



Ref: FOIA Reference 2018/19-491

Date: 4<sup>th</sup> December 2018

Tel: 01782 676474

Email [FOI@uhn.nhs.uk](mailto:FOI@uhn.nhs.uk)

Dear

I am writing in response to your email dated 18<sup>th</sup> November 2018 (received into our office 19<sup>th</sup> November) requesting information under the Freedom of Information Act (2000) regarding international recruitment and agencies spend.

As of 1<sup>st</sup> November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

**Q1 In the last 12 months, how many visa applications did the hospital process for medical staff?  
Please break down into specialties where possible (e.g. medicine, surgery, anaesthetics etc.)**

**If this information is not readily available could you tell me how many were processed for medicine only?**

A1 For medical staffing the Trust processed ninety eight (98) visa applications

**Q2 How many permanent vacancies in medicines has the Trust had unfilled in the last 12 months?**

A2 The Trust had three (Consultant) vacancies unfilled in the last 12 months. There were no vacancies at junior level as these are fixed term posts and not permanent posts.

**Q3 From these vacancies how many were SHO's? (This includes FY1, FY2, ST1, ST2, CT1, CT2, StR Lower, Clinical fellow, Trust grade, RMO)**

A3 Not applicable.

**Q4 From these vacancies how many were Specialty Doctors? (Staff Grade)**

A4 Not applicable.

**Q5 From these vacancies how many were Consultants?**

A5 As answer 2.

**Q6 How many permanent vacancies do you currently have in medicine?**

A6 The Trust currently has six (6) Consultant vacancies in medicine.

**Q7 In the last 12 months through which agencies have you recruited doctors across any speciality on either a permanent or fixed term contract?**

A7 The Trust has used Remedium to recruit doctors across any speciality on either a permanent/ fixed term contract.

**Q8 Which agencies were successful in recruiting doctors from overseas for the Trust on any type of contract?**

A8 As answer 7

**Q9 Across all grades what number of medical agency locum staff did the Trust employ across the dates 31/03/2018 to 31/06/2018?**

A9 Between the dates 31/03/18 and 30/06/18 the Trust booked one hundred and seven (107) medical locum staff  
Note

- This data is from bookings that were made; this doesn't necessarily mean that the person actually attended
- The data is based on the number of individuals booked and not the number of bookings. An individual may have been booked for more than one occasion.

**Q10 How much did the Trust spend on medical agency locum staff over the 2017/2018 financial year?**

A10 Medical agency expenditure for 2017/18 was £12,026k

**Q11 Does the Trust utilize a medical recruitment framework for international doctors?**

A11 Yes

**Q12 Who is the dedicated contact in your organisation who liaises with agencies for the purposes of international medical recruitment?**

A12 Medical Staffing Department: [Medical.Staffing@uhn.nhs.uk](mailto:Medical.Staffing@uhn.nhs.uk)

**Q13 Please provide names and contact details for the following posts within the Trust:**

- **Medical Director**
- **All Clinical Directors within Mental Health**
- **Head of HR**
- **Head of Medical Staffing**
- **Head of Procurement**

A13 Please see below:

- Medical Director = Dr John Oxtoby
- All Clinical Directors within Mental Health = not applicable
- Head of HR = Ro Vaughan
- Head of Medical Staffing = Diane Poulson
- Head of Procurement = Nathan Joy-Johnson

Please note that all Trust emails are in the following format:  
[Firstname.lastname@uhnm.nhs.uk](mailto:Firstname.lastname@uhnm.nhs.uk)

\*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via [www.ico.org.uk](http://www.ico.org.uk).

If following review of the responses I can be of any further assistance please contact my secretary on 01782 676474.

Yours,



University Hospitals  
of North Midlands  
NHS Trust

*L Carlisle*

Leah Carlisle  
Deputy Head of Quality, Safety & Compliance

