

Freedom of Information Act 2000 disclosure log entry

Reference

23-24127

Date response sent

19/07/23

Subject

Learning & Dev Budget: Breakdowns & Criteria, + Structure Chart

Details of enquiry

1. Request Details:
 - a) Please provide information on the Learning and Development (L&D) budgets within your NHS Trust, specifically focusing on the allocation of funds to different departments.
 - b) I kindly request details regarding the L&D budget accessible to middle managers, including the process or criteria for their eligibility.
 - c) Additionally, I am interested in understanding how your Trust determines which L&D programs or initiatives to invest in.
 - d) Information on central training budget allocation broken down by workforce, e.g., medical, nursing, allied health professional, admin, and management.
2. Timeframe:
 - a) Please provide information covering the most recent financial year or the period for which the data is readily available. If possible, specify the dates or financial year that the information encompasses.
3. Preferred Format:
 - a) Please provide the requested information in electronic format, preferably via email. If this is not feasible, please let me know the available alternatives for accessing the information.
4. Contact Details for Head of Learning & Development and Chief operation officer:
 - a) Please provide the name and contact details (email and mobile phone number) of the Head of Learning and Development, and the Chief Operating Officers (or an equivalent position).
5. Organisational structure chart:
 - a) Please can you also supply an organisational structure chart of the trust, with names and job titles clearly displayed, and the hierarchal structure clearly laid out.

Response sent

1. Request Details:
 - a) Please provide information on the Learning and Development (L&D) budgets within your NHS Trust, specifically focusing on the allocation of funds to different departments.
No Learning & Development budget has been centrally provided for current FY 2023/24 and previous year 2022/23.
 - b) I kindly request details regarding the L&D budget accessible to middle managers, including the process or criteria for their eligibility.
No dedicated budget has been allocated for middle management for current FY 2023/24 and previous year 2022/23.
 - c) Additionally, I am interested in understanding how your Trust determines which L&D programs or initiatives to invest in.

Decisions on L&D programmes provision is dependent upon mandatory training course provision for all staff. All training which is mandatory both generally for all staff (NHSE provided free of charge) and/or for specific staff groups would be accounted for and provided.

All incremental requests for training and development monies are currently dealt at a local department level, on an individual basis.

All other requests for learning and development opportunities/funding would be subject to a new CPD policy which is currently in development.

- d) Information on central training budget allocation broken down by workforce, e.g., medical, nursing, allied health professional, admin, and management.

See responses above (2a) to 2c)

3. Timeframe:

- a) Please provide information covering the most recent financial year or the period for which the data is readily available. If possible, specify the dates or financial year that the information encompasses.

The Trust has not held a central training budget for 2022/23 and 2023/24 to date.

4. Preferred Format:

- a) Please provide the requested information in electronic format, preferably via email. If this is not feasible, please let me know the available alternatives for accessing the information.

5. Contact Details for Head of Learning & Development and Chief operation officer:

- a) Please provide the name and contact details (email and mobile phone number) of the Head of Learning and Development, and the Chief Operating Officers (or an equivalent position).

6. Organisational structure chart:

- a) Please can you also supply an organisational structure chart of the trust, with names and job titles clearly displayed, and the hierarchal structure clearly laid out.

Please find attached our high level corporate structure chart, showing the names and reporting lines for our Directors. Please note that we do not release names of staff below director level into the public domain, which is clearly set out on page 19 of our FOI procedure which may be reached via the following link:

[Freedom of information procedure](#)

This is the only structure chart currently published, as the Trust has recently concluded a strategic review.

Please note that we are a small mental health Trust, and not a hospital. We provide outpatient, and mainly psychological, services, do not provide acute or inpatient patient services. We do not have an A&E department and do not provide any physical intervention services..

