



40/42 Friars Walk  
Lewes  
East Sussex  
BN7 2XW

[foi@secamb.nhs.uk](mailto:foi@secamb.nhs.uk)

15th November 2016

Email:

Dear

I am writing in response to your enquiry under the Freedom of Information Act 2000 (FOIA) reference FOI/16/10/34.

You requested the following information:

**1. A breakdown of the Trusts clinical workforce by grade in 2015/16?**

Please see the table below which shows the breakdown of the Trusts clinical workforce by grade as at 31<sup>st</sup> March 2016.

South East Coast Ambulance NHS FT	Clinical Workforce by Grade 2015/16	People Headcount
	Band 2	105
	Band 3	513
	Band 4	614
	Band 5	749
	Band 6	433
	Band 7	30
	Band 8	12
	Others	12
	Total	2,468

**2. Number of leavers from the Trust by grade in 2015/16?**

Please see the table below which shows the number of leavers from the Trust by grade during 2015/2016.

South East Coast Ambulance NHS FT	Leavers by Grade 2015/16	People Headcount
	Band 2	112

	Band 3	272
	Band 4	102
	Band 5	91
	Band 6	68
	Band 7	13
	Band 8	18
	Others	17
Grand Total		693

### 3. If you conducted exit interviews please confirm the most common reasons for leaving?

From looking at exit interviews for the period from 23<sup>rd</sup> September 2015 to 1<sup>st</sup> November 2016 the five most common reasons for leaving are as follows:

Work/ life balance  
 Health/ well being  
 Career change  
 Morale and general atmosphere  
 Hours of work

### 4. Number of joiners into the Trust by grade in 2015/16?

Please see the table below which shows the number of joiners into the Trust in 2015/2016.

#### Number of Joiners into the Trust by Grade in 2015/16

South East Coast Ambulance NHS FT	Joiners by Grade 2015/16	People Headcount
	Band 2	80
	Band 3	226
	Band 4	14
	Band 5	140
	Band 6	28
	Band 7	5
	Band 8	6
	Others	4
Grand Total		503

### 5. How much did the Trust spend on recruitment incentives (e.g. 'golden hello') in 2015/16?

We do not have a 'Golden Hello' or recruitment incentives.

### 6. Number of international recruits in 2015/16 by grade and from which country?

A total of 20 paramedics on Band 5 were recruited from Australia during 2015/2016.

## **7. Current workforce shortfalls by grade?**

Please see the table below which shows this information based on whole time equivalent.

<b>Grade</b>	<b>Shortfalls (WTE)</b>
Band 2	49.81
Band 3	26.35
Band 4	0.00
Band 5	149.25
Band 6	121.51
Band 7	10.05
Band 8 and above	10.73

I hope you find this information helpful.

If, for whatever reason you are unhappy with our response, you are entitled to pursue any dissatisfaction through South East Coast Ambulance NHS Foundation Trust's (SECamb) Internal Review Procedure at:

South East Coast Ambulance Service NHS Foundation Trust  
40-42 Friars Walk  
Lewes  
East Sussex  
BN7 2XW  
Email: [complaints@secamb.nhs.uk](mailto:complaints@secamb.nhs.uk)

Should you remain unhappy with the outcome of any such internal review, you may request a decision from the Information Commissioner at:

The Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

If I can be of further assistance to you, please do not hesitate to contact me, quoting the above reference number.

Yours sincerely

Freedom of Information Coordinator  
South East Coast Ambulance Service NHS Foundation Trust