

20 October 2026

Dear

## **ATISN 27549 - NHS Staffing**

Thank you for your request to Welsh Government for information under the Freedom of Information Act (2000) received on 22 of September relating to relating NHS Wales workforce planning, vacancy controls and the comparative costs of substantive and temporary staffing.

You asked for the following recorded information held by the Welsh Government for the period 1 January 2024 to 22 September 2026:

- 1. Any policy, guidance, instructions or assessment framework concerning whether Health Boards should consider the total or whole-system cost of leaving substantive clinical capacity unfilled when deciding whether to approve permanent posts, additional contracted sessions, or increases in substantive hours.*
- 2. Any reviews, evaluations, briefing papers or analyses considering whether vacancy-control measures have resulted in increased expenditure on agency, locum, bank, overtime, waiting-list initiatives, insourcing/outsourcing or other temporary or variable staffing.*
- 3. Any recorded analysis comparing the cost of additional substantive clinical capacity with the cost of temporary or variable staffing used to provide equivalent or replacement capacity.*
- 4. Any briefing papers, submissions, meeting notes or other recorded information supplied to Welsh Ministers concerning the relationship between vacancy controls or restrictions on substantive recruitment  
and:  
- temporary staffing expenditure;  
- waiting-list expenditure;  
- clinical capacity; or  
- NHS waiting times.*
- 5. Any recorded evaluation of whether vacancy-control arrangements may create an incentive to avoid recurring substantive staffing commitments while subsequently incurring expenditure through temporary staffing or other measures used to address unmet capacity.*

## **Our Response**

The Welsh Government does not hold the requested information.

You may wish to contact Local Health Boards directly about any relevant information they hold. Their contact details are available at <https://www.gov.wales/nhs-wales-health-boards-and-trusts>

## **Next Steps**

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit  
Welsh Government  
Cathays Park  
Cardiff  
CF10 3NQ

or Email: [Freedom.ofinformation@gov.wales](mailto:Freedom.ofinformation@gov.wales)

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely,