



**University Hospitals
of North Midlands**
NHS Trust

Ref: FOIA Reference 2018/19-444

Royal Stoke University Hospital
Quality, Safety and Compliance Department
Newcastle Road
Stoke-on-Trent
Staffordshire
ST4 6QG

Date: 20th December 2018

Tel: 01782 676474
Email FOI@uhnm.nhs.uk

Dear

I am writing in response to your email dated 25th October 2018 requesting information under the Freedom of Information Act (2000) regarding agency/bank/Jr Drs spend.

On 14th November 2018 we contacted you via email as we required clarification on question 9

On 18th December 2018 you replied via email the following:

“By Q9, I meant if you have PSL or SLA in place and what agencies do you use for your locum supply? Also all information I've requested is for period 2017-2018”

I can neither confirm nor deny whether the information you have requested is held by the Trust in its entirety. This is because the information requested in question 4 is not held centrally, but may be recorded in individual departmental records. In order to confirm whether this information is held we would therefore have to individually access all departmental records within the Trust and extract the information where it is present. We therefore estimate that complying with your request is exempt under section 12 of the FOI Act: cost of compliance is excessive. The section 12 exemption applies when it is estimated a request will take in excess of 18 hours to complete. We estimate that accessing and reviewing all departmental records and then extracting relevant information would take longer than the 18 hours allowed for.

Under section 16 of the FOI Act we are required to provide requestors with advice and assistance where possible. We would therefore like to advise you that if your request is shortened to just the remaining questions we are able to comply within the 18 hour time frame. In order to avoid delay to your response we have provided this below.

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHM) 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.

Q1 The total amount you spend on Agency Locum Doctors for 2017-2018: - £

A1 £12,026,341 (for the 2017/18 financial year)

Q2 For the above information to be broken down by grade and specialty (example provided below)



Specialty FY1/2 ST1/2 ST3-6 Staff Grade Consultant
 A&E
 Medicine
 Anaesthetics
 Medicine
 Surgery
 Paeds
 Pathology
 O & G
 Ophthalmology

A2 Please see below:

<u>Specialty</u>	<u>Consultant (£)</u>	<u>Staff Grade (£)</u>	<u>Trainee Grade (£)</u>	<u>Grand Total (£)</u>
A&E	787,397	21,185	892,717	1,701,300
Acute Medicine	963,320	86,732	595,956	1,646,008
Anaesthetics	93,866	111,319	94,275	299,460
Cardiology	0	22,849	136,845	159,694
Cardiothoracic Surgery	0	12,844	180,160	193,004
Child Health	146,278	955	27,794	175,027
Gastroenterology	673,402	0	15,049	688,451
General Medicine	744,121	103,365	573,347	1,420,833
General Surgery	253,518	50,940	309,160	613,618
Imaging	942,778	26,175	0	968,953
Medicine Division Management	251,358	2,942	220,079	474,378
Neuro-Sciences	292,014	13,046	505,671	810,731
Obstetrics & Gynaecology	0	0	29,252	29,252
Oncology & Haematology	742,503	0	2,166	744,669
Pathology	502,724	0	351	503,075
Pharmacy	0	0	4,436	4,436
Respiratory	625,917	0	186,520	812,438
Specialised Surgery	109,346	18,302	207,986	335,634
Trauma	115,432	79,427	250,522	445,381
Grand Total	7,243,975	550,080	4,232,286	12,026,341

Q3 Your Bank spend on Doctors for 2017-2018 broken down as question (2): - £

A3 Please see below:

<u>Specialty</u>	<u>Consultant (£)</u>	<u>Staff Grade (£)</u>	<u>Trainee Grade (£)</u>	<u>Grand Total (£)</u>
A&E	29,012	1,284,948	0	1,313,960
Acute Medicine	136,620	691,371	0	827,991
Anaesthetics	420,420	304,989	0	725,409
Cardiology	59,732	103,190	0	162,922
Cardiothoracic Surgery	3,863	184,162	0	188,026
Child Health	121,709	150,882	0	272,591

Specialty	Consultant (£)	Staff Grade (£)	Trainee Grade (£)	Grand Total (£)
Critical Care	21,719	139,273	0	160,992
Gastroenterology	33,941	98,526	0	132,467
General Medicine	15,626	567,073	1,039	583,738
General Surgery	95,903	236,771	0	332,674
Imaging	153,268	15,529	4,285	173,082
Infectious Diseases	0	5,767	0	5,767
Medicine Division Management	33,571	108,524	0	142,095
Neuro-Sciences	117,132	123,004	0	240,136
Obstetrics & Gynaecology	32,374	187,256	33,156	252,786
Oncology & Haematology	0	124,761	0	124,761
Pathology	5	4,298	0	4,302
PMDE	0	43,733	0	43,733
Respiratory	27,203	289,638	0	316,841
Specialised Surgery	97,463	210,495	0	307,958
Trauma	94,947	594,138	0	689,086
Grand Total	1,494,509	5,468,329	38,479	7,001,317

Q4 The total number of hours filled and unfilled each month for Agency medical locums for 2017-2018.

