

<b>Reference:</b>	FOI.9542.22
<b>Subject:</b>	Agency nurses
<b>Date of Request:</b>	3 August 2022

**Requested:**

- How much has Hywel Dda University Health Board spent on agency nurses over the past 5 years?
  - Please break this down year by year (2022, 2021... etc.).
  - Please also break this down by hospital (Glangwili Hospital, Prince Philip Hospital... etc.).
- How many nursing shifts at Hywel Dda University Health Board have been covered using agency nurses over the past 12 months?
  - Please break this down by hospital (Glangwili Hospital, Prince Philip Hospital... etc.).
- Which agencies or other methods does Hywel Dda University Health Board use to source its agency nurses?
- How does Hywel Dda University Health Board decide if/when a nursing shift should be offered to an agency/agency nurse?
- How much does it cost Hywel Dda University Health Board to cover one nursing shift using an agency nurse?
  - If there are separate brackets or the cost differs depending on the agency, the skill level/experience of the nurse, the shift type (Days, Evenings, Nights, Weekends, Banks Holidays, Short Notice etc.) or any other factors please list them separately.
  - Please include accommodation, food, mileage etc. if paid.

**Response:**

- Hywel Dda University Health Board (UHB) provides, within the table below, the nursing agency spend, during the periods 1 April to 31 December 2018, the calendar years 2019 to 2021 and 1 January 2022 to 31 July 2022.

<b>Hospital/ Directorate</b>	<b>2018 1/4 to 31/12</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022 1/1 to 31/7</b>
Bronglais General Hospital (BGH)	£2,725,788.00	£3,813,827.00	£4,002,837.00	£4,820,213.00	£2,608,433.00
Glangwili General Hospital (GGH)	£2,973,837.00	£4,480,681.00	£4,340,929.00	£6,932,271.00	£4,412,713.00
Prince Philip Hospital (PPH)	£983,873.00	£884,069.00	£940,331.00	£3,109,082.00	£2,079,368.00
Withybush General	£1,999,698.00	£3,077,374.00	£3,902,534.00	£6,621,041.00	£3,778,153.00

Hospital (WGH)					
Elective Care	£1,669,710.00	£2,283,678.00	£1,997,290.00	£2,555,049.00	£2,158,818.00
Women and Children	£52,309.00	£184,729.00	£367,947.00	£681,458.00	£239,854.00
Other	£265,786.00	£331,642.00	£404,035.00	£1,638,017.00	£352,376.00

Please note:- the UHB's Finance ledger is unable to identify the spend by hospital for the period 1 January to 31 March 2018. However, the total agency nurse spend across the UHB was £3,252,000.

The Finance Ledger is unable to breakdown the nursing agency costs by hospital for Elective Care, Women and Children's Directorate and other services due to the manner in which they are recorded. Therefore, the costs provided are for the services covering the UHB as a whole.

2. The UHB, provides, within the table overleaf, the number of shifts covered by agency nurses, by hospital, during the period 1 August 2021 to 31 July 2022.

Hospital	Total shifts
BGH	9,617
GGH	12,075
PPH	7,515
WGH	12,597

Additionally, 8,898 shifts were covered by agency nurses across other services including Mental Health and Learning Disabilities, Women and Children's Services, Planned Care and County teams during this period, not recorded by hospital.

3. The UHB provides, within the table below, the On-framework nursing agencies utilised, during the period 1 August to 31 July 2022.

Additionally, the UHB utilises Thornbury Nursing Services (TNS) as an Off-framework provider.

Allied & Clinical	Direct Healthcare	Liquid Personnel	PlaceGroup	Trinity Nursing Services Ltd
Altrix	Direct Medics	M Recruitment	Presto	TSA Limited
ASA Medical Solutions	Direct Nursing Service	Med Team	Pro Nursing	TMX Healthcare
Bluestone	Eleventh Hour Medical	Medacs Healthcare	Pulse Jobs	Vetro Recruitment
Capital Staffing Services	Enferm Medical	MedicsPro	Randstad Nursing	WNA Recruitment
Care Providers	Global Locums	Medsol	Rapid Prime Care	WNA Healthcare
Carepro	HansonGrey	MPS Healthcare	Red	Workforce Employment Solutions
Careprovide	HCRLTD	MSI Healthcare	RedSpotGroup	Your Nurse

CES-Locums	Hoop Recruitment	MSI Recruitment	Richmond Nursing Agency	Your World Recruitment
Concept Care Solutions	iCare 24 Group	My Locum	RMR Recruitment	
Coyle	ID Medical	Nationwide Nursing	Seven Nursing	
CRG Agency	Interact	Next Steps Nursing	Sirona Medical	
Daytime Healthcare	Interact Medical	PG Ltd	Total Assist	

4. The UHB confirms that once a shift has been deemed unfillable by the UHB's Nurse Bank, the shift will be offered to an On-framework agency. Authorisation from a Senior Nurse Manager or above is needed to move that shift to Off-Framework.
5. The UHB provides, within the tables below, the On-Framework nursing agency hourly rates and the Off-Framework hourly rates, by shift type.

<b>Off-Framework hourly rates (inclusive of commission, excluding VAT)</b>			
<b>Shift type</b>	<b>Unregistered staff</b>	<b>Registered staff/ ODP</b>	<b>Registered staff/ Specialist</b>
Monday to Friday days 08:00 - 20:00	£17.56	£30.30	£37.46
Monday to Friday nights 20:00 – 08:00	£24.76	£39.39	£48.69
Saturday 00:01 – 23:59	£24.76	£39.39	£48.69
Sunday 00:01 – 23:59	£32.14	£48.47	£59.93
Bank Holiday 00:01 – 23:59	£32.14	£48.47	£59.93

<b>On-Framework hourly rates - TNS</b>		
<b>Shift type</b>	<b>Registered General Nurse / Registered Mental Health Nurse</b>	<b>Registered General Nurse / Registered Mental Health Nurse Specialist</b>
Monday to Friday 08:00 - 14:00	£57.95	£69.95
Monday to Thursday 14:00 – 08:00	£72.45	£86.95
Weekend Friday 14:00 to Monday 08:00	£76.45	£93.45

Specialist is defined as: A&E (Accident & Emergency) / ITU (Intensive Therapy Unit) / NICU (Neo-Natal Intensive Care) / PICU (Paediatric Intensive Care) / CCU (Coronary Care Unit) / MIU (minor Injuries Unit) / CAMHS (Child & Adolescent Mental Health Nurses) / Scrub Nurses / Midwifery.

Travel and accommodation are provided for any block bookings in Ceredigion and Pembrokeshire and any booking in A&E/CDU/MIU in Carmarthenshire. Accommodation is reimbursed up to £35 a night and travel up to £20 each way from home to accommodation.