

Locum Doctors / Job Titles

Reference Number: RDF1150-22

Date of Response: 24/01/2023

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

1. [How many agencies are used to supply Locum agency doctors?](#)

Answer:- Joint response for East and North of the trust – Total 59.

2. [Of these agencies, how many are off framework?](#)

Answer:- For Northern Services, the Trust does not have any off framework bookings.

Eastern services have used one off framework agency for the Medical & Dental staff group in this 12 month period.

3. [What is your highest capped commission rates for each grade?](#)

Answer:- The Trust has taken the decision to withhold the information relating to question 3 as it contains specific details about our contractual commission rates arrangements with the provider. This information is commercially sensitive and is therefore exempt from disclosure under section 43(2) of the Freedom of Information Act 2000. Releasing this information is likely to prejudice the commercial interests of the Trust and the provider.

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.

Public Interest in Favour of release: - Accountability for public funds tending to favour release , Openness and accountability for tender processes and prices and obtaining value for money .

Public Interest in favour of withholding the requested information in questions 1-6 (above): - Premature release of sensitive information that would damage commercial interests. And release of sensitive information that would damage the Trust's commercial interests.

The release of all the requested information could jeopardise the company's future positions, which would cause a detrimental knock on effect on the market place, and would potentially limit the choices available to public authorities, including the Trust. This would potentially threaten the quality of products and services available to the Trust. The Trust considers that it is not in the public interest to do anything to undermine the competitive nature of the procurement process, and the disclosure of key information, as has been requested, could have that affect.

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 the requested information is being withheld under Section 43 (2).

4. [When is your PSL up for renewal?](#)

[Answer:-](#) The Trust does not have an end date as such for the PSL. It has just been renewed, and will be continual reviewed.

5. [Which Framework does your trust use for Locum Doctors?.](#)

[Answer:-](#) HTE.

6. [How many Locum Bookings are paid over the framework or capped rates at your trust in the last 12 months?.](#)

[Answer:-](#) April 22 – Dec 22 – 3450 (Joint figure)
Eastern services of the Trust. - Jan- March 22 - 342 -
Northern services of the Trust.- Jan- March 22 - 112

7. [Please confirm what percentage of bookings over the last 6 months have been within the NHSI agency caps \(an approximation based on NHSI data submissions is fine\).](#) [Answer:-](#) 3.2% (Joint figure).

8. [Please confirm which provider manages your direct engagement process, the fee for the service and the date on which this contract expires.](#)

[Answer:-](#) The Trust has taken the decision to withhold the information relating to question 8 as it contains specific details about our contractual arrangements with the provider. This information is commercially sensitive and is therefore exempt from disclosure under section 43(2) of the Freedom of Information Act 2000. Releasing this information is likely to prejudice the commercial interests of the Trust and the provider.

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.

Public Interest in Favour of release: - Accountability for public funds tending to favour release , Openness and accountability for tender processes and prices and obtaining value for money .

Public Interest in favour of withholding the requested information in questions 1-6 (above): - Premature release of sensitive information that would damage commercial interests. And release of sensitive information that would damage the Trust's commercial interests.
The release of all the requested information could jeopardise the company's future positions, which would cause a detrimental knock on effect on the market place, and would potentially limit the choices available to public authorities, including the Trust. This would potentially threaten the quality of products and services available to the Trust. The Trust considers that it is not in the public interest to do anything to undermine the competitive nature

of the procurement process, and the disclosure of key information, as has been requested, could have that affect.

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 the requested information is being withheld under Section 43 (2).

9. Is your bank managed by an external bank provider (e.g., NHS Professionals, Bank Partners) or in-house? Please confirm who is the external bank provider and when the contract expires if relevant.

Answer:- The Trust Bank is managed inhouse currently.

10. Please confirm what percentage of bookings are processed with a VAT savings by your direct engagement (DE) provider.

Answer:-

	DE	Non-DE
Northern Services	63%	37%
Eastern Services	51%	49%
Combined	61%	39%

11. Please confirm % of locums working non-Direct Engagement and % outside IR35.

Answer:-

	DE	Non-DE	Outside IR35
Northern Services	61%	39%	0%
Eastern Services	71%	29%	0%
Combined	67%	33%	0%

12. What is the grade & speciality of all locums paid outside IR35?.

Answer:- This question is not applicable.

13. Please confirm which services in the hospital are currently utilising insourcing contacts, who is supplying the insourcing service and when the contract is up for renewal.

Answer:- Northern services

Service	Supplier	Contract end-date
Orthopaedics	Glanso	Rolling contract, no end date
Ophthalmology	Glanso	Rolling contract, no end date
General Surgery	Glanso	Rolling contract, no end date
Radiology	Inhealth	31/03/2023
Radiology	Elective Services	Rolling contract, no end date
Radiology	4ways	Rolling contract, no end date
Endoscopy	Elective Services	31/03/2023
Dermatology	SAH	Rolling contract, no end date
Urology	SAH	26/03/23

Gastroenterology	Elective Services	Rolling contract, no end date
Cardiorespiratory	Elective Services	Rolling contract, no end date

Answer:- Eastern area

Service	Supplier	Contract end-date
Surgical Theatres SWAOC Theatres	Glanso	As for the Northern contract with Glanso tabulated above.
Radiology - Mobile MRI	Agito	31/03/2023
Radiology – Mobile CT	Agito	31/03/2023
Radiology – Mobile CT & MRI	Medneo	31/03/2023
Upper GI, General Surgery & Colorectal	Xyla	16/12/2023
Echocardiology	Xyla	8/05/2023

14. Does your Trust utilise a payment portal to process Locum Doctors Pay?.

Answer:- Payments are made via Liaison.

15. What grade & speciality is your highest paid Locum agency doctor, what is their speciality and their hourly charge?.

Answer:-

At the Eastern area of the Trust, The highest paid agency doctor's hourly rate: £169,
Grade: Consultant.

Northern area of the Trust are not paying any higher than The Eastern area.

16. Please outline you spend per agency, broken down by grade and speciality of doctor over the past 12 months?.

Answer:-

Total medical agency spend: £1,528,866.

The Trust holds the further requested information, however Spend per Agency would be commercially sensitive and is therefore exempt from disclosure under section 43(2) of the Freedom of Information Act 2000. Releasing this information is likely to prejudice the commercial interests of the Trust and the providers.

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.

Public Interest in Favour of release: - Accountability for public funds tending to favour release , Openness and accountability for tender processes and prices and obtaining value for money .

Public Interest in favour of withholding the requested information in questions 1-6 (above): - Release of sensitive information that would damage the Trust's commercial interests. Providing such detailed information on one agency is not appropriate. the questions are specific to naming the agencies.

The release of all the requested information could jeopardise the company's future positions, which would cause a detrimental knock on effect on the market place, and would potentially limit the choices available to public authorities, including the Trust. This would potentially threaten the quality of products and services available to the Trust. The Trust considers that it is not in the public interest to do anything to undermine the competitive nature of the procurement process, and the disclosure of key information, as has been requested, could have that affect.

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 the requested information is being withheld under Section 43 (2).

The Trust also applies Section 12 of The Freedom Of Information Act to this question:-

The Trust holds the information requested information broken down by grade and specialty, however to provide you with the information would require investigation of each invoice by Trust staff and this work would take longer than 18 hours. As such 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 that 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.

17. Please outline spend per doctors' specialty, broken down by grade and speciality of doctor over the past 12 months from your internal Bank?.

Answer Eastern service:- The Trust does not hold this information.

No internal bank of doctors in the Eastern Services.

Answer Northern service:-

Staffing Group	Total Spend Jan – Dec 2022
Medical & Dental Bank	
Consultant	£3,531,972

Junior Doctor (F1, F2, Registrar)	£1,556,810
Hospital Grade Staff	£591,106
Associate Specialist	£679,665

18. Please confirm the name, job title and email of the head of department & manager for the following services:

- General Surgery
- Urology Service
- Trauma and Orthopaedic Service
- Ear, Nose and Throat Service
- Ophthalmology Service
- Neurology Service
- Cardiology Service
- Cancer Services
- Endocrinology Service
- Respiratory Medicine
- Dermatology Service
- Gastroenterology
- Acute Medicine
- Geriatrics
- Stroke Medicine
- Palliative Care
- Radiology
- Anaesthetics
- Maxillofacial Surgery
- Pathology Services

Answer:- The Trust holds the requested information, However the disclosure of staff names would breach the first data protection principle and fail to meet any of the relevant conditions set out in Schedule 2 of the Data Protection Act (DPA) 2018. The first principle in the DPA requires that disclosure must be fair and lawful, and, in particular, personal data shall not be processed unless at least one of the conditions in Schedule 2 is satisfied. The staff concerned would not have expected their names and details to be disclosed in the public domain and so disclosure would not be 'fair' in the manner contemplated by the DPA. Furthermore, disclosure would not satisfy any of the conditions for data processing set out in Schedule 2 of the DPA. In particular, we do not consider that there is a legitimate interest in disclosure in this case. There is no public interest in making information about our staff available in this way contrary to what would have been their legitimate expectation at the time the information was gathered.

