

FOI 3226

6<sup>th</sup> August 2025

## **FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST**

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### **1. Total spend on locum doctors (all departments) for 2025 YTD and 2024.**

**Response:**

The total spend on locum doctors (all medical grades) for 2024/25 was £33m. For the 3 month period April 2025 - June 2025 the spend is £7.6m

### **2. Bank/locum doctor spend % for 2024 vs. 2023**

**Response:**

The locum doctor spend increased by 8.6% in financial year 2024/25 when compared to the prior year 2023/24.

### **3. Number of doctor vacancies open over 6 months**

**Response:**

The number of Medical/Dental vacancies as reported to the Department of Health in June 2025 was 92 however of this only **60** were vacant for 6 months or longer.

### **4. Any cost-saving measures in place**

**Response:**

There are a number of measures undertaken to fill vacancies to reduce costs in the long term as such:

- Enhanced attraction methods including ongoing international recruitment, enhanced advertising, video promotions, open days, specialist recruitment agencies etc

- Exploring new ways of working, changing rota patterns, using multi-disciplinary staff groups e.g. Physician Associates and advanced nurse practitioners.
- Training and development opportunities, upskilling and supporting doctors wishing to pursue CESR (alternative route to consultant level).
- Advertising for locally employed doctors using various incentives to attract.
- Implementation of technology to analyse and automate rates paid with ongoing consideration for e rostering.
- Scrutiny process for all locum requests longer than 4 week period.

## **5. Locum-to-permanent doctor ratio and rationale for locum use**

### **Response:**

On average the locum to permanent doctor ratio is 20:80 (being 20% of all medical pay being locum in nature)

### Rationale for locum use

The use of locum doctors is sometimes essential to maintain safe staffing levels and protect patient safety, particularly in areas where we have been unable to recruit to substantive posts. Locums provide vital specialist skills that are not currently available within the permanent workforce and ensure that services remain safe and responsive for patients. Their contribution enables the Trust to meet urgent clinical demands, maintain continuity of care, and ensure compliance with safe staffing standards while longer-term recruitment solutions are pursued.

## **6. Departments with highest locum spend due to hard-to-fill roles**

### **Response:**

For the rolling 12-month period ended 30<sup>th</sup> June 2025 the 2 highest areas of locum spend were as follows:

- General Medicine at c£11m
- Emergency Departments at c£6m

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