

Scoping The Public Health Workforce

East Midlands Public Health Workforce Sub Group



February 2005

CONTENTS

CONTENTS	1
EXECUTIVE SUMMARY	2
1. INTRODUCTION	3
2. THE RESPONSE RATE	4
3. ALL ORGANISATIONS	5
4. PRIMARY CARE TRUSTS	6
Specialist staff	6
Census data	9
Commentary from the survey	11
5. LOCAL GOVERNMENT	13
6. EDUCATION	15
Staff-in-post	15
7. OTHER ORGANISATIONS	16
Survey Findings	16
Appendix 1	17
Public Health Workforce Scoping Questionnaire	17
Appendix 2	20
Response by organisation	20
Appendix 3	22
Data by Strategic Health Authority and Organisation	22
Data issues	30
Document history	30

EXECUTIVE SUMMARY

The East Midlands Public Health Workforce Sub-Group commissioned a scoping study of the Public Health Workforce. The main points were as follows:

1. The survey had a response rate of 47 per cent. However, response rates varied greatly from PCTs (56 per cent) to Education (25 per cent).
2. Missing PCT information was augmented with Workforce Development Confederation (WDC) District Nurse and Health Visitor Census data.
3. PCT data covered 998 staff with a whole time equivalent of 637.
4. PCT specialists represented 12 per cent of the workforce and had an 11 per cent vacancy rate.
5. PCT practitioner information covered 561 WTE and there was a vacancy rate of 4 per cent.
6. PCTs employed a significant number of people in temporary project posts and 49 such employees were recorded in the survey.
7. With regard to District Nurses in Leicestershire, Northamptonshire and Rutland (LNR), Leicester Central and West had a significantly higher number per 100,000 retired population. On the other hand in Trent, Lincolnshire and North Nottinghamshire had a significantly lower than average ratio.
8. Trent employs slightly more (345) Health Visitors per 100,000 population than LNR (319).
9. Information on 191 wte Local Government staff was provided. A very high percentage of staff are full-time, giving a full/whole – time equivalent of 0.92.
10. It was difficult to recruit Environmental Health Officers, which was reflected in their vacancy rate. In addition, it will be a while before the action taken by the Government and Councils to increase their number will bear fruit.
11. Small District Councils found it difficult to maintain specialist services. One option to consider is for one organisation to provide them on behalf of a group of such councils.
12. Education has had some long-standing vacancies and, in order to advance their careers, some public health doctors concentrate on genetic epidemiology and statistics, rather than contributing to the Public Health function.
13. Other organisations included strategic organisations such as the Health Development Agency and the Strategic Health Authorities. They have a higher percentage of specialist staff who represented 55 per cent of the total workforce. Specialists were also almost entirely full-time with a whole/full-time equivalent of 0.99. On the other hand, permanently employed practitioner had an average WTE of 0.68.

1. INTRODUCTION

- 1.1 The East Midlands Public Health Workforce Sub Group commissioned Shared Solutions Consulting to undertake a scoping exercise for the public health workforce.
- 1.2 The main objectives are to:
 - To devise a template for the collection of data about the public health workforce in line with East Midlands Practical Guide to Public Health Workforce Development Planning and using as a minimum the staffing categorisation devised by the EMPHWSG which is in line with the Chief Medical Officer's project to Strengthen the Public Health Workforce (DOH 2001a).
 - To undertake this data collection
 - To carry out all the communication necessary to make this data collection a success
 - To produce a written report providing a snapshot of the public health capacity in the East Midlands which covers Trent and Leicestershire, Northamptonshire and Rutland Workforce Development Confederations.
- 1.3 A copy of the questionnaire is attached as Appendix 1

2. THE RESPONSE RATE

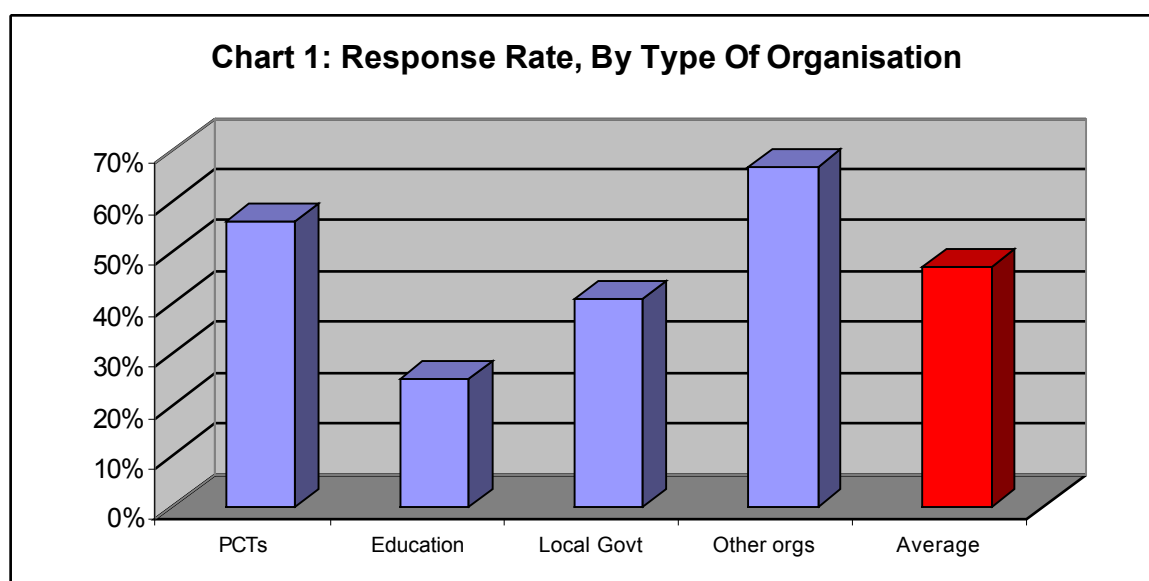


Table 1: Response rate by type of organisation

Organisation	Numbers	Replies	% Return
PCTs	25	14	56%
Education	8	2	25%
Local Government	37	15	41%
Other orgs	9	6	67%
Average	79	37	47%

- 2.1 The response rate was not bad with just under a half of organisations participating (47 per cent). The high response rate from “Other Organisations” was to be expected, as it included key organisations that commissioned this project, such as the Workforce Development Confederation and the Health Development Agency. Just over half (56 per cent) of PCTs participated, more than double the response of Education. A list of organisations showing those that did and did not respond is shown in Appendix 2.
- 2.2 In order to encourage organisations to supply information in a timely manner a £250 prize was offered to those organisations that met the deadline. Ten organisations both met the deadline and entered the draw, which was won by Chesterfield Borough Council. Every organisation was sent an email to remind them that the deadline was pending. Those that failed to respond by the deadline then received a follow up email. A week later non-respondents were telephoned and further questionnaires were sent to them.
- 2.3 It was decided not to arithmetically gross up the sample data, as this can create a misleading picture because the average non respondent is often different from the average respondent. However, this deficiency is partly compensated for by using Workforce Development Confederation Census data that covers every PCT for District Nurses and Health Visitors.

3. ALL ORGANISATIONS

Table 2 – Specialists and Practitioners, by Strategic Health Authority

	H'count	WTE	WTE%	H'ct/WTE
<i>LNR</i>				
Specialists	25	18.52	26%	0.74
Practitioners	61	52.6	74%	0.86
Sub-total	86	71.12	100%	0.83
<i>Trent</i>				
Specialists	78	64.75	8%	0.83
Practitioners	1046	698.06	92%	0.67
Sub-total	1124	762.81	100%	0.68
<i>LNR & Trent Supra StHA organisations</i>				
Specialists	1	1.00	33%	1.00
Practitioners	2	2.00	67%	1.00
Sub-total	3	3.00	100%	1.00
<i>Total</i>				
Specialists	104	84.27	10%	0.81
Practitioners	1109	752.66	90%	0.68
Total	1213	836.93	100%	0.69

- 3.1 The sample covered 1213 people and a whole/full time equivalent wte of 837. The average WTE was 0.69. Specialists were more likely to be full-time with an average wte of 0.81 than practitioners (0.68). The greater majority of staff (90 per cent) were practitioners.
- 3.2 The Trent response rate was significantly higher and more complete than that of Leicestershire, Northamptonshire and Rutland. The former also reported on the large nursing staff groups that make a very large impact on the overall totals.

4. PRIMARY CARE TRUSTS

Table 3: Sample Coverage of Staff-in-post

	Headcount	WTE	WTE%	H'ct/WTE
<i>LNR</i>				
Specialists	23	16.92	61%	0.74
Practitioners	16	11	39%	0.69
Sub-total	39	27.92	100%	0.72
<i>Trent</i>				
Specialists	73	58.95	10%	0.83
Practitioners	884	549.76	90%	0.62
Sub-total	957	610.71	100%	0.64
<i>Total</i>				
Specialists	96	75.87	12%	0.81
Practitioners	900	560.76	88%	0.62
Total	996	636.63	100%	0.64

4.1 The sample covered 996 PCT staff with a whole time equivalent of 637. The greater majority of staff were practitioners (88 per cent). Specialists contracted for longer hours (0.81 wte average) than practitioners (0.62 wte average). The difference between Leicestershire, Northamptonshire and Rutland and Trent is due to the latter's larger and more complete response that included many District Nurses and Health Visitors.

Specialist staff

Table 4: Sample Coverage of Staff-in-post for Specialists by Job Title, LNR

Job title	H'count	WTE
Director of Public Health	2	1.90
Assistant Directors of Public Health	2	1.00
Consultant Senior PH Specialist	1	0.60
Health Promotion Specialist	3	1.60
Public Health Specialist	7	4.82
Public Health Trainee	1	0.60
Senior Health Promotion Specialist	1	0.60
Senior Public Health Analyst	1	1.00
Senior Public Health Specialist	2	1.80
Smoking Cessation Specialist	3	3.00
Grand Total	23	16.92

4.2 The largest specialist job type in LNR was Public Health Specialist (4.82 wte – 26 per cent of the total).

Table 5: Sample Coverage of Staff-in-post for Specialists by Job Title, Trent

Job title	H'count	WTE
Director of Public Health	7	7.00
Director of Health Improvement	1	1.00
Director of Health Promotion	1	1.00
Specialist Registrar	3	2.40
GP Specialists	3	0.60
Head of Oral Health Improvement	1	1.00
Health Improvement Manager	1	1.00
Health Promotion Specialist	6	5.40
Healthy Heart Development Specialist	1	0.50
Pharmaceutical PH Specialist	1	1.00
Public Health Associate - Honorary Contract	1	2.50
Public Health Development Manager	1	1.00
Public Health Network Co-ordinator	1	1.00
Public Health Specialist	2	1.95
Public Health Strategy Manager	12	11.20
Senior Nurse - under development	1	1.00
Specialist Health Promotion Team	26	17.50
Specialist trainee in Public Health	1	1.00
Grand Total	73	58.95

4.3 The largest job family in Trent was Specialist Health Promotion Team member (17.50 wte – 30 per cent of total) followed by Health Strategy Managers (11.20 wte 19 per cent). Directors of Public Health with 7 wte represented 12 per cent of the specialist workforce.

4.4 There was an 8 per cent wastage rate for specialists. It is not meaningful to break this down to job types, as due to the small numbers it can result in extremely high or low rates. The wastage rate was calculated by taking leavers during the year as a percentage of staff-in-post. Strictly speaking it should be calculated by using an average of the staff-in-post at the beginning and at the end of the year. However, only the latter was available.

Table 6: Coverage of Staff-in-post for Practitioners by Job Title, in Leicestershire, Northamptonshire and Rutland

Staff Group	H'count	WTE
Community Health Development Worker	2	1.00
Health Partnerships Development Manager	1	1.00
Information Assistant	1	0.50
Knowledge Management Co-ordinator	1	1.00
Project Manager, Public Health Partnerships	1	1.00
Public Health Analyst	1	1.00
Senior Library Assistant	1	1.00
Smoking Cessation Advisor	7	3.50
Smoking Cessation Office Manager	1	1.00
Total	16	11.00

Table 7: Coverage of Staff-in-post for Practitioners by Job Title, in Trent

Staff Group	H'count	WTE
District Nurses	125	47.17
Health Visitors	295	207.04
School Nurses	174	92.60
Nursery Nurses	22	5.40
Infection Control Nurses	2	1.60
Pharmacy	7	5.70
Medicine Management	4	4.00
Health Promotion in Schools	7	6.20
Sure Start	18	12.91
Sexual Health	4	3.00
Smoking Cessation	45	27.15
Health Referral Advisors	8	2.90
Health Eating	2	1.50
Oral Health	3	1.69
Various - specified	39	25.20
Various - unspecified	129	105.70
Total	884	549.76

- 4.5 There were 884 people with a WTE of 549.76. Health Visitors, School Nurses and District Nurses were by far the largest staff groups, comprising 63 per cent of the practitioner workforce.
- 4.6 Across the whole of the East Midlands, the vacancy rate for practitioners was 4 per cent, less than half that for specialists. It primarily affected Pharmacists and Community Health Development and Smoking Cessation staff.
- 4.7 There was a 6 per cent wastage rate for practitioners. The rates for the larger staff groups were Health Visitors 7 per cent and School Nurses 6 per cent. (See paragraph 4.4 regarding calculation).

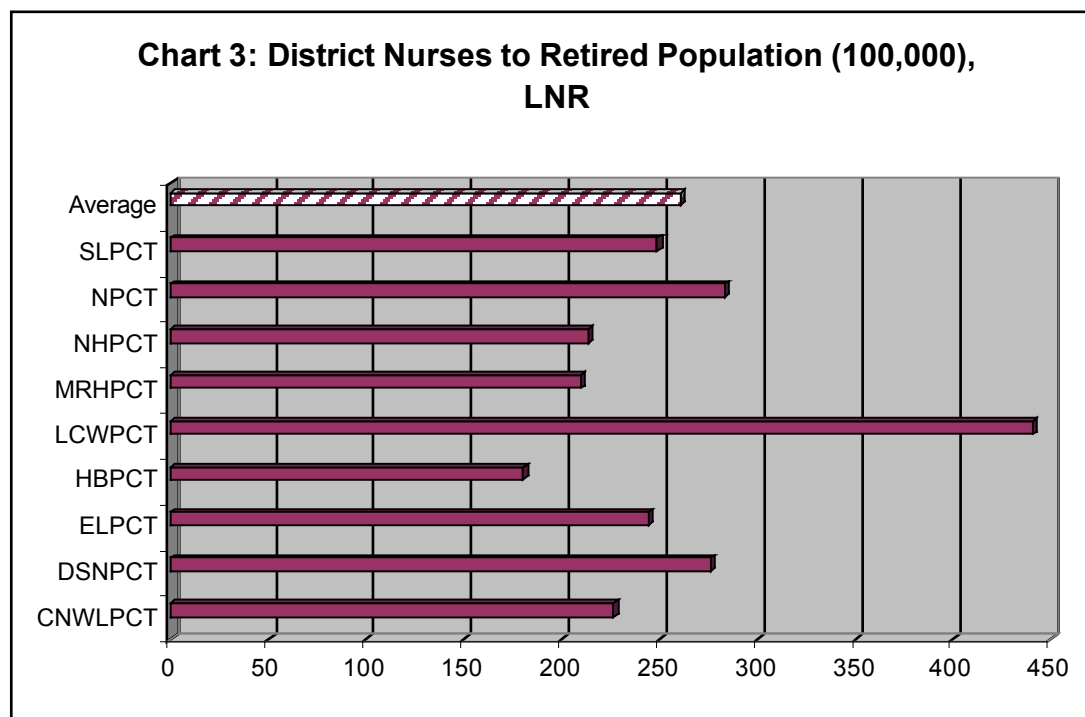
Table 8: Temporary Practitioner Posts (LNR and Trent)

