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| <b>Reference:</b>       | FOI.16025.24           |
| <b>Subject:</b>         | Spend on locum doctors |
| <b>Date of Request:</b> | 21 November 2024       |

**Requested:**

1. In the period 1<sup>st</sup> August 2024 to 31<sup>st</sup> October 2024 please provide a breakdown of:
  - a. Total trust spend with framework agencies for locum doctors  
Please provide a further breakdown for locum doctors by:
    - b. Spend per grade
    - c. Spend per specialty
    - d. Spend per agency name
  
2. In the period 1<sup>st</sup> August 2024 to 31<sup>st</sup> October 2024 please provide a breakdown of:
  - a. Total trust spend with off-framework agencies for locums doctors  
Please provide a further breakdown for locum doctors by:
    - b. Spend per grade
    - c. Spend per specialty
    - d. Spend per agency name
  
3. In the period 1<sup>st</sup> August 2024 to 31<sup>st</sup> October 2024 please provide a breakdown of:
  - a. Total trust spend with the internal trust bank or associated external provider for locum doctors  
Please provide a further breakdown for locum doctors by:
    - b. Spend per grade
    - c. Spend per specialty
    - d. Spend per internal or associated external provider
  
4. Please confirm your allocated budget for agency locum doctors for the period 1<sup>st</sup> August 2024 to 31<sup>st</sup> October 2024.
  
5. Please confirm the name of the framework used for the supply of locum doctors in your trust.

**Response:**

- 1a. Hywel Dda University Health Board (UHB) confirms that the total framework spend for locum doctors was £1,027,391.36, during the period 1 August to 31 October 2024.
  
- 1b. The UHB provides, within the table below, the framework spend for locum doctors by grade, during the period 1 August to 31 October 2024.

| Grade                        | Spend                |
|------------------------------|----------------------|
| Consultant                   | £751,480.34          |
| Foundation Year 2            | £33,991.80           |
| Specialist Training Year 1   | £73,928.59           |
| Specialist Training Year 3   | £17,796.58           |
| Specialist Training Year 3 + | £12,392.53           |
| Specialty Doctor             | £137,801.52          |
| <b>Total</b>                 | <b>£1,027,391.36</b> |

1c. The UHB provides, within the table below, the framework locum spend for locum doctors by specialty, during the period 1 August to 31 October 2024.

| <b>Grade</b>                                    | <b>Spend</b>         |
|---|----------------------|
| Accident and Emergency (A&E)                    | £301,872.11          |
| Cardiorespiratory                               | £8,774.28            |
| General Medicine                                | £72,819.59           |
| General Surgery                                 | £109,473.02          |
| Haematology                                     | £146,629.91          |
| Histopathology                                  | £60,118.39           |
| Mental Health and Learning Disabilities (MHL D) | £86,999.63           |
| Oncology  | £52,017.63           |
| Ophthalmology                                   | £28,768.47           |
| Paediatrics and Neonates                        | £7,253.09            |
| Psychiatry                                      | £121,645.79          |
| Rheumatology                                    | £14,333.11           |
| Trauma and Orthopaedics (T&O)                   | £16,686.34           |
| <b>Total</b>                                    | <b>£1,027,391.36</b> |

1d. The UHB confirms that the agency used for locum doctors was Medacs Healthcare.

2a. - 2c. The UHB is withholding the requested information, due to the low number of cases (less than 5), as there is a potential risk of identifying individuals if this was disclosed. Therefore, the UHB is withholding these details under Section 40(2) of the Freedom of Information Act 2000 (FoIA).

Additionally, it is not within the expectation of these individuals that their personal data would be put into the public domain. This information is classed as personal data of a third party. Therefore, it is being withheld in accordance with the exemption set out in section 40(2) of the FoIA, by virtue of section 40(3)(a) of the FoIA, which permits a public authority to withhold personal data other than the requestor's where the disclosure would breach Data Protection principles.

This information is protected by the Data Protection Act 2018 (DPA)/UK General Data Protection Regulations, as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles of the UK GDPR. This exemption is absolute and therefore, there is no requirement to apply the public interest test.

In reaching this decision, the DPA and UK GDPR define personal data as data that 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.

2d. The UHB confirms that the off-framework agency used was Health People Group Ltd.

3a. The UHB confirms that its spend on internal bank for locum doctors was £4,391,155.67, during the period 1 August to 31 October 2024.

3b. The UHB provides, within the table below, the spend for internal bank locum doctors, by grade, during the period 1 August to 31 October 2024. There was no spend for locum doctors with associated external providers.

| <b>Grade</b>                            | <b>Spend</b>         |
|---|----------------------|
| Associate Specialist                    | £80,826.45           |
| Consultant                              | £1,341,822.24        |
| F1                                      | £47,174.49           |
| F2                                      | £155,216.28          |
| Locum Clinical Asst (M&D)               | £1,279.30            |
| Registrar (SP1-2)/Core Medical Training | £967,289.22          |
| Registrar (SP3+)                        | £306,694.36          |
| Specialty Doctor/Staff Grade            | £1,490,853.33        |
| <b>Total</b>                            | <b>£4,391,155.67</b> |

3c. The UHB provides, within the table below, the spend for internal bank locum doctors, by specialty, during the period 1 August to 31 October 2024.

| <b>Specialty</b>                 | <b>Spend</b>         |
|----------------------------------|----------------------|
| A&E                              | £635,136.42          |
| Anaesthetics                     | £585,125.80          |
| Cancer Services                  | £16,387.20           |
| Dermatology                      | £48,717.78           |
| Endoscopy                        | £15,480.94           |
| Ear, Nose and Throat (ENT)       | £74,937.30           |
| General Medicine                 | £1,212,490.02        |
| General Surgery                  | £357,703.53          |
| Mental Health (MH) Medical Adult | £117,862.66          |
| Obstetrics and Gynaecology       | £255,521.09          |
| Oncology - RDC                   | £7,396.22            |
| Ophthalmology                    | £186,134.08          |
| Paediatrics                      | £231,250.69          |
| Palliative Care                  | £17,206.56           |
| Patient Safety                   | £1,072.61            |
| Public Health                    | £10,211.54           |
| Radiology                        | £75,294.55           |
| Rheumatology                     | £9,263.32            |
| Sexual Health                    | £4,847.88            |
| T&O                              | £425,085.18          |
| Urology                          | £104,030.30          |
| <b>Total</b>                     | <b>£4,391,155.67</b> |

3d. Not applicable. Only internal bank locum doctors working additional duty hours were used, during the period 1 August to 31 October 2024.

4. The UHB is unable to break down the budget for agency locum doctors only. Therefore, its allocated budget as a whole, for all locum doctors including agency, was £4,518,049 for the period 1 August to 31 October 2024.

5. Please see response to question 1d.