

## West Anglia Cancer Network Nursing Workforce + AHP Vacancy Data

### West Anglia Cancer Network Nursing Workforce Data

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

POST/GRADE/ AGENDA FOR CHANGE BANDING	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	Nos OF STAFF IN POST	Funded Establishment (FTE)	Vacancies (FTE)	No. aged over 50	Vacancies/FT E	Estimated Headcount*	No. over 50/Estimated Headcount
	VOLUNTARY SECTOR			NHS										
	Hospital Support	Community	SPC unit	Hospital Support	Community	SPC unit								
PERMANENT STAFF														
Senior Nurse Band 8			2	2	3.24		7.24	8	6.24			0.0%	9	0.0%
Grade I/H Band 7		11.12	1.6	8	6		26.72	29	19.36	2	11	7.0%	34	32.8%
Grade F/G Band 5/6			43.53	1.7	1.57	1.65	48.45	52	36.54		20	0.0%	61	32.9%
Grade D/E Band 5			37.52			16.43	53.95	71	51.14	2.51	21	4.4%	68	31.0%
Grade A to C Band 2/3/4			45.02	2	3.64	8.67	59.33	69	49.93		29	0.0%	75	38.9%
<b>TOTAL</b>	<b>0.00</b>	<b>11.12</b>	<b>129.67</b>	<b>13.70</b>	<b>14.45</b>	<b>26.75</b>	<b>195.69</b>	<b>229.00</b>	<b>163.21</b>	<b>4.51</b>	<b>81.00</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

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

POST	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	No. of STAFF IN POST	Funded Establishment (FTE)	Vacancies (FTE)	No. aged over 50	Vacancies/FT E	No. aged 50+ as a proportion of SIP**	No. aged 50+ as a proportion of FTE
	VOLUNTARY SECTOR			NHS										
	Hospital Support	Community	SPC unit	Hospital Support	Community	SPC unit								
Physiotherapist		0.3	0.4			1.0	1.6	3.0	1.6	0.5	1.0	23.7%	33.3%	62.1%
Occupational therapist			0.3			1.0	1.3	2.0	1.8	0.5		27.5%	0.0%	0.0%
Social work support			3.5	0.8		0.2	4.5	6.0	1.3		1.0	0.0%	16.7%	22.4%

\*\* - 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/ AGENDA FOR CHANGE BANDING	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	No. of STAFF IN POST	Funded Establishment (FTE)	Vacancies (FTE)	No. aged over 50	Vacancies/FT E	Estimated Headcount*	No. over 50/Estimated Headout
	VOLUNTARY SECTOR			NHS										
	Hospital Support	Community	SPC unit	Hospital Support	Community	SPC unit								
Senior Nurse 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 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 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 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 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

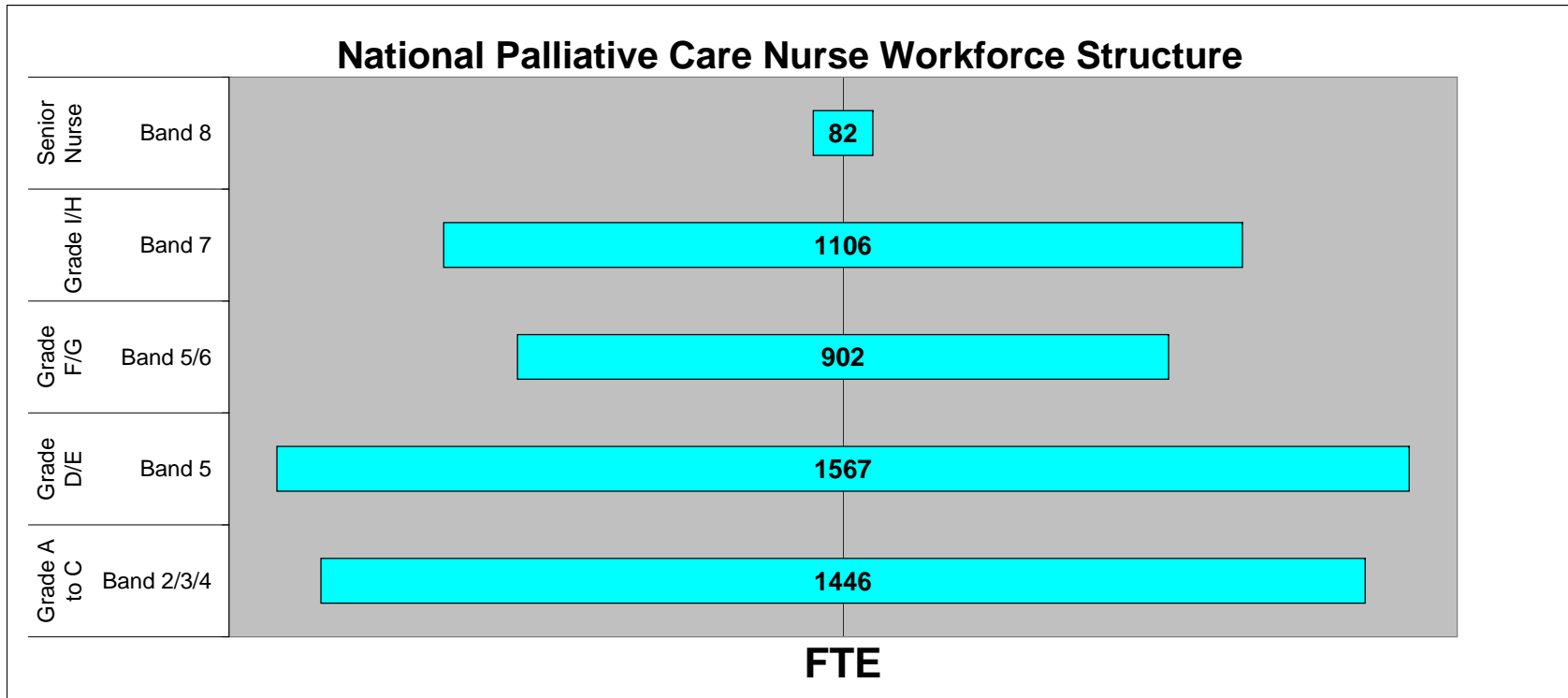
## All Networks AHP Specialist Palliative Care Workforce Data

POST	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	No. of STAFF IN POST	Funded Establishment (FTE)	Vacancies (FTE)	No. aged over 50	Vacancies/FT E	No. aged 50+ as a proportion of SIP**	No. aged 50+ as a proportion of FTE
	VOLUNTARY SECTOR			NHS										
	Hospital Support	Community	SPC unit	Hospital 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 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

