

Freedom of Information Request	FOI 21-446	9 <sup>th</sup> November 2021
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**The timeframe for this request is 2016/17, 2017/18, 2018/19, 2019/20, and 2020/21.**

**1. How many redundancy/severance payments have been made by the Health Board?**

The Health Board have made 7 severance payments during this period.

**2. How much money has been paid out in redundancy/severance payments made by the Board?**

Please see response to question 3, below.

**3. Please break these payments down individually.**

Severance payments have been made as follows:

2016/2017 = £146,710.19 (>5 staff approved)

2017/2018 = £108,323.72 (>5 staff approved)

2018/2019 = 0

2019/2020 = 0

2020/2021 = 0

The Health Board has sought to respond to your request in full; however, due to the small numbers involved, we are unable to provide a further breakdown of the severance payments made as the potential risk of identifying individuals becomes significant. Please note that where the numbers are fewer than 5 this has been provided as <5 individuals. We are withholding the detail under Section 40(2) of the Freedom of Information Act 2000. This information is protected by the Data Protection Act 1998, as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and Schedules 2 and 3 of the Act. This exemption is absolute and therefore there is no requirement to apply the public interest test.

**4. Please provide a brief description of why each redundancy/severance payment was made.**

The payments have been made under the Health Board's Voluntary Early Release Scheme.