



Ref: FOIA Reference 2024/25-076

Date: 23rd May 2024

Email foi@uhn.nhs.uk

Dear Sir/ Madam

I am writing to acknowledge receipt of your email dated 29th April 2024 requesting information under the Freedom of Information Act (2000) regarding recruitment practices

On 16th May 2024 we contacted you via email with the following:
To continue with your request we require clarification on which organisation structure requirements, as some area's such as medical staffing is not solely assigned to recruitment.

On the same day you replied via email with:
'Please ignore medical staffing.'

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.

Q1 I am writing to request information under the provisions of the Freedom of Information Act 2000. Specifically, I am seeking details related to the recruitment practices and expenditures of University Hospitals of North Midlands NHS Trust for the financial year 2023 /24. The information requested is as follows:

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

A1 Diane Poulson Assistant Director of Resourcing heads the general recruitment and medical staffing department.

As per your above clarification:

The structure for General Recruitment is as follows which is for Q1.

1 FTE x Manager
1 FTE X Team Leader
1.60 FTE x Senior Recruitment Officer / Trainer / Campaign Officer
6.95 FTE x Recruitment Officer
2 FTE x Recruitment Administrator

Q2 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 University Hospitals of North Midlands NHS Trust.

A2 There is no central budget for advertising and marketing

Q3 Details on the FY 2023/24 agency spend per division within University Hospitals of North Midlands NHS Trust, outlining the amount spent on Finders/Agency fees

A3 See below:

Agency Spend by Division 2023/24 (£)	Total (£000s)
Central Functions	2,186
Estates, Facilities & Pfi	145
Medicine & Urgent Care	10,469
Network Services	4,094
North Midlands & Cheshire Pathology Services	2,437
Surgery, Theatres & Critical Care	7,819
Womens, Childrens & Clinical Support Services	1,923
Grand Total	29,073

Q4 Which applicant-tracking-system does University Hospitals of North Midlands NHS Trust currently use?

A4 TRAC

*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.

Yours,



Rachel Montinaro
Data Security and Protection Manager - Records