

Reference:	FOI.13668.24
Subject:	Locally employed doctors
Date of Request:	25 January 2024

Requested:

Please could your trust provide the following information about your employment of locally-employed doctors. By locally employed doctors we mean doctors who are not consultants, not in formal training or on a SAS contract (speciality doctor, specialists and associate specialists). Local contracts mean contracts of employment that are not nationally negotiated.

1. Please provide the number of FTE doctors employed on local contracts at your trust as of 15 January 2024.
2. Please provide the percentage of locally employed doctors who are international medical graduates.
3. Please provide the percentage of locally employed doctors who are from an ethnic minority group.
4. Please provide a sample contract used by your trust for locally employed doctors.
5. Please provide the job titles under which these LE doctors are employed.
6. What proportion of LE doctors have been employed with your organisation for more than two years?

Response:

1. Hywel Dda University Health Board (UHB) confirms that the number of Full Time Equivalent (FTE) doctors employed on local contracts was 149.2, as at 15 January 2024.
2. The UHB confirms that the percentage of locally employed doctors who are international medical graduates is 75.5% (based on headcount).
3. The UHB confirms that the percentage of locally employed doctors who are from an ethnic minority group is 52.3%. However, the ethnicity is not recorded for 31.5% of locally employed doctors, due to it not being a mandatory field within the Electronic Staff Record (ESR) system, and it has not been entered.
4. The UHB provides a sample contract used for locally employed doctors, at Attachment 1.
5. The UHB provides, within the table below, the job titles under which these locally employed doctors are employed.

Job title	
Clinical Fellow	GP-ST LAS
Clinical Fellow A & E	International Trainee STR
Clinical Fellow in Emergency Medicine	Junior Clinical Fellow
Clinical Fellow in Mental Health	Locum Clinic Fellow

Clinical Fellow in O&G	Medical Education Teaching Fellow
Clinical Fellow in Surgery	Senior Clinical Fellow
Clinical Fellow in T&O	ST LAS
Clinical Fellow LTFT	ST-LAS
F1-LAS	Trust Doctor (Clinical Fellow)
F2-LAS	Trust Grade Doctor - Foundation Level-F1 LAS
F2-LAS in Medicine	

6. The UHB confirms that 26.4% of its locally employed doctors have been employed for more than two (2) years.