



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board



Freedom of Information Request: Our Reference CTMUHB_141_25

You asked:

I will shortly publish my findings in relation to the lack of representation and diversity across the board and senior executive team across the south wales health system.

I would like to ask the following:

- 1. Considering non-executive board members only, how many current occupied positions do you have in total, and how many of these identify as black/asian/mixed ethnicity? Please breakdown by role title and comment if any identify as above.**

As at the 31 March 2025, there are a total of 10 ministerial appointed Independent Members (also sometimes referred to as Non-Executive Directors), we are operating with one vacancy which will be filled with effect from the 1st April 2025.

None of the current Independent Members identify as Black / Asian / Mixed Ethnicity.

Further information on our Independent Members is available on our Board Members page on the Health Boards public facing website, available here: [Board Members - Cwm Taf Morgannwg University Health Board](#)

- 2. Considering the executive leadership team (those reporting directly to the CEO), including those with and without voting ability on board decisions and any chief of staff positions- how many people in total does this include? And how many of these people identify as black/asian/mixed ethnicity? Again, please breakdown by role title and indicate if any identify as above.**

As at the 31 March 2025, there are 9 Executive Director Board Members (with Voting rights), this includes the Chief Executive and 4 other members of the Executive Leadership Team (Board Level Directors and the Chief of Staff who do not have voting rights), therefore a total of 13.

None of the leadership team identify as Black / Asian / Mixed Ethnicity.

Further information is available on our Board Members page on the Health Boards public facing website, available here: [Board Members - Cwm Taf Morgannwg University Health Board](#)

- 3. How many of this leadership team (in response to question 2 above) live in Wales?**

There are eight members of the Executive Leadership Team (as referenced in question 2) who live in Wales.

4. What is the total annual cost inc the salary and additional costs for employing the full team listed in response to question 2? And what is the health board's annual budget in total?

The Health Board publishes the salaries and any other appropriate remuneration within its Annual Report & Accounts each year. CTMUHB's Annual Report & Accounts for the financial year 2023-2024 is available here and we draw your attention to pages 152 onwards which includes the Salary and Pension Disclosure Tables for our Board Members and Board Level Directors. ctmuhb.nhs.wales/about-us/governance-assurance/annual-reports-annual-accounts-annual-plans/reports1/ctmuhb-annual-report-and-accounts-2023-24/

CTMUHB Annual Report for 2024-2025 is due to be published at the end of July 2025.

As at Month 11, CTMUHB budget is circa £1.6 billion.

In further support of our response it might be helpful to note that the a Board Development Session was held in September 2024, "An Effective and Cohesive Board", in this session the Board came together for a focussed discussion on its skill mix and diversity profile and identified any gaps and areas for improvement.