

Paper 21

<b>Recommendation</b> <input type="checkbox"/> <b>DECISION</b> <input checked="" type="checkbox"/> <b>NOTE</b>	<div style="border: 1px solid black; padding: 2px;"><b>The Trust Board</b></div> <p>is asked to note the Guardian of Safe Working Quarterly Report Q2</p>
<b>Reporting to:</b>	<b>Trust Board</b>
<b>Date</b>	29 <sup>th</sup> November 2018
<b>Paper Title</b>	Guardian of Safe Working Quarterly Report for the Shrewsbury and Telford Hospital NHS Trust and the Shropshire Community Health NHS Trust
<b>Brief Description</b>	Summary of exception reports for quarter 2 including information on fines, locum bookings and unfilled shifts, Locum work carried out by Trainees and vacancies. An update on the work carried out by the Guardian of Safe Working with areas for consideration, summary of GoSW actions from the previous quarter and key activities noted for the next quarter.  Further detail available in Information Pack
<b>Sponsoring Director</b>	Dr Edwin Borman, Medical Director
<b>Author(s)</b>	Bridget Barrowclough, Guardian of Safe Working Quarterly Report Q2
<b>Recommended / escalated by</b>	
<b>Previously considered by</b>	
<b>Link to CQC domain</b>	<input type="radio"/> Safe <input type="radio"/> Effective <input checked="" type="radio"/> Caring <input type="radio"/> Responsive <input type="radio"/> Well-led
<b>Link to strategic objectives</b>	<b>OUR PEOPLE</b> Creating a great place to work
<b>Link to Board Assurance Framework</b>	<b>RR 668</b> If we are unable to implement our clinical service vision in a timely way then we will not deliver the best services to patients  <b>RR 423</b> If we do not get good levels of staff engagement to get a culture of continuous improvement then staff morale & patient outcomes may not improve  <b>RR 859</b> Risk to sustainability of clinical services due to shortages of key clinical staff
<b>Outline of public/patient involvement</b>	
<b>Equality Impact Assessment</b>	<input checked="" type="radio"/> <b>Stage 1 only (no negative impacts identified)</b> <input type="radio"/> <b>Stage 2 recommended (negative impacts identified)</b> * EIA must be attached for Board Approval  <input type="radio"/> negative impacts have been mitigated  <input type="radio"/> negative impacts balanced against overall positive impacts

**Freedom of  
Information Act  
(2000) status**

- This document is for full publication**
- This document includes FOIA exempt information**
- This whole document is exempt under the FOIA**

**Guardian of Safe Working Quarterly Report for the Shrewsbury and Telford  
NHS Trust (SaTH)  
and  
the Shropshire Community Health NHS Trust  
Q2: 1 August – 31 October 2018**

**Background**

The 2016 Terms and Conditions of Service for Doctors and Dentists in Training in England have been implemented in the Trust in accordance with the nationally agreed timelines. Dr Bridget Barrowclough was appointed to the role of Guardian of Safe Working Hours (GoSWH) in Shrewsbury and Telford NHS Trust (SaTH) in August 2016.

The Guardian of Safe Working Hours often abbreviated to Guardian of Safe Working (GOSW) continues to strive to reassure the Board that trainee doctors in SaTH receive rotas that are compliant with the new safe limits on hours, rest (TCs Schedule 03,04,05), and work within these limits in order to maintain doctor and patient safety.

High level data

- |  |     |
|--|-----|
| • Number of doctors / dentists in training             | 214 |
| • Number of doctors / dentists in training on 2016 TCS | 214 |
| • Number of GP Trainees hosted by the Trust            | 21  |
| • Job plan for Guardian (PA/week)                      | 1   |

## Exception Reports

There were 13 Exception Reports submitted during the reporting period.

Rota	Reported as Immediate Safety Concern	Nature of the report	Outcome	Action	Time to address	Status
Surgery	No	Hours	TOIL	Rota review of registrar / locum	>7 days	Closed
Surgery	No	Hours – inadequate middle grade staffing levels Worked over hours	TOIL	Agreement for TOIL – staffing shortage	>7 days Consultant away – agreed by trainee and guardian to wait for return of Supervisor	Closed
Surgery	No	Difference in Support available-excess numbers of patients for Junior doctors available on cover shift	Pending		Currently 6 days overdue- Guardian in contact with CS	Pending
Surgery	ISC	No SpR on weekend – on cover shift	Pending	Guardian understands discussed surgical governance –awaiting confirmation	>7 days	Pending
Surgery	No	Staffing shortage compounded by need to attend mandatory teaching	Overtime payment		>7 days	Delay due to extenuating circumstances
O & G x4	No	Rota issue	Pending	Guardian understands rota review undertaken	>7 days Feedback awaited	Outcome overdue
Neonates	No	Work intensity	Awaiting Dr's agreement	Discussion re Job planning	>7 days	Awaiting doctor agreement
Surgery	No	Work-intensity-short staffing	TOIL		Within 7 days	Closed
Surgery	No	Staffing shortage	No further action		Within 7 days	Closed

## **Fines**

No fines have been levied in the reporting period

## **Locum bookings and unfilled shifts**

Data on locum bookings are detailed in the appendices.

Please note – this report includes data for August and September only. Medical Staffing will provide the GoSW the data for Oct after the 15 November 2018 – this information will be included in the next report.

NHS Employers have previously suggested that the Board receive data in the reporting by Trainees of exceptions to their work schedules (rostered hours and rest), and that this, together with data on locum usage and unfilled rota gaps might help the GoSW determine whether the Trust is adhering to the contractual obligation to ensure Trainees work within their contracted hours.

The GoSW is also aware that the Care Quality Commission may request this information at any time.

In view of the low number of Exceptions Reports in the Trust, the GoSW is unable to comment on any relationship between rota gaps, locum bookings and whether doctors are working unsafe hours.

## **Locum work carried out by Trainees**

Locum work carried out by Trainees in this reporting period is attached in the appendices.

It is evident in the reporting period that some Trainees have worked in excess of the 48 hours average safe working limit. However it appears that some of these instances could have been avoided by the doctor formally opting out of this limit, and agreeing to the alternative limit of 56hrs.

The GoSW asks the Board to recognise that this could be addressed at the induction meetings held for Trainee doctors.

## **Vacancies**

An overview of vacancies in this reporting period is shown in the appendices.

After an extensive review of the staffing situation, and in response to concerns due to previous winter pressures that exposed the fragility of the service, medical staffing were successful in their recruitment activity. This was especially the case with respect to Foundation Years 1 and 2 positions in this quarter.

The Emergency Department (ED) remain exposed to short staffing with many positions filled by locum staff as in the previous reporting period.

The GoSW is aware of the work being undertaken to fully staff the ED. To date there have been no Exception Reports from trainees working in the ED Department.

## **Issues for consideration**

### **1. GoSW – working hours**

Following the Workforce Committee meeting on the 15 October 2018 the GoSW was advised that the role would be benchmarked against other Trusts by the Workforce Committee.

The GoSW is aware that the range of time allocated to the role across England is generally between 1 and 2 PAs. The GoSW understands that a Trust in the north of England has combined the role of GoSW with the Freedom to Speak Up Guardian. The position is a full time post with additional support.

The GoSW understands that NHS Employers may revise the roles description and issue guidance to Trusts around time allocated for the role. The timeframe for this is not known.

The GoSW requests additional time is allocated for this role. The GoSW would ask that this be considered to allow adequate protected time during working hours to attend the necessary meetings and complete the administration required for the role outside time allocated to clinical commitments. An additional PA would allow this flexibility. The GoSW would ask for a 6 month trial of this arrangement.

### **2. Expanding the Capability of the GoSW**

The GoSW welcomes the commencement of the administrative support as of 1 September 2018

This role has helped improved the profile of the GoSW.

Since 1 September 2018 the GosW has provided an induction to the administrator.

The GosW and her support have already undertaken several tasks:

- Work to improve communication links with Trainees and Trust staff
- An updated GoSW website on the Trust intranet
- Distribution of reminders to all senior staff regarding the Exception Reporting process
- The roll-out of the Trust's rest policy in response to the BMA Fatigue and Facilities Charter
- Established flow charts for reporting cycles to Medical Staffing regarding data collection
- Initiated actions to include Trust Grade doctors in the reporting process at the request of LNC

### **3. The Guardian of Safe Working Hours Conference – 17 September 2018**

The GoSW attended the National Guardian of Safe Working Hours Conference in Leeds on 17 September 2018. This was the third conference since the introduction of the role and provided those GoSW with the opportunity to review the role since it was introduced, and collectively discuss solutions to on-going challenges.

The challenges recognised nationwide were:

- Trainee engagement
- Technical challenge with the Exception Reporting process
- Administrative support for GoSW
- Time allocation for the GoSW

The GoSW requested revised guidelines regarding the role as it has been recognised the variation between Trusts. It was also agreed that benchmarking GoSW role is difficult as a consequence of the differences in the work embraced by GoSW within Trusts

Key to success in the role were noted as:

- Visibility
- Approachability
- Transparency
- Authority

#### **4. Care Quality Commission (CQC)**

The GoSW was interviewed during the recent CQC visit. No feedback has yet been received. It was suggested by the CQC interviewers that the GoSW might consider reducing clinical commitments.

#### **5. Engagement with Junior Doctors**

Junior Doctor Forums (JDF) have been held to address Trainees' concerns with the TCS of the new contract with regards to Exception Reporting.

In the past quarter 214 Trainees have been invited to the forums held in September and October.

On each occasion numbers of attendees were low. However, those present used the platform to raise actionable concerns – for example issues relating to the weekend surgical on cover shift have been taken by the GoSW to the surgical governance meeting.

The GoSW Conference highlighted as a common theme of low numbers attending JDFs across England.

Feedback from the JDFs have been circulated to all Trainees. The GoSW used communication as an opportunity to remind the Trainees of the Exception Reporting process, and to reassure the Trainees of the Trust's endorsement of the process.

#### **6. Listening Service**

The GoSW is liaising with two Trust Consultants who are working to establish an anonymised Listening Service for all Junior Doctors and Physicians Associates.

It is hoped that the service may encourage any Junior Doctors who may currently be unwilling to Exception Report to engage in the process.

## 7. Update on GosW actions identified in the previous reporting period – 1 May to 31 August 2018

A summary of the GoSW's actions from the previous quarter is listed below.

Action	Update
To understand how unfilled shifts are covered with departments	No action to report
Key meeting attendance – National GoSW Conference	Action completed – please see the summary report in the text of this report
To work with the Workforce Directorate to ensure that relevant data is collected and analysed to enable the Guardian to present a full overview of issues pertinent to Trainees' safe working hours	Administrator now collects this information. Work is ongoing to understand how this data can be interpreted in the absence of Exception Reports.
To request a system to ensure that any locum work undertaken by Trainees is compliant with safe working limits	Requests have been made to Medical Staffing to understand if this is possible.
To liaise with FY1, FY2, Junior LNC and other trainee representatives to establish regular feedback for discussion at the Junior Doctor Forum	Action completed
To attend quarterly Workforce Committee and LNC meetings	Action completed
To engage with the Workforce Sustainability Group	This action is pending
To continue regular meetings with the Medical Director, DME and Medical Staffing	Action completed
To continue to lobby for additional hours to enable Guardian	GoSW advised by the Workforce Director that the role would be benchmarked against other Trusts

## 8. Key activities in the next quarter

- a. GoSW Midlands Networking joint meeting of regional GoSW and Freedom to Speak Up Guardians organised by the General Medical Council (GMC) to consider how the GMC can support Guardians in their respective roles.
- b. The Local Negotiating Committee (LNC) have requested the inclusion of Trust Grade doctors in the Exception Reporting process. This suggestion is supported by the Medical Director. This will require the GoSW identifying and training supervisors to oversee the reports from this group of doctors. The inclusion of all Junior Doctor grades in this process will demonstrate the Trust's commitment to safe working.

### Conclusion

The GoSW will continue to work to engage Junior Doctors and Senior Colleagues in the Exception Reporting process to help ensure that Junior Doctors work within safe working hours.

The GoSW ask that the Board consider this report.





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**Guardian of Safe Working Quarterly Report for the Shrewsbury and Telford NHS Trust (SaTH)  
and  
the Shropshire Community Health NHS Trust  
Q2: 1 August – 21 October 2018**

<b>Report</b>	<b>Appendices</b>
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<b>Vacancies Sep</b>	<b>9</b>
<b>Vacancies Oct</b>	<b>10</b>

Appendix 1

Locum Bookings (bank) by Department					
Speciality	Number of Shifts Requested	Number of Shifts Worked	Number of Shifts Given to Agency	Number of Hours Requested	Number of Hours Worked
<b>A&amp;E</b>	<b>221</b>	<b>169</b>	<b>0</b>	<b>1915.25</b>	<b>1401.17</b>
Aug	122	104	0	1050.25	878.75
Sep	99	65	0	865	522.42
<b>Acute Physicians (Juniors)</b>	<b>68</b>	<b>53</b>	<b>0</b>	<b>506</b>	<b>394.5</b>
Aug	33	32	0	219.5	211.5
Sep	35	21	0	286.5	183
<b>Acute Physicians (Senior)</b>	<b>107</b>	<b>77</b>	<b>0</b>	<b>670</b>	<b>473.49</b>
Aug	54	46	0	321	267.25
Sep	53	31	0	349	206.24
<b>Anaesthetics</b>	<b>160</b>	<b>157</b>	<b>0</b>	<b>2071</b>	<b>2029.25</b>
Aug	82	81	0	1048	1035.5
Sep	78	76	0	1023	993.75
<b>Breast Surgery</b>	<b>24</b>	<b>24</b>	<b>0</b>	<b>477</b>	<b>486</b>
Aug	12	12	0	234	243
Sep	12	12	0	243	243
<b>Cardiology</b>	<b>52</b>	<b>43</b>	<b>0</b>	<b>504.5</b>	<b>336.4</b>
Aug	23	21	0	205	163
Sep	29	22	0	299.5	173.4
<b>Care of the Elderly</b>	<b>42</b>	<b>39</b>	<b>0</b>	<b>413.5</b>	<b>385</b>
Aug	27	27	0	254.5	254.5
Sep	15	12	0	159	130.5
<b>Colorectal Surgery</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>66</b>	<b>67</b>
Aug	3	3	0	28.5	29.5
Sep	3	3	0	37.5	37.5

<b>Dermatology</b>	<b>14</b>	<b>14</b>	<b>0</b>	<b>67</b>	<b>67</b>
Sep	14	14	0	67	67
<b>Diabetes &amp; Endocrinology</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>46.25</b>	<b>34.25</b>
Aug	4	4	0	33.75	34.25
Sep	1	0		12.5	
<b>Ears Nose &amp; Throat</b>	<b>43</b>	<b>35</b>	<b>0</b>	<b>575</b>	<b>474</b>
Aug	19	19	0	272	275
Sep	24	16	0	303	199
<b>Gastro Juniors</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>4.5</b>	<b>4.5</b>
Aug	1	1	0	4.5	4.5
<b>Gastroenterology</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>12.5</b>	<b>12.5</b>
Aug	1	1	0	12.5	12.5
<b>Gastroenterology Consultants</b>	<b>36</b>	<b>31</b>	<b>0</b>	<b>408</b>	<b>312</b>
Aug	10	10	0	136	136
Sep	26	21	0	272	176
<b>Hospital At Night</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>21.5</b>	<b>21.5</b>
Aug	2	2	0	21.5	21.5
<b>Neonatal</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>78</b>	<b>78</b>
Aug	4	4	0	78	78
<b>Obstetrics &amp; Gynaecology</b>	<b>18</b>	<b>15</b>	<b>0</b>	<b>214</b>	<b>186</b>
Aug	14	11	0	152.5	124.5
Sep	4	4	0	61.5	61.5
<b>Oncology</b>	<b>10</b>	<b>6</b>	<b>0</b>	<b>48</b>	<b>41</b>
Aug	2	2	0	16.5	16.5
Sep	8	4	0	31.5	24.5
<b>Ophthalmology</b>	<b>15</b>	<b>15</b>	<b>0</b>	<b>102</b>	<b>102</b>
Aug	7	7	0	49	49
Sep	8	8	0	53	53
<b>Oral&amp;Maxillofacial Surg</b>	<b>125</b>	<b>112</b>	<b>0</b>	<b>1720</b>	<b>1511</b>

Aug	62	56	0	850.5	743.5
Sep	63	56	0	869.5	767.5
<b>Paediatrics</b>	<b>40</b>	<b>29</b>	<b>0</b>	<b>573</b>	<b>409.5</b>
Aug	21	18	0	306.5	260.5
Sep	19	11	0	266.5	149
<b>Radiology</b>	<b>39</b>	<b>36</b>	<b>0</b>	<b>299.25</b>	<b>276.67</b>
Aug	16	16	0	127	127
Sep	23	20	0	172.25	149.67
<b>Respiratory</b>	<b>24</b>	<b>24</b>	<b>0</b>	<b>207</b>	<b>207</b>
Aug	18	18	0	162.5	162.5
Sep	6	6	0	44.5	44.5
<b>Trauma &amp; Orthopaedics</b>	<b>112</b>	<b>112</b>	<b>0</b>	<b>1325.5</b>	<b>1337.32</b>
Aug	59	59	0	766.25	768.82
Sep	53	53	0	559.25	568.5
<b>Upper Gi Surgery</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>25</b>	<b>25</b>
Sep	2	2	0	25	25
<b>Urology</b>	<b>13</b>	<b>12</b>	<b>0</b>	<b>284.5</b>	<b>268.5</b>
Aug	6	6	0	124.5	124.5
Sep	7	6	0	160	144
<b>Vascular Surgery</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>22.5</b>	<b>22.5</b>
Aug	2	2	0	16.5	16.5
Sep	1	1	0	6	6
<b>Grand Total</b>	<b>1187</b>	<b>1026</b>	<b>0</b>	<b>12656.75</b>	<b>10963.05</b>

Appendix 2

Locum Bookings (Bank) by Grade					
Speciality	Number of Shifts Requested	Number of Shifts Worked	Number of Shifts Given to Agency	Number of Hours Requested	Number of Hours Worked
<b>A&amp;E</b>	<b>221</b>	<b>169</b>	<b>0</b>	<b>1915.25</b>	<b>1401.17</b>
Associate Specialist	25	22	0	203	179
Aug	12	12	0	100	100
Sep	13	10	0	103	79
Consultant	62	25	0	648	258
Aug	33	21	0	340	217
Sep	29	4	0	308	41
FY 2	2	2	0	16	16
Aug	2	2	0	16	16
Specialty Doctor	35	31	0	299	263
Aug	15	15	0	128	128
Sep	20	16	0	171	135
ST 1&2	49	43	0	352.25	307.92
Aug	34	30	0	253.25	225.25
Sep	15	13	0	99	82.67
ST 3+	48	46	0	397	377.25
Aug	26	24	0	213	192.5
Sep	22	22	0	184	184.75
<b>Acute Physicians (Juniors)</b>	<b>68</b>	<b>53</b>	<b>0</b>	<b>506</b>	<b>394.5</b>
FY 1	2	0	0	9	0
Sep	2	0	0	9	0
FY 2	3	0	0	23	0
Sep	3	0	0	23	0

ST 1&2	38	33	0	297	256.5
Aug	16	16	0	107	107
Sep	22	17	0	190	149.5
ST 3	25	20	0	177	138
Aug	17	16	0	112.5	104.5
Sep	8	4	0	64.5	33.5
<b>Acute Physicians (Senior)</b>	<b>107</b>	<b>77</b>	<b>0</b>	<b>670</b>	<b>473.49</b>
Consultant	71	44	0	383	208.5
Aug	36	29	0	177	130
Sep	35	15	0	206	78.5
Specialty Doctor	36	33	0	287	264.99
Aug	18	17	0	144	137.25
Sep	18	16	0	143	127.74
<b>Anaesthetics</b>	<b>160</b>	<b>157</b>	<b>0</b>	<b>2071</b>	<b>2029.25</b>
Consultant	32	29	0	524.5	481.5
Aug	13	12	0	209	196.5
Sep	19	17	0	315.5	285
Specialty Doctor	29	29	0	350.5	350.5
Aug	15	15	0	175.5	175.5
Sep	14	14	0	175	175
ST 1&2	7	7	0	85.5	86.75
Aug	4	4	0	48	48
Sep	3	3	0	37.5	38.75
ST 3+	92	92	0	1110.5	1110.5
Aug	50	50	0	615.5	615.5
Sep	42	42	0	495	495
<b>Breast Surgery</b>	<b>24</b>	<b>24</b>	<b>0</b>	<b>477</b>	<b>486</b>
Specialty Doctor	24	24	0	477	486
Aug	12	12	0	234	243

Sep	12	12	0	243	243
<b>Cardiology</b>	<b>52</b>	<b>43</b>	<b>0</b>	<b>504.5</b>	<b>336.4</b>
Consultant	8	0	0	144	0
Aug	2	0	0	32	0
Sep	6	0	0	112	0
FY 1	1	1	0	7	7
Sep	1	1	0	7	7
Specialty Doctor	1	0	0	8	0
Sep	1	0	0	8	0
ST 1&2	40	40	0	320	303.9
Aug	20	20	0	160	150
Sep	20	20	0	160	153.9
ST 3+	2	2	0	25.5	25.5
Aug	1	1	0	13	13
Sep	1	1	0	12.5	12.5
<b>Care of the Elderly</b>	<b>42</b>	<b>39</b>	<b>0</b>	<b>413.5</b>	<b>385</b>
Consultant	5	5	0	31.5	31.5
Aug	4	4	0	27.5	27.5
Sep	1	1	0	4	4
FY 1	1	1	0	8	8
Sep	1	1	0	8	8
ST 1&2	23	21	0	243	227
Aug	18	18	0	189	189
Sep	5	3	0	54	38
ST 3+	13	12	0	131	118.5
Aug	5	5	0	38	38
Sep	8	7	0	93	80.5
<b>Colorectal Surgery</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>66</b>	<b>67</b>
ST 1&2	2	2	0	25	26

Aug	2	2	0	25	26
ST 3+	4	4	0	41	41
Aug	1	1	0	3.5	3.5
Sep	3	3	0	37.5	37.5
<b>Dermatology</b>	<b>14</b>	<b>14</b>	<b>0</b>	<b>67</b>	<b>67</b>
Specialty Doctor	14	14	0	67	67
Sep	14	14	0	67	67
<b>Diabetes &amp; Endocrinology</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>46.25</b>	<b>34.25</b>
FY 1	3	2	0	21	9
Aug	2	2	0	8.5	9
Sep	1	0	0	12.5	0
ST 1&2	2	2	0	25.25	25.25
Aug	2	2	0	25.25	25.25
<b>Ears Nose &amp; Throat</b>	<b>43</b>	<b>35</b>	<b>0</b>	<b>575</b>	<b>474</b>
Consultant	10	5	0	156	93
Aug	4	4	0	69	69
Sep	6	1	0	87	24
Specialty Doctor	3	0	0	41	0
Sep	3	0	0	41	0
ST 1&2	22	22	0	222	225
Aug	10	10	0	110	113
Sep	12	12	0	112	112
ST 3+	8	8	0	156	156
Aug	5	5	0	93	93
Sep	3	3	0	63	63
<b>Gastro Juniors</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>4.5</b>	<b>4.5</b>
ST 3+	1	1	0	4.5	4.5
Aug	1	1	0	4.5	4.5
<b>Gastroenterology</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>12.5</b>	<b>12.5</b>



ST 1&2	1	1	0	12.5	12.5
Aug	1	1	0	12.5	12.5
<b>Gastroenterology Consultants</b>	<b>36</b>	<b>31</b>	<b>0</b>	<b>408</b>	<b>312</b>
Consultant	36	31	0	408	312
Aug	10	10	0	136	136
Sep	26	21	0	272	176
<b>Hospital At Night</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>21.5</b>	<b>21.5</b>
ST 3+	2	2	0	21.5	21.5
Aug	2	2	0	21.5	21.5
<b>Neonatal</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>78</b>	<b>78</b>
Consultant	3	3	0	65.5	65.5
Aug	3	3	0	65.5	65.5
ST 1&2	1	1	0	12.5	12.5
Aug	1	1	0	12.5	12.5
<b>Obstetrics &amp; Gynaecology</b>	<b>18</b>	<b>15</b>	<b>0</b>	<b>214</b>	<b>186</b>
Associate Specialist	2	2	0	12	12
Aug	2	2	0	12	12
Consultant	1	1	0	24	24
Sep	1	1	0	24	24
Specialty Doctor	4	1	0	40.5	12.5
Aug	4	1	0	40.5	12.5
ST 1&2	9	9	0	112.5	112.5
Aug	6	6	0	75	75
Sep	3	3	0	37.5	37.5
ST 3+	2	2	0	25	25
Aug	2	2	0	25	25
<b>Oncology</b>	<b>10</b>	<b>6</b>	<b>0</b>	<b>48</b>	<b>41</b>
Specialty Doctor	5	4	0	20	16
Aug	1	1	0	4	4

Sep	4	3	0	16	12
ST 3+	5	2	0	28	25
Aug	1	1	0	12.5	12.5
Sep	4	1	0	15.5	12.5
<b>Ophthalmology</b>	<b>15</b>	<b>15</b>	<b>0</b>	<b>102</b>	<b>102</b>
Specialty Doctor	13	13	0	70	70
Aug	7	7	0	49	49
Sep	6	6	0	21	21
ST 3+	2	2	0	32	32
Sep	2	2	0	32	32
<b>Oral&amp;Maxillofacial Surg</b>	<b>125</b>	<b>112</b>	<b>0</b>	<b>1720</b>	<b>1511</b>
Specialty Doctor	17	15	0	143.5	125.5
Aug	9	9	0	74.5	74.5
Sep	8	6	0	69	51
ST 1&2	47	47	0	534.5	535.5
Aug	21	21	0	225.5	226.5
Sep	26	26	0	309	309
ST 3+	61	50	0	1042	850
Aug	32	26	0	550.5	442.5
Sep	29	24	0	491.5	407.5
<b>Paediatrics</b>	<b>40</b>	<b>29</b>	<b>0</b>	<b>573</b>	<b>409.5</b>
Consultant	28	19	0	445	309.5
Aug	12	9	0	217	173
Sep	16	10	0	228	136.5
Specialty Doctor	1	1	0	13	13
Aug	1	1	0	13	13
ST 1&2	8	8	0	76.5	74.5
Aug	8	8	0	76.5	74.5
ST 3+	3	1	0	38.5	12.5

Sep	3	1	0	38.5	12.5
<b>Radiology</b>	<b>39</b>	<b>36</b>	<b>0</b>	<b>299.25</b>	<b>276.67</b>
Consultant	39	36	0	299.25	276.67
Aug	16	16	0	127	127
Sep	23	20	0	172.25	149.67
<b>Respiratory</b>	<b>24</b>	<b>24</b>	<b>0</b>	<b>207</b>	<b>207</b>
FY 2	22	22	0	195.5	195.5
Aug	17	17	0	155.5	155.5
Sep	5	5	0	40	40
ST 1&2	1	1	0	7	7
Aug	1	1	0	7	7
ST 3+	1	1	0	4.5	4.5
Sep	1	1	0	4.5	4.5
<b>Trauma &amp; Orthopaedics</b>	<b>112</b>	<b>112</b>	<b>0</b>	<b>1325.5</b>	<b>1337.32</b>
Consultant	29	29	0	268.75	270.07
Aug	12	12	0	112.5	113.82
Sep	17	17	0	156.25	156.25
ST 1&2	57	57	0	566.75	575.25
Aug	25	25	0	249.75	251
Sep	32	32	0	317	324.25
ST 3+	26	26	0	490	492
Aug	22	22	0	404	404
Sep	4	4	0	86	88
<b>Upper Gi Surgery</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>25</b>	<b>25</b>
ST 3+	2	2	0	25	25
Sep	2	2	0	25	25
<b>Urology</b>	<b>13</b>	<b>12</b>	<b>0</b>	<b>284.5</b>	<b>268.5</b>
Consultant	1	0	0	16	0
Sep	1	0	0	16	0

FY 1	1	1	0	11.5	11.5
Aug	1	1	0	11.5	11.5
ST 1&2	8	8	0	180.5	180.5
Aug	2	2	0	36.5	36.5
Sep	6	6	0	144	144
ST 3+	3	3	0	76.5	76.5
Aug	3	3	0	76.5	76.5
<b>Vascular Surgery</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>22.5</b>	<b>22.5</b>
ST 3+	3	3	0	22.5	22.5
Aug	2	2	0	16.5	16.5
Sep	1	1	0	6	6
Grand Total	1187	1026	0	12656.75	10963.05

Appendix 3

Locum Bookings (Bank) by Reason					
Speciality	Number of Shifts Requested	Number of Shifts Worked	Number of Shifts Given to Agency	Number of Hours Requested	Number of Hours Worked
<b>A&amp;E</b>	<b>221</b>	<b>169</b>	<b>0</b>	<b>1915.25</b>	<b>1401.17</b>
Annual Leave	4	4	0	19.5	19.5
Aug	4	4	0	19.5	19.5
Compassionate Leave	1	1	0	8	7.67
Sep	1	1	0	8	7.67
Extra Cover	100	90	0	793.25	706
Aug	47	45	0	379.25	358.75
Sep	53	45	0	414	347.25
Sickness	16	16	0	141	141
Aug	7	7	0	63	63
Sep	9	9	0	78	78
Study Leave	2	2	0	16	16
Aug	2	2	0	16	16
Vacancy (Recruitment difficulties)	97	55	0	927.5	501.5
Aug	62	46	0	572.5	421.5
Sep	35	9	0	355	80
(blank)	1	1	0	10	9.5
Sep	1	1	0	10	9.5
<b>Acute Physicians (Juniors)</b>	<b>68</b>	<b>53</b>	<b>0</b>	<b>506</b>	<b>394.5</b>
Extra Cover	2	0	0	16.5	0
Sep	2	0	0	16.5	0

