

A photograph of a woman with blonde hair holding a baby in a pink outfit. A man with brown hair is leaning in from the right, looking at the baby. The background is a bright, out-of-focus indoor setting.

# Suffolk County Council Health Visiting Workforce Report

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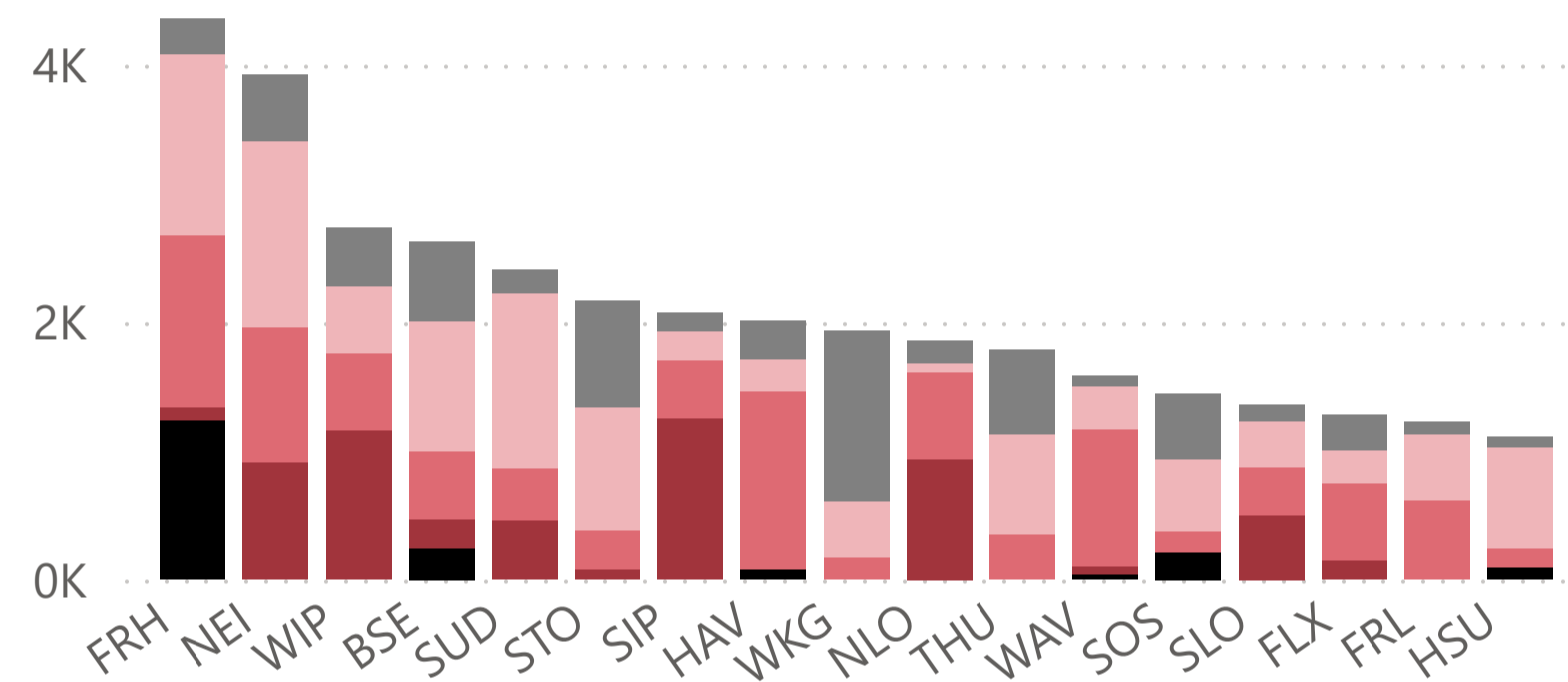
Workload

