

Annex B – Summary of statistical evidence

1 Introduction

1.1 This annex contains a headline summary of the statistical evidence available up to and including 16 December 2008 on recruitment and retention and wider economic and labour market conditions. It draws on written evidence and information submitted by the parties as well as data from other sources.

1.2 This annex also contains statistical evidence relevant to the Review Body's consideration of applications for Recruitment and Retention Premia for midwives and building craft workers.

1.3 This is not an exhaustive overview of the evidence and information presented to us by the parties: copies of the parties' written evidence and information can be obtained directly from their websites. A list of the parties' websites is in section 6 of this annex.

2 Recruitment and retention

Vacancies

2.1 Table 2.1 shows three-month vacancy rates by main staff group as at March 2008 in England, Wales and Northern Ireland, as at September 2007 in Scotland, and the change since the previous survey in March 2007 for all countries. Three-month vacancy rates in England were low in 2008 and vacancy levels had decreased for all seven staff groups; vacancy rates were similarly low in Wales, but were more variable in Northern Ireland. Three-month vacancy rates in Scotland in September 2007 had increased since the March 2007 survey.

2.2 On-the-day ("total") vacancy rates (Chart 2.2) for most staff groups in March 2008 in England and Northern Ireland ranged from 1.8% to 3.5%, while the whole-economy vacancy ratio was 2.6% in the three months ending March 2008¹. Total vacancy rates increased in Scotland between March 2007 and September 2007, while total vacancy rates fell for most staff groups in Northern Ireland between March 2007 and 2008.

¹ Seasonally adjusted. Source: ONS (series AP2Z). Vacancy ratios are vacancies expressed as a percentage of staff in post. Vacancy rates, as produced by the Health Departments, are vacancies expressed as a percentage of staff in post plus vacancies – i.e. the total number of available posts. The methods of calculation mean that, for a given number of vacancies, the ratio will always be higher than the rate

Table 2.1: Three-month vacancy rates² in March 2008³, by UK country and main staff group⁴

	ENGLAND			SCOTLAND			WALES			NORTHERN IRELAND		
	Change in no. vacancies ⁵	Vacancy rate in 2008	Percentage point change ⁶	Change in no. vacancies ⁷	Vacancy rate in 2007	Percentage point change ⁸	Change in no. vacancies ⁶	Vacancy rate in 2008	Percentage point change ⁷	Change in no. vacancies ⁶	Vacancy rate in 2008	Percentage point change ⁷
Qualified Nursing, midwifery and HV staff	-130	0.5%	0.0%	+383	1.1%	+0.6%	+9	0.5%	+0.1%	-173	0.5%	-1.2%
Unqualified nursing staff	-42	0.4%	0.0%				-30	0.2%	-0.5%	+19	1.2%	+0.4%
Qualified AHPs ⁹	-135	0.5%	-0.2%	+90	1.9%	+1.0%	-15	0.8%	-0.4%	-6	1.2%	-0.3%
Qualified ST&Ts ¹⁰	-285	0.5%	-0.5%	-	-	-	+12	0.8%	+0.3%	-22	0.7%	-0.7%
Unqualified AHP and ST&T staff	-89	0.3%	-0.3%	-	-	-	-1	0.4%	-0.1%	-	-	-
Ambulance staff	-27	0.1%	-0.1%	-	-	-	0	0.0%	0.0%	-29	1.9%	-2.9%
Admin & estates	-487	0.4%	-0.2%	-	-	-	-42	0.7%	-0.3%	-21	0.9%	0.0%

- Not available

² Vacancies that, as at 31 March 2008, NHS Trusts had been actively trying to fill, which had been vacant for three months or more

³ Scotland vacancies are as at 30 September 2007. NHS Scotland is now carrying out its vacancy survey in September of each year, to align with its workforce census

⁴ Sources: NHS Information Centre, ISD Scotland, StatsWales, DHSSPSNI

⁵ Change between March 2007 and March 2008

⁶ Percentage point change between March 2007 and March 2008

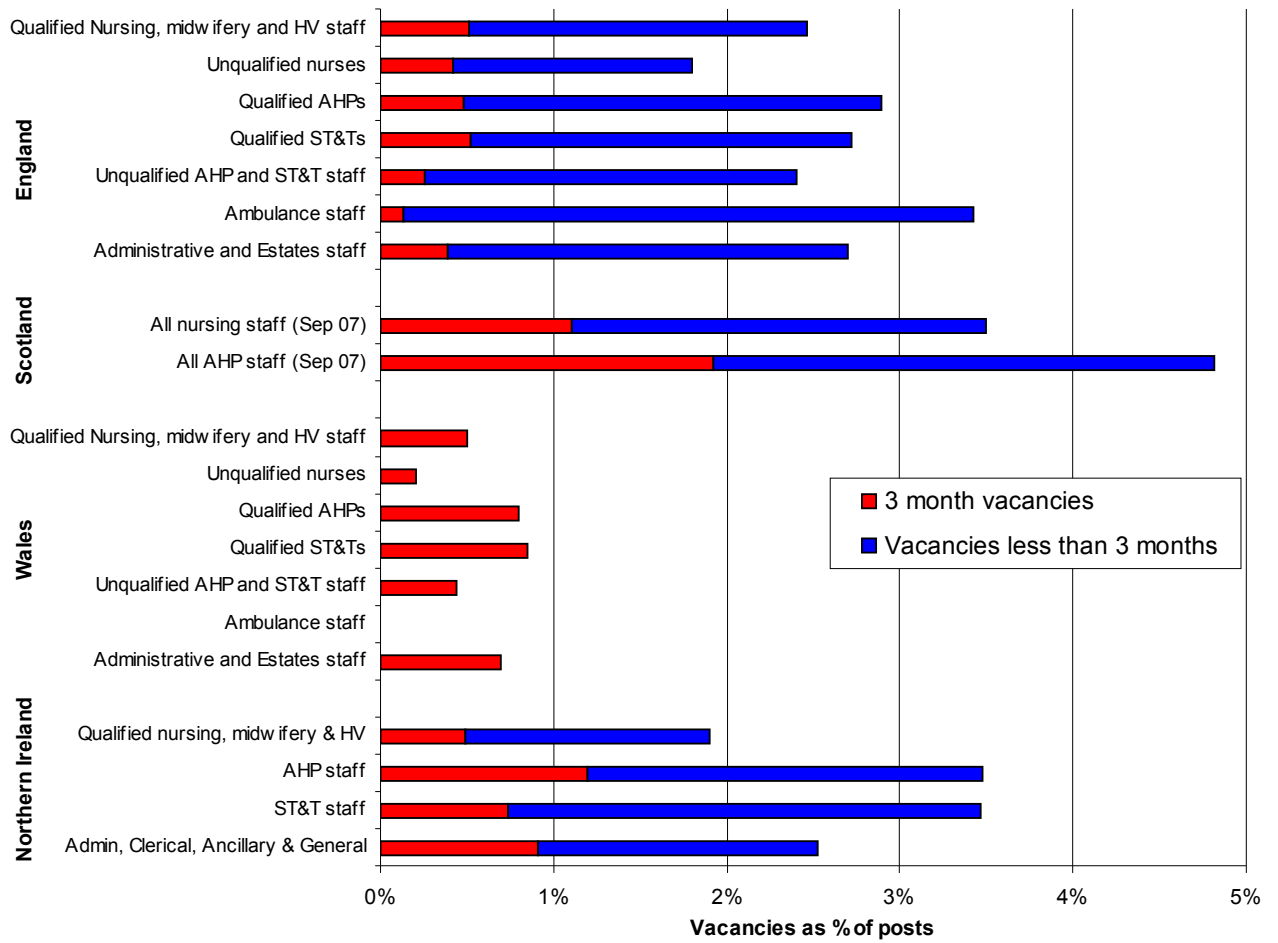
⁷ Change between March 2007 and September 2007

