

## Freedom of Information Act Request

Under the Freedom of Information Act, I would like to request the following information:

1. Please provide the total amount spent on locum Doctors across all departments. **£12.6m**
2. Can you break down the percentage spent on bank/locum Doctor spend on the last year to the most recent records you have, compared to the year before? **Bank 57.3%      Agency 42.7%**
3. How many Doctor vacancies do you currently have within the Trust that have been vacant for over 6 months? **6**
4. Do you have any cost-saving measures in place?

Measure	Purpose
Internal medical staff bank	Reduce agency reliance
Use of framework agencies only	Enforce rate caps
Rota and vacancy management	Reduce need for ad hoc locums
Tiered agency escalation	Prioritise lowest-cost options first
Regional staff bank initiatives	Share workforce across ICS
Digital workforce systems	Track usage, reduce overspend
Booking approvals and audits	Ensure control and governance

5. Locum-to-permanent staff ratio: How many locum doctors are currently employed versus permanent doctor staff

**82 temp to 398 substantive, equals a ratio of 1: 4.85**

What is the rationale for using locums instead of permanent?

**The Freedom of Information Act only obliges public bodies to disclose recorded information. If the Trust does not hold a formal written rationale (e.g. a documented policy, board paper, or workforce strategy), then this part is not held under FOIA.**

**Decisions to use locums instead of permanent staff are typically operational and made on a case-by-case basis.**

6. Please share which departments have the highest locum doctor spend due to them not being able to

fill hard-to-fill roles?

After careful consideration, we are unable to provide a response to this specific question, as the request seeks information that would require a degree of speculation and subjective interpretation.

While the Trust is able to report on locum doctor spend by department, we do not hold a categorised or coded dataset that identifies whether the expenditure in each case is specifically attributable to “hard-to-fill” roles. The classification of a role as “hard-to-fill” can vary over time and may depend on multiple changing factors, such as national workforce shortages, specialty demand, geographical constraints, and temporary absences (e.g. sickness, maternity leave, or secondments).

As such, determining whether locum spend is directly linked to an inability to recruit to a hard-to-fill vacancy would require internal interpretation, subjective judgement, and engagement with multiple operational teams across the organisation — rather than the retrieval of recorded data. Under the Freedom of Information Act, public authorities are not required to create new information, offer opinions, or speculate on the causes behind expenditure trends.

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](mailto: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  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Tel: 0303 123 1113  
Website: <https://ico.org.uk/make-a-complaint/>

Our Ref: 445  
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