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Freedom of Information Act Disclosure log - Reply Extract

Response introduction to temporary staffing issues

Nursing

There are ongoing efforts to recruit nurses into Derriford Hospital including targeted social media campaigns, financial incentives including relocation packages, offering rotational roles and working with Universities to promote opportunities to newly qualified nurses. Alongside our recruitment campaigns there a number of work streams to ensure that we are using our resources as efficiently as possible including a review of shift patterns, the implementation of a new roster policy and increasing our bank resource.

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 an 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

- 1. The trust's completed 'Detailed agency collection' for month 12 of 2016-17, showing the year to date figures. (Example attached)**

If for any reason the trust is minded not to provide this document, please list the five specialties for which the trust had the highest agency staff costs - as a % of total pay costs for the specialty - in 2016-17 in the table below. Please also fill in the cells detailing expenditure. If the trust's accounts have not yet been audited, please use the unaudited figures.

Speciality name	Agency (Excluding bank staff)				Total Gross Employee Benefits for specialty			
	Medical	Qualified Nursing	Other	Total	Medical	Qualified Nursing	Other	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Specialty 1								
Specialty 2								
Specialty 3								
Specialty 4								
Specialty 5								

Please refer to the attached spreadsheet

2. Please state the total number of shifts for which the trust breached the national pay cap for medical agency staff in 2016-17 (55% above basic rates), and break this total down for each specialty where the breach occurred (It's fine to only detail the top five specialties).

The Trust does not record the information in this way. We record the rate agreed at the time of the original booking, and the original shifts for which the locum is booked. The shifts are subject to change. There is then a weekly return, which details the shifts completed in each area. To collate the information requested would involve identifying which medical agency staff were booked using a rate that breached the national pay cap, and then looking through 52 weekly returns to identify the number of shifts undertaken by that particular doctor. This would exceed the maximum 18 hour response time.

3. Please state the total number of shifts for the trust breached the national pay cap for agency nursing staff in 2016-17 (55% above basic rates), and break this total down for each specialty where the breach occurred. (It's fine to only detail the top five specialties).

The breaches are not recorded by specialty therefore; we are unable to provide this information within the appropriate limit. To identify the number of breaches recorded, analysis of 52 weekly returns would need to be

undertaken. This would exceed the maximum 18 hour response time (see legal notes).

4. Please state the total number of shifts which required CEO sign off, and break these down for each specialty.

The Trust does not record the information in this way. We would be able to identify which medical staff were booked for a rate that required CEO sign off, but would need to analyse 52 weekly returns in order to identify the number of shifts this applied to. This would exceed the maximum 18 hour response time*.

5. Please state the ten shifts for agency medical staff for which the highest hourly rate was paid. Please state the rate paid and the specialty.

Dermatology - £140
Dermatology - £125
Diabetes and General Medicine - £123.50
Healthcare of the Elderly - £123.50
General Medicine/Outliers - £123.50
Surgery - £122.95
Diabetes - £119.50
Diabetes and Endocrinology - £118
Diabetes and Endocrinology - £117
Healthcare of the Elderly/General Medicine/Outliers - £116

Note: Each doctor booked may have completed more than one shift, therefore this does not necessarily reflect the ten shifts for which the highest hourly rate was paid, but these figures reflect the ten bookings for which the highest hourly rate was paid.

6. For individual medical locums who have incurred the greatest total expenditure for the trust in 2016-17, please state the total amounts paid by the trust in the year in relation to these individuals' work. Please also state their specialty. Eg: Medical locum 1, emergency medicine, total expenditure by the trust in 2016-17; £196,000

The Trust does not record information in this way. Total costs are recorded but not split by individual.

***Legal Notes:** The cost of locating, extracting and collating any relevant information from records would exceed the appropriate limit of 18 hours as described in section 12.-(1) of the Act for this question alone.

