

Request under Freedom of Information Act 2000

Thank you for your request for information which we received on 29th June 2020.

I can confirm the following.

How many clinical staff do you employ and how many are BAME? (including locum/bank/agency)?

How many clinical staff do you employ (including locum/bank/agency)? - 5915
and how many are BAME (including locum/bank/agency) - 2080

1.How many BAME staff and how many non BAME staff have been working in 'Covid wards': In March/In April/In May so far.

Unfortunately, we are not able to answer this question. This is because we have not cared for all patients with suspected or confirmed Covid-19 on specific 'Covid wards' - patients have also been cared for in side rooms on general wards. Staff have also moved wards on a shift-by-shift basis as determined by patient demand and staff availability. In addition, not all staff have worked in all areas of a ward. This is in response to individual staff risk assessment outcomes requiring them to work away from certain types of patients and/or procedures.

To answer this question we would need to review each ward/bay/side room patient cohort on a shift by shift basis and then cross reference that with the staff who worked in that ward and then also by the exact area/bay/side room of the ward. This would require a large manual review of paper records which is not achievable within the FOI timescales.

2.How many redeployment requests were received from BAME and non BAME staff (including locums/bank/agency)? And how many have been redeployed as a result? In March/In April/In May so far.

It is not possible to provide a numerical answer to this question as redeployments have taken place in many forms, from local agreements, through to formal centrally managed redeployments to another role. Only those centrally managed have been recorded numerically but providing this data would give an inaccurate representation of the total number of redeployments.

A thorough risk assessment and redeployment process has been in place since March. All staff have had a risk assessment/conversation about working practices, environment and personal risk factors with their manager. Reasonable adjustments have been made locally where required. These include redeployments to different areas of the department/ward or elsewhere within the Trust. Staff classed as “extremely clinically vulnerable” and “clinically vulnerable” have their risk assessments sent to a trust risk assessment panel, which comprises the Head of Staff Health and Wellbeing (Occupational Health), the Deputy Director of Workforce and the Director of Workforce. The panel considers the individual’s age, working area, medical conditions, ethnicity and other relevant factors, and makes a recommendation to remain as is, move to a lower risk area (this may be still within the same ward or department, another dept or from home) or work from home. Any staff asked to work in a lower risk area who cannot stay in their department have been redeployed elsewhere across the Trust, either in a similar role or in a temporary new role which allows them to work as per the risk assessment recommendation.

In addition, any BAME staff over 55 years of age and working in an aerosol generating procedure (AGP) area and any non-BAME over 60 years of age in an AGP area are invited to have a detailed conversation with the Occupational Health Physician.

There is a right of appeal from the panel during which the Occupational Health Physician will review the case and make a final recommendation.

3. Since the NHS England guidance on Risk Assessments was issued during the Covid crisis, how many Risk Assessments have you carried out of your BAME staff?

100% of risk assessments for all staff have been offered and have either been carried out or been declined by staff members. Risk assessments are not mandatory and not all staff have wanted to complete one, but all staff have been offered one. In addition to the manager risk assessments, just under 1,000 panel assessments have taken place.

4. How many BAME staff (including locums/bank/agency) have been successfully redeployed since this Risk Assessments guidance was issued, as a direct result of it?

See response to Q2

5. How many complaints or reports of discrimination by BAME and non BAME staff (including locum/bank/agency) have been made regarding deployment since Covid hit i.e. start of March?

There have been zero formal grievances raised for racial discrimination regarding deployment since the start of March

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If you need any further assistance, please do not hesitate to contact us at the address above.

Yours sincerely,

Freedom of Information Co-ordinator
For and on behalf of Milton Keynes Hospital NHS Foundation Trust

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