

Request FOI0514004:

This is a request under the Freedom of Information Act.

Could you please supply me with the following information:

1. How many members of staff in your organisation have been placed on pay protection in the three financial years 2011/12, 2012/13, 2013/14?
2. Please can you provide a breakdown of pay protection to include the following (where known):
 - The reasons for these staff being put on pay protection (organisational change, ill health etc)
 - The occupations/job titles of staff on pay protection

Where the information does not infringe on data protection, please provide a breakdown of pay protection to include the following:

1. The gender of staff on pay protection
2. The ethnicity of staff on pay protection

Response:

Thank you for your request dated 02/05/2014 in which you made a Freedom of Information request. Please see Northamptonshire Healthcare NHS Foundation Trust response below;

1. **How many members of staff in your organisation have been placed on pay protection in the three financial years 2011/12, 2012/13, 2013/14?**

Year	Number
2011/12	78
2012/13	37
2013/14	29

2. **Please can you provide a breakdown of pay protection to include the following (where known):**
 - a. **The reasons for these staff being put on pay protection (organisational change, ill health etc)**
 - i. Exact reasons are not available – but most if not all will be Organisational Change – resulting in downgrading or change to working pattern
 - b. **The occupations/job titles of staff on pay protection**

2011-12

- Nurse Manager
- Ancillary Support
- Nursing
- Staff Nurse
- IT Manager
- Physiotherapist
- Ancillary Support
- Nurse
- IT Co-ordinator
- Nursing
- Community Staff Nurse
- Staff Nurse
- Senior Administrator
- Ancillary Support
- Administrator

- Staff Nurse
- IT Administrator
- Management Accountant
- Physiotherapist
- Delivery Support Administrator
- Children & Young People's Nurse
- Community Mental Health Practitioners
- Community Mental Health Practitioners
- Advanced Nurse Practitioner
- Modern Matron
- Ancillary Support
- Podiatrist
- Physiotherapist
- Community Psychiatric Nurse
- HR Manager
- Physiotherapist
- Community Nursing
- Physiotherapy Assistant
- Personal Assistant
- Senior Support Worker
- Management Accountant
- Healthcare Assistant
- Advanced Nurse Practitioner
- Snr. Support Worker
- Addictions Support Worker
- Receptionist
- Nursing
- Administrator
- Qualified Nurse
- Physiotherapist
- Secretary/ Administrator
- Advanced Nurse Practitioner
- Physiotherapist
- Personal Assistant
- Physiotherapist Practitioner
- Community Psychiatric Nurse
- Senior Sister
- Physiotherapy Practitioner
- Speech Therapist
- Admin Support
- Community Mental Health Practitioner
- Community Nursing
- Trainer
- Unit Manager
- Administrator
- Intensive Support Nurse
- Speech Therapist
- Physiotherapist
- Community Mental Health Practitioners
- Physiotherapist
- Mental Health Nurse
- Qualified Nurse
- Support Worker
- Administrator
- Receptionist
- Physiotherapist
- Health Care Assistant
- Health Visitor
- Physiotherapy Assistant
- IT Manager
- Health Care Assistant
- Health Visitor
- Senior Administrator

2012-13

- Staff Nurse
- Registered Nurse - Substance Misuse
- Nursing Assistant
- Recovery Worker
- Specialty Registrar
- Occupational Therapist
- Clinical Lead Nurse
- Domestic Assistant
- Management Accounts Support
- Admin. & Clerical
- Technician
- Manager
- Staff Nurse
- Nurse
- Personal Assistant
- Staff Nurse
- Clerical Administrator
- Registered Nurse - Substance Misuse
- Senior Manager
- Recovery Worker
- Community Mental Health Practitioners
- Registered Nurse - Substance Misuse
- Senior Primary Nurse
- Technician
- Healthcare Support Worker
- Mental Health Nurse
- Community Support Worker
- Healthcare Assistant
- Specialty Registrar
- Data Administrator
- Lead Nurse
- Administrative Assistant
- Registered Nurse - Substance Misuse
- Nurse Practitioner
- Pharmacy Technician
- Registered Nurse - Substance Misuse
- Administrative Assistant

2013-14

- Integrated Team Lead
- Speech & Language Therapist
- Receptionist
- Senior Manager
- Integrated Team Lead
- Receptionist/ Administrator
- Integrated Team Manager
- Children and Young People's Nurse
- Staff Nurse
- Nurse Assistant
- Integrated Team Leader
- Integrated Team Leader
- Head Occupational Therapist
- Integrated Team Lead
- Administration
- Clinical Director
- Administration
- Integrated Team Lead

- Staff Grade Practitioner
- IT Manager
- Administrative Officer
- Receptionist
- Specialty Registrar
- Dietician
- Dietician
- Clinical Psychologist
- Administration Team Leader
- Community Psychiatric Nurse
- Primary Nurse

Where the information does not infringe on data protection, please provide a breakdown of pay protection to include the following:

1. The gender of staff on pay protection

	ethnicity	Total
2011/12	A White - British	66
	B White - Irish	3
	H Asian or Asian British - Indian	2
	L Asian or Asian British - Any other Asian background	2
	N Black or Black British - African	4
	S Any Other Ethnic Group	1
Total		78
2012/13	A White - British	22
	CP White Polish	1
	H Asian or Asian British - Indian	2
	J Asian or Asian British - Pakistani	1
	M Black or Black British - Caribbean	2
	N Black or Black British - African	7
	SC Filipino	1
	SD Malaysian	1
Total		37
2013/14	A White - British	25
	C White - Any other White background	2
	G Mixed - Any other mixed background	1
	H Asian or Asian British - Indian	1
Total		29
Grand Total		144

2. The ethnicity of staff on pay protection

Count of Employee		
	gender	Total
2011/12	F	56
	M	22
Total		78
2012/13	F	28

	M	9
Total		37
2013/14	F	24
	M	5
Total		29
Grand Total		144

If you are unhappy with the service you have received in relation to your Freedom of Information request and wish to make a request for a review of our decision you should write to:

The Information Governance Manager
Northamptonshire Healthcare NHS Foundation Trust
CG08/09
Campbell House
Campbell Square
Northampton
NN1 3EB

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision. Generally, the Information Commissioner cannot make a decision unless you have exhausted the complaints procedure provided by the Trust. The Information Commissioner can be contacted at:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours Sincerely,

The Freedom of Information Team

The Freedom of Information Team

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