

Reference:	FOI.15200.24
Subject:	Agency nurses
Date of Request:	5 September 2024

Requested:

1. What contractual relationships are in place for supplying agency nurses and who is responsible for managing them?
2. How many agencies are used to supply agency nurses? please list them.
3. Of these agencies, how many are off framework – please list them.
4. Over the past 6 months, how many shifts have been filled via an off framework agency?
5. Who is your highest paid agency nurse, what is their speciality and their hourly charge?
6. Please outline your spend per agency, broken down by grade and speciality of nurse over the past 6 months?

Response:

Hywel Dda University Health Board (UHB) has applied a Section 21 exemption of the Freedom of Information Act 2000 (FoIA), as the information requested for questions 1 and 4 is already within the public domain and is accessible by another means. The UHB has answered similar Freedom of Information requests, which are available on our disclosure log:

- FOI.15100.24 – Agency usage
- FOI.15134.24 – Agency usage

For ease of reference, please click on the attached link, which will take you directly to the UHB’s disclosure log webpage:

[Disclosure Log - Hywel Dda University Health Board \(nhs.wales\)](https://www.nhs.uk/disclosure-log)

The UHB provides below, the information which is not covered by the Section 21 exemption.

2. The UHB confirms that it is currently engaging with 21 agencies for the supply of agency nurses and has listed them within the table below.

Agency	
ASA Medical Solutions	National Locums
Bluestone	Next Steps Nursing
Capital Staffing Services	NISI Staffing
Castlerock Recruitment	Pro Nursing
Concept Care Solutions	Randstad Nursing
Eleventh Hour Medical	Red Spot
Enferm Medical	Richmond Nursing Agency
ID Medical	WNA Healthcare
Med Team	Your Nurse

Medics Pro
MPS Healthcare

Your World Recruitment

3. The UHB confirms that none of the agencies listed above are off-framework.
5. The UHB is withholding some of the requested information. This decision has been made as it is not within the reasonable expectations of these individuals that their personal data would be put into the public domain. This information is classed as personal data of a third party. Therefore, it is being withheld in accordance with the exemption set out in section 40(2) of the FoIA, by virtue of section 40(3)(a) of the FoIA, which permits a public authority to withhold personal data other than the requestor's where the disclosure would breach Data Protection principles.

This information is protected by the Data Protection Act 2018 (DPA)/UK General Data Protection Regulations, as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles of the UK GDPR. This exemption is absolute and therefore, there is no requirement to apply the public interest test.

In reaching this decision, the DPA and UK GDPR define personal data as data that relates to a living individual who can be identified solely from that data or from that data and other information, which is in the possession of the data controller.

However, as all agencies used framework, the hourly rates are pre-agreed and have been provided within the table below.

Agreed agency hourly rates					
Shift	Monday to Friday 08:00 – 20:00	Monday to Friday 20:00-08:00	Saturday 00:01-23:59	Sunday 00:01-23:59	Bank Holiday 00:01-23:59
Unregistered Staff	£17.56	£24.76	£24.76	£32.14	£32.14
Registered Staff/ ODP	£30.30	£39.39	£39.39	£48.47	£48.47
Registered Staff/ Specialist	£37.46	£48.69	£48.69	£59.93	£59.93

ODP - Operating Department Practitioner

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

6. The UHB does not hold the information exactly as requested, but have provided within the table below, the agency spend by Sub-Directorate and pay band, during the period 1 March to 1 August 2024.

Sub-Directorate	Band 2	Band 5
Acute Directorate management	£0.00	£278.74
Cardiovascular Services Bronglais General Hospital (BGH)	£0.00	£321,879.69
Cardiovascular Services Glangwili General Hospital (GGH)	£0.00	£87,023.32
Cardiovascular Services Prince Philip Hospital (PPH)	£0.00	£84,401.77
Cardiovascular Services Withybush General Hospital (WGH)	£0.00	£15,547.06
Carmarthenshire Community Services	£0.00	£90,259.90
Ceredigion Community Services	£0.00	£433.29
Child and Adolescent	£0.00	£174,836.08
Emergency Services & Site Management GGH	£0.00	£1,529,946.75
Emergency Services & Site Management BGH	£0.00	£799,771.09
Emergency Services & Site Management PPH	£0.00	£504,064.50
Emergency Services & Site Management WGH	£0.00	£1,115,131.99
Medical Specialties BGH	£0.00	£759,644.81
Medical Specialties GGH	£0.00	£,500.60
Medical Specialties PPH	£284.74	£423,126.53
Medical Specialties WGH	£0.00	£725,108.95
Mental Health Services	£132,231.33	£173,642.27
Obstetrics and Gynaecology	£0.00	£24,981.13
Orthopaedics, Trauma & Associated Services & Rheumatology	£0.00	£8,484.00
Surgical ward PPH	£0.00	£31,363.37
Surgical wards BGH	£0.00	£379,488.26
Surgical wards GGH	£0.00	£447,412.41
Surgical wards WGH	£0.00	£231,724.56
Theatre services, Anaesthetics and Critical Care	£0.00	£559,792.88
Unscheduled Care Management GGH	£0.00	£26,471.19
Urgent and Emergency Care GGH	£0.00	£2,348.25
Urgent and Emergency Care PPH	£0.00	£2,333.10