

Date: 20th February 2026

Ref: CORP 25/26 - 235

Dear xxx

Freedom of Information request: Trust Data on Advanced Practitioners (CORP 25/26 – 235)

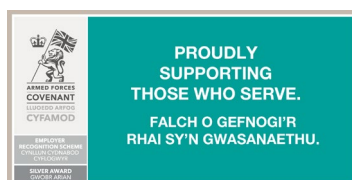
Thank you for your request for information which the Trust received on 13th January 2026. We apologise for the delay in response.

Your Request:

1. *Please provide the total number of advanced practitioners employed in your Trust/Board for each of the years 2021 to 2025. If possible, please break this information down by department or specialty.*
2.
 - a. *Please could you provide the salary range for advanced practitioners employed in your Trust/Board for each of the years 2021 to 2025.*
 - b. *Please could you provide the total salary expenditure for advanced practitioners employed in your Trust/Board for each of the years 2021 to 2025.*
3. *Please could you provide the total number of hours worked by advanced practitioners employed in your Trust/Board for each of the years 2021 to 2025.*
4.
 - a. *Please could you provide us with any existing documentation which describes the job duties and responsibilities of advanced practitioners within your Trust/Board.*
 - b. *If not covered in existing documentation, please confirm whether in your Trust/Board advanced practitioners ever*
 - i. *make referrals to other specialties*
 - ii. *hold crash / emergency bleeps*
5. *Within your Trust/Board, please could you tell us*
 - a. *If advanced practitioners are ever deployed on medical rotas*
 - b. *if advanced practitioners are permitted to cover doctor rota gaps*
 - c. *what grade of doctors advanced practitioners are permitted to cover for*
 - d. *if merged/tiered/general rotas with mixed staffing groups are used and if so, which types and grades of clinicians appear on these rotas.*
6.
 - a. *Please provide us with a copy of bank shift rotas currently used for all medical and non-medical roles within your Trust/Board*
 - b. *Please provide us with the current hourly rate-range paid to advanced practitioners working bank shifts in your Trust/Board, broken down by years of service if applicable.*

Please find the Trust's response below:

Mae Ymddiriedolaeth GIG Prifysgol Felindre yn hapus i dderbyn gohebiaeth yn y Gymraeg neu'r Saesneg.
Velindre University NHS Trust is happy to receive communication in Welsh or English.



1. Please provide the total number of advanced practitioners employed in your Trust/Board for each of the years 2021 to 2025. If possible, please break this information down by department or specialty.

	2021	2022	2023	2024	2025
Advanced Practitioner	9	12			
120 C620 VCS Nurse Management 120 C621 VCS Clinical Nurse Specialist Department 120 C622 VCS Assessment Unit 120 W602 WBS Clinical Standards & Development					
Nurse - Advanced Practitioner			11	14	11
120 C151 VCS Chemotherapy Services 120 C250 VCS Inpatient Services 120 C620 VCS Nurse Management 120 C621 VCS Clinical Nurse Specialist Department 120 C622 VCS Assessment Unit 120 W119 WBS Blood Donation Donor Care Team 120 W602 WBS Clinical Standards & Development 120 W613 WBS VBHC Pre-Operative Anaemia					

The Trust is applying an exemption under Section 40(2) (personal data) of the Freedom of Information Act 2000. We believe there is a potential risk of individuals being able to be identified if the individual figures were disclosed, due to their low numbers. We have therefore provided the total.

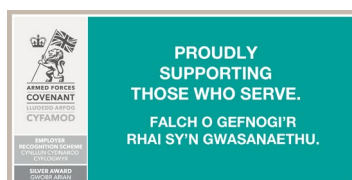
2. a. Please could you provide the salary range for advanced practitioners employed in your Trust/Board for each of the years 2021 to 2025.

Year	Pay Range (B7)	
2021-2022	£50,124 - £57,535	Only B7 in this year
2022-2023	£52,027 - £59,811	Only B7 in this year
2023-2024	£55,654 - £63,869	Only B7 in this year
2024-2025	£59,852 - £68,600	Only B7 in this year

b. Please could you provide the total salary expenditure for advanced practitioners employed in your Trust/Board for each of the years 2021 to 2025.

