

**Information on the staffing numbers, rota gaps and locum doctor/agency nurse employment and cost**

To Whom It May Concern

05.04.2017

Dear Freedom of Information Manager,

On the basis of the Freedom of Information Act 2000, please may I request a response to the questions laid out below. The laid out questions are structured as follows: 1. How many of the on call/shift rotas were fully staffed and not fully staffed. 2. Total number of shifts staffed by a locum in the trust. 3. Total number of hours worked by locums within the trust. 4. Total expenditure on staff within the following employee groups by the Trust. 5. Total expenditure on staff within the following locum groups by the Trust. 6) Do you measure compliance with NICE guidance on safe staffing for nurses, and if so how many breaches of the guidance have occurred in FY16?

Questions will be broken down by financial year and relevant staff group.

Many thanks,

(1) How many of the on call/shift rotas were fully staffed and not fully staffed		FY16	FY15	FY14	FY13	FY12	FY11
Consultants	Fully staffed	We do hold this information however the Trust does not hold the data in a format that would enable us to fully respond to your request to the level of detail required and a manual trawl for this information would significantly exceed the 18 hours limit set down by the FOI as the reasonable limit. Section 12 of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time					
	Not fully staffed						
Junior doctors	Fully staffed	-	-	-	-	-	-
	Not fully staffed	-	-	-	-	-	-
Nurse	Fully staffed	-	-	-	-	-	-
	Not fully staffed	-	-	-	-	-	-

(2) Total number of shifts staffed by a locum in the Trust		FY16	FY15	FY14	FY13	FY12	FY11
Consultants	Internal Staff Bank	We do hold this information however the Trust does not hold the data in a format that would enable us to fully respond to your request to the level of detail required and a manual trawl for this information would significantly exceed the 18 hours limit set down by the FOI as the reasonable limit. Section 12 of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time					
	NHS Professionals						
	External Agencies						
Junior Doctors	Internal Staff Bank						
	NHS Professionals						
	External Agencies						
Nurses	Internal Staff Bank	38731	45002	43352	42038	41845	11085
	NHS Professionals	0	0	0	0	0	0
	External Agencies	16228	19713	12769	9084	3530	1170

(3) Total number of hours worked by locums within the Trust		FY16	FY15	FY14	FY13	FY12	FY11
Consultants	Internal Staff Bank	We do hold this information however the Trust does not hold the data in a format that would enable us to fully respond to your request to the level of detail required and a manual trawl for this information would significantly exceed the 18 hours limit set down by the FOI as the reasonable limit. Section 12 of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time					
	NHS Professionals						
	External Agencies						
Junior Doctors	Internal Staff Bank						
	NHS Professionals						
	External Agencies						
Nurses	Internal Staff Bank	341782	395784	388801	378125	363749	87173
	NHS Professionals	0	0	0	0	0	0
	External Agencies	158218	194872	130977	90307	32482	10888

(4) Total expenditure on staff within the following employee groups by the Trust		2016/17	2015/16	2014/15	2013/14	2012/13	2011/12
Consultants		69764	68517	64047	58765	55923	55393
Junior Doctors		42143	41922	41085	39175	41898	39729
Nurse		127796	122766	115635	107162	103365	100337

Amended to financial year, numbers rounded to nearest £1000

Includes all Non Consultant Medical Staff

(5) Total expenditure on locums from within the following groups by the Trust		2016/17	2015/16	2014/15	2013/14	2012/13	2011/12
Consultants	Internal Staff Bank	0	0	0	0	0	0
	NHS Professionals	0	0	0	0	0	0
	External Agencies	656	1603	1150	410	56	44
Junior Doctors	Internal Staff Bank	0	0	0	0	0	0
	NHS Professionals	0	0	0	0	0	0
	External Agencies	355	1747	1948	1202	1393	1919
Nurses	Internal Staff Bank	8295	8454	7743	7151	7775	7089
	NHS Professionals	0	0	0	0	0	0
	External Agencies	8070	9066	5998	4840	3333	1033

Amended to financial year, numbers rounded to nearest £1000

Includes all Non Consultant Medical Staff

(6) Do you measure compliance with NICE guidance on safe staffing for nurses, and if so how many breaches of the guidance have occurred ?		FY16	FY15	FY14	FY13	FY12	FY11
Measure Compliance: Yes/No	Number of recorded breaches of NICE guidance	y	y	y	-	-	-