

Reference:	FOI.18919.25
Subject:	Health Visitors (HVs)
Date of Request:	25 November 2025

Requested:

1. How many health visitors are currently employed in your health board area.
2. The current vacancy rates for registered and support health visitors by percentage and number of FTE vacancies.
3. The vacancy rates for registered and support health visitors by percentage and number of FTE vacancies in the financial years 2024, 2023, 2022 and 2021.

Response:

1. Hywel Dda University Health Board (UHB) currently employs a Whole Time Equivalent (WTE) of 50.3 Band 6 HVs and a WTE of 6.6 Band 7 Team Leaders, who are qualified HVs but are non- caseload holding, within the Generic Health Visiting team. In addition, within the Flying Start Grant Funded Programme, the UHB has a WTE of 34.4 Band 6 qualified HVs and 2.4 WTE Band 7 Team Leaders who are also qualified HVs but non caseload holding.
2. The UHB provides within the tables overleaf, the current vacancy rates for registered and support HVs, by percentage and WTE vacancies, for both the Generic Health Visiting team and the Flying Start Grant Funded Programme.

Please note: the data has been provided separately as Generic Health Visitors are completely funded by the UHB and the Flying Start Programme is funded by Local Authorities via Welsh Government.

Generic Health Visiting team			
Job role	Pay band	Vacancy %	WTE
Qualified HV	Band 6	2.60 %	1.35
Public Health Community Nurse (PHCN)	Band 5	0%	0
Assistant Practitioner (AP)	Band 4	0%	0

Flying Start Grant Funded Programme			
Job role	Pay band	Vacancy %	WTE
Qualified HV	Band 6	0.28 %	0.4
PHCN	Band 5	0%	0
AP	Band 4	2.0%	0.2

3. The UHB provides within the tables below, the vacancy rates for registered and support HVs, by percentage and WTE vacancies, for both the Generic Health Visiting team and the Flying Start Grant Funded Programme, as at 31 March 2021, 2022, 2023 and 2024.

Generic Health Visiting team		31 March 2021		31 March 2022		31 March 2023		31 March 2024	
Job role	Pay band	Vacancy %	WTE	Vacancy %	WTE	Vacancy %	WTE	Vacancy %	WTE
Qualified HV	Band 6	9.8%	5.1	7.3%	3.8	7.5%	3.9	3.80%	2
PHCN	Band 5	12%	1	15%	1.01	5%	0.51	19%	1.7
AP	Band 4	0	0	0	0	0%	0	0%	0

Flying Start Grant Funded Programme		31 March 2021		31 March 2022		31 March 2023		31 March 2024	
Job role	Pay band	Vacancy %	WTE	Vacancy %	WTE	Vacancy %	WTE	Vacancy %	WTE
Qualified HV	Band 6	21.5%	6.68	12.5%	3.82	11%	3.+	6.1%	2.07
PHCN	Band 5	38%	0.6	0%	0	8%	0.29	17%	0.6
AP	Band 4	0%	0	0%	0	4%	0.4	4%	0.4

Please note: there are fewer Band 4 and 5 roles, which in turn result in a higher percentage of vacancies.