



Our ref: ATISN 26937

Date: 27 May 2026

Dear ,

ATISN 26937 – Use of non-disclosure agreements

Thank you for your request which I received on 3 May. You asked for the information as listed at Annex 1.

Our response

The Welsh Government does from time to time enter into Settlement Agreements with a member of its staff who is leaving its employment under the terms of that agreement.

The number of exits agreed in each of the years requested are all publicly available on the Welsh Government's website and can be accessed using the following link:

[Welsh Government consolidated annual accounts | GOV.WALES](#)

The majority of staff referred to in these accounts will have entered into settlement agreements with the Welsh Government but there will be limited exceptions where this has not been required.

Settlement agreements are entered into in accordance with the Cabinet Office Guidance on Settlement Agreements, Special Severance Payments on Termination of Employment and Confidentiality Clauses.

[Cabinet-Office-guidance-on-settlement-agreements-special-severance-payments-on-termination-of-employment-and-confidentiality-clauses.pdf](#)

As at 30 April 2026, the Welsh Government headcount was 6210 (5848.79 FTE).

Next steps

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 e-mail: 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

Website: www.ico.org.uk

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

Yours sincerely

Annex 1

For the purposes of this request, a non-disclosure agreement (NDA) is defined as any agreement, or any clause within a broader agreement, that prevents or restricts a departing or former employee from disclosing information about the circumstances of their departure, any workplace dispute, or any conduct by the authority or its staff. This includes, but is not limited to, standalone non-disclosure agreements and settlement agreements (formerly known as compromise agreements) that contain a confidentiality clause.

1.a) In each calendar year from 2016 to the date of this request (3 May) how many settlement agreements or non-disclosure agreements meeting the above definition were concluded between the authority and current or former members of staff?

1.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?

2.b) Please provide this information broken down by year, applying the same approach to aggregation as in Question 1.b) where necessary.

3.a) Does the authority 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.a) What is the total headcount of the authority's workforce as of the most recent available date? Please state the date to which this figure relates.

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