

14 September 2026

Dear

ATISN 27357 - Staffing

Information requested

Thank you for your request which I received on 15 August. You asked:

How many mutual agreements, resulting in staff leaving the organisation, have been made within the last 5 years?

What is the total amount/value in Sterling/pounds that has been paid out under those agreements.

How many of those agreements came from grievances brought against the organisation?

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](#)

On the final part of your question, I have reached the conclusion that it will cost more than the appropriate limit established in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 to consider your request. The appropriate limit specified for central government is £600. When calculating whether or not your request exceeds appropriate limit, I am allowed to consider the time it is likely to take to establish if we hold the information, locate the information, retrieve the information and extract it. If these tasks are estimated to take more than 24 hours of working time, the limit will have been exceeded.

You have requested information about exits over a 5 year period. This would require extensive searches of files related to each individual who exited the organisation under the terms of a settlement agreement and establishing whether they had during their employment raised a grievance. In the event there was a grievance, the documents related to that grievance would need to be reviewed alongside all paperwork related to the settlement agreement together with the recommendations of grievance officer, HR, business area or any other relevant party, to establish whether there was a link between the two.

We estimate that it would take 4 hours to investigate each case to see if it contains any relevant information to link the settlement agreement and any grievance. On the basis that since financial year 2020/2021 there have been on average 8.8 exits per year, making a total of 44 exits in the 5 years, this exercise would take approximately 176 hours. Because this exceeds the appropriate limit established in the Freedom of Information and Data Protection (Appropriate limit and Fees) Regulations 2004, I have decided not to process that part of your request.

You may wish to refine your request by narrowing its scope by being more specific about what information you particularly wish to obtain combined with a smaller time from relevant to the information required. Alternatively, we are able to give information on the number of grievances raised during those years. If you do refine your request in this way, this will be treated as a new request, please be as specific and focused as possible.

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