

Ref no: 060110619  
From: Commercial  
Date: 11/06/19  
Subject: Clinical Lead for Haematology

## REQUEST

Dear Clinical Haematology lead,

I am writing to you under the Freedom of Information Act 2000 to request the following information regarding the organisation of the Trust's **Clinical Haematology department**. Responses to this survey will be **anonymised** and form the basis of the British Society for Haematology workforce census.

Should you have any questions, or require any clarification, please do not hesitate to contact Perran Harvey on 07741 144 295 / pharvey@apcoworldwide.com.

### HOSPITAL ENVIRONMENT

1. Choosing between 'district general,' and 'specialist / tertiary care hospital,' in which type of hospital do you work? Please note that this question is about the hospital specifically, and not about its services. Please tick one option as appropriate.

<b>In which type of hospital do you work?</b>	<b>Please tick one option as appropriate.</b>
District general hospital	<input checked="" type="checkbox"/>
Specialist / tertiary care hospital	<input type="checkbox"/>
Other (please specify)	<input type="checkbox"/>

2. In total, how many beds did the hospital have for patients as of **30 September 2018**? Please provide information on the total number of available and filled beds, with a breakdown for the number of haematology beds. Please fill in the below table with the number of beds.

<b>Number of beds</b>	<b>Total number of beds as of 30 September 2018.</b>	<b>Number of filled beds as of 30 September 2018.</b>	<b>Number of available beds as of 30 September 2018.</b>
Total number of patient beds in the hospital	685	685	0
Beds allocated to haematology patients in the hospital	21	21	0

3. In total, how many outpatients were treated between 30 September 2017 and 30 September 2018? Please fill in the below box with the number of outpatients.

Number of outpatients treated between <b>30 September 2017</b> and <b>30 September 2018</b> :	972212 outpatients treated.
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4. Is the hospital in which you work overspent, underspent or on budget? Please tick one option as appropriate.

<b>Is the hospital in which you work overspent, underspent or on budget?</b>	<b>Please tick one option as appropriate.</b>
Underspent	
On budget	✓
Overspent	

## WORKFORCE

5. In total, how many full time equivalent employees were employed within the **Clinical Haematology department** of your Trust as of **30 September 2016** and as of **30 September 2018**? If roles are shared with other departments, please use the percentage of each employee's time spent working with the **Clinical Haematology department** to work out a total number of full time equivalent employees.
6. Please provide the number of full time equivalent employees within the **Haematology department** at your Trust, split according the roles below. Please provide these numbers as they existed on **30 September 2016** and **30 September 2018**.

For **30 September 2018** only, please give details of how many full time equivalent employees in the **Clinical Haematology department** were within five years of retirement on this date.

If roles are shared with other departments, please use the percentage of each employee's time spent working with the **Clinical Haematology department** to work out a total number of full time equivalent employees. Please fill out this information in the table on the following page.

<b>Job role</b> (full time equivalent employees)	<b>Number of full time equivalent employees at your Trust as of 30 Sept 2016</b>	<b>Number of full time equivalent employees at your Trust as of 30 Sept 2018</b>	<b>Number of full time equivalent employees at your Trust within 5 years of retirement age as of 30 Sept 2018</b>
<b>Medical roles:</b>			
Consultant Clinical Haematologist	4	4	0
Haematology SpR/StR (or equivalent)	0	0	0
Haematology Core Medical Trainee / Foundation Year Doctor	1	1	0
Other medical haematology role (Associate Specialist, Trust Grade staff, etc.)	2.91	2	1
Haematology Physicians' Associate / Physicians' Assistant	0	0	0
<b>Nursing roles:</b>			
Haematology Clinical Nurse Specialist – (Charge Nurse)	1	2	0
Other haematology nursing roles – <b>Note: this applies only to haematology roles, not generalist roles</b>	16.60	20.16	1
<b>Pharmacist roles:</b>			
Haematology Consultant Clinical Pharmacist	0	0	0
Other haematology pharmacist role	0	0	0
<b>Laboratory roles:</b>			
Haematology Clinical Scientist (Band 8 and above) MLSO 3 & 4 Haematology roles	3	2	0
Haematology Clinical Scientist (all other bands) MLSO Haematology	14.39	14.49	0

<b>Total number of full time equivalent Clinical Haematology employees as of 30 September 2016</b>	<b>Total number of full time equivalent Clinical Haematology employees as of 30 September 2018</b>
___63.70___ employees	___62.72___ employees

