

Specialist Palliative Care Workforce Survey 2007

North London Cancer Network

Nursing Workforce + AHP Vacancy Data

Please note: All data is as reported in the completed network data returns.

North London Cancer Network Nursing Workforce Data

Nursing Proforma:	
HC	373,866
FTE	303,200
FTE/HC ratio	0.811

POST/GRADE/ AGENDA FOR CHANGE BANDING	FULL TIME EQUIVALENT (FTE)						FTE TOTAL**	Nos of staff in post (SIP)*	Funded Establishment (FTE)	Vacancies (FTE)	No. aged over 50	Vacancies/FTE	Estimated Headcount*	No. over 50/Estimated Headout
	VOLUNTARY SECTOR			NHS										
PERMANENT STAFF	Hospital Support	Community	SPC unit	Hospital Support	Community	SPC unit								
<i>Band 8a</i>	0.0	0.6	0.0	0.4	3.0	0.0	4.0	5	4.0	0.0	1			
<i>Band 8b</i>	0.0	0.0	0.0	0.0	0.3	0.0	0.3	1	0.3	0.0	0			
<i>Band 8c</i>	0.0	0.0	0.0	1.7	0.3	0.0	2.0	3	2.0	0.0	2			
Senior Nurse Band 8 (total of Bands 8a-8c)	0.0	0.6	0.0	2.1	3.7	0.0	6.4	9	6.4	0.0	3	0.0%	8	38.3%
Grade I/H Band 7	0.0	9.0	5.8	13.8	14.3	0.0	42.9	43	45.4	3.0	6	6.5%	53	11.4%
Grade F/G Band 5/6	0.0	0.0	80.3	1.0	1.0	0.0	82.3	64	83.7	7.9	9	8.7%	101	8.9%
Grade D/E Band 5	0.3	0.0	17.3	0.0	0.0	0.0	17.6	52	15.4	6.9	11	28.2%	22	50.7%
Grade A to C Band 2/3/4	0.0	0.0	26.5	0.0	0.0	0.0	26.5	73	29.0	9.2	37	25.8%	33	113.2%
TOTAL	0.3	9.6	129.9	16.9	18.9	0.0	175.6	241	179.9	27.0	66			

* 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 NHS IC Census 2006

** Calculated FTE totals differ from those reported, therefore only the reported totals will be displayed here

North London Cancer Network AHP Specialist Palliative Care (SPC) Workforce Data

Post	Band	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	Nos of staff in post (SIP)	Funded Establishment (FTE)	Vacancies (FTE)	No. aged over 50	Vacancies/FTE	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								
Bereavement support staff/counsellors	<i>Band 7</i>			0.6				0.6	1	0.6					
	<i>Band 8 and above</i>					0.5		0.5	1	0.5		0			
	Total	0.0	0.0	0.6	0.0	0.5	0.0	1.1	2	1.1	0.0	0	0.0%	0.0%	0.0%
Chaplains/faith healers (authorised and appointed)	<i>Band 6</i>			0.5				0.5	1	0.5					
	<i>Band 7</i>					0.3		0.3	1	0.3					
	Total	0.0	0.0	0.5	0.0	0.3	0.0	0.8	2	0.8	0.0	0	0.0%	0.0%	0.0%
Complementary therapists	<i>Band 5</i>			0.2				0.2	1	0.2					
	Total	0.0	0.0	0.2	0.0	0.0	0.0	0.2	1	0.2	0.0	0	0.0%	0.0%	0.0%
Dietitians	<i>Band 7</i>					0.2		0.2	1	0.2					
	Total	0.0	0.0	0.0	0.0	0.2	0.0	0.2	1	0.2	0.0	0	0.0%	0.0%	0.0%

Post	Band	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	Nos of staff in post (SIP)	Funded Establishment (FTE)	Vacancies (FTE)	No. aged over 50	Vacancies/FTE	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								
Occupational therapists	Band 6			1.0			0.0		0.3	0.3					
	Band 7					1.0	2.0	2	2.0						
	Total	0.0	0.0	1.0	0.0	1.0	2.0	2	2.3	0.3	0	13.0%	0.0%	0.0%	
Other staff	Band 3					0.6	0.6	2							
	Band 5				1.0		1.0	1	1.0		1				
	Band 6					1.0	1.0	1	1.0		1				
	Band 7			0.4			0.4	1	0.4						
Total	0.0	0.0	0.4	1.0	1.6	0.0	3.0	5	2.4	0.0	2	0.0%	40.0%	66.7%	
Physiotherapists	Band 5			1.3			1.3	2	1.3		0				
	Band 7		0.4	1.5		2.3	4.2	4	2.9		1				
	Total	0.0	0.4	2.8	0.0	2.3	5.5	6	4.2	0.0	1	0.0%	16.7%	18.2%	
Social workers	Band 6			0.8			0.8	1	0.8						
	Band 7		5.3	2.3		1.5	9.1	10	9.1		7				
	Total	0.0	5.3	3.1	0.0	1.5	9.9	11	9.9	0.0	7	0.0%	63.6%	70.5%	
Speech and language therapists	Band 7					0.2	0.2	1	0.2						
	Total	0.0	0.0	0.0	0.0	0.2	0.2	1	0.2	0.0	0	0.0%	0.0%	0.0%	
Spiritual support staff	Band 7						0.0		1.0	1.0					
	Band 8 and above					0.4	0.4	1	0.4						
Total	0.0	0.0	0.0	0.0	0.4	0.0	0.4	1	1.4	1.0	0	71.4%	0.0%	0.0%	
TOTALS	0.0	5.7	8.6	1.0	8.0	0.0	23.3	32	22.7	1.3	10	5.3%	31.3%	42.9%	

