

Health and Social Services Committee HSS-12-02 (p.3)

Date:	29 May 2002
Venue:	Committee Room 3, National Assembly for Wales
Title:	NHS Reform and Health Care Professions Bill – Proposed Draft Order The Local Health Boards (Transfer of Staff, Property, Rights and Liabilities) (Wales) Regulations

Purpose

This paper provides an opportunity for the Health and Social Services Committee to comment on the draft proposed Order for the transfer of staff, property and other assets, rights and liabilities from Health Authorities and Powys NHS Trust to Local Health Boards.

Summary

The Order covers a range of provisions with regard to the transfer of staff, property and other assets, rights and liabilities from the five Health Authorities in Wales and Powys NHS Trust to the 22 newly created Local Health Boards. The Order, together with the provisions in Schedule 4 of the NHS Reform and Health Care Professions Bill define the:

- transfer of employees
- transfer of property and other assets, rights and liabilities
- arrangements for arbitration of disputes and third party rights

Background

The framework for the transfer of staff, property and other assets, rights and liabilities is under development. The articles of the draft Order are likely to be amended by the Office of the Counsel General once the proposed transfer framework has been examined with the due diligence necessary to ensure a reasonable and equitable distribution of assets and liabilities.

This initial draft has been prepared on the basis that schedules of assets and liabilities will be agreed between the parties to the transfers. This is in accordance with the provisions in Schedule 4 of the Bill. The Bill provides that in default of agreement being reached between the parties, the Assembly may transfer property, rights and liabilities by direction and may make such provision as the Assembly considers necessary to apportion property, rights and liabilities between the Local Health Boards.

Consideration

Please refer to Committee paper HSS-08-02 (p.7), which sets out the protocol for the Committee's handling of subordinate legislation flowing from the NHS Reform and Health Care Professions Bill and the timing for the Committee's consideration of the proposed drafts.

Timetable

The main stages I propose are:

- i. Draft proposed Order to be revised in light of the Committee's views, and in the light of amendments to the transfer framework;
- ii. Following scrutiny of consultation responses and inclusion of any proposed amendments, the draft Order will be submitted in both English and Welsh to Business Committee on 15 October, the Health and Social Services Committee on 16 October and the Legislative Committee on 14 January 2003;
- iii. Plenary debate is scheduled for 28 January 2003;
- iv. Subject to Assembly approval, it is proposed that the Order will come into force on 10 February 2003. Please note that the proposed transfer date is 1 April 2003.

Financial Implications

There are no financial implications for the Assembly associated with this submission. The submission deals with legislative issues and enabling mechanisms, which have no direct financial implications. There may be financial implications associated with actual transfer of staff, property and other assets, rights and liabilities, but these will be addressed as the details of the individual transfers are resolved.

Compliance

The Welsh Assembly Government's approval for the drafting of secondary legislation is required before such legislation can be introduced and programmed. The relevant powers under which the legislation will be made are Section 27 Government of Wales Act 1998, new Sections 16BA, BB, BC of the NHS Act 1977 (as inserted by the NHS Reform and Health Care Professions Bill), and clause 22 of that Bill. Royal Assent to the above Bill is expected in July 2002, subject to its successful journey through the parliamentary legislative process. Until this has taken place and the Act has been commenced, the Assembly cannot make secondary legislation under the powers which the NHS Reform and Health Care Professions Bill will confer.

Action

I would welcome the views of the Health and Social Services Committee on the proposed draft regulations.

JANE HUTT

Minister for Health and Social services

May 2002

Contact: Chris Brown (Tel: 029 2082 6811)

National Assembly for Wales

STATUTORY INSTRUMENTS

2003 No. (W.)

National Health Service, Wales

**The Local Health Boards (Transfer of Staff, Property, Rights and Liabilities)
(Wales) Order 2003**

EXPLANATORY NOTE

(This note is not part of the Order)

Under section 16BA(6) and 126(1) and (4) of, and paragraph 22(1) of Schedule 5B to the National Health Service Act 1977 (1977 c.49), as amended by sections 6(1),(2) and Schedule 4 of the National Health Service Reform and Health Care Professions Act 2002 (2002 c.[]), the National Assembly for Wales has the power to transfer to a Local Health Board by order any specified description of employees of any Health Authority or NHS trust in Wales.

