

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 Address
1a. Overall HR		Mark Preston	Director of Organisational Development & People	mark.preston1@nhs.net
1b. HR/Workforce Planning		Janet Miller	Deputy Director of Workforce	janet.miller6@nhs.net
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>		£176,324.00		185,963
2b. What is the organisations total pay costs on your permanent workforce <i>(staff that hold permanent contracts only)</i>		£143,349.00		153,881
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>		£32,975.00		32,082
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		3984	4095	
3b. Full Time Equivalent (FTE)		3433.65	3,550.51	
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>				
3c. Number of Employees		1134	1188	Pure Bank Workers on the system.
3d. Full Time Equivalent (FTE)		0	0	Bank Workers & Agency Workers do not have employment contracts.
4. Please list the software the organisation uses for the following HR functions				
4a. HR		The Trust uses the national Electronic Staff Records system for its HR and payroll provision, we would therefore suggest that you direct your question to the Department of Health as the Trust does not have any direct contractual relationship with the provider of the ESR system		
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>		The Trust uses the national Electronic Staff Records system for its HR and payroll provision, we would therefore suggest that you direct your question to the Department of Health as the Trust does not have any direct contractual relationship with the provider of the ESR system		
4c. Recruitment		NHS Jobs NHS Jobs		
4d. HR/Workforce Analytics		The Trust uses the national Electronic Staff Records system for its HR, Payroll		
4e. Other employee/HR related systems for tracking or planning		Allocate/Healthroster		
5. Please state which Enterprise Resource Planning (ERP) software the organisation utilises e.g Oracle, SAP, PeopleSoft, Workday		Cerner Millennium		
6. Does the organisation have a HR data warehouse?		Cerner Millennium ESR's Datawarehouse		