

**Information Governance**

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3<sup>rd</sup> December 2019

**Our reference: FOI DA3279**

Thank you for your request for information received on 26<sup>th</sup> November 2019. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,

Ayomide Adediran  
Information Governance Coordinator

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision. If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

Information Commissioner's Office  
Wycliff House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Tel: 0303 123 1113  
Web: [www.ico.org.uk](http://www.ico.org.uk)

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## **Further Request**

**Query 1 re response to Question 2b: Please could you confirm that the figure of £51,416,000 includes only staff who meet the following criteria as set out in the request:**

- **Management staff (i.e. with management responsibility) who are Band 8b and above**
- **Working in operational teams (i.e. linked to service delivery, reporting up to COO/Operational Directors e.g. Mental Health, Community Services, Hospital wards) not corporate teams**
- **excluding Exec Directors?**

**This figure is significantly higher than expected so I just wanted to be completely sure that it is correct.**

**Management responsibility = anyone Band 8b or above in the relevant teams with responsibility for managing a team/service/services**

**Working in operational teams = working in core patient-facing services/teams (eg Children & Young People's Services, Mental Health Services, Community Health Services, Community Hospital teams) as opposed to support services (e.g. Estates & Facilities, HR, Corporate, Nursing & Quality, Pharmacy, Finance, Commercial Development).**

Answer:

The Trust is unable to respond at the level required as from the information held on our systems it is not possible to provide a breakdown or costings of staff employees as managers at Band 8 or above. ELFT staff who are at band 8b or above may not have management responsibility, as well as staff at other bands (8b and below) may equally be managers.

**Query 2 re response to Question 2e: Please could you clarify why the Director of Integrated Care, Director of Operations, Medical and Nursing have been included as corporate teams? I would have expected these teams to be directly linked to service delivery, as opposed to corporate? I would therefore also like to check if the relevant staff in these teams who are managers at Band 8b and above have been included in the response to 2b?**

**If they have management responsibility for a team, service or services please include them i.e. if they have head of service/team leaders reporting to them). Exclude if they do not.**

Answer:

The Trust is unable to respond at the level required as from the information held on our systems it is not possible to provide a breakdown or costings of staff employees as managers at Band 8 or above. ELFT staff who are at band 8b or above may not have management responsibility, as well as staff at other bands (8b and below) may equally be managers.

**Query 3 re response to Question 2e: Please could you advise which staff are included in the figure of £791,000 for Trust Board – are these staff all Non Exec**

Chair: Marie Gabriel

Chief Executive: Dr Navina Evans

**Directors and Exec Directors? I am trying to calculate how much, if any, of this cost is included in the response to question 2c and 2d, to avoid duplication in any calculations I do.**

Answer:

Please see attached spreadsheet for staff included in the original figure of £791,000 for Trust Board.

**Original request – DA3194**

**Request:**

**I would like to request the following information:**

**Question 1. Management Structure: Please could you set out the management structure of your Trust (or provide visual charts if possible) to include Directors, senior managers and service managers/team leaders and teams within each Directorate?**

Answer: Please find attached PowerPoint document. Executive directors and non-executive directors can also be found on our website via the links below:

<https://www.elft.nhs.uk/About-Us/Our-Board/Executive-Directors>  
<https://www.elft.nhs.uk/About-Us/Our-Board/Non-Executive-Directors>

**Management Costs: Please could you confirm the following for the financial year 2018/19:**

**Question 2a. Total Trust turnover;**

Answer: £428,703,000

**Question 2b. Total pay cost for operational managers (ie within operational services, not corporate as under e. below) at Band 8b and above excluding Executive Directors;**

Answer: £51,416,000

**Question 2c. Total pay cost for Executive Directors;**

Answer: £1,195,000

**Question 2d. Total pay cost for non-executive Directors;**

Answer: £163,000

**Question 2e. Total pay cost for all corporate (non-operational) teams (e.g. Finance, HR, Estates, Contracting etc.), ideally itemised by team excluding Executive Directors**

Answer: £25,707,000

<b>Teams</b>	<b>Amount (£)</b>
Chief Quality Officer	1,413,000
Commercial Development	459,000
Corporate Affairs	2,424,000
Director of Integrated Care	93,000
Director of Operations	617,000
Estates & Facilities	964,000
Finance	1,930,000
Human Resources	2,689,000
ICT	3,954,000
Medical	3,602,000
Nursing	5,518,000
Research & Development	1,253,000
Trust Board	791,000
<b>Grand Total</b>	<b>25,707,000</b>

**Question 3. CAMHS: Please could you describe your CAMHS service model and care pathways, and provide details of the CAMHS team structure for your Trust?**

Answer: CAMHS operate a single point of access for all referrals via a Front Door system - this system provides senior clinical overview of all referrals received into the service to ensure appropriate and timely responses are made. This core staffing group ensures consistency with clinical decision making and standardising thresholds / pathways into the service.

One of the key roles of our triage staff is to gather any additional information, where required, to assist in the decision making to ensure the most appropriate pathway is offered to the young person based on their presenting needs. Often after gathering additional information it is evident that other services would be better suited to meet the needs of the young person, this may be due to a number of reasons including lack of awareness about emotional health needs or referral pathways.

All referrals requiring an assessment in CAMHS are then allocated into three categories; dependent on presenting risk. These are:

- emergency (seen same day) following our crisis pathway.
- priority (2-4 weeks)
- routine (within 12 weeks).

CAMHS receive referrals from various sources and professionals for young people presenting with a variety of emotional mental health needs, some needs will only become apparent and manifest later in the treatment episode.

The CAMHS clinical workforce consists of a range of multi-disciplinary professionals who are registered with a professional body, this may include disciplines from IAPT Practitioners, Psychiatry, Psychology, Psychotherapy, Non-verbal therapy, Nursing, Social work and / or Systemic Practitioners.

Chair: Marie Gabriel

Chief Executive: Dr Navina Evans