

Request for information under the Freedom of Information Act – 2022.269
Released – 20 December 2022

Thank you for your email received 15 December 2022 requesting information regarding international recruitment.

Please find detailed below a summary of your request, together with our response.

Summary of your original request:

Please could you advise on the following questions for the period of 1st Jan 2021 - Present.

Our recruitment system only allows for reports to be completed over the last 12 months. Therefore the information provided is for that period.

How many external international hires has Kent Community Health NHS Foundation Trust made over this period?

110

Can you break this down by role (Registered Nurse, Mental Health Nurse, Occupational Therapist etc)?

	Count
Registered Nurse	101
Administrative and Clerical	2
Allied Health Professionals	3
Estates and Ancillary	1
Medical and Dental	3
Grand Total	110

What is Kent Community Health NHS Foundation Trust total international recruitment spend for this period?

£1,216,854 (This figure includes relocation expenses, recruitment costs, training costs and costs associated with pastoral support)

What percentage of international recruitment is done directly (if any)?

All

Chair John Goulston Chief Executive Mairead McCormick

Trust HQ The Oast, Unit D, Hermitage Court, Hermitage Lane, Barming, near Maidstone, Kent ME16 9NT

How much of this budget was spent on external agencies? Who are the agencies and what is their cost per agency?

£0 – not applicable

Who is the senior most responsible officer in relation to this budget?

It is Trust policy to not release names and contact details of staff below Executive Director Level as this constitutes personal information which is exempt under Section 40(2) in conjunction with Section 40(3A)(a) of the Freedom of Information Act 2000 which relates to 'Personal Information'.

An excerpt of the relevant Freedom of Information legislation can be found below:

Section 40 – Personal information

(2) Any information to which a request for information relates is also exempt information if—

(a) it constitutes personal data which does not fall within subsection (1), and

(b) either the first, second or third condition below is satisfied.

(3a) The first condition is that the disclosure of the information to a member of the public otherwise than under this Act

(a) would contravene any of the data protection principles, or

(b) would do so if the exemptions in section 24(1) of the Data Protection Act 2018 (manual unstructured data held by public authorities) were disregarded.

We can confirm that the Executive Director with overall responsibility for this is Victoria Robinson-Collins - Director of People and Organisational Development

Do you have a centralised recruitment team at Kent Community Health NHS Foundation Trust or are the recruitment budgets and responsibility managed by your service leads?

We have a centralised recruitment team

Who are these recruitment / service leads?

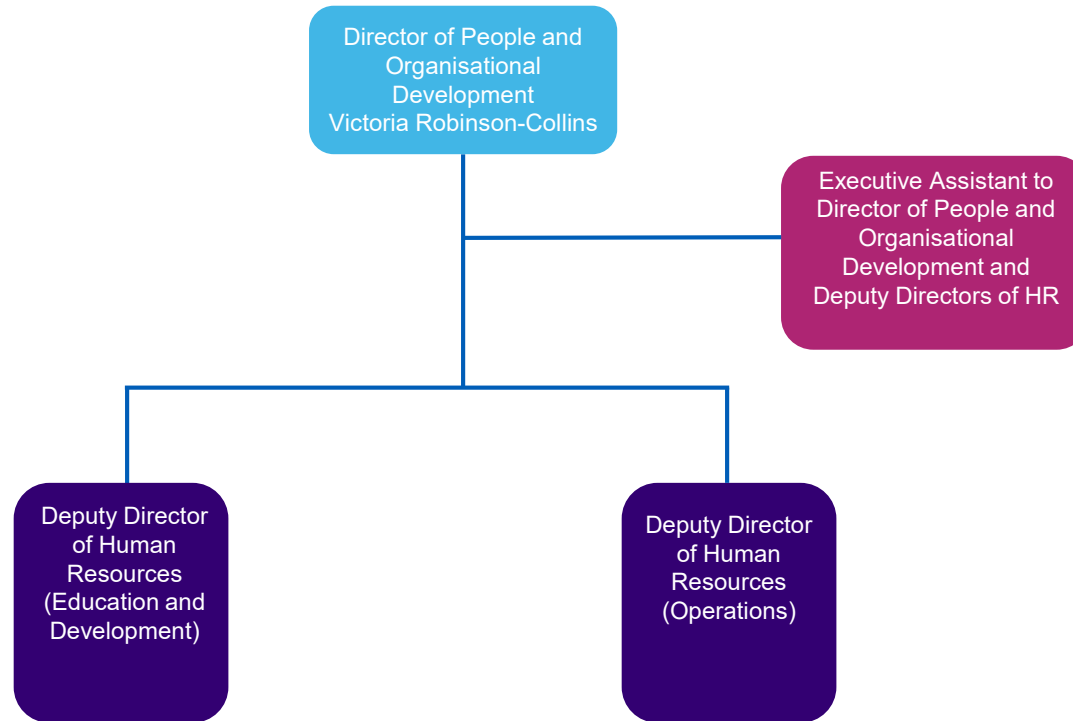
As stated above this information is exempt under section 40, personal information. We can confirm that the Executive Director with overall responsibility for this is Victoria Robinson-Collins.

