



Our ref: ATISN 12810  
Date: 8 January 2019

Dear ,

Request for information reference ATISN 12810

Thank you for your request which I received on 1 December 2018 you asked for:

how many non-disclosure agreements have been concluded by the Welsh Government with former employees and civil servants since 2013.

For clarity, I am using "non-disclosure agreement" in the sense that it is used by, for example, the House of Commons Women and Equalities Committee: an agreement that contains a confidentiality clause.

Furthermore, I would like to know what gross sum was paid to the employee upon departure: I would include pay in lieu of notice, payments to reflect lost earnings or pensionable pay.

Ideally, this information would presented as totals per year. So, an example answer could be:

"2005 - 3 people were paid a total of £250,000"  
"2006 - 2 people were paid a total of £158,000"  
"2007 - 6 people were paid a total of £828,000"  
etc etc etc

I appreciate, however, that this might be disclosive. So please bound the information together so that it meets your minimum disclosable cell size. I am indifferent as to whether the cells are unevenly sized.

For example, in our case above, you could bound it as:

"2005-6 - 5 people were paid a total of £408,000"  
"2007 - 6 people were paid a total of £828,000"

In addition, and in any case, I would like the grand totals since June 2013 for both the number of such agreements and the total sums paid out.

You confirmed that you are content with our interpretation of the term “confidentiality clause” as a clause prohibiting the individual from disclosing the circumstances under which the agreement has arisen and the basis upon which they are exiting the Welsh Government.

The answer to your question is that no non-disclosure agreements have been concluded by the Welsh Government with former employees and civil servants since 2013. Therefore your question about the gross sum that was paid to the employee upon departure is not applicable.

If you are dissatisfied with the Welsh Government’s handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government’s Freedom of Information Officer at:

Information Rights Unit,  
Welsh Government,  
Cathays Park,  
Cardiff,  
CF10 3NQ

or Email: [Freedom.ofinformation@gov.wales](mailto:Freedom.ofinformation@gov.wales)

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at: Information Commissioner’s Office,  
Wycliffe House,  
Water Lane,  
Wilmslow,  
Cheshire,  
SK9 5AF.

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely