

Date: 06/06/2018

FREEDOM OF INFORMATION REQUEST FOI/014165 – Internal bank staff

Request:

Average hourly rates paid (excluding NI and Pension) for Non-medical/non-clinical (NMNC) internal bank staff for 2017/18 to include day rates, night rates, Saturday rates, Sunday and Bank Holiday rates for Bands 1 – 9 and Medical and Dental Core Rates and Unsocial rates for Consultants, staff grade ST1 – ST3 and FY1 – FY2 and Associate Specialist grades.

Response:

This information is exempt in line with S.43(2) –Commercial Interests.

S.43(2) is a qualified, prejudice based exemption and as such there is a requirement to evidence the harm the disclosure would cause, and balance the public interest in the disclosure.

The Trust considers that the disclosure would prejudice its commercial interests.

Recruitment is a highly commercial, highly competitive industry, and as such the sensitivity of this pricing information and disclosure of the information would weaken the Trust's bargaining position which could result in a reduction in use of our bank as a consequence.

The Trust recognises that disclosure would provide transparency and accountability regarding the terms of our internal bank staff arrangements and would contribute to public debate regarding spend within the NHS; which is subject to significant public debate and media attention. However the disclosure of the current costs could potentially allow competitors to undercut us.

When balancing the public interest, the Trust has to consider whether the information should be released into the public domain. Arguments need to be weighed against each other.

The most persuasive reason for disclosing the information is the opportunity for the public to scrutinise our contract terms. This allows the public to scrutinise and understand our bank staff spend.

The most persuasive reason for withholding the information is that disclosure would severely hinder our ability to recruit bank staff at a cost-effective rate.

Taking into consideration the arguments outlined above, the weighting is in favour of non-disclosure.

Therefore, the requested information is exempt and in accordance with S.17 of the Freedom of Information Act (2000), this response acts as a Refusal Notice