

**DATA CHART**

# Locum spending has fallen 42% since wage cap

Spending on locums by NHS trusts has fallen by 42% since the introduction of wage caps and other measures aimed at controlling the rising cost of agency staff.

The NHS sought to introduce measures to control spending on locums after paying £3bn for agency staff in 2014-15. In November 2015 a cap on the hourly rate that trusts could pay locums was introduced. Trusts can only hire staff above the capped rate when there is a legitimate patient safety requirement.

Data from NHS Improvement show that £331m was spent on agency staff in July 2015. This fell to £193m a month by September 2018, the latest period for which figures are available. As a proportion of the overall NHS wage bill, the amount spent on locums has fallen by 50% since July 2015. Agency staff accounted for 7.2% of spending on staff in April 2015 and 8.2% in July 2015. By September 2018, this had fallen to 4.1%.

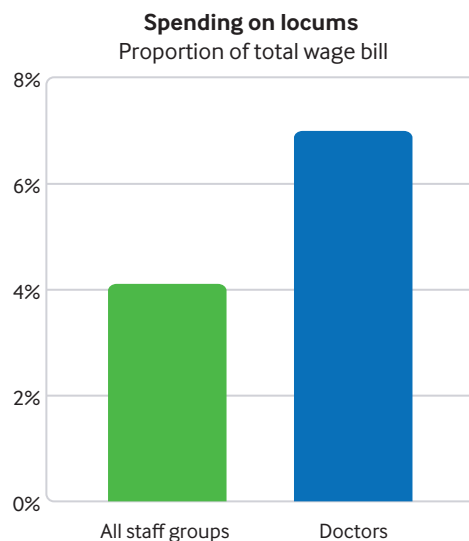
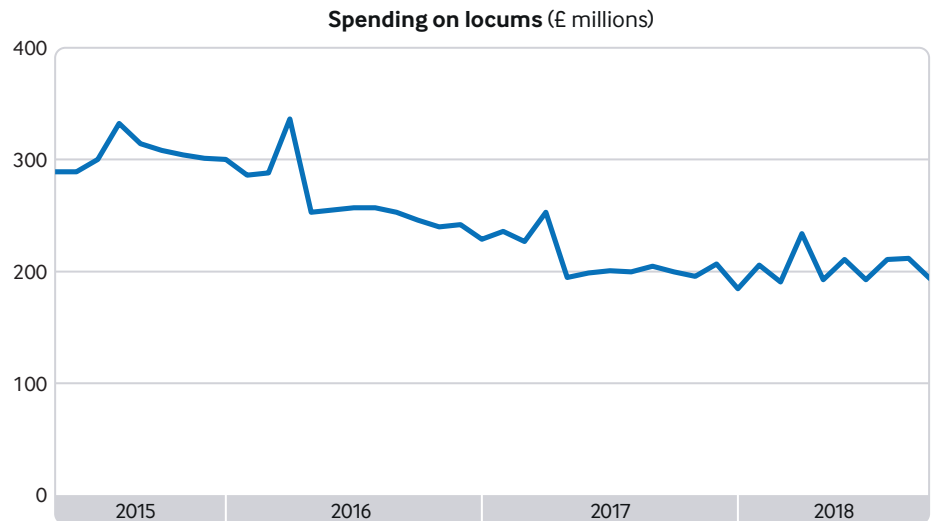
The proportion of NHS spending on doctors' wages that is spent on agency workers is higher than that for other staff groups. The proportion of spending on medical staff that is spent on agency workers was 7.0% in September 2018.

Liaison, a company that manages staff payment systems, gathered data on the pay and agency commission rates paid to more than 5500 bank and agency doctors by 55 NHS trusts between July and September 2018. It found that, over this period, the average locum pay for all doctors was £74.74 per hour. The average for consultants was £101.21; for higher trainees £70.68; and for staff grade doctors £68.07.