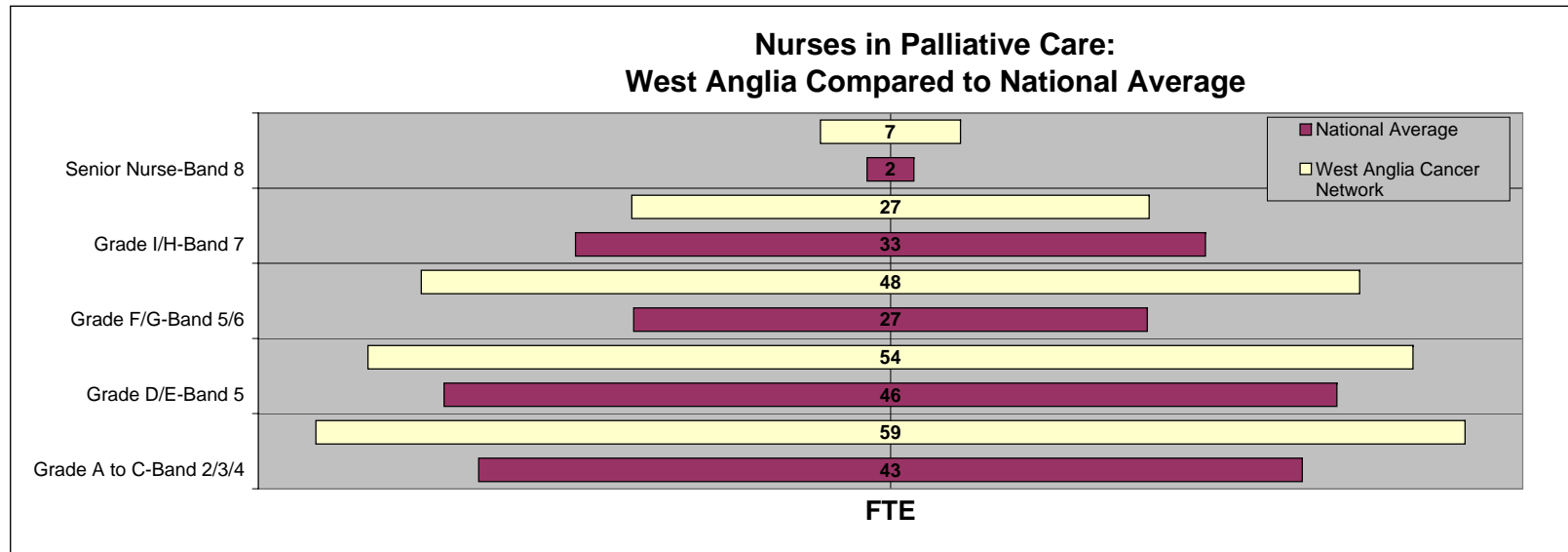
PERMANENT STAFF	Voluntary Total (FTE)	NHS Total (FTE)	Total (FTE)	Voluntary Average	NHS Average (FTE)	Total Average (FTE)
Senior Nurse-Band 8	35.1	47.4	82.5	1.0	1.4	2.4
Grade I/H - Band 7	357.6	748.3	1105.9	10.5	22.0	32.5
Grade F/G - Band 5/6	620.0	281.6	901.6	18.2	8.3	26.5
Grade D/E - Band 5	1358.6	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>West Anglia Cancer Network</b>	59.3	54.0	48.5	26.7	7.2

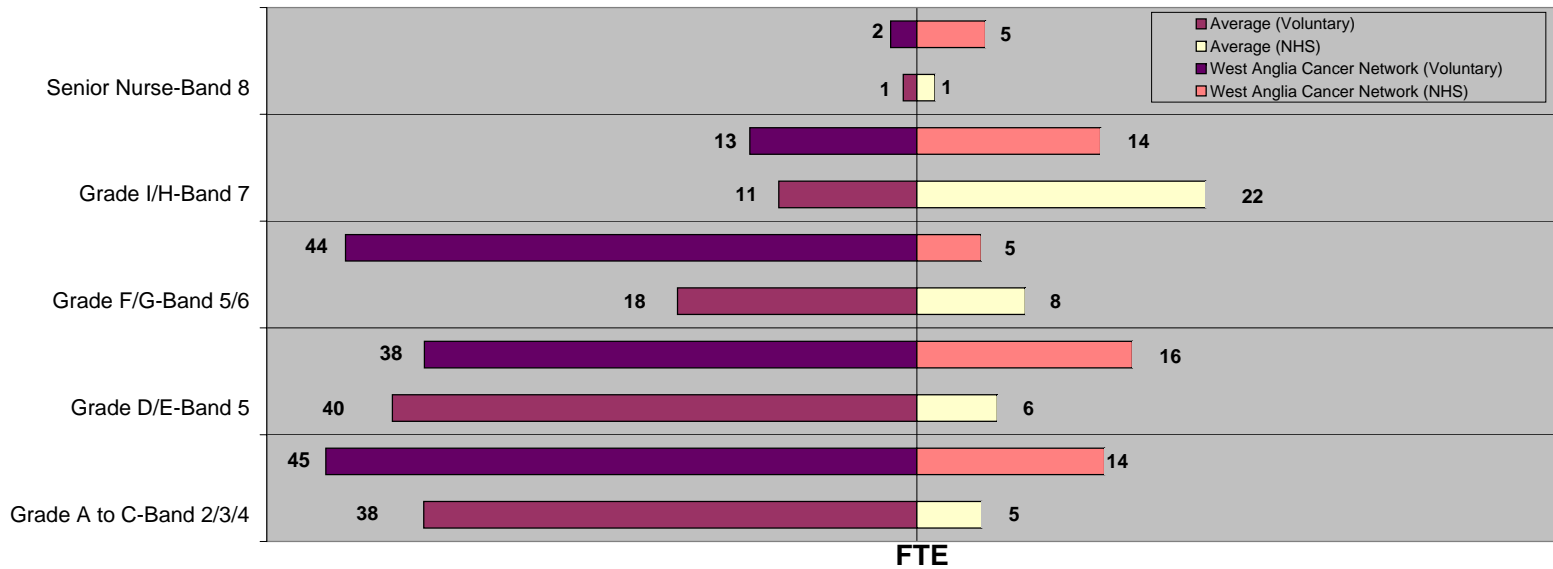
### Nurses in Palliative Care: West Anglia Compared to National Average