A4 Section 12 exemption as detailed above, However, we can provide the total hours worked by Medical agency staff in the 2017/18 financial year

Staff Group and Grade	Hours worked 2017/18
Medical and Dental	
Associate specialist	338.50
Consultant	27167.50
FY1	325.50
FY2	1414.75
Registrar (ST1)	30.00
Registrar (ST3+)	6189.50
Specialty Doctor/staff grade	2812.25
SPR	243.50
ST1	8689.75
ST2	5744.50
Grand total	52955.75

Q5 The highest bank rate paid in 2017-2018, providing confirmation of the grade and speciality

A5 We are unable to provide the information you require as to release this data could lead to the identification of the person(s) involved due to the low numbers involved, and would breach the Trusts obligations under Data Protection Act 2018. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the FOI Act. *Personal information.*

Q6 Your current Bank rates for each grade and speciality, including any specialities or sub specialities which have an escalated Bank rate

A6 Please see below for Medical and Dental Staff Group

Grade	Standard Rate payable between 7am and 7pm on each day Monday to Friday	Standard Rate Payable between 7pm and 7am Monday to Friday and from 7pm Friday to 7am Monday (e.g. weekends) and any hours worked on a Public Holiday
Consultant All specialities	£65.00	£110.00
GP	£60.00	£75.00
Specialty Doctor/Staff Grade / Associate Specialist/CESR All specialities	£45.00	£60.00
Specialist Registrar / ST3, ST4,ST5,ST6,ST7 working a full shift* working pattern	£45.00	£60.00
Specialist Registrar /ST3, ST4,ST5,ST6,ST7 working Non Resident ** On Call Rota	£30.00	£30.00
CT1, CT2, ST1,ST2, ST3 Lower (SHO equivalent)	£35.00	£40.00
CT1, CT2, ST1,ST2, ST3 Lower (SHO equivalent) ** On Call Rota	£20.00	£20.00
FY2	£30.00	£35.00
FY1	£25.00	£30.00

Q7 The Trusts average rates for agency medical locums from September, October, November and December collectively broken down by grade and specialty (example provided below).

Specialty **FY1/2** **ST1/2** **ST3-6** **Staff Grade** **Consultant**
A&E
Medicine
Anaesthetics
Medicine
Surgery
Paeds
Pathology
O & G
Ophthalmology

A7 Information not held as requested, however, we can provide

- a) The average rates for agency medical locums by specialty
- b) The average rates for agency medical locums by grade

The average rates for agency medical locums by specialty were:

Specialty	Hourly Pay		Total Hourly Charge	
Anaesthetics	£	65.70	£	81.72
Breast	£	75.00	£	90.68
Cardiac - Cardiology	£	60.01	£	75.44
Cardiac - Cardiothoracic	£	60.00	£	73.24
Child Health - Paeds	£	67.14	£	84.60
Emergency Medicine - A&E	£	72.54	£	90.51
Emergency Medicine - AMU	£	71.42	£	88.55
ENT	£	39.44	£	50.40
General Medicine	£	55.03	£	69.20
General Surgery	£	60.71	£	75.60
Imaging Doctors	£	107.18	£	133.01
Neurosciences	£	53.21	£	68.05
Obstetrics & Gynaecology	£	47.70	£	60.20
Oncology/Haematology	£	94.14	£	118.96
Ophthalmology	£	57.72	£	72.69
Oral Surgery	£	45.00	£	56.31
Pathology	£	83.14	£	103.88
Plastic Surgery	£	73.98	£	92.19
Specialised	£	82.27	£	101.83
Trauma & Orthopaedics	£	61.11	£	76.59

The average rates for agency medical locums by grade were:

Grade	Hourly Pay		Total Hourly Charge	
FY1	£	30.26	£	43.15
FY2	£	40.74	£	51.73
ST3+	£	64.88	£	80.06
Staff Grade	£	42.44	£	54.85
Consultant	£	95.83	£	119.18

Q8 The spend for medical locums through off-framework agencies for 2017-2018 and confirmation of the off-framework agencies used.

A8 None

Q9 Please confirm any contracts you have in place for medical locums and please confirm the list of suppliers used for medical locums.

A9 The Trust has no single contracting arrangement in place as we approach various agencies on the National Framework.

*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.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 676474.

Yours,



Leah Carlisle
Deputy Head of Quality, Safety & Compliance