

Date: 05/05/2017

FREEDOM OF INFORMATION REQUEST 013400 – Safe staffing

The laid out questions are structured as follows:

1. How many of the on call/shift rotors 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. Please find attached an excel spreadsheet with both the questions and tables for inputting the answers into.

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 rotors 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,

Please note:- With regards to the nursing element of Q1 and Q6, NICE guidance only came out in July 2014 so prior to this date the Trust has not systematically collected this data. This information is put in the public domain on a monthly basis and can be found on our website at <http://dudleygroup.nhs.uk/about-us/quality/safe-staffing-levels/>

Questions 2 & 3 for Consultants and Junior Doctors - Unable to supply this information as it is not held centrally in a structured format

(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	unable to respond as the data is not centrally held					
	Not fully staffed						
Junior doctors	Fully staffed	unable to respond as the data is not centrally held					
	Not fully staffed						
Nurse	Fully staffed	see note above					
	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						
	NHS Professionals						
	External Agencies						
Junior Doctors	Internal Staff Bank						
	NHS Professionals						
	External Agencies						
Nurses	Internal Staff Bank	13404	13468	12874	N/A	N/A	N/A
	NHS Professionals						
	External Agencies	14700	8741	4828	N/A	N/A	N/A

unable to respond for FY11- FY13 as the data was not centrally held

(3) Total number of hours worked by locums within the Trust		FY16	FY15	FY14	FY13	FY12	FY11
Consultants	Internal Staff Bank						
	NHS Professionals						
	External Agencies						
Junior Doctors	Internal Staff Bank						
	NHS Professionals						
	External Agencies						
Nurses	Internal Staff Bank	142348	143029	135045	N/A	N/A	N/A
	NHS Professionals						
	External Agencies	170876	100355	55369	N/A	N/A	N/A

unable to respond for FY11- FY13 as the data was not centrally held

(4) Total expenditure on staff within the following employee groups by the Trust		FY16	FY15	FY14	FY13	FY12	FY11
Consultants		35.625m	35.042m	33.137m	31.480m	29.705m	29.064m
Junior Doctors		17.462m	17.700m	17.199m	16.444m	17.093m	19.046m
Nurse		63.708m	63.059m	61.664m	58.118m	56.228m	47.221m

Qualified nurses

(5) Total expenditure on locums from within the following groups by the Trust		FY16	FY15	FY14	FY13	FY12	FY11
Consultants	Internal Staff Bank	1.609m	1.259m	1.112m	0.776m	N/A	N/A
	NHS Professionals						
	External Agencies	0.537m	0.680m	0.269m	0.626m	0.168m	1.917m
Junior Doctors	Internal Staff Bank	1.271m	0.985m	0.884m	1.146m	N/A	N/A
	NHS Professionals						
	External Agencies	1.771m	1.736m	1.865m	1.578m	2.420m	4.120m
Nurses	Internal Staff Bank	4.432m	4.288m	3.877m	3.662m	2.481m	1.780m
	NHS Professionals						
	External Agencies	4.667m	2.623m	2.193m	0.736	0.394m	1.930m

Figures not split out in FY11 and FY12

Figures not split out in FY11 and FY12

Qualified Nurses

Qualified Nurses

Qualified Nurses

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
Number of recorded breaches of NICE guidance	See note at top of page						