

Reference:	FOI.9896.22
Subject:	Occupational Therapy staff
Date of Request:	22 September 2022

Requested:

1. How many registered occupational therapists (OTs) are employed in your organisation?
2. How many registered OTs were employed in your organisation in 2017?
3. How many HCPC registered OT's are employed in positions that don't have Occupational therapy in the title?
4. How many unregistered staff do you have, that support occupational therapy services?
5. How many current vacancies do you have for the whole of the OT Service?
6. How many OTs are currently employed in: Band 5, 6, 7, 8 abc?
 - a. Can you provide data on the age profile for each band.
 - 21-25 years of age
 - 25-35 years of age
 - 35-45 years of age
 - 45-55 years of age
 - 55 and over
 - b. What are the current vacancy rates within each band?
 - c. What is the longest period within the last year that vacancies have been unfilled at each band?

Response:

1. The Whole Time Equivalent (WTE) number of Occupational Therapists (OT's), Occupational Therapist Manager or Occupational Therapist Specialist Practitioner employed by Hywel Dda University Health Board (UHB) as at 31 August 2022 was 150.05.
2. The WTE number of Occupational Therapists (OT), Occupational Therapist Manager or Occupational Therapist Specialist Practitioner employed by the Health Board as at 31st August 2017 was 124.45.
3. The UHB employs six (6), equating to 5.8 WTE Health and Care Professions Council (HCPC) registered OT's in positions that don't have Occupational therapy in the title.
4. The UHB is unable to provide the number of unregistered staff that support occupational therapy services, as our electronic staff record does not provide information on staff outside of the OT service that are specifically supporting OT services.

However, the Health Board has provided the WTE number of support staff working within the OT service as at 31 August 2022 within the table below.

Job Role	WTE
Assistant/Associate Practitioner or HCSW(*)	20.49

Clerical Worker	1.83
Secretary	2.69
Technical Instructor or Technician	14.35

*HCSW – Health Care Support Worker

5. The number of OT vacancies across the service as at 30 September 2022 was 11.6 WTE.
6. The WTE number of OTs employed by the UHB broken down per banding as at 31 August 2022 is provided within the table below:

Band	WTE
Band 5	14.40
Band 6	71.75
Band 7	54.10
Band 8a	7.8
Band 8b	*
Band 8c	*

Where the figures in the table have been replaced with an asterisk, the UHB is unable to provide you with the exact WTE figure due to the low numbers, as there is a potential risk of identifying individuals if this was disclosed. The UHB is therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This information is protected by the Data Protection Act (DPA) 2018 / General Data Protection Regulations (GDPR) 2016, as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles 6 and 9 of the GDPR. This exemption is absolute and therefore there is no requirement to apply the public interest test.

In reaching this decision, the Data Protection Act 2018 / General Data Protection Regulations 2016 defines personal data as data which relates to a living individual who can be identified solely from that data or from that data and other information which is in the possession of the data controller.

- 6a. The WTE number of OTs employed by the UHB broken down into age groups per banding as at 31 August 2022 is provided within the table below:

Age	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c
21-25	7.00	2.00	-	-	-	-
26-35	6.00	30.75	10.51	-	-	-
36-45	-	18.71	23.34	3.00	-	-
46-55	*	14.69	13.44	3.80	*	-
55+	*	5.60	6.81	*	-	*

Where the figures in the table have been replaced with an asterisk, the UHB is unable to provide you with the exact WTE figure due to the low numbers, as there is a potential risk of identifying individuals if this was disclosed. The UHB is therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This information is protected by the Data Protection Act (DPA) 2018 / General Data Protection Regulations (GDPR) 2016, as its

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- 6b. The WTE number of OT vacancies within the UHB broken per banding as at 30 September 2022 is provided within the table below

Band	WTE vacant
Band 5	*
Band 6	8.6
Band 7	2.0

Where the figures in the table have been replaced with an asterisk, the UHB is unable to provide you with the exact WTE figure due to the low numbers, as there is a potential risk of identifying individuals if this was disclosed. The UHB is therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This information is protected by the Data Protection Act (DPA) 2018 / General Data Protection Regulations (GDPR) 2016, as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles 6 and 9 of the GDPR. This exemption is absolute and therefore there is no requirement to apply the public interest test.

In reaching this decision, the Data Protection Act 2018 / General Data Protection Regulations 2016 defines personal data as data which relates to a living individual who can be identified solely from that data or from that data and other information which is in the possession of the data controller.

- 6c. The longest period between 1 September 2021 and 30 September 2022 that the UHB's OT vacancies have been unfilled at each band is provided within the table below.

Band	Longest period
Band 5	9 months
Band 6	18 months
Band 7	8 months