

Freedom of Information request 34-21

Request

The COVID-19 temporary register was introduced on 27 March 2020.

The NMC has informed me that in Scotland in the months of:

- October 2020, there were 1446 people on the COVID-19 temporary register
- November 2020, there were 1468 people on the COVID-19 temporary register
- December 2020, there were 1547 people on the COVID-19 temporary register

I had initially sent my request to the Scottish government but I was informed they do not hold this information centrally and I need to go to the individual health boards.

Questions:

1. At your health board, how many people on the COVID-19 temporary register were contacted to work from the following months:
 - a) October 2020?
 - b) November 2020?
 - c) December 2020?
2. Do you know why the remaining registrants were not contacted?
3. Of those you contacted to work via the register, how many said yes from the following months:
 - a) October 2020?
 - b) November 2020?
 - c) December 2020?
4. Of those who said yes, how many were NOT accepted to work from the following months' cohort:
 - a) October 2020?
 - b) November 2020?
 - c) December 2020?
5. Do you have any examples to share as to why they were turned down?
6. Of those who were contacted to work and said NO, do you have any examples as to why they turned the job/s down?
7. How many people on the COVID-19 temporary register were officially employed from the months of:
 - a) October 2020?
 - b) November 2020?
 - c) December 2020?
8. Taking into consideration there might be a discrepancy between the answers to question 7 and the total number of people who were contacted, qualified to work and said yes from the register, why were they not employed?

Response

1. NHS Borders has not contacted directly registered nurses on the temporary register as we do not have access to those details. We have used other approaches to seek interest from temporary registrants in working for the local NHS. On 17 March 2020 NHS Borders wrote to 26 retired nurses to encourage a return to working for the NHS during the pandemic. We participated in the NHS Scotland recruitment portal and from this there were applicants from registered nurses in Borders area who were followed up. There were social media campaigns to encourage registrants to consider working for NHS Borders. From all of these initiatives a total of 66 nurses and midwives were contacted about their interest in working for NHS Borders however at point of application we are unable to differentiate if these registrants are registered or registered on the COVID-19 temporary register. When nurses are employed by NHS Borders we can differential nurses on the temporary register. As at 31 December 2020 there are 7 Nurses working for NHS Borders registered on the temporary register (see question 7 below).
2. NHS Borders has no means of contacting directly registered nurses on the temporary register.
3. Please find below the number of those contacted via the register:
 - a) October 2020 - Zero temporary registrants accepted an offer of work
 - b) November 2020 - 1 temporary registrant accepted an offer of work
 - c) December 2020 - 2 temporary registrants accepted an offer of work
4. Of those who said yes, how many were NOT accepted to work from the following months' cohort:
 - a) October 2020 - None known
 - b) November 2020 - None known
 - c) December 2020 - None known
5. We are not aware of NHS Borders turning down any temporary registrants. Therefore under Section 17 of the FOI(S)A 2002 this data is not held.
6. As an example when we contacted retired nurses the most common reason for turning down an offer of work was that they had simply changed their mind.
7. Please find below the number of people on the COVID-19 temporary register who were officially employed from the months of:
 - a. October 2020 - 4 temporary registrants employed.
 - b. November 2020 - 5 temporary registrants employed.
 - c. December 2020 - 7 temporary registrants employed.
8. Our view is that this is primarily due to personal choice and registrants, after expressing an initial interest in working for NHS Borders, changing their mind about working for the NHS at this time. In addition some of the feedback from retired nurses is that they did not wish to undertake the re-registration process. In some cases we have been able to agree a role working for the NHS that does not require professional registration.

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 **34-21** 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.