



Ref: FOIA Reference 2021/22-543

Date: 17th February 2022

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 28th January 2022 requesting information under the Freedom of Information Act (2000) regarding Roles and Banding.

The University Hospitals of North Midlands Trust is committed to the Freedom of Information Act 2000.

However, the NHS is facing unprecedented challenges relating to the coronavirus (COVID-19) pandemic at the current time. Understandably, our resources have been diverted to support our front-line colleagues who are working tremendously hard to provide care for our patients, and to those in need of our services.

We strive to be transparent and to work with an open culture. But at this time, whilst care of our patients and the safety of our staff takes precedent, it is likely that responses to some requests for information will be delayed. We apologise for this position in advance, and will endeavour to provide you with as much information as we can, as soon as we are able.

The Information Commissioners Office has recognised the current situation in the NHS.

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 How many Trust Executives do you have within the Trust?

A1 I can confirm that the Trust holds information regarding Trust Executives, 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: <https://www.uhnm.nhs.uk/media/5541/2020-21-annual-report-and-accounts.pdf>

Q2 A list of the Trust Executive level roles, with their banding

A2 I can confirm that the Trust holds information regarding Trust Executives, 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: <https://www.uhnm.nhs.uk/media/5541/2020-21-annual-report-and-accounts.pdf>

Q3 Which is the highest-earning role within the Trust?

A3 I can confirm that the Trust holds information regarding Trust Executives, 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: <https://www.uhnm.nhs.uk/media/5541/2020-21-annual-report-and-accounts.pdf>

However: We are unable to provide the *detailed* information you require in the requested format as to release this data could lead to the identification of the person involved due to the low number 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*.

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

Q4 How many different nursing roles do you have within the Trust?

A4 There are 12 Job Roles within the 'Registered Nursing and Midwifery' staff group

Q5 A list of all the nursing roles, with their banding

A5 List of Registered Nursing Job Roles by Pay Band: see table below:

Payscale	Job Role
Manager	Director of Nursing
Non Review Body Band 5	Staff Nurse
Non Review Body Band 7	Sister/Charge Nurse Staff Nurse
Non Review Body Band 8 - Range A	Modern Matron Specialist Nurse Practitioner
Review Body Band 5	Midwife Sister/Charge Nurse Specialist Nurse Practitioner Staff Nurse
Review Body Band 6	Midwife Midwife - Specialist Practitioner Nurse Manager Sister/Charge Nurse Specialist Nurse Practitioner Staff Nurse
Review Body Band 7	Advanced Practitioner Midwife Midwife - Manager Midwife - Specialist Practitioner Modern Matron Nurse Manager Sister/Charge Nurse Specialist Nurse Practitioner Staff Nurse
Review Body Band 8 - Range A	Modern Matron Nurse Manager Specialist Nurse Practitioner Staff Nurse
Review Body Band 8 - Range B	Midwife - Consultant Modern Matron Nurse Consultant Nurse Manager Specialist Nurse Practitioner
Review Body Band 8 - Range C	Nurse Manager
Review Body Band 8 - Range D	Director of Nursing Midwife - Manager Nurse Manager
Review Body Band 9	Nurse Manager

*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.

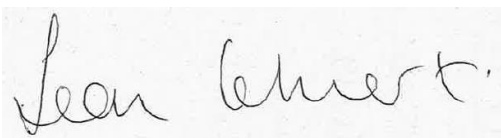
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and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



Jean Lehnert
Data, Security & Protection Manager