

Section A Settings and Clinical Areas																		
Questions	1. Please indicate the children's settings in which you provide a service. Select all that apply.						2. Please indicate the children's clinical areas you work in. Select all that apply.											
	Education	Early Years	Acute Health	Community	Youth Justice	Other-please specify	CAMHS	Neurodevelopmental services	Learning disability	Neonatal care	Stammering	Cleft, lip and palate	Deafness	Speech, language and communication needs	Language disorder/DD	Selective mutism	Speech sound disorders	Other - please specify.
UHB - Core	√	√	√	√	√				√	√	√	√	√	√	√	√	√	
Flying Start																		
Education																		

Section B Service Budget and Spend																
Questions	1. Please detail the health substantive core funding committed for children's speech and language therapy services in the financial year.					2. Please detail the external funding committed for children's speech and language therapy for the financial year. List by type of funding, i.e. core service level agreement(s) with relevant local authorities, Flying Start, Youth Justice, Talk with Me, early years integrated fund, Regional Integrated Fund, other.					3. Please indicate the reasons for budget change over the last 5 years. For example, newly allocated funding within the Health Board, savings requests from the Health Board etc.		4. Please provide details on agency/locum/bank staff in children's services in the financial year e.g. money spent, WTE, length of work.			
	2024/2025	2023/2024	2022/2023	2021/2022	2020/2021	2024/2025	2023/2024	2022/2023	2021/2022	2020/2021	2024/2025	2023/2024	2022/2023	2021/2022	2020/2021	
UHB - Core	£1,226,455.00	£1,164,949.00	£1,108,166.00	£1,113,418.00	£1,057,129.00			Not applicable			Pay Awards	£0.00	£0.00	£0.00	£0.00	£0.00
Flying Start			Not applicable			£369,945.06	£389,029.00	£349,650.00	£287,554.00	£335,448.00	Staffing levels vary year to year					
Education			Not applicable			£478,079.50	£462,093.00	£5,220,638.00	£629,125.00	£510,179.00	Staffing levels vary year to year					

Section C Staff - SLTs																							
Questions	1. Please confirm how many whole time equivalent (WTE) Speech and Language Therapists, by Agenda for Change (AFC) band, (including honorary contracts and fixed term contracts) were employed by the Health Board for children's services on 1st July 2024 (excluding agency/locum/bank). Please split this answer into those staff directly line-managed by the head of speech and language therapy services and not those not e.g. CAMHS, Neurodevelopmental services		2. Total Full Time Equivalent (FTE)		3. Please confirm how many of the Speech and Language Therapists you employ in children's services work part time and how many work full time, true as of 1st July 2024.		4. Pay Band					5. Please confirm how many of the Speech and Language Therapists you employ in children's services fall into the following age categories:					6. Please indicate the percentage of your Speech and Language Therapists in children's services with the following Welsh language levels:						
	Child and Adolescent Mental Health Service (CAMHS)	Speech and Language Therapy (S<)	2.20	33.49	2.20 part time	17.00 full time / 16.49 part time	Band 5	Band 6	Band 7	Band 8a	Band 8b	18-24	25-34	35-44	45-54	55-64	65+	0 - No skills	1 - Entry	2 -	3 -	4 - Higher	5 - Proficiency
											Section 40 exemption applied							68%	32%	0%	0%	0%	0%
											Section 40 exemption applied							10%	23%	19%	6%	3%	39%

Section D Staff - SLTAs																							
Questions	1. Please confirm how many whole time equivalent (WTE) Speech and Language Therapy Assistants, by Agenda for Change (AFC) band, (including honorary contracts and fixed term contracts) were employed by the Health Board for children's services on 1st July 2024 (excluding agency/locum/bank). Please split this answer into those staff directly line-managed by the head of speech and language therapy services and not those not e.g. CAMHS, Neurodevelopmental services		2. Total FTE		3. Please confirm how many of the Speech and Language Therapy Assistants you employ in children's services work part time and how many work full time, true as of 1st July 2024.		4. Pay Band					5. Please confirm how many of the Speech and Language Therapy Assistants you employ in children's services fall into the following age categories:					6. Please indicate the percentage of your Speech and Language Therapy Assistants in children's services with the following Welsh language levels:						
	S<		17.09	10.00 FT / 7.09 PT	Section 40 exemption applied		Band 3	Band 4	18-24	25-34	35-44	45-54	55-64	65+	0 - No skills	1 - Entry	2 - Foundation	3 -	4 - Higher	5 - Proficiency			
																		11%	23%	5%	8%	6%	48%

