

Our ref: IG/FOI/FOI.072.26

4 March 2026

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 17 February 2026, to confirm, in accordance with S.1(1)(a) of the Freedom of Information Act 2000, that Powys Teaching Health Board (PTHB) does not hold the information that you require, and has applied an exemption to elements of this request. For ease of reference your request is set out below and the Health Board's response follows each question individually.

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

I am writing to request information under the Freedom of Information Act 2000.

For the last completed financial year, please provide:

Q1. The number of employment references issued for staff moving to non-NHS employers, and where recorded, the number of those references issued for roles in retail, supermarkets, hospitality or other customer service sectors. – **I can confirm that Powys Teaching Health Board (PTHB) does not centrally record this information. Requests for references may be received across the organisation e.g. within the workforce department and also received by senior staff including individual line managers. The references may have been held within the personal correspondence of line managers, but it may not have been retained after responding to the reference. It would place a disproportionate burden on the health board to collect this information and would incur significant encumbrance and impact on its day-to day activities.**

In order for us to identify where the roles originated from, each line manager would be required to undertake a manual review of all correspondence in order to determine whether they have provided any references and whether such references were for non-NHS employers. We estimate that the cost of complying with this aspect of your request

would exceed the fees limit of £450 fees limit set by the Freedom of Information Act. As a result, under section 12 of the Freedom of Information Act, the Health Board is not obliged to comply with this part of your request.

If you have queries or any concerns, contact details are given at the top of the letter. Please remember to quote the reference number above in any future communications. If you are dissatisfied with the handling or response to your request and wish to ask for a review of this, please contact us and we will arrange for this to be done.

Further information is available from the Information Commissioner's Office who can be contacted at:

Address: Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH.

Telephone: 0330 414 6421

Complaints Portal: www.ico.org.uk/foicomplaints

Web site: <https://ico.org.uk/>

Re-use of Public Sector Information

All information supplied by the Health Board in answering a request for information (RFI) under the Freedom of Information Act 2000 will be subject to the terms of the Re-use of Public Sector Information Regulations 2015.

Under the terms of the Regulations, the Health Board will licence the re-use of any or all information supplied if being used in a form and for the purpose other than which it was originally supplied. This license for re-use will be in line with the requirements of the Regulations and the licensing terms and fees as laid down by the Office of Public Sector Information (OPSI). Most licenses will be free; however, the Health Board reserves the right, in certain circumstances to charge a fee for the re-use of some information which it deems to be of commercial value.

Further information including a sample license terms and fees can be found at Open Government Licence.

Yours sincerely



Mark McIntyre
Deputy Director for People and Culture

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.