

SANDWELL AND WEST BIRMINGHAM HOSPITALS NHS TRUST

Trust Board: 23.11.20

Vacancy Update

Annex D

Actual vacancies on 23.11.20

INDICATOR	OCT 20	NOV 20	DEC 20	JAN 21	FEB 21	MAR 21
Position FTE	7164.27	7180.40				
No of vacant posts within the Trust	587.65	602.32				
No. of vacant WTE in active recruitment	475.44	520.74				
Advert Requests (Month)	310.75	206.29				
Interviews Panels held (Month)	73	215.60				
Total No. at conditional offer stage	112.04	200.74				
Conditional Offers made (month)	125.91	92.81				
No at unconditional offer stage	19.4	31.76				
No. withdrawn	4 (3.33wte)	4				
New Starters (Month)	41.66	87.62				
Filled Vacancies with confirmed start dates (all future starters - see monthly breakdown in table below)	100.91	149.45				
No of Leavers	71.60	46.14				

In Progress:

Staff Group	Corporate	Imaging	Med and EC	PCCT	Surgical Services	Women and Child	Total
Add Prof Scientific and Technical	-	1	-	-	-	-	1
Additional Clinical Services	-	3	1	1	1	2.13	8.13
Administration and Clerical	8	0.5	3	6.53	1	2	21.03
Allied Health Professionals	-	5	1.92	3	2.5	1	13.4
Estates and Ancillary	9.59	-	-	-	-	-	9.59
Healthcare Scientists	6	-	3	0.9	-	-	9.9
Medical and Dental		1	24	10	12	4	51
Nursing and Midwifery	1	-	38.41	14.89	29	19.28	102.58

Confirmed Joiners per Group:

Group	Oct 20	Nov 20	Dec 20	Jan 21
Corporate	8	12.4	3.29	3
Imaging	4	3.6	-	4
Medicine and Emergency Care	5.81	11.5	2	4
PCCT	15.4	16.85	2	5.2
Surgical Services	14.23	20.24	3.8	3
Women and Child Health	6.72	13.23	2	8.21

Nursing & Midwifery Confirmed Joiners per group:

Group	Oct 20	Nov 20	Dec 20	Jan 21
Corporate total				
Band 5	-	-	-	-
Band 6 & above	-	-	-	-
Imaging total				
Band 5	-	-	-	-
Band 6 & above	-	-	-	-
Med & EC				
Band 5	-	5	-	2
Band 6 & above	5	1.6	1	2
PCCT				
Band 5	4	3	-	-
Band 6 & above	4.4	4	3	-
Surgical Services				
Band 5	2.51	1	1	-
Band 6 & above	3.92	4	1.8	2
WCH				
Band 5	-	2.9	-	6
Band 6 & above	5	2.39	1	2.2

Comments:

- The Position FTE is taken from the positions data report on Connect. Since COVID-19, budget numbers were not regularly updated and subsequently fed into ESR as timely as they would have been under normal working circumstances. As a result, a delay in processing the detail for the YHP Tupe transfer (approx. 140 wte) into the trust and the Transport Service TUPE transfer out of the trust (approx. 70 wte) were not processed.
- 188.46 WTE are allocated to CIP
- 141.90 WTE are allocated to vacancy factor