

Medacs Longest Serving Locums

The Health Board has been undertaking a review of its longest serving locums provided by Medacs. The exercise has established if all locums were replaced with doctors recruited permanently via Medacs, the savings would be circa £1m.

At the July Performance and Finance Committee an update around this work was requested. It should be noted that this is still work in progress.

Delivery Unit	Number of Longest Serving Locums	Duration of placements (Range)
Singleton	6	27-12 months
POWH	5	35- 9 months
Mental Health & Learning Disabilities	<5	25-12 months
NPTH	<5	24-18 months
Morrison	<5	9 months

The exercise has revealed that there is active recruitment in relation to the majority of these posts. Obtaining IELTS and securing Tier 2 visas are the main reasons for the delay in doctors commencing employment. To compound matters once overseas doctors have passed their IELTS (score 7.5) they also need to sit their UKVI IELTS to secure their visa (score 4). Doctors are reluctant to sit this last test unless they have been offered a post, as the doctor has to pay £500 per examination.

The results of the exercise so far have been shared with the Chief Operating Officer and the Director of Workforce and OD. In summary, the outcomes are as follows:-

- Some posts have been successfully recruited through NHS jobs and have confirmed/anticipated start dates of either September /October 2018.
- Some specialties are difficult to recruit and some have decided to put their posts forward for the 2018 BAPIO recruitment round. It should be noted that these doctors are unlikely to commence employment until Summer/Autumn 2019.
- Where it is anticipated that the post will not be filled quickly either via NHS jobs or BAPIO, there is a need to pursue an alternative Medacs locum at a more cost effective rate.
- To pursue permanent recruitment via Medacs for consultant posts in Radiology, Haematology and Adult Psychiatry where possible. One problem, however, is that the applicants may be from overseas and to be appointed will need to be subject to the NHS AAC Recruitment Regulations. The Health Board may need to consider if it wishes to pay the candidate's travelling expenses fully to allow them to attend for interview; to explore if a virtual AAC could be conducted with the panel and candidate utilising Skype or appoint on a fixed term 12 month basis giving the time to organise the AAC panel whilst

resident in the UK. The disadvantage of this however is that the Health Board will be required to pay a finding fee of £12K for the fixed term post. However, this still may be preferable to paying the significant costs for consultant locum cover.

As this work progresses this will be reported to the Performance and Finance Committee in due course. In the meantime, conversations with the Chief Operating Officer will be initiated regarding the various situations mentioned in this section of the paper.