

Reference:	FOI.20612.26
Subject:	Nursing staff
Date of Request:	4 June 2026

Requested:

1. The most recent number of unfilled registered nurse posts in Hywel Dda University Health Board by Agenda for Change band, expressed as Full Time Equivalent.
2. The total cost (£) of the agency nursing spend in Hywel Dda University Health Board, both on- and off-contract, for the financial year 2025/26, and this total cost broken down by:
 - a. agency nursing spend on registered nurses;
 - b. agency nursing spend on nursing staff.
3. The total number, across Hywel Dda University Health Board of:
 - a. planned registered nursing establishments in December 2025, December 2024 and December 2023;
 - b. planned healthcare support worker establishments in December 2025, December 2024 and December 2023.
4. The total number of additional hours worked by registered nurses over contracted hours during the financial year 2025/26 across Hywel Dda University Health Board and this total number of additional hours categorised by the total number of hours paid:
 - a. as overtime as per Agenda for Change contract;
 - b. as per bank rates.
5. The total number of continuing healthcare (CHC) nursing posts funded by Hywel Dda University Health Board during the financial year 2025/26, and this number broken down by:
 - a. registered nursing posts;
 - b. healthcare support worker posts.

Clarified:

The number of nurses the UHB has within its own community CHC Teams please.

Response:

1. Hywel Dda University Health Board (UHB) does not hold the information exactly as requested. However, the UHB provides within the table below, the budgeted, occupied and vacant Whole Time Equivalent (WTE) establishment of Registered Nurses (RN), by Agenda for Change (A4C) pay band, as recorded on the UHB's Establishment Control Tool and Electronic Staff (ESR) systems, at 30 April 2026.

A4C pay band/role	Budgeted WTE	Occupied WTE	Vacant WTE
Registered Nurse - Bank	2.50	0.00	2.50
Registered Nurse Band 5	1567.00	1510.30	56.70
Registered Nurse Band 6	1190.00	1088.50	101.50
Registered Nurse Band 7	590.50	593.20	-2.70
Registered Nurse Band 8A	153.20	122.80	30.40

Nurse Manager Band 8A	44.00	47.10	-3.10
Registered Nurse Band 8B	2.50	2.00	0.50
Nurse Manager Band 8B	13.10	9.60	3.50
Nurse Manager Band 8C	13.80	19.10	-5.30
Nurse Consultant Band 8C	0.90	0.50	0.40
Nurse Manager Band 8D	5.00	8.70	-3.70
Nurse Manager Band 9	0.00	1.40	-1.40
Total	3,582.5	3,403.2	179.30

2. The UHB confirms that it did not engage off-framework agencies for nursing staff during the 2025/26 financial year, therefore the off-framework spend is nil. However, the UHB provides within the table below, the total on-framework spend for agency nursing staff during the 2025/26 financial year.

No.	Job role	Spend
a.	RN	£4,244,518.00
b.	Health Care Support Worker (HCSW)	£85,413.00

3. The UHB does not hold the information exactly as requested. However, the UHB provides within the tables below and overleaf, the budgeted, occupied and vacant Whole Time Equivalent (WTE) establishment of Nursing and Midwifery (N&M) and HCSW vacancies, as recorded on the UHB's Establishment Control Tool and Electronic Staff (ESR) systems, at 31 December for the 2023 to 2025 calendar years.

2023			
Staff group	Budgeted WTE	Occupied WTE	Vacant WTE
N&M	3,430.7	3,128.0	302.7
HCSW	1,847.6	1,691.1	156.5

2024			
Staff group	Budgeted WTE	Occupied WTE	Vacant WTE
N&M	3,479.7	3,298.6	181.1
HCSW	1,858.6	1,660.3	198.3

2025			
Staff group	Budgeted WTE	Occupied WTE	Vacant WTE
N&M	3,557.0	3,390.2	166.8
HCSW	1,837.8	1,564.4	273.4

4. The UHB provides within the table below, the total number of additional and overtime hours worked by RNs, during the 2025/26 financial year.

Hours	Number
Additional	28,337.94
Overtime	76,273.96

5. The UHB provides within the table below the WTE number of Continuing Healthcare (CHC) nursing posts funded by the UHB, by job role, during the 2025/26 financial year.

No.	Job role	WTE
a.	RN	5.59
b.	HCSW	60.04