

INFORMATION REQUEST FOI2022/483

30 January 2023

Thank you for your Freedom of Information request.

1. Please confirm % fill rates for agency Nurses working at each of the following Bands and clarify the Specialty for which each of the fill rates.
2. Please confirm % fill rates for agency Locum working at each of the following Bands and clarify the Specialty for which each of the fill rates?
3. Please confirm the lowest, highest, and average rates for below staff group each in the below table. Note that "Charge Rate" is defined as the total cost to the Trust, including all invoice components i.e., worker pay, agency commission fee, PAYE taxes, WTR, NI, VAT etc.

I have considered your request and have set out the Trust's response below:

Q1	Agency % Fill rates		
Grade	2019-20	2020-21	2021-22
Band 2/ HCA			24.69%
Band 5/RN			47.15%
Band 6			

	Agency % Fill rates		
Speciality	2019-20	2020-21	2021-22
Acute & Emergency Medicine Directorate			71.80%
Ambulatory Medicine Directorate			56.00%
Cancer Services Directorate			61.84%
City Locality Directorate			90.75%
East Locality Directorate			79.77%
Head, Neck & Orthopaedics Directorate			32.56%
Medicine Directorate			60.14%
N&W Locality Directorate			80.15%
S&W Locality Directorate			73.81%
Surgical Specialties Directorate			55.12%
Theatres & Critical Care Directorate			61.69%
Women's & Children's Directorate			40.46%

*We have broken this down to Directorate level –we don't have a specialty field to split this information down.

Q2	Agency % Fill rates		
Grade	2019-20	2020-21	2021-22
Consultant Consultant / GP	100%	80%	100%
Medical consultant			
Associate Specialist	80%	78%	96%
Specialty Doctor Specialty / Staff Grade Doctor	67%	86%	97%

Specialty	Year		
	FY 2019/2020	FY 2020/2021	FY 2021/2022
Acute Internal Medicine	73%	94%	100%
Anaesthesia	54%	97%	100%
Cardiology	0%	0%	100%
Dermatology		100%	100%
Elderly Care	95%	100%	100%
Emergency Medicine	74%	81%	95%
Endocrinology and Diabetes	67%	100%	100%
Endoscopy	100%	9%	
ENT		100%	100%
Gastroenterology	63%		
General Internal Medicine		100%	100%
General Surgery	99%	96%	100%
Geriatric medicine	0%		
Haematology	97%	93%	100%
Histopathology	72%	33%	100%
Medical Microbiology and Virology	56%	65%	100%
Obstetrics & Gynaecology	70%	81%	100%
Ophthalmology	97%	40%	100%
Oral and Maxillofacial Surgery			100%
Paediatrics	77%	100%	100%
Plastic Surgery	100%	100%	100%
Radiology		100%	100%
Respiratory Medicine	100%		41%
Rheumatology	63%	100%	
Stroke Medicine	61%	79%	100%
Trauma & Orthopaedics	87%	100%	100%
Urology		91%	100%

Agency Staff Type	Highest Pay Rate			Lowest Pay Rate			Average Pay Rate		
	2019-20	2020-21	2021-22	2019-20	2020-21	2021-22	2019-20	2020-21	2021-22
HCA			£84.79			£15.20			£24.23

Please note that we haven't provided figures for 19/20 & 20/21. The records prior to 21/22 were held by a previous system supplier. We no longer have access to this system, so we would have to search all the raw data for these previous years. This involves searching through thousands of shifts per year to collect the breakdowns for the information you have requested. Due to the large number of shifts, this would exceed the maximum appropriate limit.

Where the appropriate limit is exceeded the Trust is not required to supply the information as per Section 12 of the Freedom of Information Act 2000. As per our section 16 obligation to provide advice, we are providing the data we do hold that we can access with the current system.

Yours sincerely,
Freedom of Information Coordinator

Please note that a record of previous Trust FOI responses is now available to consult online by visiting:
<https://www.wyevalley.nhs.uk/about-us/information-requests/freedom-of-information-requests.aspx>

If you have queries or any concerns my contact details are given at the top of the letter. Please remember to quote the reference number above in any future communications. If you are dissatisfied with the handling or response to your request and wish to ask for a review of this, please contact me and I will arrange this to be done.

Further information is available from the Information Commissioner's Office who can be contacted at:

Information Commissioner's Office, Wycliffe House,
Water Lane, Wilmslow, Cheshire, SK9 5AF
Telephone: 0303 123 1113
Web site: www.ico.gov.uk

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