

Reference:	FOI.16404.25
Subject:	Department contacts
Date of Request:	20 January 2025

Your request and our response

1. Microbiology & Pathology Departmental Contacts

a. Clinical Lead for Microbiology

- Name
- Job Title
- Contact details (email, main phone extension if available)

b. Service Manager for Pathology (or equivalent)

- Name
- Job Title
- Contact details

c. Pathology Operational Manager (if different from #2)

- Name
- Job Title
- Contact details

d. Head of Clinical Services (if covering Pathology or labs)

- Name
- Job Title
- Contact details

e. Medical Director (if overseeing Microbiology/Pathology)

- Name
- Job Title
- Contact details

f. Department Coordinators/Administrators who manage locum scheduling or recruitment for Microbiology/Pathology

- Name
- Job Title
- Contact details

g. Regional Recruitment Leads for Microbiology (if applicable)

- Name
- Job Title
- Contact details

Hywel Dda University Health Board (UHB) does not have employees with job titles that fit the request exactly.

However, the UHB's Pathology Services are led by Dylan Jones – Head of Pathology Service, who can be contacted at: Dylan.Jones2@wales.nhs.uk and the Microbiology Laboratory is

managed by Mike Williams – Microbiology Laboratory Manager, who can be contacted at: Mike.Williams@wales.nhs.uk.

Additionally, information relating to the UHB’s Executive Directors is already within the public domain. Therefore, the UHB has applied an exemption under Section 21 of the Freedom of Information Act 2000 (FoIA), as the information is accessible by another means. Information and contact details are available on the UHB’s website. For ease of reference, the link has been provided below, which will take you to the relevant webpages:

[Board members - Hywel Dda University Health Board \(nhs.wales\)](#)

2. Microbiology & Pathology Workforce and Locum Data

a. Current consultant vacancies in Microbiology (or combined Infection specialities).

- If exact figures are unavailable, please provide the best estimate or vacancy rate (%).

The UHB is unable to provide you with the information requested specifically for Microbiology. However, the UHB provides within the table overleaf, all current Full Time Equivalent (FTE) Medical and Dental (M&D) vacancies within the Pathology service.

M&D	FTE
Consultant - Blood Science	2.00
Locum Consultant – Blood Science	2.00

b. Locum Consultants

- Current number (headcount or FTE) of locum Microbiology consultants.

The UHB can confirm that it is not currently engaging with any locum Microbiology consultants.

- Typical or average **assignment length** (e.g., <1 month, 1–6 months, 6+ months).

This is not a valid Freedom of Information request. The FoIA covers any recorded information that is held by a public authority; recorded information includes printed documents, computer files, letters, emails, photographs, and sound or video recordings. The FoIA does not cover information on estimates, opinions or recommendations. The UHB has an obligation to provide information already in recorded form but cannot create new information to answer a question.

c. Locum Expenditure & Pay

- **Total expenditure** on locum Microbiology consultants for the most recent **full financial year** (e.g., 2023/24 or 2022/23).
- The **average** or **range** of locum **daily or hourly pay rates** for Microbiology consultants.
- Any separate on-call or unsocial hours rates, if easily identifiable.

Not applicable, as the UHB has not engaged any Locum Microbiology Consultants during the requested period.

d. Recruitment / Procurement Routes

- Which **framework(s)** and **preferred supplier lists** (PSLs) your Trust uses to procure locum Microbiology consultants (e.g., HealthTrust Europe, CCS, etc.).

The UHB uses a Master Vendor (MV) via the Crown Commercial Service (CCS) framework to procure locum Microbiology consultants.

- Whether you use a **direct engagement** model (e.g., Liaison, PlusUs, 247Time) and if so, which provider.

The UHB uses Medacs Vantage for Direct Engagement (DE).

- The **IR35 status** for consultant locums (are they all considered inside IR35, or are any outside IR35?).

The UHB confirms that all locum Consultant posts are considered inside IR35.

3. **General Medicine Workforce and Locum Data**

*(Please provide the same type of information as above, but now for **General Medicine.**)*

a. **Consultant Vacancies** in General Medicine.

The UHB provides, within the table overleaf, the job title and FTE for all consultant posts out for advert during the period 21 October 2024 to 23 February 2025.

