



**University Hospitals
of North Midlands**
NHS Trust

Royal Stoke University Hospital
Data, Security and Protection
Newcastle Road
Stoke-on-Trent
Staffordshire
ST4 6QG

Ref: FOIA Reference 2023/24-214

Date: 13th July 2023

Email foi@uhn.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 5th July 2023 requesting information under the Freedom of Information Act (2000) regarding the Learning and Development.

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 I am writing to submit a formal request under the Freedom of Information Act 2000 to obtain specific information regarding the Learning and Development (L&D) budgets within your NHS Trust. As an advocate for transparency and accountability in public institutions, I am keen to understand the allocation of L&D budgets to different departments, particularly the availability of L&D resources for middle managers (band 7 –band 8b).

I believe that the information I am requesting is in the public interest, as it contributes to understanding the allocation and utilization of resources within the NHS Trusts. The transparency in these matters ensures accountability and facilitates informed discussions on L&D strategies and their impact on healthcare delivery.

I kindly request that you respond to this request within the statutory timeframe of 20 working days, as stipulated by the Freedom of Information Act 2000. If there is any reason why this deadline cannot be met, please inform me promptly, providing an estimated date for the release of the information.

To assist you in processing my request effectively, I have outlined the details below:

1. Request Details:

- Please provide information on the Learning and Development (L&D) budgets within your NHS Trust, specifically focusing on the allocation of funds to different departments.**



- I kindly request details regarding the L&D budget accessible to middle managers, including the process or criteria for their eligibility.
- Additionally, I am interested in understanding how your Trust determines which L&D programs or initiatives to invest in.
- Information on central training budget allocation broken down by workforce, e.g., medical, nursing, allied health professional, admin, and management.

Timeframe:

Please provide information covering the most recent financial year or the period for which the data is readily available. If possible, specify the dates or financial year that the information encompasses.

A1 The main budget for learning and education comes from NHS England (formerly Health Education England). This is a central pot which funds training doctors, Non medical student placements, medical student placements and local and national projects.

Divisions have historical education budgets to support 'essential to role' and development of staff which covers all Agenda for change etc.

The National CPD funding is for nursing, midwifery and allied health professionals and this is agreed ie priorities by an education group within the Trust. CPD funding/spend for the Trust 2022/23 was £1,366,450.

Apprenticeship Levy supports development of band 7-8s with a particular focus on leadership and management and advanced clinical practice. Apprenticeship levy available to spend 2022/23 £2.4M

To apply for training / education there is a learning and education application form reviewed by the education team and under the guidance of the learning and education policy.

Learning and education requests and approval are linked to divisional needs, personal development and reviewed and signed off by the education team.

Trust wide education projects or divisional education projects are signed off by either the Trust wide education group or divisional senior management and the education lead/s.

Q2 Contact Details for Head of Learning & Development and Chief operation officer:

A2 Craig Wallace*, Associate Director for Learning and Education
COO Role currently vacant- at recruitment stage

Q3 Please provide the name and contact details (email and mobile phone number) of the Head of Learning and Development, and the Chief Operating Officers (or an equivalent position).

A3 Refer to answer 2: Note that the Trust declines to supply you with mobile phone details under section 40 of the FOI Act- *Personal information*. All Trust emails are in the following format: firstname.lastname@uhn.nhs.uk

The exemption which has been relied upon is section 40(2) of the Freedom of Information Act 2000 with regards to the name, job title, telephone number and email address

of the individual and entire Trust employees. The disclosure of this information is subject to balancing the legitimate interest to disclose against the rights of the individuals. Upon balancing these two factors, we have found that the rights of the individual outweigh the legitimate interest to disclose. Therefore, it would be unfair to the data subject if this information is disclosed. The disclosure of the name, job title, telephone number and email address would not add anything further to this request for information. Furthermore, it would be unfair to disclose the name, job title, telephone number and email address of the individual to the general public. The individual would expect a right to privacy. They would only expect that their name, job title, telephone number and email address are disclosed to the relevant people in connection with Trust business and also in relation to the discharge of the responsibilities involved in their post. It would not be reasonable to disclose their name, job title, telephone number and email address to the general public. Furthermore, the release of this information may also lead to a greater number of unsolicited correspondences. The first condition under section 40(3A) has been contravened as it would not be fair to disclose the name, job title, telephone number and email address of the individual. Therefore, the name, job title, telephone number and email address of the Trust organisational chart, has been withheld.

Q4 Organisational structure chart:

Please can you also supply an organisational structure chart of the Trust, with names and job titles clearly displayed, and the hierarchal structure clearly laid out?

A4 As answer 3. Note, some information regarding the Trust structure is freely available on the Internet (Section 21: *freely available*)

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

UHNH 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 671612.

Yours,



Rachel Montinaro
Data Security and Protection Manager - Records