

Reference:	FOI.16184.24
Subject:	Cost of agency staff
Date of Request:	12 December 2024

Requested:

- Total cost of agency staff for the years:
 - 2021-22
 - 2022-23
 - 2023-24
- How many agency staff were employed for the above years?
- Can you provide a breakdown of the cost of agency staff by department for the above years?

Response:

Hywel Dda University Health Board (UHB) is unable to provide you with all of the information requested for question two of your request for information, 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 and the Data Protection (Appropriate Limit and Fees) Regulations 2004. The “appropriate limit” represents the estimated cost of one person spending 18 hours (or 2½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

The UHB holds a central record of agency nurses and Healthcare Support Worker (HCSW) staff, whereas the record of other agency staff groups is held departmentally. In order to provide you with the information requested, the UHB would need to contact every UHB department and undertake a trawl of all staff records, to identify which departments have agency staff and how many agency staff they have, as this information is not recorded centrally.

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, the UHB has a duty to provide advice and assistance. Therefore, the UHB provides the accessible information it holds below.

- Hywel Dda University Health Board (UHB) does not hold the information exactly as requested. The UHB provides the information requested as held, within the table below, providing the total cost of all agency staff by calendar year from January to December for the time periods requested. This is with the exception of 2024, where the information provided is for January to November 2024.

Year	2021	2022	2023	2024
Total cost	£24,832,722.46	£29,375,194.64	£35,484,772.37	£19,960,252.06

- The UHB has applied a Section 12 exemption to this request. However, in accordance with Section 16 of the FoIA, the UHB provides within the table below the number of agency

nursing and HCSW staff employed during the time period requested. The information is supplied by calendar year from January to December, with the exception of 2024, where the information provided is from January to 8 December 2024.

Year	2021	2022	2023	2024
Number of Nursing and HCSW Agency Staff	1,401	1,572	1,582	986

3. The UHB provides the information requested as held, within the table below, providing the total cost of all agency staff by department and by calendar year from January to December. This is with the exception of 2024, where the information provided is for January to November 2024.

Department	2021	2022	2023	2024
Assistant Director of Quality & Nursing	0.00	1,950.00	3,250.00	0.00
Carmarthenshire Community Hospitals	88,684.44	154,947.93	345,450.01	177,278.09
Carmarthenshire Community Nursing	0.00	21,303.15	14,013.46	0.00
Carmarthenshire Palliative Care	1,150.52	462.83	3,977.47	9,433.05
Ceredigion Community Hospitals	101,150.56	88,096.16	144,841.03	866.58
Communications	5,197.74	22,057.62	0.00	0.00
COVID Field Hospital Site	148,372.34	0.00	0.00	0.00
IT & Information	0.00	42,600.00	0.00	0.00
Carmarthenshire Specialist Services	9,556.33	87,884.70	81,569.01	40,959.50
Ceredigion Specialist Services	1,025.15	21,323.13	22,512.49	0.00
Pembrokeshire Property	0.00	6,733.80	7,336.80	5,994.00
Pembrokeshire Specialist Services	0.00	8,307.95	6,087.66	0.00
Prince Phillip Hospital Hard Operations	1,383.14	0.00	0.00	0.00

Finance	0.00	48,790.27	16,956.09	0.00
Tritech & Innovation	0.00	0.00	6,489.48	0.00
Value Based Healthcare	0.00	42.00	0.00	0.00
Child & Adult Mental Health Services	25,581.15	4,529.90	158,298.63	292,950.40
Carmarthenshire Learning Disabilities	0.00	250.00	0.00	0.00
Central Learning Disabilities	0.00	0.00	0.00	201.94
Community Mental Health	0.00	54,274.32	12,094.92	0.00
Mental Health Inpatient	60,939.27	143,237.25	227,306.17	361,301.13
Mental Health & Learning Disabilities Medical	607,628.63	943,808.17	787,781.07	474,962.37
Older Adult Mental Health Services	73,787.18	135,613.65	116,296.55	84,483.76
Health & Safety	0.00	0.00	0.00	21,033.90
Health Charities	0.00	0.00	0.00	6.00
Quality & Improvement	0.00	0.00	1,232.48	0.00
Oncology & Cancer Services	0.00	1,590.75	0.00	0.00
Acute Direct Management	0.00	1,689.23	572.68	357.52
Ceredigion EBME Operations	0.00	0.00	18,955.25	0.00
Operations Directors Department	1,824.00	266,620.63	103,720.42	6,294.00
Pathology	623,092.75	956,569.02	818,601.30	570,521.54
Pembrokeshire Community Hospitals	0.00	56,661.26	0.00	0.00
Pembrokeshire Community Nursing	14,371.05	7,476.46	0.00	0.00

Proactive & Planned Care	0.00	212.10	0.00	1,317.92
Urgent & Immediate Care	0.00	0.00	853.10	0.00
Anaesthetics	9,373.00	60,494.38	43,380.33	0.00
Audiology	0.00	0.00	0.00	3,632.01
Critical Care	1,372,994.43	2,598,460.87	1,975,475.60	470,127.30
Endoscopy	23,264.00	101,428.03	84,482.93	1,136.26
Ears Nose & Throat	0.00	30,671.02	0.00	0.00
General Surgery	536,272.74	551,750.76	579,689.17	470,230.92
Neurology – Planned Care	0.00	0.00	0.00	107,250.00
Operating Theatres	313,324.13	333,912.49	680,523.77	398,460.03
Ophthalmology	426,240.61	429,935.32	485,879.88	277,358.42
Orthopaedic	199,889.01	136,649.61	351,746.76	198,630.71
Outpatient Services	0.00	3,163.62	0.00	0.00
Pain	0.00	0.00	0.00	60.58
Planned Care Management	143,932.48	350.00	0.00	12,260.43
Pre-Assessment	0.00	15,049.85	10,539.35	2,878.50
Rheumatology	701.25	2,196.75	1,136.25	55,308.32
Urology	16,387.07	3,197.90	0.00	0.00
Waiting Lists	0.00	0.00	20,468.41	0.00
Clusters	0.00	0.00	0.00	1,731.36
Managed Practices	0.00	163,496.95	112,231.05	3,600.00
Primary Care Administrators	0.00	34,200.00	39,000.00	0.00
Primary Care Projects	0.00	2,250.00	0.00	0.00
Public Health Emergency Planning	76.46	930.18	0.00	0.00

Radiology	62,046.93	905,882.81	614,803.48	100,574.09
Planning	13,950.05	3,037.70	0.00	0.00
Carmarthenshire Physiotherapy	0.00	193,413.21	167,748.19	45,384.08
Ceredigion Physiotherapy	0.00	7,552.00	0.00	0.00
Dietetics	0.00	26,037.75	79,116.63	72,175.53
Lymphoedema	0.00	0.00	0.00	864.12
Multi-Model Rehabilitation	0.00	19,726.87	5,962.00	8,650.98
Occupational Therapy	0.00	66,233.25	36,823.26	1,702.66
Pembrokshire Physiotherapy	0.00	17,408.00	0.00	0.00
Therapies & Health Science	0.00	0.00	0.00	30,130.25
Cardiovascular Services Bronglais General Hospital	636,683.48	425,230.28	707,141.88	581,133.28
Emergency Services Bronglais General Hospital	679,802.97	849,933.58	1,650,819.53	1,423,010.03
General Medicine Bronglais General Hospital	1,350,690.98	1,242,597.44	2,610,910.17	1,923,389.53
General Surgery Bronglais General Hospital	530,603.45	503,031.39	784,263.80	726,504.70
Site Management Bronglais General Hospital	343.63	0.00	82,925.09	0.00
Cardiovascular Services Glangwili General Hospital	692,308.56	1,040,379.76	1,166,091.21	221,863.70
Diabetology Glangwili General Hospital	0.00	0.00	37,133.64	20,257.53
Emergency Services Glangwili General Hospital	2,702,749.84	3,373,646.23	4,077,098.64	3,053,598.59

Ears, Nose & Throat Glangwili General Hospital	165,148.65	179,006.55	341,995.09	299,563.07
General Medicine Glangwili General Hospital	1,615,786.00	1,951,315.21	1,523,520.88	403,929.10
General Surgery Glangwili General Hospital	100,878.81	143,450.25	245,506.27	172,262.31
Orthopaedic Glangwili General Hospital	495,786.60	538,696.07	574,621.49	233,721.58
Same Day Emergency Care Acute Glangwili General Hospital	0.00	6,582.23	8,269.61	2,636.10
Unscheduled Care Management Glangwili General Hospital	231,288.70	218,856.66	114,328.10	33,568.28
Urology Glangwili General Hospital	213,089.78	349,800.06	276,022.86	25,742.73
Cardiovascular Services Prince Phillip Hospital	387,861.81	445,195.92	322,891.99	156,572.55
Diabetology Prince Phillip Hospital	274,149.47	441,545.55	587,630.82	256,057.88
Emergency Services Prince Phillip Hospital	639,499.88	917,022.41	1,299,366.25	852,774.27
General Medicine Prince Phillip Hospital	1,120,161.47	1,332,231.78	1,384,196.41	753,016.30
General Surgery Prince Phillip Hospital	11,606.24	128,747.58	131,072.19	37,029.06
Orthopaedic Prince Phillip Hospital	136,410.40	66,408.24	73,727.10	4,295.31
Same Day Emergency Care Acute Prince Phillip Hospital	0.00	2,840.97	6,280.28	2,620.95
Site Management	1,267.60	7,507.68	2,675.68	227.25

Prince Phillip Hospital				
Cardiovascular Services Withybush General Hospital	752,801.15	624,735.04	902,570.77	57,434.76
Emergency Services Withybush General Hospital	1,891,251.45	1,837,005.20	2,999,123.74	2,402,102.75
General Medicine Withybush General Hospital	3,784,192.56	2,720,671.89	3,372,542.98	1,161,642.17
General Surgery Withybush General Hospital	378,923.42	290,535.87	445,449.70	290,186.95
Orthopaedic Withybush General Hospital	235,199.90	239,497.05	477,021.18	148,055.58
Same Day Emergency Care Acute Withybush General Hospital	0.00	484.70	9,640.45	0.00
Site Management Withybush General Hospital	0.00	0.00	3,812.60	939.30
Unscheduled Care Management Withybush General Hospital	12,984.01	4,458.07	0.00	0.00
Acute Childrens Services	520,881.51	457,861.08	954,560.88	366,674.21
Community Childrens Services	0.00	436.23	1,339.26	0.00
Obstetrics & Gynaecology	388,173.73	251,022.07	123,018.70	39,333.99