



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board



Radiology and Therapies – Triangulation of Demand and Capacity Activity Trajectories with Resource Planning and Roster Structures within Financial Envelope

Finance and Performance Committee, 21 October 2025

AH&HS CCG Financial Envelope (detail as at Month 5)

Operational Allied Health & HS Pack

Annual
budget

£94.750m

Year to date

£195k
overspend

End of year
Forecast

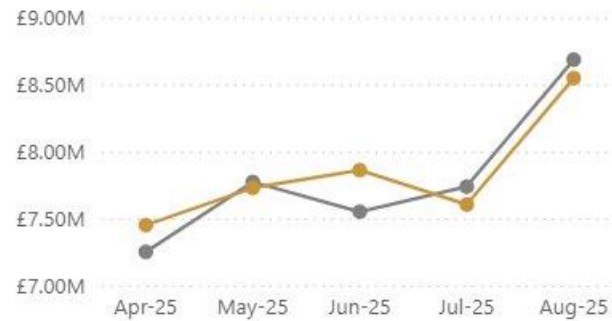
£329k
underspend

As of 31 August 2025 (P5 2025/26)

This month's budget summary and trend

In-month balance	£137,278 underspend
Budget	£8,685,267
Spend	£8,547,989
Variance - pay	£30,941 underspend
Variance - non-pay	£70,767 underspend
Variance - income	£35,571 underspend

● Current Month Budget ● Current Month Actual



Year to date summary

Year to date balance	£194,878 overspend
Budget	£38,994,592
Spend	£39,189,469
Variance - pay	£229,095 overspend
Variance - non-pay	£235,355 overspend
Variance - income	£269,572 underspend

Annual budget

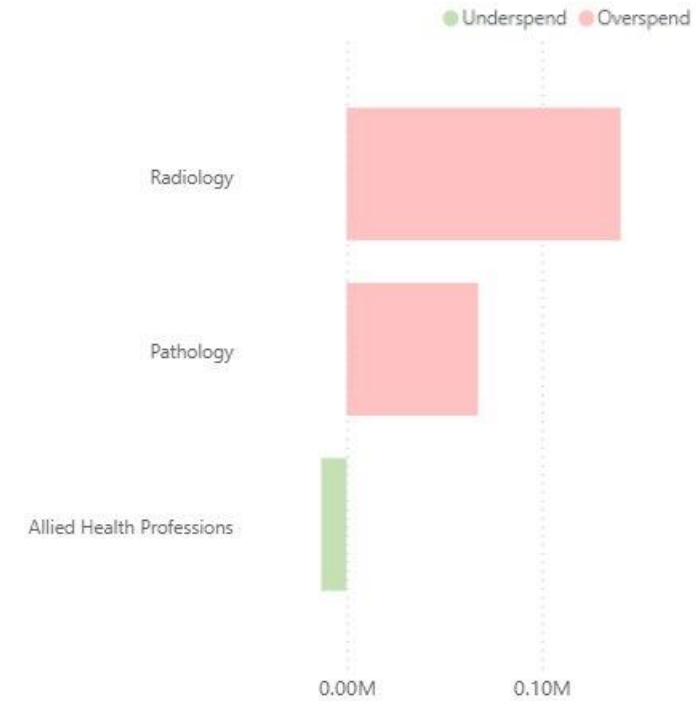
£94,749,711

End of year forecast

End of year forecast

£329,342 underspend

Year to date figures



Summary:

1. Radiology and Therapy services both sit within the Allied Health and Health Sciences (AH&HS) Clinical Care Group (CCG).
2. As of Month 5, £194k year to date CCG overspend but actions in place to enable forecast £329k year end underspend.
3. NB the CCG delivered a further in-month underspend of £0.2m in Month 6 (detail position reflected in Health Board Month 6 Financial Performance Report)
4. In recognition of the extent of service capacity pressures and risks within Radiology and Therapy Services, the CCG has received acknowledgement via Executive Recovery reviews that positive progress against a £3.3m savings gap is unlikely during the remainder of 2025/26 and the CCG focus should prioritise actions to maximise a forecast operational underspend by March 2026. This therefore limits the scope to commit further core budget expenditure to Radiology and Therapy waiting times performance improvements during Q3 and Q4 2025/26.

