

## **FOI 0132/2025 Response**

- 1. Were Manual Handling responsibilities (used to support the uplift to a Band 6 post) offered or made available to other staff in the Health Instructor team?**

- If yes, please provide details of how these responsibilities were communicated, advertised, or formally allocated (e.g. via internal expressions of interest, consultation process, or vacancy listing).

Yes, the Health Instructor within the Physio Team were asked at the time if anyone would like to take extra responsibilities in relation and they declined

Following agreement additional duties were added to an existing role therefore a new role was not created.

Following the additional duties added, submission to Job Evaluation panel was made to ascertain if the banding needing reviewing.

- 2. Was any formal equality or transparency process followed to ensure all suitably qualified Health Instructors had an opportunity to express interest in this additional responsibility?**

- If yes, please provide documentation or outline the steps taken.

As this was 7 years ago, we cannot recall the process, it would not have been formal.

However, a management decision/assessment would have been based on the skills and experience of the current team.

- 3. What formal Manual Handling training or qualification was undertaken by the current postholder before taking on this responsibility?**

- Please provide the course name, provider, and date of completion.

The Trust is unable to provide a response to this query.

This is because we do not routinely release staff members personal information.

The Trust therefore rely on exemption Section 40 of the Freedom of Information Act 2000 to deny this aspect of your request.