

ND ref. FOI/16/171

Freedom of Information

Thank you for your 14/07/16 request for the following information:

1. *Staff Numbers - Average headcount of permanent and non-permanent staff over the entire 2015/16 financial year or just the headcount as at Thursday, March 31st 2016. Can you please split this into the major speciality/grades used by the trust?*

Answer: 4,495

Staff Group	Pay Band	2015/16 Average
Add Prof Scientific and Technic	Band 4	27
	Band 5	54
	Band 6	25
	Band 7	14
	Band 8+	17
Add Prof Scientific and Technic	Total	137
Additional Clinical Services	Band 1	8
	Band 2	435
	Band 3	444
	Band 4	47
	Band 5	9
	Band 6	1
Additional Clinical Services	Total	944
Administrative and Clerical	Band 1	15
	Band 2	281
	Band 3	240
	Band 4	232
	Band 5	84
	Band 6	66
	Band 7	52
	Band 8+	77
Administrative and Clerical	Total	1047
Allied Health Professionals	Band 5	90
	Band 6	238
	Band 7	114
	Band 8+	22
Allied Health Professionals	Total	464
Estates and Ancillary	Band 1	154
	Band 2	48
	Band 3	18
	Band 4	6
	Band 5	3
	Band 6	3

Staff Group	Pay Band	2015/16 Average
Estates and Ancillary	Total	232
Healthcare Scientists	Band 5	16
	Band 6	29
	Band 7	21
	Band 8+	5
Healthcare Scientists	Total	71
Medical and Dental	M&D Career Grade	90
	M&D Cons	98
	M&D Training Grade	94
Medical and Dental	Total	282
Nursing and Midwifery Registered	Band 5	708
	Band 6	398
	Band 7	174
	Band 8+	38
Nursing and Midwifery Registered	Total	1318
Grand Total		4495

2. *Staff Cost – Total staff cost during the 2015/16 financial year split into permanent and non-permanent staff.*

Answer: Please see table below:

Staff type	Cost £
Permanent	146,891,639
Bank	3,243,508
Agency	13,205,148
Total	163,340,295

3. *Agency Hours – Hours worked by agency staff in the 2015/16 financial year split by speciality/grade depending on how you report this within your trust.*

Answer: To collate this information would require our staff manually reviewing individual invoices. To undertake this work would take in excess of the appropriate limit set by the Freedom of Information Act 2000 (section 12 (1)) and defined in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004. The appropriate limit of £450 represents the estimated cost of one person spending two and a half days in determining whether the Trust holds the information, and locating, retrieving and extracting the information. Consequently, the Trust is not obliged by the Freedom of Information Act 2000 to retrieve the above information. I regret to inform you that we shall not process your request to the above question further.

4. *Agency Spend – Total amount spent on agency staff in the 2015/16 financial year split into the categories or speciality/grade used by the trust.*

Answer: Please see table below:

Staff category	Cost £
Medical	£3,352,489
Nursing	£5,600,165
HCA	£1,322,716
Allied Health Professional	£1,050,377

Staff category	Cost £
Admin & Clerical	£1,565,995
Other	£305,255
Maintenance	£8,152
Total Spend	£13,205,148

5. Do you use a direct engagement model within your trust? Direct engagement model means the Trust pays agency staff directly and then pays the agency commission separately. The alternative to this is to pay the agency a lump sum for any work done by agency staff and the Agency in turn pays their own staff.

I would greatly appreciate it if you could supply all this information for the year 2015/16 (April '15 to March '16).

Answer: We use the EY/Brookson Direct Engagement medical services model for Medical and Dental Agency/Temporary Workers only.