

## Freedom of Information request 620-22

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### Request

1. In your health board what is the current vacancy rate in percentage terms and numerical terms for the number of nursing positions that need to be filled?
2. What has the vacancy rate been both in percentage and numerical terms been in each of the preceding five financial years prior to 2022-23?
3. On average, how long does it take to fill a nursing post in your health board and what has the average been for each of the preceding five financial years prior to 2022-23?
4. Based on current estimates, when do you believe that all the nursing vacancies that need to be filled will be filled in your health board?

### Response

1. The current vacancy rate in NHS Borders for Nursing and Midwifery is 8.06% which equates to 102.7 numerically.
2. The vacancy rate and numerical vacancy report from April 2015 to June 2022 is available from the NHS in Scotland Workforce Statistics Website. Therefore, please note under Section 25 of the Freedom of Information (Scotland) Act 2002 this data is accessible elsewhere. For your information, please find a link to this website [NHSScotland workforce | Turas Data Intelligence](#) .
3. NHS Borders did not record the length of time it takes to fill a Nursing post prior to June 2021, therefore, the information up to May 2021 is not held, as defined in Section 17, Freedom of Information (Scotland) Act 2002.  

1 June 2021 – 31 March 2022	Average 109 working days
1 April 2022 – 30 June 2022	Average 99 working days
4. NHS Borders does not estimate when all nursing vacancies will be filled; recruitment and staff turnover is continual throughout the year. Therefore, this information is not held, as defined in Section 17, Freedom of Information (Scotland) Act 2002.

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 **620-22** 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.