

Freedom of Information request 445-23

Request

In the 2023/24 year so far, how many people have been employed in this health board? Please break this down by pay band as set by the 2023/24 NHS agenda for change pay deal.

Please also provide this for years 2018/19 – 2022/23, using the corresponding agenda for change pay scales.

Response

The table below details the number of employees the Board has employed in each of the years by pay band.

	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Band 1	42	31	21	10	10	6
Band 2	1633	1455	1588	1080	992	748
Band 3	573	537	581	644	698	732
Band 4	276	267	320	326	360	328
Band 5	1110	1060	1080	905	897	778
Band 6	557	575	587	597	601	548
Band 7	309	330	376	389	409	386
Band 8a	84	97	95	110	118	105
Band 8b	26	29	36	40	41	34
Band 8c	20	19	20	20	22	20
Band 8d	5	4	4	3	3	3
Band 9	0	0	1	1	1	1
	4635	4404	4709	4125	4152	3689

Please note the following:

1. Figures provided are based on payroll records and represent total headcount of staff employed during the year.
2. This data includes anyone who was employed by the Health Board within each of these years, including new appointments and leavers.
3. Data for 2023/24 is based on an incomplete year and is therefore understated in comparison.
4. From 2021/22 onwards this data excludes staff bank which transferred to Regional Bank administered by NHS Lothian. This is reflected in the step decrease in total numbers from 2020/21 to 2021/22.
5. The data excludes staff not employed on Agenda for Change terms & conditions, i.e. Medical & Dental; Senior Managers.

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 **445-23** 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.