

Title

Trust Managers and Gross Misconduct

Reference Number: RDF2052-23

Date of Response: 19/12/23

Further to your Freedom of Information Act request, please find the Trust's response(s) below:

Please be aware that the Royal Devon University Healthcare NHS Foundation Trust (Royal Devon) has existed since 1st April 2022 following the integration of the Northern Devon Healthcare NHS Trust (known as Northern Services) and the Royal Devon and Exeter NHS Foundation Trust (known as Eastern Services).

In the questions below, 'Manager' or 'Managers' refers to any member of staff employed by the trust – on either a permanent, part-time (or other) contract which includes the term 'Manager', 'Director' or 'Executive' in their job title.

If providing any of the pieces of information would exceed the cost limit set out in the Act, I would like you to continue to respond to other pieces of information being asked.

- 1. How many Managers are currently employed in your Trust? In addition to the total number of Managers employed, please provide a breakdown of the number of Managers employed in each department, unit or ward. If you do not keep this information on record for every unit, or ward, please provide this information for as many as you can in a digital format.*

Organisation	Count of managers
Cancer Alliance	* <5
Cancer Nurse Specialists	* <5
Cancer Performance	* <5
Cancer Services (MDT)	* <5
Cancer Services Dir Admin	* <5
Cardiology Dept	* <5
Cash Management	* <5
Castle Place Practice	* <5
Central Access Team	* <5
Central Booking Team	* <5
Charitable Fundraising	* <5
Childcare Services	* <5
Clinical & Operational Support - Nightingale	* <5
Clinical Chemistry	* <5
Clinical Coding	* <5
Clinical Genetics	* <5

Clinical Research Facility	* <5
Community Admin - CMO	* <5
Community Rehab - CMO	* <5
Community Services	* <5
Comprehensive Network Portfolio	* <5
Cytology	* <5
Dietitians	* <5
DSD Data and Integration Services	* <5
DSD End User Device Services	* <5
DSD Network Services	* <5
DSD Service Management	* <5
DSD Telecoms Services	* <5
DSD Training Services	* <5
Endoscopy Admin	* <5
Endoscopy Unit	* <5
Estates/Facilities - Senior Managers	* <5
Exeter Health Library	* <5
Exeter Mobility Centre - Wheelchairs/Seating	* <5
Finance Shared Service	* <5
Finance Systems	* <5
Financial Accounts	* <5
Financial Development	* <5
FORCE Cancer Centre	* <5
General Management	* <5
Genomic Medicine Service	* <5
Glaucoma Unit	* <5
Head & Neck Specialist Nurse - Exeter	* <5
Health & Safety	* <5
Histology	* <5
HR Business Partners	* <5
HSDU	* <5
Human Resources (HR)	* <5
Inclusion	* <5
Infection Control	* <5
Information Governance	* <5
Knee Research Centre	* <5
Laundry	* <5
Legal & Insurance Services	* <5
Logistics	* <5
Management Accounts Projects	* <5
Mass Vaccination - Greendale	* <5
Mass Vaccinations - West	* <5
Medical Examiner's Office	* <5
Medical Physics Department General	* <5
MEM	* <5
Microbiology	* <5

Mortuary	* <5
MSK Community Services	* <5
MY CARE Digital Transformation Admin	* <5
NDHT Merger	* <5
Occupational Health	* <5
Oncology Centre	* <5
Operations Senior Management	* <5
Orthoptics	* <5
Pathology - Computer	* <5
Patient Recruitment Centre	* <5
Payroll - Commercial	* <5
PMO	* <5
Podiatry	* <5
Portering - RD&E (Wonford)	* <5
Post Graduate Medical Centre	* <5
Private IVF Service	* <5
Private Patient	* <5
Public Relations	* <5
Radiology	* <5
Recruitment	* <5
Renal Admin	* <5
Renal Operational Delivery Network	* <5
Research & Development Support Unit	* <5
Respiratory Admin	* <5
Safety, Risk & Patient Experience	* <5
SDEC	* <5
Security	* <5
Senior Nurses - Surgical Services	* <5
Site Management Team	* <5
Staff side Facilities	* <5
Supplies Alliance	* <5
Surgery 1 - Administration & Clerical	* <5
Theatres - RD&E (Wonford)	* <5
UCR - CMO	* <5
UCR - Exeter C&E	* <5
WEEU Administration	* <5
Women & Child Health Administration	* <5
Workforce & Wellbeing - Nightingale	* <5
Workforce Systems & Information	* <5
Audiology:	* <5
Capener Ward:	* <5
Capital Management Pay:	* <5
Cardiorespiratory.:	* <5
Caroline Thorpe Ward:	* <5
Chemotherapy:	* <5
Clinical Coding:	* <5
Clinical Site Management:	* <5

