



Ref: FOIA Reference 2023/24-060

Date: 7th June 2023

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 26th April 2023 requesting information under the Freedom of Information Act (2000) regarding Workforce Information

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 you under the Freedom of Information Act 2000 to request the following workforce information for your Trust for each of the following pay years: 2018/19, 2019/20, 2020/21, 2021/22 and 2022/23:

The consultant workforce expressed in headcount (average of the monthly totals during each year).

A1 See below:

		Headcount by Year					
Staff Group	Job Role	2018	2019	2020	2021	2022	2023
Medical and Dental	Consultant	496	508	532	527	551	550

Q2 The consultant workforce expressed in whole time or full time equivalent (WTE/FTE), where WTE/FTE reflects all programmed activities undertaken by consultants, including additional programmed activities (average of the monthly totals during each year). By programmed activities, we mean the unit used by hospitals to plan consultant work.

For avoidance of doubt, this is different to the FTE figure routinely published in the NHS Digital NHS Workforce Statistics (<https://digital.nhs.uk/data-and-information/publications/statistical/nhs-workforce-statistics>), where individual consultants contributing to that figure can only take up to a value of 1 FTE, even where they are working more than full-time.

A2 See below:

Staff Group	Job Role	FTE by Year					
		2018	2019	2020	2021	2022	2023
Medical and Dental	Consultant	479.3	491.3	513.5	507.8	521.6	521.7
Grand Total		479.3	491.3	513.5	507.8	521.6	521.7

Q3 The total number of all programmed activities (PAs) performed by consultants during each of the stated years.

A3 Not applicable (we do not record worked (delivered) sessions we only have the job planned sessions)

Q4 The total number of additional programmed activities (APA???) performed by consultants during each of the stated years. By additional programmed activities, we mean programmed activities that are additional to those in consultant main contracts (i.e. those above programmed activities above 10 per week, in the case of a full-time consultant).

A4 Not applicable (we do not record worked (delivered) sessions we only have the job planned sessions)

Q5 Total number of programmed activities (PAs) and/or hours of extra contractual work (i.e. excluding APAs, e.g. waiting list initiative activity, additional sessions outside the job plan, etc) performed by consultants during each of the stated years.

A5 I can neither confirm nor deny whether the information you have requested is held by the Trust in its entirety. This is because the information requested in this question is not held centrally, (we would need to run reports by month for additional paid hours which will over the 18 hours allowed by the FOI Act to produce going back to when we went live on the health roster system which doesn't cover the period requested). In order to confirm whether this information is held we would therefore have to individually access all roster records within the Trust and extract the information where it is present. We therefore estimate that complying with your request is exempt under section 12 of the FOI Act: *cost of compliance is excessive*. The section 12 exemption applies when it is estimated a request will take in excess of 18 hours to complete. We estimate that accessing and reviewing all roster records and then extracting relevant information would take longer than the 18 hours allowed for. In addition to the section 12 exemption the Trust is also applying section 14 (1) exemption: *oppressive burden on the authority*

Q6 The total number of programmed activities (PAs) performed by consultants during a.) weekends, b.) weekday evenings, c.) weekday nights, and d.) weekday days during each of the stated years.

For avoidance of doubt, we mean:

- a) weekends: any time on a Saturday or a Sunday
- b) weekday evenings: 7 pm to 11 pm Monday to Friday
- c) weekday nights: 11 pm to 7 am Monday to Friday
- d) weekday days: 7 am to 7 pm Monday to Friday

A6 As answer 5

Q7 The number of consultant vacancies in the Trust expressed in whole time or full time equivalent (WTE/FTE) at the beginning of each of the stated years.

Where it is not possible to provide this information going all the way back to December 2018, please provide the data as far back as is possible.

A7 See below

Staff Group	Job Role	FTE by Year					
		Apr 2018	Apr 2019	Apr 2020	June 2021	Apr 2022	Apr 2023
Medical and Dental	Consultant	55.45	81.2	67.8	56.8	72.49	49.10

*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,



Rachel Montinaro
Data Security and Protection Manager - Records