

18 June 2025

Workforce Systems

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

PERMANENT RECRUITMENT:

Permanent Vacancies Filled vs. Permanent Vacancies Unfilled					
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	Social Care
Total Spend on Permanent Recruitment Fees	This information is not routinely collated.				
Number of Permanent Vacancies Filled	53	947	1024	789	432
Number of Permanent Vacancies That Remained Unfilled	77	282	574	337	362

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TEMPORARY STAFFING:

Temporary Staffing Filled Shifts vs. Unfilled Shifts					
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	Social Care
Number of Shifts Filled by Local and/or Collaborative Staff Bank	3500 (approx.)	**This information is not collated centrally and to obtain from several departments manually would exceed 18 hours work.	101,461	This information is not centrally collated and is booked on an ad hoc basis	This information is not centrally collated
Number of Shifts Filled by Agency	Unable to provide*	As above	148,936	As above	As above
Number of Shifts Unfilled	Unable to provide*	As above	62,690	As above	As above

* Note: Unable to provide information concerning the number of shifts filled / unfilled as this is only recorded for ad hoc shifts and not long term medical agency bookings.

** Note: Belfast Trust considers that the cost of retrieving the information would be above the 'Appropriate Limit', as defined by the Freedom of Information Act under Section 12. Section 12 of the Freedom of Information Act makes provision for public authorities to refuse requests for information where the cost of dealing with them would exceed the appropriate limit. The limit has been

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specified as £450 for public authorities such as Belfast Trust. This represents the cost of one or more persons spending 18 hours in determining whether we hold the information, locating, retrieving and extracting this information.

Local and/or Collaborative Staff Bank					
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	Social Care
Total Spend on Bank Worker Pay	£0	£2.221m	£25.107m	£0.965m	£7.058m
Total Spend on Local and/or Collaborative Bank System	The costs of our bank staff system are inclusive within the total costs of our E-Roster, Safecare and Insight reporting modules as an overall workforce package. The Trust is unable to breakdown costs for bank system as a standalone service.				
Total Number of Bank Hours Worked	N/A	This information is not collated centrally and to obtain from several departments manually would exceed 18 hours work. The cost of retrieving the information would be above the 'Appropriate Limit', as defined by the Freedom of Information Act under Section 12.	880,797	N/A	N/A

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Name of Local and/or Collaborative Staff Bank Provider(s)*	HSC Elocum System	Local Bank only	RLDatix	N/A	N/A
Contract Expiry Date(s) with Staff Bank Provider(s)	N/A	N/A	27/02/2026	N/A	N/A

Type of Staff Bank(s) Procured**	N/A	Local Bank	Local Bank	N/A	N/A
Type of Staff Bank Service(s) Procured***	N/A	Local Bank	Technology Only	N/A	N/A
Contact Name****	N/A	Ethel Kelly	Paul Delaney	N/A	N/A

* 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 at the Trust. If there are multiple people for each staffing group, please name each relevant person.

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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	Social Care
Total Spend Agency Worker Pay	£31.832m	£8.760m	£58.701m	£18.884m	£8.727m
Total Spend on Agency Commission	Belfast Trust is unable to provide this information, as invoices are not broken down to this level.				
Total Number of Agency Hours Worked	Unable to provide accurately. This would involve a manual trawl of records which would exceed the 18 hour limits – Fees Limit Section 12.	This information is not collated centrally and to obtain from several departments manually would exceed 18 hours work. The cost of retrieving the information would be above the 'Appropriate Limit', as defined by the Freedom of Information Act under Section 12.	1,545,721	Unable to provide accurately. This would involve a manual trawl of records which would exceed the 18 hour limits – Fees Limit Section 12	Unable to provide accurately. This would involve a manual trawl of records which would exceed the 18 hour limits – Fees Limit Section 12
Contact Name*	N/A	Ethel Kelly	Paul Delaney	N/A	N/A

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

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