

Ref no: 117060319  
From: Commercial  
Date: 06/03/19  
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 **Clinical Haematology department** at your NHS Trust. 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](mailto: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><i>In which type of hospital do you work?</i></b>	<b><i>Please tick one option as appropriate.</i></b>
<i>District general hospital</i>	
<i>Specialist / tertiary care hospital</i>	
<i>Other (please specify)</i>	

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

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.

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

**WORKFORCE**

5. *In total, how many full time equivalent employees were employed within the **Clinical Haematology department** of your NHS 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.*

<b><i>Total number of full time equivalent Clinical Haematology employees as of <u>30 September 2016</u></i></b>	<b><i>Total number of full time equivalent Clinical Haematology employees as of <u>30 September 2018</u></i></b>
_____ employees	_____ employees

6. *Please provide the number of full time equivalent employees within the **Haematology department** at your NHS 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 NHS Trust as of 30 Sept 2016</b>	<b>Number of full time equivalent employees at your NHS Trust as of 30 Sept 2018</b>	<b>Number of full time equivalent employees at your NHS Trust within 5 years of retirement age as of 30 Sept 2018</b>
<b>Medical roles:</b>			
Consultant Clinical Haematologist			
Haematology SpR/StR (or equivalent)			
Haematology Core Medical Trainee / Foundation Year Doctor			
Other medical haematology role (Associate Specialist, Trust Grade staff, etc.)			
Haematology Physicians' Associate / Physicians' Assistant			
<b>Nursing roles:</b>			
Haematology Clinical Nurse Specialist			
Other haematology nursing roles – <b>Note: this applies only to haematology roles, not generalist roles</b>			
<b>Pharmacist roles:</b>			
Haematology Consultant Clinical Pharmacist			
Other haematology pharmacist role			
<b>Laboratory roles:</b>			
Haematology Clinical Scientist (Band 8 and above)			

<i>Haematology Clinical Scientist (all other bands)</i>			
<i>Haematology Biomedical Scientist (Band 8 or above)</i>			
<i>Haematology Biomedical Scientist (Band 7)</i>			
<i>Haematology Biomedical Scientist (Band 6)</i>			
<i>Haematology Biomedical Scientist (Band 5)</i>			
<i>Haematology Associate Practitioner / MTO (Band 4)</i>			
<i>Haematology Medical Laboratory Assistant (Band 3)</i>			
<i>Other haematology laboratory role (please specify)</i>			
<b>Management / support roles:</b>			
<i>Haematology Management Staff (all roles)</i>			
<i>Haematology Data Manager</i>			
<i>Haematology Clerical Staff (all roles)</i>			
<i>Haematology Secretarial Staff (all roles)</i>			

7. As of **30 September 2017** and **30 September 2018**, how many full time equivalent **vacancies** did your NHS 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.*

<b>Job role</b> (full time equivalent employees)	<b>Number of full time / full time equivalent vacancies advertised as of <u>30 Sept 2017</u> at your NHS Trust</b>	<b>Number of full time / full time equivalent vacancies advertised as of <u>30 Sept 2018</u> at your NHS Trust</b>
<b>Medical roles:</b>		
Consultant Clinical Haematologist		
Haematology SpR/StR (or equivalent)		
Haematology Core Medical Trainee / Foundation Year Doctor		
Other medical haematology role (Associate Specialist, Trust Grade staff, etc.)		
Haematology Physicians' Associate / Physicians' Assistant		
<b>Nursing roles:</b>		
Haematology Clinical Nurse Specialist		
Other haematology nursing roles– <b>Note: this applies only to haematology roles, not generalist roles</b>		
<b>Pharmacist roles:</b>		
Haematology Consultant Clinical Pharmacist		
Other haematology pharmacist role		
<b>Laboratory roles:</b>		
Haematology Clinical Scientist (Band 8 and above)		
Haematology Clinical Scientist (all other bands)		
Haematology Biomedical Scientist (Band 8 and above)		
Haematology Biomedical Scientist (Band 7)		

