

Freedom of Information Request

Reference Number: EPUT.FOI.23.3194
Date Received: 19th of October 2023

Information Requested:

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:

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

Year	Headcount of full time non clinical employees
2020 -2021	110
2021 – 2022	129
2022 - 2023	113

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

Grade	2020 - 2021	2021-2022	2022-2023
Band 8a	36	47	36
Band 8b	28	25	18
Band 8c	13	15	14
Band 8d	12	13	13
Band 9	4	4	3
Director	11	18	21
Executive Director	5	6	7
Chief Executive	1	1	1

These posts represent approximately 1.7% per cent of the overall Trust workforce and some are shared roles with partner organisations in the area.

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

- The employee's name, if possible

In an effort to ensure that the Trust does not receive unsolicited communications and/or any potential malicious malware, the Trust does not routinely publish the names or contact details of staff other than those publicly available through our Trust website.

Any staff details disclosed will be at senior level only and should not be used for the purpose of unsolicited communications or marketing purposes (in accordance with The Privacy and Electronic Communication Regulations, PECR) as well as ICO (Information Commissioner's Office) guidance.

- The employee's job title
Please see attached document
- The employee's FTE earnings
Please see attached document and below
- Salary calculation to use full time equal (FTE) figures and a note of where a listed member of staff is not working full time.

The Trust believes that Board member salary information is publically available within the annual accounts available <https://eput.nhs.uk/about-us/reports-and-accounts/>

The Trust believes that Salary information for NHS Band 8a to band 9 salary scales is publicly available on the <https://www.nhsemployers.org/> website and therefore is applying a Section 21 exemption of the Act (Information accessible to applicant by other means):

Section 21: Information accessible to applicant by other means.

(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.

(2) For the purposes of subsection (1)—

(a) information may be reasonably accessible to the applicant even though it is accessible only on payment, and

(b) information is to be taken to be reasonably accessible to the applicant if it is information which the public authority or any other person is obliged by or under any enactment to communicate (otherwise than by making the information available for inspection) to members of the public on request, whether free of charge or on payment.

(3) For the purposes of subsection (1), information which is held by a public authority and does not fall within subsection (2)(b) is not to be regarded as reasonably accessible to the applicant merely because the information is available from the public authority itself on request, unless the information is made available in accordance with the authority's publication scheme and any payment required is specified in, or determined in accordance with, the scheme

Publication Scheme:

As part of the Freedom of Information Act all public organisations are required to proactively publish certain classes of information on a Publication Scheme. A publication scheme is a guide to the information that is held by the organisation. EPUT's Publication Scheme is located on its Website at the following link <https://eput.nhs.uk>