

Reference:	FOI.2297.20
Subject:	Job planning
Date of Request:	10 January 2020

Requested:

Organisation use of Job Planning

1. Please fill in the below table to report which staffing groups have job plans assigned across the organisation and the % of organisation that has it rolled out (in this instance, please include all methods of job planning, whether that be e-forms, third party solutions, or paper based/excel)

Third Party Contract Information

2. Does the organisation use an external supplier to manage job planning?
3. If so, which supplier does the organisation use?
4. What was your reason for selecting the job planning supplier? (for example, was it associated to price, functionality/quality or other NHS users)
5. What was the annual cost to the third party in 18/19?
6. Please can you provide the contract start and end date?
7. Did the organisation procure the supplier via a framework? If so, which framework?
8. What % of the third-party job planning system has been rolled out across the trust?
9. Does the job planning system integrate with other third-party systems? (such as revalidation/appraisal, rostering, training solutions or temporary staff management systems) If so, please list all systems
10. Has the organisation realised any quantifiable benefits from utilising the job planning system? For example, monetary savings, staff survey results etc.

Response:

1. Hywel Dda University Health Board (the UHB) has completed the table below as requested to provide details of job planning within the UHB.

Staffing Group	Job plans assigned? (Yes/No)	% rolled out across the organisation
Medical and Dental	Yes	Job plans were rolled out across 100% of the medical workforce, however, only 88% of doctors have a current work plan.
AHPs (Allied Health Professionals)	N/A	N/A
Other (please specify)	N/A	N/A

2. The UHB has a contract with an external company for a software solution to help manage job planning across the Medical Directorate.
3. The UHB utilises Allocate e-job planning software.
4. The software meets the UHB's system requirements, and is utilised by other Health Boards in Wales.
5. The UHB considers that Section 43 applies to this question, as answering would be Prejudicial to their suppliers Commercial Interests. Section 43(2) of the Freedom of Information Act 2000 exempts information, disclosure of which would or would be likely to prejudice the commercial interests of any person, in this case the suppliers listed above.

Commercial interests may be prejudiced where disclosure would, or would be likely to:

- Weaken a company's position in a competitive environment by revealing market sensitive information or information of potential usefulness to its competitors.
- Damage a company's business reputation or the confidence that customers/users, suppliers or investors may have in it.

This exemption is qualified; therefore, even if information falls within Section 43, public authorities must then apply the public interest test set out in Section 2(2)(b). The information can only be withheld if the public interest in maintaining the exemption outweighs the public interest in disclosure.

The UHB has therefore considered the following:

In favour of disclosure:-There is a public interest in transparency and in the accountability of public funds. Furthermore, it is in the public's interest that public funds be used effectively and that public sector bodies obtain the best value for money when contracting for the provision of services. Private sector bodies engaging in commercial activities with the public sector must expect some information about those activities to be disclosed.

Against Disclosure:- Disclosure of this information would have a direct impact and cause substantial harm to the suppliers listed as it would disclose their pricing, and this would be likely that this would damage their ability to work within a highly competitive sector. The information being requested is likely to be used by their competitors to gain a competitive advantage.

It has therefore been decided above that releasing the information under the Freedom of Information Act, to which the UHB is subject, will give an unfair advantage to the suppliers' competitors. The UHB believes that there is wider established public interest in companies not being prejudiced merely because they have contracted with a public sector body, and that there is a public interest in ensuring that there is competition for public sector contracts.

Decision:-The UHB considers that the public interest in withholding the annual cost for the Allocate software for the 2018/19 financial year is greater than the interests in disclosing it. The company were the only ones to submit a quote during the tender process and as such disclosing the information would give competitors an unfair commercial advantage in a small market.

6. The UHB can confirm the contract started on 1 January 2020 and expires on 1 February 2023.

7. The supplier was procured via the Healthtrust Europe (HTE) Framework.
8. The UHB has rolled out 46% of the job planning system.
9. The software we are using doesn't link directly to other systems but there are add on packages available to help manage other workforce processes.
10. The UHB does not hold the information requested, as it is too early in the implementation phase to make any assessment.