



**Frontline Health and Social Care
Worker 2021/22 seasonal
influenza vaccine campaign:
Trust guidance on data
collection of vaccine uptake**

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2021/22 version

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Change history

Version Number	Change Details	Date
V02	Definitions of frontline health care workers (HCWs) and social care workers (SCWs) have been separated	23 May 2018
	The tables detailing frontline HCWs and SCWs have been simplified and include staff groupings as per HRPTS	
	Explanation on how to obtain the denominator at the start of the season has been simplified	
	Students, bank/agency staff and other staff not on HRPTS have been removed from denominator collection and are included as 'others' for numerator collection	
	Data collection template that Trusts must submit to PHA has been changed	
	A separate data collection template has been developed for Northern Ireland Ambulance Service (NIAS)	
	Reporting dates of data collection to the PHA have been reduced to monthly to coincide with PHA reporting requirements to Department of Health (DoH)	
	Data reported to DoH will also be reported to Flu Fighters® and an identified person in each Trust	
	Frequently Asked Questions (FAQs) updated	
V03	Tables detailing frontline HCWs and SCWs have been simplified, removing TC codes	09 July 2019
	Explanation on how to obtain denominator and numerator has been simplified	
	Online data collection form that Trusts and NIAS must submit to PHA has been developed (separate form for Trusts and NIAS) – instructions on completion, sample forms and hyperlink included	
	FAQs updated	
	Appendix created with examples of HRPTS codes for inclusion in frontline HSCW staff groups	
V04	Bank nurses and porters no longer included under 'others' for numerator collection. Now included separately under Trust frontline HCWs vaccinated by Trust Occupational Health	05 August 2019
	Online data collection forms updated to clarify data collection for bank nurses and porters	
V05	Online data collection forms updated for 2020/21	21 August 2020
	Information on Community Pharmacy Seasonal Influenza Vaccination (CPFV) Service and data reporting	03 September 2020
V06	Introduction of Vaccine Management System (VMS) for flu vaccine data collection to align with COVID vaccine	14 September 2021
	Tables detailing frontline HCWs and SCWs have been simplified (only listing examples of staff for data collection/monitoring purposes). Non-frontline table has been removed	06 October 2021

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Introduction

This is the sixth annual (2021-22) guidance on data collection of vaccine uptake for the Trust health and social care worker (HSCW) influenza vaccine campaign. The guidance is updated annually following consultation and agreement with Health and Social Care (HSC) Trust flu vaccine leads. **Latest guidance should always be adhered to.**

Since last flu year's season, Trusts have had the challenging task of administering the COVID-19 vaccine to all frontline HSCWs. For the COVID vaccine programme, data collection was carried out through the new regional Immunisation Information System developed by the Department of Health (DoH) Digital team; known as the Vaccine Management System (VMS). The DoH has considered the [advice of the Joint Committee on Vaccination and Immunisation \(JCVI\) on COVID-19 boosters](#) and has issued a policy letter, [HSS\(MD\)69/2021](#), indicating that frontline HSCWs (those with direct patient contact) should be offered a booster dose of COVID-19 vaccine. In order to enable Trusts to plan their influenza vaccination campaigns as usual and yet also be prepared to co-administer with COVID Booster, the DoH Digital Team has developed the VMS to enable data collection on the seasonal flu vaccine.

This season, the Public Health Agency (PHA) will be using data extracted from VMS to determine vaccine uptake for the HSCW flu vaccination programme.

Introduction of this new regional Immunisation Information System, into the HSC will enable organisations to obtain much richer information, more efficiently, which will ultimately support better and more target delivery of the programme.

Background

The JCVI recommends that flu vaccine is offered and provided to all frontline HSCWs who are in direct contact with patients/clients to protect themselves, their families and their patients. This includes Trust employed HSCWs and non-Trust employed HSCWs i.e. independent sector and the HSC community sector. All frontline HSCWs should be offered the vaccine by their employer.

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The 2021/22 seasonal influenza vaccine programme officially begins on 1 October 2021 until 31 March 2022. The HSC Trust campaigns, for Trust-employed staff, can start their programme when they receive their first delivery of vaccine.

Further details can be found in the Chief Medical Officer (CMO) policy letter, [‘Seasonal influenza vaccination programme 2021/22’](#) – found on the DoH Northern Ireland website.

Monitoring of vaccine uptake

The PHA is responsible for monitoring influenza vaccine uptake of **frontline** HSCWs on behalf of DoH. While Trusts offer the flu vaccine to all of their staff, the PHA only collates and publishes vaccine uptake for HSCWs that are involved with direct patient contact (i.e. frontline) from the five HSC Trusts and Northern Ireland Ambulance Service (NIAS).

Uptake of the 2020/21 frontline HSCW influenza vaccination campaign has been the most successful to date. Building on this achievement, and the successful roll out of the COVID-19 vaccination programme, the target for 2021/22 seasonal influenza vaccine uptake for both frontline health care workers (HCWs) and frontline social care workers (SCWs) has been set by DoH at **75%**.

In accordance with the CMO policy letter, all HSC organisations (Trusts, GPs, community pharmacies) are **responsible for entering the administration of flu vaccine of frontline HSCWs on to VMS in line with the VMS guidance** that is obtained from the VMS portal.

Overall, this year’s programme remains unchanged, with community pharmacies again also offering flu vaccine to health and social care workers (including the offer of workplace on site vaccination of all residential and nursing home staff) as part of the Community Pharmacy Seasonal Influenza Vaccination (CPFV) Service. This will also be collected from VMS and collated for each Trust, allowing more direct comparisons to be made among the staff groupings to last season.

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Purpose of this guidance

The purpose of this year's guidance is to continue to provide clear instruction to Trusts on data collection for the 2021/22 seasonal influenza vaccine programme of frontline HSCWs, and thus ensure standardised data collection across Trusts.

Guidance on using the VMS is included within the VMS portal.

In Northern Ireland, unlike the rest of the United Kingdom, Health and Social Care are integrated so SCWs are part of the frontline Trust-employed workforce. It is important that both HCWs and SCWs are vaccinated and monitored, and uptake between the two is reported separately to enable uptake to be calculated for each group.

