

Information on Occupational Therapy Staff for FOI Response

Staff in Post Notes:

- Staff with Multiple Posts are counted more than once in this report
- Figures exclude Bank Staff
- Staff on Career Break and Seconded Out of Trust have been excluded

Q1. How many registered OTs are employed in your organisation?

Headcount of Staff with OT Registration who are working in an OT post

As at 31 Jan 2024	HC	WTE
	313	265.85

Q2. How many registered OTs were employed in your organisation in 2019?

Headcount of Staff with OT Registration who are working in an OT post

As at 31 Dec 2019	HC	WTE
	281	244.01

Q3. How many HCPC Registered OTs are employed in positions that don't have Occupational Therapy in the title?

Headcount of Staff with OT Registration but are not working in an OT post

As at 31 Jan 2024	HC	WTE
	19	17.95

Q4. How many unregistered staff do you have that support OT services?

Headcount of Staff without OT Registration who are working in an OT Support post

As at 31 Jan 2024	HC	WTE
	28	21.67

Q5. How many current vacancies do you have for the whole of the OT service?

Occupational Therapist Active Requisitions as at 29 February 2024

Note: This includes posts for which an e-requisition has been fully approved, but for which an appointment has not yet been confirmed. Please note that this does not therefore include any vacant post for which an e-requisition has either not been submitted or has not been fully approved.

Band	No. of Requisitions	WTE
5	2	2.00
6	1	1.00
7	3	3.00
Total	6	6.00

Q6. What are the current OTs employed within each band?

Headcount of Staff with OT Registration who are working in an OT post by Band

Band of Person	HC	WTE
5	33	31.21
6	130	112.55
7	137	109.14
8A and above	13	12.96
Total	313	265.85

Q7. Is there data on the age profile for each band and can we have it?

Headcount of Staff with OT Registration who are working in an OT post by Band by Age Group

Band of Person	20 - 29		30 - 39		40 - 49		50 - 59		60 - 69	
	HC	WTE	HC	WTE	HC	WTE	HC	WTE	HC	WTE
5	23	22.40	9	7.81	<5	1.00				
6	33	31.50	65	58.93	24	16.45	7	5.27	<5	0.40
7			50	39.77	51	40.07	31	24.81	5	4.49
8A and above					9	8.96	<5	4.00		
Total	56	53.90	124	106.50		66.49		34.08		4.89

The Trust has a legal duty to protect patient confidentiality and, 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 and the sensitivity of the information requested. 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.

Headcount of Staff with OT Registration who are working in an OT post by Gender

Gender	HC	WTE
Female	305	257.85
Male	8	8.00
Total	313	265.85

Q9. What is the longest period within the last year that vacancies have been unfilled at each band?

Occupational Therapists Requisitions Filled* during March 2023 - February 2024

*Time to Fill is measured from the date a requisition is created until the date it is closed on the e-recruitment system with the reason recorded as 'post filled'.

Band	No of Requisitions	Average Time to Fill (Weeks)	Longest Overall Time to Fill (weeks)
5	8	10.0	16
6	13	12.5	39
7	4	21.6	34
Total	25	13.2	39

Q10. Current vacancy rates for each band

Question 5 response provides details of the active OT Requisitions as at 29 February 2024