

Date 27/06/2025
Your Ref
Our Ref 10181

Enquiries to Richard Mutch
Extension 35687
Direct Line 0131 465 5687
loth.freedomofinformation@nhs.scot
richard.mutch@nhs.scot

Dear

FREEDOM OF INFORMATION – AGENCY SHIFTS

I write in response to your request for information in relation to agency shifts.

Question:

- How many Agency shifts were advertised by this health board in NHS hospitals in 2024-25? Please provide this for each financial year since 2018-19. Please break this down into Nursing and Midwifery, as well as Medical and Dental.

Answer:

Staff Group	2018/19 Agency Demand	2019/20 Agency Demand	2020/21 Agency Demand	2021/22 Agency Demand	2022/23 Agency Demand	2023/24 Agency Demand	2024/25 Agency Demand
Medical & Dental	20,750	21,903	23,420	20,904	20,431	21,007	17,780
Nursing & Midwifery	5,896	9,593	11,564	28,139	95,333	53,701	10,419

Question:

- In relation to Question 1, how many of these shifts were successfully filled? Please provide this for each financial year since 2018-19, including the current financial year.

Answer

Staff Group	2018/19 Agency Fill	2019/20 Agency Fill	2020/21 Agency Fill	2021/22 Agency Fill	2022/23 Agency Fill	2023/24 Agency Fill	2024/25 Agency Fill
Medical & Dental	6619	7761	8510	8062	5741	4737	2243
Nursing & Midwifery	5358	7848	8661	15426	42371	37750	7806

Headquarters
Mainpoint
102 West Port
Edinburgh EH3 9DN

Chair Professor John Connaghan CBE
Chief Executive Professor Caroline Hiscox
Lothian NHS Board is the common name of Lothian Health Board

Question:

3. Please provide the overall spend so far on agency staff in 2024-25. Please provide this for each financial year since 2018-19. Please break this down into Nursing and Midwifery, as well as Medical and Dental.

Answer

Staff Group	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Medical & Dental	£3,671,931	£5,665,183	£5,583,743	£5,605,117	£4,494,475	£3,710,010	£2,265,323
Nursing & Midwifery	£2,873,016	£4,300,327	£4,949,710	£7,478,125	£21,938,471	£17,238,308	£2,554,169

Question:

4. How many Bank shifts were advertised by this health board in NHS hospitals in 2024-25? Please provide this for each financial year since 2018-19. Please break this down into Nursing and Midwifery, as well as Medical and Dental.

Answer

Staff Group	2018/19 Bank Demand	2019/20 Bank Demand	2020/21 Bank Demand	2021/22 Bank Demand	2022/23 Bank Demand	2023/24 Bank Demand	2024/25 Bank Demand
Medical & Dental	23,827	24,836	25,676	22,850	22,061	23,876	21,136
Nursing & Midwifery	197,682	211,365	213,419	272,116	345,509	325,518	257,326

Question:

5. In relation to Question 4, how many of these shifts were successfully filled? Please provide this for each financial year since 2018-19, including the current financial year.

Answer

Staff Group	2018/19 Bank Fill	2019/20 Bank Fill	2020/21 Bank Fill	2021/22 Bank Fill	2022/23 Bank Fill	2023/24 Bank Fill	2024/25 Bank Fill
Medical & Dental	15,380	15,146	15,802	13,200	14,629	17,221	16,084
Nursing & Midwifery	154,969	162,006	156,974	158,756	177,756	196,485	193,402

Question:

6. Please provide the overall spend so far on bank staff in 2024-25. Please provide this for each financial year since 2018-19. Please break this down into Nursing and Midwifery, as well as Medical and Dental.

Answer

Staff Group	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Medical & Dental	£7,492,041	£7,186,494	£7,70,068	£9,981,512	£8,182,605	£10,073,209	£9,822,8676
Nursing & Midwifery	£29,716,016	£32,557,179	£34,954,698	£40,261,916	£43,440,289	£51,307,247	£53,977,439

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at www.itspublicknowledge.info/Appeal. If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhsllothian.scot/FOI/Pages/default.aspx>

Yours sincerely

ALISON MACDONALD
Executive Director, Nursing
 Cc: Chief Executive