

Ref: FOI/GS/ID 5981

Please reply to:
FOI Administrator
Trust Management
Maidstone Hospital
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Maidstone, Kent
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Email: mtw-tr.foiadmin@nhs.net

06 February 2020

Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to Recruitment.

You asked:

1. Spend in £ by staff groups below of permanent spend on permanent recruitment placed via an agency

Staff groups:

a. Medical staffing

b. Nursing

c. Allied Health Professionals

2. Who are the responsible hiring managers for permanent recruitment of the above staffing groups?

3. Which agencies does the trust currently use and what fee's / percentage of salary do they charge per placement?

4. Number of current open vacancies across the above staffing groups

Trust response:

1. In the period Apr 2019 to Jan 2020 we have spent £912,814 on recruitment fees paid to agencies. This includes overseas recruitment. We are unable to provide analysis by staff group.

2. Maidstone & Tunbridge Wells NHS Trust receives a number of requests for details relating to the professional lives of our staff from private individuals and organisations, some of whom are involved in recruitment and marketing. We are aware that approaches from some of these organisations, as a result of any disclosure on our part, may lead to damage and distress to individuals whose roles and responsibilities would not normally be public facing or a level where the expectation would be that this information should be in the public domain. On very rare occasions it might be considered in the public interest

to disclose some information but in such cases the views of the individual staff concerned is always sought.

The Trust has therefore decided that in future all such requests will normally be refused using the limitations available under Section 10 and Section 11 of the Data Protection Act 1998.

The information you have requested is therefore exempt under Section 40 of the Freedom of Information Act 2000. The responsible hiring manager ranges from Chiefs of Service to Heads of Service, to General Managers, to Ward Managers.

3. The Trust is applying Section 43(2) FOIA which provides an exemption from disclosure of information which would or would be likely to, prejudice the commercial interests of any person (including the public authority holding it). This is a qualified exemption, and is therefore subject to the public interest test.

The Trust believes that the information requested contains details which would be likely to damage the companies ability to win new business opportunities for their services and to perform them within a commercially competitive market.

The Trust has concluded that the public interest in maintaining the exemption, and therefore protecting the commercial interests of the suppliers and preserving its ability to compete fairly in a commercial market, outweighs the public interest in disclosure in this case.

Supplier Transactions

All NHS bodies are required to publish details of individual invoices and transactions that are over £25,000. This is in response to guidance from HM Treasury which sets out the scope of the data. Details can be found on our website using the following link: www.mtw.nhs.uk/about-us/our-quality-story/finance/

4. (Sept 2019)

Medical: 96.81 wte

Nursing: 439.46 wte

Scientific Therapeutic and Technical: 106.69 wte