| **CATEGORY & QUESTION****(Categories are A-Z)** | **ANSWER** |
| --- | --- |
| AGENCIESProcurement process for agencies to become approved suppliers for the Trust. This includes any application procedures, evaluation criteria, and timelines. | In the event the Trust requires more suppliers on its Preferred Supplier List (PSL), the Trust will approach agencies listed on the Workforce Alliance RM6281 framework for clinical workers. |
| AGENCIESOnboarding Process: Information on the onboarding process for new agencies, and how they become a supplier to the Trust. | Following agreement to supply, agencies sign a call off contract and complete a new supplier form for set up on Trust booking and payment systems. |
| AGENCIES – ON FRAMEWORK*Nursing and Midwifery (PSL)*  | All nursing and midwifery agencies are supplied under framework RM6281. The list below is correct as of April 2025. Note that this document’s list will be updated bi-annually from date of publication. Any requests for an up to date list at any time before the update is due will be exempted under Section 22 – Intended for future publication. Athona LimitedCare Providers Recruitment LimitedCromwell Medical Staffing LimitedDaytime Healthcare Recruitment LimitedFirstpoint Healthcare LimitedGlobe Locums LimitedHanson GreyIMSMedacs Healthcare LimitedMedicspro LtdPertemps Medical LimitedPulse Healthcare Limited (Nursing) Total Assist Recruitment LimitedTrust NurseUrgent Staffing LimitedYour World Nursing Limited |
| AGENCIES – ON FRAMEWORK*Doctors / Medical and Dental staff (PSL)*  | The list below is correct as of April 2025. Note that this list will be updated bi-annually from date of publication. Any requests for an up to date list at any time before the update is due will be exempted under Section 22 – Intended for future publication. Athona LimitedDay WebsterHolt Medical Recruitment LimitedId Medical Group LimitedLocum People LtdMedacs Healthcare LimitedMedechoMedilink Consulting LtdNational Locums LtdNc Healthcare LtdPertemps Medical LimitedPromedicalPulse - Doctors (Accident & Emergency Agency Limited)Rig Locums LimitedTxm Healthcare LimitedUnite Medical Limited |
| AGENCIES – ON FRAMEWORK*AHP’s (PSL)*  | The list below is correct as of April 2025. Note that this list will be updated bi-annually from date of publication. Any requests for an up to date list at any time before the update is due will be exempted under Section 22 – Intended for future publication. Day WebsterGlobe Locums LimitedHunter Gatherer Ahp Resourcing LimitedMedicspro LtdPulse - AHP (Maxxima Limited)Rig Medical Recruit LimitedSanctuary PersonnelSet Healthcare LtdThe Placement Group (TPG) Your Nurse LimitedYour World Recruitment Limited |
| AGENCIES – ON FRAMEWORK*When is your PSL up for renewal?* | Our Preferred Supplier List (PSL) is reviewed quarterly. This is a new process started in October 2024. The lists of agencies on this document will be updated bi-annually from date of publication. Any requests for an up to date list at any time before the update is due will be exempted under Section 22 – Intended for future publication.  |
| AGENCIES – PROCUREMENT ROUTE  | Framework Workforce Alliance RM6281. Please see [Clinical and Healthcare Staffing - NHS Workforce Alliance](https://www.workforcealliance.nhs.uk/frameworks/clinical-and-healthcare-staffing/)Used for supply of temporary clinical workers, inc:* Medics (all grades and specialties)
* Registered Allied Health Professionals (AHP); Professional, Scientific & Technical; Healthcare Scientists
* Registered Nursing and Midwifery workers

The Trust does not currently engage non-medical/non-clinical workers via agency |
| AGENCIES ON PSL*Monitoring* | Agencies are monitored on a quarterly basis under the following criteria:* Number of shifts filled
* Compliance with the King’s Agency Rate Card
* Complaints resolved within 10 days of receipt
* No ghost bookings
* No direct contact with ward managers/department heads
 |
| AGENCY USAGE PLAN  | Continuation of existing plan, which includes:* Reducing agency use by filling vacancies
* Redeploying staff to cover areas/shifts that are short
* Ensure that if the Trust use agency, they are supplied below NHSE capped rates and via DE (where applicable)
 |
| AGENCY USAGE - BUDGET | There is no allocated budget for agency or bank staff.  |
| BANK STAFF*In-house or outsourced?* | In-house since September 2022 |
