

FOI 0147/2023 Response

*** 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.

1. 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.

Please see table below for a breakdown of budgets held in operational and corporate areas that relate to L&D activities for the financial year 2023/24

Directorate	Expense Description	Total Budget 23/24
ACUTE AND URGENT CARE SERVICES	Accommodation	£15,985
	Conferences And Seminars	£2,453
	Subscriptions for Membership	£29,197
	Training Expenses	£7,087
	Training Non Attendance Fee	£289
	Training Programme	£2,704
<i>ACUTE AND URGENT CARE SERVICES Total</i>		<i>£57,715</i>
CHIEF EXECUTIVE OFFICE	Accommodation	£8,234
	Conferences And Seminars	£8,312
	Subscriptions for Membership	£19,934
<i>CHIEF EXECUTIVE OFFICE Total</i>		<i>£36,480</i>
EXEC DIR - MEDICAL	Conferences And Seminars	£19,045
	Lecture Fees	£2,080
	Role Players	£43,264
	Subscriptions for Membership	£15,274
	Training Expenses	£196,456
	Training Programme	£13,636
<i>EXEC DIR - MEDICAL Total</i>		<i>£289,755</i>
EXEC DIR - NURSING	Accommodation	£1,417
	Conferences And Seminars	£20,892
	Subscriptions for Membership	£1,973
	Training Equipment	£582
	Training Expenses	£27,919
	Training Programme	£57,010
<i>EXEC DIR - NURSING Total</i>		<i>£109,793</i>
EXEC DIR - RESOURCES	Conferences And Seminars	£26,389
	Subscriptions for Membership	£34,480
	Training Expenses	£64,330
	Training Programme	£8,746
<i>EXEC DIR - RESOURCES Total</i>		<i>£133,945</i>
ICCR	Accommodation	£9,292
	Conferences And Seminars	£32,979

	Subscriptions for Membership	£2,609
	Training Expenses	£41,797
	Training Materials	£2
	Training Programme	£5,942
<i>ICCR Total</i>		<i>£92,621</i>
NEW CARE MODELS	Accommodation	£0
	Conferences And Seminars	£15,000
<i>NEW CARE MODELS Total</i>		<i>£15,000</i>
PRIMARY CARE & DEMENTIA SERVIC	Accommodation	£4,063
	Als Courses / Training	£1,077
	Clin Supervision Programme	£1,744
	Conferences And Seminars	£79,748
	Subscriptions for Membership	£10,475
	Training Expenses	£16,814
	Training Materials	£3,583
	Training Programme	£11,759
<i>PRIMARY CARE & DEMENTIA SERVIC Total</i>		<i>£129,263</i>
SECURE SERV & OFFENDER HEALTH	Accommodation	£10
	Conferences And Seminars	£97,738
	LBR AHP	£0
	Subscriptions for Membership	£10,967
	Training Expenses	£53,104
	Training Materials	£1,869
	Training Non Attendance Fee	£69
	Training Programme	£73,901
<i>SECURE SERV & OFFENDER HEALTH Total</i>		<i>£237,658</i>
STRATEGY,PEOPLE & PARTNERSHIPS	360 Degree Feedback	£4,680
	Conferences And Seminars	£29,335
	Mgmt & Leadership Development	£130,235
	Stat & Mand Training	£0
	Subscriptions for Membership	£4,086
	Training Expenses	£179
	Training Programme	£79,813
<i>STRATEGY,PEOPLE & PARTNERSHIPS Total</i>		<i>£248,328</i>

2. I kindly request details regarding the L&D budget accessible to middle managers, including the process or criteria for their eligibility.

There is no specific budget allocated to middle managers for L&D, it would be down to their managers/the budget holder to determine how their L&D budget is utilised each year and any training costs would come from the budget allocations above

3. Additionally, I am interested in understanding how your Trust determines which L&D programs or initiatives to invest in.

Programmes that require investment are discussed at the People committee and signed off at exec level .

