

<b>Reference:</b>	FOI.19927.26
<b>Subject:</b>	Pharmacy workforce
<b>Date of Request:</b>	13 March 2026

**Requested:**

I am writing to request data on your trust's pharmacy workforce for each of the financial years from 2020/2021 to 2024/2025 under the Freedom of Information Act.

I have attached an Excel spreadsheet for your responses.

**Response:**

Hywel Dda University Health Board (UHB) is unable to provide you with the exact number of staff by Head Count and Agenda for Change (A4C) pay band, due to the low number (less than 5) and have therefore, replaced the figures in the tables with an asterisk (\*), 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. This information is protected by the Data Protection Act 2018 (DPA)/UK General Data Protection Regulations (UK GDPR) as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles of the UK GDPR. This exemption is absolute and therefore, there is no requirement to apply the public interest test.

In reaching this decision, the DPA and UK GDPR define personal data as data that 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.

However, whilst operating in accordance with the Section 45 Freedom of Information Code of Practice, the UHB has a duty to provide advice and assistance and provides the information within the attached spreadsheet, as requested, at Attachment 1.