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10th December 2024

Tel: 01623 622515
Join today: www.sfh-tr.nhs.uk

Dear Sir/Madam

Freedom of Information Act (FOI) 2000 - Request for Information Reference:
Recruitment

I am writing in response to your request for information under the FOI 2000.

I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information you have requested. A response to each part of your request is provided below. Please accept our apologies for the delay.

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Doctor Recruitment

1. Please confirm how many Temporary Doctors jobs were filled by agencies and provide a breakdown of the specialty and grade between June 2024 and October 2024.

Hours worked by Agency supplied Doctors between w/e 09/06/24 - w/e 27/10/24

	Agency Junior	Agency Middle Grade	Agency Consultant	Grand Total
Medicine				
Cardiology			3,212.00	3,212.00
Dermatology		636.25	526.00	1,162.25
Diabetics		1,986.00	1,695.00	3,681.00
Gastroenterology		24.00	3,530.50	3,554.50
Geriatrics		2,192.25	615.75	2,808.00
Haematology			3,760.25	3,760.25
Rehabilitation	332.50	1,441.00		1,773.50
Obs and Gynae		372.00		372.00
Respiratory			721.00	721.00
Rheumatology			1,147.50	1,147.50
Sconce Ward		2,161.00		2,161.00
Stroke		546.00	863.00	1,409.00
Surgery				
ENT	28.50	878.00	726.75	1,633.25
General Surgery	567.00	282.50		849.50
T&O	799.75			799.75
Urology		574.00		574.00
Anaesthetics			1,730.00	1,730.00
Ophthalmology		682.00	186.00	868.00
Urgent and Emergency Care				
Acute Physicians		484.50	224.50	709.00
A&E Medical		1,286.50		1,286.50
Womens and Childrens				
Community Paeds			1,097.00	1,097.00
Obs & Gynae	34.50	451.00	1,574.25	2,059.75
Paediatrics and Neonatal		1,081.25	665.00	1,746.25
Grand Total	1,762.25	15,078.25	22,274.50	39,115.00

2. Please confirm your agency spend for Temporary Doctors between June 2024 and October 2024. can this be broken down by grade and specialty?

Total expenditure (including fees and on-costs) for all hours worked by Agency supplied Doctors between w/e 09/06/24 - w/e 27/10/24

	Agency Junior	Agency Middle Grade	Agency Consultant	Grand Total
Medicine				
Cardiology			£460,072.87	£460,072.87
Dermatology		£55,448.31	£71,104.68	£126,552.99
Diabetics		£193,481.62	£243,532.42	£437,014.04
Gastroenterology		£3,654.00	£487,726.26	£491,380.26
Geriatrics		£201,478.24	£90,244.32	£291,722.56
Haematology			£469,512.02	£469,512.02
Rehabilitation	£19,234.46	£135,926.88		£155,161.34
Obs and Gynae		£31,620.00		£31,620.00
Respiratory			£97,464.78	£97,464.78
Rheumatology			£158,424.94	£158,424.94
Sconce Ward		£212,034.43		£212,034.43
Stroke		£50,313.90	£127,070.30	£177,384.20
Surgery				
ENT	£1,628.88	£81,961.30	£87,550.71	£171,140.89
General Surgery	£32,530.11	£27,837.55		£60,367.66
T&O	£48,602.91			£48,602.91
Urology		£53,935.52		£53,935.52
Anaesthetics			£213,646.53	£213,646.53
Ophthalmology		£72,999.85	£25,143.48	£98,143.33
Urgent and Emergency Care				
Acute Physicians		£44,743.58	£31,176.32	£75,919.89
A&E Medical		£140,125.58		£140,125.58
Womens and Childrens				
Community Paeds			£135,352.60	£135,352.60
Obs & Gynae	£2,148.51	£40,592.26	£193,479.67	£236,220.43
Paediatrics and Neonatal		£97,182.08	£89,894.70	£187,076.78
Grand Total	£104,144.87	£1,443,335.09	£2,981,396.59	£4,528,876.55

- 3. Please confirm how many agency Temporary Doctor jobs were filled by off-framework agencies, and the spend attached to this.**

Zero (0)

- 4. Please can you confirm if a DE platform / PSL or tiered system is in place if so, please confirm the structure.**

PSL via Allocate StaffDirect (Tier 1 – agencies having supplied in the previous 12 months, Tier 2 – other RM6281 agencies [not already included in Tier 1] that have expressed an interest in supplying the Trust).

- 5. What is the DE to non-DE spend from June 2024 to October 2024?**

100% DE

- 6. Does the Trust have a projected agency usage plan for the coming year, and are there specific goals for reducing agency dependency?**

The trust aims to reduce agency expenditure in line with published NHSE expectations: <https://www.england.nhs.uk/reducing-expenditure-on-nhs-agency-staff-rules-and-price-caps/>

<https://www.england.nhs.uk/wp-content/uploads/2024/03/PRN00715-2024-25-priorities-and-operational-planning-guidance-27.03.2024.pdf>

- 7. Long-Term Cost-Reduction Strategy: Is there a long-term strategy in place to reduce agency doctor costs or transition to alternative staffing models?**

Agency usage/expenditure is under constant review with measures aimed at reducing expenditure include:

- Ongoing targeted recruitment.
- with framework approved recruitment agency support as/when necessary.
- Service right sizing reviews.
- Service skills mix reviews.
- Market testing prior to extending bookings in an aim to source suitable alternative lower priced candidates.

Temporary Nursing

- 1. Please confirm the number of shifts sent to agencies for fulfilment per month for Band 5 and Band 6 Nurses, broken down by specialty (e.g., A&E, ITU) from June 2024 to October 2024.**

Please see response given at Q2 which covers both filled and unfilled. Data is in relation to Band 5 Nurses only as the Trust does not have Band 6 Agency Nurses. The Trust does have Band 6 Midwives via agency, but this data has not been included as data in relation to Midwives was not requested.

2. Please confirm the number of shifts that were filled by agencies each month from June 2024 to October 2024.

	Jun		Jul		Aug		Sep		Oct		Jun - Oct Total	
	Shifts Filled	Shifts Un-filled	Shifts Filled	Shifts Un-filled	Shifts Filled	Shifts Un-filled	Shifts Filled	Shifts Un-filled	Shifts Filled	Shifts Un-filled	Shifts Filled	Shifts Un-filled
Castle Ward	5		2		3		1		1		12	
Chatsworth Unit			3		1		2		1		7	
Day Case Unit	2		6		13	1	4		8	1	33	2
Discharge Lounge	17	1	22	1	23	1	13		15	3	90	6
ED (Nursing)	57	12	63	11	39	4	52	4	48	10	259	41
ED Escalation Support Team (B)	40	3	37	3	23	5	25	12	49	20	174	43
Emergency Assessment Unit	42	5	55	6	45	1	31	1	25	4	198	17
Intensive Therapy Unit	2						1		8		11	
KTC Nursing Staff							2				2	
Lindhurst Ward	8		5				9		14		36	
Neonatal Transitional Care	1	6	3	3	6	4	7	5	13	4	30	22
NICU	12	9	9	11	4	12	15	6	26	9	66	47
NWK - Minster Ward							7				7	
NWK - Sconce Ward	10	2	8		12	1	4		10	2	44	5
NWK - UTC (Nursing)			2	3	2	2	1		11	2	16	7
Oakham Ward	4		7		1		5	1	15		32	1
SDEC	4	1	4	1	2		7		1	1	18	3
Specialist Nurses - Breastcare					2		3		3		8	
SSU	19	1	38	3	28		17	1	20		122	5
Stroke Unit	37	3	35		29		36	3	31	2	168	8
Ward 11 - Surgery	9	1	9		9		13		11	1	51	2
Ward 12 - Trauma	5		6		11		8		14		44	
Ward 14 - Gynae	3		3	1	5		6	1	2		19	2
Ward 14 B Elective Orthopaedics	2		2		2				2		8	
Ward 21 RSU	17	2	9		14		18	1	24		82	3
Ward 22 - Medicine	4		5		9				3		21	
Ward 23 - Cardiology/CCU	6	4	14		12		7		15		54	4
Ward 24 - Cardiology/Haem	17		21	1	12		13		3		66	1
Ward 25 - Paediatrics	33	28	43	16	52	11	46	17	32	19	206	91
Ward 31 - Surgery	6		7		7		5	2	5		30	2
Ward 32 - Surgery	12	1	8		5		4		17	1	46	2
Ward 33 - Surgery	16	1	2				7		6		31	1
Ward 34 - Diabetes/Endocrine	4	1	6		19	1	10		4	1	43	3
Ward 41 - Medicine	8		6	1	6		13		13	1	46	2
Ward 42 - Medicine	5		10		14		12	1	14	1	55	2
Ward 43 - Respiratory	10		4		5		3		3		25	
Ward 44 - Respiratory	9		4		8		11	1	10		42	1
Ward 51 - Healthcare Elderly	13		4		10		12		9		48	
Woodland Ward - Medicine	12	1	9		7		11		14		53	1
Grand Total	451	121	471	85	440	67	441	109	500	111	2303	324

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Acting Chair Graham Ward
Acting Chief Executive David Selwyn

3. Please confirm any specific days, weeks, or months during which agency usage is consistently highest.

Data not held in the format requested (see month data provided in response to Q2).

4. Please provide the agency spend per month by nursing band (e.g., Band 5, Band 6) for agency nurses, from June 2024 to October 2024.

Band 5 Nurses:

Jun	Jul	Aug	Sep	Oct
£144,351.58	£146,294.20	£139,254.71	£139,130.78	£158,344.15

5. Please provide a breakdown of the filled Nursing shifts by agency on a monthly basis over the period from June 2024 to October 2024.

