

FOI 0515/2025 Request

1. I acknowledge that the Trust responded partially to questions five and six with the staffing group. This did not however meet my original request, to include which branch of nursing, the staff members came from. Would they be qualified as a RMN (mental health nurse) or would they be dual qualified, as an RNA/RGN (adult nursing) and as a RMN (mental health nursing), in the tabelling, the Trust very kindly provided to me.

I am aware that the Trust does currently employ dual oriented nurses from university but this was not addressed in the data provided. I appreciate that such staff are regulated by the Nursing and Midwifery Council (NMC) and would come under the Trust's staff grouping of nursing, but I sadly need it broken down further.

Please see below, the updated response to question 5, 6 and 12 from FOI 0381/2024 and note the following:

- As requested only the registration element for the staffing group has been updated and the timeline in which the data was provided remains the same as submitted for FOI 0381/2024 (i.e. data from 2010, 2018, and presently – which covers Dec 2024).
- The staff in these teams are recorded as having RMN registrations in Dec 24 & Dec 18. There is one individual who has an additional Sub-Part 2 RN4 (Mental Health).
- For the updated response to Q5, we do not have registration details for Dec 2010.

The below table is a response to Q5 of FOI 0381/2024: The types of registered clinicians that were part of Warstock Lane CMHT, in the MDT, in 2010, 2018 and now presently.

Dec-24

Organisation Name	Registration	Staff Group	Banding	Headcount	Sum of FTE
436 CMHT Warstock Team		Administrative and Clerical	Band 3	4	3.8
436 CMHT Warstock Team		Administrative and Clerical	Band 4	2	2
436 CMHT Warstock Team	Professional Registration (NMC) - Sub-Part 1 RNMH (Mental Health)	Nursing and Midwifery Registered	Band 5	2	2

436 CMHT Warstock Team	Professional Registration (NMC) - Sub-Part 1 RNMH (Mental Health)	Nursing and Midwifery Registered	Band 6	3	3
436 CMHT Warstock Team	Professional Registration (NMC) - Sub-Part 1 RNMH (Mental Health)	Nursing and Midwifery Registered	Band 7	3	3
Grand Total				14	13.8

Dec-18

Organisation Name	Registration	Staff Group	Banding	Headcount	Sum of FTE
436 CMHT Warstock Team	Professional Registration (NMC) - Sub-Part 1 RNMH (Mental Health)	Nursing and Midwifery Registered	Band 5	2	2.0
436 CMHT Warstock Team	Professional Registration (NMC) - Sub-Part 1 RNMH (Mental Health)	Nursing and Midwifery Registered	Band 6	6	5.2
436 CMHT Warstock Team	Professional Registration (NMC) - Sub-Part 1 RNMH (Mental Health)	Nursing and Midwifery Registered	Band 7	2	2.0
436 Domestic Warstock Lane Team		Ancillary	Band 1	2	0.8
436 CMHT Warstock Team		HCA	Band 3	1	1
436 CMHT Warstock Team		Administrative and Clerical	Band 3	3	2.8
436 CMHT Warstock Team		Administrative and Clerical	Band 4	3	2.8
Grand Total				19	16.63334

Dec-10

Organisation Name	Registration	Staff Group	Banding	Headcount	Sum of FTE
AWA CAPS ADLT STH WARSTOCK CMHT	Professional Registration (HCPC)	OT	Band 6	1	1
AWA CAPS ADLT STH WARSTOCK CMHT	Professional Registration (NMC)	Nursing and Midwifery Registered	Band 5	1	1
AWA CAPS ADLT STH WARSTOCK CMHT	Professional Registration (NMC)	Nursing and Midwifery Registered	Band 6	5	2.2

AWA CAPS ADLT STH WARSTOCK CMHT	Professional Registration (NMC)	Nursing and Midwifery Registered	Band 7	1	1
AWA CAPS ADLT STH WARSTOCK CMHT		Administrative and Clerical	Band 2	1	0.6
AWA CAPS ADLT STH WARSTOCK CMHT		Administrative and Clerical	Band 3	2	1.0
AWA CAPS ADLT STH WARSTOCK CMHT		Ancillary	Band 1	2	0.4
Grand Total				13	7.2

The below table is a response to Q6 of FOI 0381/2024: The types of registered or accredited clinicians within the present Crisis Assessment Team at Northcroft and the present registered clinicians in the MDT, at the Queen Elizabeth Hospital based general adult Liaison Psychiatry Team.

