

Reference:	FOI.20865.26
Subject:	Physiotherapy recruitment
Date of Request:	28 June 2026

Requested:

I would be grateful if you could provide the following information relating to within your Health Board from 1 January 2025 to the date this request is processed:

1. The total number of Band 5 Physiotherapist vacancies advertised.
2. For each vacancy, please provide:
 - a. the job title,
 - b. Agenda for Change band,
 - c. date advertised,
 - d. whether the post was permanent, fixed-term or bank,
 - e. whether the post was full-time or part-time.
3. The number of applications received for each Band 5 Physiotherapist vacancy.
4. The number of applicants shortlisted for interview for each Band 5 Physiotherapist vacancy.
5. The number of appointments made to Band 5 Physiotherapist posts.
6. The number of Band 5 Physiotherapist vacancies that were withdrawn or remained unfilled.
7. The number of newly qualified physiotherapists employed by your Health Board during this period.
8. Whether your Health Board has implemented any recruitment freeze, vacancy control measures, or restrictions affecting physiotherapy recruitment during this period. If recorded information is held, please provide copies of any relevant policies, guidance, or communications.

Response:

Where the figures in the tables have been replaced with an asterisk (*), Hywel Dda University Health Board (UHB) is unable to provide you with the exact number of applicants due to the low number of cases (less than 5), 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 FoIA. This information is protected by the Data Protection Act 2018 (DPA)/UK General Data Protection Regulations (UK GDPR), as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles of the UK GDPR. This exemption is absolute and therefore, there is no requirement to apply the public interest test.

In reaching this decision, the DPA and UK GDPR define personal data as data that 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.

1. Hywel Dda University Health Board (UHB) confirms 13.40 Full-Time Equivalent (FTE) band 5 Physiotherapist vacancies were advertised, during the period 1 January 2025 to 29 June 2026.

2. The UHB provides the requested information within the table below.

Job Title	Agenda for Change Band	Date Advertised	Contract Type	Employment Type
Physiotherapist	5	11 March 2025	Permanent	Full Time
Physiotherapist	5	3 October 2025	Fixed term until 1 June 2026	Full Time
Physiotherapist	5	16 February 2026	Permanent	Part Time
Bank Physiotherapist	5	5 March 2026	Bank	Bank
Bank Physiotherapist	5	30 June 2025	Bank	Bank

3. The UHB provides within the table below, the number of applications received for each Band 5 Physiotherapist vacancy advertised, during the period 1 January 2025 to 29 June 2026.

Job	Number
Physiotherapist	203
Physiotherapist	202
Physiotherapist	168
Bank Physiotherapist	*
Bank Physiotherapist	*

4. The UHB provides within the table overleaf, the number of applicants shortlisted for interview for each Band 5 Physiotherapist vacancy, advertised during the period 1 January 2025 to 29 June 2026.

Job	Number
Physiotherapist	25
Physiotherapist	8
Physiotherapist	13
Bank Physiotherapist	*
Bank Physiotherapist	*

5. The UHB provides within the table below, the number of appointments made for Band 5 Physiotherapists, split by each vacancy advertised, during the period 1 January 2025 to 29 June 2026.

Job	Number
Physiotherapist	9
Physiotherapist	*
Physiotherapist	*
Bank Physiotherapist	*
Bank Physiotherapist	*
Total	17

6. The UHB confirms all the Band 5 Physiotherapist vacancies advertised on Trac were offered. However, due to some applicant's withdrawing, four (4) vacancies remained unfilled, as at 2 July 2026.

7. The UHB confirms that eleven (11) of the physiotherapists employed by the UHB during the period 1 January 2025 to 29 June 2026 were newly qualified.
8. The UHB confirms no recruitment freezes were in place during the time period requested. A vacancy control process was implemented in 2025, whereby services were required to submit vacancy recruitment requests through a Clinical Care Group (CCG) and Executive led vacancy control panel, called the Financial Control Sub-Group (FCSG). This process did not apply to replacement clinical posts.

The vacancies that had to have approval via the FCSG were:

- Admin and Clerical
- Newly Created
- Bank

A copy of the FCSG Terms of Reference (ToR) has been provided within Attachment 1.