**Recent Freedom of Information enquiries to Weston Area Health NHS Trust (with the Trust’s responses in red.) regarding Agency Costs and Locum Spend**

**ENQUIRY 1**

 1 - Please can you separately tell me the total amount spent by the Trust on agency nurses and locum doctors during the periods:

|  |  |  |
| --- | --- | --- |
|  | AGENCY NURSES | LOCUM DOCTORS |
| April 2013 to March 2014 | 2,033,177 | 2,309,160 |
| April 2014 to September 2014. | 806,434 | 1,680,751 |
|  |  |  |

2 - Please can you tell me whether your Trust uses agencies who have been awarded a framework for their supply such as those provided by Crown Commercial Service. If yes, please can you tell me the name of the framework used. If no, can you please tell me the percentage spent with any non-framework agencies? Where this information is not readily available, please provide an estimate.

All agencies considered for use have to be CCS approved. There are some (i.e. TNS) that have been used historically that is not CCS approved - used only when other options fail.

3 - Please can you tell me whether there is a member of your Trust's Board who is accountable for overseeing the use of temporary staff and whether temporary staff usage is regularly discussed at Board meetings. If yes, can you please tell me whether the Board member is a non-executive or an employee of the Trust? If a Trust employee, please can you tell that person's role within the Trust.

Temporary nurse staffing are risk managed through the nursing hierarchy and therefore primarily rests with the Director of Nursing, with support from the Director of Workforce Planning. The extra nurse resource council (with representation from the Bank Office, Matrons, HR, Finance, Payroll, Ward sisters and chaired by a Head of Nursing) meets monthly (or when necessary) and are meant to identify and solve any potential staffing resource problems. From here it is escalated to the Directors mentioned and is regularly discussed at board level. Temporary medical staffing is managed by the Trusts Medical Director and the Associate Medical Director.

4 - Please can you tell me whether your Trust is considering recruiting nurses from overseas in the next 12 months? If yes, can you please confirm the number of nurses and roles your Trust is looking to recruit to and the countries you are considering recruiting from.

The Trust is considering overseas recruitment in the next 12 months, the numbers will be dependant on the requirements at the time.  The country where we would recruit from has not been agreed.

I trust that your request has been satisfactorily answered, but I should advise you that you have the right to complain about this response by reference to the complaints procedure of the Weston Area Health NHS Trust, in which case you should write to me at this email address.

If you remain dissatisfied with the decision of the Trust following your complaint, you may write to the Information Commissioner, whose address is:

Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

James Gardener

on behalf of Gillian Hoskins

Associate Director of Governance and Patient Experience

Weston Area Health NHS Trust

**ENQUIRY 2**

Dear Freedom of Information Officer

I am writing to request information under the Freedom of Information Act 2000. Please disclose:

***1.     For each of the last three financial years (i.e. 2012-13, 2013-14 and 2014-15 to date), how much has the trust spent on temporary medical staff e.g. bank, freelance or locum doctors and nurses?***

I would like to receive this information electronically, either as a PDF, email or MS Word document. My preferred method of communication regarding this request is email, [martin.jones1@bbc.co.uk](mailto:martin.jones1@bbc.co.uk)

If you choose to refuse all or part of my request, I ask that you do so with reference to specific exemptions identified in the Act.

If you are encountering practical difficulties complying with this request, please contact me (in line with your section 16 duty to advise and assist requesters) so that we can discuss the matter and if necessary I can modify the request.

Please find attached the response to your recent Freedom of Information enquiry from Weston Area Health NHS Trust.

I trust that your request has been satisfactorily answered, but I should advise you that you have the right to complain about this response by reference to the complaints procedure of the Weston Area Health NHS Trust, in which case you should write to me at this email address.   
   
