

Ref: FOIA Reference 2023/24-475

Date: 17th January 2024

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 19th October 2023 requesting information under the Freedom of Information Act (2000) regarding how many NHS trust full time non clinical staff are earning over £50,000.

On 25th October 2023 we contacted you via email as we required the following clarification:

Q1: whether we are to include just their basic pay, or, all of the overtime, bank, unsocial enhancements, etc they may earn, on top of their basic salary, from additional assignments they have working for the Trust? For example, they may legitimately work on the bank, to earn more money, in addition to their primary assignment. Are we expected to aggregate all of the earnings into one figure?

Q4 please clarify what this question means

Salary calculation to use full time equal (FTE) figures and a note of where a listed member of staff is not working full time.

On 22nd November 2023 you replied via email with:

'For question 1 please include all employees who are band 8a or above, based on agenda for change pay scales. There should be no need for any calculation of additional payments.'

'For question 5, this is asking for all data to be presented in FTE terms - i.e., there might be 50 non-clinical members of staff who are band 8a or above but their FTE might be 45.'

As of 1st November 2014, University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore, the response below is for the two sites combined from that date where appropriate.

Q1 This is an information request relating to how many NHS trust full time non clinical staff are earning over £50,000.

Please include the following information for each of the following financial years; 2020-21, 2021-22, 2022-23:

A1 See below:

Non-Clinical	2020/21	2021/22	2022/23
>50k	106	126	192
Grand Total	106	126	192

Q2 A The total number of full-time non-clinical employees that are in pay band 8a or above at the Trust

A2 See below:

	2020/21	2021/22	2022/23
Count of Employee Number	165	177	190

Q3 A breakdown of full-time non-clinical employees by NHS pay bands over 8a

A3 See below:

Count of Employee Number	Year		
FTE	2020/21	2021/22	2022/23
1 FTE (37.5 hours per week)	143	156	173
Grand Total	143	156	173

Q4 For the most senior staff within pay band 9 and above:

- **The employee's name, if possible**
- **The employee's job title**
- **The employee's FTE earnings**

A4 We are unable to provide the information you require in the requested format as to release this data could lead to the identification of the person(s) involved due to the low numbers involved, and would breach the Trusts obligations under Data Protection Act 2018. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the FOI Act. *Personal information.*

This exemption is an absolute exemption and therefore no consideration of the public interest test is needed.

Q5 Salary calculation to use full time equal (FTE) figures and a note of where a listed member of staff is not working full time.

A5 We are unable to provide the information you require in the requested format as to release this data could lead to the identification of the person(s) involved due to the low numbers involved and would breach the Trusts obligations under Data Protection Act 2018. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the FOI Act. *Personal information.*

This exemption is an absolute exemption and therefore no consideration of the public interest test is needed.

I can confirm that the Trust holds information regarding this question but feel this information is exempt under section 21: *information reasonably accessible by other means*. This is because the information is available via the NHS Agenda for change public website at the following link:

<https://www.nhsemployers.org/articles/pay-scales-202223>

Board member salaries are listed in the Annual Report. <https://www.uhnm.nhs.uk/media/8930/annual-report-2022-23-final-for-website.pdf>

UHNM regularly discloses structure charts inclusive of names – all of which can be found at the following link:

<http://www.uhnm.nhs.uk/about-us/regulatory-information/freedom-of-information-publication-scheme/freedom-of-information-disclosure-log/>

Attached spreadsheet provides positions and FTE status.

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

Yours,



Rachel Montinaro
Data Security and Protection Manager - Records