In response to your Freedom of Information request regarding Employee data, please find below the answers to the questions you asked.

1. **Staff Numbers** - Average headcount of permanent and non-permanent staff over the entire 2015/16 financial year or just the headcount as at Thursday, March 31st 2016. Can you please split this into the major speciality/grades used by the trust?

   **Permanent**
   - Medical and dental: 93
   - Administration and estates: 223
   - Healthcare assistants and other support staff: 98
   - Nursing, midwifery and health visiting staff: 254
   - Nursing, midwifery and health visiting learners: 1
   - Scientific, therapeutic and technical staff: 217

   **Non Permanent**
   - Agency and contract staff: 64
   - Bank staff: 87

2. **Staff Cost** – Total staff cost during the 2015/16 financial year split into permanent and non-permanent staff.

   - Permanent: £41,895,000
   - Non Permanent: £5,715,000

3. **Agency Hours** – Hours worked by agency staff in the 2015/16 financial year split by speciality/grade depending on how you report this within your trust.

   See table under question 4

4. **Agency Spend** – Total amount spent on agency staff in the 2015/16 financial year split into the categories or speciality/grade used by the trust.

<table>
<thead>
<tr>
<th>Row Labels</th>
<th>Total Spend 15/16</th>
<th>Total Hours 15/16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration and estates</td>
<td>£1,460,034.88</td>
<td>20599.05509</td>
</tr>
<tr>
<td>Healthcare assistants and other support staff</td>
<td>£161,962.83</td>
<td>12877.69153</td>
</tr>
</tbody>
</table>
Medical and dental £156,800.25 1813.620938
Nursing, midwifery and health visiting staff £1,435,306.19 45783.18347
Scientific, therapeutic and technical staff £2,310,041.33 36658.93863
Grand Total £5,524,145.48 117732.4897

5. Do you use a direct engagement model within your trust? Direct engagement model means the Trust pays agency staff directly and then pays the agency commission separately. The alternative to this is to pay the agency a lump sum for any work done by agency staff and the Agency in turn pays their own staff.

The ROH does not have an engagement model in place to pay agency staff.

I hope that this response answers your request, however please let me know if it does not. If you are unhappy with the Trust’s response you can appeal to:

Jo Chambers, Chief Executive
The Royal Orthopaedic NHS Foundation Trust
Trust Headquarters
Bristol Road South
Birmingham
B31 2AP

If you then remain dissatisfied, you have the right under section 50 of the Freedom of Information Act to apply to the Information Commissioner to seek resolution to the matter.

Further details can be found on the website: http://www.informationcommissioner.gov.uk/

Yours sincerely

Simon Grainger-Lloyd
Associate Director of Governance & Company Secretary