

## Specialist Palliative Care Workforce Survey 2008

### Anglia Cancer Network

#### Nursing Workforce + AHP Vacancy Data

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

### Anglia Cancer Network Nursing Workforce Data

POST/GRADE/ AGENDA FOR CHANGE BANDING	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	Nos of staff in post (SIP)	Vacancies (FTE)	No. aged over 50	FTE/SIP	Vacancies/FTE	No. over 50/SIP
	VOLUNTARY SECTOR			NHS									
	Hospital Support	Community	SPC unit	Hospital Support	Community	SPC unit							
PERMANENT STAFF													
<i>Band 8a</i>	0.0	0.0	0.0	0.0	1.0	0.0	1.0	1	1.1	0			
<i>Band 8b</i>	0.0	0.0	1.0	1.0	2.0	2.0	6.0	4	0.8	3			
<i>Band 8c</i>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0.0	0			
Senior Nurse Band 8 (total of Bands 8a-8c)	0.0	0.0	1.0	1.0	3.0	2.0	7.0	5	1.9	3	140.0%	21.3%	60%
Grade I/H Band 7	0.0	0.0	10.6	25.4	39.5	1.8	77.3	65	3.8	22	119.0%	4.7%	34%
Grade F/G Band 5/6	0.0	0.0	4.0	1.3	6.3	22.2	33.8	41	5.4	5	82.5%	13.8%	12%
Grade D/E Band 5	0.0	0.0	27.6	0.0	1.8	4.8	34.2	20	1.0	7	171.0%	2.8%	35%
Grade A to C Band 2/3/4	0.0	0.0	29.2	0.0	0.6	29.0	58.8	38	2.0	10	154.7%	3.3%	26%
<b>TOTAL</b>	<b>0.0</b>	<b>0.0</b>	<b>72.4</b>	<b>27.7</b>	<b>51.2</b>	<b>59.8</b>	<b>211.2</b>	<b>169</b>	<b>14.1</b>	<b>47</b>			

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

Post	Band	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	Nos of staff in post (SIP)	Vacancies (FTE)	No. aged over 50	Vacancies/FTE	No. aged 50+ as a proportion of SIP
		VOLUNTARY SECTOR			NHS								
		Hospital Support	Community	SPC unit	Hospital Support	Community	SPC unit						
Bereavement Support Staff/Counsellors	<i>Band 6</i>	0	0	1	0	2.2	2.85	6.05	5	0	1		
	<i>Band 7</i>	0	0	0	0	0.63	1.5	2.13	3	0.5	0		
	<i>Band 8 and Above</i>	0	0	0	0	0.5	0.5	1	1	0	0		
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3.33</b>	<b>4.85</b>	<b>9.18</b>	<b>9</b>	<b>0.5</b>	<b>1</b>	<b>5.2%</b>	<b>11.1%</b>
Chaplains/faith leaders (authorised and appointed)	<i>Band 5</i>	0	0	0	0.1	0	0	0.1	2	0	2		
	<i>Band 6</i>	0.0	0.0	2.8	0.0	0.2	1.5	4.5	4	0.0	3		
	<i>Band 7</i>	0.0	0.0	0.0	0.0	0.0	1.0	1	1	0.0	1		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>2.8</b>	<b>0.1</b>	<b>0.2</b>	<b>2.5</b>	<b>5.6</b>	<b>7</b>	<b>0.0</b>	<b>6</b>	<b>0.0%</b>	<b>85.7%</b>
Complementary therapists	<i>Band 5</i>	0.0	0.0	0.0	0.0	0.0	1.6	1.6	2	0.4	0		
	<i>Band 6</i>	0.0	0.0	0.0	0.0	0.0	1.0	1.0	1	0.0	1		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>2.6</b>	<b>2.6</b>	<b>3</b>	<b>0.4</b>	<b>1</b>	<b>13.4%</b>	<b>33.3%</b>

Post	Band	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	Nos of staff in post (SIP)	Vacancies (FTE)	No. aged over 50	Vacancies/FTE	No. aged 50+ as a proportion of SIP
		VOLUNTARY SECTOR			NHS								
		Hospital Support	Community	SPC unit	Hospital Support	Community	SPC unit						
Dietitian	<i>Band 7</i>	0.0	0.0	0.0	1.6	0.0	0.0	1.6	2	0.0	0		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.6</b>	<b>0.0</b>	<b>0.0</b>	<b>1.6</b>	<b>2</b>	<b>0.0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>
Lymphoedema therapists	<i>Band 5</i>	0.0	0.0	0.4	0.0	0.1	0.0	0.5	1	0.0	0		
	<i>Band 6</i>	0.0	0.0	0.4	0.0	0.8	0.5	1.7	3	0.0	0		
	<i>Band 7</i>	0.0	0.0	0.1	0.0	1.7	1.7	3.5	6	0.0	4		
	<i>Band 8 and Above</i>	0.0	0.0	0.0	0.0	0.8	0.0	0.8	0	0.0	0		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.9</b>	<b>0.0</b>	<b>3.4</b>	<b>2.2</b>	<b>6.5</b>	<b>10</b>	<b>0.0</b>	<b>4</b>	<b>0.0%</b>	<b>40.0%</b>
	<i>Band 5</i>	0.0	0.0	0.0	0.0	0.8	0.0	0.8	1	0	0		
Occupational therapists	<i>Band 6</i>	0.0	0.0	1.1	0.0	0.0	1.9	3.0	2	2	0		
	<i>Band 7</i>	0.0	0.0	0.8	0.6	2.9	1.0	5.3	3	1.0	0		
	<i>Band 8 and Above</i>	0.0	0.0	0.0	0.0	0.5	0.0	0.5	1	0.0	0		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>1.9</b>	<b>0.6</b>	<b>4.1</b>	<b>2.9</b>	<b>9.5</b>	<b>7</b>	<b>3.0</b>	<b>0</b>	<b>24.0%</b>	<b>0.0%</b>
Pharmacist	<i>Band 7</i>	0.0	0.0	0.2	0.0	0.0	0.0	0.2	1	0.0	0		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.2</b>	<b>1</b>	<b>0.0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>
Physiotherapist	<i>Band 5</i>	0.0	0.0	0.0	0.0	0.0	1.1	1.1	1	0.0	0		
	<i>Band 6</i>	0.0	0.0	0.5	0.0	0.5	1.6	2.6	3	0.0	0		
	<i>Band 7</i>	0.0	0.0	0.3	2.0	5.7	2.6	10.6	4	0.0	1		
	<i>Band 8 and Above</i>	0.0	0.0	0.0	0.2	0.0	0.0	0.2	1	0.0	1		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.8</b>	<b>2.2</b>	<b>6.2</b>	<b>5.2</b>	<b>14.4</b>	<b>9</b>	<b>0.0</b>	<b>2</b>	<b>0.0%</b>	<b>22.2%</b>
Music Therapist	<i>Band 7 - Art and Music Therapist</i>	0.0	0.0	0.8	0.0	0.0	0.0	0.8	0	0.0	0		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.8</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0%</b>	<b>-</b>
Psychological Staff	<i>Band 5</i>	0.0	0.0	0.0	1.0	0.0	0.8	1.8	0	0.0	0		
	<i>Band 6</i>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	2.0	0		
	<i>Band 7</i>	0.0	0.0	0.0	0.8	0.0	0.0	0.8	0	0.0	0		
	<i>Band 8 and Above</i>	0.0	0.0	0.0	1.0	0.0	0.0	1.0	1	0.0	1		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>2.8</b>	<b>0.0</b>	<b>0.8</b>	<b>3.6</b>	<b>1</b>	<b>2.0</b>	<b>1</b>	<b>36.0%</b>	<b>100.0%</b>
Social and Assessment Officers	<i>Discharge Planning Coordinator (Band 6)</i>	0.0	0.0	0.0	0.0	0.0	0.8	0.8	1	0.0	1		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.8</b>	<b>0.8</b>	<b>1</b>	<b>0.0</b>	<b>1</b>	<b>0.0%</b>	<b>100.0%</b>
Social Worker	<i>Hospice at Home Acting Coordinators and Carers Currently Managed By Social Services (Band 4)</i>	0.0	0.0	0.0	0.0	11.2	0.0	11.2	14	0.0	10		
	<i>Band 5</i>	0.0	0.0	0.6	0.0	0.0	0.0	0.6	0	0.0	0		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.6</b>	<b>0.0</b>	<b>11.2</b>	<b>0.0</b>	<b>11.8</b>	<b>14</b>	<b>0.0</b>	<b>10</b>	<b>0.0%</b>	<b>71.4%</b>
Speech and Language Therapists	<i>Band 6</i>	0.0	0.0	1.9	0.0	0.0	0.0	1.9	0	2.0	0		
	<i>Band 7</i>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0.8	0		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>1.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.9</b>	<b>0</b>	<b>2.8</b>	<b>0</b>	<b>59.6%</b>	<b>-</b>
	<i>Band 5</i>	0.0	0.0	0.0	0.0	0.0	10.4	10.4	0	0.0	0		
Other Staff Not Otherwise Stated	<i>Band 6</i>	0.0	0.0	0.0	0.0	0.0	5.4	5.4	0	0.0	0		
	<i>Band 7</i>	0.0	0.0	0.4	0.0	0.0	0.5	0.9	1	0.5	0		
	<i>Band 8 and Above</i>	0.0	0.0	0.0	0.0	0.0	2.0	2.0	2	0.0	1		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.4</b>	<b>0.0</b>	<b>0.0</b>	<b>18.3</b>	<b>18.7</b>	<b>3</b>	<b>0.5</b>	<b>1</b>	<b>2.6%</b>	<b>33.3%</b>
<b>TOTALS</b>		<b>0.0</b>	<b>0.0</b>	<b>11.3</b>	<b>7.3</b>	<b>28.5</b>	<b>40.1</b>	<b>87.2</b>	<b>67</b>	<b>9.2</b>	<b>27</b>	<b>9.5%</b>	<b>40.3%</b>

### All Networks Nursing Workforce Data

POST/GRADE/ AGENDA FOR CHANGE BANDING	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	Nos of staff in post (SIP)	Vacancies (FTE)	No. aged over 50	FTE/SIP	Vacancies/FTE	No Over 50/SIP
	VOLUNTARY SECTOR			NHS									
	Hospital Support	Community	SPC unit	Hospital Support	Community	SPC unit							
<b>PERMANENT STAFF</b>													
<i>Band 8a</i>	5.0	19.0	40.4	27.2	21.7	7.4	120.6	133	16.8	35			
<i>Band 8b</i>	0.0	3.0	25.9	5.7	12.5	6.8	53.9	55	19.4	25			
<i>Band 8c</i>	0.1	1.2	15.7	3.3	1.5	3.0	24.7	29	15.7	14			
<b>Senior Nurse Band 8 (total of Bands 8a-8c)</b>	<b>5.1</b>	<b>23.2</b>	<b>82.0</b>	<b>36.1</b>	<b>35.7</b>	<b>17.2</b>	<b>199.2</b>	<b>217</b>	<b>52</b>	<b>74</b>	<b>91.8%</b>	<b>20.7%</b>	<b>34%</b>
<b>Grade I/H Band 7</b>	<b>38.2</b>	<b>334.3</b>	<b>226.0</b>	<b>328.4</b>	<b>393.6</b>	<b>75.6</b>	<b>1,396.0</b>	<b>1,430</b>	<b>73.1</b>	<b>428</b>	<b>97.6%</b>	<b>5.0%</b>	<b>30%</b>
<b>Grade F/G Band 5/6</b>	<b>21.1</b>	<b>119.3</b>	<b>501.5</b>	<b>33.7</b>	<b>56.4</b>	<b>131.7</b>	<b>863.7</b>	<b>1,059</b>	<b>56.9</b>	<b>310</b>	<b>81.6%</b>	<b>6.2%</b>	<b>29%</b>
<b>Grade D/E Band 5</b>	<b>0.0</b>	<b>85.4</b>	<b>1,605.0</b>	<b>25.5</b>	<b>57.1</b>	<b>264.3</b>	<b>2,037.4</b>	<b>2,592</b>	<b>33.5</b>	<b>807</b>	<b>78.6%</b>	<b>1.6%</b>	<b>31%</b>
<b>Grade A to C Band 2/3/4</b>	<b>34.1</b>	<b>91.7</b>	<b>1,244.3</b>	<b>18.9</b>	<b>51.9</b>	<b>218.1</b>	<b>1,658.9</b>	<b>2,192</b>	<b>45.4</b>	<b>950</b>	<b>75.7%</b>	<b>2.7%</b>	<b>43%</b>
<b>TOTAL</b>	<b>98.4</b>	<b>653.8</b>	<b>3,658.8</b>	<b>442.6</b>	<b>594.6</b>	<b>707.0</b>	<b>6,155.3</b>	<b>7,490</b>	<b>260.8</b>	<b>2,569</b>			

