

Title: **Agencies Permanent & Fixed Term Staff**

Reference Number: RDF1445-23

Date of Response: 24/05/23

Further to your Freedom of Information Act request, please find the Trust's response(s) below:

Please be aware that the Royal Devon University Healthcare NHS Foundation Trust (Royal Devon) has existed since 1st April 2022 following the integration of the Northern Devon Healthcare NHS Trust (known as Northern Services) and the Royal Devon and Exeter NHS Foundation Trust (known as Eastern Services).

Please may you confirm the following answers to the below,

1. *Last financial year agency locum spend*

a. *Please break down into Specialty and Grade*

Answer: Please see table below.

<i>Trust</i>	<i>Specialty</i>	<i>NHSI Grade</i>	<i>Total Spend</i>
Royal Devon Northern Services	Acute Internal Medicine	Consultant / GP	153,579
Royal Devon Northern Services	Anaesthesia	Associate Specialist	22,876
Royal Devon Northern Services	Anaesthesia	Speciality / Staff Grade Doctor	23,689
Royal Devon Northern Services	Cardiology	Consultant / GP	329,131
Royal Devon Northern Services	Elderly Care	Consultant / GP	5,203
Royal Devon Northern Services	Emergency Medicine	Registrar ST1-2 / Core medical training	96,657
Royal Devon Northern Services	General Internal Medicine	Consultant / GP	1,253,616
Royal Devon Northern Services	General Internal Medicine	Registrar ST1-2 / Core medical training	420,080
Royal Devon Northern Services	General Paediatrics	Registrar ST3 (+)	9,609
Royal Devon Northern Services	General Surgery	Consultant / GP	47,922
Royal Devon Northern Services	General Surgery	Registrar ST1-2 / Core medical training	5,493
Royal Devon Northern Services	Obstetrics & Gynaecology	Consultant / GP	144,803
Royal Devon Northern Services	Obstetrics & Gynaecology	Speciality / Staff Grade Doctor	180,859
Royal Devon Northern Services	Ophthalmology	Consultant / GP	133,937

Royal Devon Northern Services	Paediatrics	Consultant / GP	20,014
Royal Devon Northern Services	Paediatrics	Registrar ST3 (+)	29,680
Royal Devon Northern Services	Pathology	Consultant / GP	34,020
Royal Devon Northern Services	Rehabilitation	Registrar ST1-2 / Core medical training	15,309
Royal Devon Northern Services	Respiratory Medicine	Registrar ST3 (+)	78,676
Royal Devon Northern Services	Trauma & Orthopaedics	Foundation Y2	2,658
Royal Devon Northern Services	Urology	Consultant / GP	343,160
Royal Devon Eastern Services	Emergency Medicine	Registrar ST1-2 / Core medical training	7,492
Royal Devon Eastern Services	General Internal Medicine	Consultant / GP	250,896
Royal Devon Eastern Services	General Internal Medicine	Registrar ST1-2 / Core medical training	23,768
Royal Devon Eastern Services	General Surgery	Consultant / GP	52,666
Royal Devon Eastern Services	Haematology	Consultant / GP	148,784
Royal Devon Eastern Services	Histopathology	Consultant / GP	111,295
Royal Devon Eastern Services	Medical Microbiology and Virology	Consultant / GP	241,180
Royal Devon Eastern Services	Oncology	Consultant / GP	79,831
Royal Devon Eastern Services	Ophthalmology	Consultant / GP	4,051
Royal Devon Eastern Services	Paediatrics	Consultant / GP	17,222
Royal Devon Eastern Services	Paediatrics	Registrar ST3 (+)	14,356
Royal Devon Eastern Services	Pathologists	Consultant / GP	53,017
Royal Devon Eastern Services	Trauma & Orthopaedics	Registrar ST3 (+)	10,167

2. The retention rates for permanent and fixed term staff - Doctors and Nurses only
a. Please break down into Specialty and Grade

Answer: Please see tables below. The Trust has considered your request to break down the information into 'Speciality & Grade', however the Trust is unable to run a report in the format requested and to provide you with the information would require the manual extraction and manipulation of information from various sources. To carry out this work would exceed the appropriate cost limit as set out in Section 12 (1) of the Freedom of Information Act 2000 and is therefore exempt.

