



Ref: FOIA Reference 2021/22-242

Royal Stoke University Hospital  
Data, Security and Protection  
Newcastle Road  
Stoke-on-Trent  
Staffordshire  
ST4 6QG

Date: 16<sup>th</sup> August 2021

Email [foi@uhnm.nhs.uk](mailto:foi@uhnm.nhs.uk)

Dear

I am writing to acknowledge receipt of your email dated 27<sup>th</sup> July 2021 requesting information under the Freedom of Information Act (2000) regarding international staff.

We are unable to provide some of the information you require in the requested format as to release this data could lead to the identification of the person(s) involved due to the low numbers involved, and would breach the Trusts obligations under Data Protection Act 2018. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the FOI Act. *Personal information*. However as the Trust is committed to openness and transparency we can band the numbers as being <5

*This exemption is an absolute exemption and therefore no consideration of the public interest test is needed.*

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 Please list the number of nurses of each nationality recruited into your organisation from overseas during the last financial year 2020-2021, and the current financial year to date**

A1 It is not possible to identify the numbers of staff who were specifically recruited from abroad. However, the table below shows the number of nurses recruited, whose nationality is other than a UK nationality and where their start date in the NHS is during the last financial year 2020-2021, and the current financial year to date. It may be the case that some or all of these employees were living in the UK prior to joining this Trust.

Registered Nursing			
Country of origin	2020/21	Country of origin	2021/22
Canadian	>5	Filipino	>5
Greek	>5	Indian	5
Indian	>5	Kenyan	>5
Nigerian	>5	Malawian	>5
Portuguese	>5	Nigerian	>5
Romanian	>5	Zimbabwean	>5
Spanish	>5	<b>Grand Total</b>	<b>11</b>
Zambian	>5		
Zimbabwean	>5		
<b>Grand Total</b>	<b>14</b>		

**Q2 Please list the number of doctors of each nationality recruited into your organisation from overseas during the last financial year 2020-2021, and the current financial year to date.**

A2 It is not possible to identify the numbers of staff who were specifically recruited from abroad. However, the table below shows the number of medical staff recruited, whose nationality is other than a UK nationality and where their start date in the NHS is during the last financial year 2020-2021, and the current financial year to date. It may be the case that some or all of these employees were living in the UK prior to joining this Trust

Medical and Dental			
Country of origin	2020/21	Country of origin	2021/22
American	>5	Egyptian	>5
Bahraini	>5	Indian	>5
Bangladeshi	>5	Maltese	>5
Bulgarian	>5	Nigerien	>5
Canadian	>5	Pakistani	>5
Chinese	>5	Sri Lankan	>5
Dutch	>5	Sudanese	>5
Egyptian	>5	<b>Grand Total</b>	<b>10</b>
Greek	>5		
Indian	18		
Italian	>5		
Jordanian	>5		
Kenyan	>5		
Malaysian	>5		
Nepalese	>5		
Nigerian	>5		
Nigerien	11		
Pakistani	10		
Polish	>5		
Saudi Arabian	>5		
South African	>5		
Sri Lankan	5		
Sudanese	>5		
Swedish	>5		
Trinidadian	>5		
<b>Grand Total</b>	<b>79</b>		

**Q3 Please list the number of AHPs of each nationality recruited into your organisation from overseas during the last financial year 2020-2021, and the current financial year to date.**

A3 It is not possible to identify the numbers of staff who were specifically recruited from abroad. However, the table below shows the number of AHP staff recruited, whose nationality is other than a UK nationality and where their start date in the NHS is during the last financial year 2020-2021, and the current financial year to date. It may be the case that some or all of these employees were living in the UK prior to joining this Trust

Allied Health Professionals	
Country of origin	2020/21
Dutch	>5
New Zealander	>5
Nigerian	>5
Nigerien	>5
<b>Grand Total</b>	<b>&gt;5</b>

**Q4** In 2021 to date, has your organisation recruited healthcare professionals from countries graded 'red' on the WHO list referenced in the DHSC Code of Practice for international recruitment? Full list available here for reference:

<https://www.nhsemployers.org/articles/developing-countries-recruitment>

**4a. If you answered yes to Q4, please also list any third-party recruitment agencies used to support the passage of these professionals to the UK from offer stage onwards.**

A4 Yes, based on the information in A1, A2 and A3 but it may be the case that some or all of these employees were living in the UK prior to joining this Trust.

4a) Registered Nursing: The Trust works with Health Education England (HEE) who work with Global Learning Programme. AHPs and Medical Staff: no third party recruitment agencies used

**Q5** Please list the agency partners (UK) currently used by your organisation for overseas recruitment of the following staff groups:

- a. Nurses
- b. Doctors
- c. AHPs

A5 Registered Nursing: The Trust works with Health Education England (HEE) who work with Global Learning Programme. AHPs and Medical Staff: no agency partners used

\*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.***

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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.

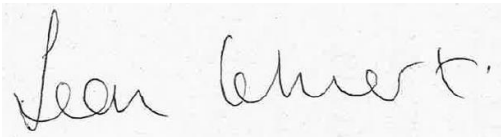
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and 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 671612.

Yours,



Jean Lehnert  
**Data, Security & Protection Manager**