

9 March 2020

**Our Ref:** RFI 33540

Dear

**Freedom of Information Act 2000  
Information in relation to Agenda for Change paybands for clinical staff**

I am writing to confirm that the South Eastern Health & Social Care Trust (the Trust) has now completed its search for information relating to the above which you requested on 12 February 2020.

A response to each of the questions raised has been provided by the Finance & Estates Directorate and is attached in Appendix A.

If you are unhappy as to how this request has been handled, you have the right to seek a review within the Trust in the first instance. You should write to the Information Governance Department, Lough House, Ards Community Hospital ([informationgovernance@setrust.hscni.net](mailto:informationgovernance@setrust.hscni.net)) within two months of the date of this response and your complaint will be considered and a response provided, within 20 working days of receipt.

If, after receiving a response, you remain unhappy, you can refer your complaint to the Information Commissioner at The Information Commissioner's Office –Northern Ireland, 3rd Floor, 14 Cromac Place, Belfast, BT7 2JB. It is important to note that if you refer any matter to the Information Commissioner, you will need to show evidence of having gone through the Trust's internal review procedure to try to resolve the matter with the Trust in the first instance.

If you have any queries about this letter, please do not hesitate to contact me. Please remember to quote the reference number above in any future communications.

Yours sincerely

---

**Jane McCormick**  
**Information Governance Assistant**

**Q1. Specifically, please could you provide the number of (FTE) staff at each Agenda for Change pay band in 2016 and the average (mean) salary paid at each band in 2016. I also would appreciate if you could provide the number of (FTE) HCHS staff broken down by grade in 2016 and the mean salary at each grade (also 2016). The grades should (approximate) the following:**

- **Consultant**
- **Associate Specialist**
- **Specialty Doctor**
- **Staff Grade**
- **Specialty Registrar**
- **Core Training**
- **Foundation Doctor Year 2**
- **Foundation Doctor Year 1**
- **Hospital Practitioner / Clinical Assistant**
- **Other and Local HCHS Doctor Grades**

A1. In relation to your recent Freedom of Information request you sought information on the number of (FTE) staff at each Agenda for Change pay band in 2016 and the average (mean) salary paid at each band in 2016.

You also sought the number of (FTE) HCHS staff broken down by grade in 2016 and the mean salary at each grade (also 2016).

You requested that the average salaries be provided and that SEHSCT should not use the salary range provided for by pay agreements to calculate the average salary values.

Please find below the information you have requested.

Grade	Average WTE for 2016/17	Average Salary per Grade for 2016/17 (excluding Employers National Insurance and Pension Contributions)
1	532.6	£19,362
2	1,201.5	£20,299
3	1,148.3	£27,801
4	336.9	£22,069
5	1,876.7	£28,750
6	1,305.2	£33,092
7	854.6	£40,056
9	2.5	£86,652
8a	200.6	£45,684
8b	58.2	£56,750
8c	40.3	£65,943
8d	2.5	£83,004
Associate Specialist	15.6	£83,891
Consultant	228.3	£120,793
Foundation Doctor Year 1	42.5	£41,909
Foundation Doctor Year 2	46.9	£43,097
Hospital Practitioner	3.4	£78,868
Other	24.6	£162,119
Specialty Doctor	58.9	£60,304
Specialty Registrar	153.0	£54,869
Staff Grade	4.4	£56,029
<b>Total</b>	<b>8,137.5</b>	<b>£33,195</b>

### Notes

We have interpreted the request for information for 2016 to mean the financial year from 1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2017.

In deriving the average salary cost per grade the following payments were included: basic salary, allowances, bank holiday payments, unsociable hours payments, weekend working payments, overtime, night duty payments, arrears of pay. Not included are costs relating to Employers National Insurance or Pension contributions.

Costs relating to Bank Staff and Agency staff are excluded as whole time equivalents associated with them are not available.

Within the HSCHS Medical category of 'Other' are included costs relating to GP Sessions, Senior Dental Officers, Dental Officers, Medical Advisors, Director of Dental Services and Assistant Director of Dental Services.