Dec-24

Organisation Name	Registration	Staff Group	Banding	Headcount	Sum of FTE
Erdington HTT & Sutton HTT		HCA	Band 3	3	2.6
Erdington HTT & Sutton HTT		Administrative and Clerical	Band 3	3	1.6
Erdington HTT & Sutton HTT		Administrative and Clerical	Band 4	1	1
Erdington HTT & Sutton HTT	Professional Registration (NMC) - Sub-Part 1 RNMH (Mental Health)	Nursing and Midwifery Registered	Band 5	1	0.64
Erdington HTT & Sutton HTT	Professional Registration (NMC) - Sub-Part 1 RNMH (Mental Health)	Nursing and Midwifery Registered	Band 6	14	10.98
Erdington HTT & Sutton HTT	Professional Registration (NMC) - Sub-Part 1 RNMH (Mental Health) & Sub-	Nursing and Midwifery Registered	Band 6	1	0.84

	Part 2 RN4 (Mental Health)				
Erdington HTT & Sutton HTT	Professional Registration (NMC) - Sub-Part 1 RNMH (Mental Health)	Nursing and Midwifery Registered	Band 7	2	2
Grand Total				24	19.66

Dec-24

Organisation Name	Registration	Staff Group	Banding	Headcount	Sum of FTE
436 QE Liaison Psychiatry Medical Team	Professional Registration	Physician Associate - CMHT	Band 7	1	0.2
436 QE Liaison Psychiatry Medical Team	Professional Registration(GMC)	Consultant	Medic Consultant	5	4.4
436 QE Liaison Psychiatry Medical Team	Professional Registration(GMC)	Specialist Training Registrar (Higher)	Specialty Registrar CT 1	1	1
436 QE Liaison Psychiatry Medical Team	Professional Registration(GMC)	Speciality Doctor	Specialty Doctor 2021	1	1
436 QE Liaison Psychiatry Team	Professional Registration (NMC) - Sub-Part 1 RNMH (Mental Health)	Nursing and Midwifery Registered	Band 6	12	11.732
437 QE Liaison Psychiatry Team	Professional Registration (NMC) - Sub-Part 1 RNMH (Mental Health)	Nursing and Midwifery Registered	Band 7	2	1.8
436 QE Liaison Psychiatry Team		Administrative and Clerical	Band 4	3	3
Grand Total				25	23.132

The below table is a response to Q12 of FOI 0381/2024: The vacancy rate for Warstock Lane CMHT (including management so Team Manager, and Clinical Service Manager who has this CMHT within their cohort) and how many registered clinicians are currently working less than full time equivalency (including management, so Team Manager and Clinical Service Manager who has this CMHT within their cohort).

Dec-24

Locality & Team	Sum of FTE Budgeted	Sum of FTE Actual	Sum of FTE Variance	Vacancy Rate
436 CMHT Warstock Team	20.22	13.80	6.42	31.8%

Dec-24

Organisation Name	Registration	Staff Group	Banding	Employee Category	Headcount
436 CMHT Warstock Team		Administrative and Clerical	Band 3	Full Time	3
436 CMHT Warstock Team		Administrative and Clerical	Band 3	Part Time	1
436 CMHT Warstock Team		Administrative and Clerical	Band 4	Full Time	2
436 CMHT Warstock Team	Professional Registration (NMC) - Sub-Part 1 RNMH (Mental Health)	Nursing and Midwifery Registered	Band 5	Full Time	2
436 CMHT Warstock Team	Professional Registration (NMC) - Sub-Part 1 RNMH (Mental Health)	Nursing and Midwifery Registered	Band 6	Full Time	3

