
DATE	24 September 2013
REPORT FOR	Trust Board of Directors – Part A
REPORT FROM	Dr Neil Pease, Director of OD & Workforce
CONTACT OFFICER	Dr Neil Pease, Director of OD & Workforce
SUBJECT	Monthly Staffing Report
BACKGROUND DOCUMENT (IF ANY)	None
REPORT PREVIOUSLY CONSIDERED BY & DATE(S)	N/A
EXECUTIVE COMMENT (INCLUDING KEY ISSUES OF NOTE OR, WHERE RELEVANT, CONCERN AND / OR NED CHALLENGE THAT THE BOARD NEED TO BE MADE AWARE OF)	N/A
HAVE THE STAFF SIDE BEEN CONSULTED ON THE PROPOSALS?	N/A
HAVE THE RELEVANT SERVICE USERS/CARERS BEEN CONSULTED ON THE PROPOSALS?	N/A
ARE THERE ANY FINANCIAL CONSEQUENCES ARISING FROM THE RECOMMENDATIONS?	No
IF YES, HAVE THESE BEEN AGREED WITH THE RELEVANT BUDGET HOLDER AND DIRECTOR OF FINANCE, AND HAVE ANY FUNDING ISSUES BEEN RESOLVED?	N/A
ARE THERE ANY LEGAL IMPLICATIONS ARISING FROM THIS PAPER THAT THE BOARD NEED TO BE MADE AWARE OF?	No
WHERE RELEVANT, HAS PROPER CONSIDERATION BEEN GIVEN TO THE NHS CONSTITUTION IN ANY DECISIONS OR ACTIONS PROPOSED?	Yes
ACTION REQUIRED BY THE BOARD	Note the content of the report

DIRECTORATE OF ORGANISATIONAL DEVELOPMENT & WORKFORCE

MONTHLY STAFFING REPORT

Dr Neil Pease
Director of Organisational Development and Workforce
September 2013

Northern Lincolnshire and Goole Hospitals NHS Foundation Trust actively seeks to promote equality of opportunity and good race relations. The Trust seeks to ensure that no employee, service user, or member of the public is unlawfully discriminated against for any reason, including their religion, beliefs, race, colour, gender, marital status, disability, sexual orientation, age, social and economic status or national origin. These principles will be expected to be upheld by all who act on behalf of the Trust, with respect to all aspects of this document.

VACANCY REPORT - SEPTEMBER 2013

As at the end of August 2013, the Trust had 286.61 whole-time equivalent (wte) vacancies out of a budgeted wte of 5348.64. This represents a vacancy factor of 5.36%.

Through flexible working arrangements (e.g. a combination of staff working additional hours, use of bank and agency staff) the gaps created by unfilled vacancies was significantly reduced, however, and the difference between budgeted hours and actual hours worked equated to 14.86 wte.

Table 1 shows vacancies by staff group and Table 2 shows vacancies by Directorate.

Table 1:

Staff Group	Budgeted wte	Contracted wte	Vacancies wte	Vacancy Factor
Medical & Dental	596	535	61	10.23%
Nursing	2201.19	2053.94	147.25	6.69%
Scientific, Therapeutic & Technical	987.93	942.94	44.99	4.55%
Admin & Clerical	1119.93	1098.74	21.19	1.89%
Maintenance	45	45	0	0.00%
Support Staff	396.87	384.69	12.18	3.07%
"Other"	1.72	1.72	0	2.91%
Totals	5348.64	5062.03	286.61	5.36%

Table 2:

Directorate	Budgeted wte	Contracted wte	Vacancies wte	Vacancy Factor
Operations	3711.29	3470.83	240.46	6.48%
Diagnostics & Therapeutics	695.11	665.41	29.7	4.27%
Facilities	477.22	462.11	15.11	3.17%
Corporate	465.02	463.68	1.34	0.29%
Totals	5348.64	5062.03	286.61	5.36%

A detailed report in respect of Medical Staffing vacancies is included at Appendix 1. The position has improved slightly in the last month, with 5 fewer vacancies being reported.

Actions to address difficulties in recruitment continue as detailed in the Recruitment Strategy presented to the Trust Board Meeting in August 2013.

