

<b>Reference:</b>	FOI.12445.23
<b>Subject:</b>	Staff that have terminated their employment
<b>Date of Request:</b>	15 August 2023

**Requested:**

I would like to make an application under the Freedom of Information Act 2000 for the following information: (please provide the figures from 2013 - present, in calendar years not fiscal.)

- 1) How many members of staff have left their employment within the health board in order to live abroad? Can you please provide a breakdown of the job title of each employee prior to leaving?

How many members of staff have left their employment within the health board in order to pursue employment in Australia? Can you please provide a breakdown of the job title of each employee prior to leaving?

**Response:**

Hywel Dda University Health Board (UHB) is unable to provide you with the information requested, as it is estimated that the cost of answering your request would exceed the “appropriate limit” as stated in the Freedom of Information Act 2000 and the Data Protection (Appropriate Limit and Fees) Regulations 2004. The “appropriate limit” represents the estimated cost of one person spending 18 hours (or 2½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

The ‘destination on leaving’ field in the UHB’s Electronic Staff Record (ESR) system is not mandatory to complete on termination of a member of staff and ESR does not have the facility to record the destination country. Therefore, the UHB would be required to contact each manager that has processed a termination during the requested period, to identify any information that would fulfil your request.

The UHB is therefore applying an exemption under Section 12 of the Freedom of Information Act 2000 (FoIA), which provides an exemption from a public authority’s obligation to comply with a request for information where the cost of compliance is estimated to exceed the appropriate limit.

However, under section 16 of the FoIA, the UHB has a duty to provide advice and assistance. Therefore, the UHB provides, within the table below, the information it holds, where the ‘destination on leaving’ field has been completed, as recorded on the UHB’s ESR system, for the calendar years from 2013 through to 2022, and the period 1 January to 31 July 2023.

	<b>Destination on leaving</b>	
<b>Calendar year</b>	<b>Abroad - EU Country</b>	<b>Abroad - Non EU Country</b>
2013	*	8
2014	*	7
2015	7	*
2016	8	13
2017	*	10
2018	*	9
2019	*	10

2020	*	10
2021	*	11
2022	*	10
2023 (1/1/23 to 31/7/23)	*	*
Total	42	97

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 (less than 5), as there is a potential risk of identifying individuals if this was disclosed. The UHB is therefore withholding this detail under Section 40(2) of the 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.