

Ref: FOIA Reference 2023/24-263

Date: 29th September 2023

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 26th July 2023 requesting information under the Freedom of Information Act (2000) regarding strikes

On 31st July 2023 we contacted you via email as we required clarification on what you are looking for on Q7- highlighted, we have identified that you are asking for the normal rate of spend and the extra amount we actually spent, is this (Q7) not the sum of the other two questions? If not, then please clarify.

On 19th September 2023 you replied via email with:

'Other Trusts for q7 have given us the total extra cost across those days. It's so we can see how much extra the strike days cost.'

In the interest of time, just the answer to Q7 will be enough. Hope to hear back asap.'

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Please note we had partly answered your request before you contacted us via email withdrawing all but question 7, therefore under section 16 of the FOI Act we have included what we had already collated.

Q1 When junior doctors are not on strike, how much is the average consultant at your Trust paid for the following:

1. Day shift
2. Night shift

A1 £114.95 per hour regardless of when the hours are worked.

Q2 When junior doctors are not on strike, how much is the average junior doctor at your Trust paid for the following:

1. Day shift

2. Night shift

A2 See below:

| Grade | 0700 – 1900 (Monday to Friday) | 1900 – 0700 (Monday to Friday) Weekends & Public Holidays |
|--|-----------------------------------|---|
| Consultant | £114.95 | £114.95 |
| Consultant (non-resident on call) for each on call shift, inclusive of 2 hours of working time; additional time worked above 2 hours is remunerated at £114.95 per hour | £459.80 | £459.80 |
| Associate Specialist/Specialist Doctor (Independently working or supporting a consultant level rostered gap) | £73.15 | £88.83 |
| Specialist Registrar ST3,ST4,ST5,ST6,ST7 Specialty Doctor, Staff Grade, CESR Senior registrar roster gap | £62.70 | £83.60 |
| Specialist Registrar (non-resident on call) ST3,ST4,ST5,ST6,ST7 Specialty Doctor, Staff Grade, CESR (senior registrar roster gap) | £31.35 | £31.35 |
| CT1, CT2, ST1,ST2, ST3 SHO equivalent Full shift working pattern | £47.03 | £57.48 |
| CT1, CT2, ST1,ST2, ST3 (non-resident on call) SHO equivalent | £20.90 | £20.90 |
| FY2 (CT rates if on the SHO equivalent rota) | £41.80 | £52.25 |
| FY1 | £36.58 | £41.80 |

Q3 Over the days 13th, 14th, 15th March and 11th, 12th, 13th, 14th April 2023, when Junior doctors were on strike, how much was the average consultant at your Trust paid to cover a junior doctor's shift for:

1. Day shift
2. Night shift

A3 Withdrawn as per your clarification above

Q4 How much did the Trust spend on senior doctors/consultants' salaries in total to cover the junior doctors' shifts when the junior doctors were on strike in March and April 2023?

13th March -
14th March-
15th March -
11th April -
12th April -

13th April -
14th April -

A4 Withdrawn as per your clarification above

Q5 How much did the Trust spend on senior doctor/consultants' salaries in total on dates in March and April 2023 when junior doctors were not on strike?

20th March -
21st March -
22nd March -
18th April -
19th April -
20th April -
21st April -

A5 Withdrawn as per your clarification above

Q6 During the junior doctors strike days in March and April 2023, how much did your Trust spend on locum/agency staff to cover shifts?

13th March -
14th March -
15th March -
11th April -
12th April -
13th April -
14th April -

A6 Withdrawn as per your clarification above

Q7 How much extra money did your Trust pay during the junior doctors' strike days (13th, 14th, 15th March and 11th, 12th, 13th, 14th April) in total?

A7 The net incremental cost we incurred for the two strike periods stated was:

- March 2023 = £537K
- April 2023 = £582K

Q8 How did your Trust afford to pay for extra locum staff/ agency staff/ senior doctors/consultants to cover junior doctors' shifts during the strike days in March and April 2023? Where did the money come from?

A8 The money came from existing funding / budgets available within the Trust.

Q9 How much did your Trust spend on giving locum shifts to junior doctors during the strike days in March and April 2023?

13th March -
14th March -
15th March -
11th April -

12th April -
13th April -
14th April -

A9 Withdrawn as per your clarification above

Q10 How many junior doctors who were on strike from your Trust were employed as locums on strike days in March? And in April? (please supply individual figures for each month)

A10 Not applicable as Striking doctors were not able to work as locums to cover their own shifts.

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.



University Hospitals
of North Midlands
NHS Trust

Yours,

Rachel Montinaro
Data Security and Protection Manager - Records