

Maidstone and 
Tunbridge Wells

NHS Trust

Ref: FOI/GS/ID 5153

Please reply to:
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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 Staffing at senior STP Level.

You asked:

This is a FOI request regarding the staffing at senior STP level. I would consider senior to be any post that is higher than a band 7. I would like an outline of the structure, banding and a date as to when these roles were advertised externally (and if not externally then when they went out internally, and to whom). I would also like to understand the selection criteria.

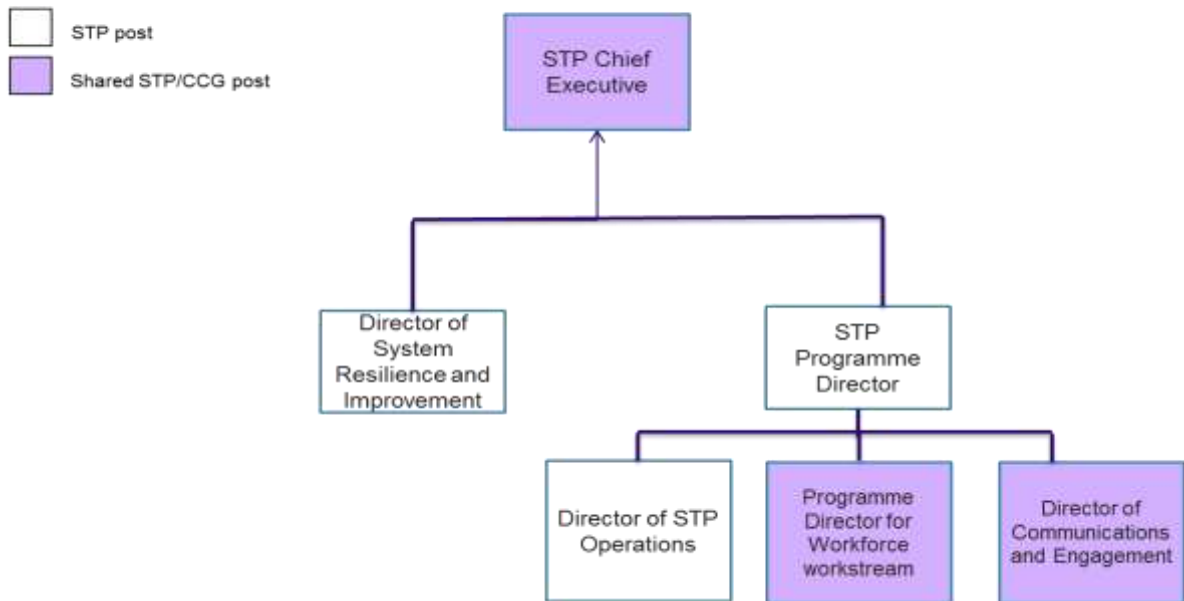
I would also like to know what roles are currently filled by interims and what the daily rate of each post holder is. Please also provide how long the contract is for and the start and end date, and if and when these roles are likely to be made permanent.

I would appreciate a prompt and transparent response.

STP response:

Kent and Medway STP has set up a central team structure underneath the CEO alongside individual teams for the 12 workstreams and programmes to support the delivery of the STP plan. The senior team structure is set out below.

STP senior team structure



Start dates for roles are provided below. Roles subject to either internal (ring-fenced to STP member organisations) or external recruitment are usually advertised for a period of two weeks, however this can be adjusted at the discretion of the recruiting manager. We estimate that the entire process from advert to offer takes around four weeks, again this can vary depending on circumstances. The selection process involves shortlisting, interview (can be multiple interviews depending upon number of applicants and seniority of role), identification of preferred candidate(s), and offer made. Start dates then vary depending upon individual notice periods. In terms of selection criteria, all of our roles follow national Agenda for Change guidance. This means that role descriptions are evaluated against a set of criteria that ensure consistency between roles of the same grade. The full guidance explaining why this process was introduced, and how it is followed, is published by NHS Employers and can be accessed online here:

https://www.nhsemployers.org/~media/Employers/Publications/NHS_Job_Evaluation_Handbook.pdf

STPs are not statutory bodies so all the jobs are fixed term contracts or on a secondment basis.

The following roles were appointed in 16/17 (by banding):

- VSM
 - STP Programme Director – external recruitment
- Band 9

- Workforce Programme Director – internal recruitment - secondment from STP member
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The following roles were appointed in 17/18 (by banding):

- VSM
 - STP CEO - External recruitment - internal appointment from STP members
 - Director of System Resilience and Improvement - Secondment from STP member
- Band 9
 - Medway, North and West Kent Programme Director - Internal recruitment from NHS organisation
 - East Kent Programme Director – External recruitment
 - System Transformation Programme Director – Internal recruitment - secondment from NHS organisation
- Band 8C
 - Project management lead – External recruitment
 - Head of STP Financial Planning – External recruitment
 - Workforce lead – Internal recruitment
 - Local Care programme lead – External recruitment - secondment from STP member
- Band 8B
 - Mental health lead - Secondment from STP member
 - Mental health lead - Secondment from STP member
- Band 8A
 - Workforce lead – External recruitment — internal secondment from STP member
 - PMO officers (3 wte) – External recruitment
 - Estates workstream lead - Secondment from STP member
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The following roles were appointed in 18/19 (by banding):

- VSM
 - Mental Health clinical lead - Secondment from STP member
- Band 9
 - Stroke transformation Programme Director – External recruitment - internal appointment from STP member
 - Director of Communications & Engagement – External recruitment - internal appointment from STP member
 - Workforce Programme Director- Clinical Workforce - Secondment from STP member
- Band 8C
 - Productivity workstream lead – External recruitment

- Stroke programme lead – External recruitment
- Band 8B
 - Productivity Programme Manager - Secondment from STP member
 - Local Care analytical lead – External recruitment - internal appointment from STP member
- Band 8A
 - Local Care project manager – External recruitment - internal appointment from STP member
 - Productivity workstream leads (4 wte) – External recruitment
 - Prevention lead – External recruitment
 - Workforce leads (4 wte) – External recruitment—internal secondments from STP members and fixed term contracts