

Date 19<sup>th</sup> October 2017

**Re: Freedom of Information Request**  
**Ref: 164-2017**

Thank you for your email dated 21st September 2017 requesting information with regards to staffing figures.

The information that you require is as follows:

**Could you please detail the Trust's (a) current shortage, and (b) predicted shortage for 2018/19 of permanent staff in the following roles:**

**1. Nurses**

- a) 12.76 wte
- b) 3wte (this is the predicted vacancy rate per month for 2018/19 based on recruitment activity from 2016)

**2. Of those, Midwives**

N/A

**3. Junior Doctors**

- a) 2
- b) 2 (current shortages for junior doctors within Haemato-Oncology, predicted shortages to continue based on the national shortages of junior doctors)

**4. Senior Doctors**

- a) 4
- b) 0

**5. Of those, Consultants**

a) 3

b) 0 (2 consultant medical oncologist appointments made during October 2017, 1 outstanding current shortage predicted to be filled through internal progression within the specialty)

**\*PLEASE NOTE Data provided for (a) is based on the current vacancy rate and active recruitment activity\***

Please give each of these in numbers equating to full post equivalents.

6. Could you indicate how you are currently filling the posts not filled by permanent staff?

**Bank workers, additional hours, overtime & medical locums (for junior doctors).**

7. Could you indicate what the trust is doing to recruit extra permanent staff in those areas most affected by shortages?

**“As part of our plans to transform cancer care our clinicians are currently exploring longer term options for developing our clinical model which will ultimately improve the patient pathway as a whole. As such, the Trust is undergoing a robust workforce planning process to accurately focus and align the resourcing strategy for the next 3-5 years. In recent months the Trust has held a number of open days to target nursing recruitment and actively promote the Trust as an employer of choice. In addition the Trust has introduced a number of ‘new roles’ introducing further skill mix to teams in order to innovatively develop additional capacity within services.”**

Should you require any further information please do not hesitate to contact me on the email address provided below.

Please remember to quote the reference number above in any future communications.

If you are dissatisfied with the handling of your request, you have the right to ask for this to be investigated internally.

If you are dissatisfied with the information you have received, you have the right to ask for an internal review.

Both processes will be handled in accordance with our Trust's Freedom of Information Policy and the Freedom of Information Act 2000.

Internal investigation and internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Freedom of Information Review, The Clatterbridge Cancer Centre NHS Foundation Trust, Clatterbridge Road, Bebington, Wirral, CH63 4JY

If you are not satisfied with the outcome of the internal investigation/review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

**In order for us to ensure customer satisfaction and to monitor compliance with the Freedom of Information Act 2000, we would be grateful if you could take a couple of minutes to complete a short feedback form via the link below:**

**<https://www.surveymonkey.co.uk/r/H39RFMM>**