This Order transfers the staff of the five Welsh Health Authorities established by the Health Authorities (Wales) Establishment Order 1996 (SI 1996/146), excluding those staff transferred under the Health Authorities (Transfer of Functions and Abolition) (Wales) Order 2003 (SI 2003/[], (W.[])), to the Local Health Boards established by the Local Health Boards (Establishment) (Wales) Order 2003 (SI 2003/[], (W.[])). The Order also transfers the staff from Powys Health Care National Health Service Trust established by Powys Health Care National Health Service Trust (Establishment) Order 1992 (SI 1992/2741) to the Powys Local Health Board.

In accordance with the requirements in paragraph 22(3) of Schedule 5B this Order is made following compliance with any prescribed requirements about consultation in relation to each of the employees transferred. The provisions in paragraphs 23, 24 and 25 of Schedule 5B, in so far as they are relevant, apply to the employees transferred under this Order.

Under sections 16BA(6) and 126(1) and (4) of, and paragraphs 20 and 21 of Schedule 5B to the

National Health Service Act 1977 (1977 c.49), as amended by section 6(1),(2) and Schedule 4 of the National Health Service Reform and Health Care Professions Act 2002 (2002 c.[]), the National Assembly for Wales has the power to transfer (or provide for the transfer of) any of the property, rights and liabilities of a Health Authority or an NHS trust in Wales to a Local Health Board.

This Order transfers the property, rights and liabilities of the five Welsh Health Authorities, established by the Health Authorities (Wales) Establishment Order 1996 (SI 1996/146), excluding the property, rights and liabilities transferred under the Health Authorities (Transfer of Functions and Abolition)(Wales) Order 2003 (SI 2003/[], W.[]), to the Local Health Boards established by the Local Health Boards (Establishment) Order 2003 (SI 2003/[], (W. [])). The Order also transfers the property, rights and liabilities of the Powys Health Care National Health Service Trust established by the Powys Health Care National Health Service Trust (Establishment) Order 1992 (SI 1992/2741) to the Powys Local Health Board.

In accordance with the requirements in paragraph 20(2) of Schedule 5B any property, rights and liabilities which belong to a Welsh Health Authority or NHS trust or which are used by or managed by that authority or trust; and are to be transferred to a Local Health Board by or under this Order, are identified in a schedule of property, rights and liabilities agreed upon and signed by the relevant Health Authority or NHS trust and the relevant Local Health Board. Copies of the agreed Schedules specifying the property, rights and liabilities transferring under this Order can be obtained from the National Assembly for Wales.

In accordance with the requirements in paragraph 21(3) of Schedule 5B this Order contains appropriate provisions to safeguard the interests of third parties including, where appropriate, provision for the payment of compensation of an amount determined by an arbitrator appointed in accordance with the Arbitration Act 1996. The Order also provides for the arbitration of any disputes between health service authorities arising as a result of any of the transfers effected by or under the Order. The provisions of paragraphs 20 and 21 of Schedule 5B, in so far as they are relevant, apply to the transfer of property, rights and liabilities by or under this Order.

STATUTORY INSTRUMENTS

2003 No.

National Health service, wales

The Local Health Boards (Transfer of Staff, Property, Rights and Liabilities) (Wales) Order 2003

Made [28th January] 2003

Coming into force [10th February] 2003

The National Assembly for Wales, in exercise of the powers conferred by section 16BA(6) and 126(1) and (4) of the National Health Service Act 1977(), and paragraphs 20, 21 and 22(1) to Schedule 5B to that Act, which are exercisable by it in relation to Wales (), having complied, in accordance with paragraph 22(3) of that Schedule, with the prescribed requirements about consultation in relation to each of the employees to be transferred, makes the following Order:

Title, commencement and application

1. — The Order may be cited as the Local Health Boards (Transfer of Staff, Property, Rights and Liabilities) (Wales) Order 2003 and shall come into force on [*10 February*] 2003.

(2) This Order applies to Wales only.

Interpretation

2. In this Order unless the context otherwise requires

"the transfer date" means [*1 April*] 2003.

"Local Health Board" means a Local Health Board established by the Local Health Boards (Establishment) (Wales) Order 2003().

"the Powys NHS Trust" means the Powys Health Care National Health Service Trust established by Powys Health Care National Health Service Trust (Establishment) Order 1992().

"Health service authority" shall have the meaning given in section 20(5) of Schedule 5B to the National Health Service Act 1977.

"Third parties" shall have the meaning given in section 20(4) of Schedule 5B to the National Health Service Act 1977.

