

Reference:	FOI.6621.21
Subject:	Agency and locum costs
Date of Request:	5 August 2021

Requested:

1. Please can you give me the breakdown of locum agency doctor, nursing, AHP, Non-clinical spend in the past 12 months? Please break this down by hours, specialty and grade.
2. Can you confirm if any agency locum doctors have been in contract for 6 months or longer? Can you break down by specialty and grade?
3. Please can you give me the breakdown of bank doctor spend in the past 12 months? Please break this down by specialty and grade.
4. Please can you give me a breakdown of permanent or fixed term doctor vacancies across the Trust? Please break down by specialty and grade.
5. Can you please advise of any doctor vacancies that have been vacant for 6 months or more?
6. In the last 12 months, how much has the Trust paid in introductory fees to recruitment agencies for recruiting doctors on a permanent or fixed term basis? Please break down by specialist and grade.
7. Which agencies have the Trust engaged with in the last 12 months for permanent, fixed term or locum recruitment of doctors?
8. What is your Non-framework agency spend for the permanent, fixed term or locum placement of doctors?
9. Which Framework/s are you currently on?

Response:

1. Hywel Dda University Health Board (UHB) provides, within the table below, the total agency spend broken down into staff group during the period 1 August 2020 to 31 July 2021.

Job role	Spend
Locum agency doctor	£5,927,781.00
Nursing	£21,114,100.00
Allied Health Professions (AHP)	£824,639.00
Other clinical	£483,535.00
Non-Clinical	£510,390.00

Additionally, the UHB provides, within the tables below, a breakdown of the number of hours worked, by locum agency doctors, Nurses and AHP, during the period 1 August 2020 to 31 July 2021. Please note as this information has been collated from a different system to that used for the information provided above, the costs are not aligned.

Locum agency doctors

Speciality	ST1	ST3	Speciality Doctors	Consultants
General Medicine	7,814	6,530	0	2,893
Cardiology	0	0	0	2,130
Gastroenterology	0	0	326	1,759
Respiratory	0	0	0	723
Psychiatry	38	300	637	5,206
Paediatrics & Neonates	0	1,426	0	0
General Surgery	1,472	9,841	0	920
Trauma & Orthopaedics	1,769	0.00	0.00	0.00
Accident & Emergency (A&E)	3,684	6,294	55	1,806
Radiology	0	0	0	298
Haematology	0	0	0	3,101
Ophthalmology	0	0	0	1,293
Obstetrics and Gynaecology	0	0	0	2,388
Histopathy	0.00	0.00	0.00	1,567.00

Agency nurses

Grade	Hours worked
Band 5	436,848.77
Band 6	1,004.00
Band 7	84.50

The UHB is unable to provide a breakdown of the information by speciality for the nursing staff group.

AHP

Speciality	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b
Pathology	0	383.50	2,843.00	0	0	0
Dietetics	0	0	2,577.50	0	0	0
Occupational Therapy	0	0	2,049.00	0	0	0
Physiotherapy	0	0	9,198.01	0	0	0
Radiography	0	0	9,206.83	2,997.41	0	0
Cardiology (HSS)	184.25	1,659.17	3,520.04	532.50	4,516.25	105.00

The UHB is unable to provide a breakdown of the information by hours, speciality and grade for Non-clinical staff.

2. The UHB provides a breakdown by speciality and grade of those agency locum doctors that have been in contract for six (6) months within the table below.

Grade	Speciality
Consultant	Adult Psychiatry
	Ophthalmology
	Haematology
	Histopathology
	Gastroenterology
	Learning Disabilities
Speciality Trainee - year 3	Accident & Emergency
	General Surgery
	General Medicine
Speciality Trainee - year 1	Accident & Emergency
	General Medicine

3. The UHB does not hold this information as it does not have a medical bank.
4. The UHB provides, within the table overleaf, the current medical Whole Time Equivalent (WTE) vacancies, by department and speciality.