(These are included in Tables 6 and 7)

Job title	H'count	WTE
School Nurses	6	3.66
Health Visitors	6	3.85
Sure Start Staff	2	1.54
5-a-Day Coordinator	1	0.70
Asian Sexual Health HPS	1	0.50
Be Size Wise Coordinator	1	0.80
Community Pharmacy Clinical Gov. Facilitator	1	0.60
Health Facilitator	1	1.00
Health Promoting Schools Advisors	4	3.20
Health Promotion Coordinator	1	1.00
Healthy Heart Development Specialist	1	0.50
HPS - Young people and sexual health	1	1.00
Local Exercise Action Programme - LEAP posts	3	1.50
LPSA coordinator - CHD	1	0.50
LPSA Coordinator, Teenage Pregnancy	1	1.00
Medicines Management Services Facilitator	1	1.00
New Leaf Smoking Cessation Advisors	17	4.90
Total	49	27.25

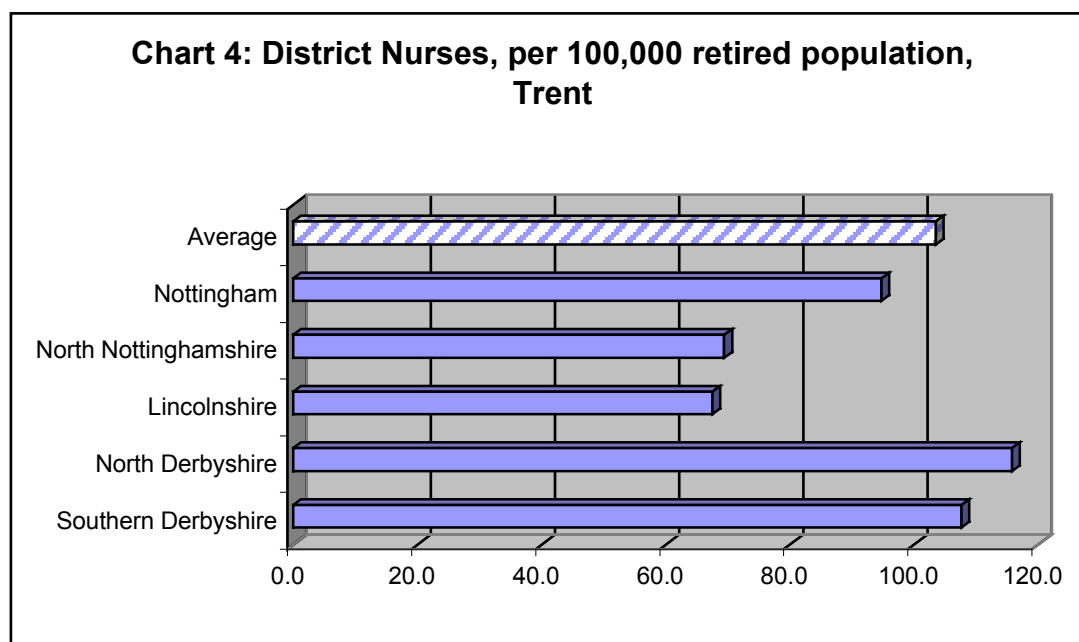
4.8 Table 8 shows the wide range of temporary practitioner posts. Many are project specific and the job title refers to a particular programme. It also illustrates that they are very part-time in nature, with an average wte of 0.56.

Census data

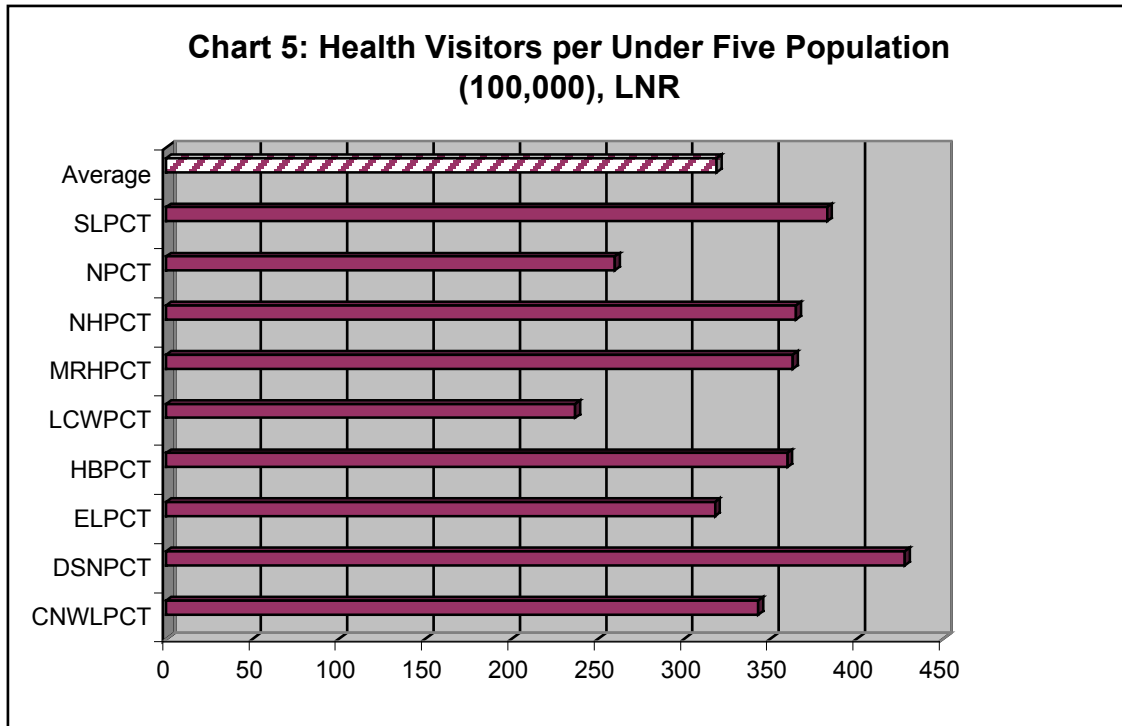


4.9 The data in Charts 3 and 4 are from the census and was provided by the WDCs, which are much more complete than the data obtained from the survey. In order to

