Reference:	FOI.5504.21
Subject:	Staff joiners and leavers
Date of Request:	3 March 2021

Requested:

Could I please ask if you could provide me with some data tables capturing the numbers of joiners, leavers and staff from each of your health boards broken down by staff group e.g. doctors/nurses/other staff and nationality as follows below?

Can you please provide similar tables the template provided, with joiners and leavers data for Dec 2014-Dec 2015 and Dec 2015-Dec 2016 (in case they have been revised since my last request), Dec 2016-Dec 2017, Dec 2017-Dec 2018, Dec 2018-Dec 2019, Dec 2019-Dec 2020 split by health board, split by staff group e.g. doctors/nurses/other staff and by nationality group?

Could you also please provide me with staff in post data tables split by health board, split by staff group e.g. doctors/nurses/other staff and by nationality group as at December 2015, December 2016 and December 2017, December 2018, December 2019 and December 2020?

Could you please provide those data in an .xlsx/.csv file format as per the template provided.

Response:

Hywel Dda University Health Board (UHB) provides the information as requested within the attached spreadsheet, Attachment 1.

Where the figures in the tables 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. The UHB has also replaced totals which could be used to calculate the redacted figure with a double asterisk (**). The UHB is therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This information is protected by the Data Protection Act 2018/ General Data Protection Regulations 2016 (GDPR), as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles 6 and 9 of the 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/General Data Protection Regulations 2016 defines 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.