Vacancy (Recruitment difficulties)	57	49	0	420	363
Aug	30	29	0	195.5	187.5
Sep	27	20	0	224.5	175.5
Winter Pressure	6	1	0	45.5	7.5
Sep	6	1	0	45.5	7.5
(blank)	3	3	0	24	24
Aug	3	3	0	24	24
<b>Acute Physicians (Senior)</b>	<b>107</b>	<b>77</b>	<b>0</b>	<b>670</b>	<b>473.49</b>
Extra Cover	35	34	0	273	265.99
Aug	17	16	0	136	129.25
Sep	18	18	0	137	136.74
Sickness	50	28	0	295	133.5
Aug	25	20	0	136.5	96.5
Sep	25	8	0	158.5	37
Vacancy (Recruitment difficulties)	20	13	0	83	55
Aug	12	10	0	48.5	41.5
Sep	8	3	0	34.5	13.5
(blank)	2	2	0	19	19
Sep	2	2	0	19	19
<b>Anaesthetics</b>	<b>160</b>	<b>157</b>	<b>0</b>	<b>2071</b>	<b>2029.25</b>
Sickness	1	1	0	2.5	2.5
Aug	1	1	0	2.5	2.5
Vacancy (Recruitment difficulties)	159	156	0	2068.5	2026.75
Aug	81	80	0	1045.5	1033
Sep	78	76	0	1023	993.75
<b>Breast Surgery</b>	<b>24</b>	<b>24</b>	<b>0</b>	<b>477</b>	<b>486</b>

Vacancy (Recruitment difficulties)	24	24	0	477	486
Aug	12	12	0	234	243
Sep	12	12	0	243	243
<b>Cardiology</b>	<b>52</b>	<b>43</b>	<b>0</b>	<b>504.5</b>	<b>336.4</b>
Sickness	7	0	0	112	0
Aug	1	0	0	16	0
Sep	6	0	0	96	0
Vacancy (Recruitment difficulties)	44	43	0	368.5	336.4
Aug	22	21	0	189	163
Sep	22	22	0	179.5	173.4
(blank)	1	0	0	24	0
Sep	1	0	0	24	0
<b>Care of the Elderly</b>	<b>42</b>	<b>39</b>	<b>0</b>	<b>413.5</b>	<b>385</b>
Sickness	1	1	0	4	4
Sep	1	1	0	4	4
Vacancy (Recruitment difficulties)	41	38	0	409.5	381
Aug	27	27	0	254.5	254.5
Sep	14	11	0	155	126.5
<b>Colorectal Surgery</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>66</b>	<b>67</b>
On Call	1	1	0	3.5	3.5
Aug	1	1	0	3.5	3.5
Vacancy (Recruitment difficulties)	5	5	0	62.5	63.5
Aug	2	2	0	25	26
Sep	3	3	0	37.5	37.5
<b>Dermatology</b>	<b>14</b>	<b>14</b>	<b>0</b>	<b>67</b>	<b>67</b>
Sickness	14	14	0	67	67

Sep	14	14	0	67	67
<b>Diabetes &amp; Endocrinology</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>46.25</b>	<b>34.25</b>
Vacancy (Recruitment difficulties)	5	4	0	46.25	34.25
Aug	4	4	0	33.75	34.25
Sep	1	0	0	12.5	0
<b>Ears Nose &amp; Throat</b>	<b>43</b>	<b>35</b>	<b>0</b>	<b>575</b>	<b>474</b>
Sickness	8	4	0	134	78
Aug	3	3	0	54	54
Sep	5	1	0	80	24
Vacancy (Recruitment difficulties)	35	31	0	441	396
Aug	16	16	0	218	221
Sep	19	15	0	223	175
<b>Gastro Juniors</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>4.5</b>	<b>4.5</b>
Vacancy (Recruitment difficulties)	1	1	0	4.5	4.5
Aug	1	1	0	4.5	4.5
<b>Gastroenterology</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>12.5</b>	<b>12.5</b>
Vacancy (Recruitment difficulties)	1	1	0	12.5	12.5
Aug	1	1	0	12.5	12.5
<b>Gastroenterology Consultants</b>	<b>36</b>	<b>31</b>	<b>0</b>	<b>408</b>	<b>312</b>
Annual Leave	4	1	0	69	16
Aug	1	1	0	16	16
Sep	3	0	0	53	0
Vacancy (Recruitment difficulties)	32	30	0	339	296
Aug	9	9	0	120	120
Sep	23	21	0	219	176



<b>Hospital At Night</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>21.5</b>	<b>21.5</b>
Vacancy (Recruitment difficulties)	2	2	0	21.5	21.5
Aug	2	2	0	21.5	21.5
<b>Neonatal</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>78</b>	<b>78</b>
Sickness	3	3	0	65.5	65.5
Aug	3	3	0	65.5	65.5
Vacancy (Recruitment difficulties)	1	1	0	12.5	12.5
Aug	1	1	0	12.5	12.5
<b>Obstetrics &amp; Gynaecology</b>	<b>18</b>	<b>15</b>	<b>0</b>	<b>214</b>	<b>186</b>
Sickness	4	2	0	35	12
Aug	4	2	0	35	12
Vacancy (Recruitment difficulties)	13	13	0	174	174
Aug	9	9	0	112.5	112.5
Sep	4	4	0	61.5	61.5
(blank)	1	0	0	5	0
Aug	1	0	0	5	0
<b>Oncology</b>	<b>10</b>	<b>6</b>	<b>0</b>	<b>48</b>	<b>41</b>
Sickness	3	0	0	3	0
Sep	3	0	0	3	0
Vacancy (Recruitment difficulties)	7	6	0	45	41
Aug	2	2	0	16.5	16.5
Sep	5	4	0	28.5	24.5
<b>Ophthalmology</b>	<b>15</b>	<b>15</b>	<b>0</b>	<b>102</b>	<b>102</b>
Vacancy (Recruitment difficulties)	15	15	0	102	102
Aug	7	7	0	49	49

Sep	8	8	0	53	53
<b>Oral&amp;Maxillofacial Surg</b>	<b>125</b>	<b>112</b>	<b>0</b>	<b>1720</b>	<b>1511</b>
Sickness	6	6	0	50.5	50.5
Aug	4	4	0	34.5	34.5
Sep	2	2	0	16	16
Vacancy (Recruitment difficulties)	119	106	0	1669.5	1460.5
Aug	58	52	0	816	709
Sep	61	54	0	853.5	751.5
<b>Paediatrics</b>	<b>40</b>	<b>29</b>	<b>0</b>	<b>573</b>	<b>409.5</b>
Sickness	29	18	0	480	318.5
Aug	12	9	0	232	188
Sep	17	9	0	248	130.5
Vacancy (Recruitment difficulties)	11	11	0	93	91
Aug	9	9	0	74.5	72.5
Sep	2	2	0	18.5	18.5
<b>Radiology</b>	<b>39</b>	<b>36</b>	<b>0</b>	<b>299.25</b>	<b>276.67</b>
Vacancy (Recruitment difficulties)	39	36	0	299.25	276.67
Aug	16	16	0	127	127
Sep	23	20	0	172.25	149.67
<b>Respiratory</b>	<b>24</b>	<b>24</b>	<b>0</b>	<b>207</b>	<b>207</b>
Vacancy (Recruitment difficulties)	24	24	0	207	207
Aug	18	18	0	162.5	162.5
Sep	6	6	0	44.5	44.5
<b>Trauma &amp; Orthopaedics</b>	<b>112</b>	<b>112</b>	<b>0</b>	<b>1325.5</b>	<b>1337.32</b>
Annual Leave	3	3	0	20	20
Aug	3	3	0	20	20

