

Freedom of Information Request

Ref: UHB 18-197

Date 10 August 2018

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trusts response is as follows:

1. Please complete the table showing, permanent, agency and nurse gaps.

	Nurses Employed (FTE)	Nurse Vacancies (FTE)	Agency Nurses Employed (FTE)
2017 Jan	2346.3	111	69.1
Feb	2333.3	120.6	80.4
Mar	2345.5	106.3	83
Apr	2323.1	112.3	55.5
May	2321	141.4	61.8
Jun	2314.2	155.1	70.2
Jul	2298.2	172.3	78.4
Aug	2289.8	186.5	80.3
Sep	2347.7	129.2	68.9
Oct	2397.1	99.5	63.2
Nov	2398.6	118.1	46.8
Dec	2391.3	127	37.2
2018 Jan	2362.9	165.2	61.5
Feb	2353	172.2	71.3

2. How many nurse vacancies do you currently have?

144.8 FTE (March 2018)

3. What hourly rate do you pay for an agency nurse (Band 5, Band 6)?

The Trust's agency system works on a booked shifted basis in line with national framework agreement costs. We do not hold individual hourly costs by shift therefore we are unable to provide the requested information.

4. What was your total nursing agency spend Jan 2017 to Dec 2017 inclusive?

£6.729 million

5. Please complete the table below to show where your nurses come from. Add number of nurses per month by location.

We are unable to provide this information as we only recruit UK based nurses and do not record where they came from prior to being UK based.

6. Please identify the source how you recruit nurses?

	Recruitment Source UK % from source	Abroad % from source
Directly yourself	99%	0%
Framework provider	1%	0%
Non-framework recruitment company	0%	0%
HEE (including via Global Learners Programme)	0%	0%
Other	0%	0%
	<u>100%</u>	<u>100%</u>

7. For nurses joining from outside of the EU, please detail what is offered in your package and how much you pay for this?

Not applicable as we only recruit UK based nurses.

8. Please provide details of anything else you provide not included in the above.

Not applicable as we only recruit UK based nurses.

9. What fee do you pay for recruitment per nurse? (please do not include any of the fees outlined above)

£ 3,500

10. Do you have an in-house OSCE training Programme?

No

11. How many places do you have on your OSCE Programme?

Not applicable as we only recruit UK based nurses.

12. What is the average length it takes before a nurse passes OSCE from arriving in UK? (weeks)

Not applicable as we only recruit UK based nurses.

13. Do you vet documentation yourself? If you do not do your own vetting, who does this?

Not applicable as we only recruit UK based nurses.

14. Do you have a health declaration form to complete?

Yes

15. Please provide a copy of your health declaration form.

This is completed through an online portal; therefore we are unable to provide this information.

16. When a nurse joins your Trust, having not cleared OSCE, what is the payment start point?

Not applicable as we only recruit UK based nurses.

17. Do the following London Weightings and caps apply?

	Weighting	Cap
Inner (20%)	No £6,405	No
Outer (15%)	No £4,483	No
Fringe (5%)	No £1,665	No

18. Which recruitment agencies have you used in the last 3 years?

This is commercially sensitive information.

19. At what point do you interview nurses and make job offers? Please tick level below:

Not applicable as we only recruit UK based nurses.

20. Have you done any in-country interviews in India?

Not applicable as we only recruit UK based nurses.

21. If yes, please identify where? If other, please list locations

Not applicable as we only recruit UK based nurses.

22. Have you done any in-country interviews in Philippines? If yes, please identify where?

Not applicable as we only recruit UK based nurses.

23. Do you conduct Skype interviews?

Yes

24. How quick do you turn around job offers?

24 (hours)

25. From your overseas nurse recruitment, how many have left in the last 12 months?

Not applicable as we only recruit UK based nurses.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Trust Secretary
University Hospitals Bristol NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

FOI Team
UH Bristol NHS Foundation Trust