

## Leadership & Management Qualifications

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Reference Number: RDF1969-23

Date of Response: 01/11/23

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 1<sup>st</sup> 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).

*Dear Royal Devon University Healthcare NHS Foundation Trust,*

*Can you please provide the following information:*

- 1. Number of, and a list of, Job Titles with a Job Descriptions and Person Specifications that require the post holder to have a formal qualification in Leadership & Management.*

*For example DDO (number of), OBM (number of).*

Answer: The Trust has considered your request, however to provide you with the information requested would require the manual extraction and manipulation of information from various sources.

Whilst we have a job evaluation system/process the information is not held centrally and therefore not reportable, it is not held in the format requested, nor could we confirm which job descriptions are in force at the present time. The Trust record job descriptions (JD's) banded annually but not of JD management & leadership amendments, therefore the information held cannot be validated. To identify any leadership or management qualification would require the manual review of records; this would take approx. 10 mins per JD therefore exceeding the appropriate cost limit as set out in Section 12 (1) of the Freedom of Information Act 2000 and is therefore exempt.

Under the Freedom of Information Act 2000 Section 12 (1) and defined in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004, a public authority is not obliged to comply with a request for information if it estimates that the cost of complying would exceed the appropriate limit. The limit of £450 represents the estimated cost of one person spending two and a half days in determining whether the Trust holds the information, locating, retrieving and extracting that information.

FOI law gives you the right to access information that is already held. There is no obligation for a public authority to create new information in order to respond to your request.

2. *Number of current managers B7 and above in the Trust*

Answer: Please see response to question 1 as the Trust does not hold this information in a reportable format. In order to assist the total Band 7 and above with 'manager' in the job role title in the Trust is 591, however this does not include other job titles with manager responsibilities that do not include the word 'manager in the job role. There are 1900+ staff in the Trust Banded 7 and above.

a. *How many of those included in the number provided above have a University qualification (Bsc, BA, MSc, MA, MBA) specifically in Leadership and/or management that you have recorded.*

Answer: Please see response to question 1.

b. *How many have an informal certificate in L&M (NHS Leadership Academy etc)*

Answer: Please see response to question 1.

c. *How many are registered Chartered Managers with the Chartered Management Institute.*

Answer: Please see response to question 1.

3. *Where do you record your staff qualification information.*

Answer: The Electronic Staff Record (ESR) system records the highest level of academic qualification.

4. *Any other information you hold in respect of Formal Leadership and Management Qualification.*

Answer: None.