

Our Ref: NG/RM/25002
Date: 27th January 2025

Nicola Griffiths
Deputy Director of Governance
North Staffordshire Combined Healthcare NHS Trust
Lawton House
Bellringer Road
Trentham
ST4 8HH

Reception: 0300 123 1535

Dear

Freedom of Information Act Request

I am writing in response to your e-mail of the 3rd January 2025. Your request has been processed using the Trust's procedures for the disclosure of information under the Freedom of Information Act (2000).

Requested information:

I am requesting the following information under the Freedom of Information Act:

1. Please list the different categories of mental health staff at the Trust (e.g. nurses, psychiatrists etc)
2. Please state the FTE number of staff in each category (as listed in response to question 1) as per the Trust's full staff establishment (i.e. the total FTE number of positions in each category if there were zero vacancies)
3. Please state the FTE number of staff in each category (as listed in response to question 1) that are currently working for the Trust on any basis (i.e. including all forms of direct and indirect arrangement in each category, in FTE terms)
4. Please state the FTE number of staff in each category (as listed in response to question 1) that are currently directly employed by the Trust (i.e. how many of the Trust's own staff are currently employed in each category, in FTE terms, therefore excluding agency, bank and locum staff)
5. Please state the FTE number of staff in each category (as listed in response to question 1) that are currently working for the Trust under arrangements other than direct employment by the Trust (i.e. how many agency, bank, locum etc staff are currently employed in each category, in FTE terms)

To give an example of how to interpret questions 1-5: let's say the Trust has a total of 12 FTE psychiatrist posts in its full establishment, of which it has filled 11.5 FTE posts. Of these 11.5 FTE posts, 7 FTE are directly employed by the trust, 1.5 FTE are bank, and 3 FTE are locum. In this scenario, when it comes to the staff category of psychiatrists, the Trust's response to question 2 would be 12 FTE, question 3 would be 11.5 FTE, question 4 would be 7 FTE, and question 5 would be 4.5 FTE.

6. Please list the different subcategories of mental health nursing staff at the Trust (e.g. CAMHS nurse, community mental health nurse)

7. Please state the FTE number of staff in each subcategory (as listed in response to question 6) as per the Trust's full staff establishment (i.e. the total FTE number of positions in each subcategory if there were zero vacancies)
8. Please state the FTE number of staff in each subcategory (as listed in response to question 6) that are currently working for the Trust on any basis (i.e. including all forms of direct and indirect arrangement in each subcategory, in FTE terms)
9. Please state the FTE number of staff in each subcategory (as listed in response to question 6) that are currently directly employed by the Trust (i.e. how many of the Trust's own staff are currently employed in each subcategory, in FTE terms, therefore excluding agency, bank and locum staff)
10. Please state the FTE number of staff in each subcategory (as listed in response to question 6) that are currently working for the Trust under arrangements other than direct employment by the Trust (i.e. how many agency, bank, locum etc staff are currently employed in each subcategory, in FTE terms)
11. Please list the different subcategories of psychiatrists at the Trust (e.g. general psychiatrist, old age psychiatrist, intellectual disability psychiatrist)
12. Please state the FTE number of staff in each subcategory (as listed in response to question 11) as per the Trust's full staff establishment (i.e. the total FTE number of positions in each subcategory if there were zero vacancies)
13. Please state the FTE number of staff in each subcategory (as listed in response to question 11) that are currently working for the Trust on any basis (i.e. including all forms of direct and indirect arrangement in each subcategory, in FTE terms)
14. Please state the FTE number of staff in each subcategory (as listed in response to question 11) that are currently directly employed by the Trust (i.e. how many of the Trust's own staff are currently employed in each subcategory, in FTE terms, therefore excluding agency, bank and locum staff)
15. Please state the FTE number of staff in each subcategory (as listed in response to question 11) that are currently working for the Trust under arrangements other than direct employment by the Trust (i.e. how many agency, bank, locum etc staff are currently employed in each subcategory, in FTE terms)
16. Please list the different subcategories of psychologists and psychotherapists at the Trust (e.g. counselling psychologist, child and adolescent psychotherapist, health psychologist)
17. Please state the FTE number of staff in each subcategory (as listed in response to question 16) as per the Trust's full staff establishment (i.e. the total FTE number of positions in each subcategory if there were zero vacancies)
18. Please state the FTE number of staff in each subcategory (as listed in response to question 16) that are currently working for the Trust on any basis (i.e. including all forms of direct and indirect arrangement in each subcategory, in FTE terms)
19. Please state the FTE number of staff in each subcategory (as listed in response to question 16) that are currently directly employed by the Trust (i.e. how many of the Trust's own staff are currently employed in each subcategory, in FTE terms, therefore excluding agency, bank and locum staff)
20. Please state the FTE number of staff in each subcategory (as listed in response to question 16) that are currently working for the Trust under arrangements other than

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Chief Executive: Dr Buki Adeyemo

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direct employment by the Trust (i.e. how many agency, bank, locum etc staff are currently employed in each subcategory, in FTE terms)

21. Please list the different subcategories of therapists at the Trust whose roles relate to mental health and/or learning disabilities (e.g. speech and language therapist, occupational therapist, music therapist), excluding those therapists already covered in questions 16-20
22. Please state the FTE number of staff in each subcategory (as listed in response to question 21) as per the Trust's full staff establishment (i.e. the total FTE number of positions in each subcategory if there were zero vacancies)
23. Please state the FTE number of staff in each subcategory (as listed in response to question 21) that are currently working for the Trust on any basis (i.e. including all forms of direct and indirect arrangement in each subcategory, in FTE terms)
24. Please state the FTE number of staff in each subcategory (as listed in response to question 21) that are currently directly employed by the Trust (i.e. how many of the Trust's own staff are currently employed in each subcategory, in FTE terms, therefore excluding agency, bank and locum staff)
25. Please state the FTE number of staff in each subcategory (as listed in response to question 21) that are currently working for the Trust under arrangements other than direct employment by the Trust (i.e. how many agency, bank, locum etc staff are currently employed in each subcategory, in FTE terms)

Please see Appendix 1 attached.

Please note all Temporary staffing work for the Trust with no FTE contracted. The figures provided in the appendix attached relate to the FTE that was worked in Dec-2024 only and this has been used so that any temporary staffing analysis can be carried out by the requester.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review of the management of your request. 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: Dr Buki Adeyemo, Chief Executive, North Staffordshire Combined Healthcare Trust, Trust Headquarters, Lawton House, Bellringer Road, Trentham, ST4 8HH. 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.

Yours sincerely



Nicola Griffiths
Deputy Director of Governance

NG.RM.25002

Q1-4

Categories of Mental Health Staff	Sum of Establishment	Sum of FTE Worked	Employed by the Trust
Additional Clinical Support	470.07	525.03	450.45
Admin and Estates	354.83	337.34	334.28
GPs	11.35	11.64	0.41
Other Therapists	81.12	67.79	65.57
Pharmacist and Pharmacy Techs	12.99	12.19	12.19
Psychiatry	79.91	76.51	70.87
Psychologists and Psychological Therapists	193.2	168.43	168.29
Registered Nursing	613.14	560.03	532.76
Senior Management	67.79	63.85	63.85
Social Workers	59.85	50.53	50.15
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Q5

Mental Health Staff working under arrangements other than direct employment by the Trust	
Additional Clinical Support	74.58
Admin and Estates	3.06
GPs	11.23
Other Therapists	2.22
Psychiatry	5.64
Psychologists and Psychological Therapists	0.14
Registered Nursing	27.27
Social Workers	0.38
Grand Total	124.52

Q6-9

Sub roles	Sum of Establishment	Sum of FTE Worked	Employed by the Trust
CAMHS Nurse	30.17	30.99	30.85
Corporate role	10.4	10.4	10.4
LD Nurse	51.76	45.21	44.14
MH Nurse	468.94	430.67	405.78
Practice Nurse/ ANP	51.87	42.76	41.59
Grand Total	613.14	560.03	532.76

Q10

Subcategories of Mental Health nursing staff working under arrangements other than direct employment by the Trust	
CAMHS Nurse	0.14
LD Nurse	1.07
MH Nurse	24.89
Practice Nurse/ ANP	1.17
Grand Total	27.27

Q11-14

Subcategories of Psychiatrists	Sum of Establishment	Sum of FTE Worked	Employed by the Trust
CAMHS Psychiatry	8.7	7.34	5.9
Corporate role	0.85	0.6	0.6

General Psychiatry	30.66	19.82	15.62
LD Psychiatry	2.9	1.8	1.8
Old Age Psychiatry	4.9	4.5	4.5
Resident Doctors	31.9	42.45	42.45
Grand Total	79.91	76.51	70.87

Q15

Subcategories of Psychiatrists working for the Trust under arrangements other than direct employment by the Trust	
CAMHS Psychiatry	1.44
General Psychiatry	4.2
Grand Total	5.64

Q16-19

Different subcategories of psychologists and psychotherapists at the Trust	Sum of Establishment	Sum of FTE Worked	Employed by the Trust
Clinical Psychologist	46.41	42.09	42.09
Clinical Psychologist - CAMHS	13.35	11.62	11.48
Clinical Psychologist - LD	0.93	0.93	0.93
Clinical Psychologist- LD	4.23		2
Counselling Psychologist	1	0.58	0.58
IAPT Psychological Therapist	88.02	76.89	76.89
Parent and Play Therapist	3.6	3.6	3.6
Psychological Therapist	19.71	17.8	17.8
Psychological Therapist - LD	0	0.4	0.4
Psychological Therapist CAMHS	13.65	12.02	12.02
Systemic Family Therapist	2.3	0.5	0.5
Grand Total	193.2	168.43	168.29

Q20

Subcategories of psychologists and psychotherapists working for the Trust under arrangements other than direct employment by the	
Clinical Psychologist - CAMHS	0.14
Grand Total	0.14

Q21-24

Subcategories of Therapists	Sum of Establishment	Sum of FTE Worked	Employed by the Trust
Art therapy	0.6	0.3	0.3
Dietician	3.6	2.6	2.6
Occupation Therapy	62.83	51.51	49.29
Paramedic	1	2.06	2.06
Physiotherapy	8.49	8.32	8.32
S&L Therapist	4.6	3	3
Grand Total	81.12	67.79	65.57

Q25

Subcategories of Therapists working for the Trust under arrangements other than direct employment by the Trust	
Occupation Therapy	2.22
Grand Total	2.22