

## Specialist Palliative Care Workforce Survey 2007 West London Cancer Network Nursing Workforce + AHP Vacancy Data

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

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

### West London Cancer Network 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								
PERMANENT STAFF														
Band 8a	0.0	0.0	0.0	3.6	1.0	0.0	4.6	6	2.6	0.0	0			
Band 8b	0.0	0.0	0.0	1.0	0.0	0.0	1.0	1	0.0	0.0	0			
Band 8c	0.0	0.1	0.1	1.0	0.0	0.0	1.2	2	0.3	0.0	1			
Senior Nurse Band 8 (total of Bands 8a-8c)	0.0	0.1	0.1	5.6	1.0	0.0	6.8	9	2.9	0.0	1	0.0%	8	11.9%
Grade 1/H Band 7	0.0	6.3	0.1	12.8	5.9	0.0	25.1	33	7.7	2.3	5	8.3%	31	16.1%
Grade F/G Band 5/6	0.0	1.3	2.0	0.4	0.0	0.0	3.7	10	3.1	0.0	2	0.0%	5	44.4%
Grade D/E Band 5	0.0	0.0	8.1	0.0	0.0	0.0	8.1	26	8.3	1.3	7	14.1%	10	69.9%
Grade A to C Band 2/3/4	0.0	0.0	3.1	0.0	0.0	0.0	3.1	10	3.0	0.7	6	17.6%	4	158.0%
<b>TOTAL</b>	<b>0.0</b>	<b>7.7</b>	<b>13.4</b>	<b>18.8</b>	<b>6.9</b>	<b>0.0</b>	<b>46.8</b>	<b>88</b>	<b>25.1</b>	<b>4.3</b>	<b>21</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 NHS IC Census 2006  
\*\* Calculated FTE totals differ from those reported, therefore only the reported totals will be displayed here

### West 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								
Complementary therapists	Band 5		0.2				0.2	2	0.2						
	Band 6			0.2			0.2	1	0.2						
	<b>Total</b>	<b>0.0</b>	<b>0.2</b>	<b>0.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.4</b>	<b>3</b>	<b>0.4</b>	<b>0.0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Counsellors	Unspecified				1.0		1.0	1	1.0	1.0	1				
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>1</b>	<b>1.0</b>	<b>1.0</b>	<b>1</b>	<b>50.0%</b>	<b>100.0%</b>	<b>100.0%</b>
	Dietitians	Band 7			1.0		1.0	1	1.0						
MDT coordinators	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>1</b>	<b>0.0</b>	<b>0.0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
	Band 5				0.4	0.4	0.8	1							
	Band 7		0.1	0.1			0.2	1	0.2			1			
Occupational therapists	<b>Total</b>	<b>0.0</b>	<b>0.1</b>	<b>0.1</b>	<b>0.4</b>	<b>0.4</b>	<b>0.0</b>	<b>1.0</b>	<b>2</b>	<b>0.2</b>	<b>0.0</b>	<b>1</b>	<b>0.0%</b>	<b>50.0%</b>	<b>97.1%</b>
	Band 6			0.3			0.3	1	0.3						
	Band 7				1.0		1.0	1							
Other staff	Band 8 and above				2.0		2.0	2	2.0						
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.3</b>	<b>3.0</b>	<b>0.0</b>	<b>0.0</b>	<b>3.3</b>	<b>4</b>	<b>2.3</b>	<b>0.0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
	Band 5				1.0		1.0	1							
<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>1</b>	<b>0.0</b>	<b>0.0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	