Haematology Biomedical Scientist (Band 8 or above)	0	0	0
Haematology Biomedical Scientist (Band 7)	0	0	0
Haematology Biomedical Scientist (Band 6)	0	0	0
Haematology Biomedical Scientist (Band 5)	1.80	2	0
Haematology Associate Practitioner / MTO (Band 4)	1	0	0
Haematology Medical Laboratory Assistant (Band 3)	4.33	5.40	0
Other haematology laboratory role (please specify) Trainee Biochemist, Healthcare Science Practitioner, HealthCare Science Assistant, Senior Health Care Assistant and Housekeeper	12.67	8.67	1
<b>Management / support roles:</b>			
Haematology Management Staff (all roles)	1	1	0
Haematology Data Manager	0	0	0
Haematology Clerical Staff (all roles)	0	0	0
Haematology Secretarial Staff (all roles)	0	0	0

7. As of **30 September 2017** and **30 September 2018**, how many full time equivalent **vacancies** did your Trust have advertised for the each of the job roles specified below within the **Haematology department**? Please fill in the table as appropriate.

If certain vacancies are for roles shared with other departments, please use the percentage of each employee's time spent working with the **Clinical Haematology department** to work out a total number of full time equivalent employees. Please fill out this information in the table on the following page.

## Recruitment

Information for September 2017 is not available.

September 2018 as detailed in the table. <b>Job role</b> (full time equivalent employees)	<b>Number of full time / full time equivalent vacancies advertised as of 30 Sept 2017 at your Trust</b>	<b>Number of full time / full time equivalent vacancies advertised as of 30 Sept 2018 at your Trust</b>
<b>Medical roles:</b>		
Consultant Clinical Haematologist	Information not available	0
Haematology SpR/StR (or equivalent)	Information not available	0
Haematology Core Medical Trainee / Foundation Year Doctor	Information not available	0
Other medical haematology role (Associate Specialist, Trust Grade staff, etc.)	Information not available	0
Haematology Physicians' Associate / Physicians' Assistant	Information not available	0
<b>Nursing roles:</b>		
Haematology Clinical Nurse Specialist	Information not available	0
Other haematology nursing roles– <b>Note: this applies only to haematology roles, not generalist roles</b>	Information not available	0
<b>Pharmacist roles:</b>		
Haematology Consultant Clinical Pharmacist	Information not available	0
Other haematology pharmacist role	Information not available	0
<b>Laboratory roles:</b>		
Haematology Clinical Scientist (Band 8 and above)	Information not available	0
Haematology Clinical Scientist (all other bands)	Information not available	0
Haematology Biomedical Scientist (Band 8 and above)	Information not available	0
Haematology Biomedical Scientist (Band 7)	Information not available	0
Haematology Biomedical Scientist (Band 6)	Information not available	0
Haematology Biomedical Scientist (Band 5)	Information not available	0
Haematology Associate Practitioner / MTO (Band 4)	Information not available	0
Haematology Medical Laboratory Assistant (Band 3)	Information not available	0
Other haematology laboratory role (please specify)	Information not available	0
<b>Management / support roles:</b>		
Haematology Management Staff (all roles)	Information not available	0
Haematology Data Manager	Information not available	0
Haematology Clerical Staff (all roles)	Information not available	0
Haematology Secretarial Staff (all roles)	Information not available	0

8. During the period from **30 September 2017** to **30 September 2018**, how many days of sick leave were taken by **Clinical Haematology** staff? (Please give one figure for all staff combined)

As supplementary information (if available), how many of these days of sick leave were due to stress, depression, or other mental health conditions?

<b>How many days of sick leave did Clinical Haematology staff take between 30 September 2017 and 30 September 2018?</b>	<b>How many days of sick leave were due to <u>stress, depression or other mental health conditions</u> did Clinical Haematology staff take between 30 September 2017 and 30 September 2018?</b>
___1045___ days	_437___ days

<b>If you do not have access to this data, provide a description below on how you believe absences due to sick leave (especially due to stress, depression or other mental health conditions) amongst the clinical haematology staff compare to those of staff within the rest of your Trust.</b>
N/A

9. Please outline which multidisciplinary teams involving clinical haematology staff were in existence at the Trust as of **30 September 2018**.

For each team please also indicate how frequently the teams meet. This includes both virtual and face-to-face meetings.

