



Ref: FOIA Reference 2024/25-646

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

Date: 21st January 2025

Email foi@uhnm.nhs.uk

Dear Sir/madam

I am writing to acknowledge receipt of your email dated 19th December 2024 requesting information under the Freedom of Information Act (2000) regarding training

Q1 I hope this email finds you well, I am a third-year nursing student currently conducting research for my academic pieces. I am emailing you under the Freedom of Information Act in regard to the costings of mandatory and statutory training on the Trust or even so nationally. If you could provide me with any information regarding the costs or point me towards the department that would hold such information it would be appreciated.

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, please see below for our rationale.

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 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*

Rationale.

Estimating the cost of statutory and mandatory training is difficult due to the following factors:

Absorption into Salaries:

The majority of training costs are absorbed within staff salaries. For instance, eLearning materials are often developed by colleagues as part of their roles or provided free of charge nationally.

Subject Matter Experts (SMEs):

For face-to-face training, costs are linked to SMEs' time spent on material development, delivery, and maintenance of resources. However, this information is not centrally tracked in our Learning Management System (LMS) and would require data collection from individual departments.

Resource Costs:

Handouts, printing, and physical resources such as resuscitation mannequins incur costs, which are absorbed into departmental budgets.

Training Variability:

- **Subjects:** Training requirements vary by staff group, role, and duties.
- **Completion Time:** eLearning durations differ by individual.
- **Renewal Frequency:** Some subjects require annual renewal, while others are less frequent or not renewed.

Given these variables, calculating overall expenditure would require significant effort and may not yield an accurate result. we would recommend that you ask about specific subjects and if necessary, the specific department(s).

*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.

Yours,



Leah Carlisle
Head of Data, Security & Protection and Health Records
Data Protection Officer