

18 July 2016

Wellington House
133-155 Waterloo Road
London SE1 8UG

T: 020 3747 0000
E: nhsi.enquiries@nhs.net
W: improvement.nhs.uk

By email

Dear [REDACTED]

Request under the Freedom of Information Act 2000 (the “FOI Act”)

I refer to your email of **22 June 2016** in which you requested information under the FOI Act. You provided clarity on your request on 29 June and 4 July 2016. Since 1 April 2016, Monitor and the NHS Trust Development Authority are operating as an integrated organisation known as NHS Improvement. For the purposes of this decision, NHS Improvement means Monitor.

Your request

You made the following request:

- 1. Please disclose the mean earnings for male employees and the mean earnings for female employees for the most recent year for which you have figures and please state which year;*
- 2. Please disclose the median earnings for male employees and the median earnings for female employees for the most recent year for which you have figures and please state which year;*
- 3. Please disclose the number of male employees by quartile salary bands and the number of female employees by quartile salary bands.*
- 4. If within the limits allowable under the FOIA please also provide the respective figures for questions 1-3 for the preceding 12 month period.*

The numbering has been inserted by NHS Improvement for ease of reference.

Regarding the scope of your request, you clarified on 29 June that it relates to employees of Monitor only, that “quartile salary bands” refers to numbers of males and females in each salary band, that information should be provided by financial year and that you request an average across the year; and on 4 July you clarified that data should relate to salary data rather than actual earnings.

Decision

NHS Improvement holds the information that you have requested and has decided to release all of the information that it holds.

The first table below addresses questions 1-3 of your request, based on data provided for the 2015/16 financial year on 31 March 2016, the last day of that financial year. The second table provides a response to question 4 of your request, namely data provided on 31 March 2015, broken down in the same way, for the 2014/15 financial year.

2015/2016	Male	Female	Notes
Mean	70321	57435	Average salary of employees by gender on 31 March 2016
Median	65650	56560	Median salary of employees by gender on 31 March 2016
No. per quartile 1	66	123	No. of employees by gender earning £0 - £50k on 31 March 2016
No. per quartile 2	181	168	No. of employees by gender earning £50001 - £100k on 31 March 2016
No. per quartile 3	23	14	No. of employees by gender earning £100001 - £150k on 31 March 2016
No. per quartile 4	4	0	No. of employees by gender earning £150001 - £200k on 31 March 2016

2014/2015	Male	Female	Notes
Mean	70051	58354	Average salary of employees by gender on 31 March 2015
Median	65000	56000	Median salary of employees by gender on 31 March 2015
No. per quartile 1	34	75	No. of employees by gender earning £0 - £50k on 31 March 2015
No. per quartile 2	111	118	No. of employees by gender earning £50001 - £100k on 31 March 2015
No. per quartile 3	12	8	No. of employees by gender earning £100001 - £150k on 31 March 2015

No. per quartile 4	3	0	No. of employees by gender earning £150001 - £200k on 31 March 2015
--------------------	---	---	---

Review rights

If you consider that your request for information has not been properly handled or if you are otherwise dissatisfied with the outcome of your request, you can try to resolve this informally with the person who dealt with your request. If you remain dissatisfied, you may seek an internal review within NHS Improvement of the issue or the decision. A senior member of NHS Improvement's staff, who has not previously been involved with your request, will undertake that review.

If you are dissatisfied with the outcome of any internal review, you may complain to the Information Commissioner for a decision on whether your request for information has been dealt with in accordance with the FOI Act.

A request for an internal review should be submitted in writing to FOI Request Reviews, NHS Improvement, Wellington House, 133-155 Waterloo Road, London SE1 8UG or by email to nhsi.foi@nhs.net.

Publication

Please note that this letter will shortly be published on our website. This is because information disclosed in accordance with the FOI Act is disclosed to the public at large. We will, of course, remove your personal information (e.g. your name and contact details) from the version of the letter published on our website to protect your personal information from general disclosure.

Yours sincerely,



Aidan McCormack
OD Lead, Organisational Transformation