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								
Pharmacists	<i>Unspecified</i>				1.0			1.0	1	1.0					
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>1</b>	<b>1.0</b>	<b>0.0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Physiotherapists	<i>Band 5</i>		0.1					0.1	1	0.1		1			
	<i>Band 6</i>		0.1	0.3				1.4	3	1.4					
	<i>Band 7</i>							2.0	2	1.0					
	<b>Total</b>	<b>0.0</b>	<b>0.2</b>	<b>0.3</b>	<b>3.0</b>	<b>0.0</b>	<b>0.0</b>	<b>3.5</b>	<b>6</b>	<b>2.5</b>	<b>0.0</b>	<b>1</b>	<b>0.0%</b>	<b>16.7%</b>	<b>28.7%</b>
Psychological staff	<i>Band 8 and above</i>				1.2	0.6		1.8	3						
	<i>Other</i>				0.1			0.1	1	0.1		1			
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.3</b>	<b>0.6</b>	<b>0.0</b>	<b>1.9</b>	<b>4</b>	<b>0.1</b>	<b>0.0</b>	<b>1</b>	<b>0.0%</b>	<b>25.0%</b>	<b>52.6%</b>
Social workers	<i>Band 5</i>			0.3				0.3	1	0.3					
	<i>Band 6</i>		0.4	0.2				0.6	3	0.6					
	<i>Band 7</i>			0.3				0.3	1	0.3		1			
	<b>Total</b>	<b>0.0</b>	<b>0.4</b>	<b>0.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.1</b>	<b>5</b>	<b>1.1</b>	<b>0.0</b>	<b>1</b>	<b>0.0%</b>	<b>20.0%</b>	<b>90.1%</b>
Speech and language therapists	<i>Band 7</i>				0.6			0.6	1						
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.6</b>	<b>1</b>	<b>0.0</b>	<b>0.0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Spiritual support staff	<i>Band 5</i>			0.1				0.1	1	0.1		1			
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.1</b>	<b>1</b>	<b>0.1</b>	<b>0.0</b>	<b>1</b>	<b>0.0%</b>	<b>100.0%</b>	<b>714.3%</b>
<b>TOTALS</b>		<b>0.0</b>	<b>0.9</b>	<b>1.7</b>	<b>12.3</b>	<b>1.0</b>	<b>0.0</b>	<b>15.9</b>	<b>30</b>	<b>8.7</b>	<b>1.0</b>	<b>6</b>	<b>5.9%</b>	<b>20.0%</b>	<b>37.7%</b>

\* 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								
<b>PERMANENT STAFF</b>														
<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			
<b>Senior Nurse</b>														
<b>Band 8 (total of Bands 8a-8c)</b>	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%
<b>Grade IH</b>														
<b>Band 7</b>	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%
<b>Grade F/G</b>														
<b>Band 5/6</b>	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%
<b>Grade D/E</b>														
<b>Band 5</b>	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%
<b>Grade A to C</b>														
<b>Band 2/3/4</b>	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%
<b>TOTAL</b>	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 profoma

### 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								
<b>Bereavement staff/counsellors</b>	<i>Band 5</i>		4.1	10.9	2.8	1.0	15.5	24	14.9	1.4	15				
	<i>Band 6</i>		4.0	26.9	1.0	1.1	32.2	37	21.2	1.0	19				
	<i>Band 7</i>		1.6	20.0		2.9	26.0	29	18.7	2.0	12				
	<i>Band 8 and above</i>		0.5	1.3		2.5	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	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							
<b>Total</b>		0.0	12.8	62.4	3.8	7.5	84.3	101	60.3	5.2	50	5.8%	49.5%	59.3%	
<b>Chaplains/faith healers (authorised and appointed)</b>	<i>Band 5</i>		0.4	6.3		0.2	7.7	14	6.3		8				
	<i>Band 6</i>		1.1	21.0	3.0	7.8	32.9	40	22.5	1.7	22				
	<i>Band 7</i>		1.7	9.4	2.0	0.3	13.9	17	8.7		9				
	<i>Band 8 and above</i>			2.8			2.8	3	1.8		2				
	<b>Total</b>		0.0	3.2	39.5	5.0	0.5	9.6	57.3	74	39.4	1.7	41	2.8%	55.4%

