

State of the occupational therapy workforce in Wales

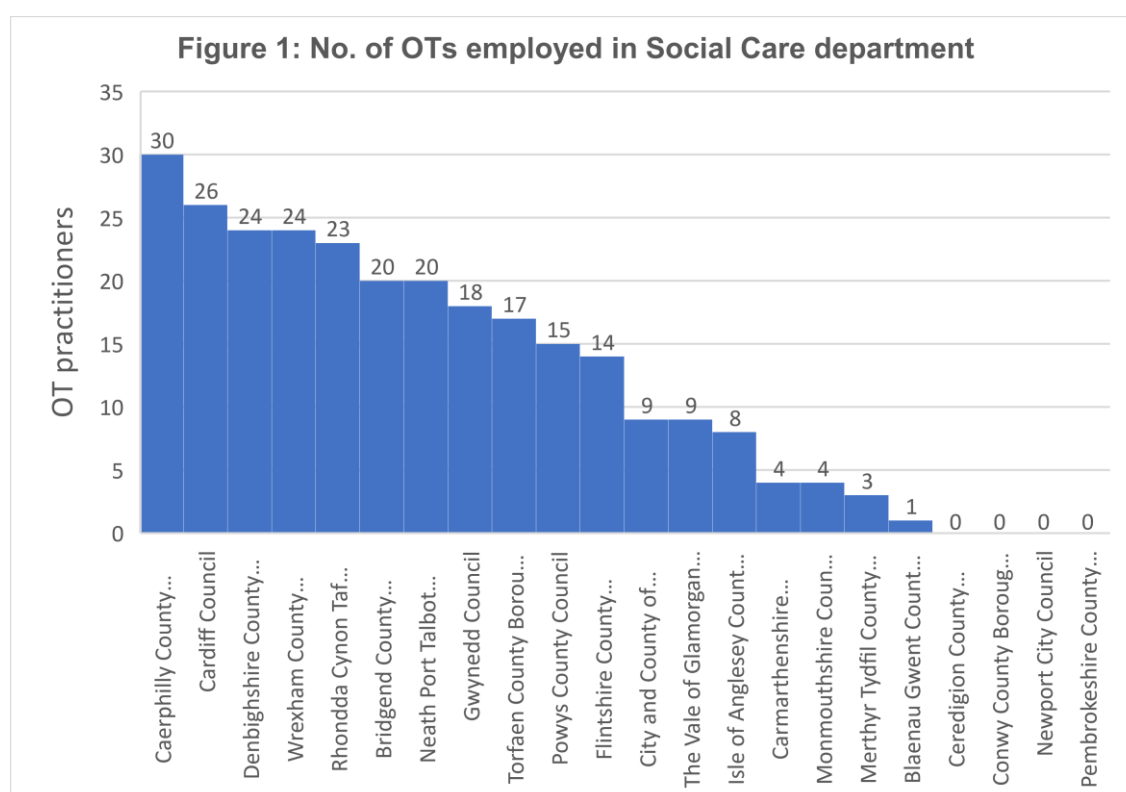
June 2024

In this report, we've gathered data through Freedom of Information (FOI) requests to local authorities and health boards.