Year	Total Expenditure
2021-2022	£377,863.48
2022-2023	£431,698.01
2023-2024	£599,289.17
2024-2025	£611,698.72

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3. Please could you provide the total number of hours worked by advanced practitioners employed in your Trust/Board for each of the years 2021 to 2025.

This information is not held. Payroll is undertaken by NHS Shared Services Partnership (NWSSP) – shared.services@wales.nhs.uk

4. a. Please could you provide us with any existing documentation which describes the job duties and responsibilities of advanced practitioners within your Trust/Board.

We are in the process of converting everyone onto the All Wales JD for Advanced Clinical Practitioner (ACP) – please see Appendix 1 below.

- b. If not covered in existing documentation, please confirm whether in your Trust/Board advanced practitioners ever**
- i. make referrals to other specialties - Yes**
 - ii. hold crash / emergency bleeps - Yes**

5. Within your Trust/Board, please could you tell us

- a. If advanced practitioners are ever deployed on medical rotas - No**
- b. if advanced practitioners are permitted to cover doctor rota gaps - Yes**
- c. what grade of doctors advanced practitioners are permitted to cover for -**

This would depend on the skill/scope of the ACP and what other members of the team are on the medical rota.

- d. if merged/tiered/general rotas with mixed staffing groups are used and if so, which types and grades of clinicians appear on these rotas. – No**

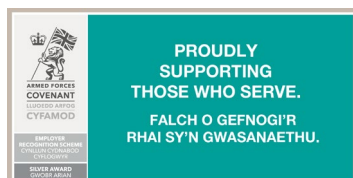
6. a. Please provide us with a copy of bank shift rotas currently used for all medical and non-medical roles within your Trust/Board

We have taken this question based on previous questions and answered related to ACP's and medics. Currently there is not an ACP bank being utilised and there are no bank rotas for medical staff.

b. Please provide us with the current hourly rate-range paid to advanced practitioners working bank shifts in your Trust/Board, broken down by years of service if applicable.

We do not have ACP bank staff.

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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
Head of Information Governance
Velindre University NHS Trust
2, Charnwood Court
Heol Billingsley
Parc Nantgarw
Cardiff
CF15 7QZ

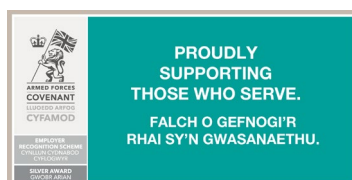
Should you wish to take your complaint further, if you are still unhappy with the decision after review, you can contact the:

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

Yours sincerely

Non Gwilym
Interim Director of Corporate Governance
Velindre University NHS Trust
2 Charnwood Court
Heol Billingsley
Parc Nantgarw
Cardiff
CF15 7QZ

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JOB TITLE Advanced Clinical Practitioner – Band 7

JOB OVERVIEW

- Provide clinical assessment using advanced knowledge and clinical skills, to provide diagnoses both differentiated and undifferentiated patients, and develop management plans for optimal care.
- Participate in research related to area of practice provide and education/mentorship to a multi-professional audience within the University Health Board and in Higher Education settings.

Main Duties of the Job

On a daily basis the Advanced Clinical Practitioner (ACP) will provide clinical assessment and management to patients.

The post holder will support research/use information systems, lead, and participate in relevant research within practice as well as demonstrate an understanding of research methodology,

Provides specialist education and training to other staff, students, patients and carers

Responsible to

Reporting:

Accountable:

Professionally:

Main Responsibilities

Planning and Design

Be autonomous in decision making, including judgments involving highly complex facts/situations that require the analysis, interpretation, and comparison of a range of options in relation to the care/management needs of the patients on a day-to-day basis within the clinical environment.

Managing complexity – making judgements involving highly complex facts or competing demands e.g., planned, and unplanned emergencies.

Plans and organises provision of care for patients and clients

Improvement and Monitoring

Implements policies and proposes changes to working practices or procedures in own work space

Support change and innovation, including service development and developing a case for change.

Contributes to the development and review of clinical guidelines and policies.

Communications

Provides and receives complex, sensitive information and highly confidential information concerning patients or clients requiring empathy, persuasion, and reassurance.

Impart diagnosis to patients and relatives, disclosing highly complex and sensitive clinical information in a format which can be understood and overcoming any barriers to understanding e.g., across all ages, patients with dementia, learning difficulties and Mental Health conditions. Alternative means are sought to enable effective care and management. Demonstrate the ability to manage patients with challenging behaviour including application of appropriate management strategies.

Imparts unwelcome news, care of terminally ill/safeguarding issues e.g., child or older adult abuse.

Deal with emotionally distressing situations i.e., confrontational or challenging behaviours

Clinical

Assess plans, implements, and evaluates specialist clinical care of patients or clients; gives highly specialist advice to patients, clients or carers.

Assessment, investigational management, and diagnosis, make decisions to discharge or admit – use of a wide range of work procedures and practices, which require advanced theoretical knowledge and practical experience.

Developing therapeutic interventions – advanced skills and autonomous judgement to prescribe drug treatments following interpretation of clinical findings (use of independent prescribing where appropriate to role to prescribe drug therapies or initiating non-drug therapies).

Carry out patient clinical reviews, and feedback complex clinical information to enable decisions in care management to be agreed upon and/or changed.

Develops and implements specialist programmes of care; gives highly specialist advice to patients, clients or carers.

Dexterity and accuracy required to carry out procedures relevant to area of practice e.g., venepuncture, cannulation, Lumbar Puncture, Arterial Blood gases.

Finance and Budget

Ensure the safe use of expensive equipment that you will be using e.g., Bladder Scan, Ophthalmoscope etc.

Management, Leadership and/or Training

Supervises work of others; clinical supervision of staff, students; provides training to others/delivers specialist training in area of expertise.

Planned specialist education programmes relevant to area of practice.

Implements clinical policies and proposes changes to working practices or procedures in own work space

Participation in R&D activity within area of practice

Responsible for maintaining own level of knowledge in specialist area of practice, lead specialist for a defined patient case load within area of practice

Responsible for own professional actions

Digital and Information

Require the use of IT systems relevant to the area of practice.

Accurately maintains contemporaneous patient/client documentation following all assessment and management in accordance with Professional and organisation Guidelines.

Qualifications and Knowledge**Essential**

Professional registration (NMC,HCPC)

In receipt of Level 7 Education (master's degree) relevant to area of practice or equivalent experience

Specialist knowledge of patient pathways.

Advanced theoretical knowledge and practical experience to carry out clinical consultation and/or examination relevant to area of practice.

Experience

Post registration clinical experience in practice within speciality area.

Experience in staff management and professional development

Experience in audit, QIP and research processes

Experience in leading change in clinical practice

Experience of teaching multi-professional staff

<p>In receipt of or working toward Independent Prescribing qualification (if required for role).</p> <p>In receipt or working toward Independent Authorisation of Blood Products (desirable if relevant to role)</p> <p>Evidence of maintaining an Advanced Clinical Practice portfolio.</p>	
<p>Skills and Attributes</p>	<p>Other</p>
<p>Clinical skills competence for environment/ setting.</p> <p>Demonstrate leadership/ supervision experience.</p>	<p>Ability to travel in a timely manner throughout the organisation.</p> <p>Able to work hours flexibly.</p> <p>Welsh Language Skills are desirable at level 1 in understanding, speaking, reading, and writing in Welsh.</p>

JOB TITLE **Advanced Clinical Practitioner – Band 8a**

JOB OVERVIEW

- Provide clinical assessment using advanced knowledge and clinical skills, to provide diagnoses both differentiated and undifferentiated
- Carry out research related to area of practice provide and education/mentorship to a multi-professional audience within the University Health Board and University setting.
- Provide Advanced Clinical Practitioner (ACP) Service strategic clinical leadership.

Main Duties of the Job

On a daily basis the Advanced Clinical Practitioner (ACP) will provide clinical assessment and management to patients.

The post holder will access research/use information systems, lead, and carry out relevant research within practice as well as hold a broad knowledge around research methodology,

The post holder will demonstrate clear principles of teaching and learning, as well as supporting others to develop through expert teaching and mentorship skills.

