

Freedom of Information Request

Ref: 23-791

15 November 2023

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

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:

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

2020-2021: 242

2021-2022: 240

2022-2023: 243

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

	2020-2021		2021-2022		2022-2023	
Grade	Headcount	WTE	Headcount	WTE	Headcount	WTE
Band 8A	98	91.3	102	96.8	101	95.3
Band 8B	58	52.2	53	48.2	57	52.9
Band 8C	41	38.8	39	37.5	37	35.1
Band 8D	12	12.0	14	13.8	15	14.4
Band 9	17	16.8	15	14.8	15	14.2
Non-AFC grades	16	16.0	17	17.0	18	17.5

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

Remuneration for the senior managers in the Trust can be found on the link below on the Trust's website:

[final_uhbw_annual_report_and_accounts_2022-23_for_parliament.pdf](#)

- **The employee's name, if possible**

Under Section 31(1)(a) of the Freedom of Information Act, we are required to judge as to whether the disclosure of the information would, or would be likely to, prejudice the prevention or detection of crime. Guidance issued by the Information Commissioner states that this exemption applies if disclosure of the withheld information would, or would be likely to, prejudice the prevention of criminal acts in relation to the Trust, when considered with other information that may be in the public domain.

- **The employee's job title**

Under Section 31(1)(a) of the Freedom of Information Act, we are required to judge as to whether the disclosure of the information would, or would be likely to, prejudice the prevention or detection of crime. Guidance issued by the Information Commissioner states that this exemption applies if disclosure of the withheld information would, or would be likely to, prejudice the prevention of criminal acts in relation to the Trust, when considered with other information that may be in the public domain.

- **The employee's FTE earnings**

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- **Salary calculation to use full time equal (FTE) figures**

Please see the table above and the link for information regarding pay:

[Pay scales for 2023/24 | NHS Employers](#)

and a note of where a listed member of staff is not working full time.

We have not provided the information in the requested format as we have considered that there is the potential for the individuals to be identified, when considered with other information that may be in the public domain. In our view disclosure of information would breach the Data Protection Act. Therefore please find that Section 40(2) exemption contained within the Freedom of Information Act 2000 is engaged. Section 40 is the exemption for personal information.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust