

Freedom of Information Act 2000 - Request Reference FoI/23/288

Recruitment

Information Requested:

I am requesting this information under the Freedom of Information Act 2000

I was hoping to obtain some information in relation to non-medical recruitment. Please find questions below:

- 1.**
 - a) How many non-medical vacancies were there in FY 22/23?**
 - b) How many vacancies were filled during this period?**
 - c) What percentage was Perm or Fixed term and how many were Temp/Contract?**

- a) 3,737 Adverts advertised
- b) 4,147 Offers issued
- c) None of the above vacancies were filled on a contract basis – 100% permanent or fixed-term contract employees

Please note the above figures include all staff groups that fall under the Agenda for Change (AfC). AfC specifically excludes Doctors and Senior Managers.

2. Which recruitment agencies do Cardiff and Vale engage with for non-medical/clinical recruitment?

HAYS SPECIALIST RECRUITMENT LTD
ALUMNI EXECUTIVE SEARCH UK LTD
GOODSON THOMAS LTD
MORGAN HUNT UK LTD
VENN GROUP LTD
EVOLUTION RECRUITMENT SOLUTIONS LTD
MICHAEL PAGE INTERNATIONAL

How much spend has there been with Agencies?

£203,033

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

CENTRAL EXPENDITURE BUDGETS
EXECUTIVES
DIGITAL AND HEALTH INTELLIGENCE
OPERATIONAL SERVICES

- 3.
- a) **What is the non-medical/clinical recruitment and resourcing plan for 23/24 at Cardiff and Vale Health Board?**
 - b) **Are there any plans to increase permanent headcounts? If so in which Division?**
- a) The vast majority of vacancies are advertised on Trac and NHS Jobs
 - b) There are no strategic plans for any increase in the permanent headcount.

4. Please provide an organisational structure/chart for all non-clinical departments? Along with the names of Heads of Departments?

Cardiff and Vale UHB does not hold an organisational chart for non-clinical departments. Regarding the second element of question 4 after considering your request, the UHB believes that the data requested is classed as personal data as defined under the General Data Protection Regulation (GDPR) and Data Protection Act 2018 and its disclosure would be contrary to the data protection principles and constitute unfair and unlawful processing in regard to Articles 5, 6, and 9 of GDPR. We are therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This exemption is absolute and therefore there is no requirement to apply the public interest test.