

Our Ref: NG/RM/24161
Date: 24th May 2024

Nicola Griffiths
Deputy Director of Governance
North Staffordshire Combined Healthcare NHS Trust
Lawton House
Bellringer Road
Trentham
ST4 8HH

Reception: 0300 123 1535

Dear

Freedom of Information Act Request

I am writing in response to your e-mail of the 29th April 2024. Your request has been processed using the Trust's procedures for the disclosure of information under the Freedom of Information Act (2000).

Requested information:

I am seeking details related to the recruitment practices and expenditures of North Staffordshire Combined Healthcare NHS Trust for the financial year 2023/24. The information requested is as follows:

1. The most current organisational chart for the recruitment department, including the name of the most senior representative.

Recruitment Lead x1

Recruitment Co-ordinator x1

Recruitment Administration x3

Recruitment Assistant x1

Staff names are exempt as they constitute personal data and would contravene the principles of the Data Protection Act 2018 (in accordance with qualified exemption S40 (2)(a) of the FOI Act).

2. A breakdown of the FY 2023/24 recruitment marketing/ advertising spend, specifying the amount allocated to each source. This breakdown should include, but not be limited to, expenditures on social media, events, publications, job boards, LinkedIn, and any other recruitment channels employed by North Staffordshire Combined Healthcare NHS Trust.

Recruitment Fees- £43,661

Advertising- £6,666

It is not possible to breakdown the expenditure without a manual trawl of invoices. We believe that the cost of collating the information in order to respond to your request would exceed the threshold of £450 as defined by the Freedom of Information and Data Protection (Appropriate limit Fees) Regulations 2004. As a result, we are refusing your request under Section 12 of the Freedom of Information 2000.

3. Details on the FY 2023/24 agency spend per division within North Staffordshire Combined Healthcare NHS Trust, outlining the amount spent on Finders/ Agency fees.

Division	Spend £000
Acute Services and Urgent Care	663
Specialist Care	2,607
Community	1,454
Quality and Nursing	37
Finance, Performance and Estates	77
Primary Care	589

Finders' fees in 2023/24 totalled £2,803.

Agency fees are included in the spend provided above. Agency invoices are not split coded, so it is not possible to confirm the spend on agency fees.

4. Which applicant-tracking-system does North Staffordshire Combined Healthcare NHS Trust currently use? **The Trust uses Trac for Recruitment.**

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review of the management of your request. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Dr Buki Adeyemo, Chief Executive, North Staffordshire Combined Healthcare Trust, Trust Headquarters, Lawton House, Bellringer Road, Trentham, ST4 8HH. If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely



Nicola Griffiths
Deputy Director of Governance