If you remain dissatisfied with the decision of the Trust following your complaint, you may write to the Information Commissioner, whose address is:

Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

James Gardener

on behalf of Gillian Hoskins   
Associate Director of Governance and Patient Experience  
Weston Area Health NHS Trust



**ENQUIRY 3**

Please find below the response to your recent Freedom of Information enquiry from Weston Area Health NHS Trust.

1. What was the total number of shifts for a) doctors b) nurses in your Accident and Emergency Department(s) over that period? Under section 12 of the FOI act (cost of compliance exceeds the appropriate limit) we are unable to answer this question.

2. How many of those shifts - again for a)doctors and b)nurses - were covered by locum/ agency staff? Under section 12 of the FOI act (cost of compliance exceeds the appropriate limit) we are unable to answer this question.

3. What was the highest amount paid for a shift for a) an individual doctor b) an individual nurse in A and E over the specified dates? Under section 12 of the FOI act (cost of compliance exceeds the appropriate limit) we are unable to answer this question.

4. What grade/band was that individual a)doctor and b)nurse - and how long was their shift? Under section 12 of the FOI act (cost of compliance exceeds the appropriate limit) we are unable to answer this question.

5. What was the total spend on locum/agency staff in A and E over the specified dates? Under section 12 of the FOI act (cost of compliance exceeds the appropriate limit) we are unable to answer this question.

I trust that your request has been satisfactorily answered, but I should advise you that you have the right to complain about this response by reference to the complaints procedure of the Weston Area Health NHS Trust, in which case you should write to me at this email address.

If you remain dissatisfied with the decision of the Trust following your complaint, you may write to the Information Commissioner, whose address is:

Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

James Gardener

on behalf of Gillian Hoskins

Associate Director of Governance and Patient Experience

Weston Area Health NHS Trust

**ENQUIRY 4**

Here is the response to your recent Freedom of Information enquiry from Weston Area Health NHS Trust.

1. How many shifts and what percentage of shifts were filled by agency nurses on Bank Holiday Monday 5th May 2014?

10 shifts

27%

2. How many shifts and what percentage of shifts were filled by locum doctors on Bank Holiday Monday 5th May 2014?

**Medicine 25%  3 shifts. ED 3 shifts 40%**

3. On that date, what was the highest amount paid for a shift (ie in total, not per hour) for

            a) an individual agency nurse

Mental Health Nurse for a long day i.e. £137 (plus VAT, NI and mileage) per hour for 11.5 hours you exactly how much it was, But just the approximate cost £1575

            b) an individual locum

**Highest payment on that day was £1312 for the shift  as it was an on call 12hrs**

.

4. What was the total sum paid to all agency/locum staff on shift on that date?

£5595.92 for nurses

£6352 for doctors

 I trust that your request has been satisfactorily answered, but I should advise you that you have the right to complain about this response by reference to the complaints procedure of the Weston Area Health NHS Trust, in which case you should write to me at this email address.

If you remain dissatisfied with the decision of the Trust following your complaint, you may write to the Information Commissioner, whose address is:

Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

Jo Ward

on behalf of Gillian Hoskins

Associate Director of Governance and Patient Experience

Weston Area Health NHS Trust

**ENQUIRY 5**

Here is the response to your recent Freedom of Information enquiry from Weston Area Health NHS Trust.

* How much money was spent by the Trust on employing nursing staff from agency (nursing staff, including health care assistants, nursing auxiliaries, nursing assistants etc) from 01 January 2013 to 31 December 2013   £2,001,246.10
* How much money was spent by the Trust on employing nursing staff from agency (nursing staff, including health care assistants, nursing auxiliaries, nursing assistants etc) from 01 January 2014 to date   £1,114,010.36, Jan – Aug 2014

I trust that your request has been satisfactorily answered, but I should advise you that you have the right to complain about this response by reference to the complaints procedure of the Weston Area Health NHS Trust, in which case you should write to me at this email address.

