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Bwrdd Iechyd Prifysgol
Caerdydd a'r Fro
Cardiff and Vale
University Health Board

Freedom of Information Act 2000 - Request Reference Fol/21/521
Employee Salary Information

Information Requested:

1) Between 1st November 2020 and 31st October 2021, what were the top three / most expensive hourly rates (including all cost elements i.e. pay, agency fee, NI, PAYE taxes, VAT and any associated managed service / master vendor fee) paid for agency doctors working at each of the following grades?

- Please respond to question one by populating the template below as per the example.
- Please clarify the Specialty for which each of the rates was paid as shown.

Grade	Highest		Second highest		Third highest	
	Specialty	Hourly rate	Specialty	Hourly rate	Specialty	Hourly rate
Consultant	Adolescent/Child Psychiatry	£133.03	Neurology (Paeds)	£127.85	General Medicine	£127.34
ST4-ST8	N/A	N/A	N/A	N/A	N/A	N/A
ST1-ST3	Accident & Emergency	£118.80	Anaesthetics	£113.92	Anaesthetics	£113.79
Example	Cardiology	£100	Acute Med	£90	Psych	£80



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2) Since 1st November 2020, what are the bottom three / least expensive hourly rates (including all cost elements i.e. pay, agency fee, NI, PAYE taxes, VAT and any associated managed service / master vendor fee) paid for agency doctors working at each of the following grades?

- Please respond to question one by populating the template below as per the example.
- Please clarify the Specialty for which each of the rates was paid as shown.

Grade	Lowest		Second lowest		Third lowest	
	Specialty	Hourly rate	Specialty	Hourly rate	Specialty	Hourly rate
Consultant	General Medicine	£85.95	Accident & Emergency	£97.22	Adolescent/Child Psychiatry	£97.22
ST4-ST8	N/A	N/A	N/A	N/A	N/A	N/A
ST1-ST3	Adult Psychiatry	£36.12	General Surgery	£45.76	General Medicine	£49.78
Example	Cardiology	£100	Acute Med	£90	Psych	£80

3) For each of the “job titles” (Grade / Specialty) mention in your response to questions 1 and 2, please disclose the average hourly rate paid for agency doctors of the same Grade and Specialty between 1st November 2020 and 31st October 2021.

- There should be a maximum of 18 unique “job titles” in the tables above; please use the template below as per the example given at the bottom.

Job Title	Grade / Specialty	Average hourly rate	Number of individual doctors worked
1			



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Example	Consultant / Psychiatry	£82.40	4



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After considering your request, the UHB believes that Section 40 of the Freedom of Information Act 2000 applies. Due to the low numbers of individuals involved (5 or less), the UHB believes that, when considered with other information already available within the public domain, disclosure would result in the risk of individuals becoming identifiable. The data requested is classed as personal data as defined under the General Data Protection Regulation (GDPR) and Data Protection Act 2018 and its disclosure would be contrary to the data protection principles and constitute unfair and unlawful processing in regard to Articles 5, 6, and 9 of GDPR. We are therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This exemption is absolute and therefore there is no requirement to apply the public interest test.



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