What is the organisational structure within your recruitment and HR Teams at Kent Community Health NHS Foundation Trust

Please see organisational chart attached.

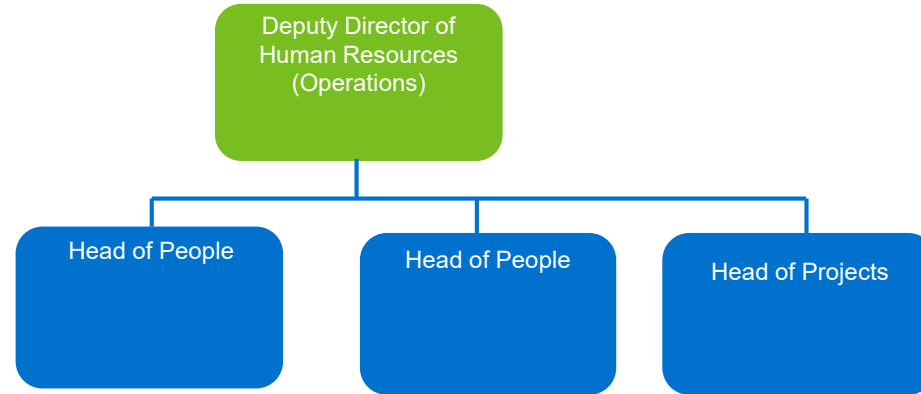
Director of People and Organisational Development

structure chart



Human Resources – Operations

structure and services



- Employee Relations and Business Partnering (Infrastructure services),
- Recruitment
- EDI

- Workforce Information and Systems
- Erostering
- Covid Vac Programme
- Temporary Staffing

Education and Development

structure chart

Deputy Director of Human Resources (Education and Development)

TAPs Support Team

Talent and Development Team

Clinical Academy Team

System and Performance Lead

Head of Talent and Development

Head of Clinical Academy

Widening Participation Lead

Education and Development PA

- Development and maintenance of Learning Management System (TAPs)
- Reporting on training and appraisal data
- Administration of training events including trainer support and venue management.
- All staff and manager queries

- Design and delivery of all central L&D initiatives
- Talent Management
- Digital and virtual learning
- Induction
- Leadership Academy
- Appraisal
- Coaching Mentoring
- Development of Community of Practice for trainers to set common standards and share resources

