

Date: 27/03/2015

FREEDOM OF INFORMATION ACT 2000 - Ref: FOI/012152

With reference to your FOI request in connection with 'Redundancies' please see response below.

For copies of minutes as mentioned in question 2 please contact FOI@dgh.nhs.uk quoting reference number FOI/012152

1. Why redundancies are being made. What is the trust hoping to achieve when they have no actual staffing figures to work from.

Please see the Trust's Press release under the following link on the Trust website:
<http://dudleygroup.nhs.uk/wp-content/uploads/2015/01/Dudley-Groups-workforce-reduction-plans.pdf>

2. Full copies of all minutes from meetings regarding the redundancies

Please find attached redacted excerpts of JNC minutes that refer to the workforce reductions. There has been a further meeting of the JNC discussing this but the minutes are an unapproved draft at this point, so they are not included.

3. The criteria that the trust is using to determine what posts go and what criteria each staff member has to achieve to remain in their role.

The redundancy criteria which was agreed with the unions and includes:

Length of service
Work / Performance
Skills / Competence
Disciplinary record
Attendance (disability & pregnancy related absence ignored)

4. How is the Trust running a hospital without having a figure of what the staff figures should be?

The following table is taken from the legal HR1 form which the Trust has to complete to identify the redundancies. This form is a public document. It shows total employees (our staff 'complement, budgeted establishment) and the anticipated redundancies. All potential redundancies undergo a strict quality impact assessment.

Occupational group	Total number of employees	Number of possible redundancies
Manual		
Clerical	825	46
Professional	2809	36
Managerial	100	9
Technical		
Apprentices /trainees	31	0
Under 18	1	0
Other	1000	7
Totals	4766	98