

FOI 051/2026 Response

Request

Dear Sir or Madam,

I am writing to request information under the Freedom of Information Act 2000.

Please provide the following information relating to corporate Allied Health Professional (AHP) staff within the Trust over the last seven years:

1. The number of corporate AHP staff who have completed an internal transfer into a new post within the Trust.
2. Of those staff members who transferred into a new post, please provide the number who were subsequently subject to the Trust's probation policy.
3. Please provide details of any protected time allocated to accommodate probation review meetings for staff who transferred internally into new posts.
4. Please include within this request information relating to:
 - Clinical Leads
 - Senior Management staff
5. Please provide anonymised examples or summaries of circumstances where the Trust's probation policy was applied to staff who had internally transferred into a new post. This may include:
 - the reason probation procedures were initiated,
 - the outcome of the probation process,
 - and whether any additional support, supervision, or review arrangements were implemented.

Response

The Trust is unable to provide the requested statistical data.

This is because there is no systematic method, nor a central repository to obtain this information.

Obtaining the requested data will require the Trust to implement exhaustive manual measures, which consists of interrogating and reviewing a large cohort of data.

This exceeds the threshold to complete the request, and we therefore rely on exemption Section 12 of the Freedom of Information Act 2000, to deny this aspect of your request.

However, we can confirm that the Trust would only apply the Probation Policy to a new contract, not a changed contract.

If a colleague (AHP or otherwise) transferred to a new post, without a break in continuous service, then the probation policy would not have applied, as this would represent a variation of the existing contract of employment held by the post-holder.