

Ref: FOI/GS/ID 8233

Please reply to:
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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 overseas healthcare professionals.

You asked:

- 1. What is the retention for overseas healthcare professionals like in the last financial year?*
- 2. How many staff have you inducted in the last financial year?*
- 3. Do you use a on boarding platform?*
- 4. What are you doing to increase your retention in the UK?*

Trust response:

1. The Trust does not hold this information in the level of detail requested.
2. We have only been recording number of inductees since we launched the new induction format in October 2022.

Year 2022/2023 – 722

Year 2023/2024 (Current since April) – 367

Total since October 2022 – 1089

3. We use the TRAC onboarding platform.

4.

- Pastoral support
- Reward and recognition schemes
- Mentoring and Aspiring Development Programme for ethnic minority staff
- Listening events, stay interviews and other opportunities to provide feedback
- Wellbeing offerings
- Cultural conversation cafes