

The Dudley Group NHS Foundation Trust
Freedom of Information request 014073

HR Workforce FOI

Please provide the information below, if it is not possible to provide the information requested due to the information exceeding the cost of compliance limited identified in Section 12, please provide advice and assistance, under the Section 16 obligations of the act, as to how i can refine my request.

1. Please provide the following information for the people responsible for the following HR functions	Name	Job Title	Email Ad
1a. Overall HR	Andrew McMenemy	Executive Director of HR	
1b. HR/Workforce Planning	Dawn Woods	Head of HR	
2. For the following financial years, please provide the following information	2015/16	2016/17	
2a. What is the organisations total gross pay costs <i>(all expenditure on staff)</i>	Details can be found in the annual reports.		
2b. What is the organisations total pay costs on your permanent workforce <i>(staff that hold permanent contracts only)</i>	be found on they Trust website :-		
2c. How much did the organisation spend on contingent (non-permanent) or temporary workers <i>(this includes any temporary or contract workers such as agency workers, casual workers, temps, self-employed workers / contractors, inc. PSCs, umbrella companies, and all types of short and long term contractors)</i>	http://dudleygroup.nhs.uk/about-us/publications/annual-report/		
3. For the following financial years, please provide the following information, providing the figures as the number of employees & full time equivalents (FTE)	2015/16	2016/17	
How many permanent workers did the organisation employ:			
3a. Number of Employees	Details can be found in the annual reports.		
3b. Full Time Equivalent (FTE)	be found on they Trust website :-		
On average, how many contingent (non-permanent) or temporary workers has the organisation engaged with: <i>(this includes any temporary or contract workers such as agency workers, casual workers, temps, self-employed workers / contractors, inc. PSCs, umbrella companies, and all types of short and long term contractors)</i>	http://dudleygroup.nhs.uk/about-us/publications/annual-report/		
3c. Number of Employees			
3d. Full Time Equivalent (FTE)			
4. Please list the software the organisation uses for the following HR functions			
4a. HR	ESR		
4b. Payroll <i>(if the organisation uses multiple payroll software for different workers/payroll frequencies ie. substantive, agency/weekly, monthly payroll - please list all)</i>	ESR		
4c. Recruitment	ESR / NHS Jobs		
4d. HR/Workforce Analytics	ESR		
4e. Other employee/HR related systems for tracking or planning	Allocate		
5. Please state which Enterprise Resource Planning (ERP) software the organisation utilises e.g Oracle, SAP, PeopleSoft, Workday	ESR		
6. Does the organisation have a HR data warehouse?	No		