

Freedom of Information Request

Reference Number: EPUT.FOI.22.2706
Date Received: 31.10.2022

Information Requested:

How much has this trust spent on overseas recruitment (including all recruitment related activities, overseas recruitment trips, agency fees, staff salaries of overseas recruits of all occupations - such as nurses, doctors, admin staff etc. - including costs of relocation, flights etc.) from 1st January 2017 - the present (31st October 2022)?

If possible please break this down by year and by cost type (examples given above).

The supply of clinical staff to NHS organisations is a well-known and documented challenge for all NHS trusts in the UK. As part of national efforts to increase the benefits of international recruitment, EPUT successfully recruited, on-boarded and trained ten international nurses from India (a collaboration with MSE in October and November 2021) and received approved funding to recruit 50 nurses before the end of April 2022 and then a further 135 nurses between April and December 2022.

EPUT's international recruitment programme prepares and develops recruits for a successful career at EPUT. Our International Recruitment of Nurses programme is designed to give the nurse a structured and supportive learning experience which will enhance their skills and knowledge in mental health and learning disability nursing. By using dedicated training facilities and a team of specialists, we provide the best platform for nurses to successfully qualify as UK nurses, assimilate within the NHS and provide the best care to patients.

To ensure the infrastructure is sufficiently robust professionally and pastorally to support nurse recruits while they are working at EPUT and to enable them to meet the required standard to enter the UK register, EPUT established a dedicated International Recruitment Team.

Additionally, EPUT provides extensive training and development opportunities to all newly recruited staff and existing employees whilst working for the Trust. To assure the delivery of this increased demand on our training facilities we have factored in the training costs associated with the international recruitment campaign.

International recruitment supports a diversity of culture and workforce experience and is a key factor in improving patient safety and clinical outcomes. The more diverse the workforce the greater the understanding of our service users' needs therefore we are more likely to be able to support and fulfil individual's requirements in order to achieve a better and more meaningful quality of life along with a better patient experience.

International Recruitment	April 21- March 22	April 22 - 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
Financial year total spend	£708.2k	£2,932.0k

Please note that the Trust had no international recruitment costs before 2021/22.

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>