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[www.secamb.nhs.uk](http://www.secamb.nhs.uk)

Internal Ref: 250734  
Email:

Dear ,

The trust acknowledges receipt of your Freedom of Information Act 2000 (FOIA) request, referenced above. Please ensure you quote this number in any future correspondence.

### **FOI Request**

You asked us:

**I am writing to make a formal request under the Freedom of Information Act 2000.**

**I understand that Jen Allan was initially appointed on a fixed-term contract, but it is now understood that her position has become permanent. I would therefore like to request the following information:**

#### **1. Recruitment Process**

**Please confirm what recruitment process was followed to appoint Jen Allan to a permanent position.**

**How was this position made permanent without the substantive post being advertised or an interview taking place?**

#### **2. Policy on Fixed-Term Contracts and Secondments**

**Can SECAMB confirm whether fixed-term contracts and secondments can be made permanent without an open recruitment process or interview?**

**Please provide the relevant policy or procedural document outlining the rules on converting fixed-term or secondment roles into permanent positions.**



### **3. Band 9 Management Positions under Current COO**

**How many new Band 9 roles have been created since the current Chief Operating Officer took post?**

**What is the annual total cost of these new Band 9 roles, including salaries, employer pension contributions, and other on-costs?**

### **4. Redundancies and Associated Savings**

**During the same period, how many staff members at Bands 2–9 have been made redundant?**

**Please provide a breakdown by role and band.**

**What is the total monetary value of savings generated from these redundancies?**

**This information is requested in light of SECAMB's current financial pressures and the apparent contradiction between the need for cost-saving measures and the increase in high-band managerial roles.**

#### **Formal Response**

The Trust confirms it holds the information you have requested.

**I am writing to make a formal request under the Freedom of Information Act 2000.**

**I understand that Jen Allan was initially appointed on a fixed-term contract, but it is now understood that her position has become permanent. I would therefore like to request the following information:**

#### **1. Recruitment Process**

**Please confirm what recruitment process was followed to appoint Jen Allan to a permanent position.**

A full recruitment process was followed as per our policy which is available online [here](#).

**How was this position made permanent without the substantive post being advertised or an interview taking place?**

A full recruitment process was followed as per our policy which is available online [here](#).

#### **2. Policy on Fixed-Term Contracts and Secondments**



**Can SECamb confirm whether fixed-term contracts and secondments can be made permanent without an open recruitment process or interview?**

Unless the individual is placed at risk of redundancy, a full recruitment process is followed for all internal secondment to substantive positions.

**Please provide the relevant policy or procedural document outlining the rules on converting fixed-term or secondment roles into permanent positions.**

Please see secondment Policy

**3. Band 9 Management Positions under Current COO**

**How many new Band 9 roles have been created since the current Chief Operating Officer took post?**

Two positions have been created as part of the Divisional Model being implemented. These posts replaced x2 AFC 8D positions.

**What is the annual total cost of these new Band 9 roles, including salaries, employer pension contributions, and other on-costs?**

Band 9 salaries are set out in agenda for change, which can be found on the NHS Employers website (<https://www.nhsemployers.org/publications/tchandbook>) under Annex 2. Depending on whether the employee opts out of the NHS Pension scheme, and what point on the PayScale they are on including on-costs including Employers National Insurance, the range for a Band 9 member of staff will range from £124,806 to £164,545

**4. Redundancies and Associated Savings**

**During the same period, how many staff members at Bands 2–9 have been made redundant?**

Less than 10.

Data blurring at less-than-10: The Trust can confirm that this information exists. However, where an output represents fewer than 10 individuals or incidents in the period requested, we have not provided exact figures. This practice is known as data blurring, which serves to mitigate against the risk of possible re-identification of individual data subjects via data recombination (sometimes referred to as jigsawing). This risk is assessed in accordance with the Information Commissioner's Office (ICO) Anonymisation Code of Practice, in relation to Section 40(2) of the FOIA 2000

**Please provide a breakdown by role and band.**

Less than 10.

Data blurring at less-than-10: The Trust can confirm that this information exists. However, where an output represents fewer than 10 individuals or incidents in the period requested, we have not provided exact figures. This practice is known as data blurring, which serves to mitigate against the risk of possible re-identification of individual data subjects via data recombination (sometimes referred to as jigsawing). This risk is assessed in accordance with the Information Commissioner's Office (ICO) Anonymisation Code of Practice, in relation to Section 40(2) of the FOIA 2000

### **What is the total monetary value of savings generated from these redundancies?**

Not all redundancies are because of restructures or removal of roles and therefore does not generate a saving.

Savings achieved through redundancies relating to restructures, resulting in the removal of posts offset additional costs of new posts, and therefore no savings have been recognised or captured by the Trust as part of its efficiency programme, and therefore we unable to report actual values.

**This information is requested in light of SECAMB's current financial pressures and the apparent contradiction between the need for cost-saving measures and the increase in high-band managerial roles.**

### Next steps

Please note you will be able to source a lot of information which is made available on our website.

Should you be dissatisfied with our response then in the first instance please contact Richard Banks, Head of Corporate Governance, via the following email address: [FOI@secamb.nhs.uk](mailto:FOI@secamb.nhs.uk)

You can ask us to review our original response. If you would like us to carry out an internal review, please let us know within 40 working days of you receiving our original response. This review will be conducted by an individual who was not directly involved in reviewing the original response, ordinarily, the Trust Data Protection Officer.

We will endeavour to complete this request within 20 working days.

Should you remain dissatisfied then you can contact the [Information Commissioner's Office](#) (ICO). Complaints to the ICO should be made within six weeks of receiving the outcome of an internal review. The easiest way to lodge a complaint is through their website: [www.ico.org.uk/foicomplaints](http://www.ico.org.uk/foicomplaints).

Alternatively, the ICO's postal address is:  
Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, SK9 5AF.

Yours sincerely,



**Freedom of Information Coordinator  
South East Coast Ambulance Service NHS Foundation Trust**



Saving Lives,  
Serving Our Communities

Chair: Michael Whitehouse CEO: Simon Weldon