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| Reference: | FOI.12897.23 |
| Subject: | Pathology staff |
| Date of Request: | 17 October 2023 |

Requested:

I am requesting the following data:

1. The median pay of pathologists
2. The vacancies rate of pathologists
3. The sickness rate of pathologists
4. The Number of staff working in pathology
5. The dedicated funding for pathology

Clarified

I would prefer to have the data from **January 2021 to August 2023.**

Response:

Hywel Dda University Health Board (UHB) does not hold the information exactly as requested. Therefore, the UHB provides the information requested by financial year and not as per the specified date range.

1. The UHB provides, within the table below, the Whole Time Equivalent (WTE) median annual salary of Pathologists, based on the midpoint of the Agenda for Change (A4C) pay scale, as at 31 March of the financial years 2020/21, 2021/22 and 2022/23 and the 2023/24 financial year to 31 August 2023.

| Date | Median pay |
|----------------|-------------|
| 31 March 2021 | £103,806.00 |
| 31 March 2022 | £106,920.00 |
| 31 March 2023 | £113,408.00 |
| 31 August 2023 | £119,079.00 |

2. The UHB provides, within the table below, the WTE Pathologist vacancies, as at 31 March 2021, 2022, 2023 and 31 August 2023.

| Date | Vacancies |
|----------------|-----------|
| 31 March 2021 | 4.7 |
| 31 March 2022 | 5.5 |
| 31 March 2023 | 5.5 |
| 31 August 2023 | 7.5 |

Please note:- the data provided above does not include doctors in training who are employed under the Single Lead Employer.

3. The UHB provides, within the table below, the sickness absence percentage for Pathologists, during the 2020/21, 2021/22 and 2022/23 financial years and the 2023/24 financial year to 30 September 2023.

| Date | Percentage |
|------------------------------|-------------------|
| 2020/21 | 0% |
| 2021/22 | 0% |
| 2022/23 | 2.74% |
| 1 April to 30 September 2023 | 8.66% |

4. The UHB provides, within the table overleaf, the WTE number of Pathology staff employed, during the 2020/21, 2021/22 and 2022/23 financial years and the 2023/24 financial year to 30 September 2023.

| Date | WTE |
|------------------------------|------------|
| 2020/21 | 220.59 |
| 2021/22 | 219.19 |
| 2022/23 | 232.03 |
| 1 April to 30 September 2023 | 241.97 |

Please note:- the data provided above includes a wide range of Pathology staff across the UHB's four (4) hospital sites.

5. The UHB confirms that the present recurrent annual budget for the Pathology Directorate as a whole is £25,951,884. The Directorate includes Haematology (Haematologists) as well as Pathology. However, other Health Boards may have separate directorates for Pathology and Haematology.