Target Groups

## Eligible Population (0-4) 35894

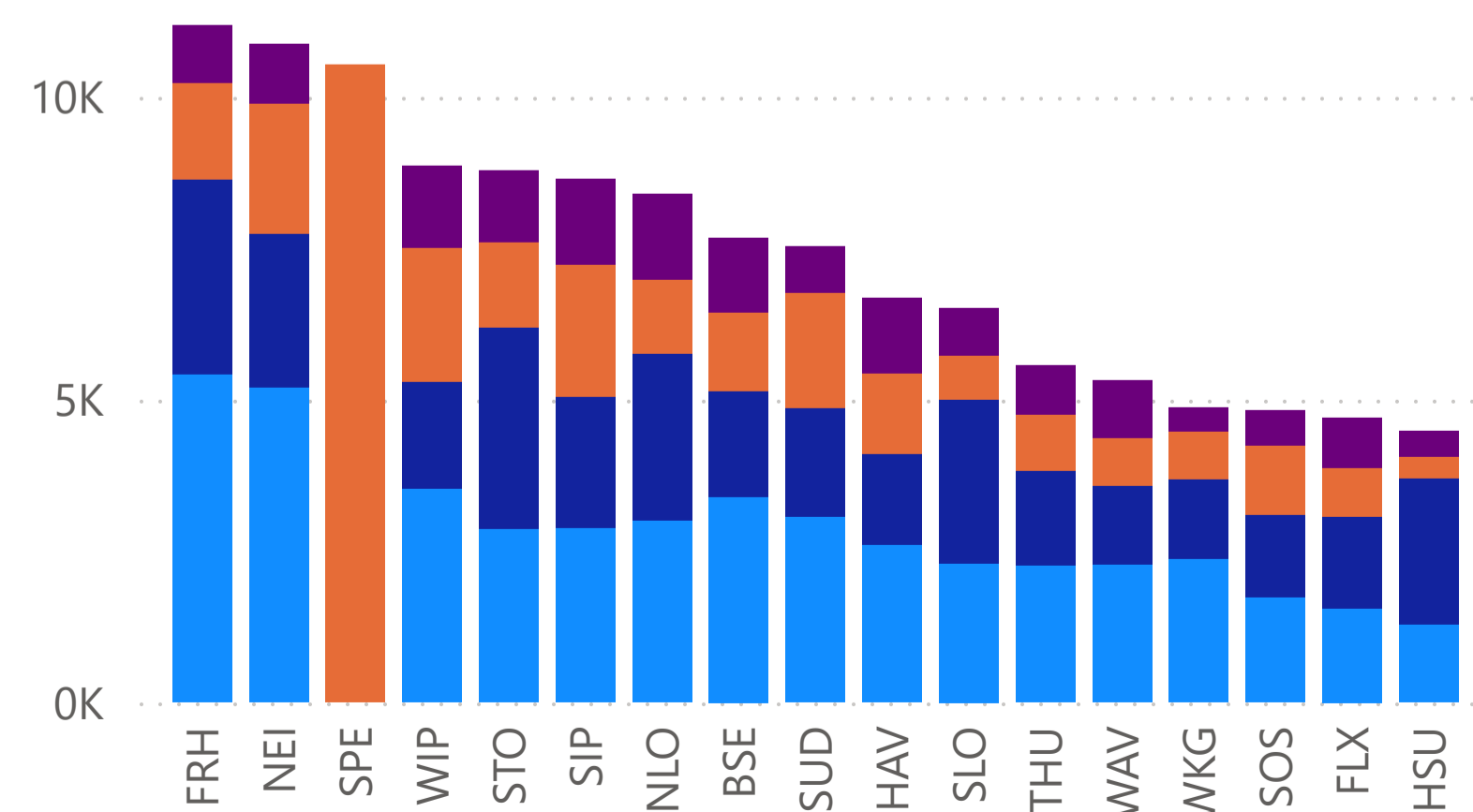
Q1 = most deprived

● 0 ● 1 ● 2 ● 3 ● 4



## Clinical hours 129425

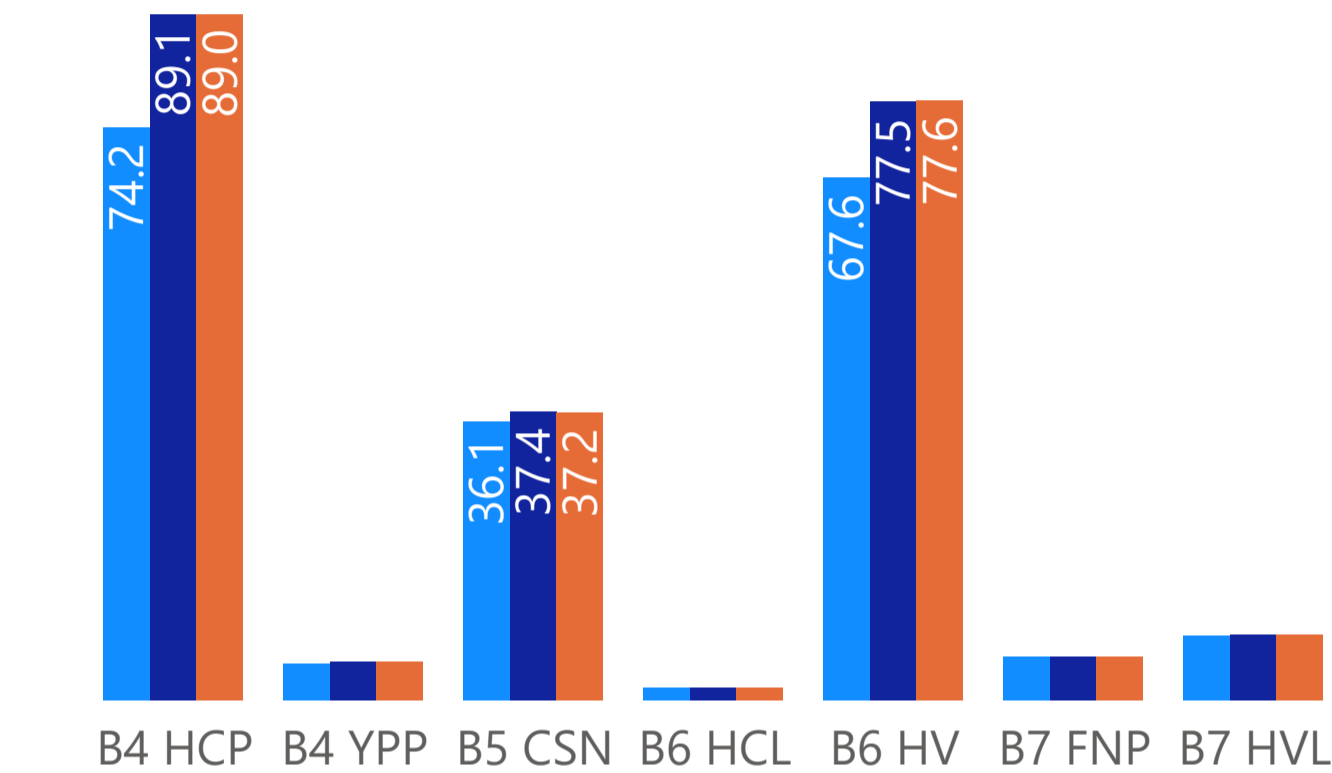
Category ● Mandated ● Community ● Targeted ● Complex