Responsible to

Reporting:Lead ACP

Accountable:Lead ACP

Professionally:Head of Nursing, Quality, Patient Experience and Integrated Care.

Main Responsibilities

Planning and Design

Be autonomous in decision making, including judgments involving highly complex facts/situations that require the analysis, interpretation, and comparison of a range of options in relation to the care/management needs of the patients on a day-to-day basis within the clinical environment.

Managing complexity – making judgements involving highly complex facts or competing demands e.g., planned, and unplanned emergencies.

Improvement and Monitoring

Lead on the implementation of clinical governance and clinical effectiveness programmes through risk management, clinical audit, and effective practice development.

Be responsible for identifying need for change, leading innovation, and managing change including service development, developing a case for change, and negotiate and influence change.

Be responsible for implementation of policy, guidance, and protocols for work areas.

Take responsibility for policy and service development and interpretation and practical implementation of relevant policies and guidelines e.g. All Wales Advanced Practice Framework and portfolio guidelines.

Communications

Use advanced communication skills to talk to patients establishing and maintaining therapeutic relationships and impart bad or sensitive news.

Impart diagnosis to patients and relatives, disclosing highly complex and sensitive clinical information in a format which can be understood and overcoming any barriers to understanding e.g., across all ages, patients with dementia, learning difficulties and Mental Health conditions. Alternative means are sought to enable effective care and management. Demonstrate the ability to manage patients with challenging behaviour including application of appropriate management strategies.

Clinical

Be accountable for the direct delivery and implementation of highly specialised programs of clinical care on a day-to-day basis across a broad arena of services.

Assessment, investigational management, and diagnosis, make decisions to discharge – use of a wide range of work procedures and practices, which require advanced theoretical knowledge and practical experience.

Developing therapeutic interventions – advanced skills and autonomous judgement to prescribe drug treatments following interpretation of clinical findings (Use of independent prescribing).

Carry out complex patient clinical reviews, and feedback complex clinical information to enable decisions in care management to be agreed upon and/or changed.

Finance and Budget

Be responsible for ensuring that travel expenses are signed and returned in a timely fashion to the payroll department.

To sign off roster for ACP team which would include periodic signage for overtime.

Ensure the safe use of expensive equipment that you will be using e.g., Bladder Scan, Ophthalmoscope etc.

Management, Leadership and/or Training

Clinical line manager for single function or department; Teach, devise training and development programmes, major job responsibility Manages own staff, including recruitment and professional development.

Teaching, training, and mentorship is a core part of this role. Therefore, practitioners will contribute to multi professional education across the organisation, advising and providing appropriate training and education at strategic level.

Develop and deliver formal training and teaching to Trainee ACPs in relation to physical examination, assessment, and diagnostics. To supervise the clinical practice of trainee, being the responsible clinician for patients reviewed by the trainee.

Digital and Information

Require the use of IT systems relevant to the area of practice.

Accurately maintains contemporaneous patient/client documentation following all assessment and management in accordance with Professional and organisation Guidelines.

Qualifications and Knowledge	Experience
<p>Essential</p> <p>Professional registration</p> <p>Level 7 Education (Master’s Degree) relevant to area of practice.</p> <p>Advanced specialist knowledge of patient pathways.</p> <p>Advanced theoretical knowledge and practical experience to carry out clinical consultation and/or examination relevant to area of practice.</p> <p>Independent Prescribing qualification (if required for role).</p>	<p>Extensive post registration clinical experience in advanced practice within speciality area.</p> <p>Evidence of performing at Advanced Level of Practice.</p> <p>Proven track record of working collaboratively with multi-disciplinary teams.</p>

<p>Desirable (for use in shortlisting) Management/Leadership qualification or possess equivalent skills and experience.</p>	
<p>Skills and Attributes</p>	<p>Other</p>
<p>Clinical skills competence for environment/ setting. Demonstrate leadership/ supervision experience.</p>	<p>Ability to travel in a timely manner throughout the organisation. Able to work hours flexibly. Desirable (but not essential): Welsh Speaker (Level 1) or willingness to work towards</p>