



Ref: FOIA Reference 2023/24-530

Date: 11th January 2024

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 10th September 2023 requesting information under the Freedom of Information Act (2000) regarding managers

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 Under the Freedom of Information Act 2000, I would like to request the following information.

In the questions below, ‘Manager’ or ‘Managers’ refers to any member of staff employed by the trust – on either a permanent, part-time (or other) contract which includes the term ‘Manager’, ‘Director’ or ‘Executive’ in their job title.

If providing any of the pieces of information would exceed the cost limit set out in the Act, I would like you to continue to respond to other pieces of information being asked.

1. How many Managers are currently employed in your Trust? In addition to the total number of Managers employed, please provide a breakdown of the number of Managers employed in each department, unit or ward. If you do not keep this information on record for every unit, or ward, please provide this information for as many as you can in a digital format.

A1 See below:

Supervisor	930
A&E Admin and Clerical Team	6
A&E Education Nursing	1
AAA Vascular Screening	1
Acute Cardiology Ward	1
Acute Medical Rapid Assessment	1
Acute Stroke Ward	2

Admin Team	3
Advanced Nurse Practitioners	4
Alcohol Liaison Nurse Services	1
Ambulatory Emergency Care	2
Anaes & Theatres Mngt	9
Ante-Natal Clinic	1
Asthma (HAZ)	1
ASU Therapy Team	1
Audiology Department	6
Bereavement Department	2
Biochemistry Clin Scientists	3
Bowel Cancer Screening	2
Bowel Care Team	3
Breast Care CNS	1
Cancer Mangmt	7
Cancer Transformation Fund	2
Cardiac Rehab	1
Cardiac Specialist Nurses	2
Cardiology ECG Department	4
Cardiology Ward	1
Cardiothoracic Crit Care Ward	9
Cardiothoracic Surgery Ward	1
Cardiothoracic Theatre	1
Catheter Labs	1
CCN Practice Development Nurse	1
Central Research Team	9
Chaplaincy (Main)	1
Chief Operating Officer (C)	3
Child Health Admin Staff	1
Child Health Complex Care & Respiratory	3
Child Health Cystic Fibrosis Supp	2
Child Health Mngt Team	4
Child Health Outpatients	1
Child Health Spec Nurses	1
Children's Assessment Unit	3
Childrens Intensive Care Unit	3
Childrens Urgent Care	2
Clinical Biochem (CPS)	1
Clinical Bio-chemistry	3
Clinical Coding	7
Clinical Governance	1

Clinical Immunology Department	2
Clinical Technology Dept	9
Comm Rapid Inter Serv (CRIS)	1
Commissioning Department	2
Communications Team	1
Coronary Care Unit	1
County - Satellite Renal Unit	1
County A&E Nursing Team	6
County AMU Nursing	1
County Audiology Department	2
County Bariatric Ward	1
County Building	1
County Car Parking	1
County Chemotherapy Department	1
County Cleaning	2
County Commercial Catering	1
County Elderly Care Ward	1
County Endoscopy Unit	6
County Engineering	5
County General Medicine Ward A	2
County Grounds & Gardens	1
County Gynae Ambulatory Service	1
County HSDU Dept	1
County Metabolic Unit	1
County Midwife Birth Unit	1
County Occupational Therapy	1
County Oral Surgery Clinic	1
County Outpatients Clinic	1
County Plain Film Radiology	1
County Porterage	1
County Pre-assessment Clinic	1
County Ward 12	1
County Ward 14	1
CPM Team	2
Critical Care Management	1
Critical Care PDMS	1
Critical Care Rehab	1
CRN All Specialties	1
CTS Department	2
CWD Management	9
Cystic Fibrosis Adult Service	1

