

Ref: FOI/GS/ID 7065

**Please reply to:**  
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30 November 2021

## **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 staffing levels for Nurses and Midwives.

*You asked:*

- 1. Please can you provide the yearly average of FTE vacancies in your trust for band 5, 6 & 7 nursing staff for each listed financial year*
- 2. Please can you state what the annual average vacancy rate was as a percentage of the total FTEs in band 5, 6 & 7 all nurses in your trust for each listed financial year*
- 3. Please can you provide the yearly average number of FTE all band 5, 6 & 7 nurses employed by your trust for the listed financial years.*
- 4. Please can you provide the total annual expenditure on staffing, for your trust, from your internal bank, for band 5, 6 & 7 nurses*
- 5. Please can you provide the total number of shifts that were completed by all band 5, 6 and 7 nurses through your INTERNAL BANK for each of the listed financial years.*
- 6. Please can you provide the total annual expenditure on staffing, for your trust, from ON framework providers, for all band 5, 6 & 7 nurses, for each of the listed financial years*
- 7. Please can you provide the total number of shifts that were completed by all band 5, 6 and 7 nurses through ON FRAMEWORK AGENCY PROVIDERS for each of the listed financial years*
- 8. Please can you provide the total annual expenditure on staffing, for your trust, from OFF framework providers, for all band 5, 6 and 7 nurses for each financial year*
- 9. Please can you provide the total number of shifts that were completed by all band 5, 6 and 7 nurses through OFF FRAMEWORK AGENCY PROVIDERS for each of the listed financial years*

10. Please can you provide the yearly average of FTE vacancies in your trust for band 5, 6 & 7 ICU nurses for each listed financial year
11. Please can you state what the annual average vacancy rate was as a percentage of the total FTEs in band 5, 6 & 7 all ICU nurses in your trust for each listed financial year
12. Please can you provide the yearly average number of FTE all band 5, 6 & 7 ICU nurses employed by your trust for the listed financial years.
13. Please can you provide the total annual expenditure on staffing, for your trust, from your internal bank, for band 5, 6 & 7 ICU nurses
14. Please can you provide the total number of shifts that were completed by band 5, 6 and 7 ICU nurses through your INTERNAL BANK for each of the listed financial years.
15. Please can you provide the total annual expenditure on staffing, for your trust, from ON framework providers, for band 5, 6 and 7 ICU nurses
16. Please can you provide the total number of shifts that were completed by band 5, 6 and 7 ICU nurses through ON FRAMEWORK AGENCY PROVIDERS for each of the listed financial years
17. Please can you provide the total annual expenditure on staffing, for your trust, from OFF framework providers, for band 5, 6 and 7 ICU nurses for each financial year
18. Please can you provide the total number of shifts that were completed by band 5, 6 and 7 ICU nurses through OFF FRAMEWORK AGENCY PROVIDERS for each of the listed financial years
19. Please can you provide the yearly average of FTE vacancies in your trust for band 5, 6 & 7 Emergency Department nurses for each listed financial year
20. Please can you state what the annual average vacancy rate was as a percentage of the total FTEs in band 5, 6 & 7 all Emergency Department nurses in your trust for each listed financial year
21. Please can you provide the yearly average number of FTE all band 5, 6 & 7 Emergency Department nurses employed by your trust for the listed financial years.
22. Please can you provide the total annual expenditure on staffing, for your trust, from your internal bank, for band 5, 6 & 7 Emergency Department nurses
23. Please can you provide the total number of shifts that were completed by band 5, 6 and 7 Emergency Department nurses through your INTERNAL BANK for each of the listed financial years.
24. Please can you provide the total annual expenditure on staffing, for your trust, from ON framework providers, for band 5, 6 and 7 Emergency Department nurses
25. Please can you provide the total number of shifts that were completed by band 5, 6 and 7 Emergency Department nurses through ON FRAMEWORK AGENCY PROVIDERS for each of the listed financial years
26. Please can you provide the total annual expenditure on staffing, for your trust, from OFF framework providers, for band 5, 6 and 7 Emergency Department nurses for each financial year
27. Please can you provide the total number of shifts that were completed by band 5, 6 and 7 Emergency Department nurses through OFF FRAMEWORK AGENCY PROVIDERS for each of the listed financial years



Band 5	Unavailable			
Band 6				
Band 7				
All Band		70.49	Nil	180.54

2. Please can you state what the annual average vacancy rate was as a percentage of the total FTEs in band 5, 6 & 7 all nurses in your trust for each listed financial year

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	Annual Average Vacancy rate (%)	Annual Average Vacancy rate (%)	Annual Average Vacancy rate (%)	Annual Average Vacancy rate (%)	Annual Average Vacancy rate (%)	Annual Average Vacancy rate (%)
Band 5	Unavailable					
Band 6						
Band 7						
All Band		4.86	Nil	10.02		

3. Please can you provide the yearly average number of FTE all band 5, 6 & 7 nurses employed by your trust for the listed financial years.