There has previously been confusion regarding staff groups working in support services and in administrative and clerical roles about whether they should be defined as frontline staff or not. This is because the roles of these staff differ between Trusts, with some involving direct patient contact and others not. All Trusts should offer and vaccinate any of their staff that are defined as frontline, and may need to use a degree of judgement in this classification. As previously agreed (May 2018) only staff groupings that have the same frontline HSCW role across Trusts will be included. The HRPTs codes and job titles agreed in 2019/20 will be reviewed and updated for 2021/22 where possible (see Appendix 1).

It should be noted that the introduction of VMS to collect and extract the data will help alleviate this confusion. The definitions of frontline HSCWs in the VMS align with the definitions in this guidance for **data collection purposes only**.

This guidance includes information on:

- definitions of both frontline HCWs and SCWs
- data collection dates

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At the end there are frequently asked questions (FAQs) and answers on the data collected. Please refer to guidance on the VMS portal for further advice on recording the data.

Definitions for data collection purposes only

Frontline health care workers (HCWs): provide health-related services in acute HSC hospitals, mental health hospitals, community-based services, ambulance care, that are in direct contact with patients. **Frontline social care workers (SCWs):** provide social care to patients or clients through the Trust, community-based services to individuals in their own home, in care homes or other long-term care facilities that is in direct contact with patients.

Non-frontline: any member of staff directly involved in the day-to-day running of the organisation and its infrastructure but do not have direct patient contact.

The National Health Service (NHS) national workforce census provides definitions of staff groupings. Public Health England (PHE) has developed guidance for use in England on data collection of frontline HCWs based on these staff definitions.¹

Devolved administrations use different human resource monitoring systems and consequently may have different definitions of staff groups and different methods of extracting the data.

Northern Ireland Health and Social Care organisations use the Human Resource, Pay and Travel System (HRPTS). Workforce staff groupings from HRPTS have been broadly classified into the equivalent definitions from the NHS national workforce census.

The following tables outline the definitions that PHA will apply for **monitoring purposes** to the data extracted from the VMS (along with the equivalent HRPTS grouping):

1. Frontline HCWs (table 1)
2. Frontline SCWs (table 2)

It is recognised that some HCWs may have a frontline role in some Trusts and not in others, these tables are provided for guidance with respect to data collection only. Trusts may need to use a degree of judgement for some staff grouping on whether or not to vaccinate as a frontline HSCW (see appendix 3 and FAQs for further information).

¹ <http://content.digital.nhs.uk/article/2267/National-Workforce-Data-Set-NWD-guidance-documents>

Table 1: Definitions and examples of staff groups that will be collected as FRONTLINE HCWs for monitoring purposes

Please note this is not an exhaustive list.

Staff Grouping	Definition
All doctors	<ul style="list-style-type: none"> doctors working in hospital, community or GP² all grades of hospital, community and public health doctor or dentist³ medical and dental students⁴
All qualified nurses	<ul style="list-style-type: none"> qualified nurses, midwives, health visitors working in hospital, community or GP at least first level registration includes nurse consultants, nurse managers agency nurses⁵ bank nurses⁶ nursing and midwifery students⁴
All Allied Health Professionals	<ul style="list-style-type: none"> physiotherapists occupational therapists dieticians radiographers sonographers chiroprodists/podiatrists orthoptists speech & language therapists clinical psychologists art/music/drama therapists all AHP students⁴
All pharmacists	<ul style="list-style-type: none"> Trust-employed pharmacists⁷ all students⁴
Other qualified professional staff	Other qualified staff working in direct patient contact e.g. medical technical officers, cardiographers, biomedical scientists, clinical scientists, healthcare scientists, optometrists
Qualified ambulance staff	<ul style="list-style-type: none"> paramedics emergency medical technicians ambulance care attendants
Support to qualified staff groupings	<p>Staff with direct patient care working in direct support of clinical staff:</p> <ul style="list-style-type: none"> nursing assistants, auxiliaries, nursery nurses care assistants phlebotomists health care assistants technology assistants pharmacy technicians and support staff physiotherapy assistants ambulance personnel

² GPs that are Trust-employed only i.e. those that work in a Trust managed out of hours service.

³ Consultant, registrar, senior house officer, foundation 1&2, staff grade, associate specialist, clinical assistants, and hospital practitioners.

⁴ Not on HRPTS so not included in denominator data.

⁵ Agency nurses are employed by a nursing agency that provides nurses to organisations who need the services of healthcare professionals. As they are not employed by a Trust they are not included on HRPTS and so will not be included in denominator data.

⁶ Bank nurses are included in the Trust nurse bank and provide temporary cover as a result of staff shortages or short term unfilled vacancies. As they are Trust-employed they will be registered on HRPTS. However, as they may not work during the flu season, it was agreed with Trusts that bank nurses should not be included in denominator data.

⁷ Community/federation pharmacists are not Trust-employed staff.

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Table 2: Definitions and examples of staff groups that will be collected as FRONTLINE SCWs for monitoring purposes

Please note this is not an exhaustive list.

Staff Grouping	Definition
Social Workers	<ul style="list-style-type: none">Assesses and manages care, support and intervention needs for individuals and families: social workers
Social Care Workers	<ul style="list-style-type: none">Provides service users with direct personal community-based care and practical support to people in their own home: home help / domiciliary care worker / community care workerProvides care for people in care homes or other long-stay care facilities: Trust-employed

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Calculating vaccine uptake of frontline HSCWs

Numerator: the number of Trust-employed frontline HSCWs working in the Trust at any time between 1 October 2021 and 31 March 2022 who received the flu vaccine during this time.

Denominator: the number of frontline HSCWs registered on HRPTS at any time between 1 October 2021 and 31 March 2022.

Vaccine uptake of frontline HSCWs is defined as the proportion of HRPTS registered frontline HSCWs who received the flu vaccine between 1 October 2021 and 31 March 2022 (see box).

Vaccine Uptake of frontline HSCWs (%) =

$$\frac{\text{No. working in Trust that received vaccine at any time in 2021/22}(\textit{numerator})}{\text{No. working in the Trust at any time during 2021/22}(\textit{denominator})}$$

Setting the denominator at the start of the season in September 2021

In September, before the influenza season begins, Trust Occupational Health and Human Resource (HR) departments should identify the number of frontline HSCWs in their organisation that are eligible for the flu vaccine using the same definitions in the previous section (tables 1, 2 and 3, and appendix 1). This sets the denominator at the start of the season.

