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Freedom of Information Act Disclosure log - Reply Extract

Response introduction to temporary staffing issues

Medical staffing

A number of the Trust's posts that are vacant are related to hard to fill specialities. The Trust is currently undertaking a review of several work streams to identify how best to fill the gaps, whether through exploring international recruitment, exploring innovative workforce models to provide services in a different way, increase the number of doctors in training available to the Trust and to increase the use of our internal locum bank.

You asked

- How many full time equivalent vacancies for doctors of all grades and specialisms are currently outstanding across the Trust?**

Role	Full time equivalent (FTE) Variance	Current Full time equivalent (FTE) in post
Associate Specialist (Closed)	-3.05	18.56
Clinical Assistant	-0.28	0.02
Clinical Medical Officer	-0.01	0.5
Consultant	-19.99	374.4
Foundation Year 1	-3.38	51.62
Foundation Year 2	-3.2	48.8
General Medical Practitioner	0	0
Salaried Dental Practitioner	0	0
Senior Clinical Medical Officer	-2.9	1
Senior House Officer (Closed)	-4	10

Senior Lecturer	0	0
Specialist Registrar (Closed)	-11.7	11.8
Specialty Doctor	1.17	40.76
Specialty Registrar	-68.47	383.11
Staff Grade (Closed)	0	0
Trust Grade Doctor - Specialist Registrar Level (Closed)	-1.13	0
Trust Grade Doctor - Specialty Registrar	2.3	3.3
Grand Total	-114.65	943.87

2. **How many full time equivalent vacancies for doctors of all grades and specialisms have been advertised more than 28 days and currently still remain unfilled?**

In the period 01/01/2017 – 31/03/2017
vacancies

Seven fixed term contracts

3. **Please detail the grades and specialisms for all whole time equivalent vacancies which have been advertised for more than 28 days and currently still remain unfilled?**

In the period 01/01/2017 – 31/03/2017
vacancies

Seven fixed term contracts

The grades and specialisms were:

Specialty Doctor in Emergency Medicine

Locum Consultant in Neonatology

Locum Consultant in Thoracic Medicine

Trust StR* Higher in Thoracic Medicine

Trust StR* Higher in Plastic Surgery

Specialty Doctor in Ophthalmology

Trust StR* Lower in Diabetes and Endocrinology

*StR is a Specialist Registrar

- 4. What was the total amount spent on Agency Locum Doctors during financial year 2016/17?**

£4,100,596

- 5. Have you utilised any agencies/headhunting/recruitment companies to source direct applicants (Not agency locums) for Doctors jobs in either a substantive or fixed term capacity?**

“Clinicians Connected” has recently been engaged to help source overseas candidates.

- 6. If you answered to question 5, can you please name the agencies/headhunting/recruitment companies and the number of vacancies they have successfully filled?**

None so far, as mentioned in previous answer, the Trust has only recently engaged with Clinicians Connected.