| BANK STAFF*Staff groups sourced?* | Medical and DentalNursing and Midwifery – registered and unregisteredAllied Health Professionals – registered and unregisteredProfessional, Scientific & Technical – registered and unregisteredHealthcare Scientists Admin and Clerical Estates and Ancillary |
| BANK STAFF*Digital technology/software to manage staff bank?* | Yes Patchwork for Medical and Dental workersAllocate Bank Staff for all other staff groups |
| BANK STAFF *Digital technology/software to manage staff bank – contract start and end dates* | Allocate – 31/05/2022 to 30/05/2025Patchwork – 07/08/22 to 21/08/2026 |
| DIRECT ENGAGEMENT *Percentage of direct engagement achieved*  | As of April 2025, we have 100% DE Compliance across the Trust. This figure will be updated on the next update of this document (6 or 12 months from date of publication). Any requests for an up to date list at any time before the update is due will be exempted under Section 22 – Intended for future publication.  |
| DIRECT-ENGAGEMENT *Does the organisation use a third party to provide a Direct Engagement/Outsourced Employment Solution? (This is where the NHS organisation sources agency staff via a recruitment agency but hold a direct contract between the organisation and the worker - there is often VAT savings associated to this employment model)*  | YES |
| DIRECT-ENGAGEMENT *Provider* | DE Provider is Staff Direct/Allocate |
| DIRECT-ENGAGEMENT *Staff Groups sourced & managed* | Medics & Dentists; Non-Medical Non-Clinical (NMNC); Allied Health Professionals (AHP); Professional, Scientific & Technical; Healthcare Scientists  |
| DIRECT-ENGAGEMENT PROVIDER*Contract start and end date* | 24/7 Time. Contract start date 01/03/23. Contract end date: 28/02/26  |
| FRAMEWORK  | NHS Workforce Alliance RM6281Please see [Clinical and Healthcare Staffing - NHS Workforce Alliance](https://www.workforcealliance.nhs.uk/frameworks/clinical-and-healthcare-staffing/) |
| INTERNATIONAL RECRUITMENT*General Information* | The Trust uses King’s Commercial Services, a solely owned subsidiary of King’s, for its recruitment of international nurses. ***Paused however in April 2024.*** There is no framework used. The Trust is part of the Capital AHP/Midwife project for the recruitment of midwives and Allied Health Professionals. CapitalAHP is jointly led by Health Education England (HEE) and NHS England and NHS Improvement (NHSE/I).CapitalAHP will be able to provide details of the assigned agencies. More information regarding the project is available at the following link: [CapitalAHP | NHS England | Workforce, training and education (hee.nhs.uk)](https://www.hee.nhs.uk/our-work/capitalahp) |
| INTERNATIONAL RECRUITMENT*Numbers of staff employed* | Please note: Records are only recorded for those individuals recruited as part of managed campaigns; other staff may be recruited as part of a normal recruitment episode which is not centrally logged.

|  |  |  |  |
| --- | --- | --- | --- |
|  | 2023-24 | 2024-2025 | 2025-26 |
| Nurses | 247 | No international recruitment this year | No international recruitment this year  |
| AHP’s  | 35 OPD's/OT's and a Radiographer |

 |
| INTERNATIONAL RECRUITMENT*Doctors*  | The Trust do not conduct international recruitment campaigns for doctors. |
| KING’S STAFFING CONTACTS | Please note – we do not give out **ANY** staff names, email addresses, phone numbers for staff whose roles are in bank, agency, temporary, permanent or any other category or department of staffing. Any request requiring such information will be directed here:The names of staff in senior or public facing roles are available on the Trust’s website at the following links: [Corporate Structure](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.kch.nhs.uk%2Fdocument%2Fcorporate-structure%2F&data=05%7C01%7Ccaroline.perry3%40nhs.net%7Cc2b2a147c610428bc9f408db5535428d%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638197459447848328%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=7zCoCwOIRnNWSz%2Bxxf5HhrBdSKQxvhEowlwW5QisK1I%3D&reserved=0)[Services A - Z](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.kch.nhs.uk%2Fservices%2F&data=05%7C01%7Ccaroline.perry3%40nhs.net%7Cc2b2a147c610428bc9f408db5535428d%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638197459447848328%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=80E6dS3V%2Fv%2FW%2F0AimXyIars2ObWYT7P67Iyed6B2OJI%3D&reserved=0)It is Trust policy to not give out other staff names, personal email addresses and contact details.  This policy helps protect Trust staff from unsolicited emails and correspondence not directly related to their role and the work they are doing. You can of course call the main Trust switchboard on 020 3299 9000.  |
