

Ref. No: 1803  
Date: 04/06/25  
Subject: Consultant posts

## REQUEST & RESPONSE

1. The total number of consultant-level doctors you currently have [WTE or equivalent]

455 WTE

2. The total number of vacant consultant-level doctor posts you currently have [WTE or equivalent]

47.21 WTE

3. The total number of consultant-level posts substantially filled by agency locums for more than 6 months [WTE or equivalent]

26

4. The total spend on agencies for locum consultants (both framework and non-framework) for the 2024/25 financial year [£s]

£18,149,000

5. Any existing or planned controls on recruitment of medical staff in 2025/26 [free text]

Weekly reviews on all medical spend ongoing.

There is a continued increased focus this year on staffing and spend across the whole NHS system with the aim of increasing productivity across our services.

From a workforce perspective the planning requirements for 2025/2026 stipulated:

- achieving close to 100% delivery of planned core capacity before accessing premium capacity, including the use of agency and premium bank rates, waiting list initiatives, and insourcing arrangements.

- reducing agency expenditure, as far as possible as part of optimising cost and productivity.
- reducing bank use and a review of bank rates.

There are several improvements already identified through Finance Improvement plans that will continue to be a focus during 2025/2026. The below principles relate specifically ensuring we are effectively managing our resources from a workforce perspective without impacting quality and safety of services:

- Front line clinical roles will be protected and there should be no delay in recruiting to these roles
- Locally Employed Doctors (ie Clinical Fellows) will require additional rationale that includes the completion of a Vacancy Risk Assessment that clearly articulates any risk regarding quality, safety and productivity prior to being approved
- Skill mix/ Workforce changes will be considered where they;
  - don't negatively impact quality and safety
  - deliver improved efficiency
  - don't result in an increase in WTE
  - deliver a CIP