

FOI_1567_2023-24 – FOI Request concerning Bank Staff

1. **What communication have you received from NHSI and NHSE in regards to moving locum agency doctors on to hospital bank between August 2022 & August 2023?**

N/A

2. **What additional communication has your trust received in the year 2024 in regards to moving doctors from agency on to bank?**

N/A

3. **What, (in both percentage and nominal terms) of your temporary doctor staffing spend went on bank in the last 12 months? Please provide figures for the 12 months previous for comparison.**

2021/22 – 1,194k – 57.2%

2022/23 – 1,526k – 58.3%

4. **What set rates do you use for your bank staff at SHO, SpR & Consultant levels?**

We do not have set rates, new bank locums salaries will be made in line with applicants experience and current salary level using the Med & Dental approved rates.

5. **How many full time doctor rota gaps are covered long term by bank staff in your trust? How many of these roles are covered at your set bank rates and how many are over these rates?**

N/A, Dr's on rotation cover any gaps in Dr rota.

6. **How many doctors have been moved from agency directly to your bank in the last 12 months? Of these, please provide a breakdown of the cost increases or savings that have been made per doctor.**

3 doctors have moved from agency to Solent.

Doctor number 1:

Agency yearly wage £ 166,857.00 pa

Solent salary £ 55,329.00

Savings pa £ 111,528.00

Doctor number 2:

Agency yearly wage £ 135,318.82 pa

Solent salary £ 52,530.00 pa

Savings pa £ 82,788.82

Consultant number 3

Agency yearly wage £ 290,690.70 pa

Solent salary £ 93,666.00 pa

Savings pa £ 197,024.70 pa

- 7. What is the most you have spent on a single Bank shift in the last 12 months and what grade/specialty was it to cover? What is the most you have spent on a single agency locum shift in the last 12 months and what grade/specialty was it to cover?**

We do not cover adhoc locum shifts. All medical locum bookings are approved for cover based on gaps in hard to recruit medical roles and will be for a fixed period.

Internal Locum GP (based on hourly rate)

Agency shifts (based on 4-hour session) £600.00 Consultant Psychiatry.

GP Locum Bank shift (based on 4.10 hr session) £439.29 session.

- 8. Please provide a breakdown as to how you work out the real cost of each bank shift. This should be pay rate, employment taxes (ENI + AL), Pension costs, annual leave and study leave, (and third party bank fees N/A)**

National Insurance (Employers) 13.8%

Pension (Employers) contribution = 20.68%

Apprentice Levy = 0.5%

Annual leave if not included in the locum rate = 0.1534 per hour.

- 9. When quoting a PAYE rate for your bank staff, is WTR included in this cost or is it an additional cost on top?**

All Locum Bank staff have AL included within their pay rate. If a locum rate is agreed outside of normal rates as per the medical and dental payscales then we usually state that the rate they will be paid will include AL.

- 10. What % Pension contribution from the trust is paid to bank workers as Employer Contribution?**

20.68% if belong to the NHS Pension scheme.

- 11. What was your total doctors bank spend in 2022 and 2023, what was your agency spend for the same period?**

Locum Spend: 21-22 – £1,194k

22-23 - £1,526k

Agency Spend: 21-22 - £892k

22-23 - £1,090k

- 12. How many doctors were moved from working via an agency in 2023 on to the bank?**

2 x GP's have transferred to Locum bank in last 12 months. Plus 3 x locum medics as per information under Q6.

- 13. Is your bank ran by staff on the hospital's payroll or via a third party?**

It is run internally within the Trust

14. If using a 3rd party for your bank services, what is the charge for their services and how is this calculated as part of your bank spend? Do they charge per hour, per shift, or a monthly fixed cost?

N/A