

## **Freedom of Information Request: Our Reference CTHB\_292\_18**

### **You asked:**

Please could you supply the individual headcount for nurses (Agenda for Change band 5 and above) and health visitors who have left their post with your board to go to another health board, joined another NHS employer outside of Wales or otherwise left their post. Please could you supply these figures for every six month period beginning in December 2009 and ending in June 2017?

Further, please give figures for the same six monthly period (beginning in December 2009 and ending in June 2017) on the number of nurses (Agenda for Change band 5 and above) and health visitors who have been recruited from:

- i) Your health board
- ii) Another Welsh health board
- iii) An NHS organisation outside of Wales
- iv) From UK universities
- v) From the EU
- vi) From the rest of the world (i.e. excluding all the above categories)

### **Our response:**

Please see two attached reports which contain information that is held centrally by the Health Board.

Attachment 1 – Leavers - Destination on leaving

Attachment 2 – Starters – We are only able to provide the numbers for staff recruited from other NHS Organisation.

Sum of Person Headcount		Payscale Description								
Period	Destination On Leaving	Band 5	Band 6	Band 7	Band 8 - Range A	Band 8 - Range B	Band 8 - Range C	Band 8 - Range D	Band 8D	Grand Total
Dec 09 - Jun 10	NHS Organisation	2								2
	No Employment	1		2			1			4
	Social Services	1								1
	Undefined	52	19	16			1			88
	Unknown	2								2
Jun 10 - Nov 10	Abroad - Non EU Country		1							1
	Education Sector	1								1
	General Practice	2		1						3
	NHS Organisation	15	5	3				1		24
	No Employment	2	3	6	1		1			13
	Other Private Sector	1								1
	Other Public Sector			1						1
	Private Health/Social Care	1	1	1						3
	Undefined	4	3	2						9
	Unknown	14	6	2	1					23
Dec 10 - May 11	Abroad - Non EU Country	3								3
	Education Sector		1							1
	General Practice	1								1
	NHS Organisation	20	6	2	1					29
	No Employment	9	7	12	2		1			31
	Private Health/Social Care	1	1							2
	Self Employed			1						1
	Undefined	2	1							3
	Unknown	12	5	4	1					22
Jun 11 - Nov 11	Abroad - Non EU Country	1								1
	Education /Training	1								1
	Education Sector		1							1
	General Practice		1							1
	NHS Organisation	13	12	2						27
	No Employment	9	14	9	3	1				36
	Other Private Sector	1								1
	Other Public Sector			1						1
	Prison Service	1								1
	Private Health/Social Care	1								1
	Return to Practice			1						1
	Unknown	16	9	3	2					30
Dec 11 - May 12	Abroad - Non EU Country	4								4
	Education /Training		1							1
	NHS Organisation	6	3	1	1					11

	No Employment	10	6	5	3		24
	Other Private Sector	1					1
	Other Public Sector	2					2
	Private Health/Social Care				1		1
	Self Employed		1				1
	Undefined	1	1				2
	Unknown	9	2	3			14
Jun 12 - Nov 12	Abroad - EU Country	2					2
	Armed Forces	1					1
	General Practice	1					1
	NHS Organisation	7	7	3	1		18
	No Employment	13	7	7			27
	Other Public Sector	2					2
	Private Health/Social Care	2		1			3
	Return to Practice		1	2			3
	Unknown	13	1	2	2		18
Dec 12 - May 13	Abroad - Non EU Country	1					1
	General Practice	1					1
	NHS Organisation	13	4	8			25
	No Employment	15	10	8	2		35
	Return to Practice		1				1
	Unknown	13	3	3	1		20
Jun 13 - Nov 13	Abroad - Non EU Country	1					1
	Education /Training			1			1
	NHS Organisation	9	1	3	1		14
	No Employment	13	12	7			32
	Other Private Sector	2	1				3
	Private Health/Social Care	3					3
	Return to Practice		2	2			4
	Unknown	9	6	2	1		18
Dec 13 - May 14	Death in Service	1					1
	Education /Training				1		1
	General Practice	1					1
	NHS Organisation	15	4	3	4		26
	No Employment	12	8	5			25
	Prison Service	1					1
	Private Health/Social Care	1	2				3
	Return to Practice		1				1
	Self Employed		1				1
	Unknown	21	7	5	1	1	35
Jun 14 - Nov 14	Abroad - Non EU Country	1					1

