



GIG  
CYMRU  
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WALES

Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board

Cadeirydd Dros Dro/ Interim Chair: **Emma Woollett**  
Prif Weithredwr/Chief Executive: **Tracy Myhill**

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

Rydym yn croesawu gohebiaeth yn y Gymraeg ac yn y Saesneg. We welcome correspondence in Welsh or English.

Dyddiad/Date: 4<sup>th</sup> February 2020  
Ein Cyf / Our Ref: 20-A-001

   
FOIA.Requests@wales.nhs.uk


Corporate Services  
Headquarters  
1 Talbot Gateway  
Baglan  
Port Talbot, SA12 7BR



I refer to your Freedom of Information Act Request acknowledged by ourselves on 6<sup>th</sup> January 2020. Your request sought information relating to nursing rotas.

Please note that our response relates to calendar year 2019.

**1. How many nursing staff are employed by Swansea Bay Health Board?  
Part-time and full-time.**

Part time – 1584

Full time - 2349

**2. How much does Swansea Bay Health Board spend on agency nursing per month (over the past year)?**

This figure is for both qualified and unqualified agency nursing staff. On average the monthly spend for 2019 was £1,418,934.

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 the Health Board 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.



**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

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.

Please note, we do everything possible to cover rotas with health board staff and bank staff. It is only after exhausting these options, do we look to agencies for cover.

**3. Has the health board introduced changes to nursing rotas in the past three years to extend unpaid meal breaks for nursing staff?**

Nurse rosters evolve continuously and there have been a number of changes in recent years within the health board, as part of those changes there have been changes made to arrangements for unpaid meal breaks however the changes were not prompted by a need to make savings.

**4. If so, what savings were made (monthly and annually)?**

Not applicable. Changes in rosters/breaks were not made to make savings in unpaid meal breaks.

**5. How many nursing staff currently have a one-hour unpaid meal break during a shift?**

This information is not held centrally. The Health Board ensures that the minimum statutory breaks are built into shift patterns. Units and departments have latitude to set longer breaks where that meets the needs of the service.

**6. How many of your nursing staff are paid for their meal break and in what units/wards?**

This information is not held centrally.

**7. What is the rationale for different payments and breaks – historic or practical?**

Whilst there is an element of custom and practice within different departments, the Health Board has been undertaking a wide scale review of roster patterns to ensure they meet the needs of the service. Going forward that has and will be the basis for reviewing all roster practices.

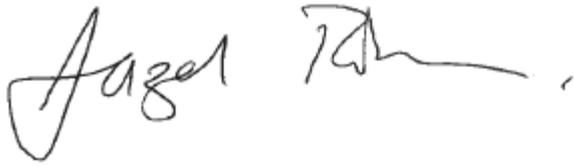
I hope this information is helpful. If you require anything further please contact us at [FOIA.Requests@wales.nhs.uk](mailto:FOIA.Requests@wales.nhs.uk).

Under the terms of the Health Board's Freedom of Information policy, individuals seeking access to recorded information held by the Health Board are entitled to request internal review of the handling of their requests. If you would like to complain about the Health Board's handling of your request please contact me directly at the address below or register your complaint via [FOIA.Requests@wales.nhs.uk](mailto:FOIA.Requests@wales.nhs.uk).

If after Internal Review you remain dissatisfied you are also entitled to refer the matter to the information commissioner at the Information Commissioner's Office (Wales), 2<sup>nd</sup> Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH. Telephone Number: 029 2067 8400.



Yours sincerely

A handwritten signature in black ink, appearing to read 'Pam Wenger', with a long horizontal stroke extending to the right.

On behalf of

Pam Wenger

**Director of Corporate Governance**