## All Networks AHP Specialist Palliative Care Workforce Data

Post	Band	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	Nos of staff in post (SIP)	Vacancies (FTE)	No. aged over 50	Vacancies/FTE	No. aged 50+ as a proportion of SIP
		VOLUNTARY SECTOR			NHS								
		Hospital Support	Community	SPC unit	Hospital Support	Community	SPC unit						
Bereavement staff/counsellors	Band 5	0.0	3.2	10.4	0.0	0.0	2.1	15.7	36	0.4	18		
	Band 6	0.0	4.6	40.0	0.0	4.1	5.2	53.9	71	3.6	32		
	Band 7	0.8	1.4	17.8	0.2	1.6	4.5	26.4	35	3.2	12		
	Band 8 and above	0.0	0.0	0.9	1.0	0.5	1.2	3.6	5	1.0	2		
	Bereavement services co-ordinator	0.0	0.5	0.0	0.0	0.0	0.0	0.5	1	0.0	0		
	Grade not stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0.0	0		
	Welfare Officer Band 4	0.0	0.0	0.8	0.0	0.0	0.0	0.8	2	0.0	0		
	Welfare Officer Band 5	0.0	0.4	1.1	0.0	0.0	0.0	1.5	3	0.0	1		
	Welfare Officer Band 6	0.0	0.0	0.0	0.0	1.0	0.6	1.6	4	0.6	0		
	<b>Total</b>	<b>0.8</b>	<b>10.1</b>	<b>71.0</b>	<b>1.2</b>	<b>7.2</b>	<b>13.6</b>	<b>103.9</b>	<b>157</b>	<b>8.8</b>	<b>65</b>	<b>7.8%</b>	<b>41.4%</b>
Chaplains/faith leaders (authorised and appointed)	Band 5	0.0	0.0	6.7	0.1	0.2	0.8	7.8	24	0.0	17		
	Band 6	1.0	2.7	34.6	0.0	0.2	2.4	40.9	58	2.2	40		
	Band 7	0.0	0.4	12.7	1.6	0.0	4.1	18.8	26	0.6	17		
	Band 8 and above	0.0	0.0	2.0	0.0	0.0	0.0	2.0	5	0.0	4		
	Unspecified	0.0	0.0	1.0	0.0	0.0	0.0	1.0	1	0.0	0		
	<b>Total</b>	<b>1.0</b>	<b>3.1</b>	<b>57.0</b>	<b>1.7</b>	<b>0.4</b>	<b>7.3</b>	<b>70.4</b>	<b>114</b>	<b>2.8</b>	<b>78</b>	<b>3.8%</b>	<b>68.4%</b>
Complementary Therapists	Band 4	0.0	0.5	4.3	0.0	0.0	2.7	7.5	11	0.0	7		
	Band 5	0.0	2.9	40.4	0.0	2.0	9.2	54.4	111	1.0	41		
	Band 6	0.0	2.1	22.8	0.0	0.2	3.3	28.5	48	0.0	18		
	Band 7	0.0	0.6	6.0	0.8	0.0	1.9	9.2	36	0.0	1		
	Band 8 and above	0.0	0.0	1.0	0.0	0.0	0.0	1.0	1	0.0	0		
	Unspecified	0.0	0.3	0.0	0.0	0.0	0.0	0.3	1	0.0	0		
	<b>Total</b>	<b>0.0</b>	<b>6.4</b>	<b>74.5</b>	<b>0.8</b>	<b>2.2</b>	<b>17.0</b>	<b>101.0</b>	<b>208</b>	<b>1.0</b>	<b>67</b>	<b>0.9%</b>	<b>32.2%</b>
Diversional Therapists	Band 4	0.0	0.0	1.5	0.0	0.0	0.0	1.5	2	0.0	0		
	Band 5	0.0	0.0	2.7	0.0	0.0	0.0	2.7	4	0.0	3		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>4.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>4.2</b>	<b>6</b>	<b>0.0</b>	<b>3</b>	<b>0.0%</b>	<b>50.0%</b>
Counsellors	Band 5	0.0	0.0	0.4	0.0	0.0	0.0	0.4	1	0.0	0		
	Band 6	0.0	1.5	2.7	0.0	0.0	0.0	4.2	6	0.0	3		
	Band 7	0.0	0.0	0.5	0.0	0.0	1.3	1.8	3	0.0	1		
	Band 7 Counselling Team Leader	0.0	0.0	0.8	0.0	0.0	0.0	0.8	1	0.0	1		
	Band 8 and above Head of Counselling	0.0	0.0	0.0	0.0	0.0	1.0	1.0	1	0.0	0		
	Unspecified	0.0	1.2	0.0	0.0	0.0	0.0	1.2	2	0.0	0		
	<b>Total</b>	<b>0.0</b>	<b>2.7</b>	<b>4.4</b>	<b>0.0</b>	<b>0.0</b>	<b>2.3</b>	<b>9.4</b>	<b>14</b>	<b>0.0</b>	<b>5</b>	<b>0.0%</b>	<b>35.7%</b>
Dietitians	Band 3	0.0	0.0	0.0	0.4	0.4	0.0	0.8	1	0.0	0		
	Band 5	0.0	0.0	3.0	0.0	0.0	1.0	4.0	4	0.0	0		
	Band 6	0.0	0.0	0.1	0.0	0.0	0.5	0.6	4	0.0	0		
	Band 7	0.0	0.0	0.1	3.4	5.9	0.5	10.0	18	1.2	3		
	Band 8 and above	0.0	0.0	0.0	0.1	0.5	1.0	1.6	3	0.0	1		
	Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0.0	0		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>3.3</b>	<b>3.9</b>	<b>6.8</b>	<b>3.0</b>	<b>17.0</b>	<b>30</b>	<b>1.2</b>	<b>4</b>	<b>6.6%</b>	<b>13.3%</b>

