

<b>Reference:</b>	FOI.17137.25
<b>Subject:</b>	Temporary staffing
<b>Date of Request:</b>	22 April 2025

**Request and response:**

Under the Freedom of Information Act, could you please provide me with the below information on Temporary Staffing Spend & Hours Data for the six-month period 01/10/2024 to 31/03/2025.

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 and Data Protection (Appropriate Limit and Fees) Regulations 2004. The “appropriate limit” represents the estimated cost of one person spending 18 hours (or 2 ½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

The UHB does not have a central record of bank hours worked for the Allied Health Professionals (AHPs) or Non-Medical Non-Clinical (NMNC) staff groups. Therefore, to provide you with the number of staff bank hours worked for these staff groups, the UHB would be required to undertake a manual trawl of all bank sheets processed, to identify any information that may fulfil these parts of your request, as this 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 within the tables below as requested. Please note: the data provided is recorded on two (2) different IT systems, therefore, the data does not correlate.

<b>Filled Shifts vs. Unfilled Shifts</b>				
<b>Period: 01/10/2024 – 31/03/2025</b>	<b>Medical &amp; Dental (M&amp;D)</b>	<b>AHPs</b> including Scientific, Therapeutic and Technical Staff	<b>Nursing &amp; Midwifery (M&amp;M)</b> including Health Care Assistants (HCAs)	<b>NMNC</b> including Admin & Clerical and Estates & Facilities
Number of shifts filled by staff bank	0	Section 12 exemption applied	35,169	Section 12 exemption applied
Number of shifts filled by agency	1,757	1,084	10,125	0
Number of shifts unfilled	162	0	18,094	0

Staff Bank				
Period: 01/10/2024 – 31/03/2025	M&D	AHPs	N&W and HCAs	NMNC
<b>Total bank spend</b>	The UHB does not have a M&D bank	£50,834.25	£6,734,991.28	£1,018,471.88
<b>Total number of bank hours worked</b>		Section 12 exemption applied	298,185.99	Section 12 exemption applied
<b>Please can you provide the <u>highest</u> hourly rate paid to a bank worker? (including all worker cost elements only i.e. worker pay, NI, PAYE taxes etc.)</b> For each staffing category, please include all booked staffing grades, specialties and length of time in post. For example, for Medical & Dental please include 'Grade: <b>Consultant</b> , Specialty: <b>Haematology</b> , Hourly Rate: <b>£95.00 p/h</b> , Time-in-Post: <b>6 Months</b> ', with all staffing grades from Consultant through to FY1.	<b>Consultant</b> through to FY1	<b>Band 2</b> through to <b>Band 10D</b>	<b>Band 2</b> through to <b>Band 10D</b>	<b>Band 2</b> through to <b>Band 10D</b>
	Not applicable	<p>All bank staff are remunerated in accordance with Agenda for Change (A4C) Terms and Conditions of Service.</p> <p>A Section 21 exemption has been applied as this information is accessible by another means. A4C salary remuneration information is available on the NHS Wales website and can be accessed via the link provided below:</p> <p style="text-align: center;"><a href="#">Pay &amp; Conditions - NHS Wales</a></p>		
<b>Please can you provide the <u>average</u> hourly rate paid to bank workers? (including all worker cost elements only i.e. worker pay, NI, PAYE taxes etc.)</b> For each staffing category, please include all booked staffing grades, specialties and length of time in post. For example, for Medical & Dental please include 'Grade: <b>Consultant</b> , Specialty: <b>Haematology</b> , Hourly Rate: <b>£85.00 p/h</b> , Time-in- Post: <b>6 Months</b> ', with all staffing grades from Consultant through to FY1.	Not applicable	Please see response above.		
<b>Please can you provide the <u>lowest</u> hourly rate paid to a bank worker? (including all worker cost elements only i.e. worker pay, NI, PAYE taxes etc.)</b>	Not applicable	Please see response above.		

For each staffing category, please include all booked staffing grades, specialties and length of time in post. For example, for Medical & Dental please include 'Grade: **Consultant**, Specialty: **Haematology**, Hourly Rate: **£75.00 p/h**, Time-in- Post: **6 Months**', with all staffing grades from Consultant through to FY1.

