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| Reference: | FOI.10745.23 |
| Subject: | Recruitment agency nurses and healthcare assistants |
| Date of Request: | 23 January 2023 |

Requested:

1. Breakdown of which recruitment agencies have supplied Nurses and Healthcare assistants to the Trust and how many shifts each agency have filled over the last 6 months
2. Overview of recruitment agency spend per Specialist Nurses, Nursing and Healthcare assistants over the last 6 months
3. Amount of agency spend for Nurses and Healthcare assistants for recruitment agencies off framework over the last 6 months and which Services the agencies have supplied staff to.

Response:

Hywel Dda University Health Board (UHB) is unable to provide you with the information for question 2 exactly as 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 2½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

In order to provide you with the information split by Specialist and Registered Nurses, the UHB would need to undertake a manual search of its systems to identify and separate the information that would fulfil your request, as the information recorded is by nursing staff collectively and not by speciality.

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, a breakdown of the recruitment agencies that have supplied Registered Nurses and Healthcare Support Workers (HCSW) and how many shifts each agency has filled, during the period July to December 2022.

| Agency | Number of shifts filled |
|-------------------------|-------------------------|
| Thornbury | 4,647 |
| Next Steps Nursing | 3,873 |
| WNA Healthcare | 3,788 |
| Direct Nursing Services | 2,464 |
| Concept Care Solutions | 2,426 |
| ASA Medical Solutions | 2,188 |

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| Your World Recruitment | 1,890 |
| Richmond Nursing Agency | 1,714 |
| RedSpotGroup | 1,153 |
| Enferm Medical | 1,136 |
| MedicsPro | 706 |
| Allied&Clinical | 598 |
| HansonGrey | 507 |
| ID Medical | 495 |
| The PG | 423 |
| Bluestone | 410 |
| Pro Nursing | 369 |
| MPS Healthcare | 363 |
| Daytime Healthcare | 354 |
| Pulse Jobs | 206 |
| Direct Medics | 199 |
| Capital Staffing Services | 128 |
| Eleventh Hour Medical | 115 |
| Direct Healthcare | 111 |
| Randstad Nursing | 105 |
| Liquid Personnel | 104 |
| Interact Medical | 99 |
| CRG Agency | 94 |
| Your Nurse | 91 |
| NationalLocums | 88 |
| Altrix | 86 |
| Total Assist | 84 |
| Med Team | 76 |
| Vivid | 70 |
| PG LTD | 69 |
| NISI Staffing | 68 |
| Vetro Recruitment | 62 |
| MSI Healthcare | 59 |
| Seven Nursing | 40 |
| Medsol | 17 |
| My Locum | 16 |
| TSA Limited | 8 |
| Sanctum LTD | 7 |
| Hoop Recruitment | 5 |
| RMR Recruitment | 5 |
| Care Providers | 3 |
| Medi Link Consulting | 3 |

2. The UHB provides, within the table overleaf, the recruitment agency spend for Registered Nurses and HCSW, during the period July to December 2022.

| 2022 | Registered Nurses | HCSW |
|-----------|-------------------|------------|
| July | £2,234,107.00 | -£2,853.00 |
| August | £2,122,802.00 | £9,005.00 |
| September | £2,930,919.00 | £4,143.00 |
| October | £2,509,923.00 | £3,219.00 |
| November | £2,814,077.00 | £9,810.00 |
| December | £2,339,222.00 | £20,151.00 |

Please note: The minus figures provided for July above and August below are attributable to technical issues with the recording of timesheets, resulting in a reduced month payables value, due to a lack of payables being captured. However, as can be seen in the higher than average values in subsequent months, the payables have now been captured.

