



06 April 2017

Information Rights & Governance Team
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Our Ref: FOI 2478

Thank you for your request regarding your research about the NHS's HR operation.

Your request has been considered and processed in accordance with the requirements of the Freedom of Information (FOI) Act 2000.

1 Please state the organisation's total HR Consultancy budget in the financial years specified?

Please see the attached spreadsheet.

2 What was the organisation's annual spend on occupational health?

Please see the attached spreadsheet.

3 Please state the number of occupational health referrals in the financial years specified and split by the following staffing groups

Please see the attached spreadsheet; the number of occupational health referrals for medical staff includes new starter's clearance requests.

We are unable to provide the number of referrals for 2014/15 because our provider at the time did not have an electronic recording system and all the information was kept within the individual's record.

To provide this information would mean having to go through every staff member's record and this would exceed the appropriate cost limit of £450.00¹.

For example in 2014/15 we employed approximately 3,000 staff. It is estimated that it would take approximately 5 minutes to review each record and the information i.e. 250 hours @ £25ph = £6,250.

Under section 12 of the FOIA a public authority only has to comply with a request for information when the cost of compliance does not exceed the appropriate limit or when the cost of compliance is met by the applicant.

¹ Section 12 of the Freedom of Information Act allows public authorities to refuse to answer requests for information if the cost of complying would exceed the 'appropriate limit' prescribed in the Fees Regulations.

- 4 Of the occupation health referrals noted above, what percentage of them related to work related stress and anxiety (%)?**

Please see the attached spreadsheet.

- 5 Please state the number of whistleblowing / staff concerns recorded in the years specified and split by staffing group.**

Please see the attached spreadsheet.

We are unable to provide a break down by staff group as the concerns are reported anonymously.

- 6 How many bullying & harassment cases have been raised by staff in each financial year and split by the following staffing groups?**

Please see attached spreadsheet.

- 7 Has the organisation engaged with any external HR Consultancy services in the last 12 months (e.g. demand management, workforce optimisation, organisational development, learning and development etc.) Please list all and provide the following information:**

Not in 2015/16.

- 8 Is the organisation using any HR analytics services (e.g. to analyse and report on demand, use of temporary staff, leave, sickness, absence, turnover, time-to-recruit etc.) Please list all and provide the following information:**

Not in 2015/16.

Should you require further clarification or like to discuss payment, please do not hesitate to contact me.

Please find enclosed an information sheet regarding copyright protection and the Trust's complaints procedure in the event that you are not satisfied with the response.

Yours sincerely

Sue Smith

**Sue Smith
FOI/DPA Officer**

Enc: Copyright Protection and Complaints Procedure Information Leaflet.

If you would like to complete a short survey in relation to your Freedom of Information request please scan the QR code below or click [here](#).