Under the Freedom of Information Act 2000 Section 12 (1) and defined in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004, a public authority is not obliged to comply with a request for information if it estimates the cost of complying would exceed the appropriate limit. The limit of £450 represents the estimated cost of one person spending two and a half days in determining whether the Trust holds the information, locating, retrieving and extracting that information.

Royal Devon		Start	End	Remain	Stability Index
Medical and Dental	Headcount	*676	*704	*626	*92.60%
	Assignment Count	*705	*723	*644	*91.35%
Nursing and Midwifery Registered	Headcount	*3,376	*3,515	*2,965	*87.83%
	Assignment Count	*3,421	*3,560	*2,983	*87.20%

**Please note this does not include fixed term staff, as by their very nature they would have anticipated high turnover, which would affect the stability index.*

3. Please provide the Names of agencies used to fill vacancies for the financial year 2023/24.

Answer: Please see list below.

Accident & Emergency Agency Ltd	CarePro
Athona Ltd	Coyle Personnel
DRC Locums Ltd	M Recruitment Ltd
Global Medics	Medlocums Recruitment Ltd
ID Medical	Nursing Personnel
Interact Medical	OneCall24 Ltd
Locum People Limited	Thornbury Nursing Service
Locum Vision	TXM Healthcare Ltd
Medacs Healthcare Plc	Unity Healthcare Recruit
Medecho Ltd	Vivid Healthcare
Medilink Consulting	Your World Recruitment
Medsol Healthcare Services Ltd	Amare Health
National Locums	Globe Locums Ltd
NC Healthcare	Maxxima
ProMedical Personnel	MedicsPro Ltd
Provide Medical	Medicure Professionals
RM Medics	RIG Medical Recruit Ltd
NC Healthcare	Sanctuary Allied Health Ltd
Pathology Group	TFS Healthcare
Total Assist Recruitment Ltd	Your World Healthcare

a. how much each agency charges

Answer: This information is commercially sensitive and its release would, or would be likely to prejudice the commercial interests of the Trust.

In applying the exemption under Section 43(2) the Freedom of Information Act the Trust has balanced the public interest in withholding the information against the public interest in disclosure.

The Trust has considered all the relevant factors in the public interest test and concluded that the benefit to the public in applying the exemption outweighs the public interest in releasing the information requested as a result of the prejudices and losses that would potentially affect the Trust and patients. As such this information is being withheld under Section 43 (2).

4. Please provide your trust wide budgeted establishment per specialty and grade for Doctors

- a. Name of Speciality / Division or Directorate
- b. Consultants, Locum Consultant Contract and Associate Specialists
- c. CT/ST3 - CT/ST7, Specialty Doctors, Senior Clinical Fellows, CESR Fellow or Middle Grade Level
- d. FY1-ST2, Trust Grade, Junior Clinical Fellow or SHO level

Answer: Please see tables below representing Royal Devon's Eastern & Northern Services.

Royal Devon Eastern Services					
Division	Specialism	Consultant	CT / ST3 - 7	F1/2	Grand Total
Community Services	Cluster Seaton Axminster & Sidmouth	0.1	0.2	-	0.3
	Day/Out Patients	-	0.5	-	0.5
	GP Services	-	8.8	-	8.8
	Hospital Administration	0.3			0.3
	In Patient Services	0.2	2.0	-	2.2
Community Services Total		0.6	11.6	-	12.2
Corporate Services	Human Resources	1.8	0.5	-	2.3
	Information (Other)	1.3	5.8	-	7.1
	Nightingale Hospital	15.9	8.0	-	23.9
	Patients and Governance	0.2	-	-	0.2
	Salary Sacrifice	1.0	-	-	1.0
Corporate Services Total		20.3	14.3	-	34.5
Medical Service Division	Acute Care Summary	11.5	78.5	47.0	137.0
	Cardiology summary	13.7	4.7		18.4
	Care of Elderly summary	16.8	4.1	-	20.9
	Dermatology Summary	9.2	3.2	-	12.5
	Diabetes summary	5.5	3.0	-	8.5
	Emergency Medicine	15.1	28.2	7.0	50.3
	Endoscopy Summary	11.5	5.9	-	17.4
	Neurology	9.6	2.0	-	11.6

	Neurophysiology	1.0		-	1.0
	Other Medical Directorate summary	0.4	3.0	-	2.6
	Renal dialysis summary	9.8	1.4	-	11.2
	Respiratory summary	9.6	6.3	-	15.9
Medical Service Division Total		113.0	140.4	54.0	307.4
Specialist Services Division	Cancer Services - Haematology	9.0	4.7	-	13.7
	Cancer Services - Oncology	18.4	8.8	-	27.2
	Obstetrics and Gynae Summary	18.6	16.8	2.0	37.4
	Pathology summary	29.3	7.6	1.0	37.9
	Radiology summary	22.6	-	-	22.6
	Specialist Surgery - Plastics	0.6	-	-	0.6
	Women's and Children Health Paediatrics	24.0	28.7	1.0	53.6
	Women & Child Health Administration	0.2	-	-	0.2
Specialist Services Division Total		122.6	66.6	4.0	193.1
Surgical Services Division	Critical Care - Medical Staff	51.2	3.5	-	54.7
	Critical Care - Other	9.9	35.9	1.0	46.8
	Medical summary	36.5	31.4	3.0	70.9
	Specialist Surgery Income - Plastics	8.8	3.5	-	12.4
	Specialist Surgery - Ears, Nose and Throat	7.8	7.8	-	15.6
	Specialist Surgery - Ophthalmology	14.3	11.4	1.0	26.7
	Specialist Surgery - Oral, Maxillofacial, Orthodontics	7.3	13.1	-	20.4
	Specialist Surgery - Plastics	15.7	9.0	2.0	26.7
	Surgery 1 - General Surgery	25.3	29.0	15.0	69.3
	Surgery 1 - Urology	11.5	3.0	-	14.5
Surgical Services Division Total		188.2	147.7	22.0	357.9
Grand Total		444.7	380.4	80.0	905.1

Royal Devon Northern Services						
Medical & Dental Category						
Specialty (Occ Code)	M&D Consultant	M&D Foundation Dr.	M&D Junior Doctor	M&D Misc	M&D SAS Doctor	Grand Total
Acute Internal Medicine	-	0.00	0.00	-	-	0
Anaesthetics	26.48		13.30	0.00	11.83	51.61

Cardiology	0.00	0.00	0.00	0.00		0
Clinical Oncology	-	-	-	0.00	-	0
Clinical Radiology	9.57	-	0.00	0.00	-	9.57
Community Sexual and Reproductive Health		-	0.00	-	5.20	5.2
Dermatology	1.00	-	-	0.11	2.76	3.87
Emergency Medicine	10.12	3.00	13.00	0.00	10.18	36.3
Endocrinology and Diabetes Mellitus	0.00	-	-	-	-	0
Gastro-enterology	-	-	0.00	0.00	-	0
General (Internal Medicine)	0.00	-	0.00	0.00	0.00	0
General (Internal) Medicine	20.68	18.40	26.57	0.00	5.41	71.06
General Medical Practitioner (Self employed)		4.00	24.98	0.63	-	29.61
General Practice Trainee Drs in Placement	-	0.00	5.80	-	-	5.8
General Psychiatry	-	4.00	0.00	0.00	-	4
General Surgery	12.68	6.00	12.00	0.40	6.00	37.08
Genito-urinary Medicine	4.50	-	-	0.00	5.59	10.09
Geriatric Medicine	-	0.00	0.00	-	5.35	5.35
GP Bed/Casualty Fund	-	-	-	0.00	-	0
Haematology	-	1.00	0.00	0.00	2.00	3
Histopathology	3.46	-	-	0.00	2.00	5.46
Intensive Care Medicine	-	-	0.00	-	-	0
Medical Microbiology	2.87	0.00	-	0.00	-	2.87
Medical Oncology	0.00	-	0.00		1.95	1.95
Neurology	0.00	-	-	0.00	-	0
Obstetrics and Gynaecology	7.00	1.00	7.00	0.00	10.00	25
Occupational Medicine	0.00	-	-	0.00	-	0
Ophthalmology	5.88	0.00	1.60	0.00	6.19	13.67
Oral and Maxillo-Facial Surgery	-	-	-	0.00	0.20	0.2
Oral Surgery	-	-	-		8.57	8.57
Orthodontics	-	-	-	0.00	-	0
Other	0.00	-	-	0.00	-	0
Other Specialties	-	-	-	0.00	-	0
Otolaryngology	0.00	-	-	0.00	-	0

Paediatrics	10.90	1.00	9.01	0.00	2.92	23.83
Palliative Medicine	1.71	-	-	-	0.20	1.91
Plastic Surgery	-	-	-	0.00	-	0
Renal Medicine	-	-	-	0.00	-	0
Respiratory Medicine	-	0.00	0.00	0.00	-	0
Rheumatology	2.00	-	0.00	0.00	-	2
Specialist Care Dentistry	-	-	-	-	0.00	0
Trauma and Orthopaedic Surgery	8.00	5.00	7.00	0.00	7.20	27.2
Urology	5.00	1.00	2.00	0.00	2.00	10
Grand Total	131.85	44.40	122.26	1.14	95.55	395.2

5. Please what is your actual current establishment for Doctor

a. Name of Speciality / Division or Directorate

b. Consultants, Locum Consultant Contract and Associate Specialists

c. CT/ST3 - CT/ST7, Specialty Doctors, Senior Clinical Fellows, CESR Fellow or Middle Grade Level

d. FY1-ST2, Trust Grade, Junior Clinical Fellow or SHO level

Answer: Please see tables below representing Royal Devon's Eastern & Northern Services.

Royal Devon Eastern Services					
Division	Specialism	Consultant	CT / ST3 - 7	F1/2	Grand Total
Community Services	Day/Out Patients	-	0.5	-	0.5
	GP Services	-	7.5	0.9	8.3
	In Patient Services	-	1.3		1.3
Community Services Total		-	9.3	0.9	10.1
Corporate Services	Covid 19	-	0.8	-	0.8
	Finance Summary	0.5	-	-	0.5
	Human Resources	1.6	2.0	-	3.6
	Information (Other)	1.1	4.0	-	5.1
	My Care Programme	0.3		-	0.3
	Nightingale Hospital	1.0	1.0	-	2.0
	Patients and Governance	0.3	0.4	-	0.7
Corporate Services Total		6.3	57.5	12.2	76.0
Medical Service Division	Acute Care Summary	10.9	88.6	41.2	140.6
	Cardiology summary	15.9	6.0	-	21.9
	Care of Elderly summary	17.7	5.6	-	23.3

	Dermatology Summary	11.5	3.6	-	15.1
	Diabetes summary	5.0	2.0	-	7.0
	Emergency Medicine	20.6	31.7	9.0	61.3
	Endoscopy Summary	14.0	4.0	-	18.0
	Neurology	7.3	2.0	-	9.3
	Other Medical Directorate summary	-	4.0	-	4.0
	Renal dialysis summary	12.1	4.6	-	16.6
	Respiratory summary	9.2	9.8	-	19.0
Medical Service Division Total		124.0	161.8	50.2	336.0
Research and Development	Research & Development Central	0.3	0.3	-	0.6
Research and Development Total		0.3	0.3		0.6
Specialist Services Division	Cancer Services - Haematology	9.0	4.3	-	13.3
	Cancer Services - Oncology	17.3	9.6	-	26.9
	Obstetrics and Gynae Summary	20.7	17.9	2.0	40.6
	Pathology summary	27.3	8.7	1.0	37.0
	Radiology summary	20.1	-	-	20.1
	Specialist Surgery - Plastics	0.6	-	-	0.6
	Women's and Children Health Paediatrics	25.9	32.3	-	58.2
Specialist Services Division Total		120.9	72.8	3.0	196.6
Surgical Services Division	Critical Care - Med Staff	51.7	6.3	-	57.9
	Critical Care - Other	8.0	39.2	1.0	48.2
	Medical summary	36.1	29.5	4.0	69.6
	Specialist Surgery Income - Plastics	8.7	3.4	-	12.1
	Specialist Surgery - Ears, Nose and Throat	7.8	6.0	-	13.8
	Specialist Surgery - Ophthalmology	16.3	9.1	1.0	26.3
	Specialist Surgery - Oral, Maxillofacial, Orthodontics	7.3	12.9	-	20.2
	Specialist Surgery - Plastics	14.7	11.8	2.0	28.5
	Surgery 1 - General Surgery	21.7	25.4	17.0	64.0
	Surgery 1 - Urology	10.1	5.0	-	15.1

Surgical Services Division Total		182.3	148.4	25.0	355.7
Grand Total		433.8	450.1	91.3	975.1

Royal Devon Northern Services						
Specialty (Occ Code)	M&D Consultant	M&D Foundation Dr.	M&D Junior Doctor	M&D Misc	M&D SAS Doctor	Grand Total
Acute Internal Medicine	-	7.00	3.88	-	-	10.88
Anaesthetics	25.46	-	10.40	0.00	15.68	51.53
Cardiology	0.00	0.00	3.00	0.00	-	3.00
Clinical Oncology	-	-	-	0.00	-	0.00
Clinical Radiology	7.93	-	0.00	0.00	-	7.93
Community Sexual and Reproductive Health		-	0.00	-	4.06	4.06
Dermatology	0.00	-	-	0.11	2.65	2.76
Emergency Medicine	9.08	3.00	12.00	0.00	8.75	32.83
Endocrinology and Diabetes Mellitus	0.00	-	-	-	-	0.00
Gastro-enterology	-	-	2.99	0.00	-	2.99
General (Internal Medicine)	5.42	-	0.00	0.00	0.00	5.42
General (Internal Medicine)	8.11	8.00	5.40	0.00	4.15	25.66
General Medical Practitioner (Self employed)		4.00	25.58	0.00	-	29.58
General Practice Trainee Drs in Placement	-	0.00	5.80	-	-	5.80
General Psychiatry	-	3.00	3.64	0.00	-	6.64
General Surgery	13.65	6.00	13.00	0.00	3.00	35.65
Genito-urinary Medicine	4.50	-	-	0.00	5.34	9.84
Geriatric Medicine	-	1.00	3.00	-	3.20	7.20
GP Bed/Casualty Fund	-	-	-	0.00	-	0.00
Haematology	-	1.00	0.00	0.00	2.00	3.00
Histopathology	3.71	-	-	0.00	2.00	5.71
Intensive Care Medicine	-	-	1.00	-	-	1.00
Medical Microbiology	2.00	1.00	-	0.00	-	3.00
Medical Oncology	0.00	-	1.00	-	1.00	2.00
Neurology	0.00	-	-	0.00	-	0.00
Obstetrics and Gynaecology	5.00	2.00	6.96	0.00	9.00	22.96
Occupational Medicine	0.00	-	-	0.00	-	0.00

Ophthalmology	5.15	0.00	1.00	0.00	6.85	13.00
Oral and Maxillo-Facial Surgery	-	-	-	0.00	0.60	0.60
Oral Surgery	-	-	-		7.07	7.07
Orthodontics	-	-	-	0.00	-	0.00
Other	0.10	-	-	0.00	-	0.10
Other Specialties	-	-	-	0.00	-	0.00
Otolaryngology	0.00	-	-	0.00	-	0.00
Paediatrics	9.48	1.00	13.97	0.00	2.93	27.37
Palliative Medicine	0.60	-	-	-	0.20	0.80
Plastic Surgery	-	-	-	0.00	-	0.00
Renal Medicine	-	-	-	0.00	-	0.00
Respiratory Medicine	-	1.86	3.00	0.00	-	4.86
Rheumatology	2.00	-	1.00	0.00	-	3.00
Specialist Care Dentistry	-	-	-	-	0.00	0.00
Trauma and Orthopaedic Surgery	10.60	3.74	5.75	0.00	7.00	27.09
Urology	4.00	1.00	2.00	0.00	2.00	9.00
Grand Total	116.77	43.61	124.36	0.11	87.47	372.32