



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-014**

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. 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 clarified on 4th July 2023 that by "non-medical" staff you are referring to admin, clerical, finance, HR, procurement, IT, facilities management, project staff etc. Also known as "non-medical, non-clinical" staff.

You asked:



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

1. How many non medical vacancies were there in FY 22/23?

As at 31st March 2023 there were 158 WTE non-medical vacancies.

a. How many vacancies were filled during this period?

In FY 22/23 there were a total of 396 WTE non-medical new starters.

b. What percentage was Perm or Fixed term and how many were Temp/Contract?

25.29% of the new starters in question 1a were fixed term or temporary, 74.71% were permanent.

2. Which recruitment agencies do Swansea Bay engage with?

Please see attachment 2 for the current framework agencies utilised are for non-medical, non-clinical staff.

a. How much spend has there been with Agencies?

£2,285,343 in FY 22/23 for non-medical non-clinical agency staff.

b. Which Divisions/directorates use recruitment agencies? And which ones?

Please see attachment 1 for a breakdown of the agencies used by department in FY 22/23.

3. What is the recruitment and resourcing plan for 23/24 at Swansea Bay Health Board?

Are there any plans to increase headcounts? If so in which Division?

SBUHB has an integrated service plan for 2023/24 which has a number of service expansions planned for, including expansion within cancer services (c. 47 WTE), our mental health and learning disability division (c. 20 WTE) and our primary care and community division (c. 22 WTE). Please note this does not include some key projects where resourcing plans are still in development and does not include any business as usual recruitment to cover turnover etc.

4. Please provide an organisational structure/chart for non medical departments? Along with the names of Heads of Departments?

Non-medical, non-clinical departments are vast and wide-ranging across the entire health board. To obtain this information would involve a manual exercise collating information from each team which we have estimated would significantly exceed the 18 hours limit set down by the FOI Act as the reasonable limit. Section 12 of the FOI Act and The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulation 2004 provides that we are not obliged to spend in excess of 18 hours in any sixty day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

However, you can find details of our senior leadership team here -

<https://sbuhb.nhs.wales/about-us/swansea-bay-uhb/>

5. Please provide the Digital strategy Swansea Bay are working towards and key heads of service in this department.

Please see attachment 3 for our Digital strategy for 2023/24. Please see



attachment 4 for our Digital organisational chart.

