

FOI.20916 - Attachment 1

1a. The UHB provides within the table below the total budgeted, occupied and vacant Full Time Equivalent (FTE) Registered Nurses (RN) by Agenda for Change (A4C) pay band as at 31 May 2026. Please note these figures are taken from establishment figures compared to staff in post. A data cleansing process is underway to review funded establishments.

Pay Band	Budgeted FTE	Occupied FTE	Vacant FTE
Band 5	1,566.16	1,505.05	61.11
Band 6	1,197.46	1,084.81	112.65
Band 7	589.47	596.15	-6.68
Band 8A	195.94	173.38	22.56
Band 8B	14.57	11.60	2.97
Band 8C	15.24	17.59	-2.35
Band 8D	5.00	7.72	-2.72
Band 9	0.00	1.40	-1.40
Total	3,583.84	3,397.69	186.15

1b. The UHB provides within the table below the total budgeted, occupied and vacant Full Time Equivalent (FTE) Registered Nurses (RN) by department as at 31 May 2026. Please note these figures are taken from establishment figures compared to staff in post. A data cleansing process is underway to review funded establishments.

Department	Budgeted FTE	Occupied FTE	Vacant FTE
Medical Education	0.60	0.60	0.00
Tritech and Innovation	2.00	2.00	0.00
Research and Development	10.09	13.43	-3.34
Pharmacy and Medicines Management	3.60	3.20	0.40
Primary Care	20.96	19.50	1.46
Dietetics	2.86	3.00	-0.14
Occupational Therapy	0.30	0.00	0.30
Pathology	12.20	10.68	1.52
Radiology	9.60	10.49	-0.89
Physiotherapy	6.81	7.44	-0.63
Oncology and Cancer Services	56.11	54.63	1.48
Obstetrics and Gynaecology	22.99	24.16	-1.17
Maternity Services	169.36	173.85	-4.49
Outpatient Services	40.04	37.40	2.64
Planned Care Management	8.00	13.72	-5.72
Women and Childrens Management	8.85	5.00	3.85
Child and Adolescent	134.96	133.81	1.15
Public Health Prevention Early Years	154.15	161.63	-7.48
Orthopaedics, Trauma and Associated Services and Rheumatology	22.43	21.79	0.64
General Surgery, Breast Care, Ear Nose and Throat, Audiology and Urology	33.66	31.81	1.85
Ophthalmology, Endoscopy, Bowel Screening, Dermatology and Neurology	94.31	90.03	4.28
Theatre Services, Anaesthetics and Critical Care	382.50	347.69	34.81
Sexual Health	14.77	13.80	0.97
Child and Adolescent Mental Health Services	76.71	76.63	0.08
Learning Disabilities	39.55	37.79	1.76
Mental Health Inpatient	97.75	94.13	3.62
Older Adult Mental Health Service	94.99	91.81	3.18
Community Mental Health	120.17	109.55	10.62
Substance Misuse	20.61	21.00	-0.39
Psychological Services	43.80	41.80	2.00
Mental Health and Learning Disability Medical	0.00	2.00	-2.00
Mental Health and Learning Disability Management	22.66	21.53	1.13
Mental Health and Learning Disability Continuing Healthcare	9.91	7.53	2.38
Neurodevelopmental	8.68	8.60	0.08
Clinical Care Group Management	0.00	1.00	-1.00
Community and Integrated Medicine Clinical Care Group	2.00	4.00	-2.00
Planned and Specialist Care Clinical Care Group	3.00	3.00	0.00
Long Term Care	31.21	26.80	4.41
Chronic Condition Management	11.81	11.20	0.61
Primary Care Nursing	2.90	2.70	0.20
Unscheduled Care Bronglais General Hospital	203.78	205.61	-1.83
Unscheduled Care Glangwili General Hospital	374.78	359.98	14.80
Unscheduled Care Withybush General Hospital	331.31	285.94	45.37
Unscheduled Care Prince Philip Hospital	269.35	250.03	19.32
Pembrokeshire County	124.01	119.06	4.95
Carmarthenshire County	200.35	203.56	-3.21
Director of Primary Care, Community and Long Term Care Mgd	2.00	2.00	0.00
Urgent and Emergency Care Programme (Welsh Government)	10.31	0.00	10.31
Urgent and Emergency Care Programme (Health Board)	6.92	6.31	0.61
Ceredigion County	116.08	99.86	16.22
Health and Safety	7.13	6.24	0.89
Workforce and Organisational Development	23.60	18.70	4.90
IT and Information	2.10	4.80	-2.70
Nursing Management	6.11	6.71	-0.60
Quality and Improvement	16.20	14.96	1.24
Professional Standards and Workforce	22.70	22.69	0.01
Nursing Quality Improvement	14.50	11.60	2.90
Consent and Capacity	3.00	2.40	0.60
Public Health Emergency Planning	0.50	0.00	0.50
Health Improvement Team	3.66	2.73	0.93
Public Health Community	39.67	26.00	13.67
Alcohol Liaison Service	8.88	7.80	1.08
Total	3,583.84	3,397.69	186.15

1c. The UHB does not hold this information as requested. The information provided in response to questions 1a and b provides a FTE which represents the full and part time roles.

