

Freedom of Information Act 2000 – Request Reference FoI/24/277
Physiotherapy Services

Request 1: Please confirm how many whole time equivalent (WTE) physiotherapists, technicians and assistants, were employed by Cardiff & Vale University Health Board (children & young people's services and adult services) on the 31st of March 2024.

This should include any generic assistant or technical instructor posts that support physiotherapy service provision. The answer should identify the number of registered physiotherapists and the number of unregistered support staff as separate figures.

Also, please note that physiotherapy staff work in a range of clinical settings. The answer to this request must also capture physiotherapy staff not directly line-managed by the head of physiotherapy services eg occupational health, community resource teams (CRTs).

Staff Group	Band	WTE Staff in Post	WTE Vacancies
Allied Health Professionals	Band 8c	1.00	
	Band 8b	8.23	
	Band 8a	22.50	2.00
	Band 7	103.46	4.00
	Band 6	107.70	7.68
	Band 5	63.40	
Additional Clinical Services	Band 5	1.50	
	Band 4	57.13	
	Band 3	38.94	4.00
	Band 2	8.02	

The following posts are physiotherapists in AHP lead roles which are included in the above figures.

- 0.20 WTE 8b Stroke (national)
- WTE 8b and 1.00 WTE 8a Major Trauma
- WTE 8b Consultant in Critical Care
- WTE 8a Community Neurorehabilitation Service
- 0.20 WTE 8a Orthopaedics (interim)
- 0.80 WTE 8a Paeds (interim)
- 1.00 WTE Band 7 Team Lead for Rehab Coaches, Specialist Rehabilitation
- 0.50 WTE Band 7 Team Lead for Rehab Coaches, Stroke Rehabilitation Centre

There are also AHP lead posts which are not physiotherapists, but support teams with physiotherapists in them.

The WTE includes multi-profession support staff (Band 4s and 3s) who work with physiotherapists.

Request 2: Please confirm how many whole time equivalent (WTE) physiotherapist, technician and assistant vacancies were held in Cardiff & Vale University Health Board as of 31st of March 2024. The answer should identify the number of registered physiotherapists and the number of unregistered support staff as separate figures. Do not include admin and clerical.

Please see the table in Request 1.

Request 3: Please confirm or deny if Cardiff & Vale University Health Board has had any periods of time within the last 12 months to the 31st of March 2024 where recruitment to posts has been delayed? If confirmed, please provide reasons (short narrative) for the delay.

During this period, there has been increased scrutiny of all vacancies. All posts have to be approved at Clinical Board level and at a corporate vacancy panel.

In the physiotherapy service, this has generally increased time to fill vacancies. Three posts have had specific delays in recruitment due to funding clarification and five posts were delayed as further information to support approval was sought. These posts were all eventually approved.

In the Cardiff Community Resource Team, a Band 3 Rehabilitation Assistant post was held for a few months in case it was needed as part of the cost reduction programme. By the end of the financial year, the post was out to advert.

Request 4: Please confirm or deny whether there have been any physiotherapy service developments in Cardiff & Vale University Health Board during the last financial year (April 2023 to end of March 2024).

If confirmed:

- a. Please provide details of the developments.
- b. Please confirm or deny whether these were supported by additional resources.

Title of service development	Details	Additional resources
Rehab coach service	All posts now filled development of the seven-day service for specialist spinal and neuro rehab unit.	Resource neutral.
Frailty Rehabilitation Stream	Elderly Care Assessment Service (ECAS) Frailty Rehab Stream: Short-Term Specialist Rehab for Older People Living with Frailty.	Resource neutral.
Paediatric Soft Tissue Clinic	Development of an acute physiotherapy-led soft tissue clinic, where CYP can be booked directly from A&E and seen by a physiotherapist rather than consultant clinic.	Temporary additional funding from orthopaedics.
BMT Prehab	BMT Prehab – 2022/23 for initial pilot, then 2023/24 for first year and	1.00 WTE substantive post from April 2023, Band 6 Physio from Haem Directorate (previous year was

