



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-F-008**

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.

### **You asked:**

**Please could you list a year-on-year breakdown on the number of nursing staff that have left Swansea Bay University Health Board from May 2021 to May 2023.**



**Pencadlys BIP Bae Abertawe, Un Porthfa Talbot, Port Talbot, SA12 7BR / Swansea Bay UHB Headquarters, One Talbot Gateway, Port Talbot, SA12 7BR**

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

## Our response:

Please note that for context, in the time periods specified, we have also included the number of staff that started in post as well as the average headcount across each year to show the overall impact on staffing numbers. This includes permanent, fixed term and student nursing staff.

| Date                       | Average Headcount | Starters Headcount | Leavers Headcount |
|----------------------------|-------------------|--------------------|-------------------|
| 01 June 2022 - 31 May 2023 | 4,143.50          | 375                | 376               |
| 01 June 2021 - 31 May 2022 | 4,048.50          | 324                | 510               |
| 01 June 2020 - 31 May 2021 | 4,020.50          | 321                | 359               |

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