



**The Clatterbridge
Cancer Centre**
NHS Foundation Trust

Clatterbridge Road
Bebington
Wirral
CH63 4JY

Tel: 0151 556 5000
Web: www.clatterbridgecc.nhs.uk

Date: 23rd April 2018

Re: Freedom of Information Request
Ref: 51- 2018

Thank you for your email dated the 23rd March 2018, requesting information regarding Nursing.

The information requested and our responses can be found in Appendix 1.

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>

Appendix 1

Freedom of Information Request – Nurses

1. Please complete the table showing, permanent, agency and nurse gaps.

	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18
Nurses Employed	197	202	205	209	213	209	291	293	290	299	301	299	300	306
Nurse Vacancies	13.82	11.53	6.79	8.81	7.49	7.48	10.77	8.37	10.43	6.62	6.71	5.02	5.61	3.16
Agency Nurses Employed	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2. How many nurse vacancies do you currently have? **6.28**
3. What hourly rate do you pay for an agency nurse (Band 5, Band 6)? Please complete the table below.

Agency Rates Paid for nurses	Highest (£)	Lowest (£)	Average (£)
Band 5	27.29	16.52	£16.52
Band 6	33.77	20.45	£20.45

4. What was your total nursing agency spend Jan 2017 to Dec 2017 inclusive?
£ 4,272.57

5. Please complete the table below to show where your nurses come from. Add number of nurses per month by location.

Where did new nurses come from?	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18
UK	2	8	3	6	4	0	86	3	1	8	3	1	5	7
EU														
India														
Philippines														
Other														

6. Please identify the source how you recruit nurses?

Recruitment Source	UK	Abroad
	% from source	% from source
Directly yourself	100 %	%
Framework provider	%	%
Non-framework recruitment company	%	%
HEE (including via Global Learners Programme)	%	%
Other	%	%
	100%	0%

7. For nurses joining from outside of the EU, please detail what is offered in your package and how much you pay for this?

N/A we have not taken part in any recruitment outside of the EU during this period.

Nurse Package	Included	How Much (£)
Payment for IELTS or OET Training courses	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Payment for IELTS Exam	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Payment for OET Exam	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Payment for CBT Training	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Payment for CBT Exam	<input type="checkbox"/> Yes <input type="checkbox"/> No	
NMC Application Fee	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Police Clearance Certificate (PCC) in India	<input type="checkbox"/> Yes <input type="checkbox"/> No	
DBS	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Visa (nurse)	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Payment for IELTS UKVI if OET taken (needed for visa)	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Visa (Dependants)	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Immigration Skills Charge	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Health Surcharge	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Flight to UK	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Emergency return flight (personal circumstances)	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Transfer from Airport to Accommodation	<input type="checkbox"/> Yes <input type="checkbox"/> No	
1 month accommodation	<input type="checkbox"/> Yes <input type="checkbox"/> No	
3 month accommodation	<input type="checkbox"/> Yes <input type="checkbox"/> No	
> 3 months accommodation	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Access to Hospital Accommodation	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Food Vouchers	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Other re-location allowance	<input type="checkbox"/> Yes <input type="checkbox"/> No	

8. Please provide details of anything else you provide not included in the above.

N/A

What fee do you pay for recruitment per nurse? (please do not include any of the fees outlined above)

£ 0

9. Do you have an in-house OSCE training Programme? Yes No

10. How many places do you have on your OSCE Programme? N/A

11. What is the average length it takes before a nurse passes OSCE from arriving in UK?

N/A

12. Do you vet documentation yourself? Yes No
o If you do not do your own vetting, who does this? N/A

13. Do you have a health declaration form to complete? Yes No

14. Please provide a copy of your health declaration form.

Supplementary documents available upon request.

15. When a nurse joins your Trust, having not cleared OSCE, what is the payment start point? Please tick below.

N/A to date

Point	Band 3	Band 4
Tick pay point that applies		
1		
2		
3		
4		
5		
6	£16,968 <input type="checkbox"/>	
7	£17,524 <input type="checkbox"/>	
8	£18,157 <input type="checkbox"/>	
9	£18,333 <input type="checkbox"/>	
10	£18,839 <input type="checkbox"/>	
11	£19,409 <input type="checkbox"/>	£19,409 <input type="checkbox"/>

12	£19,852 <input type="checkbox"/>	£19,852 <input type="checkbox"/>
13		£20,551 <input type="checkbox"/>
14		£21,263 <input type="checkbox"/>
15		£21,909 <input type="checkbox"/>
16		£22,128 <input type="checkbox"/>
17		£22,683 <input type="checkbox"/>

Do the following London Weightings and caps apply?

Weighting		Cap	
Inner (20%)	<input type="checkbox"/> Yes <input type="checkbox"/> No	£6,405	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Outer (15%)	<input type="checkbox"/> Yes <input type="checkbox"/> No	£4,483	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Fringe (5%)	<input type="checkbox"/> Yes <input type="checkbox"/> No	£1,665	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

16. Which recruitment agencies have you used in the last 3 years?

N/A for Nursing

17. At what point do you interview nurses and make job offers? Please tick level below:

N/A at this time

IELTS	<input type="checkbox"/> 7.0	<input type="checkbox"/> 6.5	<input type="checkbox"/> 6.0	<input type="checkbox"/> <6.0
OET	<input type="checkbox"/> B	<input type="checkbox"/> C+	<input type="checkbox"/> C	<input type="checkbox"/> D

18. Have you done any in-country interviews in India? Yes No

19. If yes, please identify where? If other, please list locations

Cochin	<input type="checkbox"/> Yes <input type="checkbox"/> No
Trivundrum	<input type="checkbox"/> Yes <input type="checkbox"/> No
Kottayam	<input type="checkbox"/> Yes <input type="checkbox"/> No
Chennai	<input type="checkbox"/> Yes <input type="checkbox"/> No
Bangalore	<input type="checkbox"/> Yes <input type="checkbox"/> No
Mumbai	<input type="checkbox"/> Yes <input type="checkbox"/> No
Hyderabad	<input type="checkbox"/> Yes <input type="checkbox"/> No
Kolkata	<input type="checkbox"/> Yes <input type="checkbox"/> No
Delhi	<input type="checkbox"/> Yes <input type="checkbox"/> No
Other	<input type="checkbox"/> Yes <input type="checkbox"/> No

20. Have you done any in-country interviews in Philipinnes? Yes No

If yes, please identify where?

21. Do you conduct Skype interviews? Yes No

22. How quick do you turn around job offers? N/A

23. From your overseas nurse recruitment, how many have left in the last 12 months? N/A