

**Please provide the following information:**

- 1) The number of new and upgraded posts banded 8C, 8D and band 9 along with total attributable expenditure for the following comparative years. 31ST MAY 2018 TO 1 JUNE 2019, 2 JUNE 2019 TO 31ST MAY 2020, 1 JUNE 2020 TO 31ST MAY 2021, 1 JUNE 2021 TO 31ST MAY 2022, 1 JUNE 2022 to 31ST MAY 2023.**

The Health Board does not hold this information in the format requested.

The Electronic Staff Record (ESR) is unable to report which staff were appointed into new posts through promotion or if the banding outcomes were determined because of re-evaluations of existing posts.

The information provided in the table below includes the number of staff in the respective bands each year since 2018.

**Please note:** the figures will include staff transferred under Transfer of Undertakings Protection of Employment rights (TUPE) arrangements from other Health Boards and where the Health Board may now be the lead employer across Wales for new services. The figures also include staff who may be appointed on fixed term contracts to support projects.

	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Band 8c	106	111	112	116	115	109
Band 8d	30	37	40	40	43	47
Band 9	17	15	14	17	20	25
<b>Grand Total</b>	<b>152</b>	<b>164</b>	<b>166</b>	<b>174</b>	<b>179</b>	<b>181</b>

- 2) Confirm whether Aneurin Bevan University Health Board has put in restrictions around non clinical recruitment as part of their cost reduction plans.**

There are no restrictions on non-clinical recruitment as part of cost reduction plans, however all new posts are subject to an approval process prior to advertising.

- 3) Which of the Health Board departments has the highest number of band 8 c, d and band.9 within Aneurin Bevan University Health Board.**

In total the Health Board have the following numbers of staff at 8c, 8d and 9. These bands include both clinical and non-clinical roles.

<b>Grade</b>	<b>Band 8c</b>	<b>Band 8d</b>	<b>Band 9</b>
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	<b>WTE</b>	<b>Heads</b>	<b>WTE</b>	<b>Heads</b>	<b>WTE</b>	<b>Heads</b>
Grand Total	109.65	133	45.77	56	23.11	28

The departments with the highest number of bands 8c, 8d and 9's are:

<b>Grade</b>	<b>Band 8c</b>		<b>Band 8d</b>		<b>Band 9</b>		<b>Totals</b>	
<b>Division</b>	<b>WTE</b>	<b>Heads</b>	<b>WTE</b>	<b>Heads</b>	<b>WTE</b>	<b>Heads</b>	<b>WTE</b>	<b>Heads</b>
Primary Care & Community Services	16.77	20	3.00	4	3.40	7	23.17	31
Family & Therapies Division	15.40	22	5.05	7	1.00	1	21.45	30
Mental Health & Learning Disabilities	12.55	20	5.95	7	3.00	3	21.50	30
Planning, Digital and ICT	14.20	16	7.60	8	2.00	2	23.80	26
Finance Director	12.93	13	5.00	6	0.51	1	18.44	20