<b>Multidisciplinary teams in the following areas:</b>	<b>Do multidisciplinary teams in the below areas operate at your hospital? If so, how often do they meet? Please tick as appropriate.</b>				
	More than once per week	Weekly	Monthly	Less than once each month	Does not operate
<b>Blood transfusion</b>			✓		
<b>General Haematology</b>					X
<b>Haemoglobinopathy</b>					X
<b>Thrombosis and Haemostasis</b>		✓			
<b>Laboratory</b>			✓		
<b>Malignant:</b>					
• Bone Marrow Transplant					X
• Lymphoma		✓			
• Leukaemia		✓			
• Myeloma		✓			
• Other					
<b>Paediatric:</b>					
• Haemato-oncology					X
• Bone Marrow Transplant					X
• Haemoglobinopathy					X
• Thrombosis and Haemostasis					X
• Laboratory					X
<b>Other (please specify below):</b>					

## WAYS OF WORKING / ROTAS

10. As of **30 September 2018**, what percentage of their working hours (on average) did **Consultant Clinical Haematology** staff at your Trust devote to non-clinical duties? These duties can be either:

- **Within** the Trust (e.g. managerial/leadership roles); or
- **Outside** the Trust (e.g. Royal College roles, Examining responsibilities, British Society for Haematology roles, or other professional roles at a national / international level).

This does not have to be a precise figure, but rather your sense as to the average proportion of time spent by Consultant Clinical Haematologist staff at your Trust on non-clinical duties.

Consultant Clinical Haematology staff spend the following proportion of their working hours on non-clinical duties <b>within</b> the Trust:	23 % of working hours
Consultant Clinical Haematology staff spend the following proportion of their working hours on non-clinical duties <b>outside</b> the Trust:	0 % of working hours

11. Between **30 September 2017** and **30 September 2018**, how often did Clinical Haematology staff have to miss, postpone or complete outside of working hours the following due to their workload? Please note that here, 'Clinical Haematology staff' refers to medical clinicians.

- Mandatory scheduled training (e.g. fire training, blood transfusion training, etc);
- CPD sessions;
- Job planning and appraisal procedures.

Please give an estimate of how often this occurred (considering the clinical haematology team as a whole) by ticking one box per row. This does not have to be a precise figure, but rather your sense as to how often (if at all) this happened.

How often did clinical haematology staff miss the below activities due to their workload?	Not at all	Less than once every 2 months	Once every 2 months	Once per month	Once per week	More than once per week
<u>Mandatory training</u> (please tick one option as appropriate)	✓					
<u>CPD sessions</u>  (please tick one option as appropriate)	✓					
<u>Job planning and appraisal</u>  (please tick one option as appropriate)	✓					

<i>Other (please specify) (please tick one option as appropriate)</i> .....						
<i>Other (please specify) (please tick one option as appropriate)</i> .....						
<i>Other (please specify) (please tick one option as appropriate)</i> .....						
<i>Other (please specify) (please tick one option as appropriate)</i> .....						

**IG Team Advice**

**Previous FOI Responses:**

Any information around previous similar FOI responses will be entered here.

**If there are no responses here then there are no similar FOI requests**

Can you please review all previous FOI responses as necessary to ensure the Trust:

- Does not repeatedly answer requests which have already been answered
- Maintains consistency in the information it releases to the public
- Adheres to FOI guidelines and Trust policies

For your information, any previous requests that are over 6 months old may need to be answered again, as information may have changed; staffing information changes monthly and therefore any duplicate/similar request outside of that range will need to be answered again.

If information contained within previous responses only answers the current question 'in part' then you will need to collate the information that is missing.

For example, if the previous FOI covers 2011-2012 financial information but the current request asks for 'the last 5 years' then you will need to collate the missing years information.

Please note:



- All Press or MP Requests will be sent to the Communications, Media and PR Team and Trust staff are expected to liaise with them to agree the final submission before sending back to the FOI Team. The FOI Team do not send final responses to the Communications, Media and PR Team after submission.
- all Corporate Information responses must be approved by Darran Hague or a nominated deputy of Darran's prior to being returned to the FOI requests inbox. The FOI Team will assume that information sent to the inbox is approved by Darran Hague unless stated otherwise.

This is to ensure that all Information is appropriately authorised for release prior to going to the Chief Executive for approval.

## RESPONSE