

Request title: Staffing, Nursing and HCA Information

Date of Response: 21st December 2015

Further to your Freedom of Information request, the Trust has answered your questions in the order they appear in your request.

Request and reply

- How many nursing and HCA vacancies do you have at the moment?
The Trust has the following FTE (full-time equivalent) vacancies:
Unregistered Nurses (Bands 2 to 4) there are 18.28 (FTE) vacancies.
Registered Nurses there are 25.80 (FTE) vacancies.
- How many shifts are covered by agency staff? (require figured quarterly – Quarter 1, Quarter 2, Quarter 3 and Quarter 4) 2011-2012,2012-2013,2013-2014 2014-2015 and 2015 to present please

The Trust is able to provide data from its rostering system for the years 2013-2014, 2014-2015 and up to Quarter 2 for 2015-2016 – please see table below. The Trust is not able to provide comparable data for the years prior to 2013-14, as this was before the rostering system had been fully and comprehensively adopted across the Trust.

YEAR / Quarter	Number of Shifts Assigned to Agency
2013-2014	
Quarter 1	1822
Quarter 2	1422
Quarter 3	1457
Quarter 4	2429
2014-2015	
Quarter 1	2446
Quarter 2	3728
Quarter 3	4321
Quarter 4	5385
2015-2016 YTD	
Quarter 1	2921
Quarter 2	1372

- Which agencies do you use to cover nurses and HCA?
Please see the table below:

Supplier
Advantage Healthcare Ltd/Interserve
Daytime Healthcare Recruitment
Evergood Associates
Imperial Medical Staffing Ltd
Mayday Healthcare Plc
Minerva Nursing
Newcross Healthcare Solutions
Plan B Healthcare Plc
Pulse Healthcare Ltd

Thornbury Nursing Services Ltd
Your World Nursing
Your World Recruitment Ltd

4. What is the average cost you pay to cover a nursing/ HCA shift with agency staff (this could obviously be different depending on the agency used so an average cost will be sufficient for this research)?

The Trust can confirm that the average hourly rate to cover a registered nursing shift is £35.64 per hour and for a HCA shift is £15.81 per hour.