

Freedom of Information request 621-18

Request

Please tell me:

1. How many directly employed NHS staff are paid less than an hourly rate of £9 per hour? Please break this down by job role.
2. How many agency and contract staff are paid less than an hourly rate of £9 per hour? Please break this down by job role.

If possible I would like the above information to be provided for 2016/17, 2017/18 and 2018/19 to date.

The information could be broken down as follows:

| | Cleaning Staff | Catering Staff | Janitorial Staff | AHPs/other therapeutic | Security staff | Admin Staff | Other |
|--|----------------|----------------|------------------|------------------------|----------------|-------------|-------|
| Number of staff paid less than £9 per hour | | | | | | | |

Response

1. The table below details the number of staff directly employed by NHS Borders paid less than £9 per hour in the years requested:

| | General Services Staff | Catering Staff | AHPs/other therapeutic | Admin Staff | Other |
|---------------------------------|------------------------|----------------|------------------------|-------------|-------|
| 2016/17 | 155 | 26 | 9 | 37 | 18 |
| 2017/18 | 149 | 25 | 5 | 29 | 13 |
| 2018/19 to November 2018 | 9 | <5 | <5 | 14 | 10 |

Please note that NHS Borders does not record staff within categories such as "Cleaning Staff", "Janitorial Staff" or "Security Staff" – these are tasks undertaken by General Services staff members.

NHS Borders makes payments in line with Scottish Government agreed NHS Scotland pay scales. The above figures represent the headcount of individuals who are paid on pay scales where the basic hourly pay rate is below £9. These individuals may receive additional payments, for example unsocial hours enhancements, on call or overtime, in line with their specific terms and conditions of employment.

As NHS Borders is such a small Board the number of staff in some categories is very small, and to provide further details of these could allow individuals to be identified and we would be in breach of the Data Protection Act 2018. We are therefore withholding this information under Section 38(1)(b) of the Freedom of Information (Scotland) Act 2002. This is also in accordance with the Code of Practice for Official Statistics whereby for 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](#).

2. NHS Borders does not hold details on the hourly rate payments made to individual agency and contract staff, therefore under Section 17 of the Freedom of Information (Scotland) Act 2002 this information is not held.

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 **621-18** 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.