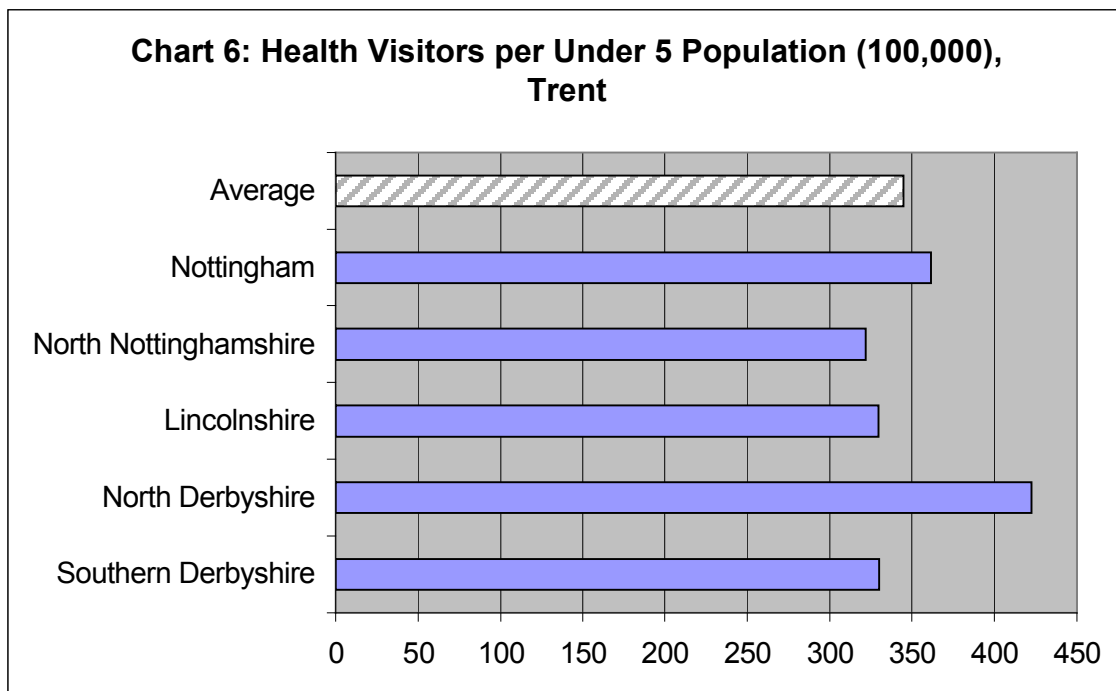
link District Nursing staff to activity, District Nursing WTE was related to retired population in 100,000s as shown in Charts 3 and 4. District Nursing figures of LNR and Trent are not directly comparable, as they use different definitions. The LNR definition is more all embracing and includes nurses with the district nursing qualification, district enrolled nurses and RN (Adult Community). However, Trent figures are only for nurses with a district nursing qualification. Leicester City and West PCT seems to have many more District Nurses per 100,000 population than the other LNR PCTs.



4.10 With regard to Trent, Lincolnshire and North Nottinghamshire have significantly fewer District Nurses on a per capita basis than average. However, it is not know whether these PCT compensate for this by employing a greater number of RN (Adults), District Enrolled Nurses and Nursing Auxiliaries in their district nursing teams.



4.11 Trent employs slightly more (345) Health Visitors per 100,000 under five population than LNR (319). Leicester City and West PCT employs significantly fewer Health Visitors on this basis than the LNR average. On the other hand, in Trent the distribution is much closer than average.



Commentary from the survey

4.12 A quarter of PCTs mentioned that they experienced recruitment problems. Hard to fill posts included Consultant/Specialist, Health Promotion Specialists, Health Visitors and Pharmacists. However, a couple of PCTs have placed a greater emphasis on improving leadership and better supported posts that enabled them to recruit a

Director of Public and Health and a Deputy. Training opportunities are important to recruit and retain staff and reference was made to top-up training for voluntary registration, the public health training programme and the West Midlands Public Health Leadership course.

4.13 Retention was not considered to be a problem. However, a negative comment was made about the lack of career structure for Health Promotion staff. Also it was suggested that the top-up programme for voluntary registration should be available to a broader range of staff.

4.14 Wider workforce issues included:

- Insufficient capacity to meet Public Health and corporate responsibilities
- The need for more staff with specialist skills to cover the implications of Children's Centres, Children's Trusts and Children's NSF
- The need for specialist staff to cover:
 - Reducing health inequalities
 - Health Impact Assessment
 - Partnership work with LSP and Neighbourhood Renewal Unit
 - Public health information analysis and interpretation
 - Immunisation and vaccinations
 - Statutory screen functions
- More out-of-hours working
- The time take to complete the clearance procedure

5. LOCAL GOVERNMENT

Table: 6 Staff-in-post and Vacancies

	H'count	WTE	WTE%	H'ct/WTE
<i>LNR</i>				
Specialists	0	0.00		
Practitioners	45	41.60	100%	0.92
Sub-total	45	41.60	100%	0.92
<i>Trent</i>				
Specialists	2	2.00	1%	1.00
Practitioners	160	147.30	99%	0.92
Sub-total	162	149.30	100%	0.92
<i>Total</i>				
Specialists	2	2.00	1%	1.00
Practitioners	205	188.90	99%	0.92
Total	207	190.90	100%	0.92

- 5.1 Information was supplied on 207 staff with a whole/full-time equivalent of 191. Only one per cent of staff were classified as a specialist. Most staff are full-time, with an average whole/full-time equivalent of 0.92. This is very much higher than is the case for the NHS and points to part-time working being something of a rarity. There was a 6 per cent vacancy rate. Only one post was on a temporary contract, far fewer than in the case of PCTs.
- 5.2 Recruitment was stated to be difficult in rural Lincolnshire. In addition, Environmental Health Officer (EHO) posts were reported to be hard to fill. This was reflected in their 14 per cent vacancy rate and that most posts had been vacant for at least six months. In response to this some, Councils are offering good relocation packages, low interest car loans and flexible working. Others train EHOs and several have restructured their departments with senior EHO posts. On a more positive note, staff retention was considered to be good.
- 5.3 The wastage rate was higher for specialists (11 per cent) than for practitioners (8 per cent). As to be expected, EHO wastage was higher than average (15 per cent).
- 5.4 It was pointed out that the number of EHO students in training has fallen significantly in the past few years. However, it will take several years before action to address the shortfall by Government and Councils will bear fruit.
- 5.5 Several respondents mentioned the adverse impact of continual budgetary savings on services, such as health promotion. Small authorities struggle to provide specialist services, due to the small number of technical staff. This would suggest there is a case for one organisation providing services across several small authorities. However, there may be cultural factors, such as the desire for greater local control militating against this.
- 5.6 Training budgets have been cut back in some cases. Even those Councils that fund training courses can, nevertheless, have difficulties in releasing staff to maintain

professional competencies in the number of different specialisms that each individual has taken on.

6. EDUCATION

6.1 Only two universities, Leicester and Lincoln responded.

Staff-in-post

Table 9: Staff-in-post

Organisation	Job title	H'count	WTE
Permanent			
University of Leicester	Senior Lecturer Epidemiology & Public Health	1	1.00
University of Leicester	Teaching Fellow Epidemiology & Public Health	1	0.60
University of Lincoln	Health Visitors by background now in	2	?
University of Lincoln	Health Promotion Specialists by background	2	?
Temporary			
University of Lincoln	Sure Start Co-ordinators	2	?

6.2 Little interest was shown in two recently advertised Lecturer posts at Leicester. A further issue was that of their two public health doctors in the department do not contribute to the public health function. They have instead worked solely on genetic epidemiology and statistics. This seems to be quite common, i.e. move away from public health towards related disciplines that are more likely to produce the internationally rated research required to stay in an academic post.