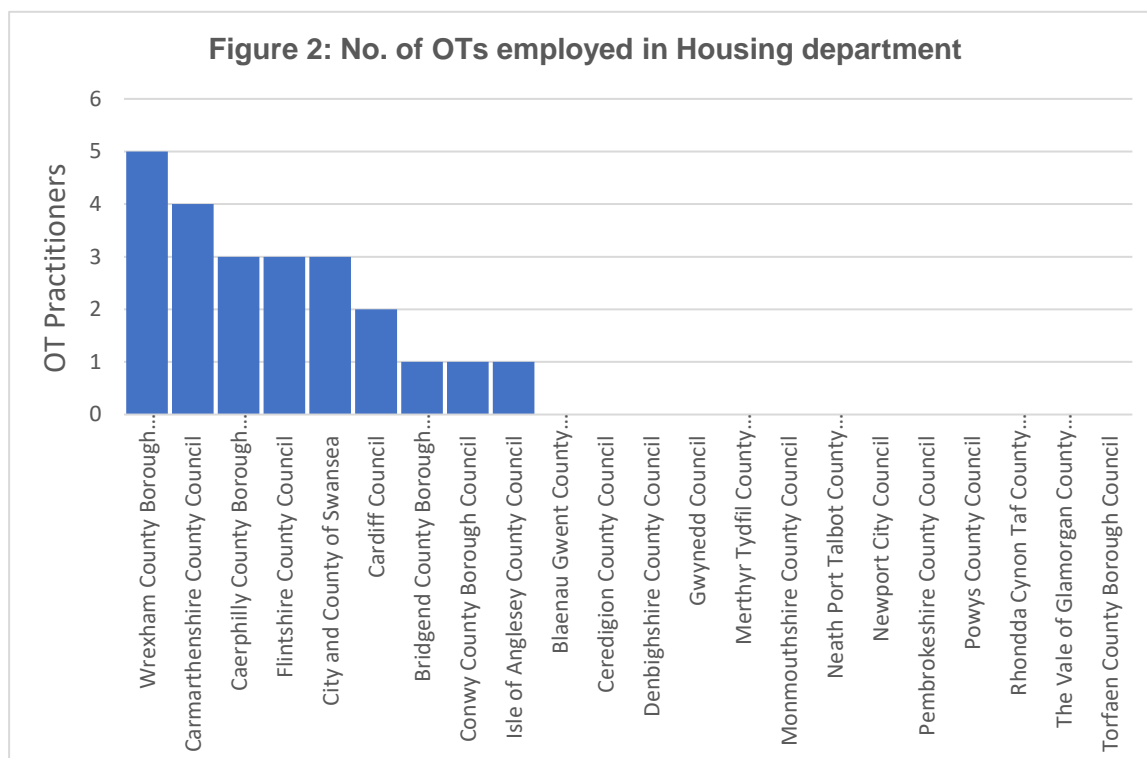
This information helps us understand the current OT landscape, including comparing against the number of registered OTs in 2018 for various local authorities and health boards. We've looked at the number of OTs, vacancies, terms of employment, and the age profiles of professionals.

This provides valuable insights for decision-making and planning to meet evolving healthcare needs.

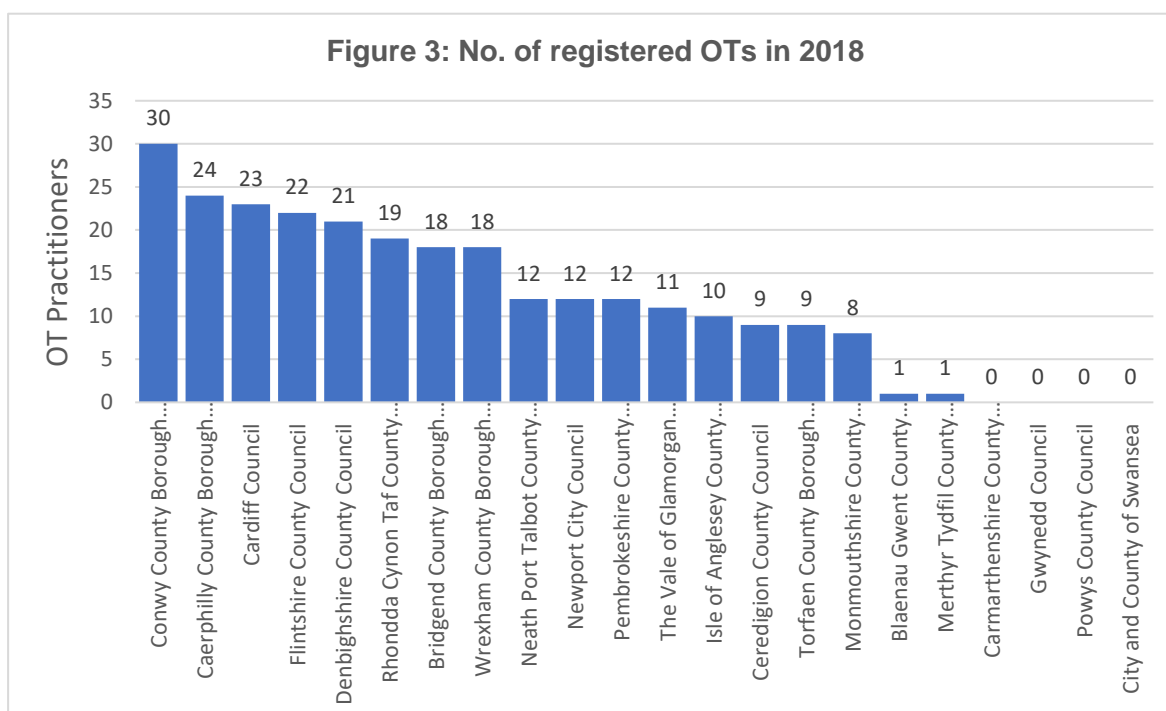
Local authorities



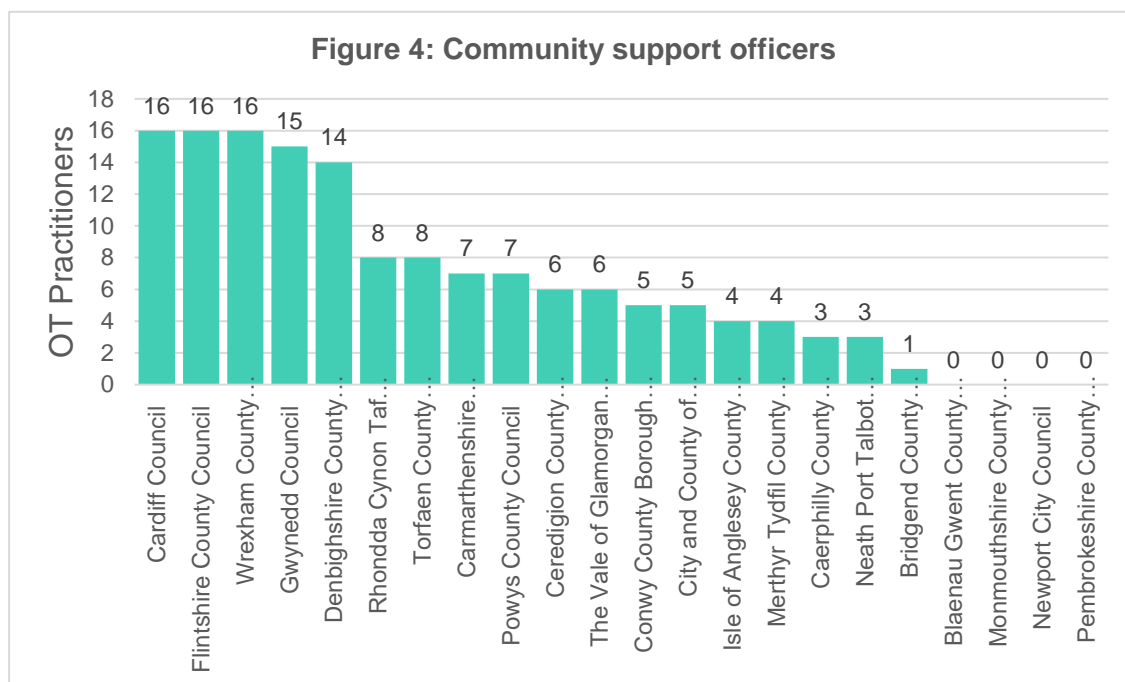
Note: The number of OTs employed within Newport City Council Social Care department is 12.94 FTE - rounded up to 13 for the purpose of this chart. Torfaen is an integrated team with employees from both social care and health - they have 13 social care employed registered OTs and four health employed registered OTs.



