

29 March 2023

Information Rights & Compliance Team  
99 Waverley Road  
St Albans  
Hertfordshire  
AL3 5TL

Tel: 01727 804954  
Email: [Hpkt.foi@nhs.net](mailto:Hpkt.foi@nhs.net)

Our Ref: FOI/04581

Thank you for your request concerning staffing and shifts.

Your request has been considered and processed in accordance with the requirements of the Freedom of Information (FOI) Act 2000.

- 1. A list of the total number of shifts in your mental health psychiatric wards that were completely unfilled by 7pm, from January 2015 to December 2022, broken down by date.**

We are unable to provide you with the number of shifts in our mental health psychiatric wards that were unfilled by 7pm as this information is not recorded in a reportable manner<sup>1</sup>.

In order to provide this information would involve going through every single rota for every mental health inpatient ward for the past 7 years. At a conservative estimate of 10 mins per daily rota, this would equate to a minimum of 6,813.33 hours work (2,555 days at 16 wards @ 10 minutes per rota = 6,813.33 hours x £25ph = £170,333). Therefore we have applied exemption S12 - Cost of compliance exceeds the appropriate limit.

- 2. A list of the total number of shifts in mental health psychiatric wards that were filled by banked or agency staff, from January 2015 to December 2022, broken down by date.**

Please see explanation given under question 1. Again, this information is not recorded in a reportable manner and would involve us manually scrutinising each rota for bank or agency staff.

- 3. A list of the total number of staff redundancies in mental health psychiatric wards from January 2015 to December 2022, broken down by date.**

Due to the small numbers of redundancies in our mental health psychiatric wards from January 2015 to December 2022 we have applied Exemption Section 40(2). This is because entries of 5 or less are considered sufficiently small enough to be potentially identifiable data. On this information is exempt from the duty to publish<sup>2</sup>.

Should you require further clarification or like to discuss payment, please do not hesitate to contact me.

Please find enclosed an information sheet regarding copyright protection and the Trust's complaints procedure in the event that you are not satisfied with the response.

<sup>1</sup> Section 12 - Cost of compliance exceeds the appropriate limit

<sup>2</sup> Section 40(2) - Personal Data has been applied. This is because by releasing this information could identify individual(s) and constitute a breach of the Data Protection Act (2018).

Yours sincerely

*Sue Smith*

**Sue Smith  
Information Rights Officer**

Enc: Copyright Protection and Complaints Procedure Information Leaflet.

If you would like to complete a short survey in relation to your Freedom of Information request please scan the QR code below or click [here](#).

