

Freedom of Information request 50-18

Request

I am sending this request under the Freedom of Information Act to ask for the following information concerning male and female rates of pay among consultants at your trust:

1. How much did the top 10 earning consultants earn in the past financial year (2016-17)? Please indicate their (a) gender and (b) speciality. Please note that by "earnings" I do not want employer pension contributions included in the figure but want you to include basic pay and an additional allowances, bonuses, merit awards etc.
2. If there is not a woman in the top 10 earning consultants, please can you indicate the (a) speciality and (b) earnings of the top paid female consultant in your trust? Please note that by "earnings" I do not want employer pension contributions included in the figure but want you to include basic pay and an additional allowances, bonuses, merit awards etc
3. The average earnings in the past financial year (2016-17) for (a) male and (b) female consultants broken down by five-yearly age bands eg 25-30, 31-35, 36-40 (or whatever is possible) and (c) an average across all ages
4. The average basic pay in the past year for (a) male and (b) female full time consultants broken down by five-yearly age bands (or whatever is possible) and (c) an average across all ages

Response

Please note we are unable to provide specific salary as this is deemed personal information and is exempt under Section 38(1)(b) of the FOI(S)A 2002 and 2(a)(i), 2(b), (5) and 1(1) of the Data Protection Act 1998.

1. The following are Gross Pay details of the 10 highest paid Medical Consultants within NHS Borders during 2016/17. Gross Pay Ranges are given as per the Board's 2016/17 Annual Accounts:
 - Gross Pay Range £170k - £180k 4 Male Ophthalmology, Radiodiagnosis, Cardiology and Medical Director.
 - Gross Pay Range £160k - £170k 5 Male Obstetrics & Gynaecology, Anaesthetics, Radiodiagnosis and Consultant Public Health
 - Gross Pay Range £150k - £160k 1 Male General Medicine
2. The highest paid women Medical Consultant as detailed in the Board 2016/17 Annual Accounts was paid a gross pay in the range of £130k - £140k with a Geriatric Medicine speciality.
3. The following table details the average gross pay by age banding for Medical Consultants employed by NHS Borders during 2016/17. Please note where an employee worked part time contract hours gross pay has been scaled to a full time equivalent.

Age Banding	Male average gross pay per age banding	Female average gross pay per age banding
31-35	£96k	£100k
36-40	£113k	£108k
41-45	£134k	£123k
46-50	£133k	£118k
51-55	£139k	£130k

56-60	£157k	£132k
61-65	£153k	n/a
66-70	n/a	£156k

4. The following table details the average basic pay by age banding for Medical Consultants with NHS Borders during 2016/17. Please note where an employee worked a part time contract basic pay have been scaled to a full time equivalent.

Age Banding	Male average basic pay per age banding	Female average basic pay per age banding
31-35	£83k	£85k
36-40	£87k	£87k
41-45	£90k	£91k
46-50	£95k	£91k
51-55	£97k	£96k
56-60	£112k	£97k
61-65	£103k	n/a
66-70	n/a	£104k

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 **50-18** 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.