



2. Please state the total number of shifts for which the trust breached the national pay cap for medical agency staff in 2016-17 (55% above basic rates), and break this total down for each specialty where the breach occurred (It's fine to only detail the top five specialties).

3. Please state the total number of shifts for the trust breached the national pay cap for agency nursing staff in 2016-17 (55% above basic rates), and break this total down for each specialty where the breach occurred. (It's fine to only detail the top five specialties).

4. Please state the total number of shifts which required CEO sign off, and break these down for each specialty.

5. Please state the ten shifts for agency medical staff for which the highest hourly rate was paid. Please state the rate paid and the specialty.

6. For individual medical locums who have incurred the greatest total expenditure for the trust in 2016-17, please state the total amounts paid by the trust in the year in relation to these individuals' work. Please also state their specialty. Eg: Medical locum 1, emergency medicine, total expenditure by the trust in 2016-17; £196,000

Response:

1.

Speciality name	Agency (Excluding bank staff)				Total Gross Employee Benefits for specialty			
	Medical	Qualified		Total	Medical	Qualified		Total
		Nursing	Other			Nursing	Other	
£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	
Estates & Facilities	26	-	864	890	-	-	4,794	4,794
Central Pharmacy Support Unit	-	-	267	267	-	-	1,467	1,467
Adult Services Directorate	328	3,923	2,663	6,914	7,718	16,065	32,879	56,662
Oxford Pharmacy Store	-	-	82	82	-	-	788	788
Children & Young People	1,388	1,025	1,728	4,141	6,352	10,597	29,324	46,273

The Trust is unable to comply with your request in full, however, as to do so would require the Trust to exceed the appropriate limit set in regulation by section 12 of the Freedom of Information Act. The Trust estimate it would take a minimum of 52 hours to derive the information you have requested. A manual review of electronic records would need to be performed to ascertain if any information were present and derive it. Query, analysis and manual review of in of 52 monitor returns alone and other electronic records would be required to ascertain if information were present and collate the information requested. Even if it took only 5minutes per return, 52 hours effort would be required to comply with your request. The appropriate limit set by the Act is 18 hours.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to me and I will ensure the decision is reviewed. The Trust will consider undertaking a review if requested to do so within 40 working days of the date the response is received by the applicant, and will apply discretion if a longer period of time has passed.

Should you wish to make a complaint as a result of the outcome of such a review, you may apply directly to the Information Commissioner's Office (ICO) for a decision.

Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided by the Trust for FoI Act matters.

The ICO can be contacted at:

The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF

Please contact me if there are any further queries.

Kind regards,

Yours sincerely,

Mark Underwood

Head of Information Governance