



**University Hospitals
of North Midlands**
NHS Trust

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

Ref: FOIA Reference 2022/23-194

Date: 28th July 2022

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 8th July 2022 requesting information under the Freedom of Information Act (2000) regarding agency.

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.

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 your questions is not held centrally, but may be recorded in multiple systems. In order to confirm whether this information is held we would therefore have to individually access all the multiple systems within the Trust and extrapolate the information where it is present creating 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, As well as creating new information, this would also take in excess of the 18 hours allowed for under the FOI Act, and would therefore be exempt under section 12: *cost of compliance is excessive*. In addition to the section 12 exemption the Trust is also applying section 14 (1) exemption: *oppressive burden on the authority*.

Under section 16 of the FOI Act we are required to provide requestors with advice and assistance where possible. We would therefore like to advise you that your request is shortened to just the questions that we are able to comply within the 18 hour time frame. In order to avoid delay to your response we have provided this below and attached.



As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UJNM) 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 Please may you provide me with the following data, segmented into the categories listed in the table below?

- The number of infrastructure support (non-clinical) contract/interim roles you recruited via an agency (agency defined as recruitment or executive search firm) in FY 2020/21 (12m to March 2021) and FY 2019/20 (12m to March 2020)
- The number of infrastructure support (non-clinical) contract/interim roles in FY 2020/21 (12m to March 2021) and FY 2019/20 (12m to March 2020) that were above Band 7
- The average contract length for infrastructure support (non-clinical) contractors/interims
- The average Day Rate Charge for infrastructure support (non-clinical) contractors/interims Band 7 and above
- The number of infrastructure support (non-clinical) permanent/substantive roles you recruited via an agency (agency defined as recruitment or executive search firm) in FY 2020/21 (12m to March 2021) and FY 2019/20 (12m to March 2020)
- The number of infrastructure support (non-clinical) permanent/substantive roles in FY 2020/21 (12m to March 2021) and FY 2019/20 (12m to March 2020) that were above Band 7

Please provide the information in the form of an Excel or CSV file, or directly into the table below.

Infrastructure Support (non-clinical) Categories	Total interims from agencies		Band 7+ interims from agencies		Avg. contract length for agency interims		Avg. day rate for agency interims		Total Permanent roles placed through agencies		Band 7+ Permanent roles placed through agencies	
	2019/20	2020/21	2019/20	2020/21	2019/20	2020/21	2019/20	2020/21	2019/20	2020/21	2019/20	2020/21
IT												
HR												
General Admin												
Estates												
Finance & Procurement												
Corporate Affairs (inc. Ops & PMO)												
Senior Management												
Other												
Total												

A1 See below and attached.

1. The number of infrastructure support (non clinical) contract/interim roles you recruited via an agency (agency defined as recruitment or executive search firm) in FY 2020/21 (12m to March 2021) and FY 2019/20 (12m to March 2020)	See attached spread sheet
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2. The number of infrastructure support (non clinical) contract/interim roles in FY 2020/21 (12m to March 2021) and FY 2019/20 (12m to March 2020) that were above Band 7	Section 12 exemption as detailed above
3. The average contract length for infrastructure support (non clinical) contractors/interims	
4. The average Day Rate Charge for infrastructure support (non clinical) contractors/interims Band 7 and above	
5. The number of infrastructure support (non clinical) permanent/substantive roles you recruited via an agency (agency defined as recruitment or executive search firm) in FY 2020/21 (12m to March 2021) and FY 2019/20 (12m to March 2020)	
6. The number of infrastructure support (non clinical) permanent/substantive roles in FY 2020/21 (12m to March 2021) and FY 2019/20 (12m to March 2020) that were above Band 7 See below:	

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 as being <5

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

Infrastructure Support (non-clinical) Categories	Total interims from agencies		Band 7+ interims from agencies		Avg. contract length for agency interims		Avg. day rate for agency interims		Total Permanent roles placed through agencies		Band 7+ Permanent roles placed through agencies	
	2019/20	2020/21	2019/20	2020/21	2019/20	2020/21	2019/20	2020/21	2019/20	2020/21	2019/20	2020/21
IT	Refer to attached spread sheet											
HR	Nil for all											
General Admin	Refer to attached spread sheet											

Estates*	<5	<5	0	0	2m	3m	£129.3 0	£129.3 0	0	<5	0	0
Finance & Procurement	Refer to attached spread sheet											
Corporate Affairs (inc. Ops & PMO)												
Senior Management												
Other												
Total	<5	<5	0	0	2m	3m	£129.3 0	£129.3 0	0	<5	0	0

County Hospital and Royal Stoke Estates Operations = interim arrangements for craftsperson's only due to recruitment delays.

- County Hospital Estates – Please see the above chart.
- Royal Stoke Retained Soft FM – No to all questions
- Royal Stoke Retained Estates - No to all questions

*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.

Where the Trust owns the copyright in information provided, you may re-use the information in line with the conditions set out in the Open Government Licence v3 which is available at <http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>. Where information was created by third parties, you should contact them directly for permission to re-use the information.

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.

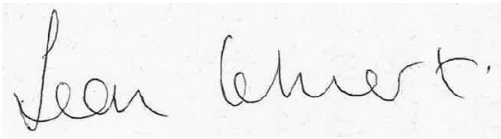
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and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

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

Jean Lehnert
Data, Security & Protection Manager