

Reference:	FOI.15884.24
Subject:	Recruitment of doctors through external agencies
Date of Request:	5 November 2024

Requested:

I'd like to obtain information in relation to Trust expenditure on doctor recruitment through external agencies during the 2023/24 financial year and 2024/25 financial year to date (05/11/24).

1. How much did the Trust spend on agency locum doctors during the 2023/24 financial year? Can you please provide a breakdown of how much was spent per grade of doctor, specialty of doctor and the number of total hours booked in each specialty
2. Can you please name which agencies provided the locum doctors relevant to the answer to my previous question (question 1) and the number of hours each agency provided?
3. How much did the Trust spend on agency fees/costs when recruiting doctors to fixed term or permanent contracts via external agency during each period (i.e. where an introductory fee was charged)? Can you please provide a breakdown of how much was spent per grade of doctor, specialty of doctor and the number of doctors successfully deployed.
4. Can you please name which agencies provided the work/doctors outlined in question 3 and how many doctors each one has successfully provided to the Trust?
5. Has the Trust conducted any overseas trips since 2022 to conduct recruitment activities for doctors? If yes, please state how much was spent on each separate visit, which agency was partnered with (if any) and how many doctors were successfully hired (and started in post at the hospital) as a result of each visit.

Response:

1. Hywel Dda University Health Board (UHB) provides within attachment 1, details of its expenditure on agency locum doctors during the 2023/24 financial year, broken down into grade, specialism and hours.
2. All agency doctors were provided by Medacs.
3. The UHB has spent £19,200 (including £3,200 VAT that was recovered), on the recruitment of two (2) Speciality Doctors in Paediatrics, split evenly between each role at £9,600 each.
4. Both the doctors detailed in response to question 3 were provided by Medacs.
5. The UHB has been involved in two (2) trips overseas (one International Medical Recruitment trip and one International Medical conference) as part of an all-Wales recruitment campaign to attract doctors to Wales. The UHB did not incur expenditure for the trips, as they were funded by Welsh Government. The recruitment campaign was undertaken in partnership with Norka Roots (a Kerala Government agency), which resulted in the recruitment of three (3) Clinical Fellows for Medicine.