Each Trust should send their denominator, as at 30 September 2021 to the PHA.

PHA flu surveillance team are currently investigating the possibility of utilising HRPTS denominator data, and if possible this will be used to calculate the denominator throughout the flu season for each of the agreed staff groups within Trusts/NIAS (as per this guidance). Further information will be provided on this as the investigation proceeds.

Table 3: Frontline HSCWs in HSC Trusts included in denominator

Staff Group	Denominator
All HCWs and support staff (table 1)	Include
All SCWs (table 2)	Include
Agency staff ⁸	Do <u>not</u> include
Bank staff ⁹	Do <u>not</u> include
All students working in Trust	Do <u>not</u> include
Staff working in non-frontline roles	Do <u>not</u> include
Staff out of the Trust for the whole flu vaccination period (September-March) e.g. maternity leave/sick leave	Do <u>not</u> include

⁸ Not registered on HRPTS so do not include in denominator. They should still be offered the vaccine and, if given, recorded in the VMS.

⁹ Registered on HRPTS but may not work at all during the flu season so do not include in denominator. They should still be offered the vaccine and, if given, recorded in the VMS.

Updating the numerator throughout the season (monthly) until March 2022

The number of frontline HSCWs who received the flu vaccine should be recorded using the VMS.

Trusts must ensure the VMS includes the most up to date vaccination data to enable the PHA to collect and report within the time frames detailed below. Staff vaccinated as part of the CPFV Service will be collected from the VMS by PHA and collated by staff group and Trust.

Table 4 clarifies individuals that should and should not be included in the data collected from VMS by PHA flu surveillance team at each monthly update.

Table 4: Frontline HSCWs that should be included in monthly updates of numerator

Staff status	Criteria	Numerator
Trust-employed and working at the start of season (September 2021)	All HCWs and support staff (table 1)	Include
	All SCWs (table 2)	Include
	All students working in Trust	Include if available
	Agency staff	Include if available
	Bank staff	Include if available
	Staff member that declines vaccine (any reason)	Do <u>not</u> include
	Staff that have received vaccine elsewhere e.g. GP	Include
	Staff on maternity leave during <u>entire</u> flu vaccination period	Do <u>not</u> include
	Staff on sick leave during <u>entire</u> flu vaccination period	Do <u>not</u> include
Starters and Leavers	Staff arrive in Trust during vaccination period and receive vaccine (starters)	Include
	Staff vaccinated in Trust but leaves during vaccination period (leavers)	Include

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Data collection dates

Data will be collected from the VMS by the PHA flu surveillance team and will be reported to the DoH within the time frames outlined in table 5.

Table 5: Data collection dates from VMS by PHA

Reporting month/s	Number of new vaccinations in reporting month	Dates PHA will collect data submitted to VMS by	Date PHA should submit to DoH by
September/October	1 September - 31 October 2021	19 November 2021	24 November 2021
November	1 November - 30 November 2021	17 December 2021	22 December 2021
December	1 December - 31 December 2021	21 January 2022	26 January 2022
January	1 January - 31 January 2022	18 February 2022	23 February 2022
February	1 February - 28 February 2022	18 March 2022	23 March 2022
March	1 March - 31 March 2022	14 April 2022	20 April 2022

Uptake figures will then be sent to DoH at the end of each month as outlined. These figures are the final figures and cannot be adjusted by Trusts until the next return. These figures will also be sent to identified Trust leads.

Frequently Asked Questions

Do I have to use the VMS?

Yes. It is a Trust responsibility from DoH to report vaccine uptake in frontline HSCWs as outlined in the CMO annual flu letter.

Will be PHA be collecting data on Social Care Workers?

Yes – Trust-employed frontline social care workers (SCWs) only.

In Northern Ireland, unlike the rest of the United Kingdom, Health and Social Care is integrated and so many SCWs are employed by Trusts. The definition of frontline SCWs is outlined in table 2.

How will data from the Community Pharmacy Seasonal Influenza Vaccination (CPFV) Service be included?

The CPFV Service will use the VMS to record vaccinations. All Trust-employed frontline HSCWs who have been vaccinated by the participating community pharmacies will be collected from the VMS by PHA flu surveillance team. Those vaccinated through the CPFV Service will be added to those vaccinated by the Trust occupational health teams each month, for the agreed staff groups (see tables 1-4, and appendix 1). Non-Trust frontline HCWS vaccinated by the CPFV Service will also be recorded in the VMS but only the agreed staff groups will be reported by the PHA.

Why is PHA not collecting data on porters and other support services such as those working in catering and domestic services?

The role of porters, catering and domestic service staff across Trusts differs, with some having direct patient care and others not. It is therefore not possible to standardise data collection for these groups across Trusts and so a decision has been taken not to include these groups as frontline for PHA monitoring arrangements only. However, in Trusts in which these staff are considered to have patient contact they should be offered the vaccine in the same way as other frontline staff.

Will PHA be collecting data on clerical and administrative staff that work in clinical areas?

Administrative and clerical staff mostly do not work in clinical areas and so do not have direct patient contact. The only exceptions are ward clerks who may sit on the wards and therefore have some direct patient care; however, this is not universal practice across all Trusts.

A decision has therefore been taken not to include any administrative and clerical staff as frontline for PHA monitoring arrangements only. However, in Trusts where

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these staff do have patient contact they should be offered the vaccine in the same way as other frontline staff.

Should vaccines administered to HSCWs outside the Trust still be counted?

Yes.

The PHA is interested in knowing the proportion of HSCWs in your Trust that are protected against flu with the vaccine. It does not matter where they received the vaccine e.g. at their own GP. HSCWs should report their vaccination status to their Trust (verbal report is sufficient). If available, PHA flu surveillance team will be able to capture this information from VMS and collate within each Trust's figures.

How do you record data on frontline staff if they are not on HRPTS?

Any staff working in your Trust during the flu season that has direct patient contact should be offered the vaccine. However, there are groups of staff working in your Trust that have direct patient contact but that are not employed by the Trust and therefore not recorded on HRPTS e.g. students, agency staff, staff employed by a third party.

These staff should be vaccinated and entered onto the VMS.

How do you record data on frontline community staff that are vaccinated by Trust occupational health on behalf of community organisations?

In Northern Ireland, non-Trust-employed health and social care staff can receive the vaccine via the Occupational Health Service in their local Trust, including community pharmacists, staff involved in supplying medicines, dental staff, general practitioners, private nursing and residential care home staff.

