

Reference:	FOI.10669.23
Subject:	Agency staffing and spend
Date of Request:	18 January 2023

Requested:

- 1) Please can you state your trust's total off-framework agency staff spend for healthcare staff in the following financial years:
 - i) 2017/18
 - ii) 2018/19
 - iii) 2019/20
 - iv) 2020/21
 - v) 2021/22
 - vi) 2022/23 to date

- 2) Please provide a breakdown of this figure by the staffing agency used, providing the company name and the total spent with the agency in the year, for each of the following financial years.
 - i) 2017/18
 - ii) 2018/19
 - iii) 2019/20
 - iv) 2020/21
 - v) 2021/22
 - vi) 2022/23 to date

- 3a) Please state how many healthcare staff shifts at your trust were filled by agency staff in each of the following financial years:
 - i) 2017/18
 - ii) 2018/19
 - iii) 2019/20
 - iv) 2020/21
 - v) 2021/22
 - vi) 2022/23 to date

- 3b) For each year, please provide a breakdown of the number by the shifts covered by
 - i) On framework agency staff
 - ii) Off framework agency staff

Clarification

To clarify, it's all medical and nursing staff.

Response:

Hywel Dda University Health Board (UHB) is unable to provide you with all of the information requested, as it is estimated that the cost of answering your request would exceed the "appropriate

limit” as stated in the Freedom of Information and Data Protection (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.

Prior to the 2020/21 financial year, On and Off-framework agency expenditure was not recorded in the financial ledger for question 1. Additionally, for question 3, prior to the 2019/20 financial year, On and Off-framework agency shifts were not recorded in the UHB’s E-Rostering systems. Therefore, in order to provide you with all of the data requested for question 1, the UHB would need to interrogate old Finance systems to extract the information requested, identify and split out invoices and cross check with Workforce records. For question 3, the UHB would need to undertake a manual trawl of all systems and invoices to identify the information that would fulfil your request, as this was not recorded centrally at those times.

The UHB is therefore applying an exemption under Section 12 of the Freedom of Information Act 2000 (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 and therefore, the UHB provides the accessible data below.

- 1) The UHB provides, within the table below, the spend on Off-framework agency staff for Registered Nurses and Health Care Support Workers (HCSW), during the financial years 2020/21, 2021/22 and 2022/23 to the date of your request.

Financial year	Registered Nurses	HCSW
2020/21	£3,024,948.00	£620.00
2021/22	£6,804,474.00	£2,916.00
2022/23 (to 18/1/23)	£4,259,649.00	£5,611.00

Please note:- Medical agency workers are provided via a Managed Service model and are engaged via On-framework agencies.

- 2) The UHB confirms that all the Off-framework agency spend was with Thornbury Nursing Services, during the financial years 2020/21, 2021/22 and 2022/23 to the date of your request.
- 3a) & 3b) The UHB does not hold the information on the number of shifts filled by medical agencies. However, the UHB provides, within the table below, the number of hours filled by On-framework medical agency staff, during the financial years 2017/18 to 2022/23 to the date of your request.

Financial year	On-framework Medical hours
2017/18	123,600
2018/19	45,433
2019/20	46,627
2020/21	75,005
2021/22	101,112
2022/23 (to 18/1/23)	100,439

A Section 12 exemption has been applied for the 2017/18 and 2018/19 financial years; see full explanation above. However, the UHB provides, within the table overleaf, the number of On and Off-framework agency healthcare staff shifts, during the financial years 2019/20 to 2022/23 to the date of your request.

	On-framework	Off-framework
Financial year	Healthcare shifts	Healthcare shifts
2019/20	32,779	4,259
2020/21	30,105	3,487
2021/22	44,043	5,863
2022/23 (to 18/1/23)	45,852	7,036

Please note:- As stated above, medical agency workers are provided via a Managed Service model and are engaged via On-framework agencies