

THE DUDLEY GROUP NHS FOUNDATION TRUST
Freedom of Information request reference: 014486

One of the biggest challenges the Trust continues to face is the cost of temporary staffing. Whilst the Trust extensively uses its own bank of staff to fill vacancies and shortages in rotas, it does also need to use agency staff. These staff typically cost more than substantive staff and put pressure on Trust budgets.

This pressure challenged the Trust both financially and operationally and is an area where concerted effort is being made in 2018/19 to further reverse this trend in spending through recruitment and retention of substantive staff.

The Board has received assurance through regular updates provided by the chief nurse on the staffing levels at a clinical delivery (ward) level for each shift, as measured against the NICE guidance issued in this area. The Trust has utilised its investment in the technology to assist in ensuring that safe staffing levels are maintained through the use of an electronic rostering system which supports the internal Nurse Bank function to efficiently fill shifts. The reporting to the board has identified that the Trust has remained safely staffed throughout the year. However, in recognition of the continued pressure within the area of staffing, especially with the higher than planned reliance on agency staff, the board has approved a programme of investment for the recruitment of more substantive nurses across the Trust.

1. How many agency nursing shifts have been filled since 01/01/2018 to present?

Grade	Shifts since 01/01/2018
Qualified Nurse	18202
Unqualified Nurse	273
Grand Total	18475

2. What is your yearly trust spend on agency nurses, broken down into grade and specialty including but not limited to General nurses, Theatre Nurses, Mental Health Nurses, A&E Nurses, Midwifery and ITU/ICU Nurses?

Grade	Specialty	Last 12 Month Cost
Qualified Nurse	General Nurse	£4,674,355
Qualified Nurse	A&E Nurse	£1,742,590
Qualified Nurse	ITU/HDU Nurse	£861,509
Qualified Nurse	Theatre Nurse	£150,418
Unqualified Nurse	General Nurse	£20,512
Unqualified Nurse	A&E Nurse	£9,607
Unqualified Nurse	ITU/HDU Nurse	£573
Grand Total		£7,459,563

3. What is your yearly trust spend on agency nurses via OFF-framework agencies, broken down into grade and specialty?

Off Framework Agencies		
Grade	Specialty	Last 12 Month Cost
Qualified Nurse	General Nurse	£911,706
Qualified Nurse	A&E Nurse	£360,817
Qualified Nurse	ITU/HDU Nurse	£172,192
Grand Total		£1,444,714

4. How many agency nursing shifts have been filled at a rate higher than CPP NHSi Caps by a framework agency in the past 3 months?

Grade	Last 3 months shifts
Qualified Nurse	1588
Grand Total	1588

5. How many agency nursing shifts have been filled at a rate higher than CPP NHSi Caps by a framework agency in the past 12 months?

Grade	Last 12 months shifts
Qualified Nurse	4481
Grand Total	4481

6. Please can you outline your spend for per agency, broken down by grade and specialty of nurses over the past 12 months?

Please see table below:

Last 12 Month Cost Agency								
	Qualified Nurse General Nurse	Qualified Nurse A&E Nurse	Qualified Nurse ITU/HDU Nurse	Qualified Nurse Theatre Nurse	Unqualified Nurse General Nurse	Unqualified Nurse A&E Nurse	Unqualified Nurse ITU/HDU Nurse	Grand Total
LAST MINUTE HEALTHCARE LTD	£734,005	£264,419	£30,015	£0	£230	£0	£0	£1,028,670
MSL HEALTHCARE	£348,876	£338,979	£2,326	£0	£0	£0	£0	£690,180
THORNBURY NURSING SERVICES	£317,819	£186,878	£121,974	£0	£0	£0	£0	£626,671
ACTON BANKS	£378,037	£5,225	£0	£0	£14,415	£3,051	£573	£401,300
TEAM 24 LIMITED	£46,711	£0	£341,399	£0	£0	£0	£0	£388,110
MEDLOCUMS RECRUITMENT LTD	£272,757	£77,515	£16,583	£0	£0	£0	£0	£366,856
CARE AT LIMITED	£248,722	£87,087	£2,426	£0	£0	£0	£0	£338,236
DAYWEBSTER	£128,599	£15,382	£174,461	£0	£0	£0	£0	£318,443
YOUR WORLD NURSING LTD	£293,785	£9,969	£4,176	£631	£0	£0	£0	£308,561
MEDICSPRO LTD	£86,179	£142,831	£0	£0	£451	£0	£0	£229,460
PLAN B HEALTHCARE PLC	£164,581	£23,886	£13,049	£0	£0	£0	£0	£201,516
TEAM SUPPORT MIDLANDS LTD	£75,024	£3,933	£31,001	£85,144	£0	£0	£0	£196,102
MEDIRITE24 LIMITED	£174,903	£0	£0	£0	£0	£0	£0	£174,903
DRC LOCUMS LIMITED	£136,475	£14,367	£423	£0	£0	£0	£0	£151,265
TTM HEALTHCARE	£125,193	£13,380	£4,087	£0	£0	£0	£0	£142,661
MAYDAY HEALTHCARE PLC	£91,331	£44,335	£2,011	£0	£0	£0	£0	£137,677
QUALITY CARE COVER LTD	£55,145	£72,067	£0	£0	£0	£0	£0	£127,212
RMR RECRUITMENT LTD	£111,651	£3,911	£0	£0	£2,880	£5,846	£0	£124,288
THE ID GROUP LTD	£35,583	£76,978	£0	£0	£0	£0	£0	£112,561
GREENSTAFF MEDICAL LIMITED	£48,025	£48,851	£559	£0	£0	£0	£0	£97,435
PRO HEALTH 24 LTD	£46,980	£47,298	£577	£0	£0	£0	£0	£94,855
FLAME LILY NURSING AGENCY	£81,335	£696	£8,302	£0	£0	£0	£0	£90,332
PERTEMPS	£23,265	£0	£0	£51,898	£0	£0	£0	£85,163
ICARE24 LIMITED	£44,474	£38,380	£1,904	£0	£0	£0	£0	£84,958
VIP NURSING LTD	£61,433	£12,466	£423	£0	£0	£0	£0	£74,322
MEDSON HEALTHCARE	£58,366	£13,208	£356	£0	£0	£0	£0	£71,930
CASTLE INCOME PLUS LIMITED	£44,212	£16,069	£11,497	£0	£0	£0	£0	£71,778
MEDBANK HEALTHCARE SOLUTIONS LTD	£59,085	£328	£0	£0	£1,046	£0	£0	£60,460
FIRSTPOINT HEALTHCARE	£6,420	£909	£65,048	£572	£0	£0	£0	£60,109
QUALITY LOCUM SERVICES	£53,252	£3,643	£1,965	£0	£0	£0	£0	£58,861
EVERGOOD SOCIAL CARE LTD	£51,788	£5,052	£1,868	£0	£0	£0	£0	£58,707
WIMBORNE NURSING AGENCY LTD	£40,321	£17,777	£342	£0	£0	£0	£0	£58,440
YOUR NURSE	£2,121	£52,483	£2,542	£0	£0	£0	£0	£57,146
MEDGEN LTD	£738	£27,859	£19,614	£0	£0	£0	£0	£48,210
ATHONA LTD	£13,187	£22,056	£0	£0	£0	£0	£0	£35,844
HEALTHCARE PROFESSIONALS	£23,580	£11,563	£0	£0	£0	£0	£0	£35,143
INTERACT NURSING	£26,189	£1,675	£0	£0	£0	£0	£0	£27,864
SIRONA MEDICAL LTD	£26,687	£736	£0	£0	£0	£0	£0	£27,423
HI CASTLE RECRUITMENT	£25,065	£0	£0	£0	£0	£0	£0	£25,065
HCL INTERNATIONAL	£23,188	£0	£0	£0	£0	£0	£0	£23,188
CONCEPT CARE SOLUTIONS LTD	£16,392	£1,991	£644	£0	£0	£0	£0	£19,028
CROMWELL MEDICAL STAFFING	£13,135	£489	£0	£0	£0	£0	£0	£13,624
HEALTH RECRUIT NETWORK LTD	£13,292	£0	£0	£0	£0	£0	£0	£13,292
MEDPURE	£9,173	£2,578	£0	£1,173	£0	£0	£0	£12,924
DAYTIME HEALTHCARE RECRUITMENT LTD	£783	£10,747	£0	£0	£0	£0	£0	£11,530
MYLOCUM LTD	£10,381	£348	£0	£0	£0	£0	£0	£10,729
PLATINUM NURSING 24 LTD	£4,519	£3,700	£0	£0	£0	£0	£0	£8,220
MSI RECRUITMENT LTD	£6,876	£0	£1,326	£0	£0	£0	£0	£8,201
COYLE PERSONNEL PLC	£6,130	£1,037	£0	£0	£0	£0	£0	£7,167
HEALTHCARE RECRUITERS LTD	£2,901	£4,264	£0	£0	£0	£0	£0	£7,165
MEDACS PROFESSIONAL RECRUITMENT PU	£1,664	£4,289	£0	£0	£0	£0	£0	£5,954
MEDICAL LOCUM RECRUITMENT LTD	£0	£4,751	£0	£0	£0	£0	£0	£4,751
NATIONAL LOCUMS	£3,344	£389	£0	£0	£0	£0	£0	£3,733
MAYDAY DIRECT 24 PLC	£2,931	£794	£0	£0	£0	£0	£0	£3,725
ARCADIA RECRUITMENT LIMITED	£3,292	£304	£0	£0	£0	£0	£0	£3,596
HCL NURSING LTD	£3,163	£0	£0	£0	£0	£0	£0	£3,163
FIRSTCALL HEALTHCARE SERVICES LTD	£184	£285	£0	£0	£945	£552	£0	£1,976
INTERACT CONSULTING	£1,429	£0	£0	£0	£0	£0	£0	£1,429
DIRECTHEALTHCARE 24 PLC	£0	£1,406	£0	£0	£0	£0	£0	£1,406
LIQUID PERSONNEL	£315	£790	£0	£0	£0	£0	£0	£1,105
HALLAM MEDICAL LTD	£0	£1,054	£0	£0	£0	£0	£0	£1,054
ZENTAR UK LTD	£971	£0	£0	£0	£0	£0	£0	£971
ROBIN RECRUITMENT LTD	£489	£0	£0	£0	£393	£0	£0	£882
PLAN B SOLUTIONS LTD	£815	£0	£0	£0	£0	£0	£0	£815
CARE PROVIDERS HEALTHCARE	£0	£0	£610	£0	£0	£0	£0	£610
EMERGENCY PERSONNEL LTD	£77	£371	£0	£0	£0	£0	£0	£294
MERIDIAN BUSINESS SUPPORT LTD	£0	£0	£0	£0	£0	£158	£0	£158
LOCUM PLACEMENT GROUP	£0	£0	£0	£0	£152	£0	£0	£152
YOUR WORLD RECRUITMENT LTD	£0	£0	£0	£0	£0	£0	£0	£0
Grand Total	£4,674,355	£1,742,590	£861,509	£150,418	£20,512	£9,607	£573	£7,459,563

7. How many shifts have you filled on A&E broken down by band and how many have been filled at above CPP NHSi cap?

Grade	Last 12 months shifts
Qualified Nurse	3691
Grand Total	3691