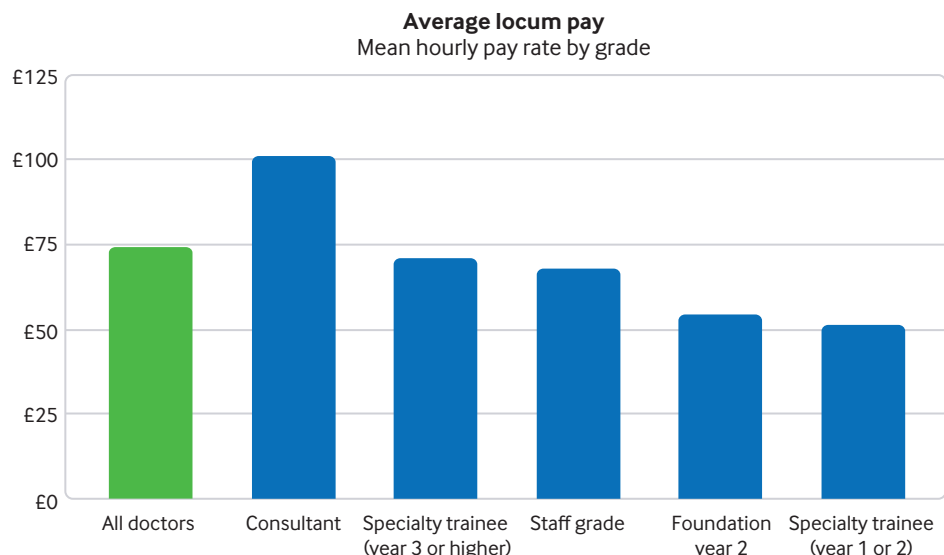
Data from 55 NHS trusts provided by Liaison

Tom Moberly, UK editor, *The BMJ*  
tmoberly@bmj.com

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Pascale Allotey is director of the UN University International Institute for Global Health, based in Kuala Lumpur, Malaysia. Born in Morocco to Ghanaian parents, she trained as a nurse, midwife, and public health nurse and completed a masters and PhD in public health and medical anthropology at the University of Western Australia. She has worked in Africa, Asia, Australia, and the UK, where she spent several years at Brunel University as professor of race, diversity, and professional practice. Her research focuses on health equity, human rights, and the gender and social determinants of health.

## BMJ CONFIDENTIAL

# Pascale Allotey

## Treat people, not diseases

### What was your earliest ambition?

To be a singer—and a nurse or medical practitioner.

### What was your best career move?

Moving out of clinical practice into public health research.

### What was the worst mistake in your career?

A consultancy for the World Health Organization in the Far East, which stopped me spending time with my young family. I did, however, learn a valuable lesson: ethnicity and gender can have a significant impact on effective leadership.

### How is your work-life balance?

Absolutely dreadful, largely because of poor work habits and a demanding position.

### How do you keep fit and healthy?

I maintain a reasonably healthy diet. I use a height adjustable desk, and I have an exercise bike, which alternates between that and being a clothes rack!

### What single change would you like to see made to the NHS?

An improvement in patient centred care, to treat people rather than diseases.

### What would you say to your former student self?

Find a balance between study and having fun, even if you enjoy studying.

### Do doctors get paid enough?

A loaded question. Enough compared with other professions or enough for the work they do and the time they spend doing it?

### Which living doctor do you most admire, and why?

Doctors who are committed to mentoring students beyond just clinical skills.

### What is the worst job you have done?

Waitressing at Pizza Hut. The customers were often rude and obnoxious.

### What unheralded change has made the most difference in your field?

The Commission on Social Determinants of Health. It's been key in giving some political priority to health in a broader context than just disease.

### What new technology or development are you most looking forward to?

Patients having access to all of their electronic health records. Given increased patient mobility and chronic illness, it will be great when detailed medical histories can follow patients wherever they go.

### Where or when are you happiest?

With my husband and children, wherever it is. We all travel a great deal.

### What personal ambition do you still have?

To learn two or three more languages and work on the front line in a community directed public health intervention that makes a difference—enhancing health awareness and engendering a sense of community.

### What is your pet hate?

Arrogance, selfishness, and narcissism.

### If you weren't in your present position what would you be doing instead?

Running a childcare centre for infants. The miracle of birth and the innocence of babies is incredibly comforting.

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