

Freedom of Information Act 2000 disclosure log entry

Reference

16-17038

Date sent

23/05/2016

Subject

Clinical Recruitment

Details of enquiry

For your CAMHS services I would like the following information. Please could I have this information for any tiers of CAMHS service you provide, broken down where possible by tier.

1. The vacancy rate (as a number and as a percentage of FTE posts) for each of the last five financial years for the following roles:
 - a. Consultant psychiatrists
(Including and where possible broken down into: consultants, specialty doctors, staff doctors, associate specialist)
 - b. Trainee psychiatrists
(including and where possible broken down by core trainees, higher trainees)
 - c. Psychologists
(including and where possible broken down by Assistant psychologists, trainee psychologists, qualified psychologists)
 - d. Nurses
 - e. Social workers
 - f. Psychotherapists
 - g. Other therapists (including OTs, Physiotherapists etc)
 - h. Youth workers
 - i. Other
2. Your total expenditure in each of the last five financial years on temporary staffing through agencies or locums
3. When you last advertised for the following roles, how many applicants did you receive per post?
 - a. Consultant psychiatrists
 - b. Trainee psychiatrists
 - c. Psychologists
 - d. Nurses
 - e. Social workers
 - f. Psychotherapists

- g. Other therapists (including OTs, Physiotherapists etc)
- h. Youth workers
- i. Other

In addition please could you answer the following questions?

1. Have you experienced difficulties in recruiting staff over the last year? Which roles were particularly difficult to recruit for?
2. Have you had to advertise for posts more than once? Which posts did this relate to?
3. Have you been unable to recruit staff necessary to reduce waiting times in your service but do not have the budget to do so?
4. Do you have any further comments on staff recruitment issues?

Response Sent

Questions 1 and 2:

The data requested on vacancy rates and temporary staffing expenditure is supplied and set out in the following pages

Question 3.

Our responses appear below against each question, in blue font.

- a. **Consultant psychiatrists – 9 applicants**
- b. **Trainee psychiatrists – N/A**
- c. **Psychologists – N/A**
- d. **Nurses – 6 applicants**
- e. **Social workers – 20 applicants**
- f. **Psychotherapists – 4 applicants**
- g. **Other therapists (including OTs, Physiotherapists etc) – N/A**
- h. **Youth workers – N/A**
- i. **Other – N/A**

Question 3

No we do not have difficulties recruiting to any posts.

Additional Question 1.

No

Additional Question 2

No

Additional Question 3

No

Vacancy as a rate & % for CAMHS				
Financial Year 1516				
Type	Funded Wte (budgeted)	Actual Wte (contracted)	Variance	%
Consultant	13.21	13.05	0.16	1.21%
Nurses	12.66	14.67	-2.01	-15.88%
Other	49.20	56.98	-7.78	-15.81%
Psychologists	31.84	27.92	3.92	12.31%
Psychotherapist	44.60	39.99	4.61	10.34%
Social Workers	18.10	15.58	2.52	13.92%
Trainee Specialist Reg	0.00	0.00	0.00	0.00%
Grand Total	169.61	168.19	1.42	0.84%
Financial Year 1415				
Type	Sum of Funded Wte	Sum of Actual Wte	Variance	%
Psychotherapist	41.75	42.53	-0.78	-1.87%
Consultant	11.51	13.24	-1.73	-15.03%
Social Workers	12.50	14.53	-2.03	-16.24%
Nurses	10.66	13.36	-2.70	-25.33%
Psychologists	29.03	31.15	-2.12	-7.30%
Other	42.22	36.02	6.20	14.68%
Grand Total	147.67	150.83	-3.16	-2.14%
Financial Year 1314				
Type	Sum of Funded Wte	Sum of Actual Wte	Variance	%
Consultant	11.15	12.23	-1.08	-9.69%
Other	35.67	26.30	9.37	26.27%
Nurses	12.80	11.16	1.64	12.81%
Psychotherapist	38.55	38.31	0.24	0.62%
Psychologists	28.18	33.77	-5.59	-19.84%
Social Workers	12.20	12.23	-0.03	-0.25%
Grand Total	138.55	134.00	4.55	3.28%

Financial Year 1213					
Type	Sum of Funded Wte	Sum of Actual Wte	Variance	%	
Consultant	9.64	10.79	-1.15	-11.93%	
Nurses	8.20	11.31	-3.11	-37.93%	
Other	37.86	27.99	9.87	26.07%	
Psychologists	20.52	27.97	-7.45	-36.31%	
Psychotherapist	44.55	36.88	7.67	17.22%	
Social Workers	15.87	11.62	4.25	26.78%	
Specialist Registrar	0.00	0.00	0.00	0.00%	
Grand Total	136.64	126.56	10.08	7.38%	
Financial Year 1112					
Type	Sum of Funded Wte	Sum of Actual Wte	Variance	%	
Consultant	12.10	11.49	0.61	5.04%	
Other	43.01	36.50	6.51	15.14%	
Psychologists	26.39	23.55	2.84	10.76%	
Psychotherapist	40.85	43.75	-2.90	-7.10%	
Social Workers	12.50	19.19	-6.69	-53.52%	
Nurses	7.20	9.79	-2.59	-35.97%	
Grand Total	142.05	144.27	-2.22	-1.56%	
<u>Agency spend</u>					
Financial Years	201516	201415	201314	201213	201112
Agency	83,492.15	125,246.58	78,002.13	43,125.24	55,895.23
Locums					
Total	83,492.15	125,246.58	78,002.13	43,125.24	55,895.23