



Rydym yn croesawu gohebiaeth yn y Gymraeg neu'r Saesneg. Atebir gohebiaeth Gymraeg yn y Gymraeg, ac ni fydd hyn yn arwain at oedi. We welcome correspondence in Welsh or English. Welsh language correspondence will be replied to in Welsh, and this will not lead to a delay.

Cais Rhyddid Gwybodaeth / Freedom of Information request **Ein Cyf / Our Ref: 23-D-017**

You clarified on 13th April 2023 that you would like the information for the last 10 years, 2012 to 2023.

You asked:

Under the Freedom of Information regulations I would like to request the following data:

1. The figures relating to any employees of Swansea Bay UHB that have drink driving related offences

Please note that this information is not recorded by the health board. This would only be recorded in our HR system if the employee made the Health Board aware of it, and it became a case.

7 cases were reported to the health board in the specified period.

2. What were the actions taken by the Health Board ie dismissal, redeployment etc

We are unable to provide you with the level of detail you are seeking as to the actions taken by the Health board, as there is a potential risk of identifying the individual if this was disclosed. Therefore, 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.

3. How many had been fast tracked in accordance with the disciplinary process

Less than five* cases were fast tracked.

4. How many were directly moved to disciplinary process.

Less than five* cases were deal with informally under the disciplinary process.



I would also require:

5. Data on the number of staff who have had reasonable adjustments as a consequence of losing their driving license either through health issues or due to a drink related issue over the last 10 years within Swansea Bay University Health Board.

I can confirm that the Health Board do not record this information.

* Where fewer than 5 has been indicated we are unable to provide you with the exact number of staff members as due to the low numbers, there is a potential risk of identifying individuals if this was disclosed. We are therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This information is protected by 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. This exemption is absolute and therefore there is no requirement to apply the public interest test.