Table 10: Vacancies

Organisation	Post title	H'count	WTE	Duration (months)
Permanent				
University of Leicester	Professor of Public Health	1	1.00	18
University of Lincoln	Senior Lecturer Health Studies	2	?	both 3 years
University of Lincoln	Principal Lecturer – Health Studies	1	?	5 years 7 months
Temporary				
University of Leicester	Lecturer in Public Health	2	2.00	Unknown

6.3 There are significant vacancies of a very long duration. It would be interesting to know how these vacancies are covered.

6.4 There were no joiners or leavers.

7. OTHER ORGANISATIONS

7.1 Other Organisations include the Strategic Health Authorities, East Midlands Protection Units, the East Midlands Observatory and the Health Development Agency.

Table 11: Staff-in-post

Job title	H'count	WTE
Directors	4	4.0
Deputy Directors	2	2.0
Consultants	5	4.8
Manager	3	3.0
<i>Sub-total Specialists - Permanent</i>	<i>14</i>	<i>13.8</i>
Information Analysts	4	1.0
PH Nurses (Health Protection)	3	2.8
PH Specialist	1	1.0
Practice Development Officer	1	1.0
Public Health Assistant	1	1.0
<i>Practitioner Sub-total - Permanent</i>	<i>10</i>	<i>6.8</i>
Information Analyst	1	1.0
Health Inequalities Facilitator	1	1.0
School Fruit and Veg Coordinators	2	2.0
5-A-Day Regional Coordinators	1	0.5
<i>Practitioner Sub-total - Temporary</i>	<i>5</i>	<i>4.5</i>
Total	29	25.1

7.2 Given the strategic nature of these organisations, they have a higher percentage of specialist staff who represented 55 per cent of the total workforce, i.e. 13.8 wte out of a total of 25.1 wte – see table 11 above. Specialists were also almost entirely full-time with a whole/full-time equivalent of 0.99. On the other hand, permanently employed practitioners had a wte of 0.68 on average.

Survey Findings

7.3 No retention problems were mentioned and there did not seem to be significant recruit problems. The only exceptions were reflected in the following comments:

- Difficult to recruit suitably qualified/experienced Public Health Analytical staff. This is a nationwide problem. The people do not appear to be out there. In response, we have created a training post. - *EMPHO*
- Vacancy for a Consultant in Health Protection.
- Attempt to recruit to 0.5 WTE 5-A-Day Regional Coordinator post unsuccessful. *Health Development Agency - Dept Health Public Health Group*

PUBLIC HEALTH WORKFORCE SCOPING QUESTIONNAIRE

Introduction

The purpose of this questionnaire is to identify the present public health workforce as part of a workforce planning exercise to maximise workforce capacity. This information will feed into parallel exercises that will address training needs.

As an incentive to return this form by **30 September**, you can enter a £250 draw. The intention is that this prize is used to support “good works” so that the cheque would be made out to the lucky organisation or a charity that you wish to nominate. To enter the draw, please return the Prize Draw form, along with this questionnaire. Where does this money come from? The consultancy undertaking this work is paying for it from the fees that it receives from the project to encourage a higher response rate.

Your details

Name: Job title: Organisation: ☎: E

Please include the following staff:

- Public Health staff of all types
- Health Promotion staff
- Community work, e.g. smoke cessation workers
- Environmental Health staff
- Health Protection staff
- District Nurses (D grades and above)
- School Nurses
- Pharmacist with a public health remit

If public health staff are employed elsewhere in your organisation, please send this documentation to them as well.

If you commission public health services from other organisations, please forward this document to them for completion.

Note: WTE stands for whole-time equivalent and FTE stands for full-time equivalent – two different terms for the same thing, the amount of time someone works. Thus a full-time person is 1.00 and a person work one day in five is 0.2.

Staff-in-post - Permanent

Job title	Headcount	WTE/FTE

Vacancies - Permanent

Job title	WTE/FTE	Duration in months

Leavers in past year - permanent

Job title	Headcount	WTE/FTE

Joiners in past year - permanent

Job title	Headcount	WTE/FTE

Staff-in-post – Short-term Contract

Job title	Headcount	WTE/FTE

Vacancies - Short-term Contract

Job title	Headcount	WTE/FTE

Leavers in past year - Short-term Contract

Job title	Headcount	WTE/FTE

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Joiners in past year - Short-term Contract

Job title	Headcount	WTE/FTE

Do you have any recruitment problems?

If so, please state which jobs are most affected and what you have done to address this.

Do you have any retention problems?

If so, please state which jobs are most affected and what you have done to address this.

What other workforce issues do you face?

Many thanks

Please return the questionnaire by **30 September** to:

George Blair, Shared Solutions Consulting, 61 Woodland Rise London N10 3UN

george@sharedsolutions.net

☎ 020 8883 0385; F 020 8883 1753

Appendix 2

RESPONSE BY ORGANISATION

	Local Government	Returned	Comments
	Leceistershire		
1	environmental.health@blaby.gov.uk		
2	rob.fisk@charnwoodbc.gov.uk		
3	n.proudfoot@harborough.gov.uk		
4	trevor.prowse@hinckley-bosworth.gov.uk		
5	aallwood@melton.gov.uk		
6	gareth.crossley@nwleicestershire.gov.uk	1	
7	environhealth@oadby-wigston.gov.uk	1	
	Northamptonshire		
8	Iain.Smith@corby.gov.uk		
9	RKHughes@daventrydc.gov.uk	1	
10	mjdeacon@east-northamptonshire.gov.uk		
11	sdelsey@northampton.gov.uk		
12	Russhowell@kettering.gov.uk	1	
13	andy.preston@southnorthants.gov.uk		
14	ptownson@wellingborough.gov.uk	1	
	Derbyshire		
15	sue.sonnex@ambervalley.gov.uk	1	
16	bolsover@cieh.org.uk		
17	philip.marshall@chesterfieldbc.gov.uk	1	
18	Peter.Foley@derbyshiredales.gov.uk		
19	steven.holmes@erewash.gov.uk	1	
20	env-health@highpeak.gov.uk	1	
21	r.kirk@ne-derbyshire.gov.uk		
22	mark.alflat@south-derbys.gov.uk		
	Lincolnshire		
23	andy.statham@boston.gov.uk	1	
24	pat.fowler@e-lindsey.gov.uk		
25	anthony.gray@lincoln.gov.uk		
26	sarah.webb@lincolnshire.gov.uk		
27	stephen_archer@n-kesteven.gov.uk	1	Commentary only; no figures
28	b.hatfield@southkesteven.gov.uk		
29	a.petcher@spalding.gov.uk		
30	jim.nicholson@west-lindsey.gov.uk		

**East Midlands Public Health Workforce Sub Group
Scoping The Public Health Workforce**

Nottinghamshire		
31	b.buckley@ashfield-dc.gov.uk*	1
32	eh.east@bassetlaw.gov.uk	
33	broxtowe@cieh.org.uk	1
34	stephen.nickolls@gedling.gov.uk	1
35	rsmith@Mansfield-dc.gov.uk	
36	paul.robinson@nsdc.info	1
37	tblackwell@rushcliffe.gov.uk	
	Total – All Councils	15

Other Organisations		
1	lynn.crooks@hda-online.org.uk	1
2	Department of Health PH Group	1
3	David.meechan@empho.nhs.uk	1
4	Trent WDC	1
5	HPA EM South	1
6	paul.cosford@lnr-sha.nhs.uk	
7	david.williams@hpa-em.nhs.uk	
8	philip.monk@hpa-em.nhs.uk	
9	sarah.wilson@tsha.nhs.uk	1
	Total	6

