

Freedom of Information Request

Ref: 23-543

14 August 2023

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

Please provide information on the Learning and Development (L&D) budgets within your NHS Trust, specifically focusing on the allocation of funds to different departments.

I kindly request details regarding the L&D budget accessible to middle managers, including the process or criteria for their eligibility.

Learning and development is a central function within the Trust and therefore middle managers would access funding through the study leave process. The process requires that an application form is submitted by the person requesting study leave/apprenticeship and is signed-off by the line manager for all training with the exception of essential training which is mandated and provided internally for all staff groups. Eligibility and access to specific to role training is subject to the staff grouping and dependant upon the funding source. The Trust receives government monies to fund specific to job role training for clinical and medical staff groups.

Additionally, I am interested in understanding how your Trust determines which L&D programs or initiatives to invest in.

As noted above specific to role training is in part supported by Government monies and focused upon clinical and medical staffing groups. The Trust in partnership with external training providers offers an extensive range of apprentices to support staff development and career progression. The Trust works with system partners to support the oversight and passporting of training with partner organisations. Whilst a system based position on training is within the initial scoping stage, it is nevertheless, anticipated this will be an area that the Trust increasingly works with system partners in the provision of training.

Information on central training budget allocation broken down by workforce, e.g., medical, nursing, allied health professional, admin, and management.

Timeframe: Please provide information covering the most recent financial year or the

period for which the data is readily available. If possible, specify the dates or financial year that the information encompasses.

The Trust does not maintain a central training budget, however there is funding to support specific to role job training for various staff groups. Therefore, NHS England support approximately £1.3m CPD monies in the 23/24 financial year for nursing, midwifery and AHP staff. Equally, within the education contract the Trust holds with formerly Health Education England (HEE) will include funded roles and the provision of training for medical staff however this is difficult to quantify for this staff group. In 2022, the Trust implemented a mandated leadership and management training programme for all managers. Delivery of the programme is supported by the internal training team delivering a leadership and management suite of programmes for aspiring, middle and senior managers.

**Contact Details for Head of Learning & Development and Chief operation officer:
Please provide the name and contact details (email and mobile phone number) of the Head of Learning and Development, and the Chief Operating Officers (or an equivalent position).**

Julian Newberry, Head of Education, julian.newberry@uhbw.nhs.uk

Jane Farrell, Chief Operating Officer, jane.farrell@uhbw.nhs.uk

Organisational structure chart:

Please can you also supply an organisational structure chart of the trust, with names and job titles clearly displayed, and the hierarchal structure clearly laid out.

Please see the attached document. Please note, under Section 40(2) of the Freedom of Information Act, relating to a breach of Principle 1 of the Data Protection Act we are required to judge as to whether the disclosure of the information would be fair and reasonable to our employees. Guidance issued by the Information Commissioner states that this exemption will commonly apply to "lists and directories of staff" and we do not believe that disclosing names and contact details to a third party would be fair or reasonable; therefore we are withholding this information at this time.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust