Reference:	FOI.21167.26
Subject:	Agency staff spend
Date of Request:	28 July 2026

Requested:

1. The total amount spent on agency staff during the current financial year to date.

2. A breakdown of this agency expenditure by staff group and by month.

3. The total number of agency workers engaged by the Health Board during the current financial year to date, broken down by staff group.

4. The Health Board's forecasted agency staffing expenditure for the remainder of the current financial year, if available.

5. Details of any internal targets, caps, or reduction targets relating to agency staffing expenditure currently in place.

Response:

Hywel Dda University Health Board (UHB) is unable to provide you with all the information requested for question 3, as it is estimated that the cost of answering your request would exceed the "appropriate limit" as stated in the Freedom of Information Act 2000 (Appropriate Limit and Fees) Regulations 2004. The "appropriate limit" represents the estimated cost of one person spending 18 hours (or 2 ½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

The UHB does not hold a central record of the number of agency workers engaged across all staff groups. Therefore, to provide you with the information requested, the UHB would be required to undertake a manual trawl of all invoices received for the requested period, to identify any information that may fulfil this part of your request.

The UHB is therefore applying an exemption under Section 12 of the FoIA, which provides an exemption from a public authority's obligation to comply with a request for information where the cost of compliance is estimated to exceed the appropriate limit.

However, under Section 16 of the FoIA, we are required as a public authority, to provide advice and assistance so far as it is reasonable to individuals who have made a request under the FoIA, this can include assisting a requestor to further refine their request.

The UHB suggests that you may refine your request by reducing the timeframe requested to a one (1) month period e.g. April 2026. However, the UHB would still be required to undertake a manual search of invoices for the refined period, to identify any information that may fulfil your request. Therefore, the outcome would be dependent on the number of records identified within a shorter time period.

1. The UHB confirms that its total spend on agency staff was £3,812,052.35, during the period 1 April to 31 July 2026.

2. The UHB provides within the table below, a breakdown of its agency spend by staff group and month, during the period 1 April to 31 July 2026.

Staff group	April 2026	May 2026	June 2026	July 2026
Additional Clinical Services (ACS)	£674.46	£2,269.07	£0.00	£0.00
Administrative and Clerical (A&C)	£120.00	£0.00	£0.00	£0.00
Allied Health Professionals (AHP)	£99,528.28	-£72,388.12	£22,857.12	£58,093.60
Healthcare Scientists (HCS)	£12,663.04	£13,396.39	£16,284.44	£27,202.14
Medical and Dental (M&D)	£663,979.64	£457,786.47	£543,808.06	£598,880.76
Nursing and Midwifery (N&M)	£357,587.71	£341,744.19	£324,175.91	£343,389.19
Total	**£1,134,553.13**	**£742,808.00**	**£907,125.53**	**£1,027,565.69**

Please note: - the minus figure in the table above is an adjustment on the finance ledger, which may be due to the costs being allocated against the incorrect financial code.

3. The UHB provides within the table below, the number of individual agency workers engaged, by staff group, as recorded by the UHB's Workforce department, during the period 1 April to 27 July 2026.

Staff group	Number
ACS	Section 12 exemption applied
A&C	Section 12 exemption applied
AHP	21
HCS	Section 12 exemption applied
M&D	62
N&M	185

Please note:- the individuals have been engaged for more than one (1) agency shift.

4. The UHBs forecasted agency staff expenditure is £7,274,000.00, for the period 1 August 2026 to 31 March 2027.

5. The UHB has successfully eliminated the use of off-contract agency staffing and ensures that all agency staffing expenditure is incurred through an approved on-contract framework.

   Additionally, the UHB is working towards a target to reduce agency expenditure by 30% compared to the 2025/26 financial year, in line with Welsh Government Ministerial priorities to reduce reliance on agency staffing.