

Date: 19/02/2015

FREEDOM OF INFORMATION ACT 2000 - Ref: FOI/012101

With reference to your FOI request in connection with 'Staff workforce' see response below.

1. Which technology/software do you use to manage or roster your workforce?

Data	Technology/software package
Nurses	Allocate
Medics	
Other staff groups	Allocate
Bank/agency nurses	Allocate
Bank/agency medics	We do not currently use a rostering system for medics.

2. Do you manage your internal bank in house? If so, please advise the staff allocated to manage the bank in WTE (Whole Time Equivalent):

Data	Total FTE/bank management
Nurses	4wte
Medics	2wte
Other staff groups	N/A

3. Please advise the value of over-payments made in error for the financial year 2013 – 2014:

Data	Total overpayments £
Substantive Nurses	£20,882.42
Substantive Medics	£60,543.15
Bank/Agency Nurses	£5,864.83
Bank/agency medics	£14,373.62

Please note that over payments of salary are recovered through the Trusts credit control process. The debt is recovered over the same time period as the over payment occurred.

4. Please advise the number of risks recorded on your risk register relating to staffing levels over each of the following financial years:

Data	2011-12	2012-13	2013-14
Nurses all grades			
Medics all specialties, all grades			

The risk register is a live document which changes daily. Risks are captured at both Divisional and Corporate level. Risks relating to staffing levels (which may include both nursing, medical staffing, therapists and specialists e.g. radiographers) have been reported in each of the above years. These risks however are added to and then deleted from the register as

mitigating actions eliminate or reduce the risk. The numbers will therefore change at different times which cannot be captured in the above format.

5. Please advise how much you have spent on recruitment initiatives (excluding advertising on NHS Jobs but including overseas recruitment trips, advertising, media initiatives including radio and tv, job fairs etc) for the following staff groups for each of the financial years:

Data	2011-12	2012-13	2013-14
Nurses all grades	34,228	0	101,213
Medics all specialties, all grades	16,321	26,293	10,200