

Freedom of Information Request - FOI2024/034

21 May 2024

Thank you for your Freedom of Information request. I have considered your request and have set out the Trust's response below:

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

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
Number of Shifts Filled by Staff Bank	S.12*	S.12*	S.12*	S.12*
Number of Shifts Filled by Agency	S.12*	S.12*	S.12*	S.12*
Number of Shifts Unfilled	S.12*	S.12*	S.12*	S.12*

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
Total Bank Spend	£9,779k	£639k	£5,574k	£727k
Number of Bank Hours Worked	21,666	4,823	54,065	8,837
Name of Staff Bank Provider(s)*	In-house	In-house	In-house	In-house

Contract Expiry Date with Provider(s)	N/A	N/A	N/A	N/A
Type of Staff Bank(s) Procured**	N/A	N/A	N/A	N/A
Type of Bank Service(s) Procured***	N/A	N/A	N/A	N/A
Contact Name****	Temporary Staffing Manager	Temporary Staffing Manager	Temporary Staffing Manager	Temporary Staffing Manager

* 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(s). 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
Total Agency Spend	£5,595k	£1,186k	£9,168k	0
Number of Agency Hours Worked	34,965	29,514	250,008	N/A

Name of Agency Staffing Provider or PSL*	N/A	N/A	ID medical	N/A
Contract Expiry Date with Provider	N/A	N/A	September 2024	N/A
Name of Vendor Management System (VMS) Provider**	N/A	N/A	ID medical	N/A
Contract Expiry Date with Provider	N/A	N/A	September 2024	N/A
Contact Name***	Temporary Staffing Manager	Temporary Staffing Manager	Temporary Staffing Manager	Temporary Staffing Manager

* Please provide the name of the neutral vendor (NV) or master vendor (MV) managed service provider/agency staffing provider, or if Preferred Supplier List in place, please state 'PSL'. If there is no provider or PSL, please state 'No Provider'.

** Please provide the name of the VMS technology provider. If same as agency staffing provider above, please state 'Same As Above'. If no VMS technology is currently utilised for agency cascade, please state 'No Provider'.

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

Direct Engagement (DE) - in relation to VAT saving on agency spend				
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
Name of DE Provider*	Liasion	Liasion	N/A	Liasion
Type of DE Service Procured**	In-House	In-House	N/A	In-House

DE Payroll Responsibility***	Technology Only	Technology Only	N/A	Technology Only
Contract Expiry Date with Provider	1 st April 2026	1 st April 2026	N/A	1 st April 2026
% of Agency Workers on DE Contracts	89%	100%	N/A	No bookings currently
Total VAT Saving (£) Achieved****	N/A	N/A	N/A	N/A
Contact Name*****	Temporary Staffing Manager	Temporary Staffing Manager	Temporary Staffing Manager	Temporary Staffing Manager

* If a DE model is not currently utilised, please state 'No Provider'. If a DE model is utilised, but not via a DE provider as managed fully in-house, please state 'In-House'.

** Please advise of the type of DE service procured with the DE provider. Please state if the DE provider delivers a 'Managed Service' with agency and/or worker engagement, or if the DE provider delivers a 'Technology Only' service?

*** Please advise who payrolls DE workers. Please state 'DE Provider' if the DE provider payrolls workers, or if this is done in-house please state 'In-House'. If this is carried out by another payroll organisation, please name the organisation.

**** Please state total VAT savings achieved through DE, pre any DE provider fees (if applicable).

***** Please provide the name of the lead responsible person who looks after Direct Engagement (DE). If this contact is the same as the lead responsible person for agency staffing, please still input the contact's name.

*The information that you have requested is not held in a form that would enable it to be located, retrieved and extracted within the appropriate time limit that equates to 18 hours as defined by the Freedom of Information and Data Protection (Appropriate Limits and Fees) Regulations 2004.

The data you have requested is not held in central point and would require us to manually collect this information from multiple sources. The volume of information required, and the fact that in medical locums shifts are removed if not filled, we wouldn't be able to pull together accurate information in a reasonable amount of time. This would take days to pull together. Where the appropriate limit is exceeded the Trust is not required to supply the information as per Section 12 of the Freedom of Information Act 2000.

As per our section 16 duty to advise, we have answered the questions we could within the timeframe.

Please note, we have only provided the job title, not the names, as in accordance with the Information Commissioner's Office guidance on disclosure of data about employees, I consider the name and contact details of staff who are not at a high level of seniority to constitute their personal data, as defined by the UK General Data Protection Regulations. As such, this information is refused under Section 40(2) of the Freedom of Information Act 2000

Yours sincerely,

Freedom of Information Officer