

Request title: Doctors (substantive and Locum) and Salaries

Date of Response: 9th November 2015

Further to your Freedom of Information request, the Trust has answered your questions in the order they appear in your request.

Request and reply

Could you please provide us with information on the following questions regarding the use of locum doctors for the last financial year:

1. How much did you spend last year on:
 - a. Permanent doctor salaries?
 - b. Locum doctor salaries?

In a tabular form, for your ease of use, please fill in the table below:

	Amount Spent (£):
Permanent Doctor Salaries	£66,366,144
Locum Doctor Salaries	£1,166,228
Total Doctor Salaries	£67,532,372

2. How much did you spend on locum salaries broken down into
 - a. Internal locum salaries (doctors provided via the hospital's staff bank)?
 - b. External locum salaries (locums employed via agencies, including the commission fees paid to the agencies)?

	Amount Spent (£):
Internal Locum Salaries	£302,493
External Locum Salaries	£863,736

3. Of the amount spent on external locums salaries, what was an indicative percentage spent on agency fees/commissions?

There are a total of 231 Agency invoices in the Trusts reporting system. On analysing a sample of 13, only two actually stated an agency fee or commission value. The two invoices that stated a fee ranged from 8.3%-12.5% as a percentage of the total invoice value. The other 11 invoices would have had a commission or fee charged within the hourly rate, but the Trust is unable to determine this from the data provided. Therefore, in order to provide an appropriate answer it would require

a detailed analysis of all 231 invoices with further external communications to each agency in order to establish their fee/commission rate. With an average of 5 minutes per invoice this would take in excess of 18 hours which is the appropriate limit set by the Freedom of Information Act 2000. The appropriate limit of £450 represents the estimated cost of one person spending two and a half days in determining whether the Trust holds the information, and locating, retrieving and extracting the information. Consequently, the Trust is not obliged by the Freedom of Information Act 2000 to retrieve the above information (see section 12(1)).

6. How much was spent on locum doctors by:

- a. Specialty (e.g medicine, surgery, anaesthetics, ITU/HDU, obstetrics and gynaecology, paediatrics, psychiatry, ophthalmology, emergency department, GP, pathology, radiology) and
- b. Level

The level of Agency locum is not something that is recorded on the Trust finance system, all such invoices are grouped under one account within the finance system.

The Trust has provided you with the total spend per specialty in the table below.

7. Please provide an average hourly rate for locums by specialty and level as above.

During the sample analysis undertaken when looking at question 3, some of the invoices stated an hourly rate but others only stated a daily or a weekly rate and not stating the hours that were actually worked. Therefore, In order to identify this detail it would be necessary to review each individual invoice, however, it will also be necessary to cross reference with records held with all of the individual clinical departments to confirm the hours that were worked. Due to the number of invoices concerned the Trust can advise that the piece of work necessary would take in excess of 18 hours which is the appropriate limit set by the Freedom of Information Act 2000. The appropriate limit of £450 represents the estimated cost of one person spending two and a half days in determining whether the Trust holds the information, and locating, retrieving and extracting the information. Consequently, the Trust is not obliged by the Freedom of Information Act 2000 to retrieve the above information (see section 12(1)).

For your ease of use, please modify the table below to answer Questions 6 & 7

Specialty	Level		
	Medical Agency spend	Internal Consultant locum spend	Internal F2 Locum spend
Medicine	£25,421.85		£21,911.47
Surgery	£644,286.98	£190,501.68	
Histology	£69,186.36		
Paediatrics	£120,890.83	£90,079.70	
Gynaecology	£3,949.62		

Key

*medicine = acute medicine, allergy, audiological medicine, cardiology, clinical genetics, clinical neurophysiology, clinical

pharmacology and therapeutics, dermatology, endocrinology & diabetes, Gastroenterology, General (internal medicine), Genitourinary medicine, Geriatric medicine, Haematology, Immunology, Infectious Disease, Medical Oncology, Medical Ophthalmology, Metabolic medicine, Neurology, Nuclear medicine, Paediatric cardiology, Palliative medicine, Pharmaceutical medicine, Rehabilitation medicine, Renal medicine, Respiratory medicine, Rheumatology, Sport & exercise medicine, stroke medicine

**surgery = Cardiothoracic surgery, General surgery, Neurosurgery, Oral and maxillofacial surgery, Otolaryngology, Paediatric surgery, Plastic or reconstructive surgery, Trauma and orthopaedic surgery, Urology.