NHS Tayside has now considered your request dated 19 December 2018.

NHS Tayside wishes to advise you that there are exemptions applicable to the information requested. Please refer to the exemptions section of this correspondence.

**Extract from Request**

“I would like to submit the following request under the Freedom of Information (Scotland) Act 2002.

Please tell me:

- How many directly employed NHS staff are paid less than the Scottish Living Wage or the hourly rate of £8.75 per hour? Please break this down by job role.
- How many agency and contract staff are paid less than the Scottish Living Wage or the hourly rate of £8.75 per hour? Please break this down by job role.
- If possible I would like the above information to be provided for 2016/17, 2017/18 and 2018/19 to date.

The information could be broken down as follows:

<table>
<thead>
<tr>
<th></th>
<th>Cleaning Staff</th>
<th>Catering Staff</th>
<th>Janitorial Staff</th>
<th>AHPs/other therapeutic</th>
<th>Security staff</th>
<th>Administration Staff</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of staff paid less than £9 per hour</td>
<td>2016/17</td>
<td>Support Services *</td>
<td>Nursing (untrained)</td>
<td>Janitorial Staff</td>
<td>AHPs/other therapeutic</td>
<td>Admin. Staff</td>
<td>Other **</td>
</tr>
<tr>
<td></td>
<td>800</td>
<td>221</td>
<td>N/A</td>
<td>39</td>
<td>177</td>
<td>35</td>
<td></td>
</tr>
</tbody>
</table>

**Response**

**Question 1**

The table below shows how many directly employed NHS Staff are paid less than an hourly rate of £8.75 per hour.

Figures have been provided by nationally defined staff categories.

For 2016/17 and 2017/18 figures are as at 31 March, for 2018/19 figures are as at 30 November 2018.
Response to correspondence dated 19 December 2018

Request: Numbers of Staff Paid Less Than £8.75 an Hour
Applicant: Parliament
Reference: IGTFOISA 5745

<table>
<thead>
<tr>
<th>Year</th>
<th>Support Services</th>
<th>Nursing (untrained)</th>
<th>Janitorial Staff</th>
<th>AHPs/Other Therapeutic</th>
<th>Admin. Staff</th>
<th>Other **</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016/17</td>
<td>59</td>
<td>414</td>
<td>N/A</td>
<td>15</td>
<td>19</td>
<td>17</td>
</tr>
<tr>
<td>2017/18</td>
<td>51</td>
<td>506</td>
<td>N/A</td>
<td>29</td>
<td>35</td>
<td>11</td>
</tr>
<tr>
<td>2018/19</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

* Support Services includes Catering, Domestic, Portering, Laundry, Linen, Transport, Sterile Services.
** Other includes Pharmacy and Maintenance

NHS Tayside employs bank workers, who work on an “as and when required” basis. It should be noted that hourly rates of pay for bank workers are the same as substantive staff.

Question 2

The rates of pay for agency and contract staff would be a matter to be agreed between the agency and the worker. NHS Tayside is not privy to this information so unable to provide response.


<table>
<thead>
<tr>
<th>Document Ref.</th>
<th>FOISA Exemption Applied</th>
<th>Justification</th>
</tr>
</thead>
<tbody>
<tr>
<td>IGTFOISA 5689</td>
<td>Section 17 – Information Not Held</td>
<td>NHS Tayside does not hold information about agency pay rates</td>
</tr>
</tbody>
</table>
Under section 20 (1) of the Act, if you are dissatisfied with the way NHS Tayside has dealt with your request, you have a right to request a review of our actions and decisions in relation to your request, and you have a right to appeal to the Scottish Information Commission.

A request for an internal review must be made in writing no later than forty working days from receipt of this response and addressed to:

Tayside NHS Board Secretary
Tayside NHS Board Headquarters
Ninewells Hospital & Medical School
Dundee
DD1 9SY

If you are not content with the outcome of the internal review, you have the right to apply directly to the Scottish Information Commissioner for a decision. The Scottish Information Commissioner can be contacted at:

Scottish Information Commissioner
Kinburn Castle
Doubledykes Road
St Andrews
Fife
KY16 9DS

Or via the online appeal service: www.itspublicknowledge.info/Appeal

If you have any queries about this correspondence, please contact:

Information Governance Team
Maryfield House
30 Mains Loan
Dundee
DD4 7BT

Telephone - 01382 424436
E-mail: informationgovernance.tayside@nhs.net

Information Governance
NHS Tayside
21 January 2019