

<b>Reference:</b>	FOI.19035.25
<b>Subject:</b>	Staffing
<b>Date of Request:</b>	6 December 2025

**Requested:**

1. The current number of executives, managers, and clinical staff employed by your Health Board (separately for each staff category)
2. The number of executives, managers, and clinical staff hired by your Health Board using a recruitment agency in each of the last 5 fiscal years, separately for each staff group
3. The annual staff turnover rate for each staff group over the last 5 fiscal years

Please see the following definitions to help you in processing this request:

- Executives: Any members of top-level Health Board leadership, such as Chair, Chief Executive, Executive Directors (e.g., medical director, nursing director, finance director, Chief Operating Officer) responsible for overall strategy, quality, and governance.
- Managers: Senior management, such as service or care group directors, heads of nursing, clinical directors, general managers, and heads of corporate departments, typically overseeing multiple departments or an entire division, as well as Middle managers and Frontline managers, such as matrons, ward or department managers, team leaders, and service managers who manage day-to-day operations and directly supervise clinical and non-clinical teams.
- Clinical staff: Frontline clinical staff and support staff

**Response:**

Hywel Dda University Health Board (UHB) is unable to provide you with the information requested for question 2, as it is estimated that the cost of answering your request would exceed the “appropriate limit” as stated in the Freedom of Information Act 2000 (Appropriate Limit and Fees) Regulations 2004. The “appropriate limit” represents the estimated cost of one person spending 18 hours (or 2 ½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

To provide you with the data requested, the UHB would need to undertake a manual trawl of all invoices received for the five (5) year period requested, to identify any information that may fulfil this part of your request, as it is not recorded centrally.

The UHB can confirm that one thousand eight hundred and sixty-eight (1,868) invoices were received during the 2024/25 financial year alone. It is estimated that a manual search of these records only would exceed the 18 hours stipulated within the Freedom of Information Act 2000 (FoIA). Based on the number of records identified, conducting a search of digital records taking a minimum of five (5) minutes per digital record, to identify any that relate to recruitment would far exceed the ‘appropriate limit’, costing the UHB the following:

1,868 @ 5 minutes per record = 155 hours  
155 hours @ £25 per hour = £3,875.

The UHB is therefore applying an exemption under Section 12 of the FoIA, which provides an exemption from a public authority's obligation to comply with a request for information where the cost of compliance is estimated to exceed the appropriate limit.

However, under Section 16 of the FoIA, we are required as a public authority, to provide advice and assistance so far as it is reasonable to individuals who have made a request under the FoIA, this can include assisting a requestor to further refine their request.

The UHB suggests that you may refine your request by reducing the timeframe requested. However, the UHB would still be required to undertake a manual search of invoices to identify any information to fulfil your request, therefore, the outcome would be dependent on the number of invoices identified within a shorter time period.

Under Section 16 the UHB provides the accessible information it holds below.

1. The UHB provides within the table below, the total number of posts and Full Time Equivalent (FTE) for its staff groups, as at 12 December 2025.

<b>Staff Group</b>	<b>Number of posts</b>	<b>FTE</b>
<b>Board Members*</b>		
	21	21.00
<b>Total</b>	<b>21</b>	<b>21.00</b>
<b>Managers**</b>		
Additional Professional Scientific and Technical	8	7.80
Additional Clinical Services	7	6.67
Administrative and Clerical	477	460.07
Allied Health Professionals	25	24.33
Estates and Ancillary	15	14.60
Healthcare Scientists	42	39.93
Medical and Dental	14	7.34
Nursing and Midwifery Registered	348	319.46
<b>Total</b>	<b>936</b>	<b>880.20</b>
<b>Clinical Staff</b>		
Additional Professional Scientific and Technical	425	360.91
Additional Clinical Services	2,588	2,168.79
Allied Health Professionals	861	737.26
Healthcare Scientists	171	157.11
Medical and Dental	789	694.48
Nursing and Midwifery Registered	3,649	3,073.84
<b>Total</b>	<b>8,483</b>	<b>7,192.39</b>
<b>Non-Clinical Staff***</b>		
Administrative and Clerical	1,996	1,688.41
Estates and Ancillary	999	770.36
<b>Total</b>	<b>2,995</b>	<b>2,458.78</b>
<b>Overall Total</b>	<b>12,435</b>	<b>10,552.37</b>

\*Please note: this figure includes Independent Members, Chair, Vice Chair and Executive Team.

