

Q1 Please could you provide me a breakdown of the locum agency doctor spend for the last financial year? Please break this down in to specialty and grades

| Grade | Specialty | Total |
|----------------------|------------------------------|-----------|
| Agency - Fy1 & Fy2 | Ed / Ucc | 27,596 |
| Agency - Fy1 & Fy2 | Gen Surg | 2,061 |
| Agency - Registrar | Acute | 4,001 |
| Agency - Registrar | Cancer | 81,106 |
| Agency - Registrar | Ed / Ucc | 43,700 |
| Agency - Registrar | Radiologists | 35,545 |
| Agency - Registrar | Ent | 21,851 |
| Agency - Registrar | Gen Surg | 22,608 |
| Agency - Registrar | Icg Additional | 6,494 |
| Agency - Registrar | Neonates | 68,454 |
| Agency - Registrar | Obs & Gyn | 20,672 |
| Agency - Registrar | Oral Surgery | 246 |
| Agency - Registrar | Paediatrics | 13,863 |
| Agency - Registrar | Urology | 70,118 |
| Agency - Staff Grade | Haematology | 74,552 |
| Agency - Staff Grade | Acute | 344,029 |
| Agency - Staff Grade | Apms - Alt Prov Med Services | 10,701 |
| Agency - Staff Grade | Cancer | 28,527 |
| Agency - Staff Grade | Chronic Pain | 2,988 |
| Agency - Staff Grade | Comm Paed | 4,418 |
| Agency - Staff Grade | Diabetes | 23,293 |
| Agency - Staff Grade | Digestive Diseases | 2,200 |
| Agency - Staff Grade | Ed / Ucc | 1,177,498 |
| Agency - Staff Grade | Histopathology | 45,609 |
| Agency - Staff Grade | Radiologists | 76,211 |
| Agency - Staff Grade | Microbiology | 5,180 |
| Agency - Staff Grade | Gen Surg | 15,501 |
| Agency - Staff Grade | Icg Additional | 103,781 |
| Agency - Staff Grade | Icg Senior Management | 9,285 |
| Agency - Staff Grade | Mfop & Complex Needs | 591,514 |
| Agency - Staff Grade | Neonates | 22,561 |
| Agency - Staff Grade | Obs & Gyn | 143,551 |
| Agency - Staff Grade | Paediatrics | 100,067 |
| Agency - Staff Grade | Respiratory | 2,001 |
| Agency - Staff Grade | Rheumatology | 59,387 |
| Agency - Staff Grade | Urology | 27,638 |
| Agency Consultant | Haematology | 191,190 |
| Agency Consultant | Acute | 288,918 |
| Agency Consultant | Cancer | 149,289 |
| Agency Consultant | Chronic Pain | 75,085 |
| Agency Consultant | Diabetes | 9,061 |
| Agency Consultant | Ed / Ucc | 162,670 |
| Agency Consultant | Histopathology | 72,373 |
| Agency Consultant | Radiologists | 133,818 |
| Agency Consultant | Microbiology | 15,735 |
| Agency Consultant | Gen Surg | 8,652 |
| Agency Consultant | Icg Additional | 40,284 |
| Agency Consultant | Icg Senior Management | 143,920 |
| Agency Consultant | Mfop & Complex Needs | 131,597 |
| Agency Consultant | Neonates | 2,276 |
| Agency Consultant | Paediatrics | 81,649 |
| Agency Consultant | Rheumatology | 21,777 |
| Agency Consultant | Trauma & Orth | 626 |

Q2 Please could you provide me a breakdown of the permanent doctor vacancies across the trust? Please break this down into specialty and grades

