

29/07/24

FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST

Under the Freedom of Information Act 2000, could you please provide me with the below information in relation to your Workforce Systems for the Fiscal Year 2023-2024.

PERMANENT RECRUITMENT:

Permanent Vacancies Filled vs. Permanent Vacancies Unfilled					
FY 2023/2024	Medical & Dental	Allied Health Professionals (AHPs) including Scientific, Therapeutic and Technical Staff	Nursing & Midwifery including Health Care Assistants (HCAs)	Non-Medical Non-Clinical (NMNC) including Admin & Clerical and Estates & Facilities	Social Care
Total Spend on Permanent Recruitment Fees	£0 – We have not paid any fees for permanent recruitment	N/A	N/A	N/A	N/A
Number of Permanent Vacancies Filled	52 filled via normal recruitment process (not via agency)	S12 – Fees Limit (Please see below Note 1)	S12 – Fees Limit (Please see below Note 1)	S12 – Fees Limit (Please see below Note 1)	S12 – Fees Limit (Please see below Note 1)
Number of Permanent Vacancies That Remained Unfilled	25	S12 – Fees Limit (Please see below Note 1)	S12 – Fees Limit (Please see below Note 1)	S12 – Fees Limit (Please see below Note 1)	S12 – Fees Limit (Please see below Note 1)

TEMPORARY STAFFING:

Temporary Staffing Filled Shifts vs. Unfilled Shifts					
FY 2023/2024	Medical & Dental	Allied Health Professionals (AHPs) including Scientific, Therapeutic and Technical Staff	Nursing & Midwifery including Health Care Assistants (HCAs)	Non-Medical Non-Clinical (NMNC) including Admin & Clerical and Estates & Facilities	Social Care
Number of Shifts Filled by Local and/or Collaborative Staff Bank	5589 Ad Hoc	S12 – Fees Limit (Please see below Note 1)	S12 – Fees Limit (Please see below Note 1)	S12 – Fees Limit (Please see below Note 1)	S12 – Fees Limit (Please see below Note 1)
Number of Shifts Filled by Agency	5134 Ad Hoc	S12 – Fees Limit (Please see below Note 1)	57,236	S12 – Fees Limit (Please see below Note 1)	S12 – Fees Limit (Please see below Note 1)

Number of Shifts Unfilled	1723 Ad Hoc	S12 – Fees Limit (Please see below Note 1)	15,212	S12 – Fees Limit (Please see below Note 1)	S12 – Fees Limit (Please see below Note 1)
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Local and/or Collaborative Staff Bank					
FY 2023/2024	Medical & Dental	Allied Health Professionals (AHPs) including Scientific, Therapeutic and Technical Staff	Nursing & Midwifery including Health Care Assistants (HCAs)	Non-Medical Non-Clinical (NMNC) including Admin & Clerical and Estates & Facilities	Social Care
Total Spend on Bank Worker Pay	£44,258	£555,288	£20,148,798	£1,240,781	£3,018,618
Total Spend on Local and/or Collaborative Bank System		No Provider	As above	Local bank only	Local bank only
Total Number of Bank Hours Worked	55209.80 Ad Hoc	N/A	856822.83	S12 – Fees Limit (Please see below Note 1)	S12 – Fees Limit (Please see below Note 1)
Name of Local and/or Collaborative Staff Bank Provider(s)*	In-House	Local Bank only	S43(2) – Commercial Interests (Please see below Note 2)	Local Bank only	Local Bank only
Contract Expiry Date(s) with Staff Bank Provider(s)	N/A	N/A	21.12.2028	N/A	N/A
Type of Staff Bank(s) Procured**	Collaborative Bank	N/A	Contract with Southern neither local bank or collaborative bank	N/A	N/A
Type of Staff Bank Service(s) Procured***	Managed service	N/A	Technology only	N/A	N/A
Contact Name****	Vivienne Toal	Run by service leads	Vivienne Toal	Vivienne Toal	Run by service leads

* If a staff bank is not currently utilised, please state 'No Provider'. If a staff bank is solely managed in-house and with no staff bank technology procured, please state 'In-House'.

** Please advise of the type of staff bank(s) provided by the staff bank provider(s). Please state 'Local Bank Only' or please state 'Collaborative Bank' if a regional bank has been procured. Please state 'Both' if both have been procured.

*** Please advise of the type of bank service(s) procured with the staff bank provider(s). Please state 'Managed Service' if the staff bank provider(s) help grow and/or engage and/or retain the bank, or please state if a 'Technology Only' service is procured.

**** Please provide the name of the lead responsible person who looks after the staff bank at the Trust. If there are multiple people for each staffing group, please name each relevant person.

Agency					
FY 2023/2024	Medical & Dental	Allied Health Professionals (AHPs) including Scientific, Therapeutic and Technical Staff	Nursing & Midwifery including Health Care Assistants (HCAs)	Non-Medical Non-Clinical (NMNC) including Admin & Clerical and Estates & Facilities	Social Care
Total Spend Agency Worker Pay	£27,025,717	£1,223,702	£19,213,972	£8,359,389	£819,952
Total Spend on Agency Commission		N/A	N/A	N/A	N/A
Total Number of Agency Hours Worked	51954.04 Ad Hoc	S12 – Fees Limit (Please see below Note 1)	511665.06	S12 – Fees Limit (Please see below Note 1)	S12 – Fees Limit (Please see below Note 1)
Contact Name*	Vivienne Toal	Run by service leads	Vivienne Toal	Vivienne Toal	Run by service leads

* Please provide the name of the lead responsible person who looks after the staff bank at the Trust. If there are multiple people for each staffing group, please name each relevant person.

** Note 1: This information is not recorded centrally and therefore retrieving it would involve a manual search of records. As such we cannot provide this information as the cost of locating and retrieving the information exceeds the “appropriate limit” as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004. In order to obtain this information from a number of departments it would exceed the £450 limit and is therefore cost prohibitive.

Under section 12 of the Freedom of Information Act 2000, Public Authorities are not obliged to comply with an information request where to do so would exceed the cost limit.

**Note 2: Section 43(2) states that information is exempt if its disclosure would, or would be likely to, prejudice the commercial interests of any person (including the public authority holding it). Disclosure of the requested information would leave the (Southern Health & Social Care Trust) digital infrastructure at significant risk of cyber security attack. This would compromise the (Southern Health & Social Care Trust) ability to provide Health & Care Services and carry on business-as usual should the digital systems be compromised.

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