

Ref No. SG8651

Date: 20 September 2019

REQUEST:

1. How many front-line mental health jobs are completely unoccupied at present, on 27/08/2019, and in each of the past five years, from 27/08/2013 to 27/08/2018 inclusive – broken down by year – across the area for which your Trust provides mental health services?
2. How many of these unoccupied positions are being, and were covered, by agency staff in each of those years?
3. How many front-line mental health staff should there be currently, in accordance with your Trust's guidelines?

OUR RESPONSE: From our preliminary assessment, we estimate that compliance with your request would exceed the appropriate costs limit under section 12 of the Freedom of information Act 2000, currently £450, as we do not hold the data in a format that would allow us to identify posts specifically in mental health services for the full time period requested and would need to check every vacancy to locate and retrieve the data requested.

However, rather than refusing your request in its entirety, we are able to extract the data for the past 3 years and trust you will find this helpful.

1. Vacancy reports are run on the last day of each month so we can only provide information as at 31st August. The data provided is for vacant clinical posts across CAMHS, Adult and Older People's mental health services.
31st August 2017: 225.87
31st August 2018: 246.27
31st August 2019: 155.53
2. We do not hold the information requested, as we do not centrally record the reason for using agency staff, which in addition to covering vacant posts could also include other reasons, such as high acuity, 1-1 observations, escort duties etc. However, we can provide an estimated whole time equivalent (WTE) use of temporary staffing on the date requested. The WTE is calculated by taking this total number of hours worked by temporary staff on the day and dividing by 7.5 (the standard number of hours in a whole time equivalent day).
27th August 2017: approximately 152.9 WTE of bank staff, 15 WTE of agency staff
27th August 2018: approximately 183 WTE of bank staff, 12 WTE of agency staff
27th August 2019: approximately 121.09 WTE of bank staff, 49.1 WTE of agency staff
3. The number of clinical staff required differs depending on the service/ward/team and depend on patient needs on each shift. Staffing levels (establishments) are reviewed every 6 months and these reviews and recommendations are received by the Trust board. In an effort to be helpful, please find attached a copies of the Safe Staffing and Six monthly Safe and Effective Staffing review Trust Board Reports, which can also be found at:
<https://www.leicspart.nhs.uk/Library/AllPublicTrustBoardPapersAtoVJuly19.pdf>