

Reference:	FOI.17892.25
Subject:	Registered Nursing recruitment
Date of Request:	24 July 2025

Requested:

Please supply information on registered nursing recruitment at your trust over the last two financial years 2023-24 and 2024-25, and the months since the start of the 2025-26 financial year, answering the following questions:

1. Are there currently, or have there been any recruitment freezes in place affecting solely, or including, the registered nurse workforce [i.e band 5 and up] in the last two financial years, and/or up to present day?
 - a. If yes, have any of these recruitment freezes specifically targeted at entry level band 5 nurses [i.e: registered nurses on the starting pay point of band 5]?
 - b. If yes, please provide the timeframes and reason for the freezes.
2. How many band 5 registered nurse vacancies do you currently have at your trust?
3. How many entry-level band 5 domestically trained/recruited nurses have you recruited at your trust during the last two years? [Please also detail separately any internationally recruited nurses you have taken on in same time period]

Response:

1. Hywel Dda University Health Board (UHB) confirms there has not been, nor is there currently any recruitment freezes affecting the Registered Nurse workforce, during the 2023/24, 2024/25 and 2025/2026 financial years.
2. The UHB confirms there are 9.77 Whole Time Equivalent (WTE) vacancies out to advert for Band 5 Registered Nurses, as of 30 June 2025.
3. The UHB provides within the table below, the number of Band 5 domestically trained recruited nurses, along with the number of internationally recruited nurses, during the period 1 July 2023 to 30 June 2025.

Recruitment type	Number
Domestically trained/recruited, recruited via all other mechanisms	277
Internationally Educated Nurses (IEN), recruited via the NHS Wales International Recruitment Programme	125
Total	402