

Freedom of Information Request: Our Reference CTMUHB_182_20

You asked:

1. Please can you give me the breakdown of locum agency doctor spend in the past 12 months? Please break this down by specialty and grade.

The charts below show the breakdown of agency locum doctors by site and specialty initially, with the second table for each site displaying shifts filled by grade for each specialty. The data was extracted for dates between 01/05/19 – 30/04/20.

Princess of Wales

Row Labels	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	Grand Total
Radiology	£51,063	£25,419	£44,478	£21,122	£23,603	£46,396	£51,254	£41,926	£65,013	£62,790	£55,191	£7,662	£495,917
ENT	£74,849	£34,246	£64,066	£40,510	£48,515	£43,214	£44,406	£37,111	£38,586	£18,153	£20,565	£8,506	£472,727
Obs and Gynae	£30,671	£31,485	£25,767	£26,063	£33,305	£26,373	£27,500	£18,000	£36,065	£26,580	£30,061	£22,847	£334,717
T&O	£17,139	£25,658	£55,567	£37,498	£34,188	£31,426	£32,471	£27,483	£21,626	£15,608	£22,201	£8,602	£329,467
Anaesthetics	£15,560	£21,855	£16,108	£31,087	£26,657	£16,480	£22,673	£26,947	£26,594	£14,851	£27,319	£15,125	£261,255
Urology	£35,669	£38,351	£27,527	£5,947	£21,898	£13,436	£10,627	£11,925	£9,315	£8,027	£15,954	£9,806	£208,483
Medicine	£24,616	£9,049	£3,088	£18,553	£35,239	£30,040	£25,213	£20,322	£9,760	£7,376	£9,599	£6,478	£199,333
Emergency Department	£7,713	£15,351	£29,577	£23,790	£10,724	£10,910	£13,165	£13,655	£17,359	£4,966	£14,005	£832	£162,049
Paediatrics	£2,507	£1,494	£2,732	£1,271	£1,521	£1,641	£1,641	£3,296	£2,028	£1,962	£7,072	£4,983	£32,149
COTE	£4,962	£4,962	£12,306	£4,466									£26,696
General Surgery	£1,453	£1,389	£2,148	£1,263	£1,046	£1,285	£2,099	£2,225					£12,907
Ophthalmology					£520	£1,396	£366		£1,357	£1,255	£793		£5,687
Mental Health	£289				£210			£461	£116	£86			£1,162
Grand Total	£266,490	£209,260	£283,364	£211,569	£237,426	£222,598	£231,415	£203,350	£227,820	£161,655	£202,760	£84,841	£2,542,548

Directorate	Consultant	F1	F2	Specialty Doctor	STR (Higher)	STR (Lower)	Grand Total
POW & Glanrhyd Older Adult Mental Health Services						1	1
POW Adult Mental Health Services				1	2	8	11
POW Anaesthetics					13	55	68
POW Emergency Department	1		180	1	224	24	430
POW ENT						7	7
POW General Surgery			23			10	33
POW Medicine	70	4	25		16	58	173
POW Obs and Gynae	1					5	6
POW Paediatrics			1		3	2	6
POW Radiology	11						11
POW T&O						14	14
Grand Total	83	4	229	2	258	184	760

Royal Glamorgan

Row Labels	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	Grand Total
Directorate of Acute Medicine and A&E	£153,530	£84,817	£124,261	£107,584	£104,453	£84,810	£96,437	£135,705	£134,430	£114,512	£148,133	£111,925	£1,400,596
Directorate of General Surgery, T&O, Urology, O&G and Sexual Health	£164,435	£88,223	£147,881	£69,379	£65,067	£68,976	£90,173	£96,184	£109,029	£68,715	£89,423	£44,877	£1,102,360
Directorate of Pathology	£100,211	£49,812	£105,472	£70,726	£141,961	£47,317	£36,512	£103,819	£54,233	£53,818	£16,090	£13,355	£793,327
Directorate of Children, Young People and CAMHS	£42,250	£9,212	£37,503	£49,894	£33,204	£17,735	£15,027	£63,067	£20,207	£51,773	£50,830	£28,244	£418,946
Directorate of Mental Health	£34,237	£19,104	£32,057	£40,446	£22,159	£25,391	£26,054	£23,920	£30,530	£22,278	£18,768	£12,952	£307,895
Directorate of ACT and Head & Neck		£1,744	£883		£1,262							£26,579	£30,468
Directorate of Radiology and Therapies						£6,889	£7,881	£2,713	£1,964	£1,008	£698		£21,153
Directorate of Localities								£1,026	£1,731	£1,429	£1,727	£749	£6,662
COVID-19 HENSOL FIELD HOSPITAL												£309	£309
Grand Total	£494,662	£252,911	£448,057	£338,028	£368,106	£251,118	£272,084	£426,434	£352,124	£313,532	£325,668	£238,990	£4,081,716

