

Reference:	FOI.5619.21
Subject:	Medical Consultants
Date of Request:	18 March 2021

Requested:

1. What is the number of Medical Consultant posts (including NHS and Honorary) in your Health Board by:
 - a) Headcount
 - b) WTE
 broken down by specialty, as of 18 March 2021 for the following:
 - i. posts occupied by a permanent substantive Consultant
 - ii. posts occupied by a Locum Consultant (both agency and board employed)
 - iii. other Consultant posts not covered by (i) or (ii), including but not limited to:
 - vacant posts which are awaiting approval for recruitment
 - newly-created posts which have not yet been advertised
 - posts currently under active recruitment, including those where an appointment has been made but the Consultant is not yet in post
 - posts which although currently unfilled are not under active recruitment, e.g. where a previous recruitment exercise has been unsuccessful
2. As of 18 March 2021, how many of the posts listed under (ii) and (iii) above have not been occupied by a permanent substantive post holder since 18 March 2020?
3. What definition does your Health Board use to define a consultant vacancy?

Response:

Hywel Dda University Health Board (UHB) is unable to provide you with the entirety of the information requested for question 1, 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, as well as locating, retrieving and extracting the information.

In order to provide you with all of the requested information, the UHB would need to undertake a manual trawl of all Honorary contracts to identify the Whole Time Equivalent (WTE), as this information is not recorded centrally.

Therefore, the UHB is applying an exemption under Section 12 of the Freedom of Information Act 2000 (FoIA), 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.

However, under section 16 of the FoIA, we are required, as a public authority, to provide advice and assistance so far as it is reasonable, to individuals who have made a request under FoIA and provides further information as set out below:

1. The UHB provides, within the table below, the number of Honorary Consultants contracts, as held at 18 March 2021, as requested.

Post	Headcount	WTE	Specialty
Honorary Consultants	119	Section 12	Section 40

- i. The UHB provides, within the table below, the number of permanent Medical Consultant posts by headcount and WTE, as at 18 March 2021, as requested.

Post	Headcount	WTE	Specialty
Consultant - Permanent	216	209.55	Section 40

- ii. The UHB provides, within the table below, the number of fixed term, zero hours and agency Locum Consultant posts.

Post	Headcount	WTE	Specialty
Locum Consultant – FT	57	47.33	Section 40
Locum Consultant (bank)	31	0.00	
Agency	6	6	

- iii. The UHB provides, within the table overleaf, the WTE Medical Consultant posts that are not covered by (i) or (ii), by the categories provided.

Posts	Headcount	WTE	Specialty
Vacant	*Not available	4	Section 40
Approved		1	
Recruited		33	
Not currently in active recruitment cycle		14.3	

*Please note, the UHB is unable to provide a headcount for the above vacancies, as the posts have not been recruited in to.

The UHB is unable to provide you with a breakdown of the Medical Consultant posts by speciality, due to the low numbers of cases (5 and under), 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/General Data Protection Regulations 2016 (GDPR), as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles 6 and 9 of the GDPR. This exemption is absolute and therefore, there is no requirement to apply the public interest test.

In reaching this decision, the Data Protection Act 2018/General Data Protection Regulations 2016 defines personal data as data which 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.

2. The UHB confirms that this information is not held.

3. The UHB's consultant vacancies are defined within the recruitment process, commencing with the Directorate approving the vacancy, followed by the advertising of the post and subsequent shortlisting and interviewing. This is managed by the UHB's Trac Recruitment System.