

Reference:	FOI.5274.21
Subject:	The COVID-19 temporary register
Date of Request:	5 February 2021

Requested:

The COVID-19 temporary register was introduced on 27 March 2020.

The NMC has informed me that in Wales in the months of:

- October 2020, there were 554 people on the COVID-19 temporary register
- November 2020, there were 562 people on the COVID-19 temporary register
- December 2020, there were 615 people on the COVID-19 temporary register

1. How many people on the COVID-19 temporary register were contacted to work at your board from the following months:
 - a. October 2020?
 - b. November 2020?
 - c. December 2020?
2. Do you know why the remaining registrants were not contacted?
3. Of those you contacted to work via the register, how many said yes from the following months:
 - a. October 2020?
 - b. November 2020?
 - c. December 2020?
4. Of those who said yes, how many were NOT accepted to work from the following months' cohort:
 - a. October 2020?
 - b. November 2020?
 - c. December 2020?
5. Do you have any examples to share as to why they were turned down?
6. Of those who were contacted to work and said NO, do you have any examples as to why they turned the job/s down?
7. How many people on the COVID-19 temporary register were officially employed from the months of:
 - a. October 2020?
 - b. November 2020?
 - c. December 2020?
8. Taking into consideration there might be a discrepancy between the answers to question 7 and the total number of people who were contacted, qualified to work and said yes from the register, why were they not employed?

Response:

1. Hywel Dda University Health Board (UHB) confirms that no individuals on the Nursing and Midwifery Council (NMC) COVID-19 temporary register were contacted directly, during the

periods requested. All vacancies are regularly advertised on NHS jobs and the UHB's working for us webpage. However, the UHB can confirm that offers of employment were made to individuals on the COVID-19 temporary register during the period October to December 2020.

Additionally, during June 2020, the Welsh Government (WG) provided Health Boards in Wales, with the NMC COVID-19 temporary register details and individuals who had registered were proactively contacted by the UHB. Sixty five (65) individuals were potentially interested in working within the UHB and can confirm that thirty one (31) individuals have been offered posts.

2. Not applicable.

3. Not applicable.

4. Not applicable.

5. Not applicable.

6. Not applicable.

7. The UHB confirms that a number of employment offers were made to people on the COVID-19 temporary register, during the months requested. However, the UHB is unable to provide you with the exact number of individuals offered employment during the requested period, due to the low number of cases (5 and under), as there is a potential risk of identifying individuals if this was disclosed. The UHB is therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This information is protected by the Data Protection Act 2018/ General Data Protection Regulations 2016 (GDPR), as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles 6 and 9 of the GDPR. This exemption is absolute and therefore there is no requirement to apply the public interest test.

In reaching this decision, the Data Protection Act 2018/General Data Protection Regulations 2016 defines personal data as data which relates to a living individual who can be identified solely from that data or from that data and other information which is in the possession of the data controller.

8. Not applicable.

Whilst operating in accordance with the Chancellor's Code of Practice under Section 45 of the Freedom of Information Act 2000, the UHB has a duty to provide advice and assistance.

Therefore, the UHB provides a range of reasons as to why offers of employment were not accepted, following the proactive exercise in June 2020:

- Registration had lapsed;
- Change in personal circumstances;
- Change in personal health conditions;
- Secured roles via open recruitment in Hywel Dda or other Health Boards;
- Change of heart of returning to the NHS due to rise in COVID-19 cases;
- Failed to response to several attempts by the Health Board to contact individuals;
- Role and pay band offered;

- Apprehension regarding a return to clinical practice despite assurance of mentorship and support;
- Inability to commit to a role due to home or caring responsibilities.