

<b>Reference:</b>	FOI.17521.25
<b>Subject:</b>	Nurses and agency costs
<b>Date of Request:</b>	6 June 2025

**Requested:**

1. The most recent number of unfilled registered nurse posts in Hywel Dda University Health Board, by Agenda for Change band, expressed as Full Time Equivalent.
2. The total cost (£) of the agency nursing spend in Hywel Dda University Health Board, both on- and off-contract, for the financial year 2024/25, and this total cost broken down by:
  - i. agency nursing spend on registered nurses;
  - ii. agency nursing spend on nursing staff.

**Response:**

1. Hywel Dda University Health Board (UHB) does not hold the information exactly as requested. Therefore, the UHB provides within the table overleaf, the Full Time Equivalent (FTE) budgeted, actual and the difference of Nursing and Midwifery (N&M) positions, by Agenda for Change (A4C) pay band, as recorded at 31 May 2025.

<b>A4C pay band</b>	<b>Budget FTE</b>	<b>Actual FTE</b>	<b>Difference FTE</b>
Registered Nurse (RN) Band 5	1,558.0	1,452.0	106.0
RN Band 6	1,152.6	1,089.1	63.4
RN Band 7	580.9	565.8	15.1
RN Band 8A	155.6	166.9	(11.3)
RN Band 8B	18.6	11.6	7.0
RN Band 8C	19.5	17.8	1.7
Nurse Manager Band 8D	7.9	9.1	(1.2)
Nurse Manager Band 9	0.4	0.4	0.0

Additionally, the UHB provides within the table below, the FTE of N&M vacancies out to advert, as recorded at 31 May 2025.

<b>A4C pay band</b>	<b>FTE</b>
Band 5	14.88
Band 6	19.75
Band 7	11.42
Band 8c	2.00
Band 8d	1.00
Band 9	1.00
<b>Total</b>	<b>50.05</b>

2. The UHB has not used off-framework agencies for nursing staff during the requested period. However, the UHB provides within the table below, the on-framework agency nursing spend, for RN's and Health Care Support Workers (HCSW), during the 2024/25 financial year.

<b>2024/25</b>	<b>Spend</b>
RN	£12,032,268.28
HCSW	£147,808.58
<b>Total</b>	<b>£12,180,076.86</b>