Extra Cover	27	27	0	252.25	253.57
Aug	10	10	0	96	97.32
Sep	17	17	0	156.25	156.25
Sickness	1	1	0	4	4
Aug	1	1	0	4	4
Vacancy (Recruitment difficulties)	81	81	0	1049.25	1059.75
Aug	45	45	0	646.25	647.5
Sep	36	36	0	403	412.25
<b>Upper Gi Surgery</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>25</b>	<b>25</b>
Vacancy (Recruitment difficulties)	2	2	0	25	25
Sep	2	2	0	25	25
<b>Urology</b>	<b>13</b>	<b>12</b>	<b>0</b>	<b>284.5</b>	<b>268.5</b>
Vacancy (Recruitment difficulties)	13	12	0	284.5	268.5
Aug	6	6	0	124.5	124.5
Sep	7	6	0	160	144
<b>Vascular Surgery</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>22.5</b>	<b>22.5</b>
Extra Cover	2	2	0	10	10
Aug	1	1	0	4	4
Sep	1	1	0	6	6
Vacancy (Recruitment difficulties)	1	1	0	12.5	12.5
Aug	1	1	0	12.5	12.5
<b>Grand Total</b>	<b>1187</b>	<b>1026</b>	<b>0</b>	<b>12656.75</b>	<b>10963.05</b>

Appendix 4

<b>Locum Bookings (Agency) by Department</b>				
<b>Speciality</b>	<b>Number of Shifts Requested</b>	<b>Number of Shifts Worked</b>	<b>Number of Hours Requested</b>	<b>Number of Hours Worked</b>
<b>A&amp;E</b>	<b>293</b>	<b>242</b>	<b>2557</b>	<b>2118.47</b>
Aug	152	133	1351	1221.92
Sep	141	109	1206	896.55
<b>Acute Physicians (Juniors)</b>	<b>40</b>	<b>37</b>	<b>356</b>	<b>308.4</b>
Aug	20	20	182.5	167.99
Sep	20	17	173.5	140.41
<b>Acute Physicians (Senior)</b>	<b>43</b>	<b>40</b>	<b>344</b>	<b>351</b>
Aug	23	20	184	175
Sep	20	20	160	176
<b>Anaesthetics</b>	<b>104</b>	<b>85</b>	<b>929.5</b>	<b>854.75</b>
Aug	59	47	523	471.5
Sep	45	38	406.5	383.25
<b>Breast Surgery</b>	<b>89</b>	<b>83</b>	<b>928.5</b>	<b>660.75</b>
Aug	49	44	588.5	354.5
Sep	40	39	340	306.25
<b>Cardiology</b>	<b>107</b>	<b>80</b>	<b>883</b>	<b>659.25</b>
Aug	67	55	563	463.25
Sep	40	25	320	196
<b>Care of the Elderly</b>	<b>96</b>	<b>78</b>	<b>836</b>	<b>643.33</b>
Aug	63	48	558	408.83
Sep	33	30	278	234.5
<b>Colorectal Surgery</b>	<b>132</b>	<b>100</b>	<b>1305</b>	<b>998</b>
Aug	86	62	838.5	607.5
Sep	46	38	466.5	390.5

<b>Dermatology</b>	<b>43</b>	<b>33</b>	<b>344</b>	<b>344</b>
Aug	23	17	184	172
Sep	20	16	160	172
<b>Diabetes &amp; Endocrinology</b>	<b>18</b>	<b>18</b>	<b>180</b>	<b>177.75</b>
Sep	18	18	180	177.75
<b>Gastro Juniors</b>	<b>43</b>	<b>24</b>	<b>344</b>	<b>184</b>
Aug	23	10	184	76.5
Sep	20	14	160	107.5
<b>Gastroenterology</b>	<b>112</b>	<b>103</b>	<b>923</b>	<b>864.43</b>
Aug	72	64	603	542.59
Sep	40	39	320	321.84
<b>Neonatal</b>	<b>2</b>	<b>2</b>	<b>92</b>	<b>92.5</b>
Aug	1	1	28	28
Sep	1	1	64	64.5
<b>Nephrology</b>	<b>86</b>	<b>74</b>	<b>688</b>	<b>592.46</b>
Aug	46	36	368	288.97
Sep	40	38	320	303.49
<b>Oncology</b>	<b>109</b>	<b>91</b>	<b>936</b>	<b>759.43</b>
Aug	56	44	470.5	359.84
Sep	53	47	465.5	399.59
<b>Oral&amp;Maxillofacial Surg</b>	<b>85</b>	<b>77</b>	<b>794.5</b>	<b>765.83</b>
Aug	57	53	542.5	532.83
Sep	28	24	252	233
<b>Radiology</b>	<b>13</b>	<b>12</b>	<b>102</b>	<b>105.5</b>
Aug	9	8	70	68.5
Sep	4	4	32	37
<b>Trauma &amp; Orthopaedics</b>	<b>213</b>	<b>188</b>	<b>2058</b>	<b>1824.5</b>
Aug	117	108	1114.5	1024.5
Sep	96	80	943.5	800

<b>Upper Gi Surgery</b>	<b>46</b>	<b>39</b>	<b>453.5</b>	<b>362</b>
Aug	26	19	256	171
Sep	20	20	197.5	191
<b>Urology</b>	<b>1</b>	<b>1</b>	<b>24</b>	<b>24</b>
Aug	1	1	24	24
Grand Total	1675	1407	15078	12690.35

Appendix 5

<b>Locum Bookings (Agency) by Grade</b>				
<b>Speciality</b>	<b>Number of Shifts requested</b>	<b>Number of Shifts Worked</b>	<b>Number of Hours Requested</b>	<b>Number of Hours Worked</b>
<b>A&amp;E</b>	<b>293</b>	<b>242</b>	<b>2557</b>	<b>2118.47</b>
Consultant	179	135	1593	1251.62
Aug	102	86	925	836.08
Sep	77	49	668	415.54
ST 1&2	40	39	326	296.84
Aug	21	21	170	161.84
Sep	19	18	156	135
ST 3+	74	68	638	570.01
Aug	29	26	256	224
Sep	45	42	382	346.01
<b>Acute Physicians (Juniors)</b>	<b>40</b>	<b>37</b>	<b>356</b>	<b>308.4</b>
ST 1&2	40	37	356	308.4
Aug	20	20	182.5	167.99
Sep	20	17	173.5	140.41
<b>Acute Physicians (Senior)</b>	<b>43</b>	<b>40</b>	<b>344</b>	<b>351</b>
Consultant	43	40	344	351
Aug	23	20	184	175
Sep	20	20	160	176
<b>Anaesthetics</b>	<b>104</b>	<b>85</b>	<b>929.5</b>	<b>854.75</b>
Consultant	76	57	608	532.75
Aug	46	34	368	316.5
Sep	30	23	240	216.25
Specialty Doctor	28	28	321.5	322
Aug	13	13	155	155
Sep	15	15	166.5	167
<b>Breast Surgery</b>	<b>89</b>	<b>83</b>	<b>928.5</b>	<b>660.75</b>

Consultant	43	42	344	341
Aug	23	22	184	178.75
Sep	20	20	160	162.25
ST 3+	46	41	584.5	319.75
Aug	26	22	404.5	175.75
Sep	20	19	180	144
<b>Cardiology</b>	<b>107</b>	<b>80</b>	<b>883</b>	<b>659.25</b>
Associate Specialist	43	24	344	186
Aug	23	19	184	150
Sep	20	5	160	36
Consultant	40	35	320	280
Aug	20	15	160	120
Sep	20	20	160	160
ST 3+	24	21	219	193.25
Aug	24	21	219	193.25
<b>Care of the Elderly</b>	<b>96</b>	<b>78</b>	<b>836</b>	<b>643.33</b>
Consultant	39	38	312	304
Aug	24	23	192	184
Sep	15	15	120	120
ST 1&2	57	40	524	339.33
Aug	39	25	366	224.83
Sep	18	15	158	114.5
<b>Colorectal Surgery</b>	<b>132</b>	<b>100</b>	<b>1305</b>	<b>998</b>
ST 1&2	59	36	594	364
Aug	39	16	386	154.5
Sep	20	20	208	209.5
ST 3+	73	64	711	634
Aug	47	46	452.5	453
Sep	26	18	258.5	181



