

## Freedom of Information request 297-17

---

### Request

1. A total breakdown on the number of consultants who are on 9-1-hour contract from 2007 to current year.
2. A total breakdown on the number of vacancies in all full-time and part-time positions, for the last 5 years.
3. A total breakdown of workforce sickness absence rate, broken down by month for the last 5 years.
4. A total breakdown of the number of staff leaving their post at the ages of 25-35, 35-45, 45-55, 55-65.

### Response

1. No consultants employed by NHS Borders are currently on 9-1 hour contract

- 07-08 – Nil
- 08-09 – Nil
- 09-10 – Nil
- 10-11 – Nil
- 11-12 – Nil
- 12-13 – one
- 13-14 – one
- 14-15 – one
- 15-16 - Nil
- 16-17 - Nil

2. Please find below the number of vacancies in all full-time and part-time positions for the last 5 years:

| Year        | Full Time | Part Time | Grand Total |
|-------------|-----------|-----------|-------------|
| 2012/13     | 251       | 432       | 683         |
| 2013/14     | 240       | 425       | 665         |
| 2014/15     | 192       | 379       | 571         |
| 2015/16     | 234       | 415       | 649         |
| 2016/17     | 185       | 289       | 474         |
| Grand Total | 1102      | 1940      | 3042        |

This is the number of positions and excludes any bank or recruitment events. It is the number advertised each year.

3. Please find below the workforce sickness absence rate, broken down by month for the last 5 years:

| Month  | Sickness Absence % |
|--------|--------------------|
| Apr-12 | 4.89               |
| May-12 | 5.23               |
| Jun-12 | 4.66               |
| Jul-12 | 4.49               |
| Aug-12 | 4.66               |

|        |      |
|--------|------|
| Sep-12 | 4.77 |
| Oct-12 | 5.18 |
| Nov-12 | 4.99 |
| Dec-12 | 5.23 |
| Jan-13 | 5.76 |
| Feb-13 | 4.09 |
| Mar-13 | 4.41 |
| Apr-13 | 5.19 |
| May-13 | 4.73 |
| Jun-13 | -    |
| Jul-13 | -    |
| Aug-13 | 4.18 |
| Sep-13 | 4.15 |
| Oct-13 | 4.33 |
| Nov-13 | 3.96 |
| Dec-13 | 4.01 |
| Jan-14 | 4.78 |
| Feb-14 | 4.54 |
| Mar-14 | 4.65 |
| Apr-14 | 4.14 |
| May-14 | 4.61 |
| Jun-14 | 4.26 |
| Jul-14 | 4.66 |
| Aug-14 | 4.31 |
| Sep-14 | 4.52 |
| Oct-14 | 4.66 |
| Nov-14 | 4.6  |
| Dec-14 | 5.37 |
| Jan-15 | 6.57 |
| Feb-15 | 4.43 |
| Mar-15 | 4.66 |
| Apr-15 | 4.27 |
| May-15 | 4.18 |
| Jun-15 | 4.23 |
| Jul-15 | 4.64 |
| Aug-15 | 3.79 |
| Sep-15 | 3.75 |
| Oct-15 | 3.87 |
| Nov-15 | 4.36 |
| Dec-15 | 4.9  |
| Jan-16 | 4.9  |
| Feb-16 | 4.68 |
| Mar-16 | 5.41 |
| Apr-16 | 4.59 |
| May-16 | 4.68 |
| Jun-16 | 4.85 |
| Jul-16 | 4.43 |
| Aug-16 | 4.48 |
| Sep-16 | 4.24 |
| Oct-16 | 4.44 |
| Nov-16 | 5.06 |
| Dec-16 | 5.39 |
| Jan-17 | 5.84 |
| Feb-17 | 5.22 |
| Mar-17 | 5.21 |

These figures are based on the monthly reports, unfortunately we do not hold two months data due to SGIS/eESS changeover and meaningful data cannot be retrieved from Payroll.

4. Please find below the number of staff leaving their post at the ages of 25-35, 35-45, 45-55, 55-65:

|             | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | Total |
|-------------|------|------|------|------|------|------|-------|
| under 20    |      |      |      | 2    | 3    | 6    | 11    |
| 20 - 25     | 17   | 39   | 44   | 57   | 57   | 31   | 245   |
| 25-30       | 58   | 109  | 144  | 132  | 148  | 57   | 648   |
| 30-35       | 72   | 120  | 115  | 113  | 90   | 32   | 542   |
| 35 - 40     | 47   | 75   | 70   | 84   | 57   | 32   | 365   |
| 40 - 45     | 45   | 90   | 63   | 64   | 60   | 19   | 341   |
| 45 - 50     | 35   | 72   | 78   | 62   | 47   | 30   | 324   |
| 50 - 55     | 30   | 81   | 87   | 61   | 64   | 21   | 344   |
| 55-60       | 38   | 73   | 78   | 71   | 68   | 46   | 374   |
| 60-65       | 36   | 60   | 64   | 66   | 78   | 37   | 341   |
| over 65     | 27   | 60   | 41   | 30   | 32   | 13   | 203   |
| Grand Total | 405  | 779  | 784  | 742  | 704  | 324  | 3738  |

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or [foi.enquiries@borders.scot.nhs.uk](mailto:foi.enquiries@borders.scot.nhs.uk).

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **297-17** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.