**FOI Enquiries regarding Overseas Recruitment ( Responses shown in red)**

**ENQUIRY 1**

Please find attached and below the response to your recent Freedom of Information enquiry from Weston Area Health NHS Trust.

·         what percentage of your staff are from other countries (not the UK)? Please list these countries individually – attached

in which jobs are these staff working? Nurses, midwives, doctors, consultants, general staff e.g. cleaners. Please list the key roles in which they are employed.   Due to being a small Trust under Section 40 we are unable to provide exact job titles and departments as personal information will be easily identifiable.

·         Please indicate if the figures above relate purely to NHS hospital staff or include those who are employed by the hospital but work within the community. If they do relate those working within the community too, please show this in your figures for clarity. NHS Hospital staff only

·         Please indicate whether you have actively recruited staff from other countries and when those recruitment drives were in the past five years. We have recruited from Spain in 2013 and Italy in 2014, both of these recruitment drives were for nurses

·         Please indicate how many empty posts you would have if staff from other countries had not taken up positions. Up to 45 empty posts

·         Do you have a specific policy relating to the recruitment of doctors or medical staff from overseas and if so could you please state what it is. We have no specific policy relating to the recruitment of doctors or nurses from overseas

I trust that your request has been satisfactorily answered, but I should advise you that you have the right to complain about this response by reference to the complaints procedure of the Weston Area Health NHS Trust, in which case you should write to me at this email address.

If you remain dissatisfied with the decision of the Trust following your complaint, you may write to the Information Commissioner, whose address is:

Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

Jo Ward

on behalf of Gillian Hoskins

Associate Director of Governance and Patient Experience

Weston Area Health NHS Trust

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Dec-12** |  |  | **Dec-13** |  |  | **Dec-14** |  |
|  |  |  |  |  |  |  |  |  |
|  | **Nationality** | **Total** |  | **Nationality** | **Total** |  | **Nationality** | **Total** |
|  | **American** | **1** |  | **American** | **1** |  | **American** | **1** |
|  |  | **1** |  |  | **1** |  |  | **1** |
|  | **American Total** | **2** |  | **American Total** | **2** |  | **American Total** | **2** |
|  | **Australian** | **1** |  | **Australian** | **1** |  | **Australian** | **1** |
|  |  | **1** |  |  | **1** |  |  | **1** |
|  | **Australian Total** | **2** |  | **Australian Total** | **2** |  | **Australian Total** | **2** |
|  | **Basotho** | **1** |  | **Basotho** | **1** |  | **Basotho** | **1** |
|  | **Basotho Total** | **1** |  | **Basotho Total** | **1** |  | **Basotho Total** | **1** |
|  | **Brazilian** | **1** |  | **Brazilian** | **1** |  | **Brazilian** | **1** |
|  | **Brazilian Total** | **1** |  | **Brazilian Total** | **1** |  | **Brazilian Total** | **1** |
|  | **Bulgarian** | **4** |  | **Bulgarian** | **4** |  | **Bulgarian** | **1** |
|  |  | **1** |  |  | **1** |  |  | **4** |
|  | **Bulgarian Total** | **5** |  | **Bulgarian Total** | **5** |  | **Bulgarian Total** | **5** |
|  | **Canadian** | **1** |  | **Cameroonian** | **1** |  | **Cameroonian** | **1** |
|  | **Canadian Total** | **1** |  | **Cameroonian Total** | **1** |  | **Cameroonian Total** | **1** |
|  | **Central African** | **1** |  | **Canadian** | **1** |  | **Canadian** | **1** |
|  | **Central African Total** | **1** |  |  | **1** |  |  | **1** |
|  | **Danish** | **1** |  | **Canadian Total** | **2** |  | **Canadian Total** | **2** |
|  | **Danish Total** | **1** |  | **Central African** | **1** |  | **Central African** | **1** |
|  | **Dutch** | **1** |  | **Central African Total** | **1** |  | **Central African Total** | **1** |
|  |  | **1** |  | **Danish** | **1** |  | **Czech** | **1** |
|  | **Dutch Total** | **2** |  | **Danish Total** | **1** |  | **Czech Total** | **1** |
|  | **French** | **1** |  | **Dutch** | **1** |  | **Danish** | **1** |
|  |  | **1** |  |  | **1** |  | **Danish Total** | **1** |
|  | **French Total** | **2** |  | **Dutch Total** | **2** |  | **Dutch** | **1** |
|  | **German** | **1** |  | **French** | **1** |  |  | **1** |
|  |  | **3** |  |  | **1** |  | **Dutch Total** | **2** |
|  |  | **1** |  | **French Total** | **2** |  | **Finnish** | **1** |
|  |  | **1** |  | **German** | **1** |  | **Finnish Total** | **1** |
|  | **German Total** | **6** |  |  | **3** |  | **French** | **1** |
|  | **Greek** | **1** |  |  | **1** |  |  | **1** |
|  | **Greek Total** | **1** |  |  | **1** |  | **French Total** | **2** |
|  | **Hungarian** | **1** |  |  | **1** |  | **Georgian** | **1** |
|  |  | **2** |  | **German Total** | **7** |  | **Georgian Total** | **1** |
|  |  | **1** |  | **Greek** | **1** |  | **German** | **1** |
|  | **Hungarian Total** | **4** |  | **Greek Total** | **1** |  |  | **3** |
|  | **Indian** | **1** |  | **Guyanese** | **1** |  |  | **1** |
|  |  | **4** |  | **Guyanese Total** | **1** |  |  | **1** |
|  |  | **1** |  | **Hong Kong (British/Chinese)** | **1** |  |  | **1** |
|  |  | **1** |  | **Hong Kong (British/Chinese) Total** | **1** |  | **German Total** | **7** |
|  |  | **9** |  | **Hungarian** | **1** |  | **Greek** | **1** |
|  |  | **1** |  |  | **1** |  | **Greek Total** | **1** |
|  |  | **1** |  |  | **2** |  | **Guyanese** | **1** |
|  |  | **1** |  |  | **1** |  | **Guyanese Total** | **1** |
|  |  | **33** |  | **Hungarian Total** | **5** |  | **Hong Kong (British/Chinese)** | **1** |
|  |  | **1** |  | **Indian** | **1** |  | **Hong Kong (British/Chinese) Total** | **1** |
|  |  | **1** |  |  | **5** |  | **Hungarian** | **1** |
|  | **Indian Total** | **54** |  |  | **1** |  |  | **1** |
|  | **Irish** | **1** |  |  | **1** |  |  | **2** |
|  |  | **3** |  |  | **1** |  |  | **1** |
