

### Freedom of Information Request

**Reference Number:** EPUT.FOI.22.2761  
**Date Received:** 15<sup>th</sup> of December 2022

**Information Requested:**

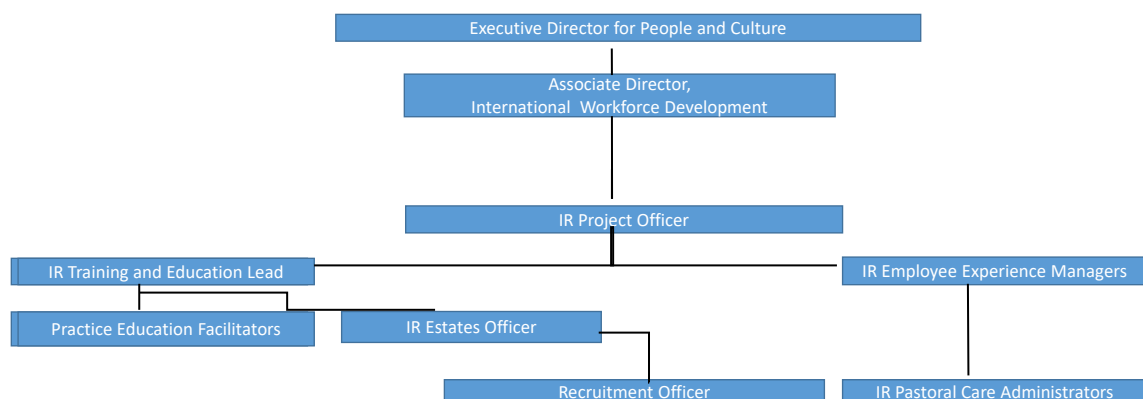
- How many external international hires has Essex Partnership University NHS Foundation Trust made over this period?  
184 Nurses 01January2022 to 31December22  
12 AHPs
- Can you break this down by role (Registered Nurse, Mental Health Nurse, Occupational Therapist etc)?  
154 Registered Nurses  
30 Mental Health Nurses  
AHPs (3 Physiotherapists / 1 Speech and Language Therapist / 8 Occupational Therapists)
- What is Essex Partnership University NHS Foundation Trust total international recruitment spend for this period?

| International Recruitment                    | April 21-<br>March 22 | April 22 -<br>October 22 |
|--|-----------------------|--------------------------|
| Staff Salaries                               | £133.2k               | £1,046.1k                |
| Project Team                                 | £70.9k                | £448.8k                  |
| Clinical Supplies                            | £1.9k                 | £51.2k                   |
| Employee Related Expenses                    | £2.7k                 | £34.3k                   |
| Estates & Accommodation                      | £6.6k                 | £73.0k                   |
| Relocation                                   | £1.2k                 | £16.2k                   |
| IT   | £3.3k                 | £93.1k                   |
| Non Legal / Prof Svs                         | £449.6k               | £523.5k                  |
| Rents  | £19.3k                | £190.6k                  |
| Training / Education / Conference            | £5.1k                 | £164.8k                  |
| Transport (flights / trains / buses / taxis) | £14.5k                | £290.5k                  |
| <b>Financial year total spend</b>            | <b>£708.2k</b>        | <b>£2,932.0k</b>         |

- What percentage of international recruitment is done directly (if any)?  
65%
- How much of this budget was spent on external agencies? Who are the agencies and what is their cost per agency?  
35% approx.  
£3000.00 per agency

6. Who is the senior most responsible officer in relation to this budget?  
Executive Director for People and Culture
  
7. Do you have a centralised recruitment team at Essex Partnership University NHS Foundation Trust or are the recruitment budgets and responsibility managed by your service leads?  
The IR Business Lead (Associate Director) Executive Director and Acting Executive Director have IR budget responsibility, with an approval limit set: up to £25,000/ up to £49,999 / Up to £99,999
  
8. Who are these recruitment / service leads?  
The Trust is unable to provide the information you have requested. This is because the Trust considers the staff names to be personal information which is exempt under Section 40 (Personal Information) of the Act. In addition Trust policy states that personal information will only be given for those staff with public facing roles, which does not apply to International Recruitment.
  
9. What is the organisational structure within your recruitment and HR Teams at Essex Partnership University NHS Foundation Trust?

## International Recruitment (IR)



### Applied Exemption:

#### Section 40 (Personal information):

- (1) Any information to which a request for information relates is exempt information if it constitutes personal data of which the applicant is the data subject.
- (2) Any information to which a request for information relates is also exempt information if—

- (a) it constitutes personal data which do not fall within subsection (1), and
  - (b) either the first or the second condition below is satisfied.
- (3) The first condition is—
- (a) in a case where the information falls within any of paragraphs (a) to (d) of the definition of “data” in section 1(1) of the Data Protection Act 2018, that the disclosure of the information to a member of the public otherwise than under this Act would contravene—
    - (i) any of the data protection principles, or
    - (ii) section 10 of that Act (right to prevent processing likely to cause damage or distress), and
  - (b) in any other case, that the disclosure of the information to a member of the public otherwise than under this Act would contravene any of the data protection principles if the exemptions in section 33A(1) of the Data Protection Act 2018 (which relate to manual data held by public authorities) were disregarded.
- (4) The second condition is that by virtue of any provision of Part IV of the Data Protection Act 2018 the information is exempt from section 7(1)(c) of that Act (data subject’s right of access to personal data).
- (5) The duty to confirm or deny—
- (a) does not arise in relation to information which is (or if it were held by the public authority would be) exempt information by virtue of subsection (1), and
  - (b) does not arise in relation to other information if or to the extent that either—
    - (i) the giving to a member of the public of the confirmation or denial that would have to be given to comply with section 1(1)(a) would (apart from this Act) contravene any of the data protection principles or section 10 of the Data Protection Act 2018 or would do so if the exemptions in section 33A(1) of that Act were disregarded, or
    - (ii) by virtue of any provision of Part IV of the Data Protection Act 2018 the information is exempt from section 7(1)(a) of that Act (data subject’s right to be informed whether personal data being processed).
- (6) In determining for the purposes of this section whether anything done before 24th October 2007 would contravene any of the data protection principles, the exemptions in Part III of Schedule 8 to the Data Protection Act 2018 shall be disregarded.
- (7) In this section— “the data protection principles” means the principles set out in Part I of Schedule 1 to the Data Protection Act 2018, as read subject to Part II of that Schedule and section 27(1) of that Act;
- “data subject” has the same meaning as in section 1(1) of that Act;
  - “personal data” has the same meaning as in section 1(1) of that Act.

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**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>



**Essex Partnership University**  
NHS Foundation Trust

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