

February 2020
 FOI_4269

The following information was requested on 22 January 2020:

I would like to make a Freedom of Information Request to see the salaries of ALL CNST case managers (BANDs 7 & 8) together with details of whether they are male or female, how long they have worked for the organisation, what their experience was prior to joining the organisation and what their starting salary was.

Our Response

Please see the information we are able to provide below without breaching the GDPR requirements:

Band 7 and 8a Case Managers					
Salary Range	Female staff	Male Staff	Grand Total	Length of service range*	Starting Salary
£37,570 – 38,765	23	8	31	less than 1 year - 10 years	Withheld [see below]
£40,092 - 43,772	16	8	24	1 year - 17 years	As above
£44, 606 – 50, 819	13	5	18	2 years - 20 years	As above
Grand Total	52	21	73		As above

*With regard to length of service, please note this does not necessarily mean they have spent this duration in the same role or pay band.

We are unable to provide information regarding the following parts of your request to the extent that it is held, namely: *how long they have worked for the organisation, what their experience was prior to joining the organisation and what their starting salary was?*

We believe that disclosure of information with this level of granularity is exempt under Section 40(2) by virtue of section 40(3)(a)(i) of the Freedom of Information Act, where disclosure to a member of the public would contravene one or more of the data protection principles. The data protection principles are set out in Article 5 of the General Data Protection Regulation. We take

the view that it would not be fair or lawful (given the sensitive and confidential nature of the information held) to disclose such information, and any disclosure would therefore contravene the first data protection principle.

In some instances the low numbers involved (fewer than 5) in each category, the likelihood exists that individuals who are the subject of this information may be identified either from this information alone, or in combination with other available information. NHS Resolution believes it has a greater responsibility to protect individual's identities, as disclosure could potentially cause damage and/or distress to those involved. You should still be able to see aggregate/total details for higher level fields containing this data.

This concludes our response to your request.

If you are not satisfied with the service that you have received in response to your information request, it is open to you to make a complaint and request a formal review of our decisions. If you choose to do this, you should write to [Tinku Mitra](#), Head of Corporate and Information Governance for NHS Resolution, within 28 days of your receipt of this reply. Reviews of decisions made in relation to information requests are carried out by a person who was not involved in the original decision-making about the request.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a review of the decision. Generally, the Information Commissioner will not make a decision unless you have exhausted the local complaints procedure. The address of the Information Commissioner's Office is:

Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF