

Ref: FOI/CAD/ID 3489

Please reply to:
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Trust Management
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18 November 2016

Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to Nursing staff 01 May 2016 to date.

1)

Between 1st May 2016 and to date on a month by month basis, how many times was the break glass clause used within each hospital within your trust. If you are unable to break down the number by individual hospital, the total number for your trust would be fine.

2)

Between 1st May 2016 up to date, on a month by month basis, what was your monthly spend on nursing staff supplied using the break glass clause by each hospital within your trust. If you are unable to break down the number by individual hospital, the total number for your trust would be fine.

3)

Regarding Questions 1 & 2, Please provide a breakdown of the break glass clause into nurse specialities for example, rgn, rmn, a&e, itu, critical, odp's, scrubs, paed's, hdu, advance nurse practioners, amu etc.

4)

The hourly rate paid to the agencies who supplied nursing staff via the break glass clause. If different agencies charge different hourly rates via the break glass clause, please provide a breakdown of each agency of their hourly rate. If you feel it is essential to not name specific agencies break glass clause rates then please state each agency hourly rate without the agency name.

5)

A list of agencies who have supplied nursing staff through the break glass clause.

6)

Do all agencies on the framework who supply nursing staff to you have the opportunity to supply via the break glass clause or is there a separate list for agencies approved to supply via the break glass clause.

7)

What is the name of your nurse bank manager?

8)

Do you currently use off framework agencies?

1)

The Trust is unable to split the information by site within the timeframe.

		WE 06.12.15	We 13.12.15	WE 20.12.15	WE 27.12.15	WE 03.01.16	WE 10.01.16	WE 17.01.16	WE 24.01.16
Nursing Shifts	Framework Escalated Rates	111	113	116	109	137	108	127	103
	Non- Framework								
	Total	111	113	116	109	137	108	127	103

		WE 31.01.16	WE 07.02.16	WE 14.02.16	WE 21.02.16	WE 28.02.16	WE 06.03.16	WE 13.03.16	WE 20.03.16
Nursing Shifts	Framework Escalated Rates	119	125	134	149	130	157	141	163
	Non- Framework								
	Total	119	125	134	149	130	157	141	163

		WE 27.03.16	WE 03.04.16	WE 10.04.16	WE 17.04.16	WE 24.04.16	WE 01.05.16	WE 08.05.16	WE 15.05.16
Nursing Shifts	Framework Escalated Rates	162	130	351	305	282	289	352	303
	Non- Framework		139	114	109	90	64	55	58
	Total	162	269	465	414	372	353	407	361

		WE 22.05.16	WE 29.05.16	WE 05.06.16	WE 12.06.16	WE 19.06.16	WE 26.06.16	WE 03.07.16	WE 10.07.16
Nursing Shifts	Framework Escalated Rates	266	325	292	267	257	234	241	157
	Non- Framework	21	31	32	6	7	2	0	0
	Total	287	356	324	273	264	236	241	157

		WE 17.07.16	WE 24.07.16	WE 31.07.16	WE 07.08.16	WE 14.08.16	WE 21.08.16	WE 28.08.16	WE 04.09.16
Nursing Shifts	Framework Escalated Rates	242	263	263	221	203	241	292	309
	Non- Framework	5	7	3	1	1	12	3	6
	Total	247	270	266	222	204	253	295	315

		WE 11.09.16	WE 19.09.16	WE 26.09.16	WE 02.10.16
Nursing Shifts	Framework Escalated Rates	230	223	212	242
	Non- Framework	4	0	2	1
	Total	234	223	214	243

2)

We are unable to split the agency expenditure into NHSi compliant and breakglass.

3)

The Trust does not have electronic systems in place which will allow this level of reporting in the timeframe.

4)

Please see attached information.