* 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	Nos of staff in post (SIP)	Funded Establishment (FTE)	Vacancies (FTE)	No. aged over 50	Vacancies/FTE	Estimated Headcount*	No. over 50/Estimated Headcount
	VOLUNTARY SECTOR			NHS										
	Hospital Support	Community	SPC unit	Hospital Support	Community	SPC unit								
<i>Band 8a</i>	1.7	27.6	27.4	28.0	26.1	8.4	111.5	103	71.3	4.4	27			
<i>Band 8b</i>	0.0	1.5	9.0	6.6	10.4	9.0	36.4	35	25.2	1.0	15			
<i>Band 8c</i>	0.0	3.3	10.3	4.2	2.8	0.0	20.6	25	15.7	2.1	12			
Senior Nurse Band 8 (total of Bands 8a-8c)	1.7	32.4	46.7	38.7	39.3	17.4	168.6	163	112.2	7.5	54	4.3%	208	26.0%
Grade I/H Band 7	16.7	240.8	201.4	246.4	403.8	80.8	1,147.9	1,174	870.3	44.3	354	3.7%	1,415	25.0%
Grade F/G Band 5/6	6.2	183.2	529.9	49.2	56.7	155.7	965.0	1,026	699.6	42.9	323	4.3%	1,190	27.1%
Grade D/E Band 5	14.2	57.4	1,297.7	6.1	25.5	192.6	1,553.0	2,012	1,182.8	70.0	624	4.3%	1,915	32.6%
Grade A to C Band 2/3/4	3.7	82.6	1,097.1	4.6	53.6	191.6	1,398.6	1,800	1,067.1	60.2	697	4.1%	1,725	40.4%
TOTAL	42.5	596.4	3,172.8	345.0	578.8	638.0	5,233.1	6,175	3,932.0	224.9	2,052			

* 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 2006 WRT nurse proforma

All Networks AHP Specialist Palliative Care Workforce Data

Post	Band	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	Nos of staff in post (SIP)	Funded Establishment (FTE)	Vacancies (FTE)	No. aged over 50	Vacancies/FTE	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								
Bereavement staff/counsellors	<i>Band 5</i>		4.1	10.9		2.8		15.5	24	14.9	1.4	15			
	<i>Band 6</i>		4.0	26.9		1.0	0.2	32.2	37	21.2	1.0	19			
	<i>Band 7</i>		1.6	20.0		2.9	1.5	26.0	29	18.7	2.0	12			
	<i>Band 8 and above</i>		0.5	1.3		2.5	0.3	4.6	4	3.8		2			
	<i>Bereavement counsellor</i>			0.1				0.1	1	0.1		1			
	<i>Bereavement services co-ordinator</i>			0.8				0.8			0.8				
	<i>Grade not stated</i>			0.8	0.6			1.3							
	<i>Hospice Band 6</i>				1.0			1.0	1	1.0		1			
	<i>Welfare Officer</i>			0.4	0.2			0.5	2	0.5					
	<i>Children's bereavement therapist (band 6)</i>				1.2			1.2	2						
	<i>Children's bereavement worker (band 6)</i>			0.6	0.4			1.0	1						
Total		0.0	12.8	62.4	3.8	7.5	2.0	84.3	101	60.3	5.2	50	5.8%	49.5%	59.3%

