

24 August 2023

Information Rights & Compliance Team  
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Our Ref: FOI/04768

Thank you for your request concerning Learning and Development budgets.

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

1. **1. Request Details:**

- **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.**

We have an L&D budget of £310,754. We are not able to disaggregate into different departments.

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

Criteria for eligibility is the same as any other Trust budget dependent on being a budget holder and then the level of financial authority is determined through a combination of Scheme of Delegation maximums and what the person's line manager thinks they should have (whichever is lower).

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

We have an annual allocated HEE CPD funding budget to support Nursing and Allied Health Care professional CPD training requirements which are highlighted from an annual appraisal training needs analysis of staff groups. Non-medical education and training programmes are funded separately from NMET funding and all training requirements for these staff groups are collated in the same way. We determine learning and development programmes and initiatives from a variety of sources including training needs analysis, specific staff group requests and CQI initiatives.

The organisational development team and learning development team work together to source training appropriate for all staff based upon impact and cost efficient value.

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

We are not able to break down further.

2. **2. 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.**

Please see above response.

3. **Preferred Format:**

- **Please provide the requested information in electronic format, preferably via email. If this is not feasible, please let me know the available alternatives for accessing the information.**

Please see above response.

4. **4. 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).**

In an effort to ensure that the Trust does not receive unsolicited communications and/or any potential malicious malware, the Trust does not routinely publish the names or contact details of staff other than those publicly available through our [Trust website](#).

Alternatively all our management contact details can be obtained through [Binley's Database of NHS Management](#)<sup>1</sup>.

5. **5. 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.**

We do not hold such an organisational chart<sup>2</sup>.

Should you require further clarification, 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**  
**Information Rights 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](#).



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<sup>1</sup> Section 21 – Information is available through other means

<sup>2</sup> Section 1(1) Any person making a request for information to a public authority is entitled

(a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and  
(b) if that is the case, to have that information communicated to him.