

<b>Reference:</b>	FOI.20463.26
<b>Subject:</b>	Physiotherapy Services
<b>Date of Request:</b>	18 May 2026

**Requested:**

1. Please confirm how many whole time equivalent (WTE) physiotherapists Band 5 posts were advertised by Hywel Dda University Health Board between April 1<sup>st</sup> 2025 and March 31<sup>st</sup> 2026, 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 1<sup>st</sup> 2025 and March 31<sup>st</sup> 2026.
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 2026 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 2025 to end of March 2026).  
  
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 last year April 2025 to end of March 2026.
6. Please confirm your current physiotherapy workforce vacancy rate:
  - a. as a percentage of the expected physiotherapy workforce at Hywel Dda University Health Board.
  - b. please provide a breakdown of vacancies in WTE broken down by Agenda for Change pay bands.
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 11.6 Band 5 Physiotherapist posts were advertised, for which a total of five hundred and seventy-three (573) applications were received, during the 2025/26 financial year.

2. The UHB confirms that a WTE of 11.6 Band 5 Physiotherapist posts were successfully recruited to during the 2025/26 financial year.
3. The UHB confirms that it did experience a delay with recruitment in the Physiotherapy department during the 2025/26 financial year. Two vacancies, a 1.0 WTE Band 7 and a 1.0 WTE Band 6 Musculoskeletal post were temporarily held from being advertised for two (2) months, due to the possibility of staff redeployment as part of an Organisational Change Policy (OCP). However, an OCP was not undertaken, and the posts were then advertised and recruited to in line with usual recruitment processes.
4. The UHB confirms that there have been developments in its Physiotherapy Service during the 2025/26 financial year. Details of the developments, based on a locally developed workplan are as follows:
  - Additional investment for a 1.0 WTE Band 6 post received to support the frailty pathway in Prince Philip Hospital (PPH), enabling reduced length of hospital stay and deconditioning.
  - Additional investment for a 1.0 WTE Band 4 post and a 1.0 WTE Band 5 post received for community rehabilitation to expand capacity, support early discharges from hospital and prevent admissions.
  - Investment of a 0.2 WTE Band 8a post on a fixed term basis to release an Advanced Practitioner to develop Hypertonia related resources for the service.
  - Within service resource, contribute to the development of national guidance for neonatal handling.
  - Within service resource, work with the Health Visitors to educate the role of specialist neonatal physiotherapy and streamline referrals.
  - Within service resource, engage in workstreams for the implementation of a new inpatient referral and activity monitoring system.
  - Within service resource, modernise documentation audit tools and governance assurance.
  - Within service resource, commence new hydrotherapy sessions in a new purpose-built health and wellbeing facility. Including engagement in governance arrangements for the new facility at Pentre Awel.
  - Within existing budget, introduce automated referral acknowledgement email system and signpost to self-help materials.
  - Within existing budget, evolve the Patient Initiated Follow Up process across all Lymphoedema services.
5. The UHB confirms that the total spend on Physiotherapy agency staff was £198,249.00 during the 2025/26 financial year. There was no spend on locums for Physiotherapy during this period.

6a. The UHB does not hold the vacancy rate as a percentage. However, the UHB provides within the table below, the budgeted, occupied and vacant Whole Time Equivalent (WTE) for the Physiotherapy department, by Agenda for Change (A4C) pay band, as at 30 April 2026.

<b>A4C pay band</b>	<b>Budgeted WTE</b>	<b>Occupied WTE</b>	<b>Vacant WTE</b>
Band 5	19.5	22.0	-2.5
Band 6	76.4	75.5	0.9
Band 7	60.3	67.9	-7.6
Band 8A	20.6	22.9	-2.3
Band 8B	2.6	2.0	0.6
Band 8C	1.4	2.0	-0.6

6b. A 1.0 WTE permanent Band 6 Specialist Physiotherapist vacancy in Withybush General Hospital, is currently in the process of being advertised.

7. Please see response to question 6b.