Post	Band	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	Nos of staff in post (SIP)	Funded Establishment (FTE)	Vacancies (FTE)	No. aged over 50	Vacancies/FTE	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								
Chaplains/faith healers (authorised and appointed)	Band 5		0.4	6.3				7.7	14	6.3		8			
	Band 6		1.1	21.0	3.0		0.2	32.9	40	22.5	1.7	22			
	Band 7		1.7	9.4	2.0		0.3	13.9	17	8.7		9			
	Band 8 and above			2.8				2.8	3	1.8		2			
	Total	0.0	3.2	39.5	5.0	0.5	9.6	57.3	74	39.4	1.7	41	2.8%	55.4%	71.6%
Complementary therapists	Band 3			0.5				0.5	1	0.5					
	Band 4		0.3	1.1				1.4	6	1.3		5			
	Band 5		3.9	29.0		2.8		37.9	68	26.6	1.5	33			
	Band 6		3.4	24.9			2.2	28.8	45	15.9	0.0	22			
	Band 7			6.2			2.3	8.5	9	5.1	1.0	5			
	Band 8 and above		1.0	1.3				2.3	1	1.8	0.6				
	Hospice Grade			1.6				1.6	3	1.6		0			
	Self-employed			0.7				0.7	3			2			
	Total	0.0	8.6	65.2	0.0	2.8	5.0	81.6	136	52.9	3.1	67	3.6%	49.3%	82.1%
Counsellors	Band 6 (other - anticipatory/child)			0.5				0.5	1	0.5		1	0.0%	100.0%	208.3%
	Hospice grade			1.7				1.7	3	1.7		1			
	Band 5			2.9		0.5		3.4	6	3.0		3			
	Band 6		1.2	5.4	2.8	0.5	2.8	12.7	21	12.9	1.9	8			
	Band 7						1.3	1.3	2	1.3					
	Band 7 family support		0.9	0.1				1.0	1	1.0		1			
	Band 7 Patient and family services co-ordinator			2.0				2.0		2.0	2.0				
	Band 7 unspecified			2.7	2.0		0.8	5.5	5	3.7		3			
	Band 8 and above			0.7				1.0	3	1.3		1			
	Head of counselling Unspecified				1.0			1.0	1	1.0	1.0	1			
Total	0.0	2.1	16.0	5.8	1.0	6.9	31.8	44	29.5	4.9	19	13.3%	43.2%	59.7%	
Dietitians	Band 6	0.2		0.4		0.1	0.1	0.8	4	0.4					
	Band 7		1.0	1.6	4.5	5.7	1.0	13.8	19	10.3	1.6	1			
	Band 8 and above			0.1	1.2	0.5		1.8	4	1.3		1			
	Total	0.2	1.0	2.1	5.7	6.3	1.1	16.4	27	12.0	1.6	2	8.9%	7.4%	12.2%
Lymphoedema therapists	Band 5		0.4	3.5			2.7	6.6	13	6.3		3			
	Band 6	0.9	4.6	19.5	1.2	0.6	6.4	33.1	45	19.7	0.8	12			
	Band 7		3.2	16.3	4.2	6.9	4.0	33.4	38	23.4	0.2	14			
	Band 8 and above		1.0	1.0	0.1	1.0	2.5	5.6	5	3.6		1			
	Total	0.9	9.2	40.2	5.5	8.5	15.6	78.7	101	53.0	1.0	30	1.3%	29.7%	38.1%
MDT co-ordinators	Band 4	0.1	0.1	3.3	5.6	1.3	2.1	12.4	15	6.4		2			
	Band 5			0.9	2.9	0.4		4.2	5	3.0	0.5	1			
	Band 7		0.5	0.4				0.9	3	0.9		3			
	Total	0.1	0.6	4.6	8.5	1.7	2.1	17.5	23	10.3	0.5	6	2.8%	26.1%	34.2%

Post	Band	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	Nos of staff in post (SIP)	Funded Establishment (FTE)	Vacancies (FTE)	No. aged over 50	Vacancies/FTE	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								
Occupational therapists	Band 3			1.4				1.4	2	1.4		2			
	Band 5	1.0	1.5	3.9	0.8	0.8	1.0	9.0	14	7.0	0.1	3			
	Band 6	0.6	2.9	28.2	3.8	3.8	3.5	42.9	52	29.0	2.9	7			
	Band 7		1.3	14.6	3.9	17.4	6.5	41.7	48	32.5	4.9	7			
	Band 8 and above			1.0	3.0	1.6		5.6	7	5.6		2			
	OT assistant (band 3)					0.5		0.5	1	0.5					
	OT assistant (band 4)			0.2				0.2	1	0.2		1			
	Total	1.6	5.8	49.3	11.5	24.1	11.0	101.2	125	76.1	7.9	22	7.3%	17.6%	21.7%
Pharmacists	Band 5			0.1		0.2		0.1	1	0.1		0			
	Band 6			0.8				1.0	3	0.5	0.2	0			
	Band 7			0.9	1.2		0.5	2.6	5	1.9		1			
	Band 8 and above	2.0	0.6	1.2	1.6		1.1	6.5	9	5.8	1.7	0			
	Unspecified				1.0			1.0	1	1.0					
	Total	2.0	0.6	3.1	3.8	0.2	1.6	11.3	19	9.3	1.9	1	14.4%	5.3%	8.8%
Physiotherapists	Band 5			2.9		5.4		18.5	26	18.0	0.1	7			
	Band 6	1.4	2.0	32.0	1.0	0.8	4.8	42.0	65	28.9	1.2	27			
	Band 7	1.0	2.6	32.7	4.7	16.0	8.5	64.4	81	46.7	2.9	27			
	Band 8 and above			4.0	0.6	0.7	0.2	5.6	9	4.0	0.8	1			
	Technician			0.2				0.2	1	0.2					
	Total	2.4	7.5	79.1	6.3	22.9	13.5	130.6	182	97.7	5.1	62	3.7%	34.1%	47.5%
Play therapists	Band 6						0.2	0.2	1	0.2					
	Band 8 and above						0.5	0.5	1	0.5					
	Unspecified						0.4	0.4	1	0.4					
	Total	0.0	0.0	0.0	0.0	0.0	1.1	1.1	3	1.1	0.0	0	0.0%	0.0%	0.0%
Psychiatric/ psychotherapy staff	Band 5			0.2	0.2			0.4	2	0.4		0			
	Band 6			0.6				0.6	1			0			
	Band 7			3.4		1.0		4.4	5	3.7		0			
	Band 8 and above		0.8	2.2	0.5	0.3	0.8	3.1	4	2.1		1			
	Total	0.0	0.8	6.4	0.7	1.3	0.8	8.5	12	6.1	0.0	1	0.0%	8.3%	11.8%
Psychological staff	Band 5			1.5	0.3	0.3	0.6	2.8	4	1.2		3			
	Band 6		1.1	3.5	0.2	0.2	1.0	6.0	12	4.4	0.0	3			
	Band 7		2.0	2.7		0.5		5.2	6	4.7	1.5	1			
	Band 8 and above		0.5	3.4	4.3	8.8	1.3	18.0	31	14.8	0.8	4			
	Clinical psychologist				0.1			0.1	1	0.1		1			
	Total	0.0	3.6	11.1	4.9	9.8	2.9	32.1	54	25.2	2.3	9	6.7%	16.7%	28.1%
Social and assessment officers	Band 5							0.0	1			0			
	Band 6 chiropodist			0.5				0.5							
	Information and support officer						1.0	1.0	1	1.0					
	Total	0.0	0.0	0.5	0.0	0.0	1.0	1.5	2	1.0	0.0	0	0.0%	0.0%	0.0%