- In August 2025, the Committee considered progress in implementing the Radiology Service Stabilisation and Transformation Plan and took assurance from the resultant improvements in Radiology Service performance year-to-date, and noted the further actions planned during the remainder of 2025/26.
- The August 2025 report highlighted progress achieved in respect of:
 - Implementation of the Radiology Workforce Sustainability Plan
 - Non-recurrent activity delivery solutions
 - A progress report highlighting the forecast expenditure profile versus the Radiology Workforce Stabilisation Plan
 - Performance in respect of both the 8-week direct access diagnostic target and Single Cancer Pathway diagnostic performance, and
 - Delivery plans to secure additional capacity, supported by a £1.4m additional diagnostic activity allocation received from Welsh Government
- Given the detail considered at the previous meeting, this report provides a summary update regarding the following:
 - Latest Radiology direct access waiting times performance
 - Forecast impact of the additional £1.4m diagnostic recovery allocation received from Welsh Government

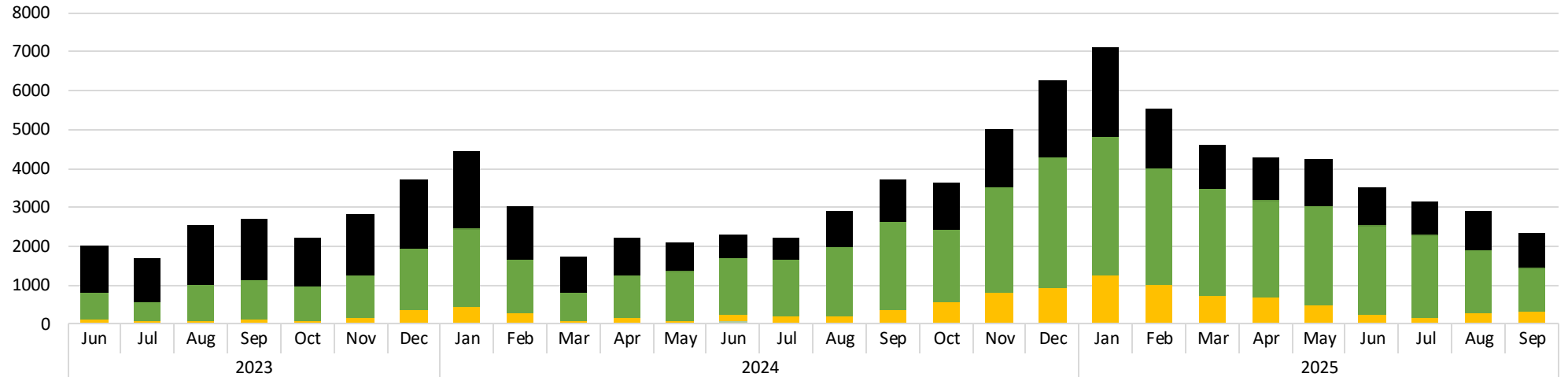
Radiology >8 Week Performance



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board

