

[REDACTED]
[REDACTED]
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Date: 12 June 2026
Our Ref: FOI2026-3375
Enquiries to: Freedom of Information
Email: psd.foi@nhs.scot

Dear [REDACTED]

Freedom of Information Reference: FOI2026-3375

Thank you for your information request, received by Public Services Delivery Scotland (PSD Scotland), on 22 May 2026.

Your request:

Under the Freedom of Information (Scotland) Act 2002, I would like to request information relating to Foundation Year 1 (FY1) doctors employed within your NHS Board.

I appreciate that some or all of this information may not be centrally held. Where this is the case, I would be grateful if you could confirm this and advise whether another NHS body or department may hold the relevant information.

For the last 5 recruitment years, please provide:

1. *The number of FY1 doctors appointed on a salary/pay point above the standard FY1 entry pay point.*
2. *The broad categories of reasons for these appointments where held, for example:*
 - *recognition of previous NHS service,*
 - *prior Agenda for Change employment,*
 - *salary protection arrangements,*
 - *recruitment and retention considerations,*
 - *prior clinical qualifications or healthcare experience,*
 - *discretionary local arrangements,*
 - *other comparable reasons.*

3. *Copies of any guidance, policies, procedures, or internal documents relating to:*
 - *incremental credit for FY1 doctors,*
 - *recognition of previous NHS earnings or service,*
 - *pay protection,*
 - *or discretion to appoint FY1 doctors above the standard entry pay point.*

4. *Whether previous Agenda for Change earnings or seniority have ever been considered when determining the starting pay point for an FY1 doctor.*

I am requesting anonymised and aggregate information only and do not seek any personally identifiable information.

I wish to advise that under Section 17(1) of the Freedom of Information (Scotland) Act (FOISA) 2002, the information you are seeking is not held by PSD Scotland.

PSD Scotland does not employ Resident Doctors in Training on the Foundation Year programme. You may wish to contact individual NHS Scotland health boards directly to request this information. Contact details for each NHS Scotland health board can be seen at <https://www.scot.nhs.uk/organisations/>.

I trust you will find this information of assistance. If you are dissatisfied with this reply under the terms of the Freedom of Information (Scotland) Act 2002, you should contact us again in writing or by email within 40 days of receipt of this response to request an internal review.

If you remain unhappy with the outcome of that internal review, you have the right to apply directly to the Scottish Information Commissioner for a decision within six months of receiving our response. For further information, please visit the Scottish Information Commissioner's [website](#).

Yours sincerely


PSD Scotland