

Freedom of Information Request: Our Reference CTMUHB_556_25

You asked:

I am writing with a Freedom of Information request regarding your Health Board's use of recruitment agencies.

I would like to receive data on:

1. The current number of executives, managers, and clinical staff employed by your Health Board (separately for each staff category)

Staff Category	Headcount	Sum of FTE
Clinical Staff	7743	6796.42
Executives	21	19.90
Managers	2341	2096.45
Grand Total	10105	8912.77

2. The number of executives, managers, and clinical staff hired by your Health Board using a recruitment agency in each of the last 5 fiscal years, separately for each staff group

This information is not held within information systems.

3. The annual staff turnover rate for each staff group over the last 5 fiscal years

Fin Year	20-21	21-22	22-23	23-24	24-25
Row Labels	Sum of Turnover %	Sum of Turnover %	Sum of Turnover %	Sum of Turnover %	Sum of Turnover %
Clinical Staff	14.15%	12.75%	13.35%	11.10%	9.68%
Executives	38.15%	29.78%	21.12%	23.25%	9.95%
Managers	9.14%	12.96%	13.11%	10.43%	8.31%

Please see the following definitions to help you in processing this request:

- Executives: Any members of top-level Health Board leadership, such as Chair, Chief Executive, Executive Directors (e.g., medical director, nursing director, finance director, Chief Operating Officer) responsible for overall strategy, quality, and governance.
- Managers: Senior management, such as service or care group directors, heads of nursing, clinical directors, general managers, and heads of corporate departments, typically overseeing multiple departments or an entire division, as well as Middle managers and Frontline managers, such as matrons, ward or department managers, team leaders, and service

managers who manage day-to-day operations and directly supervise clinical and non-clinical teams.

- Clinical staff: Frontline clinical staff and support staff