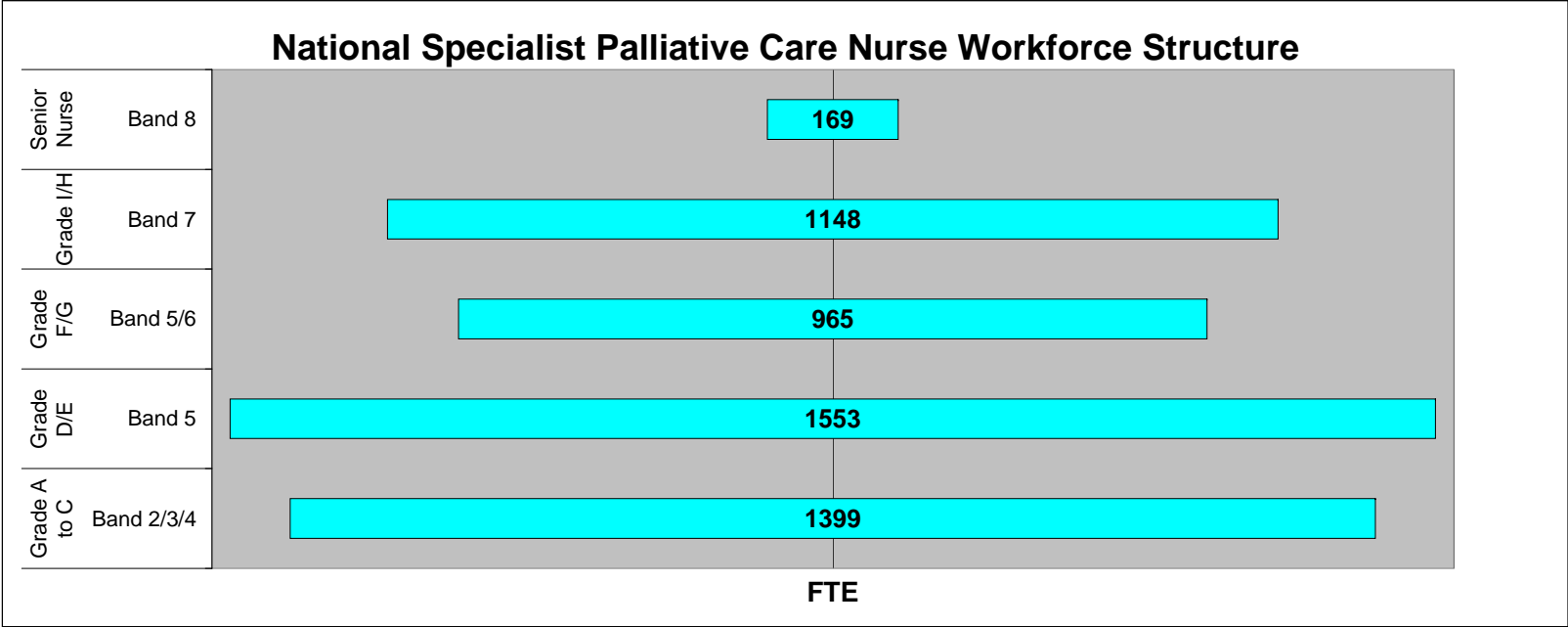
Post	Band	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	Nos of staff in post (SIP)	Funded Establishment (FTE)	Vacancies (FTE)	No. aged over 50	Vacancies/FTE	No. aged 50+ as a proportion of SIP**	No. aged 50+ as a proportion of FTE
		VOLUNTARY SECTOR			NHS										
		Hospital Support	Community	SPC unit	Hospital Support	Community	SPC unit								
Social workers	Band 4			2.1				2.1	3			2			
	Band 5			9.0	2.0	1.0	1.0	13.0	16	12.4	0.0	4			
	Band 6	1.5	6.8	53.3	1.2	2.5	5.7	71.1	84	51.2	4.0	34			
	Band 7	1.0	13.6	33.6	10.1	9.1	5.5	72.0	74	50.4	2.4	31			
	Band 8 and above		1.1	4.3	0.2	1.2	1.0	7.8	10	5.5		5			
	Employed by local authority			1.0				1.0	1	1.0		1			
	Head of family services		0.7	0.2				0.9	1	0.9		1			
	PO4 social services grade						1.0	1.0	1	1.0					
	Principal SW		1.3	0.5				1.8	6	1.8		5			
	Manager		0.2	0.2				0.3	1	0.3		1			
Unspecified							0.0			0.8					
Total		2.5	23.7	104.1	13.5	13.8	14.2	170.9	197	124.4	7.2	84	4.0%	42.6%	49.2%
Speech and language therapists	Band 5			0.5				0.5	1	0.5		1			
	Band 6					0.2	1.6	1.8	3	1.8		1			
	Band 7			0.5	1.1	1.2	1.2	4.0	8	2.6		0			
	Band 8 and above				1.2	0.4		1.6	2	1.6	1.0	1			
	Total	0.0	0.0	1.0	2.3	1.8	2.8	7.9	14	6.5	1.0	3	11.2%	21.4%	38.0%
Spiritual support staff	Band 5			1.4			1.0	2.4	11	1.4	0.0	4			
	Band 6			2.1	0.5		0.6	3.7	8	6.4	0.2	4			
	Band 7	0.2	0.4	4.4			1.0	6.0	3	4.0	2.0	3			
	Band 8 and above			0.5		0.4		0.4	1	0.4					
	Total	0.2	0.4	8.4	0.5	0.4	2.6	12.5	23	12.2	2.2	11	15.0%	47.8%	87.9%
Other staff not otherwise specified	Band 2			6.3	0.8			7.1	14	0.8		1			
	Band 3			4.4		0.6		5.0	9						
	Band 4		0.7	3.1		1.0		4.8	9	3.3		5			
	Band 5		3.3	19.3	2.4	0.9	3.3	29.1	36	13.1	1.6	10			
	Band 6		2.8	21.4	1.8	3.0	0.8	29.8	37	13.2		8			
	Band 7	0.6	1.0	10.1	3.7	8.4	0.8	24.6	20	17.4	3.2	6			
	Band 8 and above			5.9	0.5	0.5	0.3	7.2	7	6.1		2			
	Unspecified			4.0	4.8		0.8	9.6	6	3.2		2			
	Total	0.6	7.7	74.5	13.9	14.4	6.0	117.1	138	57.0	4.8	34	3.9%	24.6%	29.0%
TOTALS		10.5	87.6	567.5	91.9	117.0	99.5	962.1	1,275	674.0	50.3	442	5.0%	34.7%	45.9%