If you remain dissatisfied with the decision of the Trust following your complaint, you may write to the Information Commissioner, whose address is:

Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

Jo Ward

on behalf of Gillian Hoskins

Associate Director of Governance and Patient Experience

Weston Area Health NHS Trust

**ENQUIRY 6**

Please find attached the response to your recent Freedom of Information enquiry from Weston Area Health NHS Trust.

1. Total amount the Trust spent on agency locum doctors 2013/2014 (April – March)

2. For this information to be broken down by speciality and grade.

I trust that your request has been satisfactorily answered, but I should advise you that you have the right to complain about this response by reference to the complaints procedure of the Weston Area Health NHS Trust, in which case you should write to me at this email address.

If you remain dissatisfied with the decision of the Trust following your complaint, you may write to the Information Commissioner, whose address is:

Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

Jo Ward

on behalf of Gillian Hoskins

Associate Director of Governance and Patient Experience Weston Area Health NHS Trust



**ENQUIRY 7**

Here is the response to your recent Freedom of Information enquiry from Weston Area Health NHS Trust.

            What is your total annual spend on agency Nurses?     £2081732.4

2)      How is this total annual spend on agency Nurses broken down by individual supplier and what status are they? (i.e. PSL, Tier 1, Tier 2, Master Vendor, Sole Supplier, Managed Service Provider? See attached spreadsheet

3)      What is the end / renewal date of the current contract you have in place for agency nursing?  We are part of the National framework as an NHS Trust – we left the local collaborative last year but we still use the agencies in the same tiers as the collaborative.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

  Which framework do you currently use? (GPS, HTE, LPP)   See above

5)      Who is your senior procurement / supplies contact?    Bristol and Weston NHS Purchasing Consortium

6)      Who is your senior medical staffing/ nurse bank contact?    The Trust does not provide details of staff below the level of Associate Director.  All managers can be contacted using their job title by telephone on 01934 636363 or by email at [weston.enquiries@nhs.net](mailto:weston.enquiries@nhs.net)

If I can help to clarify this request please contact me by email in the first instance by return*.*

I trust that your request has been satisfactorily answered, but I should advise you that you have the right to complain about this response by reference to the complaints procedure of the Weston Area Health NHS Trust, in which case you should write to me at this email address.

If you remain dissatisfied with the decision of the Trust following your complaint, you may write to the Information Commissioner, whose address is:

Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

Jo Ward

on behalf of Gillian Hoskins

Associate Director of Governance and Patient Experience

Weston Area Health NHS Trust

**ENQUIRY 9**

Here is the response to your recent Freedom of Information enquiry from Weston Area Health NHS Trust.

I would like to know the following broken down by hospital and by the area of hospital work that each person is employed in:

* The number of agency staff that were employed between June 2013 and June 2014 and what percentage these staff make up of the entire hospital staff.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Doctors - Number of agency staff booked. (Please note this is not "number" of shifts.)** | | | | | | | |  |  |  |  |  |  |  |
|  | **ED** |  |  | **Med** |  | **Surg** |  | **Orth** | **Anaes** | **Gynae** |  | **Paeds** | **Haem** | **Derm** |
|  | **Cons** | **Spec Dr** | **junior** | **cons** | **junior** | **cons** | **junior** | **junior** | **juniors** | **Cons** | **junior** | **cons** | **cons** | **cons** |
| **Jun-13** |  | **15** | **9** | **2 (1)** | **4** | **2 (1)** | **2** | **3** |  |  |  |  |  | **1** |
| **July** |  | **10** | **11** | **3 (2)** | **6** | **2 (1)** | **3** | **4** |  |  | **1** | **1 (1)** |  | **1** |
| **Aug** |  | **10** | **7** | **3 (3)** | **7** | **3 (1)** | **1** |  |  |  | **2** | **1 (1)** |  | **3** |
| **Sept** |  | **8** | **3** | **2 (1)** | **4 (1)** | **2 (1)** | **2** | **2** |  | **1** |  | **1 (1)** |  | **2** |
| **Oct** |  | **8** | **2** | **2 (2)** | **9 (5)** |  |  | **2** |  |  |  | **1 (1)** | **1 (1)** | **3** |
| **Nov** |  | **5 (1)** | **3** | **3 (3)** | **8(5)** |  | **1** |  |  |  |  | **2 (1)** | **1 (1)** | **3** |
| **dec** | **2** | **9 (1)** | **2** | **3 (3)** | **9 (5)** |  | **1** | **1** |  |  |  | **1 (1)** |  | **2** |
| **Jan-14** | **1** | **8 (2)** | **2** | **3 (3)** | **10 (7)** |  | **1** | **2** |  |  |  | **1 (1)** | **1** | **2** |
| **Feb** |  | **8 (3)** | **3** | **3 (3)** | **11 (7)** |  | **2** |  |  |  |  |  | **1** | **3** |
| **Mar** |  | **7 (3)** | **2 (1)** | **3 (3)** | **10 (7)** |  | **2** |  |  |  |  | **1** | **1** | **2** |
| **Apr** |  | **9 (2)** | **1** | **3 (3)** | **10 (4 )** |  |  | **4** |  |  |  | **1 (1)** | **1(1)** | **1** |
| **May** | **1** | **10 (2)** | **0** | **2 (2)** | **9 (4)** |  |  | **3** | **1** |  |  | **1 (1)** | **1 (1)** | **1** |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **NB: number in brackets are considered as being full time workers (included within the other figure)** | | | | | | | | | | | | | | |
| **Nursing Staff** | | | | | |  |  |  |  |  |  |  |  |  |

            a)Total Ward WTE = 634.99

b)Total temp staff (bank and agency) used WTE = 23.45

Percentage b) makes up of a) = 3.69%

* The number of these staff that are considered as being full time equivalent workers.

106 Doctors

* In Terms of Agency Nurses working in the Trust under block booking contracts:
* For the period requested : 2010 to 2014 no Nursing block booking were made through the services delivered by the Bank Office.
* The average amount that agency staff are paid per shift and the average length of a shift. I would like this information for each calendar year from 2010 to 2014.

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Average amount paid p/hr - Cannot calculate average p/shift.** | | | | | | | **Average length of shift** | | |  |
|  | **Consultant** | **Spec Dr** | **Junior** |  |  |  |  | **Consultant** | **Spec Dr** | **Junior** |
| **2010** | **£90** | **£75** | **£60** |  |  |  | **2010** | **8** | **10** | **12** |
| **2011** | **£95** | **£84** | **£65** |  |  |  | **2011** | **8** | **10** | **12** |
| **2012** | **£95** | **£90** | **£70** |  |  |  | **2012** | **8** | **10** | **12** |
| **2013** | **£114** | **£90** | **£76** |  |  |  | **2013** | **8** | **10** | **12** |
| **2014** | **£120** | **£93** | **£84** |  |  |  | **2014** | **8** | **10** | **12** |

Nurse

Under Section 12 of the FOI act, we are unable to provide this information before Feb 2013.

            Feb 2013 : The average length of shift is 11.5 hours (day or night). The average hourly rate would be £37.5

* The most that an agency worker has been paid for a single shift and the duration of that shift. I would like this information for each calendar year from 2010 to 2014.

|  |  |  |  |
| --- | --- | --- | --- |
| highest paid Doctor for single shift and duration each year 2010 - 2014 | | | |
|  | payment | length |  |
| 2010 | £2,166 | 15 |  |
| 2011 | £2,291 | 16 |  |
| 2012 | £3,696 | 24 |  |
| 2013 | £2,449 | 24 |  |
| 2014 | £1,153 | 8 |  |