Appendix 1

MEDICAL STAFFING - Northern Lincolnshire and Goole Hospitals NHS Foundation Trust - September 2013										
		Scunthorpe		Grimsby		Goole		Totals		
Department	Grade	Established Posts	Vacancies	Established Posts	Vacancies	Established Posts	Vacancies	Established total	Vacancy total	Current Situation
Anaesthetics	Consultants	16	2	14	0			30	2	SGH - 2 substantive vacancies. One locum appointed to cover
	SAS Doctors	6	1	10	2	1	0	17	3	Attempts to recruit been unsuccessful. Posts being re-advertised.
	Trust Doctors	4	0	0	0			4	0	
	Training Grades	9	2	10	3			19	5	SGH - attempting to recruit locally - interview s pending. DPOW - attempting to recruit Specialty Doctors as above to cover. Not recruiting to the junior post.
ENT	Consultants	2	0	3	0			5	0	
	SAS Doctors	2	0	3	0			5	0	
	Trust Doctors	0	0	1	0			1	0	
	Training Grades	2	0	1	0			3	0	
General Surgery	Consultants	5	0	9	0			14	0	
	SAS Doctors	3	0	3	0			6	0	
	Trust Doctors	5	0	4	0			9	0	
	Training Grades	12	1	14	0			26	1	SGH - one post recruited to. DPOW - vacant post filled.
Urology	Consultants	5	0	1	0			6	0	
	SAS Doctors	5	0	0	0			5	0	
	Trust Doctors	1	0	1	0			2	0	DPOW - F1 post removed by Deanery, converted to a Trust Grade - post filled.
	Training Grades	4	0	0	0			4	0	
Ophthalmology	Consultants	3	0	3	0	3	0	9	0	SGH - One Consultant currently on sabbatical, locums covering
	SAS Doctors	4	0	4	0			8	0	
	Trust Doctors	0	0	0	0			0	0	
	Training Grades	2	0	2	0			4	0	
Oral Surgery	Consultants	1	0	1	0			2	0	
	SAS Doctors	1	0	2	0			3	0	
	Trust Doctors	0	0	0	0			0	0	
	Training Grades	0	0	0	0			0	0	

Department	Grade	Scunthorpe		Grimsby		Goole		Totals		Current Situation
		Established Posts	Vacancies	Established Posts	Vacancies	Established Posts	Vacancies	Established total	Vacancy total	
Trauma & Orthopaedics	Consultants	5	0	7	0	2	0	14	0	
	SAS Doctors	4	0	4	0	2	0	10	0	
	Trust Doctors	3	0	5	2			8	2	DPOW as of 18 September there will be 2 TG vacancies. Recruiting locally, advertised, closing date 13 September.
	Training Grades	7	0	6	1			13	1	DPOW - Recruiting locally, advertised, closing date 13 September.
Emergency Medicine	Consultants	5	3	5	3			10	6	SGH - 2 locums place but due to leave, interview s held for replacement and one appointment made. Advert for substantive posts to appear w/c 19th August, closing date 21st Sept. DPOW - 1 locum in place. Repeated attempts to recruit on a substantive basis been unsuccessful.
	SAS Doctors	8	3	8	4			16	7	Posts advertised repeatedly, locum cover provided on ad hoc basis. To continue to advertise and work with locum agencies to fill the vacancies.
	Trust Doctors	1	0	3	0			4	0	
	Training Grades	8	0	8	1			16	1	Attempted recruitment for F/T Specialty Doctor to cover vacant STR(CT)3 post, unsuccessful.
Acute Medicine	Consultants	5	2	3	0			8	2	SGH - 2 new posts, closing date 21st September
	SAS Doctors	1	1	1	0			2	1	SGH - New post from October 2013, General Manager finalising JD and advert
	Trust Doctors	1	1	2	1			3	2	SGH - New post from October 2013, General Manager finalising JD and advert.
	Training Grades	2	0	1	0			3	0	DPOW - 1 vacancy WEF 16 September, recruiting locally, interview s pending.
Cardiology	Consultants	3	0	4	0			7	0	
	SAS Doctors	2	0	2	0			4	0	
	Trust Doctors	0	0	0	0			0	0	
	Training Grades	6	1	5	0			11	1	SGH - Vacant ST3 - currently out to advert (3rd attempt to recruit locally)
Gastroenterology	Consultants	3	0	4	0			7	0	One Consultant currently on sabbatical
	SAS Doctors	1	1	1	0			2	1	Agency locum in place - despite numerous adverts cannot recruit to the post. Job description being revised
	Trust Doctors	1	0	0	0			1	0	
	Training Grades	6	0	6	1			12	1	DPOW - recruiting cover locally, interview s pending
Diabetes / Endocrinology	Consultants	2	0	2	0			4	0	
	SAS Doctors	0	0	1	0			1	0	
	Trust Doctors	0	0	0	0			0	0	
	Training Grades	7	0	4	0			11	0	

