

<b>Reference:</b>	FOI.15055.24
<b>Subject:</b>	Nursing
<b>Date of Request:</b>	13 August 2024

**Requested:**

1. The most recent number of unfilled registered nurse posts in your health board/trust, by Agenda for Change band, expressed as Full Time Equivalent.
2. The answer to (1) broken down by the directorate where vacancies are.
3. The total cost (£) of the agency nursing spend in your health board/trust, both on- and off-contract, for the financial year 2023/24.
4. The following information on continuing professional development (CPD) for staff in your health board/trust:
  - a. The total budget for all CPD in 2023-2024.
  - b. The total budget for registered nurse CPD in 2023-24.
  - c. The amount actually spent in 2023-24 for registered nurses on:
    - i. Master's level education;
    - ii. mandatory training;
    - iii. Post graduate certificated courses required for service provision (e.g. emergency nurse practitioner) and
    - iv. all other kinds of CPD.
  - d. The number of registered nurses who gained a Specialist Practitioner Qualification (SPQ) (expressed by each SPQ) or Specialist Community Public Health nurse registration (SCPHNs) (expressed by each SCPHN) or Master's level qualification in 2023-24.

**Response:**

Hywel Dda University Health Board (UHB) is unable to provide you with 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 and the Data Protection (Appropriate Limit and Fees) Regulations 2004. The "appropriate limit" represents the estimated cost of one person spending 18 hours (or 2½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

Continuing Professional Development (CPD) budgets have various cost codes and are allocated to each Directorate across the UHB. Therefore, in order to provide you with the information requested, a manual search of all cost codes across all Directorates would be required for the 2023/24 financial year, to identify the information that would fulfil this part of your request, as the information is not collated and recorded centrally.

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, the UHB has a duty to provide advice and assistance. Therefore, the UHB provides the accessible information it holds below.

1. The UHB provides, within the table below the budgeted, occupied and vacant Full Time Equivalent (FTE) of Registered Nurse (RN) vacancies, by Agenda for Change (A4C) pay band, as recorded on the UHB's Establishment Control Tool and Electronic Staff (ESR) systems, as at 31 July 2024.

<b>A4C band</b>	<b>Budgeted WTE</b>	<b>Occupied WTE</b>	<b>Vacant WTE</b>
Band 5	1,541.8	1,301.6	240.1
Band 6	1,155.0	1,078.5	76.5
Band 7	560.8	566.6	(5.7)
Band 8a	153.5	162.3	(8.8)
Band 8b	17.6	16.0	1.6
Band 8c	18.3	17.1	1.2
Band 8d	9.7	10.5	(0.8)
Band 9	0	0.4	(0.4)
<b>Total</b>	<b>3,456.8</b>	<b>3,153.0</b>	<b>303.8</b>

2. The UHB provides, with the table overleaf, a breakdown of the budgeted, occupied and vacant FTE of the RN vacancies, by A4C pay band and Directorate, as recorded on the UHB's Establishment Control Tool and ESR systems, as at 31 July 2024.

<b>Directorate and Banding</b>	<b>Budget</b>	<b>Actual</b>	<b>Vacancy</b>
<b>ASSISTANT DIRECTOR OPERATIONS QUALITY AND NURSING</b>			
Band 6	7.0	4.6	2.4
Band 7	1.0	2.4	(1.4)
Band 8a	1.0	1.0	0.0
<b>CARMARTHENSHIRE COUNTY</b>			
Band 5	95.2	99.4	(4.2)
Band 6	48.9	46.9	2.0
Band 7	36.2	37.6	(1.4)
Band 8a	9.0	10.4	(1.4)
Band 8c	1.0	1.0	0.0
<b>CEREDIGION COUNTY</b>			
Band 5	55.1	42.0	13.2
Band 6	27.9	25.0	3.0
Band 7	22.1	22.2	(0.1)
Band 8a	6.4	9.7	(3.3)
Band 8b	0.5	1.0	(0.5)
Band 8c	1.0	1.0	0.0
Band 8d	1.0	1.0	0.0
<b>MEDICAL</b>			
Band 6	7.4	10.7	(3.3)
Band 7	3.8	2.0	1.8
Band 8b	1.0		1.0
Band 8c		1.0	(1.0)
<b>MEDICINES MANAGEMENT</b>			

