

Date: 18/03/2024  
Your Ref:  
Our Ref: 8453

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Dear

### FREEDOM OF INFORMATION – STAFFING COSTS

I write in response to your request for information in relation to staffing within NHS Lothian.

Question:

1. Total number of staff employed in your health board as of present day, broken down by:
  - a. Broad Category (Medical, dental, nursing, midwifery, AHP, etc.)
  - b. Sub-category. For example, medical staff would be broken down by seniority (e.g. junior doctor/consultant) and speciality (e.g. Orthopedics, cardiology etc.)

Answer:

1a.	Enclosed below based on our National Chart of Accounts Pay Categorisation
1b.	We do not report this level of sub category. Under the Freedom of Information Act NHS Lothian is not required to create new records to enable it to respond to your enquiry. This information is not collated or held in aggregate form and it would be necessary to review all case files relating to staff over the period you have requested to assemble the information you seek. Even if NHS Lothian did this – and there would be significant cost implications in doing so – it would be unable to respond in full to your request. The information requested is therefore exempt under section 12.1 – Cost.

Staff Group	2018	2019	2020	2021	2022	2023
Medical & Dental	2,448	2,424	2,586	2,660	2,698	2,801
Nursing	10,118	10,166	10,431	10,666	10,548	11,139
Administrative Services	3,095	3,185	3,577	3,755	3,675	3,784
Allied Health Professionals	1,585	1,689	1,790	1,876	2,026	2,059
Health Science Services	790	799	860	912	885	892
Management	88	79	80	70	73	73
Support Services	2,362	2,416	2,662	2,572	2,497	2,531
Medical & Dental Support	315	326	332	333	349	345
Other Therapeutic	647	700	782	890	969	1,007
Personal & Social Care	68	72	70	49	50	47

Other Pay	35	0	2	1	0	0
Emergency Services	0	0	1	1	1	1
<b>Total WTE in Post</b>	<b>21,549</b>	<b>21,855</b>	<b>23,172</b>	<b>23,785</b>	<b>23,771</b>	<b>24,678</b>

Question:

2. Total annual expense on staff pay, as budgeted for this financial year.
3. For each broad category and sub category from point 1, total annual expense on staff pay for that category as budgeted for this financial year.
4. Answers to 1, 2, and 3 for the earliest year you hold sufficient records for to answer these questions.

Answer:

Available in Public Board Papers - [Board Papers – Lothian NHS Board \(nhslothian.scot\)](https://www.nhs.uk/lothian-nhs-board/board-papers/)

This information is exempt under Section 25 of the Freedom of Information (Scotland) Act 2002

- Information otherwise accessible

(1) Information which the applicant can reasonably obtain other than by requesting it under section 1(1) is exempt information.

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner’s Office online appeals service at [www.itspublicknowledge.info/Appeal](http://www.itspublicknowledge.info/Appeal). If you remain dissatisfied with the Commissioner’s response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhsllothian.scot/FOI/Pages/default.aspx>

Yours sincerely

**ALISON MACDONALD**  
**Executive Director, Nursing, Midwifery and AHPs**  
Cc: Chief Executive