

Freedom of Information Request

Ref: 23-676

26 September 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 disclose:

- How many staff does the trust currently employ under honorary contracts - please give a broad breakdown of the type of staff employed under honorary contracts

We cannot provide this as not all honorary contracts are recorded on our ESR system. Please note, the Trust does not hold the data in a format that would enable us to fully respond to your request to the level of detail required and a manual trawl for this information would significantly exceed the 18 hours limit set down by the FOI as the reasonable limit. Section 12 of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty-day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

- Are doctors in training employed by the trust under clinical honorary contracts?

Doctors in training are generally employed under paid employee contracts with the organisation in which they are working. There are some anomalies to this such as GPVT's trainees are all employed and paid by Gloucester but will have an honorary contract with the trust their placement is with at the time.

- Please disclose specimen copies of the honorary contracts used by the trust. If the types of honorary contracts vary, please give specimen copies of each of the differing types of honorary contract used by the trust

Please see the attached documents:

Consultant Handbook

Honorary Consultant Contract 2022

Honorary Contract Handbook 2020

Honorary Contract Apr 2020

- Are clinical academic staff on honorary contracts included and covered by the trust's whistleblowing (Freedom To Speak Up) policy?

Yes

- Please disclose a copy of the trust whistleblowing policy

Please see the attached document (Freedom to Speak Up Policy)

- What employment rights do trust staff who are on honorary contracts have, with respect to work done for the trust and for trust patients?

As holders of honorary contracts they are not employees of the Trust so they do not benefit from employment rights.

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

