

Our ref: IG/FOI/FOI.612.25

23 December 2025

Sent via email to: [REDACTED]

Dear [REDACTED]

Request under the Freedom of Information Act 2000

I write further to your request for information, which was received on 8 December and subsequent clarification received on 16 December 2025, to confirm, in accordance with S.1(1)(a) of the Freedom of Information Act 2000, that Powys Teaching Health Board (PTHB) does hold the information that you require. For ease of reference your request is set out below and the Health Board's response follows.

Your Freedom of Information (FOI) Request:

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:

Q1. The current number of executives, managers, and clinical staff employed by your Health Board (separately for each staff category)

Q2. 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

Q3. 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

Clarification Requested:

Q1. Please can you confirm what you mean by 'each staff category' e.g. do you mean Staff Group?

Q1. With regard to managers, do you require admin managers as well?

Clarification response:

Yes, "staff category" means separated by staff group. Admin managers should also be included under Managers.

Powys Response:

Q1. Please see below the current number of executives, managers, and clinical staff employed by Powys Teaching Health Board (PTHB).

| Staff Group | Executives | Manager | Clinical |
|--|------------|------------|-------------|
| Additional Professional Scientific and Technical | 0 | 25 | 108 |
| Additional Clinical Services | 0 | 0 | 554 |
| Administrative and Clerical | 6 | 131 | 0 |
| Allied Health Professionals | 1 | 44 | 200 |
| Estates and Ancillary | 0 | 1 | 0 |
| Healthcare Scientists | 0 | 4 | 11 |
| Medical and Dental | 2 | 9 | 69 |
| Nursing and Midwifery Registered | 1 | 135 | 795 |
| Students | 0 | 0 | 3 |
| Total | 10 | 349 | 1740 |

Q2. Please see below the number of executives, managers, and clinical staff hired by PTH using a recruitment agency in each of the last 5 fiscal years. Please note that PTHB did not have any direct contact with the recruitment agency, all hiring activity with the agency has been coordinated through NHS Wales Shared Services Partnership (NWSSP).

| Staff Group | 2020/21 | 2021/22 | 2022/23 | 2023/24 | 2024/25 |
|----------------------------------|---------|---------|---------|---------|---------|
| Nursing and Midwifery Registered | 0 | 0 | 9 | 24 | 8 |

Q3. Please see below annual staff turnover rate for each staff group over the last 5 fiscal years. Please note that the data include Health Care Research Wales (Hosted Services).

| Staff Group | 2020/21 | 2021/22 | 2022/23 | 2023/24 | 2024/25 |
|--|---------|---------|---------|---------|---------|
| Additional Professional Scientific and Technical | 14.53% | 17.39% | 15.63% | 11.76% | 10.28% |
| Additional Clinical Services | 13.99% | 11.59% | 14.89% | 11.95% | 11.43% |

| | | | | | |
|-------------------------------------|--------|--------|--------|--------|--------|
| Administrative and Clerical | 10.11% | 12.56% | 25.03% | 10.95% | 9.43% |
| Allied Health Professionals | 17.63% | 21.21% | 19.47% | 14.16% | 12.27% |
| Estates and Ancillary | 8.75% | 19.01% | 16.96% | 17.78% | 10.79% |
| Healthcare Scientists | 25% | 0% | 12.5% | 9.52% | 0% |
| Medical and Dental | 13.46% | 26% | 15.53% | 5.36% | 9.92% |
| Nursing and Midwifery Registered | 14.89% | 15.9% | 14.48% | 11.35% | 8.42% |
| Students | 0% | 0% | 0% | 0% | 0% |
| Total | 12.9% | 14.81% | 18.36% | 11.99% | 9.87% |

If you have queries or any concerns, contact details are given at the top of the letter. Please remember to quote the reference number above in any future communications. If you are dissatisfied with the handling or response to your request and wish to ask for a review of this, please contact us and we will arrange for this to be done.

Further information is available from the Information Commissioner's Office who can be contacted at:

Address: Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH.

Telephone: 0330 414 6421

Complaints Portal: www.ico.org.uk/foicomplaints

Web site: <https://ico.org.uk/>

Re-use of Public Sector Information

All information supplied by the Health Board in answering a request for information (RFI) under the Freedom of Information Act 2000 will be subject to the terms of the Re-use of Public Sector Information Regulations 2015.

Under the terms of the Regulations, the Health Board will licence the re-use of any or all information supplied if being used in a form and for the purpose other than which it was originally supplied. This license for re-use will be in line with the requirements of the Regulations and the licensing terms and fees as laid down by the Office of Public Sector Information (OPSI). Most licenses will be free; however, the Health Board reserves the right, in certain circumstances to charge a fee for the re-use of some information which it deems to be of commercial value.

Further information including a sample license terms and fees can be found at Open Government Licence.

Yours sincerely



Mark McIntyre
Deputy Director for People and Culture

Rydym yn croesawu derbyn gohebiaeth yng Nghymraeg. Byddwn yn ateb y fath ohebiaeth yng Nghymraeg ac ni fydd hyn yn arwain at oedi.

We welcome receiving correspondence in Welsh. We will reply to such correspondence in Welsh and this will not lead to a delay.