

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

Dyddiad/Date: 10th November 2020
Ein Cyf / Our Ref: 20-J-022

☎ 01639 648363
✉ FOIA.Requests@wales.nhs.uk

[REDACTED]
[REDACTED]

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

Dear [REDACTED],

I refer to your Freedom of Information Act Request acknowledged by ourselves on 14th October 2020. Your request sought information relating to agency doctors.

Please note that agency cover is only sought when the Health Board is unable to find internal locum cover. All agency cover is provided under a national framework with capped rates for agency staff. Escalated rates are often paid for night shifts and for outstanding hard to cover shifts.

- 1) Since 1st April 2020, what are the top three / most expensive hourly rates (including all cost elements i.e. pay, agency fee, NI, PAYE taxes, VAT and any associated managed service / master vendor fee) paid for agency doctors working at each of the following grades? Please respond to question one by populating the template below as per the example. Please clarify the Specialty for which each of the rates was paid as shown.**

Grade	Highest		Second highest		Third highest	
	Specialty	Hourly rate	Specialty	Hourly rate	Specialty	Hourly rate
Consultant	Palliative	£133.03	Neurology	£126.50	Haematology	£124.50
ST4-ST8	No doctor	No doctor	No doctor	No doctor	No doctor	No doctor
ST1-ST3	Paediatrics	£91.02	Paediatrics	£90.45	ENT	£86.20
<i>Example</i>	<i>Cardiology</i>	<i>£100</i>	<i>Acute Med</i>	<i>£90</i>	<i>Psych</i>	<i>£80</i>



2) Since 1st April 2020, what are the bottom three / least expensive hourly rates (including all cost elements i.e. pay, agency fee, NI, PAYE taxes, VAT and any associated managed service / master vendor fee) paid for agency doctors working at each of the following grades?

Please respond to question one by populating the template below as per the example.

Please clarify the Specialty for which each of the rates was paid as shown.

Grade	Lowest		Second lowest		Third lowest	
	Specialty	Hourly rate	Specialty	Hourly rate	Specialty	Hourly rate
Consultant	Obs & Gynae	£69.38	Haematology	£81.82	Haematology	£83.62
ST4-ST8	No doctor	No doctor	No doctor	No doctor	No doctor	No doctor
ST1-ST3	Obs & Gynae	£78.34	A&E	£78.43	Gen Medicine	£85.33
<i>Example</i>	<i>Cardiology</i>	<i>£100</i>	<i>Acute Med</i>	<i>£90</i>	<i>Psych</i>	<i>£80</i>

3) For each of the "job titles" (Grade / Specialty) mention in your response to questions 1 and 2, please disclose the average hourly rate paid for agency doctors of the same Grade and Specialty since 1st April 2020.

There should be a maximum of 18 unique "job titles" in the tables above; please use the template below as per the example given at the bottom.

Job Title	Grade / Speciality	Average hourly rate	Number of individual doctors worked
1	Cons - Palliative	£133.03	<5*
2	Cons - Neurology	£126.40	<5*
3	Cons - Haematology	£124.50	<5*
4	ST4-ST8	No doctor in role	No doctor in role
5	ST4-ST8	No doctor in role	No doctor in role
6	ST4-ST8	No doctor in role	No doctor in role
7	ST1/ST3 Paediatrics	£86.18	<5*
8	ST1/ST3 Paediatrics	£86.18	<5*
9	ST1/ST3 ENT	£86.20	<5*
10	Cons – Obs & Gynae	£106.02	<5*
11	Cons - Haematology	£105.23	<5*
12	Cons - Haematology	£105.23	<5*
13	ST4-ST8	No doctor in role	No doctor in role
14	ST4-ST8	No doctor in role	No doctor in role
15	ST4-ST8	No doctor in role	No doctor in role
16	ST1/ST3 – Obs & Gynae	£63.45	<5*
17	ST1/ST3 – A&E	£62.66	<5*
18	ST1/ST3 – Gen Med	£55.01	29
<i>Example</i>	<i>Consultant / Psychiatry</i>	<i>£82.40</i>	<i>4</i>

* Where fewer than 5 has been indicated we are unable to provide you with the exact



number of individuals as due to the low numbers, there is a potential risk of identifying individuals if this was disclosed. We are therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This information is protected by the General Data Protection Regulation (GDPR) and Data Protection Act 2018 and its disclosure would be contrary to the data protection principles and constitute as unfair and unlawful processing in regard to Articles 5, 6, and 9 of GDPR. This exemption is absolute and therefore there is no requirement to apply the public interest test.

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

