

Reference:	FOI.2449.20
Subject:	Demographic of senior management
Date of Request:	4 February 2020

Requested:

What is the demographic of the top three layers of management within HDdUHB in terms of:

- a) Gender
- b) Age
- c) Welsh Language ability

Response:

The UHB is unable to provide you with the demographic of the top three layers of management within Hywel Dda University Health Board (UHB), as it is estimated that the cost of answering your request would exceed the “appropriate level” as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004. The “appropriate level” represents the estimated cost of one person spending 18 hours or (2 ½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

The UHB has an executive team, which includes eleven (11) Executive Directors and the Board Secretary each of whom are responsible for their own directorate. The structure of each directorate is individual and managers sit at multiple levels of the Agenda for Change pay structure within the teams, as the pay band is based upon individual job roles and responsibilities. In order to provide you with the demographic of the top three layers of management, the UHB would be required to obtain copies of all departmental structure charts, identify the job roles and who the managers are within each team. Then, cross reference this information with the Electronic Staff Record (ESR) to identify their pay band and demographic information before collating the information to identify the top three layers of management across the Health Board.

It is estimated that conducting this exercise conducting the exercise for each of the directorates would take approximately three hours.

12 directorates @ 3 hours each = 36 hours
36 hours @ £25 per hour = £900

The UHB is therefore applying an exemption under Section 12 of the Freedom of Information Act 2000, 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*.