

Please reply to: Elizabeth House
Fulbourn Hospital
Fulbourn
Cambridge
CB21 5EF

Tel. 0800 376775
Email: foi@cpft.nhs.uk
Website: www.cpft.nhs.uk

24th May 2024

Reference number: CPFT FOI F25-045

SENT BY EMAIL

Dear *****

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

Your Request

1. In the past 10 years [1 January 2013 to 31 March 2024] how many overseas doctors did you recruit?
2. Please break these down country by country and year by year.
3. Please provide for each year the number of doctors you had/have in total, so I can calculate the proportion.
4. In the past 10 years [1 January 2013 to 31 March 2024] how many overseas nurses and midwives did you recruit?
5. Please break these down country by country and year by year.
6. Please provide for each year the number of nurses and midwives you had/have in total, so I can calculate the proportion.

Please include agency/locum staff in your figures, but please make clear who are staff and who are temps.

Our Response

We have reviewed your request, and unfortunately, we are unable to provide the information you have asked for.



This is because you have indicated that your request relates to the following information:

- (1) the number of doctors / nurses / midwives we recruited directly from overseas
- (2) the number of doctors / nurses / midwives we recruited who are from overseas, but were in the UK at the time of appointment to post

Whilst we would be able to extract information relating to (1), locating information relating to (2) would require our staff to request personnel records from managers of each new joiner since 2013, and once received, conduct a manual review of each employee record to check where our employees lived when appointed. We believe that searching for, locating and retrieving this information would well exceed the time limits as set out under the FOIA (18 hours of staff time).

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 would be able to provide information in relation to (1) (the number of doctors / nurses / midwives we have recruited directly from overseas). If you require this information, we recommend you submit a revised FOI request to foi@cpft.nhs.uk. Please note that any revised request will be treated as a new FOI, and a response will be provided within 20 working days.

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

Yours sincerely,

Stephen Legood
Director of People and Business Development

