

Freedom of Information request 504-23

Request

Under The Freedom of Information Act 2000, could you kindly provide the following information:

1. Could you please provide a table (or .xlsx file) showing the number of senior managers and executive level staff (separately) were employed at each pay band in each of the last five financial years (2018/19, 2019/20, 2020/21, 2021/22, 2022/23)? Please include staff on the payroll only - individual staff members, NOT full-time equivalent.

An example table (where the Xs should be replaced by the number of staff):

Band	Senior managers					Executive level				
	2018/19	2019/20	2020/21	2021/22	2022/23	2018/19	2019/20	2020/21	2021/22	2022/23
1	X	X	X	X	X	X	X	X	X	X
2	X	X	X	X	X	X	X	X	X	X
3	X	X	X	X	X	X	X	X	X	X
4	X	X	X	X	X	X	X	X	X	X
5	X	X	X	X	X	X	X	X	X	X
6	X	X	X	X	X	X	X	X	X	X
7	X	X	X	X	X	X	X	X	X	X
8a	X	X	X	X	X	X	X	X	X	X
8b	X	X	X	X	X	X	X	X	X	X
8c	X	X	X	X	X	X	X	X	X	X
8d	X	X	X	X	X	X	X	X	X	X
9	X	X	X	X	X	X	X	X	X	X
Above band 9 (if applicable)	X	X	X	X	X	X	X	X	X	X

2. Please provide a table (or .xlsx file) showing the number of non-medical staff (i.e. senior managers, administrative roles, executive level, etc.) are employed at the following annual salary levels (see below)? Please include staff on the payroll only - individual staff members, NOT full-time equivalent.

Annual salary	2018/19	2019/20	2020/21	2021/22	2022/23
£100,000 - £149,999	X	X	X	X	X
£150,000 - £199,999	X	X	X	X	X
£200,000 - £249,999	X	X	X	X	X
Over £250,000	X	X	X	X	X

Response

Please find attached the response for NHS Borders:



FOI 504-23 Response
Data - Revised.xlsx

Please note: For the purposes of this FOI, as detailed in the NHS Scotland – NHS Board Accounts Manual, Senior employees are defined as ‘the management board (including advisory and non-executive members) having authority or responsibility for directing or controlling the major activities of the entity during the year. This means those who influence the decisions of the entity as a whole rather than the decisions of individual directorates or sections with the reporting entity.’ Therefore, the data attached includes Executives, non-Executives and those defined as senior employees as noted above.

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 **504-23** 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.