

Information Governance

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Our reference: FOI DA3079

Thank you for your request for information received 15th April 2019. I am sorry for the delay in responding to you. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,

Ayomide Adediran
Information Governance Coordinator

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision. If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Tel: 0303 123 1113
Web: www.ico.org.uk

Please note that the data supplied is not allowed to be re-used and/or published without the explicit consent of East London NHS Foundation Trust. Please contact the signatory to request permission if this is your intention

Request:

I am writing to you under a Freedom of Information Act request regarding the Trust's use of staff banks as a key part of the effective management of temporary staffing across the NHS and in turn the reduction of agency spend.

FOI question no. 1a) - please can you confirm whether your Trust has either a) an in-house staff bank or b) outsourced staff bank or c) other service provision or d) not applicable, i.e. staff not required by the Trust, for the following staff groups:

- administrative services staff**
- allied health professionals**
- emergency services staff**
- health science services staff**
- 'registered' nursing and midwifery staff**
- 'unregistered' nursing and midwifery staff**
- medical and dental staff**
- personal social services staff**
- support services staff**

Response

- administrative services staff = a**
- allied health professionals = a**
- emergency services staff = a**
- health science services staff = a**
- 'registered' nursing and midwifery staff = a**
- 'unregistered' nursing and midwifery staff = a**
- medical and dental staff = a**
- personal social services staff = a**
- support services staff. = a**

**If would be helpful to me if you could please reply in the following format:
administrative services staff = c; allied health professionals = a; emergency services staff = d and so on.**

FOI question no. 1b) - where you have not answered a) (an in house staff bank) to question 1a), please elaborate as follows:

i) if any staffing category has received an answer of b) (an outsourced staff bank), please confirm the name of the outsourced staff bank service provider. For example, this could be either NHS Professionals or Pulse Healthcare Ltd. trading as Bank Partners or Reed Specialist Recruitment Ltd. or other service provider.

Response

Not applicable

ii) if any staffing category has received an answer of c) (other service provision), please confirm the nature of the other service provision. For example, this could be full, or in part, reliance on agency staff.

Response

Not applicable

**It would be helpful to me if you could please reply in the following format:
administrative services staff = c, reliance on agencies; nursing and midwifery
staff = b, name of outsourced staff bank service provider and so on**

**FOI question no. 2a) - where you have answered b) (an outsourced staff bank)
to question no. 1a), please confirm whether - in line with the Public Contract
Regulations 2015 - you have entered a contract with that service provider
under either:**

- a) a locally procured contract; or**
- b) called-off from an NHS accessible framework agreement, such as Crown
Commercial Services RM1072 Workforce management services or Healthtrust
Europe Total workforce solutions framework; or**
- c) other**

Where you have not entered a contract, please confirm accordingly.

Response

The Trust has not entered a contract therefore this is not applicable

**FOI question no. 2b) - where you have answered b) (called-off from an NHS
accessible framework) to question no. 2a), please confirm the framework, for
example, Crown Commercial Services RM1072 Workforce management
services framework.**

Response

Not applicable

**FOI question no. 2c) - where you have answered c) (other) to question no. 2a),
please elaborate.**

Response

Not applicable

**FOI question no. 2d) - where you have entered into a contract, for the most
recent 12 month period, i.e financial year 2018/19, please confirm the
contract's:**

- a) overall annual value (£/pence excl. VAT). For example, £1 million excl. VAT.**

**Please note that this request is in relation to the provision of outsourced staff
bank services only and should include any annual management fees,
operational (transaction) costs, i.e.volume related hourly fees for the provision
of bank workers and/or agency workers. Please do not include any other
agency related spend.**

Response

Not applicable

- b) overall annual value by staffing type (£/pence excl. VAT), for example,
'qualified' nursing and midwifery staff = £250,000 excl. VAT; 'unregistered'
nursing and midwifery staff = £150,000 excl. VAT and so on.**

Please note that this request is in relation to the provision of outsourced staff

Chair: Marie Gabriel

Chief Executive: Dr Navina Evans

bank services only and should include operational (transaction) costs, i.e. volume related hourly fees for the provision of bank workers and/or agency workers. Please do not include any other agency related spend.

Response

Not applicable

FOI question no. 2e) - where you have entered into a contract, please confirm the contract's:

- a) commencement date;**
- b) expiry date of any initial term; and**
- c) expiry date of any applicable extension periods if taken.**

For example, if the contract entered commenced on 1st April 2018 for an initial period of 2 years with an option to extend by up to 2 years, then I would be looking for your reply to be as follows:

- a) 01/04/2018;**
- b) 31/03/2020;**
- c) 31/03/2022.**

Response

Not applicable

FOI question no. 2f) - where your contract's initial or extended term is due to expire in the next 12 months, i.e. during financial year 2019/20, please confirm whether your Trust intends to:

- a) bring the outsourced managed staff bank service back in-house; or**
- b) establish another local procured contract, advertising the business opportunity in line Public Contract Regulations 2015; or**
- c) call-off again from an NHS accessible framework agreement, such as Crown Commercial Services or Healthtrust Europe.**

Response

Not applicable

FOI question no. 2g) - where you have answered c) (call-off again from an NHS accessible framework) to question no. 2f), please confirm the framework the Trust is likely to use, for example, Healthtrust Europe Total workforce solutions framework. If not yet known, please confirm accordingly.

Response

Not applicable

FOI question no. 2h) - where you have answered c) (call-off from an NHS accessible framework) to question no. 2f), please confirm whether this outsourced staff bank contract shall be:

- a) relevant to the Trust only; or**
- b) a collaborative contract including other trusts from across your and/or neighbouring STP's footprint?**

Response

Not applicable

FOI question no. 3 - for the most recent 12 month period, i.e. financial year 2018/19, please confirm the effectiveness of the Trust's staff bank as follows:

- a) monthly bank filled rate, broken down by staff type. For example, registered nursing and midwifery staff = 40%; and**
- b) monthly agency filled rate, broken down by staff type. For example, registered nursing and midwifery staff = 40%; and**
- c) monthly unfilled rate, broken down by staff type. For example, registered nursing and midwifery staff = 20%**

Where this monthly information is not readily available, please provide an annual average percentage rate instead.

Response

Please see the yearly average bank fill rate below:

| Group | Average fill for year |
|---------------------------------------|-----------------------|
| Admin & Estates | 89.97 |
| Healthcare Assistants & Other Support | 87.13 |
| Medical & Dental | 100 |
| Nursing, Midwifery & Health Visiting | 78.98 |
| Scientific, Therapeutic & Technical | 68.11 |

FOI question no. 4a) - please can you confirm either 'Yes' or 'No' whether:

- i) there is a member, or members, of your Trust's Board who is accountable for the effective management of temporary staffing and in turn the reduction of agency spend? making effective use of staff banks overseeing the use of temporary staff; and**
- ii) temporary staff usage is regularly discussed at Board meetings?**

Response

Yes, there is a member, or members, of your Trust's Board who is accountable for the effective management of temporary staffing and in turn the reduction of agency spend? making effective use of staff banks overseeing the use of temporary staff

And:

Yes, temporary staff usage is regularly discussed at Board meetings

FOI question no. 4b) - where you have answered yes to question 4a)i) (there is an accountable member, or members, of your Trust's Board), can you please tell me whether the relevant persons concerned are either:

- a) a non-executive; or**
- b) an employee of the Trust? If a Trust employee, please elaborate by confirming the role (not their name) of that person within the Trust.**

Response

Chair: Marie Gabriel

Chief Executive: Dr Navina Evans

The accountable members of the Trust Board are employees of the Trust. The two responsible roles are the Director of HR and the Chief Operating Officer.