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| Reference: | FOI.2427.20 |
| Subject: | Number of full time equivalent (FTE) at each Agenda for Change pay band |
| Date of Request: | 31 January 2020 |

Requested:

Please could you provide the number of (FTE) staff at each Agenda for Change pay band in 2016 and the average (mean) salary paid at each band in 2016?

I also would appreciate if you could provide the number of (FTE) HCHS staff broken down by grade in 2016 and the mean salary at each grade (also 2016). The grades should (approximate) the following:

- Consultant
- Associate Specialist
- Specialty Doctor
- Staff Grade
- Specialty Registrar
- Core Training
- Foundation Doctor Year 2
- Foundation Doctor Year 1
- Hospital Practitioner / Clinical Assistant
- Other and Local HCHS Doctor Grades

Please note that the project requires specific average salaries and so the salary range provided for by pay agreements are not suitable. Whilst I am aware that Stats Wales produce some figures on staff numbers (but not pay), we specifically need data by pay band which I understand from the Welsh Government is only available from individual health boards.

Response:

Hywel Dda University Health Board (UHB) has provided the FTE of staff employed at each Agenda for Change pay band and Hospital and Community Health Service workforce within Attachment 1. The UHB has also provided the average salary paid to each of these pay bands and roles as at 31 March 2016.

Where the figures in the table have been replaced with an asterisk (*), the UHB is unable to provide you with the figure where the FTE is 1.00 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 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.