

4 March 2015

Dear Sir/Madam

Thank you for your recent Freedom of Information request regarding agency nursing staff.

The Trust can provide the following information:

- 1) The name of your trust and the hospitals in your trust? **Homerton University Hospital - Homerton University Hospital/St. Leonards Hospital**
- 2) The proportion of nursing shifts filled by agency nurses (i.e. shifts filled by agency staff as a percentage of total number of nursing shifts)
  - a) in the months of December and January 2012
  - b) in the months of December and January 2013
  - c) in the months of December and January 2014
  - d) In the month of January 2015

Jan-12	19.5%
Dec-12	20.1%
Jan-13	19.0%
Dec-13	22.6%
Jan-14	22.4%
Dec-14	31.0%
Jan-15	29.3%

**Includes qualified & unqualified nursing employees – all bands (in-line with later questions)**

- 3) The highest hourly rate paid to an agency for a nurse on a Bank Holiday in December 2014. If hourly rate is not available, the highest rate per shift paid to an agency for a nurse on a Bank Holiday in December 2014. (Please include the number of hours for the shift length)

**General ward nurse band 5 = £34.67ph @ total of 11.5 hours**

**Band 6 critical Neonatal rate @ £50.85ph for total of 11.5 hours**

*Incorporating hospital and community health services, teaching and research*

- 4) The highest hourly rate paid to an agency for a nurse on an ordinary weekday in December 2014 or January 2015. If hourly rate is not available, the highest rate per shift paid to an agency for a nurse on an ordinary weekday in December 2014 or January 2015. (Please include the number of hours for the shift length)

General ward nurse band 5 = £26.75ph @ total of 11.5 hours

- 5) How many nursing shifts were unfilled in
- in the months of December and January 2012
  - in the months of December and January 2013
  - in the months of December and January 2014
  - In the month of January 2015

Jan-12	256
Dec-12	222
Jan-13	235
Dec-13	547
Jan-14	472
Dec-14	424
Jan-15	482

Includes qualified & unqualified nursing employees – all bands (in-line with later questions)

- 6) What was your planned nursing staff mix (i.e. which types of nurses were on each shift) in December 2014 and January 2015?
- The number of band 1-3
  - The number of band 4
  - The number of band 5-6
  - The number of band 7-8

		Dec-14	Jan-15
Unqualified nursing staff	Bands 2-4	2074	2066
Qualified nursing staff	Bands 5+	2852	3085

Presently our data cannot be broken down to specific banding levels as requested (please note we do not employ / pay nursing healthcare assistants / nursing assistants at a Band 1)

- 7) What was the actual number of shifts filled by the types of nurses in December 2014 and January 2015?
- The number of band 1-3
  - The number of band 4
  - The number of band 5-6
  - The number of band 7-8

	Dec-14	Jan-15
Band 1-3	2064	1977
Band 4	0	0
Band 5-6	2456	2607
Band 7-8 (8a&8b)	99	120

- 8) Do you have a limit on how many additional bank shifts your nurses can do each week? If so, what is that limit?

If WTD is opted out then a maximum of 5 long days or nights per week (60 hours)

- 9) Do you offer incentives to a member of staff to fill a bank shift? If so what is it?

No

- 10) Have you increased this incentive? If so, when and by how much?

No

- 11) If you do offer a financial incentive for staff to fill bank shifts how much has the trust paid out in these incentives in - N/A

- December 2013
- January 2014
- December 2014
- January 2015

If you have any queries about this response please contact the information governance manager at [foi@homerton.nhs.uk](mailto:foi@homerton.nhs.uk) , in the first instance. If, following that, you still have any concerns, you may contact the Information Commissioner either by letter, FOI/EIR Complaints resolution, Wycliffe House, Water Lane, Wilmslow, Cheshire SM9 5AF, or by email [www.informationcommissioner.gov.uk](http://www.informationcommissioner.gov.uk) to take them further.

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Yours sincerely

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