

<b>Reference:</b>	FOI.13329.23
<b>Subject:</b>	Healthcare Science staffing
<b>Date of Request:</b>	7 December 2023

**Requested:**

The data I am Requesting is as follows:

1. All Hywel Dda University Health Board Staff:
  - a. Salary(Median & Average)
  - b. Vacancy rate
  - c. Sickness rate + Most cited reason for being sick
  - d. Turnover rate
  - e. Number of staff Employed in the Health Board
  
2. All Healthcare Science Staff:  
(I.e., Haematology, Histopathology, Virology, etc (Excluding Reception & Administrative staff))
  - a. Salary(Median & Average)
  - b. Vacancy rate
  - c. Sickness rate + Most cited reason for being sick
  - d. Turnover rate
  
3. Healthcare Sciences Department  
(I.e. Haematology, Histopathology, Virology, etc)
  - a. Number of staff employed in the department (Excluding Reception & Administrative staff)
  - b. Funding dedicated to the department (Per financial year)

Data formatting:

- Electronically
- Date for data requested: January 2021 - present month (per month). If the data is not allowed to be formatted per month, then per quarter of the year.

**Response:**

1. Hywel Dda University Health Board (UHB) provides, within the table below, the information requested for all UHB staff, per quarter, as recorded on the UHB's Electronic Staff Record (ESR) system, during the period 1 January 2021 to 30 September 2023.

Quarterly period	Median Salary	Average salary	WTE vacancies	Sickness rate	Most cited sickness reason	Turnover rate	WTE of staff employed
January - March 2021	£16,973	£18,029	466.6	4.66%	Anxiety/stress /depression/ other psychiatric illnesses	9.76%	9,415.0
April - June 2021	£16,997	£17,989	944.7	5.45%	Gastrointestinal problems	9.69%	9,412.2

July - September 2021	£15,934	£17,784	959.8	6.53%	Gastrointestinal problems	9.21%	9,421.6
October – December 2021	£15,934	£17,679	972.6	6.69%	Cold, Cough, Flu - Influenza	9.32%	9,532.1
January – March 2022	£15,934	£17,637	742.3	6.76%	Infectious diseases	10.21%	9,588.8
April - June 2022	£17,310	£18,635	792.1	6.40%	Infectious diseases	10.06%	9,706.6
July - September 2022	£17,310	£18,476	849.1	6.14%	Gastrointestinal problems	10.08%	9,708.4
October – December 2022	£17,310	£18,475	940.3	7.91%	Cold, Cough, Flu - Influenza	9.77%	9,891.3
January – March 2023	£17,310	£18,483	686.4	6.12%	Cold, Cough, Flu - Influenza	8.44%	10,109.7
April - June 2023	£18,176	£19,502	884.9	5.41%	Gastrointestinal problems	8.31%	10,172.0
July - September 2023	£18,659	£19,995	964.9	6.19%	Gastrointestinal problems	7.92%	10,291.2

WTE – Whole Time Equivalent.

2. The UHB does not hold the information exactly as requested as the UHB does not have a specific Healthcare Sciences Department. Therefore, the UHB provides within the table below, the information requested for the staff that fall within the remit of Healthcare Sciences, per quarter, as recorded on the UHB's ESR system, during the period 1 January 2021 to 30 September 2023.

The departments included are: Audiology, Clinical Engineering & Management, Clinical Contracts, Electroencephalogram, Cardiology, Cardiorespiratory, Deputy Director of Operations, Dermatology, Electrocardiography, Pathology, Radiology, Research and Development, Sleep Service and Tritech.

Quarterly period	Median Salary	Average salary	WTE vacancies	Sickness rate	Most cited sickness reason	Turnover rate	WTE of staff employed
January - March 2021	£37,890	£35,030	11.0	2.75%	Gastrointestinal problems	7.39%	186.3
April - June 2021	£39,027	£36,487	16.9	3.29%	Cold, Cough, Flu - Influenza	12.11%	181.5

July - September 2021	£39,027	£36,605	11.6	3.89%	Gastrointestinal problems	11.40%	187.8
October – December 2021	£39,027	£36,464	3.8	4.46%	Cold, Cough, Flu - Influenza	11.03%	195.6
January – March 2022	£39,027	£36,417	0.5	4.55%	Cold, Cough, Flu - Influenza	10.97%	199.5
April - June 2022	£41,197	£37,902	6.9	3.17%	Cold, Cough, Flu - Influenza	7.58%	195.4
July - September 2022	£41,197	£37,707	11.7	3.24%	Cold, Cough, Flu - Influenza	8.40%	192.5
October – December 2022	£39,233	£37,719	2.7	3.61%	Cold, Cough, Flu - Influenza	10.07%	200.0
January – March 2023	£41,197	£37,630	5.8	3.42%	Cold, Cough, Flu - Influenza	9.64%	198.9
April - June 2023	£43,257	£40,075	15.3	3.11%	Other musculoskeletal problems	10.76%	199.6
July - September 2023	£42,226	£40,035	7.3	2.13%	Cold, Cough, Flu - Influenza	9.11%	206.4

3a. The UHB confirms that the WTE number of staff employed in the Healthcare Sciences Departments, as detailed in response to question 2, is 206.4, as at 30 September 2023.

3b. The UHB provides, within the table below, the Healthcare Sciences budget, for the departments detailed in response to question 2, for the 2021/22 to 2023/24 financial years.

Financial year	Budget
2021/22	£38,688,050.00
2022/23	£40,846,440.00
2023/24	£47,474,550.00