

Date: 15th May 2025
Ref: CORP 26/26 - 021

Dear xxx

Freedom of Information request: Temporary Staffing Spend & Hours Data (CORP 25/26 – 021)

Thank you for your request for information which the Trust received on 22nd April 2025.

Your Request:

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				
Number of shifts filled by agency				
Number of shifts unfilled				

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				
Total number of bank hours worked				
Please can you provide the highest 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.	Consultant through to FY1	Band 2 through to Band 10D	Band 2 through to Band 10D	Band 2 through to Band 10D

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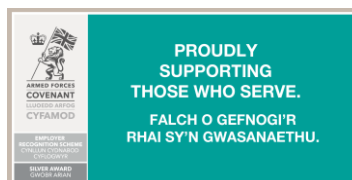


Pencadlys Ymddiriedolaeth GIG Prifysgol Felindre
Velindre University NHS Trust Headquarters
2 Cwrt Charnwood
Heol Billingsley
Parc Nantgarw
Caerdydd/Cardiff
CF15 7QZ
Ffôn/Phone : (029) 20196161
<https://velindre.nhs.wales>

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? (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.	Consultant through to FY1	Band 2 through to Band 10D	Band 2 through to Band 10D	Band 2 through to Band 10D
Please can you provide the <u>lowest</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: £75.00 p/h , Time-in- Post: 6 Months ', with all staffing grades from Consultant through to FY1.	Consultant through to FY1	Band 2 through to Band 10D	Band 2 through to Band 10D	Band 2 through to Band 10D

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 Please provide total spend including on-framework and off-framework spend combined	£	£	£	£
Total number of agency hours worked				
What agency rate card is used?				
What % of shift bookings were placed above the agency rate card?				
Total off-framework agency spend				

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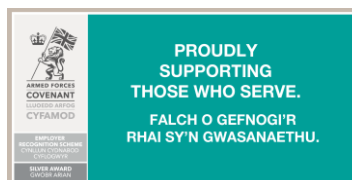
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Please only include total off-framework spend				
What is the agency spend % of total pay bill?				
<p>Please can you provide the <u>highest</u> agency margin (% or £pph) applied to an agency booking during this period?</p> <p>For each staffing category, please include all booked staffing grades and specialties and length of time in post. For example, for Medical & Dental please include 'Grade: Consultant, Specialty: Haematology, Agency Margin: 5% (or 8.00 p/h), Time-in-Post: 6 Months', with all staffing grades from Consultant through to FY1.</p>	Consultant through to FY1	Band 2 through to Band 10D	Band 2 through to Band 10D	Band 2 through to Band 10D
<p>Please can you provide the <u>average</u> agency margin (% or £pph) applied to agency bookings during this period?</p> <p>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: Consultant, Specialty: Haematology, Agency Margin: 5% (or 8.00 p/h), Time-in-Post: 6 Months', with all staffing grades from Consultant through to FY1.</p>	Consultant through to FY1	Band 2 through to Band 10D	Band 2 through to Band 10D	Band 2 through to Band 10D
<p>Please can you provide the <u>lowest</u> agency margin (% or £pph) applied to an agency booking during this period?</p> <p>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: Consultant, Specialty: Haematology, Agency Margin: 5% (or 8.00 p/h), Time-in-Post: 6 Months', with all staffing grades from Consultant through to FY1.</p>	Consultant through to FY1	Band 2 through to Band 10D	Band 2 through to Band 10D	Band 2 through to Band 10D
<p>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.)</p> <p>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: Consultant, Specialty: Haematology, Hourly Rate: £100.00 p/h, Time-in-Post: 6 Months', with all staffing grades from Consultant through to FY1.</p>	Consultant through to FY1	Band 2 through to Band 10D	Band 2 through to Band 10D	Band 2 through to Band 10D

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<p>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: Consultant, Specialty: Haematology, Hourly Rate: £90.00 p/h, Time-in-Post: 6 Months', with all staffing grades from Consultant through to FY1.</p>	<p>Consultant through to FY1</p>	<p>Band 2 through to Band 10D</p>	<p>Band 2 through to Band 10D</p>	<p>Band 2 through to Band 10D</p>
<p>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: Consultant, Specialty: Haematology, Hourly Rate: £80.00 p/h, Time-in-Post: 6 Months', with all staffing grades from Consultant through to FY1.</p>	<p>Consultant through to FY1</p>	<p>Band 2 through to Band 10D</p>	<p>Band 2 through to Band 10D</p>	<p>Band 2 through to Band 10D</p>

Please find the Trust's response below:

The Trust is applying an exemption under Section 12 of the Freedom of Information Act 2000; cost of compliance exceeds the appropriate limit.

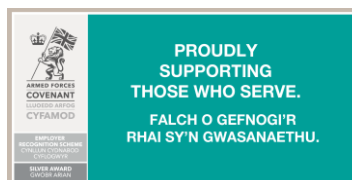
Under Section 12(2) of the Freedom of Information Act 2000, we cannot confirm whether all of the information is held, it is likely that parts of the information are not held as payroll is undertaken by NHS Shared Services Partnership:

- (2) Subsection (1) does not exempt the public authority from its obligation to comply with paragraph (a) of section 1(1) unless the estimated cost of complying with that paragraph alone would exceed the appropriate limit.

Due to the complexity of your request and the numerous divisions that it would involve, it is not feasible to estimate the time required to determine what information is held, the location of this information and its retrieval to answer your request.

Should you not be satisfied with the information supplied or the process of supplying it, you have a right to complain and request a review. Please note that you must submit a request for a review within 40 days of the date of this letter.

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You should forward your complaint to:

Mr Ian Bevan via FOI.VUNHST@wales.nhs.uk
Head of Information Governance
Velindre University NHS Trust
2, Charnwood Court
Heol Billingsley
Parc Nantgarw
Cardiff
CF15 7QZ

Should you wish to take your complaint further, if you are still unhappy with the decision after review, you can contact the:

Information Commissioner's Office - Wales
2nd Floor
Churchill House,
Churchill Way
Cardiff
CF10 2HH
Telephone: 0330 414 6421
email: wales@ico.org.uk

Yours sincerely

Non Gwilym
Interim Director of Corporate Governance
Velindre University NHS Trust
2 Charnwood Court
Heol Billingsley
Parc Nantgarw
Cardiff
CF15 7QZ

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