Transfer of employees of Health Authorities

3.A Transfer of employees of Gwent Health Authority.

(1) This article applies to Gwent Health Authority() and to the Local Health Boards listed in column (1) to Schedule 1 to this Order.

(2) With effect from the transfer date, all of the relevant employees specified in the description of employees contained in column (2) of Schedule 1 to this Order shall transfer to the Local Health Board specified opposite in column (1) of that Schedule.

(3) A relevant employee, for the purposes of paragraph (2), is any person who is listed in the description of employees contained in column (2) of Schedule 1 to this Order and whose contract of employment with Gwent Health Authority has not terminated before the transfer date (whether by expiry of notice effluxion of time or otherwise).

(4) In the event that, between the making of this Order and the transfer date, any person listed in column (2) of Schedule 1 to this Order ceases to be an employee of Gwent Health Authority and that person's position at Gwent Health Authority is filled by another, the description of employees in column (2) of that Schedule shall have effect as if that other person's name was substituted for the name of the person in question.

3.B Transfer of employees of Bro Taf Health Authority

(1) This article applies to Bro Taf Health Authority() and to the Local Health Boards listed in column (1) to Schedule 2 to this Order.

(2) With effect from the transfer date, all of the relevant employees specified in the description of employees contained in column (2) of Schedule 2 to this Order shall transfer to the Local Health Board specified opposite in column (1) of that Schedule.

(3) A relevant employee, for the purposes of paragraph (2), is any person who is listed in the description of employees contained in column (2) of Schedule 2 to this Order and whose contract of employment with Bro Taf Health Authority has not terminated before the transfer date (whether by expiry of notice, effluxion of time or otherwise).

(4) In the event that, between the making of this Order and the transfer date, any person listed in column (2) to Schedule 2 to this Order ceases to be an employee of Bro Taf Health Authority and that person's position at Bro Taf Health Authority is filled by another, the description of employees in column (2) of that Schedule shall have effect as if that other person's name was substituted for the name of the person in question.

3.C Transfer of employees of Iechyd Morganwg Health Authority.

(1) This article applies to Iechyd Morganwg Health Authority() and to the Local Health Boards listed in column (1) of Schedule 3 to this Order.

(2) With effect from the transfer date, all of the relevant employees specified in the description of employees

contained in column (2) of Schedule 3 to this Order shall transfer to the Local Health Board specified opposite in column (1) of that Schedule.

(3) A relevant employee, for the purposes of paragraph (2), is any person who is listed in the description of employees contained in column (2) of Schedule 3 to this Order and whose contract of employment with Iechyd Morganwg Health Authority has not terminated before the transfer date (whether by expiry of notice, effluxion of time or otherwise).

(4) In the event that, between the making of this Order and the transfer date, any person listed in column (2) of Schedule 3 to this Order ceases to be an employee of Iechyd Morganwg Health Authority and that person's position at Iechyd Morganwg Health Authority is filled by another, the description of employees in column (2) of that Schedule shall have effect as if that other person's name was substituted for the name of the person in question.

3.D Transfer of employees of Dyfed Powys Health Authority.

(1) This article applies to Dyfed Powys Health Authority() and to the Local Health Boards listed in column (1) to Schedule 4 to this Order.

(2) With effect from the transfer date, all of the relevant employees specified in the description of employees contained in column (2) of Schedule 4 to this Order shall transfer to the Local Health Board specified opposite in column (1) of that Schedule.

(3) A relevant employee, for the purposes of paragraph (2), is any person who is listed in the description of employees contained in column (2) of Schedule 4 to this Order and whose contract of employment with Dyfed Powys Health Authority has not terminated before the transfer date (whether by expiry of notice, effluxion of time or otherwise).

(4) In the event that, between the making of this Order and the transfer date, any person listed in column (2) of Schedule 4 to this Order ceases to be an employee of Dyfed Powys Health Authority and that person's position at Dyfed Powys Health Authority is filled by another, the description of employees in column (2) of that Schedule shall have effect as if that other person's name was substituted for the name of the person in question.

3.E Transfer of employees of North Wales Health Authority.

(1) This article applies to North Wales Health Authority()and to the Local Health Boards listed in column (1) to Schedule 5 to this Order.

(2) With effect from the transfer date, all of the relevant employees specified in the description of employees contained in column (2) of Schedule 5 to this Order shall transfer to the Local Health Board specified opposite in column (1) to that Schedule.