⁸ Percentage point change between March 2007 and September 2007

⁹ Includes unqualified staff in Scotland and Northern Ireland

¹⁰ Includes unqualified staff in Northern Ireland

Chart 2.2: Three-month and total vacancy rates by staff group and country, March 2008¹¹



¹¹ Except Scotland, for which vacancy rates relate to September 2007. Sources: NHS Information Centre, ISD Scotland, StatsWales, DHSSPSNI. No data are available on total vacancies for NHS staff in Wales

Turnover

2.3 Table 2.3 below shows the joining and leaving rates from the English NHS, between the censuses of September 2005 and 2006, and between 2006 and 2007. The leaving rate for qualified nurses, AHP & ST&T staff, healthcare scientists and qualified ambulance staff was less than the NHS non-medical average. Table 2.4 shows that the level of turnover¹² in Northern Ireland was below 10% for all staff groups except ancillary & general, and was lowest for works & maintenance staff. No data on turnover were submitted for NHS staff in Scotland or Wales.

Table 2.3: Turnover of non-medical staff in England¹³

	Joining rate			Leaving rate		
	2005-06	2006-07	Change	2005-06	2006-07	Change
All non-medical Staff	9.6%	9.0%	-0.5%	10.9%	10.1%	-0.8%
Qualified nurse	8.0%	6.3%	-1.7%	8.0%	7.3%	-0.7%
Unqualified nurse	10.4%	8.9%	-1.5%	11.9%	12.1%	0.3%
Qualified AHP and ST&T	10.0%	9.6%	-0.5%	9.3%	8.6%	-0.7%
Healthcare scientist	6.0%	5.4%	-0.6%	7.2%	6.7%	-0.5%
Qualified ambulance staff	4.1%	3.8%	-0.3%	6.8%	6.4%	-0.4%
Healthcare assistant	12.5%	12.9%	0.4%	13.2%	12.3%	-0.9%
Support worker	12.5%	13.1%	0.5%	15.5%	13.0%	-2.6%
Manager & senior manager	7.5%	8.0%	0.5%	13.2%	14.6%	1.4%
Clerical & admin	9.8%	10.3%	0.5%	13.1%	12.2%	-0.9%
Maintenance & works	6.9%	7.2%	0.3%	11.0%	10.3%	-0.7%

Table 2.4: Turnover of non-medical staff in Northern Ireland¹⁴

Terms and Conditions group	Movers and Leavers (headcount) 2007/08	Staff in post at Sept 2007 (headcount)	Staff turnover %
Professional and Technical	598	6799	8.8
Social Services	470	6015	7.8
Nursing and Midwifery	1496	20880	7.2
Ancillary and General	936	7951	11.8
Works and Maintenance	18	551	3.3

2.4 The CBI/AXA *Absence and Labour Turnover Survey 2008* found that, in 2007, average turnover¹⁵ in the UK economy was 14.9%, an increase of 0.2 percentage points compared to the 2006 survey. Turnover in 2007 was highest in retail (31%) and lowest in manufacturing (13%), while the overall average for the private sector was 16%, compared to 13% in the public sector.

¹² Not directly comparable to figures for England, as NI figures include movement between DHSS organisations

¹³ Source: NHS Information Centre

¹⁴ Source: DHSSPSNI information to NHSPRB, October 2008

¹⁵ Defined in this survey as the number of leavers divided by the average number employed

Morale and Motivation

England

2.5 Table 2.5 overleaf presents a summary of certain key scores from the Healthcare Commission's annual survey of NHS staff in England, from 2005-2007.

- Staff's perceptions of their work-life balance were the same or slightly better in 2007 compared with 2006 for most staff groups, the exceptions being paramedics and ambulance technicians, whose average scores were lower in the 2007 survey.
- Average scores for job satisfaction were lower for some staff groups in the 2007 survey compared to 2006, with many staff feeling their work was not valued by their Trust.
- Staff's perceptions of their work pressure increased for some staff groups between 2006 and 2007, with midwives and health visitors reporting the highest feelings of work pressure.
- A new question in the 2007 survey asked staff to indicate their satisfaction with their level of pay: 46% of staff expressed dissatisfaction.

Scotland

2.6 No new data are available on morale and motivation indicators for staff in NHS Scotland; results of a survey conducted in autumn 2008 are scheduled to be released in early 2009.

Wales

2.7 Results of a survey of NHS staff in Wales, conducted in autumn 2007, showed that staff levels of satisfaction were broadly similar to those of staff in England. A minority of staff (38%) in NHS Wales, and within this 32% of registered nurses, agreed that their pay was reasonable, given their duties and responsibilities; however 61% of staff in NHS Wales, and within this 55% of registered nurses, were satisfied with their total benefits package.

Northern Ireland

2.8 Recent data from a survey of the largest Health and Social Care Trust in Northern Ireland, conducted in March 2008, showed that staff were generally satisfied across service groupings, although a minority (34%) felt they were recognised for good work. One quarter of those who had received their AfC banding thought it was fair.

Table 2.5: Healthcare Commission National NHS Staff Survey - Results for 2005-2007 (England)

* Higher scores are better. Deterioration (lower score in 2007 compared with 2006) marked in red
 ** Lower scores are better. Deterioration (higher score in 2007 compared with 2006) marked in red
 Difference is between 2006 and 2007 surveys.

Registered Nurse	2005	2006	2007	Diff
Percentages				
Appraised in 12 mths *	62	60	63	3.2
Received job-relevant training *	-	84	86	2.3
Scores 1-5				
Quality of work life balance *	3.4	3.3	3.4	0.0
Staff job satisfaction *	3.5	3.4	3.4	0.0
Support from immediate managers *	3.6	3.5	3.7	0.2
Positive feeling within organisation *	3.1	3.0	2.7	-0.2
Work pressure **	3.2	3.3	3.3	0.0
Intention to leave **	2.7	2.8	2.8	0.0

Midwives	2005	2006	2007	Diff
Percentages				
Appraised in 12 mths *	65	62	66	4.0
Received job-relevant training *	-	88	88	0.6
Scores 1-5				
Quality of work life balance *	3.2	3.1	3.1	0.0
Staff job satisfaction *	3.4	3.3	3.3	0.0
Support from immediate managers *	3.4	3.3	3.5	0.1
Positive feeling within organisation *	3.0	2.9	2.7	-0.2
Work pressure **	3.3	3.5	3.6	0.1
Intention to leave **	2.6	2.7	2.7	0.1

AHPs	2005	2006	2007	Diff
Percentages				
Appraised in 12 mths *	71	68	70	2.1
Received job-relevant training *	-	82	83	1.2
Scores 1-5				
Quality of work life balance *	3.6	3.5	3.5	0.0
Staff job satisfaction *	3.6	3.5	3.5	0.0
Support from immediate managers *	3.7	3.6	3.7	0.1
Positive feeling within organisation *	3.1	3.0	2.8	-0.2
Work pressure **	3.2	3.3	3.3	0.0
Intention to leave **	2.6	2.7	2.7	0.0

