

Freedom of Information request 28-20

Request

RCN Scotland hereby requests the following information under the Freedom of Information (Scotland) Act 2002 in respect of the number of individuals employed by NHS Borders broken down into Male and Female (as categorized in the Equality Act 2010), as specified in the table below:

Total number of qualified doctors		Total number of consultants with a Background In Medicine (BIM consultants)		Total number of consultants with a Background Other than Medicine (BOM consultants)		Total number of Public Health consultants with a BIM		Total number of Public Health consultants with a BOM		Total number of employees at Agenda for Change (AfC) band 8d	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female

Please could you also provide copies of information you hold relating to:-

1. implementation of NHS Circular (PCS) (Agenda for Change) 2007/1
2. salary range and remuneration of BOM consultants
3. equality impact assessments relating to the salary range payable to BOM consultants in comparison to BIM consultants

Please provide the information held as at 1 September 2019.

Response

Please find below the data requested:

Total number of qualified doctors		Total number of consultants with a Background In Medicine (BIM consultants)		Total number of consultants with a Background Other than Medicine (BOM consultants)		Total number of Public Health consultants with a BIM		Total number of Public Health consultants with a BOM		Total number of employees at Agenda for Change (AfC) band 8d	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
84	99	61	54	1	0	1	0	1	0	2	3

1. NHS Borders does not hold any information in relation to the implementation of NHS Circular (PCS) (Agenda for Change) 2007/1. Therefore under Section 17 of the FOI(S)A 2002 this data is not held.

2. The remuneration package for applicants from a background other than medicine would be subject to discussion and will take into account previous experience, expertise and the agreed job plan.
3. NHS Borders does not hold any information on equality impact assessments relating to the salary range payable to BOM consultants in comparison to BIM consultants. Therefore under Section 17 of the FOI(S)A 2002 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.

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 **28-20** 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.