

**Eluned Morgan AS/MS**  
**Y Gweinidog Iechyd a Gwasanaethau Cymdeithasol**  
**Minister for Health and Social Services**



**Llywodraeth Cymru**  
**Welsh Government**

Ein cyf/Our ref : WQ87592

Andrew R.T. Davies MS  
Member of the Senedd for South Wales Central

AndrewRT.Davies@senedd.wales

13 March 2021

Dear Andrew,

Thank you for your recent written question asking me to confirm the number of midwives that have retired from the NHS since 2011.

The information is provided in the below table with a breakdown of each year.

Period Start	Period End	Headcount
Dec-10	Nov-11	29
Dec-11	Nov-12	32
Dec-12	Nov-13	36
Dec-13	Nov-14	35
Dec-14	Nov-15	42
Dec-15	Nov-16	38
Dec-16	Nov-17	34
Dec-17	Nov-18	55
Dec-18	Nov-19	43
Dec-19	Nov-20	50
Dec-20	Nov-21	71
Dec-21	Nov-22	49

Data taken from Electronic Staff Record Data Warehouse, provided by Health Education and Improvement Wales.

A retirement is defined as a leaver with a leaving reason of any of the following:

- Retirement, ill health
- Retirement age
- Voluntary early retirement, no actuarial reduction
- Voluntary early retirement, with actuarial reduction
- Flexi retirement.

The growth of the NHS Wales workforce through education and training is essential, through working with Health Education and Improvement Wales (HEIW) and Higher Education Institutions (HEIs), we are clear that students must be supported in the practice learning environment in a supernumerary capacity.

Education contracts require education providers to provide a comprehensive range of professionally delivered student wellbeing services. HEIW has also established a healthcare student forum that will bring students together from across healthcare programmes, providing a safe space for discussion, to share best practice, and progress new initiatives. A recently launched 'Healthcare student PACT' sets out a series of pledges and commitments in support of students' placement learning:

English: <https://heiw.pagetiger.com/pact-pledges/1> Welsh Language:

<https://heiw.pagetiger.com/pact-pledges/cymraeg>

Students are also urged to seek help and support with any wellbeing concerns either through their university tutor staff or raising them with their supervisor on practice placement.

HEIW has governance mechanisms and key stakeholder connections in place to ensure high quality practice learning opportunities are afforded to students across all professional programmes during their formative professional development towards registration. This includes quality monitoring of HEIW clinical practice learning requirements: close collaboration with education and placement providers on national placement capacity planning; the availability of quality practice learning environments across all sectors of health and social care; new models of placement learning and assurance of high-quality supervision and assessment.

There are 60 Practice Education Facilitator and equivalent roles working across Wales to support students' placement learning. Covering all learning environments and liaising closely with education providers. Practice Education Facilitator and equivalent roles provide direct support within clinical practice to students, practice supervisors, educators and assessors, and wider staff groups involved in supporting placement learning. The roles span the whole student journey from recruitment and selection, student induction, facilitation of placement capacity, delivery of practice supervisor and practice assessor training, monitoring the quality of practice learning environments, supporting staff with students who are not meeting required levels of proficiency, through to the point of registration and support of new registrant preceptorship.

Yours sincerely,

A handwritten signature in blue ink, reading 'M. E. Morgan'.

**Eluned Morgan AS/MS**

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