

Freedom of Information request 14-18

Request & Response

In the context of the Freedom of Information [Scotland] Act 2002, I am writing to ask about the distribution of your Board's staff across pay scales and by cross-reference to some of the protected characteristics defined by the Equality Act 2010.

The information I request relates to the NHS Scotland pay scales as at April 2017 and broken down into the data sets shown in the table below, all by headcount.

Total number of staff earning up to £25,806	2250				
Total number of staff earning £26,830 and over	1002				
Total number of staff employed by the Board	3373				
Total number of Black Minority Ethnic [BME] staff earning up to £25,806	7	Total number of non-BME staff earning up to £25,806	1623	Total number of staff where ethnicity unknown and earning up to £25,806	620
Total number of BME staff earning £26,830 and over	<5	Total number of non-BME staff earning £26,830 and over	677	Total number of staff where ethnicity unknown and earning £26,830 and over	322
Total number of staff identifying as disabled earning up to £25,806	22	Total number of staff not identifying as disabled earning up to £25,806	2187	Total number of staff where disability status is unknown and earning up to £25,806	41
Total number of staff identifying as disabled and earning £26,830 and over	6	Total number of staff not identifying as disabled earning £26,830 and over	975	Total number of staff where disability status is unknown and earning £26,830 and over	21
Total number of women earning up to £25,806	1919	Total number of men earning up to £25,806	331	Total number of staff for whom sex is unknown and earning up to £25,806	0
Total number of women earning £26,830 and over	741	Total number of men earning £26,830 and over	261	Total number of staff for whom sex is unknown and earning £26,830 and over	0

Please note:

The figures above have been calculated on staff employed by NHS Borders as of 31 December 2017.

The earnings per employee has been calculated by multiplying the employee's pay scale hourly rate by the number of contracted hours to get the gross pay. The gross pay calculation has not been scaled up to full time pay as per the FOI additional clarification.

Please note that for completeness 121 employees as at 31 December 2017 earned between £25,806 and £26,830 and are therefore excluded from the table above.

Analysis by Black Minority Ethnic, Disabled and Gender has been provided by NHS Borders Human Resources information as this information is not routinely collected through the Board's payroll system.

As the number of events in some areas are very small and in accordance with the Code of Practice for Official Statistics any number that is less than five, actual numbers and potentially identifiable information is withheld to help maintain patient confidentiality due to potential risk of disclosure. Further information is available in the [ISD Statistical Disclosure Control Protocol](#).

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or foi.enquiries@borders.scot.nhs.uk.

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **14-18** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.