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	#	#	#	#	#	#
Band 5	749.4	704.1	620.9	601.9	772.4	739.8
Band 6	359.4	379.4	406.1	416.3	433.4	449.9
Band 7	264.0	271.9	273.9	281.0	300.2	318.3

4. Exemption 21 and 22 - please see the above explanation

5. Exemption 21 and 22 - please see the above explanation

6. Please can you provide the total annual expenditure on staffing, for your trust, from ON framework providers, for all band 5, 6 & 7 nurses, for each of the listed financial years

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	(£)	(£)	(£)	(£)	(£)	(£)
Band 5	8988917.27	7680923.43	9270500.39	5095530.34	5282236.70	3796925.09
Band 6	215204.17	256839.73	272147.17	191356.27	53689.57	85940.97
Band 7	12275.19	3589.56	102737.95	3469.20	1886.04	4348.12

7. Please can you provide the total number of shifts that were completed by all band 5, 6 and 7 nurses through ON FRAMEWORK AGENCY PROVIDERS for each of the listed financial years - Please note these figures are for WTE not shifts for both ON and OFF Framework providers.

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
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	#	#	#	#	#	#
Band 5	Unavailable					0
Band 6	Unavailable					0
Band 7	Unavailable					0
All Band	Unavailable			128.12	134.37	Nil

8. Please can you provide the total annual expenditure on staffing, for your trust, from OFF framework providers, for all band 5, 6 and 7 nurses for each financial year

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	(£)	(£)	(£)	(£)	(£)	(£)
Band 5	0	10531.3	49169.71	1490944.85	28508.27	195699.29
Band 6	0	0	0	0	0	0
Band 7	0	0	0	0	0	0

9. Please can you provide the total number of shifts that were completed by all band 5, 6 and 7 nurses through OFF FRAMEWORK AGENCY PROVIDERS for each of the listed financial years - Please see response to Q7

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	#	#	#	#	#	#
Band 5						
Band 6						
Band 7						

10. Please can you provide the yearly average of FTE vacancies in your trust for band 5, 6 & 7 ICU nurses for each listed financial year

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy
Band 5	Unavailable					
Band 6	Unavailable					
Band 7	Unavailable					
All Band	Unavailable			1.27	Nil	Nil

11. Please can you state what the annual average vacancy rate was as a percentage of the total FTEs in band 5, 6 & 7 all ICU nurses in your trust for each listed financial year

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)

Band 5	Unavailable			
Band 6				
Band 7				
All Band		1.2	Nil	Nil

12. Please can you provide the yearly average number of FTE all band 5, 6 & 7 ICU nurses employed by your trust for the listed financial years.

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	#	#	#	#	#	#
Band 5	52.2	53.6	46.7	52.7	55.6	65.0
Band 6	22.0	26.5	25.3	27.1	26.0	33.2
Band 7	21.6	22.4	23.0	19.4	20.3	22.2

13. Exemption 21 and 22 - please see the above explanation

14. Exemption 21 and 22 - please see the above explanation

15. Please can you provide the total annual expenditure on staffing, for your trust, from ON framework providers, for band 5, 6 and 7 ICU nurses

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	(£)	(£)	(£)	(£)	(£)	(£)
Band 5	100690.74	140833.45	207003.91	37618.86	37929.97	27378.74
Band 6	891.32	0	1661.77	-49.50	0	0
Band 7	0	0	0	0	0	0

16. Please can you provide the total number of shifts that were completed by band 5, 6 and 7 ICU nurses through ON FRAMEWORK AGENCY PROVIDERS for each of the listed financial years - Please note these figures are for WTE not shifts for both ON and OFF Framework providers.

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	#	#	#	#	#	#
Band 5	Unavailable					
Band 6						
Band 7						
All Band		Nil	Nil	Nil		

17. Please can you provide the total annual expenditure on staffing, for your trust, from OFF framework providers, for band 5, 6 and 7 ICU nurses for each financial year

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	(£)	(£)	(£)	(£)	(£)	(£)
Band 5	0	2843.40	9169.63	1129.96	1133.56	0

Band 6	0	0	0	0	0	0
Band 7	0	0	0	0	0	0

18. Please can you provide the total number of shifts that were completed by band 5, 6 and 7 ICU nurses through OFF FRAMEWORK AGENCY PROVIDERS for each of the listed financial years - - Please see response to Q16

19. Please can you provide the yearly average of FTE vacancies in your trust for band 5, 6 & 7 Emergency Department nurses for each listed financial year

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy
Band 5	Unavailable					
Band 6						
Band 7						
All Band				9.57	Nil	27.42

20. Please can you state what the annual average vacancy rate was as a percentage of the total FTEs in band 5, 6 & 7 all Emergency Department nurses in your trust for each listed financial year

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	Annual Average Vacancy rate (%)	Annual Average Vacancy rate (%)	Annual Average Vacancy rate (%)	Annual Average Vacancy rate (%)	Annual Average Vacancy rate (%)	Annual Average Vacancy rate (%)
Band 5	Unavailable					
Band 6						
Band 7						
All Band				8.54	Nil	17.3

21. Please can you provide the yearly average number of FTE all band 5, 6 & 7 Emergency Department nurses employed by your trust for the listed financial years.

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	#	#	#	#	#	#
Band 5	56.5	46.5	46.2	34.0	56.0	54.5
Band 6	28.1	27.1	27.1	28.1	29.6	25.1
Band 7	27.8	28.7	31.4	30.2	30.1	34.7

22. Exemption 21 and 22 - please see the above explanation

23. Exemption 21 and 22 - please see the above explanation

24. Please can you provide the total annual expenditure on staffing, for your trust, from ON framework providers, for band 5, 6 and 7 Emergency Department nurses

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	(£)	(£)	(£)	(£)	(£)	(£)

Band 5	1338482.06	1397190.84	1711802.23	1415434.87	1698539.43	1265794.44
Band 6	-1588.46	0	3558.70	1427.74	8561.97	14840.22
Band 7	3701.81	0	1419.84	0	407.52	4348.12

25. Please can you provide the total number of shifts that were completed by band 5, 6 and 7 Emergency Department nurses through ON FRAMEWORK AGENCY PROVIDERS for each of the listed financial years - Please note these figures are for WTE not shifts for both ON and OFF Framework providers.

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	#	#	#	#	#	#
Band 5	Unavailable					
Band 6						
Band 7						
All Band				21.14	15.74	Nil

26. Please can you provide the total annual expenditure on staffing, for your trust, from OFF framework providers, for band 5, 6 and 7 Emergency Department nurses for each financial year

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	(£)	(£)	(£)	(£)	(£)	(£)
Band 5	0	0	646.50	15073.34	7723.86	15900.23
Band 6	0	0	0	0	0	0
Band 7	0	0	0	0	0	0

27. Please can you provide the total number of shifts that were completed by band 5, 6 and 7 Emergency Department nurses through OFF FRAMEWORK AGENCY PROVIDERS for each of the listed financial years - - Please see response to Q25

28. Please can you provide the yearly average of FTE vacancies in your trust for band 5, 6 & 7 Midwives for each listed financial year

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy
Band 5	Unavailable					
Band 6						
Band 7						
All Band				4.87	Nil	Nil

29. Please can you state what the annual average vacancy rate was as a percentage of the total FTEs in band 5, 6 & 7 all Midwives in your trust for each listed financial year

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
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	Annual Average Vacancy rate (%)	Annual Average Vacancy rate (%)	Annual Average Vacancy rate (%)	Annual Average Vacancy rate (%)	Annual Average Vacancy rate (%)	Annual Average Vacancy rate (%)
Band 5	Unavailable					
Band 6						
Band 7						
All Band				2.39	Nil	Nil

30. Please can you provide the yearly average number of FTE all band 5, 6 & 7 Midwives employed by your trust for the listed financial years.

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	#	#	#	#	#	#
Band 5	17.3	20.9	18.8	19.8	25.8	32.0
Band 6	105.6	116.2	123.1	115.7	114.2	109.5
Band 7	57.0	61.2	58.7	58.0	61.5	59.6

31. Exemption 21 and 22 - please see the above explanation

32. Exemption 21 and 22 - please see the above explanation

33. Please can you provide the total annual expenditure on staffing, for your trust, from ON framework providers, for band 5, 6 and 7 Midwives

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	(£)	(£)	(£)	(£)	(£)	(£)
Band 5	81576.39	57960.99	127680.02	144946.36	21896.28	96374.85
Band 6	2496.66	1222.62	5053.76	131049.82	19584.30	15711.05
Band 7	0	0	0	0	0	0

34. Please can you provide the total number of shifts that were completed by band 5, 6 and 7 Midwives nurses through ON FRAMEWORK AGENCY PROVIDERS for each of the listed financial years - Please note these figures are for WTE not shifts for both ON and OFF Framework providers.

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	#	#	#	#	#	#
Band 5	Unavailable					
Band 6						
Band 7						
All Band				Nil	Nil	Nil

35. Please can you provide the total annual expenditure on staffing, for your trust, from OFF framework providers, for band 5, 6 and 7 Midwives for each financial year

	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	(£)	(£)	(£)	(£)	(£)	(£)

Band 5	0	0	632.73	0	0	2218.97
Band 6	0	0	0	0	0	0
Band 7	0	0	0	0	0	0

36. Please can you provide the total number of shifts that were completed by band 5, 6 and 7 Midwives through OFF FRAMEWORK AGENCY PROVIDERS for each of the listed financial years - Please see response to Q34