

**Freedom of Information (Scotland) Act 2002**  
**Environmental Information (Scotland) Regulations 2004**

<b>Date received</b>	10/04/2024	<b>Subject</b>	Workforce Systems	
<b>Date passed</b>	1/04/2024	<b>Respond by</b>	01/05/2024	
<b>Passed to</b>	Finance HR	<b>FOI number</b>	2024-024	
<b>Category of information requested</b>	Financial Management - Transactions Workforce - Management of Employees			

**Question/s to be answered**

- Under the Freedom of Information Act 2000, could you please provide me with the below information in relation to your Temporary Staffing Workforce Systems for the Fiscal Year 2023-2024?

Figures provided are from Apr 23 – Feb 24 (March figures not fully available)

Bank				
FY 2023/2024	Medical & Dental	Allied Health Professionals (AHPs)	Nursing & Midwifery	Non-Medical Non-Clinical (NMNC)
		including Scientific, Therapeutic and Technical Staff	including Health Care Assistants (HCAs)	including Admin & Clerical and Estates & Facilities
<b>Bank Spend</b>	Published data – available on NHS Shetland’s Website - <a href="#">Procurement Information – NHS Shetland</a>	Published data – available on NHS Shetland’s Website - <a href="#">Procurement Information – NHS Shetland</a>	Published data – available on NHS Shetland’s Website - <a href="#">Procurement Information – NHS Shetland</a>	Published data – available on NHS Shetland’s Website - <a href="#">Procurement Information – NHS Shetland</a>

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<b>Number of Bank Hours</b>	<b>24333.23</b>	<b>3567.23</b>	<b>11311.38</b>	<b>23747.08</b>
<b>Number of Bank Shifts</b>	System unable to provide by shifts, figures in hours only as above	System unable to provide by shifts, figures in hours only as above	System unable to provide by shifts, figures in hours only as above	System unable to provide by shifts, figures in hours only as above
<b>Name of Staff Bank Provider(s)*</b>	NHS Shetland internal bank	NHS Shetland internal bank	NHS Shetland internal bank	NHS Shetland internal bank
<b>Contract Expiry Date with Provider(s)</b>	N/A	N/A	N/A	N/A
<b>Type of Staff Bank(s) Procured**</b>	Consultants	S&L, Radiographers, Physios, Dietitians, Labs, Physiological Measurements, Pharmacy	Trained and Untrained Staff	Admin, Hotel Services
<b>Type of Bank Service(s) Procured***</b>	As above	As Above	As Above	As Above
<b>Contact Name****</b>	N/A	N/A	N/A	N/A

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\* If a staff bank is not currently utilised, please state 'No Provider'. If a staff bank is solely managed in-house and with no staff bank technology procured, please state 'In-House'.

\*\* Please advise of the type of staff bank(s) provided by the staff bank provider(s). Please state 'Local Bank Only' or please state 'Collaborative Bank' if a regional bank has been procured. Please state 'Both' if both have been procured.

\*\*\* Please advise of the type of bank service(s) procured with the staff bank provider(s). Please state 'Managed Service' if the staff bank provider(s) help grow and/or engage and/or retain the bank, or please state if a 'Technology Only' service is procured.

\*\*\*\* Please provide the name of the lead responsible person who looks after the staff bank(s). If there are multiple people for each staffing group, please name each relevant person.

Agency				
FY 2023/2024	Medical & Dental	Allied Health Professionals (AHPs) including Scientific, Therapeutic and Technical Staff	Nursing & Midwifery including Health Care Assistants (HCAs)	Non-Medical Non-Clinical (NMNC) including Admin & Clerical and Estates & Facilities
<b>Agency Spend</b>	Published data – available on NHS Shetland’s Website - <a href="#">Procurement Information – NHS Shetland</a>	Published data – available on NHS Shetland’s Website - <a href="#">Procurement Information – NHS Shetland</a>	Published data – available on NHS Shetland’s Website - <a href="#">Procurement Information – NHS Shetland</a>	Published data – available on NHS Shetland’s Website - <a href="#">Procurement Information – NHS Shetland</a>
<b>Number of Agency Hours</b>	Data not routinely collected			

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<b>Name of Agency Staffing Provider or PSL*</b>	No Provider	No Provider	No Provider	No Provider
<b>Contract Expiry Date with Provider</b>	N/A	N/A	N/A	N/A
<b>Name of Vendor Management System (VMS) Provider**</b>	No Provider	No Provider	No Provider	No Provider
<b>Contract Expiry Date with Provider</b>	N/A	N/A	N/A	N/A
<b>Contact Name***</b>				

\* Please provide the name of the neutral vendor (NV) or master vendor (MV) managed service provider/agency staffing provider, or if Preferred Supplier List in place, please state 'PSL'. If there is no provider or PSL, please state 'No Provider'.

\*\* Please provide the name of the VMS technology provider. If same as agency staffing provider above, please state 'Same As Above'. If no VMS technology is currently utilised for agency cascade, please state 'No Provider'.

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\*\*\* Please provide the name of the lead responsible person who looks after temporary agency staffing. If there are multiple people for each staffing group, please name each relevant person.

<b>Direct Engagement (DE) - in relation to VAT saving on agency spend</b>				
<b>FY 2023/2024</b>	<b>Medical &amp; Dental</b>	<b>Allied Health Professionals (AHPs)</b>  including Scientific, Therapeutic and Technical Staff	<b>Nursing &amp; Midwifery</b>  including Health Care Assistants (HCAs)	<b>Non-Medical Non-Clinical (NMNC)</b>  including Admin & Clerical and Estates & Facilities
<b>Name of DE Provider*</b>	Liaison TempRE	Liaison TempRE	No provider	No provider
<b>Type of DE Service Procured**</b>	Technology Only	Technology Only	N/A	N/A
<b>DE Payroll Responsibility***</b>	DE Provider	DE Provider	N/A	N/A

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<b>Contract Expiry Date with Provider</b>	31/03/25	31/03/25	N/A	N/A
<b>% of Agency Workers on DE Contracts</b>	100% via TempRE	100% via TempRE	N/A	N/A
<b>Total VAT Saving (£) Achieved****</b>	No data – commercially sensitive	No data – commercially sensitive	N/A	N/A
<b>Contact Name*****</b>	Director of Finance	Director of Finance	N/A	N/A

\* If a DE model is not currently utilised, please state 'No Provider'. If a DE model is utilised, but not via a DE provider as managed fully in-house, please state 'In-House'.

\*\* Please advise of the type of DE service procured with the DE provider. Please state if the DE provider delivers a 'Managed Service' with agency and/or worker engagement, or if the DE provider delivers a 'Technology Only' service?

\*\*\* Please advise who payrolls DE workers. Please state 'DE Provider' if the DE provider payrolls workers, or if this is done in-house please state 'In-House'. If this is carried out by another payroll organisation, please name the organisation.

\*\*\*\* Please state total VAT savings achieved through DE, pre any DE provider fees (if applicable).

\*\*\*\*\* Please provide the name of the lead responsible person who looks after Direct Engagement (DE). If this contact is the same as the lead responsible person for agency staffing, please still input the contact's name.

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