Paramedics	2005	2006	2007	Diff
Percentages				
Appraised in 12 mths *	52	34	37	3.1
Received job-relevant training *	-	76	69	-7.0
Scores 1-5				
Quality of work life balance *	3.0	3.1	2.7	-0.4
Staff job satisfaction *	3.1	3.2	3.0	-0.2
Support from immediate managers *	3.0	3.1	2.9	-0.2
Positive feeling within organisation *	2.5	2.8	2.0	-0.7
Work pressure **	3.2	3.3	3.3	0.1
Intention to leave **	2.6	2.6	2.8	0.1

Admin and clerical	2005	2006	2007	Diff
Percentages				
Appraised in 12 mths *	54	51	52	1.0
Received job-relevant training *	-	59	63	4.0
Scores 1-5				
Quality of work life balance *	3.6	3.5	3.6	0.1
Staff job satisfaction *	3.5	3.5	3.5	0.0
Support from immediate managers *	3.6	3.5	3.7	0.1
Positive feeling within organisation *	3.1	3.0	2.8	-0.2
Work pressure **	3.0	3.0	3.0	-0.1
Intention to leave **	2.7	2.8	2.8	0.0

Health Visitors	2005	2006	2007	Diff
Percentages				
Appraised in 12 mths *	65	65	62	-2.6
Received job-relevant training *	-	84	88	3.8
Scores 1-5				
Quality of work life balance *	3.4	3.4	3.4	0.0
Staff job satisfaction *	3.4	3.4	3.3	-0.1
Support from immediate managers *	3.4	3.4	3.4	0.1
Positive feeling within organisation *	3.0	3.0	2.7	-0.3
Work pressure **	3.5	3.6	3.6	0.0
Intention to leave **	2.6	2.8	2.9	0.1

Health care assistants	2005	2006	2007	Diff
Percentages				
Appraised in 12 mths *	56	54	58	4.6
Received job-relevant training *	-	75	78	3.3
Scores 1-5				
Quality of work life balance *	3.5	3.4	3.4	0.0
Staff job satisfaction *	3.5	3.4	3.4	0.0
Support from immediate managers *	3.6	3.5	3.7	0.1
Positive feeling within organisation *	3.2	3.1	2.9	-0.3
Work pressure **	2.7	2.9	3.0	0.1
Intention to leave **	2.5	2.6	2.6	0.0

ST&Ts	2005	2006	2007	Diff
Percentages				
Appraised in 12 mths *	59	56	61	5.1
Received job-relevant training *	-	77	76	-0.3
Scores 1-5				
Quality of work life balance *	3.6	3.4	3.5	0.1
Staff job satisfaction *	3.5	3.4	3.4	0.0
Support from immediate managers *	3.6	3.5	3.6	0.1
Positive feeling within organisation *	3.2	3.0	2.8	-0.2
Work pressure **	3.1	3.2	3.2	0.0
Intention to leave **	2.6	2.7	2.7	0.0

Ambulance technicians	2005	2006	2007	Diff
Percentages				
Appraised in 12 mths *	50	42	41	-1.1
Received job-relevant training *	-	64	68	4.0
Scores 1-5				
Quality of work life balance *	2.8	2.8	2.6	-0.2
Staff job satisfaction *	3.2	3.1	3.0	-0.1
Support from immediate managers *	3.0	2.9	3.0	0.1
Positive feeling within organisation *	2.5	2.4	2.0	-0.4
Work pressure **	2.9	3.0	3.2	0.2
Intention to leave **	2.4	2.6	2.6	0.0

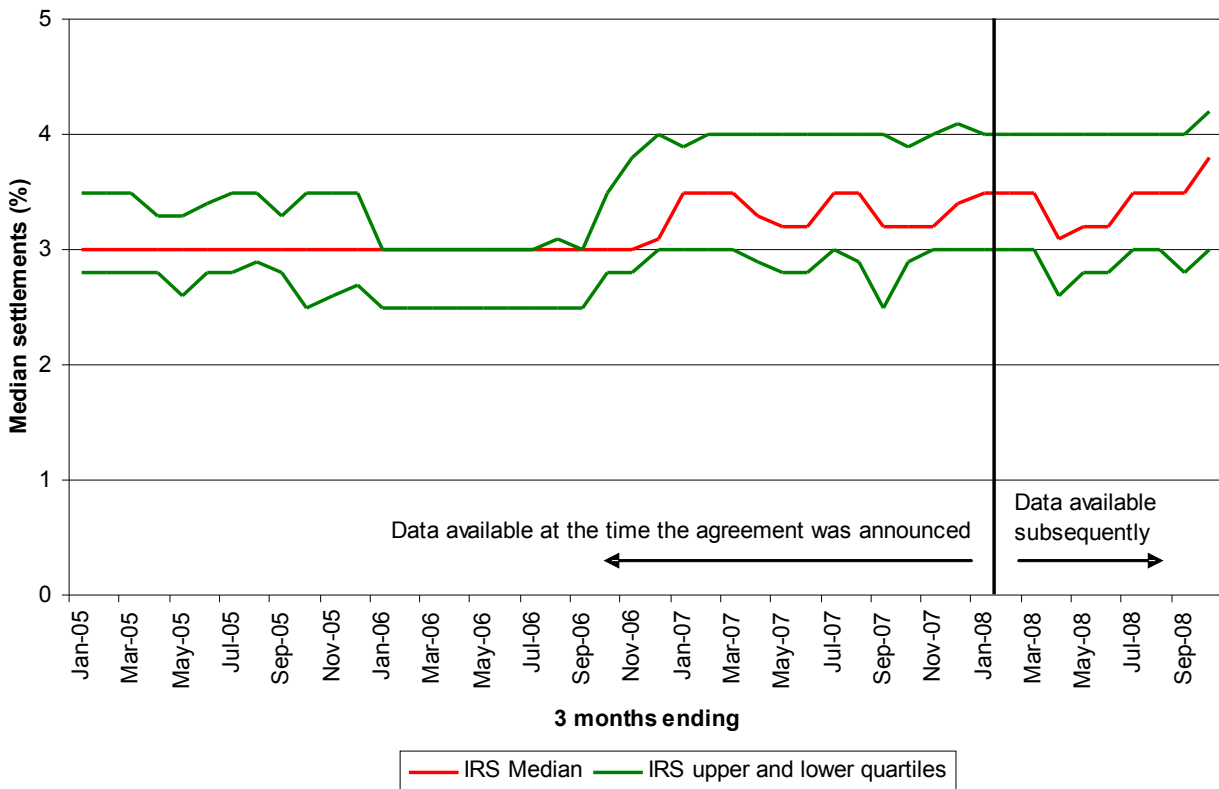
Maintenance/ancillary	2005	2006	2007	Diff
Percentages				
Appraised in 12 mths *	45	48	48	0.4
Received job-relevant training *	-	52	62	10.4
Scores 1-5				
Quality of work life balance *	3.4	3.4	3.4	0.0
Staff job satisfaction *	3.5	3.4	3.5	0.0
Support from immediate managers *	3.5	3.4	3.5	0.1
Positive feeling within organisation *	3.1	3.0	2.9	-0.2
Work pressure **	2.9	3.0	3.0	0.0
Intention to leave **	2.5	2.5	2.5	0.0

3 Wider economic and labour market conditions

Pay settlements

3.1 Analysis from Industrial Relations Services indicates that the median whole-economy pay settlement in the three months to October 2008 was 3.8%, compared to 3.5% in the three months to September 2008. The private sector median was 3.8%, with the public sector median (over the 12 months to October 2008) somewhat lower at 2.6%. The whole-economy median pay settlement has generally ranged from 3.1%-3.5% over the past 12 months, the lower quartile has ranged from 2.6%-3%, and the upper quartile has remained broadly stable since late 2006 (Chart 3.1).

