

Reference:	FOI.20119.26
Subject:	Hospital consultants
Date of Request:	7 April 2026

Requested:

I would be grateful if you could send me an up-to-date list of Hospital Consultants, by name and department/location, working within your trust. Alternatively, please direct me to your online Consultant listing, if you can confirm that this information is updated regularly.

Response:

Hywel Dda University Health Board (UHB) reserves the right to apply appropriate exemptions to the information being disclosed when operating in accordance with the Freedom of Information Act 2000 (FoIA). On this occasion, the UHB has applied exemptions under Section 31 and Section 40.

The UHB has deemed that the requested information is exempt from disclosure under Section 31(1)(a) and (g) in conjunction with 31(2)(i).

31(1) Information which is not exempt information by virtue of section 30 is exempt information if its disclosure under this Act would, or would be likely to, prejudice –

- (a) the prevention or detection of crime and
- (g) the exercise by any public authority of its functions for any of the purposes specified in subsection (2);

31(2) The purposes referred to in subsection (1)(g) are -

- (i) the purpose of securing the health, safety and welfare of persons at work.

Section 31 of FoIA is a qualified exemption requiring public authorities to apply the public interest test set out in Section 2(2)(b). The information can only be withheld if the public interest in maintaining the exemption outweighs the public interest in disclosure.

The UHB has therefore considered the following:

In favour of disclosure: The UHB has a duty to maintain openness and transparency in all of its activities. Hospital Consultants are patient facing and should be easily accessible to the public to deliver services. Consultants should expect a certain level of information around their work to be accessible to the public whilst working in a patient facing role such as including their names on letters to patients. In favour of disclosure would be the UHB ethos to deliver open and transparent services by upholding the UHB's organisational values which are to demonstrate:

- Dignity, respect and fairness
- Integrity, honesty and openness
- Caring, kindness and compassion
- Put people at the heart of everything we do
- Working together to be the best we can be
- Striving to deliver and develop excellent services.

There is an expectation that everyone is able to demonstrate a commitment to these values. Commitment to our values supports us in our patient care and continued development as a health care provider.

Against disclosure: The UHB has a duty to secure the health, safety and welfare of their staff at work. By releasing the specific work locations for its Medical Consultants could make them a potential target for criminal activity should a member of the public have a grievance against a particular member of staff. The UHB has a duty of care to its staff to provide a safe place of work. It is reasonable for our staff members to expect to attend a safe place of work without being vulnerable to negative contact from the public. Disclosure of the requested information could make our Consultants feel exposed to negative contact which in turn could impact on their ability to work. Because of the UHB's reliance on its staff, including nurses, doctors and medical Consultants, any impact to a staff members health and wellbeing could impact on their ability to deliver patient services.

Decision: The UHB considers that the public interest in withholding the information requested is greater than the interest in disclosing. Because the UHB has an obligation to protect its staff members health, safety and welfare at work and protect its staff members from potential criminal activity. The UHB has a duty of care to its staff members to provide a safe place of work and staff should expect to be able to attend a safe place of work without due concern. Disclosure of the requested information could expose our medical Consultants to negative contact affecting their mental and or physical wellbeing. Should our medical Consultants feel compromised this would impact on their ability to work. The UHB relies on its workforce to deliver services including treatment and care to its patients, therefore there is a greater public interest in protecting the wellbeing of staff members within a safe and secure workplace and from being the victim of criminal activity.

An exemption under section 40 has also been applied. Whilst there is an expectation for patients to know the details of the doctor treating them whilst they are receiving care or treatment from the UHB, it is not within the reasonable expectations of our medical Consultants that their personal data held solely for the purpose of their clinical work be released into the public domain and accessible to all. 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 (UK GDPR), 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, whilst operating in accordance with the Section 45 Freedom of Information Code of Practice, the UHB has a duty to provide advice and assistance. The UHB's medical Consultants can be written to at the following address, specifying the relevant department:

Glangwili General Hospital, Dolgwili Road, Carmarthen, SA31 2AF.