Agency				
Period: 01/10/2024 – 31/03/2025	M&D	AHPs	N&W and HCAs	NMNC
<b>Total agency spend</b> Please provide total spend including on-framework and off-framework spend combined	£1,836,096.52	£432,869.31	£ 3,868,200.76	£0.00
<b>Total number of agency hours worked</b>	16,502	9,903	102,327.26	Not applicable
<b>What agency rate card is used?</b>	Welsh Government (WG)	Crown Commercial Service (CCS) Framework	All Wales Framework	Not applicable
<b>What % of shift bookings were placed above the agency rate card?</b>	98%	43%	0%	Not applicable
<b>Total off-framework agency spend</b> Please only include total off-framework spend	£69,420.00 (Medinet Clinical Services Ltd)	£0.00	£0.00	£19,236.30
<b>What is the agency spend % of total pay bill?</b>	0.48%	0.11%	1.02%	0%
<b>Please can you provide the <u>highest</u> agency</b>	<b>Consultant</b> through to <b>FY1</b>	<b>Band 2</b> through to <b>Band 10D</b>	<b>Band 2</b> through to <b>Band 10D</b>	<b>Band 2</b> through to <b>Band 10D</b>

<p><b>margin (% or £pph) applied to an agency booking during this period?</b>  For each staffing category, please include all booked staffing grades and specialties and length of time in post.  For example, for Medical &amp; Dental please include 'Grade: <b>Consultant, Specialty: Haematology, Agency Margin: 5% (or 8.00 p/h), Time-in-Post: 6 Months</b>', with all staffing grades from Consultant through to FY1.</p>	<p>Consultant - £7.85  Specialty Doctor (SD) - £5.50  Specialty Training (ST) 3+ - £5.80  ST 1/2 - £5.40  Foundation Year 2 (FY2) – £4.80  FY1 – £2.34</p>	<p>Band 2 - £2.78  Band 3 - £3.99  Band 4 - £4.00  Band 5 - £4.50  Band 6 - £5.00  Band 7 - £5.50  Band 8a - £6.00  Band 8b - £7.50  Band 8c – £6.00  Band 8d - £6.00  Band 9 - £7.00</p>	<p>Not applicable</p>	<p>Not applicable</p>
<p><b>Please can you provide the average agency margin (% or £pph) applied to agency bookings during this period?</b>  For each staffing category, please include all booked staffing grades and specialties and length of time in post.  For example, for Medical &amp; Dental please include 'Grade: <b>Consultant, Specialty: Haematology, Agency Margin: 5% (or 8.00 p/h), Time-in-Post: 6 Months</b>', with all staffing grades from Consultant through to FY1.</p>	<p><b>Consultant through to FY1</b>  Consultant - £7.54  SD - £5.46  ST3+ - £5.60  ST1/2 - £5.05  FY1 &amp; FY2 – Not applicable</p>	<p><b>Band 2 through to Band 10D</b>  Band 2, 3, 4, 8b, 8c,8d &amp; 9 – Not applicable  Band 5 - £4.50  Band 6 - £4.56  Band 7 - £4.92  Band 8a - £6.00</p>	<p><b>Band 2 through to Band 10D</b>  Not applicable</p>	<p><b>Band 2 through to Band 10D</b>  Not applicable</p>