		Scunthorpe		Grimsby		Goole		Totals		
Department	Grade	Established Posts	Vacancies	Established Posts	Vacancies	Established Posts	Vacancies	Established total	Vacancy total	Current Situation
Respiratory	Consultants	3	1	4	0			7	1	Long-term vacancy (since Nov 2012), agency locum in place, have attempted to recruit NHS locum pending substantive appointment. Substantive post being advertised w/c 19th August, closing date 21st September
	SAS Doctors	1	0	1	0			2	0	
	Trust Doctors	0	0	0	0			0	0	
	Training Grades	8	2	5	1			13	3	Local recruitment underway. ST3 post at SGH been vacant and unfilled on long-term basis. DPOW recruiting cover locally, interviews pending
Care for Older People / Stroke	Consultants	4	2	4	0			8	2	SGH - 2 new posts, advert appearing w/c 19th August, closing date 21st September
	SAS Doctors	2	1	5	2			7	3	SGH - General Manager drafting JD. DPOW - Specialty Doctor vacancies, recruiting locally, interviews on 8 October.
	Trust Doctors	0	0	0	0			0	0	
	Training Grades	8	0	10	1			18	1	DPOW - recruiting cover locally, interviews pending
Palliative Care	Consultants	1	1					1	1	New post - Royal College approval pending
	SAS Doctors	0	0					0	0	
	Trust Doctors	0	0					0	0	
	Training Grades	0	0					0	0	
Dermatology	Consultants	2	0	0	0			2	0	General Manager drafting JD
	SAS Doctors	2	1	0	0			2	1	
	Trust Doctors	0	0	0	0			0	0	
	Training Grades	0	0	1	0			1	0	
Haematology / Oncology	Consultants	2	1	1	0			3	1	General Manager drafting JD
	SAS Doctors	0	0	2	0			2	0	Appointment made to Specialty Doctor vacancy at DPOW
	Trust Doctors	1	0	0	0			1	0	
	Training Grades	1	0	2	1			3	1	Local recruitment underway, interviews on 1 October
Neurology	Consultants			1	0			1	0	Interviewed and offered post but declined. To be re-advertised
	SAS Doctors			1	1			1	1	
	Trust Doctors			0	0			0	0	
	Training Grades			0	0			0	0	

		Scunthorpe		Grimsby		Goole		Totals		
Department	Grade	Established Posts	Vacancies	Established Posts	Vacancies	Established Posts	Vacancies	Established total	Vacancy total	Current Situation
Rheumatology	Consultants			4	0			4	0	
	SAS Doctors			0	0			0	0	
	Trust Doctors			0	0			0	0	
	Training Grades			3	1			3	1	DPOW vacant StR4 recruiting F/T Specialty Doctor as cover, awaiting JD
Obstetrics & Gynaecology	Consultants	6	0	7	0			13	0	
	SAS Doctors	4	0	4	0			8	0	
	Trust Doctors	0	0	0	0			0	0	
	Training Grades	13	1	11	0			24	1	
Paediatrics	Consultants	6	0	6	0			12	0	
	SAS Doctors	4	0	8	2			12	2	DPOW - Clinical Fellow s re-advertised, closing date 20 September, interview s pending
	Trust Doctors	0	0	0	0			0	0	
	Training Grades	13	0	12	0			25	0	
Radiology	Consultants	8	0	9	0			17	0	
	SAS Doctors	0	0	0	0			0	0	
	Trust Doctors	0	0	0	0			0	0	
	Training Grades	0	0	0	0			0	0	
Path Links	Consultants	3	1	21	0			24	1	
	SAS Doctors	0	0	0	0			0	0	
	Trust Doctors	0	0	0	0			0	0	
	Training Grades	0	0	0	0			0	0	
Community Dental	Consultants			7	0			7	0	Staff are Senior Dental Officers and Dental Officers
	SAS Doctors			0	0			0	0	
	Trust Doctors			0	0			0	0	
	Training Grades			0	0			0	0	
Rehabilitation Medicine	Consultants			3	1			3	1	Interview s scheduled for 22/08/13 but cancelled due to lack of applicants. Re-advertised, closing date of 27 September.
	SAS Doctors			1	0			1	0	
	Trust Doctors			0	0			0	0	
	Training Grades			0	0			0	0	

		Scunthorpe		Grimsby		Goole		Totals		
Department	Grade	Established Posts	Vacancies	Established Posts	Vacancies	Established Posts	Vacancies	Established total	Vacancy total	Current Situation
Minor Injuries Unit	Consultants					0	0	0	0	
	SAS Doctors					5	3	5	3	One doctor appointed from SGH. Rotas being reviewed
	Trust Doctors					0	0	0	0	
	Training Grades					0	0	0	0	
General Practice (F2's)	Training Grades	5	0	8	1			13	1	
Psychiatry	Training Grades			4	0			4	0	
TOTALS		270	29	313	29	13	3	596	61	