

<b>Reference:</b>	FOI.16346.25
<b>Subject:</b>	Laboratory staff
<b>Date of Request:</b>	13 January 2025

**Requested:**

1. How many people were employed in any of your Laboratories in the past 2 years
2. What percentage of those employed were already working for your trust at the time of interview
3. What percentage of those employed had disclosed a disability at the time of application.
4. I would also like to request the number of people who was offered positions in your Laboratories who declared that they had a disability.

**Clarified**

For question 1, employed is defined as how many were recruited please.

**Response:**

Hywel Dda University Health Board (UHB) is unable to provide you with all of the information requested, 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.

In order to provide you with the data requested for questions 2 and 3, the UHB would need to undertake a manual trawl of all successful candidates appointed for the requested period to identify the information that would fulfil your request, as this is not recorded centrally.

The UHB can confirm that seventy-nine (79) successful candidates were employed during the requested time period. Therefore, to provide you with the exact information being requested, conducting the search would exceed the ‘appropriate limit’, costing the UHB the following:

79 @ 15 minutes per item = 19.75 hours  
19.75 hours @ £25 per hour = £493.75

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. The UHB confirms that seventy-nine (79) individuals were employed to work within the UHB’s laboratories during the 2023 and 2024 calendar years.

2. A section 12 exemption has been applied. However, the UHB can confirm that of the seventy-nine (79) individuals detailed in response to question 1, twenty-one (21) individuals or 26.2% have been identified as already working for the UHB at the time of interview, as recorded on the event change log report produced from the Electronic Staff Record (ESR) system. To provide a more accurate number, a manual trawl would be required, as not all internal moves are recorded in this way on the ESR system.
3. Section 12 applied.
4. The UHB is unable to provide you with the exact number of staff due to the low number of cases (less than 5), 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 FoIA. 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.