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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	13th October 2022	Agenda Item	3.4
Report Title	Medical Agency and Locum Utilisation		
Report Author	Sharon Vickery Assistant Director Workforce and OD		
Report Sponsor	Debbie Eyitayo, Director Workforce and OD, Dr Richard Evans, Executive Medical Director		
Presented by	Sharon Vickery Assistant Director Workforce and OD		
Freedom of Information	Open		
Purpose of the Report	To set out for the Workforce and OD Committee salient information regarding the utilisation of agency and locum doctors during a defined period		
Key Issues	To report locum and agency utilisation during a defined period and to update the committee around planned work.		
Specific Action Required (please choose one only)	Information	Discussion	Assurance
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recommendations	Workforce and OD Committee are asked to: <ul style="list-style-type: none"> • Note the metrics and associated costs. • Note the need to undertake further work to capture all agency costs through the locum management system. • Note the issues associated with the roll out of Medic on Duty. 		

MEDICAL AGENCY AND LOCUM UTILISATION

1. INTRODUCTION

To set out for the Workforce and OD Committee (WOD) salient information regarding the utilisation of agency and locum doctors during defined periods.

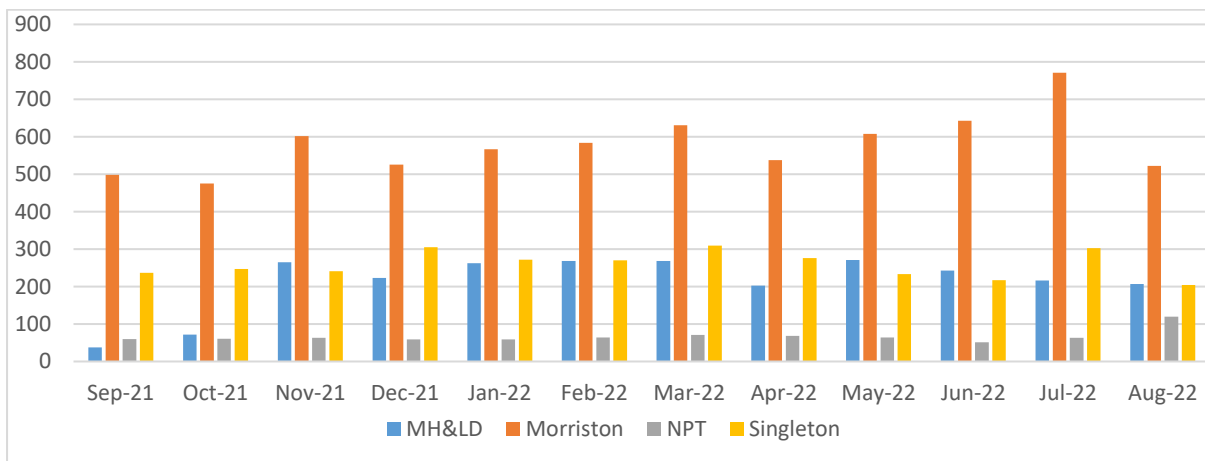
2. BACKGROUND

It has been usual practice to report medical agency and locum utilisation and expenditure to the WOD Committee. Below is a snapshot representing relevant periods tracking recent utilisation, expenditure, and costs during the months of July and August 2022.

