Request FOI0514014:

I wish to request the equality impact assessments relating to proposed staffing cuts as outlined in the news article below.


- Some support staff, such as medical secretaries are also at risk. The list is also believed to include a handful of consultants.
- The plan as it stands is to replace band 6 staff nurses with cheaper, less experienced band 5 staff, or else ask for volunteers to drop to the lower grade.
- The consultation will run until the end of May and there are no plans to consult with the public.

Response:

Thank you for your request dated 15th May 2014 in which you made a Freedom of Information request. Please see Northamptonshire Healthcare NHS Foundation Trust response below;

Equality Analysis is part of NHFT business planning and decision making process. Before each budget proposal is approved by the Board as required by the legislation (Equality Act 2010, section: 149) an Equality Analysis of impact on our staff and service users is undertaken with ‘due regard’ to the size, resources, functions and importance of the decision in relation to our equality duty.

All proposed Cost Improved Projects have had relevant and proportionate Equality Analysis. We have done to comply with our legislative requirements and to ensure we improve access, health outcomes, patient experience and reduce health inequalities for the diverse community we serve in Northamptonshire.

Equality Analysis is a continuous duty it always features as part of our decision making process. Initially, Equality Analysis is embedded into the Project Description Document (PDD). The second stage of the Equality Analysis is through the Organisational Change Policy – Equality Matrix which will indicates the numbers of staff affected by the protected characteristics as part of the consultation process.

The majority of our budget decisions have focused on internal process and management structures and we have consulted with those primarily affected which our staff and groups of staff.

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,