Radiology breaches 8 weeks and over by sub-service



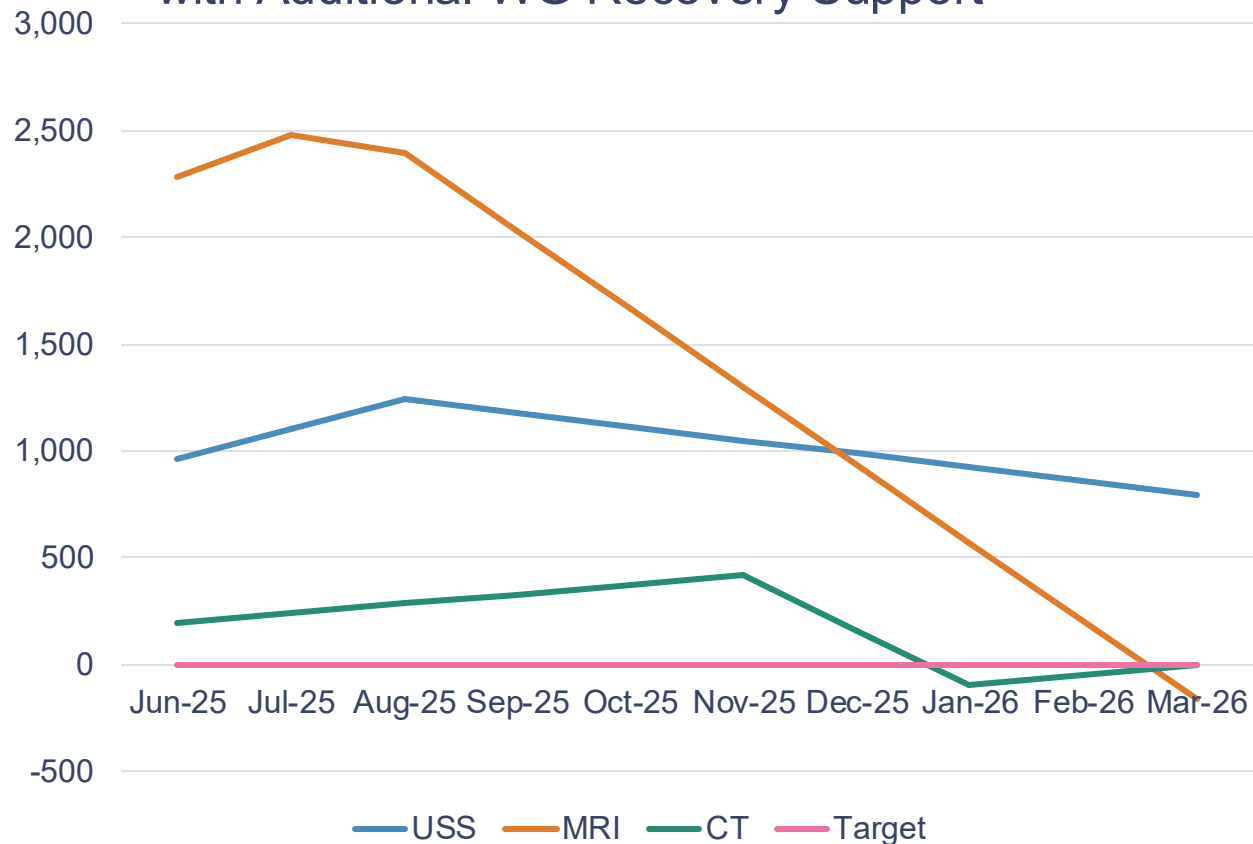
	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
	2023							2024							2025													
■ Non-Obstetric Ultrasound	1,220	1,132	1,524	1,563	1,274	1,547	1,753	1,990	1,394	917	962	731	608	555	900	1,095	1,224	1,497	1,960	2,301	1,507	1,110	1,109	1,216	965	863	1,010	894
■ Non Cardiac Nuclear Medicine	2	5	6	2	8	6	7	6	7	7	2	7	11	8	18	20	8	6	7	24	15	20	9	16	32	32	27	31
■ Non Cardiac Magnetic Resonance Imaging (MRI)	679	492	942	1,037	866	1,110	1,577	2,009	1,362	710	1,085	1,283	1,456	1,458	1,795	2,237	1,852	2,705	3,353	3,549	2,975	2,751	2,498	2,556	2,289	2,083	1,608	1,104
■ Non Cardiac Computed Tomography	129	51	67	92	79	130	333	397	264	59	131	29	186	148	163	358	553	792	916	1,234	1,008	705	648	449	197	145	239	284
■ Fluoroscopy	3	10	14	15	7	20	37	37	25	32	29	39	62	35	17	14	12	12	19	21	18	13	20	27	29	28	33	22
■ Barium Enema																		1				1						

In September 2025, breach performance further improved with a reduction of 571 >8-week breaches noted, reducing total breaches to 2,313.

This represents a continuation in trend in improvement seen since January 2025 with an improvement of 4,787 breaches (67%) noted over the period.