Job Title	FTE
Consultant Rheumatologist	1.00
Consultant in Trauma & Orthopaedics interest in Foot & Ankle Surgery	1.00
Consultant in ENT with a special interest in Head & Neck Surgery	1.00
Consultant in Dermatology	2.00
Salaried GP	1.00
Clinical Support - Portfolio Pathway (Formerly CESR)	0.5
Locum Consultant in Dermatology	2.00
Haematology Consultant Specialising in Myeloma	1.00
Consultant Radiologist with special interest in Nuclear Medicine	1.00
Consultant Radiologist with special interest in Women's Imaging	1.00
Consultant in Anaesthetics - Intensive Care Medicine	1.00
Locum Consultant in Anaesthetics - Intensive Care Medicine	1.00
Consultant in Community General Adult Psychiatry	1.00
Consultant in Community General Psychiatry - South Pembrokeshire	1.00
Consultant in Psychiatry for Adults with Intellectual Disabilities	1.00
Locum Consultant in Psychiatry for Adults with LD	1.00
Locum Consultant in Community General Adult Psychiatry	1.00
Consultant in Community General Adult Psychiatry	1.00
Locum Consultant in Community General Adult Psychiatry	1.00
Consultant in Community General Adult Psychiatry - South Ceredigion	1.00
Consultant in Anaesthetics Interest in Obstetric Anaesthesia	1.00
Locum Consultant in Anaesthetics - Interest in Obstetric Anaesthesia	1.00
Programme Director for Undergraduate Medical Rural Health Education	0.1
General Practitioner Intermediate and Urgent Primary Care	0.4
Locum Consultant in Community General Adult Psychiatry	1.00
Consultant Breast Surgeon	1.00
Consultant in Emergency Medicine	2.00
Haematology Locum Consultant Specialising in Lymphoma	1.00

Haematology Consultant Specialising in Lymphoma	1.00
Haematology Locum Consultant Specialising in Myeloma	1.00
Locum Consultant in Urology	1.00
Community Consultant Paediatrician	1.00
Locum Community Consultant Paediatrician	1.00
Clinical Lead for Emergency Medicine	0.1
Consultant in Acute General Medicine	1.00

b. **Locum Consultant Numbers** in General Medicine.

The UHB can confirm that it is not currently engaging with any agency locum Consultants in General Medicine.

c. **Locum Expenditure** on General Medicine for the last full financial year.

The UHB confirms that the total locum expenditure in General Medicine was five hundred and thirty-five thousand, one hundred and ninety-seven pounds (£535,197.00) during the 2023/24 financial year.

d. The **average or range of locum pay rates** (daily/hourly) for General Medicine.

The UHB provides, within the table below, the job role and hourly rate for locum Consultants and Speciality Doctors in General Medicine.

Job Role	Hourly rate
Consultant	£133.03
Specialty Doctor	£79.77
Specialty Trainee 1 (ST1)	£50.00
Specialty Trainee 3 (ST3)	£78.02

e. Any relevant **procurement frameworks** or **direct engagement** providers used to source General Medicine locums.

The UHB uses Medacs Vantage for Direct Engagement (DE).

f. Typical **IR35 status** for these General Medicine locum posts.

The UHB confirms that all locum Consultant posts are considered inside IR35.

4. **Acute Medicine Workforce and Locum Data**

*(Again, mirror the Microbiology/Pathology questions, but for **Acute Medicine**.)*

a. **Consultant Vacancies** in Acute Medicine.

Please see response to question 3a.

b. **Locum Consultant Numbers** in Acute Medicine.

The UHB is unable to provide you with the exact number of locum Consultants due to the low numbers of individuals (less than 5), 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 FoIA. This information is protected by the Data Protection Act 2018 (DPA)/UK General Data Protection Regulations, as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles of the UK GDPR. This exemption is absolute and therefore, there is no requirement to apply the public interest test.

In reaching this decision, the DPA and UK GDPR define personal data as data that 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.

c. **Locum Expenditure** on Acute Medicine for the last full financial year.

The UHB confirms that its total expenditure for locums in Acute Medicine during the 2023/24 financial year, was twenty-one thousand, nine hundred and sixty-six pounds (£21,966.00).

d. The **average or range of locum pay rates** (daily/hourly) for Acute Medicine.

The UHB provides, within the table below, the job role and hourly rate for locum Consultants and Speciality Trainee Doctors in Acute Medicine.

Job Role	Hourly rate
Consultant	£133.03
Specialty Trainee 3 (ST3)	£79.77

e. Any relevant **frameworks** or **direct engagement** providers used for Acute Medicine locums.

The UHB uses Medacs Vantage for Direct Engagement (DE).

f. Typical **IR35 status** for these locum posts.

The UHB confirms that all locum Consultant posts are considered inside IR35.