

Reference:	FOI.7189.21
Subject:	NHS redundancies
Date of Request:	18 October 2021

Requested:

Can you provide me with the following information?

1. How many redundancy/severance payments have been made by the Health Board?
2. How much money has been paid out in redundancy/severance payments made by the Board?
3. Please break these payments down individually.
4. Please provide a brief description of why each redundancy/severance payment was made.

The timeframe for this request is 2016/17, 2017/18, 2018/19, 2019/20, and 2020/21.

Response:

1. & 2. The information requested is already within the public domain; therefore, Hywel Dda University Health Board (UHB) has applied an Exemption under Section 21 of the Freedom of Information Act 2000 (FoIA), as the information is accessible by another means. Information on the UHB's exit packages and payments are included in the UHB's Annual Reports.

For ease of reference, please click on the attached link, which will take you directly to the UHB's Annual Reports for the requested financial years:

<https://hduhb.nhs.wales/about-us/performance-targets/our-performance-areas/annual-reports-annual-quality-statements/>

3. & 4. The UHB is unable to provide you with the information requested, 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 FoIA.

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.