

Date: 19/01/2026
Our Ref: 10915
Enquiries to loth.freedomofinformation@nhs.scot

Dear

FREEDOM OF INFORMATION – RECRUITMENT

I write in response to your request for information in relation to recruitment in NHS Lothian:

Question:

Please see the following definitions to help you in processing this request:

Executives: Any members of top-level Health Board leadership, such as Chair, Chief Executive, Executive Directors (e.g., medical director, nursing director, finance director, Chief Operating Officer) responsible for overall strategy, quality, and governance.

Managers: Senior management, such as service or care group directors, heads of nursing, clinical directors, general managers, and heads of corporate departments, typically overseeing multiple departments or an entire division, as well as Middle managers and Frontline managers, such as matrons, ward or department managers, team leaders, and service managers who manage day-to-day operations and directly supervise clinical and non-clinical teams.

Clinical staff: Frontline clinical staff and support staff

1. The current number of executives, managers, and clinical staff employed by your Health Board (separately for each staff category).

Answer:

We are unable to breakdown our staff into the exact categories you have requested, for instance middle managers and frontline managers. We use national coding for staff groups which does not break down the data in this way. We have therefore provided data for executive and senior managers based on whether the member of staff is on an executive or senior manager contract. For clinical staff we have provided staff groups whose roles are deemed to have clinical input.

NHS Lothian executive, senior manager and clinical staff	
Job Family	Headcount
Allied Health Professional Bands 1-4	443
Allied Health Professional Bands 5+	2,096
Healthcare Sciences	1,127

NHS Lothian executive, senior manager and clinical staff	
Job Family	Headcount
Medical	2,946
Medical & Dental Support	427
Nursing Band 1-4	3,550
Nursing Band 5+	9,428
Other Therapeutic	1,273
Personal & Social Care	62
Senior Managers/Executives	40

Question:

2. The number of executives, managers, and clinical staff hired by your Health Board using a recruitment agency in each of the last 5 fiscal years, separately for each staff group

Answer:

We have not hired any executive, manager or clinical staff through a recruitment agency in the last 5 years. We have used external agencies in the past to support us with the recruitment assessment process for some posts, but have not engaged a recruitment agency to appoint an individual to post.

Question:

3. The annual staff turnover rate for each staff group over the last 5 fiscal years

Answer:

The information you have requested is detailed in the table below:

Staff turnover rate for executive, senior manager and clinical staff, NHS Lothian					
Job family	2021/22	2022/23	2023/24	2024/25	2025/26 (to date)
Allied Health Professional Bands 1-4	19.19%	19.19%	14.00%	12.19%	7.90%
Allied Health Professional Bands 5+	9.97%	10.64%	10.78%	10.69%	6.54%
Healthcare Sciences	11.98%	12.07%	9.58%	8.96%	4.97%
Medical	8.58%	9.49%	6.83%	6.83%	4.52%
Medical & Dental Support	8.90%	12.41%	9.84%	7.03%	6.79%
Nursing Band 1-4	15.44%	18.23%	16.70%	13.72%	7.89%
Nursing Band 5+	13.15%	11.86%	9.06%	7.27%	4.58%
Other Therapeutic	12.02%	14.30%	13.28%	11.55%	7.31%
Personal & Social Care	17.74%	16.13%	9.68%	25.81%	4.84%
Senior Managers/Executives	22.50%	10.00%	12.50%	27.50%	15.00%

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.nhsllothian.scot/FOI>

Yours sincerely

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