DATA BY STRATEGIC HEALTH AUTHORITY AND ORGANISATION

Leicestershire, Northamptonshire and Rutland

Primary Care Trusts

Organisation	Job title	H'count	WTE
E Leicester PCT & Leicester City W PCT	Assistant Directors of Public Health	2	1.00
E Leicester PCT & Leicester City W PCT	Community Health Development Worker	2	1.00
E Leicester PCT & Leicester City W PCT	Health Partnerships Development Manager	1	1.00
E Leicester PCT & Leicester City W PCT	Information Assistant	1	0.50
E Leicester PCT & Leicester City W PCT	Knowledge Management Co-ordinator	1	1.00
E Leicester PCT & Leicester City W PCT	Project Manager, Public Health Partnerships	1	1.00
E Leicester PCT & Leicester City W PCT	Public Health Specialist	2	1.00
E Leicester PCT & Leicester City W PCT	Public Health Specialist	1	0.40
E Leicester PCT & Leicester City W PCT	Senior Library Assistant	1	1.00
E Leicester PCT & Leicester City W PCT	Smoking Cessation Advisor	7	3.50
E Leicester PCT & Leicester City W PCT	Smoking Cessation Office Manager	1	1.00
E Leicester PCT & Leicester City W PCT	Smoking Cessation Specialist	3	3.00
E Leicester PCT & Leicester City W PCT Total		23	15.40
MRH PCT	Consultant Senior PH Specialist	1	0.60
MRH PCT	Director of Public Health	1	0.90
MRH PCT	Health Promotion Specialist	3	1.60
MRH PCT	Public Health Analyst	1	1.00
MRH PCT	Public Health Specialist	1	1.00
MRH PCT	Public Health Specialist	1	1.00
MRH PCT	Public Health Trainee	1	0.60
MRH PCT	Senior Health Promotion Specialist	1	0.60
MRH PCT	Senior Public Health Analyst	1	1.00
MRH PCT	Senior Public Health Specialist	1	1.00
MRH PCT Total		12	9.30
South Leicester PCT	Director of Public Health	1	1.00
South Leicester PCT	Public Health Specialist	2	1.42
South Leicester PCT	Senior Public Health Specialist	1	0.80
South Leicester PCT Total		4	3.22
Grand Total		39	27.92

**East Midlands Public Health Workforce Sub Group
Scoping The Public Health Workforce**

District Nurses

	Census 2003 wte N4H, N5H, N6H	Census 2003 wte N4H, N5H
CNWL PCT	90.96	23.93
DSNPCT	42.52	27.63
ELPCT	61.31	16.37
HBPCT	31.68	9.6
LCWPCT	92.77	17.72
LPT	6.4	0
MRHPCT	56.1	14.7
NGH	4.74	0
NHPCT	100.68	42.63
NHT	10.97	1
NPCT	95.69	75.25
SHA	0.41	0
SLPCT	72.71	15.99
Total	666.94	244.82

Health Visitors

	Census 2003 wte N3H
CNWL PCT	36.89
DSNPCT	13.79
ELPCT	33.79
HBPCT	15.81
LCWPCT	37.01
MRHPCT	21.62
NGH	2.73
NHPCT	45.26
NHT	2.2
NPCT	48.1
SLPCT	21.54
Total	278.74

Infection Control Nurses

	wte
UHL	10.94
NGH	3.47
KGH	3
Total	17.41

**East Midlands Public Health Workforce Sub Group
Scoping The Public Health Workforce**

Local Government

Organisation	Job title	H'count	WTE
Kettering BC	Environmental Health Officers	2	2.00
Kettering BC	Environmental Health Technicians	7	7.00
Kettering BC	Environmental Health Technicians (Part time)	1	0.60
Kettering BC	Environmental Protection Manager (EHO)	1	1.00
Kettering BC	Head of Environmental Health (EHO)	1	1.00
Kettering BC	Health Protection Manager (EHO)	1	1.00
Kettering BC Total		13	12.60
NW Leicestershire DC	Environmental Health Officers	1	1.00
NW Leicestershire DC	Head of Community Partnerships	1	1.00
NW Leicestershire DC	Head of Environmental Health	2	1.00
NW Leicestershire DC	Health & Fitness Development Officer	1	1.00
NW Leicestershire DC	Environmental Health Officer	1	0.50
NW Leicestershire DC	Healthy Lifestyle Co-ordinator	1	0.50
NW Leicestershire DC	Senior EHO	1	1.00
NW Leicestershire DC	Technical Officer	2	2.00
NW Leicestershire DC Total		10	8.00
Oadby and Wigston BC	Environmental Health Officers (inc managers)	4	4.00
Oadby and Wigston BC	Environmental Health Technicians	1	1.00
Oadby and Wigston BC	Student EHO	1	0.50
Oadby and Wigston BC	Technical Officers	2	1.50
Oadby and Wigston BC Total		8	7.00
Wellingborough BC	Environmental Health Officer	7	7.00
Wellingborough BC	Technical Officers	8	7.50
Wellingborough BC Total		15	14.50
Grand Total		46	42.10

Universities

Organisation	Job title	H'count	WTE
University of Leicester	Senior Lecturer Epidemiology & Public Health	1	1.00
University of Leicester	Teaching Fellow Epidemiology & Public Health	1	0.6
University of Leicester Total		2	1.6

**East Midlands Public Health Workforce Sub Group
Scoping The Public Health Workforce**

Trent

PCTs

Organisation	Job title	H'count	WTE
Amber Valley PCT	5-a-Day Coordinator	1	0.70
Amber Valley PCT	Be Size Wise Coordinator	1	0.80
Amber Valley PCT	Health Facilitator	1	1.00
Amber Valley PCT	Health Promoting Schools Advisors	4	3.20
Amber Valley PCT	Health Referral Advisors	8	2.90
Amber Valley PCT	Health Visitors	25	20.40
Amber Valley PCT	Prescribing Advisor	4	2.60
Amber Valley PCT	School Nurses	11	6.70
Amber Valley PCT	Sure Start	8	4.60
Amber Valley PCT Total		63	42.90
Ashfield and Mansfield District PCTs	Various	39	31.25
Ashfield and Mansfield District PCTs	Various	90	74.45
Ashfield and Mansfield District PCTs Total		129	105.70
Broxtowe and Hucknall PCT	Carer support and Information Manager	2	1.00
Broxtowe and Hucknall PCT	Clinical Governance Pharmacist (shared service for Nottm, Gedling employ)	1	
Broxtowe and Hucknall PCT	Community Development Co-ordinator	1	1.00
Broxtowe and Hucknall PCT	Community Development Worker	2	1.00
Broxtowe and Hucknall PCT	Community Pharmacy Project Mgr (shared service for Nottm, Gedling employ)	1	
Broxtowe and Hucknall PCT	Health Promotion Service - hosted by Nottm City PCT		
Broxtowe and Hucknall PCT	Health Visitors	28	21.14
Broxtowe and Hucknall PCT	Health Visitors	1	0.50
Broxtowe and Hucknall PCT	Medicines Management Development Manager	1	1.00
Broxtowe and Hucknall PCT	Oral Health Promotion Co-ordinator	1	0.59
Broxtowe and Hucknall PCT	Oral Health Promotion Officer	2	1.10
Broxtowe and Hucknall PCT	Pharmacy Data Analyst (shared service for Nottm, Gedling employ)	1	
Broxtowe and Hucknall PCT	Practice Pharmacist	1	1.00
Broxtowe and Hucknall PCT	Prescribing Advisor	1	0.80
Broxtowe and Hucknall PCT	Prescribing Support Technician	1	0.60
Broxtowe and Hucknall PCT	Primary Care - Primary School link worker	1	0.60
Broxtowe and Hucknall PCT	School Nurses	5	2.86
Broxtowe and Hucknall PCT	School Nurses (we are host PCT for all 3 borough PCTs)	49	34.72
Broxtowe and Hucknall PCT	Senior Practice Pharmacist	1	0.50
Broxtowe and Hucknall PCT	Sure Start Manager	1	1.00
Broxtowe and Hucknall PCT	Sure Start Officer	1	0.69
Broxtowe and Hucknall PCT	Sure Start Staff	2	1.54
Broxtowe and Hucknall PCT Total		104	71.64
Central Derby & Greater Derby PCT	Community Health Educator Co-ordinator	1	1.00
Central Derby & Greater Derby PCT	District Nurse	125	47.17
Central Derby & Greater Derby PCT	Health Promoting Schools Officers	2	2.00
Central Derby & Greater Derby PCT	Health Visitors	84	38.15
Central Derby & Greater Derby PCT	Nursery Nurse	22	5.40
Central Derby & Greater Derby PCT	School Nurses	42	3.70
Central Derby & Greater Derby PCT	Sexual Health Strategy Co-ordinator	1	1.00
Central Derby & Greater Derby PCT	Smoking Cessation Service Co-ordinator	1	1.00
Central Derby & Greater Derby PCT Total		278	99.42
Chesterfield PCT	Research	2	1.50
Chesterfield PCT Total		2	1.50

