

Date: 16<sup>th</sup> September 2024  
Ref: CORP 2024 - 164

Dear xxx

**Freedom of Information request: Speech and Language Therapy Services (CORP 2024 – 164)**

Thank you for your request for information which the Trust received on 20<sup>th</sup> August 2024.

Your request and the Trust's response is contained within Appendix 1 below. Following the ICO's advisory notice, we are unable to provide this information in excel format.

I trust this answers your request for information, however, should you not be satisfied with the information supplied or the process of supplying it, you have a right to complain and request a review. Please note that you must submit a request for a review within 40 days of the date of this letter.

You should forward your complaint to:

Mr Ian Bevan via [FOI.VUNHST@wales.nhs.uk](mailto:FOI.VUNHST@wales.nhs.uk)  
Head of Information Governance  
Velindre University NHS Trust  
2, Charnwood Court  
Heol Billingsley  
Parc Nantgarw  
Cardiff, CF15 7QZ

Should you wish to take your complaint further, if you are still unhappy with the decision after review, you can contact the:

Information Commissioner's Office - Wales  
2nd Floor,  
Churchill House,  
Churchill Way,  
Cardiff, CF10 2HH  
Telephone: 0330 414 6421  
email: [wales@ico.org.uk](mailto:wales@ico.org.uk)

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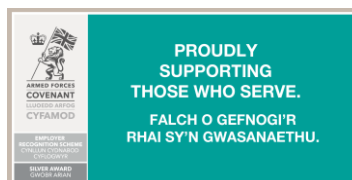
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<https://velindre.nhs.wales>

Yours sincerely

**Non Gwilym  
Interim Director of Corporate Governance**

Velindre University NHS Trust  
2 Charnwood Court  
Heol Billingsley  
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## APPENDIX 1

### 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.

Velindre do not provide Children's Speech & Language services.

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.

Velindre do not provide Children's Speech & Language services.

#### 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

Not applicable to the Trust.

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**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.

Not applicable to the Trust.

**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.**

Not applicable to the Trust.

**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

Not applicable to the Trust.

### 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 1<sup>st</sup> 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*

Not applicable to the Trust.

**2. Please confirm how many of the Speech and Language Therapists you employ in**

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**children's services work part time and how many work full time, true as of 1<sup>st</sup> July 2024.**

Not applicable to the Trust.

**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+

Not applicable to the Trust.

**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

Not applicable to the Trust.

#### 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 1<sup>st</sup> 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***

Not applicable to the Trust.

**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 1<sup>st</sup> July 2024.**

Not applicable to the Trust.

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**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+

Not applicable to the Trust.

**4. Please indicate the percentage of your Speech and Language Therapy Assistants/Technical Instructors 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

Not applicable to the Trust.

**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:**

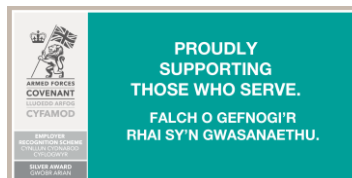
- a) 1<sup>st</sup> July 2024
- b) 1<sup>st</sup> July 2023
- c) 1<sup>st</sup> July 2022
- d) 1<sup>st</sup> July 2021
- e) 1<sup>st</sup> July 2020

Not applicable to the Trust.

**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) 1<sup>st</sup> July 2024
- b) 1<sup>st</sup> July 2023
- c) 1<sup>st</sup> July 2022
- d) 1<sup>st</sup> July 2021
- e) 1<sup>st</sup> July 2020

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Not applicable to the Trust.

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.

Not applicable to the Trust.

4. Please confirm or deny there has been any periods of time within the last 12 months to the 1<sup>st</sup> 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.

Not applicable to the Trust.

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.

Not applicable to the Trust.

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?

Not applicable to the Trust.

## Adult services

### A. Settings and clinical areas

1. Please indicate the settings in which you provide a service. Select all that apply.

- Acute
- Community
- Community hospital
- Prisons
- Care Homes
- Other – please specify. Tertiary cancer services

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

- Learning disability
- Transgender services
- Rehabilitation
- Mental health

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- 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. Communication**

## 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** - To Period 4 – Total Budget - £138,120 – Total Spend to P04 - £43,687
- b) **2023/2024** - Total Budget £145,160 – Total Spend - £143,108
- c) **2022/2023** - Total Budget £158,372 – Total Spend - £105,586
- d) **2021/2022** - Total Budget - £156,520 – Total Spend - £115,388
- e) **2020/2021** - Total Budget £149,746 – Total Spend £153,359

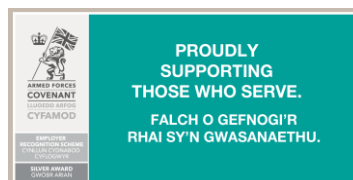
### 2. Please detail the external funding committed for adults' speech and language therapy for the financial year.

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

- a) **2024/2025** - Total Budget & Income rec'd £6,039 WG AAC Monies / \*SDEC - Current at P04 £20,055 - Projected £76,115 Backfill\*
- b) **2023/2024** - Total Budget & Income rec'd £6,039 WG AAC Monies / \*SDEC - £55,231 – Drop in hours part way through year\*
- c) **2022/2023** - Total Budget £9,387 – Split WG AAC Monies - £6,039 & £3,348 Velindre Charitable Funds to fund 0.60wte Band – Actual Income Rec'd £9,517 - £6,039 AAC Monies & £3,478 Charity / \*SDEC - £58,670\*
- d) **2021/2022** - Total Budget - £19,198 – Split WG AAC Monies - £3,701, Transformation Funding £3k & £12,497 Velindre Charitable Funds to fund 0.60wte Band 5. Actual Income rec'd - £6,039 AAC, £3k Transformation Funding- & £12,497 Charity – Total - £21,536 / \*SDEC - £29,312\*
- e) **2020/2021** - Total Budget £30,032 – Split – WG AAC Monies - £6,039, Transformation Funding £6k & £17,993 Velindre Charitable Funds to fund 0.60wte Band 5. Total Income Rec'd - £30,489

\*SDEC - Costs above accounted outside of Therapies core cost centers & within the Welsh Government funded SDEC, Ambulatory Care cost centre. Project has been cost neutral to the Trust since inception, ensuring the Trust stays within the agreed financial envelope and utilising any slippage, therefore projected actuals for 24/25. \*

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**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.**

Little movement in budget – cessation of Velindre charitable Funds Funded Post June 2022, budget virement between Speech & Language and Physio in 23/24 & small amount of Transformation Funding in 20/21 & 21/22.

**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 - Until period 4 - Locum – £8,652 – Average 0.29wte
- b) 2023/2024 - Locum £16,202 – Average of 0.31wte
- c) 2022/2023 - N/A
- d) 2021/2022 - N/A
- e) 2020/2021 - Locum - £698.18 (Don't have details of hours worked)

**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 1<sup>st</sup> July 2024 (excluding agency/locum/bank).**

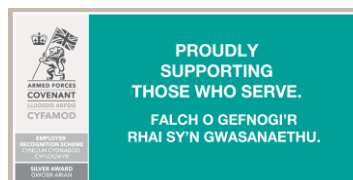
*Please split this answer into those staff directly line-managed by the head of speech and language therapy services and not those not e.g. adults with learning disabilities, community resource teams (CRTs), etc.*

Band	WTE	Direct line manager:
7	0.6wte	Head of Therapies (non-SLT)
7	0.8wte	Clinical Lead SLT
6	2.4 wte – usually* (including 1wte Annex 21 post, *there is a temporary hours reduction in line with flexible working – reducing the total to 2.2wte currently)	Clinical Lead SLT

**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 1<sup>st</sup> July 2024.**

Working pattern	Band	Total Head count
Full time	6	<6
Part Time	6 & 7	<6

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Where the figure provided is less than 6, and where simple calculations could identify fields that contain less than 6, the Trust has applied an exemption under Section 40(2) (personal data) of the Freedom of Information Act 2000. This is because the Trust believes there is a potential risk of individuals being able to be identified if the figures were disclosed.

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

- a) 18-24
- b) 25-34 - <6
- c) 35-44 - <6
- d) 45-54
- e) 55-64
- f) 65+

Where the figure provided is less than 6, and where simple calculations could identify fields that contain less than 6, the Trust has applied an exemption under Section 40(2) (personal data) of the Freedom of Information Act 2000. This is because the Trust believes there is a potential risk of individuals being able to be identified if the figures were disclosed.

