

Ref. No: 0703
Date: 16/02/24
Subject: Staff Bank

REQUEST

1. 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?
2. What additional communication has your Trust received in the year 2024 in regards to moving doctors from agency on to bank?
3. 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.
4. What set rates do you use for your bank staff at SHO, SpR & Consultant levels?
5. 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?
6. 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.
7. 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?
8. 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.
9. When quoting a PAYE rate for your bank staff, is WTR included in this cost or is it an additional cost on top?
10. What % Pension contribution from the Trust is paid to bank workers as Employer Contribution?

11. What was your total doctors bank spend in 2022 and 2023, what was your agency spend for the same period?
12. How many doctors were moved from working via an agency in 2023 on to the bank?
13. Is your bank ran by staff on the hospital's payroll or via a third party?
14. 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?

RESPONSE

St Helens and Knowsley Teaching Hospitals NHS Trust and Southport and Ormskirk Hospital NHS Trust became a single legal entity known as Mersey and West Lancashire Teaching Hospitals NHS Trust on 1st July 2023, as such parts of the response may be provided in two sections relating to the hospital sites of each of the legacy organisations.

1. 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?

Not recorded specifically but regular reminders are sent regarding reducing agency usage.

2. What additional communication has your Trust received in the year 2024 in regards to moving doctors from agency on to bank?

Not recorded specifically but regular reminders are sent regarding reducing agency usage.

3. 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.

St Helens and Knowsley:

	2022	2023
Agency	£3,904,273	£8,033,103
Bank	£6,386,678	£13,998,446
Bank (%)	56%	64%

Southport and Ormskirk:

	2022	2023
Agency	£6,003,945	£5,884,668
Bank	£5,411,882	£6,273,806
Bank (%)	47%	52%

4. What set rates do you use for your bank staff at SHO, SpR & Consultant levels?

St Helens and Knowsley:

SHO - £50 - £52 per hour
SpR - £60 - £64 per hour
Consultant - £72 - £95 per hour

Southport and Ormskirk:

SHO - £35-£52 per hour
SPR - £55-£64 per hour
Consultant - £85-£95 per hour

5. 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?

The Trust is unable to answer this question within the time limit set out by the Act, in order to answer this part of the request it would require a review of every department rotas across each hospital site individually and doing so would exceed the 18 hour time limit as set out by the Act.

6. 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.

St Helens and Knowsley:

14 doctors - savings are made with Agency commission.

Southport and Ormskirk:

11 doctors - savings are made with Agency commission.

- 7. 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?**

St Helens and Knowsley:

Bank - total cost £2400 for 24-hour period: Consultant
Agency – total cost £2640 for 24 hour period: Consultant

Southport and Ormskirk:

4ank - total Cost £2,400 for 24-hour period Consultant
Agency - Total Cost £2,125 for 24-hour period Consultant

- 8. 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.**

Payroll would pay the bank shift based on the number of hours worked multiplied by the hourly rate.

- 9. When quoting a PAYE rate for your bank staff, is WTR (Working Time Directive) included in this cost or is it an additional cost on top?**

St Helens and Knowsley:

Yes

Southport and Ormskirk:

Please see response to question 4.

- 10. What % Pension contribution from the Trust is paid to bank workers as Employer Contribution?**

The current rate paid by the employer for NHS Pension is 14.38% and for the alternative NEST scheme the contribution is 3%.

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

Please see response to question 3.

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

St Helens and Knowsley:

Please see response to question 6.

Southport and Ormskirk:

Please see response to question 6.

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

St Helens and Knowsley:

In-house team

Southport and Ormskirk:

In-house team

14. 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?

St Helens and Knowsley:

N/A

Southport and Ormskirk:

N/A