

Our Ref: NG/RM/24065  
Date: 20<sup>th</sup> March 2024

Nicola Griffiths  
Deputy Director of Governance  
North Staffordshire Combined Healthcare NHS Trust  
Lawton House  
Bellringer Road  
Trentham  
ST4 8HH

Reception: 0300 123 1535

Dear

### Freedom of Information Act Request

I am writing in response to your e-mail of the 20<sup>th</sup> February 2024. Your request has been processed using the Trust's procedures for the disclosure of information under the Freedom of Information Act (2000).

#### **Requested information:**

- What communication have you received from NHSI and NHSE in regard to moving locum agency doctors on to hospital bank between August 2022 & August 2023?  
**None**
- What additional communication has your trust received in the year 2024 in regard to moving doctors from agency on to bank? **None**
- 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. **Actual spend can be seen below for bank and agency for 2022/23, % spend on bank of total temporary doctor staffing is 8%**
- What set rates do you use for your bank staff at SHO, SpR & Consultant levels?  
**SHO rates are £55 per hour, there are no SpR shifts for covering, Consultants are paid £45 per hour.**
- 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? 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. **The Trust has no rota gaps covered by long term bank staff.**
- 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. **0**

- 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? ? **£2000 for a Consultant to cover a resident inpatient psychiatry shift during Junior Doctor strike action.**
- 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, NI, employer's pension where applicable, weekend rate where applicable, WTD and 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? **An agreed rate would include WTR.**
- What % Pension contribution from the trust is paid to bank workers as Employer Contribution? **20.63% rising to 23.7% from 1 April 2024**
- What was your total doctors bank spend in 2022 and 2023, what was your agency spend for the same period? **Data is provided in financial years as these are the periods that the Trust reports on:**
  - **2022/23 doctors bank spend £233k, doctors agency spend £2,817k.**
  - **2021/22 doctors bank spend £17k, doctors agency spend £2,790k**
- How many doctors were moved from working via an agency in 2023 on to the bank? **0**
- Is your bank ran by staff on the hospital's payroll or via a third party? **Internal Payroll**
- 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**

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review of the management of your request. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Dr Buki Adeyemo, Chief Executive, North Staffordshire Combined Healthcare Trust, Trust Headquarters, Lawton House, Bellringer Road, Trentham, ST4 8HH. If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely



**Nicola Griffiths**  
**Deputy Director of Governance**



Chairman: David Rogers  
Chief Executive: Dr Buki Adeyemo  
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