

<b>Reference:</b>	FOI.3471.20
<b>Subject:</b>	Welsh language requirements
<b>Date of Request:</b>	30 June 2020

**Requested:**

Expressed as a number and percentage of total posts, how many posts in the health board are:

- Welsh essential
- Welsh desirable
- Neither (no Welsh language requirement)?

The Welsh language requirements for posts should be clear in job descriptions. In terms of timeframe, I am looking for the most recent data you can provide.

**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 level” as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004. The “appropriate level” represents the estimated cost of one person spending 18 hours or (2 ½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

In order to provide you with the requested information, the UHB would need to undertake a manual trawl of all job descriptions to identify any information that fulfils your request as this information is not recorded centrally.

The UHB is therefore applying an exemption under Section 12 of the Freedom of Information Act 2000 (FOI), 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.

Under section 16 of the FOI, we are required, as a public authority, to provide advice and assistance so far as it is reasonable, to individuals who have made a request under the FOI and therefore provides the information held in response to your request.

The UHB therefore provides, within the table below, the number of vacant posts that included Welsh as an essential criteria in job adverts from the financial years 2016/17 to current date.

<b>Financial year</b>	<b>Number</b>
2016/17	19
2017/18	7
2018/19	8
2019/20	30
2020 to date	1

In addition, the UHB provides, within the table below, the number of vacant posts advertised as Welsh essential, Welsh desirable and Welsh to be learnt in post, for the financial year 2019/20.

<b>2019/20</b>	<b>Number</b>
Welsh essential posts	30
Welsh desirable posts	2114
Welsh needs to be learnt in post	5