



Kent and Medway
NHS and Social Care Partnership Trust

Information Governance & Records Management Department

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Dear [REDACTED]

Request for Information

I write further to your request FOI ID 48788 under the Freedom of Information Act 2000 regarding: -

International Recruitment

Your request is set out below:

1. International Recruitment Figures

a) From which top five countries (excluding the UK) has the Trust recruited the most internationally trained nurses in the past two years? (financial years)

The Trust cannot identify the top five countries however can provide the top three which are India, Nigeria and the Philippines.

2. Decision-Making Factors

a) What were the key factors influencing recruitment from these specific countries? (e.g., historical recruitment links, availability of English-speaking nurses, lower attrition rates, recommendations from recruitment agencies, bilateral agreements, or other considerations?)

India – there is currently not enough jobs for mental health nurses in India due to a lack of recognition of mental health conditions, so we have partnered with an organisation to recruit ethically and ensure international recruits were looked after throughout the process.

In relation to other countries, this was due to who applied to the trust.

b) Has the Trust received guidance or recommendations from recruitment agencies regarding preferred source countries for international nurse recruitment? If so, what factors were cited in these recommendations?

No

3. Workforce Planning & Shortages

a) Does the Trust have a formal policy or practice regarding the contract length of internationally recruited nurses? If so, what proportion of international nurses recruited in the past two years were initially placed on temporary (e.g., fixed-term or short-term crisis) vs. permanent contracts? (financial years)

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Trust Chair – Dr Jackie Craissati
Chief Executive – Sheila Stenson

All placed on permanent contracts.

b) Why were international nurse recruitments deemed necessary in the first place? Were there specific roles within the nursing department that required international staffing that domestic supply could not provide?

Shortage of mental health nursing domestic supply.

I confirm that the information above completes your request under the Freedom of Information Act 2000. I am also pleased to confirm that no charge will be made for this request.

If you have any questions or concerns or are unhappy with the response provided or the service you have received you can write to the Head of Information Governance at the address on top of this letter. If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision.

Yours Sincerely

On Behalf of
The Information Governance Department