Delivery Suite	1
Dermatology Clinic	2
Dermatology Medical Staff	1
Diabetes Specialist Nurses	1
Dietetics	7
Early Pregnancy Unit	1
EF & PFI Div Management	5
Elderly Care Management	1
Elective Ortho Theatres	1
Elective Orthopaedic Unit	1
Elective Orthopaedics Ward	2
Emergency Med Mgt Dept	9
Endoscopy A&C Workforce	1
ENT Clinic	1
ENT Medical Staff	1
E-rostering	1
Estates Transformation Tm	1
Exec Team	2
Finance Contracts & Planning	1
Financial Accounts Dept	5
Financial Management Dept	10
Fire Safety	2
Frail Elderly Assessment Unit	1
Gastro Specialised Nurses	2
General Med Ward A	2
General Med Ward B	1
General Medicine Management	8
General Medicine Ward 81	1
General Mngt Team	4
General Surgery & CEPOD Theatres	2
General Surgery Management	14
General Theatre (C)	2
Gynae Specialist Nurses	1
Haematology Department	5
Haematology Dept (CPS)	3
Health Library	3
Health & Safety Team	1
Health Records Department	2
Heart Centre Management	10
Heart Failure Department	2
Histology Department	1

HR - Employee Relations	11
IMA - Imaging CT	1
IMA - Imaging MRI	4
IMA - Imaging Perip Rad	1
Imaging Advanced Practitioner	1
Imaging Management	18
Imaging Training Academy	1
Immunology Department	1
Infectious Disease Ward	1
Inflammatory Bowel Disease	1
Information	1
Interstitial Lung Disease	1
Interventional Radiology Dept	2
IT Service Development	32
Litigation and Clinical Risk	2
Lung Cancer	3
Lymphodema Clinic	1
Major Trauma Ward	1
Mammography Department	3
Maternity Assessment Unit	1
Med Phys - Radiol & Nuc Med	4
Medical Director Department	1
Medical Outpatient Clinics	1
Medical Staffing	4
Medical Therapies Dept	1
Medicine Division Mmgt	7
Medicine Night Practitioners	1
Midwife Birth Centre	1
Midwifery Training	3
Mortuary Department	1
Msk Clinic	2
Neck of Femur Ward	1
Neuro Specialist Nurses	1
Neurology Ward	1
Neurophysiology Dept PFI	2
Neurosciences Management	5
Neurosurgery Ward	1
Non Invasive Vent Team (NIV)	1
Nuclear Medicine	1
Nurse Bank / Temp Staff	1
Nurse Education Department	7

Nurse Mngt	9
Nursing / Operations Admin	4
Nutrition Team	1
O&G Admin	6
O&G Clinical Governance	2
Obs & Gynae Mngt Team	7
Obstetrics Specialist Midwives	7
Onc and Haem Management Team	4
Oncology Nursing Team	2
Oncology Ward 201	1
OPHAT Service	1
Ophthalmology Clinic	2
Ophthalmology Med Staff	1
Optometry Dept	1
Oral Surgery Clinic	2
Organisation Dev Managers	5
Orthoptics	1
Outpatients Management & Admin	9
Paeds Play Specialist	1
Pain Management Dept	2
Palliative Care Dept	1
Pathology Admin	1
Pathology Bacteriology	1
Pathology Management	12
Pathology Management (CPS)	1
Pathology Network Support	1
Pathology Phlebotomy	3
Pathology Reception	3
Pathology Reception (CPS)	3
Pathology Trials	1
Patient Experience Team	2
Patient Safety & Clinical Risk	2
Patient Transport	2
Perfusionists	1
PFI Acute Medical Unit	2
PFI Acute Rehab Trauma Unit	1
PFI Clinical Photography	1
Pharmacy Clinical Information	15
Pharmacy Clinical Services	26
Pharmacy Clinical Trials	2
Pharmacy Management	10

