

Ref: FOIA Reference 2021/22-471

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

Date: 20<sup>th</sup> December 2021

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

Dear

I am writing to acknowledge receipt of your email dated 14th December 2021 requesting information under the Freedom of Information Act (2000) regarding numbers of nursing staff.

As of 1<sup>st</sup> November 2014 University Hospitals of North Midlands NHS Trust (UHM) 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 From Jan 1st 2021 how many members of the nursing staff at your Trust have resigned/quit their employment?**

A1 225 Registered Nurses have resigned from their post in the period 01/01/21 to 30/11/21

**Q2 Of that number how many have left the NHS or nursing altogether?**

A2 Data not held

**Q3 Can I have list of the reasons given why a member of staff decided to leave?**

A3 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 <5

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

The following are standard reasons for resignation held in the Electronic Staff Records System

Table 1

Leaving Reason	Leavers
Voluntary Resignation - Health	7
Voluntary Resignation - Incompatible Working Relationships	<5
Voluntary Resignation - Lack of Opportunities	<5
Voluntary Resignation - Other/Not Known	134
Voluntary Resignation - Promotion	11
Voluntary Resignation - Relocation	21
Voluntary Resignation - Work Life Balance	50

Data is

- Extracted from Electronic Staff Records System on 15/11/21
- For the period 01/01/21 to 30/11/21
- Registered Nursing staff group only
- Fixed Term and Permanent staff only

**Q4 What was the most common answer given, and by how many people?**

A4 As table 1

\*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

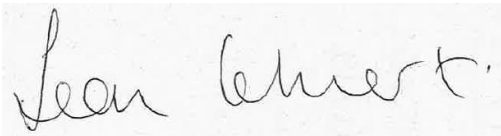
still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

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](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,



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