

Title: Overseas Recruitment

Reference Number: RDF1013

Date of Response: 19/12/22

Further to your Freedom of Information Act request, please find the Trust's response(s) below:

I am writing to request the following information under the Freedom of Information Act 2000.

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).

Answer: Please see tables below. Note the Trust does not hold this information in the format requested therefore the figures are an estimate.

* Includes exam fee only, trainer costs are included in the Eastern Services table - providing the training across both Eastern and Northern Services.

** The Trust has considered your request, however to provide you with the information requested would require the manual extraction and manipulation of information from various sources. To carry out this work would exceed the appropriate cost limit as set out in Section 12 (1) of the Freedom of Information Act 2000 and is therefore exempt.

Under the Freedom of Information Act 2000 Section 12 (1) and defined in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004, a public authority is not obliged to comply with a request for information if it estimates that the cost of complying would exceed the appropriate limit. The limit of £450 represents the estimated cost of one person spending two and a half days in determining whether the Trust holds the information, locating, retrieving and extracting that information.

RDUH Eastern Services overseas recruitment costs	<i>2017/18</i>	<i>2018/19</i>	<i>2019/20</i>	<i>2020/21</i>	<i>2021/22</i>	<i>2022/23 to 31st October 2022</i>	<i>Total</i>
<i>Travel/Accommodation</i>	5,756	307,263	311,436	45,537	94,193	52,210	816,395
<i>Training (e.g. OSCE exams and trainers)</i>	8,941	115,727	208,385	90,593	157,249	103,210	684,105
<i>Agency fees</i>	9,875	1,920	141,559	30,000	Nil	Nil	183,355
<i>All other costs including Devon IR Alliance charges, work permits, DBS checks</i>	69,749	254,427	488,619	595,404	898,558	613,743	2,920,499
<i>Staff salaries of overseas recruits of all occupations</i>	**	**	**	**	**	**	**
<i>Total</i>	94,321	679,337	1,149,999	761,534	1,150,000	769,163	4,604,354

RDUH Northern Services overseas recruitment costs	<i>2017/18</i>	<i>2018/19</i>	<i>2019/20</i>	<i>2020/21</i>	<i>2021/22</i>	<i>2022/23 to 31st October 2022</i>
<i>Overseas recruitment trips</i>	Nil	8,452	Nil	Nil	Nil	Nil
<i>Travel/Accommodation</i>	Nil	Nil	11,068	14,975	27,714	12,297
<i>Training (e.g. OSCE exams and trainers)</i>	*3,085	*Nil	*18,196	*6,150	*44,115	*39,689
<i>Agency fees</i>	Nil	94,717	111,232	103,646	33,380	75,351
<i>All other costs including Devon IR Alliance charges, work permits, DBS checks, staff expenses</i>	Nil	Nil	85,535	169,162	286,329	208,230
<i>Staff salaries of overseas recruits of all occupations</i>	271,473	804,411	1,675,459	3,064,305	4,715,917	4,516,903