

**Freedom of Information Act 2000****The Royal Cornwall Hospitals NHS Trust Response to Information request****Date Request Received: 20 02 2024****FOI Ref No: 23676****Requested Information and Response:**

What communication have you received from NHSI and NHSE in regards to moving locum agency doctors on to hospital bank between August 2022 & August 2023?

**None received by Kernowmedic**

- What additional communication has your trust received in the year 2024 in regards to moving doctors from agency on to bank? **None received by Kernowmedic**
- 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.  
**2022/23 56% £4.6m Temporary Doctor Staffing on Bank**  
**2023\24 (up to Month11) 57% £6.3m Temporary Doctor Staffing on Bank**
- What set rates do you use for your bank staff at SHO, SpR & Consultant levels?  
**Hourly Rates: CT1&2 £40 core, £45 premium, ST3-5 £60 core, £65 premium, ST6-8 £82.50 core, £110 premium, Consultant £110 core, £146 premium**
- 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? **Gaps are covered in a variety of ways (bank staff, agency staff, overtime), not possible to give an exact figure as this constantly changes. Published policy rates are the only rates we pay.**
- 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**
- 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?  
**During the industrial action, we have paid up to £97.50 p/hr to cover ST5 nights for Specialist Medicine On Call (12.5 hrs). Highest paid agency was a Care of the Elderly Consultant at £169.32 p/hr (8 hr shift).**
- 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.  
**Pay rate + Employers NI + Employers Pension + Annual Leave**

- When quoting a PAYE rate for your bank staff, is WTR included in this cost or is it an additional cost on top? – **On top**
- What % Pension contribution from the trust is paid to bank workers as Employer Contribution? – **14.38%**
- What was your total doctors bank spend in 2022 and 2023, what was your agency spend for the same period?  
**Bank 2022/23 £4.6m**  
**Bank 2023/24 (up to M11) £6.3m**  
**Agency 2022/23 £3.65m**  
**Agency 2023/24 (up to M11) £4.8m**
- How many doctors were moved from working via an agency in 2023 on to the bank? **None**
- Is your bank ran by staff on the hospital's payroll or via a third party? **In house by our own staff**
- 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? **N/A – we do not use a third party**

**Attachment(s):**

None.

**Date Response sent: 04/04/2024**