436 CMHT Warstock Team	Professional Registration (NMC) - Sub-Part 1 RNMH (Mental Health)	Nursing and Midwifery Registered	Band 7	Full Time	3
Grand Total					14

2. I feel the Trust could provide an actual disclosure to the post-registration training nurses and doctors have to do for Continuing Professional Development (CPD). It may help if I guide this with a more concrete example. Registered Nurses, for example, have to complete 15 hours of self-liked study in areas they identify as need further coverage, for CPD purposes. However this may cover areas, the Trust is required to guide them through. For example a newly qualified band 5 RMN, nurse may need your infection control and prevention material to cover, as this is not explicitly cover during their degree programme, for their branch of nursing at university. It may also be due at the same time when, once every five years or so, Trust is required to revalidate their registered staff (in medicine, nursing, and physician and nursing associate roles). They took might need their basic knowledge of infection medicine covered as part of the foundational skills tests. The Trust may sadly have an unannounced inspection occur at the same time by the CQC.

I believe the Trust could provide the training materials for its registered staff, clinicians, without an Information Governance personnel having to manually go through each individual registrant's appraisal or training record to retrieve such information. The Trust may then argue this is too time consuming or it may be too costly, thus the Trust could rely on, say a Section 12 exemption for the latter.

As noted in FOI 0381/2024, the Trust stands by the original response and confirms that there are no centralised data base to capture Continuing Professional Development (CPD) training materials.

It should be noted that the responsibility to complete CPD training is on each individual staff member as means of developing, maintaining, and documenting professional skills.

Therefore each individual staff member will join on to their chosen CPD training, and they are the ones that have access to the training materials/ certifications, not the Trust. This therefore means that there is no central repository for the training materials.

- 3. Thirdly, would the Trust be willing to confirm (or deny) further what specific public relations, staff recruitment and retention, marketing and communications, legal, senior level of staff clearances were used to look at my request due to the statutory time scales not being met.**

Clarification from Requester: I am kindly asking for the staff job role titles but only those involved in the processing, reviewing, and approving the Fol request.

The response for FOI 0381/2024 was provided by:

- Information Manager
- Workforce Information Officer
- Lead Nurse for Education and Development
- Head of Mental Health Legislation
- Associate Director of Operations Integrated Community Care and Recovery (ICCR)
- Forensic Social Worker Team Manager
- Recruitment Advisor
- Transformation Lead
- Information Governance and Freedom of Information Administrator

The response for FOI 0381/2024 was reviewed and approved by the following:

- Head of Information Governance and Data Protection Officer (DPO)
- Associate Director of Operations Integrated Community Care and Recovery (ICCR)
- Head of Human Resources
- Associate Director of Performance and Information (Deputy SIRO)
- Consultant Forensic Psychiatrist, Clinical Director Secure Care and Offender Health and Associate Medical Director BSMHFT
- Executive Director of finance (SIRO)

- 4. Would you kindly be able to tell me if this will be a stage one (or if used, stage two) internal review?**

The response provided to you as FOI 0515/2025 is the first stage of an internal review.

5. Would I be able to get the name and job role, of who is processing with my review?

Head of Information Governance and Data Protection Officer: bsmhft.informationgovernance@nhs.net

6. I would like to clarify if the standard operating protocol pdf, you sent, for the crisis resolution and home treatment teams, actually covers crisis assessment teams as well. Would the Trust otherwise be saying there is no separate crisis assessment team, and that CRHTT are the ones carrying out any assessments over patients, on the telephone (0121 301 5500)?

The Trust confirms that the SOPs released under FOI 0381/2024 cover the Crisis Assessment Teams.

Please note:

- There is a dedicated crisis response outside of Home Treatment Teams (HTT).
- The Trust's Street Triage Team respond to crisis's and conduct crisis assessments via referrals from West Midlands Police and West Midlands Ambulance services.
- The Trust's Triage Team comprising of Mental Health Nurse and Paramedic attend to urgent crisis requests.
- In addition to the above, NHS 111 is available to support Service Users who are in crisis.