

**Please reply to:** Elizabeth House  
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Tel. 0800 376775  
Email: [foi@cpft.nhs.uk](mailto:foi@cpft.nhs.uk)  
Website: [www.cpft.nhs.uk](http://www.cpft.nhs.uk)

15<sup>th</sup> March 2024

**Reference number: CPFT FOI F24-644**

**SENT BY EMAIL**

Dear \*\*\*\*\*

Thank you for your email requesting information under the Freedom of Information Act 2000. Please find our response below.

Your Request

The number of all nurse intake at Band 5 level who have been recruited from the following sources in the last 12 months. Please provide the information broken down in the 3 categories:

1. Graduate Nurse intake – Please include any nurses who have studied in the UK as well as international students if you have this information

**We have reviewed your request, and unfortunately, we are unable to provide the information you have asked for. This is because we do not hold this information in a reportable format, and locating this information would require our teams to manually review each application form for Band 5 nurses that have been recruited over the last 12 months.**

**In order for us to fulfil this request, we would need to review 317 staff files, and estimating that it would take approximately 5 minutes to review each file, we have calculated that to respond to this question in full would take 26 hours of staff time, which exceeds the time limits as set by the FOIA.**

**Section 12 of the FOIA allows a public authority to refuse a request where it estimates that it would exceed the appropriate limit to comply with the request.**

**The relevant section states:**

**12. (1) - Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit where the appropriate limit is equal to 18 hours of staff time as set by the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulation 2004.**



However, when we apply Section 12, we are required to provide advice and assistance (if possible) under Section 16 to help modify your request to an answerable standard.

**Advice and Assistance provided under Section 16 of the FOIA**

After careful consideration, we are unable to provide any further advice or assistance which would enable us to provide a response to this request.

2. International intake – Recruited through international recruitment campaigns

**27 nurses were employed from overseas.**

3. Other intake – to include but not limited to; UK nurses transfer from other trusts, internal promotion such as Nursing associates becoming Band 5 nurses or nurses moving from the care sector into the NHS

**Please see response provided to Q1**

Please also advise what percentage of the nursing workforce is over the age of 60.

<b>% of Nurses over 60 years of age (effective 31<sup>st</sup> January 2024)</b>	<b>%</b>
<b>under or equals 60</b>	<b>92.79%</b>
<b>over 60</b>	<b>7.21%</b>
<b>Total</b>	<b>100.00%</b>

Please advise what is the Nursing workforce attrition % for 2023

**The 2023 Rolling Turnover figure for Nurses is 13.73% (12 months effective 31<sup>st</sup> December 2023).**

I trust this information meets your needs. If you have any query or concern about the handling of your enquiry then please contact the Trust's Freedom of Information Lead at the address below.

You also have the right of appeal to the Information Commissioner at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Telephone: 01625 545700

Website: [www.informationcommissioner.gov.uk](http://www.informationcommissioner.gov.uk)

Yours sincerely,



Stephen Legood  
Director of People and Business Development