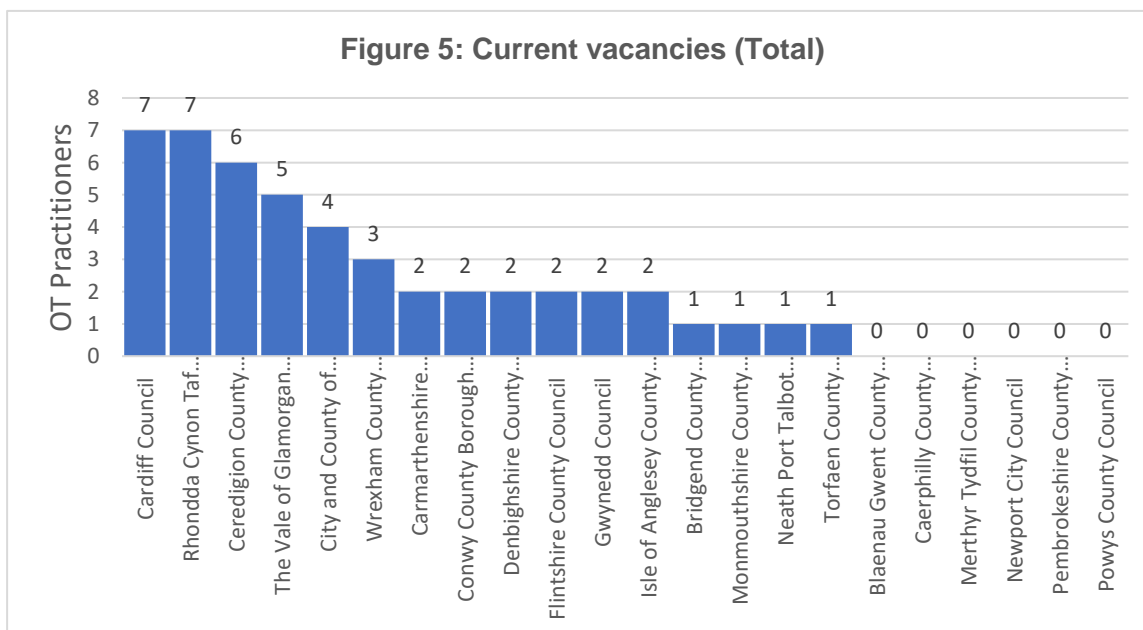
Note: Flintshire Council less than 3 due to GDPR - noted as 3 for the purpose of this chart.



Note: Newport City Council is 11.82 FTE - rounded up to 12 for the purpose of this chart. Wrexham stated they have around 18.

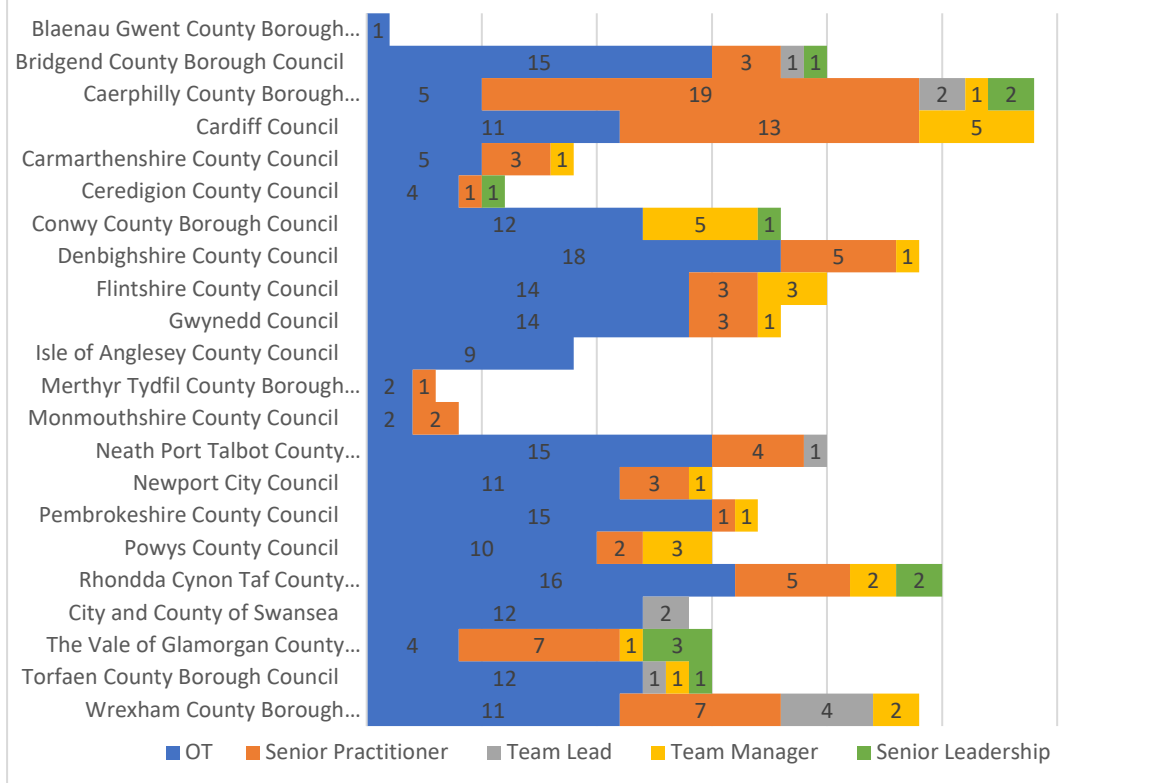


Note: In Denbighshire County Council, there are 14 social care practitioners supporting the OTs. Isle of Anglesey County Council has two disability advisors and two OT trainees, whilst Merthyr Tydfil County Borough Council has four at technician level. Wrexham County Borough Council has 16 CSOs, including seven on a traineeship OT degree. Newport City Council and Pembrokeshire County Council have no CSOs but have other roles supporting OTs.



