



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board



Freedom of Information Request: Our Reference CTMUHB_422_24

You asked:

Under the Freedom of Information Act, I would like to request the information detailed in the attached document – 'SLT services FOI'. The FOI is in relation to speech and language therapy services and is broken down into children and adults.

If possible, could you return the information using the attached excel template? It contains all the questions, so should be clear.

Children's services

A. Settings and clinical areas

1. Please indicate the children's settings in which you provide a service.

Select all that apply.

- ☐ Education
- ☐ Early years
- ☐ Acute health
- ☐ Community
- ☐ Youth Justice
- ☐ Other – please specify.

2. Please indicate the children's clinical areas you work in. Select all that apply.

- ☐ CAMHS
- ☐ Neurodevelopmental services
- ☐ Learning disability
- ☐ Neonatal care
- ☐ Stammering
- ☐ Cleft, lip and palate
- ☐ Deafness
- ☐ Speech, language and communication needs
- ☐ Language disorder/DLD
- ☐ Selective mutism
- ☐ Social, emotional, mental health
- ☐ Speech sound disorders
- ☐ Other – please specify.

B. Service budget and spend

1. Please detail the health substantive core funding committed for children's speech and language therapy services in the financial year:

- a) 2024/2025
- b) 2023/2024
- c) 2022/2023
- d) 2021/2022

e) 2020/2021

2. Please detail the external funding committed for children's speech and language therapy for the financial year:

- a) 2024/2025
- b) 2023/2024
- c) 2022/2023
- d) 2021/2022
- e) 2020/2021

List by type of funding, i.e. core service level agreement(s) with relevant local authorities, Flying Start, Youth Justice, Talk with Me, early years integrated fund, Regional Integrated Fund, other.

3. Please indicate the reasons for budget change over the last 5 years. For example, newly allocated funding within the Health board, savings requests from the Health board etc.

4. Please provide details on agency/locum/bank staff in children's services in the financial year e.g. money spent, WTE, length of work :

- a) 2024/2025
- b) 2023/2024
- c) 2022/2023
- d) 2021/2022
- e) 2020/2021

C. Staff

SLT – specific

1. Please confirm how many whole time equivalent (WTE) Speech and Language Therapists, by Agenda for Change (AfC) band, (including honorary contracts and fixed term contracts) were employed by the Health Board for children's services on 1st July 2024 (excluding agency/locum/bank).

Please split this answer into those staff directly line-managed by the head of speech and language therapy services and not those not e.g. CAMHS, Neurodevelopmental services

2. Please confirm how many of the Speech and Language Therapists you employ in children's services work part time and how many work full time, true as of 1st July 2024.

3. Please confirm how many of the Speech and Language Therapists you employ in children's services fall into the following age categories:

- a) 18-24
- b) 25-34
- c) 35-44
- d) 45-54

e) 55-64

f) 65+

4. Please indicate the percentage of your Speech and Language Therapists in children's services with the following Welsh language levels:

a) 0 – No skills/Dim Sglilau

b) 1 – Entry/Mynediad

c) 2 – Foundation/Sylfaen

d) 3 – Intermediate/Canolradd

e) 4 – Higher/Uwch

f) 5 – Proficiency/Hyfedredd

SLTA- specific

1. Please confirm how many whole time equivalent (WTE) Speech and Language Therapy Assistants/Technical Instructors, by Agenda for Change (AfC) band, (including honorary contracts and fixed term contracts) were employed by the Health Board in children's services on 1st July 2024 (excluding agency/locum/bank).

Please split this answer into those staff directly line-managed by the head of speech and language therapy services and not those not e.g. CAMHS, Neurodevelopmental services

2. Please confirm how many of the Speech and Language Therapy Assistants/Technical Instructors you employ in children's services work part time and how many work full time, true as of 1st July 2024.

3. Please confirm how many of the Speech and Language Therapy Assistants/Technical Instructors you employ in children's services fall into the following age categories:

a) 18-24

b) 25-34

c) 35-44

d) 45-54

e) 55-64

f) 65+

4. Please indicate the percentage of your Speech and Language Therapy Assistants/Technical Instructors in children's services with the following Welsh language levels:

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c) 2 – Foundation/Sylfaen

d) 3 – Intermediate/Canolradd

e) 4 – Higher/Uwch

f) 5 – Proficiency/Hyfedredd

D. Recruitment and vacancies

1. Please confirm how many whole time equivalent (WTE) Speech and Language Therapist vacancies were held in children's services in the Health Board on:
 - a) 1st July 2024
 - b) 1st July 2023
 - c) 1st July 2022
 - d) 1st July 2021
 - e) 1st July 2020
2. Please confirm how many whole time equivalent (WTE) Speech and Language Therapy Assistant/Technical Instructor vacancies were held in children's services in the Health Board on:
 - a) 1st July 2024
 - b) 1st July 2023
 - c) 1st July 2022
 - d) 1st July 2021
 - e) 1st July 2020
3. Please detail the sickness absence rate in your children's speech and language therapy service for 2024, 2023, 2022, 2021 and 2020. Please give this figure as a percentage of your overall children's WTE workforce.
4. Please confirm or deny there has been any periods of time within the last 12 months to the 1st July 2024 where recruitment to Speech and Language Therapist or Speech and Language Therapy Assistant/Technical Instructor posts in children's services has been delayed? If confirmed, please provide reasons (short narrative) for the delay.
5. Please confirm or deny if there have been any discontinued speech and language therapy posts in children's services and/or services in the 2024, 2023, 2022, 2021 and 2020. If confirmed, please provide details of which post/service and why it was discontinued
6. Which bands of speech and language therapy posts are you least likely to fill in children's services? 3/4/5/6/7/8a/8b?

