

Reference:	FOI.15890.24
Subject:	Consultant study and professional leave
Date of Request:	5 November 2024

Requested:

Consultant Study Leave

1. In total, the budget for consultant study leave for your Health Board that has been allocated for financial year 2024-25? Please also state the allocation per consultant arising from that total budget.
2. The amount spent per consultant in your Health Board for undertaking study leave during financial year 2023-24, and for financial year 2024-25 to date?

Consultant Professional Leave

3. In total, the budget for consultant professional leave for your Health Board that has been allocated for financial year 2024-25? Please also state the allocation per consultant arising from that total budget.
4. The amount spent per consultant in your Health Board for undertaking professional leave during financial year 2023-24, and for financial year 2024-25 to date?

Response:

Hywel Dda University Health Board (UHB) is unable to provide you with all of the information requested for questions 2 and 4, as it is estimated that the cost of answering your request would exceed the “appropriate limit” as stated in the Freedom of Information Act 2000 and the Data Protection (Appropriate Limit and Fees) Regulations 2004. The “appropriate limit” represents the estimated cost of one person spending 18 hours (or 2½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

Training budgets are allocated to each Directorate across the UHB and are not specific to job group. Therefore, in order to provide you with the information requested, a manual search of the training undertaken across all Directorates would be required for the 2023/2024 and the 2024/25 financial years to the date of your request, to identify the information that would fulfil these parts of your request, as it is not collated and recorded centrally.

The UHB is therefore applying an exemption under Section 12 of the Freedom of Information Act 2000 (FoIA), which provides an exemption from a public authority’s obligation to comply with a request for information where the cost of compliance is estimated to exceed the appropriate limit.

However, under Section 16 of the FoIA, the UHB has a duty to provide advice and assistance. Therefore, the UHB provides the accessible information it holds below.

1. & 3. The UHB confirms it does not hold a specific study leave budget for consultants, as training budgets are allocated to each Directorate as a whole training budget, not per staff group.
2. & 4. A section 12 exemption has been applied.

Please note: The UHB adheres to its Study Leave Policy for Medical and Dental Staff, in conjunction with the Medical and Dental Staff (Wales) Pay, Terms and Conditions of Service. A Section 21 exemption has been applied, as these documents are already within the public domain and are accessible by another means.

Policy 313 – Study Leave Policy for Medical and Dental Staff is available on the UHB's Policies and Written Control Documents webpage and the Medical and Dental Staff (Wales) Pay, Terms and Conditions of Service is available on the NHS Confederation website.

For ease of reference, please click on the links provided below, which will take you directly to the relevant webpages:

[Policies and written control documents - Hywel Dda University Health Board \(nhs.wales\)](#)

[Medical and Dental \(W\) - Pay, Terms and Conditions of Service | NHS Confederation](#)