

<b>Reference:</b>	FOI.20349.26
<b>Subject:</b>	Nurse employment
<b>Date of Request:</b>	5 May 2026

**Requested:**

1. What is the total number of individuals who successfully completed NHS-commissioned or NHS-funded pre-registration nursing education programmes in this area from 1 January 2023 to date (28 April 2026)?
2. Of those newly qualified nurses, how many entered substantive, fixed-term, preceptorship, or graduate registered nurse employment within the NHS in this area within a year of completing training.
3. How many had not secured NHS registered nurse employment by those intervals?
4. During the same period, how many internationally educated or overseas recruited registered nurses entered NHS employment under the Hywel Dda University Health Board? Provide a comparison with the number of domestically trained newly qualified nurses entering NHS employment during the same period.
5. Provide the total number of Band 5 registered nurse vacancies, graduate nurse/preceptorship posts, or entry-level registered nurse posts advertised or approved across the Hywel Dda University Health Board during the same period.

**Response:**

Hywel Dda University Health Board (UHB) is unable to provide you with all the information requested for question 4, 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 newly qualified nurses employed via NHS jobs website, the UHB would need to undertake a manual trawl of employment records of Band 5 Registered Nurses for the time periods requested, to identify any information that may fulfil this part of your request, as the data is not centrally recorded.

The UHB can confirm that seven hundred and eighty-three (783) registered nurses were employed at Band 5, during the 2023 to 2025 calendar years and the period 1 January to 30 April 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 (245) identified for 2025 alone, conducting a search of digital records taking a minimum of five (5) minutes per digital record, would far exceed the “appropriate limit”, costing the UHB the following:

245 @ 5 minutes per record = 20 hours and 25 minutes  
20 hours and 25 minutes @ £25 per hour = £510.42

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 six (6) month period. However, the UHB would still be required to undertake a manual trawl of all registered nurses' employment records to be undertaken, to identify if any were newly qualified on appointment. Therefore, the outcome would be dependent on the number of records identified within a shorter time period.

1. The UHB does not hold all of the information requested, as its Apprenticeship Academy commenced in September 2019 on a seven (7) year pathway, which has not yet concluded.

However, the UHB can confirm that eighty-seven (87) members of staff are fully qualified nurses after successfully completing a part time NHS-funded pre-registration nursing education programme degree, during the 2023 to 2025 calendar years and the period 1 January to 30 April 2026.

2. The UHB provides within the table below, the number of newly qualified nurses employed by the UHB on substantive contracts via the Student Streamlining Process (SSP), during the 2023 to 2025 calendar years and the period 1 January to 30 April 2026. All were employed on permanent contracts.

Calendar year	Number
2023	113
2024	145
2025	135
1 January – 30 April 2026	18

3. The UHB does not hold the requested information, as the SSP is coordinated by NHS Wales Shared Services Partnership (NWSSP). We therefore suggest that you re-direct this part of your request to the Freedom of information Teams in NWSSP who may be able to assist you further. Contact details are as follows:

[shared.services@wales.nhs.uk](mailto:shared.services@wales.nhs.uk) or alternatively in writing to: NWSSP, Information Governance Manager, 4-5 Charnwood Court, Heol Billingsley, Parc Nantgarw, Cardiff, CF15 7QZ.

4. An exemption under Section 12 of the FoIA has been applied. Under Section 16, the UHB provides within the table below, the number of internationally educated nurses (IENs) that were employed by the UHB and the number of newly qualified nurses recruited via the SSP, during the 2023 to 2025 calendar years and the period 1 January to 30 April 2026.

Calendar year	IENs	Newly qualified - SSP
2023	88	113
2024	110	145
2025	102	135
1 January to 30 April 2026	0	18

5. The UHB does not hold the information exactly as requested. However, the UHB provides within the table below, the Whole Time Equivalent (WTE) number of Band 5 nursing vacancies, as at 31 March, for the 2023 to 2026 financial years.

<b>Financial year</b>	<b>WTE</b>
31 March 2023	272.77
31 March 2024	172.03
31 March 2025	15.9
31 March 2026	1.6