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Our ref: 4277

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Freedom of information request

I am writing in response to your request for information which has been handled under the Freedom of Information Act 2000 (FOIA).

Your questions and our response are below.

Q1: Staff vacancies: [Please see table attached](#)

What was your trust's a) FTE establishment and b) total FTE vacancies for each of the following staff groups, at 31 March 2016 and at 31 March 2017:

1. All staff (including below groups)
2. Hospital & Community Health Service Doctors
3. Registered nurses
4. Registered midwives
5. Support to nursing staff
6. Scientific, technical and therapeutic staff

Q2: Agency spending: [Please see table attached](#)

How much did your trust spend on agency cover for the following groups a) between 1 April 2015 and 31 March 2016 and b) between 1 April 2016 and 31 March 2017:

1. All staff (including below groups)
2. Hospital & Community Health Service Doctors
3. Registered nurses
4. Registered midwives
5. Support to nursing staff
6. Scientific, technical and therapeutic staff

Q3: Hard to recruit areas: [Please see below](#)

Are there any specialities which you find particularly hard to recruit in the following areas:

1. Hospital & Community Health Service Doctors
2. Registered nurses
3. Scientific, technical and therapeutic staff

The Trust is generally able to recruit qualified junior doctors and consultants as we have a good reputation as a place to work with positive staff survey and friends and family test results. This said, like most NHS Trusts there are certain specialities of medical staff that are scarce and these include care of the elderly, stroke and pathology.

The Trust faces significant challenges in recruiting sufficient registered nurses and has a number of work streams to address the shortage including a programme of international recruitment, developing our employer brand and targeting specific nursing groups, for example soon to qualify nursing graduates.

Scientific, technical and therapeutic staff are at times hard to recruit, however, the Trust does generally manage to secure sufficient professional resources within these staff groups to deliver our services.