

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

<b>Date received</b>	09/11/22	<b>Subject</b>	Staffing	
<b>Date passed</b>	09/11/22	<b>Respond by</b>	30/11/22	
<b>Passed to</b>	Finance Human Resources	<b>FOI number</b>	2022-490	
<b>Category of information requested</b>	Workforce - Recruitment Financial Management - Payroll & Pensions Workforce - Management of Employees			

**Question/s to be answered**

Under FOISA s 12(1), NHS Shetland is not obliged to comply with a request if the estimated cost of doing so exceeds £600. Having reviewed your request, NHS Shetland has determined that the cost of compliance would exceed £600 and so is unable to provide the information requested.

Information regarding historic employee permanent/non-permanent employment status is not directly accessible and is only held within individual employee records. Additionally staff can also switch from permanent to temporary employment status or vice versa over time. Therefore to provide this information would require extensive manual review of the individual employee records of the nursing and medic staff employed by NHS Shetland over the past five years. This would take in excess of 40 hours.

Before we ascertained this we had compiled answers to several of the questions which are included below:

1. The number of nursing staff permanently employed at Gilbert Bain Hospital in each of the past five years, to date; and the total amount of money in pounds sterling spent during these periods on
  - a) remunerating these staff
  - b) providing accommodation for these staff
  - c) travel for these staff.

Please include totals for all nursing staff, as well as breakdowns showing specific figures for specific bands of nurse.

See attached spreadsheet. Note figures include some staff employed on a non-permanent contract.

2. The number of nursing staff employed on a non-permanent contract at Gilbert Bain Hospital for each of the past five years, to date (excluding bank and agency staff). Please include

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totals for all nursing staff, as well as breakdowns showing specific figures for specific bands of nurse.

3. The number of nursing staff on the bank list for Gilbert Bain Hospital for each of the past five years, to date. Please include totals for all nursing staff, as well as breakdowns showing specific figures for specific bands of nurse.
4. The number of nursing staff who worked at least one shift on the bank for Gilbert Bain Hospital for each of the past five years, to date. Please include totals for all nursing staff, as well as breakdowns showing specific figures for specific bands of nurse.
5. The number of agency nurses who employed by Gilbert Bain Hospital in each of the past five years, to date; and the total amount of money in pounds sterling spent on
  - a) remunerating these staff

Year	£s	
2018-2019	58,095	
2019-2020	188,559	
2020-2021	1,929,835	
2021-2022	2,015,352	
2022-2023	1,206,163	To Month 6, September 2022
<b>Grand Total</b>	<b>5,398,004</b>	

- b) providing accommodation for these staff

Year	£s
2018/19	1,656
2019/20	1,320
2020/21	16,266
2021/22	64,644
2022/23	117,136
<b>Grand Total</b>	<b>201,022</b>

- c) travel for these staff.

Year	£s
2018/19	0
2019/20	1,236
2020/21	2,887

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2021/22	9,575
2022/23	10,228
<b>Grand Total</b>	<b>23,926</b>

Please include totals for all nursing staff, as well as breakdowns showing specific figures for specific bands of nurse.

6. The number of nursing staff permanently employed in each of the following departments (or equivalent) at Gilbert Bain Hospital in each of the past five years, to date: Maternity, HDU, Inpatients, Macmillan, Dental, Day Unit, theatres, Outpatients, dialysis, Radiology, Emergency Department, CDU.

See attached spreadsheet. Note figures include some staff employed on a non-permanent contract.

7. The number of medics (i.e, doctors, consultants, surgeons) permanently employed at Gilbert Bain Hospital in each of the past five years, to date; and the total amount of money in pounds sterling spent on
- a) remunerating these staff
  - b) providing accommodation for these staff
  - c) travel for these staff.

Please include totals for all medic staff, as well as breakdowns showing specific figures for specific roles.

See attached spreadsheet. Note figures include some staff employed on a non-permanent contract.

8. The number of medics (i.e, doctors, consultants, surgeons) employed on a non-permanent contract at Gilbert Bain Hospital for each of the past five years, to date (excluding bank and agency staff). Please include totals for all medic staff, as well as breakdowns showing specific figures for specific roles.
9. The number of medics (i.e, doctors, consultants, surgeons) staff on the bank list for Gilbert Bain Hospital for each of the past five years, to date. Please include totals for all medic staff, as well as breakdowns showing specific figures for specific roles.
10. The number of medical staff who worked at least one shift on the bank for Gilbert Bain Hospital for each of the past five years, to date. Please include totals for all medic staff, as well as breakdowns showing specific figures for specific roles.

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11. The number of agency medics (i.e, doctors, consultants, surgeons) who employed by Gilbert Bain Hospital in each of the past five years, to date; and the total amount of money in pounds sterling spent on

a) remunerating these staff

Year	£s
2018-2019	3,137,273
2019-2020	2,540,292
2020-2021	2,186,105
2021-2022	3,641,449
2022-23	1,630,811
<b>Grand Total</b>	<b>13,135,931</b>

b) providing accommodation for these staff

Year	£s
2018/19	6,716
2019/20	3,208
2020/21	54,295
2021/22	38,661
2022/23	35,232
<b>Grand Total</b>	<b>138,112</b>

c) travel for these staff.

Year	£s
2018/19	97,977
2019/20	83,576
2020/21	88,159
2021/22	106,303
2022/23	81,703
<b>Grand Total</b>	<b>457,717</b>

Please include totals for all medic staff, as well as breakdowns showing specific figures for specific roles.

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12. The number of medics (i.e. doctors, consultants, surgeons) permanently employed in each of the following departments at Gilbert Bain Hospital in each of the past five years, to date: Maternity, HDU, Inpatients, Macmillan, Dental, Day Unit, theatres, Outpatients, dialysis, Radiology, Emergency Department, CDU. Please include totals for all medic staff, as well as breakdowns showing specific figures for specific roles.

See attached spreadsheet. Note figures include some staff employed on a non-permanent contract.

13. The number of unfilled vacancies at Gilbert Bain Hospital on a month-by-month basis for the past five years, broken down by role (e.g. nurse, auxiliary nurse, doctor, consultant, surgeon, domestic, orderly).

14. The number of agency nurses who employed by NHS Shetland as a whole in each of the past five years; and the total amount of money in pounds sterling spent on

a) remunerating these staff

b) providing accommodation for these staff

c) travel for these staff.

Please include totals for all nursing staff, as well as breakdowns showing specific figures for specific bands of nurse.

15. The number of agency medics (i.e. doctors, consultants, surgeons) who employed by NHS Shetland as a whole in each of the past five years, to date; and the total amount of money in pounds sterling spent on

a) remunerating these staff

b) providing accommodation for these staff

c) travel for these staff.

Please include totals for all medic staff, as well as breakdowns showing specific figures for specific roles.