

Reference:	FOI.7249.21
Subject:	Cancer Specialists
Date of Request:	27 October 2021

Requested:

I write about an FOI on staffing levels for cancer specialists in your health board. As a result, I would be grateful if you could tell me:

1. The number of current WTE specialists broken down by the professions key to the diagnosis and treatment of cancer (specifically, clinical and medical oncologists, gastroenterologists, histopathologist, clinical radiologist, diagnostic radiographer, therapeutic radiographer and specialist cancer nurse);
2. The number of currently unfilled WTE places broken down by cancer specialists listed above;
3. The weekly hours given in agency staff and bank staff by cancer specialists listed above in 2018-19 and 2019-20; and
4. Agency and Bank recruitment breakdowns (total spending and total WTE numbers) in 2016-17, 2017-18, 2018-19, 2019-20 and 2020-21 broken down by cancer specialists listed above.

Response:

Hywel Dda University Health Board (UHB) is unable to provide you with all of 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 and Data Protection (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.

The information requested is not held in the manner required. Therefore, in order to provide you with all of the data, the UHB would need to undertake a manual search of Human Resources (HR) staff records and cross reference with cancer services areas, to identify any information that would fulfil your request. This is due to the fact that UHB staff may work within a Cancer Services area but their job role may not be coded to a cancer service within the UHB's Electronic Staff Record (ESR) system.

The UHB is therefore applying an exemption under Section 12 of the Freedom of Information Act 2000 (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 FoIA. Therefore, the UHB provides the information it can below.

1. & 2. The UHB provides, within the table below, Whole Time Equivalent (WTE) staff budget and actual staff, costed to the UHB's Oncology and Cancer Services Directorate, as currently recorded on the UHB's ESR system.

ONCOLOGY AND CANCER SERVICES	Budget WTE	Actual WTE	Actual v Budget WTE
Additional Professional Scientific & Technical	1.80	1.80	0.00
Additional Clinical Services	7.22	7.08	0.01
Administrative & Clerical	31.12	32.11	1.76
Allied Health Professionals	0.00	0.40	0.40
Medical & Dental	7.00	1.90	-5.10
Nursing & Midwifery	35.57	33.70	-0.63
Total	82.71	76.99	-3.56

Please note:- Where there are vacancies in any of the staff groups they are risk assessed and covered by temporary workforce alternatives where appropriate e.g. bank, overtime and/or agency to maintain safe delivery of care.

3. & 4. The UHB confirms that agency staff are not utilised in any of the UHB's Cancer Services. However, bank nurses may be required within the Chemotherapy Units on occasion. To identify any bank hours and costs would require a manual trawl of timesheets and therefore falls within the scope of the Section 12 exemption, as explained above.