**FOI Enquiries regarding Nursing Posts & Vacancies ( Responses shown in red)**

**ENQUIRY 1**

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

·         How many nursing vacancies do you have at 1 September 2014. (WTE and number of posts)

Total Nursing Vacancies – 30.36 FTE   (Registered 16.14 FTE, Unregistered 14.22 FTE)

·         What was your nursing establishment (how many nursing posts did you have including vacancies) at 1 September 2013 and 1September 2014.  Please give WTE and numbers of posts.

Establishment at 1 Sept 2013 – 684.24              Establishment at 1 Sept 2014 – 648.62

·         What bands are you recruiting to?

Bands 5

·         Please indicate which areas of nursing your Trust is finding it difficult to recruit to.

General Nursing (Medicine and Surgical) and theatre nurses

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 2**

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

1. How many nursing vacancies have you had per month so far this year?

2. How many permanent positions do you have?

3.  How many nursing vacancies did you have per month in 2012?

4.  How many nursing vacancies did you have per month in 2013?

5.  How many permanent positions did you have in 2012 / 2013?

6. What have your sickness levels been for all nursing staff per month so far this year (2014)?

7. What were your sickness levels for all nursing staff per month for 2012?

8. What were your sickness levels for all nursing staff per month for 2013?

9. What is your total spend per month on agency nurses so far this year (2014)?

10. What was your total spend per month on agency nurses for 2013?

10. What was your total spend per month on agency nurses for 2012?

11. What is the maximum you have spent on a single agency nursing shift?

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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 3**

Dear FOI Officer,

I am emailing you as a trust believed to have a Type 1 A+E department. If this is not the case please could you reply to me immediately so that I can delete your from this working list of hospital trusts and accept my apologies for emailing you in mistake.

If you do, indeed, have a Type 1 A+E department, I am sending this request under the Freedom of Information Act to ask for the following information:

1)      How many consultant and senior registrar posts staff your A+E department and how many of those posts were vacant in the last full quarter of the last financial year – JAN-MAR 2014? **5 consultants and 9 specialty doctors (not registrars ) posts. No consultant vacancies. 4.72 specialty doctor vacancies**

2)      What was the average percentage of consultant and senior registrar posts in your A+E filled by non-substantive staff in the last full quarter of the last financial year – JAN-MAR 2014? **consultants - 40% 2 out of 5 were NHS locums. Specialty doctors - 52% fill by locums**

3)      What was the total spend on non-substantive consultant and senior registrar staff in your A+E department in the last full quarter of the last financial year – JAN-MAR 2014?

**Consultants - £63,006 but this was salary NHS locums.**

**Specialty Doctors agency costs Jan £90845, Feb £49,050, Mar £70,504**

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

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 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 4**

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

1. How many vacancies have you had within the emergency department (A&E) for all grades of doctors?

           Financial year 2013 April-present?  Apr 13  = 3, Nov 13 = 4, Apr 14  = 7, Oct 14 = 5

1. What are those positions? Middle grade in Emergency
2. How many vacancies do you expect to have available a year from now (all grades of doctors)? None hopefully!
3. What positions do you have most difficulty filling (all grades of doctors and specialities)? Middle grade in ED

According to House of Commons Health Committee report issued in regards to the urgent and emergency services (second report of session 2013-2014) **‘’  A minimum  of 10 consultants are required in order to deliver a 16 hour presence during working week in the emergency department ‘’**

1. Is the trust currently meeting this minimum requirement? We have a structure of 5 required in ED and this is fully staffed.
2. How many locums have  you had working within the emergency department (A&E) financial April 2013 to present (staff bank only )?  average 60 shifts being covered each month by differing locums
3. Do you often hire from outside sources? Medical locum agencies only

       8.     Can you specify which frame work your Trust is signed up for the provision of medical locums? GPS framework

       9.      Does the Trust work with off framework agencies? No

10.   What percentage does the Trust pay to agencies providing medical locums?  Under Section 1 we are unable to answer this. The Trust doesn’t  have the information of what we are charged for their services alone as it is in the overall cost of the medic in their billing.

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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 5**

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

1)      Name of a) your trust b) the hospitals in your trust a) Weston Area Health NHS Trust  b) Weston General Hospital

Please provide your most recent available figures for:

2)      Total number of directly employed a) Registered General Nurses  397.92 FTE b) Registered Midwives  26.22 FTE c) Registered nurses to work in A&E 47.89 FTE (included in main RGN total above)

3)      Total number of vacancies for a) RGNs 20.07 FTE b) Registered Midwives 0.92 FTE   c) Registered nurses to work in A&E 2.83 FTE (included in main RGN total above)

A full time equivalent, sometimes abbreviated as FTE is a unit to measure employed persons in a way that makes them comparable although they may work a different number of hours per week. The unit is obtained by comparing an employee's average number of hours worked to the average number of hours of a full-time worker. A full-time person is therefore counted as one FTE, while a part-time worker  gets a score in proportion to the hours he or she works or studies. For example, a part-time worker employed for 20 hours a week where full-time work consists of 40 hours, is counted as 0.5 FTE

4)     The vacancy rate as a percentage for a) RGNs 4.51%  b) Registered Midwives 3.38%  c) Registered nurses to work in A&E 5.57% (included in main RGN total above)

5)     Total number of directly employed a) doctors - 192  b) A&E doctors 12 c) A&E consultants 4

6)      Total number of vacancies for  a) doctors 12 b) A&E doctors  3 c) A&E Consultants 0

7)      The vacancy rates as a percentage for a) doctors  6.25% b) A&E doctors  25% c) A&E Consultants 0

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