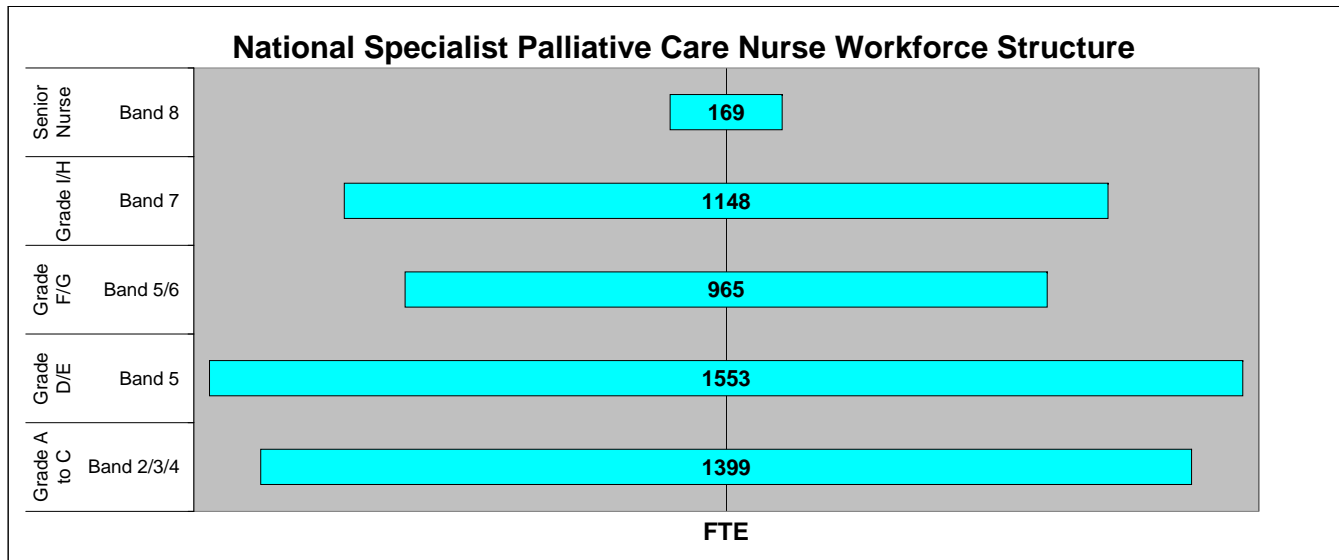
Post	Band	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	Nos of staff in post (SIP)	Funded Establishment (FTE)	Vacancies (FTE)	No. aged over 50	Vacancies/FTE	No. aged 50+ as a proportion of SIP**	No. aged 50+ as a proportion of FTE	
		VOLUNTARY SECTOR			NHS											
		Hospital Support	Community	SPC unit	Hospital Support	Community	SPC unit									
Complementary therapists	Band 3			0.5				0.5	1	0.5						
	Band 4			1.1				1.4	6	1.3						
	Band 5			3.9			2.8	37.9	68	26.6	1.5	5				
	Band 6			3.4				28.8	45	15.9	0.0	33				
	Band 7			6.2				8.5	9	5.1	1.0	22				
	Band 8 and above			1.0				2.3	1	1.8	0.6	5				
	Hospice Grade							1.6	3	1.6		0				
	Self-employed							0.7	3			2				
	<b>Total</b>		<b>0.0</b>	<b>8.6</b>	<b>65.2</b>	<b>0.0</b>	<b>2.8</b>	<b>5.0</b>	<b>81.6</b>	<b>136</b>	<b>52.9</b>	<b>3.1</b>	<b>67</b>	<b>3.6%</b>	<b>49.3%</b>	<b>82.1%</b>
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	1.7	3	1.3		1			
	Head of counselling							1.0	1	1.0						
	Unspecified				1.0			1.0	1	1.0	1.0	1				
<b>Total</b>		<b>0.0</b>	<b>2.1</b>	<b>16.0</b>	<b>5.8</b>	<b>1.0</b>	<b>6.9</b>	<b>31.8</b>	<b>44</b>	<b>29.5</b>	<b>4.9</b>	<b>19</b>	<b>13.3%</b>	<b>43.2%</b>	<b>59.7%</b>	
Dietitians	Band 6		0.2	0.4		0.1		0.8	4	0.4						
	Band 7			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				
	<b>Total</b>		<b>0.2</b>	<b>1.0</b>	<b>2.1</b>	<b>5.7</b>	<b>6.3</b>	<b>1.1</b>	<b>16.4</b>	<b>27</b>	<b>12.0</b>	<b>1.6</b>	<b>2</b>	<b>8.9%</b>	<b>7.4%</b>	<b>12.2%</b>
	Band 5			0.4			2.7	6.6	13	6.3		3				
Lymphoedema therapists	Band 6		0.9	4.6	19.5	1.2	0.6	6.4	45	19.7	0.8	12				
	Band 7			3.2	16.3	4.2	6.9	33.4	38	23.4	0.2	14				
	Band 8 and above			1.0	1.0	0.1	1.0	2.5	5	3.6		1				
	<b>Total</b>		<b>0.9</b>	<b>9.2</b>	<b>40.2</b>	<b>5.5</b>	<b>8.5</b>	<b>15.6</b>	<b>78.7</b>	<b>101</b>	<b>53.0</b>	<b>1.0</b>	<b>30</b>	<b>1.3%</b>	<b>29.7%</b>	<b>38.1%</b>
MDT co-ordinators	Band 4		0.1	0.1	3.3	5.6	1.3	2.1	12.4	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				
	<b>Total</b>		<b>0.1</b>	<b>0.6</b>	<b>4.6</b>	<b>8.5</b>	<b>1.7</b>	<b>2.1</b>	<b>17.5</b>	<b>23</b>	<b>10.3</b>	<b>0.5</b>	<b>6</b>	<b>2.8%</b>	<b>26.1%</b>	<b>34.2%</b>
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	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				
	<b>Total</b>		<b>1.6</b>	<b>5.8</b>	<b>49.3</b>	<b>11.5</b>	<b>24.1</b>	<b>11.0</b>	<b>101.2</b>	<b>125</b>	<b>76.1</b>	<b>7.9</b>	<b>22</b>	<b>7.3%</b>	<b>17.6%</b>	<b>21.7%</b>
	Band 5			0.1				0.1	1	0.1						
Pharmacists	Band 6			0.8		0.2		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						
<b>Total</b>		<b>2.0</b>	<b>0.6</b>	<b>3.1</b>	<b>3.8</b>	<b>0.2</b>	<b>1.6</b>	<b>11.3</b>	<b>19</b>	<b>9.3</b>	<b>1.9</b>	<b>1</b>	<b>14.4%</b>	<b>5.3%</b>	<b>8.8%</b>	

