

Date: 20/01/2014

FREEDOM OF INFORMATION ACT 2000 - Ref: FOI/011656

With reference to your FOI request that was received on 12/11/2013 in connection with 'Number of nurses and doctors on certain bands, unfilled posts', please see response below.

Request:

Please disclose the number of doctors at the grades outlined below for each of the hospitals in your area, and the number of posts which are unfilled at present date.

Please break the information down as follows

F1 graduates

F2 graduates

Doctors in training

Specialty & associate specialist doctors

Specialist registrar

Consultants

Response:

**Please note that your classification of medical staff does not completely align with the role types as held in the Trust's Electronic Staff Record. As such we have provided a detailed breakdown so that you may group as required.*

** Please note that a vacancy is determined by service needs. Once a service need requirement has been identified, a vacancy is approved and recruitment for the need commences.*

ESR Role	Trust Medical Workforce Classification	Vacancies (FTE)*
Consultant	Consultants (including Locum Consultants)	7
Foundation Year 1	F1 doctors	0.5
Specialty Doctor	Specialty & associate specialist doctors	3
Trust Grade Doctor - SHO Level (Closed)	Trust Doctors (All grades, including registrars)	7
Trust Grade Doctor - Specialist Registrar Level (Closed)	Trust Doctors (All grades, including registrars)	6

	Number of doctors (in post)
F1 doctors	33
F2 doctors	27
Doctors in training (All other grades, excluding F1 & F2)	136
Trust Doctors (All grades, including registrars)	65
Specialty & associate specialist doctors	54
Consultants (including Locum Consultants)	194

Request:

Please also disclose the number of nurses at the grades outlined below for each of the hospitals in your area, and the number of posts which are unfilled at the present date.

Please break down the information as follows:

	Number of nurses	Unfilled posts
Band 5	xx	xx
Band 6	xx	xx
Band 7	xx	xx
Band 8	xx	xx
Band 9	xx	xx

Response:

Payscale	In post Total	Active Recruitment	Total
5 (Review/Non-Review body)	755.80	5	56.4
6 (Review/Non-Review body)	437.39	6	16.4
7 (Review/Non-Review body)	190.85	7	6.0
8A (Review/Non-Review body)	18.80	8A	1.0
8B (Review/Non-Review body)	4.00	8B	1.0
Trust Grade Contracts	12.99	Trust Grade Contracts	-
Grand Total	1419.83	Grand Total	80.8

Ensuring our patients receive the best possible care from highly-skilled staff is a top priority for The Dudley Group and this means that sometimes we need to utilise bank, agency and locum staff to cover annual leave, maternity leave and sickness as well as filling short-term vacancies.

There will always be vacancies at any one time because of staff turnover i.e. as a member of staff leaves a vacancy will exist for the duration of the recruitment process to replace that member of staff. We actively recruit to replace staff who leave the Trust. However, all shifts are covered by our own staff bank or agency staff.

We have spent £7.5 million on nurse staffing in the last three years - £700,000 has gone into the budget for this year. Due to a national nursing shortage, The Dudley Group, like many other trusts, has been forced to look overseas to recruit qualified band 5 nurses with acute hospital experience.

We are also looking to run an overseas nursing programme in conjunction with our local university to train up existing staff, who are experienced nurses from overseas but who are not currently working in that role, to the required NMC standards.

The Association of UK University Hospitals' safer nursing tool is helping us to assess the increasing dependency of patients and the required nursing levels to look after them. We will have the results of that assessment next month. We have at least one qualified nurse for every eight beds on general wards and meet national standards on specialist wards such as ITU and paediatrics.