

<b>Reference:</b>	FOI.8805.22
<b>Subject:</b>	Physiotherapy Services
<b>Date of Request:</b>	28 April 2022

**Requested:**

1. Please confirm how many whole time equivalent (WTE) physiotherapists, technicians and assistants, by Agenda for Change (AfC) band, were employed by Hywel Dda University Health Board (children & young people's services and adult services) on the 31<sup>st</sup> of March 2022.

This should include any generic assistant or technical instructor posts that support physiotherapy service provision. Also, please note that physiotherapy staff work in a range of clinical settings. The answer to this request must also capture physiotherapy staff not directly line-managed by the head of physiotherapy services eg occupational health, community resource teams (CRTs).

2. Please confirm how many whole time equivalent (WTE) physiotherapist, technician and assistant vacancies were held in Hywel Dda University Health Board as of 31<sup>st</sup> of March 2022. The answer should identify the number of registered physiotherapists and the number of unregistered support staff as separate figures. Do not include admin and clerical.

3. Please confirm or deny if Hywel Dda University Health Board has had any periods of time within the last 12 months to the 31<sup>st</sup> of March 2022 where recruitment to posts has been delayed? If confirmed, please provide reasons (short narrative) for the delay.

4. Please confirm or deny whether there have been any physiotherapy service developments in Hywel Dda University Health Board during the last financial year (April 2021 to end of March 2022).

If confirmed:

- a. Please provide details of the developments.
- b. Please confirm or deny whether these were supported by additional resources.

5. Please confirm or deny if there have been any discontinued posts and/or services in the last year (April 2021 to end of March 2022). If confirmed, please provide details.
6. Please confirm or deny if there has been any increase or decrease in demand for physiotherapy services in the last year (April 2021 to end if March 2022). If confirmed, please provide details.
7. Please provide details of the level of budget increase or reduction made by the physiotherapy service in Hywel Dda University Health Board in the last financial year (April 2021 to end of March 2022) and what this is as a percentage of the physiotherapy budget.
8. Please provide details of projected % budgetary savings to be made for this financial year (April 2021 to end of March 2022).
9. Please provide details of spend on agency/locum staff in the last year April 2021 to end of March 2022.

**Response:**

1. Hywel Dda University Health Board (UHB) provides, within the table overleaf, the number of Whole Time Equivalent (WTE) physiotherapists, technicians and assistants, by Agenda for Change (A4C) pay band, as recorded on the UHB's Electronic Staff Record (ESR) system, as at 31 March 2022.

A4C pay band	WTE
Band 2	2.00
Band 3	19.57
Band 4	46.82
Band 5	34.32
Band 6	57.41
Band 7	60.15
Band 8a	20.67
Band 8b	1.00
Band 8c	1.00
Band 8d	1.00

2. The UHB does not hold the information exactly requested. However, the UHB can provide, within the table below, the WTE budget, the occupied WTE and the vacant WTE for Allied Health Professionals (AHP) and Additional Clinical Services (ACS), as recorded on the UHB's Establishment Control Tool, as at 31 March 2022.

Staff Group	WTE Budget	WTE Occupied	WTE vacant
AHP	172.4	174.9	(2.0)
ACS	64.4	71.2	(6.9)

3. The UHB confirms that there have been some variable delays in recruitment processes, during the 2021/22 financial year.

These delays were as a direct result of the COVID-19 pandemic, with many Clinical and Workforce staff absences due to a COVID-19 related illness which impacted on the recruitment processes. Further pressures arose due to the onboarding process for the new Workforce groups that were established to support the pandemic response e.g. vaccination staff, support staff, track and trace etc.

4. The UHB confirms that there have been developments in the UHB's Physiotherapy Service during the 2021/22 financial year.

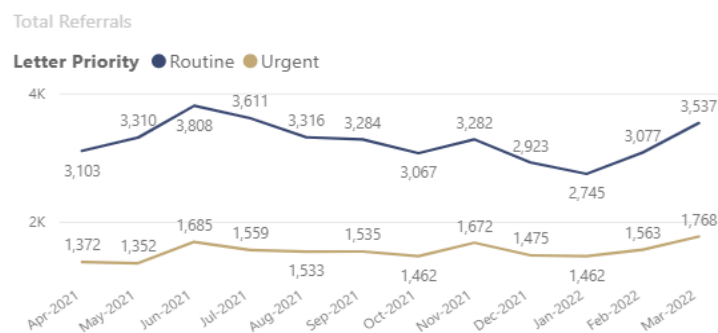
a. Developments include:

- Multidisciplinary Team (MDT) Same Day Emergency Care (SDEC) services including physiotherapy professionals.
- MDT Long Covid Service.
- Prehabilitation Service for orthopaedic patients awaiting surgery.
- Prehabilitation Service for cancer patients
- Additional resource to develop existing MDT Intermediate Care Services.

- Generic Therapy Support Workers, remunerated at A4C Band 4, in Primary Care supporting frailty populations supported via cluster funding.
- Increased workforce development through winter pressures funding to support patient flow, remunerated at A4C Bands 3, 4 and 6.
- Additional First Contact Practitioner Musculoskeletal (MSK) posts to scale cluster-based model.
- Integrated Advanced Physiotherapy Practitioner role supporting diagnostic and interventional ultrasound in Clinical Musculoskeletal Assessment and Treatment Service (CMATS)/ Radiology.
- Early Supported Discharge (ESD) Service in stroke
- Physiotherapy role within MDT to support Weight Management Pathways. Funding has been agreed and recruitment is in progress.

b. Yes, some of the above initiatives received additional resources and funding. Some of the funding is on a fixed term basis.

5. The UHB confirms that no posts have been discontinued. However, there have been changes to the skill mix within Physiotherapy Services as part of the Transformation and Modernisation processes.
6. The UHB confirms that referral demand has remained stable during the 2021/22 financial year. A graph has been provided below which details the referral demand across the Physiotherapy Specialties managed within the Therapies Directorate.



7. The UHB confirms that there was a budget increase of £528,109.00, being a 6% increase, during the 2021/22 financial year.
8. The UHB confirms that no budgetary savings were made during the 2021/22 financial year.
9. The UHB confirms that the total spend on Physiotherapy agency/locum staff was £121,201.00 during the 2021/22 financial year.