

Date: 27/11/2025
Our Ref: 10785
Enquiries to loth.freedomofinformation@nhs.scot

Dear

FREEDOM OF INFORMATION – SENIOR MANAGERS

I write in response to your request for information in relation to managers employed in NHS Lothian.

Question:

1. Please provide the headcount of NHS managers employed by your health board who were not involved in any form of clinical work, for each year from 2007 and 2025.
2. Please provide the percentage of the total workforce made up by these managers for each year from 2007 to 2025.

Answer:

This information is not collected centrally, as there is no way to centrally identify whether staff on manager pay grades carry out clinical work or not. Information may be held in individual staff and department records, but in order to provide the information you request it would be necessary to review each record over the period you have specified, requiring significant resources. Under section 12 of the Freedom of Information (Scotland) Act 2002, NHS Lothian is not required to respond to your request if the resources required to do so equate to more than £600 in cost.

There is publicly available data which will show the number of managers in administrative services employed by NHS Lothian, which may give an indication of the numbers. This can be found at the following link:

<https://turasdata.nes.nhs.scot/data-and-reports/official-workforce-statistics/all-official-statistics-publications/02-september-2025-workforce/dashboards/nhs-scotland-workforce/?pageid=14644>

Once you have opened the link, please follow these instructions:

- Go to the employment over time report on the left side
- Select board – East - NHS Lothian
- Select job family – expand Administrative and select Management grades
- Select WTE/Headcount

Question:

3. Please provide the total gross annual cost of employing these managers for each year from 2007 to 2025.

Answer:

This information is not collected centrally. There is no way to distinguish a clinical manager from a non clinical manager on the payroll or ledger information. Information may be held in individual staff and department records which would cost to be collated, but in order to provide the information you request it would be necessary to review each record over the period you have specified, requiring significant resources. Under section 12 of the Freedom of Information (Scotland) Act 2002, NHS Lothian is not required to respond to your request if the resources required to do so equate to more than £600 in cost.

NHS Lothian's published annual accounts give some information which you may find useful, under the section 'Senior Managers Remuneration'. These are available on our website here: <https://org.nhslotian.scot/keydocuments/financial/>

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 <https://www.foi.scot/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 reviewer at the address at the top 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.nhslothian.scot/FOI>

Yours sincerely

ALISON MACDONALD
Executive Director of Nursing Midwifery and AHPs
Cc: Chief Executive