| MASTER VENDOR, NEUTRAL VENDOR*Name of 3rd party agency management* | Not applicable. All staff groups are engaged by an in-house team |
| OFF-PAYROLL WORKING (IR35)*What is the grade & speciality of all locums paid outside IR35?* | The Trust does not routinely record the information you have requested in a way that enables us to easily provide the required information.  We calculate that to identify, extract and collate the information you have requested from underlying records would take more than the cost and time limit of £450/18 hours set out in the fees regulations to the Act.  Accordingly, we are withholding this information as permitted by Section 12 of the Act. If you would like more information on this exemption, please contact the FOI Office or see [ICO.org.uk/FOI/...](https://ico.org.uk/for-organisations/guide-to-freedom-of-information/refusing-a-request/) |
| ROSTERING*Does your Trust use an E-Rostering provider?* | Yes, predominately RLDatix for Nursing and HCA’s, Scientific, Therapeutic & Technical Staff including AHPs and HSS, Admin and Clerical. With the following applications: Absence – Trust wide all staff groups - including unpaid absence. Time and Attendance - almost all AfC clinicians across all staff groups, pockets of admin and clerical, most medical clinicians (resident doctors and consultants). All overtime, on call, bank and agency.Exceptions being pockets of specialist medical areas which use different systems for scheduling, such as Rotamap in Emergency Care and CLWRota for Anaesthetics.Medical bank shifts are requested, and bookings are seen/reported on, in RLDatix but managed by Patchwork Bank through an interface where workers select their bank shifts. |
| ROSTERING *E-Rostering provider contract start and finish dates* | The ‘allocate software (RLDatix) to supply HealthRoster Optima, Medic on Duty, Activity Manager’ contract started on 31/05/2025 and ends on 30/05/2027 The supplier is SOFTCAT PLC.Rotamap Limited, the contract for ‘CLW Rota management service for anaesthetics’ started on 01/08/2024 and expires on 31/07/2026.   |
| ROSTERING*Framework to procure rostering supplier/ suppliers* | Rotamap Limited, the contract for ‘CLWRota management service for anaesthetics’ was procured via the CCS G-Cloud 13 framework agreement.The allocate software (RLDatix) to supply HealthRoster Optima, Medic on Duty, Activity Manager’ The supplier is SOFTCAT PLC. It was procured under the HealthTrust Europe LLP Framework Agreement |
| ROSTERING *Software costs* | The Trust does hold the information you have requested but considers that release of this information falls within the exemption provided by Section 43 (2) of the Act, on the basis that the information is commercially sensitive and would be likely to prejudice the commercial interest of various parties. |
| ROSTERING *E-Rostering provider – how many licenses*  | The Trust does hold the information you have requested but considers that release of this information falls within the exemption provided by Section 43 (2) of the Act, on the basis that the information is commercially sensitive and would be likely to prejudice the commercial interest of various parties. |
| ROSTERING – SELF-ROSTERING*Does your organisation use self-rostering?* | Yes |
| ROSTERING – SELF-ROSTERING*staffing groups where self- rostering is currently being used* | Formally in some nursing areas, informally elsewhere. |
| ROSTERING – SELF-ROSTERING*Are manual or technology-based mechanisms used to facilitate self-rostering* | Technology |
| VENDOR MANAGEMENT SYSTEM *Does the Trust use a third-party Vendor Management System for the supply of agency staff* | YES, for all staff groups  |
| VENDOR MANAGEMENT SYSTEM Who supplies your Vendor Management System?  | Patchwork:Medical and Dental Allocate:Nursing and Midwifery – registered and unregisteredAllied Health Professionals – registered and unregisteredProfessional, Scientific & Technical – registered and unregisteredHealthcare Scientists Admin and Clerical Estates and Ancillary |
| VENDOR MANAGEMENT SYSTEM *Please provide the contract start and end date for this provider (dd/mm/yy)*  | Allocate – 31/05/2025 to 30/05/2027Patchwork – 07/08/24 to 21/08/2027 |