I/H Band 7   | 4.1%               | 8.2%               |
| Grade F/G Band 5/6   | 3.6%               | 2.1%               |
| Grade D/E Band 5   | 7.5%               | 11.4%              |
| Grade A to C Band 2/3/4  | 2.8%               | 1.8%               |
| Acute, Elderly and General Care Nurses from 2005 DH Vacancy Survey | 1.7%               |                    |



## AHP Vacancy Rates

| AHP Staff Group        | Vacancy Rates for AHP Staff |                    |                             |
|------------------------|-----------------------------|--------------------|-----------------------------|
|                        | National Figures            | LNR Cancer Network | ICHSC Vacancy Survey (2005) |
| Physiotherapist        | 6.3%                        | 27.8%              | 2.9%                        |
| Occupational therapist | 8.6%                        | 0.0%               | 3.9%                        |
| Social work support    | 5.6%                        | 0.0%               | 3.4%                        |



Data collected and analysed from NCPC/WRT SPC Workforce survey carried out between Sept 2005 - Oct 2006  
 All data is reported as recorded and analysis has been carried out on the reported figures