

Reference:	FOI.17777.25
Subject:	Locum doctors
Date of Request:	11 July 2025

Requested:

1. Please provide the total amount spent on locum Doctors across all departments. for 2025 YTD and 2024
2. Can you break down the percentage spent on bank/locum Doctor spend on the last year (2024) to the most recent records you have, compared to the year before (2023)?
3. How many Doctor vacancies do you currently have within the Trust that have been vacant for over 6 months?
4. Do you have any cost-saving measures in place?
5. Locum-to-permanent ratio: How many locum doctors are currently employed versus permanent doctor staff, and what is the rationale for using locums instead of permanent?
6. Please share which departments have the highest locum doctor spend due to them not being able to fill hard-to-fill roles?

Clarified

By the term Locum, we mean longer term and not ad hoc. It includes agency and bank staff.

Response:

1. Hywel Dda University Health Board (UHB) provides within the table below, the total amount spent on locum agency doctors across all departments, during the 2024 calendar year and from 1 January to 30 June 2025.

Year	Spend
2024	£5,154,758.87
1 January – 30 June 2025	£1,793,771.98

2. The UHB provides within the table below, the percentage of the total medical staff costs spent on bank/locum doctors, for the 2023/24, 2024/25 and 1 April to 1 August 2025.

Financial Year	Percentage Spent
2023/24	27%
2024/25	22%
1 April to 1 August 2025	26%

3. The UHB confirms its Electronic Staff Record (ESR) system is not able to identify posts that have been vacant for more than six (6) months. However, the Recruitment Team have identified eleven (11) vacancies that have been vacant for over six (6) months.

4. The UHB confirms it is actively trying to recruit into vacant posts to reduce its reliance on locum and agency cover.
5. The UHB does not hold the ratio or a central rational for the use of locums as this will be unique to each service area due to staffing and resource. However, the UHB provides within the table below, the current headcount for each assignment category within the Medical and Dental staff group, as at 11 August 2025.

Assignment Category	Headcount
Fixed Term	224
Locum	68
Permanent	518
Total	810

6. The UHB confirms the Mental Health and Learning Disabilities Service (MH&LD) have the highest locum doctor spend.