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									
Physiotherapists	Band 5		2.9	10.2		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						
	<b>Total</b>	<b>2.4</b>	<b>7.5</b>	<b>79.1</b>	<b>6.3</b>	<b>22.9</b>	<b>13.5</b>	<b>130.6</b>	<b>182</b>	<b>97.7</b>	<b>5.1</b>	<b>62</b>	<b>3.7%</b>	<b>34.1%</b>	<b>47.5%</b>	
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						
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.1</b>	<b>1.1</b>	<b>3</b>	<b>1.1</b>	<b>0.0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	
Psychiatric/ psychotherapy staff	Band 5			0.2	0.2			0.4	2	0.4		0				
	Band 6			0.6				0.6	1							
	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				
	<b>Total</b>	<b>0.0</b>	<b>0.8</b>	<b>6.4</b>	<b>0.7</b>	<b>1.3</b>	<b>0.8</b>	<b>8.5</b>	<b>12</b>	<b>6.1</b>	<b>0.0</b>	<b>1</b>	<b>0.0%</b>	<b>8.3%</b>	<b>11.8%</b>	
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				
	<b>Total</b>	<b>0.0</b>	<b>3.6</b>	<b>11.1</b>	<b>4.9</b>	<b>9.8</b>	<b>2.9</b>	<b>32.1</b>	<b>54</b>	<b>25.2</b>	<b>2.3</b>	<b>9</b>	<b>6.7%</b>	<b>16.7%</b>	<b>28.1%</b>	
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						
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.5</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>1.5</b>	<b>2</b>	<b>1.0</b>	<b>0.0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	
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				
	PQ4 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								
		<b>Total</b>	<b>2.5</b>	<b>23.7</b>	<b>104.1</b>	<b>13.5</b>	<b>13.8</b>	<b>14.2</b>	<b>170.9</b>	<b>197</b>	<b>124.4</b>	<b>7.2</b>	<b>84</b>	<b>4.0%</b>	<b>42.6%</b>	<b>49.2%</b>
	Speech and language therapists	Band 5			0.5		0.2	1.6	0.5	1	0.5		1			
Band 6				0.5		1.2	1.2	4.0	8	2.6		0				
Band 7					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				
<b>Total</b>		<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>2.3</b>	<b>1.8</b>	<b>2.8</b>	<b>7.9</b>	<b>14</b>	<b>6.5</b>	<b>1.0</b>	<b>3</b>	<b>11.2%</b>	<b>21.4%</b>	<b>38.0%</b>	
Spiritual staff	Band 5			1.4		1.0	2.4	11	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						
	<b>Total</b>	<b>0.2</b>	<b>0.4</b>	<b>8.4</b>	<b>0.5</b>	<b>0.4</b>	<b>2.6</b>	<b>12.5</b>	<b>23</b>	<b>12.2</b>	<b>2.2</b>	<b>11</b>	<b>15.0%</b>	<b>47.8%</b>	<b>87.9%</b>	
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		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				
	<b>Total</b>	<b>0.6</b>	<b>7.7</b>	<b>74.5</b>	<b>13.9</b>	<b>14.4</b>	<b>6.0</b>	<b>117.1</b>	<b>138</b>	<b>57.0</b>	<b>4.8</b>	<b>34</b>	<b>3.9%</b>	<b>24.6%</b>	<b>29.0%</b>	
<b>TOTALS</b>		<b>10.5</b>	<b>87.6</b>	<b>567.5</b>	<b>91.9</b>	<b>117.0</b>	<b>99.5</b>	<b>962.1</b>	<b>1,275</b>	<b>674.0</b>	<b>50.3</b>	<b>442</b>	<b>5.0%</b>	<b>34.7%</b>	<b>45.9%</b>	

\*\* 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



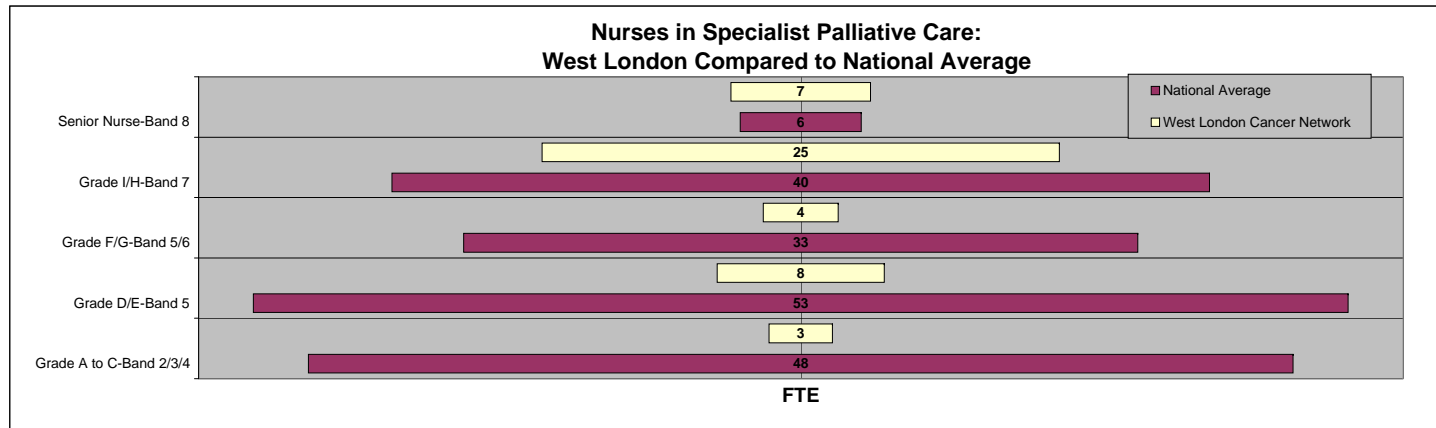
### Numbers of Voluntary and NHS Nurses in Whole Workforce + Network Averages

PERMANENT STAFF	Voluntary Total (FTE)	NHS Total (FTE)	Total (FTE)	Voluntary Average (FTE)	NHS Average (FTE)	Total Average (FTE)
Band 8a	56.7	62.5	119.2	1.9	2.1	4.0
Band 8b	10.5	25.9	36.4	0.4	0.9	1.2
Band 8c	13.7	7.0	20.6	0.5	0.2	0.7
Senior Nurse Band 8 (total of Bands 8a-8c)	<b>80.8</b>	<b>95.5</b>	<b>176.3</b>	<b>2.7</b>	<b>3.2</b>	<b>5.9</b>
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
<b>TOTAL</b>	<b>3,811.7</b>	<b>1,561.9</b>	<b>5,373.6</b>			