\*\*Please note: this figure includes all staff with the word “Head”, “Chief”, “Manager”, “Director” or “Leader” within their job title.

\*\*\*Please note: this figure includes Porters and Admin and Clerical staff.

2. An exemption under Section 12 of the FoIA applied.

3. The UHB is unable to provide the information exactly as requested as it is not recorded in a format that can be easily separated. To provide the information split per staff category detailed within the request, the UHB would need to manually work out the average headcount for those with the relevant job titles and split this information per staff group. Therefore, the UHB provides within the table below and overleaf, the annual staff turnover rate, split per recorded staff group, during the period 1 April to 31 March of each of the last five (5) financial years.

<b>1 April 2020 – 31 March 2021</b>		
<b>Staff Group</b>	<b>Labour Turnover Rate Headcount Percentage (%)</b>	<b>Labour Turnover Rate FTE Percentage (%)</b>
Additional Professional Scientific and Technical	6.6%	6.0%
Additional Clinical Services	9.5%	9.1%
Administrative and Clerical	8.1%	7.4%
Allied Health Professionals	8.1%	7.5%
Estates and Ancillary	16.7%	16.4%
Healthcare Scientists	7.4%	7.6%
Medical and Dental	10.8%	10.9%
Nursing and Midwifery Registered	7.3%	6.9%

<b>1 April 2021 – 31 March 2022</b>		
<b>Staff Group</b>	<b>Labour Turnover Rate Headcount Percentage (%)</b>	<b>Labour Turnover Rate FTE Percentage (%)</b>
Additional Professional Scientific and Technical	7.9%	7.5%
Additional Clinical Services	9.3%	8.3%
Administrative and Clerical	12.9%	11.9%
Allied Health Professionals	10.0%	9.5%
Estates and Ancillary	12.9%	13.0%
Healthcare Scientists	11.0%	10.9%
Medical and Dental	10.2%	9.9%
Nursing and Midwifery Registered	8.6%	8.1%

<b>1 April 2022 – 31 March 2023</b>		
<b>Staff Group</b>	<b>Labour Turnover Rate Headcount Percentage (%)</b>	<b>Labour Turnover Rate FTE Percentage (%)</b>
Additional Professional Scientific and Technical	7.9%	7.6%
Additional Clinical Services	8.3%	8.0%
Administrative and Clerical	9.8%	9.2%
Allied Health Professionals	9.5%	9.0%
Estates and Ancillary	8.0%	7.4%
Healthcare Scientists	9.6%	9.1%

Medical and Dental	12.5%	12.4%
Nursing and Midwifery Registered	7.0%	6.6%

**1 April 2023 – 31 March 2024**

<b>Staff Group</b>	<b>Labour Turnover Rate Headcount Percentage (%)</b>	<b>Labour Turnover Rate FTE Percentage (%)</b>
Additional Professional Scientific and Technical	8.9%	8.8%
Additional Clinical Services	8.1%	8.0%
Administrative and Clerical	9.7%	9.1%
Allied Health Professionals	10.3%	10.0%
Estates and Ancillary	9.7%	8.9%
Healthcare Scientists	9.1%	8.9%
Medical and Dental	10.4%	10.5%
Nursing and Midwifery Registered	5.8%	5.5%

**1 April 2024 – 31 March 2025**

<b>Staff Group</b>	<b>Labour Turnover Rate Headcount Percentage (%)</b>	<b>Labour Turnover Rate FTE Percentage (%)</b>
Additional Professional Scientific and Technical	7.8%	7.6%
Additional Clinical Services	9.0%	8.3%
Administrative and Clerical	9.3%	8.6%
Allied Health Professionals	8.9%	8.3%
Estates and Ancillary	13.3%	12.3%
Healthcare Scientists	9.0%	8.3%
Medical and Dental	11.8%	11.7%
Nursing and Midwifery Registered	5.9%	5.3%