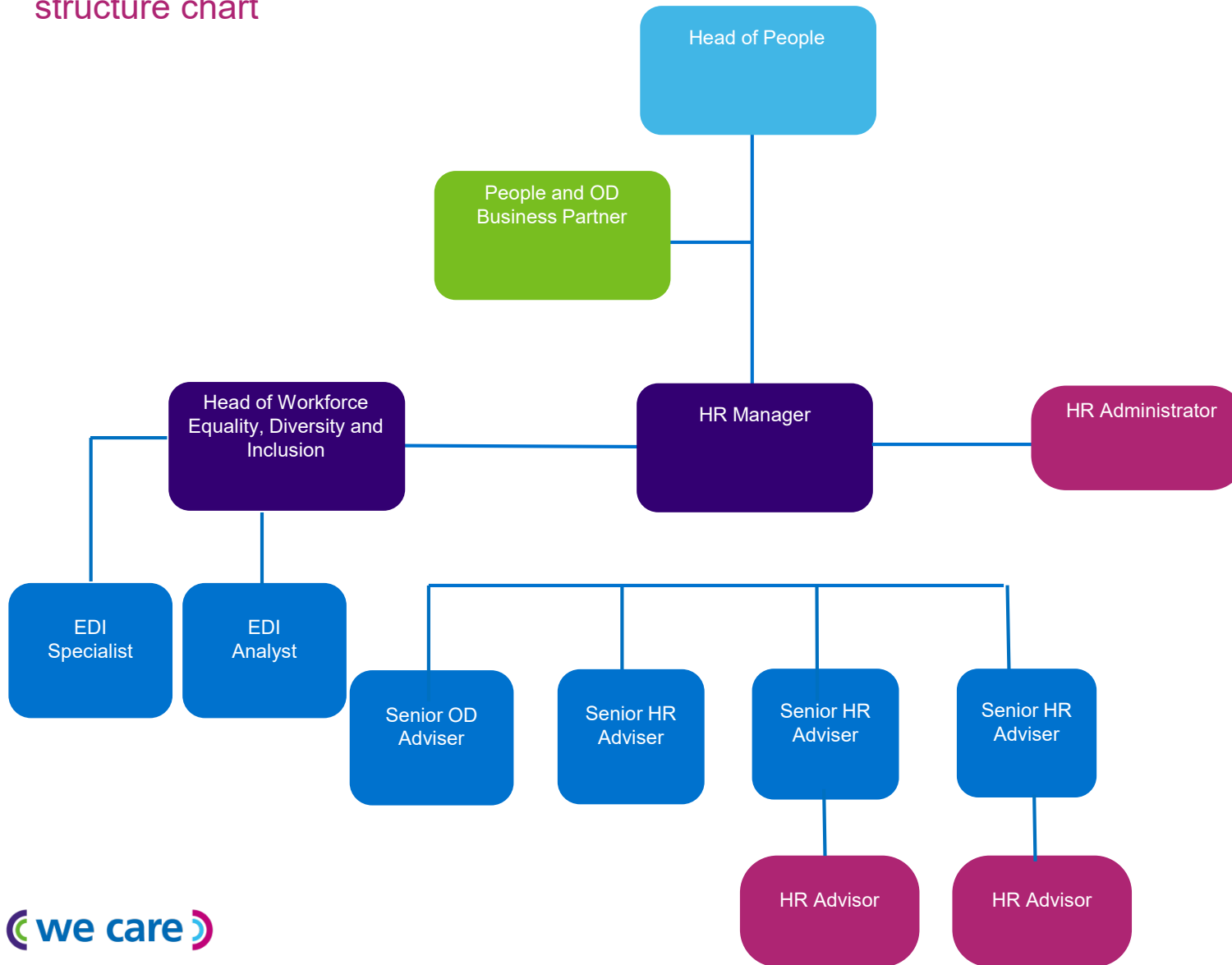
- Support and coordination of the employment of all clinical apprentices - all professions
- Student placements including medical placements
- Support procurement and management of clinical apprenticeship providers
- M&H and BLS training
- Management and accessing income streams from HEE
- HEI relationships

- Lead for procurement and management of all apprenticeship providers
- Management of apprenticeship offer across 26 programmes
- Monitoring and reporting on apprenticeship levy
- Development of Bands 1-4
- Career pathways
- Work experience
- Entry routes
- Administrative academy
- Skills for life support

- Management of the administration of the funding panel
- Reporting, forecasting and analysis of training budgets and apprenticeship levy
- Management of all payments and invoicing for training courses and service budgets
- Supporting widening participation lead with workstreams

