

Ref. No: 1901
Date: 14th July 2025
Subject: Locum Doctors

REQUEST

1. Please provide the total amount spent on locum Doctors across all departments for 2025 YTD and 2024
2. Can you break down the percentage spent on bank/locum Doctor spend on the last year (2024) to the most recent records you have, compared to the year before (2023)?
3. How many Doctor vacancies do you currently have within the Trust that have been vacant for over 6 months?
4. Do you have any cost-saving measures in place? (Cost-saving measures in terms of reducing agency locum spend)
5. Locum-to-permanent staff ratio: How many locum doctors are currently employed versus permanent doctor staff, and what is the rationale for using locums instead of permanent?
6. Please share which departments have the highest locum doctor spend due to them not being able to fill hard-to-fill roles? YTD

RESPONSE

1. Please provide the total amount spent on locum Doctors across all departments for 2025 YTD and 2024

- 2024 = £8,420k
- 2025 (Jan-Jun) = £3,790k

2. Can you break down the percentage spent on bank/locum Doctor spend on the last year (2024) to the most recent records you have, compared to the year before (2023)?

- 2023 67%
- 2024 49%

3. How many Doctor vacancies do you currently have within the Trust that have been vacant for over 6 months?

Our systems Trac and ESR do not hold this information

4. Do you have any cost-saving measures in place? (Cost-saving measures in terms of reducing agency locum spend)

Weekly reviews on all medical spend ongoing.

There is a continued increased focus 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.

5. Locum-to-permanent staff ratio: How many locum doctors are currently employed versus permanent doctor staff, and what is the rationale for using locums instead of permanent?

5.23%

6. Please share which departments have the highest locum doctor spend due to them not being able to fill hard-to-fill roles? YTD

- Anaesthetics
- Microbiology