Note: Figures for Gwynedd Council, Neath Port Talbot, Swansea and Wrexham councils FTE have been rounded up for the purpose of this chart.

Figure 6: OTs employed under the following terms



Note: Wrexham County Borough Council FTE for team lead. Flintshire Council senior practitioner and team manager both under 3 due to GDPR - rounded up to 3 for the purpose of this chart.

At the time of reporting, there was a team manager vacancy at Ceredigion County Council. Denbighshire County Council has two trainees in addition to their current 18 OTs.

Age profile

Bridgend County Borough Council	26-35	36-45	45-55	56+
Occupational Therapist	3	3	2	5
Senior Practitioner			1	
Team Leader		1		
Senior Leadership				1

Caerphilly County Borough Council	21-25	26-35	36-45	45-55	55+
Occupational Therapist	2	3			
Senior Practitioner		6	6	5	2
Team Lead				2	1
Team Manager					1
Senior Leadership			1		1

Cardiff Council			
Occupational Therapist	21-45	8	46+
Senior Practitioner	21-45	6	46+
Team Lead	21-45	0	46+
Team Manager	21-45	3	46+
Senior Leadership	21-45	0	46+

Carmarthenshire County Council	36-45	45-55	55+
Occupational Therapist	1	3	1
Senior Practitioner	1	2	
Team Manager	1		

Ceredigion County Council	36-45	45-55	55+
Occupational Therapist	4		
Senior Practitioner		1	
Senior Leadership			1

Conwy County Council	26-35	36-45	46-55	56+
Occupational Therapist	3	3	4	2
Team Lead				
Team Manager		1	2	2
Senior Leadership			1	

Flintshire County Council	26-35	36-45	45-55	55+
Occupational Therapist	3	4	5	2
Senior Practitioner				
Team Lead				
Team Manager				

Flintshire County Council unable to provide data for the other positions due to GDPR.

Gwynedd Council	26-35	36-45	45-55	55+
Occupational Therapist	6	4	1	3
Senior Practitioner	1	1	1	
Team Lead				
Team Manager			1	

Isle of Anglesey County Council	36-45	45-55	55+
Occupational Therapist	2	6	1

Merthyr Tydfil County Borough Council	21-25	26-35	36-45	45-55	55+
Occupational Therapist		1			1
Senior Practitioner			1		

Neath Port Talbot County Borough Council	21-25	26-35	36-45	45-55	55+
Occupational Therapist	1	5	7	1	1
Senior Practitioner		1	2		1
Team Lead					1

Newport City Council	21-25	26-35	36-45	45-55	55+
Occupational Therapist		2	5	1	3
Senior Practitioner			1	1	1
Team Manager				1	

Pembrokeshire County Council	21-25	26-35	36-45	45-55	55+
Occupational Therapist	1	4	2	5	3
Senior Practitioner				1	
Team Manager					1

Powys County Council	26-35	36-45	45-55	55+
Occupational Therapist	1	4	3	2
Senior Practitioner	1	1		
Team Manager	1		2	

Rhondda Cynon Taf County Borough Council	21-25	26-35	36-45	45-55	55+
Occupational Therapist	3	7	1	4	1
Senior Practitioner	0	1	0	3	1
Team Manager				2	
Senior Leadership				1	1

Swansea Council	21-25	26-35	36-45	45-55	55+
Occupational Therapist	1	1	3	3	4
Senior Practitioner					
Team Lead			2		
Senior Leadership					

