

## Freedom of Information request 54-20

---

### Request

1. Specifically, please could you provide the number of (FTE) staff at each Agenda for Change pay band in 2016 and the average (mean) salary paid at each band in 2016.
2. I also would appreciate if you could provide the number of (FTE) HCHS staff broken down by grade in 2016 and the mean salary at each grade (also 2016). The grades should (approximate) the following:
  - Consultant
  - Associate Specialist
  - Specialty Doctor
  - Staff Grade
  - Specialty Registrar
  - Core Training
  - Foundation Doctor Year 2
  - Foundation Doctor Year 1
  - Hospital Practitioner / Clinical Assistant
  - Other and Local HCHS Doctor Grades

Please note that the project requires specific average salaries and so the salary range provided for by pay agreements are not suitable. Whilst I am aware that online there are some figures on staff numbers, we specifically need data by pay band which I understand is only available from individual health boards.

### Response

Please find below the number of FTE staff and average salary paid for all pay bands within the Board during 2016;

<b>Payscale</b>	<b>2016 WTE</b>	<b>2016 Average Gross Salary</b>
Consultant	94.17WTE	£109,505
Specialist Registrar	56.81WTE	£46,347
Specialty Doctor	13.05WTE	£60,062
FY1 House Officer	16.00WTE	£33,453
FY2 House Officer	9.00WTE	£55,326
Senior Dental Officer	13.69WTE	£69,838
Associate Specialist	11.03WTE	£89,237
Agenda for Change (AFC) Band 1	27.71WTE	£18,322
AFC Band 2	444.96WTE	£19,876
AFC Band 3	352.07WTE	£21,646
AFC Band 4	184.27WTE	£22,764
AFC Band 5	642.00WTE	£29,327
AFC Band 6	384.26WTE	£34,448
AFC Band 7	191.87WTE	£41,090
AFC Band 8a	53.58WTE	£45,799
AFC Band 8b	20.63WTE	£54,022
AFC Band 8c	17.4WTE	£59,691
AFC band 8d	<5.0WTE	£84,738

Average gross salary is basic salary plus any unsocial enhanced hours and other allowances, for example on call, divided by the total number of employees in each pay band

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 **54-20** 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.