

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

Ref: FOI-032026-0002310

Date: 26.03.2026

Address / Email:

Dear

Request Under Freedom of Information Act 2000

Thank you for requesting information under the Freedom of Information Act 2000, please see response below.

1. Were the roles formally advertised? If so, where and for how long?

Roles within the Transformation Team were not formally advertised externally. These are temporary and time limited roles rather than new established permanent roles and as such need to be filled by existing staff, on a secondment basis, to avoid additional costs as well as provide the opportunity for professional development, i.e. these roles are being resourced internally to minimise additional costs. Therefore, those staff that are delivering these roles will retain their substantive employment. These roles will be taking forward a major programme of transformation to deliver long-term financial and service sustainability. On this basis, the roles have been filled through an internal process, which principally involved asking for expressions of interest from individuals with the required expertise to support rapid mobilisation of the programme.

2. How many applicants were received for each role?

The number of applicants and appointees are small. Disclosure of this information, even in anonymised form, would create a risk that individuals could be identified. Therefore, this information is being withheld under Section 40(2) of the Freedom of Information Act 2000, as it constitutes personal data and disclosure would not be lawful or fair.

3. How many candidates were shortlisted and interviewed?

Roles within the Transformation Team were not formally advertised externally. These are temporary and time limited roles rather than new established permanent roles and as such need to be filled by existing staff, on a secondment basis, to avoid minimise costs as well as provide the opportunity for professional development, i.e. these roles are being resourced internally to limit additional costs, as far as possible. Therefore, those staff that are delivering these roles will retain their substantive employment. These roles will be taking forward a major programme of transformation to deliver long-term financial and service sustainability. On this basis, a number of the roles have been filled through an internal process, which principally involved asking for expressions of interest from individuals with the required expertise to support rapid mobilisation of the programme. Where appropriate, opportunities were shared internally via Trust communication channels for a defined period.

The number of applicants and appointees are small. Disclosure of this information, even in anonymised form, would create a risk that individuals could be identified. Therefore, this information is being withheld under Section 40(2) of the Freedom of Information Act 2000, as it constitutes personal data and disclosure would not be lawful or fair.

4. Were any appointments made via internal transfer, secondment, or direct appointment without advertisement?

Yes, all appointments were made through internal transfer, secondment, and/or direct deployment. This approach enabled the Trust to mobilise the programme at pace, drawing on existing staff with relevant skills, knowledge, and organisational understanding. All such arrangements are time-limited and aligned to programme delivery requirements.

5. Please provide anonymised equality and diversity data (where available) for applicants, shortlisted candidates, and successful candidates.

The number of applicants and appointees are small. Disclosure of this information, even in anonymised form, would create a risk that individuals could be identified. Therefore, this information is being withheld under Section 40(2) of the Freedom of Information Act 2000, as it constitutes personal data and disclosure would not be lawful or fair.

6. Please provide details of the recruitment process used (e.g. competitive interview, expression of interest, ringfenced process).

A range of recruitment approaches were utilised, including:

- Internal expressions of interest
- Direct internal deployment/secondment based on skills and experience

This blended approach reflects the need to balance robust governance with the requirement to establish a multi-year transformation programme at pace, while ensuring continuity of service delivery.

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

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

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

Yours sincerely

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

