



Ref: FOIA Reference 2018/19-096

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

Date: 4th June 2018

Tel: 01782 676474
Email foi@uhn.nhs.uk

Dear

I am writing in response to your email dated 11th May 2018 requesting information under the Freedom of Information Act (2000) regarding vacancies.

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 questions 4(1) is not held centrally, but may be recorded in individual departmental records. In order to confirm whether this information is held we would therefore have to individually access all departmental 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 departmental records and then extracting relevant information would take longer than the 18 hours allowed for.

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 if your request is shortened to just questions 1, 2, 3 and partial 4 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 (UHNM) 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 Staff vacancies:

What is your Trust's a) FTE establishment and b) total FTE vacancies for each of the following staff groups, at 1 May 2017 and at 1 May 2018?

- 1. All staff (including below groups)**
- 2. Hospital & Community Health Service Doctors**
- 3. Registered nurses**

A1 Please refer to the table below question 2 as per your instructions:

Q2 Agency cover:

How many FTE equivalent posts were covered by agency staff on Tuesday 3 April 2018 for each of the following groups:

1. All staff (including below groups)
2. Hospital & Community Health Service Doctors
3. Registered nurses

A2 For Questions 1 and 2 please use the following table for replies if possible: Please note:

1. Data is given as at 31st March as the month end is used for reporting purposes
2. Agency FTE equivalent is derived from the invoiced cost of agency staffing

	FTE establishment at 31st March 2017	Total FTE vacancies at 31st March 2017	Total FTE vacancies at 31st March 2017	Total FTE vacancies at 31st March 2018	FTE posts covered by agency staff on Tuesday 3 April 2018
1. All staff (including below groups)	10701.91	1099.86	10488.25	939.93	151.18
2. Hospital & Community Health Service Doctors	1257.37	186.29	1273.27	180.69	70.07
3. Registered nurses	3508.49	543.64	3358.41	419.36	49.55

Q3 Agency staff:

How many individual agency staff have been working continuously (at least one shift per month) at the trust as of May 2018 for a) 3 months, b) 6 months and c) 12 months for the following groups:

1. All staff (including below groups)
2. Hospital & Community Health Service Doctors
3. Registered nurses

A3 Please refer to the table below question 4 as per your instructions:

Q4 Agency staff:

What is the longest that an individual agency worker have been working continuously (at least one shift per month) at the trust as of May 2018 for the following groups:

1. All staff (including below groups)
2. Hospital & Community Health Service Doctors
3. Registered nurses

A4 For Questions 3 and 4 please use the following table for replies if possible:

	Agency staff working continuously for 3 months	Agency staff working continuously for 6 months	Agency staff working continuously for 12 months	Longest that an individual agency worker has been working continuously at the Trust as of May 2018
1. All staff (including below groups)	Section 12 exemption as detailed above			
2. Hospital & Community Health Service Doctors	20	22	23	Since December 2014 (this is the earliest that the record goes back to)
3. Registered nurses	24	17	6	The longest serving agency worker without a break of more than 3 weeks is 61 weeks.

*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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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,

A handwritten signature in black ink, consisting of a large, loopy initial 'M' followed by a horizontal line extending to the right.

Mojgan Casillas
Interim Information Governance Manager