These individuals will not be collected in Trust frontline HSCW figures.

Why do you not remove leavers from the Trust?

The information PHA is interested in is the number of frontline HSCWs that were vaccinated when they worked in the Trust at any point during the flu season, even if this is only one day or shift. Even if the person leaves during the flu period they should still be captured in both the numerator and denominator.

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Contacts

If you have any queries regarding the seasonal influenza vaccine uptake data collection process that are not address in this guidance or the CMO circular, please email: FluSurveillance@hscni.net

If you have any general queries regarding the seasonal influenza programme for health care workers, please email: Pha.immunisation@hscni.net

Appendix 1 Frontline HSCW staff list for data collection

Table 6 provides a list of HRPTS codes which can be used to clarify frontline HSCW staff which should be included under each staff grouping for data collection. This list is not exhaustive and will be kept under review.

Table 6: Examples of frontline HSCW staff (with HRPTS codes) that will be included under each staff grouping for data collection from VMS

Frontline HSCW	HRPTS code	Staff
Doctors	8002	SENIOR DENTAL OFFICER
	8003	SENIOR DENTAL OFFICER
	8004	DENTAL OFFICER
	8015	SENIOR MEDICAL OFFICER
	8016	CLINICAL MEDICAL OFFICER
	8018	SENIOR CLINICAL MED OFF
	8022	CONSULTANT
	8023	CONSULTANT/UNIT DIRECTOR
	8024	SENIOR HOSPITAL MED OFF
	8025	SENIOR HOSPITAL DENTAL OFF
	8027	ASST DENTAL SURGEON (8)
	8028	SENIOR REGISTRAR/SEN TUTOR
	8029	SENIOR REGISTRAR
	8030	REGISTRAR/TUTOR
	8031	REGISTRAR
	8032	SENIOR HOUSE OFF/JUN TUTOR
	8033	SENIOR HOUSE OFFICER
	8034	HOUSE OFFICER (POST-REG)
	8036	HOSPITAL PRACTITIONER
	8037	GENERAL MED PRACT/HOSP
	8038	GP SESSIONS
	8039	GENERAL DENTAL PRACT
	8040	HOUSE OFFICER (PRE-REG)
	8041	ASSOCIATE SPECIALIST
	8044	MEDICAL OFFICER
	8045	AREA MEDICAL OFFICER
	8048	GROUP DENTAL OFFICER
	8049	SPEC IN COMMUNITY MEDICINE
	8055	COMMUNITY DENTAL OFFICER
	8056	GP OUT OF HOURS
	8057	STAFF GRADE
	8058	GP ICATS
	8059	TRUST APPOINTMENT FOR SERVICE
8060	STAFF GRADE	
8063	CLINICAL FELLOW	

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8065	CLINICAL RESEARCH FELLOW
8066	SPECIALIST REGISTRAR
8067	LOCUM APPOINTMENT FOR TRAINING
8068	LOCUM APPOINTMENT FOR TRAINING
8069	GP WITH SPECIAL INTEREST
8070	STAFF GRADE PRACTITIONER
8071	CONSULTANT (SESSIONS)
8072	ASSOC SPECIALIST(OLD CONTRACT)
8073	S/HOSP MED OFF (SESSIONS)
8074	S/HOSP DENT OFF (SESSIONS)
8075	SENIOR REGISTRAR
8076	REGISTRAR (UMT'S) M120
8077	SEN HOUSE OFFICER (UMT'S)
8078	P/T MED PRACT (SESSIONS)
8079	HOSPITAL DENTAL PRACTITIONER
8080	HOSP PRACT (SESSIONS)
8081	STAFF GRADE (OLD CONTRACT)
8083	FOUNDATION HOUSE OFFICER 1
8084	FOUNDATION HOUSE OFFICER 2
8085	FIXED TERM SPEC APPOINTMENT
8086	SPECIALTY REGISTRAR (STR)
8087	SPECIALTY DOCTOR (NC)
8088	ASSOCIATE SPECIALIST (NC)
8089	CORE TRAINEE (CT)
8090	CONSULTANT IN P/H MEDICINE
8091	SPECIALIST REGISTRAR
8092	CONSULTANT (NC)
8097	DENTAL FOUNDATION OFFICER 2
8098	LOCAL TRUST DOCTOR
8099	LOCUM FY1
8100	LOCUM ST12
8101	LOCUM CT 1/2
8102	LOCUM FY2
8103	LOCUM ST3
8104	LOCUM STAFF GRADE
8105	LOCUM SPECIALITY DOCTOR
8106	LOCUM ASSOCIATED SPECIALIST
8107	COMM DENTAL OFFICER (NC)
8108	COMM SNR DENTAL OFFICER (NC)
8110	COMM SPEC DENTAL OFFICER (NC)
8501	CONSULTANT
8502	ASSOCIATE SPECIALIST
8503	SEN HOSP MEDICAL OFFICER
8504	SEN HOSP DENTAL OFFICER

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	8505	HOSPITAL PRACTITIONER
	8506	STAFF GRADE PRACTITIONER
Nurses, midwives	5509	STAFF NURSE
	5510	STAFF NURSE
	5515	SISTER/CHARGE NURSE
	5A15	ACUTE NURSE (5)
	5A16	ACUTE NURSE (6)
	5A17	ACUTE NURSE (7)
	5A19	ACUTE NURSE (9)
	5A1A	ACUTE NURSE (8A)
	5A1B	ACUTE NURSE (8B)
	5A1C	ACUTE NURSE (8C)
	5A1D	ACUTE NURSE (8D)
	5A25	PAEDIATRIC NURSE (5)
	5A26	PAEDIATRIC NURSE (6)
	5A27	PAEDIATRIC NURSE (7)
	5A29	PAEDIATRIC NURSE (9)
	5A2A	PAEDIATRIC NURSE (8A)
	5A2B	PAEDIATRIC NURSE (8B)
	5A2C	PAEDIATRIC NURSE (8C)
	5A2D	PAEDIATRIC NURSE (8D)
	5A35	SCHOOL NURSE (5)
	5A36	SCHOOL NURSE (6)
	5A37	SCHOOL NURSE (7)
	5A39	SCHOOL NURSE (9)
	5A3A	SCHOOL NURSE (8A)
	5A3B	SCHOOL NURSE (8B)
	5A3C	SCHOOL NURSE (8C)
	5A3D	SCHOOL NURSE (8D)
	5A45	DISTRICT NURSE (5)
	5A46	DISTRICT NURSE (6)
	5A47	DISTRICT NURSE (7)
	5A49	DISTRICT NURSE (9)
	5A4A	DISTRICT NURSE (8A)
	5A4B	DISTRICT NURSE (8B)
	5A4C	DISTRICT NURSE (8C)
	5A4D	DISTRICT NURSE (8D)
	5A55	TREAT ROOM/PRACTICE NURSE (5)
	5A56	TREAT ROOM/PRACTICE NURSE (6)
	5A57	TREAT ROOM/PRACTICE NURSE (7)
	5A59	TREAT ROOM/PRACTICE NURSE (9)
	5A5A	TREAT ROOM/PRACTICE NURSE (8A)
5A5B	TREAT ROOM/PRACTICE NURSE (8B)	
5A5C	TREAT ROOM/PRACTICE NURSE (8C)	

