

**Reference Number:** FOI/LHCH/2018/053  
**From:** Other  
**Date:** 13 March 2018  
**Subject:** Staffing - appraisals & vacancies

Please could you provide me with:

Q1 The percentage of staff who are compliant with their appraisals, i.e. have had an appraisal within the last 12 months, broken down by staff group.

A1 Additional Prof Scientific & Technic – 87%  
 Additional Clinical Services – 89%  
 Admin & Clerical – 88%  
 Allied Health Professionals – 84%  
 Estates and Ancillary – 89%  
 Healthcare Scientists – 90%  
 Medical Appraisal - 90%  
 Nursing and Midwifery – 87%

Q2 a) The number of posts and the number of vacancies broken down by trust and by staff group for the last available 12 months.  
 b) Please also provide a breakdown of UK to overseas trained staff for each trust and staff group.

A2 a) See table below ; data is presented in the format held by the Trust. The column 'Sum of Funded' shows the whole time equivalent posts we should have. 'Sum of Contract' shows the number of posts currently filled.

| Staff Group                         | Sum of Funded  | Sum of Contract | Vacant       |
|-------------------------------------|----------------|-----------------|--------------|
| Consultants                         | 85.17          | 84.9            | 0.27         |
| Dental                              | 0.3            | 0.3             | 0.00         |
| Junior Medical                      | 78             | 68.74           | 9.26         |
| Non Clinical Staff                  | 323.56         | 314.68          | 8.88         |
| Nursing Midwifery & Health visitors | 586.02         | 528.74          | 57.28        |
| Other Clinical                      | 189.32         | 185.21          | 4.11         |
| Scientific, Therapeutic & Technical | 258.17         | 251.94          | 6.23         |
| Support Staff                       | 91.8           | 84.67           | 7.13         |
| <b>Grand Total</b>                  | <b>1612.34</b> | <b>1519.18</b>  | <b>93.16</b> |

Please see below for additional information relating to Nursing – staff who have been recruited but have not yet started:  
 Clinical Services - 0 vacancies (31 staff have been appointed into vacancies – 17 of which have agreed start dates)  
 Medicine - 3.67 vacancies (1.67 staff have been recruited)  
 Surgery - 8.06 vacancies (5 of which have start dates in Sept 18)

- b) Information not held – the Trust does not routinely collate or hold this information centrally as part of its management or performance data.