

Freedom of Information request 31-20

Request

1. Please provide a breakdown of spending on all medical locums (including locums from an agency or bank) for the last 3 financial years
2. Please provide a breakdown of spending on discretionary points awarded to NHS staff: the levels awarded, the number of recipients at each level and the amounts spent on the discretionary points over the last 3 financial years
3. Please provide a breakdown of the consequential cost of current discretionary points awarded to NHS staff - i.e. estimate of additional pension costs, enhanced employer contributions, and cost of additional pension over an actuarially estimated pension life time following retirement

Response

1. Please find below a breakdown of spending on all medical locums:

Financial Year	Medical Locum Spend
2016/17	£3,220,193
2017/18	£966,772
2018/19	£1,102,905
2019/20 to 31 st December 2019	£415,699

2. Please find below the Discretionary Points awarded to NHS Borders staff in the last 3 years, the level of award and financial cost of award excluding any employers costs of National Insurance or Superannuation:

Consultants Award at Each Level of Discretionary Points by Year					
Level of D.P.s.	Value of D.P.s (£)	16/17	17/18	18/19	December 2019
1	3204	11	17	19	18
2	6408	6	4	8	8
3	9612	5	2	1	1
4	12816	5	5	4	2
5	16020	5	3	4	4
6	19224	3	6	4	4
7	22428	4	1	5	5
8	25632	7	8	8	8
Total Consultants awarded Discretionary Points each year		46	46	53	50

Aggregate Costs of Each Level of Discretionary Points by Year					
Level of D.P.s.	Value of D.P.s (£)	16/17 (£)	17/18 (£)	18/19 (£)	19/20 to Dec 2019 (£)
1	3204	35244	54468	60876	40984
2	6408	38448	25632	51264	37578
3	9612	48060	19224	9612	7209
4	12816	64080	64080	51264	16685
5	16020	80100	48060	64080	48336
6	19224	57672	115344	76896	51571
7	22428	89712	22428	112140	90113
8	25632	179424	205056	205056	162642
Total Costs of awarded Discretionary Points each year		592740	554292	631188	455118

3. NHS Borders does not hold details of the consequential costs of discretionary points on pensions for Board Staff, therefore under Section 17 of the FOI(S)A 2002 this data is not held. The Scottish Public Pensions Agency (SPPA) may be able to provide the information requested. SPPA can be contacted via their website www.SPPA.gov.scot . Therefore under Section 25 of the FOI(S)A 2002 this data may be accessible elsewhere.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or foi.enquiries@borders.scot.nhs.uk.

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **31-20** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.