

Ref no: 086010617
From: Commercial
Date: 01/06/17
Subject: Non-substantive doctors

REQUEST & RESPONSE

I am submitting a Freedom of Information request with the view to obtaining the following information - requested information has been indicated with a numerical point.

1. Over the last 5 years, broken down by year, the total number of hours of work provided to the trust by non-substantive doctors, either via a locum agency or a bank staffing system, and the total cost to the trust of those hours.
2. The above information broken down by staff sourced through agency and those sourced through your bank staffing arrangement.
3. The figures (hours and spend for each of locum and bank) provided in answer to 2. broken down first by specialty and then grade of doctor.
4. The standard hospital hourly rate of pay for each of the specialties and grades listed in answer to 3.
5. The hospital and NHS capped rates for each of the specialties and grades listed in 3. if different to the rate listed in 4.
6. For each category created in response to 3. (i.e bank haematology registrars), the percentage of hours worked at standard rate, above the standard rate, and above the capped rate if different from the standard rate.
7. What penalties, if any, are levied against the trust if it exceeds the 'capped' rate.
8. What penalties were levied against the trust for breaking the cap in each of the years for which data has been provided.
9. If the trust utilises a Bank Partner, what is the cost of said Partner and how does this cost manifest e.g. lump sum, fee per position filled etc.

Questions 1,2,3 Answered below : We can only report on FY15 and FY16 as our reporting system was put in place towards the end of FY14.

(3) Total number of hours worked by locums within the Trust			
		FY16	FY15
Consultants	Internal Staff Bank	2,917.31	3961.36
	NHS Professionals	NA	NA
	External Agencies	15294.01	21086.48
Junior Doctors	Internal Staff Bank	42289.25	39396.09
	NHS Professionals	NA	NA
	External Agencies	53637.67	38364.03
Nurses	Internal Staff Bank	31585.86	34875.19
	NHS Professionals	NA	NA
	External Agencies	61702.13	49887.69

(4) Total expenditure on staff within the following employee groups by the Trust		
	FY16	FY15
Consultants	33,388,937	32,167,577
Junior Doctors	20,506,947	19,021,990
Nurse	58,711,550	55,394,862

(5) Total expenditure on locums from within the following groups by the Trust			
		FY16	FY15
Consultants	Internal Staff Bank	162,572	160,320
	NHS Professionals	-	-
	External Agencies	2,306,291	2,189,271
Junior Doctors	Internal Staff Bank	1,561,354	1,339,860
	NHS Professionals	-	-
	External Agencies	4,132,769	3,954,779
Nurses	Internal Staff Bank	664,517	728,373
	NHS Professionals	-	-
	External Agencies	1,482,628	1,904,010

Q4. Payscales for 2017– Below is the link for the standard rates of Pay. to determine the hourly rate divide the salary by 52.143 weeks of the year and 37.5 hours, for example, the bottom of a band 2 employee is £15404 / 52.143 / 37.5 = £7.87 per hour

<http://www.nhsemployers.org/~media/Employers/Documents/Pay%20and%20reward/AfC%20pay%20bands%20from%201%20April%202017%20-%20FINAL.pdf>

Q5. We work with the Monitor rates set by NHSI.

Q6. The Trust are unable to run an automated report to detect whether it was worked at the standard rate, or above the standard rate. This would need to be a manual process which would entail interrogating individual records.

Under section 12 of the Freedom of Information Act St Helens & Knowsley Teaching Hospitals Trust does not have to comply with a request if we estimate that the cost of complying with your request would exceed the appropriate limit of £450. The appropriate limit has been specified in regulations. This represents the estimated cost of one person spending 2½ working days in answering the remainder of your questions. Under section 12 of the Freedom of Information Act the Department is not obliged to comply with your request and we will not be processing this portion of your request further.

Q.7. If the trust is unable to meet the price caps the board may be requested to explain to NHSI

Q.8 The trust reports to NHSI in regards to breaches, in order to monitor and reduce agency spend, we have targets that we have to meet, however there are no known penalties for breaking the cap

Q.9 Not Applicable to this trust