

Date 04/07/2025
Your Ref
Our Ref 10183

Enquiries to Richard Mutch
Extension 35687
Direct Line 0131 465 5687
loth.freedomofinformation@nhs.scot
richard.mutch@nhs.scot

Dear

FREEDOM OF INFORMATION – STAFFING COSTS

I write in response to your request for information in relation to staffing costs.

Question:

1. The total annualised staffing cost and number of hours worked (or WTE if unavailable) for medical and dental professionals employed directly by your Board, split by financial year from FY 2015/16 to most recent available
2. The total annualised staffing cost and number of hours worked (or WTE if unavailable) for nursing and midwifery professionals employed directly by your Board, split by financial year from FY 2015/16 to most recent available
3. The total annualised staffing cost and number of hours worked (or WTE if unavailable) for medical and dental professionals contracted via agency by your Board, split by financial year from FY 2015/16 to most recent available
4. The total annualised staffing cost and number of hours worked (or WTE if unavailable) for medical and dental professionals contracted via bank by your Board, split by financial year from FY 2015/16 to most recent available
5. The total annualised staffing cost and number of hours worked (or WTE if unavailable) for nursing and midwifery professionals contracted via agency by your Board, split by financial year from FY 2015/16 to most recent available
6. The total annualised staffing cost and number of hours worked (or WTE if unavailable) for nursing and midwifery professionals contracted via bank by your Board, split by financial year from FY 2015/16 to most recent available

Answer:

Please see enclosed spreadsheet.

The WTE figure for Q1 and Q2 is the average WTE across the whole year.

Headquarters
Mainpoint
102 West Port
Edinburgh EH3 9DN

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

The cost is the Gross cost of staff based on Nursing/ Medical & Dental staffing on our payroll over the full year.

Included is the last 6 years of information. We do not have to retain information beyond 6 years.

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. 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

1. The total annualised staffing cost and number of hours worked (or WTE if unavailable) for medical and dental professionals employed directly by your Board, split by financial year from FY 2015/16 to most recent available

2019/20		2020/21		2021/22		2022/23		2023/24		2024/25	
Amount £	Ave WTE	Amount £	Ave WTE	Amount £	Ave WTE	Amount £	Ave WTE	Amount £	Ave WTE	Amount £	Ave WTE
284,498,392	2,564	296,455,729	2,528	312,251,919	2,603	331,473,216	2,640	367,001,424	2,714	405,000,600	2,766

2. The total annualised staffing cost and number of hours worked (or WTE if unavailable) for nursing and midwifery professionals employed directly by your Board, split by financial year from FY 2015/16 to most recent available

2019/20		2020/21		2021/22		2022/23		2023/24		2024/25	
Amount £	Ave WTE	Amount £	Ave WTE	Amount £	Ave WTE	Amount £	Ave WTE	Amount £	Ave WTE	Amount £	Ave WTE
445,276,853	10,276	488,400,293	10,744	516,187,002	10,815	547,286,607	10,781	603,859,133	11,058	659,517,683	11,555
£43,331		£45,459		£47,728		£50,762		£54,608		£57,079	

AGENCY

Q		2019/20		2020/21		2021/22		2022/23		2023/24		2024/25	
	Staff Group	Amount £	Hours	Amount £	Hours	Amount £	Hours	Amount £	Hours	Amount £	Hours	Amount £	Hours
3	Medical & Dental	5,665,183	87,316	5,583,743	103,182	5,605,117	79,907	4,494,475	59,624	3,710,010	49,194	2,265,323	23,836
5	Nursing & Midwifery	4,300,327	71,563	4,949,710	85,999	7,478,125	147,230	21,938,421	422,059	17,238,308	371,622	2,554,169	76,335
	Total	9,965,510	158,879	10,533,453	189,182	13,083,242	227,136	26,432,896	481,683	20,948,317	420,816	4,819,492	100,172

BANK

		2019/20		2020/21		2021/22		2022/23		2023/24		2024/25	
Staff Group		Amount £	Hours	Amount £	Hours	Amount £	Hours	Amount £	Hours	Amount £	Hours	Amount £	Hours
4	Medical & Dental	7,186,494	105,248	7,770,068	115,129	9,981,512	142,411	8,182,605	119,215	10,073,209	129,857	9,822,876	125,305
6	Nursing & Midwifery	32,557,179	1,458,235	34,954,698	1,424,660	40,261,916	1,518,409	43,440,289	1,602,362	51,307,247	1,756,021	53,977,439	1,721,103
Total		39,743,673	1,563,483	42,724,766	1,539,788	50,243,428	1,660,820	51,622,894	1,721,577	61,380,456	1,885,878	63,800,315	1,846,408