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

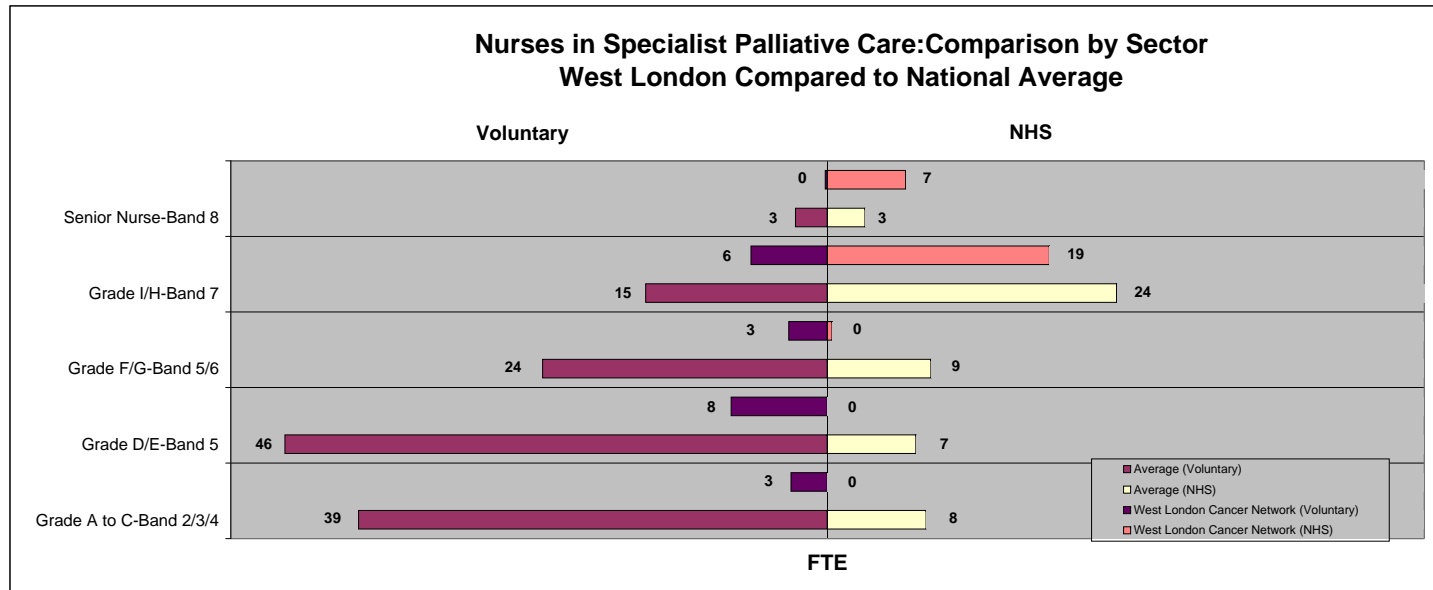
### Network Nurse Workforce Compared to National Average (from Survey Results)

	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
West London Cancer Network	3.1	8.1	3.7	25.1	6.8



