



21 December 2017

Information Rights & Compliance Team
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Our Ref: FOI 2781

Thank you for your request asking for a breakdown of non-clinical staff's salaries.

Your request has been considered and processed in accordance with the requirements of the Freedom of Information (FOI) Act 2000.

Can you please provide a spreadsheet containing the following raw data for all Grades 6 and above, non-clinical staff:

Gender, current role, current band, starting salary in current role (pro rata), year started in current role, years NHS service, current salary (pro rata), qualification level (GCSE or equivalent, 'A' level or equivalent, degree or equivalent, masters or higher), number of and durations of breaks in NHS service.

As explained in our telephone conversation of 1 December 2017, we have applied S40(2) - Personal Data¹ to all information that would identify individual staff members including starting salary, year started in current role, years of NHS service, current salary and number of breaks in service.

Pay scales for the bandings are already in the public domain²; please follow this [link](#). It is not possible to provide you with Spinal Points as this would identify individuals.

We are unable to provide information on qualifications as these are not held in a reportable electronic format. In order to provide this information it would involve reviewing each HR record and Under section 12 of the FOIA a public authority does not have to comply with a request for information if the cost of compliance exceeds the appropriate limit (£450)³.

It is estimated that it would take approximately 15 minutes to manually scrutinised each of the 229 records to extrapolate the information i.e. 57.25 hours @ £25ph = £1,431.25.

The attached pdf shows current band broken down by generic role and gender.

Should you require further clarification or like to discuss payment, please do not hesitate to contact me.

Please find enclosed an information sheet regarding copyright protection and the Trust's complaints procedure in the event that you are not satisfied with the response.

¹ Absolute Section 40(2) - Personal Data has been applied to the names of Sole Traders. This is because by releasing this information could identify individual(s) and constitute a breach of the Data Protection Act (1998).

² Section 21 – Information is available through other means

³ Section 12 of the Freedom of Information Act allows public authorities to refuse to answer requests for information if the cost of complying would exceed the 'appropriate limit' prescribed in the Fees Regulations.

Yours sincerely

Sue Smith

Sue Smith
Information Rights Officer

Enc: Copyright Protection and Complaints Procedure Information Leaflet.

If you would like to complete a short survey in relation to your Freedom of Information request please scan the QR code below or click [here](#).

