

Our Ref: NG/RM/24213
Date: 20th June 2024

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

Reception: 0300 123 1535

Dear

Freedom of Information Act Request

I am writing in response to your e-mail of the 4th May 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:

Please find below a list of questions regarding your trust's use of agencies, recruitment practices, current and future hiring, recruitment efficiency and challenges, benefits and support, and visa and immigration processes. We would greatly appreciate it if you could provide your responses within the statutory 20 working days.

1. Use of Agencies
 - Does the Trust use agencies to support with permanent/ international hires? **No**
 - Which agencies do you work with for international recruitment? **N/A**
 - Which types of hires do you regularly hire through these partners? (doctors, dentists, nurses, AHP, Non-medical) **N/A**
 - Please provide a breakdown of how many hires you made through these sources in the last 12 months. (doctors, dentists, nurses, AHP, Non-medical) **N/A**
 - Please provide details about the fees paid to your agency partners, including the lowest fee, highest fee, and average fee. (over the last 12 months) **N/A**
 - What was the total spend on permanent international hires over the last 12 months? **N/A**
2. Recruitment Practices and Processes
 - Do you do any direct internal international recruitment? **No**
 - If yes, what processes does the trust use to find and hire? **N/A**
 - If yes, can you provide an example of the last time you did this, the number of hires you made, and how much it cost you? **N/A**
 - If yes, which countries did you target? **N/A**
 - If yes, what were the challenges of the experience? **N/A**
 - How do you assess the qualifications and credentials of international candidates? **N/A**

- Do you have a minimum requirement for experience for international hires? (doctors, dentists, nurses, AHP, Non-medical) **N/A**
3. Current and Future Hiring
- Do you intend to continue to hire foreign-trained medical professionals? **No**
 - What percentage of your staff are currently foreign-trained? **N/A**
 - Would the Trust benefit from an international agency with lower fees? **N/A**
 - Does the trust have enough of a budget to hire all the staff they need? **N/A**
 - Do you have a specific budget for international recruitment? If so, how much? **N/A**
 - What is a breakdown of the open vacancies the trust currently has? (doctors, dentists, nurses, AHP, Non-medical) **N/A**
 - Would the trust hire internationally for these vacancies? **N/A**
 - Does the trust believe the number of vacancies will increase in the coming years?
 - Do you have any plans to support this? **N/A**
4. Recruitment Efficiency and Challenges
- What is the average time to hire for international positions? **N/A**
 - What are the main challenges your trust faces in recruiting international staff? **N/A**
 - What support services do you provide to international staff to help them integrate into the UK and the NHS? **N/A**
 - This can include language training, cultural orientation, and professional development. **N/A**
 - What retention strategies does your trust employ for international staff? **N/A**
 - How do you measure the success of your international recruitment efforts? **N/A**
 - Do you collaborate with any educational institutions or professional bodies to support international recruitment? **N/A**
 - What percentage of your total recruitment budget is allocated to international hiring? **N/A**
 - Have you implemented any digital tools or platforms to assist with international recruitment? If so, which ones? **N/A**
 - Are there any upcoming changes in your international recruitment strategy or policies? **N/A**
5. Benefits and Support
- What benefits do you offer international staff? (including but not limited to: free flights, initial accommodation, visa sponsorship, onboarding programs, test or qualification fees) **N/A**
 - Who deals primarily with international hires? (person & department) **N/A**
6. Visa and Immigration
- What types of visas does the Trust sponsor for international hires? **N/A**
 - What is the average time taken to process visa applications for international recruits? **N/A**
 - Are there any specific challenges the Trust faces in securing visas for international staff? **N/A**

- Does the Trust provide any assistance or support for international hires during the visa application process? **N/A**
- What percentage of international hires face visa rejections or delays, and how does the Trust manage these situations? **N/A**

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



Chair: Janet Dawson
Chief Executive: Dr Buki Adeyemo
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