**East Midlands Public Health Workforce Sub Group
Scoping The Public Health Workforce**

Organisation	Job title	H'count	WTE
Erewash PCT	Health Promoting Schools Manager	1	1.00
Erewash PCT	Health Visitors	17	15.00
Erewash PCT	School Nurses	7	4.85
Erewash PCT	Smoking Cessation Workers	4	1.00
Erewash PCT	Sure Start Health Worker	1	0.08
Erewash PCT Total		30	21.93
Gedling PCT	Community Pharmacy Clinical Gov. Facilitator	1	0.60
Gedling PCT	Community Pharmacy Project Manager	1	1.00
Gedling PCT	Medicines Management Collab Facilitator	1	1.00
Gedling PCT	Prescribing Advisor	1	1.00
Gedling PCT	Senior Nurse (PH)	2	1.30
Gedling PCT Total		6	4.90
Newark and Sherwood PCT	Health Visitors	10	8.00
Newark and Sherwood PCT	School Health Coordinator	1	1.00
Newark and Sherwood PCT	School Nurses	5	4.67
Newark and Sherwood PCT	Team Leader	1	1.00
Newark and Sherwood PCT Total		17	14.67
Nottingham City PCT	Asian Sexual Health HPS	1	0.50
Nottingham City PCT	Health Information Service	3	2.00
Nottingham City PCT	Health Promotion Coordinator	1	1.00
Nottingham City PCT	Health Visitors	80	62.74
Nottingham City PCT	Health Visitors	5	3.35
Nottingham City PCT	HPS - Young people and sexual health	1	1.00
Nottingham City PCT	Infection Control Nurses	2	1.60
Nottingham City PCT	Local Exercise Action Programme - LEAP posts	2.5	1.50
Nottingham City PCT	LPSA coordinator - CHD	1	0.50
Nottingham City PCT	LPSA Coordinator, Teenage Pregnancy	1	1.00
Nottingham City PCT	New Leaf Smoking Cessation Advisors	12	9.25
Nottingham City PCT	New Leaf Smoking Cessation Advisors	17	4.90
Nottingham City PCT	New Leaf Training and Outreach Coordinator	1	1.00
Nottingham City PCT	Partnership post with Nottingham City Council	1	1.00
Nottingham City PCT	Public Health Advisor Black & Ethnic Minorities	1	0.50
Nottingham City PCT	Public Health Analyst	1	0.50
Nottingham City PCT	Public Health Network Co-ordinator & Emergency Planning	1	1.00
Nottingham City PCT	School Nurses	1	0.80
Nottingham City PCT	School Nurses	35	21.86
Nottingham City PCT	Sexual Health Implementation Manager	1	0.50
Nottingham City PCT	Specialist Nurse Immunisation & Vaccinations	1	0.20
Nottingham City PCT	Tabacco Control Strategic Manager	1	1.00
Nottingham City PCT Total		170.5	117.70
Rushcliffe PCT	Medicines Management Services Facilitator	1	1.00
Rushcliffe PCT	Medicines Management Services Facilitator	1	1.00
Rushcliffe PCT	New Leaf Advisor (employed by City PCT)	1	1.00
Rushcliffe PCT	Pharmacist	1	1.00
Rushcliffe PCT	Practice Pharmacist	1	1.00
Rushcliffe PCT	Screening Coordinator	1	0.20
Rushcliffe PCT	Senior Practice Pharmacist	1	1.00
Rushcliffe PCT	Senior Public Health Information Manager	1	1.00
Rushcliffe PCT Total		8	7.20
West Lincolnshire PCT	Health Visitors	45	37.76
West Lincolnshire PCT	School Nurses	18	11.44
West Lincolnshire PCT	Smoking cessation specialists	8	8.00
West Lincolnshire PCT	Sure Start programme managers	5	5.00

**East Midlands Public Health Workforce Sub Group
Scoping The Public Health Workforce**

Organisation	Job title	H'count	WTE
West Lincolnshire PCT Total		76	62.20
Amber Valley PCT	Director of Public Health	1	1.10
Amber Valley PCT	Public Health Strategy Managers/Project	6	5.60
Amber Valley PCT Total		7	6.70
Ashfield and Mansfield District PCTs	Director of Public Health	1	1.00
Ashfield and Mansfield District PCTs	Public Health Specialist	1	0.95
Ashfield and Mansfield District PCTs Total		2	1.95
Broxtowe and Hucknall PCT	Health Promotion Specialist (employed by Nottm City PCT)	1	0.90
Broxtowe and Hucknall PCT	Director of Public Health	1	1.00
Broxtowe and Hucknall PCT	Head of Oral Health Improvement (Nottinghamshire-wide post)	1	1.00
Broxtowe and Hucknall PCT	Specialist Registrar in Public Health (employed by Rushcliffe PCT)	1	0.80
Broxtowe and Hucknall PCT Total		4	3.70
Central Derby & Greater Derby PCT	Director of Public Health	1	1.00
Central Derby & Greater Derby PCT	Public Health Network Co-ordinator	1	1.00
Central Derby & Greater Derby PCT	Public Health Strategy Manager	5	4.60
Central Derby & Greater Derby PCT Total		7	6.60
Chesterfield PCT	Consultant PH	1	0.80
Chesterfield PCT	Director of Health Promotion	1	1.00
Chesterfield PCT	Health Improvement Manager	1	1.00
Chesterfield PCT	Pharmaceutical PH Specialist	1	1.00
Chesterfield PCT Total		4	3.80
Erewash PCT	Consultant in Dental Public Health	1	1.00
Erewash PCT	Public Health Strategy Manager	1	1.00
Erewash PCT	Specialist Registrar in Dental Public Health	1	1.00
Erewash PCT Total		3	3.00
Gedling PCT	Director of Public Health	1	1.00
Gedling PCT Total		1	1.00
Nottingham City PCT	GP Specialists	3	0.60
Nottingham City PCT	Public Health Development Manager	1	1.00
Nottingham City PCT	Specialist Health Promotion Team	26	17.50
Nottingham City PCT	Assistant Director of Public Health - in training	1	1.00
Nottingham City PCT	Director of Public Health	1	1.00
Nottingham City PCT	Public Health Associate - Honorary Contract - gratis	1	2.50
Nottingham City PCT	Senior Nurse - under development	1	1.00
Nottingham City PCT Total		34	24.60
Rushcliffe PCT	Health Promotion Specialist (employed by City PCT)	1	1.00
Rushcliffe PCT	Director of Public Health	1	1.00
Rushcliffe PCT	Healthy Heart Development Specialist	1	0.50
Rushcliffe PCT	Specialist Registrar	1	0.60
Rushcliffe PCT Total		4	3.10
West Lincolnshire PCT	Director of health improvement	1	1.00
West Lincolnshire PCT	Health Promotion Specialist	4	3.50
West Lincolnshire PCT	Public Health Specialist	1	1.00
West Lincolnshire PCT	Specialist trainee in Public Health	1	1.00
West Lincolnshire PCT Total		7	6.50
Grand Total		956.5	610.71