Total Charge Rate Card from 11/10/2016												
Band	NHSi Cap			CPP No High Area {PC3}			Break-glass 1 {PC2}			Break-glass 2 {PC1}		
	Day	Nights / Saturday	Sunday / Bank Holiday	Day	Nights / Saturday	Sunday / Bank Holiday	Day	Nights / Saturday	Sunday / Bank Holiday	Day	Nights / Saturday	Sunday / Bank Holiday
2	£ 14.24	£ 20.51	£ 26.77	£ 14.23	£ 19.51	£ 24.78						
3	£ 15.57	£ 21.33	£ 27.09	£ 15.57	£ 20.42	£ 25.27						
4	£ 17.79	£ 23.13	£ 28.46	£ 17.78	£ 22.27	£ 26.76						
5	£ 22.55	£ 29.31	£ 36.07	£ 22.55	£ 28.25	£ 33.95	£ 23.50	£ 29.20	£ 34.90	£ 25.40	£ 31.11	£ 36.80
Paediatrics & Neonates, Theatres and ITU only	£ 27.90	£ 36.27	£ 44.65	£ 27.07	£ 34.12	£ 41.16	£ 30.04	£ 37.12	£ 44.16	£ 31.32	£ 38.40	£ 45.45
6	£ 27.90	£ 36.27	£ 44.65	£ 27.90	£ 34.95	£ 41.99	£ 30.87	£ 37.95	£ 44.99	£ 32.15	£ 39.23	£ 46.28
Chemo only	£ 27.90	£ 36.27	£ 44.65	£ 32.00	£ 40.27	£ 48.55	£ 34.97	£ 44.61	£ 52.89	£ 36.25	£ 46.15	£ 54.43
7	£ 32.77	£ 42.61	£ 52.44	£ 32.77	£ 41.04	£ 49.32	£ 33.87	£ 42.15	£ 50.43	£ 37.02	£ 45.32	£ 53.60
8a	£ 38.05	£ 49.47	£ 60.88	£ 38.04	£ 47.65	£ 57.26						
8b	£ 45.66	£ 59.36	£ 73.06	£ 45.65	£ 57.19	£ 68.72						
8c	£ 54.25	£ 70.52	£ 86.80	£ 54.24	£ 67.94	£ 81.64						
8d	£ 65.30	£ 84.89	£ 104.48	£ 65.30	£ 81.79	£ 98.29						
9	£ 78.77	£ 102.40	£ 126.03	£ 78.76	£ 98.66	£ 118.55						
Hourly Rate of Pay to the Worker Rate Card from 11/10/2016												
Band	CPP No High Area {PC3}			Break-glass 1 {PC2}			Break-glass 2 {PC1}					
	Day	Nights / Saturday	Sunday / Bank Holiday	Day	Nights / Saturday	Sunday / Bank Holiday	Day	Nights / Saturday	Sunday / Bank Holiday			
2	£9.18	£13.22	£17.26									
3	£10.04	£13.76	£17.47									
4	£11.47	£14.90	£18.35									
5	£14.54	£18.90	£23.27	£15.27	£19.63	£24.00	£16.72	£21.09	£25.46			
Paediatrics & Neonates, Theatres and ITU only	£18.00	£23.40	£28.80	£20.28	£25.70	£31.10	£21.26	£26.68	£32.08			
6	£18.00	£23.40	£28.80	£20.28	£25.70	£31.10	£21.26	£26.68	£32.08			
Chemo only	£21.14	£27.48	£33.82	£23.42	£29.77	£36.12	£24.40	£30.76	£37.10			
7	£21.14	£27.48	£33.82	£21.99	£28.33	£34.67	£24.40	£30.76	£37.10			
8a	£24.54	£31.90	£39.26									
2	£29.45	£38.29	£47.12									
3	£34.99	£45.48	£55.98									
4	£42.11	£54.75	£67.38									
5	£50.80	£66.04	£81.28									

5)

Pulse
TFS Healthcare

DayWebster
MedicsPro
Your World
Cromwell
ID Medical
Mayday
Ambition

6)

All preferred suppliers have access to supply at breakglass rates in line with process, see attached protocol:

Nurse Bank / Agency Booking protocol v5 Nov 2016

Booking Source	Timescale	Escalation action	Approval Required
1. Department	Rota published 6 weeks prior to start date. Outstanding shifts offered to department own staff / Bank prior to release to the Staff Bank team.		Rota reviewed by Matron prior to sign off.
2. Staff Bank	Gaps in rota released to Staff Bank 4 weeks prior to start date.	The Staff Bank remains the preferred supply route for temporary staffing.	Matron to review directorate requirements / annual leave and potential for cross cover.
3. Preferred CPP Framework Agencies – SLA Rate	Shifts released to CPP preferred framework agencies 3 weeks prior to start date at agreed SLA rate.	Where a CPP preferred framework agency cannot fill in line with the SLA Rate then rates may be escalated to Break Glass Rate 1.	Blanket approval for Framework CPP suppliers where bookings are within agreed SLA Rate
4. Preferred CPP Framework Agencies – Break Glass rate 1	Shifts released to CPP preferred framework agencies 10 days prior to start date at Break Glass rate 1.	Where a CPP preferred framework agency cannot fill in line with the SLA or Rate 1 then rates may be escalated to Break Glass Rate 2. Where specialist areas are identified Paediatrics & Neonates, Theatres and ITU, Chemotherapy only go direct to Break Glass 2.	Blanket approval for Framework CPP suppliers where bookings are within agreed Break Glass rate 1
5. Preferred CPP Framework Agencies – Break Glass rate 2	Shifts released to CPP preferred framework agencies 5 days prior to start date at agreed SLA rate.	Where CPP framework suppliers are unable to fill requirements at either SLA or Break Glass 1 or 2 rates then requirements may be passed to Non-Framework agencies.	Blanket approval for Framework CPP suppliers where bookings are within agreed Break Glass rate 2
6. Non Framework Agencies	Shifts released Non- Framework agencies 48 hours prior to start date.	Where a non- Framework agency has been used, department to confirm: <ol style="list-style-type: none"> All permanent staff have worked their full contractual weekly number of hours The requirement is not as a result of other staff being on leave It was not possible to ask permanent members of staff to fill the vacancy or to source other staff from elsewhere in the organisation 	Approval required from the Executive or out of hours representative prior to using non Framework agencies.

Where shifts are allocated to agency staff they remain available to bank staff.

7)

Maidstone & Tunbridge Wells NHS Trust receives a number of requests for details relating to the professional lives of our staff from private individuals and organisations, some of whom are involved in recruitment and marketing. We are aware that approaches from some of these organisations, as a result of any disclosure on our part, may lead to damage and distress to individuals whose roles and responsibilities would not normally be public facing or a level where the expectation would be that this information should be in the public domain. On very rare occasions it might be considered in the public interest to disclose some information but in such cases the views of the individual staff concerned is always sought.

The Trust has therefore decided that in future all such requests will normally be refused using the limitations available under Section 10 and Section 11 of the Data Protection Act 1998.

The information you have requested is therefore exempt under Section 40 of the Freedom of Information Act 2000.

The Trust does, however, release details of staff on Associate Director or above. HR falls under the remit of the Director of Workforce, Richard Hayden.

8)

Yes - however off framework usage has been mostly removed and minimal usage to cover against clinical risk only.