Chart 3.1: Economy-wide settlements, 2005-2008¹⁶



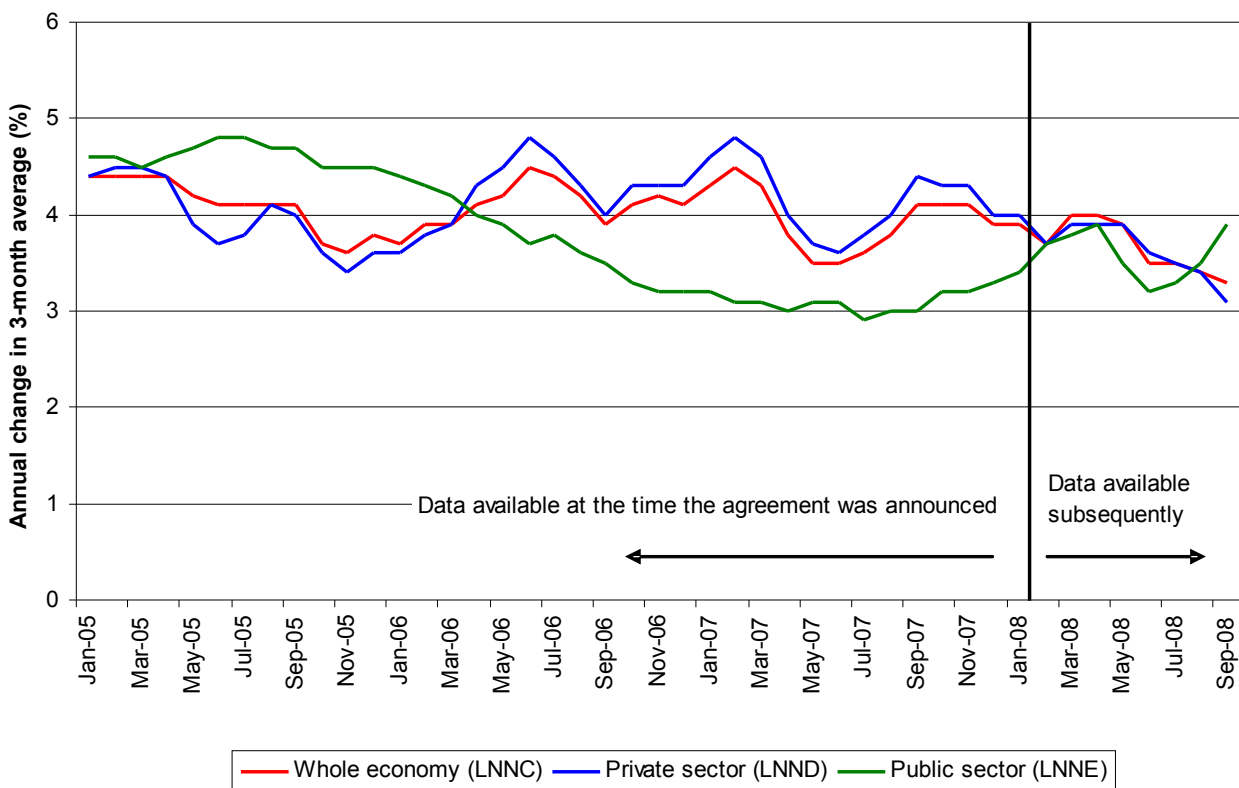
¹⁶ Source: Industrial Relations Services

Earnings

Economy-wide earnings growth

3.2 Chart 3.2 below shows that headline average earnings growth in the public sector currently exceeds that in the private sector, having trailed behind the private sector for a period of nearly two years. The current slowdown in earnings growth in the private sector appears to be influenced by lower growth in bonus payments and particular low growth overall in manufacturing. The headline growth in earnings in the private sector exclusive of bonuses was 3.6% in the three months ending September 2008, having declined from 3.9% in the three months to April 2008.

Chart 3.2: Growth in the Average Earnings Index including bonuses (seasonally adjusted)¹⁷

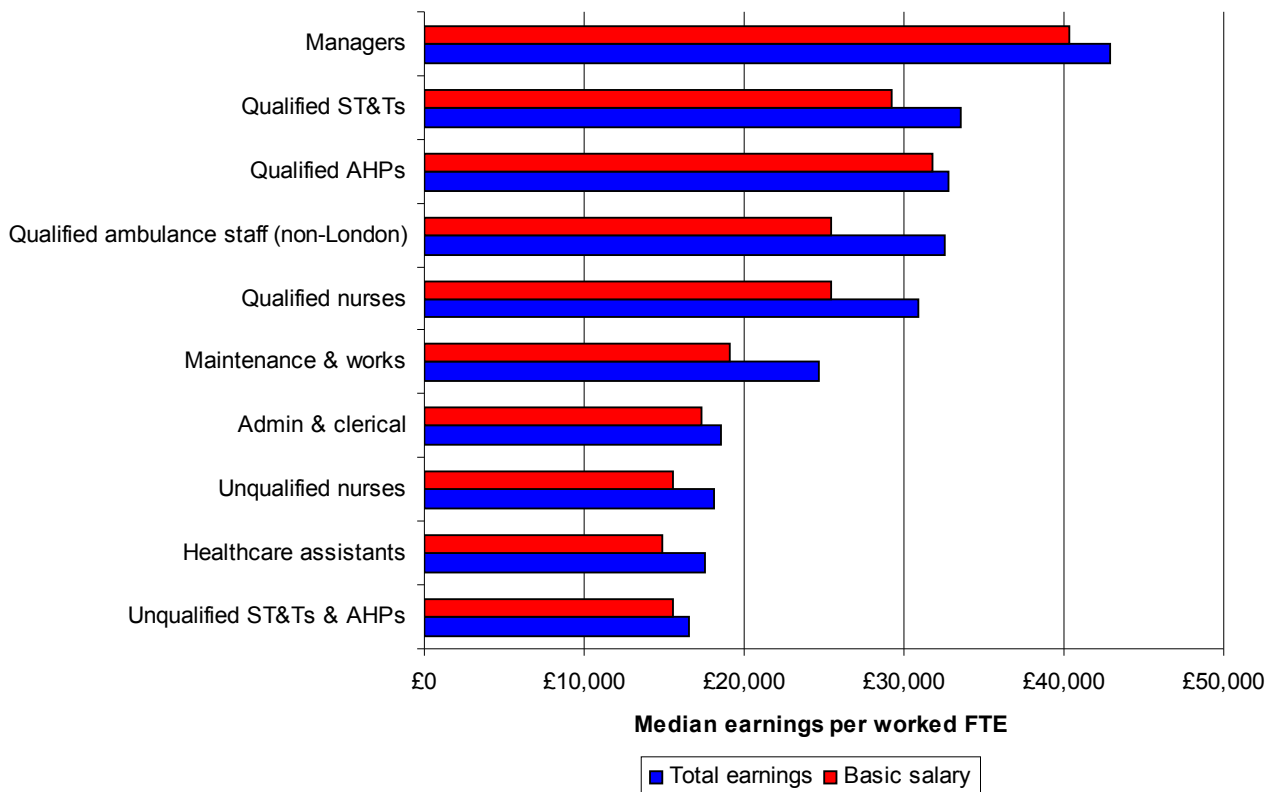


¹⁷ Source: ONS

Earnings of the NHSPRB remit group

3.3 Chart 3.3 shows median basic salary and total earnings per worked FTE by staff group for NHS staff in England in the second quarter of 2008. Managers had the highest basic and total earnings per worked FTE, at £40,300 and £42,900 respectively. Growth in median total earnings was 4.7% for qualified nurses between the second quarter of 2007 and the same period in 2008. The median basic salary per worked FTE for qualified nurses in the second quarter of 2008 was £25,400, with median total earnings at £30,900.

