

NHS Non-Clinical Staff

Reference Number: RDF1982-23

Date of Response: 11/12/2023

Further to your Freedom of Information Act request, please find the Trust's response(s) below:

This is an information request relating to how many NHS trust full time non-clinical staff are earning over £50,000.

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

1. The total number of full-time non-clinical employees that are in pay band 8a or above at the Trust. Please see Trust response in question 2.
2. A breakdown of full-time non-clinical employees by NHS pay bands over 8a::

Year - 2023	Staff group		
Banding	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical
Band 8 – Range A	42	*<5	161
Band 8 – Range B	12	0	78
Band 8 - Range c	*<5	0	26
Band 8 Range D	0	0	18
Body Band 9	*<5	0	11

Year - 2022	Staff group		
Banding	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical
Band 8 – Range A	41	*<5	172
Band 8 – Range B	10	0	64
Band 8 - Range c	*<5	0	31
Band 8 Range D	*<5	0	15
Body Band 9	*<5	0	10

Year - 2021	Staff group		
Banding	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical
Band 8 – Range A	36	*<5	148
Band 8 – Range B	8	0	59
Band 8 - Range c	*<5	0	31
Band 8 Range D	*<5	0	13
Body Band 9	*<5	0	8

Section 40 (2) - *<5

Please note: Where the figures are between 1 and 5, this has been denoted by *<5. Due to the small numbers, we have considered that there is the potential for individuals to be identified from the information provided, when considered with other information that may also be in the public domain. In our view disclosure of these low figures would breach one of the Data Protection Principles set out in Schedule 1 of the GDPR, namely Principle 1. The Trust therefore finds that the Section 40(2) exemption contained within the Freedom of information Act 2000 is engaged. This follows NHS Digital (formerly HSCIC) analysis guidance (2014) which states that small numbers within local authorities, wards, postcode districts, providers and Trusts may allow identification of staff and should not be published.

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

- The employee's name, if possible
- The employee's job title
- The employee's FTE earnings

Section 40(2) – Personal Information

The Trust believes that the release of such information meets the definition of personal data and disclosing the information would contravene Principle (a and b) as set out in Article 5 of the UK GDPR as the processing would not be lawful, fair, and transparent. The Trust staff involved would not expect to have this information published into the public domain.

The Trust follows National NHS pay scales– please see following link:

[Pay scales for 2023/24 | NHS Employers](#)