

**FOI 0489/2024 Response**

- 1. What communication have you received from NHSI and NHSE in regard to moving locum agency doctors on to hospital bank between August 2022 & August 2023?**

We have not received any specific communications to move locum agency doctors onto the bank.

- 2. What additional communication has your trust received in the year 2024 in regard to moving doctors from agency on to bank?**

We have not received any specific communications about moving doctors from agency on to bank. NHSE has published 'Agency Rules, February 2024' which has reference to expectations that Trusts will utilise bank staff prior to agency workers.

- 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.**

We do not have a specific 'bank' for doctors. Doctors work through NHS Substantive contracts, NHS Fixed Term Locum contracts or via an agency.

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

N/A

- 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?**

NIL (0)

- 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.**

NIL (0)

- 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?**

We do not have bank doctors.

For a Consultant Psychiatrist in shortage specialty of CAMHS we have paid £1200 for an 8 hour shift.

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.

We do not put shifts out to bank doctors.

9. When quoting a PAYE rate for your bank staff, is WTR included in this cost or is it an additional cost on top?

WTR is Working Time Rate and it is included in the PAYE rate for non-medical staff.

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

The Trust do not employ doctors via the bank worker route and therefore the return is NIL (0).

Contribution for non-medical staff is 14.38%

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

Please refer to page 162 within the Trust's 2022/2023 Annual Report in the link below for the agency spend.

Link: [Annual reports and quality accounts - Birmingham and Solihull Mental Health NHS Foundation Trust \(bsmhft.nhs.uk\)](https://www.bsmhft.nhs.uk/annual-reports-and-quality-accounts)

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

NIL (0)

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

Non-medical bank is run internally.

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?

N/A -please refer to the response provided for question 13.