<p><b>Please can you provide the <u>lowest</u> agency margin (% or £pph) applied to an agency booking during this period?</b>  For each staffing category, please include all booked staffing grades and specialties and length of time in post.  For example, for Medical &amp; Dental please include '<b>Grade: <u>Consultant</u>, Specialty: <u>Haematology</u>, Agency Margin: <u>5% (or 8.00 p/h)</u>, Time-in-Post: <u>6 Months</u></b>', with all staffing grades from Consultant through to FY1.</p>	<p><b>Consultant through to FY1</b></p> <p>Consultant - £5.00</p> <p>SD - £5.00</p> <p>ST3+ - £5.00</p> <p>ST1/2 - £4.00</p> <p>FY1 &amp; FY2 – Not applicable</p>	<p><b>Band 2 through to Band 10D</b></p> <p>Band 2, 3, 4, 8b, 8c,8d &amp; 9 – Not applicable</p> <p>Band 5 - £4.50</p> <p>Band 6 - £3.00</p> <p>Band 7 - £3.00</p> <p>Band 8a - £6.00</p>	<p><b>Band 2 through to Band 10D</b></p> <p>Not applicable</p>	<p><b>Band 2 through to Band 10D</b></p> <p>Not applicable</p>
<p><b>Please can you provide the <u>highest</u> hourly rate paid to an agency worker? (including all worker cost elements only i.e. worker pay, NI, PAYE taxes etc.)</b>  For each staffing category, please include all booked staffing grades and specialties and length of time in post.  For example, for Medical &amp; Dental please include '<b>Grade: <u>Consultant</u>, Specialty: <u>Haematology</u>, Hourly Rate: <u>£100.00 p/h</u>, Time-in-Post: <u>6 Months</u></b>', with all staffing grades from Consultant through to FY1.</p>	<p><b>Consultant through to FY1</b></p> <p>Consultant - £135.44</p> <p>SD - £110.00</p> <p>ST3+ - £85.17</p> <p>ST1/2 - £55.00</p> <p>FY1 &amp; FY2 – Not applicable</p>	<p><b>Band 2 through to Band 10D</b></p> <p>Band 2, 3, 4, 8b, 8c,8d &amp; 9 – Not applicable</p> <p>Band 5 - £43.85</p> <p>Band 6 - £56.94</p> <p>Band 7 - £52.72</p> <p>Band 8a - £38.27</p>	<p><b>Band 2 through to Band 10D</b></p> <p>Not applicable</p>	<p><b>Band 2 through to Band 10D</b></p> <p>Not applicable</p>

<p><b>Please can you provide the <u>average</u> hourly rate paid to agency workers? (including all worker cost elements only i.e. worker pay, NI, PAYE taxes etc.)</b>  For each staffing category, please include all booked staffing grades and specialties and length of time in post.  For example, for Medical &amp; Dental please include <b>'Grade: <u>Consultant</u>, Specialty: <u>Haematology</u>, Hourly Rate: <u>£90.00 p/h</u>, Time-in-Post: <u>6 Months</u>'</b>, with all staffing grades from Consultant through to FY1.</p>	<p><b>Consultant through to FY1</b></p> <p>Consultant - £116.30  SD - £77.33  ST3+ - £77.00  ST1/2 - £48.19  FY1 &amp; FY2 – Not applicable</p>	<p><b>Band 2 through to Band 10D</b></p> <p>Band 2 – N/A  Band 3 – N/A  Band 4 – N/A  Band 5 - £24.13  Band 6 - £27.89  Band 7 - £28.87  Band 8a - £38.27  Band 8b – N/A  Band 8c – N/A  Band 8d – N/A  Band 9 – N/A</p>	<p><b>Band 2 through to Band 10D</b></p> <p>Not applicable</p>	<p><b>Band 2 through to Band 10D</b></p> <p>Not applicable</p>
<p><b>Please can you provide the <u>lowest</u> hourly rate paid to an agency worker? (including all worker cost elements only i.e. worker pay, NI, PAYE taxes etc.)</b>  For each staffing category, please include all booked staffing grades and specialties and length of time in post.  For example, for Medical &amp; Dental please include <b>'Grade: <u>Consultant</u>, Specialty: <u>Haematology</u>, Hourly Rate: <u>£80.00 p/h</u>, Time-in-Post: <u>6 Months</u>'</b>, with all staffing grades from Consultant through to FY1.</p>	<p><b>Consultant through to FY1</b></p> <p>Consultant - £75.00  SD - £60.26  ST3+ - £50.00  ST1/2 - £35.00  FY1 &amp; FY2 – Not applicable</p>	<p><b>Band 2 through to Band 10D</b></p> <p>Band 2, 3, 4, 8b, 8c,8d &amp; 9 – Not applicable  Band 5 - £21.53  Band 6 - £23.73  Band 7 - £23.73  Band 8a - £38.27</p>	<p><b>Band 2 through to Band 10D</b></p> <p>Not applicable</p>	<p><b>Band 2 through to Band 10D</b></p> <p>Not applicable</p>