

Reference:	FOI.17480.25
Subject:	Staff pay grades
Date of Request:	3 June 2025

Requested:

The number of staff currently employed by your Health Board/Organisation in each staff group, by pay grade/band.

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9
Additional Clinical Services												
Additional Professional Scientific & Technical												
Administrative & Clerical												
Allied Health Professionals												
Estates & Ancillary												
Healthcare Scientists												
Medical & Dental												
Nursing & Midwifery Registered												

Please add any staff groups/bands I may have missed as necessary.

Response:

Hywel Dda University Health Board (UHB) provides within the tables below and overleaf, the number of employed staff, by Agenda for Change (A4C) pay scale and staff group, as at 3 June 2025.

A4C pay band	Additional Clinical Services (ACS)	Additional Professional Scientific and Technical (APST)	Administrative and Clerical (A&C)	Allied Health Professionals (AHP)
Band 1	0	0	0	0
Band 2	1,820	0	449	0
Band 3	876	0	444	0
Band 4	450	11	614	0
Band 5	88	89	292	106
Band 6	18	86	184	391
Band 7	7	100	179	288
Band 8a	0	93	107	68

Band 8b	0	40	70	9
Band 8c	0	24	33	6
Band 8d	0	1	19	0
Band 9	0	1	17	2

A4C pay band	Estates and Ancillary (E&A)	Healthcare Scientists (HCS)	Nursing & Midwifery Registered (N&M)	Students
Band 1	8	0	0	0
Band 2	1,001	0	0	0
Band 3	120	0	0	0
Band 4	33	0	0	0
Band 5	41	19	2,017	*
Band 6	8	108	1,331	0
Band 7	8	56	653	0
Band 8a	0	19	184	0
Band 8b	0	5	12	0
Band 8c	0	4	18	0
Band 8d	0	1	13	0
Band 9	0	1	2	0

Where the figure in the table has been replaced with an asterisk (*), the UHB is unable to provide you with the exact number due to the low number of cases (less than 5), as there is a potential risk of identifying individuals if this was disclosed. The UHB is therefore withholding this detail under Section 40(2) of the Freedom of Information Act. This information is protected by the Data Protection Act 2018 (DPA)/UK General Data Protection Regulations (UK GDPR) as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles of the UK GDPR. This exemption is absolute and therefore, there is no requirement to apply the public interest test.

In reaching this decision, the DPA and UK GDPR define personal data as data that relates to a living individual who can be identified solely from that data or from that data and other information, which is in the possession of the data controller.

The UHB provides within the table below, the number of employed staff on Medical and Dental (M&D) pay scales, by grade, as at 3 June 2025.

M&D Grade	Number	M&D Grade	Number
Associate Specialist New Contract	23	Salaried Primary Dentist - Scale A	7
Consultant	232	Salaried Primary Dentist - Scale B	4
Consultant Locum	99	Salaried Primary Dentist - Scale C	2
Consultant Locum Max	3	Specialist Grade	3
Foundation House Officer 1	5	Specialty Doctor	47
Foundation House Officer 2	32	Specialty Doctor - Locum	2
GP Educator – Assoc Adviser/ Director	1	Specialty Doctor	141
GP Educator - Established CO/ Tutor	1	Specialty Registrar	15
Hospital Practitioner (3 Sessions)	1	Specialty Registrar Core training	105
Local Consultant	2	Specialty Registrar FTSTA	51
Other Med/Dental Practitioner	6		

The UHB provides within the table below, the number of employed staff on personal salaries, by staff group, as at 3 June 2025.

Staff group	Number
ACS	4
A&C	35
AHP	3
E&A	4
M&D	204
N&M	7

The UHB also employs apprentices within the ACS staff group who are remunerated on the national apprenticeship rates set by Welsh Government (WG). The UHB has applied a Section 40(2) to the number of apprentices currently employed due to the low number (less than 5), the details of the exemption are detailed on the previous page.