

<b>Reference:</b>	FOI.18230.25
<b>Subject:</b>	Radiography vacancy rates
<b>Date of Request:</b>	29 August 2025

**Requested:**

Follow up to FOI.17952:

Is it possible to have the answer to Question 1 expressed as a percentage value please?

1. *Hywel Dda University Health Board (UHB) provides within the table below, the average Whole Time Equivalent (WTE) vacancies advertised on the UHB's TRAC recruitment system for Radiographers, split per band as at the 31 July 2021 to 2025.*

	<b>Band 5</b>	<b>Band 6</b>	<b>Band 7</b>	<b>Band 8a</b>	<b>Band 8b</b>	<b>Total</b>
<b>31 July 2021</b>	9.00	3.00	3.00	0.00	0.00	<b>15.00</b>
<b>31 July 2022</b>	1.00	2.00	0.00	1.00	0.00	<b>4.00</b>
<b>31 July 2023</b>	1.00	7.00	5.20	1.00	1.00	<b>15.20</b>
<b>31 July 2024</b>	2.00	0.00	2.00	0.00	0.00	<b>4.00</b>
<b>31 July 2025</b>	0.00	1.40	2.00	0.00	0.00	<b>3.40</b>

**Response:**

Hywel Dda University Health Board (UHB) does not hold the requested information, as the TRAC recruitment system only holds the Whole Time Equivalent (WTE) vacancy figures.

However, whilst operating in accordance with the Section 45 Freedom of Information Code of Practice, the UHB has a duty to provide advice and assistance and provides within the tables below, the budgeted, actual and vacant WTE Radiography staff, with the difference provided as a percentage, by pay band, as was recorded on the UHB's Establishment Control Tool, at 31 July 2021 to 2025.

Please note:- the difference in the budgeted establishment for Band 5 staff between 2022 and 2023 was primarily due to a change relating to the funding arrangements for the student streamlining arrangement the UHB has with Health Education and Improvement Wales (HEIW). There was no significant difference in the number of students joining the UHB during this period, just a re-alignment of funding. Additionally, during the same period there was a slight re-alignment in Band 5 and Band 6 posts within this function.

<b>31 July 2021</b>				
<b>Radiographer</b>	<b>Budget</b>	<b>Actual</b>	<b>Difference</b>	<b>Percentage</b>
Band 5	1.0	2.9	(2.0)	-201.0%
Band 6	81.6	72.5	9.1	11.1%
Band 7	42.4	34.9	7.5	17.7%
Band 8a	9.0	9.6	(0.6)	-6.7%
Band 8c	1.6	2.0	(0.4)	-25.0%

<b>31 July 2022</b>				
<b>Radiographer</b>	<b>Budget</b>	<b>Actual</b>	<b>Difference</b>	<b>Percentage</b>
Band 5	0.9	8.7	-7.9	-902.3%
Band 6	82.3	72.7	9.7	11.7%

Band 7	41.8	33.9	7.8	18.8%
Band 8a	9.6	9.0	0.6	6.3%
Band 8c	1.6	2.0	-0.4	-25.0%

31 July 2023				
Radiographer	Budget	Actual	Difference	Percentage
Band 5	16.0	13.0	3.0	18.8%
Band 6	89.0	74.2	14.7	16.5%
Band 7	43.8	34.6	9.2	20.9%
Band 8a	10.0	10.8	-0.8	-8.0%
Band 8b	1.0	0.0	1.0	100.0%
Band 8c	2.6	2.0	0.6	23.1%

31 July 2024				
Radiographer	Budget	Actual	Difference	Percentage
Band 5	21.0	21.0	0.0	0.0%
Band 6	83.4	75.4	8.0	9.6%
Band 7	45.5	39.4	6.1	13.4%
Band 8a	11.0	11.0	0.0	0.0%
Band 8b	1.0	1.0	0.0	0.0%
Band 8c	2.6	1.8	0.8	30.8%

31 July 2025				
Radiographer	Budget	Actual	Difference	Percentage
Band 5	23.9	18.0	5.9	24.8%
Band 6	89.9	74.8	15.1	16.8%
Band 7	47.2	43.4	3.8	8.1%
Band 8a	16.0	11.0	5.0	31.2%
Band 8b	2.0	1.0	1.0	50.0%
Band 8c	2.7	1.8	0.9	32.1%

Percentage calculation = Difference between budgeted and actual WTE ÷ budgeted WTE x 100.