

<b>Reference:</b>	FOI.8165.22
<b>Subject:</b>	Staff suspensions
<b>Date of Request:</b>	7 February 2022

**Requested:**

Could you please provide the following information, in line with the Freedom of Information Act?

The number of days lost due to staff suspensions

The number of staff suspended and the duration of each suspension.

The percentage of the workforce suspended

Please provide separate figures for 2018, 2019, 2020, and 2021.

**Response:**

Hywel Dda University Health Board (UHB) is unable to provide you with the duration of each suspension as requested, as there is a potential risk of identifying individuals if these details were disclosed. The UHB is therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000 (FoIA).

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 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.

Therefore, the UHB provides, within the table below, the number of days lost due to staff suspensions, the number of staff suspended and the percentage of the workforce suspended, during the calendar years 2018 to 2021.

Year	Number of days lost	Number of staff suspended	% of workforce suspended
2018	2,198	8	0.07%
2019	2,182	12	0.11%
2020	3,268	11	0.09%
2021	1,376	4	0.03%

Please note:- The percentage of the workforce suspended provided is based on staff in post as of 30 June each year. The number of staff in post fluctuates throughout the year and therefore, the mid-year figure has been used to calculate an approximate percentage. Staff in post includes bank and locum staff and excludes agency staff.