

Reference:	FOI.12201.23
Subject:	Agency and Locum staffing
Date of Request:	14 July 2023

Requested:

1. Please can you provide the total amount spent on temporary agency staff for the following financial periods and for following staff categories/groups:

Staff Group	Total spend on agency for the financial year 21/22	Total spend on agency for Quarter 1 22/23	Total spend on agency for Quarter 2 22/23	Total spend on agency for Quarter 3 22/23	Total spend on agency for Quarter 4 22/23
Doctors					
Nurses					
AHPs					
HCA's					

2. Please can you provide the total spend on the international recruitment of Nurses in the following financial periods:

- a) For the financial year 21/22
- b) For Quarters 1 and 2 of 22/23
- c) For Quarters 3 and 4 of 22/23

3. Please can you also breakdown costs in terms of:

- a) Overseas trips
- b) Agency fees
- c) Flights
- d) Visas
- e) Expenses
- f) Living expenses for international recruits

4. Please can you provide the average vacancy numbers in May of each year from 2019, through 2023 for each staff group named below:

Response:

1. Within the table below, Hywel Dda University Health Board (UHB) provides the amount spent on agency staffing for each of the named staff groups during the requested periods.

Staff Group	Total spend on agency for	Total spend on agency for	Total spend on agency for	Total spend on agency for	Total spend on agency for
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	the financial year 21/22	Quarter 1 22/23	Quarter 2 22/23	Quarter 3 22/23	Quarter 4 22/23
Doctors	£6.67m	£1.59m	£1.43m	£1.62m	£1.56m
Nurses	£28.92m	£6.04m	£7.29m	£7.66m	£8.83m
AHPs	£1.47m	£0.13m	£0.44m	£0.59m	£0.52m
HCA's	£0.17m	£0.01m	£0.02m	£0.05	£0.06m

2. The UHB incurred a total spend of £1M on the recruitment of agency nurses, £10,000 per nurse. This information cannot be provided on a quarterly basis as it is not held in this format, the costs were recharged by NHS Wales Shared Services Partnership (NWSSP) at the end of the 2021/22 financial year, once all nurses had been interviewed offered posts.
3. The table below the breakdown per nurse for the costs listed; these amounts formed part of the NWSSP recharge

Description	Cost per nurse
Overseas trips	N/A - the UHB did not fund any overseas trips
Agency fees	£2,200
Flights	£800
Visas	£480
Expenses	£500
Living expenses for international recruits	£440 for one month paid accommodation, no other living expenses were funded

4. The UHB is unable to provide the average vacancy numbers by month as this is not held. However, within the table below, the UHB has provided the vacancy numbers, as recorded on our recruitment management system at the 31 May of each of the calendar years requested. These include vacancies at advertising, shortlisting and interview stage. Please note the figures provided represent Whole Time Equivalent (WTE).

Staff Group	31 May 2019	31 May 2020	31 May 2021	31 May 2022	31 May 2023
Medical and Dental	62.06	Vacancy reporting paused during COVID	59.2	45.9	41.13
Nursing & Midwifery	188.15		239.82	326.42	318.19
Allied Health Professionals	17.65		31.0	35.87	18.03
Additional Clinical Services (includes	16.37		50.25	142.47 (includes 100WTE	121.90 (includes 42WTE

Healthcare Assistants)				Health Care Apprentices)	Health Care Apprentices)	
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