Department	Consultants	Speciality and Associate Specialists	Trainees	Other Medical Grades
Mental Health and Learning Disabilities	3.48	3.20	12.32	0.00
Oncology and Cancer	5.00	0.10	0.00	0.00
Operations Management (including Out of Hours)	4.89	0.00	0.00	24.71
Pathology	5.69	0.00	0.00	0.00
Anaesthetics	6.59	2.80	5.00	0.00
Bowel Screening	0.05	0.00	0.00	0.00
Dermatology	1.15	0.00	1.00	0.27
Ear, Nose and Throat	1.00	0.00	2.00	0.00
General Surgery	3.25	4.00	17.00	0.00
Ophthalmology	1.70	1.00	2.00	0.00
Orthopaedics	2.21	2.40	13.00	0.00
Rheumatology	0.00	0.39	1.00	0.00
Urology	1.00	0.20	7.00	0.00
Audiology	0.70	0.00	0.00	0.00
Breast Care	0.00	0.00	1.00	0.00
Planned Care	1.00	0.00	0.00	0.00
Primary Care	0.00	1.94	0.00	1.71
Public Health	0.00	0.00	0.68	0.64
Radiology	7.60	0.00	1.80	0.00
Children's Services	2.95	6.90	12.89	0.00
Carmarthenshire Sexual Health	0.00	0.62	1.00	0.00
Obstetrics and Gynaecology	0.00	2.45	7.27	0.00

Women and Children's Management	0.58	0.00	0.00	0.00
Medical	0.00	0.45	0.00	2.14
Therapies	0.20	0.00	0.00	0.00
County (includes Palliative Care and Community Hospital medical staff)	2.49	0.00	1.00	0.39
Diabetology	0.20	0.00	0.00	0.00
Emergency Services	1.53	12.00	16.32	3.67
Unscheduled Care Management GGH	1.65	0.00	0.00	0.00
General Medicine	4.71	11.10	57.40	0.00

5. The UHB does not hold this information as it is not recorded.
6. The UHB provides, within the table below, the introductory fees that have been paid to recruitment agencies for the recruitment of doctors on a permanent basis, by speciality and grade, during the last twelve (12) months.

Speciality and Grade	Introductory fee
Medicine Middle Grade (3)	£24,000.00
A&E Middle Grade (1)	£8,000.00

7. The UHB provides, within the tables below, the names of the agencies it has engaged with for the recruitment of permanent, fixed term and locum doctors, during the last twelve (12) months.

Locums
MAA Recruitment LTD
Interact Medical
Medecho Ltd
Templars
NC Healthcare
Fresh Recruitment Limited
Per Temps
National Locums
ProMedical Personnel Limited
Locum Vision Ltd
RIG – ta CPL Healthcare
Medsol Healthcare
Doctors On Call
MedicsPro
Athona Limited
Global Medics Ltd
Coyle Personnel Plc
ID Medical
Locum People Limited
Medline Recruitment Ltd

Permanent and fixed term
Vobis
Medacs
Kazien
All Doctors
BDI
IMG Connect

8. The UHB confirms that the Non-Framework agency spend for the placement of permanent and fixed term doctors was £8,000.00, with no Non-Framework agency spend for the placement of locum doctors, during the last twelve (12) months.
9. The UHB confirms that for Permanent/Fixed Term vacancies it does not hold a preferred supplier list (PSL) with agencies for the engagement of securing permanent doctors from overseas. The UHB operates by placing all live vacancies on the NHS jobs website. However, at times when positions are deemed hard to fill, the UHB looks to engage with agencies that can demonstrate they can support within those specialties.

If agency support is to be acquired, the UHB will always complete the relevant checks to ensure that agencies intended to be engaged are On- Framework and comply with the standards supporting ethical recruitment.

Additionally, the UHB has a Managed Service in operation for locum doctor recruitment. This service is managed by Medacs Healthcare, which was procured under the Crown Commercial Service (CCS) framework.

Please note:- The above relates to Medical and Dental Frameworks only.