



**University Hospitals  
of North Midlands**  
NHS Trust

**Royal Stoke University Hospital  
Data, Security and Protection**

Newcastle Road  
Stoke-on-Trent  
Staffordshire  
ST4 6QG

Ref: FOIA Reference 2023/24-258

Date: 18<sup>th</sup> December 2023

Email [foi@uhnm.nhs.uk](mailto:foi@uhnm.nhs.uk)

Dear

I am writing to acknowledge receipt of your email dated 21<sup>st</sup> July 2023 requesting information under the Freedom of Information Act (2000) regarding Agency Nursing & International.

As of 1<sup>st</sup> November 2014 University Hospitals of North Midlands NHS Trust (UHM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

**Q1 How many requirements (hours) were released to on-framework agencies during the period 1st July 2022 until 30th June 2023, per calendar month, showing how many were filled and how many were unfilled, for the below-listed specialities\*?**

A1 See below:

Sum of Hours For reporting		Mont								
Department Type	FulfillmentStatusName	Jul-	Aug-	Sep-	Oct-	Nov-	Dec-	Apr-	May-	Jun-
A&E	Filled	1440.	2097.	2169.	3886.	3243.	3025.	4186.	3373.	4094.
	Unfilled	2323.	1600.	1946.	3687.	1747.	2173.	967.5	489.0	426.0
A&E Total		3763.	3697.	4116.	7573.	4990.	5198.	5153.	3862.	4520.
ITU	Filled	910.5	585.2	682.5	859.7	981.0	726.0	1149.	1037.	832.0
	Unfilled	1515.	1618.	1548.	1972.	1009.	3529.	831.0	519.0	528.0
ITU Total		2425.	2203.	2230.	2832.	1990.	4255.	1980.	1556.	1360.
Midwifery	Filled	11.75		11.75	82.25	9.38	160.3		33.25	47.00
	Unfilled	457.0	158.5	329.4	1023.	469.1	270.5	188.0	35.25	105.7
Midwifery Total		468.8	158.5	341.1	1106.	478.5	430.8	188.0	68.50	152.7
Theatres	Filled	273.2	100.5	54.00	87.00	756.7	1697.	2567.	3449.	4259.
	Unfilled	869.2	1719.	730.5	461.7	1605.	878.7	357.5	443.0	351.5
Theatres Total		1142.	1820.	784.5	548.7	2362.	2576.	2925.	3892.	4610.

**Q2 How many requirements (hours) were released to off-framework agencies during the period 1st July 2022 until 30th June 2023, per calendar month, for the below-listed specialities\*?**

A2 We do not have any off-framework agencies.

**Q3 What is the total agency usage for nurses in the period 1st July 2022 until 30th June 2023? Please provide hours supplied, and total expenditure, broken down per calendar month, and per recruitment agency (company name) for the below specialities\*. Please indicate which agencies are operating on-framework and which are operating off-framework.**

A3 See attached : note we don't not have any 'off framework'

- Q4 Please provide the average hourly charge rate per calendar month, per recruitment agency, per speciality listed below, for the period 1st July 2022 until 30th June 2023.**
- General (incl Medical / Surgical / General)
  - A&E
  - ITU
  - Theatres
  - Midwifery
  - RMN / Mental Health

**A4** Commercially sensitive information relating to the price paid per item has not been disclosed here as we consider that under section 43(2) of the FOI Act: prejudice to the commercial interests of any party, is engaged. Disclosure of this information could be commercially detrimental to the Trust and companies acting on our behalf and result in less competitive prices for services. The likely consequence of this would be increased cost for service provision to the Trust. We have considered how the public interest might apply, and although recognising that there is a strong public interest in openness there is a greater public interest ensuring an ability to obtain best value for money.

In addition:

I can neither confirm nor deny whether the information you have requested is held by the Trust in its entirety. This is because the information requested in this question is not held centrally, In order to confirm whether this information is held (*hourly charge rate per calendar month, per recruitment agency, per speciality*) we would therefore have to individually access individual records within the Trust and extract the information where it is present. We therefore estimate that complying with your request is exempt under section 12 of the FOI Act: *cost of compliance is excessive*. The section 12 exemption applies when it is estimated a request will take in excess of 18 hours to complete. We estimate that accessing and reviewing all records and then extracting relevant information would take longer than the 18 hours allowed for. In addition to the section 12 exemption the Trust is also applying section 14 (1) exemption: *oppressive burden on the authority*

- Q5 Please confirm how many international Band 5 Nurses have been permanently recruited by the Trust, per calendar month, between 1st July 2022 and 30th June 2023, including their country of origin where feasible.**

**A5** We do not recruit many international Band 5 Nurses.

- Q6 Please confirm how many international Band 5 Nurses are forecasted to be permanently recruited by the Trust, between 1st July 2023 and 30th June 2024, including their country of origin where feasible.**

\* For the aforementioned specialities, the following specialities are requested:

- General (incl Medical / Surgical / General)
- A&E
- ITU
- Theatres
- Midwifery

**- RMN / Mental Health**

A6 We do not recruit many international Band 5 Nurses.

\*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

***UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.***

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via [www.ico.org.uk](http://www.ico.org.uk).

Yours,



**Rachel Montinaro**  
Data Security and Protection Manager - Records