## Baseline Workforce

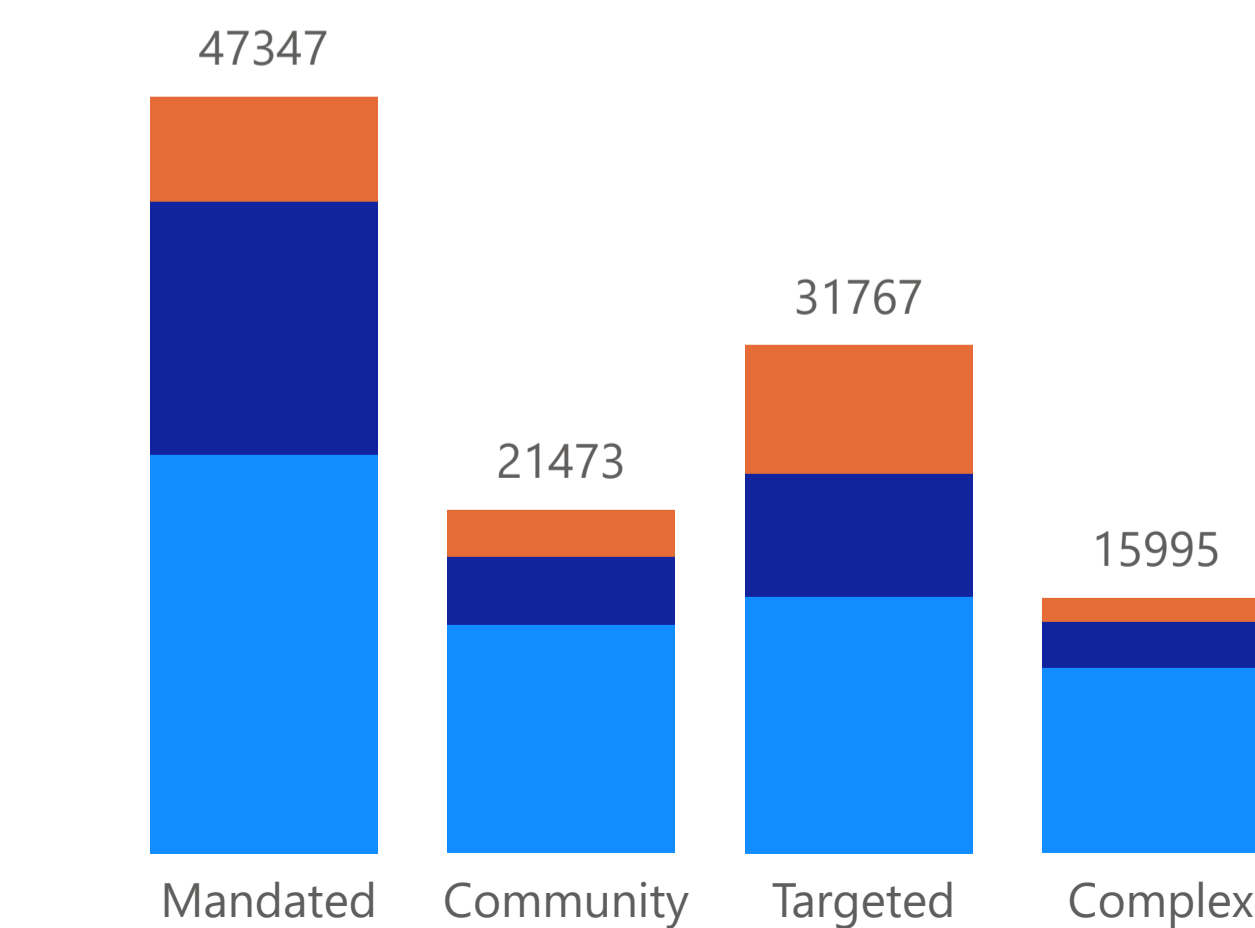
● In-Post ● Budget ● Optimum

198 225 225



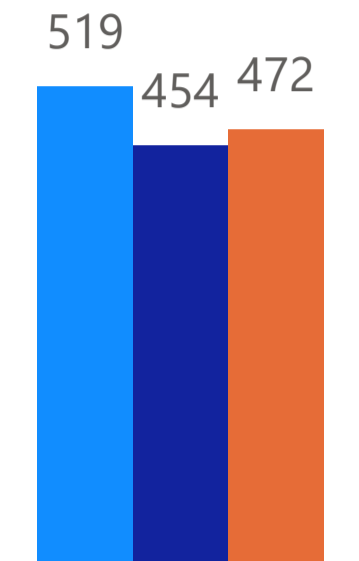
## Clinical hours by Service Group

● Clinic time ● Admin time ● Trav time

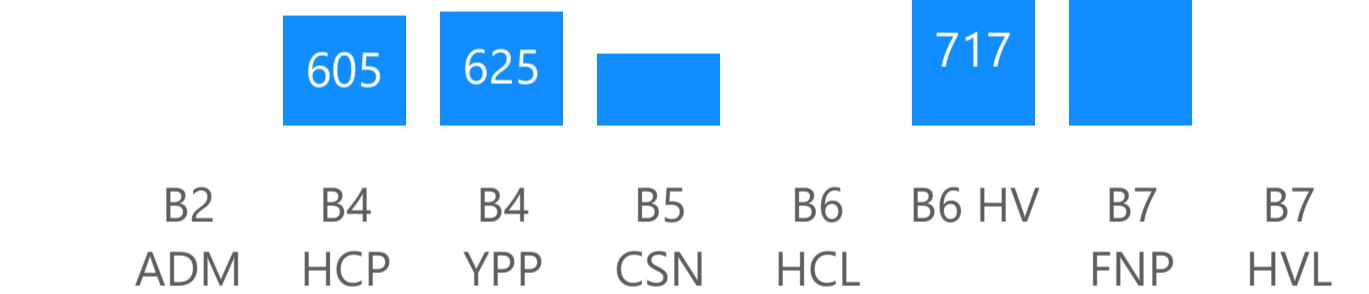


## Caseloads (children per HV)

● In Post ● Budget ● Optimum

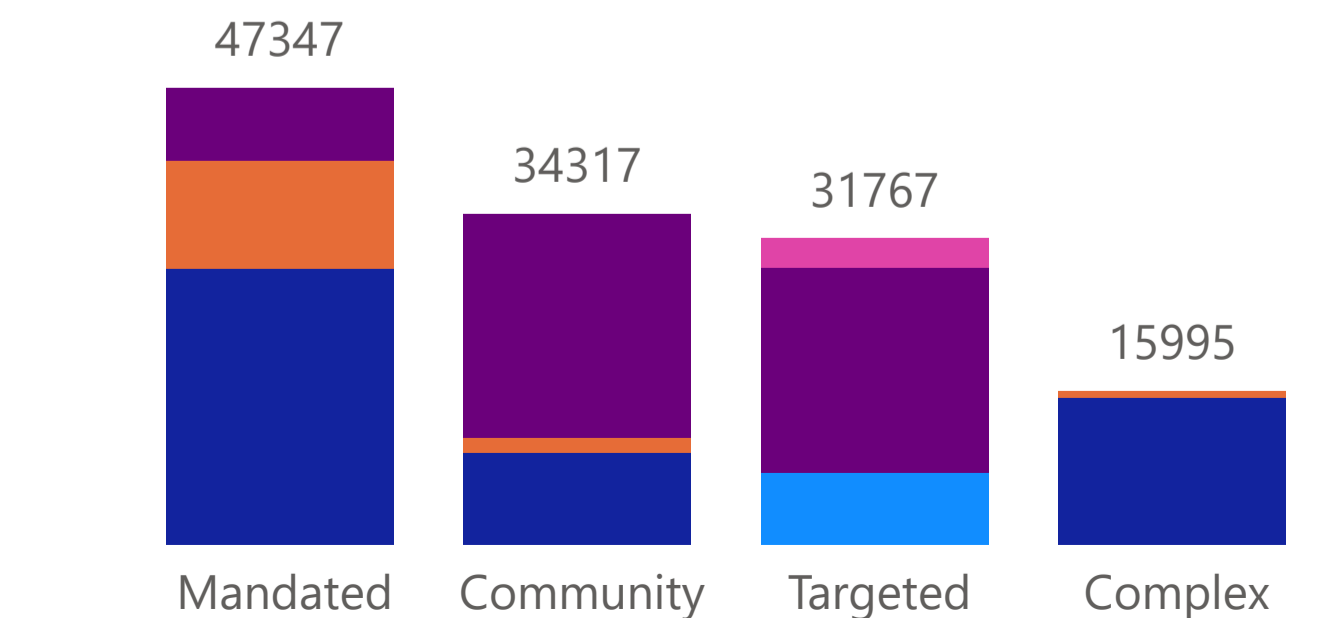


## Staff clinical capacity (hours p.a.)



## Clinical hours allocated (by Staff Role)

SkillName ● Family Nurs... ● Health Visi... ● Staff Nurse



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## 35,894

Eligible Population

## 6,720

New Births

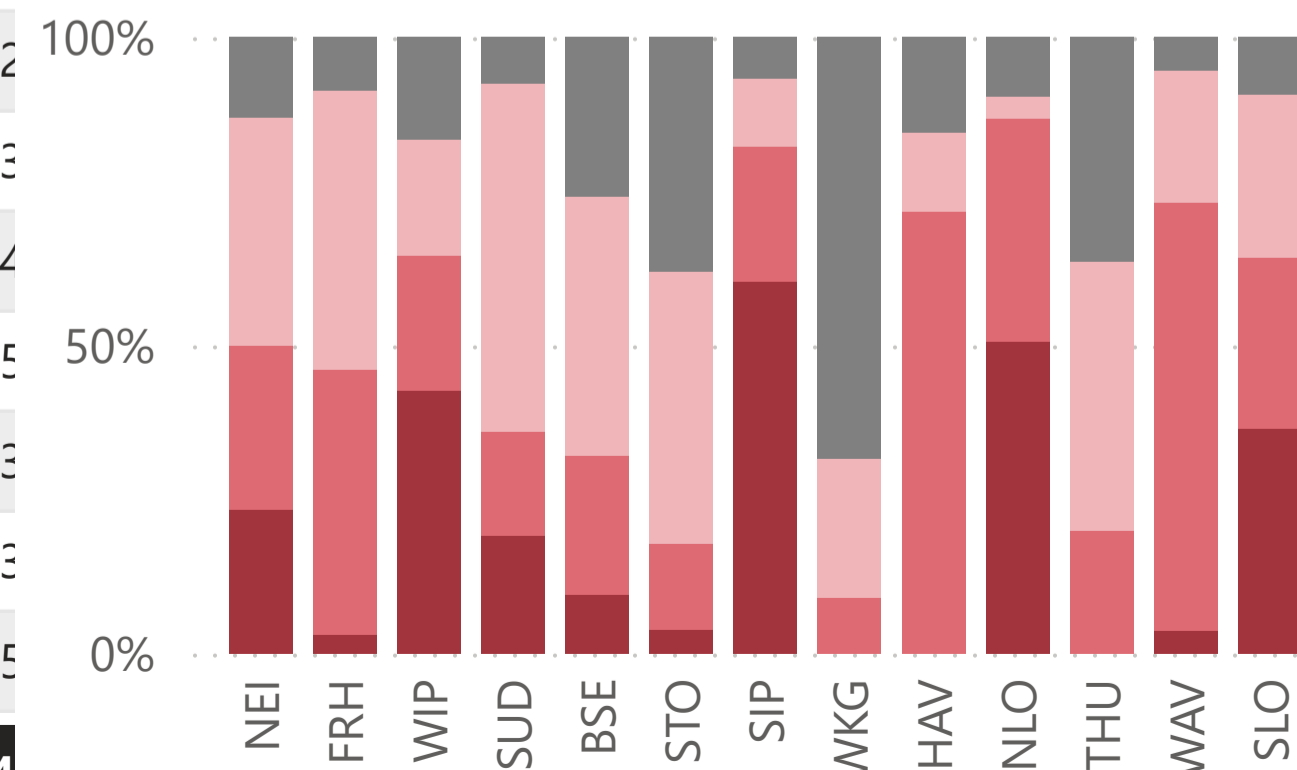
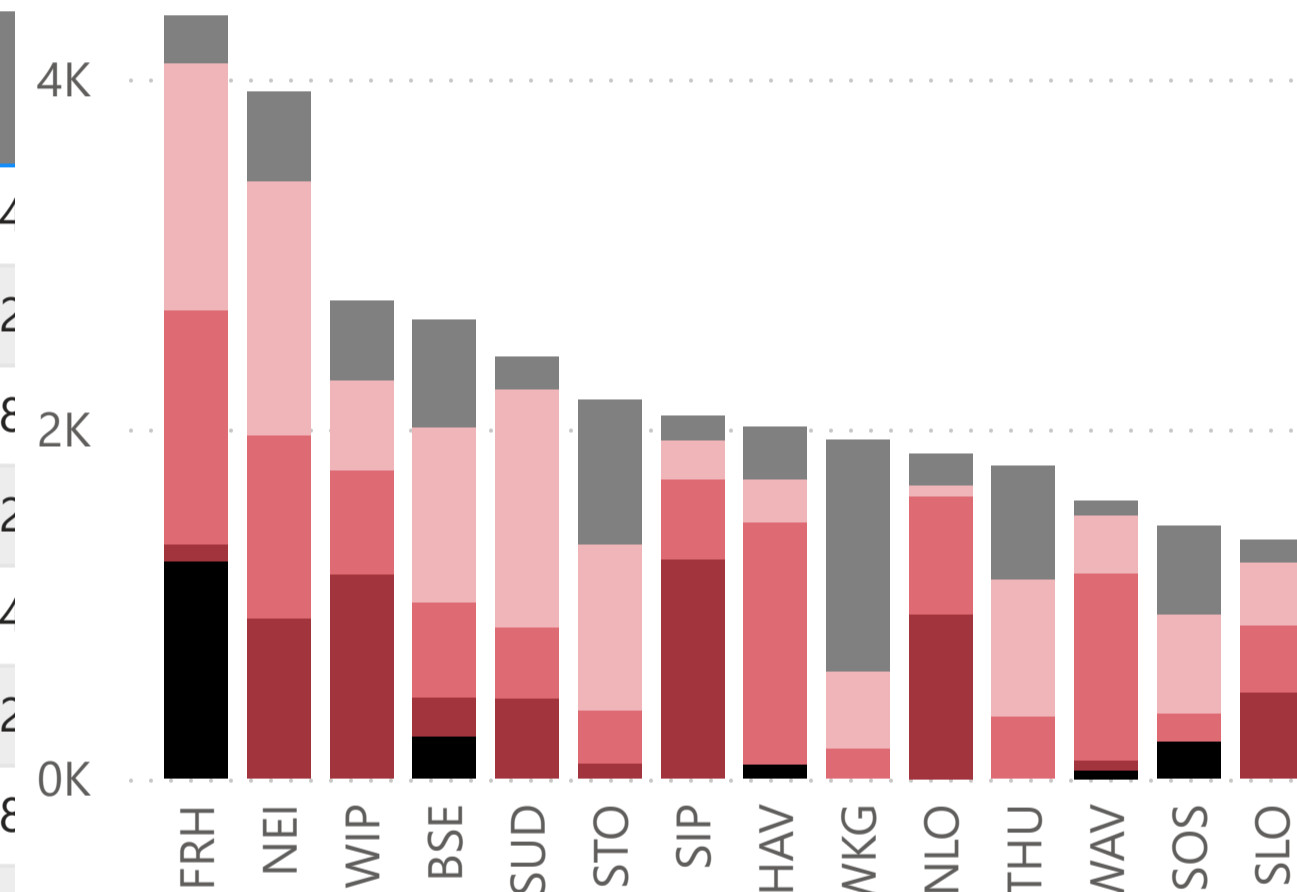
### Eligible Population (by age)

