

14 September 2016

Wellington House
133-155 Waterloo Road
London SE1 8UG

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E: nhsi.enquiries@nhs.net
W: improvement.nhs.uk

By email

Dear [REDACTED]

Request under the Freedom of Information Act 2000 (the “FOI Act”)

I refer to your email of **17 August 2016** in which you requested information under the FOI Act. Since 1 April 2016, Monitor and the NHS Trust Development Authority (TDA) are operating as an integrated organisation known as NHS Improvement. For the purposes of this decision letter, NHS Improvement means Monitor and the TDA.

Your request

Your request is set out in full in the Annex to this letter.

Decision

Questions 1-4

NHS Improvement does not hold the information that you have asked for in this part of your request. We suggest you approach NHS Digital, who may hold some of this information.

Question 5

To meet our public sector equality duty to consider the potential impact of our proposals regarding price caps on each of the protected characteristics, NHS Improvement took the following measures:

- carried out a consultation (including equalities), our response to which can be found [here](#) – see page 16 in particular;
- informed our policy regarding the price caps by responses to the consultation, and internal discussions specifically on equalities;
- carried out an impact assessment, which can be found [here](#) – see pages 25 & 26 in particular;

We also monitor the on-going impact of the agency rules by way of surveys to trusts, which routinely include a question on equalities.

Review rights

If you consider that your request for information has not been properly handled or if you are otherwise dissatisfied with the outcome of your request, you can try to resolve this informally with the person who dealt with your request. If you remain dissatisfied, you may seek an internal review within NHS Improvement of the issue or the decision. A senior member of NHS Improvement's staff, who has not previously been involved with your request, will undertake that review.

If you are dissatisfied with the outcome of any internal review, you may complain to the Information Commissioner for a decision on whether your request for information has been dealt with in accordance with the FOI Act.

A request for an internal review should be submitted in writing to FOI Request Reviews, NHS Improvement, Wellington House, 133-155 Waterloo Road, London SE1 8UG or by email to nhsi.foi@nhs.net.

Publication

Please note that this letter will shortly be published on our website. This is because information disclosed in accordance with the FOI Act is disclosed to the public at large. We will, of course, remove your personal information (e.g. your name and contact details) from the version of the letter published on our website to protect your personal information from general disclosure.

Yours sincerely,

NHS Improvement

Annex

FREEDOM OF INFORMATION REQUEST NHS Improvement and Department of Health

We have been unable to locate any information regarding the diversity of Agency workers within the NHS. We are, therefore, seeking statistical and numerical data in relation to this.

With regards to the NHS workforce, please supply us with the following diversity information regarding Agency workers within the NHS as compared with non-Agency workers. If possible, we seek information as at 23rd November 2015. If this is not possible, please provide more up to date information using the same date in respect of all questions. Please specify the date at which the information was accurate.

The figures sought in this request should be provided for the NHS workforce as a whole, and for each individual Trust. Figures should be expressed in terms of numbers and percentages (save where stated otherwise).

Data requested:

1. (i) As at 23rd November 2015, what was the age breakdown of Agency workers within the NHS workforce as a whole and each Trust using the following age ranges: 18 - 24, 25 – 34, 35 – 44, 45 – 54, 54 – 65, 65 plus? Please provide this information in relation to the following categories of Agency workers:
 - a. Medical and Dental;
 - b. Nursing/Midwifery;
 - c. AHPs (Scientific, Therapeutic and Technical);
 - d. Healthcare assistants and support;
 - e. Administrative and Estates.

1. (ii) As at 23rd November 2015, what was the age range breakdown of non-Agency workers (i.e. permanent staff, including those on fixed term contracts entered into directly with the relevant Trust) within the NHS workforce as a whole and each Trust using the following age ranges: 18 - 24, 25 – 34, 35 – 44, 45 – 54, 54 – 65, 65 plus? Please provide this information in relation to the following categories of Agency workers:

- a. Medical and Dental;
- b. Nursing/Midwifery;
- c. AHPs (Scientific, Therapeutic and Technical);
- d. Healthcare assistants and support;
- e. Administrative and Estates.

2. (i) As at 23rd November 2015, what was the gender breakdown of Agency workers within the NHS workforce and each Trust? Please provide this in relation to the following categories of Agency workers:

- a. Medical and Dental;
- b. Nursing/Midwifery;
- c. AHPs (Scientific, Therapeutic and Technical);
- d. Healthcare assistants and support;
- e. Administrative and Estates.

2. (ii) As at 23rd November 2015, what was the gender breakdown of non-Agency workers (i.e. permanent staff, including those on fixed term contracts entered into directly with the relevant Trust) within the NHS workforce and each Trust? Please provide this in relation to the following categories of Agency workers:

- a. Medical and Dental;
- b. Nursing/Midwifery;
- c. AHPs (Scientific, Therapeutic and Technical);
- d. Healthcare assistants and support;
- e. Administrative and Estates.

3. (i) As at 23rd November 2015 what was the ethnic breakdown of Agency workers, where ethnicity is either 'White' or 'Black, Asian or Minority Ethnic' of Agency workers within the NHS workforce and each Trust? Please provide this in relation to the following categories of Agency workers:

- a. Medical and Dental;
- b. Nursing/Midwifery;
- c. AHPs (Scientific, Therapeutic and Technical);

- d. Healthcare assistants and support;
- e. Administrative and Estates.

3. (ii) As at 23rd November 2015 what was the ethnic breakdown of non - Agency workers (i.e. permanent staff, including those on fixed term contracts entered into directly with the relevant Trust) where ethnicity is either 'White' or 'Black, Asian or Minority Ethnic' of Agency workers within the NHS workforce and each Trust? Please provide this in relation to the following categories of Agency workers:

- a. Medical and Dental;
- b. Nursing/Midwifery;
- c. AHPs (Scientific, Therapeutic and Technical);
- d. Healthcare assistants and support;
- e. Administrative and Estates.

4. (i) As at 23rd November 2015, what were the numbers of Agency workers in the various different roles within the NHS workforce and each Trust – specifically:

- a. Medical and Dental;
- b. Nursing/Midwifery;
- c. AHPs (Scientific, Therapeutic and Technical);
- d. Healthcare assistants and support;
- e. Administrative and Estates.

4. (ii) As at 23rd November 2015, what were the numbers of non-Agency workers (i.e. permanent staff, including those on fixed term contracts entered into directly with the relevant Trust) in the various different roles within the NHS workforce and each Trust – specifically:

- a. Medical and Dental;
- b. Nursing/Midwifery;
- c. AHPs (Scientific, Therapeutic and Technical);
- d. Healthcare assistants and support;
- e. Administrative and Estates.

5. Please send us a copy of your Equality Impact Assessment, completed in conjunction with the implementation of the cap on NHS Agency workers fees that came into effect on 23rd November 2015.

Leigh Day Solicitors

17 August 2016

