

Question:

REQUEST FOR INFORMATION: FREEDOM OF INFORMATION ACT 2000 RE: SENIOR EXECUTIVE PAY FRAMEWORK, PAY INCENTIVES AND UPLIFTS

Response:

I am writing to advise you that the Department has considered your request and can advise that the documents that you have requested are attached and an index of each document has been provided under Annex A. Exemptions S40 Personal Data and S41 provided in confidence have been applied

1. A copy of the independent review of senior executive pay undertaken during 2023 as referred to in paragraph 2 of HSC 1/2025

These documents can be found at the following link:

[Terms & Conditions \(Senior Executives\) | Department of Health](#)

2. Any business case, report, submission, briefing paper or other documentation provided to the Minister of Health in connection with the approval of the revised senior executive pay arrangements.

This information can be found within attachment's 1, 2, 3, and 4.

3. Any financial modelling undertaken to estimate the cost of introducing the revised senior executive pay structure.

The detailed information used to cost each option is not disclosable as it could lead to identification of individuals, however the overall costing for each option is contained within attachment 4.

4. The total additional annual cost to the HSC arising from the introduction of the revised senior executive pay structure from 1 April 2023.

This information can be found within attachment 4.

5. the total number of senior executives whose remuneration increased as a result of the pay uplift, performance related increases, assimilation, increments and regrading.

- Information can be found within attachment 4.

- 18 Senior Executives' remuneration increased as a result of regrading.

6. Korn Ferry/Hay Group's evaluation, methodology, criteria and reports, or anonymised results.

This information can be found in the published documents at the following link:
[Terms & Conditions \(Senior Executives\) | Department of Health](#)

The Department is not involved in the development or application of the methodology, as it is proprietary to Korn Ferry.

7. The number of posts at each grading level (1+, 2, 3, 4, 5 and 6) and the number of post holders at each salary points

This information can be found in the published documents at the following link:
[Terms & Conditions \(Senior Executives\) | Department of Health](#)

8. Criteria used to approve starting salaries above the minimum, and the number and percentage of appointments made above minimum since 1 April 2023.

The Department does not hold this information- HSC Trusts as employers set the starting salary for appointments.

9. Posts re-evaluated since the framework's introduction, including previous and revised grades and recorded reasons

This information can be found in the published documents at the following link:
[Terms & Conditions \(Senior Executives\) | Department of Health](#)

10. Management allowances awarded since 1 April 2023, including their number, value and percentage of salary.

The Department does not hold this detail. However, some information for this request can be found in the response to AQW 41447/22-27 on the Assembly website, found here:

[Written Questions Search Results](#)

11. Remuneration committee minutes, papers and decisions concerning assimilation, regarding starting salaries and allowances.

The Department does not hold this information.

12. For each year from 2022/23 to 2026/27, the highest paid SPPG Director's salary, scale grade, pay point, salary history and recorded calculation and reasons for changes.

This information can be found within attachment 5.

13. The SPPG chief operating officer's job evaluation, pay scale job description and qualifications

This information can be found within attachment's 5, 6 and 7.

14. Benchmarking against other equivalent NHS posts, and comparisons to Agenda for Change pay.

The Department does not hold any additional information other than that contained in attachment 4.

A copy of the attachments can be requested from WPD

Date response issued: 23/09/2026
Reference Number: DOH/2026-0217