Communications:	* <5
Corporate Governance:	* <5
CS&S Management:	* <5
Digital Programme Office:	* <5
Digital Technology Office:	* <5
Engagement & Fundraising:	* <5
EPIC - SRO:	* <5
Facilities Management:	* <5
I.T.U.:	* <5
Infection Control:	* <5
IT Information & Application:	* <5
Main Theatres:	* <5
Maintenance Staff Pay:	* <5
Med Staff General Surgery:	* <5
Med Staff Trauma & Orthopaedics:	* <5
Medical Services Management:	* <5
Midwifery Inpatients:	* <5
My Care:	* <5
My Care ICS:	* <5
Nursing Administration:	* <5
Orthopaedic Interface Service:	* <5
Orthoptics:	* <5
Outpatients NDDH:	* <5
Pain Management Service:	* <5
Pathfinder Team:	* <5
Pathology Haematology:	* <5
Pathology Unallocated:	* <5
Patient Access Team:	* <5
Patient Experience:	* <5
Patient Safety:	* <5
Payroll:	* <5
Performance:	* <5
Petter Ward:	* <5
Planned Care & Surgery Management:	* <5
Podiatry:	* <5
Programme Management Office:	* <5
Project Delivery Unit:	* <5
Radiology NDDH:	* <5
Safeguarding:	* <5
Therapies Professional Leads:	* <5
Tissue Viability:	* <5
Trainee Nursing Associates:	* <5
Trust Redevelopment:	* <5
Vaccination Clinic:	* <5
626 Bladder & Bowel Team Eastern:	* <5
Bladder & Bowel Team Northern:	* <5
Bladder & Bowel Team Southern:	* <5

Independent Living Centre:	* <5
SARC:	* <5
Sexual Health Eastern:	* <5
Specialist Services Management:	* <5

* <5 - Section 40(2) exemption

Please note: Where the figures are less than or equal to 5 this has been denoted by *. Due to the low numbers, we have considered that there is the potential for individuals to be identified from the information provided, when considered with other information that may also be in the public domain. In our view disclosure of these low figures would breach one of the Data Protection Principles set out in Schedule 1 of the GDPR, namely Principle 1. The Trust therefore finds that the Section 40(2) exemption contained within the Freedom of information Act 2000 is engaged. This follows NHS Digital (formerly HSCIC) analysis guidance (2014) which states that small numbers within local authorities, wards, postcode districts, providers and Trusts may allow identification of patients and should not be published.

Organisation	Count of managers
Business Intelligence	12
Community Divisional Management	18
Community Service Managers	11
Comprehensive Network	13
Divisional Management & Admin	21
DSD Clinical Application Services	7
DSD Leadership Group	6
DSD Strategy and Change Delivery	9
DSD Technical Services	10
Estates - Administration	10
Foundation Trust Office	6
Internal Audit Charges	11
Management Accounts	11
MSK ESPs	20
MY CARE Configuration Team	67
Operations Admin	10
Procurement	6
185 Research & Development Directorate - Administration	8
Senior Managers	13
Senior Managers - Surgical Services	18
Specialist Services Divisional Admin	14
Transformation Team	16
Workforce Planning & Development	6
Cancer Network:	6
Cluster Managers Northern:	7
Finance:	11
Human Resources:	7
Operational Management:	7

2. *How many managers were fired for gross misconduct in the year ending September 2023? Please redact any personal information. 0*
3. *How many managers were fired on grounds of capability in the year ending September 2023? By capability, I refer to poor performance, rather than ill-health, as set out in section 98(2) in the Employment Rights Act (1996). Please redact any personal information. 0*
4. *Of Managers that are currently employed by the trust:*
 - a) *How many are below band 8A (according to current Agenda for Change pay rates)? 282*
 - b) *How many are above band 8A (according to current Agenda for Change pay rates)? 250*
 - c) *How many are currently on long-term sickness leave? 96*
 - d) *How many are employed on part time contracts? 119*
5. *How many hours of overtime did 'on-call' Managers working in your Accident and Emergency department claim in each Week of July, August and September of 2023?* The Trust is unable to respond to this question. The information requested is not held by the Trust. We do not have On-call Managers specifically working in the Trust Emergency Departments. The on-call managers are on -call for the Trust.