		2016/17 Month 12 Year to Date	Plymouth Hospitals NHS Trust															
				Agency (Excluding external Bank)				Total Gross Employee Benefits				Agency as a percentage of Pay						
				Me dica l	Qua lifie d Nur sing	Oth er	Tot al	Me dica l	Qua lifie d Nur sing	Oth er	Tot al	Me dic al	Qua lifie d Nur sing	Oth er	Tot al			
Sub cod e	Sig nag e	Service Line / Cost Centre	Speciality	£'00 0	£'00 0	£'00 0	£'00 0	£'00 0	£'00 0	£'00 0	£'0 00	%	%	%	%			
		Maincode		mc0 1	mc0 2	mc0 3	mc0 4	mc0 5	mc0 6	mc0 7	mc 08	mc 09	mc1 0	mc 11	mc 12			
		National areas of interest																
100	+	Accident & Emergency	180 - ACCIDENT & EMERGENCY	29	163	1	193	5,817	4,095	2,464	12,376	0.5%	4.0%	0.0%	1.6%			
110	+	Cardiology	320 - CARDIOLOGY	178	305	83	566	2,656	2,583	2,357	7,596	6.7%	11.8%	3.5%	7.5%			
120	+	Care of the Elderly	430 - GERIATRIC MEDICINE	134	531	7	672	2,129	3,103	2,110	7,342	6.3%	17.1%	0.3%	9.2%			
130	+	Sonographers	CLINICAL SUPPORT	0	0	114	114	0	0	682	682	0.0%	0.0%	16.7%	16.7%			
140	+	Other Radiology	810 - RADIOLOGY	19	0	20	39	9,040	9	7,995	17,044	0.2%	0.0%	0.3%	0.2%			
150	+						0				0	0.0%	0.0%	0.0%	0.0%			
160	+						0				0	0.0%	0.0%	0.0%	0.0%			

170	+	Sub total National areas of interest		360	999	225	1,584	19,642	9,790	15,608	45,040	1.8%	10.2%	1.4%	3.5%		
		Local high spend areas (>20% or >£1.2m)															
220	+		300 - GENERAL MEDICINE	633	747	9	1,389	3,214	4,134	2,656	10,004	19.7%	18.1%	0.3%	13.9%		YES
310	+		330 - DERMATOLOGY	386	0	0	386	888	349	223	1,460	43.5%	0.0%	0.0%	26.4%		YES
340	+		THEATRES	92	894	1,003	1,989	10,652	9,120	8,776	28,548	0.9%	9.8%	11.4%	7.0%		YES
	+																
	+						0				0	0.0%	0.0%	0.0%	0.0%		
10	+	Sub Total Local high spend areas		1,111	1,641	1,012	3,764	14,754	13,603	11,655	40,012	7.5%	12.1%	8.7%	9.4%		
800	+	All Other Expenditure not detailed above		2,888	3,631	1,126	7,645	65,066	54,542	81,144	200,752	4.4%	6.7%	1.4%	3.8%		
900	+	GRAND TOTAL (per Month 12 Finance return YTD)		4,359	6,271	2,363	12,993	99,462	77,935	108,407	285,804	4.4%	8.0%	2.2%	4.5%		
200	+		100 - GENERAL SURGERY	3	786	7	796	5,647	3,004	2,662	11,313	0.1%	26.2%	0.3%	7.0%		NO
210	+		101 - UROLOGY	0	0	0	0	2,013	207	388	2,608	0.0%	0.0%	0.0%	0.0%		NO

