



GIG  
CYMRU  
NHS  
WALES

Bwrdd Iechyd Prifysgol  
Caerdydd a'r Fro  
Cardiff and Vale  
University Health Board

**Freedom of Information Act 2000 - Request Reference FoI/22/122**  
**Settlement Agreements**

**1. How many agreements with medical staff has your trust entered into under the following sections of the law in the past five years?**

- **Section 147(3) of the Equality Act 2010**
- **Section 203 (3) Employment Rights Act 1996**
- **Section 11A Employment Rights Act 1996**

One.

**2. How many COT-3 agreements have been entered into with medical staff?**

One.

**3. Please provide the total amount paid out in total by the trust for the agreements in 1 and 2.**

After considering your request, the UHB believes that Section 40 of the Freedom of Information Act 2000 applies. Due to the low numbers of individuals involved (5 or less), the UHB believes that, when considered with other information already available within the public domain, disclosure would result in the risk of individuals becoming identifiable. The data requested 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 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.