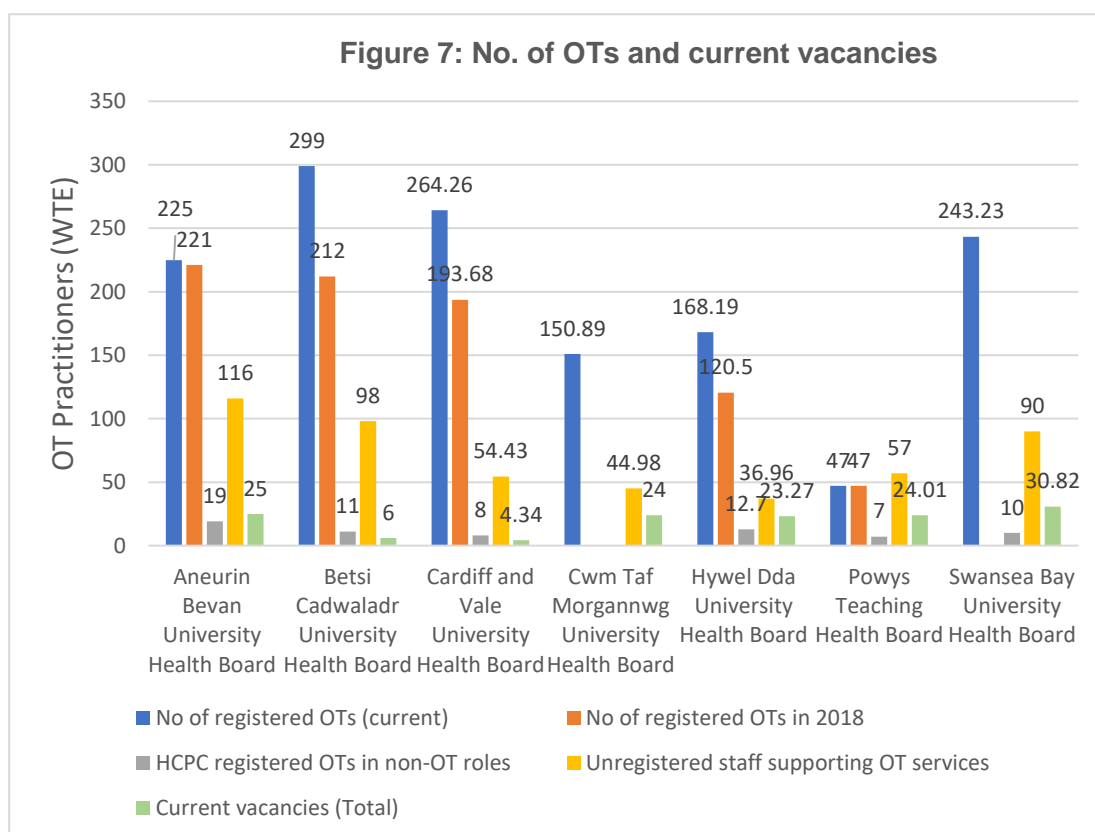
The Vale of Glamorgan County Borough Council	26-35	36-45	45-55	55+
Occupational Therapist		4		
Senior Practitioner	1	5		1
Team Lead				

Team Manager				1
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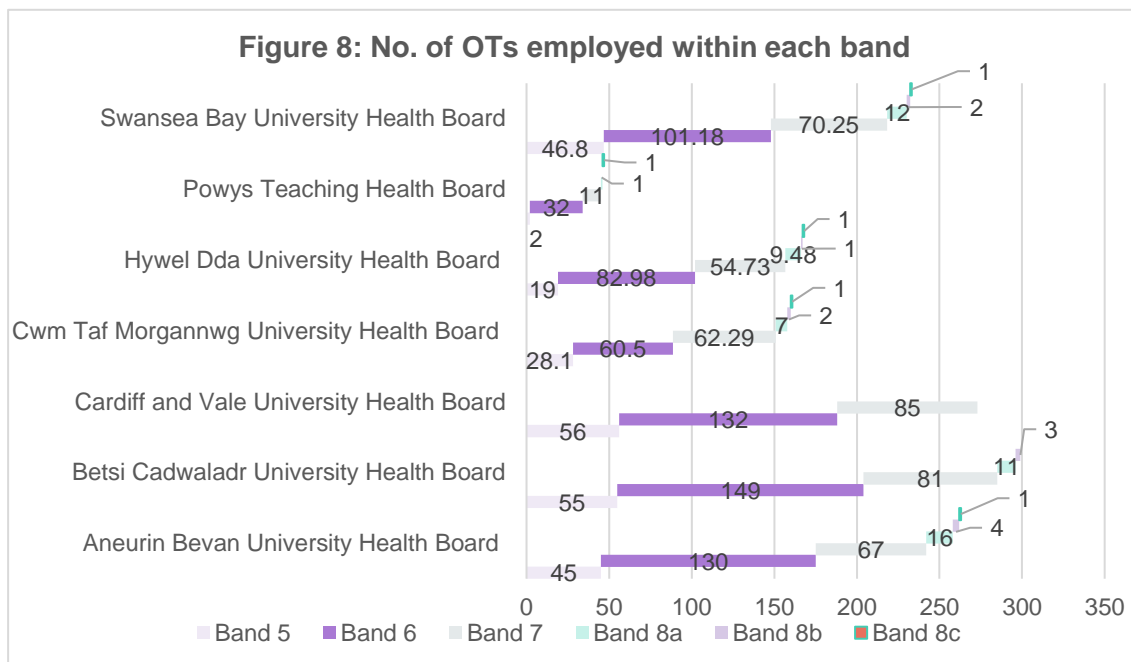
Torfaen County Borough Council	21-25	26-35	36-45	45-55	55+
Occupational Therapist	1	16	3		2
Senior Practitioner					
Team Lead				1	
Team Manager				1	
Senior Leadership			1		

