

Rydym yn croesawu gohebiaeth yn y Gymraeg ac yn y Saesneg. We welcome correspondence in Welsh or English.

Dyddiad/Date: 1st August 2019
Ein Cyf / Our Ref: 19-G-004

☎ 01639 648363

✉ FOIA.Requests@wales.nhs.uk

[REDACTED]

Corporate Services
Headquarters
1 Talbot Gateway
Baglan
Port Talbot, SA12 7BR

[REDACTED]

I refer to your Freedom of Information Act Request acknowledged by ourselves on 5th July 2019. Your request sought information relating to locum doctors.

We're doing everything possible to recruit qualified doctors from the UK and overseas. As well as the more traditional methods of recruitment via specialist medical journals, NHS jobs website and career fairs, we have been using new approaches. Our ongoing social media campaign has helped us to advertise specific jobs across Wales and further afield.

In addition, we have our own in-house recruitment videos on YouTube and dedicated website pages. Plus, we are proactively contacting Royal Colleges to recruit to the medical training initiative scheme. We've also been supporting the Welsh Government medical recruitment campaign #TrainWorkLive

1. Please could you provide me a breakdown of the locum agency doctor spend for the last financial year? Please break this down in to specialty and grades

Please refer to Q8 below

2. Please could you provide me a breakdown of the permanent doctor vacancies across the health board? Please break this down into specialty and grades

Specialty	Grade	No of vacancies
Mental Health	Consultant	5
ITU	Consultant	1
Surgery	Consultant	1



Neurophysiology	Consultant	1
Community		
Paediatrics	Consultant	2
Ophthalmology	Consultant	1
Pathology	Consultant	1
Neurology	Consultant	1
Orthopaedics	Consultant	1
Anaesthetics	Consultant	3
Radiology	Consultant	3
Elderly Care		
Medicine	Consultant	1
TOTAL		21

Specialty	Grade	No of vacancies
Mental Health	Specialty Doctor	7
	Senior Clinical	
Medicine	Fellow	1
Neonates	Specialty Doctor	1
Dental	Practice Advisor	1
TOTAL		10

3. Please could you confirm how many agency locums are currently in post on long term agency contracts? In the last 6 months and year

16

4. Please could you provide how much the health board have paid to agencies for introductory fees?

£14,614.15

5. Please provide details of any overseas recruitment campaigns that the health board have taken part in for the recruitment of doctors?

In November 2018 the Health Board participated in the British Association of Physicians of Indian Origin recruitment initiative in India.

6. The average time taken to fill permanent roles advertised on NHS jobs. Please break down into grades such as SHO, Middle Grade, Consultant

Consultant 24 weeks

Middle Grades 14 weeks

Speciality Doctors 20 weeks

7. The average time taken to fill permanent roles via an agency. Please break down into grades such as SHO, Middle Grade, Consultant

Consultant Not applicable

Speciality Doctors Not applicable

Middle Grades 12 weeks

8. What is your locum spend for the last financial year? Please break down into grades such as SHO, Middle Grade, Consultant



This will include locum doctors on contract along with agency spend:

Locum Consultant - £4,448,881.23
Agency Consultant - £4,909,813.46
Locum Associate Specialist - £55,665.14
Locum Speciality Doctor - £229,910.51
Locum Speciality Registrar - £3,522,126.59
Locum Specialist Registrar - £762,765.32
Agency Speciality Registrar - £103,697.85
Locum F2 Foundation Yr 2 - £103,879.65
Locum Clinical Assistant - £13,447.00
Agency Dr/Dentist in Training - £4,887,478.50

9. How many total hours does your locum spend relate to in the financial year? Please break down into grades such as SHO, Middle Grade, Consultant

This data is not held centrally. Therefore to obtain this information would involve a manual trawl and search of records which we have estimated would significantly exceed the 18 hours limit set down by the FOI Act as the reasonable limit. Section 12 of the FOI Act provides that we are not obliged to spend in excess of 18 hours in any sixty day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

9. How many permanent doctors were hired by your Health Board in the last financial year? Please break down into grades such as SHO, Middle Grade, Consultant

Medical & Dental Role	Headcount
Consultant	19
Dental Officer	3
Medical Director	1
Salaried General Practitioner	1
Specialty Doctor	7
Specialty Registrar	15
Health Board Grade Doctor - Specialty Registrar	1
Grand Total	47

11. Please could you provide how much the health board have paid to agencies for introductory fees in the last financial year? Please break down into grades such as SHO, Middle Grade, Consultant

£8,000

12. What is your average retention for your permanent doctor hires in this last financial year? Please break down into grades such as SHO, Middle Grade, Consultant

Consultants – 100%
Speciality Doctors – 100%
Middle Grades – 100%

I hope this information is helpful. If you require anything further please contact us at FOIA.Requests@wales.nhs.uk.



Under the terms of the Health Board's Freedom of Information policy, individuals seeking access to recorded information held by the Health Board are entitled to request internal review of the handling of their requests. If you would like to complain about the Health Board's handling of your request please contact me directly at the address below or register your complaint via FOIA.Requests@wales.nhs.uk.

If after Internal Review you remain dissatisfied you are also entitled to refer the matter to the information commissioner at the Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH. Telephone Number: 029 2067 8400.

Yours sincerely



Pam Wenger
Director of Corporate Governance

