

**Reference Number:** FOI202223/396  
**From:** Other  
**Date:** 08 November 2022  
**Subject:** ENT Consultants and Service Provision

**Q1** Number of ENT Consultants (FT/PT/Honorary, locum and substantive) employed in your organization as of the 30th March 2021.

- a. Total Number
- b. Number White Male
- c. Number White Female
- d. Number BAME Male
- e. Number BAME Female
- f. Number Unknown.

**A1**

- a. Seven
- b. Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
- c. Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
- d. Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
- e. Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
- f. Zero

**Q2** Number of Interviews for substantial / locum Consultant ENT appointments held in 2021 (1<sup>st</sup> January to 31<sup>st</sup> December 2021).

- a. Number of Consultant jobs (substantive and locum) advertised and interviewed for in this time frame:

**A2** November 2021 to November 2022- Total 34

Information not held - We are unable to pull the data for the full above timeframe due to a change of recruitment systems and not having access due to the retention period on NHS Jobs being 12 months

**Q3** Please complete Table 1 below with the following information for Consultant interviews (substantive and locum) for the 2021 period (1<sup>st</sup> January 2021 to 31<sup>st</sup> December 2021). Please supply the numbers of candidates (not the %), their gender (male = M, female = f, unknown) and their ethnicity (White / BAME – as per 2001 ONS Census categories) for the following areas:

- a. The number of job applicants (in total for all Consultant jobs advertised)
- b. The number of applicants short-listed for interview (in total for all Consultant jobs advertised)
- c. The number of applicants appointed (in total for all Consultant jobs advertised)

<b>A3</b>	Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Successful from Interview
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	Male	Female	Unknown	Male	Female	Unknown	Male	Female	Unknown
White			45			37			16
BAME			37			23			16
Unknown			0			0			0

Q4 Please could you provide the number of ENT Consultant applicants by gender and ethnicity for your 2021 local and national clinical excellence awards. Please use the following table. We only require data for the awards given out in 2021 for the 2020-2021 financial year

Q5 Number of doctors that resigned their jobs at your Trust (1st January 2021 to 31st December 2021) (Please enter numbers not per centages):

Q6 Of the resignations detailed in the above table, in how many cases was an exit interview offered

A4-6 The Trust is unable to respond to all or specific elements of your request where the response would indicate five or less individuals. The Trust is withholding this information under Section 40 (Personal Information) of the Freedom of Information Act (FOIA) 2000 to reduce the risk of any individuals being identified. The Trust is of the view that disclosure of such information would significantly increase the risk of individuals being identified and as such would constitute a breach of their personal data.

The Trust has applied exemption Section 40(2) of the FOIA and is therefore withholding the information as disclosure which may identify an individual would breach their rights under the Data Protection Act 2018. The grounds for application of this exemption include:

- Any data relating to patients or staff is third party data, furthermore health data is classified as sensitive personal data within the Data Protection Act 2018. As such, Section 40 (2) of the FOIA applies along with the Trusts duty of confidentiality. Therefore under s.2 (3) (f) (ii) of the FOIA, there is an absolute exemption from disclosure on the grounds that it would contravene the First Data Protection Principle.
- The Trust has a duty under the Data Protection Act 2018 and specifically the First Data Protection Principle to ensure personal data regarding staff and patients is processed fairly and lawfully. Disclosure of such data which may identify an individual, either through the data alone or other data in conjunction with that data which may identify an individual would therefore breach this principle.
- The Data Protection Act 2018 defines sensitive personal data to include data relating to the “physical or mental health or condition” of a person. Any such information about specific individuals falls within this category and disclosure of such data including statistical data, with any potential likelihood of identification would breach the Data Protection Act 2018.

Q7 Of any exit interview offered, how many exit interviews took place

A7 Information not held – This information is not centrally recorded by the Trust