

Freedom of Information Request**Ref: UHB 17-753**

Date 09 January 2018

By Email

Dear Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trusts response to your amended FOI request is as follows:

Under the FOI Act, can you please provide a spreadsheet containing the following raw data for all Grades 6 and above, non-clinical staff:

- **Gender**
- **Current Job role**
- **Banding**
- **Starting pay point in current role**
- **Current pay point**

Please see attached document containing information for non-clinical job roles and bandings for roles that are Band 8 and above. Please note the non-clinical job roles for this response have been defined under Administrative & Clerical and Estates & Ancillary positions. Should you require information on other staff groups, please let us know.

We have not provided data for roles under Band 6 and Band 7 due to the large numbers of individuals and the amount of time it would take to obtain. **Section 12** of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

For information on the starting pay points for each role, please see NHS Employers website for more information on the following link: <http://www.nhsemployers.org/your-workforce/pay-and-reward/agenda-for-change/pay-scales/annual>.

We are unable to provide any information on gender or current pay points as we have considered that there is the potential for the individuals to be identified, when considered with other information that may be in the public domain. In our view disclosure of information would breach the Data Protection Act. Therefore please find that Section 40 (2) exemption contained within the Freedom of Information Act 2000 is engaged. Section 40 is the exemption for personal information.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Trust Secretary
University Hospitals Bristol NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely,


