

Reference Number: FOIAH2324/219
From: Private Individual
Date: 21 July 2023
Subject: Agency Nursing & International Nursing Recruitment

Please provide information for the following specialities:

- General (incl Medical / Surgical / General)
- A&E
- ITU
- Theatres
- Midwifery
- RMN / Mental Health

Q1 How many requirements (hours) were released to on-framework agencies during the period 1st July 2022 until 30th June 2023, per calendar month, showing how many were filled and how many were unfilled, for the below-listed specialities*?

A1

Speciality	Theatres	Mental Health	General	A&E	Midwifery	ITU
Company name	Theatres Your World	Mental Health HCL				
Jul-22	0	304	0	0	0	0
Aug-22	0	238	0	0	0	0
Sep-22	0	173	0	0	0	0
Oct-22	0	207	0	0	0	0
Nov-22	87	265	0	0	0	0
Dec-22	505	219	0	0	0	0
Jan-23	711	184	0	0	0	0
Feb-23	740	219	0	0	0	0
Mar-23	836	242	0	0	0	0
Apr-23	369	461	0	0	0	0
May-23	630	380	0	0	0	0
Jun-23	696	299	0	0	0	0

The figures provided are for filled hours only, we do not record how many hours were unfilled.

Q2 How many requirements (hours) were released to off-framework agencies during the period 1st July 2022 until 30th June 2023, per calendar month, for the below-listed specialities*?

A2 Zero

Q3 What is the total agency usage for nurses in the period 1st July 2022 until 30th June 2023? Please provide hours supplied, and total expenditure, broken down per calendar month, and per recruitment agency (company name) for the below specialities*. Please indicate which agencies are operating on-framework and which are operating off-framework.

A3

Speciality	Theatres	Mental Health	General	A&E	Midwifery	ITU
Company name	Theatres Your World	Mental Health HCL				
Jul-22	£0.00	£11,126	0	0	0	0
Aug-22	£0.00	£8,724	0	0	0	0
Sep-22	£0.00	£6,579	0	0	0	0
Oct-22	£0.00	£7,744	0	0	0	0
Nov-22	£3,972	£9,665	0	0	0	0
Dec-22	£22,780	£8,131	0	0	0	0
Jan-23	£31,780	£7,079	0	0	0	0
Feb-23	£32,816	£8,132	0	0	0	0
Mar-23	£37,433	£8,950	0	0	0	0
Apr-23	£16,665	£17,582	0	0	0	0
May-23	£28,375	£14,613	0	0	0	0
Jun-23	£31,523	£10,914	0	0	0	0

Please note all agency usage is on framework.

Q4 Please provide the average hourly charge rate per calendar month, per recruitment agency, per speciality listed below, for the period 1st July 2022 until 30th June 2023.

A4

Speciality	Theatres	Mental Health	General	A&E	Midwifery	ITU
Company name	Theatres Your World	Mental Health HCL				
Jul-22	£0.00	£36.63	0	0	0	0
Aug-22	£0.00	£36.69	0	0	0	0
Sep-22	£0.00	£38.14	0	0	0	0
Oct-22	£0.00	£37.41	0	0	0	0
Nov-22	£45.79	£36.54	0	0	0	0
Dec-22	£45.13	£37.21	0	0	0	0
Jan-23	£44.71	£38.47	0	0	0	0
Feb-23	£44.33	£37.22	0	0	0	0
Mar-23	£44.78	£37.06	0	0	0	0
Apr-23	£45.13	£38.14	0	0	0	0
May-23	£45.06	£38.51	0	0	0	0
Jun-23	£45.32	£36.49	0	0	0	0

Q5 Please confirm how many international Band 5 Nurses have been permanently recruited by the trust, per calendar month, between 1st July 2022 and 30th June 2023, including their country of origin where feasible.

A5

July 2022	Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
October 2022	13
December 2022	15
March 2022	22

International Band 5 Nurses were recruited from India and Egypt. The specific breakdown is exempt under Section 40: Personal data.

The Trust is unable to respond to all or specific elements of your request where the response would indicate five or less individuals. The Trust is withholding this information under Section 40 (Personal Information) of the Freedom of Information Act (FOIA) 2000 to reduce the risk of any individuals being identified. The Trust is of the view that disclosure of such information would significantly increase the risk of individuals being identified and as such would constitute a breach of their personal data.

The Trust has applied exemption Section 40(2) of the FOIA and is therefore withholding the information as disclosure which may identify an individual would breach their rights under the Data Protection Act 2018. The grounds for application of this exemption include:

- Any data relating to patients or staff is third party data, furthermore health data is classified as sensitive personal data within the Data Protection Act 2018. As such, Section 40 (2) of the FOIA applies along with the Trusts duty of confidentiality. Therefore under s.2 (3) (f) (ii) of the FOIA, there is an absolute exemption from disclosure on the grounds that it would contravene the First Data Protection Principle.
- The Trust has a duty under the Data Protection Act 2018 and specifically the First Data Protection Principle to ensure personal data regarding staff and patients is processed fairly and lawfully. Disclosure of such data which may identify an individual, either through the data alone or other data in conjunction with that data which may identify an individual would therefore breach this principle.
- The Data Protection Act 2018 defines sensitive personal data to include data relating to the “physical or mental health or condition” of a person. Any such information about specific individuals falls within this category and disclosure of such data including statistical data, with any potential likelihood of identification would breach the Data Protection Act 2018.

Q6 Please confirm how many international Band 5 Nurses are forecasted to be permanently recruited by the trust, between 1st July 2023 and 30th June 2024, including their country of origin where feasible.

A6 39