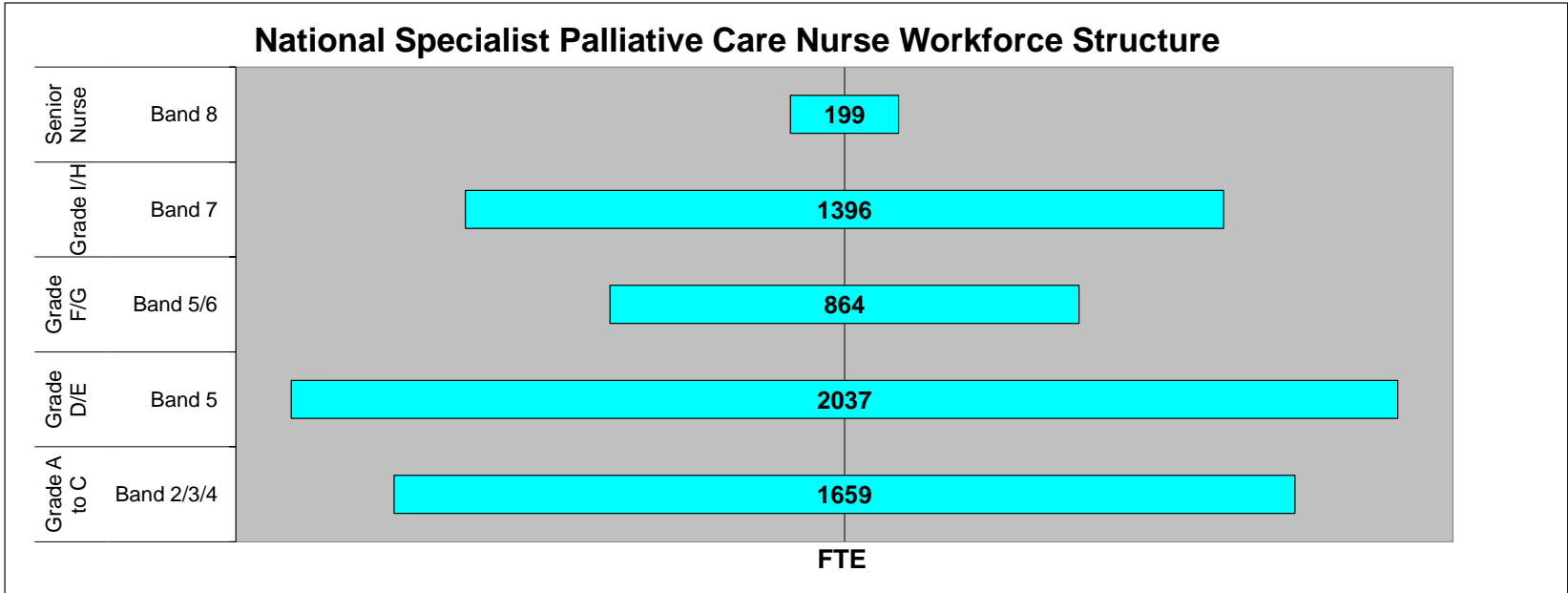
Post	Band	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	Nos of staff in post (SIP)	Vacancies (FTE)	No. aged over 50	Vacancies/FTE	No. aged 50+ as a proportion of SIP	
		VOLUNTARY SECTOR			NHS									
		Hospital Support	Community	SPC unit	Hospital Support	Community	SPC unit							
Lymphoedema therapists	Band 3	0.0	0.0	0.0	0.0	1.0	0.0	1.0	2	0.0	2			
	Band 5	0.0	3.4	4.1	0.0	0.5	3.5	11.6	22	0.4	7			
	Band 6	0.0	5.3	21.2	0.0	1.9	5.6	33.9	63	0.0	23			
	Band 7	0.0	3.8	8.9	0.4	8.9	7.2	29.2	45	1.5	21			
	Band 8 and above	0.0	0.0	0.7	0.1	3.0	1.9	5.7	8	0.0	3			
	Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0.0	0			
	<b>Total</b>	<b>0.0</b>	<b>12.5</b>	<b>34.9</b>	<b>0.5</b>	<b>15.3</b>	<b>18.2</b>	<b>81.4</b>	<b>140</b>	<b>2.0</b>	<b>56</b>	<b>2.3%</b>	<b>40.0%</b>	
MDT co-ordinators	Band 3	0.0	0.0	0.0	1.3	0.0	0.0	1.3	1	0.0	0			
	Band 4	0.0	0.0	1.0	3.4	1.9	1.9	8.2	14	0.0	4			
	Band 5	0.0	0.0	0.0	1.7	0.5	0.5	2.7	4	1.0	0			
	Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0.0	0			
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>6.4</b>	<b>2.4</b>	<b>2.4</b>	<b>12.1</b>	<b>19</b>	<b>1.0</b>	<b>4</b>	<b>7.6%</b>	<b>21.1%</b>	
Occupational Therapists	Band 3	0.0	0.0	0.0	1.0	0.0	0.0	1.0	1	0.0	0			
	Band 5	0.0	0.5	6.5	0.0	0.8	1.0	8.8	15	3.4	2			
	Band 6	0.3	3.2	29.5	1.9	7.1	5.1	47.1	64	6.3	12			
	Band 7	0.3	1.2	24.0	6.5	20.6	8.7	61.2	62	2.7	11			
	Band 8 and above	0.0	0.0	0.0	2.5	2.5	0.0	4.9	6	0.0	0			
	Band 3 OT Technician	0.0	0.0	2.0	0.0	0.0	0.0	2.0	2	0.0	2			
	<b>Total</b>	<b>0.5</b>	<b>4.9</b>	<b>61.9</b>	<b>11.9</b>	<b>30.9</b>	<b>14.8</b>	<b>125.0</b>	<b>150</b>	<b>12.4</b>	<b>27</b>	<b>9.0%</b>	<b>18.0%</b>	
	Therapy Assistant	Band 4	0.0	0.0	0.0	0.0	1.0	0.0	1.0	1	0.0	1		
		Band 5	0.0	0.0	1.0	0.0	0.0	0.0	1.0	1	0.0	0		
Unspecified		0.0	0.0	0.6	0.0	0.0	0.0	0.6	1	0.0	0			
<b>Total</b>		<b>0.0</b>	<b>0.0</b>	<b>1.6</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>2.6</b>	<b>3</b>	<b>0.0</b>	<b>1</b>	<b>0.0%</b>	<b>33.3%</b>	
Pharmacists	Band 6	0.0	0.0	1.4	0.0	0.0	1.2	2.6	7	0.3	1			
	Band 7	0.0	0.0	3.4	1.6	0.0	1.9	6.8	15	2.3	3			
	Band 8 and Above	0.0	0.0	1.2	2.4	1.7	2.5	7.8	14	0.0	1			
	Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0.0	0			
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>5.9</b>	<b>4.0</b>	<b>1.7</b>	<b>5.6</b>	<b>17.2</b>	<b>36</b>	<b>2.6</b>	<b>5</b>	<b>13.1%</b>	<b>13.9%</b>	
Physiotherapist	Band 3 Physiotherapy Assistant	0.0	0.0	0.2	0.0	0.0	0.3	0.5	2	0.0	1			
	Band 5	0.0	0.7	4.6	0.3	2.1	3.0	10.7	19	0.0	5			
	Band 6	0.3	1.7	31.9	0.3	3.9	4.8	42.8	75	3.6	21			
	Band 7	0.0	2.4	45.2	5.7	23.1	15.2	91.6	118	3.3	45			
	Band 8 and above	0.0	0.0	4.2	3.4	2.5	0.2	10.3	17	0.0	5			
	Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0.0	0			
<b>Total</b>	<b>0.3</b>	<b>4.7</b>	<b>86.1</b>	<b>9.7</b>	<b>31.5</b>	<b>23.6</b>	<b>155.9</b>	<b>231</b>	<b>6.9</b>	<b>77</b>	<b>4.3%</b>	<b>33.3%</b>		
Play therapists	Band 5 Play and Music Therapists	0.0	0.5	0.0	0.0	0.0	0.0	0.5	2	0.0	1			
	Band 6	0.0	0.0	0.0	0.0	0.0	0.2	0.2	1	0.0	0			
	Band 7	0.0	0.0	0.0	0.0	0.0	0.4	0.4	1	0.0	0			
	Band 8 and above	0.0	0.0	0.0	0.0	0.0	0.5	0.5	1	0.0	0			
	<b>Total</b>	<b>0.0</b>	<b>0.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.1</b>	<b>1.5</b>	<b>5</b>	<b>0.0</b>	<b>1</b>	<b>0.0%</b>	<b>20.0%</b>	
Music Therapists	Band 5	0.0	0.0	0.1	0.0	0.0	0.0	0.1	1	0.0	0			
	Band 7 Art and Music Therapists	0.0	0.0	0.8	0.0	0.0	0.0	0.8	0	0.0	0			
	Band 7	0.0	0.0	0.5	0.0	0.0	0.0	0.5	1	0.0	1			
	Unspecified	0.0	0.5	0.5	0.0	0.0	0.0	1.0	4	0.0	0			
<b>Total</b>	<b>0.0</b>	<b>0.5</b>	<b>1.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>2.4</b>	<b>6</b>	<b>0.0</b>	<b>1</b>	<b>0.0%</b>	<b>16.7%</b>		
Art Therapists	Band 3	0.0	0.0	0.7	0.0	0.0	0.0	0.7	1	0.0	0			
	Band 5	0.0	0.0	4.7	0.0	0.0	0.0	4.7	8	0.0	2			
	Band 6	0.0	0.0	3.5	0.0	0.0	0.0	3.5	7	0.0	3			
	Unspecified	0.0	2.6	0.9	0.0	0.0	0.0	3.6	11	1.0	0			
	<b>Total</b>	<b>0.0</b>	<b>2.6</b>	<b>9.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>12.5</b>	<b>27</b>	<b>1.0</b>	<b>5</b>	<b>7.4%</b>	<b>18.5%</b>	