Radiology - Summary

Radiology 8-Week Performance Trajectory
with Additional WG Recovery Support



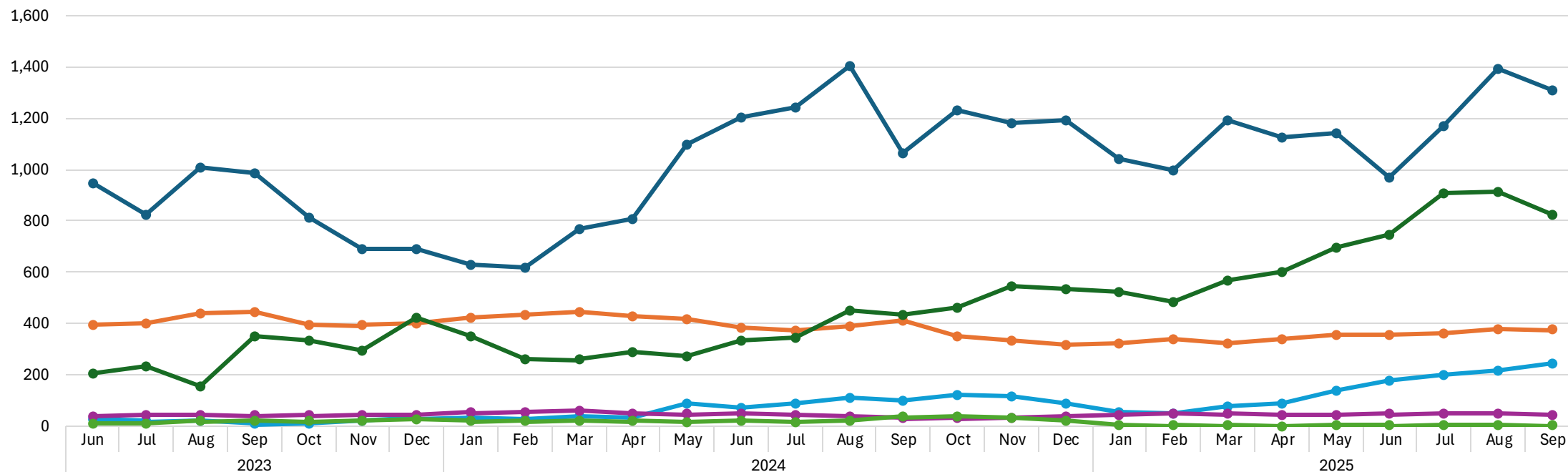
- Whilst current solutions (including the impact of the Stabilisation and Transformation Plan considered at the August 2025 FPC meeting) are driving significant performance improvement, full recovery has necessitated additional WG support
- This additional allocation (£1.4m) is being utilised to resource:
 - An additional mobile MRI solution
 - Additional CT scanning and reporting capacity
 - Additional Non-Obstetric Ultrasound (NOUS) insource capacity.
- CT and MRI expected to recover to zero breaches by March 2026
- Current forecast delivery risk (circa 798 breaches) in NOUS due to concerns re insource supplier capacity to deliver required volumes by March 2026. Discussions continuing with insource supplier to mitigate risk.

Therapies Maximum 14 Week Waiting Times Performance Year to Date



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board



	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
	2023							2024							2025													
Physiotherapy	947	826	1,011	989	815	689	689	632	621	769	809	1,099	1,203	1,246	1,404	1,067	1,232	1,184	1,192	1,040	1,000	1,192	1,127	1,141	972	1,173	1,394	1,312
Occupational Therapy	393	399	439	443	396	395	400	422	434	443	427	418	387	376	389	411	349	336	320	321	340	322	338	355	355	363	379	378
Podiatry	206	233	156	351	333	294	421	349	264	259	287	271	334	348	453	437	462	546	533	523	485	570	604	698	749	907	917	823
Dietetics	25	21	23	9	13	22	32	34	28	41	31	88	70	86	113	100	124	114	89	58	49	78	90	141	179	198	218	244
Arts Therapies	40	46	46	43	45	46	46	53	54	60	49	47	49	42	37	31	32	33	37	46	52	49	46	46	48	51	51	44
Speech Language	10	10	20	23	21	24	26	20	23	24	22	19	22	19	24	37	40	31	24	7	6	5	2	3	3	7	7	6

Therapies Maximum 14 Week Waiting Times Performance Overview



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board

- The data above highlights the historical pattern of breaches in most of the therapy pathways since the COVID-19 pandemic
- During 2025/26, Therapy direct access (maximum 14 week wait) breaches have steadily deteriorated year-to-date rising from 2,216 breaches in March 2025 to 2,966 breaches in August 2025. In September 2025, a welcome reduction of 159 breaches was noted with overall breaches reducing to 2,807.
- The overall increasing trend in breach performance reflects significant increases in demand across the majority of therapy service pathways and limited scope to increase capacity within current agreed CCG financial limits.
- Demand and Capacity assessment to support improvement and/or recovery during the remainder of 2025/26 received by Integrated Quality, Financial Performance and Delivery (IQFPD) Group in October 2025 – proposals to be considered by Executive Team in early November 2025
- Occupational Therapy (OT) , Arts Therapy and Speech and Language Therapy (SALT) expected to recover to zero breaches by March 2026
- The following slides provide an overview for Nutrition and Dietetics, Podiatry and Physiotherapy and highlight the additional workforce requirements to support improvement and/or recovery during the remainder of 2025/26

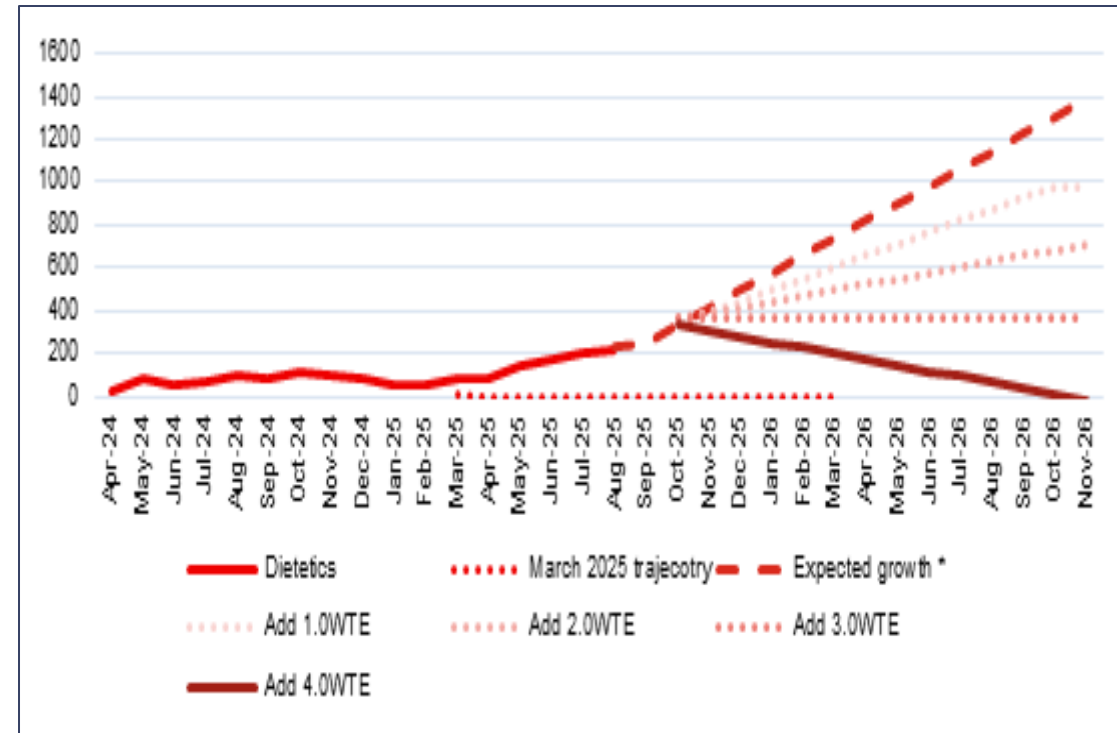
Therapies – Nutrition and Dietetics



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board

- Significant increased referrals for selective eating
- Previous recovery funded mitigation has not been successful with increasing risk of harm to patients.
- Actions year-to-date include:
 - Additional hours (48 per month) resourced via variable pay
 - Financial Control Sub-Group (FCSG) approved 1 WTE band 8A agency (senior level), 2 rounds of recruitment were unsuccessful. Recruitment was successful for 1.6WTE band 7 agency (same cost as 1.0 WTE Band 8A) and both are in post.
- **1 WTE Dietician = 324 new patients per annum**
- Assessed additional workforce requirements to enable improvement during Q3/Q4 2025/26 and recovery by November 2026.
- **4.0WTE workforce** (2.0WTE Band 6 and 2.0WTE Band 7) would enable the current staff to work contracted hours only, meet growth and the requirement to reduce trajectory to zero would be met. This action would remove requirement for additional variable pay hours.



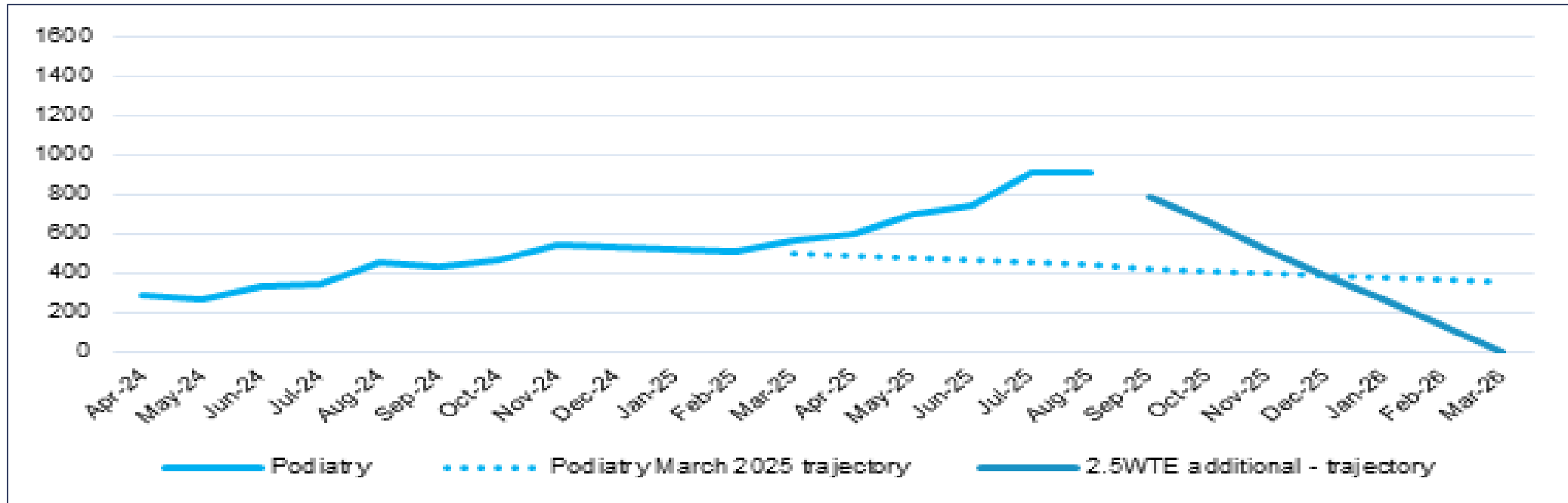
Therapies – Orthotics and Podiatry



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board

- New patient referrals have increased by around 40% from 9,000 in 2019 to currently 14,400 in 2025.
- Assessed additional workforce requirements to enable improvement during Q3/Q4 2025/26 and recovery by March 2026
 - The waiting list and expected growth can be reduced and maintained with the additionality of **2.5 WTE Band 6 podiatrists**.
 - 1 WTE Podiatrist = see/treat capacity for 400 new patients and provide the necessary follow up ratio and the increasing percentage growth in new patient referrals.



