

Freedom of Information Act 2000 – Request Reference FoI/24/168
Workforce

The below data is for the period - January 2023 - December 2023 (or last 12 months data)

1. What current Staffing Rosters are in place and currently operational, contract end dates per service, annual/contract fee's/costs, plus How many users/licenses per product?

- Nursing
- A&C
- Pharmacy
- Estates & Facilities
- Theatres

The contract expiry dates for the two staffing roster systems in place are 2 October 2025 for eJobPlan Software for Consultancy Planning and 3 October 2026 for ePlanning Software for Consultancy Drug Planning. There have been 10,000 licences allocated.

However, after considering your request for costing information, Cardiff and Vale University Health Board (the UHB) considers this information to be exempt from disclosure under section 43 of the Freedom of Information Act 2000 ('Commercial interests'). This section of the Act sets out an exemption from the right to know if:

- the information requested is a trade secret, or
- release of the information is likely to prejudice the commercial interests of any person. (A person may be an individual, a company, the public authority itself or any other legal entity.)

This exemption was considered by the UHB when deciding whether to disclose information because it considered that in doing so there could be a significant risk in prejudicing the commercial interests of both the supplier and the UHB. As this is a qualified exemption, the UHB is required to complete a public interest test in deciding whether it is in the public's interest to withhold or disclose the information.

In favour of disclosure: There is a public interest in transparency and in the accountability of spending of public funds. Furthermore, it is in the public's interest that public funds be used effectively and that public sector bodies obtain the best value for money when contracting for the provision of services.

Against disclosure: It has been established that releasing the information sought under the Freedom of Information Act, to which the UHB is subject, will give an unfair advantage to the supplier's competitors. There is a risk of disclosure prejudicing the commercial interests of the UHB by affecting its bargaining position with suppliers. This in turn could lead to less effective use of public funds in future. The UHB believes that there is wider established public interest in suppliers not being prejudiced merely because they have contracted with a public sector body (as upheld in ICO decision notice FS50473543 *ICO v Royal Marsden Hospital Trust*).

Decision: The UHB considers that the public interest in withholding the information is greater than the interests in disclosing it and thereby giving unfair commercial advantage to competitors of the supplier to which this information concerns. The UHB believes that disclosure of information in a manner which fails to protect the interests and relationships arising in a commercial context could have the effect of discouraging companies from dealing with the Health Board because of fears that the disclosure of information could damage them commercially. In turn this could then jeopardise the Health Board's ability to compete fairly and pursue its function to bring forward development in the area and obtain value for money. It was therefore decided that it is not in the public's interest to disclose this information.

2. What Direct Engagement Technology VAT efficiency model/provider is in place, and for what staffing group's i.e. Locums, AHP, NMNC etc.. What's the cost per annum? As a pence per hour, or percentage model? And expiry date of this contract?, What savings were delivered via DE during 2023 or last 12 months?

- Medacs Healthcare – Vantage for Medics and AHP (no fee).
- Expiry – August 2024.
- Savings – £650k.

3. What is the current spend (£) over the last 12 months Jan 23-Dec 23 for Nursing, Locums, AHP, NMNC and Facilities Management separately across Agency utilisation or contractors at ?

Please see the below table for agency and locum expenditure by staff group for the 2023 calendar year.

Staff Group	Agency (£)	Locum (£)	Grand Total (£)
Add Prof Scientific and Technical	54,509		54,509
Additional Clinical Services	269,887		269,887
Administrative & Clerical	6,193,969		6,193,969
Allied Health Professionals	593,436		593,436
Estates and Ancillary	4,529,912		4,529,912
Healthcare Scientists	723,870		723,870
Medical and Dental	3,554,414	35,259,139	38,813,552
Nursing and Midwifery Registered	41,821,058		41,821,058
Nursing Assistants	8,395,111		8,395,111
Grand Total	66,136,164	35,259,139	101,395,303

4. Who manages your current Staff Bank? And for What Staffing Groups? Also, what annual costs are associated with your staff bank to provide this service? Also Contract end Date

Medacs Healthcare – Medics. Cost is variable based on throughput.

All staff working in the Temporary Staffing team are substantive and funded for by the Cardiff and Vale University Health Board.

**5. How many Nurses, Doctors or AHP's were procured via International Recruitment during 2023?
And who are the suppliers, contract term, and expiry**

There were 19 nurses procured via international recruitment during 2023.

- Suppliers: Medacs, Wesolutions, ID Medical, and Yourworld.
- Contract term: permanent
- Expiry: Five-year certificate of sponsorship, three years for nurses recruited from the Philippines.

There were no doctors or AHPs procured via international recruitment during 2023.

6. Who are the main providers for Clinical Insourcing/Outsourcing/Mobile Units to help reduce waiting lists across all services, i.e. Theatres/Endoscopy/Dermatology etc.. and What's the annual spend and contract end date.

Provision of Two Mobile Theatres and Recovery Area: contract end date is 30 June 2024. The UHB is withholding the contract value on the basis of section 43 of the Act.

Weekend Insourcing of Echocardiography: contract end date is 30 June 2023, and value is £51,000.00.

Insourcing of Specialised Allergy Services: contract end date is 16 December 2023, and value is £138,565.00.

Insourcing of Endoscopy Procedures: contract end date is 30 June 2024. The UHB is withholding the contract value on the basis of section 43 of the Act.

Provision of Insourcing of Gynaecology Procedures at Cardiff and Vale University Health Board: contract end date is 31 March 2024, and value is £70,367.62.

Provision of Outsourcing of Gynaecology Procedures at Cardiff and Vale University Health Board: contract end date is 31 March 2024, and value is £428,000.00.

Weekend Insourcing of Echocardiograph: contract end date is 26 August 2023. The UHB is withholding the contract value on the basis of section 43 of the Act.