

4 September 2025

Agency Spend

I would like to request the following information relating to temporary staffing within the health board, covering the following staff groups:

- Community Psychiatric Nurses (CPNs)
- Registered Mental Health Nurses (RMNs)
- Registered General Nurses (RGNs)
- Occupational Therapists (OTs)
- Pharmacists

1. Agency Spend

Please provide the total agency spend for the last full financial year (or the most recent available 12-month period) for each of the above staff groups.

We do not split registered nurses into those groups, therefore we have one figure for Registered Nurses.

2024/25 Agency spend

| | |
|-------------------------|---------------|
| Registered Nurses | £39.5m |
| Occupational Therapists | £0.7m |
| Pharmacists | £0.2m |
| Totals | £40.3m |

2. Agency Hourly Charge Rates

For each staff group, please provide the following:

- **The average hourly charge rate paid to agencies**
- **The highest hourly charge rate paid**
- **The lowest hourly charge rate paid**

Exemption 43 Commercial Interests: Section 43(2) states that information is exempt if its disclosure would, or would be likely to, prejudice the commercial interests of any person (including the public authority holding it). In accordance with the FOI Act 2000 we cannot fulfil this part of your request under Section 43 Commercial Interest. The arguments to maintain this exemption outweigh the arguments for disclosure. Its disclosure would be prejudicial to the commercial interest of agency providers.

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3. Agency Supply and PSL Structure

a. Please list the recruitment agencies currently supplying the Trust for these staff groups.

| | |
|----------------------------------|-------------------------------------|
| ALLIED AND CLINICAL RECRUITMENTS | MAYDAY HEALTHCARE PLC |
| ANNS CARE HOMES LTD | MBANDS LTD TA MB&S HEALTHCARE |
| ANNS NURSING CARE | MEDICIRCLE |
| AXIS NURSING AGENCY | MEDLOCUMS RECRUITMENT LIMITED |
| BALMORAL HEALTHCARE RECRUITMENT | MPA RECRUITMENT |
| BANNVIEW HOUSE | NAS SERVICES LTD |
| BARRY M WHELAN RECRUITMENT LTD | NATION MEDICAL LTD |
| BEAUMONT ARCHES CARE HOME | NAZARETH HOUSE CARE VILLAGE |
| BEAUMONT PARKVIEW CARE HOME | NC HEALTHCARE LIMITED |
| BEAUMONT TENNENT STREET | NEXT STEP NURSING LTD |
| BFS HEALTHCARE LTD | NORTH WEST CARE & SUPPORT |
| BOND SEARCH AND SELECTION | NURSING & CARING DIRECT |
| BRADLEY MANOR | PENINSULA CARE SERVICES NI LTD |
| BROOK STREET UK LIMITED | PLAN B HEALTHCARE |
| CONCEPT CARE SOLUTIONS | PULSECARE AGENCY T/A OBERON AGENCY |
| COYLE PERSONNEL PLC | PURE HEALTHCARE GROUP LIMITED |
| DIRECT HEALTHCARE 24 LTD | RANDSTAD CARE LIMITED |
| DIRECT MEDICS LIMITED | RED GROUP PERSONNEL LTD |
| DONARD RECRUITMENT | RELIANCE HEATHCARE NI |
| FIRST CHOICE SELECTION SERVICES | RUTLEDGE RECRUITMENT LTD |
| FRONTLINE RECRUITMENT GROUP LTD | SANCTUARY PERSONNEL LTD |
| HEALTHCARE IRELAND BELFAST LTD | STAFFLINE RECRUITMENT |
| HUNTER AHP RESOURCING LTD | THE PLACEMENT GROUP T/A JUSTNURSES |
| JARK BELFAST LIMITED | THE RECRUITMENT CO |
| KEENAN HEALTHCARE LTD | THE SCOTTISH NURSING GUILD |
| KENNEDY RECRUITMENT | TOTAL CARE RECRUITMENT LIMITED |
| KINGDOM HEALTHCARE LIMITED | TOTAL TALENT MANAGEMENT |
| KNOCKDENE HEALTHCARE | TOWN AND COUNTRY CARE HOMES LIMITED |
| LEADCARE NURSING AGENCY LTD | VANRATH TA LINCOLN RECRUITMENT LTD |
| LYDIAN CARE LTD | VIVID HEALTHCARE SEARCH LTD |
| MAYDAY HEALTHCARE LIMITED | YOUR WORLD RECRUITMENT LIMITED |

b. Please confirm which agencies are on your Preferred Supplier List (PSL).