Directorate	Consultant	F2	STR (Higher)	STR (Lower)	Grand Total
CAMHS Medics CTUHB			43		43
Mental Health Teams				3	3
RGH A&E Medics	8		1284	342	1634
RGH Anaesthetics		12			12
RGH General Surgery		10	6	2	23
RGH Medicine Teams				5	5
RGH Mental Health				7	7
RGH Paediatrics			8	2	10
RGH T&O			6	48	54
RGH Urology			2		2
Grand Total	30	6	1345	430	1811

Prince Charles

2	Row Labels	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Ja-20	Feb-20	Mar-20	Apr-20	Grand Total
3	Directorate of Acute Medicine and A&E	£53,582	£36,996	£105,167	£112,419	£72,456	£40,848	£54,897	£58,323	£42,642	£45,129	£63,654	£31,535	£717,648
4	Directorate of General Surgery, T&O, Urology, O&G and Sexual Health	£89,200	£126,693	£127,897	£85,425	£58,652	£28,920	£25,025	£17,207	£27,044	£23,538	£24,429	£15,048	£649,077
5	Directorate of Children, Young People and CAMHS	£9,472	£6,097	£8,365	£11,370	£25,379	£25,247	£25,294	£31,974	£44,217	£30,849	£53,057	£45,229	£316,551
6	Princess of Wales Delivery Unit										£3,968			£3,968
7	Grand Total	£152,254	£169,786	£241,429	£209,214	£156,487	£95,015	£105,215	£107,504	£113,903	£103,485	£141,139	£91,811	£1,687,244

9	Directorate	Consultant	F1	Specialty Doctor	StR (Higher)	StR (Lower)	Grand Total
10	PCH A&E Medics				113	335	448
11	PCH General Surgery					15	15
12	PCH Medicine Teams	1	3		32	28	64
13	PCH Paediatrics					1	1
14	PCH T&O			1			1
15	Grand Total	1	3	1	146	378	529

2. Can you confirm if any agency locum doctors have been in contract for 6 months or longer? Can you break down by specialty and grade.

The table below shows all agency locums (31) who have been in posts for longer than 6 months as of 17/06/20. This data has been broken down by grade and specialty.

Department (Specialty)	Job title (Grade)
Paediatrics	Consultant
CAMHS Medics	Consultant
Obs and Gynae	StR (Higher)
General Surgery	StR (Higher)
Urology	Consultant
T&O	StR (Higher)
ENT	StR (Lower)
ENT	Consultant
Obs & Gynae	StR (Higher)
Obs & Gynae	StR (Higher)
Obs & Gynae	F2
T&O	StR (Lower)
Paediatrics	StR (Higher)
Directorate of Children, Young People and CAMHS	Consultant
Urology	Consultant
Paediatrics	StR (Lower)
Urology	Consultant
Urology	StR (Lower)
Ophthalmology	Specialty Doctor
Medicine	StR (Lower)
Old Age Psychiatry	StR (Lower)
T&O	StR (Lower)
General Surgery	StR (Higher)
Old Age Psychiatry	StR (Lower)
Paediatrics	Consultant
Obs and Gynae	StR (Lower)
Paediatrics	StR (Higher)
T&O	StR (Lower)
T&O	StR (Lower)
Medicine	StR (Lower)
Paediatrics	StR (Higher)

3. Please can you give me the breakdown of bank doctor spend in the past 12 months? Please break this down by specialty and grade.

CTMUHB do not operate a bank of Doctors to report upon.

4. Please can you give me a breakdown of permanent or fixed term doctor vacancies across the Health Board? Please break down by specialty and grade.

The below table shows permanent and fixed term vacancies across the Health Board that we are actively recruiting to as at 16/06/2020 – this means currently under advert, being shortlisted or being interviewed for i.e. an offer has not been made in the system therefore the post is still a vacancy.

Primary base has been stated where applicable but all conditional offers state that an employee could be required to work at any CTM site.

