

Date 02/05/2025  
Your Ref  
Our Ref 9931

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Dear

## FREEDOM OF INFORMATION – SALARY

I write in response to your request for information in relation to salary details.

### Question:

- Senior Remuneration  
A list of the 10 highest remunerated employees, disclosing for each individual:

Job title or role (names are not required)

Gross annual salary

Employer pension contributions

Any performance-related bonuses or incentive payments

Other remuneration or taxable benefits (e.g. relocation expenses, housing or car allowances)

The total cost to the organisation of employing each individual, including all of the above components

If these figures are available in published remuneration reports or accounts, please feel free to provide a link or extract those relevant sections.

### Answer:

The top 10 earners on the basis of 2023/24 accounts. There are no performance bonuses or any other benefits. Final column includes employer oncosts (er NI and er superannuation payments).

Role - Consultant	Gross Pay Band	Gross charge band (incl er NI and er pension contribution)
CARDIAC SURGERY	£280k-£290k	£350k-£360k
CARDIAC SURGERY	£250k-£260k	£320k-£330k
PLASTIC SURGERY	£220k-£230k	£280k-£290k
RADIODIAGNOSIS	£210k-£220k	£280k-£290k
GASTROENTEROLOGY	£210k-£220k	£270k-£280k
RADIODIAGNOSIS	£210k-£220k	£270k-£280k

Headquarters  
Mainpoint  
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Chair Professor John Connaghan CBE  
Chief Executive Professor Caroline Hiscox  
*Lothian NHS Board is the common name of Lothian Health Board*

RADIODIAGNOSIS	£210k-£220k	£270k-£280k
GYNAE & OBSTETRICS	£210k-£220k	£270k-£280k
RADIODIAGNOSIS	£210k-£220k	£270k-£280k
NEPHROLOGY	£210k-£220k	£270k-£280k

## Question:

- Expenditure Related to Equality, Diversity & Inclusion (EDI)  
For the same financial year, please provide:

The total gross expenditure on EDI-related activity, including (where possible) a breakdown under the following categories:

Staff employed primarily or exclusively in EDI roles (including headcount and job titles)

External consultancy or training services commissioned in relation to EDI

Internal campaigns, events, or communications relating to EDI

Memberships or subscriptions to EDI-related organisations or accreditation bodies

If a breakdown is not held or collated centrally, an aggregate figure with explanatory context would be appreciated.

## Answer:

Staff employed primarily dealing with EDI activities:-

	2021/22	2022/23	2023/24
Total	£229k	£194k	£266k

## Question:

- Ancillary Non-Clinical Organisational Expenditure  
Please also provide the total expenditure for the financial year on the following categories, where data is available:

Staff engagement activities (e.g. away days, retreats, team-building exercises)

External public relations, media consultancy, or "reputation management" services

Rebranding, including costs associated with new logos, signage, or corporate visual identity updates

Aesthetic or non-clinical enhancements to premises (e.g. commissioned artwork, decorative refurbishments)

Expenditure related to environmental sustainability or climate strategy (e.g. staff, consultancy, net zero projects)

These categories are not presented as value judgments but to understand wider resource allocation practices. If centralised figures are not available, please provide what is reasonably accessible or advise under section 15 of FOISA ("Duty to Advise and Assist") on how the request might be refined.

Answer:

We do not record expenditure in a way that allows expenditure for Ancillary Non-Clinical Organisational Expenditure be listed against the categories given. Please see public Board Papers for a breakdown of non-pay expenditure against account categories.

<https://org.nhsllothian.scot/lothiannhsboard/board-papers/>

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**  
Cc: Chief Executive