2. The UHB provides within the table below its total spend on bank nursing staff for each of the last three financial years.

Financial Year	2023/24	2024/25	2025/26
Total Spend	£2,856,204.55	£9,222,951.63	£5,111,535.34

3. The UHB provides within the table below its total spend on agency nursing staff for each of the last three financial years.

Financial Year	2023/24	2024/25	2025/26
Total Spend	£24,118,539.78	£12,113,376.76	£4,499,235.35

4a & b. The UHB provides within the table below the name of each of the agencies used to engage agency nursing staff and the total spend per agency for each of the last three financial years.

Agency	Financial Year 2023/ 2024	Financial Year 2024/ 2025	Financial Year 205/ 2026	Total Per Agency
ASA	£1,386,478.68	£504,868.84	£381,664.25	£2,273,011.77
Ability	£439.21	£0.00	£0.00	£439.21
Allied&Clinic	£224,824.06	£12,270.32	£0.00	£237,094.38
Altrix	£17,594.26	£0.00	£0.00	£17,594.26
Bluestones	£387,222.26	£76,575.84	£0.00	£463,798.10
Capital Group	£253,472.94	£55,782.75	£0.00	£309,255.69
CCS	£2,078,041.07	£1,397,233.78	£307,737.19	£3,783,012.04
Connect Medical	£0.00	£0.00	£314,348.04	£314,348.04
CRG	£73,206.19	£22,159.70	£0.00	£95,365.89
Daytime	£254,867.53	£0.00	£0.00	£254,867.53
Direct Health	£0.00	£0.00	£0.00	£0.00
Direct Medics	£310,829.26	£78,742.48	£0.00	£389,571.74
DNS	£1,727,414.05	£268,005.85	£0.00	£1,995,419.90
Eleventh Hour	£229,530.70	£47,260.22	£0.00	£276,790.92
Enferm	£1,082,450.02	£788,550.27	£286,575.55	£2,157,575.84
HansonGrey	£272,548.08	£17,596.09	£0.00	£290,144.17
ID Medical	£775,590.96	£447,006.21	£0.00	£1,222,597.17
IMC	£16,725.63	£0.00	£0.00	£16,725.63
InterMed	£52,894.75	£0.00	£0.00	£52,894.75
Liquid	£4,309.67	£0.00	£0.00	£4,309.67
Medacs	£35,587.13	£1,353.58	£0.00	£36,940.71
MedPro	£1,220,074.57	£870,242.31	£355,683.15	£2,446,000.03
MedTeam	£206,126.91	£64,499.93	£0.00	£270,626.84
MPS Healthcare	£436,379.15	£127,302.72	£0.00	£563,681.87
National Locums	£685,017.66	£1,781,978.10	£979,663.99	£3,446,659.75
NISI	£167,833.49	£68,986.22	£0.00	£236,819.71
NXT	£2,815,316.21	£686,980.50	£150,736.14	£3,653,032.85
Pro Nursing	£222,386.30	£144,801.30	£0.00	£367,187.60
Pulse	£145,801.70	£0.00	£0.00	£145,801.70
Randstad	£282,985.65	£53,815.16	£0.00	£336,800.81
RedSpotGroup	£506,895.05	£129,523.09	£0.00	£636,418.14
Richmond	£1,208,900.99	£547,428.28	£268,901.20	£2,025,230.47
RMRRecruitment	£49,876.36	£0.00	£0.00	£49,876.36
SevenNursing	£17,636.20	£0.00	£0.00	£17,636.20
The PG Ltd	£215,962.59	£4,558.89	£0.00	£220,521.48
Thornbury	£1,147,884.92	£0.00	£0.00	£1,147,884.92
Total Assist	£31,631.87	£0.00	£0.00	£31,631.87
Vetro	£10,532.34	£0.00	£0.00	£10,532.34
Vivid	£5,056.65	£0.00	£0.00	£5,056.65
WNA	£3,170,549.70	£2,510,247.17	£784,504.40	£6,465,301.27
YHG	£124,513.66	£387,232.03	£183,372.52	£695,118.21
Your World	£2,263,151.36	£1,018,375.13	£486,048.92	£3,767,575.41

4c. The UHB provides within the table below the number of shifts filled by agency nurses per year for each of the last three financial years.

Financial Year	2023/24	2024/25	2025/26
Total shifts	72,341	41,269	15,579