<i>Haematology Biomedical Scientist (Band 6)</i>		
<i>Haematology Biomedical Scientist (Band 5)</i>		
<i>Haematology Associate Practitioner / MTO (Band 4)</i>		
<i>Haematology Medical Laboratory Assistant (Band 3)</i>		
<i>Other haematology laboratory role (please specify)</i>		
<b>Management / support roles:</b>		
<i>Haematology Management Staff (all roles)</i>		
<i>Haematology Data Manager</i>		
<i>Haematology Clerical Staff (all roles)</i>		
<i>Haematology Secretarial Staff (all roles)</i>		

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 due to <u>stress, depression</u> or <u>other mental health conditions</u> did Clinical Haematology staff take between 30 September 2017 and 30 September 2018?</b>
_____ days	_____ days



**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 NHS Trust.**

9. Please outline which multidisciplinary teams involving clinical haematology staff were in existence at your NHS 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>					
<b>Haemoglobinopathy</b>					
<b>Thrombosis and Haemostasis</b>					
<b>Laboratory</b>					
<b>Malignant:</b>					
• Bone Marrow Transplant					
• Lymphoma					
• Leukaemia					
• Myeloma					
• Other					
<b>Paediatric:</b>					
• Haemato-oncology					
• Bone Marrow					

<i>Transplant</i>					
• <i>Haemoglobinopathy</i>					
• <i>Thrombosis and Haemostasis</i>					
• <i>Laboratory</i>					
<b><i>Other (please specify below):</i></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 NHS Trust devote to non-clinical duties? These duties can be either:

- **Within** the NHS Trust (e.g. managerial/leadership roles); or
- **Outside** the NHS 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 NHS 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 NHS Trust:	_____ % of working hours
Consultant Clinical Haematology staff spend the following proportion of their working hours on non-clinical duties <b>outside</b> the NHS Trust:	_____ % 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.

<b>How often did clinical haematology staff miss the below activities due to their workload?</b>	<i>Not at all</i>	<i>Less than once every 2 months</i>	<i>Once every 2 months</i>	<i>Once per month</i>	<i>Once per week</i>	<i>More than once per week</i>
<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)						
<u>Other (please specify)</u> (please tick one option as appropriate)  .....						
<u>Other (please specify)</u> (please tick one option as appropriate)  .....						
<u>Other (please specify)</u> (please tick one option as appropriate)						

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

**CLINICAL QUALITY**

12. Between **30 September 2017** and **30 September 2018**, were any cases of External Quality Assessment (EQA) failure or peer review failure logged at your NHS Trust relating to **Clinical Haematology** procedures / activities / units? E.g. external accreditation of a unit such as 'bone marrow transplantation,' 'haemophilia,' etc.

*If yes, please give the number of EQA and peer review failures in the box below. If not, please enter '0' in the box below*

_____ EQA failures were recorded
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_____ peer review failures were recorded
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*Comments:*

**FUTURE CHALLENGES**

13. What do you regard as the most pressing challenges facing your **Clinical Haematology department** in the next 5-10 years?

Please tick no more than three boxes and prioritise your answers in order of importance (1-3) with (1) being most important.

<b>Most pressing challenges for your clinical haematology department in the next 5-10 years</b>	<b>Ranking: (1)-(3), with (1) being the most important. Please rank no more than three challenges.</b>
<i>Workforce going into retirement</i>	
<i>Difficulties in staff recruitment</i>	
<i>Difficulties in staff retention</i>	
<i>Lack of funding for new positions</i>	
<i>Inadequate training capabilities</i>	
<i>Staff leaving the NHS for private institutions</i>	
<i>Increasing demands on Haematology staff beyond their current role(s)</i>	
<i>Fewer medical graduates choosing to specialise in Haematology</i>	
<i>Low morale / sickness absence</i>	
<i>Other – please specify</i>	



<i>Other – please specify</i>	

14. Please share any other comments on the challenges that you predict will face your **Clinical Haematology department** in the next 5-10 years.

Comments:

## Response

**Under section 12 of the Freedom of Information Act St Helens & Knowsley Teaching Hospitals Trust does not have to comply with a request if we estimate that the cost of complying with your request would exceed the appropriate limit of £450. The appropriate limit has been specified in regulations. This represents the estimated cost of one person spending 2½ working days in answering the remainder of your questions. Under section 12 of the Freedom of Information Act the Department is not obliged to comply with your request and we will not be processing your request further.**

