



Ref: FOIA Reference 2018/19-416

Date: 2<sup>nd</sup> November 2018

Tel: 01782 676474

Email [FOI@uhn.nhs.uk](mailto:FOI@uhn.nhs.uk)

Dear

I am writing in response to your email dated 15<sup>th</sup> October 2018 requesting information under the Freedom of Information Act (2000) regarding MARS.

As of 1<sup>st</sup> 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 I require information regarding the Mutually Agreed Resignation Scheme (MARS). Under the terms of the Freedom of Information Act, can I please request the following - the number of staff who applied, and then details of each who were successful including their job title and pay out received. This relates to the second MARS that was announced in 2018.**

A1 Please see below:

- 96 Employees applied for MARS by the stated deadline (regarding UHNM's MARS 2018).
- 27 MARS applications were approved by the UHNM MARS panel and NHSI, and eventually
- 23 Employees signed their MARS Settlement Agreement and have since left their employment with UHNM under the MAR Scheme 2018.
- We are unable to provide the information you require in the requested format (on individual payments) as to release this data is confidential to the individual, and would breach the Trusts obligations under Data Protection Act 2018. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the FOI Act. *Personal information*. However, the average individual MARS payment was £ 25,000 (gross)
- Provision of individual Job Titles could lead to the identification of the person(s) involved and thus this information will not be provided as part of this response. (Section 40 exemption as detailed above)
- However, the breakdown of MARS leaver by Agenda for Change band/grade is as follows

Grade / AfC Band	TOTAL (head count)
1	0
2	1
3	3

4	8
5	1
6	3
7	2
8a	2
8b	1
8c	2
8d	0
<b>TOTAL (HC)</b>	<b>23</b>
<b>TOTAL (FTE)</b>	<b>19.71</b>

FTE = full-time equivalent

The following is a breakdown of the leavers by staff group:

- Admin and Clerical: x 20
- Healthcare Scientist: x 1
- Nursing and Midwifery: x 2

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

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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](http://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**