Nursing

* Under Section 12 of the FOI act, we are unable to provide this information before Feb 2013.
* February 2013 - end March 2013= TR Bank Holiday night +/- £1017.75 (on costs not included)
* April 2013- March 2014 = TR Bank Holiday Night at +/- £1250.00 (on costs not included)
* April 2014 - June 2014 = Night Duty RMN on Bank Holiday at +/- £1800.00 (on costs not included)
* The number of foreign nationals that were employed between June 2013 and June 2014 and what percentage these staff make up of the entire hospital staff.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | All Staff | All Foreign Nats | Foreign Nationals % of Total Workforce | All Bank Nurses | Bank Nurse Foreign Nationals | Foreign Nationals % of Bank Nurses |
| Jun-13 | 2012.00 | 184.00 | 9.79% | 197.00 | 21.00 | 11.41% |
| Jun-14 | 2066.00 | 230.00 | 11.13% | 160.00 | 14.00 | 8.75% |
| Average | 2039.00 | 207.00 | 10.15% | 178.50 | 17.50 | 9.80% |

I trust that your request has been satisfactorily answered, but I should advise you that you have the right to complain about this response by reference to the complaints procedure of the Weston Area Health NHS Trust, in which case you should write to me at this email address.

If you remain dissatisfied with the decision of the Trust following your complaint, you may write to the Information Commissioner, whose address is:

Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

Jo Ward

on behalf of Gillian Hoskins

Associate Director of Governance and Patient Experience

Weston Area Health NHS Trust

**ENQUIRY 10**

Please find below the response to your recent Freedom of Information enquiry from Weston Area Health NHS Trust.

1.    What is you agency spend per month on RMN's , Camhs practitioners , CPN's , Qualified Social Workers in separate form for the past 3 years including current year to date.

Due to the way this data is recorded we are unable to split this expenditure out.

2.    Provide me with name of the person who is in charge of your recruitment of agency staff in Camhs, Nursing and Qualified Social Workers for the individual departments.

Director of HR – Sheridan Flavin

3. Provide me a with a list of locations that the above practitioners would attend work with the full address and telephone number.

            Drove Road, Weston-super-Mare, BS23 3NT - 01934 881262

            The Barn, Great Western Road, Clevedon, BS21 6HB - 01934 426622

4. Provide a breakdown of agency spend per month for the past 3 years including current year to date including agency name and spend.

            Due to the way this data is recorded we are unable to split this expenditure out.

5. Provide me with the details of the maximum and minimum hourly charge rate for A) RMNs B) CPNs C) Camhs practitioners D) Qualified Social Workers

We only use RMNs and the fees vary according to day, shift and needs of the patient.

6. Provide me with information regarding whether applicable a A) PSL for agency B) A framework agreement C) Master vendor / Neutral vendor D) Tiering system

We have links with the local framework with BRI etc but use all agencies that have been previously approved or will consider using CCS approved agencies on individual merits.

7. A list of management names and teams that each individual manages with location for all Nursing , Social Work and CAMHS teams.

CAMHS Management, Drove Road, Weston-super-Mare, BS23 3NT.  The Trust does not provide details of staff below the level of Associate Director via FOI.  All managers can be approached using their job title by telephone on 01934 636363.

8. If available a detailed list of pay and charge rates for agencies currently on Psl / framework / or spot purchases.

This is a list of agencies that Weston Area Health Trust use their rates are available on their websites which is in the public domain. We use multiple agencies for various specialities.

**Regular**

Just Nursing

Cromwell Medical

ID medical

Meridian

Greenstaff

Robin Recruitment

last Minute Health Care

Apollo Nursing

Acorn

Thornbury Nursing Solutions

**Very occasional**

Nursing Solutions

Nursing24

Prestige

NursePlus

Pulse

Mayday

Plan B

County Nursing

**1 or 2 shifts in 2014 on trial**

Wimbourne

Service Care Health

Total Assist

Your World medical

RMR recruitment

I trust that your request has been satisfactorily answered, but I should advise you that you have the right to complain about this response by reference to the complaints procedure of the Weston Area Health NHS Trust, in which case you should write to me at this email address.

