



**University Hospitals
of North Midlands**
NHS Trust

Ref: FOIA Reference 2018/19-333

Royal Stoke University Hospital
Quality, Safety and Compliance Department
Newcastle Road
Stoke-on-Trent
Staffordshire
ST4 6QG

Date: 11th September 2018

Tel: 01782 676474
Email FOI@uhn.nhs.uk

Dear

I am writing in response to your email dated 30th August 2018 (received into our office 31st August) requesting information under the Freedom of Information Act (2000) regarding HR Effectiveness.

On 31st August 2018 we contacted you via email as we required clarification on the following:
What did you mean by "time to hire".

What are you classing as the start and end points? e.g.

- Do you want to start from the date 'approval to recruit' is confirmed or from the 'advertising start date' (or some other event in the process)?
- Do you want the end time to be 'offer accepted' or 'actual start date'?

On 4th September 2018 you replied via email the following:

"Please calculate this based on the start being the time the vacancy was posted, with the end date being when the offer of employment was confirmed".

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

- Q1 Please find attached a request for information i wish to make under the FOI act. The attached is enquiring into the organisation performance in the following areas:**
- **Staff turnover**
 - **Time to recruit**
 - **Absence**

A1 Please refer to the attached document that you supplied.

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.



Where the Trust owns the copyright in information provided, you may re-use the information in line with the conditions set out in the Open Government Licence v3 which is available at <http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>. Where information was created by third parties, you should contact them directly for permission to re-use the information.

An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 676474.

Yours,



Leah Carlisle
Deputy Head of Quality, Safety & Compliance