Whilst the Trust holds the breakdown of information as requested, it is applying a Section 43(2) exemption in relation to this part of the request as the release of the information is likely to prejudice its commercial interests.

In applying the exemption consideration has been given to the public interest in enabling scrutiny of public sector decision making and the general public interest in accountability and transparency.

We have concluded providing the information could cause harm to the Trust as this could distort the market-place and therefore, result in the Trust not obtaining best value for money.

In this instance, we consider that the public interest in withholding the information is greater than the public interest in disclosing the information.

6. Please confirm the number of Nursing hours filled by off-framework agencies, broken down by month, between June 2024 and October 2024.

Zero (0)

7. Please provide details of the Trust's spend per month for each nursing agency supplier during the period of June 2024 to October 2024.

Whilst the Trust holds the breakdown of information as requested, it is applying a Section 43(2) exemption in relation to this part of the request as the release of the information is likely to prejudice its commercial interests.

In applying the exemption consideration has been given to the public interest in enabling scrutiny of public sector decision making and the general public interest in accountability and transparency.

We have concluded providing the information could cause harm to the Trust as this could distort the market-place and therefore, result in the Trust not obtaining best value for money.

In this instance, we consider that the public interest in withholding the information is greater than the public interest in disclosing the information.

8. Please confirm if a Preferred Supplier List (PSL) or tiered system is in place for Nursing agency engagement.

Tiered PSL

9. How many different agencies does the Trust engage with monthly to fill nursing shifts, and is there a limit on the number of agencies used?

The Trust operates a PSL (8 agencies) for agency nursing staff with the Trust setting the rates that are paid. Supplier performance is monitored and a Suppliers failure to provide adequate volume (at the pre-agreed rates) would result in that supplier's removal from the PSL. Only when a Supplier is removed from the PSL would the Trust seek to add additional Suppliers to the PSL.

10. Does the Trust have a projected agency usage plan for the coming year, and are there specific goals for reducing agency dependency?

The trust aims to reduce agency expenditure in line with published NHSE expectations:
<https://www.england.nhs.uk/reducing-expenditure-on-nhs-agency-staff-rules-and-price-caps/>
<https://www.england.nhs.uk/wp-content/uploads/2024/03/PRN00715-2024-25-priorities-and-operational-planning-guidance-27.03.2024.pdf>

11. If you answered yes to the above question, what are they?

See response to Q10.

12. Is there a long-term strategy in place to reduce agency nursing costs or transition to alternative staffing models?

See response to Q10.

13. If you answered yes to the above question, what are they?

See response to Q10.

Permanent Recruitment

1. Please provide the names of framework agencies you have used to fill your permanent roles between April 2024 and October 2024.

Remedium Partners Ltd
BDI Resourcing

2. Please provide the names of NON framework agencies you have used to fill roles between April 2024 and October 2024.

N/A

3. For each agency, can you specify the types of roles (e.g., nursing, doctors, AHP positions) they were contracted to recruit?

Doctors

4. Please provide a breakdown of the number of positions filled through each agency by job role and department.

7 x Doctors (3 x Radiology, 2 x Geriatrics, 2 x Emergency Medicine)

5. What is the expenditure on international agency recruitment projects for permanent positions between April 2024 and October 2024 for Doctors?

£0.00

6. What is the expenditure on international agency recruitment projects for permanent positions between April 2024 and October 2024 for Nurses?

£0.00

7. What is the expenditure on NON-International agency recruitment projects for permanent positions between April 2024 and October 2024 for Doctors?

£0.00

8. What is the expenditure on NON-International agency recruitment projects for permanent positions between April 2024 and October 2024 for Nurses?

£0.00

9. What criteria does the Trust use to decide to engage an external agency for permanent recruitment?

For hard to fill roles, those Agencies that are listed on the relevant lot of the HTE TWS III NIPR Framework Agreement would be considered.

I trust this information answers your request. Should you have any further enquiries or queries about this response please do not hesitate to contact me. However, if you are unhappy with the way in which your request has been handled, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Sally Brook Shanahan, Director of Corporate Affairs, King's Mill Hospital, Mansfield Road, Sutton in Ashfield, Nottinghamshire, NG17 4JL or email sally.brookshanahan@nhs.net.

If you are dissatisfied with the outcome of the internal review, you can apply to the Information Commissioner's Office, who will consider whether we have complied with our obligations under the Act and can require us to remedy any problems. Generally, the Information Commissioner's Office cannot decide unless you have exhausted the internal review procedure. You can find out more about how to do this, and about the Act in general, on the Information Commissioner's Office website at: <https://ico.org.uk/your-data-matters/official-information/>.

Complaints to the Information Commissioner's Office should be sent to FOI/EIR Complaints Resolution, Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Telephone 0303 1231113, email casework@ico.org.uk.

If you would like this letter or information in an alternative format, for example large print or easy read, or if you need help with communicating with us, for example because you use British Sign Language, please let us know. You can call us on 01623 672232 or email sfh-tr.foi.requests@nhs.net.

Yours faithfully

Information Governance Team

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