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

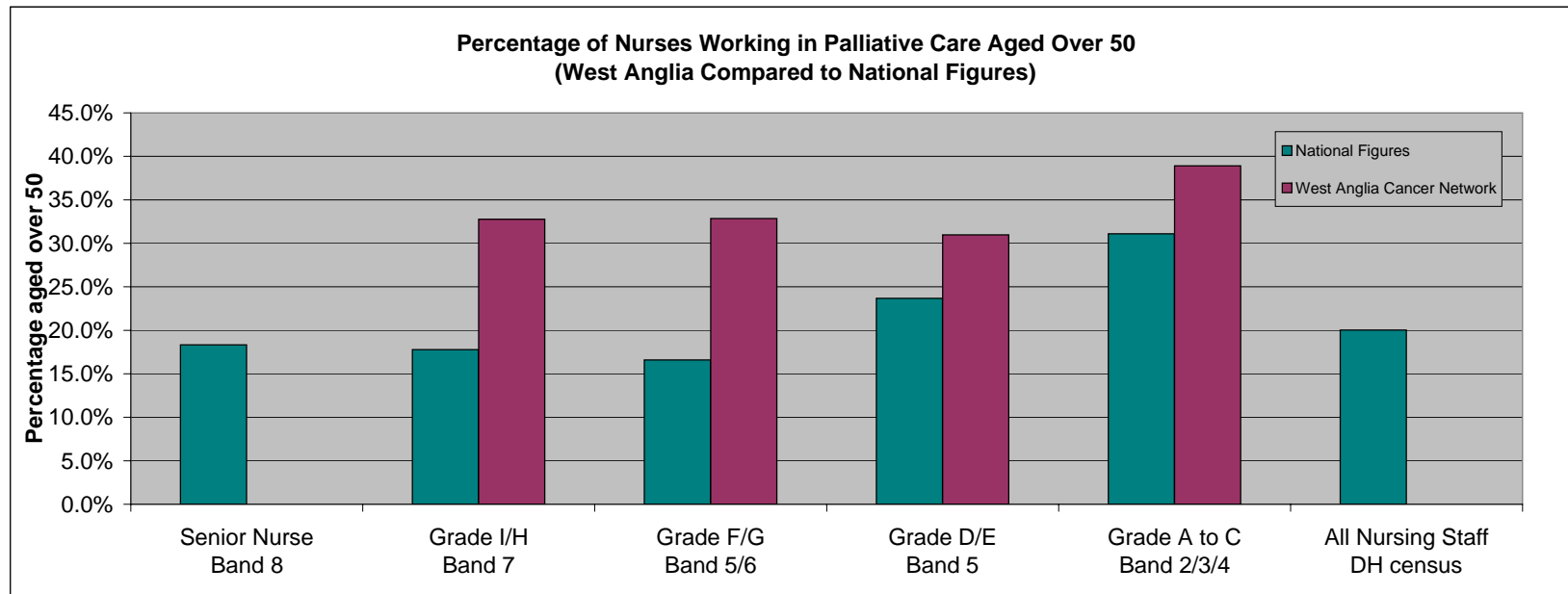
	Grade A to C-Band 2/3/4		Grade D/E-Band 5		Grade F/G-Band 5/6		Grade I/H-Band 7		Senior Nurse-Band 8	
Average (Voluntary)	37.6		40.0		18.2		10.5		1.0	
Average (NHS)	5.0		6.1		8.3		22.0		1.4	
West Anglia Cancer Network (Voluntary)		45.0		37.5		43.5		12.7		2
West Anglia Cancer Network (NHS)		14.3		16.4		4.9		14.0		5.24
<b>Total</b>	<b>42.5</b>	<b>59.3</b>	<b>46.1</b>	<b>54.0</b>	<b>26.5</b>	<b>48.5</b>	<b>32.5</b>	<b>26.7</b>	<b>2.4</b>	<b>7.2</b>

