

Reference:	FOI.3230.20
Subject:	Locum agency doctor spend
Date of Request:	28 May 2020

Requested:

1. Please can you give me the breakdown of locum agency doctor spend in the past 12 months? Please break this down by 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 has the Trust engaged with in the last 12 months for permanent or fixed term recruitment of doctors?

Response:

1. Hywel Dda University Health Board (UHB) provides, within the table below, the total spend on locum agency doctors, broken down by speciality and grade, for the period 1 July 2019 to 30 June 2020, provided by the UHB's managed service provider, Medacs.

Specialty	Consultant	ST1	Staff Grade
Accident & Emergency	£266,664.00	£100,412.00	£2,154.00
Anaesthetics	£30,456.00	£0.00	£0.00
General Medicine	£695,057.00	£301,014.00	£62,119.00
Obstetrics & Gynaecology	£16,867.00	£0.00	£0.00
Paediatrics	£0.00	£0.00	£21,875.00
Mental Health – Psychiatry	£377,157.00	£0.00	£0.00
Radiology	£9,859.00	£0.00	£0.00
Surgery	£692,521.00	£578,756.00	£32,100.00
Total	£2,088,581.00	£980,182.00	£118,247.00

2. The UHB provides, within the table below, the number of locum agency doctors that have been in contract for 6 months or longer, broken down by grade and speciality.

Grade	Speciality	Number
Consultant	Haematology	1
Consultant	Mental Health	1
Consultant	Ophthalmology	1
Middle Grade	General Medicine	2
SHO	Trauma & Orthopaedics	1

3. The UHB confirms it does not have a medical bank.
4. The UHB provides, within the tables below and overleaf, the permanent and fixed term medical vacancies for Consultant, Senior Associate Specialist (SAS) and Junior Doctors, broken by grade and speciality, as recorded on the UHB's recruitment system, TRAC as at 10 June 2020.

SAS/Junior Doctor grade vacancies	
Grade	Speciality
Clinical Fellow	General Medicine
Specialty Doctor	Anaesthetics
Specialty Doctor	Psychiatry
Specialty Doctor	Urology

Consultant grade vacancies	
Grade	Speciality
Consultant	Anaesthetist
Consultant	General Surgery
Consultant	Haematology
Consultant	Paediatrician
Consultant Physician	Care for the Elderly
Consultant Physician	With an interest in Cardiology
Consultant Physician	With an interest in Stroke Medicine
Locum Consultant	Anaesthetist
Locum Consultant	Acute Adult Inpatient Psychiatry
Locum Consultant	With an interest in Acute Medicine
Locum Consultant	With an interest in Cardiology
Locum Consultant	Emergency Medicine
Locum Consultant	Obstetrics and Gynaecology
Locum Consultant	Psychiatry
Locum Consultant	Trauma and Orthopaedics

5. Hywel Dda University Health Board (UHB) is unable to provide you with the information requested as it is estimated that the cost of answering your request would exceed the "appropriate level" as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004. The "appropriate level" represents the estimated cost of one person spending 18 hours or (2 ½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

In order to provide you with the requested information, the UHB would need to undertake a manual trawl of all vacancies to identify any information that fulfils your request as this information is not recorded centrally.

The UHB is therefore applying an exemption under Section 12 of the Freedom of Information Act 2000 (FOI), which provides an exemption from a public authority's obligation to comply with a request for information where the cost of compliance is estimated to exceed the appropriate limit.

6. The UHB provides, within the table overleaf, the number of doctors recruited on a permanent or fixed term basis, broken down by speciality and grade and the total amount paid to recruitment agencies for the recruitment of these doctors, for the period 1 June 2019 to 31 May 2020.

Grade	Speciality	Number
Locum Consultant	Respiratory	1
Locum Consultant	Ophthalmology	1
Locum Consultant	Pathology	1
Middle Grade	Accident & Emergency	5
Middle Grade	Gastroenterology	1
Middle Grade	Psychiatry	4
Middle Grade	Radiology	1
Total paid		£89,000.00

7. The UHB lists below, the agencies the UHB has engaged with for the period requested.

Agency
Apcura Medical Ltd
Vobis Group Ltd
Medsol Healthcare Recruitment Solutions
Medacs Healthcare
IMG Connect