

Reference:	FOI.626.19
Subject:	Non-disclosure agreements
Date of Request:	25 April 2019

Requested

- 1) Please can you tell me the number of settlements your organisation has reached with employees/former employees containing a non-disclosure agreement / some form of confidentiality agreement, in the years:
 - a. 2014
 - b. 2015
 - c. 2016
 - d. 2017
 - e. 2018
- 2) For each year please provide a breakdown per year of how many were men and how many were women.
- 3) Please can you provide a male/female breakdown per year of the broad reason for the NDA/confidentiality agreement?
- 4) Please can you also tell me how many of your employees are men and how many are women for the entire organisation?

Response:

Where data has been replaced with an asterisk, the UHB is unable to provide you with the exact number of agreements due to the low numbers of cases (5 and under), as there is a potential risk of identifying individuals if this was disclosed. Additionally, where there is risk of calculating the redacted totals from the totals, the totals have been replaced with a double asterisk (**). The UHB is withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This information is protected by the Data Protection Act (DPA) 2018 / General Data Protection Regulations (GDPR) 2016, 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.

1) The table below provides the number of settlements containing a form of non-disclosure or confidentiality agreement, reached by Hywel Dda University Health Board (UHB) with employees or former employees, broken down according to calendar year for the requested timeframe.

Calendar Year	Number of agreements
2014	*
2015	0
2016	*
2017	*
2018	0
Total	7