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<b>Attachments</b>	No

## **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

Please clarify for the supply of both medical locum doctors and agency nurses:

1. What was your total spend for the last financial year (2015/16) for agency medical locums?

£4,900,747

2. What was that spend broken by specialty, for example Accident and Emergency, Anaesthetics, Medicine, Mental Health, Obstetrics and Gynaecology, and Surgery?

The expenditure on agency medical staff recorded by Service Line for 2015/16 is provided in the table below:

Service Line	£
Acute Medicine	789,209
Acute Paediatrics	273,338
Breast Surgery	87,483
Cardiology	(14,028)
Cardiothoracic & Vascular Surgery	121,749
Colorectal Surgery	(6,163)
Dental & Maxillo Facial Surgery	21,522
Dermatology	481,127
Diabetes and Endocrinology	465,042
Emergency Department	71,099
ENT & Audiology	38,139
Gastroenterology Services	2,645
General and Upper GI Surgery	56,594
Healthcare of the Elderly	58,561

Hepatology	27,437
Imaging	178,617
Medical Resilience	197,474
Neonatology	81,848
Neurology	131,855
Neurosurgery	152,107
Oncology	20,970
Ophthalmology	500,359
Pain Services	9,504
Pathology	33,796
Plastic Surgery	709,564
Thoracic Medicine	29,102
Trauma & Orthopaedics and Rheumatology	469,216
Trust Wide	(87,419)
<b>Total</b>	<b>4,900,747</b>

**3. What was that spend broken down by agency?**

The expenditure on agency medical staff recorded by supplier for 2015/16 is provided in the table below:

<b>Agency</b>	<b>£</b>
Accident & Emergency Agency Ltd	176,211
Athona Medical Recruitment Ltd	22,131
Brookson Medical Care Services Ltd	321,034
College Of Emergency Medicine	833
Diving Disease Research Centre	5,405

Doctors On Call Ltd	173,575
DRC Locums Ltd	153,243
First Medical Staffing Solutions Ltd	95,168
Global Medics Ltd	102,188
Health Temps Ltd	26,560
Holt Doctors Ltd	(2,889)
LD Medical Group Ltd	441,212
Interact Medical Ltd	182,214
Medacs Healthcare Services PLC	338,899
Medecho Ltd	63,562
Medicspro Ltd	10,798
Medsol Healthcare Services Ltd	87,747
MP Locums Healthcare Ltd	80,163
Mylocum Ltd	114,112
National Locums	1,838
Network Ventures Ltd	756
NHS Blood & Transplant	16,399
Pertemps Medical Partnership Ltd	1,528,579
Pertemps Network Medical Ltd	135,375
Pertemps Recruitment Partnership Ltd	(4,142)
Pulse Healthcare Ltd	6,049
Pure Medical Healthcare Solutions Ltd	5,490
Reed Specialist Recruitment Ltd	45,389
Rig Locums Ltd	6,545
Rig Medical Recruit Ltd	84,950

RM Medics Ltd	32,839
RMR Recruitment Ltd	18,324
Surgi Call Locums Ltd	22,620
Total Assist Recruitment Ltd	607,570
<b>Total</b>	<b>4,900,747</b>

**4. What was your total spend for the last financial year (2015/16) for agency nurses?**

£6,596,841

**5. What was that spend broken by specialty, for example Accident and Emergency, Community, Critical, General, Mental Health, Midwifery, and Theatres?**

The expenditure on agency nursing staff recorded by Service Line for 2015/16 is provided in the table below:

<b>Service Line</b>	<b>£</b>
Acute Medicine	288,432
Acute Paediatrics	1,010
Cardiology	259,174
Cardiothoracic & Vascular Surgery	374,603
Colorectal Surgery	337,220
Critical Care Services	242,851
Emergency Department	140,367
Endoscopy	83
Gastroenterology Services	115,914
General and Upper GI Surgery	406,378
Gynaecology & IVF	202,738

Haematology & Immunology	292,057
Healthcare of the Elderly	587,819
Healthcare Science & Technology	(92)
Maternity Services	9,264
Medicine SL Management	112,919
Neonatology	226,076
Neurology	298,151
Neurosurgery	175,938
Oncology	153,127
Plastic Surgery	101,715
Renal & Transplantation	52,087
Theatres Central	1,507,617
Thoracic Medicine	358,742
Trauma & Orthopaedics and	342,201
Trust Wide	10,451
<b>Total</b>	<b>6,596,841</b>

**6. What was that spend broken down by agency?**

<b>Supplier</b>	<b>£</b>
Driver Hire Plymouth	(92)
Durnford Society Ltd	111
Independent Clinical Services	(156)
Mayday Healthcare	964,382
Network Healthcare Professionals Ltd	7
Newcross Healthcare Solutions Ltd	28,704

Nurse Plus & Carer Plus (UK) Ltd	1,606
Nursing Personnel	908,037
Plan B Healthcare PLC	780,212
Premier Care (Plymouth) Ltd	141
Pulse Healthcare Ltd	56,033
Scope	1,090
Thornbury Nursing Services Ltd	1,551,271
Your World Recruitment Ltd	2,305,495
<b>Grand Total</b>	<b>6,596,841</b>

**Attachments included:** No