<b>Dermatology</b>	<b>43</b>	<b>33</b>	<b>344</b>	<b>344</b>
Consultant	43	33	344	344
Aug	23	17	184	172
Sep	20	16	160	172
<b>Diabetes &amp; Endocrinology</b>	<b>18</b>	<b>18</b>	<b>180</b>	<b>177.75</b>
ST 3+	18	18	180	177.75
Sep	18	18	180	177.75
<b>Gastro Juniors</b>	<b>43</b>	<b>24</b>	<b>344</b>	<b>184</b>
ST 1&2	43	24	344	184
Aug	23	10	184	76.5
Sep	20	14	160	107.5
<b>Gastroenterology</b>	<b>112</b>	<b>103</b>	<b>923</b>	<b>864.43</b>
ST 1&2	112	103	923	864.43
Aug	72	64	603	542.59
Sep	40	39	320	321.84
<b>Neonatal</b>	<b>2</b>	<b>2</b>	<b>92</b>	<b>92.5</b>
Consultant	2	2	92	92.5
Aug	1	1	28	28
Sep	1	1	64	64.5
<b>Nephrology</b>	<b>86</b>	<b>74</b>	<b>688</b>	<b>592.46</b>
ST 1&2	86	74	688	592.46
Aug	46	36	368	288.97
Sep	40	38	320	303.49
<b>Oncology</b>	<b>109</b>	<b>91</b>	<b>936</b>	<b>759.43</b>
ST 1&2	109	91	936	759.43
Aug	56	44	470.5	359.84
Sep	53	47	465.5	399.59
<b>Oral&amp;Maxillofacial Surg</b>	<b>85</b>	<b>77</b>	<b>794.5</b>	<b>765.83</b>
Consultant	52	49	467	486

Aug	28	25	259	253
Sep	24	24	208	233
ST 1&2	33	28	327.5	279.83
Aug	29	28	283.5	279.83
Sep	4	0	44	0
<b>Radiology</b>	<b>13</b>	<b>12</b>	<b>102</b>	<b>105.5</b>
Consultant	13	12	102	105.5
Aug	9	8	70	68.5
Sep	4	4	32	37
<b>Trauma &amp; Orthopaedics</b>	<b>213</b>	<b>188</b>	<b>2058</b>	<b>1824.5</b>
Specialty Doctor	54	53	499	537.5
Aug	32	31	307	318.5
Sep	22	22	192	219
ST 1&2	103	83	1050	794
Aug	63	57	631.5	538.5
Sep	40	26	418.5	255.5
ST 3+	56	52	509	493
Aug	22	20	176	167.5
Sep	34	32	333	325.5
<b>Upper Gi Surgery</b>	<b>46</b>	<b>39</b>	<b>453.5</b>	<b>362</b>
ST 3+	46	39	453.5	362
Aug	26	19	256	171
Sep	20	20	197.5	191
<b>Urology</b>	<b>1</b>	<b>1</b>	<b>24</b>	<b>24</b>
ST 1&2	1	1	24	24
Aug	1	1	24	24
Grand Total	1675	1407	15078	12690.35

Appendix 6

<b>Locum Bookings (Agency) by Reason</b>				
<b>Speciality</b>	<b>Number of Shifts Requested</b>	<b>Number of Shifts Worked</b>	<b>Number of Hours Required</b>	<b>Number of Hours Worked</b>
<b>A&amp;E</b>	<b>293</b>	<b>242</b>	<b>2557</b>	<b>2118.47</b>
Extra Cover	34	33	306	290.01
Aug	9	8	82	73
Sep	25	25	224	217.01
Vacancy (Recruitment difficulties)	259	209	2251	1828.46
Aug	143	125	1269	1148.92
Sep	116	84	982	679.54
<b>Acute Physicians (Juniors)</b>	<b>40</b>	<b>37</b>	<b>356</b>	<b>308.4</b>
Vacancy (Recruitment difficulties)	40	37	356	308.4
Aug	20	20	182.5	167.99
Sep	20	17	173.5	140.41
<b>Acute Physicians (Senior)</b>	<b>43</b>	<b>40</b>	<b>344</b>	<b>351</b>
Vacancy (Recruitment difficulties)	43	40	344	351
Aug	23	20	184	175
Sep	20	20	160	176
<b>Anaesthetics</b>	<b>104</b>	<b>85</b>	<b>929.5</b>	<b>854.75</b>
Sickness	33	28	264	254.5
Aug	23	19	184	173.5
Sep	10	9	80	81
Vacancy (Recruitment difficulties)	71	57	665.5	600.25
Aug	36	28	339	298
Sep	35	29	326.5	302.25
<b>Breast Surgery</b>	<b>89</b>	<b>83</b>	<b>928.5</b>	<b>660.75</b>
Sickness	43	42	344	341

Aug	23	22	184	178.75
Sep	20	20	160	162.25
Vacancy (Recruitment difficulties)	46	41	584.5	319.75
Aug	26	22	404.5	175.75
Sep	20	19	180	144
<b>Cardiology</b>	<b>107</b>	<b>80</b>	<b>883</b>	<b>659.25</b>
Vacancy (Recruitment difficulties)	107	80	883	659.25
Aug	67	55	563	463.25
Sep	40	25	320	196
<b>Care of the Elderly</b>	<b>96</b>	<b>78</b>	<b>836</b>	<b>643.33</b>
Vacancy (Recruitment difficulties)	73	56	652	467.33
Aug	40	26	374	232.83
Sep	33	30	278	234.5
Winter Pressure	23	22	184	176
Aug	23	22	184	176
<b>Colorectal Surgery</b>	<b>132</b>	<b>100</b>	<b>1305</b>	<b>998</b>
Vacancy (Recruitment difficulties)	132	100	1305	998
Aug	86	62	838.5	607.5
Sep	46	38	466.5	390.5
<b>Dermatology</b>	<b>43</b>	<b>33</b>	<b>344</b>	<b>344</b>
Vacancy (Recruitment difficulties)	43	33	344	344
Aug	23	17	184	172
Sep	20	16	160	172
<b>Diabetes &amp; Endocrinology</b>	<b>18</b>	<b>18</b>	<b>180</b>	<b>177.75</b>
Vacancy (Recruitment difficulties)	18	18	180	177.75
Sep	18	18	180	177.75
<b>Gastro Juniors</b>	<b>43</b>	<b>24</b>	<b>344</b>	<b>184</b>
Extra Cover	43	24	344	184
Aug	23	10	184	76.5

