

21 December 2023

Information Rights & Compliance Team
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Our Ref: FOI/04931

Thank you for your request concerning Band 8a and above non-clinical staff.

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

Please include the following information for each of the following financial years; 2020-21, 2021-22, 2022-23:

The total number of full-time non-clinical employees that are in pay band 8a or above at the Trust

1. A breakdown of full-time non-clinical employees by NHS pay bands over 8a

	2020-21	2021-22	2022-23
Number of full time non clinical employees on Banding 8a or above	130	137	142

2. For the most senior staff within pay band 9 and above:

a. The employee's name, if possible

The information you are requesting and if disclosed to you would be unlawful. Therefore, we will not be disclosing all the names of employees in pay bands 9 and above because this would not be in line with GDPR¹.

Under Section 16 – Duty to provide advice and assistance I would like to direct you to our [Trust website](#) where you can find publicly available information on our Board of Directors².

b. The employee's job title

Please see the attached pdf for the job titles for non-clinical staff employed by the Trust on a pay band of 9 and above.

¹ Section 40(2) - Personal Data has been applied. This is because by releasing this information could identify individual(s) and constitute a breach of the Data Protection Act (2018).

² Section 21 – Information is available through other means

c. The employee's FTE earnings

Again, the information you are requesting and if disclosed would be unlawful. Individuals earnings are not disclosable.

However, again under Section 16 – Duty to provide advice and assistance you may find the NHS Pay scales helpful. Please follow the links provided below².

[2020/21](#)

[2021/22](#)

[2022/23](#)

d. Salary calculation to use full time equal (FTE) figures and a note of where a listed member of staff is not working full time.

Part-time salary calculations are typically calculated by determining the number of hours an employee works per week or per pay period in comparison to the standard full-time hours for a particular job i.e. pro-rotta.

Should you require further clarification, 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.

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](#).

