

Trust Headquarters  
Russell's Hall Hospital  
Dudley  
West Midlands  
DY1 2HQ

Ref: FOI-022024-000678

Date: 22/05/2024

Address / Email:

Dear

**Request Under Freedom of Information Act 2000**

Thank you for requesting information under the Freedom of Information Act

2000. **Request**

**Please complete the table below regarding your Trust's HR Banking.**

**Response**

<u>Questions</u>	<u>Responses</u>
<p>1. • What communication have you received from NHSI and NHSE in regards to moving locum agency doctors on to hospital bank between August 2022 &amp; August 2023?</p>	<p>NHS Bulletins</p>
<p>2. • What additional communication has your trust received in the year 2024 in regard to moving doctors from agency on to bank?</p>	<p>Not aware of anything to date.</p>
<p>3. • What, (in both percentage and nominal terms) of your temporary doctor staffing spend went on bank in the last 12 months? Please provide figures for the 12 months previous for comparison.</p>	<p>Unable to isolate temporary doctor bank spend from all medical bank spend (including substantive staff working additional hours). Below figures relate to all medical bank.</p> <p>Mar 23-Feb 24 19.7% £20,664,949</p> <p>Mar 22 – Feb 23 18.4% £16,877,073</p>
<p>4. • What set rates do you use for your bank staff at SHO, SpR &amp; Consultant levels?</p>	<p>SHO - £50</p> <p>SpR- £60</p>

	Cons- £90
5. • How many full-time doctor rota gaps are covered long term by bank staff in your trust? How many of these roles are covered at your set bank rates and how many are over these rates?	There are no full-time gaps covered by Bank. We tend to only cover on call activities.
6. • How many doctors have been moved from agency directly to your bank in the last 12 months? Of these, please provide a breakdown of the cost increases or savings that have been made per doctor.	None
7. • What is the most you have spent on a single Bank shift in the last 12 months and what grade/specialty was it to cover? What is the most you have spent on a single agency locum shift in the last 12 months and what grade/specialty was it to cover?	The Trust does not hold this data centrally, to determine this would require a manual trawl of each individual report, therefore the Trust is unable to provide all of the information requested as this would exceed the time and cost limits, as set out in the Act. The Trust is therefore applying Section 12 of the Act (where cost of compliance exceeds appropriate limit.
8. • Please provide a breakdown as to how you work out the real cost of each bank shift. This should be pay rate, employment taxes (ENI + AL), Pension costs, annual leave and study leave, and third-party bank fees.	As described in question excluding 3 <sup>rd</sup> party bank fees as we don't use.
9. • When quoting a PAYE rate for your bank staff, is WTR included in this cost or is it an additional cost on top?	12.07% holiday pay is included in the total hourly rate for medical bank staff
10. • What % Pension contribution from the trust is paid to bank workers as Employer Contribution?	NHS Employers contribute 14.38% of pay for those in the NHS pension scheme. This is not paid to the bank worker but rather to the NHS pension scheme. <a href="#">NHS Pension Scheme - employer contributions from April 2024   NHS Employers</a>
11. • What was your total doctors bank spend in 2022 and 2023, what was your agency spend for the same period?	Bank Calendar year 2022 - £16,896,955 Bank Calendar year 2023 - £19,337,369  Agency Calendar year 2022 - £3,148,533 Agency Calendar year 2023 - £2,085,438
12. • How many doctors were moved from working via an agency in 2023 on to the bank?	None

<p><b>13. • Is your bank run by staff on the hospital’s payroll or via a third party?</b></p>	<p><b>We do not use a third-party bank</b></p>
<p><b>14. • If using a 3rd party for your bank services, what is the charge for their services and how is this calculated as part of your bank spend? Do they charge per hour, per shift, or a monthly fixed cost?</b></p>	<p><b>N/A</b></p>

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager  
 Trust Headquarters  
 Russell’s Hall Hospital  
 Dudley  
 West Midlands  
 DY1 2HQ  
 Email: [dgft.dpo@nhs.net](mailto:dgft.dpo@nhs.net)

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office  
 Wycliffe House  
 Water Lane  
 Wilmslow  
 Cheshire  
 SK9 5AF  
 Tel: 0303 123 1113  
[www.ico.org.uk](http://www.ico.org.uk)

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

**Freedom of Information Team  
 The Dudley Group NHS Foundation Trust**