



Ref: FOIA Reference 2022/23-580

Date: 9th March 2023

Email foi@uhnm.nhs.uk

I am writing to acknowledge receipt of your email dated 15th December 2022 and 12th January 2023 requesting information under the Freedom of Information Act (2000) regarding International Recruitment

On 12th January 2023 we contacted you via email with the following:

For the two FOI's that UHNM has received from yourself please confirm which you require us to answer.

Under section 12 of the FOI Act we were aggregating these requests: reference for both is 580-2223
The section 12 exemption states:

The authority can combine related requests received within a period of 60 consecutive days from:

- The same person or
- People who appear to be acting in concert or in pursuance of a campaign.

On the same day you replied via email asking us to aggregate your two requests

We replied via email with the following:

Request #2 = clarify this FOI as to whether this request relates to the use of external agencies providing support for internal recruitment?

You replied via email with:

'This is related to external agencies, and any direct recruitment you have done yourselves via job sites'

As of 1st 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.

Request #1

Q1 Please could you advise on the following questions for the period of 1st Jan 2021 - Present?

How many external international hires has University Hospitals of North Midlands made over this period?

A1 The number of international nurses we have recruited via agencies in 2021 and 2022. In 2022 we recruited 130. All were nurses and all were via external agencies

Q2 Can you break this down by role (Registered Nurse, Mental Health Nurse, Occupational Therapist etc)?

A2 Section 12 exemption as detailed below:

I can neither confirm nor deny whether the information you have requested is held by the Trust in its entirety. This is because the information requested in this question is not held centrally, but may be recorded in individual staff records. In order to confirm whether this information is held we would therefore have to individually access all in individual staff records within the Trust and extract the information where it is present. We therefore estimate that complying with your request is exempt under section 12 of the FOI Act: *cost of compliance is excessive*. The section 12 exemption applies when it is estimated a request will take in excess of 18 hours to complete. We estimate that accessing and reviewing all in individual staff records and then extracting relevant information would take longer than the 18 hours allowed for. In addition to the section 12 exemption the Trust is also applying section 14 (1) exemption: *oppressive burden on the authority*

Under section 16 of the FOI Act we are required to provide requestors with advice and assistance where possible. We would therefore like to advise you that your request is shortened to just the questions that we are able to comply within the 18 hour time frame. In order to avoid delay to your response we have provided this below.

Q3 What is University Hospitals of North Midlands total international recruitment spend for this period?

A3 As answer 3 on request # 2.

Q4 What percentage of international recruitment is done directly (if any)?

A4 Section 12 exemption as detailed below

I can neither confirm nor deny whether the information you have requested is held by the Trust in its entirety. This is because the information requested in this question is not held centrally, but may be recorded in individual staff records. In order to confirm whether this information is held we would therefore have to individually access all in individual staff records within the Trust and extract the information where it is present. We therefore estimate that complying with your request is exempt under section 12 of the FOI Act: *cost of compliance is excessive*. The section 12 exemption applies when it is estimated a request will take in excess of 18 hours to complete. We estimate that accessing and reviewing all in individual staff records and then extracting relevant information would take longer than the 18 hours allowed for. In addition to the section 12 exemption the Trust is also applying section 14 (1) exemption: *oppressive burden on the authority*

Under section 16 of the FOI Act we are required to provide requestors with advice and assistance where possible. We would therefore like to advise you that your request is shortened to just the questions that we are able to comply within the 18 hour time frame. In order to avoid delay to your response we have provided this below.

Q5 How much of this budget was spent on external agencies? Who are the agencies and what is their cost per agency?

A5 See below:

Medline Recruitment Ltd - £104,340
Pertemps Group of Companies - £83,200

Both amounts include VAT

Q6 Who is the senior most responsible officer in relation to this budget?

A6 Chief Nurse

Q7 Do you have a centralised recruitment team at University Hospitals of North Midlands or are the recruitment budgets and responsibility managed by your service leads?

A7 Centralised recruitment to process hiring only.

Q8 Who are these recruitment / service leads?

A8 See below:
Diane Poulson*, Assistant Director of Resourcing for Medical staffing and General Recruitment. Medical staffing Manager is Emma Mellor*; General Recruitment Manager is Emily Foxall*. Nurse Bank and Volunteer recruitment is outside of the People Directorate.

Q9 What is the organisational structure within your recruitment and HR Teams at University Hospitals of North Midlands?

A9 See attached:

Request #2

Q1 How many external international hires have been made at University Hospitals of North Midlands in 2021, and in 2022? Please can you share the total for each year separately, not a combined total.

A1 131 in 2022

Q2 Can you break this down by number of hires per role for each of 2021 and 2022? Please can you keep the response for each year separate? (E.g. 2021: 50 Nurse, 25 AHP, 3 Midwife, 10 Doctor, 30 Paramedic / 2022:40 Nurse, 30 AHP, 10 Midwife).

A2 See below:

2022 = 131 nurses

Q3 What is University Hospitals of North Midlands total international recruitment spend for each period, excluding staff wages?

A3 See below
2021/22- £0
2022/23 - £598,818

Note: The above figures are based on financial year April – March whereas the numbers are calendar year

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

UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.

Where the Trust owns the copyright in information provided, you may re-use the information in line with the conditions set out in the Open Government Licence v3 which is available at <http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>. Where information was created by third parties, you should contact them directly for permission to re-use the information.

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.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.

Yours,



University Hospitals
of North Midlands
NHS Trust

L Carlisle

Leah Carlisle
Head of Data, Security & Protection/ Data Protection Officer

