

Rydym yn croesawu gohebiaeth yn y Gymraeg neu'r Saesneg. Atebir gohebiaeth Gymraeg yn y Gymraeg, ac ni fydd hyn yn arwain at oedi. We welcome correspondence in Welsh or English. Welsh language correspondence will be replied to in Welsh, and this will not lead to a delay.

Cais Rhyddid Gwybodaeth / Freedom of Information request **Ein Cyf / Our Ref: 23-D-009**

Please note that the Health Board is carrying out significant work around recruitment generally and has a dedicated area on its website for recruitment: <https://sbuhb.nhs.wales/jobs/jobs-and-volunteering>. Within this area of the website the Health Board has details of vacancies, up-coming recruitment days, contact information and short videos (developed in-house) advertising the benefits of working for SBU and interviews with staff. As well as emphasising the career and learning opportunities offered by being part of such a large NHS organisation, we actively promote the great work-life balance that living in Swansea and South West Wales offers, including affordable housing, our beaches, countryside, etc.

We do everything possible to cover rotas with Swansea Bay staff and bank staff. It is only after exhausting these options, do we look to agencies for cover.

You asked:

1. Please confirm how many hours were worked by agency staff in 2021/22 and 2022/23 within this health board, providing a breakdown by role, for example 'nursing', 'midwifery' and 'medicine'.

Please note that we are not able to provide hours worked, only hours booked by agency staff by staff type.

Between 2021/22 and 2022/23 there was a drop in the usage of medical & dental agency staff. In 2021/22, SBUHB were still in a period of COVID-19 measures, followed by service recovery post-pandemic. Combined with staff absence, this led to increased usage of medical & dental agency in this period. In 2022/23, normal service levels have resumed, combined with increased staff levels leading to a drop in agency usage in this area.

	FY 2022-23	FY 2021-22
Medical & Dental	101,416	229,450
Allied Health Professionals (AHPs) / Scientific, Therapeutic and Technical	**	22,078
Healthcare Scientists	**	**



Nursing & Midwifery	780,709	566,044
Non-Medical, Non-Clinical (NMNC)	**	**

** I can confirm that this information is not held centrally. These staff types in the periods requested are booked by individual teams, and not centrally. To obtain this information would involve a manual trawl and individually contacting each team within the health board which we have estimated would significantly exceed the 18 hours limit set down by the FOI Act as the reasonable limit. Section 12 of the FOI Act and The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulation 2004 provides that we are not obliged to spend in excess of 18 hours in any sixty day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

2. Please then provide the total cost of agency staff in the following years, also then providing a breakdown by role.

a) 2021/22

We have recently responded to an FOIA request regarding this subject. Therefore I can confirm that the information you are seeking is held on our website within our FOIA disclosure log. Under Section 21 of the Freedom of Information Act (information accessible by other means), we are not required to provide information in response to a request if the information is already reasonably accessible to you. May I therefore recommend that you look at this link to our website: <https://sbuhb.nhs.wales/files/freedom-of-information-disclosure-log-2022/july/22-g-048-agency-staff-and-wli1/>

b) 2022/23

	FY 2022-23 Spend £
Medical & Dental	4,725,365
Allied Health Professionals (AHPs) / Scientific, Therapeutic and Technical	1,716,061
Healthcare Scientists	112,026 1,312,610
Nursing & Midwifery	29,749,839
Non-Medical, Non-Clinical (NMNC)	2,285,343

