

Reference:	FOI.14144.24
Subject:	Settlement agreements
Date of Request:	4 April 2024

Requested:

I am writing to obtain information about your organisation's spending on settlement agreements in 2020-21, 2021-22 and 2022-23. Please include the following information:

1. The total number of settlement agreements for each financial year.
2. The total costs associated for each settlement agreement in each financial year.

This includes, but is not limited to, a payment of salary, payment in lieu of a notice period and payment of compensation for loss of office.

Response:

Hywel Dda University Health Board (UHB) is unable to provide you with the information broken down by financial year, as requested, due to the low number of cases (5 and under), as there is a potential risk of identifying individuals if this was disclosed. Therefore, the UHB is withholding these details under Section 40(2) of the Freedom of Information Act 2000 (FoIA).

This information is protected by the Data Protection Act 2018 (DPA)/UK General Data Protection Regulations, 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 for the combined period of 1 April 2020 to 31 April 2023 below.

1. & 2. The UHB confirms that there were eight (8) settlement agreements; the total of the settlements paid was £206,391.83, excluding legal fees, during the period 1 April 2020 to 31 March 2023.