

Abigail Harris

Chief Executive, Swansea Bay University Health Board

Alex Howells

Chief Executive, HEIW

13 November 2025

Dear Ms Harris, Ms Howells

Thank you for your reply of 3 November 2025 regarding job vacancies for the March 2023 Adult Nursing student cohort.

The Committee considered this at its meeting on 6 November and agreed that I should write back to you with a number of further points, which are set out below.

We would be grateful if you would respond to the following questions:

1. In your response, you confirm that there will be 65 graduates from Swansea University for the adult nursing field and no posts available in Swansea Bay UHB. Why is there such a discrepancy between the number of adult nursing training places offered as part of the March 2023 cohort and the number of job vacancies?
2. What are the reasons that no posts have been made available in this field in Swansea Bay UHB as part of the recent streamlining process? Have budgetary pressures or recruitment freezes been a factor?
3. Why has this information come to light at such a late stage, so that students were only recently made aware? When did you become aware that no posts would be available for this cohort?
4. What steps have you taken since becoming aware that no posts would be available?
5. What is the latest position regarding the March 2023 adult nursing cohort – are you now, or do you hope to be, in a position to offer any adult nursing jobs to this cohort?
6. What plans are in place for the next adult nursing cohort to graduate in 2026 – do you expect them to be in a similar position as regards adult nursing job vacancies?
7. Given the discrepancy between training places and available posts for the March 2023 cohort, what steps are you taking in relation to planning for future training places?

8. To HEIW: in your reply, you state that the positive impact of increased education and training, the national retention programme and international recruitment potentially impacts on the availability of vacancies for graduates in some areas and professions. You say that strong collaborative work between NHS organisations is required and that you are playing a key role in bringing partners together. Can you provide more information on the areas and posts that are affected by this, and the actions being taken? Can you also give details of the current position in relation to the numbers of graduating students per field and the vacancies available in each health board area for all nursing fields, physiotherapy and other allied health professionals?
9. To HEIW: Related to the above, we have been hearing anecdotally of a lack of available posts for soon-to-be qualified/recently graduated medical students and doctors completing their foundation training and looking for specialist training. Are you aware of this, and what action is being taken in relation to it?

A copy of this letter goes to the Cabinet Secretary for Health and Social Care, the Chair of the Children, Young People and Education Committee, and the Executive Director of RCN Wales.

I look forward to your swift response.

Yours sincerely



Peter Fox MS
Chair, Health and Social Care Committee

Croesewir gohebiaeth yn Gymraeg neu Saesneg. We welcome correspondence in Welsh or English.