3. The UHB provides, within the table below, the Off-framework recruitment agency spend for Registered Nurses and HCSW, during the period July to December 2022.

| 2022 | Registered Nurses | HCSW |
|-----------|-------------------|-----------|
| July | £565,656.00 | £0.00 |
| August | -£80,482.00 | £2,981.00 |
| September | £746,300.00 | £52.00 |
| October | £556,669.00 | £0.00 |
| November | £591,351.00 | £0.00 |
| December | £630,248.00 | £1,969 |

Additionally, the UHB provides within the table below, a list of services/departments, by hospital, that Off-framework agencies have provided Registered Nurses and HCSW for, during the period July to December 2022.

| Hospital | Service/Department |
|----------------------------|--|
| Glangwili General Hospital | Accident & Emergency (A&E) |
| | Cadog Ward |
| | Cardiac Care Unit |
| | Cardiology |
| | Ceri Ward - Reablement Unit |
| | Cilgerran Ward - Paediatrics |
| | Cleddau Ward - General Surgery |
| | Clinical Decisions Unit |
| | Critical Care Unit |
| | Derwen Ward - Urology |
| | Ear, Nose and Throat (ENT) Outpatients |
| | General Medicine |
| | Gwenllian Ward - Acute Stroke Rehabilitation |
| | Hospital Sterilisation and Decontamination Unit (HSDU) |
| | Merlin Ward |
| | Obstetrics |

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| | Padarn Ward - Respiratory |
| | Paediatric Intensive Care Unit |
| | Picton Ward |
| | Priory Day Hospital |
| | Special Care Baby Unit |
| | Steffan Ward Gastroenterology/Oncology/Haematology |
| | Teifi Ward - Orthopaedic & Rheumatology |
| | Theatre |
| | Towy Ward - Cardiology Rehab |
| | Y Lolfa |
| Prince Philip Hospital | Acute Medical Assessment Unit (AMAU) |
| | Cardiovascular Specialist Nurses East |
| | Coronary Care Unit - Cardiology |
| | Discharge Lounge |
| | Intensive Therapy Unit (ITU) |
| | Minor Injuries Unit (MIU) |
| | Mynydd Mawr Ward Elderly Care / Rehab |
| | Same Day Emergency Care |
| | Ward 1 - Respiratory |
| | Ward 3 - Older Adults |
| | Ward 4 - Cardiology / Gastroenterology |
| | Ward 5 - Diabetes / Endocrinology |
| | Ward 6 - Orthopaedic |
| | Ward 7 - General Surgery |
| | Ward 9 - Stroke / Rehab |
| Tregaron Hospital | Tregaron Wards and Outpatient Department |
| Bronglais General Hospital | Angharad Ward - Paediatrics |
| | Ceredig - General Surgery |
| | Dyfi Ward |
| | Emergency and Urgent Care Centre (EUCC) |
| | Endoscopy |
| | ITU |
| | Meurig Ward - Oncology |
| | Orthopaedics |
| | Rhiannon Short Stay |
| | Theatre |
| | Y Banwy |
| | Ystwyth - Stroke |
| Withybush General Hospital | A&E |
| | Adult Clinical Decisions Unit |
| | Anaesthetics |
| | Coronary Care Unit |
| | Critical Care Unit |
| | Endoscopy |
| | General Surgery |
| | ITU |
| | Oncology |
| | Puffin Ward - Paediatrics |
| | Theatre |

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| | Ward 1 - Orthopaedic Unit |
| | Ward 3 - Frailty Unit |
| | Ward 7 - Medicine |
| | Ward 11 - Stroke & Rehabilitation |
| | Ward 12 - Medicine |
| South Pembrokeshire Hospital | Sunderland Ward |
| Carmarthenshire Community | Amman Valley Community Hospital |
| | Llandovery Community Hospital |
| | Smoking Cessation |
| Mental Health and Learning Disabilities (MHLDD) | Bryngofal - Adult Mental Health |
| | Bryngolau - Older Adult Mental Health |
| | Child and Adolescent Mental Health Services (CAMHS) |
| | Morlais (Afallon)- Acute Mental Health |