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Addysg a Gwellu Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

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Our Ref: DLIB/FOI/26-10-21

Date: 22 November 2021

Thank you for your request for information under the Freedom of Information Act, received on 26 October 2021 reference number FOI/26/10/21. I can confirm that Health Education and Improvement Wales (HEIW) has completed a search of its records and established that it does hold information falling within the confines of your request. Please find our response to your request below.

- **What employee benefits do you currently run, who are they provided by and when does the current contract end across:**
 - **Home Electronics / Technology salary sacrifice**
 - **Cycle to Work**
 - **Car salary sacrifice**
 - **Employee assistance programme**
 - **Salary / wage advance**
 - **Salary loans**
 - **Savings voucher or discounts**
 - **Employee benefits platform**
- **For each of these employee benefits what has the usage been in regard to numbers of orders (where applicable) over 2020 and 2021 to date**

HEIW does not currently run employee benefits across home electronics/technology salary sacrifice, employee assistance programme, salary/wage advance or an employee benefits platform. Although HEIW doesn't have a formal employee assistance programme it provides access to wellbeing resources accessible via the wellbeing pages of the staff intranet.

HEIW does offer employees access to the following employee benefits:

Scheme	Provider	Contract End	Usage 2020/21
Cycle to Work Scheme	Cycle to Work Limited	n/a	11
Car Salary Sacrifice	Fleet Solutions	n/a	31
Salary Loans	Salary Finance	n/a	n/a
Savings/voucher discounts	NHS employees can access this via Blue Lights and Health Service Discounts	n/a	n/a

Please note:

- The employee benefits listed above are all open-ended agreements and so do not have a contract end date.
- HEIW does not collect data relating to the usage of the salary loans scheme or savings/voucher discounts scheme, and so we are unable to provide this information.

Section 40(2) of the FOIA states that information is exempt from disclosure if it constitutes the personal data of a third party and disclosure of that data would be in breach of any of the data protection principles outlined in the Data Protection Act (DPA). Given this, it is not possible for HEIW to disclose the individual scheme usage figures for 2020 and 2021 as the numbers are small enough that there is a risk disclosure of the data may result in information being shared that

is personally identifiable. Therefore, the scheme usage data across 2020 and 2021 is provided as collective totals.

- **Do you currently pay an administration fee to run any of the above benefits to your payroll administrator (if external) and if so what value is this per order**

HEIW does not currently pay an administration fee to our payroll administrator to run any of the above benefits.

- **Do you use NWSSP to administer the payroll for your employment benefit, if yes which ones or is it all**

All of HEIW's employment benefits are administered by NWSSP as our payroll provider.

- **Do you currently receive any commission payments from the 3rd party provider based on usage. If so is this per order or a flat fee and what was the financial value over 2020 and 2021 to date**

HEIW does not currently receive any commission payments from third party providers based on usage.

- **Who is responsible for employees benefits at the health board?**

Employee benefits are managed by our Workforce and Organisational Development Team.