

FOI - 1949

20 October 2023

FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST

1. What is the number of medical consultant posts (all consultants regardless of specialty including HSC and honorary) in your health trust, by WTE as at 30 September for each year 2021, 2022 and 2023 for the following categories (please note that all posts should be counted under ONE category only):

i. posts occupied by a permanent consultant

30-Sep-21	30-Sep-22	31-Aug-23
262.58	256.17	257.65

2023 figures are as at 31 August 2023 for this entire response due to our reporting systems.

ii. newly-created consultant posts which have not yet been advertised

30-Sep-21	30-Sep-22	31-Aug-23
n/a	n/a	n/a

- Our systems do not currently allow us to report on newly created posts separately from replacement posts.

iii. vacant consultant posts according to the Workforce Statistics definition (“any position that is currently with the recruitment team and being actively recruited to. This will include those going through pre-employment checks, up to the point of a start date being agreed”)

30-Sep-21	30-Sep-22	30-Sep-23
10	23	21

iv. vacant consultant posts which are awaiting approval for recruitment or are on hold by managers

30-Sep-21	30-Sep-22	29-Aug-23
6	4.94	7

This reflects all posts currently within our pre-recruitment systems awaiting approval for advertisement.

- v. **consultant posts which although currently unfilled are not under active recruitment, e.g. where a previous recruitment exercise has been unsuccessful**

30-Sep-21	30-Sep-22	30-Sep-23
10	21	23

These numbers reflect any post advertised within the calendar year, which were unfilled and not filled in the same calendar year. They may subsequently have been filled the following year.

- vi. **all posts occupied by a locum consultant (including consultants reengaged as locums who previously held a permanent post and those locum consultants employed via an agency)**

30-Sep-21	30-Sep-22	30-Sep-23
42	43	45

- vii. **consultant posts that have been recruited to but applicant not yet in post (e.g. deferred start due to pending CCT)**

30-Sep-21	30-Sep-22	30-Sep-23
5	10	10

These numbers reflect any consultant offered a post by the stated date (i.e, 30 Sept 21) but they have not started as yet due to ongoing pre-employment checks or a pending start date i.e. working their notice.

- viii. **other (please be specific)**

2. **What is the number of specialty doctor posts in your health trust, by WTE as at 30 September for each year 2021, 2022 and 2023 for the following categories (please note that all posts should be counted under ONE category only):**

- i. **posts occupied by a permanent specialty doctor**

30-Sep-21	30-Sep-22	31-Aug-23
96.26	105.11	105.05

ii. newly-created specialty posts which have not yet been advertised

30-Sep-21	30-Sep-22	31-Aug-23
n/a	n/a	n/a

Our pre-recruitment processes do not have the reporting function to distinguish newly created posts from replacement posts.

iii. vacant specialty posts according to the Workforce Statistics definition (“any position that is currently with the recruitment team and being actively recruited to. This will include those going through pre-employment checks, up to the point of a start date being agreed”)

30-Sep-21	30-Sep-22	30-Sep-23
1	7	8

iv. vacant specialty posts which are awaiting approval for recruitment or are on hold by managers

Sep-21	Sep-22	Aug-23
10	4	14

This reflects all posts currently within our pre-recruitment systems awaiting approval for advertisement.

v. specialty posts which although currently unfilled are not under active recruitment, e.g. where a previous recruitment exercise has been unsuccessful

30-Sep-21	30-Sep-22	30-Sep-23
16	15	7

These numbers reflect any post advertised within the calendar year, which were unfilled and not filled in the same calendar year. They may subsequently have been filled the following year.

- vi. all posts occupied by a locum specialty doctor (including those re-engaged as locums who previously held a permanent post and those employed via an agency)

30-Sep-21	30-Sep-22	30-Sep-23
3	2	2

This reflects the numbers of SAS doctors currently engaged via agency.

- vii. specialty posts that have been recruited to but applicant not yet in post (e.g. deferred start)

30-Sep-21	30-Sep-22	30-Sep-23
1	6	7

These numbers reflect any SAS offered a post by the stated date (i.e. 30 Sept 21) but they have not started as yet due to ongoing pre-employment checks or a pending start date i.e. working their notice.

- viii. other (please be specific)

3. What definition does your health trust use to define a vacancy?

A vacancy as any position that is currently with the recruitment team and being actively recruited to up until the offer letter had been issued to the appointee. Also vacancies advertised but unable to fill during the specified reporting period.

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