5A5D	TREAT ROOM/PRACTICE NURSE (8D)
5A65	MENTAL HEALTH NURSE (5)
5A66	MENTAL HEALTH NURSE (6)
5A67	MENTAL HEALTH NURSE (7)
5A69	MENTAL HEALTH NURSE (9)
5A6A	MENTAL HEALTH NURSE (8A)
5A6B	MENTAL HEALTH NURSE (8B)
5A6C	MENTAL HEALTH NURSE (8C)
5A6D	MENTAL HEALTH NURSE (8D)
5A75	LEARNING DISABILITY NURSE (5)
5A76	LEARNING DISABILITY NURSE (6)
5A77	LEARNING DISABILITY NURSE (7)
5A79	LEARNING DISABILITY NURSE (9)
5A7A	LEARNING DISABILITY NURSE (8A)
5A7B	LEARNING DISABILITY NURSE (8B)
5A7C	LEARNING DISABILITY NURSE (8C)
5A7D	LEARNING DISABILITY NURSE (8D)
5A85	HEALTH VISITOR (5)
5A86	HEALTH VISITOR (6)
5A87	HEALTH VISITOR (7)
5A89	HEALTH VISITOR (9)
5A8A	HEALTH VISITOR (8A)
5A8B	HEALTH VISITOR (8B)
5A8C	HEALTH VISITOR (8C)
5A8D	HEALTH VISITOR (8D)
5A95	SPECIALIST NURSE (5)
5A96	SPECIALIST NURSE (6)
5A97	SPECIALIST NURSE (7)
5A99	SPECIALIST NURSE (9)
5A9A	SPECIALIST NURSE (8A)
5A9B	SPECIALIST NURSE (8B)
5A9C	SPECIALIST NURSE (8C)
5A9D	SPECIALIST NURSE (8D)
5B15	MIDWIFE (5)
5B16	MIDWIFE (6)
5B17	MIDWIFE (7)
5B19	MIDWIFE (9)
5B1A	MIDWIFE (8A)
5B1B	MIDWIFE (8B)
5B1C	MIDWIFE (8C)
5B1D	MIDWIFE (8D)
5B45	MULTISERVICE NURSE MANAGER (5)
5B46	MULTISERVICE NURSE MANAGER (6)
5B47	MULTISERVICE NURSE MANAGER (7)

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	5B49	MULTISERVICE NURSE MANAGER (9)
	5B4A	MULTISERVICE NURSE MANAGER(8A)
	5B4B	MULTISERVICE NURSE MANAGER(8B)
	5B4C	MULTISERVICE NURSE MANAGER(8C)
	5B4D	MULTISERVICE NURSE MANAGER(8D)
	5B55	NURSE MANAGER (5)
	5B56	NURSE MANAGER (6)
	5B57	NURSE MANAGER (7)
	5B59	NURSE MANAGER (9)
	5B5A	NURSE MANAGER (8A)
	5B5B	NURSE MANAGER (8B)
	5B5C	NURSE MANAGER (8C)
	5B5D	NURSE MANAGER (8D)
	5B95	FAMILY PLANNING NURSE (5)
	5B96	FAMILY PLANNING NURSE (6)
	5B97	FAMILY PLANNING NURSE (7)
	5C15	PRISON NURSE (5)
	5C16	PRISON NURSE (6)
	5C17	PRISON NURSE (7)
	5C2A	MIDWIFERY MANAGER (8A)
	5C2B	MIDWIFERY MANAGER (8B)
	5C2C	MIDWIFERY MANAGER (8C)
	5C36	LEARN DISABILITY WD SR/CN (6)
	5C37	LEARN DISABILITY WD SR/CN (7)
	5C46	ACUTE WD SR/CN (6)
	5C47	ACUTE WD SR/CN (7)
	5C56	MENTAL HEALTH WD SR/CN (6)
	5C57	MENTAL HEALTH WD SR/CN (7)
	5C66	PAEDIATRIC WD SR/CN (6)
	5C67	PAEDIATRIC WD SR/CN (7)
	5C76	NON-ACUTE WD SR/CN (6)
	5C77	NON-ACUTE WD SR/CN (7)
	5C87	MATERNITY SR/CH MIDWIFE (7)
	5C96	LEARN DIS DEPUTY WD SR/CN (6)
	5D16	ACUTE DEPUTY WD SR/CN (6)
	5D26	MENTAL HTH DEP WD SR/CN (6)
	5D36	PAEDIATRIC DEP WD SR/CN (6)
	5D46	NON-ACUTE DEP WD SR/CN (6)
Allied Health Professionals	7A15	ART & MUSIC THERAPIST (5)
	7A16	ART & MUSIC THERAPIST (6)
	7A17	ART & MUSIC THERAPIST (7)
	7A45	DIETITIAN (5)
	7A46	DIETITIAN (6)
	7A47	DIETITIAN (7)

7A4A	DIETITIAN (8A)
7A4B	DIETITIAN (8B)
7A75	OCCUPATIONAL THERAPIST (5)
7A76	OCCUPATIONAL THERAPIST (6)
7A77	OCCUPATIONAL THERAPIST (7)
7A7A	OCCUPATIONAL THERAPIST (8A)
7A7B	OCCUPATIONAL THERAPIST (8B)
7A7C	OCCUPATIONAL THERAPIST (8C)
7A7D	OCCUPATIONAL THERAPIST (8D)
7A85	ORTHOPTIST (5)
7A86	ORTHOPTIST (6)
7A87	ORTHOPTIST (7)
7A8A	ORTHOPTIST (8A)
7A8B	ORTHOPTIST (8B)
7A8C	ORTHOPTIST (8C)
7A8D	ORTHOPTIST (8D)
7A96	OPTOMETRIST (6)
7A97	OPTOMETRIST (7)
7A9A	OPTOMETRIST (8A)
7A9B	OPTOMETRIST (8B)
7A9C	OPTOMETRIST (8C)
7B26	CLINICAL PSYCHOLOGIST (6)
7B27	CLINICAL PSYCHOLOGIST (7)
7B29	CLINICAL PSYCHOLOGIST (9)
7B2A	CLINICAL PSYCHOLOGIST (8A)
7B2B	CLINICAL PSYCHOLOGIST (8B)
7B2C	CLINICAL PSYCHOLOGIST (8C)
7B2D	CLINICAL PSYCHOLOGIST (8D)
7B45	PHYSIOTHERAPIST (5)
7B46	PHYSIOTHERAPIST (6)
7B47	PHYSIOTHERAPIST (7)
7B4A	PHYSIOTHERAPIST (8A)
7B4B	PHYSIOTHERAPIST (8B)
7B4C	PHYSIOTHERAPIST (8C)
7B55	PODIATRIST (5)
7B56	PODIATRIST (6)
7B57	PODIATRIST (7)
7B5A	PODIATRIST (8A)
7B5B	PODIATRIST (8B)
7B5C	PODIATRIST (8C)
7B5D	PODIATRIST (8D)
7B65	RADIOGRAPHER (5)
7B66	RADIOGRAPHER (6)
7B67	RADIOGRAPHER (7)

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	7B6A	RADIOGRAPHER (8A)
	7B6B	RADIOGRAPHER (8B)
	7B6C	RADIOGRAPHER (8C)
	7B75	SPEECH & LANGUAGE T'PIST (5)
	7B76	SPEECH & LANGUAGE T'PIST (6)
	7B77	SPEECH & LANGUAGE T'PIST (7)
	7B7A	SPEECH & LANGUAGE T'PIST (8A)
	7B7B	SPEECH & LANGUAGE T'PIST (8B)
	7B7C	SPEECH & LANGUAGE T'PIST (8C)
	7C55	ALTERNATIVE THERAPIST (5)
	7C56	ALTERNATIVE THERAPIST (6)
	7C57	ALTERNATIVE THERAPIST (7)
Pharmacists	7B16	PHARMACIST (6)
	7B17	PHARMACIST (7)
	7B19	PHARMACIST (9)
	7B1A	PHARMACIST (8A)
	7B1B	PHARMACIST (8B)
	7B1C	PHARMACIST (8C)
	7B1D	PHARMACIST (8D)
Other qualified staff	5B75	COUNSELLOR (5)
	5B76	COUNSELLOR (6)
	5B77	COUNSELLOR (7)
	6B35	COUNSELLOR (5)
	6B36	COUNSELLOR (6)
	6B37	COUNSELLOR (7)
	6B39	COUNSELLOR (9)
	6B3A	COUNSELLOR (8A)
	6B3B	COUNSELLOR (8B)
	6B3C	COUNSELLOR (8C)
	6B3D	COUNSELLOR (8D)
	7A24	BIOMEDICAL SCIENTIST (4)
	7A25	BIOMEDICAL SCIENTIST (5)
	7A26	BIOMEDICAL SCIENTIST (6)
	7A27	BIOMEDICAL SCIENTIST (7)
	7A2A	BIOMEDICAL SCIENTIST (8A)
	7A2B	BIOMEDICAL SCIENTIST (8B)
	7A2C	BIOMEDICAL SCIENTIST (8C)
	7A2D	BIOMEDICAL SCIENTIST (8D)
	7A35	CLINICAL SCIENTIST (5)
	7A36	CLINICAL SCIENTIST (6)
	7A37	CLINICAL SCIENTIST (7)
	7A39	CLINICAL SCIENTIST (9)
	7A3A	CLINICAL SCIENTIST (8A)
	7A3B	CLINICAL SCIENTIST (8B)

	7A3C	CLINICAL SCIENTIST (8C)
	7A3D	CLINICAL SCIENTIST (8D)
	7A63	MEDICAL TECHNICAL OFFICER (3)
	7A64	MEDICAL TECHNICAL OFFICER (4)
	7A65	MEDICAL TECHNICAL OFFICER (5)
	7A66	MEDICAL TECHNICAL OFFICER (6)
	7A67	MEDICAL TECHNICAL OFFICER (7)
	7A6A	MEDICAL TECHNICAL OFFICER (8A)
	7A6B	MEDICAL TECHNICAL OFFICER (8B)
	7C15	COUNSELLOR (5)
	7C16	COUNSELLOR (6)
	7C17	COUNSELLOR (7)
	7C76	PHYSICIAN ASSOCIATE (6)
	7C77	PHYSICIAN ASSOCIATE (7)
Support to clinical staff	5600	NURSING AUXILIARY CSPS
	5S12	ACUTE NURSE SUPPORT (2)
	5S13	ACUTE NURSE SUPPORT (3)
	5S14	ACUTE NURSE SUPPORT (4)
	5S22	PAEDIATRIC NURSE SUPPORT (2)
	5S23	PAEDIATRIC NURSE SUPPORT (3)
	5S24	PAEDIATRIC NURSE SUPPORT (4)
	5S32	SCHOOL NURSE SUPPORT (2)
	5S33	SCHOOL NURSE SUPPORT (3)
	5S34	SCHOOL NURSE SUPPORT (4)
	5S42	DISTRICT NURSE SUPPORT (2)
	5S43	DISTRICT NURSE SUPPORT (3)
	5S44	DISTRICT NURSE SUPPORT (4)
	5S52	TREAT ROOM/PRACT NURSE SUP (2)
	5S53	TREAT ROOM/PRACT NURSE SUP (3)
	5S54	TREAT ROOM/PRACT NURSE SUP (4)
	5S62	MENTAL HEALTH NURSE SUPPORT(2)
	5S63	MENTAL HEALTH NURSE SUPPORT(3)
	5S64	MENTAL HEALTH NURSE SUPPORT(4)
	5S72	LEARNING DISABILITY NRS SUP(2)
	5S73	LEARNING DISABILITY NRS SUP(3)
	5S74	LEARNING DISABILITY NRS SUP(4)
	5S82	HEALTH VISITOR SUPPORT (2)
	5S83	HEALTH VISITOR SUPPORT (3)
	5S84	HEALTH VISITOR SUPPORT (4)
	5S92	SPECIALIST NURSE SUPPORT (2)
	5S93	SPECIALIST NURSE SUPPORT (3)
5S94	SPECIALIST NURSE SUPPORT (4)	
5T12	MIDWIFE SUPPORT (2)	
5T13	MIDWIFE SUPPORT (3)	

