

## Freedom of Information request 336-18

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### Request

I am writing to you under the Freedom of Information Act 2000 to request the following information regarding the recruitment of nursing and midwifery Staff:

1. How many FTE nurse vacancies do you currently have?
2. What was your total nursing agency spend for financial year 2017/18 inclusive?
3. Had the Trust recruited nursing and midwifery staff from outside the UK during the 2017/18 financial year
4. If yes, why?
5. If the Trust has recruited nursing staff from overseas during the 2017/18 financial year:
  - a. The total number of overseas nurses recruited
  - b. A breakdown of overseas nurses recruited by country
  - c. For the 2017/18 nurses, I would like to know how many are still in post?
6. If any of the Trust's staff attended recruitment events outside the UK in 2017/18 If so, you request for:
  - a. Location and duration of event
  - b. Number of staff who attended, length of trip and any associated costs incurred for travel accommodation and meals.
7. If the Trust has used a recruitment company or partner to conduct this recruitment of nurses outside the UK, or if it was conducted directly by the Trust. If you have used a recruitment agency or partner, please provide:
  - a. The name of the recruitment company or partner used
  - b. A breakdown of the recruitment fees charged to/paid by your organisation to the company or partner used.
  - c. Please confirm the number of nurses hired for employment by the trust through a recruitment company or partner

### Response

1. Vacancies– (as defined by ISD) include posts which have been cleared for advert after being through the redeployment process (internal or external advert) and remain a vacancy until an individual starts in the post.

The total WTE vacancies as at 30th June 2018 = 57.8.

2. The total spend on nursing agency staff for the financial year 2017/18 was £1,273,713.

3. No.

4-7 Not applicable.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or [foi.enquiries@borders.scot.nhs.uk](mailto:foi.enquiries@borders.scot.nhs.uk).

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **336-18** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.