| | |
|----------------------------------|--------------------------------|
| ALLIED AND CLINICAL RECRUITMENTS | NC HEALTHCARE LIMITED |
| ANNS NURSING CARE | NEXT STEP NURSING LTD |
| AXIS NURSING AGENCY | NORTH WEST CARE & SUPPORT |
| BFS HEALTHCARE LTD | NURSING & CARING DIRECT |
| BOND SEARCH AND SELECTION | PENINSULA CARE SERVICES NI LTD |
| BROOK STREET UK LIMITED | PLAN B HEALTHCARE |

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| | |
|---------------------------------|------------------------------------|
| CONCEPT CARE SOLUTIONS | PULSECARE AGENCY T/A OBERON AGENCY |
| DIRECT MEDICS LIMITED | PURE HEALTHCARE GROUP LIMITED |
| FIRST CHOICE SELECTION SERVICES | RANDSTAD CARE LIMITED |
| FRONTLINE RECRUITMENT GROUP LTD | RED GROUP PERSONNEL LTD |
| JARK BELFAST LIMITED | RUTLEDGE RECRUITMENT LTD |
| KEENAN HEALTHCARE LTD | SANCTUARY PERSONNEL LTD |
| KENNEDY RECRUITMENT | STAFFLINE RECRUITMENT |
| KINGDOM HEALTHCARE LIMITED | THE PLACEMENT GROUP T/A JUSTNURSES |
| KNOCKDENE HEALTHCARE | THE RECRUITMENT CO |
| LEADCARE NURSING AGENCY LTD | TOTAL CARE RECRUITMENT LIMITED |
| MBANDS LTD TA MB&S HEALTHCARE | TOTAL TALENT MANAGEMENT |
| MEDICIRCLE | VANRATH TA LINCOLN RECRUITMENT LTD |
| MEDLOCUMS RECRUITMENT LIMITED | VIVID HEALTHCARE SEARCH LTD |
| MPA RECRUITMENT | YOUR WORLD RECRUITMENT LIMITED |

- c. Please outline how your PSL operates, including:**
- **Whether it is tiered**
 - **Which agencies are on which tiers**

Belfast Health and Social Care Trust utilise the regional Agency Workers - Nurses and Healthcare Support Workers framework for the provision of agency supply.

The Framework Agreement consists of two lots, lot one Nursing and lot two Healthcare Support Workers. The framework operates a tiered system whereby the Client will seek to engage the services of the Framework Provider(s) in Tier 1 in the first instance.

As a vacancy becomes available, a request will be sent by email to all the Contractors in Tier 1 of the Framework, Should the engagement process with Tier 1 Contractors not succeed in filling the shift / vacancy the Client shall proceed to the Tier 2 Contractors using the same procedure.

To answer in terms of where agencies are on the framework –

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4. Breakdown of Agency Spend and Hours Worked

For each recruitment agency supplying staff, please provide:

- The total spend with that agency in the last full financial year (or most recent 12-month period)

2024/25 Agency spend

| Supplier | £ |
|----------------------------------|------------|
| ALLIED AND CLINICAL RECRUITMENTS | 131,828 |
| ANNS CARE HOMES LTD | 8,775 |
| ANNS NURSING CARE | 141,183 |
| AXIS NURSING AGENCY | 1,953,733 |
| BALMORAL HEALTHCARE RECRUITMENT | 80,814 |
| BANNVIEW HOUSE | 1,003 |
| BARRY M WHELAN RECRUITMENT LTD | 12,615 |
| BEAUMONT ARCHES CARE HOME | 7,610 |
| BEAUMONT PARKVIEW CARE HOME | 4,200 |
| BEAUMONT TENNENT STREET | 3,331 |
| BFS HEALTHCARE LTD | 483,273 |
| BOND SEARCH AND SELECTION | 6,557 |
| BRADLEY MANOR | 1,601 |
| BROOK STREET UK LIMITED | 79,250 |
| CONCEPT CARE SOLUTIONS | 18,030 |
| COYLE PERSONNEL PLC | 1,378 |
| DIRECT HEALTHCARE 24 LTD | 10,011,846 |
| DIRECT MEDICS LIMITED | 9,266,705 |
| DONARD RECRUITMENT | 19,067 |
| FIRST CHOICE SELECTION SERVICES | 216,752 |
| FRONTLINE RECRUITMENT GROUP LTD | 2,010,204 |
| HEALTHCARE IRELAND BELFAST LTD | 3,842 |
| HUNTER AHP RESOURCING LTD | 3,375 |
| JARK BELFAST LIMITED | 6,994 |
| KEENAN HEALTHCARE LTD | 86,568 |
| KENNEDY RECRUITMENT | 72,784 |
| KINGDOM HEALTHCARE LIMITED | 119,973 |
| KNOCKDENE HEALTHCARE | 6,527 |
| LEADCARE NURSING AGENCY LTD | 48,061 |
| LYDIAN CARE LTD | 653 |
| MAYDAY HEALTHCARE LIMITED | - 2,435 |
| MAYDAY HEALTHCARE PLC | 2,030 |
| MBANDS LTD TA MB&S HEALTHCARE | 15,645 |
| MEDICIRCLE | 106,924 |
| MEDLOCUMS RECRUITMENT LIMITED | 2,301,041 |
| MPA RECRUITMENT | 224,780 |
| NAS SERVICES LTD | 3,339 |

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| | |
|-------------------------------------|-------------------|
| NATION MEDICAL LTD | 14,870 |
| NAZARETH HOUSE CARE VILLAGE | 4,630 |
| NC HEALTHCARE LIMITED | 2,124,819 |
| NEXT STEP NURSING LTD | 191,451 |
| NORTH WEST CARE & SUPPORT | 12 |
| NURSING & CARING DIRECT | 99,118 |
| PENINSULA CARE SERVICES NI LTD | 42,818 |
| PLAN B HEALTHCARE | 2,388,986 |
| PULSECARE AGENCY T/A OBERON AGENCY | 269,182 |
| PURE HEALTHCARE GROUP LIMITED | 1,043,250 |
| RANDSTAD CARE LIMITED | 247,683 |
| RED GROUP PERSONNEL LTD | 682,750 |
| RELIANCE HEATHCARE NI | 4,421 |
| RUTLEDGE RECRUITMENT LTD | 8,128 |
| SANCTUARY PERSONNEL LTD | 18,646 |
| STAFFLINE RECRUITMENT | 376,498 |
| THE PLACEMENT GROUP T/A JUSTNURSES | 3,703,046 |
| THE RECRUITMENT CO | 949,850 |
| THE SCOTTISH NURSING GUILD | 30,115 |
| TOTAL CARE RECRUITMENT LIMITED | 15,168 |
| TOTAL TALENT MANAGEMENT | 73,849 |
| TOWN AND COUNTRY CARE HOMES LIMITED | 126 |
| VANRATH TA LINCOLN RECRUITMENT LTD | 111,088 |
| VIVID HEALTHCARE SEARCH LTD | 6,522 |
| YOUR WORLD RECRUITMENT LIMITED | 409,814 |
| Totals | 40,276,697 |

- **The total number of hours worked by agency staff from that supplier during the same period**

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5. Bank Staffing

- a. Please provide the total spend on internal bank staff for the last full financial year, broken down by the above staff groups.**

2024/25 Bank spend

| | |
|-------------------------|---------------|
| Registered Nurses | £17.8m |
| Occupational Therapists | £0.0m |
| Pharmacists | £0.4m |
| Totals | £18.2m |

- b. Please provide the average hourly rate paid to bank workers in each group.**

Rates of pay are the same as HSCNI AFC payroll rates, which are in the public domain.

6. Internal Temporary Staffing Team

Please confirm the annual cost of running the internal temporary staffing/recruitment team, including salaries, overheads, and any relevant platform/technology costs.

£1,407,196.

7. Staff Bank Contact Details

Please confirm the email address and name of the individual responsible for onboarding framework agencies providing cost saving solutions.

BSO Procurement and Logistics Services
77 Boucher Crescent
Belfast
BT12 6HU