Sep	20	14	160	107.5
<b>Gastroenterology</b>	<b>112</b>	<b>103</b>	<b>923</b>	<b>864.43</b>
Vacancy (Recruitment difficulties)	112	103	923	864.43
Aug	72	64	603	542.59
Sep	40	39	320	321.84
<b>Neonatal</b>	<b>2</b>	<b>2</b>	<b>92</b>	<b>92.5</b>
Sickness	1	1	28	28
Aug	1	1	28	28
Vacancy (Recruitment difficulties)	1	1	64	64.5
Sep	1	1	64	64.5
<b>Nephrology</b>	<b>86</b>	<b>74</b>	<b>688</b>	<b>592.46</b>
Vacancy (Recruitment difficulties)	86	74	688	592.46
Aug	46	36	368	288.97
Sep	40	38	320	303.49
<b>Oncology</b>	<b>109</b>	<b>91</b>	<b>936</b>	<b>759.43</b>
Vacancy (Recruitment difficulties)	109	91	936	759.43
Aug	56	44	470.5	359.84
Sep	53	47	465.5	399.59
<b>Oral&amp;Maxillofacial Surg</b>	<b>85</b>	<b>77</b>	<b>794.5</b>	<b>765.83</b>
Sickness	45	42	346	365
Aug	23	20	184	178
Sep	22	22	162	187
Vacancy (Recruitment difficulties)	40	35	448.5	400.83
Aug	34	33	358.5	354.83
Sep	6	2	90	46
<b>Radiology</b>	<b>13</b>	<b>12</b>	<b>102</b>	<b>105.5</b>
Vacancy (Recruitment difficulties)	13	12	102	105.5
Aug	9	8	70	68.5
Sep	4	4	32	37

<b>Trauma &amp; Orthopaedics</b>	<b>213</b>	<b>188</b>	<b>2058</b>	<b>1824.5</b>
Extra Cover	10	10	80	84
Sep	10	10	80	84
Sickness	5	0	61.5	0
Sep	5	0	61.5	0
Vacancy (Recruitment difficulties)	198	178	1916.5	1740.5
Aug	117	108	1114.5	1024.5
Sep	81	70	802	716
<b>Upper Gi Surgery</b>	<b>46</b>	<b>39</b>	<b>453.5</b>	<b>362</b>
Vacancy (Recruitment difficulties)	46	39	453.5	362
Aug	26	19	256	171
Sep	20	20	197.5	191
<b>Urology</b>	<b>1</b>	<b>1</b>	<b>24</b>	<b>24</b>
Vacancy (Recruitment difficulties)	1	1	24	24
Aug	1	1	24	24
Grand Total	1675	1407	15078	12690.35

## Appendix 7

Locum Work by Trainee							
Specialty	Grade	Number of Shifts Worked	Number of hours worked	Number of hours rostered per week	Actual hours worked per week	Opted out of WTR?	Comments
Anaesthetics	ST3+	1	12.5	47	48	N	
Anaesthetics	ST1-2	4	48	47	50.75	Y	
T&O	ST3+	3	49	47	51	Y	NROC Shifts
GP	FY2	5	36.5	40	43	Y	
Psychiatry	FY2	1	8	45.75	46.5	Y	
GP	FY2	7	73.5	40	45.75	Y	
GP	FY2	3	24	40	42	Y	
Medicine	ST1-2	1	4	47.5	48	Y	
Psychiatry	FY2	3	17	45.75	47.25	Y	
Medicine	ST1-2	2	6	47.5	48	Y	
Medicine	ST1-2	3	28.5	47.5	49.75	Y	
Oral Surgery	ST1-2	2	2	46.5	46.75	N	
Medicine	ST3+	1	4.5	47.5	48	N	
Medicine	ST3+	7	59	47	51.75	N	
Paediatrics	ST3+	1	12.5	48	49	N	
Surgery	ST3+	1	12.5	47.25	48.25	N	
Surgery	ST1-2	1	12.5	46.45	47.5	N	
ENT	ST3+	7	132	46.5	56.75	Y	NROC Shifts
Ophthalmology	ST3+	2	32	45	47.5	N	NROC Shifts
Paediatrics	ST1-2	2	24	47.25	49.25	N	

Urology	ST3+	2	48	45.5	49.25	Y	NROC Shifts
Obs & Gynae	ST1-2	6	75	47.25	53.25	Y	
Medicine	ST1-2	2	16	47.25	48.5	Y	
A&E	FY2	3	24	37	39	Y	
Medicine	FY1	1	7	47.25	48	N	
Anaesthetics	ST3+	2	25	47	49	N	
A&E	ST3+	3	24	37.75	39.75	Y	
Obs & Gynae	ST3+	2	25	47.5	49.5	Y	
Urology	ST3+	1	28.5	45.5	47.75	Y	NROC Shifts
T&O	ST3+	1	4	47	47.5	N	
Medicine	ST1-2	7	60.5	47.5	52.25	Y	
Oral Surgery	ST1-2	1	1	46.5	46.75	Y	
Paediatrics	ST1-2	2	9	47.25	48	N	
<i>Total</i>		<b>90</b>	<b>945</b>				



## Appendix 8

Vacancies from August 2018				
Grade	Dept	Site	Qty	Comments
SpR	Colorectal Surgery	RSH	1	
Trust ST1	Colorectal Surgery	RSH	1	Dr appointed awaiting Visa
SpR	Anaesthetics	RSH	1	
CT1	Anaesthetics	RSH	3	
Trust SpR	T&O	RSH	1	
FY2	T&O	RSH	1	
CT2	T&O	PRH	1	
FY2	T&O	PRH	2	
SpR	Oculoplastics (Ophth)	RSH	1	Dr appointed starting Oct 18
FY2	GP	Dodington	1	
FY2	A&E	RSH	2	
Trust ST1	Renal	PRH	2	Awaiting interview date from Consultants
Trust ST1	Gastro	PRH	1	
CT1	Care of the Elderly	PRH	1	
GPVTS	Care of the Elderly	PRH	1	
DCT3	Oral Surgery	PRH	1	Vacant Aug 18 - Deanery Dr starting in rotation Sept 18
GPVTS	ENT	PRH	1	Locum covering gap until Dec 18
Trust SpR	Cardiology	RSH	1	Dr appointed starting Sept 18
Trust ST1	Cardiology	RSH	1	
ACCS	AMU	RSH	1	
FY2	Oncology/Haematology	RSH	1	
GPVTS	Paediatrics	PRH	1	

## Appendix 9

Vacancies from September 2018				
Grade	Dept	Site	Qty	Comments
SpR	Colorectal Surgery	RSH	1	
Trust ST1	Colorectal Surgery	RSH	1	Dr appointed awaiting Visa
SpR	Anaesthetics	RSH	1	
CT1	Anaesthetics	RSH	3	
Trust SpR	T&O	RSH	1	
FY2	T&O	RSH	1	
CT2	T&O	PRH	1	
FY2	T&O	PRH	2	
FY2	GP	Dodington	1	
FY2	A&E	RSH	1	
Trust ST1	Renal	PRH	2	
Trust ST1	Gastro	PRH	1	
GPVTS	Care of the Elderly	PRH	1	
GPVTS	ENT	PRH	1	
Trust SpR	Cardiology	RSH	1	
ACCS	AMU	RSH	1	
FY2	Oncology/Haematology	RSH	1	

**Appendix 10**

<b>Vacancies from October 2018</b>				
<b>Grade</b>	<b>Dept</b>	<b>Site</b>	<b>Qty</b>	<b>Comments</b>
SpR	Colorectal Surgery	RSH	1	
Trust ST1	Colorectal Surgery	RSH	1	Dr appointed awaiting Visa
SpR	Anaesthetics	RSH	1	
CT1	Anaesthetics	RSH	3	
Trust SpR	T&O	RSH	1	
FY2	T&O	RSH	1	
CT2	T&O	PRH	1	
FY2	T&O	PRH	2	
FY2	GP	Dodington	1	
FY2	A&E	RSH	1	
Trust ST1	Renal	PRH	2	
Trust ST1	Gastro	PRH	1	
GPVTS	Care of the Elderly	PRH	1	
GPVTS	ENT	PRH	1	
Trust SpR	Cardiology	RSH	1	
ACCS	AMU	RSH	1	
FY2	Oncology/Haematology	RSH	1	