

Freedom of Information Request: Our Reference CTMUHB_244_23

You asked:

I was hoping to obtain some information in relation to recruitment for non medical/clinical posts at Cwm Taf Health Board. Please find questions below:

1. How many non medical vacancies were there in FY 22/23?

During the period FY 22/23 vacancies were advertised for a total of 2923.87 fte in non-medical and dental staff groups.

2. How many vacancies were filled during this period?

We hired 1598 staff during period FY22/23.

3. What percentage was Perm or Fixed term and how many were Temp/Contract?

Fixed Term Temp	18.71%
Permanent	81.29%

4. Which recruitment agencies do Cwm Taf engage with?

- St David Recruitment Services
- Hays Specialist Recruitment Ltd
- Blue Arrow LTD
- Acorn Recruitment Ltd
- Agenda Recruitment Ltd
- Jenifer Griffiths Recruitment
- Manpower
- Michael Page International
- Now Careers Ltd

5. How much spend has there been with agencies?

	Sum of Value £
Agency - Admin & Clerical	1888583.77
Agency - Estates & Ancillary	1379371.5
Grand Total	3267955.27

6. Which Divisions/directorates use recruitment agencies? And which ones?

Directorate	Supplier or Customer Name
Acute Medicine (Bridgend)	HAYS SPECIALIST RECRUITMENT LTD
	JENNIFER GRIFFITHS RECRUITMENT
	MANPOWER UK LTD
	ST DAVID RECRUITMENT SERVICES LTD
Acute Medicine (M&C)	BLUE ARROW LTD
Acute Medicine (RTE)	BLUE ARROW LTD
Acute Surgery (Bridgend)	ST DAVID RECRUITMENT SERVICES LTD

Acute Surgery (M&C)	ST DAVID RECRUITMENT SERVICES LTD
Acute Surgery (RTE)	JENNIFER GRIFFITHS RECRUITMENT
	ST DAVID RECRUITMENT SERVICES LTD
Cancer Services	ST DAVID RECRUITMENT SERVICES LTD
Chief Executive Office	HAYS SPECIALIST RECRUITMENT LTD
Clinical Support Services	MANPOWER UK LTD
	ST DAVID RECRUITMENT SERVICES LTD
COO Management Team	ST DAVID RECRUITMENT SERVICES LTD
Corporate Development	HAYS SPECIALIST RECRUITMENT LTD
COVID-19 Response	BLUE ARROW LTD
	MANPOWER UK LTD
Digital	HAYS SPECIALIST RECRUITMENT LTD
	MICHAEL PAGE INTERNATIONAL
Estates	HAYS SPECIALIST RECRUITMENT LTD
Facilities (Bridgend)	BLUE ARROW LTD
	MANPOWER UK LTD
Facilities (M&C)	BLUE ARROW LTD
	MANPOWER UK LTD
Facilities (RTE)	ACORN RECRUITMENT LTD
	BLUE ARROW LTD
	MANPOWER UK LTD
Facilities Hub	BLUE ARROW LTD
	ST DAVID RECRUITMENT SERVICES LTD
Finance	HAYS SPECIALIST RECRUITMENT LTD
	MICHAEL PAGE INTERNATIONAL
	NOW CAREERS LTD
Mental Health (Bridgend)	ST DAVID RECRUITMENT SERVICES LTD
Mental Health (CAMHS)	HAYS SPECIALIST RECRUITMENT LTD
	ST DAVID RECRUITMENT SERVICES LTD
PCRP	ST DAVID RECRUITMENT SERVICES LTD
Primary Care	BLUE ARROW LTD
	HAYS SPECIALIST RECRUITMENT LTD
Value Based Healthcare	HAYS SPECIALIST RECRUITMENT LTD
Womens & Childrens (Bridgend)	ST DAVID RECRUITMENT SERVICES LTD
Womens & Childrens (M&C RTE)	BLUE ARROW LTD
	ST DAVID RECRUITMENT SERVICES LTD

M&C – Merthyr and Cynon locality

RTE – Rhondda, Taff, Ely locality

7. What is the recruitment and resourcing plan for 23/24 at Cwm Taf?

Our recruitment and resourcing plan for CTM is built into our approach to strategic workforce planning – and reflects our commitment to ensure we have a sustainable workforce with the right people with the right skills in the right roles at the right time

8. Are there any plans to increase headcounts? If so in which Division?

There is no organisational strategy to increase headcount. Any proposed need for changes in establishment or skill mix would be developed, assessed and agreed at a Care Group level and then go through Vacancy Scrutiny processes as appropriate.

9. Please provide an organisational structure/chart for non medical departments? Along with the names of Heads of Departments?

Due to the organisation going through a restructure, the structure/chart is currently under development. However, to aid and assist you with your request please see [link](#) to the Executive Director level of the Health Board.