Chart 3.3: Median basic salary and total earnings of NHSPRB staff groups, April-June 2008¹⁸



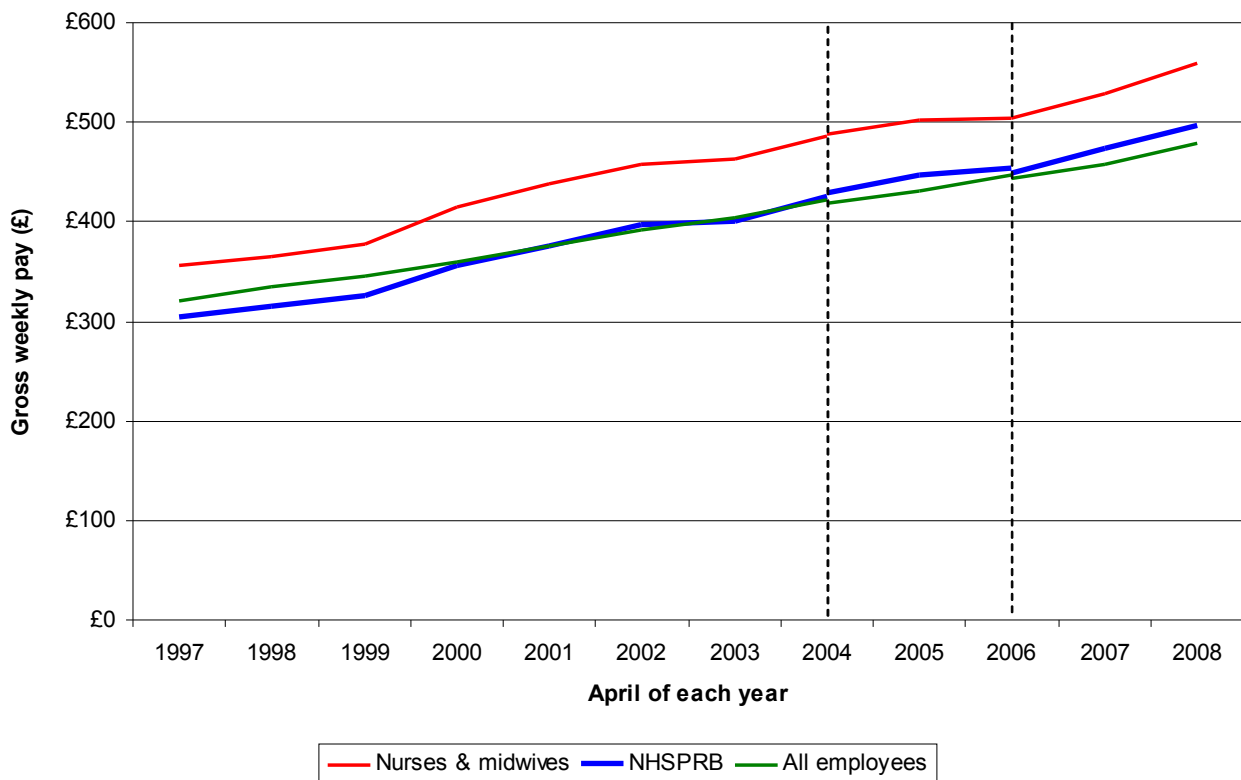
¹⁸ Source: NHS Information Centre

Relative earnings

3.4 Data from the Annual Survey of Hours and Earnings (ASHE) show that the median gross weekly pay of full-time employees in the NHSPRB remit group has been similar to that of all full-time employees in the wider UK economy since 1997 (Chart 3.4), while the median pay of full-time nurses and midwives has been consistently higher than the whole-economy median.

3.5 Between the 2007 and 2008 surveys, the median weekly pay of full-time employees in the NHSPRB remit group increased by 5%, compared to an increase of 4.6% for all full-time employees. Median weekly pay for nurses and midwives increased by 5.8% between the two surveys.

Chart 3.4: Median gross weekly pay¹⁹ of full-time employees²⁰ (UK), 1997-2008²¹



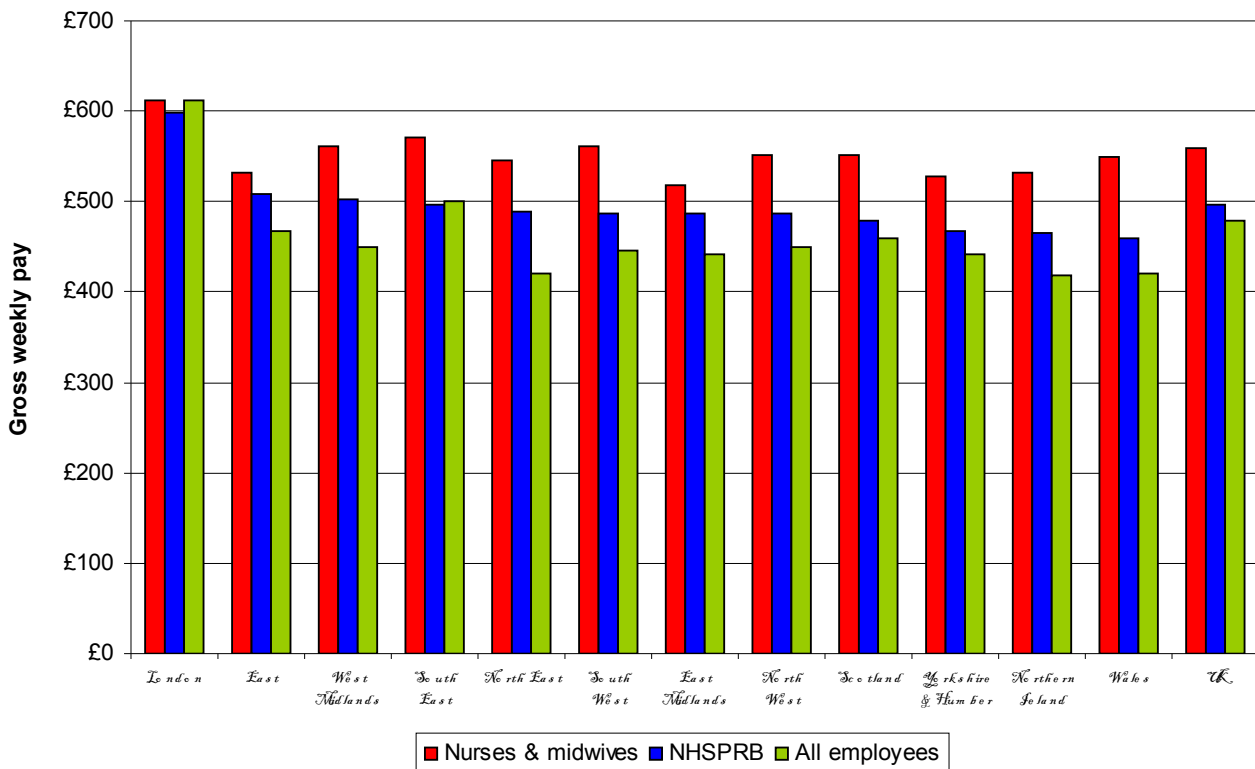
¹⁹ Gross weekly pay includes basic pay, incentive pay, shift & premium payments, overtime and "other"

²⁰ Full-time employees on adult rates, whose pay in the survey period was unaffected by absence. The vertical lines indicate discontinuities in the data for 2004 and 2006

²¹ Source: ONS (whole economy data); OME analysis of ASHE microdata (NHSPRB and nurses & midwives data)

3.6 Chart 3.5 breaks down median gross weekly pay for various employee groups by UK region, as at April 2008. The median weekly pay of the NHSPRB remit group exceeded that of the wider UK economy in all regions and countries except London (2.4% lower) and the South East (0.7% lower); weekly pay for employees in the NHSPRB remit group in other regions / countries exceeded the whole-economy average for the region / country by between 4.3% (Scotland) and 16% (North East).

