

Reference Number: FOI202223/073
From: Other
Date: 01 June 2022
Subject: Pay grades of Clinical Perfusionists and gender of each pay grade

Q1 I am sending a freedom of information request to your trust to ask for information on pay grades of Clinical Perfusionists in your trust.

A1

| Band | Number of Staff |
|---------|---|
| Band 7 | Information exempted under Section 40: Personal data. Refer to S40 exemption detail below |
| Band 8a | 9 |
| Band 8b | Information exempted under Section 40: Personal data. Refer to S40 exemption detail below |
| Band 8c | Information exempted under Section 40: Personal data. Refer to S40 exemption detail below 1 |

Q2 I also would like to know if gender of the employee attached to each pay grade. I do not require any personal information about each employee other than the gender, but if you could also include Date of Birth that would help in the research I am undertaking.

A2 Information exempted under Section 40: Personal data. Refer to S40 exemption detail below

Section 40 Exemption:

The Trust is unable to respond to all or specific elements of your request where the response would indicate five or less individuals. The Trust is withholding this information under Section 40 (Personal Information) of the Freedom of Information Act (FOIA) 2000 to reduce the risk of any individuals being identified. The Trust is of the view that disclosure of such information would significantly increase the risk of individuals being identified and as such would constitute a breach of their personal data.

The Trust has applied exemption Section 40(2) of the FOIA and is therefore withholding the information as disclosure which may identify an individual would breach their rights under the Data Protection Act 2018. The grounds for application of this exemption include:

- Any data relating to patients or staff is third party data, furthermore health data is classified as sensitive personal data within the Data Protection Act 2018. As such, Section 40 (2) of the FOIA applies along with the Trusts duty of confidentiality. Therefore under s.2 (3) (f) (ii) of the FOIA, there is an absolute exemption from disclosure on the grounds that it would contravene the First Data Protection Principle.

- The Trust has a duty under the Data Protection Act 2018 and specifically the First Data Protection Principle to ensure personal data regarding staff and patients is processed fairly and lawfully. Disclosure of such data which may identify an individual, either through the data alone or other data in conjunction with that data which may identify an individual would therefore breach this principle.
- The Data Protection Act 2018 defines sensitive personal data to include data relating to the “physical or mental health or condition” of a person. Any such information about specific individuals falls within this category and disclosure of such data including statistical data, with any potential likelihood of identification would breach the Data Protection Act 2018.