Adult services

A. Settings and clinical areas

1. Please indicate the settings in which you provide a service. Select all that apply.
 - o Acute
 - o Community
 - o Community hospital
 - o Prisons
 - o Care Homes
 - o Other – please specify.

2. Please indicate the clinical areas you work in. Select all that apply.

- o Learning disability
- o Transgender services
- o Rehabilitation
- o Mental health
- o Older Adult Mental Health
- o Head and Neck Cancer
- o Integrated autism service (IAS)
- o ENT
- o Dysfluency
- o Deafness
- o Other – please specify.

B. Service budget and spend

1. Please detail the health substantive core funding committed for adults' speech and language therapy services in the financial year:

- a) 2024/2025
- b) 2023/2024
- c) 2022/2023
- d) 2021/2022
- e) 2020/2021

2. Please detail the external funding committed for adults' speech and language therapy for the financial year:

- a) 2024/2025
- b) 2023/2024
- c) 2022/2023
- d) 2021/2022
- e) 2020/2021

List by type of funding, i.e. Local Authority funding, AHP funding, Regional Integration Fund, transformation funding, other (please specify)

3. Please indicate the reasons for budget change over the last 5 years. For example, newly allocated funding within the Health board, savings requests from the Health board etc.

4. Please provide details on agency/locum/bank staff in adults' services in the financial year e.g. money spent, WTE, length of work:

- a) 2024/2025
- b) 2023/2024
- c) 2022/2023
- d) 2021/2022
- e) 2020/2021

C. Staff

SLT-specific

1. Please confirm how many whole time equivalent (WTE) Speech and Language Therapists, by Agenda for Change (AfC) band, (including honorary contracts and fixed term contracts) were employed in adults' services by the Health Board on 1st July 2024 (excluding agency/locum/bank).

Please split this answer into those staff directly line-managed by the head of speech and language therapy services and not those not e.g. adults with learning disabilities, community resource teams (CRTs), etc.

2. Please confirm how many of the Speech and Language Therapists you employ in adults' services work part time and how many work full time, true as of 1st July 2024.
3. Please confirm how many of the Speech and Language Therapists you employ in adults' services fall into the following age categories:
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 - c) 2 – Foundation/Sylfaen
 - d) 3 – Intermediate/Canolradd
 - e) 4 – Higher/Uwch
 - f) 5 – Proficiency/Hyfedredd

SLTA-specific

2. Please confirm how many whole time equivalent (WTE) Speech and Language Therapy Assistants/Technical Instructors, by Agenda for Change (AfC) band, (including honorary contracts and fixed term contracts) were employed in adults' services by the Health Board on 1st July 2024 (excluding agency/locum/bank).

Please split this answer into those staff directly line-managed by the head of speech and language therapy services and not those not e.g. adults with learning disabilities, community resource teams (CRTs), etc.

3. Please confirm how many of the Speech and Language Therapy Assistants/Technical Instructors you employ in adults' services work part time and how many work full time, true as of 1st July 2024.

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 - e) 4 – Higher/Uwch
 - f) 5 – Proficiency/Hyfedredd

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 - a) 1st July 2024
 - b) 1st July 2023
 - c) 1st July 2022
 - d) 1st July 2021
 - e) 1st July 2020
2. Please confirm how many whole time equivalent (WTE) Speech and Language Therapy Assistant/Technical Instructor vacancies in adults' services were held in the Health Board on:
 - a) 1st July 2024
 - b) 1st July 2023
 - c) 1st July 2022
 - d) 1st July 2021
 - e) 1st July 2020
3. Please detail the sickness absence rate in your adults speech and language therapy service 2024, 2023, 2022, 2021 and 2020? Please give this figure as a percentage of your overall children's WTE workforce.
4. Please confirm or deny there has been any periods of time within the last 12 months to the 1st July 2024 where recruitment to Speech and

Language Therapist or Speech and Language Therapy Assistant posts in adults' services has been delayed? If confirmed, please provide reasons (short narrative) for the delay.

5. Please confirm or deny if there have been any discontinued speech and language therapy posts in adults' services and/or services in the 2024, 2023, 2022, 2021 and 2020. If confirmed, please provide details of which post/service and why it was discontinued
6. Which bands of speech and language therapy posts are you least likely to fill in adults' services? 3/4/5/6/7/8a/8b?

Our response:

In accordance with the Freedom of Information Act 2000, this letter acts as a Refusal Notice under section 12 of the Act.

We can confirm that Cwm Taf Morgannwg University Health Board does not hold this information centrally or within a single system or database. To retrieve the information requested would require a manual search through individual records.

As this is not information that the Health Board routinely compiles, we would have to carry out a specific exercise to retrieve and collate this data. From our preliminary assessment, we estimate that to comply with this element of your request would exceed the appropriate costs limit under Section 12 (cost of compliance exceeds appropriate limit) of the Freedom of Information Act 2000.

Under the Act there is an allowance of 18 hours, to comply with a request and the cost limit set within the Fees Regulations for this amount of work (18 hours) is £450. The Fees Regulations specify that the cost of complying with a request must be calculated at the rate of £25 per hour.

The Health Board has therefore relied upon the Section 12 exemption of the Freedom of Information Act 2000 and is refusing your request.