

Request title:  
**Staffing/Employment and Agency Spend**

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Date of Response: 27<sup>th</sup> January 2017

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

**Request**

1. Staff Numbers - Average headcount of permanent and non-permanent staff over the entire 2015/16 financial year or just the headcount as at Thursday, March 31st 2016. Can you please split this into the major speciality/grades used by the trust?
2. Staff Cost – Total staff cost during the 2015/16 financial year split into permanent and non-permanent staff.
3. Agency Hours – Hours worked by agency staff in the 2015/16 financial year split by speciality/grade depending on how you report this within your trust.
4. Agency Spend – Total amount spent on agency staff in the 2015/16 financial year split into the categories or speciality/grade used by the trust.
5. Do you use a direct engagement model within your trust? Direct engagement model means the Trust pays agency staff directly and then pays the agency commission separately. The alternative to this is to pay the agency a lump sum for any work done by agency staff and the Agency in turn pays their own staff.

**Reply**

**1. Data for 31<sup>st</sup> March 2016**

<i>Grade</i>	<i>Non-Permanent</i>	<i>Permanent</i>	<i>Grand Total</i>
1	92	430	522
2	390	1288	1678
3	45	766	811
4	7	453	460
5	111	1458	1569
6	43	861	904
7	5	429	434
8a		156	156
8b		37	37
8c		21	21
8d		8	8
Other Non-medical	2	52	54
Medical Consultant	17	315	332
Other Medical and Dental	84	384	468
<b>Grand Total</b>	<b>796</b>	<b>6658</b>	<b>7454</b>

2.

**1516 Permanent & Non Permanent Staff Costs**

Permanent Pay (£M) 234.537

Non Permanent Pay (£M) 14.866

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**Total Pay for 1516 (£M) 249.403**

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N.B. Bank, Agency, & Overtime costs have all been assigned to Non Permanent Pay

3. We only record agency hours for nursing staff, captured through our rostering system. The number of hours for registered nurses supplied by external agencies was 48,408 and 128,884 for Non-Registered nurses.

4.

Staff group	Agency Spend
Admin & clerical staff	2,299,132.09
Medical staff	708,362.68
Support services staff	981,305.86
AHP staff	554,498.26
Technical staff	32,732.12
Non-registered Nursing Staff	570,585.14
Registered Nursing Staff	2,849,040.15
Grand Total	7,995,656.30

5. No – agencies are paid upon receipt of an invoice and relevant timesheet with the agency paying the worker.