Organisation chart

Board members



Chair
John Lawlor

Non-Executive Directors

Deborah Colson, Janusz Jankowski, Sal Jarvis, Claire Johnston, David Levenson, Aruna Mehta, Shalini Sequeira, Sabrina Phillips (Associate)



Chief Executive Officer
Michael Holland

Executive team members



Interim Chief Education and Training Officer and Dean of Postgraduate Studies
Elisa Reyes-Simpson



Interim Chief Medical Officer
Caroline McKenna



Interim Chief Nursing Officer
Jenny Goodridge



Chief Clinical Operating Officer
Sally Hodges



Chief Financial Officer
Terry Noys



Chief People Officer
Gem Davies



Interim Director of Corporate Governance
Sheila Murphy

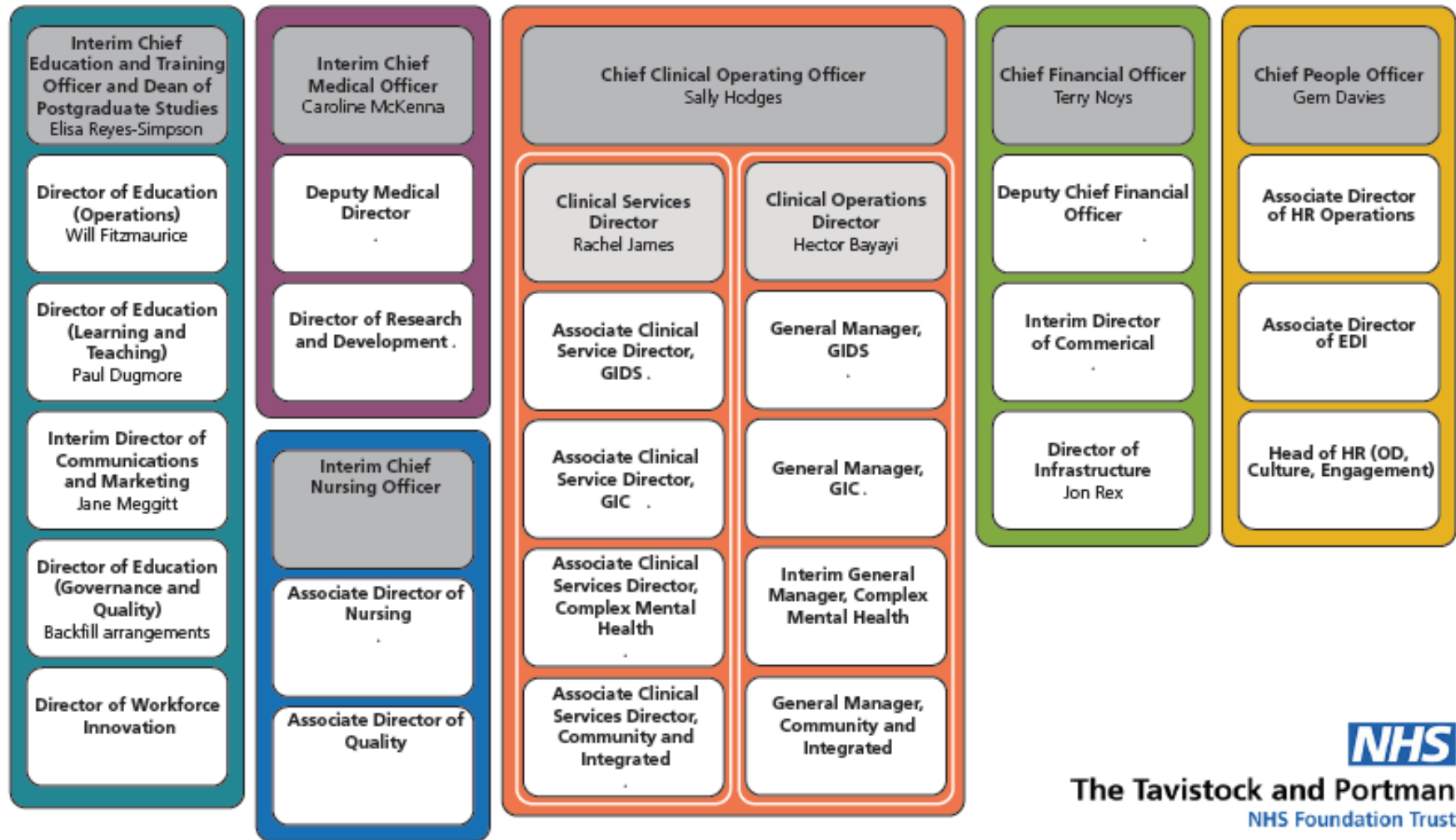


Interim Director of Communications and Marketing
Jane Meggit



Director of Strategy and Transformation
Rod Booth

Directorates



The Tavistock and Portman
NHS Foundation Trust