

Freedom of Information Request: Our Reference CTMUHB_487_21

You asked:

Please disclose the information listed in the below table by return email within 20 days as per the Freedom of Information Act 2000.

1) Between 1st November 2020 and 31st October 2021, what were the top three / most expensive hourly rates (including all cost elements i.e. pay, agency fee, NI, PAYE taxes, VAT and any associated managed service / master vendor fee) paid for agency doctors working at each of the following grades?

Please respond to question one by populating the template below as per the example.

Please clarify the Specialty for which each of the rates was paid as shown.

Grade	Highest		Second highest		Third highest	
	Specialty	Hourly rate	Specialty	Hourly rate	Specialty	Hourly rate
Consultant	<i>Diabetes</i>	<i>£157.04</i>	<i>Pathology</i>	<i>£131.18</i>	<i>Radiology</i>	<i>£127.34</i>
ST4-ST8	<i>Anaesthetics</i>	<i>£99.91</i>	<i>Accident and Emergency</i>	<i>£86.61</i>	<i>General Medical</i>	<i>£85.55</i>
ST1-ST3	<i>Anaesthetics</i>	<i>£80.40</i>	<i>Accident and Emergency</i>	<i>£69.80</i>	<i>Paediatrics</i>	<i>£66.03</i>
<i>Example</i>	<i>Cardiology</i>	<i>£100</i>	<i>Acute Med</i>	<i>£90</i>	<i>Psych</i>	<i>£80</i>

2) Since 1st November 2020, what are the bottom three / least expensive hourly rates (including all cost elements i.e. pay, agency fee, NI, PAYE taxes, VAT and any associated managed service / master vendor fee) paid for agency doctors working at each of the following grades?

Please respond to question one by populating the template below as per the example.

Please clarify the Specialty for which each of the rates was paid as shown.

Grade	Lowest		Second lowest		Third lowest	
	Specialty	Hourly rate	Specialty	Hourly rate	Specialty	Hourly rate
Consultant	<i>Surgical</i>	£114.95	<i>Sexual Health</i>	£114.74	<i>Obstetrics & Gynaecology</i>	£103.40
ST4-ST8	<i>Paediatrics</i>	£84.77	<i>Surgical</i>	£78.57	<i>CAMHS</i>	£67.11
ST1-ST3	<i>General Adult Psychiatry</i>	£53.97	<i>Psychiatry</i>	£48.18	<i>Old Age Psychiatry</i>	£33.00
<i>Example</i>	<i>Cardiology</i>	£100	<i>Acute Med</i>	£90	<i>Psych</i>	£80

3) For each of the “job titles” (Grade / Specialty) mention in your response to questions 1 and 2, please disclose the average hourly rate paid for agency doctors of the same Grade and Specialty between 1st November 2020 and 31st October 2021.

There should be a maximum of 18 unique “job titles” in the tables above; please use the template below as per the example given at the bottom.

Job Title	Grade / Specialty	Average hourly rate	Number of individual doctors worked
1	<i>Consultant - Diabetes</i>	£157.04	**
2	<i>Consultant - Pathology</i>	£131.18	**
3	<i>Consultant - Radiology</i>	£127.34	**
4	<i>Consultant - Surgical</i>	£114.95	12
5	<i>Consultant - Sexual Health</i>	£114.74	**
6	<i>Consultant - Obstetrics & Gynaecology</i>	£103.40	5
7	<i>StR Higher - Anaesthetics</i>	£99.91	12
8	<i>StR Higher - Accident and Emergency</i>	£86.61	19
9	<i>StR Higher - General Medical</i>	£85.55	8
10	<i>StR Higher - Paediatrics</i>	£84.77	12
11	<i>StR Higher - Surgical</i>	£78.57	23
12	<i>StR Higher - CAMHS</i>	£67.11	**
13	<i>StR Lower - Anaesthetics</i>	£80.40	**
14	<i>StR Lower - Accident and Emergency</i>	£69.80	25
15	<i>StR Lower - Paediatrics</i>	£66.03	**
16	<i>StR Lower - General Adult Psychiatry</i>	£53.97	**
17	<i>StR Lower - Psychiatry</i>	£48.18	12
18	<i>StR Lower - Old Age Psychiatry</i>	£33.00	**
<i>Example</i>	<i>Consultant / Psychiatry</i>	£82.40	4

Where the figures are less than 5, this has been denoted by **. The exact figures have been withheld due to the low numbers involved.

Where numbers are low we have considered that there is the potential for the individuals to be identified from the information provided, when considered with other information that may also be in the public domain. Also, responses under the Freedom of Information Act are made available to the public at large. The data is classed as personal data as defined under the General Data Protection Regulation (GDPR) and Data Protection Act 2018 and its disclosure would be contrary to the data protection principles and constitute as unfair and unlawful processing in regard to Articles 5, 6, and 9 of GDPR. We are therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This exemption is absolute and therefore there is no requirement to apply the public interest test.