

## Freedom of Information request 118-19

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### Request & Response

#### WORKFORCE

1. In total, how many full time equivalent employees were employed within the **Clinical Haematology department** of your NHS Board as of **30 September 2016** and as of **30 September 2018**? If roles are shared with other departments, please use the percentage of each employee's time spent working with the **Clinical Haematology department** to work out a total number of full time equivalent employees.

<b>Total number of full time equivalent Clinical Haematology employees as of 30 September 2016</b>	<b>Total number of full time equivalent Clinical Haematology employees as of 30 September 2018</b>
19.1 employees	19.1 employees

2. Please provide the number of full time equivalent employees within the **Haematology department** at your NHS Board, split according to the roles below. Please provide these numbers as they existed on **30 September 2016** and **30 September 2018**.

*For 30 September 2018 only, please give details of how many full time equivalent employees in the **Clinical Haematology department** were within five years of retirement on this date.*

*If roles are shared with other departments, please use the percentage of each employee's time spent working with the **Clinical Haematology department** to work out a total number of full time equivalent employees. Please fill out this information in the table on the following page.*

<b>Job role</b> (full time equivalent employees)	<b>Number of full time equivalent employees at your NHS Board as of <u>30 Sept 2016</u></b>	<b>Number of full time equivalent employees at your NHS Board as of <u>30 Sept 2018</u></b>	<b>Number of full time equivalent employees at your NHS Board within 5 years of retirement age as of <u>30 Sept 2018</u></b>
<b>Medical roles:</b>			
Consultant Clinical Haematologist	3	3	
Haematology SpR/StR (or equivalent)			
Haematology Core Medical Trainee / Foundation Year Doctor			
Other medical haematology role (Associate Specialist, Trust Grade staff, etc.)			
Haematology Physicians' Associate / Physicians' Assistant			
<b>Nursing roles:</b>			
Haematology Clinical Nurse Specialist			
Other haematology nursing roles – <b>Note: this applies only to haematology roles, not generalist roles</b>			
<b>Pharmacist roles:</b>			
Haematology Consultant Clinical Pharmacist			
Other haematology pharmacist role			
<b>Laboratory roles:</b>			
Haematology Clinical Scientist (Band 8 and above)			
Haematology Clinical Scientist (all other bands)			
Haematology Biomedical Scientist (Band 8 or above)			
Haematology Biomedical Scientist (Band 7)	4	4	0
Haematology Biomedical Scientist (Band 6)	3.6	3.6	0
Haematology Biomedical Scientist (Band 5)	4	4	0
Haematology Associate Practitioner / MTO (Band 4)			
Haematology Medical Laboratory Assistant (Band 3)	3	3	1
Other haematology laboratory role (please specify)			
<b>Management / support roles:</b>			
Haematology Management Staff (all roles)	0.5	0.5	0.5

<i>Haematology Data Manager</i>			
<i>Haematology Clerical Staff (all roles)</i>			
<i>Haematology Secretarial Staff (all roles)</i>	1	1	1

3. As of **30 September 2017** and **30 September 2018**, how many full time equivalent **vacancies** did your NHS Board have advertised for the each of the job roles specified below within the **Haematology department**? Please fill in the table as appropriate.

If certain vacancies are for roles shared with other departments, please use the percentage of each employee's time spent working with the **Clinical Haematology department** to work out a total number of full time equivalent employees. Please fill out this information in the table on the following page.

<b>Job role</b> (full time equivalent employees)	<b>Number of full time / full time equivalent vacancies advertised as of 30 Sept 2017 at your NHS Board</b>	<b>Number of full time / full time equivalent vacancies advertised as of 30 Sept 2018 at your NHS Board</b>
<b>Medical roles:</b>		
Consultant Clinical Haematologist		
Haematology SpR/StR (or equivalent)		
Haematology Core Medical Trainee / Foundation Year Doctor		
Other medical haematology role (Associate Specialist, Trust Grade staff, etc.)		
Haematology Physicians' Associate / Physicians' Assistant		
<b>Nursing roles:</b>		
Haematology Clinical Nurse Specialist		
Other haematology nursing roles– <b>Note: this applies only to haematology roles, not generalist roles</b>		
<b>Pharmacist roles:</b>		
Haematology Consultant Clinical Pharmacist		
Other haematology pharmacist role		
<b>Laboratory roles:</b>		
Haematology Clinical Scientist (Band 8 and above)		
Haematology Clinical Scientist (all other bands)		
Haematology Biomedical Scientist (Band 8 and above)		
Haematology Biomedical Scientist (Band 7)		
Haematology Biomedical Scientist (Band 6)		1
Haematology Biomedical Scientist (Band 5)		
Haematology Associate Practitioner / MTO (Band 4)		
Haematology Medical Laboratory Assistant (Band 3)		
Other haematology laboratory role (please specify)		
<b>Management / support roles:</b>		

<i>Haematology Management Staff (all roles)</i>	0.5	
<i>Haematology Data Manager</i>		
<i>Haematology Clerical Staff (all roles)</i>		
<i>Haematology Secretarial Staff (all roles)</i>		0

4. During the period from **30 September 2017 to 30 September 2018**, how many days of sick leave were taken by **Clinical Haematology** staff? (Please give one figure for all staff combined)

As supplementary information (if available), how many of these days of sick leave were due to stress, depression, or other mental health conditions?

<b><i>How many days of sick leave did Clinical Haematology staff take between 30 September 2017 and 30 September 2018?</i></b>	<b><i>How many days of sick leave due to <u>stress, depression or other mental health conditions</u> did Clinical Haematology staff take between 30 September 2017 and 30 September 2018?</i></b>
93.3 WTE days	0 days

<b><i>If you do not have access to this data, provide a description below on how you believe absences due to sick leave (especially due to stress, depression or other mental health conditions) amongst the clinical haematology staff compare to those of staff within the rest of your NHS Board.</i></b>

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 **118-19** 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.