



Ref: FOIA Reference 2019/20-148

Royal Stoke University Hospital
Quality, Safety and Compliance Department
Newcastle Road
Stoke-on-Trent
Staffordshire
ST4 6QG

Date: 9th July 2019

Email foi@uhnm.nhs.uk

Dear

I am writing in response to your email dated 14th June 2019 requesting information under the Freedom of Information Act (2000) regarding time taken to fill permanent roles.

I can neither confirm nor deny whether the information you have requested is held by the Trust in its entirety. This is because the information requested in question 4 is not held centrally, but may be recorded in individual invoices/records. In order to confirm whether this information is held we would therefore have to individually access all invoices/records within the Trust and extract the information where it is present. We therefore estimate that complying with your request is exempt under section 12 of the FOI Act: *cost of compliance is excessive*. The section 12 exemption applies when it is estimated a request will take in excess of 18 hours to complete. We estimate that accessing and reviewing all invoices/records and then extracting relevant information would take longer than the 18 hours allowed for.

In addition to the section 12 exemption the Trust is also applying section 14 (1) exemption: *oppressive burden on the authority*

Under section 16 of the FOI Act we are required to provide requestors with advice and assistance where possible. We would therefore like to advise you that your request is shortened to just the questions that we are able to comply within the 18 hour time frame. In order to avoid delay to your response we have provided this below.

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Q1 The average time taken to fill permanent roles advertised on NHS jobs. Please break down into grades such as SHO, Middle Grade, and Consultant

A1 Please see below:
For the date range July 2018 – June 2019

- Consultant = 63 days
- Middle Grade = 65 days
- SHO = 6 days

Q2 The average time taken to fill permanent roles via an agency. Please break down into grades such as SHO, Middle Grade, and Consultant

A2 Please see below:

- Consultant = 6 Months
- No other grades recruited via agency

Q3 What is your locum spend for the last financial year? Please break down into grades such as SHO, Middle Grade, and Consultant

A3 Please see below:

Medical Locum Staff Type	2018/19 (£)
Consultant	7,761,865
Staff / Career Grades	365,338
Trainee Grades	5,323,910
Grand Total	13,451,113

Q4 How many total hours does your locum spend relate to in the financial year? Please break down into grades such as SHO, Middle Grade, and Consultant

A4 Sections 12 and 14 exemption as detailed above

Q5 How many permanent doctors were hired by your Trust in the last financial year? Please break down into grades such as SHO, Middle Grade, and Consultant

A5 Please see below:

Job Role	Headcount
Associate Specialist (Closed to new entrants)	0
Clinical Assistant	0
Consultant	13
Foundation Year 1	1
Foundation Year 2	0
Salaried General Practitioner	0
Specialty Doctor	5
Specialty Registrar	1
Staff Grade (Closed to new entrants)	0
Trust Grade Doctor - Career Grade level	0
Trust Grade Doctor - Specialty Registrar	0
Grand Total	20

Q6 Please could you provide how much the Trust has paid to agencies for introductory fees in the last financial year? Please break down into grades such as SHO, Middle Grade, and Consultant

A6 Nil

Q7 What is your average retention for your permanent doctor hires in this last financial year? Please break down into grades such as SHO, Middle Grade, and Consultant

A7 Of the permanent doctors hired in the last financial year, the retention rate has been 100%

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

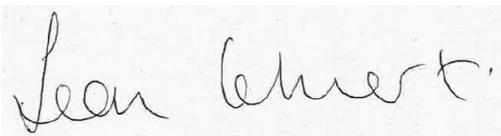
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 676474.

Yours,



Jean Lehnert
Information Governance Manager



University Hospitals
of North Midlands
NHS Trust

