

File reference	W17FOI229
Key words	Junior Doctors
Date of release	09/05/2017
Attachments	No

Freedom of Information Act Disclosure log - Reply Extract

You asked

In your NHS trust, when junior doctors rotate into your hospitals as part of their rotational training posts:

- 1. What pre-employment checks do you do on the junior doctors before they are able to start with you (e.g. DBS, occupational health)**

Pre-employment checks for junior doctors include identity checks, Disclosure and Barring Service (DBS), Occupational Health clearance, right to work in the UK, references and GMC registration.

- 2. How many people do you employ to complete the pre-employment checks and are they employed on a permanent basis or do you employ extra temporary staff at the busy times (e.g. Aug/Sept and Feb/March)**

We have seven (6 WTE) permanent members of staff who are involved to some degree in the recruitment of doctors. These members of staff are also involved in all other HR processes relating to medical staff, including payroll changes, maternity and paternity leave, honorary contracts, retirements and terminations, and rota monitoring. They are also responsible for dealing with all HR processes in respect of Locum Bank and Agency medical staff. We do not specifically employ additional staff at busy periods, but we do access resources from other teams during these times, particularly in the run up to the August intake.

- 3. On average, how much do these checks cost you to perform per junior doctor considering the time spent and the employment costs**

It is not possible to quantify the specific costs relating to pre-employment checks, as the relevant staff are not employed solely to undertake these checks and their workload is made up of several additional tasks, as outlined in question 2.