Chart 3.5: Median gross weekly pay of full-time employees by UK region, April 2008²²



Starting salaries

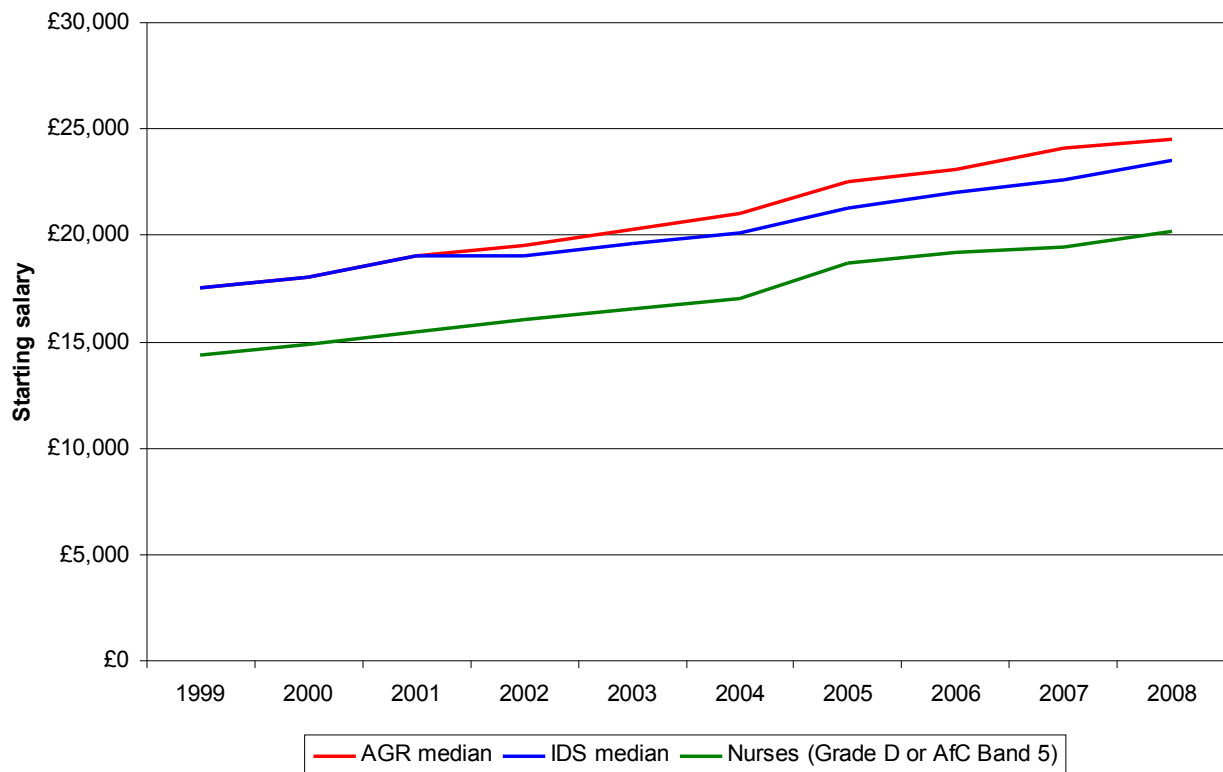
3.7 Research conducted by the *Association of Graduate Recruiters (AGR)* and *Incomes Data Services (IDS)* into median graduate starting salaries is summarised in Chart 3.6 below. The gap in cash terms between the starting salary of a nurse, and the median starting salary as measured by IDS, has remained fairly steady, while the pay lead over nurses as observed by AGR has been more variable.

²² Source: ONS (whole economy data); OME analysis of ASHE microdata (NHSPRB and nurses & midwives data). Region relates to the place of work.

3.8 In 2008, the median starting salary for a nurse (band 5) was £20,225 outside London, an increase of 2.75% on the previous year. The AGR median starting salary was £24,500 (up 1.8%)²³, and the IDS median of expected graduate starting salaries was £23,500 (up 3.9%)²⁴. In February 2008, IDS research showed that the median expected starting salary for graduates in the public sector was £24,295; AGR's 2008 summer review showed a public sector starting salary of £25,000.

3.9 Starting salaries for nurses in 2008 are exceeded in all UK regions by the AGR median, with the differential 10% or more in 6 of the 11 regions. Starting salaries for nurses in London, taking into account the High Cost Area Supplement of 20% of salary, trailed the AGR London median by 14.5%.

