

Date: 2nd June 2026
Ref: CORP 26/27 - 018

Dear xxx

Freedom of Information request: Usage of non-disclosure agreements (CORP 26/27 – 018)

Thank you for your request for information which the Trust received on 5th May 2026.

Your Request:

Please cover the period from 1 January 2016 to the date of this request.

- 1)
 - a. *In each calendar year from 2016 to the date of this request, how many settlement agreements or non-disclosure agreements meeting the above definition were concluded between the trust and current or former members of staff?*
 - b. *Please provide this information broken down by year. Where the number in a given year falls below five AND you consider that a precise figure risks identifying individuals, please amalgamate adjacent years so that each reported cell contains at least five agreements.*
- 2)
 - a. *In each of the same calendar years, what was the total value of financial payments made to employees as part of the agreements described above?*
 - b. *Please provide this information broken down by year, applying the same approach to aggregation as in Question 1.b) where necessary.*
- 3) *Does the trust have any policy, guidance, or internal procedure governing the circumstances in which non-disclosure clauses may be included in settlement agreements or other agreements with departing staff? If so, please provide a copy or summary of that policy.*
- 4) *What is the total headcount of the trust's workforce as of the most recent available date? Please state the date to which this figure relates.*

Please find the Trust's response below:

1.
 - a. **In each calendar year from 2016 to the date of this request, how many settlement agreements or non-disclosure agreements meeting the above definition were concluded between the trust and current or former members of staff?**
 - b. **Please provide this information broken down by year. Where the number in a given year falls below five AND you consider that a precise figure risks identifying individuals, please amalgamate adjacent years so that each reported cell contains at least five agreements.**

There have been less than 6 in total in this period.

Mae Ymddiriedolaeth GIG Prifysgol Felindre yn hapus i dderbyn gohebiaeth yn y Gymraeg neu'r Saesneg.
Velindre University NHS Trust is happy to receive communication in Welsh or English.



Where the figure provided is less than 6, and where simple calculations could identify fields that contain less than 6, the Trust has applied an exemption under Section 40(2) (personal data) of the Freedom of Information Act 2000. This is because the Trust believes there is a potential risk of individuals being able to be identified if the figures were disclosed.

2.

- a. In each of the same calendar years, what was the total value of financial payments made to employees as part of the agreements described above?
- b. Please provide this information broken down by year, applying the same approach to aggregation as in Question 1.b) where necessary.

The aggregated total of these agreements is £215,294.00.

3. Does the trust have any policy, guidance, or internal procedure governing the circumstances in which non-disclosure clauses may be included in settlement agreements or other agreements with departing staff? If so, please provide a copy or summary of that policy.

There is no policy regarding this.

4. What is the total headcount of the trust's workforce as of the most recent available date? Please state the date to which this figure relates.

As at 7th May 2026;

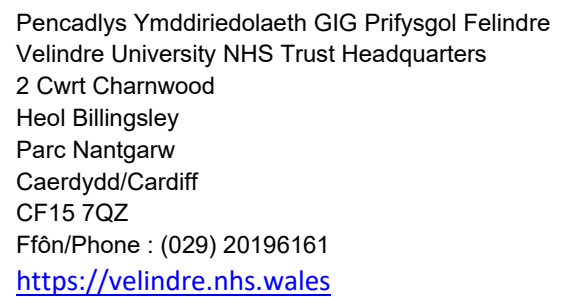
Division	Count of Employee Number
120 Corporate Division	280
120 nVCC Division	39
120 Research, Development and Innovation Division	70
120 Velindre Cancer Services	1094
120 Welsh Blood Service	496
Grand Total	1979

I trust this answers your request for information, however, should you not be satisfied with the information supplied or the process of supplying it, you have a right to complain and request a review. Please note that you must submit a request for a review within 40 days of the date of this letter.

You should forward your complaint to:

Mae Ymddiriedolaeth GIG Prifysgol Felindre yn hapus i dderbyn gohebiaeth yn y Gymraeg neu'r Saesneg.
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Should you wish to take your complaint further, if you are still unhappy with the decision after review, you can contact the:

Yours sincerely

Non Gwilym
Interim Director of Corporate Governance
Velindre University NHS Trust
2 Charnwood Court
Heol Billingsley
Parc Nantgarw
Cardiff
CF15 7QZ

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