

Freedom of Information request 381-17

Request

As of 31 June 2017, could the health board provide the total number and percentages of:

- Establishment nursing and midwifery posts (e.g. 100%)
- Filled nursing and midwifery posts
- Vacant nursing and midwifery posts

Including the total number of:

- Nursing and midwifery posts which are vacant but the recruitment advert has not been authorised yet
- Nursing and midwifery posts which are vacant but being covered by a locum (including agency locums)
- Nursing and midwifery posts which are vacant but recruitment has been unsuccessful, and is not currently being re-advertised

Response

The Funded Establishment (WTE) for Nursing & Midwifery Staffing within NHS Borders is 1158.92 WTE as at 30 June 2017.

Employees holding permanent contracts within Nursing & Midwifery total 1128.25 WTE as at 30 June 2017.

Where the funded establishment is not filled with a nurse or midwife holding a permanent contract, the Board may have fixed term contracts in place, existing staff may work additional hours or work overtime shifts or bank and agency staffing may be used to ensure the shift rota is filled.

In June 2017 the level of supplementary staff utilised in Nursing & Midwifery totalled 103.56wte analysed 72.55wte for Bank Workers and 31.01wte for Agency Staffing.

Agency and Bank Workers are used to support nursing services during periods of vacant posts and sickness absence.

Under Section 25 of the FOI(S)A 2002 data on vacancies is accessible online from the Information and Statistics Division of NHS National Services Scotland at the following link:

Nursing - <http://www.isdscotland.org/Health-Topics/Workforce/Publications/data-tables2017.asp>
Midwifery - <http://www.isdscotland.org/Health-Topics/Workforce/Publications/data-tables2017.asp?id=1922#1922>

No vacant Nursing & Midwifery posts are currently being held for authorisation.

Information on the use of Agency staffing is not held electronically and paper records are not held in sufficient detail to link directly to specific vacancies.

All Nursing & Midwifery posts are currently advertised.

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.

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 **381-17** 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.