

Date: 17th March 2026
Ref: CORP 25/26 - 197

Dear xxx

Freedom of Information request: Use of Recruitment Agencies (CORP 25/26 – 197)

Thank you for your request for information which the Trust received on 6th December 2026. We apologise for the delay in response.

Your Request:

1. *The current number of executives, managers, and clinical staff employed by your Health Board (separately for each staff category)*
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*
3. *The annual staff turnover rate for each staff group over the last 5 fiscal years*

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*

Please find the Trust's response below:

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

The information is not recorded in a manner that can be broken down into the particular roles identified.

Appendix 1 is the 5 Years Turnover report done by staff Group. Green what we class as Clinical Staff. Managers can be in any staff group although the Board are in the Administrative and Clerical Group.

Mae Ymddiriedolaeth GIG Prifysgol Felindre yn hapus i dderbyn gohebiaeth yn y Gymraeg neu'r Saesneg.
Velindre University NHS Trust is happy to receive communication in Welsh or English.

Our annual reports contain information on current Executive Directors and Senior Managers;
<https://velindre.nhs.wales/about-us/publications/annual-reports/>

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 maintained by individual divisions and is not centrally recorded. The Trust does not collect data in a format that allows it to be readily accessed with the level of detail necessary to respond specifically to your request.

As result, the Trust is applying an exemption under Section 12 Freedom of Information Act (Exemption where cost of compliance exceeds appropriate limit), the legislation in this instance states:

12 Exemption where cost of compliance exceeds appropriate limit.

(1) Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

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

Please see Appendix 1.

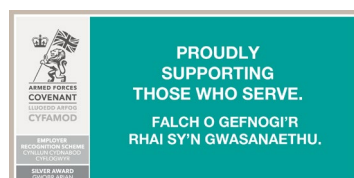
I trust this answers your request for information, however, should you not be satisfied with the information supplied or the process of supplying it, you have a right to complain and request a review. Please note that you must submit a request for a review within 40 days of the date of this letter.

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:

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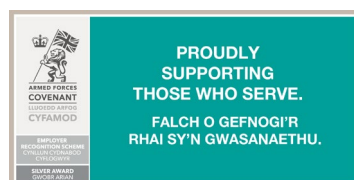


Information Commissioner's Office - Wales
2nd Floor,
Churchill House,
Churchill Way,
Cardiff,
CF10 2HH
Telephone: 0330 414 6421
email: wales@ico.org.uk

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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Clinical Staff

Board Staff are included in this.

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Apr 24 - 25

Staff Group	Average Headcount	Avg FTE	Starters Headcount	Starters FTE	Leavers Headcount	Leavers FTE	LTR Headcount %	LTR FTE %
Add Prof Scientific and Technic	61.00	55.72	13.00	12.80	2.00	2.00	3.28%	3.59%
Additional Clinical Services	310.00	258.72	85.00	69.41	48.00	37.10	15.48%	14.34%
Administrative and Clerical	623.50	564.43	112.00	99.55	81.00	69.73	12.99%	12.35%
Allied Health Professionals	172.00	156.48	24.00	23.21	23.00	19.27	13.37%	12.31%
Estates and Ancillary	91.50	70.99	19.00	14.49	12.00	8.38	13.11%	11.81%
Healthcare Scientists	182.50	173.20	18.00	16.90	15.00	13.50	8.22%	7.79%
Medical and Dental	103.50	89.22	24.00	22.40	14.00	13.00	13.53%	14.57%
Nursing and Midwifery Registered	273.50	239.08	52.00	47.64	26.00	22.44	9.51%	9.39%
Students	2.00	1.61	3.00	3.00	0.00	0.00	0.00%	0.00%

