

Date: 26/04/2018

FREEDOM OF INFORMATION REQUEST FOI/014019 – Nurses

I am writing to request information under the Freedom of Information Act 2000. Please see attached for information requested.

I would like the information to be emailed to me in electronic form. If possible, please complete and return the document provided.

Please note for question 16 the Trust does not appoint nurses without an OSCE

Freedom of Information Request – Nurses

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

	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18
Nurses Employed	1391	1402	1411	1412	1412	1404	1394	1388	1386	1404	1406	1405	1402	1422
Nurse Vacancies	153	143	123	115	105	118	131	136	142	124	103	105	115	101
Agency Nurses Employed	91	83	88	48	63	50	60	59	66	81	69	91	123	114

2. How many nurse vacancies do you currently have? **97**
3. What hourly rate do you pay for an agency nurse (Band 5, Band 6)? Please complete the table below.

Agency Rates Paid for nurses	Highest (£)	Lowest (£)	Average (£)
Band 5	£51.95	£22.00	£23.91
Band 6	£63.45	£27.00	£35.28

4. What was your total nursing agency spend Jan 2017 to Dec 2017 inclusive? **£5,130,673**

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

Where did new nurses come from?	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18
UK														
EU		1												
India														
Philippines	1				2									
Other		1												

6. Please identify the source how you recruit nurses?

Recruitment Source	UK	Abroad
	% from source	% from source
Directly yourself	100 %	%
Framework provider	%	%
Non-framework recruitment company	%	%
HEE (including via Global Learners Programme)	%	%
Other	%	100 %
	100%	100%

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

Nurse Package	Included	How Much (£)
Payment for IELTS or OET Training courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Payment for IELTS Exam	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Payment for OET Exam	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Payment for CBT Training	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Payment for CBT Exam	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
NMC Application Fee	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Police Clearance Certificate (PCC) in India	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
DBS	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Visa (nurse)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Payment for IELTS UKVI if OET taken (needed for visa)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Visa (Dependants)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Immigration Skills Charge	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Health Surcharge	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Flight to UK	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Emergency return flight (personal circumstances)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Transfer from Airport to Accommodation	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
1 month accommodation	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
3 month accommodation	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
> 3 months accommodation	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Access to Hospital Accommodation	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Food Vouchers	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Other re-location allowance	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

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

2 months paid accomodation

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

£ Supplying £ Value would disclose commercially sensitive pricing detail due to relationship between volume and £ Value therefore the Trust wishes to use Fol exemption 43 (2) 'Commercial Interests' as detailed below.

Note for commercially sensitive matters - Fol exemption 43 (2) 'Commercial Interests' :

'The level of competition currently experienced within the NHS is such that the release of detailed information specifically relating to service level reporting detailing capacity and funding would have a prejudicial impact on the Trust resulting in it being less competitive. Therefore the Trust wishes to use Freedom of Information exemption section 43 (2) Commercial Interests (where Information is exempt information if its disclosure under this Act would, or would be likely to, prejudice the commercial interests of any person (including the public authority holding it)).

10. Do you have an in-house OSCE training Programme? Yes No

11. How many places do you have on your OSCE Programme? no maximum number
(Number)

12. What is the average length it takes before a nurse passes OSCE from arriving in UK?
 8-10 weeks (weeks)

13. Do you vet documentation yourself? Yes No
o If you do not do your own vetting, who does this?

14. Do you have a health declaration form to complete? Yes No

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

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

Point	Band 3	Band 4
Tick pay point that applies		
1		
2		
3		
4		

5		
6	£16,968 <input type="checkbox"/>	
7	£17,524 <input type="checkbox"/>	
8	£18,157 <input type="checkbox"/>	
9	£18,333 <input type="checkbox"/>	
10	£18,839 <input type="checkbox"/>	
11	£19,409 <input type="checkbox"/>	£19,409 <input type="checkbox"/>
12	£19,852 <input type="checkbox"/>	£19,852 <input type="checkbox"/>
13		£20,551 <input type="checkbox"/>
14		£21,263 <input type="checkbox"/>
15		£21,909 <input type="checkbox"/>
16		£22,128 <input type="checkbox"/>
17		£22,683 <input type="checkbox"/>

Do the following London Weightings and caps apply?

Weighting		Cap	
Inner (20%)	<input type="checkbox"/> Yes <input type="checkbox"/> No	£6,405	<input type="checkbox"/> Yes <input type="checkbox"/> No
Outer (15%)	<input type="checkbox"/> Yes <input type="checkbox"/> No	£4,483	<input type="checkbox"/> Yes <input type="checkbox"/> No
Fringe (5%)	<input type="checkbox"/> Yes <input type="checkbox"/> No	£1,665	<input type="checkbox"/> Yes <input type="checkbox"/> No

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

TMM & NEU Professionals

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

IELTS	<input checked="" type="checkbox"/> 7.0	<input type="checkbox"/> 6.5	<input type="checkbox"/> 6.0	<input type="checkbox"/> <6.0
OET	<input type="checkbox"/> B	<input type="checkbox"/> C+	<input type="checkbox"/> C	<input type="checkbox"/> D

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

Yes No

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

Cochin	<input type="checkbox"/> Yes <input type="checkbox"/> No
Trivundrum	<input type="checkbox"/> Yes <input type="checkbox"/> No
Kottayam	<input type="checkbox"/> Yes <input type="checkbox"/> No
Chennai	<input type="checkbox"/> Yes <input type="checkbox"/> No
Bangalore	<input type="checkbox"/> Yes <input type="checkbox"/> No
Mumbai	<input type="checkbox"/> Yes <input type="checkbox"/> No
Hyderabad	<input type="checkbox"/> Yes <input type="checkbox"/> No
Kolkata	<input type="checkbox"/> Yes <input type="checkbox"/> No
Delhi	<input type="checkbox"/> Yes <input type="checkbox"/> No
Other	<input type="checkbox"/> Yes <input type="checkbox"/> No

21. Have you done any in-country interviews in Philipinnes? Yes No
If yes, please identify where? **Manila**

22. Do you conduct Skype interviews? Yes No

23. How quick do you turn around job offers? **48** (hours)

24. From your overseas nurse recruitment, how many have left in the last 12 months?
0 (number)