TeamName	0	1	2	3	4
Bury St Edmunds	494.00	534.00	542.00	556.00	4
Felixstowe	223.00	283.00	228.00	276.00	2
Forest Heath	785.00	918.00	881.00	942.00	8
Framlingham & Leiston	237.00	205.00	272.00	254.00	2
Haverhill	381.00	397.00	408.00	426.00	4
High Suffolk	202.00	189.00	194.00	273.00	2
North and East Ipswich	789.00	693.00	784.00	854.00	8
North Lowestoft	342.00	356.00	375.00	383.00	3
South Ipswich	417.00	417.00	405.00	427.00	4
South Lowestoft	267.00	254.00	274.00	276.00	2
South Suffolk	251.00	272.00	271.00	316.00	3
Stowmarket	437.00	417.00	418.00	443.00	4
Sudbury	454.00	447.00	480.00	496.00	5
Thurston	333.00	349.00	360.00	363.00	3
Waveney	251.00	331.00	303.00	339.00	3
West Ipswich	502.00	566.00	542.00	588.00	5
<b>Total</b>	<b>6,720.00</b>	<b>6,962.00</b>	<b>7,127.00</b>	<b>7,631.00</b>	<b>7,4</b>

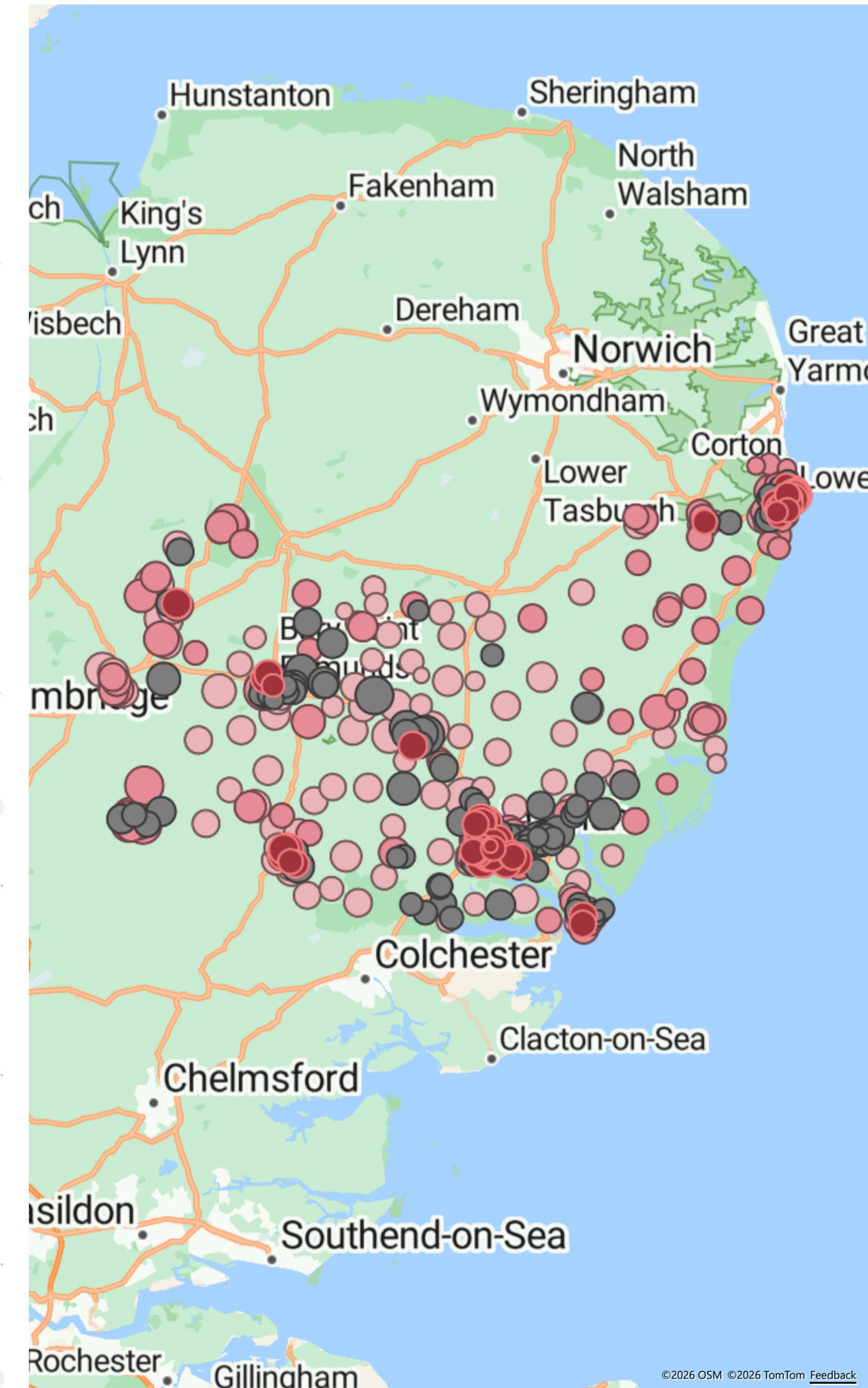
### Population by Deprivation Quartile

Q1 = most deprived

● 0 ● 1 ● 2 ● 3 ● 4



### Population demographics



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## Baseline Workforce

Disp_staffCode	B4 HCP		B4 YPP		B5 CSN		B6 HCL		B6 HV		B7 FNP	
Team	In-Post	Budget	In-Post	Budget	In-Post	Budget	In-Post	Budget	In-Post	Budget	In-Post	Budget
Bury St Edmunds	4.96	5.50			3.08	3.57			3.28	3.89		
Felixstowe	4.42	5.20			2.33	1.85			2.95	3.00		
Forest Heath	5.25	7.00			2.00	2.00			5.30	6.50		
Framlingham & Leiston	4.20	5.00			1.40	2.30			2.00	2.55		
Haverhill	5.62	7.00			3.00	3.00			3.45	5.20		
High Suffolk	3.36	4.00			1.19	1.42			1.41	2.61		
North and East Ipswich	6.37	7.40			3.34	3.35			8.05	9.50		
North Lowestoft	3.60	5.00			1.43	1.00			5.02	5.40		
South Ipswich	4.70	6.50			2.31	2.00			5.88	5.85		
South Lowestoft	4.62	4.60			0.61	1.00			3.22	3.80		
South Suffolk	3.33	4.00			2.00	1.98			2.77	3.00		
Special team (FNP, YPP)			4.72	5.00			1.60	1.60			5.63	5.63
Stowmarket	3.62	4.00			2.28	2.39			4.19	4.20		
Sudbury	4.35	3.80			2.26	2.00			3.73	4.70		
Thurston	3.01	4.00			2.00	2.49			3.20	3.40		
Waveney	4.02	4.07			1.92	2.00			3.28	3.70		
West Ipswich	4.41	7.00			2.00	2.00			6.31	6.65		
Woodbridge and Kesgrave	4.32	5.00			2.02	2.00			2.57	2.50		
<b>Total</b>	<b>74.16</b>	<b>89.07</b>	<b>4.72</b>	<b>5.00</b>	<b>36.07</b>	<b>37.35</b>	<b>1.60</b>	<b>1.60</b>	<b>67.61</b>	<b>77.45</b>	<b>5.63</b>	<b>5.63</b>

## Travel Allowance (mins per visit)

Team	Allowance
Bury St Edmunds	30
Felixstowe	30
Forest Heath	30
Framlingham & Leiston	30
Haverhill	30
High Suffolk	30
North and East Ipswich	30
North Lowestoft	30
South Ipswich	30
South Lowestoft	30
South Suffolk	30
Special team (FNP, YPP)	30
Stowmarket	30
Sudbury	30
Thurston	30
Waveney	30
West Ipswich	30
Woodbridge and Kesgrave	30

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Theoretic capacity represents the % clinical capacity given:

1) the theoretic clinical work allocated to the staff in the baseline model

2) the theoretic clinical availability of the budgeted workforce taking into account leave and absence allowance

A TC of 60% means that the staff would be clinical for 4.44 hrs (60% x 7.4 hrs) on the average clinical day.

