

Reference:	FOI.13165.23
Subject:	Managers
Date of Request:	16 November 2023

Requested:

In the questions below, 'Manager' or 'Managers' refers to any member of staff employed in your organisation – on either a permanent, part-time (or other) contract which includes the term 'Manager', 'Director' or 'Executive' in their job title or whom has leadership for running a clinical department or operational function for the organisation."

For clarity, I am interested in the managers who oversee the operation of the board, not managers working in the hospitals.

If providing any of the pieces of information would exceed the cost limit set out in the Act, I would like you to continue to respond to other pieces of information being asked.

1. How many Managers are currently employed in your Trust? In addition to the total number of Managers employed, please provide a breakdown of the number of Managers employed in each department, unit or ward. If you do not keep this information on record for every unit, or ward, please provide this information for as many as you can in a digital format.
2. How many Managers were fired for gross misconduct in the year ending September 2023? Please redact any personal information.
3. How many Managers were fired on grounds of capability in the year ending September 2023? By capability, I refer to poor performance, rather than ill-health, as set out in section 98(2) in the Employment Rights Act (1996). Please redact any personal information.
4. Of Managers that are currently employed by the system:
 - a. How many are below band 8A (according to current Agenda for Change pay rates)?
 - b. How many are above band 8A (according to current Agenda for Change pay rates)?
 - c. How many are currently on long-term sickness leave?
 - d. How many are employed on part time contracts?
5. Of 'Managers' that are currently employed by your organisation, how many have responsibility for delivering your priorities for 'digital transformation'. By this, we refer to those who may be responsible for information governance, rolling out an Electronic Patient Record, or introducing innovative digital technologies.

Response:

Hywel Dda University Health Board (UHB) is unable to provide you with the information requested for questions 1 to 4, 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.

As the UHB's Electronic Staff Record (ESR) system does not identify managers specifically, as not all managerial roles contain 'manager' in the job title, the UHB would be required to undertake manual analysis of all employee records, to identify any information that would fulfil your request.

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 for question 5 below.

5. The UHB confirms that it employs five (5) Whole Time Equivalent (WTE) managers that have responsibility for delivering the UHB's digital transformation priorities.

In addition, the UHB has applied a Section 21 exemption of the FoIA as further information on the UHB's Executive Directors and its managers is already in the public domain and is accessible by another means. Board member information is available on the UHB's website.

Furthermore, the UHB has recently answered a Freedom of Information request, FOI.12285.23 – Agency usage, which provides a copy of the UHB's Organisation chart, at Attachment 1, and is available on our disclosure log.

For ease of reference, the links have been provided below, which will take you to the UHB's Board members and disclosure log webpages.

[Board members - Hywel Dda University Health Board \(nhs.wales\)](#)

[Disclosure Log - Hywel Dda University Health Board \(nhs.wales\)](#)