230	+		110 - TRAUMA & ORTHOPAEDICS	141	638	11	790	4,472	2,657	2,799	9,928	3.2%	24.0%	0.4%	8.0%		NO
240	+		120 - ENT	241	0	0	241	1,826	102	356	2,284	13.2%	0.0%	0.0%	10.6%		NO
250	+		130 - OPHTHALMOLOGY	308	0	82	390	2,521	485	1,601	4,607	12.2%	0.0%	5.1%	8.5%		NO
260	+		140 - ORAL SURGERY	0	0	0	0	1,257	0	197	1,454	0.0%	0.0%	0.0%	0.0%		NO
270	+		141 - RESTORATIVE DENTISTRY	0	0	0	0	31	0	4	35	0.0%	0.0%	0.0%	0.0%		NO
280	+		143 - ORTHODONTICS	0	0	0	0	324	0	87	411	0.0%	0.0%	0.0%	0.0%		NO
290	+		145 - ORAL & MAXILLO FACIAL SURGERY	0	0	0	0	0	136	405	541	0.0%	0.0%	0.0%	0.0%		NO
300	+		150 - NEUROSURGERY	199	256	47	502	3,231	1,323	1,203	5,757	6.2%	19.3%	3.9%	8.7%		NO
320	+		170 - CARDIOTHORACIC SURGERY	320	447	4	771	6,345	4,896	2,074	13,315	5.0%	9.1%	0.2%	5.8%		NO
330	+		192 - CRITICAL CARE MEDICINE	0	19	0	19	2,441	6,135	1,129	9,705	0.0%	0.3%	0.0%	0.2%		NO
350	+		301 - GASTROENTEROLOGY	190	100	60	350	2,920	2,493	1,553	6,966	6.5%	4.0%	3.9%	5.0%		NO
360	+		303 - CLINICAL HAEMATOLOGY	66	156	3	225	1,609	1,910	732	4,251	4.1%	8.2%	0.4%	5.3%		NO
370	+		307 - DIABETIC MEDICINE	32	0	0	32	1,868	519	238	2,625	1.7%	0.0%	0.0%	1.2%		NO
380	+		310 - AUDIOLOGICAL MEDICINE	0	0	134	134	0	0	975	975	0.0%	0.0%	13.7%	13.7%		NO

390	+		313 - CLINICAL IMMUNOLOGY and ALLERGY	0	0	0	0	207	189	77	473	0.0 %	0.0 %	0.0 %	0.0 %		NO
400	+		315 - PALLIATIVE MEDICINE	0	0	0	0	227	0	0	227	0.0 %	0.0 %	0.0 %	0.0 %		NO
10	+		340 - RESPIRATORY MEDICINE	0	325	12	337	2,319	3,056	2,137	7,512	0.0 %	10.6 %	0.6 %	4.5 %		NO
20	+		360 - GENITOURINARY MEDICINE	5	0	0	5	661	298	401	1,360	0.8 %	0.0 %	0.0 %	0.4 %		NO
30	+		361 - NEPHROLOGY	20	84	4	108	1,192	1,773	1,004	3,969	1.7 %	4.7 %	0.4 %	2.7 %		NO
40	+		400 - NEUROLOGY and STROKE	46	322	45	413	2,364	1,478	1,749	5,591	1.9 %	21.8 %	2.6 %	7.4 %		NO
50	+		410 - RHEUMATOLOGY	164	5	0	169	932	217	43	1,192	17.6 %	2.3 %	0.0 %	14.2 %		NO
60	+		420 - PAEDIATRICS	214	0	1	215	2,903	2,767	1,034	6,704	7.4 %	0.0 %	0.1 %	3.2 %		NO
70	+		422 - NEONATOLOGY	145	64	0	209	2,237	3,287	654	6,178	6.5 %	1.9 %	0.0 %	3.4 %		NO
80	+		501 - OBSTETRICS	0	0	0	0	0	6,362	877	7,239	0.0 %	0.0 %	0.0 %	0.0 %		NO
90	+		502 - GYNAECOLOGY	0	33	13	46	3,910	1,168	1,392	6,470	0.0 %	2.8 %	0.9 %	0.7 %		NO
100	+		700 - LEARNING DISABILITY	0	0	0	0	0	54	37	91	0.0 %	0.0 %	0.0 %	0.0 %		NO
110	+		800 - CLINICAL ONCOLOGY	35	184	12	231	2,313	1,884	2,251	6,448	1.5 %	9.8 %	0.5 %	3.6 %		NO
120	+		CLINICAL SUPPORT	27	0	370	397	3,582	625	25,700	29,907	0.8 %	0.0 %	1.4 %	1.3 %		NO
130	+		CORPORATE AND ADMIN	21	17	433	471	1,881	5,792	25,760	33,433	1.1 %	0.3 %	1.7 %	1.4 %		NO

