

Request Title: Staff Surveys - 2019-2021

FOI Reference: PSC-83191-C5J3

Date of Disclosure: 28/03 /2022

Date Range: 2019 - 2021

FOI Request:

“Please disclose all your staff survey reports for the years 2019, 2020 & 2021. Please also disclose what organisational learning has taken place and what corrective action if any has been taken as a result of the staff survey data from these three years. Please provide the relevant HR/ organisational development reports relating to any such plans or action taken.”

Our Response:

Under section 1 of the Freedom of Information Act, we confirm that we hold the information requested and our response is as follows.

Please see attached the 3 survey reports, each of which includes the respective action plan for each survey conducted. These reports are presented to our executive committee each year; hence they contain both the collation of both the results and action plans.

It should be noted that the supplier names for the survey providers have been redacted, and this information is being withheld under section 43 of the Freedom of Information Act. Section 43 is a qualified exemption and requires a public interest test to be conducted.

Public Interest Test

Section 43 is a qualified exemption. This means that whilst we understand the data is commercially sensitive, we are required to assess the public interest in releasing the data and determine if it outweighs that of withholding it.

Factors in favour of release:

- Releasing information relating to our engagement survey suppliers would benefit the public interest by encouraging transparency for how investments to the health economy are made.
- Releasing information relating to our engagement survey suppliers would promote accountability and transparency by public authorities for decisions taken by them.

Factors in favour of withholding:

- We are committed to getting the best value for money for our services and our estate. Disclosing the requested information would undermine our competitive position in the marketplace when going out to tender for projects and supplier contracts.
- Disclosure of the requested information may impact our reputational and financial position in the marketplace. Suppliers would be significantly less likely to approach us for tender opportunities or would be less likely to make strong offers.
- We maintain that it is firmly in the public interest that we engage in business relationships with our suppliers without having to release intellectual property and commercially sensitive information. The release of such information would likely damage our supplier relationships and compromise our ability to be cost effective.
- Disclosure of the requested information, reputational and financial damage would affect future investments which would have a knock-on effect to the money raised for the health economy.
- It is firmly in the public interest that we engage in positive business relationships and are portrayed as strong portfolio holder. Disclosure of the requested information would likely undermine our position and detriment the NHS and patient care across England.

Having considered the above, we are of the view that the factors in favour of maintaining the exemption outweigh the factors in favour of disclosure. Therefore, the balance of the public interest test is greater in maintaining the exemption available under section 43(2) of the Freedom of Information Act 2000.