

Our Ref: 179

March 2025

Freedom of Information Act Request

I am writing to request information under the Freedom of Information Act 2000. I would be grateful if you could provide the following data regarding surgical doctors temporary staffing spend within your Trust. I would be grateful if you could provide the following: Requested Information:

1. Temporary Staffing Spend (1 st December 2024 – 28th February 2025)

o The total spend on surgical doctors temporary staffing, broken down by:

- Agency Staff • Bank Staff
- Off-Framework Agency Staff

Row Labels	Sum of Total Cost To The Trust
Agency	£687,700
Care1Bank	£10,700
Internal Bank	£1,022,279
Grand Total	£1,720,679

o Spend breakdown for surgical locums by g Grade (e.g. Consultant, ST3+, ST1-2, FY1-2) and Specialty (e.g. General Surgery, ENT, T&O).

o A breakdown of hours filled for surgical locums, broken down by Grade (e.g. Consultant, ST3+, ST1-2, FY1-2) and Specialty (e.g. General Surgery, ENT, T&O. (if available).

Sum of Total Cost To The Trust	Column Labels			
Row Labels	Agency	Care1Bank	Internal Bank	Grand Total
FY 1	£11,270	£2,062	£5,872	£19,203

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Breast Surgery		£568		£568
General Surgery	£10,254	£1,494	£5,872	£17,620
Urology	£1,016			£1,016
FY 2	£3,104		£22,053	£25,157
General Surgery	£453			£453
Urology	£2,650		£22,053	£24,703
Core Trainee	£182,185	£8,638	£81,340	£272,163
Breast Surgery	£22,873			£22,873
ENT	£26,270		£10,367	£36,638
General Surgery	£9,172		£1,235	£10,406
Orthopaedic and Trauma Surgery	£123,129	£6,835	£69,044	£199,008
Urology	£740	£1,115		£1,856
Vascular Surgery		£688	£694	£1,382
StR (ST3-8)	£273,913		£73,758	£347,671
Breast Surgery	£3,522		£3,195	£6,717
ENT	£35,806			£35,806
General Surgery	£11,738		£4,569	£16,307
Orthopaedic and Trauma Surgery	£177,456		£59,927	£237,383
Palliative Medicine			£6,067	£6,067
Urology	£45,391			£45,391
Specialty Doctor	£12,065		£193,732	£205,797
Breast Surgery	£11,141		£13,372	£24,512
Community Diagnostic Hub			£15,454	£15,454
Endoscopy - Surgical			£5,098	£5,098
ENT			£49,568	£49,568
General Surgery	£924		£4,097	£5,021
Ophthalmology			£10,987	£10,987
Oral and Maxillofacial Surgery			£10,512	£10,512
Oral Surgery			£1,639	£1,639

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Orthopaedic and Trauma Surgery		£62,317	£62,317
Urology		£20,689	£20,689
Associate Specialist		£57,958	£57,958
Breast Surgery		£797	£797
Ophthalmology		£21,821	£21,821
Orthopaedic and Trauma Surgery		£35,340	£35,340
Consultant	£205,164	£587,567	£792,731
Breast Surgery		£21,855	£21,855
Community Diagnostic Hub		£23,306	£23,306
Endoscopy - Surgical		£17,241	£17,241
ENT		£59,506	£59,506
General Surgery		£108,935	£108,935
Gynae Cancer Alliance		£5,477	£5,477
Ophthalmology	£138,404	£36,220	£174,624
Oral and Maxillofacial Surgery		£2,048	£2,048
Orthodontics		£7,101	£7,101
Orthopaedic and Trauma Surgery	£21,818	£186,541	£208,359
Palliative Medicine	£44,942		£44,942
Podiatric Surgery		£666	£666
Urology		£65,407	£65,407
Vascular Surgery		£53,264	£53,264
Grand Total	£687,700	£10,700	£1,022,279
			£1,720,679

Sum of Booked Hours	Column Labels			
Row Labels	Agency	Care1Bank	Internal Bank	Grand Total
FY 1	336	49	142	527
Breast Surgery		12		12