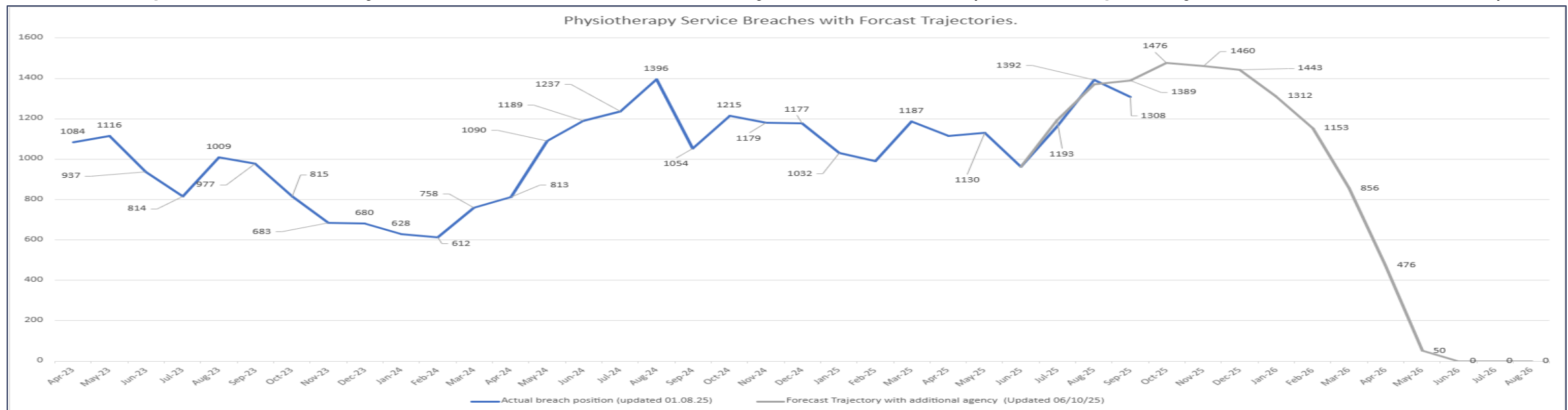
Therapies – Physiotherapy



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board

- Performance deterioration driven by increasing referral demand across Clinical Musculoskeletal Assessment and Treatment Service (CMATS), Community and ICT, musculoskeletal (MSK) and Paediatric teams since the Covid-19 pandemic and has now increased above pre-pandemic levels.
- Assessed additional workforce requirements to enable partial improvement by March 2024 and recovery by June 2026
 - 8.0 WTE band 6 Agency for 12 months across community and MSK services
- Some risks highlighted regarding the recruitment of 8 WTE within required timescale
- Forecast further deterioration in breach performance during Q3 2025/26 due to vacancies and maternity leave but partial recovery to circa 1153 breaches by March 2026 (with temporary workforce solutions)



Therapies – Summary



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board

- Recovery of waiting times to the 14-week target level will not be achieved without significant levels of additional workforce support
 - Successful recruitment of temporary external workforce solutions in Nutrition and Dietetics and Orthotics and Podiatry is considered unlikely due to previous experience
 - Conversely, there is moderate confidence in successful recruitment of temporary workforce solution Physiotherapy

- Summary additional workforce requirements highlighted by AH&HS CCG:

	Agency		Substantive		Cost		Zero breach predicted
	WTE	AfC	WTE	AfC	Non-recurrent	Recurrent	
Nutrition and Dietetics	0	0	2.0	6	0	101k	Nov 2026
	0	0	2.0	7	0	124k	
Orthotics and Podiatry	0	0	2.5	6	0	126k	Mar 2026
Physiotherapy	8.0	6	0	0	499k	0	June 2026
Total	8.0	-	6.5	-	499k	351k	

- Recovery to **zero** breach performance is achievable in **Orthotics and Podiatry** if successful substantive recruitment by Q4 2025/26, supported by additional internal hours during Q3 2025/26.
- Recovery to circa **200 breaches** can be achieved by March 2026 in **Nutrition and Dietetics** if successful substantive recruitment by Q4 2025/26.
- Recovery to circa **1153 breaches** can be achieved by March 2026 in **Physiotherapy** if successful phased recruitment of temporary workforce solutions. Sustainable solutions subject to further review via 2026/27 Planning round).



DIOGEL | CYNALIADWY | HYGYRCH | CAREDIG
SAFE | SUSTAINABLE | ACCESSIBLE | KIND



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board