

Reference:	FOI.18332.25
Subject:	Physiotherapy Services
Date of Request:	15 September 2025

Requested:

1. Please confirm how many Whole Time Equivalent (WTE) physiotherapists Band 5 posts were advertised by Hywel Dda University Health Board between April 1st 2024 and March 31st 2025, and the total number of applications received for these posts.
2. Please confirm how many Whole Time Equivalent (WTE) physiotherapists Band 5 posts were successfully recruited by Hywel Dda University Health Board between April 1st 2024 and March 31st 2025.
3. Please confirm or deny if Hywel Dda University Health Board has had any periods of time within the 12 months to the 31st of March 2025 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 new physiotherapy service developments including new services, new roles or changes to existing service delivery, in Hywel Dda University Health Board during the last financial year (April 2024 to end of March 2025).

If confirmed:

- a. Please provide details of the developments.
 - b. Please confirm or deny whether these were supported by additional resources.
5. Please provide details of spend on agency/locum staff in the year April 2024 to end of March 2025.
 6. Please confirm your current physiotherapy workforce vacancy rate as a percentage of the expected physiotherapy workforce at Hywel Dda University Health Board.
 7. Please provide an explanation of the vacancies in request 6, and any figures that relate to the number of vacant posts in e.g How many are:
 - a. Post waiting recruitment process, will be advertised
 - b. Post advertised, recruited to
 - c. Vacancy hold, unable to advertise
 - d. Financial savings, not recruiting to vacancy
 - e. Other (please explain)

Response:

1. Hywel Dda University Health Board (UHB) confirms that a Whole Time Equivalent (WTE) of 18.0 Band 5 Physiotherapist posts were advertised, with two hundred and thirty (230) applications received, during the 2024/25 financial year.
2. The UHB confirms that a WTE of 6.0 Band 5 Physiotherapist posts were successfully recruited to during the 2024/25 financial year.

3. The UHB confirms that for assurance, due to current financial pressures, there has been a need to put in place additional processes to manage workforce recruitment. The additional stages implemented have caused some delays to the overall recruitment time.
4. The UHB confirms that there have been developments in its Physiotherapy Service during the 2024/25 financial year. Details of the developments, based on a locally developed workplan are as follows:
 - Additional investment for a Band 6 post within Carmarthenshire to bolster community capacity and support Amman Valley Community Hospital. The aim of this investment is to improve rehabilitation for patients admitted to community units.
 - Additional investment of a Band 6 post as part of the frailty pathway development at Prince Phillip Hospital.
 - Within service resource, the development of technology led rehabilitation classes for patients post fracture of neck or femur within Carmarthenshire . The aim of this work is to improve outcomes for patients post fracture.
 - Development of Band 8a Advanced Practitioner role to support the delivery of spasticity management services. This has been developed within resource using skill mix review.
 - Development of a UHB wide training program to support differential diagnosis skills for Deep Vein Thrombosis (DVT), again delivered within service resource.
 - There have been several pieces of work looking to improve how systems are working, to improve both quality of care and efficiency. The key areas focussed on have been outpatient efficiency, intermediate care admission avoidance and acute hospital flow. Examples include:- Pilot of Community Access Days (no additional resource), pilot of telephone triage model in outpatient Musculoskeletal (MSK) services (no additional resource).
5. The UHB confirms that the total spend on Physiotherapy agency staff was £1,296.00 during the 2024/25 financial year. There was no spend on locums for Physiotherapy during this period.
6. The UHB does not hold the vacancy rate as a percentage. However, provided within the table below is the WTE of budgeted, occupied and vacant posts for the Physiotherapy department, as at 30 September 2025.

Budgeted WTE	Occupied WTE	Vacant WTE
227.25	216.04	11.23

7. The UHB provides the information requested with the table below.

a.	Post waiting recruitment process, will be advertised	x2 Band 3
b.	Post advertised, recruited to	x1 Band 5 currently advertised. x4 Band 6 posts in Carmarthenshire have been offered. 0.67 WTE Band 6 in Ceredigion. x1 Band 4 posts in Pembrokeshire has been offered. x1 Band 7 MSK in Pembrokeshire offered.

c.	Vacancy hold, unable to advertise	0
d.	Financial savings, not recruiting to vacancy	The service is in the process of developing a financial savings plan to meet an organisational target.
e.	Other (please explain)	x2 vacancies (0.37 and 0.35 WTE) Band 7 are currently subject to skill mix review.