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| <b>Reference:</b>       | FOI.9484.22     |
| <b>Subject:</b>         | Staff dismissed |
| <b>Date of Request:</b> | 27 July 2022    |

**Requested:**

The number of staff at your health board struck off/sacked for each of the past five years and the professional category under which they fall (e.g. doctor, nurse, manager, auxiliary staff, etc)?

**Response:**

Hywel Dda University Health Board (UHB) provides, within the table overleaf, the number of staff recorded in the Electronic Staff Record (ESR) system with the reason for leaving recorded as dismissal, by staff group, during the calendar years 2017 to 2021 and 1 January to 29 July 2022.

| Staff group                                      | 2017 | 2018 | 2019 | 2020 | 2021 | 2022<br>(to 29/7) |
|--------------------------------------------------|------|------|------|------|------|-------------------|
| Additional Professional Scientific and Technical | *    | 0    | 0    | 0    | *    | 0                 |
| Additional Clinical Services                     | 16   | 18   | 12   | 11   | 11   | *                 |
| Administrative and Clerical                      | *    | 6    | 7    | 8    | *    | *                 |
| Allied Health Professionals                      | *    | *    | *    | 0    | *    | 0                 |
| Estates and Ancillary                            | 10   | 8    | 6    | 5    | *    | 0                 |
| Healthcare Scientists                            | 0    | *    | 0    | 0    | 0    | 0                 |
| Medical and Dental                               | 0    | 0    | 0    | *    | 0    | *                 |
| Nursing and Midwifery                            | 8    | 10   | 7    | 4    | 8    | *                 |

Please note:- the figures provided include both substantive and bank staff.

Where the figures in the table have been replaced with an asterisk (\*), the UHB is unable to provide you with the exact number, due to the low numbers 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 and the 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 6 and 9 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 Data Protection Act 2018/UK GDPR define personal data as data which 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.