**East Midlands Public Health Workforce Sub Group
Scoping The Public Health Workforce**

Health Visitors

	WTE
Southern Derbyshire	107.73
North Derbyshire	83.15
Lincolnshire	112.69
North Nottinghamshire	70.85
Nottingham	124.40
Total	498.82

District Nurses

	WTE
Southern Derbyshire	190.09
North Derbyshire	86.02
Lincolnshire	95.69
North Nottinghamshire	52.35
Nottingham	105.66
Total	529.81

Local Government

Organisation	Job title	H'count	WTE
Ashfield District Council	Care and Repair Caseworker	1	1.00
Ashfield District Council	Care and Repair Manager	1	1.00
Ashfield District Council	Care and Repair Technical Officer	1	1.00
Ashfield District Council	Commercial and Licensing Manager	1	1.00
Ashfield District Council	Environmental and Health Coordinator	2	1.00
Ashfield District Council	Environmental Health Officers	1	1.00
Ashfield District Council	Environmental Health Officers (Environment)	3	3.00
Ashfield District Council	Environmental Health Officers (Health and Safety)	1	1.00
Ashfield District Council	Environmental Health Officers (Housing)	1	1.00
Ashfield District Council	Environmental Health Protection Manager	1	1.00
Ashfield District Council	Environmental Health Technicians	12	12.00
Ashfield District Council	Pest Control Officers	3	3.00
Ashfield District Council	Care and Repair Technician	1	1.00
Ashfield District Council	Private Sector Housing Manager	1	1.00
Ashfield District Council	Head of Environmental Health and Housing	1	1.00
Ashfield District Council Total		31	30.00
Boston BC	EHOs and Graduate EHO	6	5.20
Boston BC	Environmental Health Manager	1	1.00
Boston BC	Principal EHOs	2	1.70
Boston BC	Technicians	2	2.00
Boston BC Total		11	9.90
Broxtowe BC	Environmental Health Officers	9	8.40
Broxtowe BC	Environmental Health Technical Officers	8	7.00
Broxtowe BC	Assistant Director (Health)	1	1.00
Broxtowe BC Total		18	16.40
Chesterfield BC	District EHO	2	2.00
Chesterfield BC	District EHO (Food Safety and Communicable Disease)	2	2.00
Chesterfield BC	District EHO (Health & Safety/Licensing)	2	1.50
Chesterfield BC	District EHO (Pollution Control)	2	2.00
Chesterfield BC	Environmental Health Manager (Environmental Control and Sustainability)	1	1.00
Chesterfield BC	Environmental Health Manager (Public Protection and Health)	1	1.00

**East Midlands Public Health Workforce Sub Group
Scoping The Public Health Workforce**

Organisation	Job title	H'count	WTE
	Development)		
Chesterfield BC	Head of Environmental Services	1	1.00
Chesterfield BC	Health Development Officer	1	1.00
Chesterfield BC	Home Improvement Agency Manager	1	1.00
Chesterfield BC	Pest Control Officers	2	2.00
Chesterfield BC	Principal EHO (Built Environment & Animal Control)	1	1.00
Chesterfield BC	Principal EHO (Food Safety and Communicable Disease)	1	1.00
Chesterfield BC	Principal EHO (Health & Safety/Licensing)	1	1.00
Chesterfield BC	Principal EHO (Pollution Control)	1	1.00
Chesterfield BC	Technical Officer (Food Safety and Communicable Disease)	1	1.00
Chesterfield BC	Technical Officer (Health & Safety/Licensing)	1	1.00
Chesterfield BC	Technical Officers (Home Improvement)	3	3.00
Chesterfield BC	Technical Officers (Pollution Control)	2	2.00
Chesterfield BC Total		26	25.50
Derby CC	EH Technician	13	9.00
Derby CC	EHO	21	18.00
Derby CC Total		34	27.00
High Peak BC	Environmental Health Officers	8	8.00
High Peak BC	Environmental Health Technicians	2	2.00
High Peak BC	Health Promotion Officer	1	1.00
High Peak BC Total		11	11.00
Newark & Sherwood DC	Community Nutritionist	1	1.00
Newark & Sherwood DC	Environmental Health Officers	9	8.50
Newark & Sherwood DC	Technical Officers	10	9.50
Newark & Sherwood DC Total		20	19.00
South Holland DC	Environmental Health Manager	1	1.00
South Holland DC	Environmental Health Officers	3	2.50
South Holland DC	Senior Environmental Health Officers	2	2.00
South Holland DC	Technical Officers	6	6.00
South Holland DC Total		12	11.50
Grand Total		163	150.30

Universities

Organisation	Job title	H'count	WTE
University of Lincoln	Health Visitors	2	1
University of Lincoln	Health Promotion Specialists by background	2	1
University of Lincoln	Sure Start Co-ordinators	2	1
University of Lincoln Total		6	3

Other Organisations

Organisation	Job title	H'count	WTE
Trent SHA	CPHM	1	0.8
	Total	1	0.8

Supra Leicestershire, Northamptonshire and Rutland and Trent Organisations

Organisation	Job title	H'count	WTE
EMPHO	Information Analysts	1	1
Health Development Agency	Practice Development Officer	1	1
HPA	Consultant in Health Protection	1	1
	Total	3	3

Population by County and Strategic Health Authority

<i>LNR</i>	
Leicestershire	609578
Northamptonshire	629676
	1239254
<i>Trent</i>	
Derbyshire	734585
Nottinghamshire	748510
Lincolnshire	646645
	2129740
East Midlands	3368994

Data issues

Where data was ambiguous or incomplete, the author made the following assumptions:

- Smoking Cessation Advisors, E Leicester PCT & Leicester City W PCT: 7 headcount but no WTE - assumed as 3.5 WTE
- Public Health Associate - Honorary Contract - gratis, Nottingham City PCT - WTE stated as flexible assumed as 0.25
- Specialist trainee counted categorised as specialist
- Academic public health; Health Economist; Community Development: senior public health programme leads; Dental public health consultant; Public Health Pharmacist - MRH PCT - no headcount or WTE given – excluded
- Specialist Health Promotion Team Nottingham City PCT 26 headcount and 17.5 WTE- is classified as PH Specialists as that is what the PCT calls them, however, the numbers are much larger than is normally the case

Document history

Role	Name
Client project lead	Trish Knight, Director of Workforce Development and Commissioning, Leicester, Northamptonshire and Rutland SHA
Author	George Blair

Version	Date	Comments
1	2 December 2004	Circulated to Sub Group
2	8 February 2005	Includes two late submissions