|  |  | **1** |  |  | **9** |  | **Hungarian Total** | **5** |
|  |  | **1** |  |  | **1** |  | **Indian** | **1** |
|  |  | **3** |  |  | **1** |  |  | **5** |
|  |  | **1** |  |  | **2** |  |  | **1** |
|  | **Irish Total** | **10** |  |  | **33** |  |  | **1** |
|  | **Italian** | **2** |  |  | **1** |  |  | **1** |
|  |  | **1** |  |  | **1** |  |  | **9** |
|  |  | **1** |  | **Indian Total** | **57** |  |  | **1** |
|  |  | **1** |  | **Irish** | **1** |  |  | **1** |
|  | **Italian Total** | **5** |  |  | **3** |  |  | **2** |
|  | **Jamaican** | **1** |  |  | **1** |  |  | **33** |
|  | **Jamaican Total** | **1** |  |  | **1** |  |  | **1** |
|  | **Japanese** | **1** |  |  | **1** |  |  | **1** |
|  |  | **1** |  |  | **3** |  | **Indian Total** | **57** |
|  | **Japanese Total** | **2** |  |  | **1** |  | **Irish** | **1** |
|  | **Kenyan** | **1** |  | **Irish Total** | **11** |  |  | **1** |
|  |  | **1** |  | **Italian** | **1** |  |  | **3** |
|  | **Kenyan Total** | **2** |  |  | **2** |  |  | **1** |
|  | **Lithuanian** | **3** |  |  | **2** |  |  | **1** |
|  | **Lithuanian Total** | **3** |  |  | **1** |  |  | **1** |
|  | **Malaysian** | **2** |  | **Italian Total** | **6** |  |  | **3** |
|  |  | **1** |  | **Jamaican** | **1** |  | **Irish Total** | **11** |
|  |  | **1** |  | **Jamaican Total** | **1** |  | **Italian** | **1** |
|  |  | **1** |  | **Japanese** | **1** |  |  | **2** |
|  | **Malaysian Total** | **5** |  |  | **1** |  |  | **2** |
|  | **Nigerian** | **1** |  | **Japanese Total** | **2** |  |  | **1** |
|  |  | **1** |  | **Kenyan** | **1** |  | **Italian Total** | **6** |
|  |  | **1** |  |  | **1** |  | **Jamaican** | **1** |
|  |  | **1** |  | **Kenyan Total** | **2** |  | **Jamaican Total** | **1** |
|  |  | **1** |  | **Lithuanian** | **3** |  | **Japanese** | **1** |
|  | **Nigerian Total** | **5** |  | **Lithuanian Total** | **3** |  |  | **1** |
|  | **Pakistani** | **1** |  | **Malaysian** | **2** |  | **Japanese Total** | **2** |
|  | **Pakistani Total** | **1** |  |  | **1** |  | **Kenyan** | **1** |
|  | **Philippine** | **3** |  |  | **1** |  |  | **1** |
|  |  | **1** |  |  | **1** |  | **Kenyan Total** | **2** |
|  | **Philippine Total** | **4** |  | **Malaysian Total** | **5** |  | **Lithuanian** | **3** |
|  | **Polish** | **1** |  | **Mexican** | **1** |  | **Lithuanian Total** | **3** |
|  |  | **5** |  | **Mexican Total** | **1** |  | **Malaysian** | **2** |
|  |  | **1** |  | **Nigerian** | **1** |  |  | **1** |
|  |  | **1** |  |  | **1** |  |  | **1** |
|  |  | **2** |  |  | **1** |  |  | **1** |
|  | **Polish Total** | **10** |  |  | **1** |  | **Malaysian Total** | **5** |
|  | **Portuguese** | **1** |  |  | **1** |  | **Mexican** | **1** |
|  |  | **1** |  | **Nigerian Total** | **5** |  | **Mexican Total** | **1** |
|  |  | **6** |  | **Pakistani** | **1** |  | **Nigerian** | **1** |
|  |  | **1** |  | **Pakistani Total** | **1** |  |  | **1** |
|  | **Portuguese Total** | **9** |  | **Papua New Guinean** | **1** |  |  | **1** |
|  | **Romanian** | **1** |  | **Papua New Guinean Total** | **1** |  |  | **1** |
|  |  | **1** |  | **Philippine** | **3** |  |  | **1** |
|  | **Romanian Total** | **2** |  |  | **1** |  | **Nigerian Total** | **5** |
|  | **Slovak** | **1** |  | **Philippine Total** | **4** |  | **Pakistani** | **1** |
|  |  | **1** |  | **Polish** | **1** |  | **Pakistani Total** | **1** |
|  | **Slovak Total** | **2** |  |  | **5** |  | **Papua New Guinean** | **1** |
|  | **South African** | **1** |  |  | **1** |  | **Papua New Guinean Total** | **1** |
|  |  | **1** |  |  | **1** |  | **Philippine** | **1** |
|  |  | **1** |  |  | **2** |  |  | **3** |
|  |  | **1** |  | **Polish Total** | **10** |  | **Philippine Total** | **4** |
|  | **South African Total** | **4** |  | **Portuguese** | **1** |  | **Polish** | **1** |
|  | **Swedish** | **1** |  |  | **1** |  |  | **5** |
|  | **Swedish Total** | **1** |  |  | **6** |  |  | **1** |
|  | **Turkish** | **1** |  |  | **1** |  |  | **1** |
|  | **Turkish Total** | **1** |  | **Portuguese Total** | **9** |  |  | **2** |
|  | **Venezuelan** | **1** |  | **Romanian** | **1** |  | **Polish Total** | **10** |
