

Date: 21/09/2026
Our Ref: 11865
Enquiries to loth.freedomofinformation@nhs.scot

Dear

FREEDOM OF INFORMATION – NHS LOTHIAN EMPLOYEES

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

Question:

1. Please provide the current headcount and Whole Time Equivalent (WTE) of employees currently employed by NHS Lothian under Agenda for Change Band 8c, broken down by staff group/profession.

Answer:

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

Band 8c staff, NHS Lothian		
Job Family and Sub Category	Headcount	Whole Time Equivalent
Administrative Services		
FINANCE	10	9.8
HUMAN RESOURCES	4	4.0
INFORMATION SYSTEMS/TECHNOLOGY	4	3.5
OFFICE SERVICES	34	31.6
Admin Services Total	52	48.8
AHP Bands 5+		
DIAGNOSTIC RADIOGRAPHY	1	1.0
PHYSIOTHERAPY	1	1.0
PODIATRY	1	1.0
SPEECH AND LANGUAGE THERAPY	2	1.7
AHP Bands 5+ Total	5	4.7
Healthcare Sciences		
BIOMEDICAL SCIENCES LIFE	3	2.4
CLINICAL PERFUSION PHYSIOLOGY	1	1.0
CLINICAL PHYSIOLOGY	1	1.0
CLINICAL SCIENCES LIFE	7	7.3
CLINICAL SCIENCES PHYSICAL	9	8.0

Band 8c staff, NHS Lothian		
Job Family and Sub Category	Headcount	Whole Time Equivalent
CLINICAL TECHNOLOGY LIFE	1	1.0
Healthcare Sciences Total	22	20.7
Nursing Band 8+		
GENERAL ACUTE NURSING	11	9.9
MENTAL HEALTH NURSING	2	2.0
MIDWIFERY INDIRECT CRICAL CARE	1	1.0
NURSING TRAINING/ADMIN/MANAGEMENT	6	6.0
PAEDIATRIC NURSING	1	1.0
Nursing Band 8+ Total	21	19.9
Other Therapeutic		
PHARMACY	8	7.2
PSYCHOLOGY	30	23.3
Other Therapeutic Total	38	30.5
Grand Total	138	124.7

Question:

2. Please state how many employees currently employed by NHS Lothian on Agenda for Change Band 8c occupy job roles where the 'Knowledge, Training and Experience' job evaluation factor is matched at Level 8 (or doctoral equivalent).

Answer:

This information is not collected centrally. Information will be held in individual job descriptions, but in order to provide the information you request it would be necessary to review each job description of a band 8c employee, 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.

Question:

3. How many employees currently employed by NHS Lothian on Agenda for Change Band 8c with 'Knowledge, Training and Experience' job evaluation factor matched at Level 8 (or doctoral equivalent), do not hold a doctoral level qualification or equivalent?

Answer:

This information is not collected centrally. Information may be held in individual staff records, but in order to provide the information you request it would be necessary to review each staff record of a band 8c employee, 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.

Question:

4. How many Band 8c evaluation outcomes were referred back to matching panels following mandatory consistency checking due to scoring anomalies, comparator issues, or equal pay considerations?

Answer:

This information is not collected centrally. Information may be held in individual matching panel case files, but in order to provide the information you request it would be necessary to review each case file, 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.

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