



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board



Freedom of Information Request: Our Reference CTMUHB_524_25

You asked:

I am writing to request information under the Freedom of Information Act 2000 regarding Pathology Services in Cwm Taf Morgannwg University Health Board.

Please provide the following information for each financial year from **2018/19 to 2024/25** inclusive for your Health Board and, where possible, by pathology discipline (for example: Haematology, Biochemistry, Microbiology, and Histopathology):

1. Total pathology spend (overall expenditure on pathology services)

Please see information provided in the table below:

Discipline	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Biochemistry	2,862,605	2,775,799	2,852,315	3,055,061	3,475,098	3,546,557	3,681,234
Control of Infection	422,097	515,951	396,750			5,376	
COVID-19 Response			1,462,568	1,201,444	618,919	635,080	558,796
Haematology	4,650,560	5,323,185	5,163,248	10,105,388	10,517,822	11,065,664	12,238,048
Histopathology	1,839,787	2,558,350	2,448,801	2,701,927	4,554,743	4,859,694	5,504,167
Immunology	267,203	217,318	220,355	1,013,275	832,247	883,030	943,106
Microbiology	2,315,657	4,224,335	3,972,699	3,816,078	4,852,123	4,976,397	5,383,985
Mortuary	310,457	541,985	666,345	581,792	1,009,849	786,888	815,091
P.O.C.T.	398,384	289,925	184,968	316,900	236,050	282,517	292,911
Pathology Management	8,583,232	12,437,491	11,784,403	8,527,526	8,279,165	8,793,573	10,113,532
Total	21,649,983	28,884,339	29,152,453	31,319,390	34,376,016	35,834,775	39,530,870

2. Total direct non-pay costs (consumables and reagents)

Discipline	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Biochemistry	454,817	486,887	352,864	487,324	536,641	517,269	550,935
Control of Infection	10,586	62,090	43,261			150	
COVID-19 Response			1,148,703	692,928	131,744	435,249	503,333
Haematology	820,722	882,659	606,728	5,140,231	5,314,622	5,690,183	6,317,414
Histopathology	187,750	194,381	316,753	559,271	1,921,272	2,111,720	2,484,139
Immunology	174,950	84,988	91,832	953,764	783,923	835,709	885,673
Microbiology	861,424	1,863,882	1,638,760	1,780,036	2,453,162	2,754,482	2,928,416
Mortuary	59,972	99,067	132,632	155,768	511,574	238,338	246,917
P.O.C.T.	174,047	50,111	10,747	150,777	69,056	64,392	60,420
Pathology Management	6,104,700	11,900,610	11,095,740	7,952,133	7,720,693	8,206,202	8,885,848
Total	8,848,968	15,624,675	15,438,020	17,872,232	19,442,687	20,853,694	22,863,093

3. Total direct pay costs (staff expenditure), and segmented if possible by:

- **Contract type: substantive, bank, agency**
- **Band: Band 2, band 3; clinical non clinical**

Please see attached.

4. Other indirect costs (for example, maintenance, estates, overheads)

All indirect costs sit outside Pathology and we are unable to extract.

5. Total volume of pathology tests performed

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Cell Path	22462	27433	17086	23987	28430	34444	37132
Haem	468120	450798	346246	395564	431694	457632	475959
Micro	191373	180904	224022	325668	228165	19754	188023
Biochem	4889378	5001431	3958380	4450052	5074910	5381974	5672243

6. Total workforce FTE numbers, segmented if possible by:

- **Contract type: substantive, bank, agency**
- **Band: Band 2, band 3; clinical non clinical**

Substantive Staff

Clinical

Area Of Work	Pay Band	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Anatomical Pathology	Band 5	6.00	5.00	3.50	2.50	1.50	1.00	2.00
Anatomical Pathology	Band 6	0.00	0.00	0.00	0.00	0.00	0.00	0.50
Blood Sciences	Band 3	0.50	0.00	0.00	0.00	0.00	0.50	1.00
Blood Sciences	Band 4	0.80	0.80	0.80	0.80	0.80	1.40	2.00
Blood Sciences	Band 7	2.00	2.00	2.43	2.43	2.00	1.93	2.35
Blood Sciences	Band 8 - Range A	2.00	1.50	1.00	1.00	1.00	0.50	0.00
Blood Sciences	Band 9	1.00	0.50	0.00	0.00	0.00	0.00	0.00
Clinical Biochemistry	Band 3	9.60	9.62	10.62	8.83	8.13	9.25	12.44
Clinical Biochemistry	Band 4	0.00	0.00	0.50	1.00	3.00	3.50	4.00
Clinical Biochemistry	Band 5	1.50	1.50	4.50	8.00	10.00	8.50	6.00
Clinical Biochemistry	Band 6	24.23	21.70	17.65	15.51	14.87	15.18	17.26
Clinical Biochemistry	Band 7	5.50	5.25	6.00	5.80	5.55	5.50	4.50
Clinical Biochemistry	Band 8 - Range A	0.00	0.50	1.00	0.50	0.80	2.70	3.30
Clinical Biochemistry	Band 8 - Range B	2.00	1.50	1.50	2.00	2.00	2.00	2.00
Clinical Biochemistry	Band 8 - Range C	0.75	0.75	0.75	1.27	1.80	1.80	1.80
Clinical Biochemistry	Band 9	0.00	0.50	1.00	1.00	1.00	1.00	1.00
Haematology	Band 2	0.59	0.59	0.29	0.00	0.00	0.00	0.00
Haematology	Band 3	7.32	7.32	6.36	5.34	5.39	5.74	7.04
Haematology	Band 4	0.80	0.80	0.90	0.00	0.50	1.00	1.50
Haematology	Band 5	6.00	3.00	4.00	9.50	12.00	9.50	9.50
Haematology	Band 6	24.71	28.09	28.30	23.09	17.44	19.44	21.95