Chart 3.6: Nursing starting salaries compared to all graduates, 1999-2008²⁵



²³ AGR Graduate Recruitment Survey Summer Review 2008

²⁴ IDS Executive Compensation Review (Research File 78), February 2008

²⁵ Sources: AGR Graduate Recruitment Surveys, IDS Executive Compensation Reviews

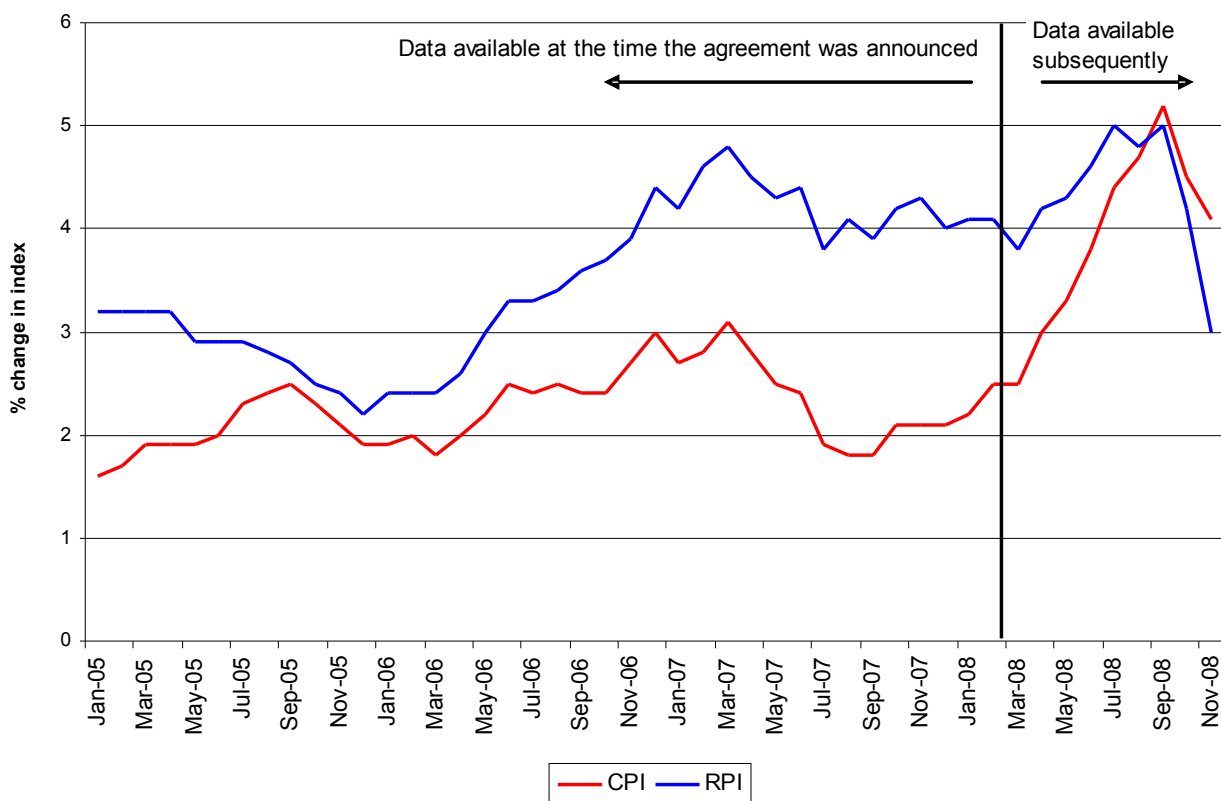
Inflation

3.10 Headline CPI inflation in February 2008 – the latest available data at the time the agreement was announced – was 2.5%, with RPI at 4.1%. Since the three-year pay agreement was announced on 7 April 2008, outturns for inflation rose sharply (Chart 3.7). Both measures have fallen steeply since September 2008, and in November 2008 CPI stood at 4.1% with RPI at 3.0%. The largest downward contribution to CPI between October and November 2008 was transport expenses, particularly fuel and lubricants; the largest downward contributions to RPI were from motoring expenditure and housing.

3.11 The largest upward pressures on CPI in the past 12 months came from *“housing and household services”*, within which gas prices were up 50.6% and electricity prices up 31.3%; and *“food and non-alcoholic beverages”*, up by 10.6%. The largest downward pressure on CPI came from *“clothing and footwear”* prices, which fell 7.1% in the 12 months to November 2008.

3.12 The RPI has been affected by the same upward and downward pressures noted above, but the annual increase in the index has been tempered by low and even negative growth in items relating to housing, which are not included in CPI.

Chart 3.7: Annual change in consumer price indices, 2005-2008²⁶

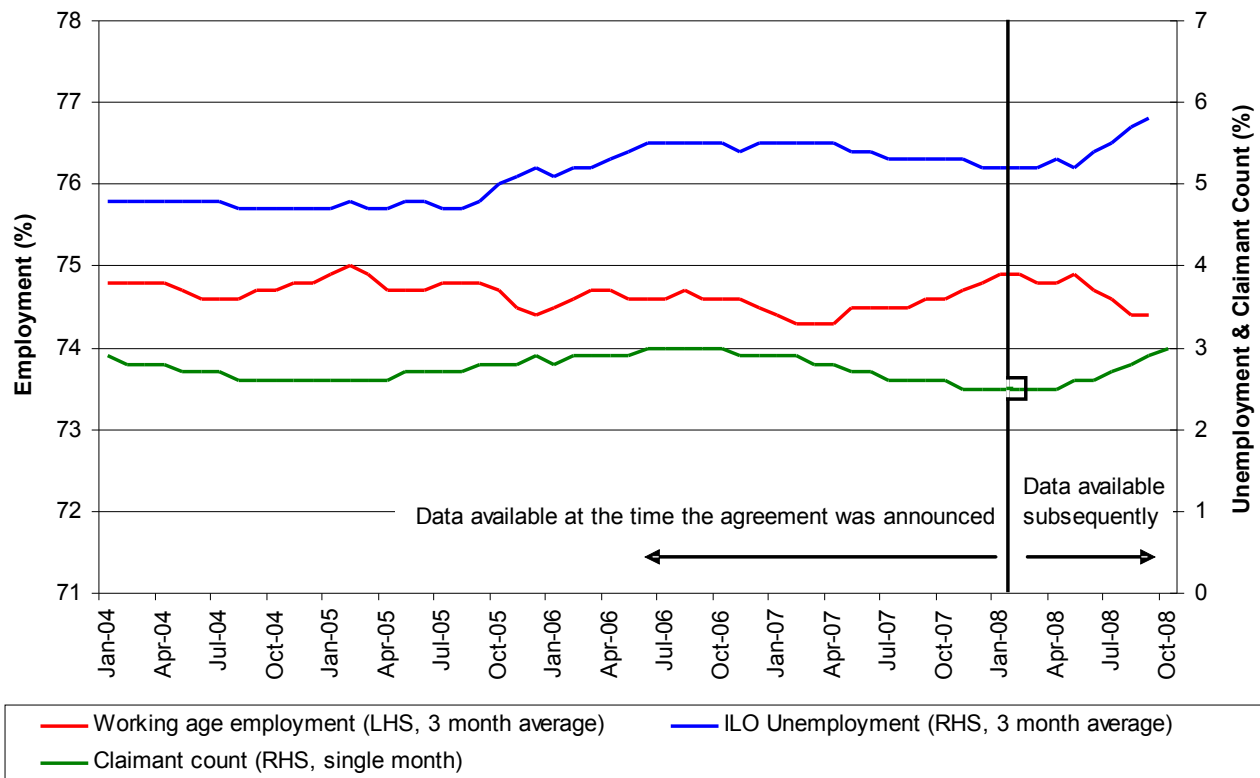


²⁶ Source: ONS (series D7G7 and CZBH)

Employment and unemployment

3.13 Data from the Office for National Statistics show a weakening in the labour market (Chart 3.8), with unemployment on the ILO measure rising to 1.825 million in the three months to September, an increase of 140,000 on the previous three months and up 182,000 on the year. The ILO unemployment rate increased 0.4 percentage points in the three months to September compared to the previous three months, to 5.8%, with the employment rate falling by 0.4 percentage points to 74.4%. The claimant count was 980,000 (3%) in October 2008, an increase of 36,500 compared to September 2008, and up 154,800 over the year. There were 589,000 vacancies in the three months to October 2008, down 40,000 on the previous three month period. There were 2.3 vacancies per 100 employee jobs, down 0.2 on the previous quarter. The economic inactivity rate was 20.9%, unchanged compared to the previous three months.