	Education Sector	1						1
	General Practice	1						1
	NHS Organisation	18	3	3				24
	No Employment	14	10	15	1		1	41
	Other Private Sector	1						1
	Return to Practice	5	0					5
	Self Employed		1					1
	Unknown	9	6	7				22
Dec 14 - May 15	Abroad - Non EU Country	3						3
	General Practice	2						2
	NHS Organisation	21	7	9				37
	No Employment	7	10	10	1			28
	Other Private Sector	1						1
	Other Public Sector		1					1
	Private Health/Social Care	6		2				8
	Return to Practice			1				1
	Unknown	14	5	2	2		1	24
Jun 15 - Nov 15	Abroad - EU Country		1					1
	Abroad - Non EU Country	2						2
	Death in Service		1					1
	NHS Organisation	20	12	3			1	36
	No Employment	19	9	7	1			36
	Other Private Sector	1						1
	Other Public Sector	1	1	1	1			4
	Private Health/Social Care	4	1					5
	Return to Practice			1				1
	Unknown	17	6	1				24
Dec 15 - May 16	Abroad - EU Country			1				1
	Abroad - Non EU Country		1					1
	Death in Service	1						1
	General Practice	1						1
	NHS Organisation	20	9	5				34
	No Employment	17	9	8	1			35
	Other Private Sector	2						2
	Prison Service	1						1
	Private Health/Social Care	4	1					5
	Return to Practice		2					2
	Self Employed	1						1
	Unknown	6	6	3				15
Jun 16 - Nov 16	Abroad - Non EU Country	3						3
	Education Sector		1					1

	NHS Organisation	24	12	4	2				1	43
	No Employment	18	7	7	2					34
	Other Public Sector	2								2
	Private Health/Social Care	3	1							4
	Return to Practice	3		4						7
	Self Employed		1							1
	Undefined	2	1							3
	Unknown	8	5	2						15
Dec 16 - May 17	Abroad - Non EU Country	1	1							2
	General Practice		1							1
	NHS Organisation	23	6	9	4		1			43
	No Employment	15	5	8	3					31
	Other Private Sector	3	2	3						8
	Other Public Sector	2								2
	Private Health/Social Care	5	2							7
	Return to Practice	1	2	2						5
	Self Employed	1								1
	Unknown	11	6	2	1					20
Jun 17 - Nov 17	Abroad - EU Country	2								2
	Abroad - Non EU Country	1								1
	Education /Training	1			1					2
	Education Sector	1								1
	General Practice	2	1							3
	NHS Organisation	38	9	9						56
	No Employment	12	16	10	1		1			40
	Other Private Sector	1								1
	Private Health/Social Care	8	1							9
	Return to Practice		2	4	1					7
	Self Employed	1								1
	Undefined			1						1
	Unknown	13	4	5	2					24
Grand Total		821	377	289	54	4	7	1	1	1554

Period	Nhs Org Recruited From	Band 5	Band 6	Band 7	Band 8 - Range A	Band 8 - Range B	Band 8D	Band 9	Grand Total
Dec 09 - May 10	Undefined	58	12	1					71
	001 Cardiff and Vale University LHB	2	2						4
	040 Aneurin Bevan Health Board	2	1						3
	100 Hywel Dda University Health Board	1							1
	110 Cwm Taf Local Health Board	4	2						6
	130 Abertawe Bro Morgannwg University Local Health Board	2		2					4
	300 North Essex Partnership University NHS Foundation Trust	1							1
	341 Royal Free London NHS FT	1							1
Dec 09 - May 10 Total		71	17	3					91
Jun 10 - Nov 10	Undefined	32	10	2					44
	001 Cardiff and Vale University LHB	5	1	1					7
	030 Abertawe Bro Morgannwg University NHS Trust			1					1
	040 Aneurin Bevan Health Board	2	1						3
	110 Cwm Taf Local Health Board	6	2						8
	120 Velindre NHS Trust	1							1
	130 Abertawe Bro Morgannwg University Local Health Board	1	3	1					5
	230 George Eliot Hospital NHS Trust		1						1
	339 North Bristol NHS Trust		1						1
	755 Kensington and Chelsea PCT			1					1
Jun 10 - Nov 10 Total		47	19	6					72
Dec 10 - May 11	Undefined	29	2	2					33
	040 Aneurin Bevan Health Board		1						1
	110 Cwm Taf Local Health Board	5	1	1					7
	130 Abertawe Bro Morgannwg University Local Health Board	1							1
Dec 10 - May 11 Total		35	4	3					42
Jun 11 -May 11	Undefined	12	4	2					18
	001 Cardiff and Vale University LHB	2		2					4
	040 Aneurin Bevan Health Board	1							1
	070 Powys Local Health Board		1						1
	110 Cwm Taf Local Health Board	2	1	1					4
	267 Oxford Health NHS Foundation Trust			1					1
	361 East and North Hertfordshire NHS Trust		1						1
Jun 11 -May 11 Total		17	7	6					30
Dec 11 - May 12	Undefined	21	2		3				26
	001 Cardiff and Vale University LHB	1							1
	020 Welsh Ambulance Trust				2				2
	040 Aneurin Bevan Health Board	2							2
	110 Cwm Taf Local Health Board	2							2
	130 Abertawe Bro Morgannwg University Local Health Board		1	1					2

	342 Avon and Wiltshire Mental Health Partnership NHS Trust			1		1
Dec 11 - May 12 Total		26	3	2	5	36
Jun 12 - Nov 12	Undefined	33	2	2		37
	001 Cardiff and Vale University LHB	1			1	2
	040 Aneurin Bevan Health Board	1				1
	110 Cwm Taf Local Health Board	4				4
	272 Doncaster And Bassetlaw Hospitals NHS Foundation Trust		1			1
Jun 12 - Nov 12 Total		39	3	2	1	45
Dec 12 - May 13	Undefined	52	8		1	61
	001 Cardiff and Vale University LHB	4	2			6
	040 Aneurin Bevan Health Board	1				1
	090 Cwm Taf NHS Trust	1				1
	100 Hywel Dda University Health Board		1			1
	110 Cwm Taf Local Health Board	1				1
	130 Abertawe Bro Morgannwg University Local Health Board	1				1
Dec 12 - May 13 Total		60	11		1	72
Jun 13 - Nov 13	Undefined	26	4			30
	001 Cardiff and Vale University LHB	1	2	1	1	5
	100 Hywel Dda University Health Board	1				1
	110 Cwm Taf Local Health Board	8	2	2		12
	130 Abertawe Bro Morgannwg University Local Health Board		1	1		2
	241 Bolton Hospitals NHS Trust	1				1
	318 Gloucestershire Hospitals NHS Trust			1		1
Jun 13 - Nov 13 Total		37	9	5	1	52
Dec 13 - May 14	Undefined	11	6		1	18
	001 Cardiff and Vale University LHB		1	1		2
	040 Aneurin Bevan Health Board	3				3
	110 Cwm Taf Local Health Board	4				4
	130 Abertawe Bro Morgannwg University Local Health Board	3				3
	387 UH Bristol NHS Foundation Trust	1				1
Dec 13 - May 14 Total		22	7	1	1	31
Jun 14 - Nov 14	Undefined	14	3	1		18
	001 Cardiff and Vale University LHB	3	3	2		8
	040 Aneurin Bevan Health Board	1	1			2
	070 Powys Local Health Board		1			1
	100 Hywel Dda University Health Board			1		1
	110 Cwm Taf Local Health Board	6				6
	130 Abertawe Bro Morgannwg University Local Health Board	2	1			3
Jun 14 - Nov 14 Total		26	9	4		39
Dec 14 - May 15	Undefined	37	3	1		41

