



Ref: FOIA Reference 2023/24-221

Date: 1st August 2023

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 6th July 2023 requesting information under the Freedom of Information Act (2000) regarding persons rehired.

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 This is a request under the Freedom of Information Act, and I seek information on staff retiring and later being re-hired through the NHS re-employment scheme at your Trust.

Please state the number of persons rehired by your Trust after retiring and accessing their pension under the NHS re-employment scheme in each of the following calendar years:

i) 2018, 2019, 2020, 2021, 2022, 2023

A1 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, but may be recorded in personnel records. In order to confirm whether this information is held we would therefore have to individually access all personnel records within the Trust and extrapolate the information where it is present, which would require making a new report: the FOI Act covers information held by the Trust, and we are not obliged to create new information in order to answer an FOI request. 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 personnel 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*

Q2 For each year, please provide a breakdown of persons rehired under this scheme by job category e.g. Allied health professionals, Nursing and Midwifery etc.

A2 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, but may be recorded in personnel records. In order to confirm whether this information is held we would therefore have to individually access all personnel records within the Trust and extrapolate the information where it is present, which would require making a new report: the FOI Act covers information held by the Trust, and we are not obliged to create new information in order to answer an FOI request. 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 personnel 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*

Q3 For each year, please state the number rehired that were

- a. NHS managers
- b. NHS very senior managers

A3 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, but may be recorded in personnel records. In order to confirm whether this information is held we would therefore have to individually access all personnel records within the Trust and extrapolate the information where it is present, which would require making a new report: the FOI Act covers information held by the Trust, and we are not obliged to create new information in order to answer an FOI request. 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 personnel 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*

*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.

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