	evaluation. Providing routine prehab for all patients undergoing BMT.	temporary funding from Anthony Nolan charity and Kite-Gilead grant).
Supportive care	Palliative care team expanded to include a physiotherapist. The team provide supportive care to Renal, Liver and Cardiac patients with palliative diagnosis.	0.60 WTE Band 7.
Diverse Cymru's Black, Asian and Minority Ethnic Cultural Competence Certification Scheme	Pelvic Health Physiotherapy team and the CRI Therapy team have received funding to complete this programme in 2024.	Programme funded.
Cardiff and Vale Health Inclusion Service	MSK physiotherapy programme to support the UHB's service model for clearly defined Health Inclusion Groups.	Service remodelling with no additional resource.
Vale Community Resource Service		
Dual tasking pathway	New dual tasking pathway on the individualised strength and balance programme for people who have a cognitive impairment. Still ongoing and in development phase.	No additional resources.
Reablement Bay Unit (Vale)	Reopened the reablement bay unit in the Vale with a change in criteria to also allow step up referrals from community to reduce social admissions.	Previously funded with 0.60 Physiotherapist, so funding already in place.
Referral pathway integration involving TeleV (community alarms and South Wales Fire and Rescue Service	Allowing integration and improved referral pathways for people who have fallen or at falls risk.	No additional resources.
Service evaluation of Stay Steady Clinic	Outcome evaluation consisting of reviewing quantitative and qualitative measures in order to see if eight-week intervention has been effective, including signposting to groups as well as patient questionnaires about the clinic.	No additional resources.
Development of New Ageing Well Knowledge and Exercise group	In development stage of an Ageing Well programme, ages 18 and above. Falls and frailty leaders across community teams, public health and leisure services working together to develop an eight-week education and exercise programme on how to age well linking in with Stay Steady clinic	To be confirmed.
Light Touch/NEWS	Falls Team trained to implement NEWS observations, closely working with the district nurses. Development of escalation plan is being developed to	No additional resources.

	pick up signs of acute deterioration of the patient and action appropriately.	
Care at Home	Physiotherapy attends a three-weekly meeting with Eastern, Central, and Western Vale clusters including GPs, SW, MH, VCRS, etc to discuss complex patients.	No additional resources.
Artificial Limb and Appliance Centre (ALAC)		
Cardiff Primary Assessment Clinic set up	New patients now assessed by MDT (doctor/nurse/physio/prosthetist) on the same day. Developed a shared electronic record for the team to document their assessment. Bookings for the clinic now arranged and managed by administration staff and not clinicians. Able to now monitor waiting times through run reports in patient electronic record system.	No additional resources.
MDT in reach to South East Wales Vascular Network (SEWVN)	An MDT (doctor/nurse/physio/prosthetist) from the ALAC now attends the vascular hub weekly for patient handover from the vascular MDT and make initial contact with patients.	No additional resources.
Pilot for care closer to home model for prosthetic rehabilitation	Supporting patients to complete their prosthetic rehabilitation closer to home by up-skilling staff in more community locations. This is enabling rehabilitation to be completed for some patients locally with support from the specialist services remotely, arranging reviews and direct patient when needed.	No additional resources.
Cardiff Community Resource Team (CRT)		
Implementation of Care Aims to waiting list management	Introduction and embedding the Care Aims theory to Physio waiting list management to ensure referrals are handled by the right service first time. Further work ongoing to develop use of care aims once people are being managed within the service to ensure prudent and efficient use of resources and patient centred care is delivered.	Cost neutral but requires staff time and engagement from within core resources. Within team we have two staff who have completed the Train the Trainer course free of charge via HEIW that has facilitated the service development. We also have a number of staff who have completed various of the Care Aims training levels via HEIW. This has facilitated the implementation of the philosophy across the Cardiff CRT MDT.
Falls prevention spread and scale	Cardiff CRT Physio staff are working across directorates to develop the UHB falls prevention agenda and further develop the Stay Steady falls prevention	Delivered from within core staffing funding.

	and management clinics that are run in house.	
Therapy lead step-up referral triage	Cardiff CRT Physio staff engaged in MDT developments to implement a therapy lead and run triage system to manage all community step-up referrals requiring care support and/or therapy only support to remain safely at home and receive home-based rehabilitation where required.	Delivered from within core staffing funding.
Electronic patient record system developments to support operational service level developments.	Cardiff CRT Physio staff involved in supporting the development of improved IT operating systems within the electronic patient record, to ensure robust data management and patient information safety with service developments.	Delivered from within core staffing funding.

Request 5: Please provide details of spend on agency/locum staff in the last year April 2023 to end of March 2024.

The agency and locum staff spend during this period was £6,904.87.