

Reference:	FOI.661.19
Subject:	Staffing of Hywel Dda University Health Board's (UHB) finance and workforce and organisational development teams
Date of Request:	3 May 2019

Requested

1. How many members of staff are in you Accounts / Finance team?
2. Can you provide an organisational chart for this team?
3. How many members of staff are in your HR & Recruitment team?
4. Can you provide an organisational chart for this team?
5. What was your agency spend in 2018 and do you have a predicted spend in 2019? If you could be specific to the Accounts and HR teams that would be preferable.
6. What recruitment framework are you part of and what agencies do you use?

Response:

1. At the 30th April 2018, the UHB employed 96 staff within its Finance Team, which was made up of both full and part time roles.
2. A copy of the Finance Team's organisational chart is provided as Attachment 1.
3. As at 11 June 2019, the WOD directorate employed 177 members of staff, equating to a whole time equivalent (WTE) of 147.17. This includes some functions that would not typically be included in other Workforce teams i.e. Clinical Skills trainers, Occupational Health department staff, Psychological Wellbeing team, Bank and E –rostering team and dedicated Trade Union reps.
4. The UHB does not currently hold an organisation structure diagram for the WOD directorate as the directorate is currently undergoing an organisational change procedure (OCP).
5. The UHB's agency expenditure for the Finance directorate in 2018/19 was £226,910.71. The estimated agency costs for 2019/20, based upon current need, is approximately £91,700.00. The UHB's WOD department had no expenditure on agency staffing within the 2018/19 financial year and has not budgeted for agency costs within the 2019/20 financial year.
6. The UHB has utilised staff from Hays plc and CY Executive Resourcing Ltd, who are part of the All Wales Commercial Crown Services Framework.