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## Freedom of Information Act Disclosure log - Reply Extract

### Response introduction to temporary staffing issues

#### Medical

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.

#### Temporary staffing

In addition to our own internal locum bank (for medical staff) and NHS Professionals (for nursing and non-medical staff), the Trust uses agency workers as a last resort when all other options have been explored, discounted and it is necessary to ensure appropriate standards of service delivery. The Trust will flex staff across departments as well as deploy temporary staff to ensure the continuation of a quality, safe service for patients.

In response to the caps on agency worker pay introduced in November 2015, the Trust is in regular conversation with agencies in order to work together to lower pay. Requests to use agency workers are scrutinised by the Executive team, to establish other routes of covering the work before using an agency worker. The Trust works collaboratively with other Trusts throughout the Southwest to drive down rates of pay across the region, undertaking regular review meetings.

#### You asked

Could you please let me know the locum spend in the Cardiology department in each hospital from January 2016 to May 2017 or your most recent records. If possible could you please also let me know the spend of each individual locum that the department has in each individual hospital by job title and band of locum.

#### Our response

Locum spend in the Cardiology Department at Plymouth Hospitals NHS Trust from January 2016 to May 2017 inclusive, including a breakdown showing the spend on each individual locum and the band of that locum is shown in the Table below.

<b>Name</b>	<b>Band</b>	<b>Total</b>
Doctor 1	Agency Registrar (Higher)	£14,500 - £15,000
Doctor 2	Agency Registrar	£8,500 to 9,000
Doctor 2	Agency Medical staff	£500 to £1,000
Doctor 2	Agency Registrar (Higher)	£99,000 to £99,500
Doctor 2	Agency Registrar (Lower)	£59,500 to 60,000
Doctor 3	Agency Registrar (Higher)	£500 to £1,000
Doctor 4	Agency HO/SHO	-£1,000 to -£500
Doctor 4	Agency Registrar (Lower)	£500 to £1,000
Doctor 5	Agency Registrar (Higher)	£1,500 to 2,000
Doctor 5	Agency Registrar (Lower)	£16,500 to 17,000
Doctor 6	Agency Registrar (Lower)	£2,500 to 3,000
Doctor 7	Agency HO/SHO	£500 to 1,000
Doctor 7	Agency Registrar (Lower)	-£001 to - 500
Total locum spend in area specified between January 2016 to May 2017		£217,696

### **Legal notes**

Plymouth Hospitals NHS Trust is confirming in accordance with section 1 (a) of the Act that it holds the information requested and is supplying it in accordance with section 1(b) unless otherwise specified.

Please find the answers to your questions noting that we have banded the values and removed individual's names. This avoids a breach of the first two Data Protection Act principles. This is in accordance with section 40.-(2)(a) and (b) by virtue of section 40.-(3)(a)(i), the personal information exemption as described in the Freedom of Information Act 2000.