

## Freedom of Information Request

**Reference Number:** EPUT.FOI.23.3043  
**Date Received:** 5<sup>th</sup> of July 2023

### Information Requested:

1. The name and best contact details for your Chief People Officer, Head of recruitment, International recruitment lead or whoever would be the primary contact responsible for the recruitment of overseas Nurses. Please can you also provide the details for the Recruitment Lead, Recruitment Manager or the primary contact that would be responsible for the recruitment of UK based Band 5 & 6 Nurses and Allied Health Professionals (namely Radiographers & Physiotherapists)?

Please provide the following where available

- Contact name – [Joseph Caldeira, Associate Director, International Workforce Development](#)
- Email address – [Joseph.Caldeira1@nhs.net](mailto:Joseph.Caldeira1@nhs.net)
- Best contact number – [07890 895808](tel:07890895808)

We would also require the following information:-

2. Total spend on international recruitment activity with agency providers for the last financial year?  
[The Trust believes that this information is publicly available on the https://eput.nhs.uk/media/j3iluhun/eput-foi-22-2761.pdf website for the months April 2022 – October 2023 and therefore is applying a Section 21 exemption of the Act \(Information accessible to applicant by other means\):](https://eput.nhs.uk/media/j3iluhun/eput-foi-22-2761.pdf)  
Currently, the Trust is compiling the information for October 2023 to date, however whilst these are not currently published they will be in the near future. The Trust is therefore applying exemption Section 22 of the Freedom of Information act, this exemptions is for information that is intended to be published in the future.
3. Names, total number of agency providers currently being used for international recruitment and total spend with each provider for the last financial year?  
Name of Agency: [Charkos Global Ltd](#)  
2022-2023: £0
4. The average fee per Nurse, for International Recruitment via agency?  
£11,000
5. The main challenges faced by the Trust when recruiting overseas nurses?  
[The Trust does not hold any recorded information within the scope of your request. The right under FOIA is to information held by the Trust in recorded form; the Trust is not required to generate new information in order to respond to a FOIA request. Where the Trust can easily answer a question in the normal course of business, even where no recorded information is held, the Trust will always endeavour to do so. After conducting the relevant searches, we have concluded that we do not hold any](#)

recorded information which would answer your question and we are not able to easily do so in the normal course of business

**Section 21: Information accessible to applicant by other means.**

(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.

(2) For the purposes of subsection (1)—

(a) information may be reasonably accessible to the applicant even though it is accessible only on payment, and

(b) information is to be taken to be reasonably accessible to the applicant if it is information which the public authority or any other person is obliged by or under any enactment to communicate (otherwise than by making the information available for inspection) to members of the public on request, whether free of charge or on payment.

(3) For the purposes of subsection (1), information which is held by a public authority and does not fall within subsection (2)(b) is not to be regarded as reasonably accessible to the applicant merely because the information is available from the public authority itself on request, unless the information is made available in accordance with the authority's publication scheme and any payment required is specified in, or determined in accordance with, the scheme.

**Section 22: Information intended for future publication.**

(1) Information is exempt information if—

(a) the information is held by the public authority with a view to its publication, by the authority or any other person, at some future date (whether determined or not),

(b) the information was already held with a view to such publication at the time when the request for information was made, and

(c) it is reasonable in all the circumstances that the information should be withheld from disclosure until the date referred to in paragraph (a).

(2) The duty to confirm or deny does not arise if, or to the extent that, compliance with section 1(1)(a) would involve the disclosure of any information (whether or not already recorded) which falls within subsection (1).

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>