



**GIG**  
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Addysg a Gwella Iechyd  
Cymru (AaGIC)  
Health Education and  
Improvement Wales (HEIW)



**GIG**  
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**NHS**  
WALES

Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board

**Pencadlys HEIW**

HEIW Headquarters  
Ty Dysgu  
Cefn Coed  
Nantgarw CF15 7QQ

**Bwrdd Iechyd Prifysgol Bae Abertawe**

Swansea Bay University Health Board  
**Un Porthfa Talbot** | One Talbot Gateway  
**Parc Ynni, Baglan** | Baglan Energy Park  
Port Talbot SA12 7BR

03<sup>rd</sup> November 2025

Peter Fox MS  
Chair, Health and Social Care Committee  
Senedd Cymru  
Cardiff Bay  
Cardiff  
CF99 1SN

Dear Mr Fox

Thank you for your letter of 23<sup>rd</sup> October regarding the job vacancies available for the March 2023 cohort of Adult Nursing students. These graduates form part of a wider cohort of graduating nurses who have studied a specific field of nursing practice as part of their nursing degree. There are four fields of nursing, namely adult nursing; children's nursing; learning disabilities nursing; and mental health nursing. Firstly, please be assured that HEIW, SBUHB, HDUHB, and other NHS system partners continue to work collaboratively to identify employment opportunities for these graduating nurses.

Thank you for your specific questions, which are addressed in turn below:

**1. The position regarding band 5 Nursing vacancies for the 2023 training cohort – are any such vacancies available in Swansea Bay University Health Board: do you intend to make any vacancies available in the near future and, if so, how many**

Swansea University is commissioned to provide Nurse Education for both Swansea Bay and Hywel Dda University Health Boards. This education is across the four fields of practice. The table below details the current position in relation to numbers of graduating students per field, and vacancies available in Swansea Bay and Hywel Dda:

Cadeirydd/Chair: **Dr Chris Jones**  
Prif Weithredwr/ Chief Executive: **Alex Howells**  
**Pencadlys HEIW/HEIW Headquarters, Ty Dysgu, Cefn Coed Nantgarw CF15 7QQ**

Cadeirydd/Chair: **Jan Williams**  
Prif Weithredwr/Chief Executive: **Abigail Harris**  
**Pencadlys Bae Abertawe, Un Porthfa Talbot, Port Talbot, SA12 7BR**  
**Swansea Bay UHB Headquarters, One Talbot Gateway, Port Talbot, SA12 7BR**

	Swansea University Graduates	SBUHB available posts	HDUHB available posts	Total available posts	Current position (30.10.25)
<b>Adult</b>	<b>65</b>	<b>0</b>	<b>22</b>	<b>22</b>	<b>-43</b>
<b>Mental Health</b>	<b>12</b>	<b>31</b>	<b>3</b>	<b>34</b>	<b>+22</b>
<b>Child</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Learning Disability</b>	<b>3</b>	<b>11</b>	<b>2</b>	<b>13</b>	<b>+10</b>

Collaborative work is ongoing between Swansea Bay and Hywel Dda University Health Boards, HEIW and NHS Wales Shared Services Partnership (NSSSP), to identify additional vacancies for graduates. The geographical distribution of available posts is also being reviewed in relation to graduates' home postcodes to understand the suitability of posts in specific geographical locations across the Southwest Wales region.

## **2. Outline what advice has or will be made available to the current cohort on next steps and the options that are available to them.**

Information on the streamlining process (the mechanism for recruiting graduates into NHS roles) is provided at several points during students' programme of study. This includes information sessions with each individual University during the summer to prepare students for the process. When streamlining was delayed by one month – from an opening date of 22<sup>nd</sup> September to 20<sup>th</sup> October - communications were sent to students, Health Boards, and Universities.

Following the decision to extend streamlining by 2 weeks a further communication was sent to students, Health Boards and Universities. The revised timeline will see:

- Streamlining closed to students on 24<sup>th</sup> November.
- Health board recruiting managers shortlisting period between 14<sup>th</sup> and 28<sup>th</sup> November.
- Allocation based on application and recruiting manager shortlisting on 2<sup>nd</sup> December
- Outcomes provided on 16<sup>th</sup> December.

When the outcome of the streamlining process is confirmed, an escalation process starts immediately. For any students not placed at that point. Escalation provides individualised support to help find appropriate employment.

## **3. Confirm whether this position is similar across other health boards in Wales, not just in relation to nursing but as regards wider healthcare roles.**

The position for all other fields of nursing is more positive for the March graduating cohorts, with the small discrepancies between graduates and vacancies likely to be addressed within a short period of time. There are issues with job opportunities for Physicians Associates, resulting from different factors that are being considered through other mechanisms, and there were also issues with Paramedics this year which we have worked with the Welsh Ambulance Service to resolve.

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In relation to the other commissioned disciplines some Health Boards are seeing improvements in some previously hard to fill areas. This demonstrates the positive impact of increased education and training, the national retention programme and international recruitment. However, as this does potentially impact on the availability of vacancies for graduates in some areas/some professions strong collaborative work between all NHS organisations will be required to ensure a smooth transition for our summer 2026 graduates. We will be playing a key role in bringing partners together to ensure a proactive approach.

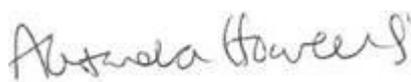
**4. Outline what advice has or will be given to the current cohort about the position regarding their bursary funding if they are unable to meet the terms of their bursary agreement due to a lack of suitable posts being made available by the health board.**

Our shared priority is to ensure that as many graduates as possible are supported to find roles in NHS Wales as we strive to ensure that they are retained for Wales and supported to have long, productive and rewarding careers.

The current cohort has received information on the bursary terms and conditions. We have assured them that students can be released from the obligation to work in Wales on graduation. It is emphasised that one of these circumstances is if there are insufficient employment opportunities available in Wales on completion of their programme.

We trust this information is a helpful update on the collaborative work that is being undertaken to identify employment for our nursing and other health professional graduates.

Yours sincerely



**ALEXANDRA HOWELLS  
CHIEF EXECUTIVE  
HEIW**



**ABIGAIL HARRIS  
CHIEF EXECUTIVE  
SWANSEA BAY UHB**

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