

Reference:	FOI.5764.21
Subject:	Ethnicity of employed pharmacists
Date of Request:	7 April 2021

Requested:

For the years 2016 – 2020 inclusive, please provide, for your Local Health Board, the number of Pharmacists who are:

- a) White
- b) Black or ethnic minority
- c) Unknown

In each of the Agenda for Change (A4C) pay bands listed:

- Band 1
- Band 2
- Band 3
- Band 4
- Band 5
- Band 6
- Band 7
- Band 8a
- Band 8b
- Band 8c
- Band 8d
- Band 9
- Very Senior Manager

If the number of staff in any of these categories, for any band, is below 5 and therefore potentially identifiable, please supply full data for all other categories and indicate “fewer than 5” for the relevant category. If any category does not contain any relevant staff, please indicate that the figure is zero.

Response:

Hywel Dda University Health Board (UHB) confirms that all Pharmacists are remunerated at A4C Band 6 and above.

The UHB provides, within the tables below, the number of Pharmacists employed by the UHB, by ethnicity and A4C pay band, as recorded on the UHB’s Electronic Staff Record (ESR) system, as at 31 March 2016 to 2020 and as at 8 April 2021.

As at 31/3/2016	White	BAME	Unknown
Band 6	9	*	0
Band 7	21	0	0
Band 8a	23	0	*
Band 8b	16	0	*
Band 8c	0	0	0

Band 8d	*	0	*
Band 9	*	0	0
Personal salary	0	0	0

As at 31/3/2017	White	BAME	Unknown
Band 6	14	0	0
Band 7	16	*	0
Band 8a	30	0	*
Band 8b	15	0	*
Band 8c	*	0	0
Band 8c	0	0	0
Band 8d	*	0	*
Band 9	*	0	0
Personal salary	0	0	0

As at 31/3/2018	White	BAME	Unknown
Band 6	18	*	0
Band 7	15	*	0
Band 8a	38	0	*
Band 8b	17	0	*
Band 8c	*	0	0
Band 8d	*	0	*
Band 9	*	0	0
Personal salary	0	0	0

As at 31/3/2019	White	BAME	Unknown
Band 6	17	0	0
Band 7	16	*	0
Band 8a	40	0	*
Band 8b	17	0	*
Band 8c	*	0	0
Band 8d	*	0	0
Band 9	*	0	0
Personal salary	0	0	*

As at 31/3/2020	White	BAME	Unknown
Band 6	12	*	0
Band 7	17	*	0
Band 8a	48	0	0
Band 8b	17	0	*
Band 8c	6	0	0
Band 8d	*	0	0
Band 9	*	0	0
Personal salary	0	0	0

As at 8/4/2021	White	BAME	Unknown
Band 6	12	*	0
Band 7	20	*	0
Band 8a	48	0	0
Band 8b	19	0	0
Band 8c	*	0	0
Band 8d	*	0	0
Band 9	*	0	0
Personal salary	0	0	0

Where the figures in the tables have been replaced with an asterisk (*), the UHB is unable to provide you with the exact numbers due to the low numbers of cases (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 Freedom of Information Act 2000. 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 defines 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.