



Bwrdd Iechyd
Addysgu Powys
Powys Teaching
Health Board

Information Governance Team
Hafren Ward
Bronllys Hospital
Bronllys
Brecon
Powys LD3 0LY
Email: Powys.FOI@wales.nhs.uk
Tel: 01686 252159/01874 442071

Our ref: IG/FOI/23.R.391

21 December 2023

Sent via email to: [REDACTED]

Dear [REDACTED]

Request under the Freedom of Information Act 2000

I write further to your request for information which was received on 10 November 2023 and subsequent clarification received on 24 November 2023, to confirm, in accordance with S.1(1)(a) of the Freedom of Information Act 2000, that Powys Teaching Health Board (PTHB) does hold the information that you require.

For ease of reference your request is set out below and our response follows:

Your Freedom of Information (FOI) Request:

This is an information request relating to how many NHS trust full time non clinical staff are earning over £50,000. Please include the following information for each of the following financial years; 2020-21, 2021-22, 2022-23:

Q1 The total number of full-time non-clinical employees that are in pay band 8a or above at the Trust.

Q2 A breakdown of full-time non-clinical employees by NHS pay bands over 8a

Q3 For the most senior staff within pay band 9 and above:

Q4 The employee's name, if possible

Q5 The employee's job title

Q6 The employee's FTE earnings

Q7 Salary calculation to use full time equal (FTE) figures and a note of where a listed member of staff is not working full time.

Pencadlys
Tŷ Glasbury, Ysbyty Bronllys,
Aberhonddu, Powys LD3 0LU
Ffôn: 01874 711661



Headquarters
Glasbury House, Bronllys Hospital
Brecon, Powys LD3 0LU
Tel: 01874 711661

Rydym yn croesawu gohebiaeth Gymraeg
Bwrdd Iechyd Addysgu Powys yw enw gweithredd Bwrdd Iechyd Lleol
Addysgu Powys



We welcome correspondence in Welsh
Powys Teaching Health Board is the operational name of
Powys Teaching Local Health Board

Clarification request:

Please can you provide further information regarding the questions below.

Q3 For the most senior staff within pay band 9 and above:

Q7 Salary calculation to use full time equal (FTE) figures and a note of where a listed member of staff is not working full time.

Clarification received:

We are looking for FTE information on all non-clinical staff who are band 8a or above.

Powys Response:

Q1 Please see below which has been taken as of 31st March for each financial year and includes Community Health Councils and Health Care Research Wales which are hosted by Powys Teaching Health Board (PTHB).

- 2021 – 66
- 2022 – 71
- 2023 – 75

Q2, 3 and 5 Please see the table below for the breakdown of full time non clinical employees by NHS pay bands over 8a:

Pay Scale Description	Position Title	2021	2022	2023
Band 8A	Approvals Operations Manager	1	1	1
	Capital Programme Manager	1	2	1
	Change Manager - Wellbeing North Locality	1	1	0
	Cyber Security Compliance Manager	0	1	0
	Digital Change Manager	0	0	1
	Digital Transformation Programme Manager	0	1	1
	Head of Information Governance, Records & Data Protection	0	0	1
	Head of Organisational Development	1	1	1
	Head of Primary Care - Contracting	0	0	1
	Head of Primary Care - Development & Support	0	1	1
	IT Service Delivery Manager	0	0	1
	Macmillan Programme Lead - Macmillan Improving Cancer Journe	0	1	0
	Mental Health Partnership and Project Manager	1	0	0
	NISCHR Senior Public Involvement & Engagement Manager	0	1	1
	Performance Manager	1	1	1
	PHD Planning Manager Civil Contingencies	1	1	1
	Principal Finance Manager (PFM) (Transformation & Reporting)	1	1	0

	Principal Public Health Practitioner	0	0	1
	Programme Manager	1	0	0
	Putting Things Right Manager	1	0	0
	Research, Innovation & Improvement Manager	1	1	1
	Resourcing & Operations Manager	0	0	1
	Senior Business Partner	0	1	1
	Senior Communication and Engagement Manager	1	1	2
	Senior Information Services Manager	1	1	1
	Senior Nosocomial Covid-19 Investigations Manager	0	0	1
	Senior Primary Care Manager	1	0	0
	Senior Research Funding, Performance & Portfolio Manager	1	1	1
	Senior Research Performance	1	1	1
	Transformation Programme Manager	2	4	4
	WOD Head of Corporate HR Practice and Development	1	0	0
	Workforce Planning Manager	1	1	0
Band 8A Total		20	24	26
Band 8B	CHC Aneurin Bevan Chief Officer	1	2	1
	CHC Betsi Cadwaladr Chief Officer	1	1	1
	CHC Board Chief Officer	1	0	0
	CHC Cardiff & Vale Chief Officer	1	1	1
	CHC Chief Officer	1	1	1
	CHC Cwm Taf Chief Officer	1	1	1
	CHC Hywel Dda Chief Officer	1	1	1
	CHC Powys Chief Officer	1	1	1
	FID Head of Financial Services	1	1	1
	Finance Business Partner	3	2	3
	Head of Capital	0	1	1
	Head of Commissioning	1	1	0
	Head of Data Architecture and Intelligence	0	0	1
	Head of Estates	1	1	1
	Head of Facilities & Support Services	1	0	0
	Head of Finance - CHC	0	0	1
	Head of Infrastructure and Cyber Security	0	0	1
	Head of Mental Health Operations	0	1	1
	Head of Performance (Commissioning)	1	0	0
	Head of Technical Services	1	1	1
	Head of Workforce	0	1	1
	Operational Manager Mental Health	1	0	0
	PLD Head of Information	1	1	0
	Research Funding, Approvals and Performance Lead	1	1	0

