

Reference:	FOI.12927.23
Subject:	NHS non-clinical staff pay
Date of Request:	19 October 2023

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
2. A breakdown of full-time non-clinical employees by NHS pay bands over 8a
3. For the most senior staff within pay band 9 and above:
 - a. The employee's name, if possible
 - b. The employee's job title
 - c. The employee's FTE earnings
 - d. Salary calculation to use full time equal (FTE) figures and a note of where a listed member of staff is not working full time.

Response:

1. Hywel Dda University Health Board (UHB) provides within the table below, the total Whole-Time Equivalent (WTE) number of non-clinical employees, in pay bands 8a or above for the time period requested.

2020-2021	2021-2022	2022-2023
189.57	211.85	225.89

2. The UHB provides within the table below a breakdown of WTE non-clinical employees that are in pay bands 8a to 9 for the time period requested.

Pay Band	2020-2021	2021-2022	2022-2023
Band 8a	73.92	90.17	96.63
Band 8b	63.40	65.30	69.80
Band 8c	26.40	30.53	35.80
Band 8d	16.00	14.00	11.21
Band 9	9.85	11.85	12.45

3. The UHB is withholding the salary of the individuals; this decision has been made as it is not within the reasonable expectations of these individuals that their personal data would be put into the public domain. This information is classed as personal data of a third party. Therefore, it is being withheld in accordance with the exemption set out in section 40(2) of the Freedom of Information Act 2000 (FoIA), by virtue of section 40(3)(a) of the FoIA, which permits a public authority to withhold personal data other than the requestor's where the disclosure would breach Data Protection principles.

This information is protected by the Data Protection Act 2018 (DPA)/UK General Data Protection Regulations, as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles of the UK GDPR. This exemption is absolute and therefore, there is no requirement to apply the public interest test.

In reaching this decision, the DPA and UK GDPR define personal data as data that relates to a living individual who can be identified solely from that data or from that data and other information, which is in the possession of the data controller.

However, whilst operating in accordance with the Section 45 Freedom of Information Code of Practice, the UHB has a duty to provide advice and assistance. Therefore, the UHB provides a summary of the other details requested in respect of each of the individuals at Agenda For Change Band 9 within the table overleaf. Whilst the UHB is withholding the salary data, it can confirm that Agenda For Change Band 9 employees are paid within the salary range £96,562 - £116,673.

Name	Title	Year	Band 9
Rhiannon Matthews	County Director, Operational Planning & Performance, Carmarthenshire	2020-2023	Section 40
Keith Jones	Secondary Care Director	2020-2023	Section 40
Elaine Lorton	County Director, Operational Planning & Performance, Pembrokeshire	2020-2022	Section 40
Stephen Morgan*	Assistant Director of Workforce and Organisational Development	2020-2023	Section 40
Dr Leighton Phillips	Director of Research, Innovation & University Partnerships	2020-2023	Section 40
Elizabeth Ryan-Davies	Strategic Programme Director, Transformation	2020-2022	Section 40
Peter Skitt*	County Director (Ceredigion)	2020-2023	Section 40
Andrew Spratt	Deputy Director of Finance	2020-2023	Section 40
Robert Elliott	Head of Estates & Capital Management	2020-2023	Section 40
Gareth Rees	Deputy Director of Operations	2020-2023	Section 40
Anthony Tracey	Digital Services Director	2021-2023	Section 40
Sarah Perry	General Manager	2021-2023	Section 40
Catrin Alwena Hughes-Moakes	Communications & Engagement Director	2022-2023	Section 40
Shaun Ayres	Deputy Director of Operational Planning & Commissioning	2022-2023	Section 40

* Indicates part time employment

Additionally, I can confirm that WTE within the UHB is based upon a 37.5 hour working week and therefore, the salary calculation used to work out a proportion of the WTE salary is:

Number of scheduled hours per week / full-time work week hours = proportion of WTE

e.g. $22.5 / 37.5 = 0.6$