

January 2012

Please could you tell me, at your trust:

1. *How many employees (headcount **and** FTE) were/are there in a) 2010/11
b) 2011-12.*

	Head Count	FTE
<i>(a) 2010-11</i>	4468	3744.56
<i>(b) 2011-12?</i>	4543	3812.74

2. *How many employees (headcount **and** FTE) were/are on the Agenda for Change pay framework in a) 2010/11 b) 2011-12.*

	Head Count	FTE
<i>(a) 2010-11</i>	238	188.51
<i>(b) 2011-12?</i>	215	167.93

3. *What was your annual pay bill in 2010-11?*

The Trust's annual pay bill in 2010-11 was £159.8m

4. *What is your budgeted annual pay bill in 2011-12?*

The Trust's budgeted annual pay bill in 2010-11 was £155.6m

5. *From how many employees (headcount) on the Agenda for Change framework were annual pay increments withheld by the trust in (a) 2010-11
(b) so far in 2011-12?*

For the above time periods, no employee on the Agenda for Change pay framework had their annual pay increments withheld by the Trust.

*This only refers to employees who would normally be entitled to an annual increment, ie **not** those who were employed for too short a period to accrue incremental pay.*

6. *For how many of those employees (headcount) who had their pay increments withheld was the reason
(a) a result of the appraisal/Knowledge and Skills Framework process
(b) due to their attendance record
(c) another reason (please state)*

Not applicable, please see our response to question 5 above.

7. *What was the total amount, in £s, of the withheld pay increments in
(a) 2010-11
(b) 2011-12?*

Not applicable, please see our response to question 5 above.