Band 6	2.6	2.2	0.4
Band 8a	1.0	1.0	0.0
<b>MENTAL HEALTH AND LEARNING DISABILITIES (MHLD)</b>			
Band 5	105.2	73.9	31.4
Band 6	304.7	278.0	26.7
Band 7	95.4	91.5	3.9
Band 8a	27.3	31.2	(3.9)
Band 8b	1.0		1.0
Band 8c	3.0	3.0	0.0
Band 8d	3.2	3.2	0.0
<b>NURSING</b>			
Band 5	3.5	3.2	0.3
Band 6	25.1	23.1	2.0
Band 7	19.9	19.8	0.2
Band 8a	9.1	10.4	(1.4)
Band 8b	3.0	3.4	(0.4)
Band 8c	2.8	3.6	(0.8)
Band 8d	4.0	4.6	(0.6)
Band 9		0.4	(0.4)
<b>ONCOLOGY AND CANCER SERVICES</b>			
Band 5	14.1	9.8	4.3
Band 6	11.1	12.9	(1.8)
Band 7	19.6	18.1	1.6
Band 8a	5.0	2.8	2.2
Band 8b	1.0	1.0	0.0
<b>OPERATIONS DIRECTORATE MANAGEMENT</b>			
Band 6	2.0		2.0
Band 8a	2.0	0.1	1.9
<b>PATHOLOGY</b>			
Band 6	2.6	2.6	0.0
Band 7	4.6	3.8	0.8
Band 8a		1.0	(1.0)
<b>PEMBROKESHIRE COUNTY</b>			
Band 5	56.1	53.3	2.8
Band 6	31.9	33.0	(1.1)
Band 7	23.6	20.2	3.4
Band 8a	8.8	6.6	2.2
Band 8b		1.0	(1.0)
Band 8c	1.0		1.0
Band 8d		0.7	(0.7)
<b>PLANNED CARE</b>			
Band 5	301.2	294.1	7.1
Band 6	150.9	135.2	15.7
Band 7	78.5	78.6	(0.1)

Band 8a	15.4	16.6	(1.2)
Band 8c	1.0	1.0	0.0
<b>PRIMARY CARE</b>			
Band 5	1.6	2.4	(0.8)
Band 6	7.5	7.0	0.6
Band 7	7.6	7.2	0.4
Band 8a	4.1	2.3	1.8
Band 8c	0.9	0.5	0.5
<b>PRIMARY CARE MANAGEMENT</b>			
Band 6	22.9	22.4	0.5
Band 7	14.4	15.4	(1.0)
Band 8a	3.7	5.3	(1.6)
Band 8b	0.6	1.0	(0.4)
Band 8c	1.0	1.0	0.0
<b>PUBLIC HEALTH</b>			
Band 5	19.8	13.3	6.5
Band 6	15.0	12.0	3.0
Band 7	6.0	3.2	2.8
Band 8a	2.6	1.0	1.6
Band 8c	1.0	1.0	0.0
Band 8d	1.5	1.0	0.5
<b>RADIOLOGY</b>			
Band 5	1.2	1.4	(0.2)
Band 6	6.0	7.6	(1.7)
Band 7	2.0	2.2	(0.2)
<b>THERAPIES</b>			
Band 6	6.1	5.0	1.0
Band 7	2.1	2.8	(0.7)
Band 8a	1.0	1.0	0.0
<b>UNSCHEDULED CARE BRONGLAIS GENERAL HOSPITAL</b>			
Band 5	134.0	68.5	65.5
Band 6	39.7	35.3	4.4
Band 7	22.0	21.1	0.9
Band 8a	5.0	12.0	(7.0)
Band 8b	1.9	1.0	0.9
Band 8c	1.0	1.0	0.0
<b>UNSCHEDULED CARE GLANGWILI GENERAL HOSPITAL</b>			
Band 5	242.9	214.2	28.8
Band 6	57.9	62.0	(4.1)
Band 7	44.5	49.2	(4.6)
Band 8a	11.9	14.3	(2.4)
Band 8b	2.0	2.0	0.1
Band 8c	1.0	1.0	0.0
<b>UNSCHEDULED CARE PRINCE PHILIP HOSPITAL</b>			

Band 5	174.4	145.8	28.6
Band 6	38.2	37.5	0.7
Band 7	31.4	30.9	0.4
Band 8a	7.9	6.7	1.2
Band 8b	1.0	1.0	0.0
Band 8c	0.5		0.5
<b>UNSCHEDULED CARE WITHYBUSH GENERAL HOSPITAL</b>			
Band 5	211.3	164.1	47.2
Band 6	46.6	39.3	7.3
Band 7	35.9	40.7	(4.8)
Band 8a	16.0	14.0	2.0
Band 8c	1.0	1.0	0.0
<b>WOMEN AND CHILDREN</b>			
Band 5	118.0	109.5	8.5
Band 6	284.1	268.6	15.5
Band 7	85.4	93.0	(7.6)
Band 8a	15.4	13.9	1.5
Band 8b	4.2	3.6	0.6
Band 8c	2.0	1.0	1.0
<b>WORKFORCE AND ORGANISATIONAL DEVELOPMENT</b>			
Band 5	8.0	6.7	1.2
Band 6	9.0	7.6	1.4
Band 7	4.8	4.8	0.0
Band 8a	1.0	1.0	0.0
Band 8b	1.4	1.0	0.4
<b>Total</b>	<b>3,456.8</b>	<b>3,153.0</b>	<b>303.8</b>

3. The UHB provides, within the table below, the on and off framework agency nurse spend, during the 2023/24 financial year.

2023/24	Spend
On-framework	£24,145,838.44
Off-framework	£1,309,015.08

4. Section 12 exemption applied. However, under Section 16 of the FoIA, for question 4c iii, the UHB can confirm that the total spend on RNs for post graduate certificated courses was £328,789.50, during the 2023/24 financial year.

Please note:- this figure does not include courses that are directly commissioned to universities and therefore, this may not be a true reflection of actual spend.