

Freedom of Information Request

Reference Number: EPUT.FOI.23.3061
Date Received: 24th of July 2023

Information Requested:

1. When junior doctors are not on strike, how much is the average consultant at your trust paid for the following:
 - Day shift
 - Night shift

The Trust has an acting down policy which is instigated should the following scenarios occur:

A CONSULTANT/SAS DOCTOR “ACTS DOWN” (DURING A PERIOD WHICH DOES NOT FORM PART OF HIS/HER STANDARD COMMITMENT) AND IS REQUIRED TO EITHER BE RESIDENT ON-CALL OR PARTICIPATES IN A SHIFT SYSTEM.

They will be remunerated at the rate of three programmed activities (at their personal PA rate) for every one PA on duty.

One programmed activity equates to 3 hours between 19:00 and 08:00 or at weekend.

A CONSULTANT/SAS DOCTOR “ACTS DOWN” DURING A PERIOD WHICH DOES NOT FORM PART OF HIS/HER STANDARD COMMITMENT) AND IS REQUIRED TO BE ON-CALL FROM HOME.

They will be entitled to one programmed activity for every one on duty at home. If the Consultant is called in to the hospital or is required to be resident on-call, during this period of on-call he/she will be entitled to remuneration as detailed above in Section 7.1 for the time spent in hospital (including travelling time to and from the hospital).

7.2 A CONSULTANT/SAS PROVIDING ADDITIONAL “CONSULTANT COVER” FOR A CONSULTANT “ACTING DOWN” FOR A PERIOD BETWEEN 7PM AND 7AM OR AT A WEEKEND (UNLESS THIS FORMS PART OF HIS/HER STANDARD SESSIONAL COMMITMENT) AND IS REQUIRED TO BE ON-CALL FROM HOME.

They will be entitled to one programmed activity for every 12 hours on duty at home. If the “Covering Consultant” is called in to the hospital or is required to be resident on-call, during this period of on-call he/she will be entitled to remuneration as detailed above in Section 7.1 for the time spent in hospital (including travelling time to and from the hospital).

7.3 TIME OFF IN LIEU (TOIL)

Alternatively, the Consultant/SAS doctor may request time of in lieu of this period. Time of in Lieu will be calculated at the rate of two PA’s for every one on duty. The choice as to which one to take, or whether to take a combination pro rata of each, will be at the sole discretion of the Consultant/SAS doctor involved.

2. When junior doctors are not on strike, how much is the average junior doctor at your trust paid for the following:
- Day shift
 - Night shift

We have an agreed locum shift rate of £50 per hour but if a tier one shift is identified as unfilled and is due to commence within 4 hours, or is due to commence at any time before “core hours” recommence (core hours being 9am-5pm Monday to Friday) then an escalated rate of £60 will be offered.

3. Over the days 13th, 14th, 15th March and 11th, 12th, 13th, 14th April 2023, when Junior doctors were on strike, how much was the average consultant at your trust paid to cover a junior doctor’s shift for:

We did not pay any consultants to cover any Day Shifts during the industrial action taken in March 23.

Day shift

- March 2023
 - 13th
 - 14th
 - 15th

Night shift

- April 2023
 - 11th £400
 - 12th £400
 - 13th £400
 - 14th £400

4. How much did the trust spend on senior doctors/consultants’ salaries in total to cover the junior doctors’ shifts when the junior doctors were on strike in March and April 2023?

- 13th March £0
- 14th March £0
- 15th March £0
- 11th April £450
- 12th April £0
- 13th April £416
- 14th April £1096

5. How much did the trust spend on senior doctor/consultants’ salaries in total on dates in March and April 2023 when junior doctors were **not** on strike?

- 20th March £39,882
- 21st March £39,882
- 22nd March £39,882
- 18th April £45,633
- 19th April £45,633
- 20th April £45,633
- 21st April £45,633

6. During the junior doctors strike days in March and April 2023, how much did your trust spend on locum/agency staff to cover shifts?
The Trust did not use agency staff to cover shifts affected by the industrial action on any of these days.

- 13th March
- 14th March
- 15th March
- 11th April
- 12th April
- 13th April
- 14th April

7. How much extra money did your trust pay during the junior doctors' strike days (13th, 14th, 15th March and 11th, 12th, 13th, 14th April) in total?
£61,084.50

8. How did your trust afford to pay for extra locum staff/ agency staff/ senior doctors/consultants to cover junior doctors' shifts during the strike days in March and April 2023? Where did the money come from?
Essex Partnership University Trust is currently in discussion with the ICB regarding financial support associated with strike costs.

9. How much did your trust spend on giving locum shifts to junior doctors during the strike days in March and April 2023?

- 13th March £9,745
- 14th March £8,162.50
- 15th March £9,062.50
- 11th April £8,495
- 12th April £7,747.50
- 13th April £6,912.50
- 14th April £8,997.50

10. How many junior doctors who were on strike from your trust were employed as locums on strike days in March? And in April? (please supply individual figures for each month)

We did not have any junior doctors that were employed by our Trust and that took part in industrial action on those days who were then employed as locums. The Trust recognised that juniors who took industrial action during a normal working day were able to offer themselves to be part of the shadow rota for times when they were not ordinarily rostered as per NHS/BMA guidance.

- March 2023
- April 2023

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