Section E Recruitment and Vacancies																										
Questions	1. Please confirm how many whole time equivalent (WTE) Speech and Language Therapist vacancies were held in children's services in the Health Board on:								2. Please confirm how many whole time equivalent (WTE) Speech and Language Therapy Assistant/Technical Instructor vacancies were held in children's services in the Health Board on:				3. Please detail the sickness absence rate in your children's speech and language therapy service for 2024, 2023, 2022, 2021 and 2020? Please give this figure as a percentage of your overall children's WTE workforce.				4. Please confirm or deny there has been any periods of time within the last 12 months to the 1st July 2024 where recruitment to Speech and Language Therapist or Speech and Language Therapy Assistant/Technical Instructor posts in children's services has been delayed? If confirmed, please provide reasons (short narrative) for the delay.				5. Please confirm or deny if there have been any discontinued speech and language therapy posts in children's services and/or services in the 2024, 2023, 2022, 2021 and 2020. If confirmed, please provide details of which posts/service and why it was discontinued				6. Which bands of speech and language therapy posts are you least likely to fill in children's services? 3/4/5/6/7/8a/8b?	
	1st July 2024	1st July 2023	1st July 2022	1st July 2021	1st July 2020	1st July 2024	1st July 2023	1st July 2022	1st July 2021	1st July 2020	2024	2023	2022	2021	2020	2024	2023	2022	2021	2020						

The UHB provides, within the tables below the budgeted, occupied and vacant FTE children's S< vacancies, by job role, as was recorded on the UHB's Establishment Control Tool and Electronic Staff (ESR) systems, as at 1 July in the 2020 to 2024 calendar years.

The UHB provides within the tables below, the FTE percentage (%) of children's S< staff sickness absence, by job role, as was recorded on the UHB's ESR system, during the 2020 to 2023 calendar years and 1 January to 1 August 2024.

Job role	01 July 2024			01 July 2023			01 July 2022		
	Budgeted FTE	Occupied FTE	Vacant FTE	Budgeted FTE	Occupied FTE	Vacant FTE	Budgeted FTE	Occupied FTE	Vacant FTE
S<	39.8	36.5	3.3	36.0	34.7	1.3	36.2	35.4	0.8
*S< Assistants	15.7	16.1	(0.4)	15.1	18.6	(3.5)	15.1	14.5	0.6

S<	FTE days available	FTE days lost	Absence FTE
2024	8,630.30	329.38	3.82%
2023	12,119.68	459.46	3.79%
2022	12,654.41	391.01	3.09%
2021	13,762.94	334.39	2.43%
2020	13,475.27	665.68	4.94%

Job role	01 July 2021			01 July 2020		
	Budgeted FTE	Occupied FTE	Vacant FTE	Budgeted FTE	Occupied FTE	Vacant FTE
S<	36.6	37.5	(0.9)	35.3	33.7	1.6
*S< Assistants	15.1	13.3	1.8	14.8	13.9	0.9

*S< Assistant	FTE days available	FTE days lost	Absence FTE
2024	4,285.78	211.58	4.94%
2023	6,736.24	550.79	8.18%
2022	5,101.88	244.07	4.78%
2021	4,908.48	211.13	4.30%
2020	5,181.23	144.40	2.79%

*S< service only

Percentage calculation: FTE days lost to sickness absence divided by the available FTE days

Not a valid FOI request. The Freedom of Information Act 2000 (FOIA) covers any recorded information that is held by a public authority; recorded information includes printed documents, computer files, letters, emails, photographs, and sound or video recordings. The FOIA does not cover information on estimates, opinions or recommendations. The UHB has an obligation to provide information already in recorded form but cannot create new information to answer a question.

Section A	Settings and Clinical Areas																
Question	1. Please indicate the adults settings in which you provide a service. Select all that apply.						2. Please indicate the adults clinical areas you work in. Select all that apply.										
	Acute	Community	Community Hospital	Prisons	Care Homes	Other- please specify	Learning Disability	Transgender services	Rehabilitation	Mental Health	Older Adult Mental Health	Head and Neck cancer	Integrated Autism Service (IAS)	Ear, Nose and Throat (ENT)	Dysfluency	Deafness	Other - please specify.
LHB - Core	✓	✓	✓		✓		✓ (but not in core service)	✓	✓		✓	✓		✓	✓		

Section B	Service Budget and Spend																		
Question	1. Please detail the health substantive core funding committed for adults speech and language therapy services in the financial year:					2. Please detail the external funding committed for adults speech and language therapy for the financial year. List by type of funding, i.e. Local Authority funding, AHP funding, Regional Integration Fund, transformation funding, other (please specify)					3. Please indicate the reasons for budget change over the last 5 years. For example, newly allocated funding within the Health Board, savings requests from the Health Board etc.			4. Please provide details on agency/locum/bank staff in adults services in the financial year e.g. money spent, WTE, length of work:					
	2024/2025	2023/2024	2022/2023	2021/2022	2020/2021	2024/2025	2023/2024	2022/2023	2021/2022	2020/2021				2024/2025	2023/2024	2022/2023	2021/2022	2020/2021	
LHB - Core	£757,084.00	£718,557.00	£743,240.00	£709,906.00	£661,187.00	£0.00	£0.00	£0.00	£0.00	£0.00				Pay Awards	£0.00	£0.00	£0.00	£0.00	£0.00

Section C	Staff - SLTs																			
Questions	1. Please confirm how many whole time equivalent (WTE) Speech and Language Therapists, by Agenda for Change (A/C) band, (including honorary contracts and fixed term contracts) were employed by the Health Board for adults services on 1st July 2024 (excluding agency/locum/bank). Please split this answer into those staff directly line-managed by the head of speech and language therapy services and not those not e.g. CAMHS, Neurodevelopmental services		2. Total FTE	3. Please confirm how many of the Speech and Language Therapists you employ in adults services work part time and how many work full time, true as of 1st July 2024.		4. Pay Band	5. Please confirm how many of the Speech and Language Therapists you employ in adults services fall into the following age categories:						6. Please indicate the percentage of your Speech and Language Therapists in adults services with the following Welsh language levels:							
				Band 5	Band 6	Band 7	Band 8a	Band 8b	18-24	25-34	35-44	45-54	55-64	65+	0 - No skills	1 - Entry	2 - Foundation	3 -	4 - Higher	5 -
	Learning Disabilities (LD)	5.89	2.00 FT / 3.89 PT												21%	32%	10%	0%	37%	0%
	Older Adults Mental Health Service (CAMHS)	0.61	0.61 PT												100%	0%	0%	0%	0%	0%
	Speech and Language Therapy (S<)	18.37	9.00 FT / 9.37 PT												30%	13%	18%	5%	5%	19%
	Neurological and Stroke Rehabilitation Team	1.00	1.00 FT												0%	0%	0%	0%	100%	0%

Section D	Staff - SLTAs																
Questions	1. Please confirm how many whole time equivalent (WTE) Speech and Language Therapy Assistant, by Agenda for Change (A/C) band, (including honorary contracts and fixed term contracts) were employed by the Health Board for adults services on 1st July 2024 (excluding agency/locum/bank). Please split this answer into those staff directly line-managed by the head of speech and language therapy services and not those not e.g. CAMHS, Neurodevelopmental services		2. Total FTE	3. Please confirm how many of the Speech and Language Therapy Assistants you employ in adults services work part time and how many work full time, true as of 1st July 2024.		4. Pay Band	5. Please confirm how many of the Speech and Language Therapy Assistants you employ in adults services fall into the following age categories:						6. Please indicate the percentage of your Speech and Language Therapy Assistants in adults services with the following Welsh language levels:				
				Band 3	Band 4	18-24	25-34	35-44	45-54	55-64	65+	0 - No skills	1 - Entry	2 - Foundation	3 -	4 - Higher	5 - Proficiency
	S<	4.00	3.00 FT / 1.00 PT									50%	0%	25%	0%	0%	25%

