

Freedom of Information Request

Reference Number: [EPUT.FOI.23.2913](#)
Date Received: 17 April 2023

Information Requested:

1. How many Estates & Facilities sector roles at Essex Partnership University NHS Foundation Trust (EPUT) were filled in the last financial year (2022/23)?

[EPUT = 49](#)

2. How many Estates & Facilities roles within this Trust were advertised but not filled in the last financial year (2022/23)?

[N/A](#)

a. Which roles were these?

[N/A](#)

3. What was the spend on recruitment advertising for all of Essex Partnership University NHS Foundation Trust Estates & Facilities roles during this time period?

[£0](#)

4. Were recruitment agencies used for any of these roles?

[No](#)

a. If so which roles?

[N/A](#)

5. What is your current vacancy rate for Estates & Facilities at Essex Partnership University NHS Foundation Trust?

[Overall trust wide vacancy of 9.8%](#)

6. Are all of the Estates & Facilities roles within this NHS Trust posted on NHS Jobs?

[No – working towards this with managers.](#)

7. As a Trust, are you doing anything different to attract a diverse workforce?

[Yes](#)

a. If so what?

[Inclusive recruitment including inclusion reps on all interviews at Band 8A and above.](#)

[Interview amendments where necessary working closely with our occupational health provider through to start date.](#)

[Working with Inclusive Employment Essex to promote opportunities.](#)

[Attending reverse jobs fairs - designed to assist those facing barriers into employment. It flips the idea of a traditional Jobs Fair by allowing jobseekers to create displays and presentations that demonstrate their talents, and then showcase them, at a Fair, to potential employers. Employers then have the opportunity to circulate among the stands, introducing themselves to the jobseekers, and taking time to discuss opportunities and create connections where skills and abilities of the candidates match those required by employers. These events highlight talent within groups who may face barriers to](#)

employment, and gives those individuals the opportunity to demonstrate their skills and abilities in a supported environment.

EPUT also delivers employment support services across Essex to those coping with severe mental illness where current patients can be referred to have support with achieving their employment goals based upon their job goal preferences. This includes helping individuals who want to work within mental health as a career within EPUT. There is also a similar service to provide help for those in work to help retain their employment where they are struggling to cope with mental health and this is putting their job at risk.

b. If not, is it in your plans to do so?

Plans to expand on the above.

Publication Scheme:

As part of the Freedom of Information Act all public organisations are required to proactively publish certain classes of information on a Publication Scheme. A publication scheme is a guide to the information that is held by the organisation. EPUT's Publication Scheme is located on its Website at the following link <https://eput.nhs.uk>