

Ref: FOI/CAD/ID 3814

Please reply to:
FOI Administrator
Trust Management
Service Centre
Maidstone Hospital
Hermitage Lane
Maidstone
Kent
ME16 9QQ
Email: mtw-tr.foiadmin@nhs.net

05 October 2017

Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to HR within the NHS.

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

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

3 Please state the no. of occupational health referrals in the financial years specified, and split by the following staffing groups:

Total
Admin & Clerical
Nursing & Midwifery
AHPs
Medical & Dental
Estates & Facilities
Scientific

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

Total
Admin & Clerical
Nursing & Midwifery
AHPs
Medical & Dental
Estates & Facilities
Scientific

5 Please state the no. of whistleblowing / staff concerns recorded in the years specified and split by staffing group:

Total
Admin & Clerical
Nursing & Midwifery
AHPs

*Medical & Dental
Estates & Facilities
Scientific*

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

*Total
Admin & Clerical
Nursing & Midwifery
AHPs
Medical & Dental
Estates & Facilities
Scientific*

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:

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:

Please see the following tables:

No.	Questions	2014/15	2015/16
1	Please state the organisation's total HR Consultancy budget in the financial years specified	£14,000	£0
2	What was the organisation's annual spend on occupational health?	£422,727	£409,904
3	Please state the no. of occupational health referrals in the financial years specified, and split by the following staffing groups:		
	Total	574	678
	Admin & Clerical	120	145
	Nursing & Midwifery	186	186
	AHPs	34	34
	Clinical Support Workers	139	162
	Medical & Dental	13	37
	Estates & Facilities	52	77
	Scientific	30	37
4	Of the occupation health referrals noted above, what percentage of them related to work related stress and anxiety (%)?	-	-
	Total	12.50%	9.86%
	Admin & Clerical	21.00%	15.00%
	Nursing & Midwifery	19.00%	9.00%
	AHPs	15.00%	3.00%

Clinical Support Workers	12.00%	6.00%
Medical & Dental	0.00%	16.00%
Estates & Facilities	6.00%	6.00%
Scientific	14.00%	14.00%

5 **	Please state the no. of whistleblowing / staff concerns recorded in the years specified and split by staffing group:	
------	--	--

Total	12	46
Admin & Clerical		
Nursing & Midwifery		
AHPs		
Medical & Dental		
Estates & Facilities		
Scientific		

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

Total	17	12
Admin & Clerical	1	3
Nursing & Midwifery	12	7
AHPs	0	0
Medical & Dental	0	0
Estates & Facilities	4	2
Scientific	0	0

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:	Name of third party	Description of services	Total £ cost over last 12 months	Contract start	Contract end
Yes. Spend detailed over last 12 months as detailed in the question.		Verita	OD	£23,008.00	N/A	N/A
		PK Leadership	OD	£4,960.00	N/A	N/A

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:
---	---

No

** The Trust does not have details of who raised the concerns, some of which may have been raised anonymously. Therefore, we are unable to provide any further information.

Chairman: Tony Jones Chief Executive: Glenn Douglas
Trust Headquarters: Maidstone Hospital, Hermitage Lane, Maidstone, Kent ME16 9QQ
Telephone: 01622 729000/01892 823535 Fax:01622 226416