

Reference:	FOI.13831.24
Subject:	Organisational Change Policy (OCP)
Date of Request:	15 February 2024

Requested:

I kindly request your assistance in confirming whether your organization has successfully incorporated the organisational change policy within the last 5 years, specifically regarding the inclusion of nurses and midwives at levels 7 and 8.

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.

As the specific information requested regarding the inclusion of nurses and midwives at Agenda for Change (A4C) pay bands 7 and 8 is not collated and recorded centrally, the UHB would be required to undertake a manual search of all instances where the All Wales OCP has been used, for the five (5) year period requested, to identify any information that would fulfil this part of 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 confirms that the OCP has been applied during the last five (5) years and is applicable to all NHS Wales employees.