

Freedom of Information Request**Ref: UHB 17-585**

Date 12 January 2018

By Email

Dear Sir

Thank you for your request for information under the Freedom of Information Act 2000. The Trusts response is as follows:

Please provide me with information regarding 'unfilled shifts & locum expenditure' for the last 3 separate financial years (ending April 2017).

1. What was the cost to the Trust on:

Category	Financial Years		
	2014-15	2015-16	2016-17
Agency Medical & Dental Staff	2,715,851	3,363,705	1,567,345
Agency Nursing & Midwifery Staff	5,219,667	8,991,173	8,151,298
Locum Medical & Dental Staff	4,209,535	4,636,842	4,123,557
Bank Nurse & Midwifery Staff	7,606,201	8,382,873	8,179,058

Please note the above data refers to the total cost of Locum Doctors and Bank Nurse & Midwifery staff who are employed by the Trust for ad hoc shifts and paid via payroll. We have also provided the figures for staff provided by an agency supplier and therefore paid via invoice.

Please be advised we are unable to separate the fees charged by agencies from the cost of the shifts as they are not recorded in this way on the financial ledger. The data below therefore includes any uplift to cover fees and the cost of the work undertaken.

The data below is based on actual cash payments and exclude any accruals and as such the values relate to the period the payment was made and not necessarily the period where the work was undertaken.

2. Which agencies are currently used to employ doctors & nurses?

The Trust currently employ de Poel Group as a neutral vendor to manage our nurse agency bookings and Medacs as a master vendor to manage our medical agency bookings.

3. What percentage or cost do the agencies take once the individual doctor/nurse has completed their shift?

The agency commission will be dependent on which agency is supplying and as this information is commercially sensitive it is not available to the Trust.

4. Despite your internal bank and affiliated agencies, how many unfilled posts were there each year for:

Category	Including Bank Locum and Agency WTE			Excluding Bank Locum and Agency WTE		
	Financial Years			Financial Years		
	2014-15	2015-16	2016-17	2014-15	2015-16	2016-17
Consultants	10.46wte	(7.33wte)	2.18wte	25.11wte	12.49wte	17.73wte
Non Consultant Career Grades	6.26wte	(0.46wte)	1.51wte	9.63wte	0.94wte	(2.82wte)
Junior Doctors	3.6wte	8.84wte	1.03wte	5.82wte	11.04wte	(2.73wte)
Nurses & Midwives	(126.74wte)	(143.5wte)	(127.12wte)	97.52wte	124.73wte	154.86wte
	<i>Figures in brackets indicate an over establishment.</i>					

Please be advised the figures in the above table are based on the reported staff in post (including agency and bank) as per the financial ledger compared to budgeted establishment as at 31st March for each financial year. As they are a single time snapshot, they do not necessarily represent the vacancy rate through each month of the year.

Please note Medical and Dental Staff are categorised as 'Consultant', 'Non Consultant Career Grade' and Junior Doctors as these are the defined categories readily available within our database. Please also note Nursing and Midwifery staff are grouped as per recorded on our database system.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Trust Secretary
University Hospitals Bristol NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely,

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