** 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

Total FTE	1,398.6	1,553.0	965.0	1,147.9	168.6
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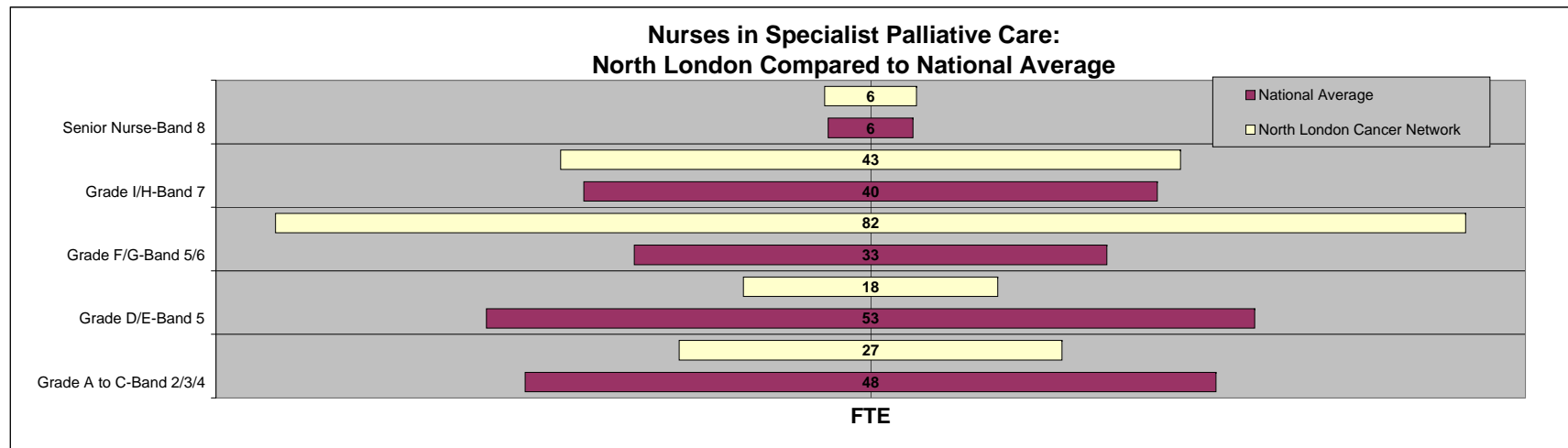
Numbers of Voluntary and NHS Nurses in Whole Workforce + Network Averages

