

Ref. No: 163010721
From: Public
Date: 01/07/21
Subject: Staff banding

REQUEST

1. How many staff working to job descriptions matched to the Band 2 Clinical Support Worker (CSW) National Role Profile are currently employed by the Trust?
2. How many staff working to job descriptions matched to the Band 3 Clinical Support Worker (CSW) Higher Level National Role Profile are currently employed by the Trust?
3. Please list the total number of staff matched to the Band 2 CSW National Role Profile and Band 3 CSW National Role Profile by Ward/Department/Unit/Clinic
4. What is the voluntary resignation rate for staff matched to the Band 2 CSW National Role Profile over the last 12 months?
5. What is the total labour turnover rate for staff matched to the Band 2 CSW National Role Profile over the last 12 months?
6. What is the voluntary resignation rate for staff matched to the Band 3 CSW National Role Profile over the last 12 months?
7. What is the total labour turnover rate for staff matched to the Band 3 CSW National Role Profile over the last 12 months?
8. What is the current vacancy rate for roles matched to the Band 2 CSW National Role Profile? Please provide the actual number and what percentage of the FTE total this represents
9. What is the current vacancy rate for staff matched to the Band 3 CSW National Role Profile? Please provide the actual number and what percentage of the FTE total this represents

NB: We have asked for staff matched to these National Role Profile because the local job titles used by Trusts can vary. Typical job titles used including Healthcare Assistant, Nursing Assistant and Support Worker

RESPONSE

1. How many staff working to job descriptions matched to the Band 2 Clinical Support Worker (CSW) National Role Profile are currently employed by the Trust?

The Trust employs 812 staff in Band 2 clinical support roles.

2. How many staff working to job descriptions matched to the Band 3 Clinical Support Worker (CSW) Higher Level National Role Profile are currently employed by the Trust?

The Trust employs 90 staff in Band 3 clinical support roles.

3. Please list the total number of staff matched to the Band 2 CSW National Role Profile and Band 3 CSW National Role Profile by Ward/Department/Unit/Clinic

List of band 2 and band 3 clinical support workers' roles attached.



Request response Request response
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* Please note: We are unable to provide precise figures when those figures refer to individuals in volumes of 5 or less due to the risk that individuals will be re-identified, as we are required to protect their identity under the General Data Protection Regulations & Data Protection Act 2018. In such circumstances sections 40(2) and (3) of the Freedom of Information Act apply. In this case, our view is that disclosure would breach the first data protection principle. This states that personal data should be processed "lawfully, fairly and in a transparent manner". It is the lawful aspect of this principle which, in our view, would be breached by disclosure. In such circumstances section 40 confers an absolute exemption on disclosure.

4. What is the voluntary resignation rate for staff matched to the Band 2 CSW National Role Profile over the last 12 months?

75.89% for clinical support worker roles at band 2.

5. What is the total labour turnover rate for staff matched to the Band 2 CSW National Role Profile over the last 12 months?

14.36% for clinical support worker roles at band 2.

6. What is the voluntary resignation rate for staff matched to the Band 3 CSW National Role Profile over the last 12 months?

4.76% for clinical support worker roles at band 3.

7. What is the total labour turnover rate for staff matched to the Band 3 CSW National Role Profile over the last 12 months?

11.01% for clinical support worker roles at band 3.

8. What is the current vacancy rate for roles matched to the Band 2 CSW National Role Profile? Please provide the actual number and what percentage of the FTE total this represents

The vacancy rate is 3.5% with a gap of 23.54, 0.41% of the overall FTE total in clinical support worker roles band 2.

9. What is the current vacancy rate for staff matched to the Band 3 CSW National Role Profile? Please provide the actual number and what percentage of the FTE total this represents

The vacancy rate is 17.25% with a gap of 15.70, this is 0.27% of the overall FTE total in clinical support worker roles band 3.