Pharmacy Pat Svcs	26
Pharmacy Tech Svcs	15
Phlebotomy Dept (CPS)	2
PMDE Dept	1
Practice Development Nurses	1
Pre-Dialysis	1
Project Management Office	2
Prosthetics	1
QI Academy	2
Quality & Safety Compliance Unit	1
Radiotherapy Nursing	1
Radiotherapy Physics	4
Radiotherapy Radiographer	2
RE OP Estates Capital Team	6
Recovery Theatres	2
Recruitment	3
Renal - Support Services Team	1
Renal Haemodialysis Unit	2
Renal Home Therapies	2
Respiratory Pleural Service	1
Respiratory Ward	1
Resuscitation (AN)	1
Royal Stoke Reception	1
RSUH Chemotherapy Department	1
RSUH Engineering	9
RSUH Gastro Endoscopy Unit	1
RSUH A&E Nursing Team	20
RSUH Cleaning	1
RSUH Community Midwives	5
RSUH HSDU Department	1
RSUH Land and Property	1
RSUH Plain Film Department	2
RSUH Respiratory Medical Teams	1
RSUH Respiratory Physiology Service	5
RSUH Surg Crit Care Unit	11
RSUH Surg Day Ward	2
RSUH Surgical Pre-Assessment	2
RSUH Transport	1
RSUH UTC Service	1
Short Stay Ward	1
Sleep Service	1

Soft FM Management	2
Spec Surg Mgt	6
Specialised Decision Unit	1
Specialised Div Management	9
Specialised Surg Ward	1
Specialist Bed Hires	2
Specialist Medicine Management	9
SSCU	1
Strat & Plan Management	2
Strategic Performance Team	1
Supp Early Discharge Dep	2
Supplies & Procurement Dept	39
Surg Assessment Unit	2
Surg Nurse Practitioners Team	1
Surg Short Stay Ward 102	2
Surg Short Stay Ward 103	1
Surgical Div Management	6
Surgical Outpatients Clinic	1
Surgical Therapies Dept	2
T&O / Neurosurg Spec Nurses	4
T&O /Neurosurg Management	9
Telecommunications Dept	2
Theatres 1-5	1
Theatres 6-10	2
Therapies Management	4
Transformation Management	1
Transplant Support	1
Trauma Theatres	2
Trust Finance	4
UGMS Support Stf	2
UHMN Charity	1
Upper GI / Bariatric Ward 108	1
Upper GI / Bariatric Ward 109	1
Upper GI Surgery	4
Urology and Gynaecology Ward	2
Urology CNS	6
Vascular Surg Ward	4
Vascular Surgery.	1
Vulnerable Adults Team	1
W/force Planning & Info	3
Ward 124 Renal	2

Ward 205	1
Ward 206	1
Ward 216	2
Ward 217	1
Ward 222	2
Ward 233	1
Ward 76A (Elderly Care)	1
Ward 76B (Elderly Care)	1
Ward 78 (Elderly Care)	1
Ward 79 (Elderly Care)	1
Ward 80 (Elderly Care)	1
Waste Management	1
Widening Participation	2
Winter Escalation Ward 75	2
Grand Total	930

Q2 How many managers were fired for gross misconduct in the year ending September 2023? Please redact any personal information.

A2 We are unable to provide the information you require in the requested format as to release this data could lead to the identification of the person(s) involved due to the low numbers involved, 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 as the Trust is committed to openness and transparency we can band the numbers for clinical manager(s) as being between 1-5

This exemption is an absolute exemption and therefore no consideration of the public interest test is needed.

Q3 How many managers were fired on grounds of capability in the year ending September 2023? By capability, I refer to poor performance, rather than ill-health, as set out in section 98(2) in the Employment Rights Act (1996). Please redact any personal information.

A3 None

Q4 Of Managers that are currently employed by the Trust:
 a) How many are below band 8A (according to current Agenda for Change pay rates)?
 b) How many are above band 8A (according to current Agenda for Change pay rates)?
 c) How many are currently on long-term sickness leave?
 d) How many are employed on part time contracts?

A4 See below:

a.

Supervisors	
Above 8A	358
Below 8A	572
Grand Total	930

b.

Supervisor	23
Long Term Sick Leave	23

c.

Supervisors	
Part Time	193

Q5 How many hours of overtime did 'on-call' Managers working in your Accident and Emergency department claim in each Week of July, August and September of 2023?

A5 One manager in ED does on call, on the corporate silver rota. However note, that isn't just for ED.

*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.



**University Hospitals
of North Midlands**
NHS Trust

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.

Yours,

Rachel Montinaro
Data Security and Protection Manager - Records