

Compliance Team – Health Records

Kestrel House
Hellesdon Hospital
Drayton High Road
Norwich
Norfolk
NR6 5BE

Tel: 01603 421687
Fax: 01603 421411

FOI REQUEST NUMBER 45 2015

Request:

1. Could you clarify exactly by how many staff members have reduced by since November 2013, when you gave me the 4,200 figure?
2. Staffing levels – Can you explain why staffing levels were found to be ‘not sufficient and safe’ at a number of inpatient wards and community teams across the trust?
3. Could you also explain why on the Rollesby ward, the consultant psychiatrist had to complete work usually allocated to junior doctors in addition to his own work?
4. Could you tell me a bit more about when the ‘16 new doctors [were] recruited to improve services and reduce locum use’ as mentioned in the current statement on your site?
5. Vacancy rates in clinical services are now below 10% according to statement on your site – Are these vacancies for medical staff? Or if not, how many vacancies still exist for doctors (junior/consultants) at the trust?

Response:

1. The 4,200 figure given was an approximate number based on a headcount at the time of the merger of Norfolk and Suffolk Mental Health NHS Foundation Trust and Suffolk Mental Health Partnership Trust on 1 January 2012 – the exact figure was 4,252. At the time of your original enquiry redundancies as a result of the Trust Service Strategy were starting to be implemented following consultation with affected staff.

As of January 2015 the headcount is 3,896. Please note that the reduction in headcount has also been the result of staff leaving the Trust for other reasons including retirement, taking

employment elsewhere and the return of Social Workers to the Local Authority etc.

2. The prime reason why staff numbers have declined is that the income received by the trust from Clinical Commissioners has declined; this reflects the impact of PbR which is channelling money into acute hospitals

The criteria that was used by the Care Quality Commission is not something the Trust has been made aware of. In order to clarify how CQC assessed the levels of staffing you would need to contact the Care Quality Commission to seek confirmation as to how the “not sufficient and safe” ratings were given to enable to Trust to respond to the question.

The Trust is in the process of drafting an Action Plan in response to the Care Quality Commission report and this will be released once it is completed. Under Section 22 of the Freedom of Information Act information intended for future publication is exempt.

3. Junior doctor allocation is via the deanery. There has been a shift in allocation of junior doctors from inpatient areas to community areas . There was no substantive consultant on Rollesby Ward and therefore the deanery guidelines meant that no junior doctor was allocated. Junior doctor cover is available for Rollesby Ward but is not available on a full time basis.

Rollesby ward medical staffing is currently under review and deemed to require an increase (partly due to the change in how the deanery guidelines are being applied locally). The Trust is in the process of recruiting substantively to a Consultant Psychiatrist post for Rollesby Ward to support a Speciality Doctor.

4. These are across all medical grades; specifically 14 consultant posts (10.12wte) , and 2 SAS doctor roles (1.5wte).

The consultant roles are broken down as follows

2 x Central Norfolk
3 x Secure Services
4 x East Suffolk
3 x West Suffolk
2 x Support/Corporate Services

5. This would cover all staff groups within clinical services.

At month 10, the following medical vacancies existed:

Role Grade	Budget	Actual	Variance (Vacacncy)
Associate Specialist	20.6	17.05	3.55
Consultant	101	90.79	10.21
F2 Foundation Yr 2	17	16	1
Gpyts Gen Prac Voc	7	8	-1
Higher Trainee Dr	4	5	-1
Lower Trainee Dr	47	31.2	15.8
Specialist Registrar	0	1	-1
Staff Grade Doctor	20	16.3	3.7
Grand Total	216.6	185.34	31.26

