

<b>Reference:</b>	FOI.15078.24
<b>Subject:</b>	Temporary staff spend
<b>Date of Request:</b>	16 August 2024

**Requested:**

Please can you complete the below questions.

1. How much did the organisation spend on agency (non-contract) staff and internal bank staff for the financial year 23/24 (April 2023 - March 2024)? Please fill in the spend in the table below for each staffing group and total.
2. How much did the organisation spend on Waiting List Initiative (WLI) and Overtime payments to staff (WLI payments refers to any sessional payments made for additional time worked under a system called the Waiting List Initiative, used by trusts to reduce waiting lists and meet government targets. Overtime payments are defined as any payment for additional time beyond the standard FTE for the grade). Please fill in the spend and number of sessions/hours in the below table for each staffing group and total.

Staffing Groups	1. Temporary Staff Spend		2. Waiting List Initiative & Overtime Spend			
	Agency Spend (£)	Bank Spend (£)	WLI Payments to staff (£)	WLI Sessions (No.)	Overtime Payments to Staff (£)	Overtime Hours (No.)
<b>Total</b>						
Medical and Dental						
Nursing and Healthcare Assistants						
Administration and Estates						
Healthcare Science						
Scientific, Therapeutic and Technical Staff (STT) inclusive of Allied Health Professionals (AHPs)						
Ambulance 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 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.

As not all of the information requested for question 2 is collated and recorded centrally, the UHB would be required to undertake manual analysis of all Waiting List Initiative (WLI) sessions and overtime hours worked, to identify the information that would fulfil these parts of your request.

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.

The UHB regrets to inform you that it does not hold all of the information requested. The Welsh Ambulance Services NHS Trust (WAST) holds the information required in relation to ambulance staff.

We therefore recommend that you redirect these parts of your request to the Freedom of Information Team in WAST, who should be able to help you with your enquiry. Contact details are as follows:-

[FOI.amb@wales.nhs.uk](mailto:FOI.amb@wales.nhs.uk) or alternatively, you can contact: Freedom of Information Officer, Welsh Ambulance Services NHS Trust Headquarters, Ty Elwy, Unit 7, Ffordd Richard Davies, St Asaph Business Park, St Asaph, Denbighshire, LL17 0LJ.

1. & 2. As requested, the UHB provides the information within the tables below.

<b>1. Temporary Staff Spend 2023/24</b>		
<b>Staffing groups</b>	<b>Agency Spend (£)</b>	<b>Bank Spend (£)</b>
<b>Total</b>	<b>£27,917,458.00</b>	<b>£14,750,366.00</b>
Medical and Dental	£698,857.00	£0.00
Nursing and Healthcare Assistants	£25,623,354.00	£12,366,281.00
Administration and Estates	£187,612.00	£2,348,679.00
Healthcare Science	£194,394.00	£2,928.00
Scientific, Therapeutic and Technical Staff (STT) inclusive of Allied Health Professionals (AHPs)	£1,213,241.00	£32,478.00
Ambulance staff	Not held	

<b>2. Waiting List Initiative &amp; Overtime Spend</b>				
<b>Staffing groups</b>	<b>WLI Payments to staff (£)</b>	<b>WLI Sessions (No.)</b>	<b>Overtime Payments to Staff (£)</b>	<b>Overtime Hours (No.)</b>
<b>Total</b>	<b>£1,939,636.00</b>	Section 12	<b>£8,342,780.00</b>	Section 12
Medical and Dental	£980,891.00		£0.00	

Nursing and Healthcare Assistants	£609,772.00	exemption applied	£5,542,354.00	exemption applied
Administration and Estates	£169,448.00		£1,629,264.00	
Healthcare Science	£125,974.00		£684,878.00	
STT inclusive of AHPs	£53,551.00		£486,284.00	
Ambulance staff	Not held			