

FOI 0353 2024 Response

1. Staff Count: Could you please provide the current total number of staff employed by the trust? (please could this be broken down by each year from 2019 to 2024)

The headcount was 4826 at 31 Oct 24.

	Mar-19	Mar-20	Mar-21	Mar-22	Mar-23	Mar-24
Headcount	3954	3956	4155	4209	4315	4636
WTE	3664.97	3657.17	3859.74	3898.34	3984.69	4295.90

	Dec-19	Dec-20	Dec-21	Dec-22	Dec-23	Nov-24
Headcount	3890	4064	4170	4242	4545	4858
WTE	3613.67	3773.09	3860.10	3911.52	4204.40	4498.90

2. Remote/Hybrid Workers: How many staff members are currently designated as remote or hybrid workers? (please could this be broken down by each year from 2019 to 2024)

Please note that we are unable to confirm the number of staff members currently remote or hybrid working.

This is because we do not require managers to record if their team are fully remote, hybrid or on-site.

The requested information is therefore not readily recorded.

3. How many days per week are hybrid employees allowed to work from home?

Not recorded – Please note this is dependent on needs of employee and service.

4. Remote Working Policy: I would appreciate it if you could share a copy of the remote working policy implemented within the organisation.

Please find attached Agile Working Policy and note that a Section 40 exemption of the Freedom of Information Act 2000 has been applied.

This therefore means that staff members names have been redacted as we do not routinely release staff members personal information.

5. How long has this been the policy and has it changed since the pandemic?

The attached policy was launched in February 2023, prior to this the Trust followed national and regional guidelines on remote working. Please note that this changed throughout the course of the pandemic.

6. Monitoring Work Hours: How do you ensure that remote or hybrid workers fulfil their full contractual hours?

We do not routinely use technology to monitor the working hours of our remote or hybrid staff.

Our approach is based on trust and accountability, where employees are expected to manage their working hours in line with their contractual obligations and to agree on their work patterns with their managers.

While we do have access to ICT records, if necessary, we use these only in exceptional cases and do not monitor staff activity as a matter of routine.

In addition to this, Managers engage regularly with their team members to discuss work progress and wellbeing, ensuring that staff are supported to fulfil their roles effectively, whether working remotely or in a hybrid format. This approach aligns with our commitment to a positive, trust-based working environment.

7. Laptop Purchases in 2024: In the year 2024 so far, how many new laptops have been procured specifically for remote or hybrid working?

We do not record the reason why laptops have been purchased and we are therefore unable to identify the number of devices purchased specifically for remote or hybrid working.

8. Cost of Laptop Purchases: What has been the total cost associated with the procurement of these laptops in 2024 so far?

Please refer to the response provided for Q7.