(3) A relevant employee, for the purposes of paragraph (2), is any person who is listed in the description of employees contained in column (2) of Schedule 5 to this Order and whose contract of employment with North Wales Health Authority has not terminated before the transfer date (whether by expiry of notice, effluxion of time or otherwise).

(4) In the event that, between the making of this Order and the transfer date, any person listed in column (2) of Schedule 5 to this Order ceases to be an employee of North Wales Health Authority and that person's position at that health authority is filled by another, the description of employees in column (2) of that Schedule shall have effect as if that other person's name was substituted for the name of the person in question.

Transfer of employees of the Powys Health Care National Health Service Trust

4—(1) This article applies to the Powys NHS Trust ().

(2) With effect from the transfer date, all of the relevant employees specified in the description of employees contained in column (2) of Schedule 6 to this Order shall transfer to the Local Health Board specified opposite in column (1) of that Schedule.

(3) A relevant employee, for the purposes of paragraph (2), is any person who is listed in the description of employees contained in column (2) of Schedule 6 to this Order and whose contract of employment with the Powys NHS Trust has not terminated before the transfer date (whether by expiry of notice, effluxion of time or otherwise).

(4) In the event that, between the making of this Order and the transfer date, any person listed in column (2) of Schedule 6 to this Order ceases to be an employee of the Powys NHS Trust and that person's position at the Trust is filled by another, the description of employees in that Schedule shall have effect as if that other person's name was substituted for the name of the person in question.

Transfer of property, rights and liabilities

5. A Transfer of property, rights and liabilities of Gwent Health Authority.

(1) This article applies to the property, rights and liabilities of the Gwent Health Authority.

(2) The property, rights and liabilities of the Gwent Health Authority shall, on the transfer date, be transferred

in accordance with paragraph (3) to the Local Health Boards listed in column (1) of Schedule 1 to this Order.

(3) The transfer of the property, rights and liabilities shall be governed by the following agreements, all of which have been agreed and signed by both Gwent Health Authority and the relevant Local Health Board:

- a. the Blaenau Gwent property, rights and liabilities specified in the schedule of Blaenau Gwent property, rights and liabilities prepared by and agreed upon by the Gwent Health Authority and the Blaenau Gwent Local Health Board on [] 2003, and any rights and liabilities arising from the specified property;
- b. the Monmouthshire property, rights and liabilities specified in a schedule of Monmouthshire property, rights and liabilities prepared by and agreed upon by the Gwent Health Authority and the Monmouthshire Local Health Board on [] 2003, and any rights and liabilities arising from the specified property;
- c. the Newport property, rights and liabilities specified in a schedule of Newport property, rights and liabilities prepared by and agreed upon by the Gwent Health Authority and the Newport Local Health Board on [] 2003, and any rights and liabilities arising from the specified property;
- d. the Caerphilly property, rights and liabilities specified in a schedule of Caerphilly property, rights and liabilities prepared by and agreed upon by the Gwent Health Authority and the Caerphilly Local Health Board on [] 2003, and any rights and liabilities arising from the specified property; and
- (e) the Torfaen property, rights and liabilities specified in a schedule of Torfaen property, rights and liabilities prepared by and agreed upon by the Gwent Health Authority and the Torfaen Local Health Board on [] 2003, and any rights and liabilities arising from the specified property.

5.B Transfer of property, rights and liabilities of Bro Taf Health Authority:

(1) This article applies to the property, rights and liabilities of Bro Taf Health Authority.

(2) The property, rights and liabilities of Bro Taf Health Authority shall, on the transfer date, be transferred in accordance with paragraph (3) to the Local Health Boards listed in column (1) of Schedule 2 to this Order.

(3) The transfer of the property, rights and liabilities shall be governed by the following agreements, all of which have been agreed and signed by Bro Taf Health Authority and the relevant Local Health Board:

- (a) the Cardiff property, rights and liabilities specified in a schedule of Cardiff property, rights and liabilities prepared by and agreed upon by the Bro Taf Health Authority and the Cardiff Local Health Board on [] 2003, and any rights and liabilities arising from the specified property;

(b) the Rhondda Cynon Taf property, rights and liabilities specified in a schedule of Rhondda Cynon Taf property, rights and liabilities prepared by and agreed upon by the Bro Taf Health Authority and the Rhondda Cynon Taf Local Health Board on [] 2003, and any rights and liabilities arising from the specified property;

(c) the Vale of Glamorgan property, rights and liabilities specified in a schedule of Vale of Glamorgan property, rights and liabilities prepared by and agreed upon by the Bro Taf Health Authority and the Vale of Glamorgan Local Health Board on [] 2003, and any rights and liabilities arising from the specified property; and

(d) the Merthyr Tydfil property, rights and liabilities specified in a schedule of Merthyr Tydfil property, rights and liabilities prepared by and agreed upon by the Bro Taf Health Authority and the Merthyr Tydfil Local Health Board on [] 2003, and any rights and liabilities arising from the specified property.

5.C Transfer of property, rights and liabilities of Iechyd Morganwg Health Authority:

(1) This article applies to the property, rights and liabilities of Iechyd Morganwg Health Authority.

(2) The property, rights and liabilities of Iechyd Morganwg shall, on the transfer date, be transferred in accordance with paragraph (3) to the Local Health Boards listed in column (1) of Schedule 3 to this Order.

(3) The transfer of the property, rights and liabilities shall be governed by the following agreements, all of which have been agreed and signed by Iechyd Morganwg Health Authority and the relevant Local Health Board :

(a) the Swansea property, rights and liabilities specified in a schedule of Swansea property, rights and liabilities prepared by and agreed upon by the Iechyd Morganwg Health Authority and the Swansea Local Health Board on [] 2003, and any rights and liabilities arising from the specified property;

(b) the Neath/Port Talbot property, rights and liabilities specified in a schedule of Neath/Port Talbot property, rights and liabilities prepared by and agreed upon by the Iechyd Morganwg Health Authority and the Neath/Port Talbot Local Health Board on [] 2003, and any rights and liabilities arising from the specified property; and

(c) the Bridgend property, rights and liabilities specified in a schedule of Bridgend property, rights and liabilities prepared by and agreed upon by the Iechyd Morganwg Health Authority and the Bridgend Local Health Board on [] 2003, and any rights and liabilities arising from the specified property.

5.D Transfer of property, rights and liabilities of Dyfed Powys Health Authority:

- (1) This article applies to the property, rights and liabilities of Dyfed Powys Health Authority.
- (2) The property, rights and liabilities of Dyfed Powys Health Authority shall, on the transfer date, be transferred in accordance with paragraph (3) to the Local Health Boards listed in column (1) to Schedule 4 to this Order.
- (3) The transfer of the property, rights and liabilities shall be governed by the following agreements, all of which have been agreed and signed by Dyfed Powys Health Authority and the relevant Local Health Board:
 - (a) the Pembrokeshire property, rights and liabilities specified in a schedule of Pembrokeshire property, rights and liabilities prepared by and agreed upon by the Dyfed Powys Health Authority and the Pembrokeshire Local Health Board on [] 2003, and any rights and liabilities arising from the specified property;
 - (b) the Powys property, rights and liabilities specified in a schedule of Powys property, rights and liabilities prepared by and agreed upon by the Dyfed Powys Health Authority and the Powys Local Health Board on [] 2003, and any rights and liabilities arising from the specified property;
 - (c) the Ceredigion property, rights and liabilities specified in a schedule of Ceredigion property, rights and liabilities prepared by and agreed upon by the Dyfed Powys Health Authority and the Ceredigion Local Health Board on [] 2003, and any rights and liabilities arising from the specified property; and
 - (d) the Carmarthenshire property, rights and liabilities specified in a schedule of Carmarthenshire property, rights and liabilities prepared by and agreed upon by the Dyfed Powys Health Authority and the Carmarthenshire Local Health Board on [] 2003, and any rights and liabilities arising from the specified property.

5.E Transfer of property, rights and liabilities of North Wales Health Authority

- (1) This article applies to the property, rights and liabilities of North Wales Health Authority.
- (2) The property, rights and liabilities of North Wales Health Authority shall, on the transfer date, be transferred in accordance with paragraph (3) to the Local Health Boards listed in column (1) to Schedule 5 to this Order.
- (3) The transfer of the property, rights and liabilities shall be governed by the following agreements,

all of which have been agreed and signed by North Wales Health Authority and the relevant Local Health Board:

