

Request for information under the Freedom of Information Act – 2021.1000
Released – 29 November 2021

Thank you for your email received 11 November 2021 requesting information regarding staffing levels.

Please find detailed below a summary of your request, together with our response.

Summary of your original request:

I am writing with a Freedom of Information request regarding staffing levels of physiotherapists (PTs) occupational therapists (OTs) and community nurses within your trust.

Please see information attached below at Appendix 1.

Chairman John Goulston Chief Executive Paul Bentley

Trust HQ The Oast, Unit D, Hermitage Court, Hermitage Lane, Barming, near Maidstone, Kent ME16 9NT

Occupational Therapists	Please can you provide the yearly average of FTE vacancies in your trust for occupational therapists by band for each listed financial year.						
		FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
		Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy
	Band 5	6.99	6.05	6.16	2.2	1.85	3.12
	Band 6	9.31	3.05	5.84	2.91	-1.97	-1.92
	Band 7	0.99	2.03	1.32	1.97	6.41	4.2
	Please can you state what the annual average vacancy rate was as a percentage of the total FTEs in each band for occupational therapists in your trust for each listed financial year						
		FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
		Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)
	Band 5	20.62%	18.84%	19.20%	7.47%	5.83%	10.06%
Band 6	12.91%	5.57%	10.16%	4.34%	-2.87%	-2.74%	
Band 7	1.96%	5.04%	3.28%	4.87%	15.24%	10.16%	
Please can you provide the yearly average number of FTE occupational therapists employed by your trust for the listed financial years.							
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)	
	#	#	#	#	#	#	
Band 5	26.9	26.06	25.93	27.3	29.89	27.9	
Band 6	62.82	51.73	51.64	64.1	70.77	72.1	
Band 7	49.57	38.34	38.86	38.49	35.63	37.1	
Please can you provide the total annual expenditure on staffing, for your trust, from your internal bank, for occupational therapists, by band.							
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)	
	(£)	(£)	(£)	(£)	(£)	(£)	
Band 5	8,136	13,374	25,925	34,974	19,087	7,316	
Band 6	23,733	46,552	47,134	29,722	59,117	41,362	
Band 7	9,849	22,225	25,342	34,830	63,187	45,686	
Please can you provide the total number of shifts that were completed by occupational therapists through your INTERNAL BANK for each of the listed financial years.							
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)	
	#	#	#	#	#	#	
Band 5	65	111	319	432	227	104	
Band 6	101	167	442	266	401	385	
Band 7	12	66	122	144	332	186	
Please can you provide the total annual expenditure on staffing, for your trust, from ON framework providers, for occupational therapists, by band.							
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)	
	(£)	(£)	(£)	(£)	(£)	(£)	
Band 5	£50,631.09	£41,195.87	£780.06	£0.00	£0.00	£0.00	
Band 6	£259,444.97	£120,169.95	£257,576.93	£202,979.53	£156,581.13	£51,029.10	
Band 7	£52,381.33	£16,273.58	£0.00	£0.00	£8,441.64	£37,230.21	
Please can you provide the total number of shifts that were completed by occupational therapists through ON FRAMEWORK AGENCY PROVIDERS for each of the listed financial years							
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)	
	#	#	#	#	#	#	
Band 5	229	223	5	0	0	0	
Band 6	1158	536	1082	979	745	246	
Band 7	179	46	0	0	35	198	
Please can you provide the total annual expenditure on staffing, for your trust, from OFF framework providers, for occupational therapists, by band.							
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)	
	(£)	(£)	(£)	(£)	(£)	(£)	
Band 5	0	0	0	0	0	0	
Band 6	0	0	0	0	0	0	
Band 7	0	0	0	0	0	0	
Please can you provide the total number of shifts that were completed by occupational therapists through OFF FRAMEWORK AGENCY PROVIDERS for each of the listed financial years							
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)	
	#	#	#	#	#	#	
Band 5	0	0	0	0	0	0	
Band 6	0	0	0	0	0	0	
Band 7	0	0	0	0	0	0	