Post	Band	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	Nos of staff in post (SIP)	Vacancies (FTE)	No. aged over 50	Vacancies/FTE	No. aged 50+ as a proportion of SIP
		VOLUNTARY SECTOR			NHS								
		Hospital Support	Community	SPC unit	Hospital Support	Community	SPC unit						
Psychiatric/psychotherapy staff	Band 6	0.0	0.8	0.4	0.0	0.8	0.0	2.0	3	0.0	1		
	Band 7	0.0	0.5	2.5	0.0	0.0	0.0	3.0	4	0.6	0		
	Band 8 and Above	0.0	0.0	1.2	0.9	0.0	0.1	2.2	7	1.0	2		
	Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0.0	0		
	<b>Total</b>	<b>0.0</b>	<b>1.3</b>	<b>4.0</b>	<b>0.9</b>	<b>0.8</b>	<b>0.1</b>	<b>7.1</b>	<b>14</b>	<b>1.6</b>	<b>3</b>	<b>18.3%</b>	<b>21.4%</b>
Psychological staff	Band 5	0.0	0.0	1.4	1.1	0.0	3.1	5.6	6	1.0	3		
	Band 6	0.0	0.0	0.5	0.0	0.0	1.0	1.5	3	2.0	2		
	Band 7	0.0	0.0	10.8	0.9	0.2	0.8	12.6	24	0.0	10		
	Band 8 and above	0.0	0.0	2.6	2.5	2.9	1.8	9.8	21	1.0	6		
	Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0.0	0		
	Psychologist (P04)	0.0	0.5	0.5	0.0	0.0	0.0	1.0	2	0.0	0		
	<b>Total</b>	<b>0.0</b>	<b>0.5</b>	<b>15.8</b>	<b>4.5</b>	<b>3.0</b>	<b>6.6</b>	<b>30.4</b>	<b>56</b>	<b>4.0</b>	<b>21</b>	<b>11.6%</b>	<b>37.5%</b>
Social and assessment officers	Information and Support Officer (Band 6)	0.0	0.0	0.0	0.0	1.0	2.0	3.0	3	0.0	1		
	Information and Support Officer (Band 8)	0.0	0.0	0.0	0.5	0.0	0.0	0.5	1	0.0	0		
	Discharge Planning Coordinator (Band 6)	0.0	0.0	1.0	0.0	0.0	1.6	2.6	3	0.0	3		
	Discharge Planning Coordinator (Band 7)	0.0	0.0	0.0	1.0	0.0	0.0	1.0	1	0.0	0		
	Discharge Planning Coordinator (Unspecified)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0.0	0		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>1.5</b>	<b>1.0</b>	<b>3.6</b>	<b>7.1</b>	<b>8</b>	<b>0.0</b>	<b>4</b>	<b>0.0%</b>	<b>50.0%</b>
Social workers	Social Group Leader (Band 1)	0.0	0.2	0.0	0.0	0.0	0.0	0.2	1	0.0	0		
	Social Group Leader (Band 2)	0.0	0.5	0.0	0.0	0.0	0.0	0.5	2	0.0	2		
	Band 3	0.0	0.0	0.0	0.5	0.5	0.0	1.0	2	0.0	2		
	Hospice at Home Acting Coordinators and Carers Managed By Social Services (Band 4)	0.0	0.0	0.0	0.0	11.2	0.0	11.2	14	0.0	10		
	Band 5	1.0	0.8	13.3	0.6	0.8	1.5	18.0	20	0.0	6		
	Band 6	0.0	0.0	2.8	0.0	0.0	0.0	2.8	4	0.0	2		
	Band 7	0.0	0.0	0.0	1.3	0.0	0.0	1.3	2	0.0	2		
	Band 8 and Above	0.0	0.0	1.0	0.6	0.0	0.0	1.6	2	0.0	1		
	Principle Social Worker (P03)	0.0	0.3	0.3	0.0	0.0	0.0	0.7	1	0.0	0		
	Principle Social Worker (P04)	0.0	3.2	0.9	0.0	0.0	1.0	5.1	6	0.0	0		
	Manager	0.0	0.5	0.5	0.0	0.0	0.0	1.0	2	0.0	0		
	Family Support Service (Band 6)	0.0	1.9	3.5	0.0	0.0	0.0	5.4	6	0.0	4		
	Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0.0	0		
	<b>Total</b>	<b>1.0</b>	<b>7.4</b>	<b>22.3</b>	<b>3.0</b>	<b>12.5</b>	<b>2.5</b>	<b>48.7</b>	<b>62</b>	<b>0.0</b>	<b>29</b>	<b>0.0%</b>	<b>46.8%</b>