If you remain dissatisfied with the decision of the Trust following your complaint, you may write to the Information Commissioner, whose address is:

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Yours sincerely,

Jo Ward

on behalf of Gillian Hoskins

Associate Director of Governance and Patient Experience

Weston Area Health NHS Trust

**ENQUIRY 11**

1. Which technology/software do you use to manage or roster your workforce?

|  |  |
| --- | --- |
| Data | Technology/software package |
| Nurses | SMART E-Rostering |
| Medics | Zircadian |
| Other staff groups | None |
| Bank/agency nurses | SMART E-Rostering |
| Bank/agency medics | N/A |

1. Do you manage your internal bank in house? If so, please advise the staff allocated to manage the bank in WTE (Whole Time Equivalent):

|  |  |
| --- | --- |
| Data | Total FTE/bank management |
| Nurses | Yes – 3 FTE |
| Medics | No |
| Other staff groups | No |

1. Please advise the value of over-payments made in error for the financial year 2013 – 2014:

|  |  |
| --- | --- |
| Data | Total overpayments £ |
| Substantive Nurses | £5,962.22 |
| Substantive Medics | £3,797.06 |
| Bank/Agency Nurses | £2,477.95 |
| Bank/agency medics | None recorded |

1. Please advise the number of risks recorded on your risk register relating to staffing levels over each of the following financial years:

|  |  |  |  |
| --- | --- | --- | --- |
| Data | 2011-12 | 2012-13 | 2013-14 |
| Nurses all grades | 0 | 2 | 1 |
| Medics all specialties, all grades | 1 | 3 | 2\* |

* Several risks have been combined on the corporate risk register to cover multiple departments due to lack of Consultant cover

1. Please advise how much you have spent on recruitment initiatives (excluding advertising on NHS Jobs but including overseas recruitment trips, advertising, media initiatives including radio and tv, job fairs etc) for the following staff groups for each of the financial years:

|  |  |  |  |
| --- | --- | --- | --- |
| Data | 2011-12 | 2012-13 | 2013-14 |
| Nurses all grades | £2848 | £32,283 | £10,880 |
| Medics all specialties, all grades | £4551 | £9833 | £7795 |

**ENQUIRY 12**

Please find below the response to your recent Freedom of Information enquiry from Weston Area Health NHS Trust.

Q1 The number of Agency Nurses we employ

A: We do not employ agency nurses. They are supplied by agencies on an ad hoc or block booking contract for specific needs.

The number of Staff Nurses we employ

2012         213.54 FTE   262 HC

            2013         245.47 FTE   285 HC

            2014         221.56 FTE   257 HC

Q2: How many hours agency nurses have worked and how much they were paid per hour over the last 3 years.

A: We changed our electronic system on the 18th of February 2013 and the archived system is not accessible at present.

Since 18th February 2013 we have used 76332 hours agency nurses

18th Feb 2013 - 31st Dec 2013 = 36415 hours

1st Jan 2014 - 30th Nov 2013 = 39917 hours

Cost per hour varies according to time of day, speciality, band and agency it ranges from £18 per hour to £108 (specialist bank holiday night - last bank holiday)

Nurses

            2012          not available as data only held for current and previous financial year in ESR

            2013          only 9 months available as data not held in ESR for year before last financial year.

                            Apr - Dec 2013  321,077.95 hours worked

            2014         453,788.77 hours worked

All Nurses are paid on the National Agenda for Change Pay Scales:

in 2012/13 the salary range was £21,176 - £17,625 (£10.89 - £14.13 per hour.

in 2013/14 and 2014/15 the salary range was £21,478 - £27,901 (£10.98 - £14.27 per hour)

Q3: Agency nurses overtime or enhanced

A: overtime and enhanced pay is not paid to agency nurses they are paid per rates agreed with agency

Nurses

2012         not available as data only held for current and previous financial year in ESR

            2013         only 9 months available as data not held in ESR for year before previous financial year

                           Apr - Dec 2013 £670,381.38 overtime/enhancements paid.

            2014         £873,244.22 overtime/enhancements paid.

Q4: How many of the agency nurses come from EU countries

A: As long as the nurse is eligible to work in the UK and has the qualifications/registration required by the shift nationality is not checked by the Trust. This is the agencies responsibility and the agency supplies the eligibility and qualification details their supplier checklist, but are not required to specify the passport the nurse holds (some do, but not all).

 Nurses

2012           6.80 FTE      8 HC

            2013           43.17 FTE    44 HC

            2014           25.01 FTE    26 HC

I trust that your request has been satisfactorily answered, but I should advise you that you have the right to complain about this response by reference to the complaints procedure of the Weston Area Health NHS Trust, in which case you should write to me at this email address.

If you remain dissatisfied with the decision of the Trust following your complaint, you may write to the Information Commissioner, whose address is:

Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

Jo Ward

on behalf of Gillian Hoskins

Associate Director of Governance and Patient Experience

Weston Area Health NHS Trust

**ENQUIRY 13**

Please find below the response to your recent Freedom of Information enquiry from Weston Area Health NHS Trust.

1. The most paid for one shift to locum or agency staff of the following occupations in 2014:

* Dentists (dental hygienists, dental nurses, dental technicians, dental therapists) N/A
* Health care assistants – see below
* Nurses – see below
* Surgeons  £1381 for 12hrs consultant shift
* Anaesthetists - £1726 for 24hr on call junior shift.
* Therapists N/A
* Midwifes – N/A
* Neurologists N/A
* Paramedics N/A
* Psychiatrists N/A

2. The total amount paid to locums agency or outside staff for each of those types of staff above in 2012, 2013, and 2014. Please breakdown by year and staff type.

|  |  |  |  |
| --- | --- | --- | --- |
|  |  |  | **M1-10** |
|  | 2012 | 2013 | 2014 |
| Challenging Patients Agency | 1,235.00 |  |  |
| N.V Locum-Consultant | 573,000.07 | 1,155,174.87 | 1,100,204.13 |
| N.V Locum-Other Career Grades | 589,644.48 | 573,479.88 | 756,495.08 |
| N.V Locum-Registrar & Sen Regs |  | 164,501.68 | 475,975.38 |
| N.V Locum-Shos & Hos | 183,579.19 | 539,577.36 | 353,297.58 |
| N.V Locum-Other | 816.44 |  | 4,621.69 |
| Non N.H.S Staff Medical Staff | 18,127.36 | 123,574.00 | 102,398.00 |
| Non N.H.S Staff Nursing | 1,342,137.16 | 2,033,176.76 | 1,672,127.34 |
| Non N.H.S Staff A.H.P | 76,737.83 | 136,501.65 | 127,822.98 |
| Non N.H.S Staff Psychologists | 300 | 750 | 17859 |
| Non N.H.S Staff A & C Other | 39,141.95 | 28,038.80 | 75,522.60 |
| Non N.H.S Staff Ancillary |  | 0 |  |
| Non N.H.S Staff Maintenance |  | 25,920.00 | 29411.66 |
| Sum: | 2,788,464.76 | 4,533,547.00 | 4,510,939.44 |

Please note that Nursing includes Healthcare assistants.

I trust that your request has been satisfactorily answered, but I should advise you that you have the right to complain about this response by reference to the complaints procedure of the Weston Area Health NHS Trust, in which case you should write to me at this email address.

If you remain dissatisfied with the decision of the Trust following your complaint, you may write to the Information Commissioner, whose address is:

Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

Jo Ward

on behalf of Gillian Hoskins

Associate Director of Governance and Patient Experience

Weston Area Health NHS Trust