Physiotherapists

Please can you provide the yearly average of FTE vacancies in your trust for physiotherapists by band for each listed financial year.						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy
Band 5	15.92	10.6	11.24	12.48	3.87	3.2
Band 6	17.1	17.78	18.14	15.94	15.27	16.95
Band 7	3.72	1.76	8.51	3.1	-4.38	-1.1
Please can you state what the annual average vacancy rate was as a percentage of the total FTEs in each band for physiotherapists in your trust for each listed financial year						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)
Band 5	41.72%	35.37%	40.97%	52.86%	25.02%	18.02%
Band 6	15.91%	17.87%	18.61%	16.23%	16.04%	17.53%
Band 7	6.04%	3.24%	14.82%	5.11%	-6.32%	-1.71%
Please can you provide the yearly average number of FTE physiotherapists employed by your trust for the listed financial years.						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	#	#	#	#	#	#
Band 5	22.24	19.37	16.2	11.13	11.61	14.54
Band 6	90.38	81.7	79.33	82.28	79.93	79.73
Band 7	57.9	52.53	48.94	57.49	73.55	65.48
Please can you provide the total annual expenditure on staffing, for your trust, from your internal bank, for physiotherapists, by band.						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	(£)	(£)	(£)	(£)	(£)	(£)
Band 5	25	2,992	863	7,211	13,354	-
Band 6	32,561	25,599	73,087	56,261	62,414	47,335
Band 7	16,154	18,942	38,265	76,468	94,761	46,015
Please can you provide the total number of shifts that were completed by physiotherapists through your INTERNAL BANK for each of the listed financial years.						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	#	#	#	#	#	#
Band 5	0	33	25	75	87	0
Band 6	123	141	613	474	377	386
Band 7	182	127	269	365	527	334
Please can you provide the total annual expenditure on staffing, for your trust, from ON framework providers, for physiotherapists, by band.						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	(£)	(£)	(£)	(£)	(£)	(£)
Band 5	£124,138.36	£26,495.07	£0.00	£10,780.07	£0.00	£0.00
Band 6	£450,970.14	£334,777.62	£263,652.65	£173,839.06	£133,472.55	£23,436.00
Band 7	£65,582.76	£91,999.22	£47,813.70	£131,929.70	£20,019.96	£377,289.52
Please can you provide the total number of shifts that were completed by physiotherapists through ON FRAMEWORK AGENCY PROVIDERS for each of the listed financial years						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	#	#	#	#	#	#
Band 5	657	154	0	64	0	0
Band 6	2027	1532	1160	818	634	112
Band 7	266	321	161	478	65	78
Please can you provide the total annual expenditure on staffing, for your trust, from OFF framework providers, for physiotherapists, by band.						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	(£)	(£)	(£)	(£)	(£)	(£)
Band 5	0	0	0	0	0	0
Band 6	0	0	0	0	0	0
Band 7	0	0	0	0	0	0
Please can you provide the total number of shifts that were completed by physiotherapists through OFF FRAMEWORK AGENCY PROVIDERS for each of the listed financial years						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	#	#	#	#	#	#
Band 5	0	0	0	0	0	0
Band 6	0	0	0	0	0	0
Band 7	0	0	0	0	0	0

COMMUNITY NURSES

Please can you provide the yearly average of FTE vacancies in your trust for COMMUNITY NURSES by band for each listed financial year.						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy	Average # of FTE vacancy
Band 5	92.83	72.69	106.42	93.13	118.25	121.27
Band 6	42.4	15.64	24.89	8.27	11.87	11.76
Band 7	23.15	25.84	26.33	21.37	23.99	23.21
Please can you state what the annual average vacancy rate was as a percentage of the total FTEs in each band for COMMUNITY NURSES in your trust for each listed financial year						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)	Annual AverageVacancy rate (%)
Band 5	20.15%	18.49%	26.10%	22.76%	26.82%	26.92%
Band 6	12.98%	5.58%	8.86%	2.76%	3.85%	3.75%
Band 7	8.63%	10.28%	11.04%	8.90%	9.58%	9.01%
Please can you provide the yearly average number of FTE COMMUNITY NURSES employed by your trust for the listed financial years.						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	#	#	#	#	#	#
Band 5	367.84	320.36	301.39	316.04	322.73	329.18
Band 6	284.26	264.57	256.11	290.84	296.62	302.12
Band 7	244.92	225.53	212.15	218.79	226.56	234.4
Please can you provide the total annual expenditure on staffing, for your trust, from your internal bank, for COMMUNITY NURSES, by band.						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	(£)	(£)	(£)	(£)	(£)	(£)
Band 5	736,539	993,032	1,140,595	1,331,918	2,002,317	1,768,949
Band 6	205,496	207,695	326,865	501,205	1,044,455	1,181,660
Band 7	110,932	161,169	269,382	418,176	625,981	353,251
Please can you provide the total number of shifts that were completed by COMMUNITY NURSES through your INTERNAL BANK for each of the listed financial years.						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	#	#	#	#	#	#
Band 5	448	648	2793	3130	3483	2997
Band 6	135	328	1145	1902	2582	2034
Band 7	87	176	381	461	937	809
Please can you provide the total annual expenditure on staffing, for your trust, from ON framework providers, for COMMUNITY NURSES, by band.						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	(£)	(£)	(£)	(£)	(£)	(£)
Band 5	£57,376.49	£51,359.51	£122,364.20	£363,243.60	£323,805.38	£145,283.01
Band 6	£3,529.44	£2,941.20	£36,117.21	£378,480.30	£85,217.73	£5,878.00
Band 7	0	0	0	0	0	0
Please can you provide the total number of shifts that were completed by COMMUNITY NURSES through ON FRAMEWORK AGENCY PROVIDERS for each of the listed financial years						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	#	#	#	#	#	#
Band 5	291	245	627	1519	1326	612
Band 6	12	10	103	1037	254	15
Band 7	0	0	0	0	0	0
Please can you provide the total annual expenditure on staffing, for your trust, from OFF framework providers, for COMMUNITY NURSES, by band.						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	(£)	(£)	(£)	(£)	(£)	(£)
Band 5	£13,299.93	£2,336.29	£84,955.99	£113,485.51	£28,060.60	£4,199.80
Band 6	0	0	0	0	0	0
Band 7	0	0	0	0	0	0
Please can you provide the total number of shifts that were completed by COMMUNITY NURSES through OFF FRAMEWORK AGENCY PROVIDERS for each of the listed financial years						
	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22 (YTD)
	#	#	#	#	#	#
Band 5	46	8	300	427	116	13
Band 6	0	0	0	0	0	0
Band 7	0	0	0	0	0	0