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	5T14	MIDWIFE SUPPORT (4)
	6T21	PLAYGROUP SPECIALIST/WORKER(1)
	6T22	PLAYGROUP SPECIALIST/WORKER(2)
	6T23	PLAYGROUP SPECIALIST/WORKER(3)
	6T24	PLAYGROUP SPECIALIST/WORKER(4)
	6T25	PLAYGROUP SPECIALIST/WORKER(5)
	7A53	DENTISTRY (3)
	7A54	DENTISTRY (4)
	7A55	DENTISTRY (5)
	7A56	DENTISTRY (6)
	7B34	ASSISTANT PSYCHOLOGIST (4)
	7B35	ASSISTANT PSYCHOLOGIST (5)
	7C35	PLAY SPECIALIST (5)
	7C36	PLAY SPECIALIST (6)
	7C37	PLAY SPECIALIST (7)
	7S12	BIOMEDICAL SCIENCE-SUPP (2)
	7S13	BIOMEDICAL SCIENCE-SUPP (3)
	7S14	BIOMEDICAL SCIENCE-SUPP (4)
	7S22	DIETETIC - SUPPORT (2)
	7S23	DIETETIC - SUPPORT (3)
	7S24	DIETETIC - SUPPORT (4)
	7S32	DENTISTRY - SUPPORT (2)
	7S42	OCCUP THERAPY - SUPPORT (2)
	7S43	OCCUP THERAPY - SUPPORT (3)
	7S44	OCCUP THERAPY - SUPPORT (4)
	7S45	OCCUP THERAPY - SUPPORT (5)
	7S52	PHARMACY - SUPPORT (2)
	7S53	PHARMACY - SUPPORT (3)
	7S54	PHARMACY - SUPPORT (4)
	7S55	PHARMACY - SUPPORT (5)
	7S62	PHYSIOTHERAPY - SUPPORT (2)
	7S63	PHYSIOTHERAPY - SUPPORT (3)
	7S64	PHYSIOTHERAPY - SUPPORT (4)
	7S72	PODIATRY - SUPPORT (2)
	7S73	PODIATRY - SUPPORT (3)
	7S74	PODIATRY - SUPPORT (4)
	7S82	RADIOGRAPHY - SUPPORT (2)
	7S83	RADIOGRAPHY - SUPPORT (3)
	7S84	RADIOGRAPHY - SUPPORT (4)
	7S92	S/LANGUAGE T'PIST-S'PORT (2)
	7S93	S/LANGUAGE T'PIST-S'PORT (3)
	7S94	S/LANGUAGE T'PIST-S'PORT (4)
	7T32	ASSISTANT TECH OFFICER (2)
	7T33	ASSISTANT TECH OFFICER (3)

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	7T42	ORTHOPTIST - SUPPORT (2)
	7T43	ORTHOPTIST - SUPPORT (3)
	7T44	ORTHOPTIST - SUPPORT (4)
	7T52	PLAY SPECIALIST SUPPORT (2)
	7T53	PLAY SPECIALIST SUPPORT (3)
	7T54	PLAY SPECIALIST SUPPORT (4)
	7T62	MULTI AHP SUPPORT WORKER (2)
	7T63	MULTI AHP SUPPORT WORKER (3)
	7T64	MULTI AHP SUPPORT WORKER (4)
Social workers	6A15	HOSPITAL SOCIAL WORKER (5)
	6A16	HOSPITAL SOCIAL WORKER (6)
	6A17	HOSPITAL SOCIAL WORKER (7)
	6A19	HOSPITAL SOCIAL WORKER (9)
	6A1A	HOSPITAL SOCIAL WORKER (8A)
	6A1B	HOSPITAL SOCIAL WORKER (8B)
	6A1C	HOSPITAL SOCIAL WORKER (8C)
	6A1D	HOSPITAL SOCIAL WORKER (8D)
	6A25	ELDERLY SOCIAL WORKER (5)
	6A26	ELDERLY SOCIAL WORKER (6)
	6A27	ELDERLY SOCIAL WORKER (7)
	6A29	ELDERLY SOCIAL WORKER (9)
	6A2A	ELDERLY SOCIAL WORKER (8A)
	6A2B	ELDERLY SOCIAL WORKER (8B)
	6A2C	ELDERLY SOCIAL WORKER (8C)
	6A2D	ELDERLY SOCIAL WORKER (8D)
	6A35	PHYS DIS/SENS IMPR SOC WR (5)
	6A36	PHYS DIS/SENS IMPR SOC WR (6)
	6A37	PHYS DIS/SENS IMPR SOC WR (7)
	6A39	PHYS DIS/SENS IMPR SOC WR (9)
	6A3A	PHYS DIS/SENS IMPR SOC WR (8A)
	6A3B	PHYS DIS/SENS IMPR SOC WR (8B)
	6A3C	PHYS DIS/SENS IMPR SOC WR (8C)
	6A3D	PHYS DIS/SENS IMPR SOC WR (8D)
	6A45	CHILD/FAMILY SOC WORKER (5)
	6A46	CHILD/FAMILY SOC WORKER (6)
	6A47	CHILD/FAMILY SOC WORKER (7)
	6A49	CHILD/FAMILY SOC WORKER (9)
	6A4A	CHILD/FAMILY SOC WORKER (8A)
	6A4B	CHILD/FAMILY SOC WORKER (8B)
	6A4C	CHILD/FAMILY SOC WORKER (8C)
	6A4D	CHILD/FAMILY SOC WORKER (8D)
	6A55	LEARNING DIS SOC WORKER (5)
	6A56	LEARNING DIS SOC WORKER (6)
6A57	LEARNING DIS SOC WORKER (7)	

6A59	LEARNING DIS SOC WORKER (9)
6A5A	LEARNING DIS SOC WORKER (8A)
6A5B	LEARNING DIS SOC WORKER (8B)
6A5C	LEARNING DIS SOC WORKER (8C)
6A5D	LEARNING DIS SOC WORKER (8D)
6A65	MENTAL HEALTH SOC WORKER (5)
6A66	MENTAL HEALTH SOC WORKER (6)
6A67	MENTAL HEALTH SOC WORKER (7)
6A69	MENTAL HEALTH SOC WORKER (9)
6A6A	MENTAL HEALTH SOC WORKER (8A)
6A6B	MENTAL HEALTH SOC WORKER (8B)
6A6C	MENTAL HEALTH SOC WORKER (8C)
6A6D	MENTAL HEALTH SOC WORKER (8D)
6A95	COMMUNITY SOCIAL WORKER (5)
6A96	COMMUNITY SOCIAL WORKER (6)
6A97	COMMUNITY SOCIAL WORKER (7)
6A99	COMMUNITY SOCIAL WORKER (9)
6A9A	COMMUNITY SOCIAL WORKER (8A)
6A9B	COMMUNITY SOCIAL WORKER (8B)
6A9C	COMMUNITY SOCIAL WORKER (8C)
6A9D	COMMUNITY SOCIAL WORKER (8D)
6B15	SOCIAL WORK MANAGER (5)
6B16	SOCIAL WORK MANAGER (6)
6B17	SOCIAL WORK MANAGER (7)
6B19	SOCIAL WORK MANAGER (9)
6B1A	SOCIAL WORK MANAGER (8A)
6B1B	SOCIAL WORK MANAGER (8B)
6B1C	SOCIAL WORK MANAGER (8C)
6B1D	SOCIAL WORK MANAGER (8D)
6B25	MULTI SERVICES MANAGER (5)
6B26	MULTI SERVICES MANAGER (6)
6B27	MULTI SERVICES MANAGER (7)
6B29	MULTI SERVICES MANAGER (9)
6B2A	MULTI SERVICES MANAGER (8A)
6B2B	MULTI SERVICES MANAGER (8B)
6B2C	MULTI SERVICES MANAGER (8C)
6B2D	MULTI SERVICES MANAGER (8D)
6B56	SOCIAL CARE MANAGER (6)
6B57	SOCIAL CARE MANAGER (7)
6B5A	SOCIAL CARE MANAGER (8A)
6B5B	SOCIAL CARE MANAGER (8B)
6B5C	SOCIAL CARE MANAGER (8C)
6B5D	SOCIAL CARE MANAGER (8D)
6B66	PRISON SOCIAL WORKER (6)

	6B67	PRISON SOCIAL WORKER (7)
	6B85	AYE SOCIAL WORKER (5)
Social care workers	6010	SOCIAL WORKER ASSISTANT
	6S11	HOSPITAL SOCIAL WORKER SUPP(1)
	6S12	HOSPITAL SOCIAL WORKER SUPP(2)
	6S13	HOSPITAL SOCIAL WORKER SUPP(3)
	6S14	HOSPITAL SOCIAL WORKER SUPP(4)
	6S15	HOSPITAL SOCIAL WORKER SUPP(5)
	6S16	HOSPITAL SOCIAL WORKER SUPP(6)
	6S21	ELDERLY SOCIAL WORKER SUPP (1)
	6S22	ELDERLY SOCIAL WORKER SUPP (2)
	6S23	ELDERLY SOCIAL WORKER SUPP (3)
	6S24	ELDERLY SOCIAL WORKER SUPP (4)
	6S25	ELDERLY SOCIAL WORKER SUPP (5)
	6S26	ELDERLY SOCIAL WORKER SUPP (6)
	6S31	PHYS DIS/SENS IMPAIR SUPP (1)
	6S32	PHYS DIS/SENS IMPAIR SUPP (2)
	6S33	PHYS DIS/SENS IMPAIR SUPP (3)
	6S34	PHYS DIS/SENS IMPAIR SUPP (4)
	6S35	PHYS DIS/SENS IMPAIR SUPP (5)
	6S36	PHYS DIS/SENS IMPAIR SUPP (6)
	6S41	CHILD/FAMILY SOC WORK SUP (1)
	6S42	CHILD/FAMILY SOC WORK SUP (2)
	6S43	CHILD/FAMILY SOC WORK SUP (3)
	6S44	CHILD/FAMILY SOC WORK SUP (4)
	6S45	CHILD/FAMILY SOC WORK SUP (5)
	6S46	CHILD/FAMILY SOC WORK SUP (6)
	6S51	LEARNING DIS SOC WR SUPP (1)
	6S52	LEARNING DIS SOC WR SUPP (2)
	6S53	LEARNING DIS SOC WR SUPP (3)
	6S54	LEARNING DIS SOC WR SUPP (4)
	6S55	LEARNING DIS SOC WR SUPP (5)
	6S56	LEARNING DIS SOC WR SUPP (6)
	6S61	MENTAL HEALTH SOC WR SUPP (1)
	6S62	MENTAL HEALTH SOC WR SUPP (2)
	6S63	MENTAL HEALTH SOC WR SUPP (3)
	6S64	MENTAL HEALTH SOC WR SUPP (4)
6S65	MENTAL HEALTH SOC WR SUPP (5)	
6S66	MENTAL HEALTH SOC WR SUPP (6)	
6S91	COMMUNITY SOCIAL CARE SUPP (1)	
6S92	COMMUNITY SOCIAL CARE SUPP (2)	
6S93	COMMUNITY SOCIAL CARE SUPP (3)	
6S94	COMMUNITY SOCIAL CARE SUPP (4)	
6S95	COMMUNITY SOCIAL CARE SUPP (5)	

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	6S96	COMMUNITY SOCIAL CARE SUPP (6)
	6T11	HOME HELPS/DOMICILIARY CARE(1)
	6T12	HOME HELPS/DOMICILIARY CARE(2)
	6T13	HOME HELPS/DOMICILIARY CARE(3)
	6T14	HOME HELPS/DOMICILIARY CARE(4)
	6T15	HOME HELPS/DOMICILIARY CARE(5)