



Ref: FOIA Reference 2020/21-014

Date: 1st June 2020

Email foi@uhnm.nhs.uk

Dear

I am writing in response to your email dated 22nd April 2020 requesting information under the Freedom of Information Act (2000) regarding overtime payments

On our acknowledgment we added the following statement:

The University Hospitals of North Midlands Trust is committed to the Freedom of Information Act 2000.

However, the NHS is facing unprecedented challenges relating to the coronavirus (COVID-19) pandemic at the current time. Understandably, our resources have been diverted to support our front-line colleagues who are working tremendously hard to provide care for our patients, and to those in need of our services.

We strive to be transparent and to work with an open culture. But at this time, whilst care of our patients and the safety of our staff takes precedent, it is likely that responses to some requests for information will be delayed. We apologise for this position in advance, and will endeavour to provide you with as much information as we can, as soon as we are able.

The Information Commissioners Office has recognised the current situation in the NHS.

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 The average amount of overtime pay earned in March 2020 in pounds and pence by NHS consultants in each of the following groups:

- a. **2003 (2004 contract for employers in Scotland) contract consultant with 7 years' service completed**
- b. **2003 (2004 contract for employers in Scotland) contract consultant with 15 years' service completed**
- c. **Pre-2003 (pre-2004 for employers in Scotland) contract level 4 consultant**

A1 UHNM does not pay any Consultant overtime. Please note:
If the Consultants have a separate agreement to work on the bank, then we would pay for the additional bank shifts worked, but this isn't an overtime payment.

Q2 In addition we would also like to know the average performance pay in pounds and pence awarded for 19/20 to consultants in each of the categories under point 1 above. For the avoidance of doubt, performance related pay is intended to include:

- a. Local and national clinical excellence awards
- b. Commitment awards (these apply in Wales)
- c. Distinction awards (these mostly apply in Scotland)
- d. Discretionary Points
- e. Intensity Supplements

If all information cannot be supplied within the timescale/cost of the FOI, then please supply all that can be supplied within it.

A2 Please see below: This includes only Local and National Clinical Excellence Awards (a.)

	AVERAGE
7 Years Completed	1,008.84
15 Years Completed	1,398.65
Pre-2003	1,404.19

*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.

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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.

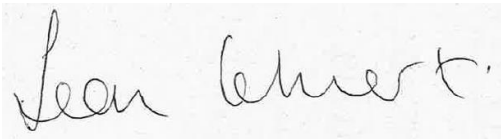
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and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

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.

Yours,



Jean Lehnert
Data, Security & Protection Manager