

Freedom of Information Request**Ref: UHB 18-062**

Date 1 May 2018

By Email

Dear Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trusts response is as follows:

For each of the financial years i) 2013/14, ii) 2014/15, iii) 2015/16, iv) 2016/17 and v) 2017/18 to date, please state:

- 1. The total sum of payments made by your trust to NHS staff exiting the trust as part of a compromise agreement**

2013/14	2014/15	2015/16	2016/17	2017/18 to date
£ 31,797	£11,118	None	None	None

- 2. The total number of payments made by your trust to NHS staff exiting the trust as part of a compromise agreement**

2013/14	2014/15	2015/16	2016/17	2017/18 to date
**	**	None	None	None

Where the figures are fewer than 5, this has been denoted by **. Where numbers are less than five 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. In our view disclosure of these low figures would breach one of the Data Protection Principles set out in Schedule 1 of the Data Protection Act, namely Principle 1. In addition, we are withholding this information as in combination with the data provided under question one; there is a risk that individuals may be identified. Therefore under Section 40(2) of the Freedom of Information Act 2000, we will not be disclosing this information at this time. Section 40 is the exemption for personal information.

3. The mean average amount paid by your trust to NHS staff exiting the trust as part of a compromise agreement

2013/14	2014/15	2015/16	2016/17	2017/18 to date
**	**	None	None	None

Please note that we cannot provide the mean figure, as due to the low number of payments involved (see response to **Q2**) providing the mean amount paid would risk individuals being identified.

Where numbers (in this case, of individuals) are less than five 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. In our view disclosure of these low figures would breach one of the Data Protection Principles set out in Schedule 1 of the Data Protection Act, namely Principle 1. In addition, we are withholding this information as in combination with the data provided under question one; there is a risk that individuals may be identified. Therefore under Section 40(2) of the Freedom of Information Act 2000, we will not be disclosing this information at this time. Section 40 is the exemption for personal information.

4. If possible within the cost limits of the FOIA, the three largest amounts paid by your trust to individual members of NHS staff exiting the trust as part of a compromise agreement since 1 April 2014.

Where numbers are less than five 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. In our view disclosure of these low figures would breach one of the Data Protection Principles set out in Schedule 1 of the Data Protection Act, namely Principle 1. In addition, we are withholding this information as in combination with the data provided under question one; there is a risk that individuals may be identified. Therefore under Section 40(2) of the Freedom of Information Act 2000, we will not be disclosing this information at this time. Section 40 is the exemption for personal information.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Trust Secretary
 University Hospitals Bristol NHS Foundation Trust
 Trust Headquarters
 Marlborough Street
 Bristol
 BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely,


FOI Administrator