



Ref: FOIA Reference 2021/22-504

Date: 22<sup>nd</sup> February 2022

Email [foi@uhn.nhs.uk](mailto:foi@uhn.nhs.uk)

Dear

I am writing to acknowledge receipt of your email dated 7th January 2022 requesting information under the Freedom of Information Act (2000) regarding Dr [REDACTED]

On 19<sup>th</sup> January 2022 we contacted you via email as we required the following clarification: When referring to "Total number of career grade doctors (Non training grade) in the Trust (Q2)", are you including Consultants in their definition of "career grade doctors"?

Our Medical and Dental Staff Group is split between:

1. Consultants
2. Career/staff grades, and
3. Trainee grades/trust grade

On the same day you replied via email with the following:

*'Career grade doctors include the following categories of doctors:*

1. Consultants
2. Associate Specialists
3. Staff grade doctors
4. Speciality doctors
5. Specialist grade doctors
6. Trust grade doctors
7. Trust grade equivalent doctors known by other names'

As of 1<sup>st</sup> 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 Date on which Dr [REDACTED] became the Responsible Officer at UHNM NHS Trust**

A1 1<sup>st</sup> April 2013

**Q2 Total number of career grade doctors (None training grade) in the Trust**

A2 As at 31st December 2021, the Headcount of career grade doctors was 857

**Q3 Number of BME doctors among (2) above**

A3 As at 31st December 2021, the Headcount of career grade doctors who are BAME was 536

**Q4 Number of referrals that Dr [REDACTED] has made to the GMC per year since [REDACTED] became the [REDACTED], listed per year**

A4 The Trust has requested information on referrals from the GMC who supplied the following data sets:

It is the role of the Responsible Officer (RO) to submit referrals to the GMC on behalf of the Trust. It is not necessarily the case that any referrals made were initiated in the first instance by the RO

Referrals to the GMC are made via the “GMC Connect System” using the GMC referral form. As such, referral data is held by the GMC not UHNM

The Trust has requested information on referrals from the GMC who supplied the following data set:

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 of being <5

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

**Data Set 1**

**Complaints with a referred by organisation name recorded as University Hospitals of North Midlands NHS Trust**

**Please note The University Hospitals of North Midlands NHS Trust was created on 1 November 2014.**

Enquiry Year	Referred By Organisation Name	# Complaints
2015	University Hospitals of North Midlands NHS Trust	11
2016	University Hospitals of North Midlands NHS Trust	<5
2017	University Hospitals of North Midlands NHS Trust	<5
2018	University Hospitals of North Midlands NHS Trust	<5
2019	University Hospitals of North Midlands NHS Trust	<5
2020	University Hospitals of North Midlands NHS Trust	<5

	Trust	
2021	University Hospitals of North Midlands NHS Trust	<5

Data sets with low numbers have been summarised as <5 to remove the risk of individuals being identified

**Q5 How many of the referrals under (4) above were from doctors from an ethnic minority background?**

A5 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 of being <5

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

Data Set 2

Complaints with a referred by organisation name recorded as University Hospitals of North Midlands NHS Trust broken down by ethnicity

Please note The University Hospitals of North Midlands NHS Trust was created on 1 November 2014.

Enquiry Year	Referred By Organisation Name	Ethnic Origin - Level 1	# Complaints
2015	University Hospitals of North Midlands NHS Trust	Asian or Asian British	<5
2015	University Hospitals of North Midlands NHS Trust	Other Ethnic Groups	<5
2015	University Hospitals of North Midlands NHS Trust	Unspecified	<5
2015	University Hospitals of North Midlands NHS Trust	White	6
2016	University Hospitals of North Midlands NHS Trust	Other Ethnic Groups	<5
2016	University Hospitals of North Midlands NHS Trust	White	<5
2017	University Hospitals of North Midlands NHS Trust	Asian or Asian British	<5
2018	University Hospitals of North Midlands NHS Trust	White	<5
2019	University Hospitals of North Midlands NHS Trust	Other Ethnic Groups	<5
2019	University Hospitals of North Midlands NHS Trust	Unspecified	<5
2020	University Hospitals of North Midlands NHS Trust	Asian or Asian British	<5

2021	University Hospitals of North Midlands NHS Trust	Asian or Asian British	<5
2021	University Hospitals of North Midlands NHS Trust	White	<5

Data sets with low numbers have been summarised as <5 to remove the risk of individuals being identified

**Q6 Of the doctors under (4) above, how many of them had made protected disclosures?**

A6 This data is not held

**Q7 How many of them from (6) above were from a BME background?**

A7 This data is not held

**Q8 Total number of grievance and disciplinary investigations Dr Nick Coleman has initiated since he became the responsible officer**

A8 This data is not held: Records are referenced under the name of the relevant staff member and appointed investigating officer, not the name of the person who instigated the matter.

**Q9 How many investigations under (8) above were on doctors from an ethnic minority background?**

A9 This data is not held: Records are referenced under the name of the relevant staff member and appointed investigating officer, not the name of the person who instigated the matter.

**Q10 Of the doctors under (8) above, how many of them had made protected disclosures?**

A10 This data is not held: Records are referenced under the name of the relevant staff member and appointed investigating officer, not the name of the person who instigated the matter.

**Q11 Of the doctors under (10) above, how many of them were from a BME background?**

A11 This data is not held: Records are held under the name of the staff member and appointed investigating officer, not the name of the person who instigated the matter.

**Q12 Ethnic makeup of your Executive Directors**

A12 I can confirm that the Trust holds information regarding this question, but feel this information is exempt under section 21: *information reasonably accessible by other means*. This is because the information is available via the Trust's public website at the following link:

Data is available in the Annual Report published at:

<https://www.uhnm.nhs.uk/media/5541/2020-21-annual-report-and-accounts.pdf>

<https://www.uhnm.nhs.uk/about-us/our-board/ann-marie-riley-chief-nurse/>

<https://www.uhnm.nhs.uk/about-us/our-board/shaista-gohir-obe-non-executive-director/>

<https://www.uhnm.nhs.uk/about-us/our-board/>

**Q13 Ethnic makeup of your Non-Executive Directors**

A13 I can confirm that the Trust holds information regarding this question, but feel this information is exempt under section 21: information reasonably accessible by other means. This is because the information is available via the Trust's public website at the following link:

Data is available in the Annual Report published at:

<https://www.uhnm.nhs.uk/media/5541/2020-21-annual-report-and-accounts.pdf>

<https://www.uhnm.nhs.uk/about-us/our-board/ann-marie-riley-chief-nurse/>

<https://www.uhnm.nhs.uk/about-us/our-board/shaista-gohir-obe-non-executive-director/>

<https://www.uhnm.nhs.uk/about-us/our-board/>

\*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.

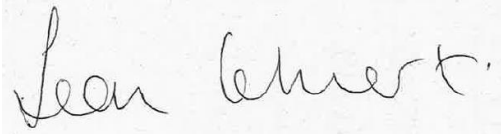
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and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

A handwritten signature in black ink on a light grey background. The signature reads "Jean Lehnert" in a cursive script.

Jean Lehnert  
**Data, Security & Protection Manager**