

FOI.17975 - Attachment 1

Temporary staffing for the following staff groups:

- Community Psychiatric Nurses (CPNs)
- Registered Mental Health Nurses (RMNs)
- Registered General Nurses (RGNs)
- Occupational Therapists (OTs)
- Pharmacists

1. Agency Spend

Please provide the total agency spend for the last full financial year (or the most recent available 12-month period) for each of the above staff groups.

The UHB is unable to separate the spend for CPNs and RMNs as the same financial code is used for both.

However, the UHB provides within the table below, the agency spend for the Mental Health and Learning Disabilities (MH&LD) staff group, RNs, OTs and Pharmacists, during the 2024/25 financial year.

Staff group	Spend
MH&LD	£173,802.56
RGNs	£11,858,936.31
OTs	£5,560.27
Pharmacists	£0.00

2. Agency Hourly Charge Rates

For each staff group, please provide the following:

- a. The average hourly charge rate paid to agencies
- b. The highest hourly charge rate paid
- c. The lowest hourly charge rate paid

The UHB provides within the table below, the average, highest and lowest hourly rates paid to agencies, for the MH&LD staff group, RNs and OTs, during the 2024/25 financial year.

Staff group	a. Average	b. Highest	c. Lowest
MH&LD	£47.95	£59.93	£25.38
RGNs	£41.15	£59.93	£25.38
OTs	£27.44	£27.88	£27.00
Pharmacists	Not applicable		

3. Agency Supply and PSL Structure

- a. Please list the recruitment agencies currently supplying the Trust for these staff groups.
- b. Please confirm which agencies are on your Preferred Supplier List (PSL).
- c. Please outline how your PSL operates, including:
 - Whether it is tiered
 - Which agencies are on which tiers

a. The UHB utilises the agencies approved on the All Wales Framework and provides the names within the table below.

a. Recruitment agencies		
Allied & Clinical		MedTeam
ASA Medical Solutions		MPS Healthcare
Bluestone		National Locums
Capital Group		Next Steps Nursing
Concept Care Solutions		NISI Staffing
CRG		Pro Nursing
Direct Medics		Randstad Nursing Agency
Direct Nursing Services		RedSpot Group
Eleventh Hour		Richmond Nursing Agency
Enferm		The PG Ltd
HansonGrey		WNA Healthcare
ID Medical		Your Healthcare Global LTD
Medacs Healthcare		Your Nurse
MedicsPro		Your World Recruitment

b. The UHB confirms that it does not have a Preferred Supplier List (PSL) as it adheres to the All Wales Framework.

c. The UHB does not use a tiered system. Please see response to question 3b above.

4. Breakdown of Agency Spend and Hours Worked

For each recruitment agency supplying staff, please provide:

- a. The total spend with that agency in the last full financial year (or most recent 12-month period)
- b. The total number of hours worked by agency staff from that supplier during the same period

The UHB provides within the table below, the total spend and hours worked, by agency, during the 2024/25 financial year.

Agency	Spend	Hours
Allied & Clinical	£12,966.15	352.50
ASA Medical Solutions	£511,341.82	12,062.42
Bluestone	£77,155.30	2,006.00
Capital Group	£50,083.93	1,096.50
Concept Care Solutions	£1,294,065.72	33,871.83
CRG	£45,985.94	995.50
Direct Medics	£74,177.66	1,722.25
Direct Nursing Services	£266,799.94	7,042.42
Eleventh Hour	£46,082.18	1,190.00
Enferm	£836,151.32	19,564.00
HansonGrey	£17,405.59	347.75
ID Medical	£487,127.99	12,304.67
Medacs Healthcare	£6,958.45	241.75
MedicsPro	£885,920.56	19,651.83
MedTeam	£60,573.43	1,479.00
MPS Healthcare	£125,561.09	2,782.83
National Locums	£1,870,653.22	40,850.92
Next Steps Nursing	£718,067.53	16,795.05
NISI Staffing	£69,526.53	1,776.50
Pro Nursing	£87,563.63	2,070.50
Randstad Nursing Agency	£39,839.46	968.25
RedSpot Group	£147,169.06	3,935.50
Richmond Nursing Agency	£542,085.61	14,655.83
The PG Ltd	£4,272.93	115.50
WNA Healthcare	£2,289,015.44	58,179.02
Your Healthcare Global LTD	£271,628.55	6,088.63
Your Nurse	£105,765.90	2,369.75
Your World Recruitment	£1,094,354.21	24,880.83

5. Bank Staffing

- a. Please provide the total spend on internal bank staff for the last full financial year, broken down by the above staff groups.
- b. Please provide the average hourly rate paid to bank workers in each group.

The UHB provides within the table below, the total bank spend for the MH&LD staff group, RNs, OTs and Pharmacists, during the 2024/25 financial year.

Staff group	a. Spend
MH&LD	£779,402.40
RGNs	£4,477,742.12
OTs	£39,198.17
Pharmacists	£28,996.22

b. The UHB does not hold the requested information. The Freedom of Information Act 2000 (FoIA) covers any recorded information that is held by a public authority; recorded information includes printed documents, computer files, letters, emails, photographs, and sound or video recordings. The FoIA does not cover information on estimates, opinions or recommendations. The UHB has an obligation to provide information already in recorded form but cannot create new information to answer a question.

However, the UHB can confirm that all bank staff are remunerated on Agenda for Change (A4C) Terms and Conditions of Service (T&Cs). A4C salary remuneration information is available on the NHS Wales website and can be accessed via the link provided below:

[Pay & Conditions - NHS Wales](#)

6. Please confirm the annual cost of running the internal temporary staffing/recruitment team, including salaries, overheads, and any relevant platform/technology costs.

The UHB is unable to provide the information exactly as requested due to the specific costs not being recorded in that manner. However, the Bank and Rostering team costs were £835,850.00 for the 2024/25 financial year; in addition to that there would have been some capacity utilised in recruiting people onto the bank but are unable to provide this information as it is entwined within other responsibilities those staff undertake.

7. Please confirm the email address and name of the individual responsible for onboarding framework agencies providing cost saving solutions.

onboarding framework agencies
and providing cost saving solutions and can be contacted via email: Lisa.gostling@wales.nhs.uk