Section E	Recruitment and Vacancies																						
Questions	1. Please confirm how many whole time equivalent (WTE) Speech and Language Therapist vacancies were held in adults services in the Health Board on:					2. Please confirm how many whole time equivalent (WTE) Speech and Language Therapy Assistant/Technical Instructor vacancies were held in adults services in the Health Board on:					3. Please detail the sickness absence rate in your adults speech and language therapy service for 2024, 2023, 2022, 2021 and 2020? Please give this figure as a percentage of your overall children's WTE workforce.			4. Please confirm or deny there has been any periods of time within the last 12 months to the 1st July 2024 where recruitment to Speech and Language Therapist or Speech and Language Therapy Assistant/Technical Instructor posts in adults services has been delayed? If confirmed, please provide reasons (short narrative) for the delay.			5. Please confirm or deny if there have been any discontinued speech and language therapy posts in children's services and/or services in the 2024, 2023, 2022, 2021 and 2020. If confirmed, please provide details of which post/service and why it was discontinued		6. Which bands of speech and language therapy posts are you least likely to fill in children's services? 3-4/5/6/7/8a/b?				
	1st July 2024	1st July 2023	1st July 2022	1st July 2021	1st July 2020	1st July 2024	1st July 2023	1st July 2022	1st July 2021	1st July 2020	2024	2023	2022	2021	2020	2024	2023	2022	2021	2020			
																No delays with recruitment						No S< posts discontinued	See response to question 6 on the childrens tab.

The UHB provides, within the tables below the budgeted, occupied and vacant FTE adult S< vacancies, by job role, as was recorded on the UHB's Establishment Control Tool and Electronic Staff (ESR) systems, as at 1 July in the 2020 to 2024 calendar years.

Job role	01 July 2024				01 July 2023				01 July 2022			
	Budgeted FTE	Occupied FTE	Vacant FTE	Budgeted FTE	Occupied FTE	Vacant FTE	Budgeted FTE	Occupied FTE	Vacant FTE	Budgeted FTE	Occupied FTE	Vacant FTE
S<	29.0	29.9	2.1	29.5	27.6	1.7	29.5	31.3	(2.8)			
*S< Assistants	4.1	4.0	0.1	4.1	3.9	0.2	4.0	3.9	0.1			

Job role	01 July 2021			01 July 2020		
	Budgeted FTE	Occupied FTE	Vacant FTE	Budgeted FTE	Occupied FTE	Vacant FTE
S<	29.7	26.1	3.6	30.7	27.8	2.9
*S< Assistants	4.0	3.9	0.1	3.8	3.0	0.8

*S< service only

The UHB provides within the tables below, the FTE percentage (%) of adult S< staff sickness absence, by job role, as was recorded on the UHB's ESR system, during the 2020 to 2023 calendar years and 1 January to 1 August 2024.

S<	FTE days available	FTE days lost	Absence FTE %
2024	6,362.66	439.90	6.91%
2023	10,725.37	505.09	4.71%
2022	11,820.85	676.12	5.67%
2021	10,404.68	1,051.2	1.99%
2020	9,903.56	410.44	4.14%

*S< Assistant	FTE days available	FTE days lost	Absence FTE %
2024	767.00	39.00	5.08%
2023	1,072.19	22.31	2.08%
2022	1,307.73	22.89	1.75%
2021	1,417.33	19.15	1.35%
2020	1,158.20	11.00	0.95%

Percentage calculation: FTE days lost to sickness absence divided by the available FTE days