Reference:	FOI.21794.26
Subject:	Advertised nursing posts
Date of Request:	5 October 2026

Requested:

1. In the last two years, how many nursing posts have you advertised that would have been suitable for a newly qualified nurse, broken down by location (e.g. hospital location?)

2. How many people applied for each of these posts advertised?

Response:

Hywel Dda University Health Board (UHB) is unable to provide you with all the information requested, as it is estimated that the cost of answering your request would exceed the "appropriate limit" as stated in the Freedom of Information Act 2000 (Appropriate Limit and Fees) Regulations 2004. The "appropriate limit" represents the estimated cost of one person spending 18 hours (or 2 ½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

In order to identify the total number of applicants and the vacancies suitable for newly qualified nurses, the UHB would need to undertake a manual trawl of all advertised vacancies, during the period 1 August 2024 to 31 July 2026, to identify any information that may fulfil your request, as the data is not centrally recorded.

The UHB can confirm that two hundred and twenty-five (225) Agenda for Change (A4C) Band 5 registered nursing vacancies were advertised, during the period 1 August 2024 to 31 July 2026. It is estimated that a manual search of these records would exceed the 18 hours stipulated within the Freedom of Information Act 2000 (FoIA). Based on the number of records identified, conducting a search of digital records taking a minimum of five (5) minutes per digital record, would exceed the "appropriate limit", costing the UHB the following:

225 @ 5 minutes per record = 18 hours and 45 minutes
18 hours and 45 minutes @ £25 per hour = £468.75

The UHB is therefore applying an exemption under Section 12 of the FoIA, which provides an exemption from a public authority's obligation to comply with a request for information where the cost of compliance is estimated to exceed the appropriate limit.

However, under Section 16 of the FoIA, we are required as a public authority, to provide advice and assistance so far as it is reasonable to individuals who have made a request under the FoIA, which can include assisting a requestor to further refine their request.

The UHB suggests that you may refine your request by reducing the timeframe requested to a one (1) month period e.g. April 2026. However, the UHB would still be required to undertake a manual trawl of all advertised registered nurse vacancies, to identify any information relevant to your request. Therefore, the outcome would be dependent on the number of records identified within a shorter time period.

Under Section 16, the UHB provides the accessible information it holds for question 1 below.

1. A section 12 exemption has been applied. However, the UHB provides within the table below, the number of A4C Band 5 registered nursing vacancies advertised, by acute hospital, during the period 1 August 2024 to 31 July 2026.

Hospital	**Number**
Bronglais General Hospital	28
Glangwili General Hospital	92
Prince Philip Hospital	39
Withybush General Hospital	66
Total	**225**