TeamName	B4 HCP Assistant	B4 YPP	B5 Clinical Staff Nurse	B6 HCP Team Lead	B6 Health Visitor	B7 FNP	B7 HV Team Leader
Bury St Edmunds	36.05%	0.00%	19.46%		70.55%		10.00%
Felixstowe	30.79%	0.00%	19.90%		44.53%		
Forest Heath	48.10%	0.00%	56.43%		51.95%		10.00%
Framlingham & Leiston	22.30%	0.00%	13.76%		54.26%		
Haverhill	25.95%	0.00%	17.23%		45.79%		
High Suffolk	41.25%	0.00%	19.05%		47.47%		
North and East Ipswich	43.22%	0.00%	29.28%		36.73%		10.00%
North Lowestoft	51.07%	0.00%	51.51%		52.79%		10.00%
South Ipswich	44.16%	0.00%	29.13%		44.96%		10.00%
South Lowestoft	43.25%	0.00%	37.82%		58.72%		
South Suffolk	39.51%	0.00%	18.20%		48.74%		
Special team (FNP, YPP)	0.00%	41.94%	0.00%	0.00%	0.00%	84.15%	
Stowmarket	70.26%	0.00%	23.22%		67.21%		10.00%
Sudbury	67.72%	0.00%	30.67%		45.03%		10.00%
Thurston	39.10%	0.00%	19.04%		55.75%		
Waveney	32.36%	0.00%	20.77%		54.64%		10.00%
West Ipswich	27.50%	0.00%	26.51%		43.42%		0.00%
<b>Total</b>	<b>40.53%</b>	<b>41.94%</b>	<b>25.08%</b>	<b>0.00%</b>	<b>49.51%</b>	<b>84.15%</b>	<b>10.00%</b>

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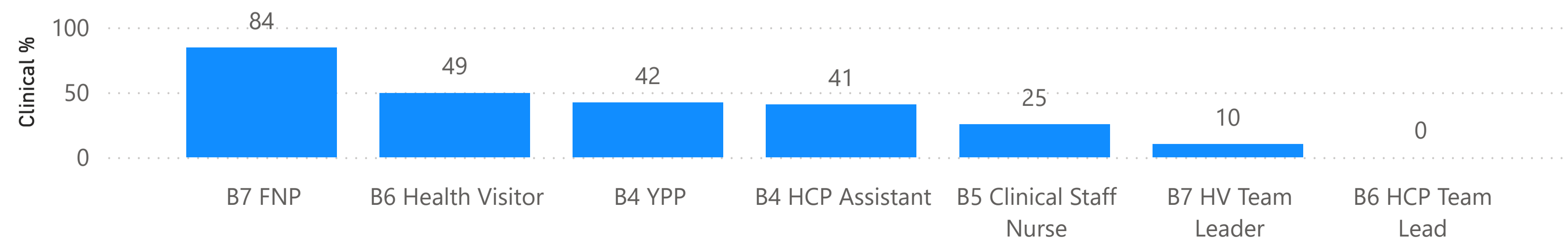
## Optimum Workforce i

Team	B4 HCP	B4 YPP	B5 CSN	B6 HCL	B6 HV	B7 FNP	B7 HVL	Total
Bury St Edmunds	4.89	0.00	2.76		5.55		1.00	<b>14.20</b>
Felixstowe	3.95	0.00	1.46		2.70			<b>8.11</b>
Forest Heath	8.30	0.00	4.48		6.83		1.00	<b>20.62</b>
Framlingham & Leiston	2.75	0.00	1.26		2.80			<b>6.81</b>
Haverhill	4.48	0.00	2.05		4.82			<b>11.35</b>
High Suffolk	4.07	0.00	1.07		2.51			<b>7.65</b>
North and East Ipswich	7.88	0.00	3.90		7.06		1.00	<b>19.84</b>
North Lowestoft	6.29	0.00	2.05		5.77		1.00	<b>15.11</b>
South Ipswich	7.08	0.00	2.31		5.32		1.00	<b>15.71</b>
South Lowestoft	4.90	0.00	1.50		4.51			<b>10.92</b>
South Suffolk	3.90	0.00	1.43		2.96			<b>8.29</b>
Special team (FNP, YPP)	0.00	5.00	0.00	1.60	0.00	5.62		<b>12.22</b>
Stowmarket	6.93	0.00	2.20		5.71		1.00	<b>15.84</b>
Sudbury	6.34	0.00	2.44		4.28		1.00	<b>14.06</b>
Thurston	3.85	0.00	1.88		3.84			<b>9.57</b>
Waveney	3.25	0.00	1.65		4.09		0.50	<b>9.49</b>
West Ipswich	6.47	0.00	2.90		5.84		0.00	<b>15.22</b>
<b>Total</b>	<b>88.98</b>	<b>5.00</b>	<b>37.22</b>	<b>1.60</b>	<b>77.60</b>	<b>5.62</b>	<b>8.50</b>	<b>224.51</b>

## Impact vs Budget (WTEs)

Team	B4 HCP	B4 YPP	B5 CSN	B6 HCL	B6 HV	B7 FNP	B7 HVL	Total
BSE	-0.61	0.00	-0.81		1.66		0.00	<b>0.24</b>
FLX	-1.25	0.00	-0.39		-0.30			<b>-1.94</b>
FRH	1.30	0.00	2.48		0.33		0.00	<b>4.12</b>
FRL	-2.25	0.00	-1.04		0.25			<b>-3.04</b>
HAV	-2.52	0.00	-0.95		-0.38			<b>-3.85</b>
HSU	0.07	0.00	-0.35		-0.10			<b>-0.38</b>
NEI	0.48	0.00	0.55		-2.44		0.00	<b>-1.41</b>
NLO	1.29	0.00	1.05		0.37		0.00	<b>2.71</b>
SIP	0.58	0.00	0.31		-0.53		0.00	<b>0.36</b>
SLO	0.30	0.00	0.50		0.71			<b>1.52</b>
SOS	-0.10	0.00	-0.55		-0.04			<b>-0.69</b>
SPE	0.00	0.00	0.00	0.00	0.00	-0.01		<b>-0.01</b>
STO	2.93	0.00	-0.19		1.51		0.00	<b>4.25</b>
SUD	2.54	0.00	0.44		-0.42		0.00	<b>2.56</b>
THU	-0.15	0.00	-0.61		0.44			<b>-0.32</b>
WAV	-0.82	0.00	-0.35		0.39		0.00	<b>-0.78</b>
WIP	-0.53	0.00	0.90		-0.81		0.00	<b>-0.43</b>
WKG	-1.34	0.00	-1.15		-0.51		0.00	<b>-2.99</b>
<b>Total</b>	<b>-0.09</b>	<b>0.00</b>	<b>-0.13</b>	<b>0.00</b>	<b>0.15</b>	<b>-0.01</b>	<b>0.00</b>	<b>-0.09</b>

Clinical % per Staff Role



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Category	# Activities	Venue	Care Group	Allocation	Avg clinical mins	Avg admin mins	Eligible%	Frequency	Avg sessions	Staff hours	Applicable population	Se
<b>Mandated</b>	<b>14</b>		<b>0 years Targ+Spec</b>	<b>73% HV, 19% SN, 9% HCP</b>	<b>45 mins</b>	<b>29 mins</b>	<b>77.4%</b>	<b>One-off</b>	<b>1.00</b>	<b>47,347</b>	<b>33250</b>	
Ante - Primips (non L'stoft)	1	HOM	New Born Pathway	100% HV	60 mins	20 mins	46.1%	One-off	1.00	4,957	2704	
Ante - Multips (non L'stoft)	1	OFF	New Born Pathway	100% HV	45 mins	20 mins	9.4%	One-off	1.00	599	553	
Ante - Primips (Lowestoft)	1	HOM	New Born Pathway	100% HV	60 mins	20 mins	100.0%	One-off	1.00	1,577	860	
Ante - Multips (Lowestoft)	1	OFF	New Born Pathway	100% HV	45 mins	15 mins	100.0%	One-off	1.00	860	860	
NBV	1	HOM	New Born Pathway	100% HV	60 mins	30 mins	100.0%	One-off	1.00	13,440	6720	
NBV F/U	1	HOM	0 years Targ+Spec	100% HV	30 mins	30 mins	20.0%	One-off	1.00	238	159	
6-8WV Universal	1	CLI	0 years Universal	50% HV, 50% SN	45 mins	30 mins	100.0%	One-off	1.00	7,437	5949	
6-8WV Targ/Spec	1	HOM	0 years Targ+Spec	100% HV	45 mins	35 mins	100.0%	One-off	1.00	1,455	794	
6-8WV F/U	1	HOM	0 years Targ+Spec	70% HV, 30% SN	30 mins	30 mins	20.0%	One-off	1.00	238	159	
1YV Universal	1	OFF	1 years Universal	90% SN, 10% HV	30 mins	35 mins	100.0%	One-off	1.00	6,724	6207	
1YV Targ	1	HOM	1 years Targeted	60% HV, 40% SN	30 mins	35 mins	100.0%	One-off	1.00	1,136	718	
1YV Spec	1	HOM	1 years Specialist	100% HV	30 mins	35 mins	100.0%	One-off	1.00	125	79	
2YV Universal	1	OFF	2 years Universal	100% HCP	40 mins	25 mins	100.0%	One-off	1.00	7,170	6618	
2YV Targ	1	HOM	2 years Targeted	70% SN, 30% HCP	30 mins	35 mins	100.0%	One-off	1.00	1,257	794	
2YV Spec	1	HOM	2 years Specialist	100% HV	40 mins	35 mins	100.0%	One-off	1.00	133	76	
<b>Community</b>	<b>14</b>		<b>0 years Universal</b>	<b>78% HCP, 19% HV, 2% SN</b>	<b>57 mins</b>	<b>17 mins</b>	<b>4.6%</b>		<b>3.98</b>	<b>34,317</b>	<b>3779</b>	
Child Health Clinics	1	CLI	Health Clinics	50% HV, 50% HCP	60 mins	15 mins	100.0%	Monthly	1.00	8,895	297	
Early Days Group	1	OTH	Early Days	100% HCP	60 mins	15 mins	100.0%	Monthly	1.00	3,240	108	
<b>Total</b>	<b>35</b>		<b>0 years Targ+Spec</b>	<b>45% HCP, 42% HV, 13% OTH</b>	<b>53 mins</b>	<b>24 mins</b>	<b>32.0%</b>		<b>1.82</b>	<b>129,425</b>	<b>41704</b>	

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# Service Review

## Select Service

- Mandated
  - Ante - Primips (non L'stoft)
  - Ante - Multips (non L'stoft)
  - Ante - Primips (Lowestoft)
  - Ante - Multips (Lowestoft)
  - NBV
  - NBV F/U
  - 6-8WV Universal
  - 6-8WV Targ/Spec
  - 6-8WV F/U
  - 1YV Universal
  - 1YV Targ
  - 1YV Spec
  - 2YV Universal
  - 2YV Targ
  - 2YV Spec
- Community
  - Child Health Clinics
  - Early Days Group
  - Infant Feeding Support Group
  - Infant Massage Group

## YPP contacts

Clinical time	<b>60 mins</b>	Care Group	<b>YPP Care Pathway</b>
Admin time	<b>55 mins</b>	Allocated to	<b>100% YPP</b>
Venue	<b>Home</b>	Staff required	<b>1.00</b>
Avg Sessions	<b>0.69</b>	Recurrence	<b>Monthly</b>
Eligible	<b>100.00%</b>	Group size	<b>1.00</b>
Notes	mm		

Last Update

Suffolk Test User

21/01/26

### Workload (hours)

● YPP

3022  
(100%)

### Workload metrics

<b>151</b> Care Group pop	<b>151</b> Eligible pop	<b>1250</b> Sessions
<b>1250</b> Delivery hrs	<b>1146</b> Admin hrs	<b>625</b> Travel hrs
<b>3,021.51</b> All Staff Time	<b>4.94</b> Staff required	

### Eligible population

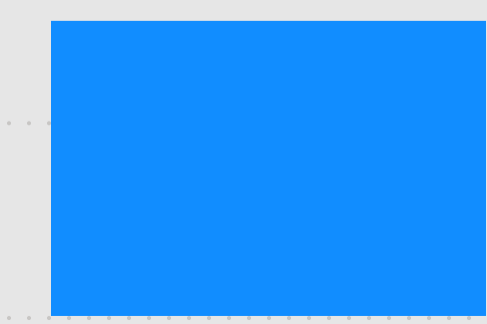
**151**

### Clinical hours by team

4K  
2K  
0K

### Workload (hours)

**3022**



SPE

### Staff required

Estimated staff reqd  
(for reports)

4.94

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CP class	Activity	FNP	HV	SN	HCP	YPP	Total
UNI	Listening Visits		1,413	1,413			<b>2,826</b>
	VIG		704				<b>704</b>
	Wellcomm				239		<b>239</b>
	Ante - Primips (non L'stoft)		4,957				<b>4,957</b>
	Ante - Multips (non L'stoft)		599				<b>599</b>
	Ante - Primips (Lowestoft)		1,577				<b>1,577</b>
	Ante - Multips (Lowestoft)		860				<b>860</b>
	NBV		13,440				<b>13,440</b>
	6-8WV Universal		3,718	3,718			<b>7,437</b>
	1YV Universal		672	6,052			<b>6,724</b>
	2YV Universal					7,170	<b>7,170</b>
	<b>Total</b>		<b>27,940</b>	<b>11,183</b>	<b>7,409</b>		<b>46,532</b>
TAR		<b>7,504</b>	<b>5,765</b>	<b>1,554</b>	<b>40,158</b>	<b>3,022</b>	<b>58,003</b>
CPX			<b>15,278</b>	<b>717</b>			<b>15,995</b>
COM			<b>4,448</b>		<b>4,448</b>		<b>8,895</b>
<b>Total</b>		<b>7,504</b>	<b>53,431</b>	<b>13,455</b>	<b>52,014</b>	<b>3,022</b>	<b>129,425</b>

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- Clinical Allocation
- Staff Calculation**
- Caseloads
- Workload
- Target Groups

**Table 1: Clinical Contribution per Staff Role**

Role title	Role type	Band	Role code	Discipline code	Type	Leave days	Absence rate %	Work days	Clinical %	Clin hrs/WTE
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**Staff clinical capacity (hours p.a.)**

**Table 2: Clinical Workload & Optimum Staffing**

Role title	Role type	Band	Clinical hours	Clin hrs/WTE	Active WTE	LT leave %	All WTE	Hcount
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**Optimum staff (all WTE)**

