

Longest Serving Agency Workers - Expenditure Breakdown						
	Specialty	Grade	Length Of Service	Medical HR Update	Number of CVs received from agency	Feedback on CVs from consultants
PRINCESS OF WALES HOSPITAL						
	Paediatrics & Neonates	ST3+	3 Years 1 Month	The department have appointed to the 2 vacancies at this level, however 1 of the doctors is still to obtain their GMC registration. As this doctor was offered the position 12 months ago and is yet to start, plus there are 2 vacancies in Morriston and we are currently out to advert with a closing date of 27th November 2018. Medacs permanent recruitment have provided 4 CVs and BDI Resourcing 5 CVs - please see department comments.	4 CVs received from MEDACS. 5 CVs received from BDI resourcing (awaiting information on fees & T&Cs prior to taking forward as this Agency is not on the CCS Framework).	Manager would like to interview the doctors that have applied for the post before using the MEDACS CVs.
	Obstetrics & Gynaecology	ST3+	1 Year 2 months	This long term locum is finishing on 15/11/2018. However the department are still actively recruiting to 1 x LAS ST3+, post closed 11/10/2018 with 2 applicants and only 1 being shortlisted and invited to interview. The department also have 2 x LAS ST1 with 18 applications - all 18 have been shortlisted and invited to interview.	3 CVs received from MEDACS.	We are currently awaiting interview date and if not successful at appointment the department have requested the CVs to be forwarded to them if no appointments made.
	Orthopaedics & Trauma	ST3+	11 Months	There is 1 x Senior Clinical Fellow vacancy, which closed on the 3/10/18 with 37 applications. This post is part of the Cardiff & Vale rotation and has been handed back to ABMU to recruit to until August 2019, this locum has applied. The department has confirmed interviews will take place on Friday 30th November 2018. If a doctor is not appointed the department may still retain this agency locum and others due to the first level rota having 3 out of 5 posts vacant. The department went at risk of over establishing on the 1st tier and there are 4 MTI doctors who have potential start dates of Feb/March. Once all doctors join the department will have 1 additional doctor. Once these doctors are experienced they move to the 2nd tier rota and the intention is to continue BAPIO recruitment as when contracts expire and doctors return to their home country others will be in a position to move to the 2nd Tier and those recruited able to start on the 1st tier, it is anticipated that this will alleviate further vacancies		
	Radiology	Consultant	11 Months	Interviews scheduled for 15/11/2018 and there is 1 candidate. In case this candidate is not suitable Medacs permanent recruitment team have been asked to provide suitable CV's. The finding fee for Locum Consultants is £12k and consideration should be given to standardise the benefits/relocation for all overseas doctors at all grades in line with BAPIO i.e. £5k. Medacs believe that due to the increase in cost of the Visa doctors are unlikely to leave post prior to end of contract which would be 12 months. The Health Board could also request repayment of 75% of benefits/relocation claimed if leaving the contract early which would also be in line with BAPIO recruitment	5 CVs received from MEDACS	No feedback received from department, chased numerous times but as interviews are to be held 15th November 2018 assume the Department are awaiting the outcome before looking at the Medacs CVs. Medical HR will discuss at interview if candidate not appointed.
SINGLETON HOSPITAL						
	Oncology	Consultant	1 Year 2 months	The Department and Medical HR are in discussion with the locum to convert to NHS. Medacs have also been requested to provide suitable CV's for Locum Consultants with the finding fee and benefits package as above.	No CVs received from MEDACS	

	Obstetrics & Gynaecology	ST3+	2 Years 5 Months	The long-term locum from Medacs is covering a maternity leave gap and the doctor is due to return from maternity leave April 2019. There is also a Specialty Doctor vacancy from October 2018, with an additional Specialty Doctor vacancy from January 2019 and a Junior Clinical Fellow vacancy. The LAS ST3+ currently out to advert with a closing date of 23/11/18 (1 applicant to date), 2 x Specialty Doctors posts are being interviewed 26/11/18 (14 applicants with 4 candidate being invited to interview) and the JCF which is a new vacancy is currently in the process of being uploaded onto TRAC. Medacs permanent recruitment have been asked to provide CV's in the event the post is not appointed to.	3 CVs received from MEDACS.	Department currently shortlisted for O&G and interviewing on the 26/11/2018. The CVs will be forwarded to the department if no appointment is made.
MENTAL HEALTH						
	Adult Psychiatry	Consultant	1 Year 2 months	1 internal candidate appointed for Older People and the 2 applicants for the Adult posts withdrew. Medical HR aware awaiting update from department and Medacs permanent recruitment have been asked to support.	No CVs received from MEDACS. CV for a specialty doctor in psychiatry received	
	Adult Psychiatry	Consultant	1 Year 2 months		No CVs received from MEDACS. CV for a specialty doctor in psychiatry received	
MORRISTON HOSPITAL						
	Orthopaedics & Trauma	ST1	11 Months	4 vacancies of which 1 post has been recruited to and the other 3 posts are being interviewed for on the 15th November 2018. If no successful candidates appointed Medacs permanent recruitment will be asked to support.		
	Paediatrics & Neonates	ST3+	1 Year 4 Months	2 vacancies in Morriston and we are currently out to advert with a closing date of 27th November 2018. Medacs permanent recruitment have provided 4 CVs and BDI Resourcing 5 CVs - please see department comments.	4 CVs received from MEDACS. 5 CVs received from BDI resourcing.	Manager would like to interview the doctors that have applied for the post before using the MEDACS CVs.
	Haematology	Consultant	1 Year 10 Months	Interviews held 12/10/18, there was 1 candidate but was not suitable therefore Medacs have been asked to provide CV's. Finding fee and benefits would be the same as the other Consultants.	1 CV received from MEDACS	Department confirmed they will not pursue at consultant level and would consider pursuing at Senior Clinical Fellow level.