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|-------------------------------------|-------------------------------------|------|
| ST1/ST2 SpR1/SpR2 Trust Grade | 435 Education L4 | 0.4 |
| Consultant (Medical) | 435 Clinical Haematology L4 | 1 |
| Consultant (post 31 Oct) | 435 Clinical Haematology L4 | 1 |
| | 435 Clinical Laboratory Medicine L4 | 3.65 |
| | 435 IMPReS L4 | 2.35 |
| | 435 Radiological Services L4 | 6.95 |
| Consultant (pre 31 Oct) - 10yrs Snr | 435 IMPReS L4 | 1 |
| | 435 IMPReS L4 | 0.08 |
| | 435 Family Care - Div Mgt L4 | 0.1 |
| | 435 General Paediatrics L4 | 0.85 |
| Local Consultant Scale | 435 ELCAS L4 | 1 |
| | 435 O&G Medical Staff L4 | 0.03 |
| Senior House Officer (Medical) | 435 General Paediatrics L4 | 1.6 |
| | 435 Neonates L4 | 2 |
| | 435 O&G Medical Staff L4 | 0.46 |
| Specialty Registrar | 435 General Paediatrics L4 | 1.23 |
| ST1/ST2 SpR1/SpR2 Trust Grade | 435 General Paediatrics L4 | 1 |
| ST3-ST7 SpR3 - SpR 8 Trust Grade | 435 General Paediatrics L4 | 1 |
| Consultant (post 31 Oct) | 435 Acute Medicine | 4.38 |
| | 435 Business Support Unit | 1.74 |
| | 435 Cardiology | 0.2 |
| | 435 Diabetes | 0.35 |

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|----------------------------------------|-------------------------------------|-------|
| | 435 Digestive Diseases | 2.63 |
| | 435 Emergency Dept & Urgent Care | 2.3 |
| | 435 MFOP/STROKE & COMM HOSPITAL L4 | 3.52 |
| | 435 Palliative Medicine I4 | 0.95 |
| Consultant (pre 31 Oct) - 21-29yrs Snr | 435 Emergency Dept & Urgent Care | 1 |
| Consultant (pre 31 Oct) - 5yrs Snr | 435 Digestive Diseases | 1 |
| | 435 Emergency Dept & Urgent Care | 0.4 |
| Consultant (pre 31 Oct) - 9yrs Snr | 435 Emergency Dept & Urgent Care | 1 |
| Senior House Officer (Medical) | 435 Business Support Unit | 2 |
| | 435 Emergency Dept & Urgent Care | 1 |
| Specialty Doctor | 435 Acute Medicine | 1 |
| | 435 Business Support Unit | 1 |
| | 435 Cardiology | 2 |
| | 435 Digestive Diseases | 1.1 |
| | 435 Emergency Dept & Urgent Care | 3.3 |
| | 435 MFOP/STROKE & COMM HOSPITAL L4 | 1.4 |
| Specialty Registrar | 435 Emergency Dept & Urgent Care | 5.8 |
| | 435 MFOP/STROKE & COMM HOSPITAL L4 | 2 |
| Consultant (post 31 Oct) | 435 Anaesthetics & Critical Care L4 | 1.81 |
| | 435 Cancer Services L4 | 1 |
| | 435 Dermatology | 0.15 |
| | 435 ENT Directorate L4 | 0.2 |
| | 435 General Surg Services L4 | 3.9 |
| | 435 Ophthalmology L4 | 1 |
| | 435 Orthopaedic Services L4 | 1.1 |
| | 435 Urology L4 | 4 |
| | 435 Vascular Services L4 | 4 |
| Locum Consultant | 435 Anaesthetics & Critical Care L4 | 1.5 |
| | 435 Dermatology | 0.64 |
| | 435 Ophthalmology L4 | 0.03 |
| Total | | 38.55 |

Q3 Please could you confirm how many agency locums are currently in post on long term agency contracts? In the last 6 months and year

- 19 agency locums are currently in posts over 3 months.
- 7 agency locums have worked in posts over 3 months but no longer at the Trust in the last 6 months.

Q4 Please could you provide how much the trust have paid to agencies for introductory fees?

For 2018/19, the introductory fees were £120,536

Q5 Please provide details of any overseas recruitment campaigns that the trust have taken part in for the recruitment of doctors?

Currently using permanent agencies to recruit to ED, Acute, Oncology, Paediatrics and Histopathology, but not direct targeting of overseas doctors from a specific country.