

Freedom of Information Request

Ref: 23-308

22 May 2023

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

Request the following workforce information for your Trust for each of the following pay years: 2018/19, 2019/20, 2020/21, 2021/22 and 2022/23:

- **The consultant workforce expressed in headcount (average of the monthly totals during each year).**

Year	Headcount (ESR Data) - Average
2018/19	594
2019/20	604
2020/21	629
2021/22	639
2022/23	656

- **The consultant workforce expressed in whole time or full time equivalent (WTE/FTE), where WTE/FTE reflects all programmed activities undertaken by consultants, including additional programmed activities (average of the monthly totals during each year). By programmed activities, we mean the unit used by hospitals to plan consultant work. For avoidance of doubt, this is different to the FTE figure routinely published in the NHS Digital NHS Workforce Statistics (<https://digital.nhs.uk/data-and-information/publications/statistical/nhs-workforce-statistics>), where individual consultants contributing to that figure can only take up to a value of 1 FTE, even where they are working more than full-time.**

Year	Staff in Post - Average FTE
2018/19	569.5
2019/20	580.8
2020/21	658.4
2021/22	680.2
2022/23	710.5

Please note: This does not include data from Weston General Hospital pre-merger (before April 2020) due to the data being held on a different system and would involve a manual trawl - Please note, the Trust does not hold the data in a format that would enable us to fully respond to your request to the level of detail required and a manual trawl for this information would significantly exceed the 18 hours limit set down by the FOI as the reasonable limit. Section 12 of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty-day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

• **The total number of all programmed activities (PAs) performed by consultants during each of the stated years.**

Please note, the Trust does not hold the data in a format that would enable us to fully respond to your request to the level of detail required and a manual trawl for this information would significantly exceed the 18 hours limit set down by the FOI as the reasonable limit. Section 12 of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty-day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

• **The total number of additional programmed activities (APA's) performed by consultants during each of the stated years. By additional programmed activities, we mean programmed activities that are additional to those in consultant main contracts (i.e. those above programmed activities above 10 per week, in the case of a full-time consultant).**

Please note, the Trust does not hold the data in a format that would enable us to fully respond to your request to the level of detail required and a manual trawl for this information would significantly exceed the 18 hours limit set down by the FOI as the reasonable limit. Section 12 of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty-day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

• **Total number of programmed activities (PAs) and/or hours of extra contractual work (i.e. excluding APAs, e.g. waiting list initiative activity, additional sessions outside the job plan, etc) performed by consultants during each of the stated years.**

Please note, the Trust does not hold the data in a format that would enable us to fully respond

to your request to the level of detail required and a manual trawl for this information would significantly exceed the 18 hours limit set down by the FOI as the reasonable limit. Section 12 of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty-day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

• **The total number of programmed activities (PAs) performed by consultants during a.) weekends, b.) weekday evenings, c.) weekday nights, and d.) weekday days during each of the stated years.**

o **For avoidance of doubt, we mean:**

- ☐ **weekends: any time on a Saturday or a Sunday**
- ☐ **weekday evenings: 7 pm to 11 pm Monday to Friday**
- ☐ **weekday nights: 11 pm to 7 am Monday to Friday**
- ☐ **weekday days: 7 am to 7 pm Monday to Friday**

Please note, the Trust does not hold the data in a format that would enable us to fully respond to your request to the level of detail required and a manual trawl for this information would significantly exceed the 18 hours limit set down by the FOI as the reasonable limit. Section 12 of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty-day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

• **The number of consultant vacancies in the Trust expressed in whole time or full time equivalent (WTE/FTE) at the beginning of each of the stated years.**

Year	Vacancy - Average FTE
2018/2019	-10.3
2019/2020	0.6
2020/2021	-12.2
2021/2022	38.4
2022/2023	38.4

Where it is not possible to provide this information going all the way back to December 2018, please provide the data as far back as is possible.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust