

FOI 2440

Notes:

- *Bank Staff and Staff on Employment Break have been excluded from this report*
- *Band of Position has been listed in the report, please note in some instances this may differ from the Band of the Postholder.*
- *Headcount is a count of staff based on staff number, so a member of staff working in a number of positions, who therefore has a number of staff numbers, is counted multiple times*

- *Answers to Questions 1&3 are based on the position description as recorded on our HRPTS system as at 31 March 2024. Position Descriptions are free format fields and may not accurately match the job title on a staff members Job Description. Managers are responsible for ensuring position descriptions are reviewed/updated and HRPTS positions are currently in the process of being reviewed/cleansed as part of Business as Usual processes and upcoming implementation of new systems, therefore figures are subject to change*

- *Answer to Question 2 is based on the Personnel Area (Staff Group) and Job Description i.e. all staff aligned to a Nursing & Midwifery Personnel Area / Job.*

Question 1. Please state the number of Agenda for Change pay band 1-4 staff within your organisation holding job titles that contain the word 'advanced'. Please make it clear how many at each banding level hold this job title and list the job titles. [eg: Band 3 - advanced health care assistant – X7]

There were no Band 1-4 staff employed in SHSCT with "Advanced" in their Position Description as at 31 March 2024

Question 2. Please state the number of Agenda for Change pay band 1-4 staff within your organisation holding job titles that contain the word 'nurse' or 'nursing'. Please make it clear how many at each banding level hold this job title and list the job titles. [eg: Band 4 -nursing associate - X24]

Headcount & WTE of Band 1-4 Staff in Nursing & Midwifery Personnel Area as at 31 March 2024

Band	Job Description	Headcount
Band 2	Acute Nurse Support (2)	63
	Mental Health Nurse Support(2)	<5
	Midwife Support (2)	11
Band 3	Acute Nurse Support (3)	536
	District Nurse Support (3)	40
	Health Visitor Support (3)	18
	Learning Disability Nrs Sup (3)	27
	Mental Health Nurse Support(3)	114
	Midwife Support (3)	56
	Paediatric Nurse Support (3)	37
	Specialist Nurse Support (3)	5
	Treat Room/ Pract Nurse sup (3)	<5
Band 4	Acute Nurse Support (4)	7
	District Nurse Support (4)	6
	Paediatric Nurse Support (4)	16
	Specialist Nurse Support (4)	7

Question 3. Please state the number of Agenda for Change pay band 5-9 staff within your organisation holding job titles that contain the word 'advanced'. Please make it clear how many at each banding level hold this job title and list the job titles. [Eg: Advanced nurse practitioner – cancer care – X1...]

Headcount & WTE of Band 5-9 Staff with "Adv /Advanced" in their Position Description as at 31 March 2024

Band	Position Description	Headcount
Band 6	Adv Prac L1 Trainee Sonographer	<5
	Advanced Practitioner OT	<5
Band 7	Adv Clinical Spec Paediatric Physio	<5
	Adv Clinical Specialist Physiotherapist	10
	Adv Prac L1 Breast Radiographer	6
	Adv Prac L1 Cathlab Radiographer	<5
	Adv Prac L1 CT Radiographer	<5
	Adv Prac L1 DXA Radiographer	<5
	Adv Prac L1 ED/T&O Radiographer	<5
	Adv Prac L1 Fluoroscopy Radiographer	<5
	Adv Prac L1 General Radiographer	<5
	Adv Prac L1 MRI Radiographer	<5
	Adv Prac L1 Nuclear Med Radiographer	<5
	Adv Prac L1 Report Radiographer(Trainee)	<5
	Adv Prac L1 Reporting Radiographer	5
	Adv Prac L1 Sonographer	27
	Adv Specialist Occupational Therapist	<5
	Advanced Clinical Specialist (7)	6
	Advanced Clinical Specialist Physio	<5
	Advanced Clinical Specialist SLT	<5
	Advanced Occupational Therapist	<5
	Advanced Paediatric Orthoptist	<5
	Advanced Physio Practitioner (7)	<5
	Advanced Physiotherapy Practitioner (7)	<5
	Advanced Physiotherapy Practitioner L1	<5
	Advanced Pract Diabetes Podiatrist	<5
	Advanced Practitioner Community OT (7)	<5
	Advanced Practitioner OT	10
	Advanced Practitioner Physiotherapy (7)	<5
	Advanced Practitioner SLT	<5
	Dietitian - Advanced Practitioner	<5
	Occupational Therapist Advanced Prac	<5
	OT Advanced Practitioner (7)	<5
	Trainee Advanced Nurse Practitioner	<5
	TRF(PF)-Advanced Paed Nurse Practitioner	<5
	TRF-Advanced Occupational Therapist	<5
	TRF-Advanced Pract Diabetes Podiatrist	<5
Band 8A	Adv Prac L2 Breast Radiographer	<5
	Adv Prac L2 Obstetric Sonographer	<5
	Adv Prac L2 Reporting Radiographer	<5
	Adv Prac L2 Sonographer	<5
	Advanced Mental Health Pharmacist	<5
	Advanced MSK Urgent Care Centre Physio	<5
	Advanced Neonatal Nurse Practitioner(8A)	5
	Advanced Nurse Practitioner (8A)	15
	Advanced Nurse Practitioner-Oncology	<5
	Advanced Orthopaedic Practitioner	<5
	Advanced Paed Nurse Practitioner	<5
	Advanced Physiotherapy Practitioner	8

Please note for figures <5, as an employer the Trust has a legal duty to protect employee confidentiality, in line with this duty the figure <5 has been provided where figures are very low. This is because of the potential risk of identification of an individual. In reaching this decision the Trust has taken into account the small geographical area which the Trust serves. In addition the Trust has taken into account the fact that all information disclosed in response to an FOI is disclosed to the 'world at large' and is published on the Trust website.

S 40 (2) (third party information) of the Freedom of Information Act 2000 has been applied to exempt the redacted information from disclosure. The Trust does not consider the disclosure of the redacted information to be fair to the individuals concerned as there is the potential risk of identification of an individual(s) which they would not expect, and which would therefore breach the fairness element of the first principle of the Data Protection Act 2018.

Question 4. Please state whether you have any plans to review - or if you don't have plans then please state when you last reviewed - the use of job titles in your organisation containing the word 'advanced'? [Eg – we reviewed all job titles in June 2023].

There has been no specific review of job titles containing the word 'advanced'. Responsibility for amending/reviewing/changing job titles sits with individual managers, who are responsible for ensuring position descriptions are accurate, however there is a piece of work ongoing in preparation for the implementation of new systems to work with managers to cleanse information held on HRPTS and some position titles may be updated as part of this work.