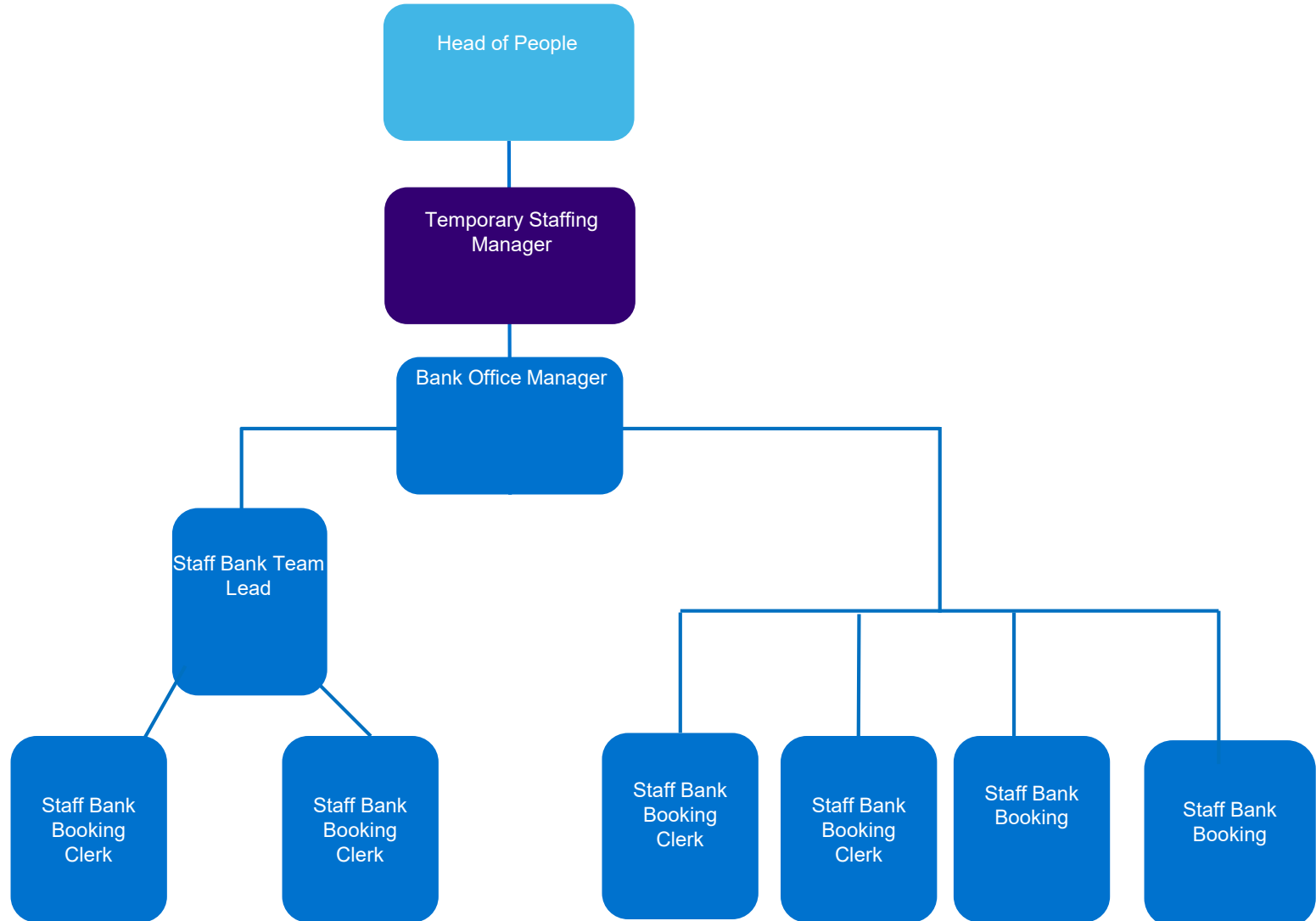
Employee Relations and Business Partnering