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

We do not have the above budgets (those in question 1) broken down by workforce group. However, there are some central budgets that we hold for training specific workforce groups. The below budgets include all costs (ie not just training specific costs as per question 1. This is because all costs in these areas relate to training. For example, the pay costs relate to training roles and the income also relates to training.)

Description2	Description3	Sum of '2324' Budget Total
CPD / LBR (Nursing)	Conferences And Seminars	1,023
	External Consultancy Fees	115
	Training Expenses	728
	Training Programme	12,622
	Training Travel & Subsistence	8
	Travel & Subsistence	7
CPD / LBR (Nursing) Total		14,503
EDUCATION & DEVELOPMENT (Central)	Band 1 Admin & Clerical	19,234
	Band 3 Admin & Clerical	53,196
	Band 4 Admin & Clerical	82,186
	Band 5 Admin & Clerical	72,294
	Band 6 Admin & Clerical	44,340
	Conferences And Seminars	4,790
	Contract : Xerox Print	4,935
	Mgmt & Leadership Development	25,563
	Mobile Phones	1,904
	Staff Uniforms & Clothing	67,768
	Stationery	2,490
	Training Expenses	179
	Travel & Subsistence	3,995
EDUCATION & DEVELOPMENT (Central) Total		382,874
EDUCATION & DEVELOPMENT MGT. (Central)	Band 6 Admin & Clerical	110,222
	Band 7 Senior Manager	344,236
	Band 8 Range A Senior Manager	60,945
	Band 8 Range B Senior Manager	141,470

	Band 8 Range C Director	97,794
	Mgmt & Leadership Development	104,672
EDUCATION & DEVELOPMENT MGT. (Central) Total		859,339
NURSE TRAINING	Band 3 HCA	28,863
	Nurse Training Income	(179,597)
	Nursing Apprenticeships	1,070,414
NURSE TRAINING Total		919,680
PGME (Postgraduate Medical Education)	Band 3 Admin & Clerical	27,525
	Band 4 Admin & Clerical	29,442
	Band 5 Admin & Clerical	36,147
	Band 6 Admin & Clerical	44,340
	Consultant	24,661
	Contract : Xerox Print	1,145
	Director of Medical Education	14,674
	Hospitality	237
	Lecture Fees	2,080
	Mobile Phones	219
	Office Equipment & Materials :	1,040
	Other Non Pay	9,166
	Room hire	4,763
	Senior Lecturer	73,946
	Stationery	520
	Training Expenses	20,800
	Travel & Subsistence	520
PGME (Postgraduate Medical Education) Total		291,225
PSYCHOLOGY CENTRAL SERVICES	Training Expenses	63,891
PSYCHOLOGY CENTRAL SERVICES Total		63,891
UGME (Undergraduate Medical Education)	Band 4 Admin & Clerical	38,119
	Band 6 Admin & Clerical	44,340
	Clinical Sub Dean	28,030
	Computer Hardware Purchases	1,472
	Conferences And Seminars	1,082
	Consultant	21,660
	EBE Payments	1,082
	Hospitality	5,166
	Mobile Phones	87
	Office Equipment & Materials :	1,929
	PFI - Int Recharge	690,015

	Role Players	43,264
	SIFT	(1,463,382)
	Stationery	645
	Training Expenses	13,468
	Travel & Subsistence	6,953
UGME (Undergraduate Medical Education) Total		(566,070)
Grand Total		2,296,621

5. Contact Details for Head of Learning & Development and Chief Operation officer: Please provide the name and contact details (email and mobile phone number)

The Trust do not have a head of Learning & Development however, the department reports to Tara Conlan Head of Human Resources and can be contacted on the following:

tara.conlan@nhs.net

[0121 301 3950](tel:01213013950)

6. Organisational structure chart: 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.

Currently The Trust do not have a Trust wide organisational structure chart.

However we do have Executive board structures on the following link:

[Trust Board - Birmingham and Solihull Mental Health NHS Foundation Trust \(bsmhft.nhs.uk\)](http://bsmhft.nhs.uk)