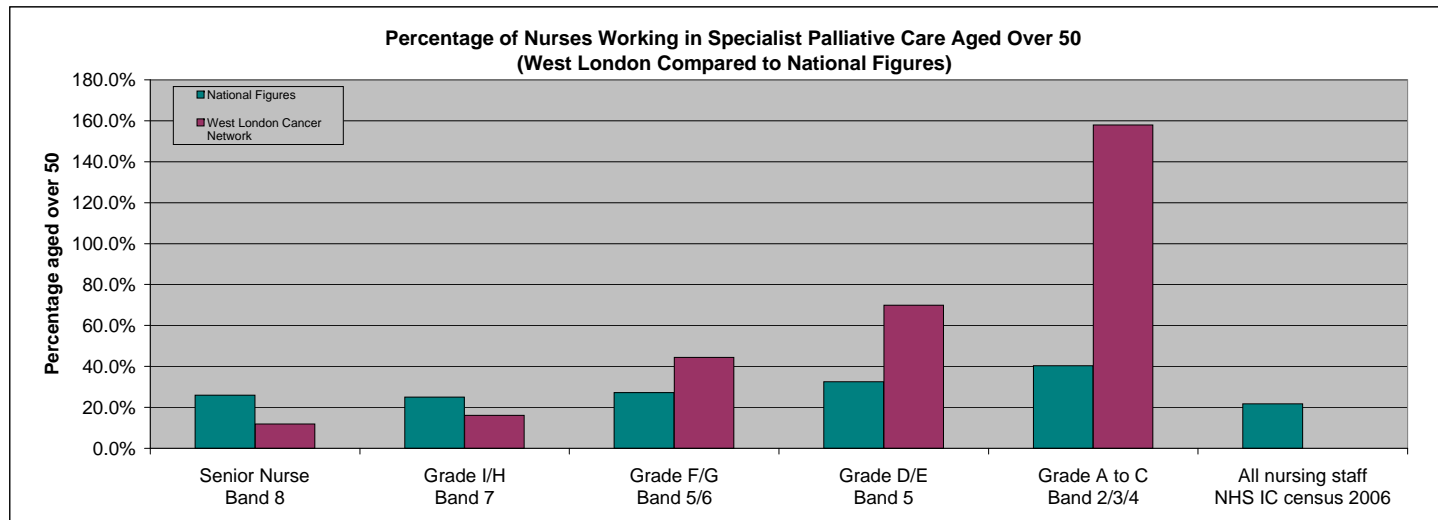
### Voluntary and NHS Sector Nurse Workforce Structure Compared to National Average (from Survey Results)

	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	
West London Cancer Network (Voluntary)		3.1		8.1		3.3		6.4		0.2
West London Cancer Network (NHS)		0.0		0.0		0.4		18.7		6.6
Total	47.8	3.1	53.1	8.1	32.7	3.7	39.7	25.1	5.9	6.8



