

Reference:	FOI.19629-19633.26
Subject:	Remuneration data
Date of Request:	17 February 2026

Requested:

FOI.19629

1. For the last completed financial year, please provide:
The total annual remuneration for the Chief Executive and each Executive Director in post, including basic salary, pension contributions, bonuses, allowances and any other taxable benefits.

FOI.19630

2. For the last completed financial year, please provide:
The number of employment references issued for staff moving to non-NHS employers, and where recorded, the number of those references issued for roles in retail, supermarkets, hospitality or other customer service sectors.

FOI.19631

3. For the last completed financial year, please provide:
The number of employees who were paid below the Real Living Wage (as defined by the Living Wage Foundation).

FOI.19632

4. For the last completed financial year, please provide:
The number of employees who were paid at, or within 5% of, the national minimum wage in each month of the financial year, broken down by Agenda for Change band.

FOI.19633

5. For the last completed financial year, please provide:
The number of employees who accessed hardship funds, benevolent funds or emergency financial support schemes, and the total value of payments made.

Response:

1. Hywel Dda University Health Board (UHB) has applied an exemption under Section 21 of the Freedom of Information Act 200 (FoIA), as the information requested is already within the public domain and is accessible by another means. Remuneration details for the UHB's Executive Directors is available in Section 11.6, pages 211 to 215, of the UHB's annual report for the 2024/25 financial year. A link to the webpage has been provided below.

[Annual reports - Hywel Dda University Health Board](#)

2. The UHB does not hold the requested information, as it does not record the number of employment references issued.
3. The Health Board pays all staff in accordance with Welsh Health Pay circulars, therefore in accordance with those circulars it pays all staff at or above the Real Living Wage (as defined by the Living Wage Foundation).

4. The National Minimum Wage (NMW) for the 2024/25 financial year was £11.44 per hour. Based on this, all staff were paid at least the NMW plus 5%, during the 2024/25 financial year.
5. The UHB does not hold the requested information, as it does not provide hardship funds, benevolent funds or emergency financial support schemes.