



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

Cadeirydd/Chair: **Emma Woollett**
Prif Weithredwr/Chief Executive: **Mark Hackett**

gofalu am ein gilydd, cydweithio, gwella bob amser
caring for each other, working together, always improving

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: 23-D-025**

Please note that the Health Board is carrying out significant work around recruitment generally and has a dedicated area on its website for recruitment: <https://sbuhb.nhs.wales/jobs/jobs-and-volunteering>. Within this area of the website the Health Board has details of vacancies, up-coming recruitment days, contact information and short videos (developed in-house) advertising the benefits of working for SBU and interviews with staff. As well as emphasising the career and learning opportunities offered by being part of such a large NHS organisation, we actively promote the great work-life balance that living in Swansea and South West Wales offers, including affordable housing, our beaches, countryside, etc.

Much of our nurse recruitment campaigning is done through targeted social media campaigning, which has resulted in a number of experienced nurses joining us from other parts of the UK.

Work is underway to almost double the number of new nurses being recruited to Swansea Bay. Hundreds of nurses from overseas, known as internationally educated nurses, are being targeted to join the health board. Recruitment of internationally educated nurses is a key part of the health board's recruitment and retention plans. The health board is also looking to identify existing staff who wish to progress further by developing additional skills.

In the last financial year, the health board recruited 140 internationally educated nurses. The target of 350 offers for overseas nurses for 2022/23 has been met – 201 nurses have arrived and the remainder will arrive April to July. The nurses have filled vacancies mainly in Morrison Hospital and theatres. The plan for 2023/24 is to recruit a further 350 nurses.

Healthcare support workers are also being encouraged to up-skill and expand their roles. We are also run a scheme with Swansea University where a number of our healthcare support workers have the opportunity to train part-time to become registered nurses while still working as support workers. Other initiatives include the expansion of band four healthcare support worker roles across the organisation.

Please note that this information includes training doctors under the medical and



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Bwrdd Iechyd Prifysgol Bae Abertawe yw enw gweithredu Bwrdd Iechyd Lleol Prifysgol Bae Abertawe
Swansea Bay University Health Board is the operational name of Swansea Bay University Local Health Board

dental data. It also includes fixed term locums (not including those on 0 hour contracts). The information does not include student or bank staff.

You asked:

1) How many medical and dental staff have left the health board in each of the following years: 2019-20, 2020-21, 2021-22 and 2022-23?

2019/20 – 364

2020/21 – 202

2021/22 – 423

2022/23 – 152

2) How many medical and dental staff have joined the health board in each of the following years: 2019-20, 2020-21, 2021-22 and 2022-23?

2019/20 – 434

2020/21 – 332

2021/22 – 231

2022/23 – 157

3) How many nursing staff have left the health board in each of the following years: 2019-20, 2020-21, 2021-22 and 2022-23?

Please note that these figures include registered nursing and midwifery staff. This does not include health care support workers.

2019/20 – 362

2020/21 – 349

2021/22 – 491

2022/23 – 383

4) How many nursing staff have joined the health board in each of the following years: 2019-20, 2020-21, 2021-22 and 2022-23?

Please note that these figures include registered nursing and midwifery staff. This does not include health care support workers.

2019/20 – 305

2020/21 – 315

2021/22 – 303

2022/23 – 351

5) How many allied health professionals have left the health board in each of the following years: 2019-20, 2020-21, 2021-22 and 2022-23?

2019/20 – 97

2020/21 – 80

2021/22 – 120

2022/23 – 113

6) How many allied health professionals have joined the health board in each of the following years: 2019-20, 2020-21, 2021-22 and 2022-23?

2019/20 – 101

2020/21 – 120

2021/22 – 107



7) How many medical and dental staff does the health board currently have, and what is the figure for nursing staff and for allied health professionals?

Medical & Dental - 890

Nursing & Midwifery - 4218

Allied Health Professionals - 994

