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Bwrdd Iechyd Prifysgol
Aneurin Bevan
University Health Board

Our ref: **FOI 23-550**

Friday, 01 March 2024

Your request

You requested the following:

This is an information request relating to how many NHS trust full time nonclinical 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:
 - The employee's name, if possible
 - The employee's job title
 - The employee's FTE earnings
4. Salary calculation to use full time equal (FTE) figures and a note of where a listed member of staff is not working full time.

Our response

I can confirm that the Health Board has completed a search of its records and has established that it does hold information in relation to your request.

Our response to questions 1 and 2 is provided in the table below.

Employed, non-clinical, full-time staff				
Pay Scale	20/21	21/22	22/23	23/24*
Review Board Band 8 – Range A	79	89	97	101
Review Board Band 8 – Range B	56	69	70	77
Review Board Band 8 – Range C	72	64	58	58
Review Board Band 8 – Range D	19	22	24	24
Review Board Band 9	12	9	14	13
Total full-time employees pay band 8a or above	238	253	263	273

* As at January 2024

Bwrdd Iechyd Prifysgol Aneurin Bevan
Pencadlys, Ysbyty Sant Cadog
Ffordd Y Lodj, Caerllion, Casnewydd NP18 3XQ

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Rydym yn croesawu gohebiaeth yn Gymraeg a byddwn yn ymateb yn Gymraeg heb oedi.
Bwrdd Iechyd Prifysgol Aneurin Bevan yw enw gweithredol Bwrdd Iechyd Lleol Prifysgol Aneurin Bevan.



Aneurin Bevan University Health Board
Headquarters, St Cadoc's Hospital
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We welcome correspondence in Welsh and we will respond in Welsh without delay.
Aneurin Bevan University Health Board is the operational name of Aneurin Bevan University Local Health Board.

3. We employ the following non-clinical roles at Band 9 (Agenda for Change) as of January 2024:

Chief Information Officer
Consultant in Public Health x 2
Deputy Director Strategy, Planning and Partnerships
Regional Operational Programme Lead
Assistant Director of ABCi & Interim Assistant Director of Insight, Improvement & Planning
General Manager of Family and Therapies Division
General Manager of Scheduled Care Division
General Manager of Urgent Care Division
General Manager of Medicine Division
Divisional Director of Facilities
Deputy Director of Operations

We are unable to release information that refers to personal data and where this is applicable to your request, such as the name, contracted hours and earnings, the information has been redacted. This is in accordance with section 40 – personal information, of the FOI Act. Section 40(2) and (3) provides an absolute exemption for personal data. Personal data of third parties can only be disclosed in accordance with the data protection principles. In particular, the first data protection principle requires that disclosure must be fair and lawful and must comply with one of the conditions in Schedule 2 of the Data Protection Act.

However, the salary range for Band 9 roles for the period of time concerned as been provided below.

Band 9 FTE	Salary Range
23/24 Salary - from 1 st April 2023	£101,390 - £116,673
22/23 Salary – from 1 st April 2022	£96,562 – £111,117
21/22 Salary – from 1 st April 2021	£93,735 - £101,699
20/21 Salary – from 1 st April 2020	£91,004 – £104,927

For Very Senior Managers (VSM), paid on VSM pay scales, detail can be found within the Remuneration and Staff Report 2022/23 which is published on our website and the link is provided below.

<https://abuhb.nhs.wales/files/key-documents/annual-reports-and-annual-accounts/abuhb-2022-23-annual-report-and-accounts-pdf/>

4. We calculate FTE salaries by dividing the full-time salary by full-time hours (37.5 hours) and multiplying it by the number of part-time hours worked. For example:

£22,816 divided by 37.5 x number of part time hours i.e. 30 = £18,253
£25,146 divided by 37.5 x number of part time hours i.e. 23 = £14,423

All roles listed in response to question 3 work full-time (37.5 hours).

