

Reference:	FOI.12562.23
Subject:	Gender pay gap
Date of Request:	31 August 2023

Requested:

1. Please provide the breakdown of the gender of the Associate Medical Director staff in HDU health board, and;
2. Please provide the salary breakdown of these staff, including all payments, and indicating their gender.

Response:

1. Hywel Dda University Health Board (UHB) confirms that it has identified six (6) members of staff who are recorded as an Associate Medical Director (AMD); of which, three (3) are female and three (3) are male.
2. The UHB is withholding the requested information. This decision has been made as it is not within the reasonable expectations of these individuals that their personal data would be put into the public domain. This information is classed as personal data of a third party. Therefore, it is being withheld in accordance with the exemption set out in section 40(2) of the Freedom of Information Act 2000 (FoIA), by virtue of section 40(3)(a) of the FoIA, which permits a public authority to withhold personal data other than the requestor's where the disclosure would breach Data Protection principles.

This information is protected by the Data Protection Act 2018 (DPA)/UK General Data Protection Regulations, as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles of the UK GDPR. This exemption is absolute and therefore, there is no requirement to apply the public interest test.

In reaching this decision, the DPA and UK GDPR define personal data as data that 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, the UHB can confirm that the Whole Time Equivalent (WTE) salaries' range is from £84,927 to £113,408, depending on the individual's pay scale and their point on the scale.

Medical and Dental (M&D) pay scales are available on the NHS Wales website. Therefore, the UHB is applying a Section 21 exemption of the FoIA, as the information is accessible by another means. The Welsh Government (WG) M&D Pay Circular, can be accessed via the link below:

[nhs.wales/files/pc-resources/042023-md-circular/](https://nhs.uk/wales/files/pc-resources/042023-md-circular/)