- (a) the Conwy property, rights and liabilities specified in a schedule of Conwy property, rights and liabilities prepared by and agreed upon by the North Wales Health Authority the Conwy Local Health Board on [] 2003, and any rights and liabilities arising from the specified property;
- (b) the Flintshire property, rights and liabilities specified in a schedule of Flintshire property, rights and liabilities prepared by and agreed upon by the North Wales Health Authority and the Flintshire Local Health Board on [] 2003, and any rights and liabilities arising from the specified property;
- (c) the Ynys Mon property, rights and liabilities specified in a schedule of Ynys Mon property, rights and liabilities prepared by and agreed upon by the North Wales Health Authority and the Ynys Mon Local Health Board on [] 2003, and any rights and liabilities arising from the specified property;
- (d) the Denbighshire property, rights and liabilities specified in a schedule of Denbighshire property, rights and liabilities prepared by and agreed upon by the North Wales Health Authority and the Denbighshire Local Health Board on [] 2003, and any rights and liabilities arising from the specified property;
- e. the Wrexham property, rights and liabilities specified in a schedule of Wrexham property, rights and liabilities prepared by and agreed upon by the North Wales Health Authority and the Wrexham Local Health Board on [] 2003, and any rights and liabilities arising from the specified property; and
- f. the Gwynedd property, rights and liabilities specified in a schedule of Gwynedd property, rights and liabilities prepared by and agreed upon by the North Wales Health Authority and the Gwynedd Local Health Board on [] 2003, and any rights and liabilities arising from the specified property.

Transfer of the property, rights and liabilities of the Powys NHS Trust.

6.—(1) This article applies to the property, rights and liabilities of the Powys NHS Trust.

(2) The property, rights and liabilities of the Powys NHS Trust specified in a schedule of property, rights and liabilities prepared by, agreed upon and signed by the Powys NHS Trust and the Powys Local Health Board on [] 2003, and any rights and liabilities arising from the specified property shall, on the transfer date, be transferred to the Powys Local Health Board.

Arbitration of disputes between health service authorities

7.— (1) Where a dispute arises as a result of any of the transfers effected under this Order between any of the health service authorities, one or more of the health service authorities may refer the dispute to the National Assembly for Wales for determination under the following provisions of this article.

(2) Where a reference is made to the National Assembly for Wales under subsection (1) above, the Assembly may determine the dispute itself or, if it considers it appropriate, appoint a person to consider and determine it in accordance with any directions given by the Assembly.

(3) By its determination of a reference under subsection (1) above, the Assembly or, as the case may be, the person appointed under subsection (2) above may resolve the dispute and impose binding terms upon the health service authorities involved in the dispute.

(4) A determination of a reference under subsection (1) above may contain such directions (including directions as to payment) as the Assembly or, as the case may be, the person appointed under subsection (2) above considers appropriate to resolve the matter in dispute.

Third party rights

8.—(1) Where articles 5 and 6 above operate so as to adversely affect third party rights the following provisions of this article shall apply.

[(2) For the avoidance of doubt, the fact that a property, right or liability is transferred is not sufficient to establish detriment. The third party must establish that a loss has been suffered.]

(3) In the event of a dispute between a third party and a health service authority, the dispute shall be determined by an arbitrator appointed in accordance with the Arbitration Act 1996. The arbitration shall then be governed by the said Act. The results of the arbitration shall be binding upon the parties.

(4) If the arbitrator is of the opinion a third party has suffered a detriment as a result of a transfer under this Order, then compensation, as ordered by the arbitrator, shall be paid to the third party by the health service authority in question.

Signed on behalf of the National Assembly for Wales under section 66(1) of the Government of Wales Act 1998()

[28 January] 2003

The Presiding Officer of the National Assembly

SCHEDULE 1

Gwent Health Authority

Column 1	Column 2
<i>List of LHBs</i>	<i>description of employees</i>

SCHEDULE 2

Bro Taf Health Authority

Column 1	Column 2
<i>List of LHBs</i>	<i>description of employees</i>

SCHEDULE 3

Iechyd Morganwg Health Authority

Column 1	Column 2
<i>List of LHBs</i>	<i>description of employees</i>

SCHEDULE 4

Dyfed Powys Health Authority

Column 1	Column 2
<i>List of LHBs</i>	<i>description of employees</i>

SCHEDULE 5

North Wales Health Authority

Column 1	Column 2
<i>List of LHBs</i>	<i>description of employees</i>

SCHEDULE 6

Powys Health Care National Health Service Trust

Column 1	Column 2
<i>List of LHBs</i>	<i>description of employees</i>