

24 May 2023

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

Tel: 01727 804227
Email: Hpft.foi@nhs.net

Our Ref: FOI/04680

Thank you for your request concerning Consultant Workforce Information.

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

I am writing to you under the Freedom of Information Act 2000 to request the following workforce information for your Trust for each of the following pay years: 2018/19, 2019/20, 2020/21, 2021/22 and 2022/23:

1. **The consultant workforce expressed in headcount (average of the monthly totals during each year).**
2. **The consultant workforce expressed in whole time or full time equivalent (WTE/FTE), where WTE/FTE reflects all programmed activities undertaken by consultants, including additional programmed activities (average of the monthly totals during each year). By programmed activities, we mean the unit used by hospitals to plan consultant work.**
 - a. **For avoidance of doubt, this is different to the FTE figure routinely published in the NHS Digital NHS Workforce Statistics (<https://digital.nhs.uk/data-and-information/publications/statistical/nhs-workforce-statistics>), where individual consultants contributing to that figure can only take up to a value of 1 FTE, even where they are working more than full-time.**
3. **The total number of all programmed activities (PAs) performed by consultants during each of the stated years.**
4. **The total number of additional programmed activities (APA's) performed by consultants during each of the stated years. By additional programmed activities, we mean programmed activities that are additional to those in consultant main contracts (i.e. those above programmed activities above 10 per week, in the case of a full-time consultant).**
5. **Total number of programmed activities (PAs) and/or hours of extra contractual work (i.e. excluding APAs, e.g. waiting list initiative activity, additional sessions outside the job plan, etc) performed by consultants during each of the stated years.**
6. **The total number of programmed activities (PAs) performed by consultants during a.) weekends, b.) weekday evenings, c.) weekday nights, and d.) weekday days during each of the stated years.**
 - a. **For avoidance of doubt, we mean:**
 - weekends: any time on a Saturday or a Sunday**
 - weekday evenings: 7 pm to 11 pm Monday to Friday**
 - weekday nights: 11 pm to 7 am Monday to Friday**



weekday days: 7 am to 7 pm Monday to Friday

7. The number of consultant vacancies in the Trust expressed in whole time or full time equivalent (WTE/FTE) at the beginning of each of the stated years.

Where it is not possible to provide this information going all the way back to December 2018, please provide the data as far back as is possible.

This information is already in the public domain¹. Please follow this [link](#) to a previously published response. (FOI 4479)

Should you require further clarification, 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.

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](#).



¹ Section 21 – Information is available through other means