### Nurses in Palliative Care: Comparison by Sector West Anglia Compared to National Average



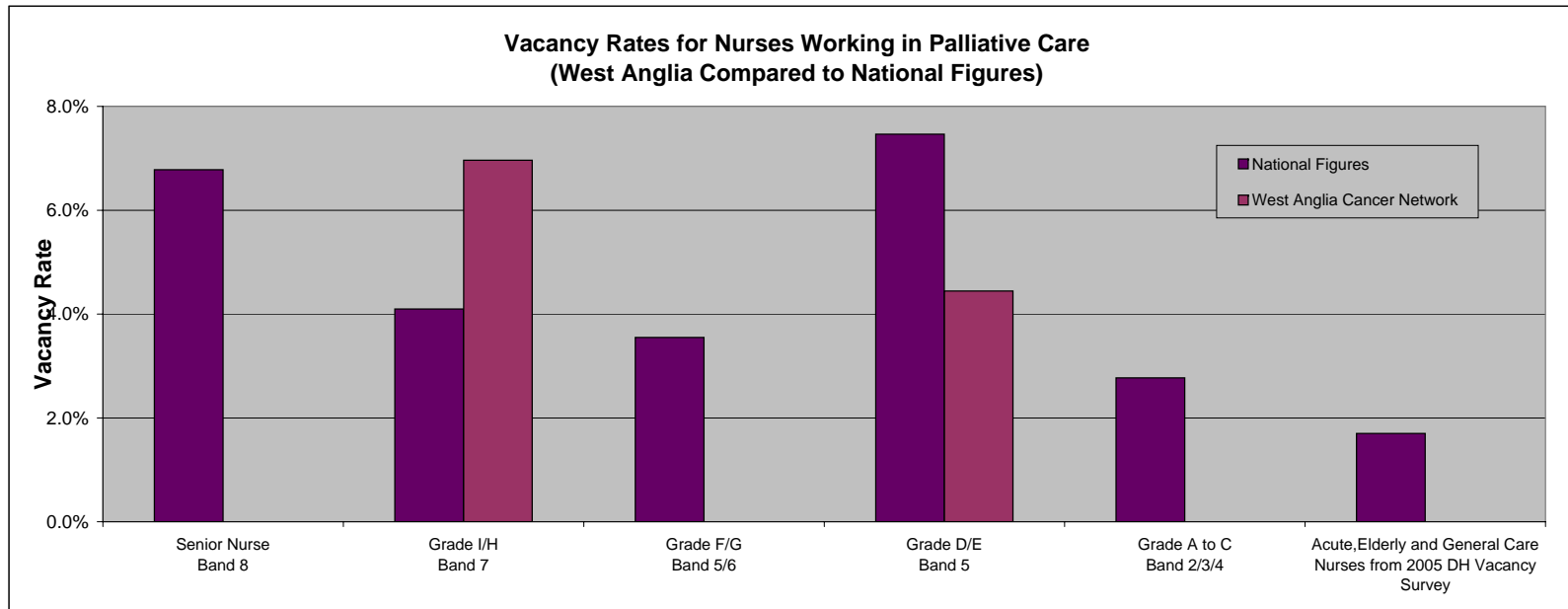
## Numbers of Nurses Aged Over 50

PERMANENT STAFF	Percentage aged over 50	
	National Figures	West Anglia Cancer Network
Senior Nurse Band 8	18.3%	0.0%
Grade I/H Band 7	17.8%	32.8%
Grade F/G Band 5/6	16.6%	32.9%
Grade D/E Band 5	23.7%	31.0%
Grade A to C Band 2/3/4	31.1%	38.9%
All Nursing Staff DH census	20.0%	



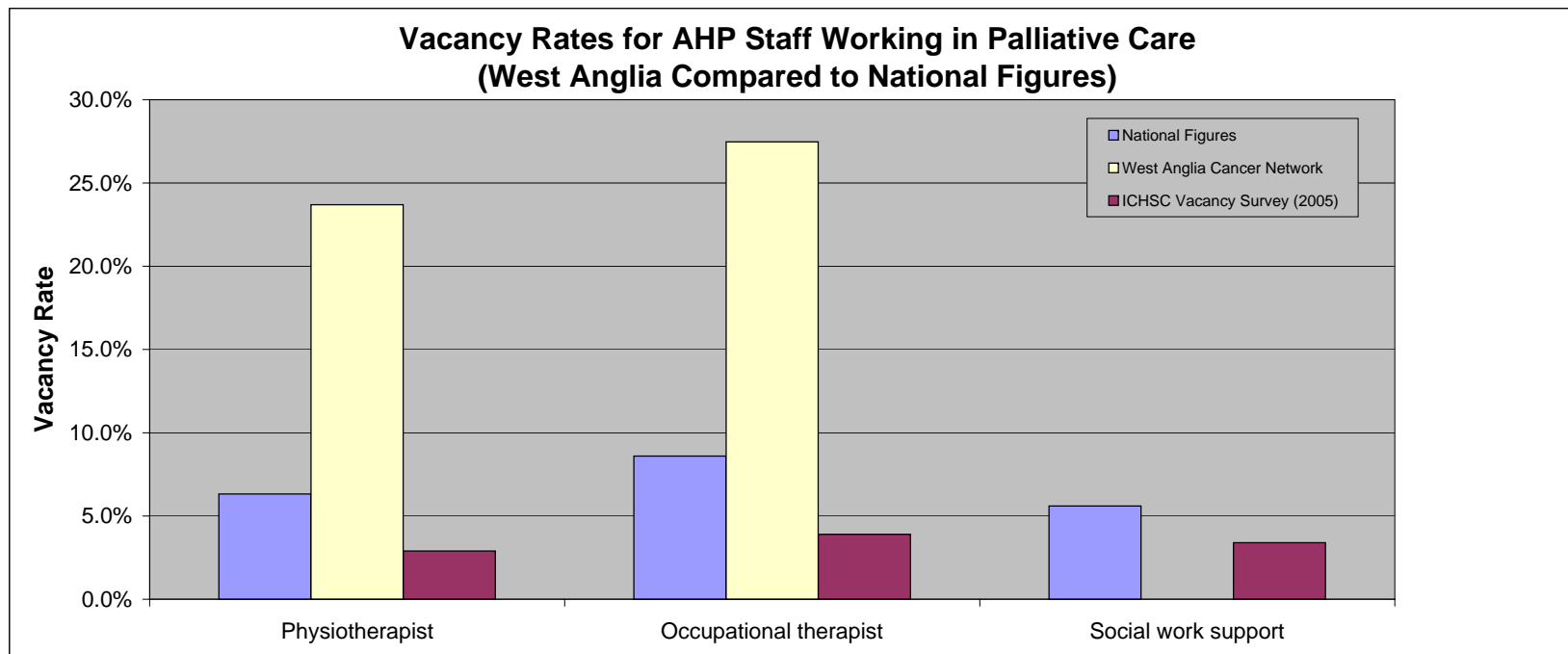
## Nurse Vacancy Rates

PERMANENT STAFF	Nurse Vacancy Rate	
	National Figures	West Anglia Cancer Network
Senior Nurse Band 8	6.8%	0.0%
Grade I/H Band 7	4.1%	7.0%
Grade F/G Band 5/6	3.6%	0.0%
Grade D/E Band 5	7.5%	4.4%
Grade A to C Band 2/3/4	2.8%	0.0%
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	West Anglia Cancer Network	ICHSC Vacancy Survey (2005)
Physiotherapist	6.3%	23.7%	2.9%
Occupational therapist	8.6%	27.5%	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