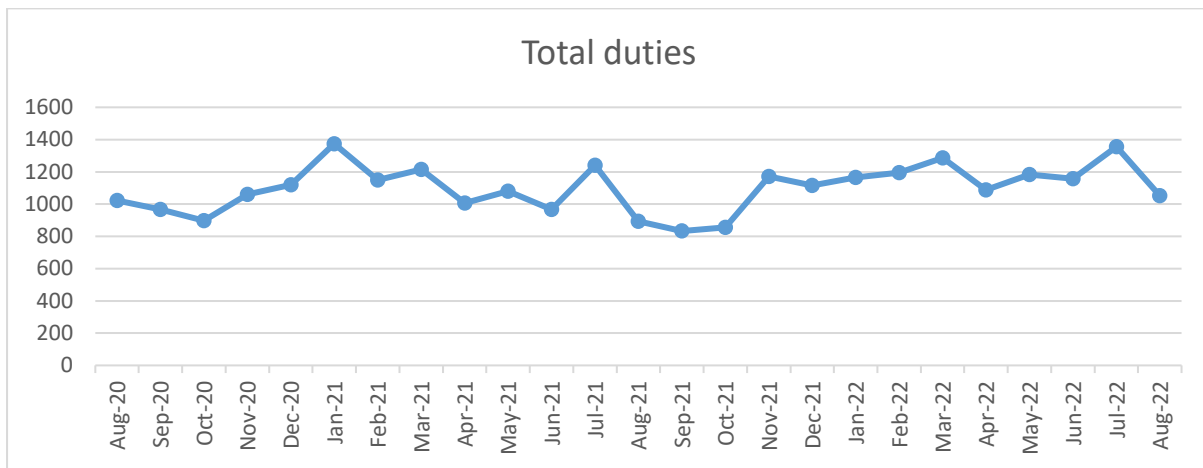
Agency and Locum Data

The Health Board continues to see high level of locum usage across the service groups. During recent months it has been reported that the usage and costs were slowly reducing, however, during July the Health Board experienced an increase in Locum usage. The reported locum usage in July totals 1241 jobs which equates to 12,729 hours, this is the largest number of hours recorded since Locum on Duty was implemented. This may have been due to the August rotation of Junior doctors. The Data is showing that gaps within the rotas remain a significant challenge and account for approximately 49% of locum duties, however, in July there was a reported increase in short term sickness.

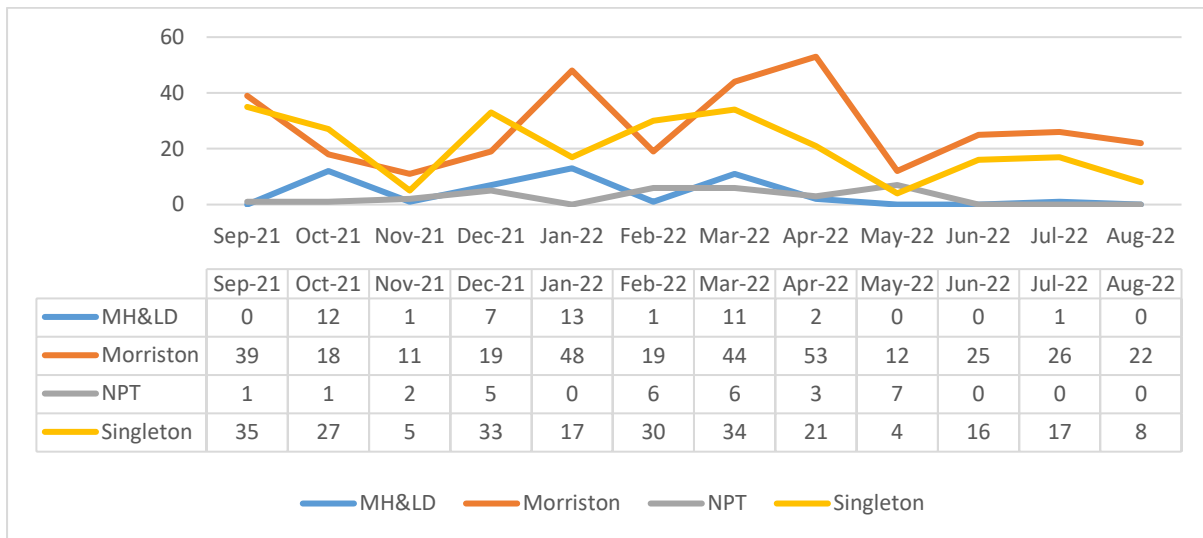
The graph below depicts the usage across the service groups during the last 12 months.



The data is showing that the locum usage across the Health Board is still fluctuating on a monthly basis. The line graph below shows the total usage during the last 24 months and it is possible to correlate the peaks in usage with COVID.



The data is also consistently showing a decrease in COVID related locum usage.



Costs

The table below depicts total costs for July & August 2022 and shows that the Health Board has seen an increase associated with the internal spend for locum staff.

However, it is noted that these costs only capture the locum work undertaken by internal and MEDACS Locums and therefore does not include the off framework agencies which are picked up by the financial ledger.

Service Group	July 22		Aug 22	
	Ad hoc locum spend	Agency	Ad hoc locum spend	Agency
Morriston	£488,719.36	£43,357	£394,283.34	£16,643
MH & LD	£63,659.45	£52,567	£41,015.63	£78,233
Singleton & NPT	£194,167.27	£173,778	£94,778.85	£180,406

PC &T	£6,591.13	£0.00	£8,950.38	£0.00
EMRTS	£0.00	£0.00	£0.00	£0.00
Total	£753,137.21	£269,703.00	£539,028.20	£275,282.00
Total monthly Expenditure	£1,022,840.21		£814,310.20	

Compliance with the Welsh Government Capped Rates

The first table below outlines the internal locum shifts during July and August 2022 that have been booked both below and above the capped rates.

