

Ref. No: FOR1214  
Date: 20/09/2024  
Subject: International Recruitment

## REQUEST

1. The total number of staff recruited internationally during the 2023/2024 period.
2. The name(s) of the international recruitment agency/agencies used for this purpose.
3. The contact details (name, email, phone) of the lead or person responsible for international recruitment within your organisation.
4. The anticipated international recruitment numbers for the next 12 months.

## RESPONSE

Q1 and Q2

### **Response (Including refusal of request under section 12):**

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*

In determining the time limit, the Trust can only take into account

- determining whether the information is held;
- locating the information, or a document containing it;
- retrieving the information, or a document containing it; and
- extracting the information from a document containing it.

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 1<sup>st</sup> July 2023, To provide the information requested the Trust will need to examine the legacy systems for the two Trusts these records cannot be easily examined to extract the information requested and by doing so the Trust estimates this will be in excess of the 18 hours allowed under the FOIA..

**Calculation** - Across the Trust there are approximately 10600 staff with additional staff from our Bank. The turnover of staff is around 0.7% per month which equates to 8.4% per year the total approximate staff numbers are 890 per year. each staff folder/file would need to be located and reviewed to see where the recruitment was from and how from these legacy systems. If it took 5 minutes to locate and review each event, the total time for determining whether the information is held and retrieving this information would equal 74.20 hours<sup>1</sup>

### **Advice and Assistance**

Under section 16 of the FOIA, advice and assistance should be provided to allow the request to come under the appropriate limit by scaling or modifying the request.

### **Unable to narrow**

However, as the information is not readily available and the number of legacy files so large, it would not be easy to scale down the request in this instance, for example, to one site..

Unfortunately, the Trust is unable to provide further assistance in this instance.

Q3 [recruitment@merseywestlancs.nhs.uk](mailto:recruitment@merseywestlancs.nhs.uk)

Q4 The Trust is not able to answer this question as future recruitment details are not known.

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<sup>1</sup> 890 files to check \* 5 minute to review each event = 4450 minutes  
4450 minutes = 74 hours, 20 minutes