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| <b>Reference:</b>       | FOI.7633.21     |
| <b>Subject:</b>         | Agency workers  |
| <b>Date of Request:</b> | 6 December 2021 |

**Requested:**

I write regarding an FOI request on agency workers and would be grateful if you could provide me with the following information:

1. The three highest paid agency workers in 2019-20 and 2020-21 by hospital;
2. The specialisms the workers were in at the time;
3. The number of hours they were contracted to undertake in the years above.

**Response:**

Hywel Dda University Health Board (UHB) is unable to provide you with the details of the three (3) highest paid agency workers by hospital and specialisms, due to the low number of doctors working within each specialism at the UHBs hospitals (5 and under), as there is a potential risk of identifying individuals if this was disclosed. The UHB is therefore withholding this detail under Section 40(2) of the FoIA. This information is protected by the Data Protection Act 2018/General Data Protection Regulations 2016 (GDPR), as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles 6 and 9 of the GDPR. This exemption is absolute and therefore there is no requirement to apply the public interest test.

In reaching this decision, the Data Protection Act 2018/General Data Protection Regulations 2016 define personal data as data which relates to a living individual who can be identified solely from that data or from that data and other information which is in the possession of the data controller.

However, whilst operating in accordance with the Section 45 Freedom of Information Code of Practice, the UHB has a duty to provide advice and assistance.

Therefore, the UHB provides, within the table overleaf, the three (3) highest paid agency doctors across all hospitals, the hours worked and the pay rate, which includes Working Time Regulation (WTR) paid, during the financial years 2019/20 and 2020/21.

Please note:- WTR is a statutory payment included in the doctor's rate breakdown and is calculated at 12.07%.

| Financial year | Hours worked | Pay rate incl WTR |
|----------------|--------------|-------------------|
| 2019/20        | 15           | £200.00           |
|                | 225          | £120.52           |
|                | 474          | £114.80           |
| 2020/21        | 150          | £116.13           |
|                | 112.5        | £114.80           |
|                | 150          | £114.80           |