

Ref. No: 0658
Date: 06/02/24
Subject: Recruitment Information

REQUEST

I am seeking details related to the recruitment practices and expenditures of Mersey and West Lancashire Teaching Hospitals NHS Trust for the year 2023. The information requested is as follows:

1. The most current organisational chart for the recruitment department, including the full names, emails, and roles of individuals within the team.
2. A breakdown of the 2023 recruitment advertising spend, specifying the amount allocated to each source. This breakdown should include, but not be limited to, expenditures on social media, events, publications, job boards, LinkedIn, and any other recruitment channels employed by Mersey and West Lancashire Teaching Hospitals NHS Trust.
3. Details on the 2023 agency spend per division within Mersey and West Lancashire Teaching Hospitals NHS Trust, outlining the amount spent on recruitment agencies for each specific division.
4. Which Applicant-Tracking-System (ATS) Mersey and West Lancashire Teaching Hospitals NHS Trust uses.

RESPONSE

St Helens and Knowsley Teaching Hospitals NHS Trust and Southport and Ormskirk Hospital NHS Trust became a single legal entity known as Mersey and West Lancashire Teaching Hospitals NHS Trust on 1st July 2023, as such parts of the response may be provided in two sections relating to the hospital sites of each of the legacy organisations.

1. The most current organisational chart for the recruitment department, including the full names, emails, and roles of individuals within the team.

Hayley Proudlove (Head of Strategic Resourcing),
Hayley.Proudlove2@sthk.nhs.uk

Section 40: personal information

This would constitute personal information and would be considered exempt under Section 40 of the Freedom of Information Act. Section 40 provides an exemption to disclosure, where disclosure would contravene any of the Data Protection principles. Where the information relates to an individual who can be identified from that data, or from that data when added to other information, in the possession of, or likely to come into the possession of any other individual, this meets the definition of personal data as defined by the Data Protection Act. In such circumstances, Section 40 confers an absolute exemption on disclosure.

- 2. A breakdown of the 2023 recruitment advertising spend, specifying the amount allocated to each source. This breakdown should include, but not be limited to, expenditures on social media, events, publications, job boards, LinkedIn, and any other recruitment channels employed by Mersey and West Lancashire Teaching Hospitals NHS Trust.**

Section 12: cost of compliance exceeds the appropriate limit

The budget isn't broken down in such a way to easily allow this to be provided, as such the Trust would need to undertake a manual review of records which we estimate would exceed the appropriate limits.

Under Section 12 of the Freedom of Information Act, Mersey and West Lancashire Teaching Hospitals NHS Trust does not have to comply with a request where it is estimated that the cost of compliance would exceed the appropriate limit of £450. The appropriate limit is specified within the regulations and represents the estimated cost of one person spending 2½ working days answering the request, either wholly or partially.

- 3. Details on the 2023 agency spend per division within Mersey and West Lancashire Teaching Hospitals NHS Trust, outlining the amount spent on recruitment agencies for each specific division.**

St Helens and Knowsley:

Agency spend for recruitment was with Medical and Dental Surgical Care – £30,000.

Southport and Ormskirk:

Please refer to the response to question two.

- 4. Which Applicant-Tracking-System (ATS) Mersey and West Lancashire Teaching Hospitals NHS Trust uses.**

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