



Kent and Medway

NHS and Social Care Partnership Trust

Information Governance & Records Management Department

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Dear [REDACTED]

Request for Information

I write further to your request FOI ID 1320 under the Freedom of Information Act 2000 regarding:-

Learning and Development Budgeting

Your request is set out below:

1) Request Details:

- a) 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.

Kent and Medway NHS and Social Care Partnership Trust (KMPT) have an overall central training budget within KMPT that covers all departments within the Trust. The table below provides an overview of the percentage of applications approved via the central training budget in 2022/23. Training programmes commissioned and delivered internally are not recorded in the table below as this would form part of our internal offering.

Directorate	Percentage of Applications Approved
380 Acute Directorate	19.23%
380 Chief Executive and Board	2.24%
380 Contracting Performance and Information Directorate	1.28%
380 East Kent Directorate	13.78%
380 Executive Nursing and Quality	8.33%
380 Facilities and Estates	1.92%

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Trust Chair – Dr Jackie Craissati
Chief Executive – Helen Greatorex

380 Forensics and Specialist Services Directorate	16.99%
380 Medical Directorate	5.13%
380 North Kent Directorate	8.01%
380 People Directorate	3.53%
380 Transformation Directorate	0.64%
380 West Kent Directorate	18.91%

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

KMPT do not have a specific L&D budget for middle managers, the L&D budget is accessible to all staff. Individual staff would have the development identified through their appraisal / personal development plan and can then apply to a central multi-professional training panel who will review the application and decide on who to support. The application must be relevant to role, identified as part of their personal development plan and support service needs/strategies.

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

L&D programs and initiatives are supported in a variety of ways, they could be identified as part of the annual training priorities exercise (completed by each service); identified through a transformation project or programme, National NHS requirement; local service strategies, wider Trust strategy and priorities.

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

The percentage of individual applications approved in the year 2022/23 by staff group excluding Medical Staff) is provided below. Training programmes commissioned and delivered internally are not recorded in the table below as this would form part of our internal offering.

Staff Group	Percentage of Applications Approved
Add Prof Scientific and Technic	11.97%
Additional Clinical Services	13.39%
Administrative and Clerical	16.24%
Allied Health Professionals	6.27%
Estates and Ancillary	0.57%
Nursing and Midwifery Registered	51.57%

2) Timeframe:

- a) 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.

The information provided covers time period April 2022 – March 2023

3) Contact Details for Head of Learning & Development and Chief operation officer:

- a) Please provide the name and contact details (email and mobile phone number) of the Head of Learning and Development, and the Chief Operating Officers (or an equivalent position).

In order to ensure that staff are able to fully meet their organisational public duties, personal email addresses for individuals are exempt from release under section 36 (conduct of public affairs) Freedom of Information Act 2000, and both the public interest test, and prejudice test enable the organisation to engage this exemption in this instance. However, if you wish to contact any individual staff members you can do so via our Trust Headquarters on 01622 724100 or the address as below.

- 4) Organisational structure chart:
a) Please could we have the organisational chart of the learning and development team and also the senior leadership team.

Please find attached structure chart for the L&D department. Details of our senior leadership team can be found on our website at the following link [KMPT | KMPT About Us](#).

I confirm that the information above completes your request under the Freedom of Information Act 2000. I am also pleased to confirm that no charge will be made for this request.

If you have any questions or concerns or are unhappy with the response provided or the service you have received you can write to the Head of Information Governance at the address on top of this letter. If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision.

Yours Sincerely

On Behalf of
The Information Governance Department