

Freedom of Information Request: Our Reference CTMUHB_325_20

You asked:

Please could you kindly disclose the number of staff exits which have included the use of gagging orders otherwise technically known as compromise or settlement agreements during the last 3 years?

Please could you provide a breakdown of the numbers and costs of such agreements per year?

If possible please could you indicate how many agreements in each year involved a member of staff exiting the organization whose role involved working via an agency/bank staff?

Our response:

Please note that the information provided below, includes staff members who accessed the Voluntary Early Release Scheme.

The following number of settlements were agreed in each financial year:

- Period 2017 - 2018 - *less than 5 Settlements.
- Period 2018 - 2019 - No settlements.
- Period 2019 - 2020 - *less than 5 Settlements.

* The exact figures have been withheld due to the low numbers involved.

Where numbers are low we have considered that there is the potential for the individuals to be identified from the information provided, when considered with other information that may also be in the public domain. Also, responses under the Freedom of Information Act are made available to the public at large. The data is classed as personal data as defined under the General Data Protection Regulation (GDPR) and Data Protection Act 2018 and its disclosure would be contrary to the data protection principles and constitute as unfair and unlawful processing in regard to Articles 5, 6, and 9 of GDPR. We are therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This exemption is absolute and therefore there is no requirement to apply the public interest test.

The total costs in each financial year was the following:

- Period 2017 - 2018 - Total Costs - £82,698.
- Period 2018 - 2019 - NIL
- Period 2019 - 2020 - Total Costs - £131,449.25

Cwm Taf Morgannwg University Health Board had no agreements in the above periods which involved a member of staff whose role involved working via an Agency/Bank.

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