

Freedom of Information (Scotland) Act 2002
Environmental Information (Scotland) Regulations 2004

Date received	05/07/2022	Subject	Salaries	
Date passed	06/07/2022	Respond by	26/07/2022	
Passed to	HR Finance	FOI number	2022-245	
Category of information requested	Financial Management - Payroll & Pensions Workforce - Management of Employees			

Question/s to be answered

1. In this health board:

a. During the 2022/23 financial year, what are the salaries of the top five earners?

In accordance with FOISA s 17(1), NHS Shetland confirms that it does not hold the information requested.

It is not possible to provide an answer relating to a financial year that is incomplete.

b. Please also provide the salaries of the top five earners in each of the preceding 10 years, including the financial year 2012/13.

Financial year	Earnings of top 5 earners (1k bands)	Male or female?
2012-13	£161,000.00	M
	£147,000.00	F
	£146,000.00	F
	£135,000.00	M
	£128,000.00	M
2013-14	£162,000.00	M
	£146,000.00	F
	£144,000.00	F
	£136,000.00	M
	£135,000.00	M
2014-15	£164,000.00	M
	£153,000.00	F
	£137,000.00	M
	£137,000.00	M
	£133,000.00	M
2015-16	£172,000.00	M
	£154,000.00	F

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Financial year	Earnings of top 5 earners (1k bands)	Male or female?
	£154,000.00	F
	£145,000.00	M
	£126,000.00	M
2016-17	£186,000.00	M
	£155,000.00	F
	£147,000.00	M
	£140,000.00	M
	£139,000.00	M
2017-18	£156,000.00	F
	£156,000.00	M
	£149,000.00	M
	£132,000.00	M
	£132,000.00	M
2018-19	£189,000.00	M
	£161,000.00	M
	£159,000.00	M
	£151,000.00	M
	£148,000.00	M
2019-20	£227,000.00	M
	£172,000.00	M
	£162,000.00	F
	£161,000.00	M
	£157,000.00	M
2020-21	£266,000.00	M
	£264,000.00	M
	£214,000.00	M
	£194,000.00	M
	£185,000.00	M
2021-22	£355,000.00	M
	£269,000.00	M
	£256,000.00	F
	£247,000.00	M
	£224,000.00	M

c. In each financial year specified, please outline the job titles of those in receipt of the five highest salaries.

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In accordance with FOISA s 16(1), NHS Shetland confirms that it holds the information requested but that it is exempt from disclosure under FOISA s 38(1)(b) as read with s (38)(2A) as the information constitutes personal data and disclosure would breach the confidentiality of the data subjects.

The small size of NHS Shetland means that disclosing this information would identify individuals.

- d. Please also outline if the role-holder was male or female.

Please refer to the table in Q1b

2. In this health board:

- a. During the 2022/23 financial year, how many people receive salaries of £100,000 or more?

In accordance with FOISA s 17(1), NHS Shetland confirms that it does not hold the information requested.

It is not possible to provide an answer relating to a financial year that is incomplete.

- b. Please also provide the number of people receiving salaries of £100,000 or more for each of the preceding 10 years, including the financial year 2012/13.

Financial year	Number of employees earning over £100k	Number female	Number male	Number Clinical	Number Managerial
2012-13	12	4	8	12	0
2013-14	13	4	9	13	0
2014-15	12	3	9	12	0
2015-16	12	4	8	11	1
2016-17	15	3	12	14	1
2017-18	11	3	8	11	0
2018-19	16	4	12	15	1
2019-20	17	4	13	17	0
2020-21	22	8	14	20	2
2021-22	28	12	16	24	4

- c. In each financial year specified, please outline the gender split of those in receipt of salaries of £100,000 or more – please do this in percentage and numerical terms.

Please refer to the table in Q2b

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- d. In each financial year specified, please also outline which of those in receipt of a salary of £100,000 or more are in management roles and which are in clinical roles – please do this in percentage and numerical terms.

Please refer to the table in Q2b

3. In this health board, during the 2022/23 financial year, what benefits are the top five earners entitled to? For example, a parking space, travel expenses, flexible working and private medical insurance etc.

There are no benefits available to the top five earners.

All travel expenses for employees are reimbursed under NHS Terms and Conditions of Service for business travel only.

In addition to the above, you may find it helpful to review the NHS Shetland Annual Reports and Accounts which are published here:

- <https://www.shb.scot.nhs.uk/board/annualreports.asp>

All Annual Reports and Accounts submitted by every NHS Scotland Health Board are permanently retained by the Scottish Parliament and are available centrally in the SPICe library:

- <https://www.parliament.scot/chamber-and-committees/research-prepared-for-parliament/contact-spice>
- collectionsteam@parliament.scot