



Kent and Medway

NHS and Social Care Partnership Trust

Information Governance & Records Management Department

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Dear [REDACTED]

Request for Information

I write further to your request FOI ID 35366 under the Freedom of Information Act 2000 regarding:-

Doctors & Nurse Staff Figures

Your request is set out below:

- The number of nurses employed in your trust for every calendar year since 2016

| Year | Average Headcount |
|------|-------------------|
| 2016 | 867 |
| 2017 | 870 |
| 2018 | 879 |
| 2019 | 881 |
| 2020 | 903 |
| 2021 | 932 |
| 2022 | 936 |

- The number of nurses hired into your trust for every calendar year since 2016

| Year | Hires |
|------|-------|
| 2016 | 72 |
| 2017 | 116 |
| 2018 | 93 |
| 2019 | 100 |
| 2020 | 116 |
| 2021 | 141 |
| 2022 | 104 |

We are proud to be smoke free

Trust Chair – Dr Jackie Craissati
Chief Executive – Helen Greatorex

- The number of nurses who left their jobs at your trust for every calendar year since 2016

| Year | Leavers |
|-------------|----------------|
| 2016 | 119 |
| 2017 | 121 |
| 2018 | 120 |
| 2019 | 132 |
| 2020 | 114 |
| 2021 | 129 |
| 2022 | 153 |

- The number of nurses who left their jobs at your trust against their own will (i.e. were fired, made redundant or asked to resign) for every calendar year since 2016

| Year | 2016 | 2017 | 2018 | 2019 | 2020 | 2022 |
|--------------|--------------|-------------|--------------|--------------|--------------|--------------|
| Total | Fewer than 5 | 6 | Fewer than 5 | Fewer than 5 | Fewer than 5 | Fewer than 5 |

- The number of doctors employed in your trust for every calendar year since 2016

| Year | Average Headcount |
|-------------|--------------------------|
| 2016 | 166 |
| 2017 | 161 |
| 2018 | 159 |
| 2019 | 164 |
| 2020 | 170 |
| 2021 | 183 |
| 2022 | 186 |

- The number of doctors hired into your trust for every year calendar since 2016

| Year | Hires |
|-------------|--------------|
| 2016 | 21 |
| 2017 | 20 |
| 2018 | 24 |
| 2019 | 27 |
| 2020 | 31 |
| 2021 | 29 |
| 2022 | 34 |

- The number of doctors who left their jobs at your trust for every calendar year since 2016

| Year | Leavers |
|------|---------|
| 2016 | 24 |
| 2017 | 27 |
| 2018 | 25 |
| 2019 | 27 |
| 2020 | 17 |
| 2021 | 32 |
| 2022 | 22 |

- The number of doctors who left their jobs at your trust against their own will (i.e. were fired, made redundant or asked to resign for every calendar year since 2016

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At Kent and Medway NHS and Social Care Partnership Trust (KMPT) we are facing the same challenges as many other mental health trusts in the country with regards to the supply and retention of nurses and doctors. We have in place a robust recruitment and retention strategy which aims to address supply shortages largely through growing our own (we are proud, for example that we currently have over 40 of our own staff undertaking the Registered Nurse Degree Apprenticeship) and to address key reasons staff leave us (for greater work-life balance and career or pay progression) through increasing our range of flexible working opportunities, focusing on staff development, and supporting financial wellbeing. Alongside this strategy, we also continue to explore opportunities for new models of workforce with greater supply and which best meet the needs of our patients. We intend to continue building on this work over coming months.

I confirm that the information above completes your request under the Freedom of Information Act 2000. I am also pleased to confirm that no charge will be made for this request.

If you have any questions or concerns or are unhappy with the response provided or the service you have received you can write to the Head of Information Governance at the address on top of this letter. If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision.

Yours Sincerely

On Behalf of
The Information Governance Department