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<b>Attachments</b>	No

## Freedom of Information Act Disclosure log - Reply Extract

### Response introduction to temporary staffing issues

#### Nursing

There are ongoing efforts to recruit nurses into Derriford Hospital including targeted social media campaigns, financial incentives including relocation packages, offering rotational roles and working with Universities to promote opportunities to newly qualified nurses. Alongside our recruitment campaigns there a number of work streams to ensure that we are using our resources as efficiently as possible including a review of shift patterns, the implementation of a new roster policy and increasing our bank resource.

#### Medical

A number of the Trust's posts that are vacant are related to hard to fill specialities. The Trust is currently undertaking a review of several work streams to identify how best to fill the gaps, whether through exploring international recruitment, exploring innovative workforce models to provide services in a different way, increase the number of doctors in training available to the Trust and to increase the use of our internal locum bank.

#### You asked

1. **What was the total cost for your trust, including fees and any other on-costs, for midwives supplied by an agency, broken down by the months in the table below?**

	<b>Total Cost for Midwives Supplied by an Agency (£)</b>
	<b>2016</b>
<b>January</b>	0
<b>February</b>	0
<b>March</b>	0
<b>April</b>	0
<b>May</b>	0

<b>June</b>	0
<b>July</b>	0
<b>August</b>	0
<b>September</b>	0
<b>October</b>	0
<b>November</b>	0
<b>December</b>	0

2. **What was the total number of hours worked by midwives supplied by an agency, broken down by the months in the table below?**

	<b>Total Hours Worked by Midwives Supplied by an Agency</b>
	<b>2016</b>
<b>January</b>	0.00
<b>February</b>	0.00
<b>March</b>	0.00
<b>April</b>	0.00
<b>May</b>	0.00
<b>June</b>	0.00
<b>July</b>	0.00
<b>August</b>	0.00
<b>September</b>	0.00
<b>October</b>	0.00
<b>November</b>	0.00
<b>December</b>	0.00

3. What was the total cost for your trust for midwives working overtime, broken down by the months in the table below?

	<b>Total Cost for Midwives Working Overtime (£)</b>
	<b>2016</b>
<b>January</b>	14,071
<b>February</b>	14,179
<b>March</b>	23,416
<b>April</b>	25,884
<b>May</b>	11,999
<b>June</b>	11,411
<b>July</b>	20,388
<b>August</b>	9,800
<b>September</b>	17,366
<b>October</b>	9,971
<b>November</b>	11,721
<b>December</b>	11,341

4. What was the total number of hours worked by midwives working overtime, broken down by the months in the table below?

	<b>Total Hours Worked by Midwives Working Overtime</b>
	<b>2016</b>
<b>January</b>	786:05
<b>February</b>	860:50

<b>March</b>	1212:51
<b>April</b>	398:35
<b>May</b>	660:30
<b>June</b>	558:00
<b>July</b>	498:30
<b>August</b>	541:45
<b>September</b>	452:23
<b>October</b>	359:42
<b>November</b>	288:21
<b>December</b>	*301:00

\*Please note the figure was accurate at the time of the request but may change, as the figure is not finalised

5. **What was the total cost for your trust, for midwives supplied by the bank, broken down by the months in the table below?**

	<b>Total Cost for Midwives Supplied by the Bank (£)</b>
	<b>2016</b>
<b>January</b>	7,529
<b>February</b>	2,833
<b>March</b>	10,048
<b>April</b>	7,524
<b>May</b>	12,989
<b>June</b>	9,387
<b>July</b>	10,903
<b>August</b>	9,829

<b>September</b>	9,362
<b>October</b>	11,729
<b>November</b>	8,990
<b>December</b>	11,812

6. What was the total number of hours worked by midwives supplied by the bank, broken down by the months in the table below?

	<b>Total Hours Worked by Midwives Supplied by the Bank</b>
	<b>2016</b>
<b>January</b>	311.00
<b>February</b>	127.00
<b>March</b>	380.25
<b>April</b>	299.00
<b>May</b>	467.50
<b>June</b>	368.00
<b>July</b>	390.00
<b>August</b>	383.00
<b>September</b>	365.00
<b>October</b>	484.50
<b>November</b>	374.50
<b>December</b>	465.00