

## Freedom of Information request 58-19

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### Request

1. How many directly employed NHS staff are paid less than the Scottish Living Wage or the hourly rate of £8.75 per hour? Please break this down by job role and please provide information for 2016/17, 2017/18 and the current financial year.
2. How many agency and contract staff are paid less than the Scottish Living Wage or the hourly rate of £8.75 per hour? Please break this down by job role and please provide information for 2016/17, 2017/18 and the current financial year.

### Response

1. NHS Borders makes payment in line with Scottish Government agreed NHS Scotland pay scales.

For clarity the Scottish Living Wage was introduced at £8.45 per hour effective from the 1st April 2017 rising to £8.75 per hour from the 1st April 2018.

No directly employed members of NHS Borders staff were paid less than the Scottish Living Wage of £8.45 in 2017/18.

No directly employed member of NHS Borders staff is paid less than the Scottish Living Wage of £8.75 per basic hour in 2018/19.

2. The Board does not hold details of the rates of pay for agency and contract staff. Therefore under Section 17 of the FOI(S)A this data 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](mailto: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 **635-18** 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.