



Ref: FOIA Reference 2024/25-673

Date: 27<sup>th</sup> January 2025

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

Dear Sir/Madam

I am writing to acknowledge receipt of your email 8th January 2025 requesting information under the Freedom of Information Act (2000) regarding Leadership and management training

**Q1 I would like to request the following information under the Freedom of Information Act 2000:**

- How many senior managers have taken part in leadership and management training in your Trust over the last five years?
- How much has been spent on leadership and management training for senior managers, in terms of total cost, and as a proportion of your overall budget, over the last five years?

Financial Year	Total number of senior managers employed	Total number of senior managers who have taken part in leadership and management training	Total cost of leadership and management training for senior managers (in £)	Total cost of leadership and management training for senior managers as a proportion of the Trust's overall budget
2024-25 (year to date)				
2023-24				
2022-23				
2021-22				
2020-21				

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*

Please see our rationale below:

Data provided in the table below was extracted from our central Learning Management System on 20/01/2025. This is based on headcount of permanent and fixed-term contract colleagues at the end of each financial year or year to date.

This includes all leadership and management training recorded on our central Learning Management System. Other training may have been provided locally within departments and colleagues also access externally provided training such as the NHSE programmes.

Estimating the cost of leadership and management training is difficult due to the following factors:

**Absorption into Salaries:**

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

**Resource Costs:**

Printing, venues, and hospitality incur costs, which are absorbed into departmental budgets. Locally delivered training will also be funded from individual budgets.

**Inclusive Training:**

The majority of our leadership and management training is open to all colleagues irrespective of role/banding. This means it is not possible to put a cost on training or identify specific budget that is just for senior managers leadership and management training.

*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 see details in the table below

Financial Year	Total number of senior managers employed	Total number of senior managers who have taken part in leadership and management training	Total cost of leadership and management training for senior managers (in £)	Total cost of leadership and management training for senior managers as a proportion of the Trust's overall budget
2024-25 (year to date)	671	180	Section 12 exemption as detailed above	Section 12 exemption as detailed above
2023-24	628	260	Section 12 exemption as detailed above	Section 12 exemption as detailed above
2022-23	613	224	Section 12 exemption as detailed above	Section 12 exemption as detailed above
2021-22	571	95	Section 12 exemption as detailed above	Section 12 exemption as detailed above
2020-21	547	95	Section 12 exemption as detailed above	Section 12 exemption as detailed above

\*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 relating to the response please 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).

Yours,



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