structure chart

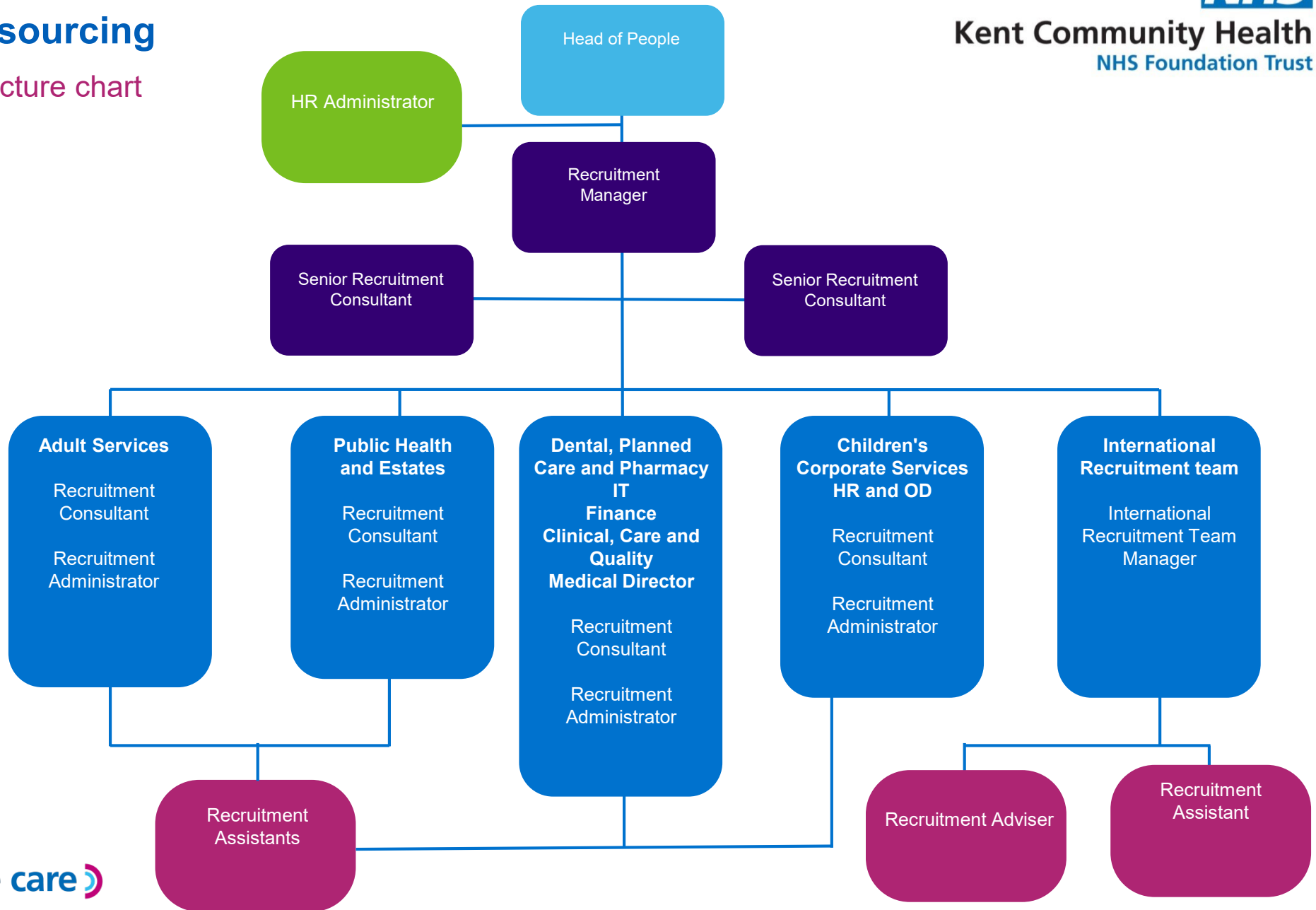


Temporary Staffing

structure chart

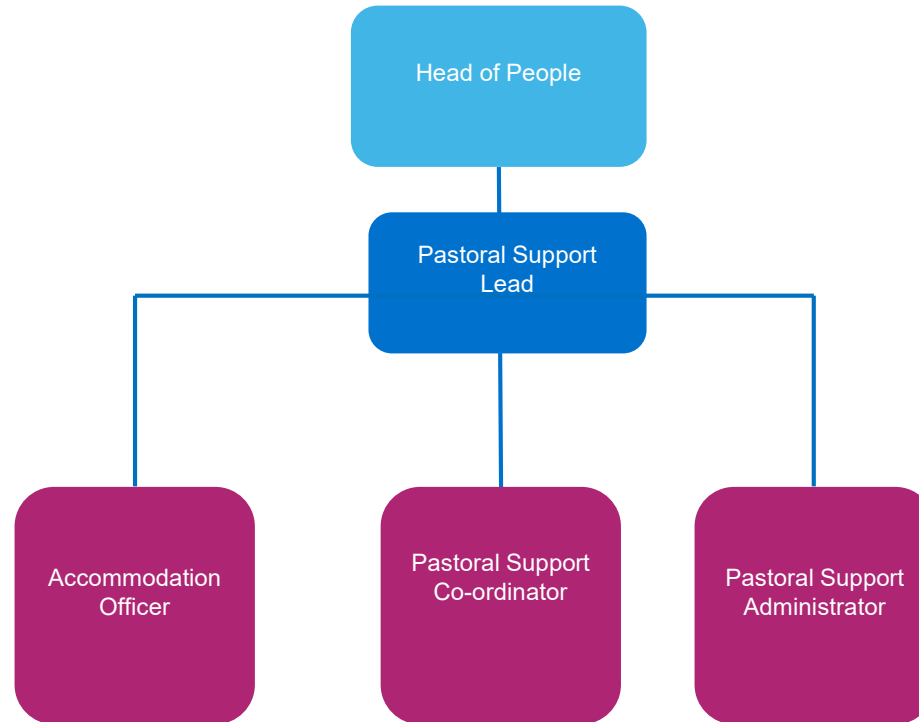


Resourcing structure chart



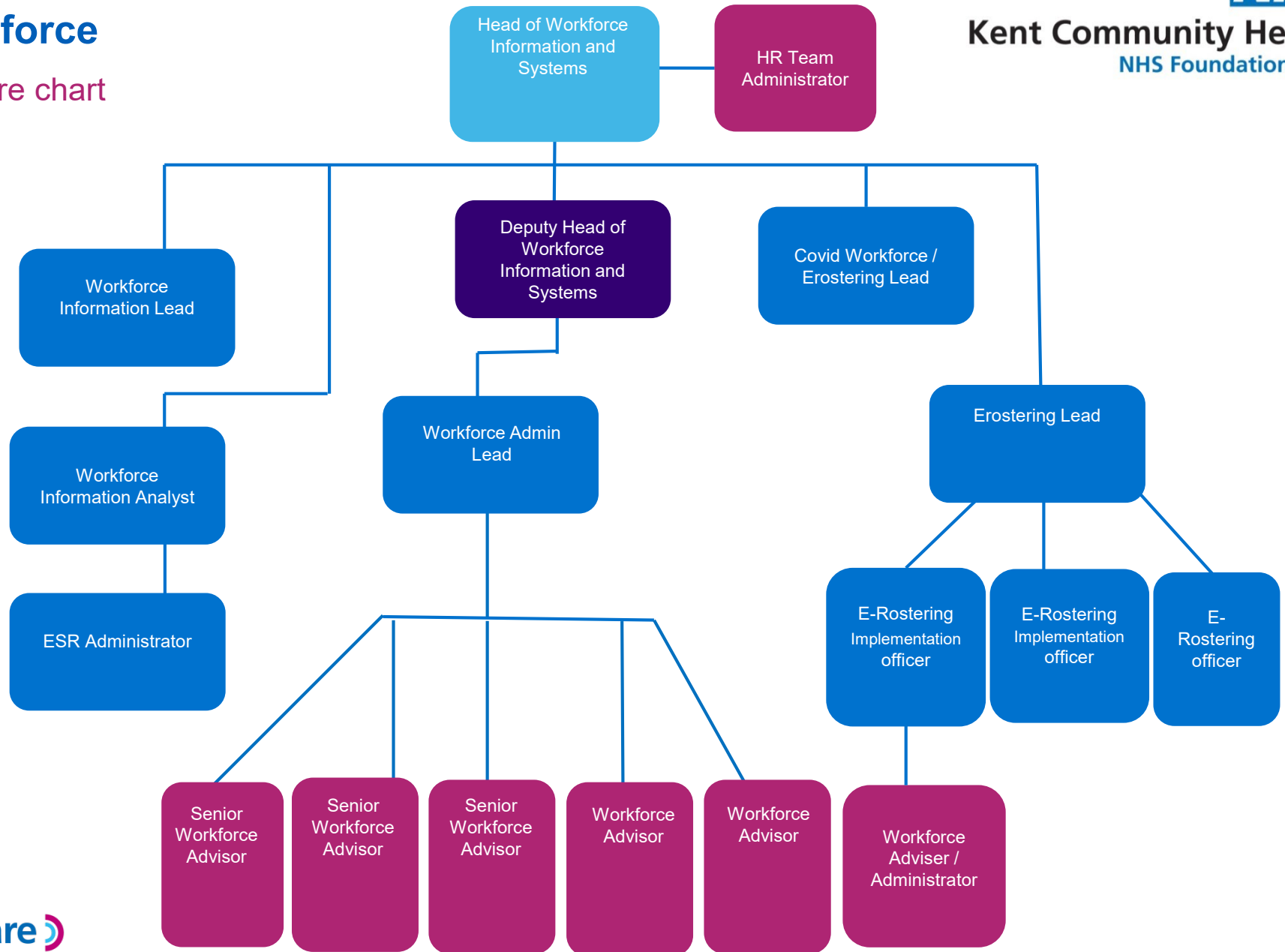
International Recruitment Pastoral Support Team

structure chart



Workforce

structure chart



Workforce – Covid Vaccination Programme

structure chart