PERMANENT STAFF	Voluntary Total (FTE)	NHS Total (FTE)	Total (FTE)	Voluntary Average (FTE)	NHS Average (FTE)	Total Average (FTE)
<i>Band 8a</i>	56.7	62.5	119.2	1.9	2.1	4.0
<i>Band 8b</i>	10.5	25.9	36.4	0.4	0.9	1.2
<i>Band 8c</i>	13.7	7.0	20.6	0.5	0.2	0.7
Senior Nurse Band 8 (total of Bands 8a-8c)	80.8	95.5	176.3	2.7	3.2	5.9
Grade I/H Band 7	458.9	730.9	1,189.8	15.3	24.4	39.7
Grade F/G Band 5/6	719.3	261.6	981.0	24.0	8.7	32.7
Grade D/E Band 5	1,369.3	224.2	1,593.4	45.6	7.5	53.1
Grade A to C Band 2/3/4	1,183.4	249.8	1,433.2	39.4	8.3	47.8
TOTAL	3,811.7	1,561.9	5,373.6			

Average based on the 30 networks existing when the survey was taken

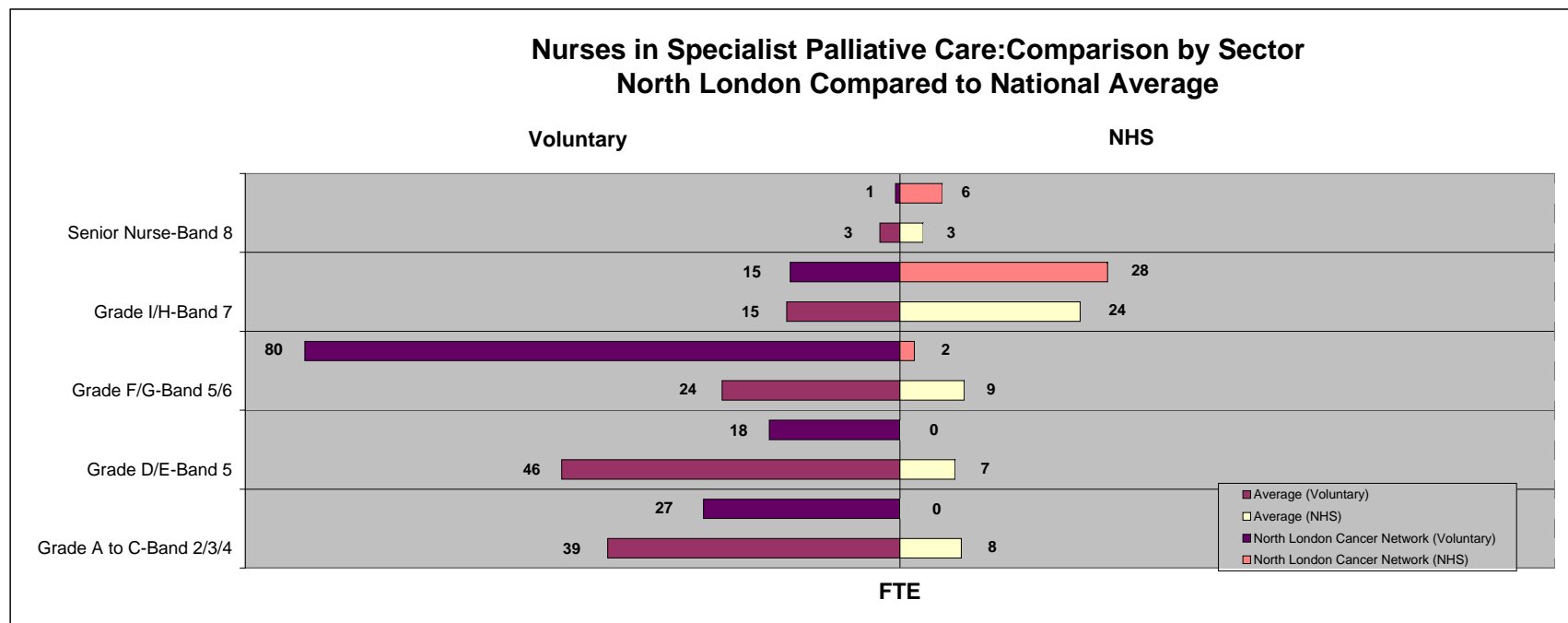
Network Nurse Workforce Compared to National Average (from Survey Results)

	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
National Average	47.8	53.1	32.7	39.7	5.9
North London Cancer Network	26.5	17.6	82.3	42.9	6.4



