

Rydym yn croesawu gohebiaeth yn y Gymraeg neu'r Saesneg. Atebir gohebiaeth Gymraeg yn y Gymraeg, ac ni fydd hyn yn arwain at oedi. We welcome correspondence in Welsh or English. Welsh language correspondence will be replied to in Welsh, and this will not lead to a delay.

Cais Rhyddid Gwybodaeth / Freedom of Information request **Ein Cyf / Our Ref: 22-J-020**

Please note that these figures are correct as at 26th October 2022.

You asked:

1. The number of EU nationals (excluding UK) who joined your health board as an employee for the years:

- **2014**
- **2015**
- **2016**
- **2017**
- **2018**
- **2019**
- **2020**
- **2021**
- **2022 (most recent data)**

I would like this broken down by year and occupation. Ideally I would like these figures as full time equivalent staff (so four nurses working 10hours/week would = one full time nurse) and the raw numbers (based on number of people not hours worked).

Headcount

Nationality Group	2014	2015	2016	2017	2018	2019	2020	2021	2022
Add Prof Scientific and Technic	0	0	<5*	<5*	<5*	<5*	<5*	<5*	<5*
Additional Clinical Services	0	8	51	<5*	0	<5*	10	11	16
Administrative and Clerical	0	<5*	<5*	<5*	0	<5*	<5*	<5*	<5*
Allied Health Professionals	<5*	<5*	<5*	<5*	<5*	<5*	7	<5*	5
Estates and Ancillary	<5*	0	0	0	<5*	<5*	<5*	<5*	<5*
Healthcare Scientists	0	0	0	0	0	<5*	<5*	<5*	<5*
Medical and Dental	18	25	18	14	20	15	9	6	<5*
Nursing and Midwifery Registered	<5*	6	13	<5*	5	7	7	8	6
Students	0	0	0	0	0	0	<5*	0	0



Total	24	41	86	22	29	35	44	37	38
--------------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------

FTE

Nationality Group	2014	2015	2016	2017	2018	2019	2020	2021	2022
Add Prof Scientific and Technic	0	0	<5*	<5*	<5*	<5*	<5*	<5*	<5*
Additional Clinical Services	0	8.00	50.40	<5*	0	<5*	7.41	10.44	14.89
Administrative and Clerical	0	<5*	<5*	<5*	0	<5*	<5*	<5*	<5*
Allied Health Professionals	<5*	<5*	<5*	<5*	<5*	<5*	6.60	<5*	5.00
Estates and Ancillary	<5*	0	0	0	<5*	<5*	<5*	<5*	<5*
Healthcare Scientists	0	0	0	0	0	<5*	<5*	<5*	<5*
Medical and Dental	17.40	24.28	18.00	13.51	18.93	14.10	8.60	6.00	<5*
Nursing and Midwifery Registered	<5*	5.64	13.00	<5*	<5*	6.92	6.21	6.60	<5*
Students	0	0	0	0	0	0	<5*	0	0
Total	22.67	39.92	84.80	20.44	26.90	33.16	36.63	33.80	34.12

2. The number of EU nationals (excluding UK) who left your health board as an employee for the years:

- **2014**
- **2015**
- **2016**
- **2017**
- **2018**
- **2019**
- **2020**
- **2021**
- **2022 (most recent data)**

I would like this broken down by year and occupation. Ideally I would like these figures as full time equivalent staff (so four nurses working 10hours/week would = one full time nurse) and the raw numbers (based on number of people not hours worked).

Headcount

Nationality Group	2014	2015	2016	2017	2018	2019	2020	2021	2022
Add Prof Scientific and Technic	0	0	0	0	<5*	0	<5*	<5*	<5*
Additional Clinical Services	0	0	<5*	26	<5*	<5*	<5*	<5*	<5*
Administrative and Clerical	0	0	<5*	<5*	<5*	<5*	<5*	<5*	<5*
Allied Health Professionals	0	<5*	0	0	<5*	<5*	<5*	<5*	<5*
Estates and Ancillary	0	0	0	0	0	0	<5*	0	0
Healthcare Scientists	0	0	0	0	0	0	<5*	<5*	0
Medical and Dental	35	34	28	24	27	39	11	20	15
Nursing and Midwifery Registered	<5*	<5*	12	19	20	24	9	10	8
Students	0	0	0	0	0	0	<5*	0	0
Total	-	39	44	-	55	67	35	40	35



FTE

Nationality Group	2014	2015	2016	2017	2018	2019	2020	2021	2022
Add Prof Scientific and Technic	0	0	0	0	<5*	0	<5*	<5*	<5*
Additional Clinical Services	0	0	<5*	26.00	<5*	<5*	<5*	<5*	<5*
Administrative and Clerical	0	0	<5*	<5*	<5*	<5*	<5*	<5*	<5*
Allied Health Professionals	0	<5*	0	0	<5*	<5*	<5*	<5*	<5*
Estates and Ancillary	0	0	0	0	0	0	<5*	0	0
Healthcare Scientists	0	0	0	0	0	0	<5*	<5*	0
Medical and Dental	34.00	33.35	26.37	24.00	25.69	37.84	10.08	19.55	14.30
Nursing and Midwifery Registered	<5*	<5*	11.59	18.92	19.32	22.87	8.15	8.64	6.45
Students	0	0	0	0	0	0	<5*	0	0
Total	-	37.58	41.36	-	51.91	64.61	30.64	36.69	31.83

* Where fewer than 5 has been indicated we are unable to provide you with the exact number of staff member as due to the low numbers, there is a potential risk of identifying individuals if this was disclosed. We are therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This information is protected by the General Data Protection Regulation (GDPR) and Data Protection Act 2018 and its disclosure would be contrary to the data protection principles and constitute as unfair and unlawful processing in regard to Articles 5, 6, and 9 of GDPR. This exemption is absolute and therefore there is no requirement to apply the public interest test.