Post	Band	FULL TIME EQUIVALENT (FTE)						FTE TOTAL	Nos of staff in post (SIP)	Vacancies (FTE)	No. aged over 50	Vacancies/FTE	No. aged 50+ as a proportion of SIP
		VOLUNTARY SECTOR			NHS								
		Hospital Support	Community	SPC unit	Hospital Support	Community	SPC unit						
Speech and language therapists	Band 5	0.0	0.0	0.0	0.0	0.0	0.0	0	4.0	0			
	Band 6	0.0	7.9	46.2	2.8	11.0	5.3	73.1	84	4.9	38		
	Band 7	0.5	9.6	39.3	5.5	6.0	8.2	69.1	97	10.2	28		
	Band 8 and above	0.0	0.8	11.6	2.5	1.7	1.9	18.5	18	0.5	15		
	Employed By Local Authority	0.0	0.0	0.0	0.0	1.0	0.0	1.0	1	0.0	0		
	Principle Social Worker (P03) - Speech and Language Therapist	0.0	0.2	0.2	0.0	0.0	0.0	0.3	1	0.0	0		
	Principle Social Worker (P04) Speech and Language Therapist	0.0	0.8	0.8	0.0	0.0	0.0	1.6	5	0.0	0		
	Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0.0	0		
<b>Total</b>	<b>0.5</b>	<b>19.2</b>	<b>98.0</b>	<b>10.8</b>	<b>19.7</b>	<b>15.4</b>	<b>163.5</b>	<b>206</b>	<b>19.6</b>	<b>81</b>	<b>10.7%</b>	<b>39.3%</b>	
Spiritual staff	Band 5	0.0	0.3	0.8	0.0	0.0	0.0	1.1	3	0.0	2		
	Band 6	0.0	0.0	2.7	0.0	0.0	0.0	2.7	3	0.0	1		
	Band 8 and Above (Director of Spiritual Care)	0.0	0.0	1.0	0.0	0.0	0.0	1.0	1	0.0	1		
	Band 5 Pastoral Care	0.0	0.0	1.5	0.0	0.0	0.0	1.5	2	0.0	1		
	<b>Total</b>	<b>0.0</b>	<b>0.3</b>	<b>6.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>6.3</b>	<b>9</b>	<b>0.0</b>	<b>5</b>	<b>0.0%</b>	<b>55.6%</b>
Other Staff (Day Centre)	Band 2	0.0	0.0	0.0	0.0	0.0	1.6	1.6	2	0.0	0		
	Band 5	0.0	0.0	3.4	0.0	0.0	0.6	4.0	6	0.0	5		
	Band 6	0.0	0.0	0.0	0.0	0.0	0.8	0.8	1	0.0	1		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>3.4</b>	<b>0.0</b>	<b>0.0</b>	<b>3.0</b>	<b>6.4</b>	<b>9</b>	<b>0.0</b>	<b>6</b>	<b>0.0%</b>	<b>66.7%</b>
Other Staff (Education and Training)	Band 6	0.0	0.0	1.4	0.0	1.4	0.0	2.8	3	1.0	1		
	Band 8 and Above	0.0	0.0	1.0	0.0	0.0	0.0	1.0	1	1.0	1		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>2.4</b>	<b>0.0</b>	<b>1.4</b>	<b>0.0</b>	<b>3.8</b>	<b>4</b>	<b>2.0</b>	<b>2</b>	<b>34.5%</b>	<b>50.0%</b>
Other Staff (Practice Development)	Band 6	0.0	0.0	2.0	0.0	0.0	0.0	2.0	2	0.0	1		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>0.0</b>	<b>2.0</b>	<b>2</b>	<b>0.0</b>	<b>1</b>	<b>0.0%</b>	<b>50.0%</b>	
Other Staff (LCP Facilitators)	Band 6	0.0	0.0	0.0	0.6	0.0	0.0	0.6	1	0.0	0		
	Band 7	0.0	0.0	0.0	2.2	0.0	0.0	2.2	3	0.0	1		
	<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>2.8</b>	<b>0.0</b>	<b>0.0</b>	<b>2.8</b>	<b>4</b>	<b>0.0</b>	<b>1</b>	<b>0.0%</b>	<b>25.0%</b>
Other staff not otherwise specified	Band 2	0.0	0.0	0.0	0.6	0.0	0.0	0.6	1	0.0	0		
	Band 3	0.0	0.0	0.0	0.3	0.0	0.0	0.3	1	0.0	0		
	Band 4	0.0	0.0	0.6	1.0	0.0	0.0	1.6	3	0.0	1		
	Band 5	0.0	3.1	8.2	0.2	0.0	10.4	21.9	21	2.0	11		
	Band 6	0.0	3.3	13.4	0.0	0.0	9.0	25.7	35	4.2	9		
	Band 7	0.0	1.3	11.4	4.2	1.0	1.5	19.4	33	3.5	8		
	Band 8 and above	0.0	0.0	5.1	1.0	0.0	2.2	8.3	12	0.0	10		
	Unspecified	0.4	0.0	21.2	0.0	0.3	2.3	24.2	32	1.0	14		
	<b>Total</b>	<b>0.4</b>	<b>7.6</b>	<b>59.9</b>	<b>7.3</b>	<b>1.3</b>	<b>25.4</b>	<b>102.0</b>	<b>138</b>	<b>10.7</b>	<b>53</b>	<b>9.5%</b>	<b>38.4%</b>
<b>TOTALS</b>	<b>4.5</b>	<b>84.5</b>	<b>632.4</b>	<b>70.8</b>	<b>139.2</b>	<b>165.3</b>	<b>1096.7</b>	<b>1658</b>	<b>77.4</b>	<b>605</b>	<b>6.6%</b>	<b>36.5%</b>	

### 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>	1,658.9	2,037.4	863.7	1,396.0



\*2008 SPC workforce Survey

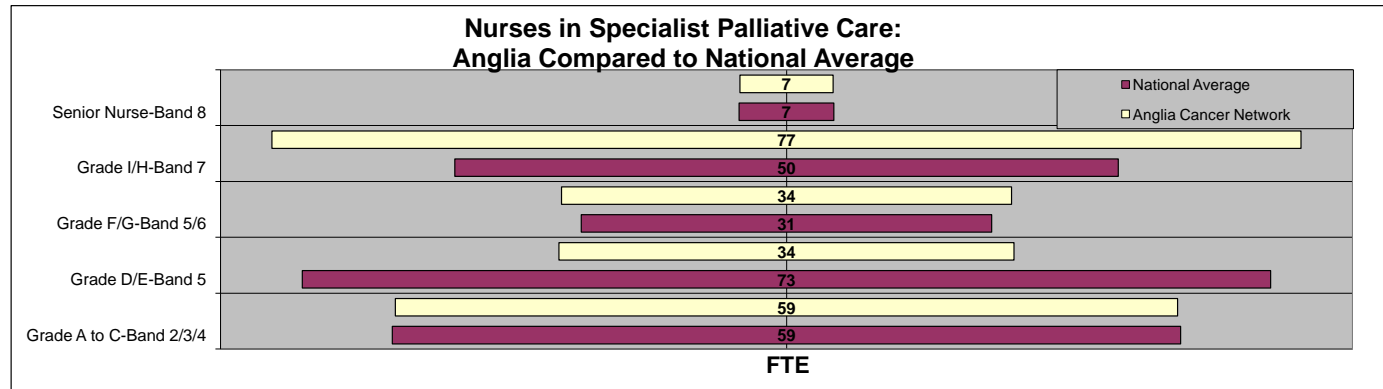
## Numbers of Voluntary and NHS Nurses in Whole Workforce + National Averages

PERMANENT STAFF	Voluntary Total (FTE)	NHS Total (FTE)	Total (FTE)	Voluntary Average (FTE)	NHS Average (FTE)	Total Average (FTE)
<i>Band 8a</i>	64.4	56.3	120.6	2.3	2.0	4.3
<i>Band 8b</i>	28.9	25.0	53.9	1.0	0.9	1.9
<i>Band 8c</i>	17.0	7.8	24.7	0.6	0.3	0.9
<b>Senior Nurse Band 8 (total of Bands 8a-8c)</b>	<b>110.2</b>	<b>89.0</b>	<b>199.2</b>	<b>3.9</b>	<b>3.2</b>	<b>7.1</b>
<b>Grade I/H Band 7</b>	<b>598.4</b>	<b>797.5</b>	<b>1,396.0</b>	<b>21.4</b>	<b>28.5</b>	<b>49.9</b>
<b>Grade F/G Band 5/6</b>	<b>641.9</b>	<b>221.8</b>	<b>863.7</b>	<b>22.9</b>	<b>7.9</b>	<b>30.8</b>
<b>Grade D/E Band 5</b>	<b>1,690.4</b>	<b>347.0</b>	<b>2,037.4</b>	<b>60.4</b>	<b>12.4</b>	<b>72.8</b>
<b>Grade A to C Band 2/3/4</b>	<b>1,370.1</b>	<b>288.9</b>	<b>1,658.9</b>	<b>48.9</b>	<b>10.3</b>	<b>59.2</b>
<b>TOTAL</b>	<b>4,411.05</b>	<b>1,744.22</b>	<b>6,155.3</b>			

Average based on the 28 networks existing when the survey was taken

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

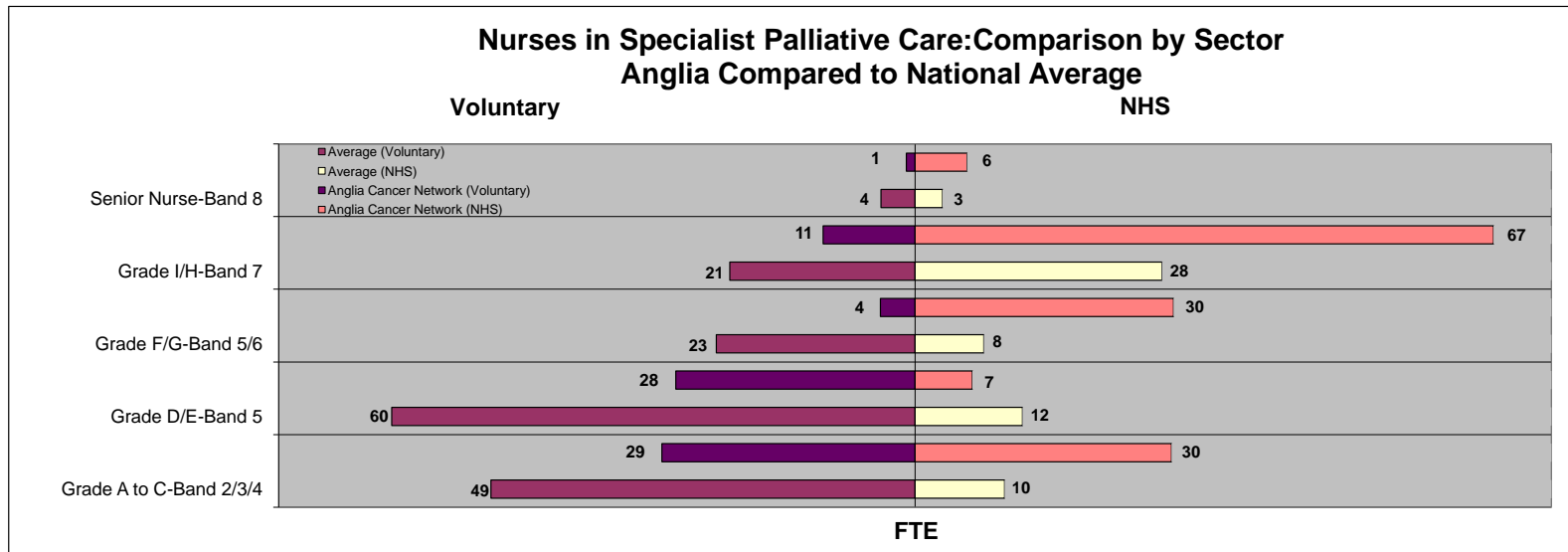
	Grade A to C-Band 2/3/4	Grade D/E-Band 5	Grade F/G-Band 5/6	Grade I/H-Band 7	Senior Nurse-Band 8
<b>National Average</b>	59.2	72.8	30.8	49.9	7.1
<b>Anglia Cancer Network</b>	58.8	34.2	33.8	77.3	7.0



\*2008 SPC workforce Survey

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

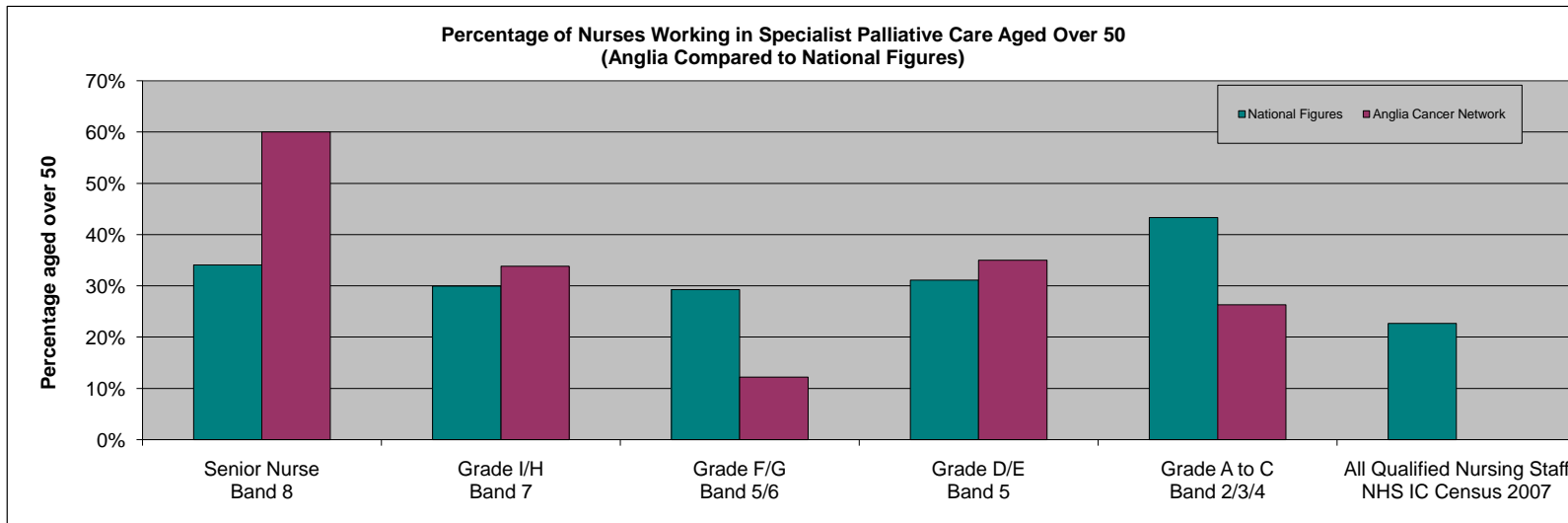
	Grade A to C-Band 2/3/4		Grade D/E-Band 5		Grade F/G-Band 5/6		Grade I/H-Band 7		Senior Nurse-Band 8	
<b>Average (Voluntary)</b>	48.9		60.4		22.9		21.4		3.9	
<b>Average (NHS)</b>	10.3		12.4		7.9		28.5		3.2	
<b>Anglia Cancer Network (Voluntary)</b>		29.2		27.6		4.0		10.6		1
<b>Anglia Cancer Network (NHS)</b>		29.6		6.6		29.8		66.7		6
<b>Total</b>	59.2	58.8	72.8	34.2	30.8	33.8	49.9	77.3	7.1	7.0



\*2008 SPC workforce Survey

## Numbers of Nurses Aged Over 50

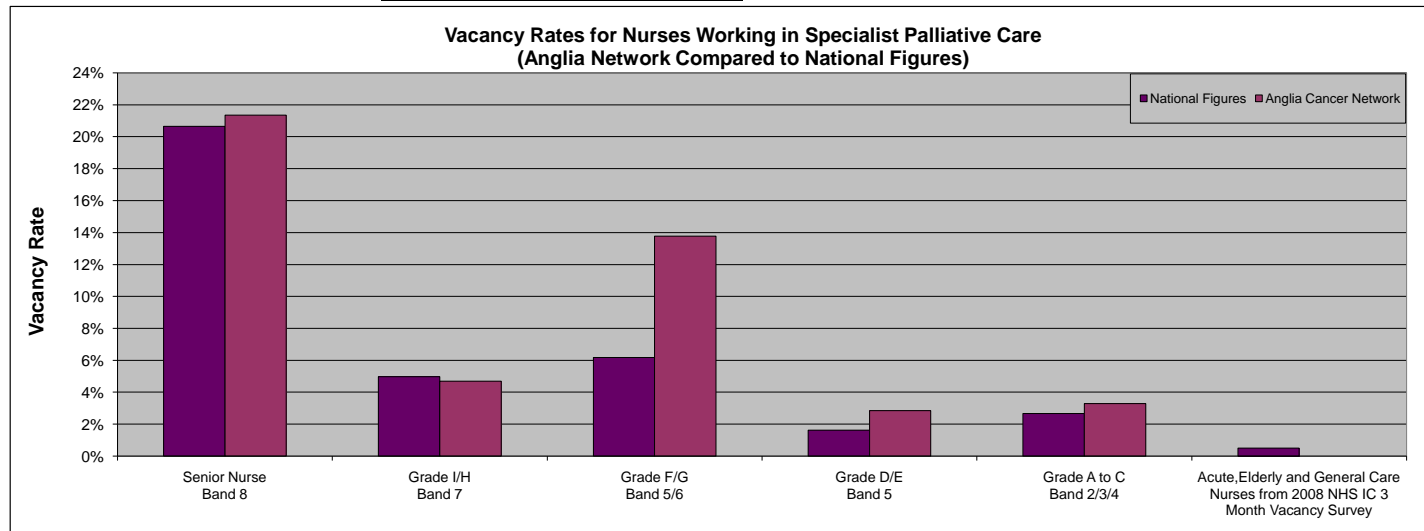
PERMANENT STAFF	Percentage aged over 50	
	National Figures	Anglia Cancer Network
Senior Nurse Band 8	34.1%	60.0%
Grade I/H Band 7	29.9%	33.8%
Grade F/G Band 5/6	29.3%	12.2%
Grade D/E Band 5	31.1%	35.0%
Grade A to C Band 2/3/4	43.3%	26.3%
All Qualified Nursing Staff NHS IC Census 2007	22.7%	



\*2008 SPC workforce Survey

## Nurse Vacancy Rates

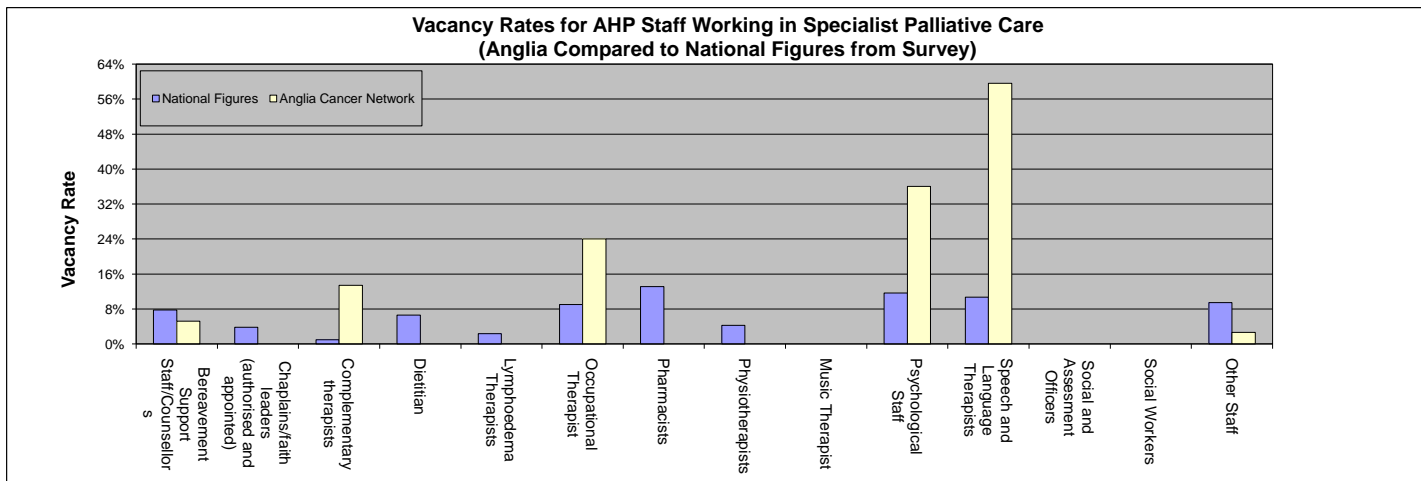
PERMANENT STAFF	Nurse Vacancy Rate	
	National Figures	Anglia Cancer Network
Senior Nurse Band 8	20.7%	21.3%
Grade I/H Band 7	5.0%	4.7%
Grade F/G Band 5/6	6.2%	13.8%
Grade D/E Band 5	1.6%	2.8%
Grade A to C Band 2/3/4	2.7%	3.3%
Acute, Elderly and General Care Nurses from 2008 NHS IC 3 Month Vacancy Survey	0.5%	



\*2008 SPC workforce Survey

## AHP Vacancy Rates

AHP Staff Group	Vacancy Rates for AHP Staff	
	National Figures	Anglia Cancer Network
Bereavement Support Staff/Counsellors	7.8%	5.2%
Chaplains/faith leaders (authorised and appointed)	3.8%	0.0%
Complementary therapists	0.9%	13.4%
Dietitian	6.6%	0.0%
Lymphoedema Therapists	2.3%	0.0%
Occupational Therapist	9.0%	24.0%
Pharmacists	13.1%	0.0%
Physiotherapists	4.3%	0.0%
Music Therapist	0.0%	0.0%
Psychological Staff	11.6%	36.0%
Speech and Language Therapists	10.7%	59.6%
Social and Assessment Officers	0.0%	0.0%
Social Workers	0.0%	0.0%
Other Staff	9.5%	2.6%



\*2008 SPC workforce Survey

## Notes

Data Collected from NCPC/IC/WRT SPC Workforce Survey 2008

All data is reported as recorded and analysis has been carried out on the reported figures

AHP staff data recorded includes 61 Staff In Post bank staff nationally

AHP staff data recorded includes 0.1 Full Time Equivalent bank staff within the Anglia Network

N:\WRT\Specialties + professions\Cancer\_Pathology\Palliative Care\NCPC Data Collection\NCPC Workforce Survey 2008\info and comparisons by network\260209-REP-Anglia-JT