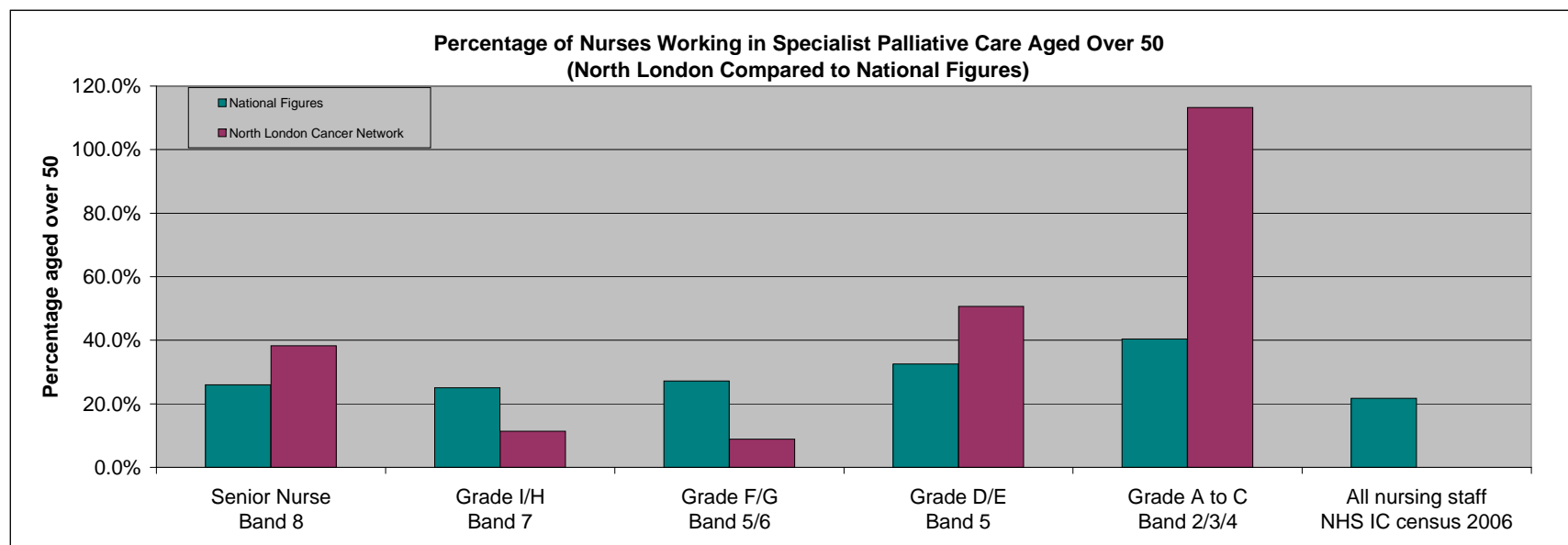
Voluntary and NHS Sector Nurse Workforce Structure Compared to National Average (from Survey Results)

	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)	39.4		45.6		24.0		15.3		2.7	
Average (NHS)	8.3		7.5		8.7		24.4		3.2	
North London Cancer Network (Voluntary)		26.5		17.6		80.3		14.8		0.6
North London Cancer Network (NHS)		0.0		0.0		2.0		28.1		5.75
Total	47.8	26.5	53.1	17.6	32.7	82.3	39.7	42.9	5.9	6.4



