

Freedom of Information Request: Our Reference CTHB_205_19

You asked:

Under the FOI act could you please provide the following figures:

1. The number of vacant nursing posts during March 2019 that were in the process of attempts to fill them

Period 1.3.2019 – 31.3.2019 (for Registered Nurse posts only)			
Number of Vacancies Raised	Number of Applications received	Number of Candidates Interviewed	Post-interview process (conditional offer, awaiting checks, started employment etc)
54 adverts for 90.59 WTE posts	415 applicants	247 candidates	168 candidates

WTE – whole time equivalent

The above figures were produced from the Trac recruitment system for Nursing and Midwifery posts in Cwm Taf UHB between 1st and 31st March 2019 (prior to Bridgend boundary Change on 1st April 2019).

2. The number of vacant nursing posts during March 2019 where a decision to fill the post had not been made (i.e a nurse left and was leaving, and there no decision made to try to fill the post)

Attempts are made to fill all vacant posts, and advertised posts would be at different points in the approval process.

The way vacant nursing posts are filled may not necessarily be through a standard advert as there may be a number of avenues for filling vacant posts such as:

- Redeployment.
- Internal moves.
- Appointment of newly qualified nurses through the all Wales Student Streamlining Process.
- Overseas recruitment campaigns.
- Change to appointments through the Organisational Change Process (OCP).

All vacant posts are discussed at the Monthly Clinical Business Meetings for each Directorate.