

<b>Reference:</b>	FOI.19089.25
<b>Subject:</b>	Advanced Practitioners (APs)
<b>Date of Request:</b>	11 December 2025

**Requested:**

Please could you provide us with the following information relating to advanced practitioners:

1. Please provide the total number of advanced practitioners employed in your Trust/Board for each of the years 2021 to 2025. If possible, please break this information down by department or specialty.
- 2a. Please could you provide the salary range for advanced practitioners employed in your Trust/Board for each of the years 2021 to 2025.
- 2b. Please could you provide the total salary expenditure for advanced practitioners employed in your Trust/Board for each of the years 2021 to 2025.
3. Please could you provide the total number of hours worked by advanced practitioners employed in your Trust/Board for each of the years 2021 to 2025.
- 4a. Please could you provide us with any existing documentation which describes the job duties and responsibilities of advanced practitioners within your Trust/Board.
- 4b. If not covered in existing documentation, please confirm whether in your Trust/Board advanced practitioners ever
  - i) make referrals to other specialties
  - ii) hold crash / emergency bleeps
5. Within your Trust/Board, please could you tell us
  - a. if advanced practitioners are ever deployed on medical rotas
  - b. if advanced practitioners are permitted to cover doctor rota gaps
  - c. what grade of doctors advanced practitioners are permitted to cover for
  - d. if merged/tiered/general rotas with mixed staffing groups are used and if so, which types and grades of clinicians appear on these rotas.
- 6a. Please provide us with a copy of bank shift rotas currently used for all medical and non-medical roles within your Trust/Board
- 6b. Please provide us with the current hourly rate-range paid to advanced practitioners working bank shifts in your Trust/Board, broken down by years of service if applicable.

**Response:**

1. Hywel Dda University Health Board (UHB) provides within the tables overleaf, the number of staff members employed whose job title/role contains the word 'Advanced Practitioner' as recorded on the Electronic Staff Record (ESR) system, by staff group, as at 30 November 2021, 2022, 2023, 2024 and 2025.

Staff group	2021	2022	2023	2024	2025
Additional Professional, Scientific and Technical	*	*	*	*	*
Allied Health Professionals	10	16	16	24	23
Healthcare Scientists	*	*	0	*	*
Nursing and Midwifery	33	51	55	54	59

The UHB is unable to provide you with the exact number of employees due to the low number (less than 5). Where the figures in the table have been replaced with an asterisk (\*), the UHB is unable to provide you with the exact number of employees, as there is a potential risk of identifying individuals if this was disclosed. The UHB is therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000 (FoIA). This information is protected by the Data Protection Act 2018 (DPA)/UK General Data Protection Regulations (UK GDPR) as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles of the UK GDPR. This exemption is absolute and therefore, there is no requirement to apply the public interest test.

In reaching this decision, the DPA and UK GDPR define personal data as data that relates to a living individual who can be identified solely from that data or from that data and other information, which is in the possession of the data controller.

2a. The APs employed by the UHB are remunerated at Agenda for Change (A4C) Bands 6, 7, 8a and 8b. As A4C salary information is already within the public domain, the UHB has applied an exemption under Section 21 of the FoIA, as the information is accessible by another means.

A4C salary remuneration is available on the NHS Wales website. For ease of reference, the link to the website has been provided below:

[Pay & Conditions - NHS Wales](#)

2b. The UHB does not hold the information exactly as requested as it records data by financial year. Therefore, the UHB provides within the table below, the total salary expenditure for its APs, during the 2021/22 to 2024/25 financial years and the period 1 April to 31 December 2025.

Financial Year	Salary
2021/22	£989,202.19
2022/23	£2,044,461.10
2023/24	£2,023,410.38
2024/25	£2,124,589.59
1 April to 31 December 2025	£1,633,408.46

3. The UHB does not hold the information exactly as requested as it records data by financial year. Therefore, the UHB provides within the table below, the total hours worked by APs, during the 2021/22 to 2024/25 financial years and the period 1 April to 31 December 2025.

Financial Year	Hours
2021/22	34,429
2022/23	89,202
2023/24	76,688
2024/25	66,874
1 April to 31 December 2025	46,822

4a. The UHB provides copies of all Job Descriptions (JDs) it holds for Advanced Practitioners, at the attachments detailed below. However, the UHB is unable to identify the JDs currently in use.

- Attachment 1 - Advanced Clinical Practitioner, Band 8a
- Attachment 2 - Advanced Audiology Practitioner (Adults), Band 7
- Attachment 3 - Advanced Nurse Practitioner - Acute Care Mental Health, Band 8a
- Attachment 4 - Advanced Nurse Practitioner (Emergency and Urgent Care)
- Attachment 5 - Advanced Nurse Practitioner Complex Discharge
- Attachment 6 - Advanced Pharmacist and Teacher Practitioner, Band 8a
- Attachment 7 - Advanced Physiotherapy Practitioner, Band 7
- Attachment 8 - Advanced Practitioner, Band 7
- Attachment 9 - Advanced Practitioner Specimen Dissection, Band 8a
- Attachment 10 - Chronic Condition Advanced Nurse Practitioner, Band 8a
- Attachment 11 - Consent to Treatment Advanced Practitioner, Band 7
- Attachment 12 - Healthcare Scientist Advanced Practitioner Quality Assurance, Band 7
- Attachment 13 - Lead Advanced Clinical Practitioner MHL, Band 8b
- Attachment 14 - Lead Community Advanced Nurse Practitioner, Band 8b
- Attachment 15 - Mental Capacity Act Advanced Practitioner, Band 7
- Attachment 16 - Podiatrist Extended Scope Advanced Practitioner
- Attachment 17 - Trainee Advanced Nurse Practitioner (Emergency and Urgent Care).

The UHB is withholding the personal information relating to third parties. This decision has been made as it is not within the reasonable expectations of these individuals, who are no longer employees of the UHB, that their personal information would be released into the public domain by the UHB; redactions have been applied accordingly within the attachments. This information is classed as personal data of a third party. Therefore, it is being withheld in accordance with the exemption set out in section 40(2) of the FoIA, by virtue of section 40(3)(a) of the FoIA, which permits a public authority to withhold personal data other than the requestor's where the disclosure would breach Data Protection principles.

This information is protected by the Data Protection Act 2018 (DPA)/UK General Data Protection Regulations (UK GDPR), as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles of the UK GDPR. This exemption is absolute and therefore, there is no requirement to apply the public interest test.

In reaching this decision, the DPA and UK GDPR define personal data as data that relates to a living individual who can be identified solely from that data or from that data and other information, which is in the possession of the data controller.

4b. The UHB confirms that its APs can make referrals to other specialties and hold emergency bleeps.

5a. The UHB confirms that APs are deployed on medical rotas.

5b. The UHB confirms that APs are permitted to cover any gaps in doctor rotas.

5c. The UHB does not hold the information requested due to varying skill sets and scope of practice. However, there is opportunity for multiple grades of doctors to be covered by APs.

5d. The UHB uses merged, tiered and general rotas with mixed staffing groups which include Advanced Clinical Practitioners at Band 8a and above as well as Foundation Year 1, Foundation Year 2, Specialty, Associate Specialist, Specialist (SAS) and consultant level medical staff.

- 6a. The UHB does not hold the information requested as it does not have a rota for bank staff. Shifts are covered by bank staff on a service needs basis.
- 6b. The UHB does not hold the information requested as it does not have APs working on the nurse bank.