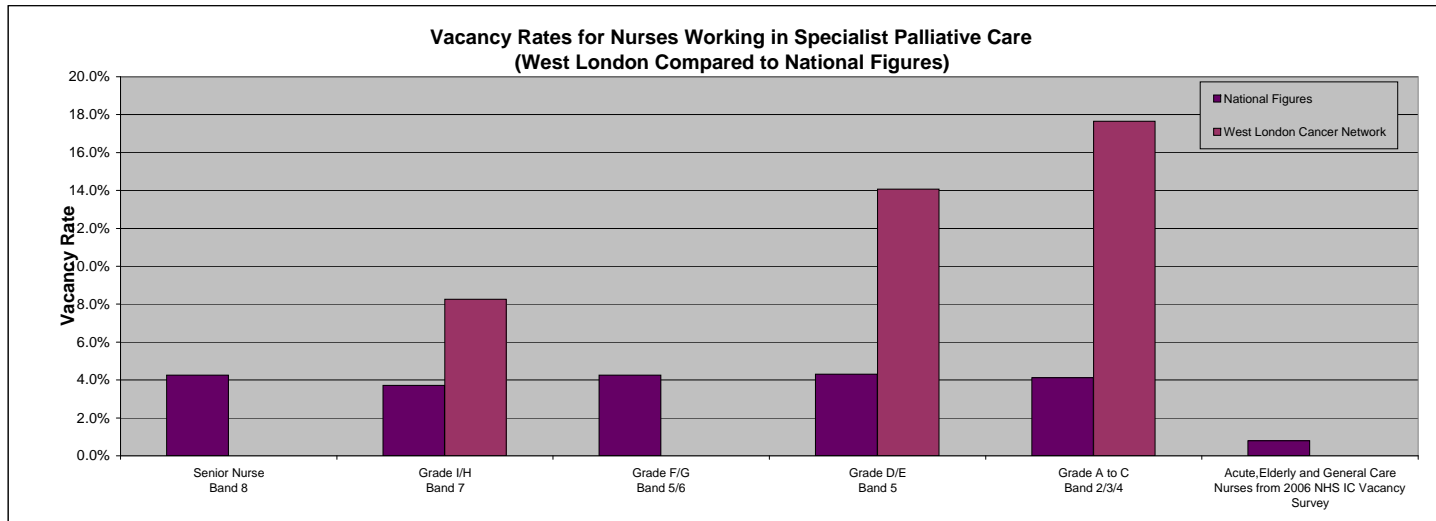
### Numbers of Nurses Aged Over 50

PERMANENT STAFF	Percentage aged over 50	
	National Figures	West London Cancer Network
Senior Nurse Band 8	26.0%	11.9%
Grade I/H Band 7	25.0%	16.1%
Grade F/G Band 5/6	27.1%	44.4%
Grade D/E Band 5	32.6%	69.9%
Grade A to C Band 2/3/4	40.4%	158.0%
All nursing staff NHS IC census 2006	21.7%	



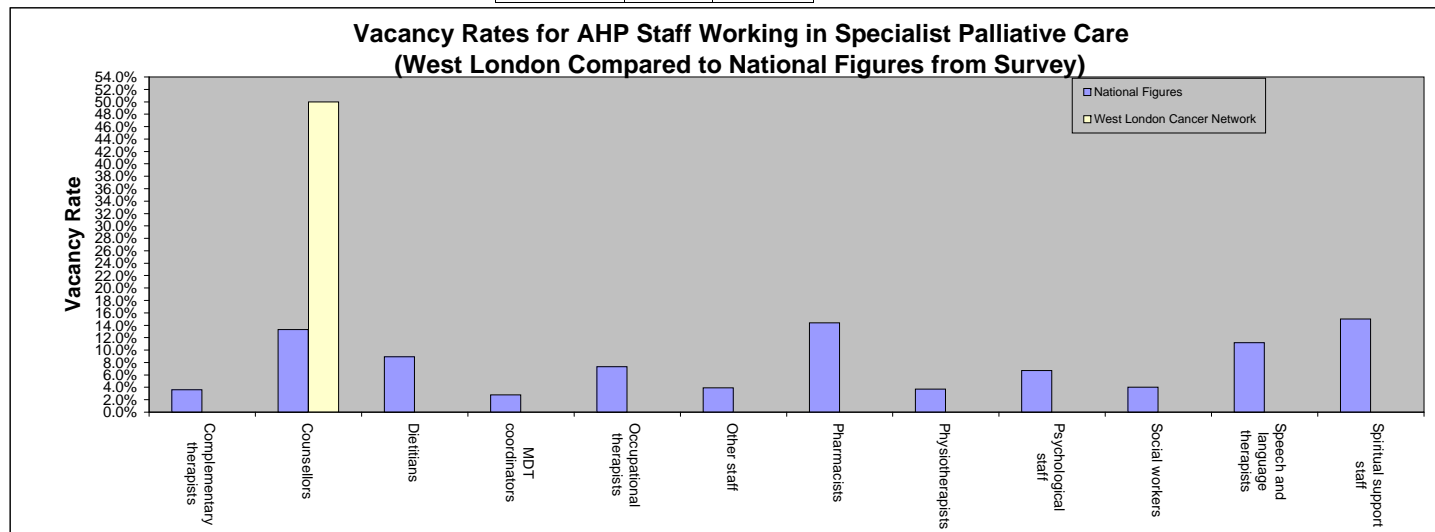
### Nurse Vacancy Rates

PERMANENT STAFF	Nurse Vacancy Rate	
	National Figures	West London Cancer Network
Senior Nurse Band 8	4.3%	0.0%
Grade I/H Band 7	3.7%	8.3%
Grade F/G Band 5/6	4.3%	0.0%
Grade D/E Band 5	4.3%	14.1%
Grade A to C Band 2/3/4	4.1%	17.6%
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	West London Cancer Network
Complementary therapists	3.6%	0.0%
Counsellors	13.3%	50.0%
Dietitians	8.9%	0.0%
MDT coordinators	2.8%	0.0%
Occupational therapists	7.3%	0.0%
Other staff	3.9%	0.0%
Pharmacists	14.4%	0.0%
Physiotherapists	3.7%	0.0%
Psychological staff	6.7%	0.0%
Social workers	4.0%	0.0%
Speech and language therapists	11.2%	0.0%
Spiritual support staff	15.0%	0.0%



Data collected and analysed from NCP/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