

Trust Headquarters  
Russell's Hall Hospital  
Dudley  
West Midlands  
DY1 2HQ

**Ref:** FOI-082024-0001065

**Date:** 30<sup>th</sup> August 2024

**Address / Email:**

Dear

**Request Under Freedom of Information Act 2000**

Thank you for requesting information under the Freedom of Information Act 2000.

**Request**

To complete the attached questions relating to Childcare provision for employed staff

**Response**

Please find attached the completed questionnaire as requested.

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager  
Trust Headquarters  
Russell's Hall Hospital  
Dudley  
West Midlands  
DY1 2HQ  
Email: [dgft.dpo@nhs.net](mailto:dgft.dpo@nhs.net)

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Tel: 0303 123 1113  
[www.ico.org.uk](http://www.ico.org.uk)

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

**Freedom of Information Team  
The Dudley Group NHS Foundation Trust**

## UNISON Freedom of Information Request

<b>Employer Name</b>	<b>The Dudley Group NHS FT</b>
<b>Number of staff directly employed</b>	<b>Approx 6600</b>
<b>Date of Return</b>	<b>30<sup>th</sup> August 2024</b>

UNISON is conducting some research into childcare provision offered by NHS and other employers.

Please can you answer the following questions listed below:

### SUPPORT WITH CHILDCARE PLACES

1. Do you provide support for staff to access childcare places? (Tick all that apply)

<b>Workplace nursery/creche</b>	<b>No</b>
<b>Directly contracted childcare places with an external provider</b>	<b>No</b>

2. If you offer a workplace nursery, please answer the following:

<b>It is run solely by your organisation?</b>	<b>NA</b>
<b>Run in partnership with other employers?</b>	<b>NA</b>
<b>What are the operating times of the Nursery?</b>	<b>NA</b>
<b>Are nursery staff directly employed on Agenda for change terms and conditions?</b>	<b>NA</b>
<b>Are staff using the nursery able to use salary sacrifice arrangements to save on Tax and National Insurance Contributions?</b>	<b>NA</b>
<b>Do you provide any free places?</b>	<b>NA</b>
<b>If yes please describe:</b>	

Do you provide any discounted places?	NA
If yes please describe:	

3. If you offer directly contracted childcare with external providers

Are staff allowed to use salary sacrifice arrangements to save on Tax and National Insurance Contributions?	NA
Do you fund any free places?	NA
If yes please describe:	
Do you fund any discounted places?	NA
If yes please describe:	

## FINANCIAL SUPPORT FOR CHILDCARE COSTS

4. Do you provide childcare vouchers to staff who joined pre-2018?

**Yes/No**

Are staff allowed to use salary sacrifice arrangements to save on Tax and National Insurance Contributions?	<b>Yes/No</b>
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5. Do you make an employer contribution to your employees' government tax free child accounts?

**Yes/No**

If yes, please describe:

6. Do you provide any other kinds of support to help staff with the cost of childcare – for example an allowance?

**Yes/No**

If yes please describe:

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## NATIONAL MINIMUM WAGE AND ACCESS TO SALARY SACRIFICE

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7. In the past year have you had to remove access to salary sacrifice arrangements linked to payment for childcare for any groups of staff in order to remain compliant with statutory minimum wage requirements?

Yes	No
If answered yes, were you able to offer any mitigating measures?	Yes/No
How many staff and which pay bands were affected?	