

FOI Ref: 26/104

8th April 2026

Tel: 0300 131 4500
Website: www.esht.nhs.uk

Further to your recent request for information made under the Freedom of Information Act (FOIA) 2000, I now set out our answers to your specific questions, and any clarifications sought and provided, as follows:

Please provide the following information in relation to the last three months (or the most recent three complete months available):

1. Agency Nursing Usage

a. Total number of agency nursing shifts requested.

3,155.

b. Total number of unfilled agency nursing shifts.

1,630.

c. Total spend on agency nursing staff.

£384,251.

d. Breakdown of spend by staff group/band and specialty (e.g. ED, ITU, theatres, general wards), where available.

Specialty	Spend December 2025 to February 2026
Acute Medicine	£37,285
Cardiology	£16,146
Clinical Services	£6,301
Discharge lounge	£9,730
Emergency Care	£135,070
Frailty	£11,861
Gastroenterology	£17,684
General Medicine	£8,104

Specialty	Spend December 2025 to February 2026
General Surgery	£3,744
Medicine - Escalation	£24,214
Paediatrics	£7,995
Respiratory	£24,339
Stroke	£5,330
Theatres	£30,962
Trauma & Orthopaedics	£3,937
UCR, Acute Therapies & IMC	£4,418
Urology	£5,215
Women and Children	£31,916
Total	£384,251

2. Locum Medical Usage

Clarification was sought with regard to your definition of Locum and confirmation was received as follows:

By locum we mean medical locum / medical agency worker.

Further clarification was sought asking you to confirm if by Locum, do you mean Agency or do you mean locum doctor on fixed term contract and confirmation was received as follows:

Yes I am referring to Locums as Medical Locums placed as agency workers in the trust, not fixed term or bank.

a. Total number of locum medical shifts requested.

6,602.

b. Total number of unfilled locum medical shifts.

2,114.

c. Total spend on locum medical staff.

£665,228.15.

- d. Breakdown by grade and/or specialty (e.g. ED, medicine, surgery, anaesthetics, obstetrics), where available.

Worker Grade	Specialty	Total Shift Cost
Consultant	Acute Internal Medicine	£45,131.33
Consultant	Anaesthesia	£21,999.50
Consultant	Emergency Medicine	£148,577.18
Consultant	General Internal Medicine	£99,071.20
Consultant	General Surgery	£29,893.58
Consultant	Stroke Medicine	£13,800.00
Consultant	Urology	£20,610.45
Consultant	Total	£379,083.23
FY2	Emergency Medicine	£675.00
FY2	ENT	£937.25
FY2	General Internal Medicine	£9,791.60
FY2	Obstetrics & Gynaecology	£1,353.20
FY2	Urology	£899.76
FY2	Total	£13,656.81
Staff Grade	Emergency Medicine	£81,857.10
Staff Grade	General Internal Medicine	£22,200.00
Staff Grade	Obstetrics & Gynaecology	£125,231.01
Staff Grade	Urology	£43,200.00
Staff Grade	Total	£272,488.11
Total	Total	£665,228.15

3. Rate Cap Escalations

- a. The number of occasions where agency nursing bookings exceeded NHS England rate caps.

None.

- b. The number of occasions where locum medical bookings exceeded NHS England rate caps.

769.

- c. The total spend attributable to bookings above rate caps.

£646,178.18.

- d. The staff groups, grades, or specialties most associated with rate cap escalations.

Consultants.

4. Hard-to-Fill / Niche Skill Sets

- a. **Nursing or medical roles identified as particularly difficult to fill.**

Emergency Medicine.

- b. **The specialist skills, qualifications, or experience required (e.g. ITU-trained nurses, theatre practitioners, ED middle grades, anaesthetics).**

Emergency Medicine.

- c. **Whether these roles were more likely to result in:**

- **Unfilled shifts, and/or**
- **Rate cap escalations.**

Both/either.

5. Cost Reduction & Workforce Optimisation

- a. **The job title and department (not personal name) of the most appropriate contact responsible for:**

- **Temporary staffing and agency workforce strategy**
- **Reducing agency and locum expenditure**
- **Managed service, neutral vendor, or workforce optimisation solutions**

Temporary Workforce Manager

Temporary Workforce

I trust this information is helpful in its detail or explanation however, if you are dissatisfied with the response, then you have the right to request an internal review. If you wish to seek an internal review, please write to the Freedom of Information Team at esh-tr.foi@nhs.net quoting the above FOI reference number, within 40 working days. Please note the Trust is not obliged to accept a request for an internal review after this time period.

Yours faithfully

Freedom of Information (FOI) Team
East Sussex Healthcare NHS Trust
0300 131 4716
Core Hours of Business: Monday to Friday 9.00am to 4.00pm