The data shows that during the last 7 months there had been an overall reduction in locum shifts that were booked above capped rates, however, in August 2022 the number of shifts that were negotiated about the Welsh Government capped rates increased.

	Jul 22	Aug 22
Individuals Booked	377	276
Individuals Booked At/Below Cap	216	158
Individuals Booked At/Below Cap %	57.29%	57.24%
Individuals Booked Above Cap	161	118
Individuals Booked Above Cap %	42.70%	42.75%
Hours Booked	12729.63	8950.21
Hours Booked At/Below Cap	8130.54	4938.05
Hours Booked At/Below Cap %	63.87%	55.17%
Hours Booked Above Cap	4599.09	4012.16
Hours Booked Above Cap %	36.13%	44.83%
Jobs Booked	1241	931
Jobs Booked At/Below Cap	753	474
Jobs Booked At/Below Cap %	60.68%	50.91%
Jobs Booked Above Cap	488	457
Jobs Booked Above Cap %	39.32%	49.09%

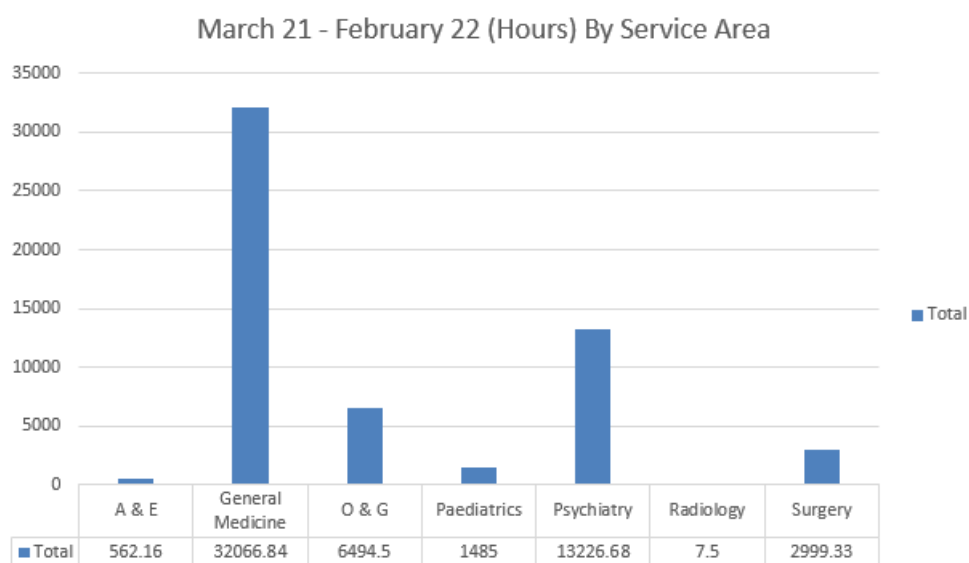
Agency Information

The second table (below) shows the same data but for agency staff with all being booked for both months above the capped rate.

SBUHB	July 22	August 22

Individuals Booked	11	15
Individuals Booked At/Below Cap	1	1
Individuals Booked At/Below Cap %	9.09%	6.66%
Individuals Booked Above Cap	10	14
Individuals Booked Above Cap %	90.90%	93.33%
Hours Booked	4,227.00	3,135.50
Hours Booked At/Below Cap	900.00	150.00
Hours Booked At/Below Cap %	21.29%	4.78%
Hours Booked Above Cap	3,327.00	2,985.50
Hours Booked Above Cap %	78.70%	95.21%
Jobs Booked	11	21
Jobs Booked At/Below Cap	1	1
Jobs Booked At/Below Cap %	9.09%	4.76%
Jobs Booked Above Cap	10	20
Jobs Booked Above Cap %	90.90%	95.23%

A further analysis (below) of the MEDACS data shows that most locum workers are being supplied to General Medicine and Mental Health & Learning Disabilities Service Groups.



All Wales Agency Information

The tables below highlight the MEDACS agency usage across Swansea Bay, Hywel Dda, Cardiff & Vale and Betsi for July & August 2021. Again, the data is consistent in showing a reduction in the use of MEDACS. It is noted that there has been a reduction in the number of shifts that have been negotiated above the Welsh capped rates.

July -22	Hywel Dda	SBUHB	Cardiff & Vale	Betsi
Individuals Booked	15	11	27	17
Individuals Booked At/Below Cap	0	1	4	1
Individuals Booked At/Below Cap %	0.00%	9.09%	14.81%	5.88%

Individuals Booked Above Cap	15	10	23	16
Individuals Booked Above Cap %	100.00%	90.91%	85.19%	94.12%
Hours Booked	5,362.00	4,307.00	4,610.50	6,589.50
Hours Booked At/Below Cap	0	900.00	961.00	10.00
Hours Booked At/Below Cap %	0.00%	20.90%	20.84%	0.15%
Hours Booked Above Cap	5,362.00	3,407.00	3,649.50	6,579.50
Hours Booked Above Cap %	100.00%	79.10%	79.16%	99.85%
Jobs Booked	22	11	53	20
Jobs Booked At/Below Cap	0	1.00	8.00	1
Jobs Booked At/Below Cap %	0.00%	9.09%	15.09%	5.00%
Jobs Booked Above Cap	22	10	45	19
Jobs Booked Above Cap %	100.00%	90.91%	84.91%	95.00%

August-22	Hywel Dda	SBUHB	Cardiff & Vale	Betsi
Individuals Booked	11	15	28	18
Individuals Booked At/Below Cap	0	1	2.00	0
Individuals Booked At/Below Cap %	0.00%	6.66%	7.14%	0.00%
Individuals Booked Above Cap	11	14	26	18
Individuals Booked Above Cap %	100.00%	93.33%	92.86%	100.00%
Hours Booked	3,242.00	3,135.50	4,078.00	5,074.30
Hours Booked At/Below Cap	0	150.00	195.00	0.00
Hours Booked At/Below Cap %	0.00%	4.78%	4.78%	0.00%
Hours Booked Above Cap	3,242.00	2,985.50	3,883.00	5,074.30
Hours Booked Above Cap %	100.00%	95.21%	95.22%	100.00%
Jobs Booked	16	21	69	51
Jobs Booked At/Below Cap	0	1	2.00	0
Jobs Booked At/Below Cap %	0.00%	4.76%	2.90%	0.00%
Jobs Booked Above Cap	16	20	67	51
Jobs Booked Above Cap %	100.00%	95.23%	97.10%	100.00%

The data demonstrates that the challenges experienced within the Health Board are largely mirrored across Wales.

Medic on Duty Update

The implementation of Medic on Duty has highlighted a number of challenges for the Health Board in the way in which medical staff are managed which has impacted on the anticipated progress.

Positive feedback has been received from junior medical staff and those areas who are utilising the leave management module. The Health Board is considering a change

in the planned implementation to focus on the leave and junior doctor modules which will increase the rate of implementation.

3. GOVERNANCE AND RISK ISSUES

Greater governance has been achieved through the introduction of Locum on Duty due to the increased reporting resulting in greater transparency.

4. FINANCIAL IMPLICATIONS

There are financial implications associated with the provision of locum and agency staff. Many however fill vacant posts although usually at premium rates.

5. RECOMMENDATIONS

The Workforce and OD Committee are asked to:

- **Note** the metrics and associated costs.
- **Note** the need to undertake further work to capture all agency costs through the locum management system.
- **Note** the issues associated with the roll out of Medic on Duty.

Governance and Assurance		
Link to Enabling Objectives <i>(please choose)</i>	Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities	
	Partnerships for Improving Health and Wellbeing	<input type="checkbox"/>
	Co-Production and Health Literacy	<input type="checkbox"/>
	Digitally Enabled Health and Wellbeing	<input type="checkbox"/>
	Deliver better care through excellent health and care services achieving the outcomes that matter most to people	
	Best Value Outcomes and High Quality Care	<input checked="" type="checkbox"/>
	Partnerships for Care	<input type="checkbox"/>
	Excellent Staff	<input checked="" type="checkbox"/>
	Digitally Enabled Care	<input type="checkbox"/>
	Outstanding Research, Innovation, Education and Learning	<input type="checkbox"/>
Health and Care Standards		
<i>(please choose)</i>	Staying Healthy	<input type="checkbox"/>
	Safe Care	<input type="checkbox"/>
	Effective Care	<input type="checkbox"/>
	Dignified Care	<input type="checkbox"/>
	Timely Care	<input type="checkbox"/>
	Individual Care	<input type="checkbox"/>
	Staff and Resources	<input checked="" type="checkbox"/>
Quality, Safety and Patient Experience		
Whilst there are significant recruitment difficulties the supply of locum doctors is vital to safe patient care		
Financial Implications		
Securing these doctors at appropriate rates is also key to the recovery and sustainability of the Health Board		
Legal Implications (including equality and diversity assessment)		
Not applicable.		
Staffing Implications		
None other than the need to improve the supply of the medical workforce.		
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)		
Not applicable		
Report History	This is the 19 th Report	
Appendices	None	