

Our ref: IG/FOI/24.R.333

19 September 2024

Sent via email to: [REDACTED]

Dear [REDACTED]

## Request under the Freedom of Information Act 2000

I write further to your request for information, which was received on 21 August 2024, to confirm, in accordance with S.1(1)(a) of the Freedom of Information Act 2000, that Powys Teaching Health Board (PTHB) partly holds the information that you require.

For ease of reference your request is set out below and my response follows each question individually.

### Your Freedom of Information (FOI) Request and Powys Response (Bold): Freedom of Information Request

Employer Name	<b>Powys Teaching Health Board</b>
Number of staff directly employed	<b>2561</b>
Date of Return	<b>19/09/2024</b>

Please can you answer the following questions listed below:

#### **Support with childcare places**

1. Do you provide support for staff to access childcare places? (Tick all that apply)

Workplace nursery/ creche	<b>N/A</b>
Directly contracted childcare places with an external provider	<b>N/A</b>

2. If you offer a workplace nursery, please answer the following:

It is run solely by your organisation?	<b>N/A</b>
Run in partnership with other employers?	<b>N/A</b>
What are the operating times of the Nursery?	<b>N/A</b>

Are nursery staff directly employed on Agenda for change terms and conditions?	<b>N/A</b>
Are staff using the nursery able to use salary sacrifice arrangements to save on Tax and National Insurance Contributions?	<b>N/A</b>
Do you provide any free places?	<b>N/A</b>
If yes, please describe:	
Do you provide any discounted places?	<b>N/A</b>
If yes, please describe:	

3. If you offer directly contracted childcare with external providers

Are staff allowed to use salary sacrifice arrangements to save on Tax and National Insurance Contributions?	<b>N/A</b>
Do you fund any free places?	<b>N/A</b>
If yes, please describe:	
Do you fund any discounted places?	<b>N/A</b>
If yes, please describe:	

**Financial support for childcare costs**

4. Do you provide childcare vouchers to staff who joined pre-2018?

**Yes**

Are staff allowed to use salary sacrifice arrangements to save on Tax and National Insurance Contributions?	<b>Yes</b>
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5. Do you make an employer contribution to your employees' government tax free child accounts?

**No**

If yes, please describe:

6. Do you provide any other kinds of support to help staff with the cost of childcare – for example an allowance?

**No**

If yes, please describe:

**National Minimum wage and access to salary sacrifice**

7. In the past year have you had to remove access to salary sacrifice arrangements linked to payment for childcare for any groups of staff in order to remain compliant with statutory minimum wage requirements?

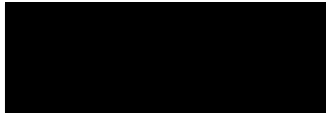
Yes	<b>No</b>
If answered yes, were you able to offer any mitigating measures?	<b>N/A</b>
How many staff and which pay bands were affected? <b>N/A</b>	

Under the terms of the Health Board's Freedom of Information procedure, individuals seeking access to recorded information held by the Health Board are entitled to request an internal review of the handling of their requests. If you would like to complain about the Health Board's handling of your request,

please contact us directly at the address below or register your complaint via [powysfoi.foi@wales.nhs.uk](mailto:powysfoi.foi@wales.nhs.uk)

If after Internal Review you remain dissatisfied you are also entitled to refer the matter to the information commissioner at the Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH. Telephone Number: 0330 414 6421.

Yours sincerely



**Mark McIntyre**  
**Deputy Director Workforce & Organisational Development**

Rydym yn croesawu derbyn gohebiaeth yng Nghymraeg. Byddwn yn ateb y fath ohebiaeth yng Nghymraeg ac ni fydd hyn yn arwain at oedi.

We welcome receiving correspondence in Welsh. We will reply to such correspondence in Welsh and this will not lead to a delay.