Selected Scenario

Disp\_staffCode

Dept filter

Health Visiting

Region/Team filter

All

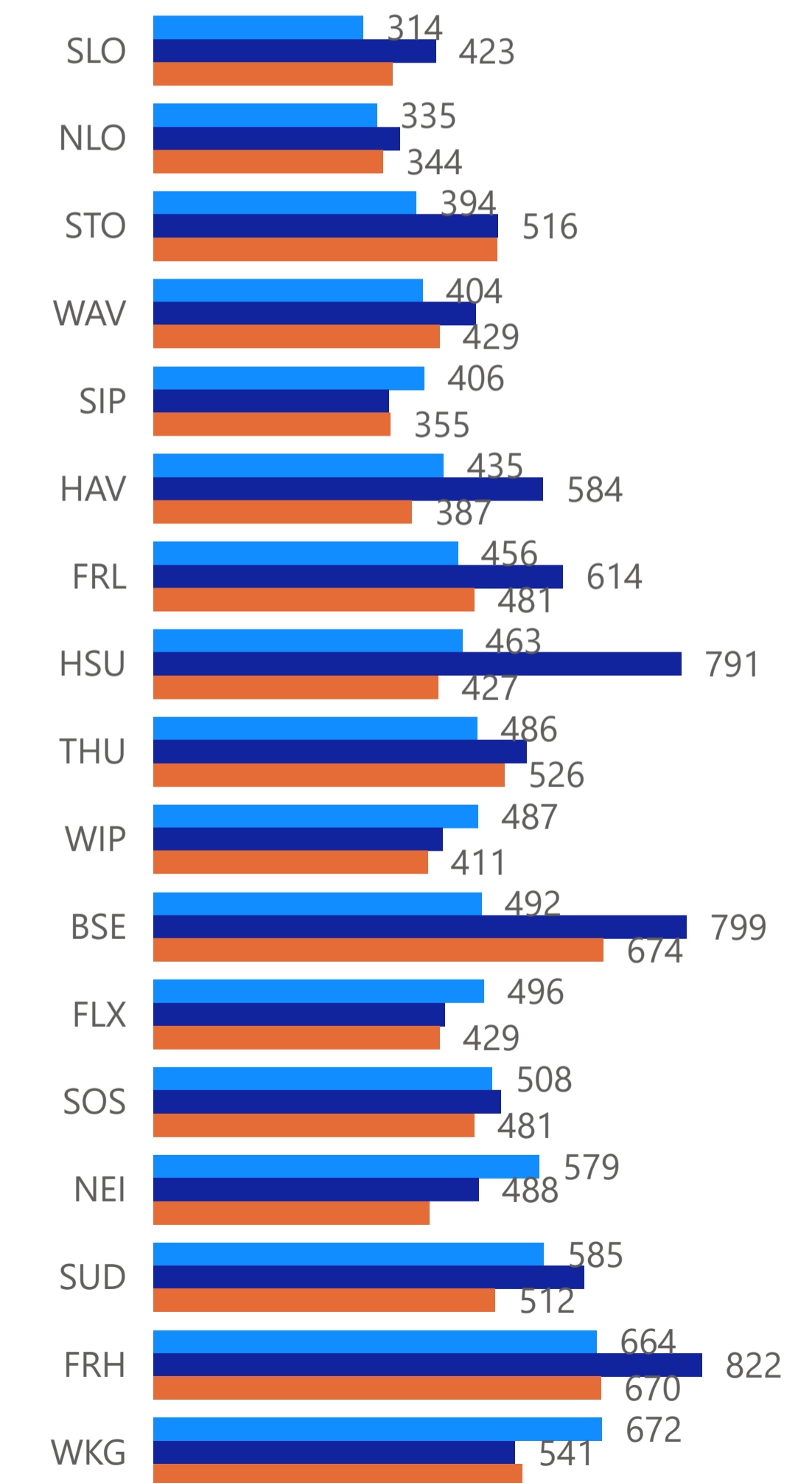
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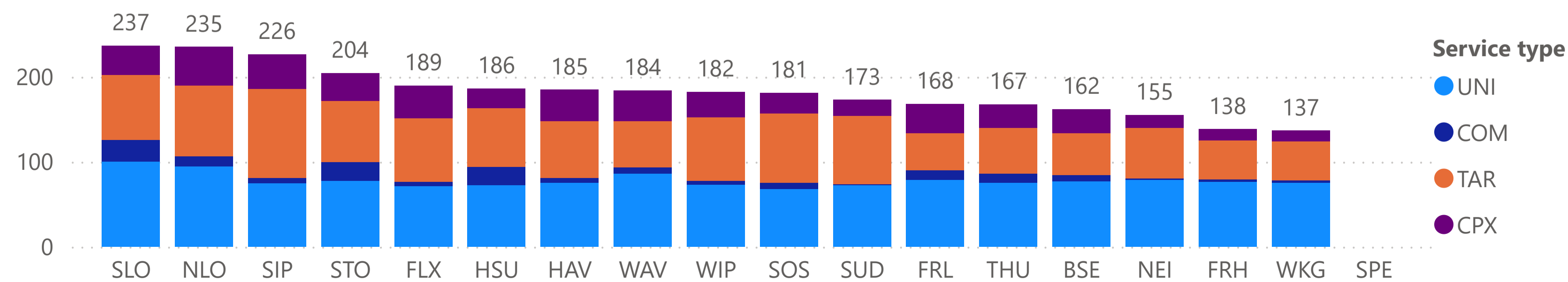
Team	Eligible Population	Clinical hrs per child	Optimum staff (WTE)	Optimum Caseload	Budget Caseload	In Post Caseload	Clinical hrs per child	Complex clinical time %
South Lowestoft	1,362.00	4.79	4.5	314	358	423	4.79	14.58%
North Lowestoft	1,855.00	4.52	5.8	335	344	370	4.52	19.40%
Stowmarket	2,163.00	4.06	5.7	394	515	516	4.06	16.00%
Waveney	1,586.00	3.35	4.1	404	429	484	3.35	19.48%
South Ipswich	2,076.00	4.16	5.3	406	355	353	4.16	18.01%
Haverhill	2,014.00	3.32	4.8	435	387	584	3.32	20.03%
Framlingham & Leiston	1,227.00	3.25	2.8	456	481	614	3.25	20.26%
High Suffolk	1,115.00	4.03	2.5	463	427	791	4.03	12.36%
Thurston	1,789.00	3.12	3.8	486	526	559	3.12	16.35%
West Ipswich	2,732.00	3.24	5.8	487	411	433	3.24	16.28%
Bury St Edmunds	2,622.00	2.93	5.6	492	674	799	2.93	17.43%
Felixstowe	1,287.00	3.65	2.7	496	429	436	3.65	20.22%
South Suffolk	1,443.00	3.35	3.0	508	481	521	3.35	13.43%
North and East Ipswich	3,925.00	2.77	7.1	579	413	488	2.77	9.68%
Sudbury	2,407.00	3.13	4.3	585	512	645	3.13	11.08%
Forest Heath	4,358.00	2.56	6.8	664	670	822	2.56	9.44%
<b>Total</b>	<b>35,894.00</b>	<b>3.31</b>	<b>77.6</b>	<b>482</b>	<b>463</b>	<b>531</b>	<b>3.31</b>	<b>15.08%</b>

## Optimum Caseload and Deprivation

● Benson ... ● Current I... ● Current B...



