



GIG
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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 ac yn y Saesneg. We welcome correspondence in Welsh or English.

Dyddiad/Date: 16th April 2021
Ein Cyf / Our Ref: 21-C-026

☎ 01639 648363

✉ FOIA.Requests@wales.nhs.uk

[REDACTED]

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

[REDACTED]

I refer to your Freedom of Information Act Request acknowledged by ourselves on 19th March 2021. Your request sought information relating to medical consultants.

Please note that the Health Board has been 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.

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

1. What is the number of medical consultant posts (including NHS and honorary) in your health board by a) headcount and b) WTE, broken down by specialty, as of 18 March 2021 for the following:

a. Posts occupied by a permanent substantive consultant

Please see attachment.

b. Posts occupied by a locum consultant (both agency and board employed)

Please see attachment.



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

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Swansea Bay University Health Board is the operational name of Swansea Bay University Local Health Board

c. Other consultant posts not covered by (a) or (b), including but not limited to:

i. Vacant posts which are awaiting approval for recruitment

Please see attachment.

ii. Newly-created posts which have not yet been advertised

Please see attachment.

iii. Posts currently under active recruitment, including those where an appointment has been made but the consultant is not yet in post

Please see attachment.

iv. Posts which although currently unfilled are not under active recruitment, e.g. where a previous recruitment exercise has been unsuccessful

Please see attachment.

2. As of 18 March 2021, how many of the posts listed under (1b) and (1c) above have not been occupied by a permanent substantive post holder since 18 March 2020?

Please see attachment.

3. What definition does your health board use to define a consultant vacancy?

Swansea Bay University Health Board defines a "consultant vacancy" as any post where a consultant has tendered their resignation and who cannot be replaced by a service redesign, and any post where there is a need for a new consultant due to a service change or to support an additional service.

I hope this information is helpful. If you require anything further please contact us at 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.

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), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH. Telephone Number: 029 2067 8400.

Yours sincerely



Pam Wenger
Director of Corporate Governance