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General Surgery	308	37	142	487
Urology	28			28
FY 2	70		464	534
General Surgery	12			12
Urology	59		464	523
Core Trainee	3370	148	1509	5027
Breast Surgery	445			445
ENT	466		191	657
General Surgery	204		21	225
Orthopaedic and Trauma Surgery	2238	117	1285	3639
Urology	18	19		37
Vascular Surgery		12	13	25
StR (ST3-8)	3279		873	4152
Breast Surgery	37		46	82
ENT	439			439
General Surgery	128		55	183
Orthopaedic and Trauma Surgery	2158		710	2868
Palliative Medicine			63	63
Urology	517			517
Specialty Doctor	134		1862	1996
Breast Surgery	124		139	263
Community Diagnostic Hub			150	150
Endoscopy - Surgical			48	48
ENT			405	405
General Surgery	10		45	55
Ophthalmology			124	124
Oral and Maxillofacial Surgery			103	103
Oral Surgery			16	16
Orthopaedic and Trauma Surgery			570	570

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Urology		263	263
Associate Specialist		508	508
Breast Surgery		14	14
Ophthalmology		188	188
Orthopaedic and Trauma Surgery		306	306
Consultant	1459	4245	5704
Breast Surgery		141	141
Community Diagnostic Hub		152	152
Endoscopy - Surgical		111	111
ENT		572	572
General Surgery		699	699
Gynae Cancer Alliance		28	28
Ophthalmology	977	377	1353
Oral and Maxillofacial Surgery		30	30
Orthodontics		48	48
Orthopaedic and Trauma Surgery	174	1157	1331
Palliative Medicine	309		309
Podiatric Surgery		5	5
Urology		425	425
Vascular Surgery		502	502
Grand Total	8648	197	9603
			18447

2. Temporary Staffing Spend Efficiency Target

o Has the trust set a specific target for reducing surgical doctors temporary staffing spend in 2025/2026? If so, please provide:

- The total expected reduction in agency, bank and off-framework spend.
- Any planned strategies to achieve these savings.

After careful consideration, we have decided to withhold the requested information under **Section 36(2)(b) of the Freedom of Information Act 2000 – Prejudice to the Effective Conduct of Public Affairs.**

The information you have requested relates to ongoing strategic workforce and financial planning, which is subject to change based on evolving factors such as budget allocations, staffing demands, and national healthcare policies. Disclosing this information at this stage could undermine the Trust's ability to make informed and flexible decisions, as well as lead to public misunderstanding or unnecessary speculation about future staffing and cost-saving measures.

Releasing this information prematurely may also impact negotiations with staffing agencies and workforce suppliers, potentially affecting the Trust's ability to secure cost-effective staffing solutions.

While we recognize the public interest in transparency around NHS workforce and financial planning, we believe that withholding this information at this stage is necessary to protect the integrity of decision-making processes and ensure effective resource management.

In applying this exemption, we have conducted a public interest test to assess whether the benefits of disclosure outweigh the potential harm.

Public interest factors in favour of disclosure:

- Transparency around NHS financial and workforce planning supports public accountability.
- Disclosure could provide insight into how the Trust is working to manage temporary staffing costs effectively.
- It may allow for public scrutiny of NHS spending and resource allocation.

Public interest factors in favour of withholding:

- The information relates to ongoing strategic workforce and financial planning, which is subject to change based on factors such as budgetary constraints, workforce availability, and national healthcare policies. Premature disclosure could mislead the public or create unnecessary speculation.

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- Releasing this information may compromise the Trust's ability to negotiate effectively with staffing agencies and workforce suppliers, potentially leading to higher costs and reduced financial efficiency.
- Publishing early projections may restrict organisational flexibility, making it harder to adapt plans to changing workforce pressures or unexpected developments.
- Disclosure could discourage frank and open discussions within the organisation about workforce strategies, thereby hindering effective decision-making.

o If no formal reduction targets exists, please provide any workforce efficiency initiatives planned for next financial year.

As above

3. Temporary Staffing Management Contacts

- o The department or team responsible for managing surgical locums temporary staffing (e.g. Workforce Planning, HR, Medical Staffing),
- o If available, a general contact email for workforce enquiries.

Medical Recruitment

If you are not satisfied with the handling of your request, you have the right to request an internal review. Requests for an internal review should be submitted within 40 working days from the date of this response, and should be addressed to d.wraith@nhs.net.

If you remain dissatisfied after the internal review, you have the right to appeal to the Information Commissioner's Office (ICO). The ICO can be contacted at:

Information Commissioner's Office
Wycliffe House



**Doncaster and Bassetlaw
Teaching Hospitals**
NHS Foundation Trust

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Water Lane

Wilmslow

Cheshire

SK9 5AF

Tel: 0303 123 1113

Website: <https://ico.org.uk/make-a-complaint/>