

FOI/1987

10/11/23

## **FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST**

<b>SHSCT Trust</b>	<b>Please provide details of any e-job planning systems or community scheduling systems you have in place and contract end dates with suppliers</b>	<b>Please advise what arrangements are in place for workforce planning</b>	<b>What is currently in place to support development of Bank workers – e.g. Care certificate training, additional clinical and non-clinical training?</b>
Locum	The Trust have in place an electronic job planning system for Consultant and SAS doctors that are employed by the Trust. This system is also available for locum consultants working on longer term engagements. The end date of the contract	Local staffing arrangements are the responsibility of individual HSC employers, taking into account factors such as service needs and available resources. The Department of Health regionally also has a role in ensuring that sufficient suitably qualified staff are available to meet the needs of the service overall. The Workforce Policy Directorate within the Department of Health has in place a programme of comprehensive	Bank workers can avail of clinical and non-clinical training that is available within the Trust.



## Southern Health and Social Care Trust

	<p>with our current supplier is January 2026.</p>	<p>workforce planning reviews carried out at regional level across the main professions and a number of supporting groups in the HSC. The Southern Trust has also recently undertaken an international recruitment campaign to recruit to a number of medical posts across the Trust, in addition to international nurse recruitment.</p>	
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Nursing	<p>Within Nursing and Midwifery we use an e-rostering system to support rostering of staff to shifts. A contract is place with the Rostering supplier, current end date Dec 2023.</p>	<p>Currently each of the Trust's Operational Directors are responsible for undertaking robust workforce planning within Operational Directorates.</p> <p>The Trust Corporate Nursing Team has established a Nursing and Midwifery Workforce Planning Oversight Group which will oversee collaborative Nursing and Midwifery workforce planning, ensuring operational directorates have robust workforce plans in place which support current and future workforce requirements considering available workforce, service delivery and strategic drivers, in line with the CNO workforce data reconciliation project.</p> <p>Quarterly workforce clinics take place with relevant operational directorates to review rostering and staffing.</p> <p>The Trust participate in workforce planning regionally through the Regional International Nurse Recruitment as part of workforce plan.</p>	<p>All Nursing and Midwifery Bank staff are required to attend Corporate Mandatory training and are supported to attend same.</p> <p>Departmental Induction is provided.</p> <p>Other in-house training is available for staff to access as identified as a requirement for their role.</p> <p>QCF level 2 and level 3 Nursing Assistant Programme.</p> <p>Access to Clinical Education Centre programmes.</p> <p>Bank staff registered with NMC are supported with NMC revalidation and professional supervision.</p>



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AHP	<p>Within AHP services we use computerised systems to support the scheduling of appointments.</p> <p>The Epic EPR has been procured for implementation throughout all HSC Trusts within Northern Ireland and the encompass programme is currently underway to plan for this implementation. SHSCT will implement encompass in Spring 2025. For further details, contact Business Services Organisation (BSO) <a href="https://www.encompass-dhcni.com">encompass – DHCNI (hscni.net)</a></p>	<p>Within areas of AHP workforce planning is carried out on a regional basis, see links below</p> <p><a href="https://www.health-ni.gov.uk/articles/workforce-planning-workforce-review-reports">Diagnostic Radiography Workforce Review 2019 – 2029   Department of Health (health-ni.gov.uk)</a></p> <p><a href="https://www.health-ni.gov.uk/articles/workforce-planning-workforce-review-reports">https://www.health-ni.gov.uk/articles/workforce-planning-workforce-review-reports</a></p> <p><a href="https://www.health-ni.gov.uk/articles/workforce-planning-workforce-review-reports">Occupational Therapy Workforce Review 2019 – 2029   Department of Health (health-ni.gov.uk)</a></p>	<p>We do not have a formalised bank system in place within AHP.</p> <p>In the small areas of use, AHP Bank staff complete the necessary Mandatory training. In addition, staff are provided with ongoing clinical and training opportunities relevant to their role</p>



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NMNC*	In areas of NMNC a computerised system is used to allocate and plan work. This is regional procurement and reviewed annually.	Within areas of NMNC, monthly meetings are established with heads of service and bi-monthly with Human Resources to review vacancy levels and current recruitment activity.	Non-medical, non-clinical bank employees receive corporate mandatory training and induction training and well as training in standard operating procedures specific to the individual role.

\*Non medical non clinical includes Estates, and Functional Support Services including admin

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