	001 Cardiff and Vale University LHB	8	2			10
	040 Aneurin Bevan Health Board	7	1	1		9
	100 Hywel Dda University Health Board		1			1
	110 Cwm Taf Local Health Board	21	2			23
	130 Abertawe Bro Morgannwg University Local Health Board	3	2			5
	267 Oxford Health NHS Foundation Trust	1				1
	318 Gloucestershire Hospitals NHS Trust	1				1
	359 Maidstone and Tunbridge Wells NHS Trust		1			1
	431 Basildon and Thurrock University Hospitals NHS FT		1			1
Dec 14 - May 15 Total		78	13	2		93
Jun 15 - Nov 15	Undefined	43	5	3	1	52
	001 Cardiff and Vale University LHB	9	3	1		13
	020 Welsh Ambulance Trust		1			1
	040 Aneurin Bevan Health Board	9	1	1		11
	070 Powys Local Health Board				1	1
	100 Hywel Dda University Health Board	1				2
	110 Cwm Taf Local Health Board	11	2			13
	120 Velindre NHS Trust			1		1
	130 Abertawe Bro Morgannwg University Local Health Board	4	2			6
	241 Bolton Hospitals NHS Trust	1				1
	304 University Hospital Birmingham NHS Foundation Trust	1				1
	339 North Bristol NHS Trust	1				1
	380 Kent and Medway NHS and Social Care Partnership Trust (380)		1			1
Jun 15 - Nov 15 Total		80	15	6	2	104
Dec 15 - May 16	Undefined	36	8	4	1	49
	001 Cardiff and Vale University LHB	5	5	2		12
	028 Public Health Wales NHS Trust		1			1
	040 Aneurin Bevan Health Board	7	2			9
	070 Powys Local Health Board			1		1
	100 Hywel Dda University Health Board		1	2		3
	110 Cwm Taf Local Health Board	9	4			13
	120 Velindre NHS Trust		1			1
	130 Abertawe Bro Morgannwg University Local Health Board	4	3	1		8
	304 University Hospital Birmingham NHS Foundation Trust	2				2
	309 University College London NHS Foundation Trust	1				1
	318 Gloucestershire Hospitals NHS Trust		1			1
	384 Royal Surrey County Hospital NHS Trust		1			1
	387 UH Bristol NHS Foundation Trust	1				1
Dec 15 - May 16 Total		65	27	10	1	103
Jun 16 - Nov 16	Undefined	14	4	1		19



	001 Cardiff and Vale University LHB	5	3	3		1			12
	020 Welsh Ambulance Trust	1							1
	040 Aneurin Bevan Health Board	4	2	1					7
	100 Hywel Dda University Health Board	1	1						2
	110 Cwm Taf Local Health Board	20	3	3	1				27
	130 Abertawe Bro Morgannwg University Local Health Board	5	2	1					8
	339 North Bristol NHS Trust	1	1						2
	344 East Kent Hospitals University Trust	1							1
	357 United Lincolnshire Hospitals NHS Trust	1							1
Jun 16 - Nov 16 Total		53	16	9	1	1			80
Dec 16 - May 17	Undefined	17	3	1	1				22
	001 Cardiff and Vale University LHB	10	4	3					17
	040 Aneurin Bevan Health Board	5	3	1					9
	100 Hywel Dda University Health Board			1					1
	110 Cwm Taf Local Health Board	5	5	5	1				16
	130 Abertawe Bro Morgannwg University Local Health Board	4	1		1		1		7
	193 Royal Berkshire NHS Foundation Trust		1						1
	229 Wye Valley NHS Trust	1							1
	304 University Hospital Birmingham NHS Foundation Trust	1							1
	339 North Bristol NHS Trust			1					1
	387 UH Bristol NHS Foundation Trust	1			1				2
	922 NHS Professionals Ltd	1	1						2
Dec 16 - May 17 Total		45	18	12	4		1		80
Jun 17 - Nov 17	Undefined	23	4	3	1				31
	001 Cardiff and Vale University LHB	8	8						16
	020 Welsh Ambulance Trust	1							1
	040 Aneurin Bevan Health Board	5	4						9
	070 Powys Local Health Board		1						1
	100 Hywel Dda University Health Board		1						1
	110 Cwm Taf Local Health Board	13	9	3	1				26
	130 Abertawe Bro Morgannwg University Local Health Board	8	4	3	1				16
	200 St George's Healthcare NHS Trust			1					1
	224 Robert Jones & Agnes Hunt Orthopaedic Hospital NHS FT	1							1
	229 Wye Valley NHS Trust				1				1
	275 Medway NHS Trust	1							1
	289 Chelsea & Westminster Hospital NHS Foundation Trust	1							1
	339 North Bristol NHS Trust	2							2
	427 Royal United Hospital Bath NHS Trust	1							1
Jun 17 - Nov 17 Total		64	31	10	4				109
Grand Total		765	209	81	21	1	1	1	1079