

Reference:	FOI.13032.23
Subject:	Occupational Therapists (OT)
Date of Request:	1 November 2023

Requested:

1. How many registered OTs are employed in your organisation?
2. How many registered OTs were employed in your organisation in 2018?
3. How many HCPC registered OTs are employed in positions that don't have Occupational Therapy in the title?
4. How many unregistered staff do you have that support OT services?
5. How many current vacancies do you have for the whole of the OT service?
6. What are the current OTs employed within each band - Band 5, 6, 7, 8 a,b,c
7. Is there data on the age profile for each band and can we have it?
8. What is the longest period within the last year that vacancies have been unfilled at each band?
9. Current vacancy rates for each band.

Response:

1. Hywel Dda University Health Board (UHB) confirms that the Whole Time Equivalent (WTE) number of OTs, OT Managers and/or OT Specialist Practitioners employed was 168.19, as at 31 October 2023.
2. The UHB confirms that the Whole Time Equivalent WTE number of OTs, OT Managers and/or OT Specialist Practitioners employed was 120.50, as at 31 October 2018.
3. The UHB confirms that it currently has a WTE of 12.7 Health and Care Professions Council (HCPC) registered OTs, that are employed in positions that do not have Occupational Therapy in their job titles.
4. The UHB does not hold the information exactly as requested, as all manner of UHB staff can be utilised to support the OT service and are not recorded in the UHB's Electronic Staff Record (ESR) system as specifically supporting the service. However, the UHB provides, within the table below, the WTE number of support staff within the OT Service, as at 31 October 2023.

Job role	WTE
Assistant/Associate Practitioner or Health Care Support Worker (HCSW)	28.95
Clerical Worker	1.33
Secretary	2.51
Technical Instructor or Technician	4.17

5. The UHB confirms that the WTE number of vacancies across the OT services, was 23.27, as at 31 October 2023.
6. The UHB provides, within the table below, the WTE number of OT employees, by Agenda for Change (A4C) pay band, as at 31 October 2023.

A4C pay band	WTE
Band 5	19.00
Band 6	82.98
Band 7	54.73
Band 8a	9.48
Band 8b	1.00
Band 8c	1.00

7. The UHB provides, within the table overleaf, the age profile of its OT employees, by age range and A4C pay band, as at 31 October 2023.

A4C pay band	Age range				
	18-25	26-35	36-45	46-55	55 and over
Band 5	7.00	10.00	0.00	2.00	0.00
Band 6	6.00	29.40	24.00	14.47	9.11
Band 7	0.00	9.51	20.47	17.39	7.36
Band 8a	0.00	0.88	2.00	4.80	1.80
Band 8b	0.00	0.00	0.00	1.00	0.00
Band 8c	0.00	0.00	0.00	0.00	1.00

8. The UHB provides within the table below, the longest period that OT vacancies were unfilled, by A4C pay band, during the period 1 November 2022 to 31 October 2023.

A4C pay band	Months unfilled
Band 5	6
Band 6	15
Band 7	5

9. The UHB provides, within the table below, the WTE number of vacancies across the OT service, as at 31 October 2023.

A4C pay band	WTE vacant
Band 4	7.87
Band 5	2.0
Band 6	11.4
Band 7	7.2