

Ref: FOI/GS/ID 5130

Please reply to:
FOI Administrator
Trust Management
Maidstone Hospital
Hermitage Lane
Maidstone
Kent
ME16 9QQ
Email: mtw-tr.foiadmin@nhs.net

09 October 2019

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 International recruitment and agency spend.

You asked:

1. *In the last 12 months, how many visa applications did the hospital process for medical staff?
Please break down into specialties where possible (e.g. medicine, surgery, anaesthetics etc.)*
2. *If this information is not readily available could you tell me how many were processed for medicine only?*
3. *How many permanent vacancies in medicines has the trust had unfilled in the last 12 months?*
4. *From these vacancies how many were SHO's? (this includes FY1, FY2, ST1, ST2, CT1, CT2, StR Lower, Clinical fellow, Trust grade, RMO)*
5. *From these vacancies how many were Specialty Doctors? (Staff Grade)*
6. *From these vacancies how many were Consultants?*
7. *How many permanent vacancies do you currently have in medicine?*
8. *In the last 12 months through which agencies have you recruited doctors across any speciality on either a permanent or fixed term contract?*
9. *Which agencies were successful in recruiting doctors from overseas for the trust on any type of contract?*
10. *Across all grades what number of medical agency locum staff did the trust employ across the dates 31/03/2018 to 31/06/2018?*
11. *How much did the trust spend on medical agency locum staff over the 2017/2018 financial year?*
12. *Does the trust utilize a medical recruitment framework for international doctors?*
13. *Who is the dedicated contact in your organisation who liaises with agencies for the purposes of international medical recruitment?*

14. Please provide names and contact details for the following posts within the trust:

- Medical Director
- All Clinical Directors within Mental Health
- Head of HR
- Head of Medical Staffing
- Head of Procurement

Trust response:

1. 13
2. 10
- 3, 4, 5, 6 & 7

Please find below the information required on Medical Vacancy rates.

Vacancy rates vary on a day to day basis as staff are continuously starting and leaving. We have therefore given a monthly snapshot for the last 12 months.

	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19
Medical And Dental (Total)	133.31	121.71	97.07	128.39	121.52	127.49	126.99	131.79	128.63	125.94	121.59	88.18
Consultant	21.59	20.59	16.08	16.79	15.67	16.79	17.5	16.83	32.01	30.22	29.27	28.22
Staff Grade	106.2	107.7	106.34	111.98	108.18	107.88	108.72	112.44	76.45	75.75	71.55	64.4
Trainee Grade	5.52	-6.58	-25.35	-0.38	-2.33	2.82	0.77	2.52	20.17	19.97	20.77	-4.43

8. 0
9. 0
10. 165 Locums
Consultant – 21
ST3+ - 71
ST1-2 - 69
FY1 - 4

11. Under Section 21 of the Act we are not required to provide information in response to a request if the information is already reasonably accessible to you. The information you requested is available from the trust website using the following link/s:

<http://www.mtw.nhs.uk/wp-content/uploads/2018/08/Agency-locum-spend.-010818.pdf>

12. We use agencies on the CPP framework

13. The Trust considers the names and contact details requested exempt under Freedom of Information Act 2000 Section 40(2) (personal information) as it relates to the personal information of employees and those members of staff who are not of sufficient senior level where there is reasonable expectation that this information would be released into the public domain. The Trust follows guidance issued by the Information Commissioner's Office on the disclosure of personal data including direct contact details. The Trust Executive structure chart and details of the above positions or details of the Director whose remit they fall within is available on the Trust website www.mtw.nhs.uk

To contact members of the board, please contact the Executive secretarial team on telephone 01622 226412.

For any queries regarding the Trust Board, please contact Kevin Rowan, Trust Secretary, on telephone 01622 228 698 or email kevinrowan@nhs.net.

14.

- Medical Director – Further details can be found on the Trust website

- www.MTW.NHS.UK

- All Clinical Directors within Mental Health – Not Applicable

- Head of HR – This role falls under the remit of the Director of Workforce.

- Further details can be found on the Trust website www.MTW.NHS.UK

- Head of Medical Staffing - This role falls under the remit of the Director of Workforce. Further details can be found on the Trust website

- www.MTW.NHS.UK

- Head of Procurement - This role falls under the remit of the Chief Finance Officer. Further details can be found on the Trust website www.MTW.NHS.UK