

Reference:	FOI.2306.20
Subject:	Locum payments
Date of Request:	13 January 2020

Requested:

1. Could you please supply a list of the five highest amounts of annual payment made to a single locum doctor by your health board in each of the last **six** financial years?
2. Could you please supply a list of the five highest amounts of annual payment made to a single locum GP by your health board in each of the last **six** financial years?
3. Could you provide a breakdown of the proportion of the health board's staff spends on locums/agency staff in each of these years and the total amount for each year (including GPs)?
4. Could you also provide a breakdown of the proportion of the health board's staff spends specifically on locum GPs in each of these years and the total amount for each year?

Response:

Under the Freedom of Information Act where information likely to exceed the "appropriate level", a public authority is permitted to exempt the information requested under Section 12 of the FOIA. However, under Section 16, a public authority is obliged to provide advice and assistance on how the request can be refined in order to enable disclosure of some of the information requested.

In this instance Hywel Dda University Health Board (UHB) is unable to provide the five highest annual payments that were made to a single locum doctor for the last six financial years as it is estimated that the cost of retrieving and providing this information 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 comply with your request the UHB would be required to manually interrogate all invoices for locum doctors to identify the highest payments made to individual locum doctors in each financial year. For the 2016/17 financial year alone it is estimated to cost the following:

Manual scrutiny of 30,000 invoices at approximately 5 minutes per invoice

30,000 x 5 minutes per record = 2,500 hours
 5,800 hours x £25 per hour = £62,500

The UHB is therefore applying an exemption under Section 12 of the Freedom of Information Act 2000 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*.

Under section 16 of the Act, the UHB has an obligation to provide advice and assistance, the UHB has therefore provided the information requested in parts 3 and 4 of your request below.

3. The table below provides the total amount and proportion of the UHB's staff spends on agency and Locum staffing for the requested time period.

Financial Year	Total spend (£)	Proportion (%)
2013/14	323,477,000	1.29
2014/15	330,100,000	2.92
2015/16	351,473,000	6.67
2016/17	387,513,000	10.10
2017/18	399,069,000	6.22
2018/19	415,204,000	4.95

4. The table below provides the total amount and proportion of the UHB's staff spends on Locum staffing for the requested time period.

Financial Year	Total Spend (£)	Proportion (%)
2013/14	1,858,000	0.57
2014/15	1,751,000	0.53
2015/16	2,094,000	0.60
2016/17	2,324,000	0.60
2017/18	4,389,000	1.10
2018/19	6,357,000	1.53