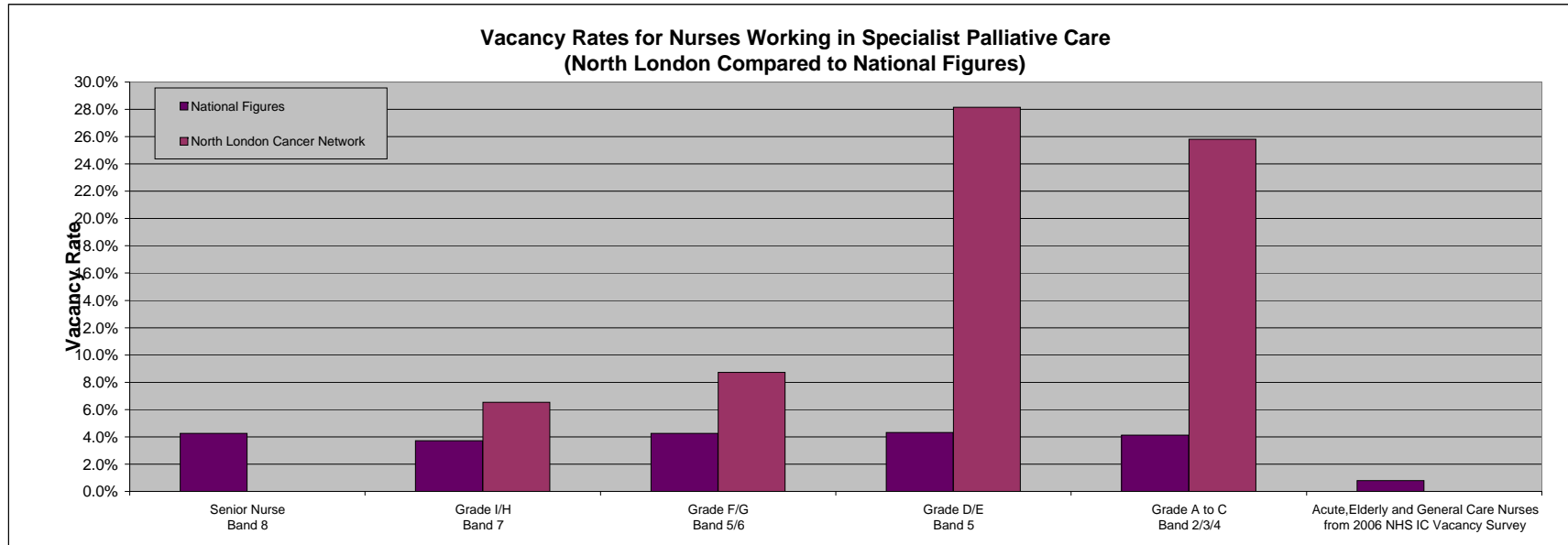
Numbers of Nurses Aged Over 50

PERMANENT STAFF	Percentage aged over 50	
	National Figures	North London Cancer Network
Senior Nurse Band 8	26.0%	38.3%
Grade I/H Band 7	25.0%	11.4%
Grade F/G Band 5/6	27.1%	8.9%
Grade D/E Band 5	32.6%	50.7%
Grade A to C Band 2/3/4	40.4%	113.2%
All nursing staff NHS IC census 2006	21.7%	



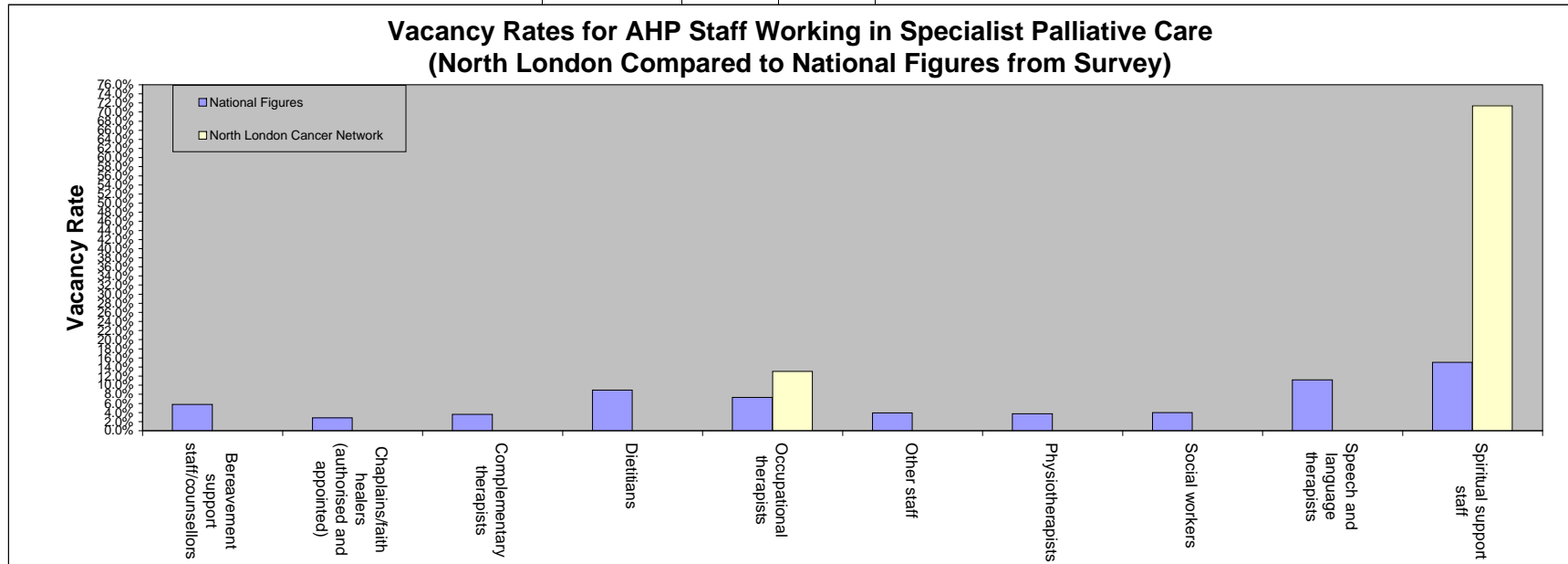
Nurse Vacancy Rates

PERMANENT STAFF	Nurse Vacancy Rate	
	National Figures	North London Cancer Network
Senior Nurse Band 8	4.3%	0.0%
Grade I/H Band 7	3.7%	6.5%
Grade F/G Band 5/6	4.3%	8.7%
Grade D/E Band 5	4.3%	28.2%
Grade A to C Band 2/3/4	4.1%	25.8%
Acute, Elderly and General Care Nurses from 2006 NHS IC Vacancy Survey	0.8%	



AHP Vacancy Rates

AHP Staff Group	Vacancy Rates for AHP Staff	
	National Figures	North London Cancer Network
Bereavement support staff/counsellors	5.8%	0.0%
Chaplains/faith healers (authorised and appointed)	2.8%	0.0%
Complementary therapists	3.6%	0.0%
Dietitians	8.9%	0.0%
Occupational therapists	7.3%	13.0%
Other staff	3.9%	0.0%
Physiotherapists	3.7%	0.0%
Social workers	4.0%	0.0%
Speech and language therapists	11.2%	0.0%
Spiritual support staff	15.0%	71.4%



Data collected and analysed from NCPC/WRT SPC Workforce survey carried out between Sept 2006 - Oct 2007
All data is reported as recorded and analysis has been carried out on the reported figures