

<b>Reference:</b>	FOI.19758.26
<b>Subject:</b>	Remuneration Packages
<b>Date of Request:</b>	25 February 2026

**Requested:**

1. Board Members – Remuneration and Benefits

For all current Executive Directors and Independent Members of Hywel Dda University Health Board, please provide:

- a. Annual salary
- b. Pension contributions (employer contributions)
- c. All additional benefits, including but not limited to:
  - Car allowances
  - Private medical cover
  - Any other taxable or non-taxable benefits

Please provide the most recent full financial year for which data is available.

2. Cost of the Health Service Re-alignment Consultation

- a. Please provide the total cost incurred to date for the consultation and engagement work relating to the proposed health service re-alignment affecting:
  - Bronglais Hospital
  - Withybush Hospital
  - All other hospitals within Hywel Dda UHB included in the consultation
- b. This should include (where applicable):
  - External consultancy fees
  - Public engagement costs
  - Communications and media costs
  - Staff time (if recorded)
  - Any other associated expenditure

If the consultation is ongoing, please provide the total cost incurred up to the date of this request.

**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 and Independent Members 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 all of the information requested, as staffing hours have not been recorded for the Clinical Services Plan (CSP) Consultation programme. However, the UHB provides within the table below, the total costs incurred for the CSP Consultation and Engagement work, during the period April 2024 to February 2026.

<b>Type</b>	<b>Cost</b>
Consultancy services*	£249,682.89
Venue hire options and Development Group sessions	£12,210.00
Documentation, engagement, promotion, translation and postage	£94,529.73
<b>Total</b>	<b>£356,422.62</b>

\*Please note: Consultancy services include:

- Consultant planning and advice
- External data analysis
- Independent consultation and engagement consultancy service