

**TRUST SERVICES VACANCY CONTROL PANEL**

Date:	Tuesday 13 <sup>th</sup> May 2025
Post for PFIG Consideration:	Head of Digital Services
Band:	8C
WTE	1.0 wte
Reasons held by TS VCP :	<p>This role was submitted on 11<sup>th</sup> April as a replacement post. that</p> <p>The post was initially held by the panel as Digital Services had not met their CIP. However, although achievement of CIP is not a condition for recruitment being permissible , it requires approval from the PFIG sub-group as external recruitment is required.</p> <p>The Financial information provided for the VCP is as follows:</p> <p><i>Division has 40.07 wte vacancies as at end of March 2025</i>  <i>Post is vital to allow senior leadership team to deliver new Digital strategy and prevent Chief Systems &amp; Product Officer (CSPO) from 'acting down'.</i>  <i>Post is not one of those frozen or given up to savings.</i>  <i>Division has made steps towards reducing headcount by reviewing existing vacancies.</i>  <i>Circa. 70% of 25/26 savings requirement identified at 4th cut.</i>  <i>RL ADFM 14.04.2025</i></p>
Documentation	<p>SBAR Submitted by the Department as follows:</p> <p><b>Situation</b></p> <p>We are requesting approval from Trust Services Vacancy Control Panel to recruit into a previously held vacancy within Systems leadership team of Digital Services.</p> <p>The vacancy was previously held on a temporary basis which ended in December 2024, further recruitment was placed on hold to enable the Joint Chief Systems and Product Officer (Stewart Robinson) to further assess the requirement after joining the trust in November 2024.</p> <p>The post is fully funded and part of the Digital Services management establishment.</p> <p><b>Background</b></p>

The systems team within Digital services is responsible for the delivery of -

- **System support, maintenance and transformation**
- **Digital Transformation**
- **End user support**
- **Digital Learning**
- **System Testing**
- **Health Records**

The Head of Digital System will be key to the delivery of the Digital Systems strategy, continued operational management and underpinning plans for the year.

**Assessment**

Digital Services will play a crucial role in enabling UHBW to move from analogue to digital and deliver significant transformation, efficiencies and cost improvements.

Whilst delivering its own CIP plans for the year, Digital will also support across the trust to deliver transformation and savings through schemes such DrDoctor.

Recruitment into this role, will create much needed capacity within the senior leadership structure to drive real focus behind the shift from analogue to digital and tangible outcomes for UHBW to support our CIP and headcount reductions within the digital systems team, whilst maintaining the current and future operational and transformation requirements of the systems portfolio.

The systems team have given up 4.5FTE vacancies from within the Health Records team.

This vacancy request is supported by [REDACTED] and [REDACTED].

**Recommendation**

Request approval to recruit into the required post on a permanent basis.