Chart 3.8: Employment, unemployment and claimant count rates, 2004-2008
(seasonally adjusted)²⁷



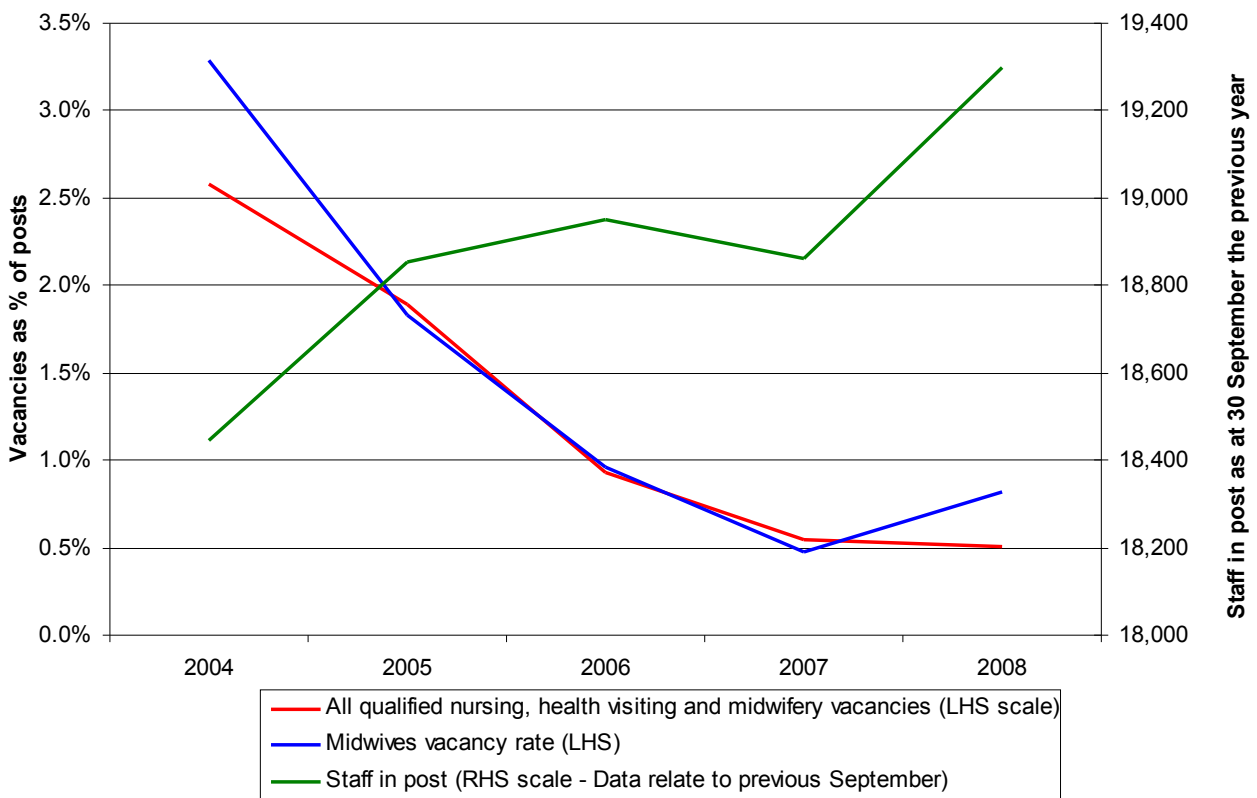
²⁷ Source: ONS (series MGSU, MGSX, BCJE). The lag between the reference period and publication date for claimant count data is shorter than that of employment and ILO unemployment data, as they come from different data collections. When the multi-year agreement was announced on 7 April the parties had access to claimant count data relating to February 2008, and employment and ILO unemployment data relating to the three months ending January 2008.

4 Recruitment and retention of midwives

4.1 Chart 4.1 shows that, between the September 2003 and September 2007 non-medical workforce census, the number of FTE midwives in post in England increased by 4.6%, from 18,400 to 19,300. Between March 2004 and March 2007, the three-month vacancy rate for midwives in England steadily decreased from 3.3% to 0.5%, then increased by 0.3 percentage points to 0.8% in the latest survey in March 2008.

4.2 In March 2008, the total (on-the-day) vacancy rate for midwives in England was 2.1%, compared to 2.5% for qualified nursing, health visiting and midwifery staff as a whole, 1.8% for health visitors, 2.9% for qualified AHPs, 2.7% for qualified ST&Ts, and 3.4% for qualified ambulance staff.

Chart 4.1: Three-month vacancy rates (England) as at 31 March each year, 2004-2008, and FTE midwives in post (England) as at 30 September each year, 2003-2007²⁸



²⁸ Source: NHS Information Centre

4.3 An RCM survey of Heads of Midwifery²⁹ found that the total vacancy rate³⁰ for midwives was 5.2% in July 2008. 38.5% of heads of midwifery considered that the recruitment and retention of midwives was “quite a problem” or “a major problem”, with 61.5% considering it was either “no problem” or “a low problem”. The proportions responding in a similar manner in the previous year’s survey³¹ had been 17.9% and 82.1% respectively.

4.4 A summary of midwives’ responses to the Healthcare Commission’s annual Staff Surveys is shown in Table 2.5 of this annex. Between the 2006 and 2007 surveys, there was deterioration in average scores for perceptions of work pressure, positive feeling in the organisation, and intention to leave, while the average score increased for the extent to which midwives felt supported by their immediate managers.

4.5 A report produced by the NHS Information Centre³² showed that the average age of the midwifery workforce in England had increased since 1997, and that many midwives left the NHS prior to normal retirement age.

²⁹ RCM in 2008 issued 203 questionnaires to Heads of Midwifery and received 109 returns, a response rate of 53.6%

³⁰ As a percentage of staff in post plus vacancies (“WTE establishment”)

³¹ RCM in 2007 issued 216 questionnaires to Heads of Midwifery and received 115 returns, a response rate of 53.2%

³² *Focus on: Midwives* is available on request from the NHS Information Centre

5 Recruitment and retention of building craft workers

5.1 Official health workforce statistics are not available in a sufficient level of granularity to identify building craft workers specifically in most UK countries³³. It is therefore not possible to determine the number of building craft staff in post, the vacancy and turnover rates, or the change in these statistics over time.

5.2 DHSSPSNI has provided information on the number of building craft workers, presented in table 5.1 below. DHSSPSNI have said that the decrease in building staff shown from 2004 is the result of staff being re-graded as multi-skilled workers under the AfC arrangements. Multi-skilled workers are not included in these figures.

Table 5.1: Building craft workers in Northern Ireland, 1997-2008³⁴

	Headcount	WTE
Sep-97	215	215
Sep-98	191	191
Sep-99	182	182
Sep-00	174	174
Sep-01	174	174
Sep-02	169	169
Sep-03	165	165.0
Sep-04	161	160.4
Sep-05	152	152.0
Sep-06	145	145.0
Sep-07	135	135.0
Sep-08	123	123.0

³³ In England alone, building craft workers are included in "Maintenance and Works" for staff in post, earnings and turnover statistics produced by the NHS Information Centre; "Admin & Estates" (a much larger aggregation) for statistics on vacancies; and "Maintenance and Ancillary" for the Healthcare Commission's surveys of NHS staff

³⁴ Source: DHSSPSNI response to supplementary questions, November 2008

6 The parties' website addresses³⁵

The Department of Health	http://www.dh.gov.uk/en/index.htm
The Scottish Government Health Directorates	http://www.scotland.gov.uk/Home
Welsh Assembly Government	http://new.wales.gov.uk/?lang=en
The Department of Health and Social Services & Public Safety in Northern Ireland	http://www.dhsspsni.gov.uk/
NHS Employers	http://www.nhsemployers.org/
NHS Staff Side (joint Staff Side)	http://www.unison.org.uk/ http://www.rcn.org.uk
British and Irish Orthoptic Society	http://www.orthoaptics.org.uk/
Chartered Society of Physiotherapy	http://www.csp.org.uk/
Community and District Nursing Association	http://www.cdna-online.org.uk/
GMB	http://www.gmb.org.uk/
Royal College of Midwives	http://www.rcm.org.uk/
Royal College of Nursing	http://www.rcn.org.uk
Society of Radiographers	http://www.sor.org/
Union of Construction, Allied Trades and Technicians	http://www.ucatt.info
UNISON	http://www.unison.org.uk/
Unite	http://www.unitetheunion.org.uk

³⁵ The parties' written evidence should be available through these websites