	Senior Capital Programme/Projects manager	1	0	0
	Senior Manager: Planned Care	0	1	1
Band 8B Total		21	20	20
Band 8C	Assistant Director - Digital Transformation and Informatic	1	1	0
	Assistant Director of Commissioning Development	1	0	0
	Assistant Director of Communications and Engagement	1	0	1
	Assistant Director of Finance	0	1	1
	Assistant Director of Improvement and Innovation	0	1	1
	Assistant Director of Modernisation and Development	1	1	1
	Assistant Director of Planning	1	1	1
	Assistant Director of Quality & Safety	1	1	1
	Asst Director of Transformation & Value	0	1	1
	Communication and Engagement Manager	1	1	1
	ESR Transformation Engagement Lead - Secondment	0	0	1
	Research Engagement Lead	1	1	1
Band 8C Total		8	9	10
Band 8D	Assistant Director - Digital Transformation and Informatics	0	0	1
	Assistant Director - Mental Health Services	0	0	1
	Assistant Director of Community Services	1	0	1
	Assistant Director of Performance & Commissioning	0	1	0
	Assistant Director of Primary Care Services	1	1	1
	Assistant Director of Support Services	1	1	1
	Assistant Director of Women and Children	0	1	1
	Deputy Director of Corporate Business	0	1	1
	Deputy Director of Finance	1	1	1
	Deputy Director of WOD	1	1	1
	Head of the Support Centre	1	1	1
	Programme Director TTP & Mass Vaccination	1	1	0
Band 8D Total		7	9	10
Band 9	Associate Director of Capital, Estates & Property	1	1	1

	Director of Environment	0	1	1
	National Director of Support & Delivery	1	1	1
Band 9 Total		2	3	3
WQ00	Board Secretary	1	0	1
	CEO Chief Executive	1	1	1
	Chief Executive for Board of CHCs in Wales	1	1	0
	Director of Finance	1	1	1
	Director of Planning	1	1	1
	Director of Primary Community Care & Deputy CEO	1	0	1
	Director of Therapies and Health Sciences	1	1	1
	Director of Workforce, OD and Support Services	1	1	0
WQ00 Total		8	6	6
Grand Total		66	71	75

Q4 The Health Board is withholding the name and contact details of the members of staff whose job may fit the title apart from members of our Executive Team whose information is readily available on the health board's public facing website [Board Members - Powys Teaching Health Board \(nhs.wales\)](#) This decision has been made as it is not within the expectations of the individual that their personal data would be put into the public domain. This information is classed as personal data of third parties and is therefore being withheld in accordance with section 40 (2) of the Freedom of Information Act 2000 (the Act) by virtue of section 40 (3) (a) (i) of the Act which permits a public authority to withhold personal data other than the requester's where the disclosure would breach a Data Protection Principle.

The Data Protection Act 2018 (DPA) / General Data Protection Regulation (GDPR) defines personal data as data which relates to a living individual who can be identified solely from that data or from that data and other information which is in the possession of the data controller.

Q6 Powys Teaching Health Board (PTHB) is not able to provide the details requested. To provide such detailed information would render the individuals identifiable and as such we have applied exemption Section 40(2) relating to Personal Information of the Freedom of Information Act 2000. This information is protected by the Data Protection Act 2018/General Data Protection Regulation 2016, as its disclosure would constitute unfair and unlawful processing set out in Principle 1 Article 5 (1) (a). This exemption is absolute and therefore, there is no requirement to apply the public interest test.

However, under Section 16 of the FOIA under the duty of a public authority to provide advice and assistance below are links to information on salaries and pay bands:

[Agenda for change - pay rates | Health Careers](#)

Q7 Please see the table below based on a salary calculation to use full time equal (FTE) figures and a note of where a listed member of staff is not working full time:

Pay Band	2021		
	Headcount Full Time	Average Salary	Headcount Part Time
Band 8A	20	£47,823	5
Band 8B	21	£58,215	2
Band 8C	8	£72,425	0
Band 8D	7	£82,680	3
Band 9	2	£97,966	0
WQ00	8	£112,549	1

Pay Band	2022		
	Headcount Full Time	Average Salary	Headcount Part Time
Band 8A	24	£49,157	5
Band 8B	20	£60,223	3
Band 8C	9	£72,471	3
Band 8D	9	£86,322	0
Band 9	3	£103,295	0
WQ00	6	£116,487	1

Pay Band	2023		
	Headcount Full Time	Average Salary	Headcount Part Time
Band 8A	26	£50,673	7
Band 8B	20	£61,162	4
Band 8C	10	£75,324	0
Band 8D	10	£89,451	1
Band 9	3	£106,265	0
WQ00	6	£127,375	4

Should you need any further assistance, please do not hesitate to contact me at the address below.

If you are dissatisfied, with the way your request has been dealt with by PTHB, you have the right to request a review in which case you should write to:

Chief Executive
Powys Teaching Health Board Headquarters
Glasbury House
Bronllys Hospital
Bronllys
Brecon
Powys LD3 0LY

If you are still dissatisfied at the end of the review, you may complain to the Information Commissioner, who can be contacted at the following address:

Information Commissioner's Office - Wales
2nd Floor,
Churchill House,
Churchill Way,
Cardiff, CF10 2HH
Tel: 029 2067 8400 Fax 029 2067 8399
www.ico.org.uk twitter.com/iconews

Rydym yn croesawu derbyn gohebiaeth yng Nghymraeg. Byddwn yn ateb y fath ohebiaeth yng Nghymraeg ac ni fydd hyn yn arwain at oedi. We welcome receiving correspondence in Welsh. We will reply to such correspondence in Welsh and this will not lead to a delay.

Yours sincerely



Debra Wood-Lawson
Director of Workforce & Organisation Development