State	Grade	Specialty	Term
Advertising	Consultant	Anaesthetics	Permanent
Advertising	Clinical Fellow	Paediatrics	Permanent
Advertising	Specialty Doctor	Trauma & Orthopaedics	Permanent
Advertising	Clinical Fellow	Emergency Medicine	Fixed Term
Advertising	Specialty Doctor	Palliative Care	Fixed Term
Advertising	StR LAS	Medicine	Fixed Term
Advertising	Salaried GP	Primary Care Support Unit	Permanent
Advertising	Consultant	Dermatology	Permanent
Shortlisting	Specialty Doctor	Emergency Medicine	Permanent
Shortlisting	Consultant	Emergency Medicine	Permanent
Shortlisting	Specialty Doctor	Paediatrics	Permanent
Shortlisting	Consultant	Haematology	Permanent
Shortlisting	Clinical Fellow	General Surgery	Fixed Term
Shortlisting	Specialty Doctor	General Surgery	Fixed Term
Shortlisting	Consultant	Ophthalmologist	Permanent
Shortlisting	Foundation Programme Director (internal)	Clinical Education	Fixed Term
Shortlisting	Consultant	General and Respiratory Medicine	Permanent
Shortlisting	Specialty Doctor	Paediatrics	Permanent
Shortlisting	CT LAS	General Medicine	Fixed Term
Interview	Clinical Fellow	Acute Medicine	Fixed Term
Interview	DCT2	Oral and Maxillofacial Surgery	Fixed Term
Interview	Senior Dentist	Dentistry	Permanent
Interview	Clinical Lead General Practitioner	General Practice	Permanent
Interview	Consultant	General Medicine	Permanent
Interview	Specialty Doctor	Emergency Medicine	Permanent
Interview	Consultant	Child and Adolescent Psychiatry	Permanent

5. Can you please advise of any doctor vacancies that have been vacant for 6 months or more?

I can confirm that the Health Board does not centrally record this information. To provide you with this information, would require a manual trawl and significantly exceed the 18 hours time and £450 cost limit set out within Section 12 of the Freedom of Information Act.

6. In the last 12 months, how much has the Health Board paid in introductory fees to recruitment agencies for recruiting doctors on a permanent or fixed term basis? Please break down by specialist and grade.

In respect of introductory fees, I can confirm that the Health Board holds this information, however, withholding this information, relying on Section 43 exemption of the Freedom of Information Act 2000 " information is exempt from disclosure if it would, or would be likely to, prejudice the commercial interests of any person (including the public authority holding it)."

This exemption applies in respect of the amount paid to the firm(s) it contracts with for the provision of recruitment services. As Section 43 is a qualified exemption, the Health Board must carry out a public interest test to decide whether it is in the public interest to withhold or disclose the information. In doing so has therefore considered the following:-

The Health Board accepts that there is a public interest in public sector organisations acting in a transparent and open manner and there is a very real interest in the public being made aware of how much money is spent by Health Boards and the benefits that are derived from that expenditure. Furthermore, it is in the public's interest that public funds be used effectively and that public sector bodies obtain the best value for money when contracting for the provision of services.

However, the UHB believes that disclosure of information regarding introductory fees, between it and its commercial suppliers would not only prejudice the interests of the supplier, but also the UHB itself. It has been established that releasing the information under the Freedom of Information Act, to which the UHB is subject, can give an unfair advantage to the service provider's competitors. In turn this could have the effect of discouraging companies from dealing with the UHB in future because of fears that such disclosures could damage them commercially. This could further lead to a position where our ability to compete fairly, pursue our function to bring forward development and obtain value for money with public funds would be hindered by a lack of choice in would- be contractors and providers of services. In addition, the UHB's bargaining position with future service providers could be affected if the amount it currently pays for such services is publicly disclosed.

On the basis of the above, the UHB has decided that disclosure of this financial information would be likely to prejudice the commercial interests of each party, in addition to prejudicing business interests in future transactions.

While the UHB would wish to be as transparent as possible, to disclose information about third parties would affect the ability to attract the most competitive tenders for contracts and that would not be in the best public interest.

The UHB therefore concludes that the balance of favour remains with non-disclosure of this information.

7. Which agencies has the Health Board engaged with in the last 12 months for permanent or fixed term recruitment of doctors?

The Health Board uses framework agencies from the CPP/LPP framework.

8. What is your none framework agency spend for the permanent/fixed term placement of Doctors?

I can confirm that there is no off framework spend.