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

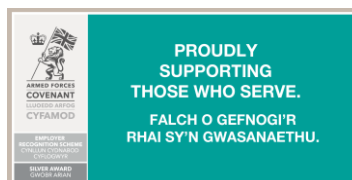
- a) 0 – No skills/Dim Sglilau
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- c) 2 – Foundation/Sylfaen
- d) 3 – Intermediate/Canolradd
- e) 4 – Higher/Uwch
- f) 5 – Proficiency/Hyfedredd

Welsh Skills level	Listening / Speaking	Reading	Writing
0 – No skills/Dim Sglilau	40%	40%	40%
1 – Entry/Mynediad	40%	40%	40%
2 – Foundation/Sylfaen	n/a	n/a	n/a
3 – Intermediate/Canolradd	n/a	n/a	n/a
4 – Higher/Uwch	20%	20%	20%
5 – Proficiency/Hyfedredd	n/a	n/a	n/a

**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 in adults' services by the Health Board on 1<sup>st</sup> July 2024 (excluding agency/locum/bank).**

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**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.**

Band	WTE	Direct line manager:
4	1.2wte	Clinical Lead Speech and Language Therapist

**2. 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 1<sup>st</sup> July 2024.**

Working pattern	Total Head count
Full time	<6
Part Time	<6

Where the figure provided is less than 6, and where simple calculations could identify fields that contain less than 6, the Trust has applied an exemption under Section 40(2) (personal data) of the Freedom of Information Act 2000. This is because the Trust believes there is a potential risk of individuals being able to be identified if the figures were disclosed.

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

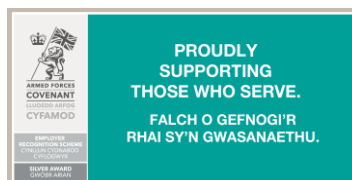
- a) 18-24
- b) 25-34
- c) 35-44
- d) 45-54 - <6
- e) 55-64
- f) 65+

Where the figure provided is less than 6, and where simple calculations could identify fields that contain less than 6, the Trust has applied an exemption under Section 40(2) (personal data) of the Freedom of Information Act 2000. This is because the Trust believes there is a potential risk of individuals being able to be identified if the figures were disclosed.

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

- a) 0 – No skills/Dim Sgiliau
- b) 1 – Entry/Mynediad
- c) 2 – Foundation/Sylfaen
- d) 3 – Intermediate/Canolradd
- e) 4 – Higher/Uwch
- f) 5 – Proficiency/Hyfedredd

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Welsh Skills level	Listening / Speaking	Reading	Writing
0 – No skills/Dim Sglilau	50%	50%	100%
1 – Entry/Mynediad	50%	50%	n/a
2 – Foundation/Sylfaen	n/a	n/a	n/a
3 – Intermediate/Canolradd	n/a	n/a	n/a
4 – Higher/Uwch	n/a	n/a	n/a
5 – Proficiency/Hyfedredd	n/a	n/a	n/a

#### D. Recruitment and vacancies

##### 1. Please confirm how many whole time equivalent (WTE) Speech and Language Therapist vacancies in adults’ services were held in the Health Board on:

- 1<sup>st</sup> July 2024 - 1.0wte
- 1<sup>st</sup> July 2023 - 1.0wte annex 21
- 1<sup>st</sup> July 2022 – 2.0wte
- 1<sup>st</sup> July 2021 - 1.0wte (SDEC funded).
- 1<sup>st</sup> July 2020 - Information not held.

##### 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:

- 1<sup>st</sup> July 2024 - none
- 1<sup>st</sup> July 2023 - none
- 1<sup>st</sup> July 2022 - 0.5wte
- 1<sup>st</sup> July 2021 - 0.6wte
- 1<sup>st</sup> July 2020 - Information not held.

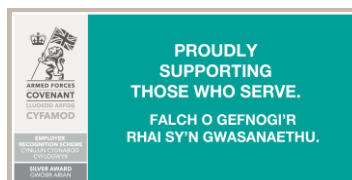
##### 3. Please detail the sickness absence rate in your adults speech and language therapy service 2024, 2023, 2022, 2021 and 2020? Please give this figure as a percentage of your overall children’s WTE workforce.

The sickness percentage is based on Apr – March each year. Figure shown is end of March that year.

- 2024 - 6.42%
- 2023 - 2.88%
- 2022 - 4.25%
- 2021 - 1.54%
- 2020 - 1.65%

##### 4. Please confirm or deny there has been any periods of time within the last 12 months to the 1<sup>st</sup> 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.

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Yes, there have been delays recruiting into Speech & Language Therapy posts in the last 12 months.

We have been unable to recruit into a 12-month fixed term contract (backfill) despite advertising twice at a Band 6 level and then again at a Band 7 level. On all three occasions there have not been any suitable candidates to invite to interview at the shortlisting stage.

In addition, in the last twelve months we have advertised Band 4 SLTA posts twice prior to successful recruitment.

**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**

No discontinued posts.

**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?**

From experience band 4, 6 & 7 have all proved challenging. No experience of attempting to recruit a Speech and Language Therapy specific post at Band 8a / b level.

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