

Information Governance

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8 December 2017

Reference no. 17180289

Dear

Request for Information: Freedom of Information Act

Thank you for your email of 6 December, making a request for information under the Freedom of Information Act. You requested the following information and the Trust is able to provide the information below in response:

Request:

Gender

Current role

Current band

Starting salary in current role (pro rata)

Year started in current role

Years NHS service

Current salary (pro rata)

Qualification level (GCSE or equivalent, 'A' level or equivalent, Degree or equivalent, Masters or higher)

Number of, and durations, of breaks in NHS service

Response:

In order to adhere to best practice in maintaining patient/staff confidentiality the Trust does not publish numbers lower than 5 as this could lead to the identity of the patients/staff being revealed. Exemption – Section 40(2) of the Freedom of Information Act is applied. To disclose

the information as requested would be in breach of the Data Protection Act (1998). As this information is personal and confidential by virtue of section 40(2) of the Freedom of Information Act, the Trust could therefore refuse to respond to your request in accordance with section 17 of the Freedom of Information Act.

The Trust is also not able to comply with your request as to do would require it to exceed the appropriate limit. Some of the information requested is held only in individual staff records. There are over 700 individuals and over 2700 lines of information to review and even if it took only 5 minutes to review each record a minimum of 58 hours work would be required to comply with your request. The appropriate limit set in regulation by the Freedom of Information Act is 18 hours.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to me and I will ensure the decision is reviewed. The Trust will consider undertaking a review if requested to do so within 40 working days of the date the response is received by the applicant, and will apply discretion if a longer period of time has passed.

Should you wish to make a complaint as a result of the outcome of such a review, you may apply directly to the Information Commissioner's Office (ICO) for a decision.

Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided by the Trust for FoI Act matters.

The ICO can be contacted at:

The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF

Please contact me if there are any further queries.

Kind regards,

Yours sincerely,

Mark Underwood

Head of Information Governance