## Clinical mins per child and Name by TeamCode and Service type



Caseloads

Workload

Target Groups

Dept filter

Health Visiting

Region/Team filter

All

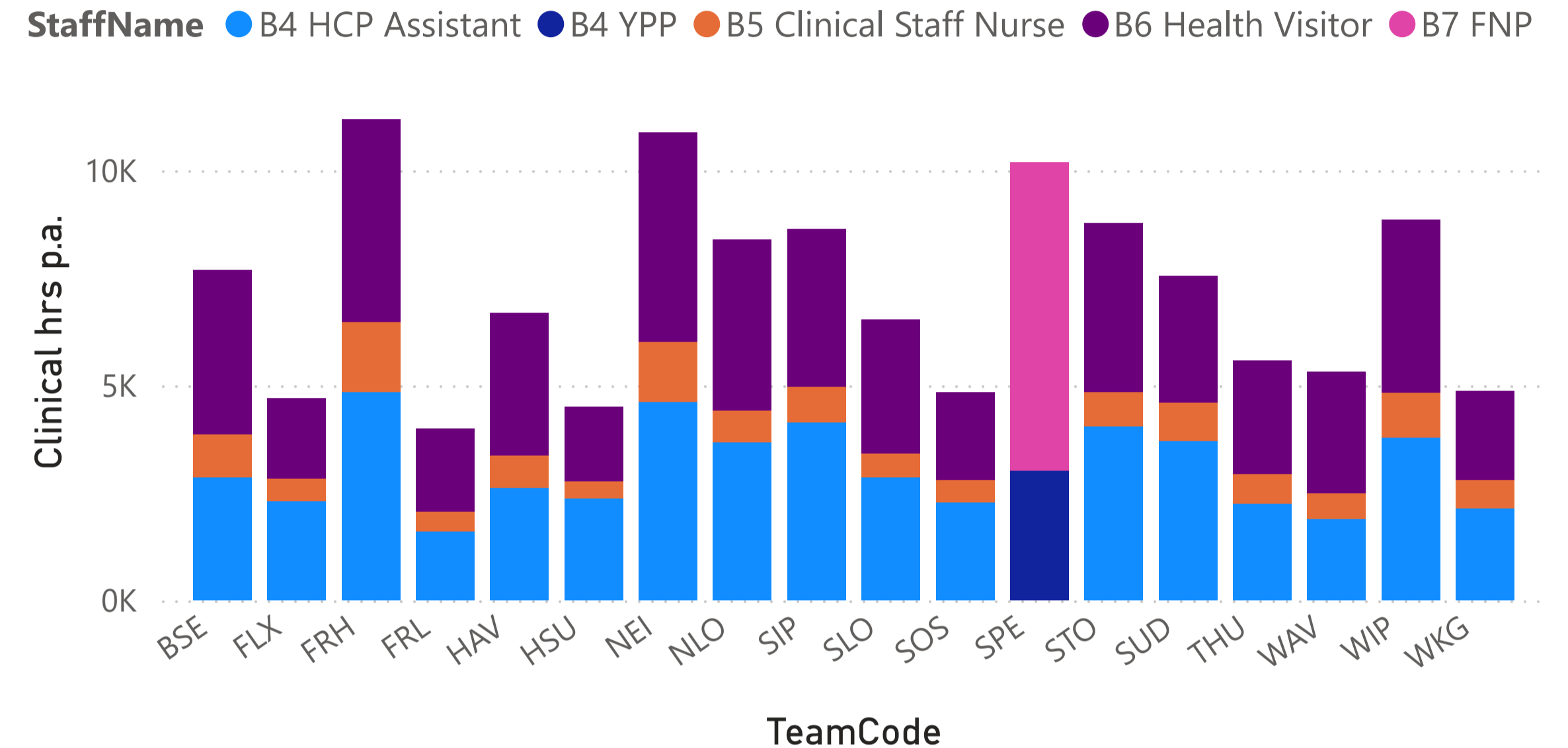
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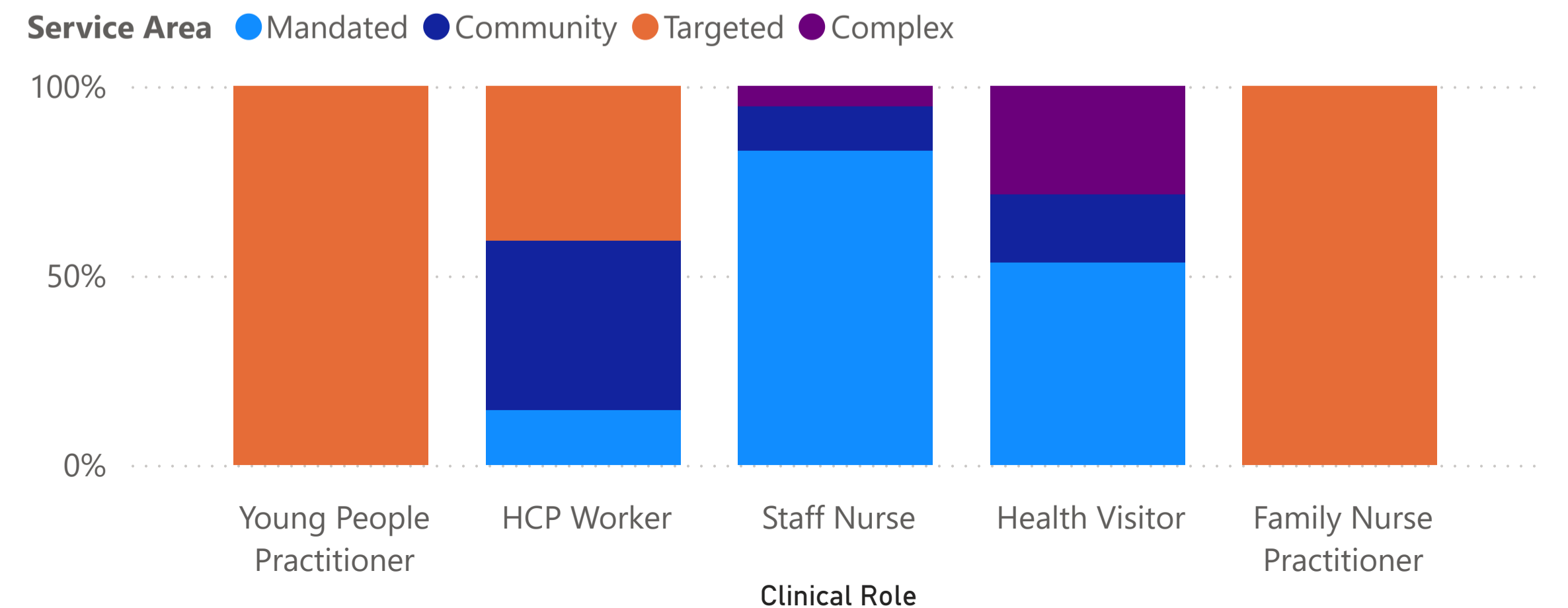
### Team Workload by Clinical Role

Team	FNP	HV	SN	HCP	YPP	Total
Bury St Edmunds		3824	998	2857		<b>7678</b>
Felixstowe		1861	529	2307		<b>4697</b>
Forest Heath		4705	1621	4851		<b>11177</b>
Framlingham & Leiston		1928	455	1606		<b>3989</b>
Haverhill		3318	743	2617		<b>6678</b>
High Suffolk		1726	389	2377		<b>4492</b>
North and East Ipswich		4862	1409	4608		<b>10879</b>
North Lowestoft		3972	740	3679		<b>8391</b>
South Ipswich		3664	837	4136		<b>8637</b>
South Lowestoft		3109	543	2867		<b>6519</b>
South Suffolk		2037	518	2277		<b>4832</b>
Special team (FNP, YPP)	7504				3022	<b>10526</b>
Stowmarket		3933	797	4049		<b>8779</b>
Sudbury		2949	881	3708		<b>7537</b>
Thurston		2641	681	2253		<b>5575</b>
Waveney		2817	597	1897		<b>5311</b>
West Ipswich		4023	1050	3782		<b>8855</b>
Woodbridge and Kesgrave		2061	669	2142		<b>4872</b>
<b>Total</b>	<b>7504</b>	<b>53431</b>	<b>13455</b>	<b>52014</b>	<b>3022</b>	<b>129425</b>

### Team Workload Chart



### Clinical Role by Service Area %



Dept filter

Health Visiting

Region/Team filter

All

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Population Type

Referral Group

Special Group

Team Event

Eligible Population (by age)

AreaName	OYS	OYT	OYTS	OYU	1YS	1YT	1YTS	1YU	2YS	2YT	2YTS	2YU	AYS	AYT	AYU	FNP	YPP
Bury St Edmunds	6	45	51	451	6	49	55	483	6	51	57	508	297	238	2364		
Felixstowe	2	25	27	196	3	32	35	253	2	26	28	205	170	147	1152		
Forest Heath	4	53	57	742	4	61	66	860	4	61	65	847	329	290	4055		
Framlingham & Leiston	2	13	14	224	2	11	13	195	2	15	17	263	86	66	1174		
Haverhill	4	47	51	337	4	48	52	348	4	51	55	367	280	243	1745		
High Suffolk	1	11	12	180	1	11	12	178	1	12	13	197	75	66	1047		
North and East Ipswich	7	77	85	708	7	70	76	640	8	83	91	760	466	393	3589		
North Lowestoft	6	41	46	302	6	42	49	316	6	46	52	338	286	223	1652		
South Ipswich	13	79	92	331	13	79	92	332	13	81	94	339	524	396	1661		
South Lowestoft	4	26	29	240	4	25	29	234	4	27	31	257	173	135	1257		
South Suffolk	4	35	39	206	4	39	43	227	5	41	45	238	258	210	1227		
Special team																134	151
Stowmarket	3	50	53	374	3	47	50	354	3	53	56	395	288	256	1910		
Sudbury	5	63	68	375	5	64	69	379	6	71	77	422	403	348	2059		
Thurston	5	32	37	297	6	33	39	311	6	36	42	339	228	171	1606		
Waveney	2	22	25	230	3	29	32	304	3	27	30	281	171	142	1458		
<b>Total</b>	<b>76</b>	<b>718</b>	<b>794</b>	<b>5949</b>	<b>79</b>	<b>749</b>	<b>828</b>	<b>6207</b>	<b>84</b>	<b>794</b>	<b>878</b>	<b>6618</b>	<b>4677</b>	<b>3862</b>	<b>32115</b>	<b>134</b>	<b>151</b>

Code	Population Group
OYS	0 years Specialist
OYTS	0 years Targ+Spec
OYT	0 years Targeted
OYU	0 years Universal
1YS	1 years Specialist
1YTS	1 years Targ+Spec
1YT	1 years Targeted
1YU	1 years Universal
2YS	2 years Specialist
2YTS	2 years Targ+Spec
2YT	2 years Targeted
2YU	2 years Universal
AYS	All years Specialist
AYT	All years Targeted
AYU	All years Universal
CDR	Central Duty rota
FNP	FNP families
LDR	Local Duty Roster
YPP	YPP families