Apr 23 - 24

Staff Group	Average Headcount	Avg FTE	Starters Headcount	Starters FTE	Leavers Headcount	Leavers FTE	LTR Headcount %	LTR FTE %
Add Prof Scientific and Technic	57.50	52.21	7.00	6.40	13.00	11.36	22.61%	21.76%
Additional Clinical Services	285.50	241.15	86.00	75.41	50.00	43.15	17.51%	17.89%
Administrative and Clerical	570.00	516.46	113.00	105.47	75.00	68.00	13.16%	13.17%
Allied Health Professionals	163.00	146.50	27.00	24.77	8.00	7.10	4.91%	4.85%
Estates and Ancillary	78.50	60.72	20.00	14.73	4.00	2.55	5.10%	4.21%
Healthcare Scientists	179.00	169.64	16.00	16.00	17.00	15.70	9.50%	9.26%
Medical and Dental	93.50	81.30	23.00	19.24	12.00	11.27	12.83%	13.86%
Nursing and Midwifery Registered	247.00	218.73	47.00	41.59	38.00	33.52	15.38%	15.32%
Students	2.50	1.73	1.00	1.00	0.00	0.00	0.00%	0.00%

Apr 22 - 23

Staff Group	Average Headcount	Avg FTE	Starters Headcount	Starters FTE	Leavers Headcount	Leavers FTE	LTR Headcount %	LTR FTE %
Add Prof Scientific and Technic	58.00	53.31	15.00	14.00	9.00	8.40	15.52%	15.76%
Additional Clinical Services	270.00	227.27	59.00	53.04	54.00	44.83	20.00%	19.73%
Administrative and Clerical	544.50	491.85	77.00	67.64	91.00	81.21	16.71%	16.51%
Allied Health Professionals	153.00	138.28	17.00	15.70	18.00	16.38	11.76%	11.84%
Estates and Ancillary	73.00	55.46	13.00	11.30	18.00	14.15	24.66%	25.52%
Healthcare Scientists	173.50	164.47	21.00	21.00	10.00	9.60	5.76%	5.84%

Medical and Dental	86.00	75.55	20.00	18.65	15.00	12.40	17.44%	16.41%
Nursing and Midwifery Registered	239.50	211.39	41.00	38.75	40.00	34.62	16.70%	16.38%
Students	2.50	1.53	0.00	0.00	0.00	0.00	0.00%	0.00%

Apr 21 - 22

Staff Group	Average Headcount	Avg FTE	Starters Headcount	Starters FTE	Leavers Headcount	Leavers FTE	LTR Headcount %	LTR FTE %
Add Prof Scientific and Technic	51.50	47.86	9.00	8.80	5.00	4.60	9.71%	9.61%
Additional Clinical Services	276.50	228.66	49.00	42.03	63.00	49.06	22.78%	21.46%
Administrative and Clerical	538.00	485.38	84.00	77.65	84.00	73.67	15.61%	15.18%
Allied Health Professionals	144.50	130.84	22.00	21.00	8.00	7.75	5.54%	5.93%
Estates and Ancillary	79.00	58.65	9.00	7.99	17.00	12.65	21.52%	21.58%
Healthcare Scientists	158.50	150.32	31.00	30.60	10.00	9.20	6.31%	6.12%
Medical and Dental	95.50	83.39	42.00	37.84	67.00	60.54	70.16%	72.60%
Nursing and Midwifery Registered	229.00	200.26	48.00	42.14	35.00	31.08	15.28%	15.52%
Students	3.00	1.84	0.00	0.00	0.00	0.00	0.00%	0.00%

Board Staff are included in this.

Apr 20 - 21

Staff Group	Average Headcount	Avg FTE	Starters Headcount	Starters FTE	Leavers Headcount	Leavers FTE	LTR Headcount %	LTR FTE %
Add Prof Scientific and Technic	47.00	43.06	7.00	6.90	5.00	4.40	10.64%	10.22%
Additional Clinical Services	261.50	215.85	60.00	48.77	29.00	22.29	11.09%	10.33%
Administrative and Clerical	521.00	468.13	86.00	74.44	55.00	48.35	10.56%	10.33%
Allied Health Professionals	130.50	118.37	20.00	18.21	8.00	7.40	6.13%	6.25%
Estates and Ancillary	85.00	62.80	5.00	2.10	8.00	5.70	9.41%	9.08%
Healthcare Scientists	144.50	136.70	19.00	17.50	9.00	8.80	6.23%	6.44%
Medical and Dental	103.50	90.09	23.00	22.50	31.00	29.60	29.95%	32.86%
Nursing and Midwifery Registered	218.00	190.51	36.00	30.81	28.00	23.87	12.84%	12.53%
Students	1.50	0.92	2.00	2.00	2.00	2.00	133.33%	217.39%

Board Staff are included in this.