|  | **Venezuelan Total** | **1** |  |  | **1** |  | **Portuguese** | **1** |
|  | **Zimbabwean** | **2** |  |  | **1** |  |  | **1** |
|  | **Zimbabwean Total** | **2** |  |  | **2** |  |  | **1** |
|  | **Papua New Guinean** | **1** |  | **Romanian Total** | **5** |  |  | **6** |
|  | **Papua New Guinean Total** | **1** |  | **Slovak** | **1** |  | **Portuguese Total** | **9** |
|  | **Mexican** | **1** |  |  | **1** |  | **Romanian** | **1** |
|  | **Mexican Total** | **1** |  | **Slovak Total** | **2** |  |  | **1** |
|  | **Hong Kong (British/Chinese)** | **1** |  | **South African** | **1** |  |  | **1** |
|  | **Hong Kong (British/Chinese) Total** | **1** |  |  | **1** |  |  | **2** |
|  | **Spanish** | **1** |  |  | **1** |  | **Romanian Total** | **5** |
|  |  | **1** |  |  | **1** |  | **Slovak** | **1** |
|  |  | **14** |  | **South African Total** | **4** |  |  | **1** |
|  | **Spanish Total** | **16** |  | **Spanish** | **1** |  | **Slovak Total** | **2** |
|  | **Cameroonian** | **1** |  |  | **1** |  | **South African** | **1** |
|  | **Cameroonian Total** | **1** |  |  | **1** |  |  | **1** |
|  | **Guyanese** | **1** |  |  | **1** |  |  | **1** |
|  | **Guyanese Total** | **1** |  |  | **15** |  |  | **1** |
|  | **Czech** | **1** |  | **Spanish Total** | **19** |  | **South African Total** | **4** |
|  | **Czech Total** | **1** |  | **Swedish** | **1** |  | **Spanish** | **1** |
|  | **Sri Lankan** | **1** |  | **Swedish Total** | **1** |  |  | **1** |
|  | **Sri Lankan Total** | **1** |  | **Turkish** | **1** |  |  | **1** |
|  | **Georgian** | **1** |  | **Turkish Total** | **1** |  |  | **1** |
|  | **Georgian Total** | **1** |  | **Venezuelan** | **1** |  |  | **15** |
|  | **Grand Total** | **177** |  | **Venezuelan Total** | **1** |  | **Spanish Total** | **19** |
|  |  |  |  | **Zimbabwean** | **2** |  | **Sri Lankan** | **1** |
|  |  |  |  | **Zimbabwean Total** | **2** |  | **Sri Lankan Total** | **1** |
|  |  |  |  | **Czech** | **1** |  | **Swedish** | **1** |
|  |  |  |  | **Czech Total** | **1** |  | **Swedish Total** | **1** |
|  |  |  |  | **Sri Lankan** | **1** |  | **Turkish** | **1** |
|  |  |  |  | **Sri Lankan Total** | **1** |  | **Turkish Total** | **1** |
|  |  |  |  | **Georgian** | **1** |  | **Venezuelan** | **1** |
|  |  |  |  | **Georgian Total** | **1** |  | **Venezuelan Total** | **1** |
|  |  |  |  | **Finnish** | **1** |  | **Zimbabwean** | **2** |
|  |  |  |  | **Finnish Total** | **1** |  | **Zimbabwean Total** | **2** |
|  |  |  |  | **Grand Total** | **192** |  | **Grand Total** | **192** |
|  |  |  |  |  |  |  |  |  |

**ENQUIRY 2**

Here is the response to your recent Freedom of Information enquiry from Weston Area Health NHS Trust.

This is a request under the Freedom of Information Act 2000 to ascertain information regarding your organisation.

·         Since 1 January 2013 has your Trust attended an overseas recruitment event to recruit nursing staff?

o   If so where have you been and when?  - Spain in June 2013

o   How much has this cost? - The event cost £8000

·         Does your Trust intend to actively recruit nursing staff from overseas in the next six months?

o   If so where do you intend to recruit from and when? - Yes, we intend to run an event in Italy in October 14

·         What do you believe are the reasons your Trust is unable to recruit the nursing staff required from within the UK? - Short supply of high quality nurses, which is similar too many other Trusts regionally and nationally.

I trust that your request has been satisfactorily answered, but I should advise you that you have the right to complain about this response by reference to the complaints procedure of the Weston Area Health NHS Trust, in which case you should write to me at this email address.

If you remain dissatisfied with the decision of the Trust following your complaint, you may write to the Information Commissioner, whose address is:

Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

Jo Ward

on behalf of Gillian Hoskins

Associate Director of Governance and Patient Experience

Weston Area Health NHS Trust