

FOI Request Response information

FOI request reference:	2016/114
Date request received:	06/05/2016
Date request responded to:	17/06/2016
Category:	Workforce
Tags:	CAMHS, psychiatrists, psychologists

Request Detail:

Info re CAMHS workforce

For your CAMHS services I would like the following information. Please could I have this information for any tiers of CAMHS service you provide, broken down where possible by tier.

1. The vacancy rate (as a number and as a percentage of FTE posts) for each of the last five financial years for the following roles:

a. Consultant psychiatrists

(Including and where possible broken down into: consultants, specialty doctors, staff doctors, associate specialist)

b. Trainee psychiatrists

(including and where possible broken down by core trainees, higher trainees)

c. Psychologists

(including and where possible broken down by Assistant psychologists, trainee psychologists, qualified psychologists)

d. Nurses

e. Social workers

f. Psychotherapists

g. Other therapists (including OTs, Physiotherapists etc)

h. Youth workers

i. Other

2. Your total expenditure in each of the last five financial years on temporary staffing through agencies or locums

3. When you last advertised for the following roles, how many applicants did you receive per post?

- a. Consultant psychiatrists
- b. Trainee psychiatrists
- c. Psychologists
- d. Nurses
- e. Social workers
- f. Psychotherapists
- g. Other therapists (including OTs, Physiotherapists etc)
- h. Youth workers
- i. Other

In addition please could you answer the following questions?

1. Have you experienced difficulties in recruiting staff over the last year? Which roles were particularly difficult to recruit for?
2. Have you had to advertise for posts more than once? Which posts did this relate to?
3. Have you been unable to recruit staff necessary to reduce waiting times in your service but do not have the budget to do so?
4. Do you have any further comments on staff recruitment issues?

Response Detail:

The Trust response to your recent FOI request is as follows:

- Q1 Vacancy rates for 15/16 please see attached pdf document. The Trust is only able to provide data for 2015/2016. The data for the other time frames that you have requested is not currently easily accessible or available to meet your request. It would require further work to provide this data and this exceeds the acceptable time limit for meeting the request. However if you still require data for the other timeframes we will advise a cost for this.

- Q2

CAMHS Services	2011/12	2012/13	2013/14	2014/15	2015/16
Total Agency & Locum Spend	32,668	215,186	364,545	416,079	503,933

- Q3

Job Title	Applications	Last advertised
Consultant Child Psychiatrist in CAMHS	0	12/02/2016
Senior Clinical Psychologist	20	08/03/2016
Psychologist - B8c	12	09/09/2015
Highly Specialist Psychological Therapist	1	23/06/2015
Clinical Psychologist	51	18/04/2016
Consultant Clinical Psychologist	19	21/01/2016
Youth Health Nurse	5	12/11/2015
Ward Manager Nurse	1	14/07/2015
Staff Nurse	15	15/12/2015
Highly Specialist ADHD Nurse	4	07/04/2016
Community Staff Nurse	191	12/04/2016
Community Learning Disability Nurse	15	27/10/2015
CAMHS Mental Health Nurse -B5	7	01/12/2015

Additional questions:

1. Have you experienced difficulties in recruiting staff over the last year?
Which roles were particularly difficult to recruit for?

Yes struggle to recruit the following staff groups:

- Medics
- Psychologist
- Therapist
- Dietetics

- e. Mental Health Nurses
- f. Social workers

Also some geographies are generally harder to recruit to such as: Fylde and Wyre, North Lancashire and West Lancashire

2. Have you had to advertise for posts more than once? Which posts did this relate to?

Yes all of the above posts we have had to advertise for more than one. This has also been supported by advertising (such as BMA) and additional recruitment campaigns. When the organisation has looked for agency cover for the posts highlighted above this has also been problematic

3. Have you been unable to recruit staff necessary to reduce waiting times in your service but do not have the budget to do so?

Yes – this is especially evident in our psychology service. Also available CAMHs transformation monies at times have been delayed in spending due to ability to recruit.

4. Do you have any further comments on staff recruitment issues?

No

Please click on the paperclip symbol, on the left hand toolbar, to see additional attachments.