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| <b>File reference</b>  | W17FOI095                   |
| <b>Key words</b>       | Temporary staffing - Agency |
| <b>Date of release</b> | 25/04/2017                  |
| <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.

#### You asked

- 1) Please can you outline your agency spend on 1) medical locums (Hospital doctors acute) & 2) GPs/ANPs/ENPs/ECPs in the following months of 2016.**

**Jan, Feb, March, April, May, June, July, August, September, October, November and December.**

|     | <b>2016 medical locums spend (£)</b> |     | <b>2016 GPs/ANPs/ENPs/ECPs spend</b> |
|-----|--------------------------------------|-----|--------------------------------------|
| Jan | 331,946                              | Jan | See note below*                      |
| Feb | 408,581                              | Feb |                                      |
| Mar | 394,201                              | Mar |                                      |

|      |         |      |  |
|------|---------|------|--|
| Apr  | 362,292 | Apr  |  |
| May  | 355,777 | May  |  |
| Jun  | 469,464 | Jun  |  |
| Jul  | 442,857 | Jul  |  |
| Aug  | 389,331 | Aug  |  |
| Sept | 331,007 | Sept |  |
| Oct  | 274,202 | Oct  |  |
| Nov  | 356,204 | Nov  |  |
| Dec  | 402,141 | Dec  |  |

Total                    £4,518,001

\*The Trust has no records of expenditure on Agency GPs, Advanced Nurse Practitioners, Enhanced Nurse Practitioners and Enhanced Care Practitioners in 2016.

**2) How many agencies did your trust use in the year of 2016?**

18

**3) What was the trust total agency spend in 2016**

£13,266,402

**4) How much was spent on agency nurses in 2016?**

£7,054,369

**5) On December 25th 2016, how many shifts went unfilled?**

Unable to provide this information for agency doctors as the Trust does not have a centralised roster system.

**6) What is the highest total amount paid to a locum doctor in 2016**

£122.95 – total hourly cost to the Trust.

**7) Please list the names of agencies that we used in year 2016 and list the total amount of spend for each used.**

|     |
|-----|
| A&E |
|-----|

|               |
|---------------|
| Athona        |
| Cardiology    |
| DRC           |
| Fresh         |
| Global Medics |
| Holt          |
| ID Medical    |
| Interact      |
| Medacs        |
| Medecho       |
| Medics Supply |
| MP Locums     |
| NC Healthcare |
| Pertemps      |
| Provide       |
| RIG           |
| Total Assist  |

We are unable to provide spend as spend is linked to the name of the doctor's limited company rather than the recruitment agency.

- 8) For the week commencing 19th December 2016, what percentage of doctor shifts were filled by locums.**

Unable to provide this information for agency doctors as the Trust does not have a centralised roster system.

- 9) What is the total number of different doctor locums did the trust use in 2016.**

**10) Was there a overnight shift in 2016 where there was only one doctor working?**

Unable to provide this information for agency doctors as the Trust does not have a centralised roster system.

**11) What was the highest hourly rate paid to an agency for a nurse in 2016**

£67.85

**12) How many locum GP shifts went unfilled in 2016**

Not applicable to our organisation

**13) Of all agencies used, were any off framework?**

All agency use for doctors is with a framework agency.

**14) Who is the head of procurement at your Trust who approves agency use. This can be the head of procurement or service manager.**

The Head of Procurement does not approve agency use.

Advance requests for agency staff are approved by the Trust's Executive Review Panel comprising all Executive Directors, Care Group Managers and Heads of Nursing.

Requests for Agency Nursing are managed in accordance with algorithms built into the Trust's staff rostering system and cascaded to agencies via the Trust's booking system in line with best value.

Requests for urgent out of hours medical or nursing agency staff are approved by the Trust's on call Executive Director.