Wrexham County Borough Council	21-25	26-35	36-45	45-55	55+
Occupational Therapist	1	3	5	2	1
Senior Practitioner		1	2	2	1
Team Lead		1		1	2
Team Manager					2

Health boards



Note: Number of OTs and current vacancies is denoted by FTE.



Note: Cardiff and Vale University Health Board included + for each band e.g. 56+. Therefore, this chart represents an approximate number of OTs employed within each band for that health board.

Vacancy duration

The table below outlines the longest periods that OT vacancies remained unfilled across different bands within selected health boards:

Health Boards	Band 5	Band 6	Band 7
Hywel Dda University Health Board	6 months	15 months	5 months
Swansea Bay University Health Board	7 months	12 months	9 months

Vacancy rates

This table illustrates the vacancy rates for bands 3 through to 8c within various health boards:

Vacancy Rates	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a
Aneurin Bevan University Health Board	7%	1.72%	2.20%	8.46%	3.30%	6.60%
Betsi Cadwaladr University Health Board			3.70%			31%
Hywel Dda University Health Board		7.87 (WTE)	2 (WTE)	11.4 (WTE)	7.2 (WTE)	
Powys Teaching Health Board	2.05	2.85	6	6.86	4.62	1
Swansea Bay University Health Board		SICS (30.77%) Core (3.78 WTE)		SICS (33.96%) Core (7.2 WTE)	Core (4.2 WTE)	Core (1 WTE)

Note: SICS refers to Swansea Integrated Community Services.

Age profile

Aneurin Bevan University Health Board	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65
Band 5	14	11	3	3	4	3	3	3	1
Band 6	7	22	22	22	16	11	16	10	4
Band 7	0	9	8	18	8	7	6	2	9
Band 8a	0	0	0	3	5	4	3	0	0
Band 8b	0	0	0	2	0	1	1	0	0
Band 8c	0	0	0	0	0	0	1	0	0

Betsi Cadwaladr University Health Board	
21-25	22
26-30	33
31-35	41
36-40	49
41-45	45
46-50	42
51-55	38
56-60	18
61-65	11

Cardiff and Vale University Health Board	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	71+
Band 5	30	12	14	*	*	*	*	*	*	
Band 6	12	22	20	29	17	11	12	9	*	
Band 7		7	10	17	26	10	15	*	*	*
Band 8a			*	*	*	*	*	*	*	
Band 8b						*		*	*	

*Figures for Bands 8a and 8b are under 5 so could not be provided due to GDPR.

Hywel Dda University Health Board	18-25	26-35	36-45	46-55	55+
Band 5	7	10	0	2	0
Band 6	6	29.4	24	14.47	9.11
Band 7	0	9.51	20.47	17.39	7.36
Band 8a	0	0.88	2	4.8	1.8
Band 8b	0	0	0	1	0
Band 8c	0	0	0	0	1

Powys Teaching Health Board	
21-30	6
31-35	9
36-40	6
41-45	5
46-55	11
56-70	10