



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

Cadeirydd/Chair: **Emma Woollett**
Prif Weithredwr/Chief Executive: **Mark Hackett**

gofalu am ein gilydd, cydweithio, gwella bob amser
caring for each other, working together, always improving

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-G-057**

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. Much of our nurse recruitment campaigning is done through targeted social media campaigning, which has resulted in a number of experienced nurses joining us from other parts of the UK.

Work is underway to almost double the number of new nurses being recruited to Swansea Bay. Hundreds of nurses from overseas, known as internationally educated nurses, are being targeted to join the health board. Recruitment of internationally educated nurses is a key part of the health board's recruitment and retention plans. The health board is also looking to identify existing staff who wish to progress further by developing additional skills. In the last financial year, the health board recruited 140 internationally educated nurses. The target of 350 offers for overseas nurses for 2022/23 has been met. The plan for 2023/24 is to recruit a further 350 nurses.

Healthcare support workers are also being encouraged to up-skill and expand their roles. We are also run a scheme with Swansea University where a number of our healthcare support workers have the opportunity to train part-time to become registered nurses while still working as support workers. Other initiatives include the expansion of band four healthcare support worker roles across the organisation.

You asked:

The following specialities are requested:

***- General (incl Medical / Surgical / General)**

- A&E

- ITU



Pencadlys BIP Bae Abertawe, Un Porthfa Talbot, Port Talbot, SA12 7BR / Swansea Bay UHB Headquarters, One Talbot Gateway, Port Talbot, SA12 7BR

Bwrdd Iechyd Prifysgol Bae Abertawe yw enw gweithredu Bwrdd Iechyd Lleol Prifysgol Bae Abertawe
Swansea Bay University Health Board is the operational name of Swansea Bay University Local Health Board

- Theatres**
- Midwifery**
- RMN / Mental Health**

1. How many requirements (hours) were released to on-framework agencies during the period 1st July 2022 until 30th June 2023, per calendar month, showing how many were filled and how many were unfilled?

Please note that we are only able to provide the number of hours booked with on framework agencies, we do not hold the information on "filled" and "unfilled" hours.

Please see attachment 1 for break down.

2. How many requirements (hours) were released to off-framework agencies during the period 1st July 2022 until 30th June 2023, per calendar month?

Please note that we are only able to provide the number of hours booked with off framework agencies, we do not hold the information on "filled" and "unfilled" hours.

Please see attachment 1 for break down.

3. What is the total agency usage for nurses in the period 1st July 2022 until 30th June 2023? Please provide hours supplied, and total expenditure, broken down per calendar month, and per recruitment agency (company name). Please indicate which agencies are operating on-framework and which are operating off-framework.

Please note that we are only able to provide the number of hours booked, not hours supplied.

Please see attachment 1 for break down.

4. Please provide the average hourly charge rate per calendar month, per recruitment agency, for the period 1st July 2022 until 30th June 2023.

I can confirm that this information is not held centrally. To obtain this information would involve a manual trawl and search of invoices 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.

However, please find below the hourly rates for Framework agencies;

HOURLY RATES OF PAY TO AGENCY NURSES PER SHIFT

STAFF SUPPLIED	DAYS (Mon- Fri) £	NIGHTS (Mon- Fri) £	SATURDAY £	SUNDAY £	BANK HOLIDAYS £
Unregistered	17.56	24.76	24.76	32.14	32.14
Registered / ODP	30.30	39.39	39.39	48.47	48.47
Registered Staff / Specialist	37.46	48.69	48.69	59.93	59.93



Day – Monday to Friday 0800 – 2000 hrs
Night – Monday to Friday 2000 – 0800 hrs
Saturday - 0001 – 2359hrs
Sunday & Bank. Hol – 0001 – 2359hrs

Specialist is defined as: - Accident & Emergency, Intensive Therapy Unit, Neonatal Intensive Care Unit, Psychiatric Intensive Care Unit, Coronary Care Unit, Minor Injuries Unit & Midwifery, Child and Adolescent Mental Health Service and Scrub Nurses

5. Please confirm how many international Band 5 Nurses have been permanently recruited by the Health Board, per calendar month, between 1st July 2022 and 30th June 2023, including their country of origin where feasible.

	Total
Jun 22	9
Jul 22	20
Sep 22	14
Oct 22	23
Nov 22	33
Jan 23	22
Feb 23	23
Mar 23	32
May 23	31
Jun 23	27
Total	176

Countries of origin include the Philippines, India, Nigeria, Ghana, Cameroon and Dubai.

6. Please confirm how many international Band 5 Nurses are forecasted to be permanently recruited by the Health Board, between 1st July 2023 and 30th June 2024, including their country of origin where feasible.

In line with the Health board annual plan, 350 nurses are set to be recruited for financial year 2023- 2024. This is likely to be reviewed upon the vacancy numbers that are available at the hospital sites.

