



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board



Freedom of Information Request: Our Reference CTMUHB_198_25

You asked:

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.

Filled Shifts vs. Unfilled Shifts				
Period: 01/10/2024 – 31/03/2025	Medical & Dental	Allied Health Professionals (AHPs) including Scientific, Therapeutic and Technical Staff	Nursing & Midwifery including Health Care Assistants (HCAs)	Non-Medical Non-Clinical (NMNC) including Admin & Clerical and Estates & Facilities
Number of shifts filled by staff bank	11,877	921	36,247	3,673
Number of shifts filled by agency	Unable to provide information	Unable to provide information	26,960	Unable to provide information
Number of shifts unfilled	982 unfilled bank. Unable to provide information that includes agency	107 unfilled via bank. Unable to provide information that includes agency	15,081	1231 unfilled via bank. Unable to provide information that includes agency

Staff Bank				
Period: 01/10/2024 – 31/03/2025	Medical & Dental	Allied Health Professionals (AHPs) including Scientific, Therapeutic and Technical Staff	Nursing & Midwifery including Health Care Assistants (HCAs)	Non-Medical Non-Clinical (NMNC) including Admin & Clerical and Estates & Facilities
Total bank spend	£12,008,070.75	£0.00 Unable to provide this information as our financial ledger does not go to this level of detail	£8,573,499.20	£0.00 Unable to provide this information as our financial ledger does not go to this level of detail
Total number of bank hours worked	134,255.00	5999.05	343,027.62	24,838.25
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.) 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: £95.00 p/h, Time-in-Post: 6 Months', with all staffing grades from Consultant through to FY1. Please can you provide the <u>average</u> hourly rate paid to bank workers?	In completing a search for the information requested, the Health Board has confirmed that this level of detail is not centrally recorded. ** Section 12 applied (please see exemption detail provided below the tables) However, CTM have a rate card available – this rate card is generally followed (see below).	Bank workers are paid in line with the national Agenda for Change pay scales in Wales, with enhancements for unsocial hours working applied dependent on the timing of the shift. Bank hours are also subject to a working time directive uplift of 12.5%.	Bank workers are paid in line with the national Agenda for Change pay scales in Wales, with enhancements for unsocial hours working applied dependent on the timing of the shift. Bank hours are also subject to a working time directive uplift of 12.5%.	Bank workers are paid in line with the national Agenda for Change pay scales in Wales, with enhancements for unsocial hours working applied dependent on the timing of the shift. Bank hours are also subject to a working time directive uplift of 12.5%.
	As above.	As above.	As above.	As above.

(including all worker cost elements only i.e. worker pay, NI, PAYE taxes etc.) 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: £85.00 p/h, Time-in- Post: 6 Months', with all staffing grades from Consultant through to FY1.				
Please can you provide the lowest hourly rate paid to a bank worker? (including all worker cost elements only i.e. worker pay, NI, PAYE taxes etc.) 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.	As above.	As above.	As above.	As above.

CTM Rate Card for M&D

The rates in the table below are resident rates. The non-resident rate on call (NROC) is remunerated at 50% of the rate below.

Grade	In Hours (per hour)	Out of Hours 9pm-7am, Weekends and Bank Holidays (per hour)
F1	£40	£50
F2	£45	£60
STL(CT/ST1- ST2/3)	£60	£70
STH (ST3/4- ST8)	£70	£80
Specialty Doctor	£70	£80
Consultant	£100*	£125

Non-Residential On Call Rate (NROC) 50% of rate above

Agency				
Period: 01/10/2024 – 31/03/2025	Medical & Dental	Allied Health Professionals (AHPs) including Scientific, Therapeutic and Technical Staff	Nursing & Midwifery including Health Care Assistants (HCAs)	Non-Medical Non-Clinical (NMNC) including Admin & Clerical and Estates & Facilities
Total agency spend	£3,738,189.48	£365,635.06	£11,122,451.95	£2,126,706.95

Please provide total spend including on-framework and off-framework spend combined				
Total number of agency hours worked	32,323	14,547	287,599	Unable to provide this information as the activity is not recorded in this manner
What agency rate card is used?	CTM Rate card – see above	Rate card based on the top pay point on the relevant Agenda for Change banding plus 10%	All rates are paid in line with the All-Wales framework contract for the supply of agency nurses, midwives, health visitors, and healthcare assistants, which will include variables for unsocial hours working and specialist roles.	Unable to provide this information as there is no pre-determined rate card.
What % of shift bookings were placed above the agency rate card?	Unable to provide as we don't hold the information in this format	Unable to provide as we don't hold the information in this format	Not applicable, the rates are not variable.	Not applicable as a rate card does not apply.
Total off-framework agency spend Please only include total off-framework spend	£0	£0	£0	£0
What is the agency spend % of total pay bill?	3.5%	1.5%	6.5%	2.9%
Please can you provide the <u>highest</u> agency margin (% or £pph) applied to an agency booking during this period? For each staffing category, please include all booked staffing grades and specialties and length of time in post. For example, for Medical & Dental please include ' Grade: <u>Consultant</u>, Specialty: <u>Haematology</u>, Agency Margin: <u>5%</u> (or <u>8.00 p/h</u>), Time-in-Post: <u>6 Months</u> ', with all staffing grades from Consultant through to FY1.	See below	See below	We do not hold this information	We do not hold this information
Please can you provide the <u>average</u> agency margin (% or £pph) applied to agency bookings during this period? For each staffing category, please include all booked staffing grades and specialties and length of time in post. For example, for Medical & Dental please include ' Grade: <u>Consultant</u>, Specialty: <u>Haematology</u>, Agency Margin: <u>5%</u> (or <u>8.00 p/h</u>), Time-in-Post: <u>6 Months</u> ', with all staffing grades	Agency commission per grade: F2 £3.58 STL £4.38 STH £5.68 Specialty £5.10 Cons £8.00	Agency commission per band: Band 5 £3.57 Band 6 £4.41 Band 7 £5.18 Band 8a £6.02 Band 8b £7.22	We do not hold this information	We do not hold this information

from Consultant through to FY1. Please can you provide the <u>lowest</u> agency margin (% or £pph) applied to an agency booking during this period? For each staffing category, please include all booked staffing grades and specialties and length of time in post. For example, for Medical & Dental please include '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>', with all staffing grades from Consultant through to FY1.	See above	See above	We do not hold this information	We do not hold this information
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.) For each staffing category, please include all booked staffing grades and specialties and length of time in post. For example, for Medical & Dental please include 'Grade: <u>Consultant</u>, Specialty: <u>Haematology</u>, Hourly Rate: <u>£100.00 p/h</u>, Time-in-Post: <u>6 Months</u>', with all staffing grades from Consultant through to FY1.	In completing a search for the information requested, the Health Board has confirmed that this level of detail is not centrally recorded. ** Section 12 applied (please see exemption detail provided below the tables) However, CTM have a rate card available – this rate card is generally followed (see below).	In completing a search for the information requested, the Health Board has confirmed that this level of detail is not centrally recorded. ** Section 12 applied (please see exemption detail provided below the tables) However, CTM have a rate card available – this rate card is generally followed (see below).	All rates are paid in line with the All-Wales framework contract for the supply of agency nurses, midwives, health visitors, and healthcare assistants, which will include variables for unsocial hours working and specialist roles.	We do not hold this information
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.) For each staffing category, please include all booked staffing grades and specialties and length of time in post. For example, for Medical & Dental please include 'Grade: <u>Consultant</u>, Specialty: <u>Haematology</u>, Hourly Rate: <u>£90.00 p/h</u>, Time-in-Post: <u>6 Months</u>', with all staffing grades from Consultant through to FY1.	As above.	As above.	All rates are paid in line with the All-Wales framework contract for the supply of agency nurses, midwives, health visitors, and healthcare assistants, which will include variables for unsocial hours working and specialist roles.	We do not hold this information

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.) For each staffing category, please include all booked staffing grades and specialties and length of time in post. For example, for Medical & Dental please include 'Grade: <u>Consultant</u>, Specialty: <u>Haematology</u>, Hourly Rate: <u>£80.00 p/h</u>, Time-in-Post: <u>6 Months</u>', with all staffing grades from Consultant through to FY1.	As above.	As above.	All rates are paid in line with the All-Wales framework contract for the supply of agency nurses, midwives, health visitors, and healthcare assistants, which will include variables for unsocial hours working and specialist roles.	We do not hold this information
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****In completing a search for the information requested, the Health Board has confirmed that this information is not centrally recorded.**

As this is not information that the Health Board routinely compiles, we would have to carry out a specific exercise to retrieve and collate this data. From our preliminary assessment, we estimate that to comply with this element of your request would exceed the appropriate costs limit under Section 12 (cost of compliance exceeds appropriate limit) of the Freedom of Information Act 2000.

Under the Act there is an allowance of 18 hours, to comply with a request and the cost limit set within the Fees Regulations for this amount of work (18 hours) is £450. The Fees Regulations specify that the cost of complying with a request must be calculated at the rate of £25 per hour.

The Health Board has therefore relied upon the Section 12 exemption of the Freedom of Information Act 2000 and is refusing your request.