

Request under Freedom of Information Act 2000

Thank you for your request for information which we received on Thursday 21st March 2024. I am pleased to confirm the following.

I would like information that would relate to the following points relating to Pathology specifically Microbiology for the previous 12 months.

Pertaining to vacancies in the department for the past 12 months.

What is the total number of vacancies that have been advertised.

The total number of vacancies advertised from 06/04/2023 to 13/03/2024 in Microbiology was 7 vacancies,

In regard to all vacancies what were the number of applications returned.

	Total Number of Applications
B8A – Lab Manager	7
B7 – Senior Biomedical Scientist	29
B6 – Specialist Biomedical Scientist	98
B5 – Biomedical Scientist	64
B4 – Associate Practitioner	117
B4 – Business Support Officer	32
B3 – Assistant Technical Officer	48
Total	395

On how many occasions were there no successful candidates leading to re-advertisement of the post.

6 occasions

What were the reasons why those who applied were not suitable.

They did not meet the essential requirements of the Job description and Person specification

Where an applicant(s) was offered a position but rejected the offer, what were the reasons for not accepting the position.

None of the successful candidates rejected the job offer.

Pertaining to staff turnover within the department for the past 12 months.

What is considered safe staffing levels within the Microbiology Department for all grades of staff.

These are our minimum staffing levels to provide an adequate laboratory service:

- Senior BMS staff (B7) – 3
- BMS Staff (B5 & B6) - 12
- AP staff (B4) - 11
- ATO Staff (B3) – 8

In the past 12 months have there been events where staffing levels have fallen below safe levels.

Where have fallen below minimum service levels these gaps have been covered the same day internally or through bank. There are no incidents on radar of staffing levels falling below minimum requirement.

Is there any expected increase in the supply of staff suitable for the post (e.g. new trainees).

No.

What is the turnover rates for all staff groups within Microbiology.

25% (based on a rolling 12 month period up to end march 2023)

What is the stability index for each staff group in Microbiology?

	Start	End	Remain	Index
Headcount	46	39	35	76.09%
Assignment Count	46	39	35	66.09%

46 Employees were in post at the start of the period, with 35 remaining at the end, meaning 76.09% of employees were retained.

Have all leavers over the past 12 months been offered an exit interview or what percentage of leavers have completed an exit interview.

50% of leavers have completed an exit interview,

What were common trends in the leaver’s interviews performed?

- Dissatisfaction with the lack of support
- A need for a more robust training structure
- Being short staffed
- Left due to promotion or education advancement.

Have all maternity leave gaps in local workforce been covered appropriately and according to policy.

There is no Trust policy on filling gaps due to maternity leave. Gaps have been filled as appropriate for the service.

What is the total number of locum staff used to cover vacancies and what is the approximate financial cost of this.

2

In year FY 23/24 cost is £56K

Has a Recruitment and Retention Premia been previously applied for.

No.

Does the Trust have a policy on RRP?

Agenda for change is applied and local guidelines and application form used.

In the following 12 months how often has the department run out of business-critical stock/reagents/consumables.

3

Where emergency delivery from neighboring trusts was required, what was the total cost of this?

As part of mutual aid across ICB, we incur no cost for returns as we return the same product upon delivery. There was no cost.

Please be advised that this information is provided in accordance with the Freedom of Information Act 2000 and is for your personal use. Any re-use of this information will be subject to copyright and the Re-Use of Public Sector Information Regulations (1st July 05) and authorisation from Milton Keynes Hospital NHS Foundation Trust will be required. In the event of any re-use, the information must be reproduced accurately and not used in a misleading manner.

If you are unhappy with the information received in response to this request, please address your complaint to the Patient Affairs Office at Milton Keynes Hospital NHS Foundation Trust, Standing Way, Eaglestone, Milton Keynes MK6 5LD. If, after exhausting our internal process, you are still unhappy with the information received, you may write to the Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

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

Any re-use of this information will be subject to the
'Re-use of Public Sector Information Regulations' and best practice.