

Reference Number: FOI202324/524
From: Commercial
Date: 16 February 2024
Subject: Staff Bank Worker Usage

- Q1 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?
- A1 Information not held- no communication received.
- Q2 What additional communication has your trust received in the year 2024 in regards to moving doctors from agency on to bank?
- A2 Information not held- no additional communication received.
- Q3 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.
- A3 February 2023- January 2024- 1.86% - £540,080.
February 2022- January 2023- 2.06% - £552,100.
- Q4 What set rates do you use for your bank staff at SHO, SpR & Consultant levels?
- A4 SHO- £45 per hour.
Speciality registrar (SpR)- £60 per hour.
Consultant- £99 per hour.
- Q5 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?
- A5 232 shifts have been covered due to Establishment Vacancies and Gaps. 70 shifts have been paid above set rates on the Collaborative Bank.
- Q6 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.
- A6 Zero.
- Q7 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?
- A7 The highest bank shift payment on the Collaborative Bank is for an ST3+ at £1,904.50. Zero agency in last 12 Months.

Q8 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.

A8 Information not held. Payroll services for the Trust are provided by St Helens & Knowsley Teaching Hospitals NHS Trust.

Q9 When quoting a PAYE rate for your bank staff, is WTR included in this cost or is it an additional cost on top?

A9 It is included in this cost.

Q10 What % Pension contribution from the trust is paid to bank workers as Employer Contribution?

A10 Pension contributions would only be paid to Bank only staff that are not employed elsewhere in the NHS and who are already in the scheme The employer contribution rate is 20.6% of pensionable pay.

Q11 What was your total doctors bank spend in 2022 and 2023, what was your agency spend for the same period?

A11 Information not held in the requested format. Please see below for agency spend by financial year:

LHCH Staffing group (excluding Hosted Services)	Medical Bank £'000	Medical Agency £'000	Total
April 2021- March 2022	£351,630	£156,609	£508,239
April 2022- March 2023	£484,213	£55,732	£538,944
April 2023- January 2024	£391,846	£55,486	£447,332

Q12 How many doctors were moved from working via an agency in 2023 on to the bank?

A12 Zero.

Q13 Is your bank ran by staff on the hospital's payroll or via a third party?

A13 Trust Bank and Lead Employer Collaborative Bank.

Q14 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?

A14 Lead Employer Collaborative Bank – facilitated by lead employer. Information not held regarding service charges.