Haematology	Band 7	11.08	11.73	12.17	12.11	13.62	13.26	13.29
Haematology	Band 8 - Range A	2.50	2.00	3.00	3.00	2.50	3.00	3.00
Haematology	Band 8 - Range B	0.50	1.00	1.00	1.00	1.00	1.00	1.00
Histopathology	Band 2	0.00	0.00	0.21	0.43	0.43	0.93	1.21
Histopathology	Band 3	3.00	3.00	5.50	9.25	9.80	11.80	13.80
Histopathology	Band 4	0.00	0.00	0.40	1.80	3.70	4.60	7.20
Histopathology	Band 5	1.00	1.00	2.00	2.50	3.50	3.00	2.50
Histopathology	Band 6	9.00	7.50	7.50	7.50	6.25	5.55	6.30
Histopathology	Band 7	1.50	2.00	2.00	2.00	1.50	2.40	3.30
Histopathology	Band 8 - Range A	1.00	1.00	1.50	1.00	1.50	2.00	1.96
Histopathology	Band 8 - Range B	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Immunology	Band 3	0.00	0.00	0.00	0.00	1.50	1.50	2.00
Immunology	Band 5	0.50	1.00	0.50	0.00	0.00	0.00	0.00
Immunology	Band 6	0.00	0.00	1.00	1.00	0.00	0.00	0.00
Immunology	Band 7	1.00	1.00	0.50	0.00	0.00	0.00	0.00
Immunology	Band 8 - Range A	1.00	1.00	0.50	0.00	0.00	0.00	0.00
Immunology	Band 8 - Range B	0.00	0.00	0.50	0.50	0.00	0.00	0.00
Infection Sciences	Band 3	5.50	6.00	6.50	6.92	7.67	7.00	6.75
Infection Sciences	Band 4	0.00	0.50	1.50	2.00	2.00	2.00	2.00
Infection Sciences	Band 5	1.50	0.93	1.43	3.50	5.00	4.50	8.10
Infection Sciences	Band 6	11.81	12.14	9.29	5.43	5.43	5.43	6.03
Infection Sciences	Band 7	3.95	3.40	3.45	3.00	3.50	4.00	4.00
Infection Sciences	Band 8 - Range A	1.50	1.50	1.52	1.53	1.27	1.53	1.53
Infection Sciences	Band 8 - Range B	0.50	0.50	1.00	1.00	1.27	1.00	1.00
Infectious Diseases	Band 3	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Infectious Diseases	Band 6	4.50	5.00	6.50	3.50	0.00	0.00	0.00
Infectious Diseases	Band 7	2.00	1.50	1.50	1.00	0.00	0.00	0.00
Infectious Diseases	Band 8 - Range A	0.00	1.00	1.50	0.50	0.00	0.00	0.00
Infectious Diseases	Band 8 - Range B	1.00	1.00	1.00	0.50	0.00	0.00	0.00
Medical Microbiology	Band 5	1.00	1.00	3.00	5.00	5.00	4.50	0.00
Pathology	Band 6	0.00	0.50	0.50	0.00	0.00	0.00	0.00
Pathology	Band 8 - Range B	0.00	0.50	0.50	0.00	0.00	0.00	0.00
Pathology External Quality Assurance	Band 7	0.00	2.00	4.00	3.50	3.00	4.00	4.00
Pathology External Quality Assurance	Band 8 - Range A	0.00	0.00	0.00	0.00	0.00	0.00	0.50
Phlebotomy	Band 2	11.53	11.82	11.92	12.16	12.28	11.79	13.17
Point of Care Testing	Band 3	2.00	2.00	2.00	1.50	1.00	1.00	1.00
Point of Care Testing	Band 4	0.00	0.00	0.00	0.50	1.00	1.00	1.00
Point of Care Testing	Band 7	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Point of Care Testing	Band 8 - Range A	0.50	0.00	0.00	0.00	0.50	1.00	1.00
Quality and Patient Care	Band 3	0.00	0.80	0.70	0.30	0.00	0.00	0.00
Quality and Patient Care	Band 7	0.00	0.50	0.50	0.50	0.00	0.00	0.00
Grand Total		177.67	178.74	190.68	186.00	184.99	191.23	208.79

Non-Clinical

Area Of Work	Pay Band	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Blood Sciences	Band 3	0.00	0.30	0.55	0.50	0.50	0.50	0.50

Blood Sciences	Band 4	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Blood Sciences	Band 5	0.00	0.50	1.00	1.00	1.00	1.00	1.00
Clinical Biochemistry	Band 2	0.67	0.67	0.33	0.00	0.00	0.00	0.00
Clinical Biochemistry	Band 3	2.00	2.00	1.83	1.73	1.17	0.33	0.50
Clinical Biochemistry	Band 4	2.00	2.00	2.00	2.00	2.00	1.75	1.50
Clinical Biochemistry	Band 8 - Range A	0.00	0.00	0.00	0.00	0.00	0.00	0.50
Haematology	Band 3	1.00	2.46	4.39	5.00	5.50	6.00	5.20
Haematology	Band 4	0.00	2.00	4.00	4.00	4.00	4.00	4.00
Histopathology	Band 3	1.54	2.04	2.54	2.27	2.00	2.00	1.50
Histopathology	Band 5	0.00	1.00	2.00	2.00	2.00	2.00	2.00
Histopathology	Band 6	0.00	0.00	0.00	0.00	0.00	0.00	0.50
Histopathology	Band 7	0.00	0.00	0.00	0.00	0.61	0.40	0.00
Infectious Diseases	Band 3	1.00	1.00	1.00	0.50	0.00	0.00	0.00
Infectious Diseases	Band 4	0.00	0.40	0.80	0.40	0.00	0.00	0.00
Medical Microbiology	Band 4	0.00	0.50	1.00	1.00	1.00	1.00	0.50
Pathology	Band 2	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Pathology	Band 3	6.62	4.39	1.66	1.80	2.30	1.70	1.55
Pathology	Band 4	9.30	6.90	3.50	2.50	3.00	3.00	3.00
Pathology	Band 5	3.50	1.50	0.00	0.00	0.00	0.00	0.00
Pathology	Band 6	1.00	1.00	1.00	0.50	0.50	1.00	0.50
Pathology	Band 7	0.00	1.00	0.00	0.00	0.00	0.00	0.00
Pathology	Band 8 - Range A	0.00	0.00	1.00	1.00	0.50	0.00	0.00
Pathology	Band 8 - Range B	1.50	1.50	1.00	1.00	1.00	1.00	1.00
Pathology	Band 8 - Range C	1.00	0.50	0.50	1.00	0.50	0.00	0.00
Grand Total		33.13	33.66	32.10	30.20	29.58	27.68	25.75

BANK – Due to the way in which this data is recorded, we are unable to provide a breakdown via band.

Financial year	WTE
2018 to 2019	
Biochemistry	20.14
Haematology	10.31
Microbiology	1.95
Histopathology	0.00
Pathology Admin	1.19
2019 - 2020	
Biochemistry	19.19
Haematology	3.89
Microbiology	14.65
Histopathology	0.00
2020-2021	
Biochemistry	35.93
Haematology	9.90
Microbiology	42.81
Histopathology	0.00
2021-2022	
Biochemistry	55.49
Haematology	16.61
Microbiology	1.89

Histopathology	0.00
Pathology Admin	9.12
2022 - 2023	
Biochemistry	48.08
Haematology	1.82
Microbiology	2.10
Histopathology	0.00
RGH Pathology Admin 5013	2.68
2023-2024	
Biochemistry	38.45
Haematology	0.00
Microbiology	0.00
Histopathology	0.00
Pathology Admin	5.92
2024-2025	
Biochemistry	21.64
Haematology	0.00
Microbiology	0.00
Histopathology	0.00
Pathology Admin	0.64

AGENCY – Data is only available from 2020/21 onwards.

Speciality	Grade	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Biochemistry	Band 6	0.4	2.3	2.9	2.0	1.2
Biochemistry Total		0.4	2.3	2.9	2.0	1.2
Haematology	Band 6	0.0	2.6	3.5	1.9	0.9
Haematology Total		0.0	2.6	3.5	1.9	0.9
Microbiology	Band 4	0.4	1.2	0.1	0.0	0.0
	Band 5	0.5	0.5	0.0	0.2	0.3
	Band 6	0.8	4.2	4.4	3.3	2.2
Microbiology Total		1.8	5.9	4.5	3.6	2.5
Pathology	Band 4	0.2	0.6	0.1	0.0	0.0
	Band 6	0.9	3.3	1.6	1.8	1.5
Pathology Total		1.0	3.9	1.7	1.8	1.5